



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  
Civil Service Commission

Subject: **Annual Salary Wage Adjustment for Elected Officials (5th year of 5-year cycle) for (Mayor, City Attorney, District Attorney, Public Defender, Assessor-Recorder, Treasurer, and Sheriff) in accordance with Charter Section A8.409-1 for Fiscal Year 2026-2027 Budget.**

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**I. Civil Service Commission Authority - Salary Setting and Annual Salary Adjustment for Elected Officials**

**Background**

On November 7, 2006, the City and County of San Francisco's Electorate approved Proposition C, amending City Charter Section A8.409-1 - Employees Covered. The Charter amendment requires that the Civil Service Commission set the base salary of the Mayor, City Attorney, District Attorney, Public Defender, Assessor-Recorder, Treasurer, and Sheriff once every five years by averaging the salaries of the comparable elected officials in Alameda, Contra Costa, Marin, San Mateo, and Santa Clara counties. For each year between the five-year cycles, the Civil Service Commission is required to adjust the salaries to reflect the upward movement in the CPI during the prior calendar year not to exceed five percent. The Charter prohibits the Commission from reducing the salaries of each elected official in setting the base five-year salary. If the City and employee organizations agree to amend the compensation provisions of an existing memorandum of understanding to reduce costs, the Civil Service Commission is required to review and amend the salaries of the above-named elected officials

**Charter Section A8.409-1 Elected Officials Salary Setting: Employees Covered**

Charter Section A8.409-1 states in part, "...The Commission shall conduct a salary survey of the offices of chief executive officer, county counsel, district attorney, public defender, assessor-recorder, treasurer, and sheriff, in the counties of Alameda, Contra Costa, Marin, San Mateo, and Santa Clara. The Commission shall then average the salaries for each of those offices to determine respectively the base five-year salaries for the Mayor, City Attorney, District Attorney, Public Defender, Assessor-Recorder, Treasurer, and Sheriff..."

The Charter states, “For the second, third, fourth, and fifth years of the period for which any base five-year salary has been set, the Commission shall annually adjust the respective salaries of the Mayor, City Attorney, District Attorney, Public Defender, Assessor-Recorder, Treasurer, and Sheriff, to account for upward annual movement in the Consumer Price Index during the prior calendar year; provided, that whenever the upward movement in the Consumer Price Index during the prior calendar year exceeds 5%, the cost-of-living adjustment shall not be the actual increase in the Consumer Price Index for the prior calendar year but instead shall be 5%. The annual cost-of-living adjustment shall take effect July 1 of the second, third, fourth, and fifth years of the period for which the base five-year salary has been set.”

## **II. Consumer Price Index**

The annual CPI-U (Consumer Price Index – All Urban Consumers) issued by the Bureau of Labor Statistics is used to compare the CPI-U change in the two prior calendar years. For example, in setting the salary for the 2026-2027 fiscal year the CPI-U in December 2025 is compared to the previous CPI-U in December 2024, which resulted in a **2.7%** increase in the CPI-U. Therefore, in accordance with Charter Section A8.409-1 the Commission may increase salaries by **2.7%** effective July 1, 2026, for Elected Officials for Fiscal Year 2026-2027.

## **III. Annual Salary Adjustment**

The Commission sets the salary and benefits of all elected officials of the City and County of San Francisco in accordance with the Charter Section A8.409-1 and Section 2.100.

## **IV. Salary - Elected Officials**

### **Elected Officials Salary Setting for 5-year Cycle - Commission Action of May 16, 2022**

In accordance with Charter Section A8.409-1, commission staff conducted a salary survey of the following counties: Alameda, Contra Costa, Marin, San Mateo, and Santa Clara. Commission Staff averaged the salaries for each of those offices to determine respectively the base five-year salaries for the Mayor, City Attorney, District Attorney, Public Defender, Assessor-Recorder, Treasurer, and Sheriff.

### **How is the salary survey conducted:**

Commission staff conducted the salary survey by identifying comparable elected official positions across the five designated counties and collecting current annual base salary data for each office. Salary information was obtained from official and publicly available sources, including county salary ordinances, compensation schedules, and direct confirmation from county staff where necessary.

Staff reviewed the data to ensure consistency and comparability across jurisdictions. Only base salaries were used for the survey, excluding additional compensation such as benefits, stipends, or one-time payments. Where a county did not have a directly comparable office, or where functions differed, staff applied the Charter guidance to determine the closest comparable position. For example, San Mateo County does not have a Public Defender office and therefore

was excluded from that portion of the analysis. After collecting the salary data, Commission staff calculated the average salary for each office by summing the salaries from the surveyed counties and dividing by the number of applicable counties. In most cases, this included all five counties; however, where a county was excluded (such as for Public Defender), the average was based on the remaining counties. The calculated average salary for each position was then compared to the current salary of the corresponding City and County of San Francisco elected official. In accordance with Charter requirements:

- If the average salary exceeded the current CCSF salary, the average was used to establish the proposed base five-year salary.
- If the average salary was lower than the current CCSF salary, the current salary was retained, as salaries may not be reduced.

This process ensured that the resulting base salaries reflected regional market conditions while complying with Charter provisions that prohibit salary reductions.

Based on the survey results, Commission staff prepared a detailed analysis and set of recommendations for the Civil Service Commission. This included:

- A summary of salary data collected from each county
- The calculated averages for each elected office
- A comparison between current CCSF salaries and survey averages
- Identification of any exclusions or adjustments made for comparability

Staff then developed recommended base five-year salaries for each elected official position, applying the Charter methodology and clearly indicating where salaries would increase or remain unchanged. These findings and recommendations were presented to the Commission at a public meeting, along with supporting tables and explanatory materials. Staff provided context regarding the methodology, any limitations in the data, and the overall impact of the proposed salary adjustments.

At its meeting of May 16, 2022, the Civil Service Commission reviewed the survey analysis and discussion for the proposed base salary and certified the base salary for Elected Officials for the five (5) year cycle effective July 1, 2022, through June 30, 2027, effective Fiscal Year 2022 -2023.

**Fiscal Year 2022-2023 Recommended/Adjusted Annual Salary for Elected Officials (Year 1)**

The Commission certified the base salary for Elected Officials that is established for year of the five (5) year cycle effective July 1, 2022, through June 30, 2027, in Accordance with Charter Section A8.409-1. Increases were granted to elected officials except for City Attorney, Mayor and Public Defender positions. Subsequent years provide an adjustment according to the CPI-U at a cap of 5% each year; if CPI-U is below 0 there will be no change in salary.

**Base Five-Year Salary Determination**

As directed by Charter Section A8.409-1, the base five-year salaries for the Mayor, City Attorney, District Attorney, Public Defender, Assessor-Recorder, Sheriff, and Treasurer shall be

the average of the salaries of the surveyed counties. Charter Section A8.409-1 further directs that the base salary be set at the existing salary for the office if the survey results show that the average salary is lower than the current salary of the CCSF Elected Official in the comparable office. Therefore, the base five-year salaries are as listed in Column 5 of the table below.

**Salaries for Elected Officials  
Fiscal Year July 1, 2021, to June 30, 2022**

<b>Class/Title</b>	<b>FY 2021-22 Certified (Base) Salary</b>	<b>Average Annual Salary of Survey 2022 Results</b>	<b>Increase Amount</b>	<b>FY 2022-23 Base Annual Salary of five-Year Cycle</b>
4290 Assessor-Recorder	\$222,300	\$235,526	\$13,226	\$235,526
8197 City Attorney	\$294,736	\$278,387	\$0	\$294,736
8198 District Attorney	\$312,780	\$331,040	\$18,260	\$331,040
1190 Mayor	\$357,084	\$335,872	\$0	\$357,084
8196 Public Defender	\$271,102	\$254,505	\$0	\$271,102
4390 Treasurer	\$266,500	\$291,746	\$25,246	\$291,746
8350 Sheriff	\$209,924	\$213,925	\$4,001	\$213,925

**Fiscal Year 2023-2024 Recommended/Adjusted Annual Salary for Elected Officials (Year 2)**

It was the decision of the Commission to accept the report; and approved a salary increase for the Board of Supervisors and elected officials consistent with the collective bargaining agreements of other City employees of 4.75% effect July 1, 2023. Salaries of the members of the Board of Supervisors and elected officials (Mayor, City Attorney, District Attorney, Public Defender, Assessor-Recorder, Treasurer-Tax Collector, and Sheriff) are increased 4.75% in accordance with Charter Section 2.100 and Charter Section A8.409-1.

**Salaries for Elected Officials  
Fiscal Year July 1, 2023, to June 30, 2024**

<b>Class/Title</b>	<b>FY 2022-23 Certified (Base) Salary</b>	<b>4.75 % Increase Based on CBA Alignment</b>	<b>FY 2023-24 Salary (includes 4.75 % increase)</b>
4290 Assessor-Recorder	\$235,534	\$11,180	\$246,714
8197 City Attorney	\$294,736	\$13,988	\$308,724
8198 District Attorney	\$331,032	\$15,730	\$346,762
1190 Mayor	\$357,084	\$16,952	\$374,036

8196 Public Defender	\$271,102	\$12,870	\$283,972
4390 Treasurer	\$213,928	\$10,166	\$224,094
8350 Sheriff	\$291,746	\$13,858	\$305,604

**Fiscal Year 2024-2025 Recommended/Adjusted Annual Salary for Elected Officials (Year 3)**

The projected Fiscal Year 2024-2025 annual salaries based on the 2.6% CPI-U (increase) change for Elected Officials is:

**Salaries for Elected Officials  
Fiscal Year July 1, 2024, to June 30, 2025**

Class/Title	FY 2023-24 Certified Salary	2.6 % Increase Based on CPI-U Change	FY 2024-25 Salary (includes 2.6 % increase)
4290 Assessor-Recorder	\$246,714	\$6,414	\$253,128
8197 City Attorney	\$308,724	\$8,026	\$316,750
8198 District Attorney	\$346,762	\$9,015	\$355,777
1190 Mayor	\$374,036	\$9,725	\$383,760
8196 Public Defender	\$283,972	\$7,383	\$291,355
4390 Treasurer	\$224,094	\$5,826	\$229,920
8350 Sheriff	\$305,604	\$7,945	\$313,549

**Fiscal Year 2025-2026 Recommended/Adjusted Annual Salary for Elected Officials (Year 4)**

The projected Fiscal Year 2025-2026 annual salary based on the 2.9% CPI-U (increase) change for Elected Officials is:

**Salaries for Elected Officials  
Fiscal Year July 1, 2025, to June 30, 2026**

Class/Title	FY 2024-25 Certified Salary	2.9% Increase Based on CPI-U Change	FY 2025-26 Salary (includes 2.9% increase)
4290 Assessor-Recorder	\$253,136	\$7,332	\$260,468
8197 City Attorney	\$316,758	\$9,178	\$325,936
8198 District Attorney	\$355,784	\$10,322	\$366,106

1190 Mayor	<b>\$383,760</b>	<b>\$11,128</b>	<b>\$394,888</b>
8196 Public Defender	<b>\$291,356</b>	<b>\$8,450</b>	<b>\$299,806</b>
4390 Treasurer	<b>\$229,918</b>	<b>\$6,656</b>	<b>\$236,574</b>
8350 Sheriff	<b>\$313,560</b>	<b>\$9,100</b>	<b>\$322,660</b>

**Proposed Fiscal Year 2026-2027 Recommended/Adjusted Annual Salary for Elected Officials**

Fiscal Year 2026-2027 is the fifth (5th) year of this five (5) year cycle. The projected Fiscal Year 2026-2027 annual salaries based on the 2.7% CPI-U (increase) change for Elected Officials is:

<b>Salaries for Elected Officials Fiscal Year July 1, 2026, to June 30, 2027</b>			
<b>Class/Title</b>	<b>FY 2025-26 Certified Salary</b>	<b>2.7 % Increase Based on CPI-U Change</b>	<b>FY 2026-27 Salary (includes 2.7 % increase)</b>
4290 Assessor-Recorder	<b>\$260,468</b>	<b>\$7,020</b>	<b>\$267,488</b>
8197 City Attorney	<b>\$325,936</b>	<b>\$8,788</b>	<b>\$334,724</b>
8198 District Attorney	<b>\$366,106</b>	<b>\$9,880</b>	<b>\$375,986</b>
1190 Mayor	<b>\$394,888</b>	<b>\$10,660</b>	<b>\$405,548</b>
8196 Public Defender	<b>\$299,806</b>	<b>\$8,086</b>	<b>\$307,892</b>
4390 Treasurer	<b>\$236,574</b>	<b>\$6,396</b>	<b>\$242,970</b>
8350 Sheriff	<b>\$322,660</b>	<b>\$8,710</b>	<b>\$331,370</b>

**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.**

**Recommendation:**

Approve the proposed salary adjustments for Elected Officials 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 of the Fiscal Year 2026-2027 budget.

Attachment: CPI-U Data  
Charter Section A8.409-1

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  
Carol Isen, Human Resources Director  
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

## **A8.409-1 EMPLOYEES COVERED**

These Sections A8.409 through A8.409-6, inclusive, shall apply to all miscellaneous officers and employees except as set forth in Section A8.590-1 et seq. and including employees of San Francisco Unified School District and San Francisco Community College District to the extent authorized by state law. The provisions of Charter sections A8.400(h), A8.401-1, and A8.407 are hereby repealed and shall be of no further force and effect. Employee organizations representing employees in classifications covered by section A8.403 and A8.404 of this Charter may elect to include those classifications within the coverage of this part as a separate bargaining unit, provided however, that the election shall not become effective without the written approval of the Mayor and Board of Supervisors. The election shall be irrevocable and such employees shall not thereafter be subject to the provisions of section A8.403 and A8.404.

Employees in classifications not represented by a recognized employee organization shall be entitled to represent themselves with the City and County over wages, hours and other terms and conditions of employment to the extent required by state law and shall not be subject to the arbitration provisions of Section A8.409-4 of this Charter. The Mayor annually shall propose all forms of compensation for unrepresented employees including salaries, hours, benefits, and other terms and conditions of employment subject to approval or disapproval of the Board of Supervisors. Consistent with other provisions of this Charter, the civil service commission may adopt rules and procedures relating to said unrepresented employees.

Except as otherwise provided by this Charter the Civil Service Commission shall set the wages and benefits of all elected officials of the City and County of San Francisco as follows: The Commission shall conduct a salary survey of the offices of chief executive officer, county counsel, district attorney, public defender, assessor-recorder, treasurer, and sheriff, in the counties of Alameda, Contra Costa, Marin, San Mateo, and Santa Clara. The Commission shall then average the salaries for each of those offices to determine respectively the base five-year salaries for the Mayor, City Attorney, District Attorney, Public Defender, Assessor-Recorder, Treasurer, and Sheriff.

If any of the aforementioned counties do not have an office of public defender, that county shall be omitted from the salary survey for purposes of determining the base five-year salary of the Public Defender. Among the aforementioned counties, any freestanding county assessor's office or any county office in which the assessor's function is combined with other county functions, shall be deemed comparable to the office of Assessor-Recorder for purposes of determining the base five-year salary of the Assessor-Recorder. If any of the aforementioned counties do not have a comparable county office of treasurer, the county office whose functions most closely resemble the Treasurer's functions in San Francisco shall be deemed comparable to the office of Treasurer for purposes of determining the base five-year salary of the Treasurer.

The initial base five-year salary determination for the respective salaries of the Mayor, City Attorney, District Attorney, Public Defender, Assessor-Recorder, Treasurer, and Sheriff shall apply to the period from July 1, 2007 through June 30, 2012. Subsequent base five-year salary determinations for those offices shall apply to subsequent five-year periods, for example, July 1, 2012 through June 30, 2017.

For the second, third, fourth, and fifth years of the period for which any base five-year salary has been set, the Commission shall annually adjust the respective salaries of the Mayor, City Attorney, District Attorney, Public Defender, Assessor-Recorder, Treasurer, and Sheriff, to account for upward annual movement in the Consumer Price Index during the prior calendar year; provided, that whenever the upward movement in the Consumer Price Index during the prior calendar year exceeds 5%, the cost-of-living adjustment shall not be the actual increase in the Consumer Price Index for the prior calendar year but instead shall be 5%. The annual cost-of-living adjustment shall take effect July 1 of the second, third, fourth, and fifth years of the period for which the base five-year salary has been set.

Except as noted below, in setting the initial and subsequent base five-year salary determinations for the offices of Mayor, City Attorney, District Attorney, Public Defender, Assessor-Recorder, Treasurer, and Sheriff, the Commission may not reduce the respective salaries of any of those offices.

If implementation of the process for setting the base five-year salary would otherwise result in a salary reduction for any of those offices, the base five-year salary for the affected office or offices shall be the existing salary for the office.

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 respective salaries of the Mayor, City Attorney, District Attorney, Public Defender, Assessor-Recorder, Treasurer, and Sheriff as necessary to achieve comparable cost savings in the affected fiscal year or years.

The Commission shall annually set the benefits of elected officials, to take effect July 1 of each year. Benefits of elected officials may equal but may not exceed those benefits provided to any classification of miscellaneous officers and employees as of July 1 of each year, except, after January 7, 2012, the City and County shall not pay the required employee contributions of said officials into the San Francisco Employees' Retirement System trust fund or into the Retiree Health Care Trust Fund..

In addition, subject to the approval or disapproval of the Board of Supervisors, the Mayor may create, for employees designated as management, a management compensation package that recognizes and provides incentives for outstanding managerial performance contributing to increased productivity and efficiency in the work force. In formulating such a package, the Mayor shall take into account data developed in conjunction with the civil service commission regarding the terms of executive compensation in other public and private jurisdictions.

(Amended March 2004; Proposition C, Approved 11/7/2006; Proposition C, Approved 11/8/2011)



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

USDL-26-0184

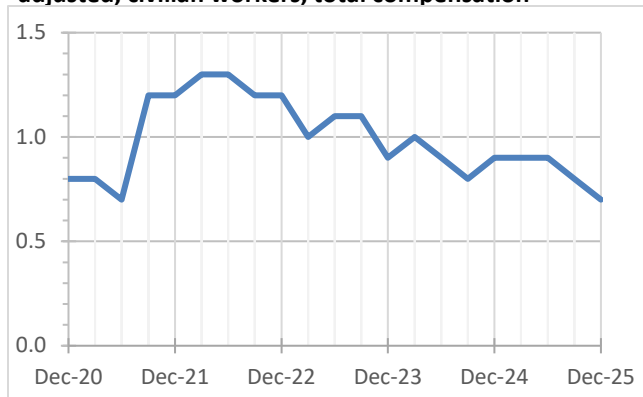
Technical information: (202) 691-6199 • [ncsinfo@bls.gov](mailto:ncsinfo@bls.gov) • [www.bls.gov/eci](http://www.bls.gov/eci)  
 Media contact: (202) 691-5902 • [pressoffice@bls.gov](mailto:pressoffice@bls.gov)

**EMPLOYMENT COST INDEX – DECEMBER 2025**

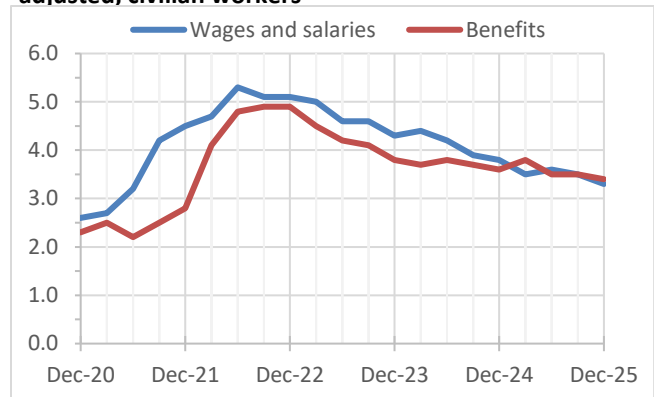
Compensation costs for civilian workers increased 0.7 percent, seasonally adjusted, for the 3-month period ending in December 2025, the U.S. Bureau of Labor Statistics reported today. Wages and salaries increased 0.7 percent and benefit costs increased 0.7 percent from September 2025. (See chart 1 and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

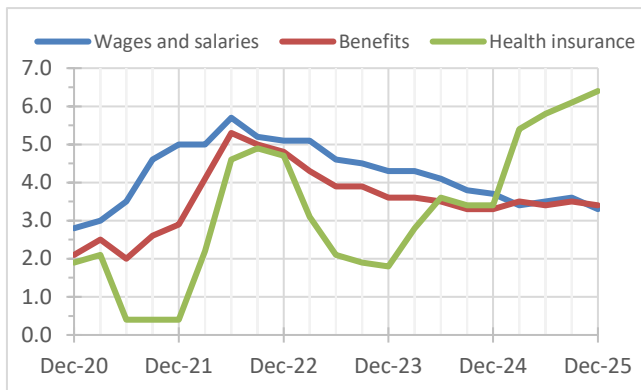


Compensation costs for private industry workers increased 0.7 percent, seasonally adjusted, for the 3-month period ending in December 2025. Wages and salaries increased 0.7 percent and benefit costs increased 0.7 percent from September 2025. (See tables A, 1, 2, and 3.)

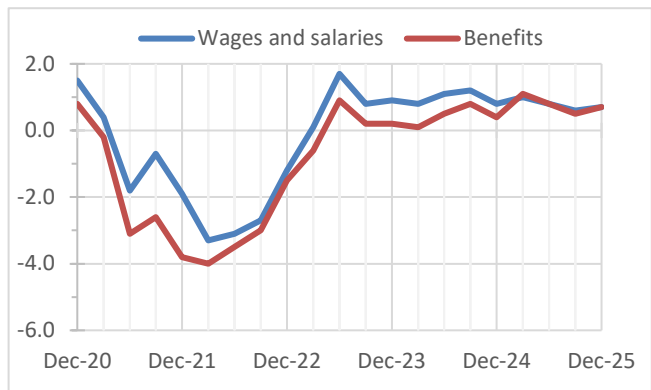
Compensation costs for private industry workers increased 3.4 percent, not seasonally adjusted, for the 12-month period ending in December 2025. Wages and salaries increased 3.3 percent and benefit costs increased 3.4 percent over the year. Inflation-adjusted (constant dollar) wages and salaries increased 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**



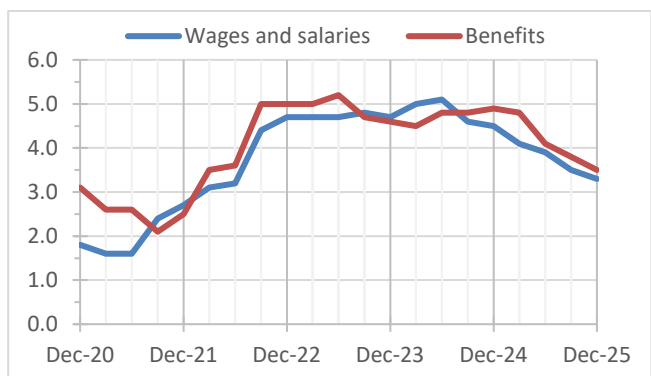
**Chart 4. Twelve-month percent change, constant dollar, private industry workers**



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
<b>Civilian workers<sup>1</sup></b>								
Compensation <sup>2</sup> .....	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
<b>Private Industry</b>								
Compensation <sup>2</sup> .....	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	-	-	-
<b>State and local government</b>								
Compensation <sup>2</sup> .....	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

<sup>1</sup> Includes private industry and state and local government.

<sup>2</sup> 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](http://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](http://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](http://www.bls.gov/eci/factsheets/eci-standard-errors.htm) and the database query tool at [www.bls.gov/eci/data.htm](http://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](http://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](http://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](http://www.bls.gov/schedule/news_release/ecec.htm). Historical ECEC data are available in XLSX format at [www.bls.gov/ecec/tables.htm](http://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](http://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](http://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](http://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](http://www.bls.gov/eci/tables.htm). ECI release dates are available on the release calendar at [www.bls.gov/schedule/news\\_release/eci.htm](http://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](mailto: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 industry<sup>1</sup>**  
 [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	
<b>Civilian workers</b>												
All workers <sup>2</sup> .....	172.745	174.038	0.9	1.0	0.9	0.8	0.9	0.9	0.9	0.8	0.7	
<b>Industry</b>												
Goods-producing industries <sup>3</sup> .....	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 <sup>4</sup> .....	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	
<b>Private industry workers</b>												
All workers.....	172.191	173.452	0.9	1.0	0.9	0.8	0.9	0.8	1.0	0.8	0.7	
<b>Occupational group</b>												
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	
<b>Industry</b>												
Goods-producing industries <sup>3</sup> .....	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 <sup>5</sup> .....	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 industry<sup>1</sup> — 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
<b>State and local government workers</b>											
All workers.....	175.225	176.664	1.1	1.2	1.2	1.1	1.1	0.9	0.8	0.8	0.8
<b>Industry</b>											
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

<sup>1</sup> Includes wages, salaries, and employer costs for employee benefits.

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

<sup>3</sup> Includes mining, construction, and manufacturing.

<sup>4</sup> 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.

<sup>5</sup> 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
<b>Civilian workers</b>											
All workers <sup>1</sup> .....	172.657	173.949	1.0	1.1	0.9	0.8	1.0	0.8	1.0	0.8	0.7
<b>Industry</b>											
Goods-producing industries <sup>2</sup> .....	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 <sup>3</sup> .....	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
<b>Private industry workers</b>											
All workers.....	174.954	176.233	1.0	1.1	0.8	0.8	0.9	0.8	1.0	0.8	0.7
<b>Occupational group</b>											
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
<b>Industry</b>											
Goods-producing industries <sup>2</sup> .....	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 <sup>4</sup> .....	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
<b>State and local government workers</b>											
All workers.....	162.889	164.271	1.1	1.2	1.1	1.0	1.1	0.8	0.9	0.7	0.8
<b>Industry</b>											
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

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

<sup>2</sup> Includes mining, construction, and manufacturing.

<sup>3</sup> 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.

<sup>4</sup> 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
<b>Civilian workers</b>											
All workers <sup>1</sup> .....	173.139	174.434	0.8	1.0	1.0	0.8	0.8	1.2	0.7	0.8	0.7
<b>Private industry workers</b>											
All workers.....	165.658	166.877	0.8	0.9	0.9	0.7	0.7	1.2	0.7	0.8	0.7
<b>Occupational group</b>											
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
<b>Industry</b>											
Goods-producing industries <sup>2</sup> .....	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 <sup>3</sup> .....	168.497	169.826	0.8	0.9	0.9	0.7	0.8	1.2	0.7	0.8	0.8
<b>State and local government workers</b>											
All workers <sup>1</sup> .....	199.396	200.960	1.0	1.2	1.4	1.2	1.1	1.1	0.8	0.8	0.8

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

<sup>2</sup> Includes mining, construction, and manufacturing.

<sup>3</sup> 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 industry<sup>1</sup>**

[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 <sup>2</sup> .....	168.0	172.905	173.642	0.6	0.9	0.4	3.8	3.5	3.4
Excluding incentive paid occupations <sup>3</sup> .....	168.0	172.786	173.618	0.6	0.9	0.5	3.9	3.5	3.3
<b>Occupational group</b>									
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
<b>Industry</b>									
Goods-producing industries <sup>4</sup> .....	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 <sup>5</sup> .....	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

<sup>1</sup> Includes wages, salaries, and employer costs for employee benefits.

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

<sup>3</sup> The index for this series is not strictly comparable with other series in this table.

<sup>4</sup> Includes mining, construction, and manufacturing.

<sup>5</sup> 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 industry<sup>1</sup>**

[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 <sup>2</sup> .....	167.3	172.124	172.950	0.5	0.7	0.5	3.7	3.4	3.4
<b>Occupational group</b>									
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 <sup>2</sup> .....	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 <sup>2</sup> .....	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 <sup>2</sup> .....	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 <sup>2</sup> .....	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 <sup>2</sup> .....	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 <sup>2</sup> .....	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
<b>Industry and occupational group</b>									
Goods-producing industries <sup>3</sup> .....	161.4	166.232	166.974	0.6	0.7	0.4	3.3	3.6	3.5
Excluding incentive paid occupations <sup>2</sup> .....	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 <sup>4</sup> .....	169.0	173.987	174.692	0.5	0.7	0.4	3.6	3.5	3.4
Excluding incentive paid occupations <sup>2</sup> .....	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 <sup>2</sup> .....	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 <sup>2</sup> .....	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 industry<sup>1</sup> — 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 <sup>2</sup> ....	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 <sup>2</sup> ....	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 <sup>2</sup> ....	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 <sup>2</sup> ....	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 <sup>2</sup> ....	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 <sup>2</sup> .....	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

<sup>1</sup> Includes wages, salaries, and employer costs for employee benefits.

<sup>2</sup> The index for this series is not strictly comparable with other series in this table.

<sup>3</sup> Includes mining, construction, and manufacturing.

<sup>4</sup> 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 division<sup>1</sup>**  
 [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
<b>Bargaining status</b>									
Union.....	172.1	177.899	179.053	1.1	0.8	0.6	5.1	4.5	4.0
Goods-producing industries <sup>2</sup> .....	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 <sup>3</sup> .....	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 <sup>2</sup> .....	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 <sup>3</sup> .....	168.0	172.950	173.601	0.5	0.6	0.4	3.4	3.4	3.3
<b>Census region and division<sup>4</sup></b>									
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

<sup>1</sup> Includes wages, salaries, and employer costs for employee benefits.

<sup>2</sup> Includes mining, construction, and manufacturing.

<sup>3</sup> 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.

<sup>4</sup> 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 industry<sup>1</sup>**  
 [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
<b>Occupational group</b>									
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
<b>Industry</b>									
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

<sup>1</sup> 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 <sup>1</sup> .....	168.1	172.925	173.708	0.7	0.9	0.5	3.8	3.5	3.3
Excluding incentive paid occupations <sup>2</sup> .....	167.6	172.298	173.211	0.6	0.9	0.5	3.9	3.4	3.3
<b>Occupational group</b>									
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
<b>Industry</b>									
Goods-producing industries <sup>3</sup> .....	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 <sup>4</sup> .....	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

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

<sup>2</sup> The index for this series is not strictly comparable with other series in this table.

<sup>3</sup> Includes mining, construction, and manufacturing.

<sup>4</sup> 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 <sup>1</sup> .....	169.7	174.507	175.441	0.5	0.7	0.5	3.8	3.4	3.4
<b>Occupational group</b>									
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 <sup>1</sup> .....	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 <sup>1</sup> .....	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 <sup>1</sup> .....	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 <sup>1</sup> .....	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 <sup>1</sup> .....	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 <sup>1</sup> .....	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
<b>Industry and occupational group</b>									
Goods-producing industries <sup>2</sup> .....	165.6	170.921	171.824	0.7	0.8	0.5	3.4	3.9	3.8
Excluding incentive paid occupations <sup>1</sup> .....	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 <sup>3</sup> .....	171.3	176.198	176.948	0.6	0.7	0.4	3.7	3.5	3.3
Excluding incentive paid occupations <sup>1</sup> .....	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 <sup>1</sup> .....	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 <sup>1</sup> .....	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 <sup>1</sup> ....	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 <sup>1</sup> ....	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 <sup>1</sup> .....	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 <sup>1</sup> .....	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 <sup>1</sup> ....	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 <sup>1</sup> .....	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

<sup>1</sup> The index for this series is not strictly comparable with other series in this table.

<sup>2</sup> Includes mining, construction, and manufacturing.

<sup>3</sup> 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
<b>Bargaining status</b>									
Union.....	171.6	177.625	179.043	1.2	1.0	0.8	5.5	4.8	4.3
Goods-producing industries <sup>1</sup> .....	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 <sup>2</sup> .....	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 <sup>1</sup> .....	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 <sup>2</sup> .....	170.8	175.619	176.315	0.6	0.7	0.4	3.6	3.4	3.2
<b>Census region and division<sup>3</sup></b>									
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

<sup>1</sup> Includes mining, construction, and manufacturing.

<sup>2</sup> 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.

<sup>3</sup> 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
<b>Occupational group</b>									
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
<b>Industry</b>									
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
<b>Civilian workers</b>									
All workers <sup>1</sup> .....	167.8	172.916	173.550	0.5	0.7	0.4	3.6	3.5	3.4
<b>Private industry workers</b>									
All workers.....	160.7	165.630	166.191	0.4	0.5	0.3	3.3	3.5	3.4
<b>Occupational group</b>									
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
<b>Industry</b>									
Goods-producing industries <sup>2</sup> .....	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 <sup>3</sup> .....	163.3	168.523	169.121	0.4	0.5	0.4	3.4	3.6	3.6
<b>Bargaining status</b>									
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
<b>State and local government workers</b>									
All workers.....	194.2	199.999	200.927	0.8	1.5	0.5	4.9	3.8	3.5

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

<sup>2</sup> Includes mining, construction, and manufacturing.

<sup>3</sup> 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 <sup>1</sup>	Percent changes for 12-months ended-					
	Total compensation <sup>2</sup>			Wages and salaries		
	Dec. 2024	Sep. 2025	Dec. 2025	Dec. 2024	Sep. 2025	Dec. 2025
<b>Northeast</b>						
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
<b>South</b>						
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
<b>Midwest</b>						
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
<b>West</b>						
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

<sup>1</sup> 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](http://www.bls.gov/eci/factsheets/eci-area-classification.htm).

<sup>2</sup> Includes wages, salaries, and employer costs for employee benefits.

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