



CIVIL SERVICE COMMISSION
CITY AND COUNTY OF SAN FRANCISCO

DANIEL LURIE
MAYOR

May 11, 2026

NOTICE OF CIVIL SERVICE COMMISSION MEETING

- SUBJECT: 1. **ANNUAL SALARY ADJUSTMENTS (3rd) YEAR OF 5-YEAR CYCLE OF SALARY FOR BOARD OF SUPERVISORS IN ACCORDANCE WITH CHARTER SECTION 2.100.**
2. **ANNUAL SALARY ADJUSTMENT (5TH) YEAR OF 5-YEAR CYCLE OF SALARY FOR ELECTED OFFICIALS (MAYOR, CITY ATTORNEY, DISTRICT ATTORNEY, PUBLIC DEFENDER, ASSESSOR RECORDER, TREASURER, AND SHERIFF) IN ACCORDANCE WITH CHARTER SECTION A8.409-1 FOR FISCAL YEAR 2026-27.**
3. **ANNUAL CERTIFICATION OF BENEFITS FOR ELECTED OFFICIALS (INCLUDING MEMBERS OF THE BOARD OF SUPERVISORS) FOR FISCAL YEAR 2026-27 OF THE CITY AND COUNTY OF SAN FRANCISCO IN ACCORDANCE WITH CHARTER SECTION A8.409-1.**

The above matters will be considered by the Civil Service Commission at a hybrid meeting (in-person and virtual) in Room 400, City Hall, 1 Dr. Carlton B. Goodlett Place, San Francisco, California 94102 and through Cisco WebEx to be held on **May 18, 2026, at 2:00 p.m.**

These items will appear on the regular agenda. Please refer to the attached Notice for procedural and other information about Commission hearings. All calendared items will be heard and resolved at this time unless good reasons are presented for a continuance.

CIVIL SERVICE COMMISSION

Lavena Holmes
Deputy Director

Attachment

cc: The Honorable Daniel Lurie, Mayor
The Honorable Manohar P. Raju, Public Defender
The Honorable Jose Cisneros, Treasurer & Tax Collector
The Honorable Brooke Jenkins, District Attorney
The Honorable Paul M. Miyamoto, Sheriff
The Honorable David Chiu, City Attorney
The Honorable Joaquin Torres, Assessor - Recorder
The Honorable Danny Sauter, Member, Board of Supervisors
The Honorable Connie Chan, Member, Board of Supervisors
The Honorable Jackie Fielder, Member, Board of Supervisors
The Honorable Joel Engardio, Member, Board of Supervisors
The Honorable Chyanne Chen, Member, Board of Supervisors
The Honorable Matt Dorsey, Member, Board of Supervisors
The Honorable Myrna Melgar, Member, Board of Supervisors
The Honorable Rafael Mandelman, Member, Board of Supervisors
The Honorable Bilal Mahmood, Member, Board of Supervisors
The Honorable Shamann Walton, Board of Supervisors
The Honorable Stephen Sherrill, Member, Board of Supervisors
Angela Calvillo, Clerk, Board of Supervisors
Carol Isen, Human Resources Director
Steve Ponder, Director Classification & Compensation
Greg Wagner, Controller
Risa Sandler, Controller's office, Budget, and Analysis Division
Christie Beetz, Director, PPSD
Alison Romano, Chief Executive and Chief Investment Officer, SF Retirement
Rey Guillen, Chief Executive Officer, Health Service System



**CIVIL SERVICE COMMISSION
CITY AND COUNTY OF SAN FRANCISCO**

**DANIEL LURIE
MAYOR**

Date: May 18, 2026

To: Civil Service Commission

Through: Sandra Eng
Executive Officer

From: Preeti Grewal
Senior Human Resources Analyst

Subject: Report of Analysis & Recommendations – Review of Salary Setting and annual adjustments for the City and County of San Francisco Member, Board of Supervisors for a Five (5) Year Cycle, Effective July 1, 2024, through June 30, 2029, in accordance with Charter Section 2.100

BACKGROUND

Salary Setting for Member, Board of Supervisors

In the Consolidation Act of 1856, San Francisco was established as a city and county, with coterminous boundaries, by the California State Legislature. Upon approval of the Consolidation Act, twelve (12) supervisory districts were created and subsequently, the City and County of San Francisco has operated with a Board of Supervisors elected periodically by district or at large depending on prevailing Charter provisions approved by City and County of San Francisco Voters. On November 5, 1996, the Charter was amended to provide for eleven (11) supervisory districts. *The City and County of San Francisco is the only consolidated city and county in California with a Board of Supervisors that functions as both a City Council and a County Board of Supervisors.*

Historically, salary setting for the Board of Supervisors was the responsibility of the City and County of San Francisco voters. However, on November 5, 2002, the voters approved an amendment to the Charter making the position of Member, Board of Supervisors full-time and delegated salary setting to the Civil Service Commission.

The Civil Service Commission (Commission) first set the salary for the Board of Supervisors on May 19, 2003, for a one-year cycle beginning July 1, 2003, through June 30, 2004. At the Civil Service Commission meeting of May 17, 2004, the Commission set the salary for the Board of Supervisors at \$90,000 for the first five (5) year cycle, effective July 1, 2004, through June 30, 2009. The Commission also acted to increase the salary for each fiscal year effective July 1, 2005, based on the CPI-U reported in January of each year, not to exceed 5%. In addition, the Commission directed that the salary will not decrease in the event the CPI-U falls below zero.

CHARTER SECTION 2.100. – COMPOSITION AND SALARY

Charter Section 2.100 directs the Civil Service Commission to set the salary for the City and County of San Francisco Board of Supervisors' once every five (5) years. Before the Commission determines the Supervisors' salary, the Charter requires that the Civil Service Commission conduct and consider a salary survey of other full-time City Councils and County Boards of Supervisors; and to transmit its salary determination to the Controller in a timely manner so that funds can be set aside to ensure implementation.

Salary Concessions

If the City and County of San Francisco and employee organizations agree to amend the compensation provisions of existing memoranda of understanding to reduce costs, the Commission shall review and amend the Supervisors' salary as necessary to achieve comparable costs savings in the affected fiscal year or years.

CONSUMER PRICE INDEX

Charter Section 2.100 states the Civil Service Commission may consider the Consumer Price Index (CPI) when setting the salary for the Board of Supervisors. The Commission has the discretion to adjust the Board of Supervisor salary based on the CPI-U that is reported in January of each year to account for upward annual movement in the CPI-U during the prior calendar year, setting increases up to a maximum of 5%. In addition, the Commission directed that the salary will not decrease in the event the CPI-U falls below zero.

The CPI for All Urban Consumers (CPI-U) includes wage earners and clerical worker households, groups such as professional, managerial, and technical workers, the self-employed, short-term workers, the unemployed, and retirees and others not in the labor force. According to the United States Department of Labor, Bureau of Labor Statistics, the CPI-U is the most widely used measure of inflation. The index is used as a guide in making economic decisions and as a means for adjusting income payments. The Bureau also estimates that over two (2) million workers are covered by collective bargaining agreements which tie wages to the CPI.

When determining cost of living adjustments for Member, Board of Supervisors, the Commission considers the CPI-U for the San Francisco, Oakland, and Hayward metropolitan area. The CPI-U change from December 2024 to December 2025 is a **2.7%** increase. The Consumer Price Index Report information was collected from the United States Department of Labor, Bureau of Labor Statistics.

**Salary of Member, Board of Supervisors
 Fiscal Year July 1, 2023, to June 30, 2024
 (Final year of prior 5-year cycle)**

BOS Salary FY 2022-2023	\$ Increase Based on CBA Alignment 4.9% Change Effective 7/1/2023	FY 2023-2024 Annual Salary (includes 4.9% increase)
\$156,442	\$7,666 \$7,436	\$164,108 \$163,878

For Fiscal Year (FY) 2023–2024, the salary for the Board of Supervisors reflects an increase of 4.9 percent over the FY 2022–2023 salary, consistent with the applicable Collective Bargaining Agreement (CBA) alignment. While the Consumer Price Index (CPI-U) for all items increased by 6.5 percent from December 2021 to December 2022, Charter Section A8.409-1 limits annual cost-of-living adjustments for elected officials to a maximum of 5 percent.

**City & County of San Francisco Member, Board of Supervisors
 Projected Salary Adjustments based on Comparable Negotiated Labor
 Organization Increases to City Employees**

Salary Adjustments 2024 through 2029: Members of the Board of Supervisors

June 17, 2024, the Commission approved the proposed salary adjustment Salary Setting for the City and County of San Francisco Board of Supervisors for a Five (5) Year Cycle, effective July 1, 2024, through June 30, 2029, in Accordance with Charter Section 2.100, will be increased by 4%, which shall be \$170,430 effective July 1, 2024. Subsequent years provide an adjustment according to the CPI-U at a cap of 5% in a given year; if CPI-U is below 0 there will be no change in salary.

**Salary of Member, Board of Supervisors
 Fiscal Year July 1, 2023, to June 30, 2024**

BOS Salary FY 2023-24	4% Increase Effective 7/1/2024	Base Salary 7/1/24 to 6/30/2025
\$164,108 \$163,879	\$6,552	\$170,430

**Salary of Member, Board of Supervisors
Fiscal Year July 1, 2025, to June 30, 2026**

BOS Salary FY 2024-25	2.9% Increase Effective 7/1/2025	Base Salary 7/1/25 to 6/30/2026
\$170,430	\$4,940	\$175,370

**Salary of Member, Board of Supervisors
Fiscal Year July 1, 2026, to June 30, 2027**

BOS Salary FY 2025-26	2.7% Increase Effective 7/1/2026	Base Salary 7/1/26 to 6/30/2027
\$175,370	\$4,758	\$180,128

It should be noted that the calculated rate is based on the methodology applied by the classification and compensation of the Department of Human Resources who will verify the rates.

Recommendations: *For consideration by the Civil Service Commission in Setting the salary for year three (3) of five (5) commencing July 1, 2024 through June 30, 2027.*

Approve the proposed salary adjustment for Members, Board of Supervisors effective July 1, 2026, for Fiscal Year 2026-2027 based on the CPI-U increase of 2.7%; and transmit your determination to the Controller for inclusion in the Fiscal Year 2026-2027 budget.

Attachments: Charter Section 2.100
CPI-U Data

cc: The Honorable Daniel Lurie, Mayor
The Honorable Manohar P. Raju, Public Defender
The Honorable Jose Cisneros, Treasurer & Tax Collector
The Honorable Brooke Jenkins, District Attorney
The Honorable Paul M. Miyamoto, Sheriff
The Honorable David Chiu, City Attorney
The Honorable Joaquin Torres, Assessor - Recorder
The Honorable Danny Sauter, Member, Board of Supervisors
The Honorable Connie Chan, Member, Board of Supervisors
The Honorable Jackie Fielder, Member, Board of Supervisors
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Steve Ponder, Director, Classification & Compensation
Ted Wisinski, Classification & Compensation Analyst
Greg Wagner, Controller
Risa Sandler, Controller's office, Budget, and Analysis Division
Christie Beetz, Director, PPSD
Alison Romano, Chief Executive and Chief Investment Officer, SF Retirement
Yolanda R. Richardson, Chief Executive Officer, Health Service System

SEC. 2.100. COMPOSITION AND SALARY.

The Board of Supervisors shall consist of eleven members elected by district.

The office of Board of Supervisors member is a full time position. The Civil Service Commission shall set the Supervisors' salary once every five years. Before the Commission determines the Supervisors' salary, it shall conduct and consider a salary survey of other full time California City Councils and County Boards of Supervisors and it may consider the Consumer Price Index (CPI).

The Civil Service Commission shall timely transmit its determination of the Supervisors' salary to the Controller, so that funds can be set aside for that purpose. The Controller shall include the Civil Service Commission's determination in appropriate budget documents to insure implementation. This determination may not be changed except by the Civil Service Commission.

The Civil Service Commission shall establish dates for an appropriate five-year cycle for making the determinations required by this Section, in order to efficiently coordinate with City budget processes and related procedures. In order to institute this five-year cycle the initial determination may be for less than a five-year period, as determined by the Civil Service Commission.

If the City and employee organizations agree to amend the compensation provisions of existing memoranda of understanding to reduce costs, the Civil Service Commission shall review and amend the Supervisors' salary as necessary to achieve comparable cost savings in the affected fiscal year or years.

The provisions of this Section shall apply, notwithstanding any other provision of this Charter.

(Amended November 1996; June 1998; November 2002)



**Transmission of material in this release is embargoed until
 8:30 a.m. (ET) Tuesday, February 10, 2026**

USDL-26-0184

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

EMPLOYMENT COST INDEX – DECEMBER 2025

Compensation costs for civilian workers increased 0.7 percent, seasonally adjusted, for the 3-month period ending in December 2025, the U.S. Bureau of Labor Statistics reported today. Wages and salaries increased 0.7 percent and benefit costs increased 0.7 percent from September 2025. (See chart 1 and tables A, 1, 2, and 3.)

Compensation costs for civilian workers increased 3.4 percent, not seasonally adjusted, for the 12-month period ending in December 2025. Wages and salaries increased 3.3 percent and benefit costs increased 3.4 percent over the year. (See chart 2 and tables A, 4, 8, and 12.)

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

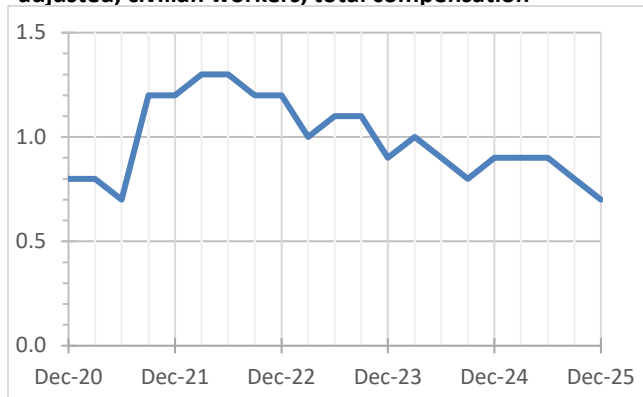
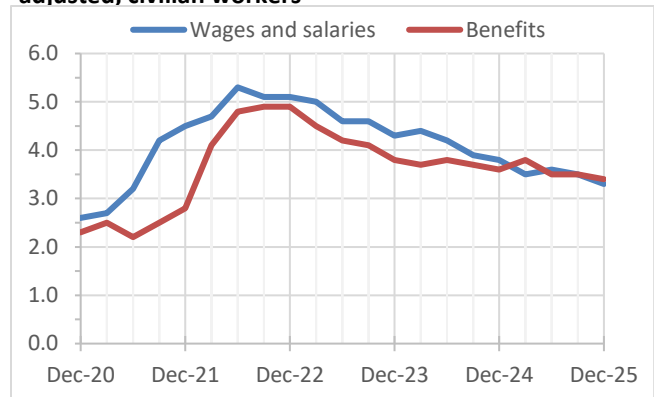


Chart 2. Twelve-month percent change, not seasonally adjusted, civilian workers



Compensation costs for private industry workers increased 0.7 percent, seasonally adjusted, for the 3-month period ending in December 2025. Wages and salaries increased 0.7 percent and benefit costs increased 0.7 percent from September 2025. (See tables A, 1, 2, and 3.)

Compensation costs for private industry workers increased 3.4 percent, not seasonally adjusted, for the 12-month period ending in December 2025. Wages and salaries increased 3.3 percent and benefit costs increased 3.4 percent over the year. Inflation-adjusted (constant dollar) wages and salaries increased 0.7 percent over the year. (See charts 3 and 4 and tables A, 5, 9, and 12.)

Within the private industry, compensation costs increased 4.0 percent for union workers and 3.3 percent for non-union workers for the 12-month period ending in December 2025. Wages and salaries increased 4.3 percent for union workers and 3.3 percent for non-union workers over the year. Benefit costs increased 3.6 percent for union workers and 3.4 percent for non-union workers over the year. (See tables 6, 10, and 12.)

Chart 3. Twelve-month percent change, current dollar, private industry workers

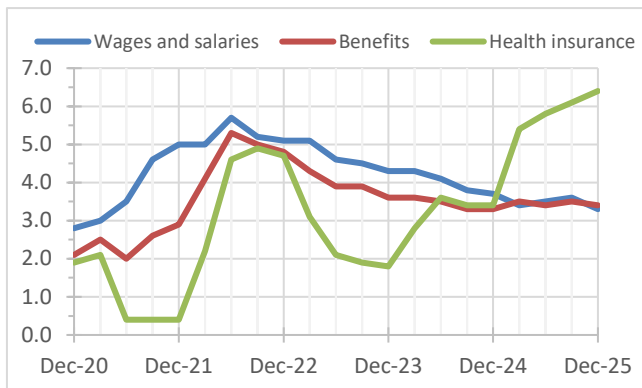
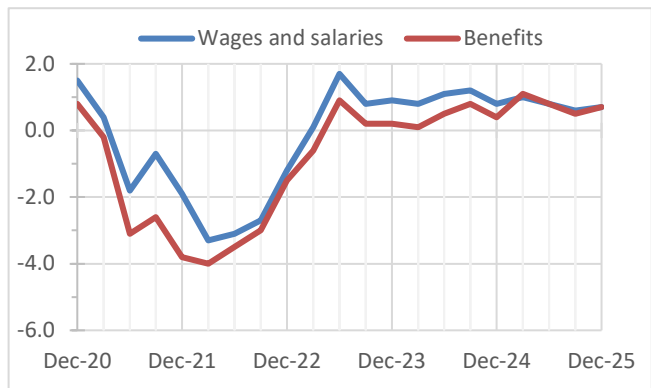


Chart 4. Twelve-month percent change, constant dollar, private industry workers



Compensation costs for state and local government workers increased 0.8 percent, seasonally adjusted, for the 3-month period ending in December 2025. Wages and salaries increased 0.8 percent and benefit costs increased 0.8 percent from September 2025. (See tables A, 1, 2, and 3.)

Compensation costs for state and local government workers increased 3.4 percent, not seasonally adjusted, for the 12-month period ending in December 2025. Wages and salaries increased 3.3 percent and benefit costs increased 3.5 percent over the year. Inflation-adjusted (constant dollar) wages and salaries increased 0.6 percent over the year. (See chart 5 and tables A, 7, 11, and 12.)

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

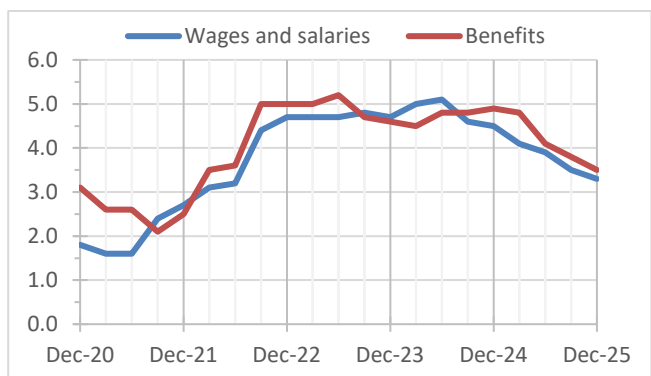


Table A. Major series of the Employment Cost Index [Percent change]

Category	3-month, seasonally adjusted		12-month, not seasonally adjusted, current dollar			12-month, not seasonally adjusted, constant dollar		
	Sep. 2025	Dec. 2025	Dec. 2024	Sep. 2025	Dec. 2025	Dec. 2024	Sep. 2025	Dec. 2025
Civilian workers¹								
Compensation ²	0.8	0.7	3.8	3.5	3.4	0.8	0.5	0.7
Wages and salaries.....	0.8	0.7	3.8	3.5	3.3	0.9	0.6	0.7
Benefits.....	0.8	0.7	3.6	3.5	3.4	0.8	0.5	0.8
Private Industry								
Compensation ²	0.8	0.7	3.6	3.5	3.4	0.7	0.5	0.6
Wages and salaries.....	0.8	0.7	3.7	3.6	3.3	0.8	0.6	0.7
Benefits.....	0.8	0.7	3.3	3.5	3.4	0.4	0.5	0.7
Health benefits.....	-	-	3.4	6.1	6.4	-	-	-
State and local government								
Compensation ²	0.8	0.8	4.7	3.6	3.4	1.7	0.6	0.7
Wages and salaries.....	0.7	0.8	4.5	3.5	3.3	1.6	0.5	0.6
Benefits.....	0.8	0.8	4.9	3.8	3.5	1.9	0.8	0.8

¹ Includes private industry and state and local government.

² Includes wages and salaries and benefits.

Note: All estimates in the table can be found in the public database at www.bls.gov/eci/data.htm. Dashes indicate data not available.

The Employment Cost Index for March 2026 is scheduled to be released on Thursday, April 30, 2026, at 8:30 a.m. (ET).

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 *Employment Cost Index Handbook of Methods* at www.bls.gov/opub/hom/eci/home.htm.

Sample size: Data for this reference period were collected from a probability sample of approximately 28,700 occupational observations selected from a sample of about 6,700 private industry establishments and approximately 7,300 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/eci/factsheets/eci-standard-errors.htm and the database query tool at www.bls.gov/eci/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 ECI data are available in XLSX format at www.bls.gov/eci/tables.htm. The continuous occupational and industry series listing uses the Standard Industrial Classification (SIC) Manual and Occupational Classification System (OCS) series from 1975 through 2005 and the North American Industry Classification System (NAICS) and Standard Occupational Classification (SOC) 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 (ECEC) news release. The ECEC release dates are available at www.bls.gov/schedule/news_release/ecec.htm. Historical ECEC data are available in XLSX format at www.bls.gov/ecec/tables.htm. 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: Fixed employment weights are updated periodically to reflect the current industry and occupational employment distributions, see www.bls.gov/eci/factsheets/eci-reweighting-and-recoding.htm.

Seasonal factors: Detailed information on seasonal factors for the 2025 reference year and the revisions of historical seasonally adjusted data for the most recent five years can be found at www.bls.gov/eci/factsheets/annual-seasonal-adjustment.htm. More information on seasonal adjustment can be found at www.bls.gov/opub/mlr/2024/article/seasonality-in-the-employment-cost-index.htm.

Additional information: Historical tables are available in XLSX format for constant dollar, current dollar, and continuous series, see www.bls.gov/eci/tables.htm. ECI release dates are available on the release calendar at www.bls.gov/schedule/news_release/eci.htm. Subscribe to receive the BLS Economic News Release email at public.govdelivery.com/accounts/USDOLBLS/subscriber/new.

If you are deaf, hard of hearing, or have a speech disability, please dial 7-1-1 to access telecommunications relay services.

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-									
	Sep. 2025	Dec. 2025	Dec. 2023	Mar. 2024	Jun. 2024	Sep. 2024	Dec. 2024	Mar. 2025	Jun. 2025	Sep. 2025	Dec. 2025	
Civilian workers												
All workers ²	172.745	174.038	0.9	1.0	0.9	0.8	0.9	0.9	0.9	0.8	0.7	
Industry												
Goods-producing industries ³	166.477	167.494	1.0	1.0	0.6	0.9	0.7	1.0	0.9	1.0	0.6	
Manufacturing.....	166.032	166.965	1.0	1.2	0.8	0.8	0.8	0.7	1.0	0.8	0.6	
Service-providing industries ⁴	174.092	175.434	1.0	1.0	1.0	0.8	1.0	0.9	0.9	0.8	0.8	
Education and health services.....	172.576	174.133	1.1	1.1	1.0	1.2	0.8	1.1	1.0	0.8	0.9	
Educational services.....	170.340	172.053	1.1	1.1	1.1	1.0	0.8	0.8	0.8	0.8	1.0	
Elementary and secondary schools.....	170.442	171.902	1.0	0.9	1.1	1.0	0.8	0.8	0.9	0.8	0.9	
Junior colleges, colleges, universities, and professional schools.....	169.504	171.229	1.1	1.2	1.1	1.2	1.0	0.8	1.0	0.8	1.0	
Health care and social assistance.....	174.743	176.173	0.9	1.2	1.0	1.1	0.8	1.3	1.1	0.8	0.8	
Hospitals.....	174.533	176.018	1.0	1.4	1.0	1.0	1.0	1.1	1.0	0.5	0.9	
Nursing and residential care facilities.....	173.370	174.512	0.9	1.1	0.9	0.8	0.7	1.2	0.7	0.7	0.7	
Public administration.....	180.554	182.180	1.3	1.5	1.4	1.1	1.3	1.1	0.6	0.8	0.9	
Private industry workers												
All workers.....	172.191	173.452	0.9	1.0	0.9	0.8	0.9	0.8	1.0	0.8	0.7	
Occupational group												
Management, professional, and related.....	166.821	168.085	0.7	1.0	0.8	0.7	0.9	0.9	0.8	0.8	0.8	
Management, business, and financial.....	166.665	167.705	0.6	0.9	0.7	0.7	0.9	0.8	0.7	0.6	0.6	
Professional and related.....	167.247	168.724	0.9	1.0	0.9	0.8	0.8	1.0	0.9	0.9	0.9	
Sales and office.....	175.258	175.883	0.9	1.1	0.5	0.7	0.8	0.8	1.4	0.7	0.4	
Sales and related.....	172.545	171.877	1.0	1.0	-0.1	0.5	0.9	0.6	1.9	0.7	-0.4	
Office and administrative support....	177.014	178.813	0.8	1.1	1.0	0.8	0.7	0.9	1.0	0.7	1.0	
Natural resources, construction, and maintenance.....	170.474	171.906	1.1	0.9	0.8	1.0	1.0	0.7	1.0	1.1	0.8	
Construction, extraction, farming, fishing, and forestry occupations..	168.681	170.284	0.8	0.8	0.9	0.9	1.0	1.0	0.8	1.0	1.0	
Installation, maintenance, and repair.....	172.495	173.730	1.6	0.9	0.7	1.0	1.0	0.5	1.1	1.2	0.7	
Production, transportation, and material moving.....	177.924	179.007	1.6	1.1	1.4	0.9	0.7	0.8	1.1	0.8	0.6	
Production.....	172.398	173.983	1.1	1.1	1.1	1.0	0.9	0.6	0.8	0.9	0.9	
Transportation and material moving.....	184.099	184.834	1.9	1.2	1.6	0.8	0.6	1.0	1.2	0.7	0.4	
Service occupations.....	185.579	187.339	0.9	1.0	1.3	0.8	1.1	0.9	0.7	0.8	0.9	
Industry												
Goods-producing industries ³	166.363	167.379	1.0	1.1	0.5	0.9	0.7	1.0	0.9	1.0	0.6	
Construction.....	166.928	168.174	1.0	0.8	-0.1	1.1	0.6	1.3	0.8	1.2	0.7	
Manufacturing.....	166.032	166.965	1.0	1.2	0.8	0.8	0.8	0.7	1.0	0.8	0.6	
Aircraft manufacturing.....	144.565	144.403	0.4	0.9	-0.1	1.0	2.1	0.6	1.0	1.3	-0.1	
Service-providing industries ⁵	173.793	175.109	1.0	1.0	0.9	0.8	0.9	0.8	1.0	0.8	0.8	
Trade, transportation, and utilities.....	178.363	179.116	1.4	0.9	1.0	0.8	0.6	0.7	1.0	1.1	0.4	
Wholesale trade.....	168.526	168.938	0.8	1.3	0.1	0.7	0.9	0.3	0.6	1.6	0.2	
Retail trade.....	181.359	182.293	0.6	0.2	1.2	0.8	0.7	0.6	1.0	1.0	0.5	
Transportation and warehousing. . .	183.778	184.427	3.3	1.6	1.6	0.9	0.5	1.1	1.4	0.9	0.4	
Utilities.....	183.598	185.480	0.9	0.5	0.9	0.9	1.0	1.0	1.1	0.9	1.0	
Information.....	165.999	166.615	0.9	0.9	-0.1	1.3	0.4	0.2	1.4	0.8	0.4	
Financial activities.....	169.599	170.993	0.5	0.4	1.1	0.5	1.4	1.5	0.9	0.4	0.8	
Finance and insurance.....	170.319	171.613	0.5	0.4	1.1	0.3	1.5	1.5	0.7	0.6	0.8	

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-								
	Sep. 2025	Dec. 2025	Dec. 2023	Mar. 2024	Jun. 2024	Sep. 2024	Dec. 2024	Mar. 2025	Jun. 2025	Sep. 2025	Dec. 2025
Credit intermediation and related activities.....	171.046	172.676	0.8	1.4	0.7	0.2	1.9	2.2	-0.7	0.3	1.0
Insurance carriers and related activities.....	170.035	171.717	0.3	0.7	1.2	-0.1	1.0	1.6	0.9	0.2	1.0
Real estate and rental and leasing..	166.285	168.200	0.2	0.6	0.8	1.3	0.6	1.2	1.9	-0.8	1.2
Professional and business services. . .	170.996	172.246	0.7	1.4	0.8	0.3	1.1	0.6	1.0	0.5	0.7
Professional, scientific, and technical services.....	171.999	173.664	0.7	1.2	0.7	0.2	1.3	0.8	0.9	0.6	1.0
Administrative and support and waste management and remediation services.....	172.102	172.669	0.7	1.0	0.9	0.8	1.1	0.2	1.1	0.8	0.3
Education and health services.....	172.954	174.631	1.0	1.1	1.0	1.2	0.7	1.3	1.0	0.8	1.0
Educational services.....	167.861	170.922	1.2	1.3	0.9	1.2	0.5	0.7	0.7	0.9	1.8
Junior colleges, colleges, universities, and professional schools.....	166.954	169.493	1.0	1.2	0.8	1.4	0.9	0.7	0.9	0.7	1.5
Health care and social assistance...	173.985	175.412	0.9	1.1	1.0	1.1	0.8	1.3	1.1	0.8	0.8
Hospitals.....	174.221	175.711	1.1	1.2	1.0	1.0	0.9	1.1	1.0	0.6	0.9
Nursing and residential care facilities.....	171.597	172.752	0.8	1.1	1.0	0.7	0.7	1.2	0.7	0.6	0.7
Leisure and hospitality.....	183.219	184.989	0.8	0.5	1.4	0.7	1.0	0.7	0.4	0.6	1.0
Accommodation and food services..	187.232	188.803	0.9	0.5	1.4	0.7	1.0	0.8	0.4	0.6	0.8
Other services, except public administration.....	177.083	180.253	1.1	1.5	1.0	0.8	1.3	0.1	0.7	1.6	1.8
State and local government workers											
All workers.....	175.225	176.664	1.1	1.2	1.2	1.1	1.1	0.9	0.8	0.8	0.8
Industry											
Education and health services.....	172.016	173.403	1.0	1.1	1.2	1.0	1.0	0.8	0.9	0.7	0.8
Educational services.....	170.975	172.357	1.0	1.0	1.1	1.0	1.0	0.8	0.9	0.7	0.8
Schools.....	170.893	172.267	1.0	1.0	1.1	1.0	1.0	0.8	0.9	0.7	0.8
Elementary and secondary schools.....	170.836	172.236	0.9	0.9	1.1	1.0	0.8	0.8	0.8	0.7	0.8
Health care and social assistance...	180.072	181.502	0.8	1.6	1.1	1.0	1.2	0.9	1.1	0.5	0.8
Hospitals.....	175.850	177.304	0.7	1.5	1.1	1.0	1.1	0.8	1.3	0.4	0.8
Public administration.....	180.554	182.180	1.3	1.5	1.4	1.1	1.3	1.1	0.6	0.8	0.9

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 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-								
	Sep. 2025	Dec. 2025	Dec. 2023	Mar. 2024	Jun. 2024	Sep. 2024	Dec. 2024	Mar. 2025	Jun. 2025	Sep. 2025	Dec. 2025
Civilian workers											
All workers ¹	172.657	173.949	1.0	1.1	0.9	0.8	1.0	0.8	1.0	0.8	0.7
Industry											
Goods-producing industries ²	170.945	172.072	1.1	1.2	0.4	1.0	0.8	1.0	1.0	1.0	0.7
Manufacturing.....	170.810	171.920	1.0	1.3	0.7	0.9	0.8	0.8	1.1	0.9	0.6
Service-providing industries ³	173.026	174.346	1.1	1.0	1.0	0.8	1.0	0.7	1.0	0.7	0.8
Education and health services.....	168.121	169.740	1.1	1.1	1.0	1.1	0.9	1.0	1.0	0.9	1.0
Educational services.....	159.913	161.802	1.1	1.2	1.1	1.0	0.9	0.7	0.8	0.9	1.2
Elementary and secondary schools.....	158.209	159.839	1.1	1.1	1.0	0.9	0.9	0.6	0.8	0.9	1.0
Junior colleges, colleges, universities, and professional schools.....	161.649	163.368	1.1	1.2	0.9	1.2	1.0	0.9	0.9	0.8	1.1
Health care and social assistance.....	176.329	177.754	1.0	1.0	1.0	1.2	0.8	1.2	1.2	0.9	0.8
Hospitals.....	175.571	177.101	1.1	1.2	1.0	1.1	1.0	1.1	1.2	0.5	0.9
Public administration.....	167.922	169.227	1.2	1.5	1.3	1.0	1.1	1.1	0.9	0.5	0.8
Private industry workers											
All workers.....	174.954	176.233	1.0	1.1	0.8	0.8	0.9	0.8	1.0	0.8	0.7
Occupational group											
Management, professional, and related.....	168.386	169.625	0.7	1.0	0.9	0.7	0.9	0.9	1.0	0.8	0.7
Professional and related.....	169.406	170.925	1.0	0.9	1.0	0.8	0.9	1.0	1.0	0.9	0.9
Management, business, and financial.....	167.535	168.477	0.6	1.1	0.7	0.6	0.9	0.7	1.0	0.6	0.6
Sales and office.....	177.762	178.150	1.0	1.1	0.5	0.6	0.8	0.6	1.6	0.7	0.2
Sales and related.....	176.449	175.317	1.0	1.1	-0.1	0.5	0.9	0.5	2.1	0.6	-0.6
Office and administrative support....	178.558	180.442	0.9	1.2	1.1	0.8	0.7	0.7	1.1	0.7	1.1
Natural resources, construction, and maintenance.....	173.399	174.963	1.3	0.9	1.0	1.2	1.1	0.7	1.0	1.2	0.9
Construction, extraction, farming, fishing, and forestry occupations..	171.539	173.331	0.8	0.9	0.9	1.0	1.2	0.9	0.9	1.1	1.0
Installation, maintenance, and repair.....	175.567	176.875	1.9	0.9	1.1	1.2	1.1	0.4	1.1	1.3	0.7
Production, transportation, and material moving.....	182.527	183.671	1.7	1.4	1.1	1.0	0.7	0.8	1.0	0.8	0.6
Production.....	176.782	178.828	1.2	1.3	0.9	1.1	0.9	0.5	0.9	1.0	1.2
Transportation and material moving.....	188.678	189.210	2.0	1.5	1.3	0.9	0.5	1.0	1.1	0.7	0.3
Service occupations.....	191.051	192.953	0.9	1.1	1.2	0.9	1.1	0.8	0.7	0.9	1.0
Industry											
Goods-producing industries ²	171.018	172.147	1.1	1.2	0.4	1.0	0.8	1.0	1.0	1.0	0.7
Construction.....	170.429	171.690	1.2	0.9	-0.5	1.4	0.5	1.4	0.8	1.3	0.7
Manufacturing.....	170.810	171.920	1.0	1.3	0.7	0.9	0.8	0.8	1.1	0.9	0.6
Aircraft manufacturing.....	173.172	173.991	0.4	1.1	0.4	0.7	1.6	1.5	1.1	1.1	0.5
Service-providing industries ⁴	175.982	177.293	1.0	1.0	1.0	0.7	1.0	0.6	1.1	0.8	0.7
Trade, transportation, and utilities.....	180.140	180.749	1.6	1.0	0.8	0.8	0.7	0.7	1.0	1.1	0.3
Wholesale trade.....	166.528	166.563	0.8	1.5	-0.3	0.7	0.8	0.6	0.8	1.8	0.0
Retail trade.....	184.991	185.877	0.7	0.2	1.3	0.7	0.7	0.8	0.9	0.9	0.5
Transportation and warehousing. . .	188.314	188.915	4.0	2.0	1.2	0.9	0.6	0.7	1.4	1.0	0.3
Utilities.....	178.189	179.953	1.5	0.4	1.0	0.9	0.9	0.9	1.2	1.0	1.0
Information.....	164.257	164.758	1.0	0.6	0.3	1.6	0.4	-0.2	1.2	0.7	0.3
Financial activities.....	170.450	171.799	0.4	0.1	1.2	0.3	1.4	0.7	1.8	0.2	0.8
Finance and insurance.....	171.225	172.436	0.5	-0.1	1.3	0.1	1.6	0.7	1.7	0.5	0.7
Credit intermediation and related activities.....	169.490	171.160	0.9	1.2	0.4	-0.2	1.7	1.0	0.9	0.1	1.0
Insurance carriers and related activities.....	169.137	170.872	0.0	0.6	1.7	-0.2	1.2	1.5	1.1	-0.2	1.0

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-								
	Sep. 2025	Dec. 2025	Dec. 2023	Mar. 2024	Jun. 2024	Sep. 2024	Dec. 2024	Mar. 2025	Jun. 2025	Sep. 2025	Dec. 2025
Real estate and rental and leasing..	167.406	169.410	0.2	0.7	0.8	1.6	0.5	0.9	2.2	-1.2	1.2
Professional and business services. ...	173.248	174.496	0.7	1.6	1.0	0.2	1.3	0.4	1.1	0.4	0.7
Professional, scientific, and technical services.....	173.656	175.438	0.9	1.2	0.9	0.1	1.4	0.9	1.0	0.4	1.0
Administrative and support and waste management and remediation services.....	177.235	177.628	0.8	1.1	0.9	0.8	1.2	0.1	1.0	0.9	0.2
Education and health services.....	174.912	176.661	1.1	1.0	1.0	1.3	0.8	1.1	1.1	0.9	1.0
Educational services.....	166.353	169.800	1.2	1.4	0.9	1.1	0.6	0.4	0.6	1.0	2.1
Junior colleges, colleges, universities, and professional schools.....	163.229	165.969	1.0	1.2	0.7	1.3	1.1	0.7	0.7	0.6	1.7
Health care and social assistance... Hospitals.....	176.696	178.133	1.0	1.0	1.0	1.3	0.8	1.2	1.1	0.9	0.8
	176.550	178.115	1.2	1.1	1.0	1.1	0.9	1.2	1.1	0.5	0.9
Leisure and hospitality.....	190.109	192.020	0.9	0.6	1.3	0.8	1.0	0.7	0.4	0.6	1.0
Accommodation and food services..	194.341	195.992	0.9	0.5	1.5	0.7	1.1	0.9	0.4	0.6	0.8
Other services, except public administration.....	180.078	183.427	1.3	1.4	1.1	0.9	1.5	-0.2	0.6	1.8	1.9
State and local government workers											
All workers.....	162.889	164.271	1.1	1.2	1.1	1.0	1.1	0.8	0.9	0.7	0.8
Industry											
Education and health services.....	160.074	161.515	1.1	1.2	1.1	1.0	1.0	0.8	0.9	0.8	0.9
Educational services.....	158.606	160.068	1.1	1.1	1.1	1.0	1.0	0.7	0.9	0.8	0.9
Schools.....	158.621	160.082	1.1	1.1	1.1	1.0	1.0	0.7	0.9	0.8	0.9
Elementary and secondary schools.....	157.715	159.289	1.0	1.2	1.1	0.9	0.9	0.6	0.8	0.8	1.0
Health care and social assistance... Hospitals.....	172.350	173.636	0.8	1.4	1.0	1.1	1.1	0.8	1.3	0.4	0.7
	170.911	172.257	0.7	1.3	1.1	1.1	1.2	0.7	1.6	0.2	0.8
Public administration.....	167.922	169.227	1.2	1.5	1.3	1.0	1.1	1.1	0.9	0.5	0.8

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-								
	Sep. 2025	Dec. 2025	Dec. 2023	Mar. 2024	Jun. 2024	Sep. 2024	Dec. 2024	Mar. 2025	Jun. 2025	Sep. 2025	Dec. 2025
Civilian workers											
All workers ¹	173.139	174.434	0.8	1.0	1.0	0.8	0.8	1.2	0.7	0.8	0.7
Private industry workers											
All workers.....	165.658	166.877	0.8	0.9	0.9	0.7	0.7	1.2	0.7	0.8	0.7
Occupational group											
Management, professional, and related.....	163.232	164.551	0.7	1.0	0.8	0.8	0.8	1.1	0.5	0.8	0.8
Sales and office.....	168.837	170.098	0.6	0.9	0.5	0.7	0.7	1.2	1.0	0.9	0.7
Natural resources, construction, and maintenance.....	164.245	165.392	0.7	1.0	0.3	0.7	0.7	1.0	0.8	0.8	0.7
Production, transportation, and material moving.....	168.731	169.687	1.3	0.8	2.0	0.7	0.7	1.0	1.2	0.7	0.6
Service occupations.....	167.728	169.006	0.6	0.8	1.3	0.8	0.7	1.4	0.8	0.7	0.8
Industry											
Goods-producing industries ²	156.910	157.692	0.7	0.8	0.9	0.6	0.7	0.8	0.7	0.8	0.5
Manufacturing.....	156.882	157.470	0.7	0.9	1.0	0.7	0.7	0.6	0.8	0.8	0.4
Service-providing industries ³	168.497	169.826	0.8	0.9	0.9	0.7	0.8	1.2	0.7	0.8	0.8
State and local government workers											
All workers ¹	199.396	200.960	1.0	1.2	1.4	1.2	1.1	1.1	0.8	0.8	0.8

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					
	Dec. 2024	Sep. 2025	Dec. 2025	3-months ended-			12-months ended-		
				Dec. 2024	Sep. 2025	Dec. 2025	Dec. 2024	Sep. 2025	Dec. 2025
All workers ²	168.0	172.905	173.642	0.6	0.9	0.4	3.8	3.5	3.4
Excluding incentive paid occupations ³	168.0	172.786	173.618	0.6	0.9	0.5	3.9	3.5	3.3
Occupational group									
Management, professional, and related.....	163.5	168.209	168.879	0.6	0.9	0.4	3.7	3.4	3.3
Management, business, and financial.....	163.3	167.541	167.893	0.5	0.6	0.2	3.4	3.1	2.8
Professional and related.....	163.7	168.838	169.734	0.5	1.2	0.5	3.9	3.6	3.7
Sales and office.....	170.7	175.941	176.418	0.7	0.5	0.3	3.2	3.8	3.3
Sales and related.....	166.9	171.984	171.577	1.1	0.1	-0.2	2.4	4.2	2.8
Office and administrative support.....	173.0	178.272	179.438	0.5	0.7	0.7	3.8	3.5	3.7
Natural resources, construction, and maintenance.....	166.3	171.251	172.374	0.8	1.1	0.7	3.9	3.9	3.7
Construction, extraction, farming, fishing, and forestry occupations.....	164.6	169.556	170.791	0.7	1.0	0.7	3.8	3.8	3.8
Installation, maintenance, and repair.....	168.1	173.195	174.189	0.8	1.2	0.6	3.9	3.9	3.6
Production, transportation, and material moving.....	172.9	177.855	178.665	0.6	0.7	0.5	4.3	3.5	3.3
Production.....	168.0	172.392	173.653	0.7	0.7	0.7	4.1	3.4	3.4
Transportation and material moving.....	179.2	184.775	185.262	0.4	0.7	0.3	4.3	3.6	3.4
Service occupations.....	180.6	186.027	187.148	0.8	1.1	0.6	4.5	3.8	3.6
Industry									
Goods-producing industries ⁴	161.5	166.341	167.085	0.6	0.7	0.4	3.3	3.6	3.5
Manufacturing.....	161.4	165.853	166.456	0.6	0.6	0.4	3.6	3.4	3.1
Service-providing industries ⁵	169.1	174.107	174.843	0.6	0.9	0.4	3.8	3.6	3.4
Education and health services.....	167.7	172.896	174.055	0.6	1.4	0.7	4.2	3.7	3.8
Educational services.....	166.0	170.881	171.894	0.4	2.0	0.6	4.1	3.4	3.6
Elementary and secondary schools....	166.1	171.008	171.751	0.4	2.2	0.4	3.9	3.3	3.4
Junior colleges, colleges, universities, and professional schools.....	165.0	169.997	171.195	0.7	1.8	0.7	4.5	3.7	3.8
Health care and social assistance.....	169.3	174.826	176.108	0.8	0.8	0.7	4.2	4.1	4.0
Hospitals.....	169.8	174.456	175.821	0.8	0.5	0.8	4.3	3.6	3.5
Nursing and residential care facilities...	168.8	173.207	174.222	0.7	0.7	0.6	3.6	3.3	3.2
Public administration.....	175.6	180.735	181.766	0.9	1.5	0.6	5.3	3.9	3.5

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					
	Dec. 2024	Sep. 2025	Dec. 2025	3-months ended-			12-months ended-		
				Dec. 2024	Sep. 2025	Dec. 2025	Dec. 2024	Sep. 2025	Dec. 2025
All workers.....	167.4	172.307	173.017	0.6	0.7	0.4	3.6	3.5	3.4
Excluding incentive paid occupations ²	167.3	172.124	172.950	0.5	0.7	0.5	3.7	3.4	3.4
Occupational group									
Management, professional, and related.....	162.2	166.935	167.581	0.5	0.7	0.4	3.4	3.4	3.3
Excluding incentive paid occupations ²	161.3	165.964	166.698	0.4	0.6	0.4	3.5	3.3	3.3
Management, business, and financial.....	162.6	166.822	167.134	0.4	0.5	0.2	3.2	3.0	2.8
Excluding incentive paid occupations ²	161.3	165.429	165.894	0.4	0.4	0.3	3.3	3.0	2.8
Professional and related.....	162.1	167.303	168.260	0.5	0.8	0.6	3.6	3.7	3.8
Sales and office.....	170.2	175.416	175.826	0.7	0.4	0.2	3.0	3.7	3.3
Excluding incentive paid occupations ²	172.7	177.559	178.293	0.4	0.5	0.4	3.5	3.2	3.2
Sales and related.....	166.8	171.836	171.422	1.1	0.1	-0.2	2.4	4.1	2.8
Excluding incentive paid occupations ²	173.0	177.362	177.454	0.5	0.5	0.1	3.2	3.1	2.6
Office and administrative support.....	171.9	177.142	178.310	0.4	0.6	0.7	3.7	3.4	3.7
Natural resources, construction, and maintenance.....	165.6	170.603	171.704	0.8	1.0	0.6	3.7	3.8	3.7
Construction, extraction, farming, fishing, and forestry occupations.....	163.9	168.872	170.075	0.7	1.0	0.7	3.7	3.8	3.8
Installation, maintenance, and repair.....	167.5	172.562	173.543	0.8	1.1	0.6	3.7	3.9	3.6
Production, transportation, and material moving.....	172.4	177.415	178.238	0.5	0.7	0.5	4.2	3.4	3.4
Excluding incentive paid occupations ²	172.2	177.000	177.923	0.6	0.6	0.5	4.2	3.4	3.3
Production.....	168.0	172.281	173.549	0.7	0.7	0.7	4.2	3.3	3.3
Excluding incentive paid occupations ²	168.2	172.556	173.600	0.7	0.7	0.6	4.0	3.3	3.2
Transportation and material moving.....	178.7	184.325	184.822	0.4	0.7	0.3	4.2	3.6	3.4
Service occupations.....	180.5	185.776	186.890	0.7	0.8	0.6	4.2	3.6	3.5
Industry and occupational group									
Goods-producing industries ³	161.4	166.232	166.974	0.6	0.7	0.4	3.3	3.6	3.5
Excluding incentive paid occupations ²	161.5	166.237	167.037	0.6	0.7	0.5	3.6	3.5	3.4
Management, professional, and related.....	153.7	158.343	158.761	0.3	0.4	0.3	3.2	3.4	3.3
Sales and office.....	167.2	173.482	173.457	0.5	0.9	0.0	0.1	4.3	3.7
Natural resources, construction, and maintenance.....	163.2	168.147	169.313	0.6	0.9	0.7	3.6	3.7	3.7
Production, transportation, and material moving.....	165.6	170.191	171.082	0.7	0.7	0.5	4.0	3.5	3.3
Construction.....	161.5	166.886	167.927	0.5	0.9	0.6	2.4	3.8	4.0
Manufacturing.....	161.4	165.853	166.456	0.6	0.6	0.4	3.6	3.4	3.1
Management, professional, and related.....	155.0	159.231	159.542	0.3	0.4	0.2	3.3	3.1	2.9
Sales and office occupations.....	165.4	169.892	169.303	0.4	0.7	-0.3	3.1	3.2	2.4
Natural resources, construction, and maintenance.....	162.7	167.449	168.503	1.1	0.7	0.6	4.3	4.0	3.6
Production, transportation, and material moving.....	165.4	170.001	171.012	0.7	0.7	0.6	4.0	3.5	3.4
Aircraft manufacturing.....	139.8	143.927	143.124	2.0	0.4	-0.6	3.8	5.0	2.4
Service-providing industries ⁴	169.0	173.987	174.692	0.5	0.7	0.4	3.6	3.5	3.4
Excluding incentive paid occupations ²	169.0	173.841	174.676	0.5	0.7	0.5	3.7	3.4	3.4
Management, professional, and related.....	163.6	168.397	169.073	0.5	0.7	0.4	3.5	3.4	3.3
Sales and office.....	170.5	175.614	176.072	0.7	0.3	0.3	3.4	3.7	3.3
Natural resources, construction, and maintenance.....	169.2	174.320	175.320	1.0	1.2	0.6	3.8	4.0	3.6
Production, transportation, and material moving.....	179.5	184.855	185.639	0.4	0.7	0.4	4.3	3.4	3.4
Service occupations.....	180.7	185.913	187.007	0.7	0.8	0.6	4.3	3.6	3.5
Trade, transportation, and utilities.....	173.1	178.435	178.698	0.4	0.9	0.1	3.3	3.5	3.2
Excluding incentive paid occupations ²	174.3	178.818	179.386	0.4	0.7	0.3	3.7	3.0	2.9
Wholesale trade.....	163.7	168.468	168.182	0.4	1.1	-0.2	2.9	3.4	2.7
Excluding incentive paid occupations ²	168.0	171.223	171.338	0.4	0.6	0.1	3.6	2.3	2.0

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					
	Dec. 2024	Sep. 2025	Dec. 2025	3-months ended-			12-months ended-		
				Dec. 2024	Sep. 2025	Dec. 2025	Dec. 2024	Sep. 2025	Dec. 2025
Service-providing industries - Continued									
Retail trade.....	176.4	181.366	181.931	0.5	0.8	0.3	2.9	3.3	3.1
Excluding incentive paid occupations ²	175.5	179.983	180.625	0.5	0.7	0.4	3.2	3.0	2.9
Transportation and warehousing.....	177.6	184.019	184.286	0.3	0.8	0.1	4.6	3.9	3.8
Utilities.....	177.6	183.615	184.843	0.6	0.7	0.7	3.3	4.0	4.1
Information.....	161.6	165.964	166.224	0.2	0.6	0.2	2.6	2.9	2.9
Financial activities.....	164.4	169.843	170.294	0.8	0.1	0.3	3.4	4.1	3.6
Excluding incentive paid occupations ²	164.7	169.605	169.874	0.4	0.1	0.2	3.4	3.4	3.1
Finance and insurance.....	164.9	170.499	170.844	1.0	0.2	0.2	3.4	4.4	3.6
Credit intermediation and related activities.....	167.4	171.480	171.879	1.2	0.1	0.2	4.3	3.7	2.7
Excluding incentive paid occupations ²	170.4	174.444	174.614	0.7	0.1	0.1	4.2	3.1	2.5
Insurance carriers and related activities..	164.6	170.111	170.610	0.4	-0.4	0.3	2.9	3.7	3.7
Excluding incentive paid occupations ²	162.9	167.832	168.028	0.2	0.1	0.1	3.0	3.3	3.1
Real estate and rental and leasing.....	162.2	166.835	167.827	-0.1	-0.7	0.6	3.4	2.8	3.5
Excluding incentive paid occupations ²	165.9	170.675	171.395	0.3	-0.2	0.4	3.2	3.2	3.3
Professional and business services.....	166.9	171.182	171.585	0.7	0.4	0.2	3.7	3.2	2.8
Professional, scientific, and technical services.....	167.4	172.218	172.775	0.6	0.5	0.3	3.4	3.5	3.2
Administrative and support and waste management and remediation services...	167.8	172.019	172.007	0.7	0.6	0.0	3.8	3.3	2.5
Education and health services.....	167.6	173.158	174.581	0.5	1.0	0.8	4.0	3.9	4.2
Educational services.....	163.8	168.641	170.847	-0.1	1.8	1.3	3.9	2.9	4.3
Junior colleges, colleges, universities, and professional schools.....	163.3	167.704	169.602	0.6	1.6	1.1	4.3	3.3	3.9
Health care and social assistance.....	168.4	174.075	175.356	0.7	0.8	0.7	4.1	4.0	4.1
Hospitals.....	169.4	174.071	175.455	0.8	0.5	0.8	4.2	3.6	3.6
Nursing and residential care facilities....	167.2	171.527	172.567	0.6	0.6	0.6	3.5	3.2	3.2
Nursing care facilities ²	166.1	170.254	171.355	0.7	0.3	0.6	2.8	3.2	3.2
Leisure and hospitality.....	179.2	183.220	184.103	0.4	0.6	0.5	3.6	2.7	2.7
Accommodation and food service.....	183.0	187.240	187.842	0.5	0.5	0.3	3.6	2.8	2.6
Other services, except public administration..	172.0	177.007	179.196	0.8	1.3	1.2	4.7	3.7	4.2

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					
	Dec. 2024	Sep. 2025	Dec. 2025	3-months ended-			12-months ended-		
				Dec. 2024	Sep. 2025	Dec. 2025	Dec. 2024	Sep. 2025	Dec. 2025
Bargaining status									
Union.....	172.1	177.899	179.053	1.1	0.8	0.6	5.1	4.5	4.0
Goods-producing industries ²	161.9	167.582	168.301	0.9	1.0	0.4	4.5	4.5	4.0
Manufacturing.....	156.2	161.560	162.279	1.4	0.9	0.4	5.0	4.8	3.9
Service-providing industries ³	179.0	184.951	186.340	1.1	0.7	0.8	5.4	4.4	4.1
Nonunion.....	166.7	171.555	172.221	0.5	0.6	0.4	3.4	3.5	3.3
Goods-producing industries ²	161.1	165.766	166.512	0.5	0.6	0.5	2.9	3.4	3.4
Manufacturing.....	162.9	167.202	167.789	0.5	0.5	0.4	3.4	3.1	3.0
Service-providing industries ³	168.0	172.950	173.601	0.5	0.6	0.4	3.4	3.4	3.3
Census region and division⁴									
Northeast.....	168.4	173.419	174.224	0.6	0.6	0.5	3.3	3.6	3.5
New England.....	171.9	177.071	178.214	0.6	0.7	0.6	2.9	3.6	3.7
Middle Atlantic.....	167.2	172.094	172.769	0.6	0.6	0.4	3.5	3.5	3.3
South.....	165.0	169.977	170.714	0.6	0.8	0.4	3.3	3.6	3.5
South Atlantic.....	168.6	173.204	174.122	0.6	0.7	0.5	3.5	3.3	3.3
East South Central.....	164.0	169.684	170.557	0.6	0.8	0.5	2.9	4.1	4.0
West South Central.....	159.5	164.836	165.176	0.7	1.1	0.2	3.4	4.1	3.6
Midwest.....	163.7	168.730	169.299	0.3	0.5	0.3	3.3	3.4	3.4
East North Central.....	162.4	167.293	167.890	0.2	0.6	0.4	3.2	3.3	3.4
West North Central.....	167.0	172.137	172.649	0.6	0.4	0.3	3.7	3.7	3.4
West.....	173.2	178.045	178.771	0.6	0.6	0.4	4.3	3.5	3.2
Mountain.....	170.7	175.033	175.859	0.5	0.5	0.5	3.6	3.0	3.0
Pacific.....	174.5	179.483	180.164	0.8	0.7	0.4	4.6	3.6	3.2

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					
	Dec. 2024	Sep. 2025	Dec. 2025	3-months ended-			12-months ended-		
				Dec. 2024	Sep. 2025	Dec. 2025	Dec. 2024	Sep. 2025	Dec. 2025
All workers.....	170.6	175.524	176.380	0.7	1.7	0.5	4.7	3.6	3.4
Occupational group									
Management, professional, and related.	167.2	171.935	172.683	0.6	1.8	0.4	4.4	3.5	3.3
Professional and related.....	166.9	171.658	172.420	0.6	1.9	0.4	4.4	3.5	3.3
Sales and office.....	175.3	180.602	181.726	0.9	1.5	0.6	5.0	4.0	3.7
Office and administrative support.....	175.3	180.554	181.689	0.9	1.4	0.6	5.0	3.9	3.6
Service occupations.....	180.4	186.289	187.433	1.0	1.8	0.6	5.3	4.3	3.9
Industry									
Education and health services.....	167.6	172.446	173.223	0.6	1.9	0.5	4.2	3.5	3.4
Educational services.....	166.6	171.468	172.180	0.5	2.1	0.4	4.2	3.5	3.3
Schools.....	166.5	171.401	172.112	0.5	2.1	0.4	4.1	3.5	3.4
Elementary and secondary schools. ...	166.6	171.386	172.051	0.4	2.2	0.4	4.0	3.3	3.3
Health care and social assistance.....	175.6	180.081	181.364	1.1	1.0	0.7	4.9	3.7	3.3
Hospitals.....	171.6	176.080	177.347	1.1	0.8	0.7	4.9	3.7	3.3
Public administration.....	175.6	180.735	181.766	0.9	1.5	0.6	5.3	3.9	3.5

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					
	Dec. 2024	Sep. 2025	Dec. 2025	3-months ended-			12-months ended-		
				Dec. 2024	Sep. 2025	Dec. 2025	Dec. 2024	Sep. 2025	Dec. 2025
All workers ¹	168.1	172.925	173.708	0.7	0.9	0.5	3.8	3.5	3.3
Excluding incentive paid occupations ²	167.6	172.298	173.211	0.6	0.9	0.5	3.9	3.4	3.3
Occupational group									
Management, professional, and related.....	161.6	166.299	166.999	0.6	1.0	0.4	3.7	3.5	3.3
Management, business, and financial.....	162.9	167.159	167.473	0.4	0.6	0.2	3.4	3.1	2.8
Professional and related.....	161.0	166.133	167.105	0.6	1.3	0.6	3.8	3.8	3.8
Sales and office.....	172.2	177.113	177.556	0.9	0.4	0.3	3.2	3.8	3.1
Sales and related.....	170.5	175.475	174.853	1.3	0.0	-0.4	2.5	4.3	2.6
Office and administrative support.....	173.2	178.045	179.395	0.5	0.8	0.8	3.9	3.3	3.6
Natural resources, construction, and maintenance.....	168.0	172.996	174.275	1.0	1.2	0.7	4.3	4.0	3.7
Construction, extraction, farming, fishing, and forestry occupations.....	166.2	171.250	172.669	0.9	1.1	0.8	4.2	4.0	3.9
Installation, maintenance, and repair.....	170.1	175.034	176.157	1.0	1.4	0.6	4.5	3.9	3.6
Production, transportation, and material moving.....	176.7	181.612	182.537	0.6	0.8	0.5	4.2	3.4	3.3
Production.....	172.1	176.657	178.363	0.8	0.8	1.0	4.2	3.4	3.6
Transportation and material moving.....	182.6	187.835	188.216	0.4	0.8	0.2	4.3	3.3	3.1
Service occupations.....	182.2	187.288	188.512	0.8	1.0	0.7	4.5	3.6	3.5
Industry									
Goods-producing industries ³	165.5	170.853	171.758	0.6	0.8	0.5	3.4	3.9	3.8
Manufacturing.....	165.8	170.727	171.475	0.6	0.7	0.4	3.8	3.6	3.4
Service-providing industries ⁴	168.5	173.305	174.067	0.7	0.9	0.4	3.9	3.5	3.3
Education and health services.....	163.5	168.591	169.881	0.6	1.5	0.8	4.1	3.7	3.9
Educational services.....	156.5	160.962	162.049	0.4	2.3	0.7	4.2	3.3	3.5
Elementary and secondary schools....	154.8	159.417	160.195	0.3	2.5	0.5	4.0	3.3	3.5
Junior colleges, colleges, and universities.....	158.0	162.466	163.721	0.8	1.9	0.8	4.4	3.6	3.6
Health care and social assistance.....	170.8	176.405	177.876	0.8	0.9	0.8	4.1	4.1	4.1
Hospitals.....	170.9	175.485	177.103	1.1	0.5	0.9	4.3	3.8	3.6
Nursing and residential care facilities...	173.1	177.600	178.729	0.7	0.8	0.6	3.7	3.3	3.3
Public administration.....	164.1	168.496	169.405	0.9	1.3	0.5	4.9	3.6	3.2

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					
	Dec. 2024	Sep. 2025	Dec. 2025	3-months ended-			12-months ended-		
				Dec. 2024	Sep. 2025	Dec. 2025	Dec. 2024	Sep. 2025	Dec. 2025
All workers.....	170.2	175.109	175.885	0.7	0.7	0.4	3.7	3.6	3.3
Excluding incentive paid occupations ¹	169.7	174.507	175.441	0.5	0.7	0.5	3.8	3.4	3.4
Occupational group									
Management, professional, and related.....	163.7	168.580	169.279	0.5	0.8	0.4	3.5	3.5	3.4
Excluding incentive paid occupations ¹	162.2	166.940	167.756	0.4	0.7	0.5	3.5	3.4	3.4
Management, business, and financial.....	163.5	167.816	168.103	0.4	0.5	0.2	3.3	3.1	2.8
Excluding incentive paid occupations ¹	161.1	165.157	165.647	0.4	0.5	0.3	3.4	3.0	2.8
Professional and related.....	164.2	169.506	170.588	0.6	0.9	0.6	3.7	3.9	3.9
Sales and office.....	173.1	178.049	178.431	0.8	0.3	0.2	3.2	3.7	3.1
Excluding incentive paid occupations ¹	175.5	180.034	180.864	0.5	0.6	0.5	3.7	3.1	3.1
Sales and related.....	170.6	175.616	174.987	1.2	0.0	-0.4	2.5	4.2	2.6
Excluding incentive paid occupations ¹	176.9	181.227	181.262	0.5	0.5	0.0	3.6	3.0	2.5
Office and administrative support.....	173.8	178.637	180.015	0.4	0.7	0.8	3.8	3.2	3.6
Natural resources, construction, and maintenance.....	168.3	173.469	174.743	0.9	1.2	0.7	4.2	4.0	3.8
Construction, extraction, farming, fishing, and forestry occupations.....	166.4	171.632	173.049	0.9	1.1	0.8	4.1	4.1	4.0
Installation, maintenance, and repair.....	170.6	175.620	176.732	1.0	1.3	0.6	4.4	4.0	3.6
Production, transportation, and material moving.....	177.0	181.909	182.851	0.6	0.8	0.5	4.2	3.4	3.3
Excluding incentive paid occupations ¹	176.9	181.478	182.555	0.6	0.7	0.6	4.2	3.2	3.2
Production.....	172.2	176.705	178.430	0.8	0.8	1.0	4.2	3.4	3.6
Excluding incentive paid occupations ¹	172.3	176.916	178.325	0.8	0.8	0.8	4.0	3.5	3.5
Transportation and material moving.....	183.4	188.689	189.071	0.4	0.8	0.2	4.2	3.3	3.1
Service occupations.....	186.0	191.210	192.454	0.8	0.9	0.7	4.4	3.6	3.5
Industry and occupational group									
Goods-producing industries ²	165.6	170.921	171.824	0.7	0.8	0.5	3.4	3.9	3.8
Excluding incentive paid occupations ¹	165.7	170.833	171.825	0.7	0.7	0.6	4.0	3.8	3.7
Management, professional, and related.....	158.6	163.997	164.482	0.4	0.4	0.3	3.7	3.8	3.7
Sales and office.....	173.0	180.004	179.954	0.6	1.0	0.0	-0.9	4.7	4.0
Natural resources, construction, and maintenance.....	166.0	171.231	172.628	0.8	1.0	0.8	3.9	4.0	4.0
Production, transportation, and material moving.....	170.0	174.931	176.101	0.7	0.8	0.7	4.0	3.6	3.6
Construction.....	164.4	170.265	171.488	0.6	1.0	0.7	2.4	4.1	4.3
Manufacturing.....	165.8	170.727	171.475	0.6	0.7	0.4	3.8	3.6	3.4
Management, professional, and related.....	159.5	164.430	164.774	0.4	0.4	0.2	3.7	3.5	3.3
Sales and office.....	169.2	173.893	173.084	0.5	0.8	-0.5	3.2	3.3	2.3
Natural resources, construction, and maintenance.....	168.2	173.293	174.701	1.1	0.9	0.8	4.4	4.1	3.9
Production, transportation, and material moving.....	170.0	174.978	176.316	0.8	0.8	0.8	4.0	3.7	3.7
Aircraft manufacturing.....	166.1	172.809	173.016	1.2	0.6	0.1	3.9	5.3	4.2
Service-providing industries ³	171.3	176.198	176.948	0.6	0.7	0.4	3.7	3.5	3.3
Excluding incentive paid occupations ¹	170.8	175.509	176.432	0.5	0.7	0.5	3.8	3.3	3.3
Management, professional, and related.....	164.5	169.311	170.038	0.5	0.8	0.4	3.5	3.4	3.4
Sales and office.....	173.1	177.850	178.278	0.9	0.2	0.2	3.6	3.6	3.0
Natural resources, construction, and maintenance.....	171.7	176.782	177.875	1.1	1.4	0.6	4.6	4.1	3.6
Production, transportation, and material moving.....	183.6	188.492	189.291	0.5	0.8	0.4	4.3	3.2	3.1
Service occupations.....	186.1	191.331	192.555	0.8	0.9	0.6	4.4	3.6	3.5
Trade, transportation, and utilities.....	174.6	180.120	180.275	0.5	1.0	0.1	3.3	3.6	3.3
Excluding incentive paid occupations ¹	175.6	180.134	180.677	0.5	0.7	0.3	3.7	3.1	2.9
Wholesale trade.....	160.8	166.330	165.845	0.5	1.2	-0.3	2.7	4.0	3.1
Excluding incentive paid occupations ¹	164.7	168.236	168.263	0.4	0.6	0.0	3.5	2.6	2.2

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					
	Dec. 2024	Sep. 2025	Dec. 2025	3-months ended-			12-months ended-		
				Dec. 2024	Sep. 2025	Dec. 2025	Dec. 2024	Sep. 2025	Dec. 2025
Service-providing industries - Continued									
Retail trade.....	180.1	185.065	185.646	0.5	0.8	0.3	2.9	3.3	3.1
Excluding incentive paid occupations ¹	178.8	183.231	183.918	0.5	0.7	0.4	3.3	3.0	2.9
Transportation and warehousing.....	182.1	188.497	188.527	0.3	1.0	0.0	4.7	3.8	3.5
Utilities.....	172.2	178.167	179.455	0.6	0.9	0.7	3.3	4.1	4.2
Information.....	161.1	164.168	164.382	0.3	0.6	0.1	2.9	2.2	2.0
Financial activities.....	165.5	170.788	171.291	0.9	0.1	0.3	3.0	4.1	3.5
Excluding incentive paid occupations ¹	164.1	168.505	168.756	0.3	0.1	0.1	3.1	3.0	2.8
Finance and insurance.....	166.0	171.523	171.890	1.0	0.3	0.2	2.9	4.4	3.5
Credit intermediation and related activities.....	165.6	170.053	170.587	1.0	0.1	0.3	3.1	3.8	3.0
Excluding incentive paid occupations ¹	166.7	171.198	171.397	0.1	0.1	0.1	2.9	2.8	2.8
Insurance carriers and related activities..	164.1	169.311	169.877	0.5	-0.6	0.3	3.2	3.7	3.5
Excluding incentive paid occupations ¹	160.8	165.275	165.472	0.3	0.1	0.1	3.3	3.1	2.9
Real estate and rental and leasing.....	163.8	167.761	168.901	0.0	-1.0	0.7	3.7	2.4	3.1
Excluding incentive paid occupations ¹	167.8	172.123	172.918	0.4	-0.3	0.5	3.3	3.0	3.1
Professional and business services.....	169.4	173.519	173.908	0.7	0.4	0.2	4.1	3.2	2.7
Professional, scientific, and technical services.....	169.0	174.020	174.614	0.7	0.5	0.3	3.6	3.6	3.3
Administrative and support and waste management and remediation services...	173.1	177.191	177.014	0.9	0.8	-0.1	4.2	3.3	2.3
Education and health services.....	169.6	175.107	176.746	0.7	1.1	0.9	4.0	3.9	4.2
Educational services.....	163.0	167.246	169.690	0.1	1.9	1.5	4.1	2.7	4.1
Junior colleges, colleges, universities, and professional schools.....	160.2	164.136	166.213	0.6	1.7	1.3	4.3	3.1	3.8
Health care and social assistance.....	171.1	176.760	178.246	0.8	0.9	0.8	4.1	4.2	4.2
Hospitals.....	171.7	176.390	178.073	1.1	0.5	1.0	4.1	3.8	3.7
Nursing and residential care facilities.....	174.1	178.558	179.740	0.7	0.7	0.7	3.8	3.3	3.2
Nursing care facilities ¹	172.7	177.314	178.505	0.8	0.4	0.7	3.2	3.5	3.4
Leisure and hospitality.....	186.2	190.303	191.299	0.5	0.6	0.5	3.8	2.8	2.7
Accommodation and food service.....	190.1	194.554	195.237	0.6	0.5	0.4	3.8	2.9	2.7
Other services, except public administration..	175.3	179.995	182.361	1.0	1.5	1.3	5.0	3.7	4.0

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					
	Dec. 2024	Sep. 2025	Dec. 2025	3-months ended-			12-months ended-		
				Dec. 2024	Sep. 2025	Dec. 2025	Dec. 2024	Sep. 2025	Dec. 2025
Bargaining status									
Union.....	171.6	177.625	179.043	1.2	1.0	0.8	5.5	4.8	4.3
Goods-producing industries ¹	160.3	166.394	167.569	1.1	1.2	0.7	4.8	4.9	4.5
Manufacturing.....	159.6	165.489	166.946	1.4	1.1	0.9	5.0	5.1	4.6
Service-providing industries ²	178.4	184.481	186.030	1.3	0.9	0.8	5.7	4.8	4.3
Nonunion.....	170.1	174.939	175.661	0.6	0.7	0.4	3.5	3.5	3.3
Goods-producing industries ¹	166.8	171.988	172.847	0.6	0.7	0.5	3.2	3.7	3.6
Manufacturing.....	167.3	172.077	172.735	0.5	0.6	0.4	3.7	3.4	3.2
Service-providing industries ²	170.8	175.619	176.315	0.6	0.7	0.4	3.6	3.4	3.2
Census region and division³									
Northeast.....	170.0	174.933	175.803	0.7	0.7	0.5	3.5	3.6	3.4
New England.....	175.6	180.955	182.264	0.7	0.8	0.7	2.9	3.8	3.8
Middle Atlantic.....	167.9	172.647	173.350	0.8	0.7	0.4	3.6	3.6	3.2
South.....	168.7	173.897	174.700	0.7	0.9	0.5	3.4	3.8	3.6
South Atlantic.....	172.9	177.619	178.633	0.7	0.7	0.6	3.6	3.4	3.3
East South Central.....	166.7	172.365	173.308	0.8	0.9	0.5	3.3	4.3	4.0
West South Central.....	162.6	168.579	168.928	0.6	1.2	0.2	3.2	4.3	3.9
Midwest.....	165.4	170.498	171.103	0.4	0.6	0.4	3.3	3.5	3.4
East North Central.....	163.7	168.722	169.337	0.2	0.6	0.4	3.1	3.3	3.4
West North Central.....	169.4	174.675	175.263	0.7	0.5	0.3	3.9	3.8	3.5
West.....	177.0	181.576	182.393	0.7	0.7	0.4	4.4	3.3	3.0
Mountain.....	174.8	178.935	179.880	0.5	0.5	0.5	3.8	2.9	2.9
Pacific.....	178.2	182.922	183.677	0.8	0.7	0.4	4.7	3.5	3.1

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					
	Dec. 2024	Sep. 2025	Dec. 2025	3-months ended-			12-months ended-		
				Dec. 2024	Sep. 2025	Dec. 2025	Dec. 2024	Sep. 2025	Dec. 2025
All workers.....	159.2	163.697	164.519	0.7	1.9	0.5	4.5	3.5	3.3
Occupational group									
Management, professional, and related.	156.2	160.636	161.348	0.6	2.0	0.4	4.3	3.4	3.3
Professional and related.....	155.7	160.318	161.063	0.6	2.2	0.5	4.3	3.6	3.4
Sales and office.....	161.4	165.962	167.070	0.9	1.5	0.7	4.7	3.7	3.5
Office and administrative support.....	161.9	166.455	167.578	0.9	1.4	0.7	4.6	3.7	3.5
Service occupations.....	169.6	174.436	175.596	1.0	1.7	0.7	5.1	3.9	3.5
Industry									
Education and health services.....	156.5	161.066	161.860	0.6	2.2	0.5	4.3	3.5	3.4
Educational services.....	155.1	159.719	160.451	0.5	2.4	0.5	4.2	3.4	3.5
Schools.....	155.2	159.733	160.464	0.5	2.4	0.5	4.3	3.5	3.4
Elementary and secondary schools. ...	154.5	158.959	159.659	0.4	2.5	0.4	4.2	3.3	3.3
Health care and social assistance.....	168.4	172.579	173.875	1.1	0.9	0.8	4.7	3.7	3.3
Hospitals.....	167.0	171.201	172.492	1.1	0.8	0.8	4.7	3.6	3.3
Public administration.....	164.1	168.496	169.405	0.9	1.3	0.5	4.9	3.6	3.2

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					
	Dec. 2024	Sep. 2025	Dec. 2025	3-months ended-			12-months ended-		
				Dec. 2024	Sep. 2025	Dec. 2025	Dec. 2024	Sep. 2025	Dec. 2025
Civilian workers									
All workers ¹	167.8	172.916	173.550	0.5	0.7	0.4	3.6	3.5	3.4
Private industry workers									
All workers.....	160.7	165.630	166.191	0.4	0.5	0.3	3.3	3.5	3.4
Occupational group									
Management, professional, and related.....	158.6	163.165	163.692	0.4	0.4	0.3	3.3	3.3	3.2
Sales and office.....	162.7	168.565	169.045	0.2	0.5	0.3	2.8	3.9	3.9
Natural resources, construction, and maintenance.....	159.7	164.370	165.102	0.4	0.7	0.4	2.6	3.4	3.4
Production, transportation, and material moving.....	163.1	168.266	168.853	0.4	0.5	0.3	4.2	3.6	3.5
Service occupations.....	162.6	167.867	168.570	0.4	0.6	0.4	3.6	3.6	3.7
Industry									
Goods-producing industries ²	153.0	156.862	157.285	0.4	0.5	0.3	3.0	2.9	2.8
Manufacturing.....	153.1	156.694	157.027	0.5	0.4	0.2	3.2	2.9	2.6
Aircraft manufacturing.....	111.8	113.088	111.207	3.3	0.1	-1.7	3.8	4.5	-0.5
Service-providing industries ³	163.3	168.523	169.121	0.4	0.5	0.4	3.4	3.6	3.6
Bargaining status									
Union.....	173.2	178.648	179.408	0.8	0.6	0.4	4.6	3.9	3.6
Nonunion.....	158.2	163.079	163.611	0.3	0.5	0.3	3.1	3.4	3.4
State and local government workers									
All workers.....	194.2	199.999	200.927	0.8	1.5	0.5	4.9	3.8	3.5

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

² 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	Percent changes for 12-months ended-					
	Total compensation ²			Wages and salaries		
	Dec. 2024	Sep. 2025	Dec. 2025	Dec. 2024	Sep. 2025	Dec. 2025
Northeast						
Boston-Worcester-Providence, MA-RI-NH CSA.....	2.6	3.3	3.6	2.6	3.2	3.6
New York-Newark, NY-NJ-CT-PA CSA.....	2.8	3.8	3.4	3.0	3.9	3.3
Philadelphia-Reading-Camden, PA-NJ-DE-MD CSA.....	3.6	3.4	3.1	4.0	3.4	2.6
South						
Atlanta-Athens-Clarke County-Sandy Springs, GA-AL CSA...	4.8	2.9	3.1	5.4	2.8	3.1
Dallas-Fort Worth, TX-OK CSA.....	3.6	3.7	3.4	3.4	3.5	3.1
Houston-Pasadena, TX CSA.....	6.0	4.5	2.8	5.2	5.0	3.9
Miami-Port St. Lucie-Fort Lauderdale, FL CSA.....	2.5	5.7	4.7	2.9	5.9	4.7
Washington-Baltimore-Arlington, DC-MD-VA-WV-PA CSA....	3.7	2.2	2.7	3.9	1.9	2.4
Midwest						
Chicago-Naperville, IL-IN-WI CSA.....	2.7	4.0	4.9	2.7	3.9	4.8
Detroit-Warren-Ann Arbor, MI CSA.....	4.5	2.1	1.9	3.8	3.3	3.1
Minneapolis-St. Paul, MN-WI CSA.....	3.7	3.7	3.8	3.7	3.6	3.7
West						
Los Angeles-Long Beach, CA CSA.....	4.2	3.4	3.3	4.3	3.4	3.2
Phoenix-Mesa, AZ CSA.....	2.8	3.1	3.2	2.8	2.6	2.8
San Jose-San Francisco-Oakland, CA CSA.....	6.3	3.7	2.6	6.6	3.9	2.6
Seattle-Tacoma, WA CSA.....	5.7	4.7	3.5	5.7	4.3	3.6

¹ These areas include the 15 largest Combined Statistical Areas (CSAs) and Metropolitan Statistical Areas (MSAs). Beginning with the June 2025 release, area definitions are based on Office of Management and Budget Bulletin No. 23-01, dated July 21, 2023. For more information on metropolitan area definitions, see www.bls.gov/eci/factsheets/eci-area-classification.htm.

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

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