



CIVIL SERVICE COMMISSION  
CITY AND COUNTY OF SAN FRANCISCO

DANIEL LURIE  
MAYOR

May 18, 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	\$209,924	\$213,295	\$4,001	\$213,295
8350 Sheriff	\$266,500	\$291,746	\$25,246	\$291,746

**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	<b>\$271,102</b>	<b>\$12,870</b>	<b>\$283,972</b>
4390 Treasurer	<b>\$213,928</b>	<b>\$10,166</b>	<b>\$224,094</b>
8350 Sheriff	<b>\$291,746</b>	<b>\$13,858</b>	<b>\$305,604</b>

**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**

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

**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**

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

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

**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	\$260,468	\$7,020	\$267,488
8197 City Attorney	\$325,936	\$8,788	\$334,724
8198 District Attorney	\$366,106	\$9,880	\$375,986
1190 Mayor	\$394,888	\$10,660	\$405,548
8196 Public Defender	\$299,806	\$8,086	\$307,892
4390 Treasurer	\$236,574	\$6,396	\$242,970
8350 Sheriff	\$322,660	\$8,710	\$331,370

**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  
Rey Guillen 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)



## Economic News Release

### Consumer Price Index News Release

Transmission of material in this release is embargoed until  
8:30 a.m. (ET) Tuesday, January 13, 2026      USDL-26-0042

Technical information: (202) 691-7000 \* cpi\_info@bls.gov \* www.bls.gov/cpi  
Media contact: (202) 691-5902 \* PressOffice@bls.gov

#### CONSUMER PRICE INDEX - DECEMBER 2025

The Consumer Price Index for All Urban Consumers (CPI-U) increased 0.3 percent on a seasonally adjusted basis in December, the U.S. Bureau of Labor Statistics reported today. Over the last 12 months, the all items index increased 2.7 percent before seasonal adjustment.

The index for shelter rose 0.4 percent in December and was the largest factor in the all items monthly increase. The food index increased 0.7 percent over the month as did the food at home index and the food away from home index. The index for energy rose 0.3 percent in December.

The index for all items less food and energy rose 0.2 percent in December. Indexes that increased over the month include recreation, airline fares, medical care, apparel, personal care, and education. The indexes for communication, used cars and trucks, and household furnishings and operations were among the major indexes that decreased in December.

The all items index rose 2.7 percent for the 12 months ending December, the same increase as over the 12 months ending November. The all items less food and energy index rose 2.6 percent over the last 12 months. The energy index increased 2.3 percent for the 12 months ending December. The food index increased 3.1 percent over the last year.

**Table A. Percent changes in CPI for All Urban Consumers (CPI-U): U.S. city average**

	Seasonally adjusted changes from preceding month							Un-adjusted 12-mos. ended Dec. 2025
	Jun. 2025	Jul. 2025	Aug. 2025	Sep. 2025	Oct. 2025	Nov. 2025	Dec. 2025	
All items	0.3	0.2	0.4	0.3	-	-	0.3	2.7
Food	0.3	0.0	0.5	0.2	-	-	0.7	3.1
Food at home	0.3	-0.1	0.6	0.3	-	-	0.7	2.4
Food away from home <sup>(1)</sup>	0.4	0.3	0.3	0.1	-	-	0.7	4.1
Energy	0.9	-1.1	0.7	1.5	-	-	0.3	2.3
Energy commodities	1.0	-1.9	1.7	3.8	-	-	-0.4	-3.0
Gasoline (all types)	1.0	-2.2	1.9	4.1	-2.1	3.0	-0.5	-3.4
Fuel oil	1.3	1.8	-0.3	0.6	-	-	-1.5	7.4
Energy services	0.9	-0.3	-0.2	-0.7	-	-	1.0	7.7
Electricity	1.0	-0.1	0.2	-0.5	-	-	-0.1	6.7
Utility (piped) gas service	0.5	-0.9	-1.6	-1.2	-	-	4.4	10.8
All items less food and energy	0.2	0.3	0.3	0.2	-	-	0.2	2.6
Commodities less food and energy commodities	0.2	0.2	0.3	0.2	-	-	0.0	1.4
New vehicles	-0.3	0.0	0.3	0.2	0.1	0.2	0.0	0.3
Used cars and trucks	-0.7	0.5	1.0	-0.4	0.7	0.3	-1.1	1.6
Apparel	0.4	0.1	0.5	0.7	-	-	0.6	0.6
Medical care commodities <sup>(1)</sup>	0.1	0.1	-0.3	-0.1	-	-	0.3	1.5
Services less energy services	0.3	0.4	0.3	0.2	-	-	0.3	3.0
Shelter	0.2	0.2	0.4	0.2	-	-	0.4	3.2
Transportation services	0.2	0.8	1.0	0.3	-	-	0.5	1.5
Medical care services	0.6	0.8	-0.1	0.3	-	-	0.4	3.5
<b>Footnotes</b>								
<sup>(1)</sup> Not seasonally adjusted.								
NOTE: The Oct and Nov 2025 data values are not available due to the 2025 lapse in appropriations.								

#### Food

The index for food rose 0.7 percent in December as did the index for food at home. Five of the six major grocery store food group indexes increased in December. The index for other food at home rose 1.6 percent over the month. The cereals and bakery products index increased 0.6 percent in December. The index for fruits and vegetables increased 0.5 percent



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

USDL-26-0184

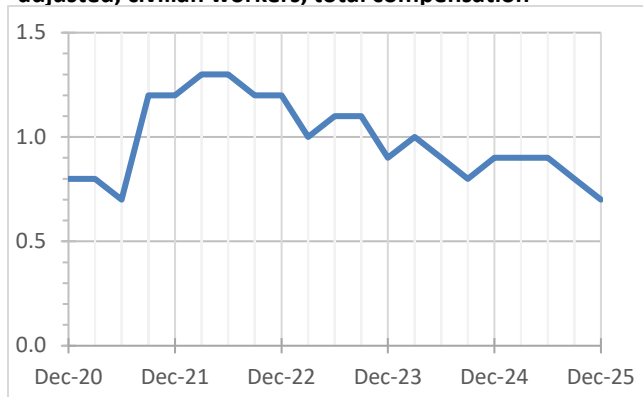
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 Media contact: (202) 691-5902 • [pressoffice@bls.gov](mailto:pressoffice@bls.gov)

**EMPLOYMENT COST INDEX – DECEMBER 2025**

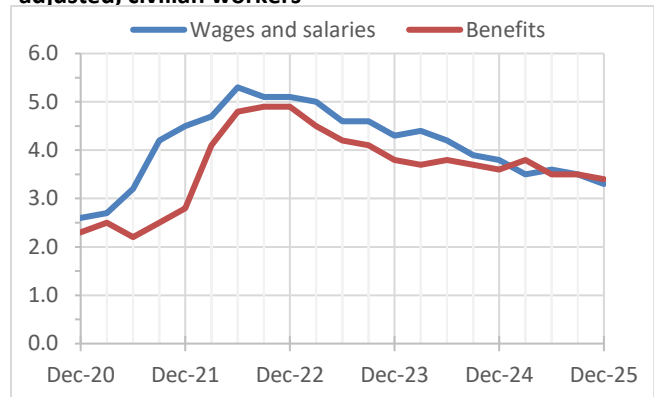
Compensation costs for civilian workers increased 0.7 percent, seasonally adjusted, for the 3-month period ending in December 2025, the U.S. Bureau of Labor Statistics reported today. Wages and salaries increased 0.7 percent and benefit costs increased 0.7 percent from September 2025. (See chart 1 and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

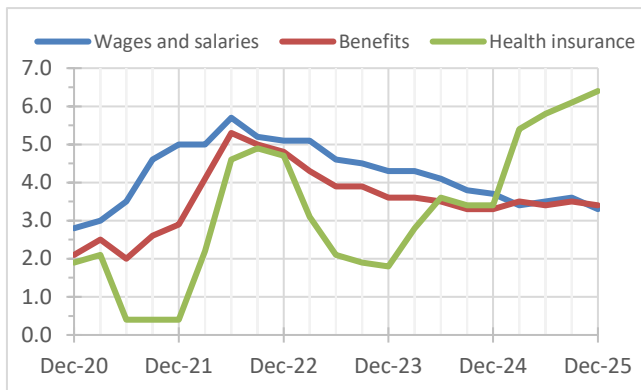


Compensation costs for private industry workers increased 0.7 percent, seasonally adjusted, for the 3-month period ending in December 2025. Wages and salaries increased 0.7 percent and benefit costs increased 0.7 percent from September 2025. (See tables A, 1, 2, and 3.)

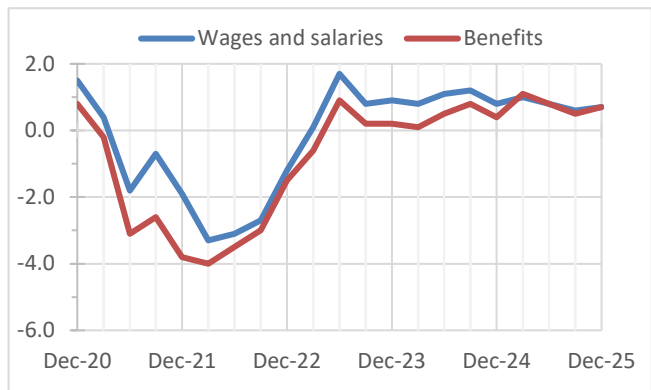
Compensation costs for private industry workers increased 3.4 percent, not seasonally adjusted, for the 12-month period ending in December 2025. Wages and salaries increased 3.3 percent and benefit costs increased 3.4 percent over the year. Inflation-adjusted (constant dollar) wages and salaries increased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



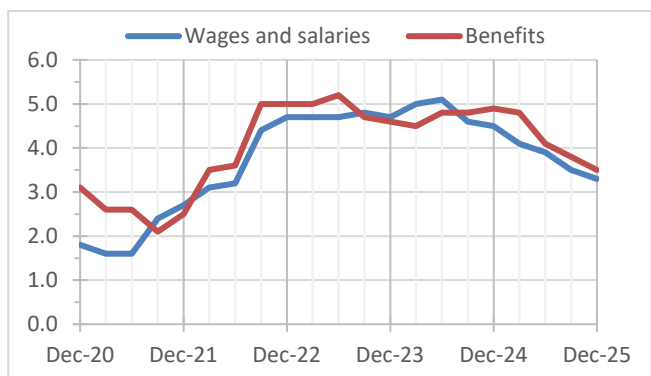
**Chart 4. Twelve-month percent change, constant dollar, private industry workers**



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).**