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EMPLOYMENT COST INDEX – MARCH 2026

Compensation costs for civilian workers increased 0.9 percent, seasonally adjusted, for the 3-month period ending in March 2026, the U.S. Bureau of Labor Statistics reported today. Wages and salaries increased 0.8 percent and benefit costs increased 1.2 percent from December 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 March 2026. Wages and salaries increased 3.4 percent and benefit costs increased 3.6 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

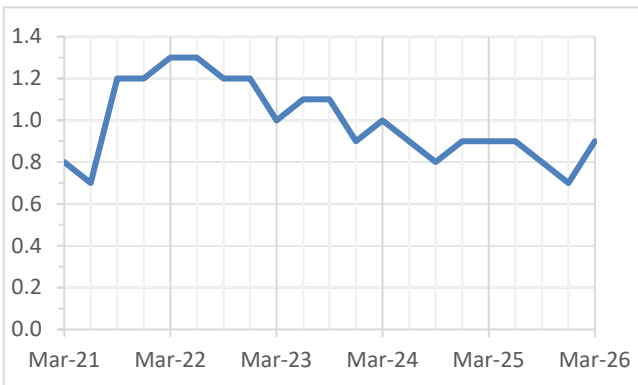
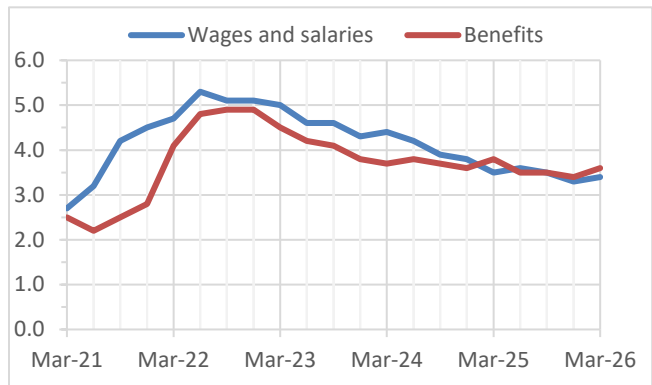


Chart 2. Twelve-month percent change, not seasonally adjusted, civilian workers



Compensation costs for private industry workers increased 0.9 percent, seasonally adjusted, for the 3-month period ending in March 2026. Wages and salaries increased 0.7 percent and benefit costs increased 1.3 percent from December 2025. (See tables A, 1, 2, and 3.)

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

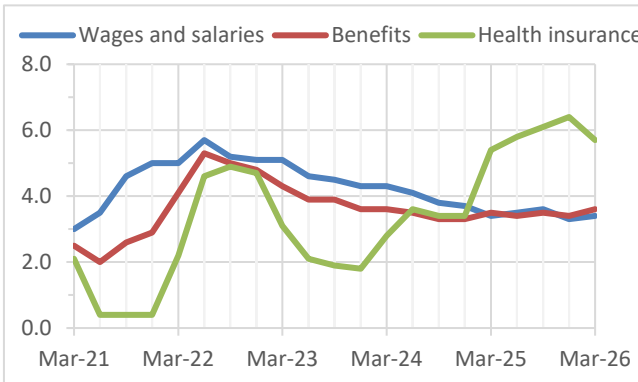
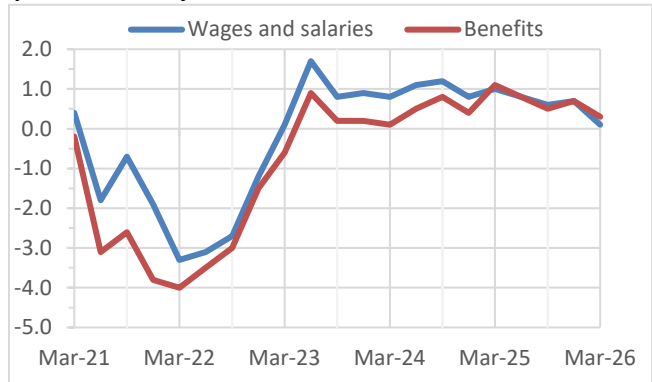


Chart 4. Twelve-month percent change, constant dollar, private industry workers



Compensation costs for private industry workers increased 3.4 percent, not seasonally adjusted, for the 12-month period ending in March 2026. Wages and salaries increased 3.4 percent and benefit costs increased 3.6 percent over the year. Inflation-adjusted (constant dollar) wages and salaries increased 0.1 percent over the year. (See charts 3 and 4 and tables A, 5, 9, and 12.)

Compensation costs for state and local government workers increased 1.0 percent, seasonally adjusted, for the 3-month period ending in March 2026. Wages and salaries increased 1.0 percent and benefit costs increased 1.2 percent from December 2025. (See tables A, 1, 2, and 3.)

Compensation costs for state and local government workers increased 3.5 percent, not seasonally adjusted, for the 12-month period ending in March 2026. Wages and salaries increased 3.4 percent and benefit costs increased 3.6 percent over the year. Inflation-adjusted (constant dollar) wages and salaries increased 0.1 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

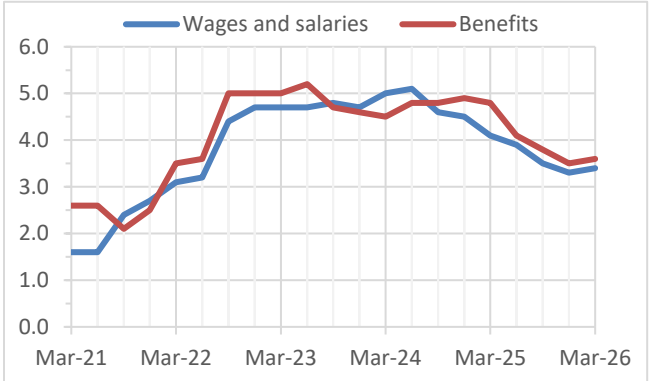


Table A. Major series of the Employment Cost Index
[Percent change]

Category	3-month, seasonally adjusted		12-month, not seasonally adjusted, current dollar			12-month, not seasonally adjusted, constant dollar		
	Dec. 2025	Mar. 2026	Mar. 2025	Dec. 2025	Mar. 2026	Mar. 2025	Dec. 2025	Mar. 2026
Civilian workers¹								
Compensation ²	0.7	0.9	3.6	3.4	3.4	1.2	0.7	0.1
Wages and salaries.....	0.7	0.8	3.5	3.3	3.4	1.1	0.7	0.1
Benefits.....	0.8	1.2	3.8	3.4	3.6	1.4	0.8	0.3
Private Industry								
Compensation ²	0.7	0.9	3.4	3.4	3.4	1.1	0.6	0.1
Wages and salaries.....	0.7	0.7	3.4	3.3	3.4	1.0	0.7	0.1
Benefits.....	0.7	1.3	3.5	3.4	3.6	1.1	0.7	0.3
Health benefits.....	–	–	5.4	6.4	5.7	–	–	–
State and local government								
Compensation ²	0.8	1.0	4.3	3.4	3.5	1.9	0.7	0.2
Wages and salaries.....	0.8	1.0	4.1	3.3	3.4	1.6	0.6	0.1
Benefits.....	0.8	1.2	4.8	3.5	3.6	2.4	0.8	0.3

¹ Includes private industry and state and local government.

² Includes wages and salaries and benefits.

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

The Employment Cost Index for June 2026 is scheduled to be released on Friday, July 31, 2026, at 8:30 a.m. (ET).

2026 Seasonal Factors and Revised Seasonally Adjusted Series

Each year with the release of March Employment Cost Index (ECI) data, seasonal adjustment factors are calculated for use during the coming year and revisions of historical seasonally adjusted data are made for the most recent 5 years. For more information, see www.bls.gov/eci/factsheets/annual-seasonal-adjustment.htm.

Updated Fixed Employment Weights

Beginning with the publication of Employment Cost Index (ECI) data for December 2026, the ECI will introduce updated employment weights and remove workers' compensation costs. For more information, see www.bls.gov/eci/notices/2026/eci-2026-fixed-weights-and-removing-workers-compensation.htm.

TECHNICAL NOTE

The Employment Cost Index (ECI) measures the change in the cost of labor, free from the influence of employment shifts among occupations and industries. For information on survey concepts, coverage, methods, nonresponse adjustment, and imputation, see *Employment Cost Index Handbook of Methods* at www.bls.gov/opub/hom/eci/home.htm.

Sample size: Data for this reference period were collected from a probability sample of approximately 28,500 occupational observations selected from a sample of about 6,700 private industry establishments and approximately 7,300 occupational observations selected from a sample of about 1,400 state and local government establishments that provided data at the initial interview.

Standard errors: To assist users in ascertaining the reliability of ECI series, standard errors of all current quarter not seasonally adjusted 3- and 12-month percent change series are also available, see www.bls.gov/eci/factsheets/eci-standard-errors.htm and the database query tool at www.bls.gov/eci/data.htm. Standard errors provide users a measure of the precision of an estimate to ensure that it is within an acceptable range for their intended purpose.

Historical listings: Historical tables are available in XLSX format for constant dollar, current dollar, and continuous series, see www.bls.gov/eci/tables.htm. The continuous occupational and industry series listing uses the Standard Industrial Classification (SIC) Manual and Occupational Classification System (OCS) series from 1975 through 2005 and the North American Industry Classification System (NAICS) and Standard Occupational Classification (SOC) from 2006 to the present. It provides the official series deemed continuous after the change in classification systems. For more information on the criteria used in defining continuous series, see the article published in the *Monthly Labor Review* at www.bls.gov/opub/mlr/2006/04/art2full.pdf.

Employer Costs for Employee Compensation data: The costs per hour worked of compensation components are published as part of the Employer Costs for Employee Compensation (ECEC) news release. The ECEC release dates are available at www.bls.gov/schedule/news_release/ecec.htm. Historical ECEC data are available in XLSX format at www.bls.gov/ecec/tables.htm. Since the ECEC is calculated with current employment weights rather than the fixed weights used in computing the ECI, year-to-year changes in the cost levels usually differ from those in the ECI.

Fixed employment weights: Fixed employment weights are updated periodically to reflect the current industry and occupational employment distributions, see www.bls.gov/eci/factsheets/eci-reweighting-and-recoding.htm.

Seasonal factors: Detailed information on seasonal factors for the 2026 reference year and the revisions of historical seasonally adjusted data for the most recent five years can be found at www.bls.gov/eci/factsheets/annual-seasonal-adjustment.htm. More information on seasonal adjustment can be found at www.bls.gov/opub/mlr/2024/article/seasonality-in-the-employment-cost-index.htm.

Additional information: ECI release dates are available on the release calendar at www.bls.gov/schedule/news_release/eci.htm. Subscribe to receive the BLS Economic News Release email at public.govdelivery.com/accounts/USDOLBLS/subscriber/new.

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Table 1. Employment Cost Index for total compensation, by occupational group and industry¹
 [Seasonally adjusted]

Occupational group and industry	Indexes (Dec.2005=100)		Percent changes for 3-months ended-								
	Dec. 2025	Mar. 2026	Mar. 2024	Jun. 2024	Sep. 2024	Dec. 2024	Mar. 2025	Jun. 2025	Sep. 2025	Dec. 2025	Mar. 2026
Civilian workers											
All workers ²	174.047	175.618	1.0	0.9	0.8	0.9	0.9	0.9	0.8	0.7	0.9
Industry											
Goods-producing industries ³	167.566	168.748	1.0	0.6	0.9	0.8	0.9	0.9	0.9	0.7	0.7
Manufacturing.....	166.984	168.577	1.2	0.8	0.8	0.9	0.7	0.9	0.8	0.6	1.0
Service-providing industries ⁴	175.433	177.074	1.0	1.0	0.8	1.0	0.9	0.9	0.8	0.8	0.9
Education and health services.....	174.162	175.995	1.1	1.0	1.2	0.8	1.0	1.0	0.8	0.9	1.1
Educational services.....	172.017	173.561	1.1	1.1	1.0	0.8	0.8	0.8	0.8	1.0	0.9
Elementary and secondary schools.....	171.887	173.600	0.9	1.1	1.0	0.8	0.8	0.8	0.8	0.8	1.0
Junior colleges, colleges, universities, and professional schools.....	171.205	172.487	1.2	1.0	1.3	0.9	0.9	1.0	0.8	1.0	0.7
Health care and social assistance.....	176.258	178.333	1.0	1.0	1.2	0.8	1.2	1.0	0.9	0.8	1.2
Hospitals.....	176.099	177.054	1.2	1.0	1.1	0.9	1.0	1.0	0.6	0.9	0.5
Nursing and residential care facilities.....	174.584	176.201	1.0	1.0	0.8	0.8	1.1	0.6	0.8	0.7	0.9
Public administration.....	182.199	184.257	1.5	1.4	1.2	1.2	1.1	0.7	0.9	0.8	1.1
Private industry workers											
All workers.....	173.462	174.974	1.0	0.9	0.8	0.9	0.8	1.0	0.8	0.7	0.9
Occupational group											
Management, professional, and related.....	168.143	169.764	1.0	0.8	0.7	0.9	0.9	0.9	0.8	0.8	1.0
Management, business, and financial.....	167.748	169.387	0.9	0.7	0.7	0.9	0.7	0.7	0.7	0.7	1.0
Professional and related.....	168.796	170.402	1.0	0.9	0.8	0.9	1.0	0.9	0.9	0.9	1.0
Sales and office.....	176.005	177.497	1.1	0.2	0.7	0.9	0.8	1.2	0.8	0.5	0.8
Sales and related.....	172.100	173.587	1.2	-0.5	0.5	1.2	0.7	1.4	0.7	-0.1	0.9
Office and administrative support....	178.834	180.326	1.1	1.0	0.9	0.7	0.9	1.0	0.8	1.0	0.8
Natural resources, construction, and maintenance.....	171.803	173.468	1.0	0.7	0.9	1.0	0.8	0.9	1.0	0.8	1.0
Construction, extraction, farming, fishing, and forestry occupations..	170.268	171.681	0.8	0.9	0.9	1.0	0.9	0.9	1.0	1.0	0.8
Installation, maintenance, and repair.....	173.526	175.482	1.2	0.6	1.0	1.0	0.8	1.0	1.0	0.7	1.1
Production, transportation, and material moving.....	179.132	180.407	1.2	1.3	0.9	0.8	0.9	1.0	0.8	0.7	0.7
Production.....	173.864	174.574	1.2	1.0	1.0	0.8	0.8	0.8	0.9	0.9	0.4
Transportation and material moving.....	185.125	186.822	1.2	1.6	0.8	0.7	0.9	1.0	0.8	0.6	0.9
Service occupations.....	187.183	188.841	1.1	1.3	0.9	0.9	1.0	0.8	0.8	0.8	0.9
Industry											
Goods-producing industries ³	167.450	168.630	1.0	0.5	0.9	0.8	0.9	0.9	0.9	0.7	0.7
Construction.....	168.306	168.818	0.7	-0.1	1.1	0.7	1.1	0.9	1.1	0.9	0.3
Manufacturing.....	166.984	168.577	1.2	0.8	0.8	0.9	0.7	0.9	0.8	0.6	1.0
Aircraft manufacturing.....	144.357	149.261	1.0	-0.1	0.7	2.3	0.6	1.0	1.1	0.0	3.4
Service-providing industries ⁵	175.108	176.694	1.0	0.9	0.8	0.9	0.8	1.0	0.8	0.7	0.9
Trade, transportation, and utilities.....	179.038	181.031	1.0	1.0	0.7	0.6	0.8	1.0	1.0	0.5	1.1
Wholesale trade.....	168.745	170.831	1.4	0.1	0.6	0.8	0.5	0.6	1.3	0.2	1.2
Retail trade.....	182.270	183.909	0.2	1.2	0.7	0.7	0.7	0.9	0.9	0.6	0.9
Transportation and warehousing. . .	184.376	186.813	1.7	1.7	0.8	0.4	1.1	1.5	0.8	0.4	1.3
Utilities.....	185.503	187.617	0.5	0.9	0.9	1.0	1.0	1.0	0.9	1.0	1.1
Information.....	166.589	168.990	1.0	-0.3	1.4	0.4	0.4	1.3	0.8	0.4	1.4
Financial activities.....	171.152	173.334	0.3	1.1	0.6	1.3	1.3	0.9	0.5	0.8	1.3
Finance and insurance.....	171.756	173.876	0.3	1.1	0.4	1.5	1.3	0.8	0.8	0.7	1.2

See footnotes at end of table.

Table 1. Employment Cost Index for total compensation, by occupational group and industry¹ — Continued
 [Seasonally adjusted]

Occupational group and industry	Indexes (Dec.2005=100)		Percent changes for 3-months ended-								
	Dec. 2025	Mar. 2026	Mar. 2024	Jun. 2024	Sep. 2024	Dec. 2024	Mar. 2025	Jun. 2025	Sep. 2025	Dec. 2025	Mar. 2026
Credit intermediation and related activities.....	172.788	174.151	1.2	0.7	0.4	1.8	1.9	-0.6	0.6	0.8	0.8
Insurance carriers and related activities.....	171.926	172.910	0.6	1.1	0.2	1.0	1.4	0.8	0.5	1.0	0.6
Real estate and rental and leasing..	168.448	170.955	0.6	0.7	1.3	0.7	1.0	1.8	-0.8	1.4	1.5
Professional and business services. . .	172.282	173.046	1.4	0.8	0.4	1.1	0.5	1.0	0.6	0.7	0.4
Professional, scientific, and technical services.....	173.607	174.337	1.2	0.9	0.2	1.1	0.9	0.9	0.6	0.9	0.4
Administrative and support and waste management and remediation services.....	172.721	173.471	1.0	0.9	0.7	1.3	0.2	1.0	0.7	0.5	0.4
Education and health services.....	174.681	176.575	1.1	1.0	1.2	0.7	1.2	1.0	0.9	1.0	1.1
Educational services.....	170.754	171.709	1.4	0.9	1.2	0.4	0.8	0.8	0.9	1.7	0.6
Junior colleges, colleges, universities, and professional schools.....	169.395	170.227	1.2	0.8	1.4	0.8	0.7	0.9	0.8	1.4	0.5
Health care and social assistance...	175.501	177.566	1.1	1.0	1.2	0.8	1.2	1.0	0.9	0.8	1.2
Hospitals.....	175.799	176.508	1.2	1.0	1.1	0.9	1.1	0.9	0.7	0.9	0.4
Nursing and residential care facilities.....	172.829	174.412	1.0	1.0	0.8	0.7	1.1	0.7	0.7	0.7	0.9
Leisure and hospitality.....	184.894	185.988	0.5	1.5	0.7	0.9	0.7	0.5	0.7	0.8	0.6
Accommodation and food services..	188.731	189.706	0.5	1.5	0.7	0.9	0.8	0.5	0.6	0.7	0.5
Other services, except public administration.....	179.720	180.395	1.7	1.1	0.6	1.1	0.5	0.8	1.4	1.5	0.4
State and local government workers											
All workers.....	176.670	178.506	1.2	1.2	1.1	1.0	1.0	0.8	0.8	0.8	1.0
Industry											
Education and health services.....	173.405	175.148	1.1	1.1	1.0	1.0	0.8	0.9	0.7	0.8	1.0
Educational services.....	172.354	174.043	1.0	1.1	1.0	1.0	0.8	0.9	0.8	0.8	1.0
Schools.....	172.264	173.959	1.0	1.1	1.1	0.9	0.8	0.9	0.8	0.8	1.0
Elementary and secondary schools.....	172.226	173.987	0.9	1.1	1.0	0.8	0.8	0.8	0.7	0.8	1.0
Health care and social assistance...	181.540	183.696	1.6	1.1	1.1	1.2	0.8	1.0	0.6	0.8	1.2
Hospitals.....	177.354	179.525	1.5	1.1	1.1	1.2	0.8	1.3	0.5	0.8	1.2
Public administration.....	182.199	184.257	1.5	1.4	1.2	1.2	1.1	0.7	0.9	0.8	1.1

¹ Includes wages, salaries, and employer costs for employee benefits.

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

³ Includes mining, construction, and manufacturing.

⁴ Includes the following industries: wholesale trade; retail trade; transportation and warehousing; utilities; information; finance and insurance; real estate and rental and leasing; professional and technical services; management of companies and enterprises; administrative and waste services; educational services; health care and social assistance; arts, entertainment and recreation; accommodation and food services; other services, except public administration; and public administration.

⁵ Includes the following industries: wholesale trade; retail trade; transportation and warehousing; utilities; information; finance and insurance; real estate and rental and leasing; professional and technical services; management of companies and enterprises; administrative and waste services; educational services; health care and social assistance; arts, entertainment and recreation; accommodation and food services; and other services, except public administration.

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

Table 2. Employment Cost Index for wages and salaries, by occupational group and industry
[Seasonally adjusted]

Occupational group and industry	Indexes (Dec. 2005=100)		Percent changes for 3-months ended-								
	Dec. 2025	Mar. 2026	Mar. 2024	Jun. 2024	Sep. 2024	Dec. 2024	Mar. 2025	Jun. 2025	Sep. 2025	Dec. 2025	Mar. 2026
Civilian workers											
All workers ¹	173.945	175.258	1.1	0.9	0.8	1.0	0.8	1.0	0.8	0.7	0.8
Industry											
Goods-producing industries ²	172.163	172.850	1.1	0.4	1.0	0.9	1.0	1.0	1.0	0.8	0.4
Manufacturing.....	171.957	173.129	1.3	0.7	0.9	0.8	0.8	1.0	0.9	0.7	0.7
Service-providing industries ³	174.327	175.745	1.0	1.0	0.8	1.0	0.7	1.0	0.8	0.7	0.8
Education and health services.....	169.714	171.264	1.1	1.0	1.1	0.8	1.0	1.0	0.9	0.9	0.9
Educational services.....	161.683	163.020	1.3	1.1	1.0	0.8	0.8	0.8	0.9	1.1	0.8
Elementary and secondary schools.....	159.710	161.281	1.2	1.1	0.9	0.8	0.7	0.9	0.9	0.9	1.0
Junior colleges, colleges, universities, and professional schools.....	163.339	164.245	1.2	1.0	1.2	1.0	0.9	0.9	0.8	1.0	0.6
Health care and social assistance.....	177.799	179.532	1.0	1.0	1.3	0.8	1.2	1.1	0.9	0.8	1.0
Hospitals.....	177.202	178.183	1.0	1.0	1.2	0.9	1.1	1.1	0.6	0.9	0.6
Public administration.....	169.332	170.984	1.4	1.2	1.2	1.0	1.0	0.8	0.6	0.7	1.0
Private industry workers											
All workers.....	176.233	177.498	1.1	0.8	0.8	0.9	0.8	1.0	0.8	0.7	0.7
Occupational group											
Management, professional, and related.....	169.688	171.124	1.0	0.8	0.7	0.9	0.9	0.9	0.8	0.8	0.8
Professional and related.....	170.972	172.404	0.9	1.0	0.8	0.9	1.0	1.0	0.9	0.9	0.8
Management, business, and financial.....	168.554	169.995	1.1	0.6	0.7	0.9	0.7	0.8	0.6	0.6	0.9
Sales and office.....	178.277	179.586	1.3	0.2	0.6	1.0	0.8	1.2	0.7	0.4	0.7
Sales and related.....	175.598	176.969	1.4	-0.7	0.5	1.4	0.6	1.5	0.7	-0.3	0.8
Office and administrative support....	180.410	181.653	1.3	1.1	0.8	0.7	0.7	1.1	0.7	1.0	0.7
Natural resources, construction, and maintenance.....	174.784	176.282	1.1	1.0	1.0	1.1	0.8	1.0	1.1	0.9	0.9
Construction, extraction, farming, fishing, and forestry occupations..	173.274	174.446	0.9	1.0	1.0	1.1	0.9	0.9	1.1	1.0	0.7
Installation, maintenance, and repair.....	176.558	178.425	1.2	1.1	1.0	1.1	0.7	1.0	1.1	0.7	1.1
Production, transportation, and material moving.....	183.772	185.043	1.5	1.0	0.9	0.8	0.8	0.9	0.8	0.7	0.7
Production.....	178.639	179.155	1.5	0.8	1.1	0.8	0.8	0.8	0.9	1.1	0.3
Transportation and material moving.....	189.496	191.305	1.4	1.2	0.8	0.8	0.8	1.0	0.7	0.5	1.0
Service occupations.....	192.693	194.171	1.2	1.3	0.9	1.0	0.9	0.8	0.8	0.8	0.8
Industry											
Goods-producing industries ²	172.239	172.914	1.1	0.4	1.0	0.8	1.0	1.0	1.0	0.8	0.4
Construction.....	171.849	171.769	0.8	-0.4	1.3	0.7	1.2	1.0	1.2	0.9	0.0
Manufacturing.....	171.957	173.129	1.3	0.7	0.9	0.8	0.8	1.0	0.9	0.7	0.7
Aircraft manufacturing.....	174.166	175.784	0.9	0.4	0.7	1.8	1.3	1.1	1.1	0.6	0.9
Service-providing industries ⁴	177.274	178.663	1.1	1.0	0.7	0.9	0.7	1.1	0.8	0.7	0.8
Trade, transportation, and utilities.....	180.750	182.604	1.0	0.8	0.7	0.7	0.8	1.0	1.0	0.4	1.0
Wholesale trade.....	166.526	168.475	1.6	-0.3	0.5	0.9	0.6	0.8	1.6	0.1	1.2
Retail trade.....	185.901	187.498	0.3	1.2	0.7	0.7	0.8	0.8	0.8	0.6	0.9
Transportation and warehousing. . .	188.937	191.209	1.9	1.3	0.9	0.5	0.8	1.4	0.9	0.3	1.2
Utilities.....	179.960	181.462	0.5	0.8	1.0	0.9	1.0	1.1	1.0	1.0	0.8
Information.....	164.526	166.916	0.8	0.3	1.5	0.4	0.0	1.3	0.5	0.2	1.5
Financial activities.....	171.915	174.042	0.0	1.2	0.4	1.4	0.6	1.7	0.3	0.8	1.2
Finance and insurance.....	172.536	174.604	-0.1	1.2	0.2	1.5	0.5	1.6	0.7	0.7	1.2
Credit intermediation and related activities.....	171.186	172.680	1.3	0.3	-0.1	1.7	0.9	0.8	0.4	0.8	0.9
Insurance carriers and related activities.....	171.131	172.424	0.4	1.6	0.1	1.2	1.3	1.0	0.2	1.0	0.8

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-								
	Dec. 2025	Mar. 2026	Mar. 2024	Jun. 2024	Sep. 2024	Dec. 2024	Mar. 2025	Jun. 2025	Sep. 2025	Dec. 2025	Mar. 2026
Real estate and rental and leasing..	169.615	172.039	0.7	0.7	1.6	0.7	0.9	2.0	-1.2	1.5	1.4
Professional and business services. ...	174.543	175.123	1.5	1.0	0.3	1.2	0.4	1.0	0.5	0.7	0.3
Professional, scientific, and technical services.....	175.399	175.903	1.3	0.9	0.1	1.3	0.9	0.9	0.5	0.9	0.3
Administrative and support and waste management and remediation services.....	177.667	178.355	1.3	0.8	0.7	1.3	0.2	1.0	0.7	0.4	0.4
Education and health services.....	176.661	178.218	1.0	1.0	1.3	0.8	1.1	1.1	1.0	1.0	0.9
Educational services.....	169.547	170.224	1.4	1.1	1.1	0.4	0.6	0.7	0.9	1.9	0.4
Junior colleges, colleges, universities, and professional schools.....	165.814	166.060	1.2	0.8	1.3	0.9	0.7	0.8	0.7	1.5	0.1
Health care and social assistance... Hospitals.....	178.179	179.900	1.0	1.0	1.3	0.8	1.2	1.1	1.0	0.8	1.0
	178.229	179.000	1.0	1.0	1.1	1.0	1.1	1.1	0.6	0.9	0.4
Leisure and hospitality.....	191.907	192.851	0.6	1.4	0.8	0.9	0.7	0.4	0.7	0.9	0.5
Accommodation and food services..	195.908	196.889	0.5	1.5	0.7	1.0	0.8	0.5	0.6	0.7	0.5
Other services, except public administration.....	182.687	183.203	1.9	1.2	0.5	1.3	0.3	0.7	1.4	1.5	0.3
State and local government workers											
All workers.....	164.251	165.820	1.2	1.1	1.1	1.0	0.9	0.9	0.8	0.8	1.0
Industry											
Education and health services.....	161.448	163.011	1.3	1.1	1.0	0.9	0.8	0.9	0.8	0.8	1.0
Educational services.....	159.987	161.511	1.2	1.1	1.0	0.9	0.8	0.8	0.8	0.9	1.0
Schools.....	160.000	161.526	1.2	1.1	1.0	0.9	0.8	0.8	0.8	0.9	1.0
Elementary and secondary schools.....	159.162	160.782	1.2	1.1	0.9	0.9	0.7	0.9	0.8	0.9	1.0
Health care and social assistance... Hospitals.....	173.676	175.553	1.4	0.9	1.2	1.1	0.7	1.2	0.5	0.7	1.1
	172.294	174.373	1.4	0.9	1.2	1.1	0.7	1.4	0.3	0.8	1.2
Public administration.....	169.332	170.984	1.4	1.2	1.2	1.0	1.0	0.8	0.6	0.7	1.0

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

² Includes mining, construction, and manufacturing.

³ Includes the following industries: wholesale trade; retail trade; transportation and warehousing; utilities; information; finance and insurance; real estate and rental and leasing; professional and technical services; management of companies and enterprises; administrative and waste services; educational services; health care and social assistance; arts, entertainment and recreation; accommodation and food services; other services, except public administration; and public administration.

⁴ Includes the following industries: wholesale trade; retail trade; transportation and warehousing; utilities; information; finance and insurance; real estate and rental and leasing; professional and technical services; management of companies and enterprises; administrative and waste services; educational services; health care and social assistance; arts, entertainment and recreation; accommodation and food services; and other services, except public administration.

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

Table 3. Employment Cost Index for benefits, by occupational group and industry
 [Seasonally adjusted]

Occupational group and industry	Indexes (Dec. 2005=100)		Percent changes for 3-months ended-								
	Dec. 2025	Mar. 2026	Mar. 2024	Jun. 2024	Sep. 2024	Dec. 2024	Mar. 2025	Jun. 2025	Sep. 2025	Dec. 2025	Mar. 2026
Civilian workers											
All workers ¹	174.471	176.619	1.0	1.0	0.8	0.9	1.1	0.7	0.8	0.8	1.2
Private industry workers											
All workers.....	166.911	169.011	0.9	0.9	0.7	0.8	1.1	0.7	0.8	0.7	1.3
Occupational group											
Management, professional, and related.....	164.598	166.638	0.8	0.8	0.8	0.8	1.0	0.6	0.8	0.8	1.2
Sales and office.....	170.201	172.189	0.8	0.4	0.8	0.7	1.2	1.0	0.9	0.8	1.2
Natural resources, construction, and maintenance.....	165.452	167.476	0.9	0.3	0.6	0.8	1.0	0.8	0.8	0.8	1.2
Production, transportation, and material moving.....	169.862	171.149	0.7	2.0	0.7	0.7	1.0	1.0	0.8	0.7	0.8
Service occupations.....	169.206	171.490	0.7	1.3	0.9	0.8	1.2	0.8	0.7	0.8	1.4
Industry											
Goods-producing industries ²	157.718	159.956	0.8	0.9	0.6	0.7	0.8	0.7	0.8	0.6	1.4
Manufacturing.....	157.453	159.878	0.9	1.0	0.6	0.7	0.7	0.7	0.8	0.4	1.5
Service-providing industries ³	169.864	171.939	0.9	0.9	0.7	0.8	1.2	0.7	0.8	0.8	1.2
State and local government workers											
All workers ¹	201.008	203.322	1.1	1.4	1.2	1.1	1.1	0.7	0.8	0.8	1.2

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

² Includes mining, construction, and manufacturing.

³ Includes the following industries: wholesale trade; retail trade; transportation and warehousing; utilities; information; finance and insurance; real estate and rental and leasing; professional and technical services; management of companies and enterprises; administrative and waste services; educational services; health care and social assistance; arts, entertainment and recreation; accommodation and food services; and other services, except public administration.

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

Table 4. Employment Cost Index for total compensation, for civilian workers, by occupational group and industry¹

[Not seasonally adjusted]

Occupational group and industry	Indexes (Dec. 2005=100)			Percent changes for					
	Mar. 2025	Dec. 2025	Mar. 2026	3-months ended-			12-months ended-		
				Mar. 2025	Dec. 2025	Mar. 2026	Mar. 2025	Dec. 2025	Mar. 2026
All workers ²	169.9	173.642	175.743	1.1	0.4	1.2	3.6	3.4	3.4
Excluding incentive paid occupations ³	169.9	173.618	175.685	1.1	0.5	1.2	3.7	3.3	3.4
Occupational group									
Management, professional, and related.....	165.4	168.879	170.981	1.2	0.4	1.2	3.6	3.3	3.4
Management, business, and financial.....	165.1	167.893	170.100	1.1	0.2	1.3	3.2	2.8	3.0
Professional and related.....	165.7	169.734	171.764	1.2	0.5	1.2	3.8	3.7	3.7
Sales and office.....	172.9	176.418	178.765	1.3	0.3	1.3	2.9	3.3	3.4
Sales and related.....	169.1	171.577	174.051	1.3	-0.2	1.4	2.0	2.8	2.9
Office and administrative support.....	175.2	179.438	181.676	1.3	0.7	1.2	3.7	3.7	3.7
Natural resources, construction, and maintenance.....	167.8	172.374	174.090	0.9	0.7	1.0	3.7	3.7	3.7
Construction, extraction, farming, fishing, and forestry occupations.....	166.4	170.791	172.529	1.1	0.7	1.0	3.8	3.8	3.7
Installation, maintenance, and repair.....	169.3	174.189	175.879	0.7	0.6	1.0	3.5	3.6	3.9
Production, transportation, and material moving.....	174.8	178.665	180.469	1.1	0.5	1.0	3.9	3.3	3.2
Production.....	169.7	173.653	174.791	1.0	0.7	0.7	3.7	3.4	3.0
Transportation and material moving.....	181.4	185.262	187.591	1.2	0.3	1.3	4.1	3.4	3.4
Service occupations.....	182.8	187.148	189.424	1.2	0.6	1.2	4.3	3.6	3.6
Industry									
Goods-producing industries ⁴	163.4	167.085	168.815	1.2	0.4	1.0	3.2	3.5	3.3
Manufacturing.....	163.1	166.456	168.588	1.1	0.4	1.3	3.2	3.1	3.4
Service-providing industries ⁵	171.1	174.843	177.010	1.2	0.4	1.2	3.6	3.4	3.5
Education and health services.....	169.5	174.055	175.938	1.1	0.7	1.1	4.2	3.8	3.8
Educational services.....	167.0	171.894	173.011	0.6	0.6	0.6	3.9	3.6	3.6
Elementary and secondary schools....	167.0	171.751	172.888	0.5	0.4	0.7	3.8	3.4	3.5
Junior colleges, colleges, universities, and professional schools.....	166.3	171.195	172.201	0.8	0.7	0.6	4.3	3.8	3.5
Health care and social assistance.....	171.8	176.108	178.634	1.5	0.7	1.4	4.4	4.0	4.0
Hospitals.....	172.2	175.821	177.464	1.4	0.8	0.9	4.1	3.5	3.1
Nursing and residential care facilities...	170.8	174.222	176.063	1.2	0.6	1.1	3.6	3.2	3.1
Public administration.....	177.8	181.766	184.087	1.3	0.6	1.3	5.0	3.5	3.5

¹ Includes wages, salaries, and employer costs for employee benefits.

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

³ The index for this series is not strictly comparable with other series in this table.

⁴ Includes mining, construction, and manufacturing.

⁵ Includes the following industries: wholesale trade; retail trade; transportation and warehousing; utilities; information; finance and insurance; real estate and rental and leasing; professional and technical services; management of companies and enterprises; administrative and waste services; educational services; health care and social assistance; arts, entertainment and recreation; accommodation and food services; other services, except public administration; and public administration.

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

Table 5. Employment Cost Index for total compensation, for private industry workers, by occupational group and industry¹

[Not seasonally adjusted]

Occupational group and industry	Indexes (Dec. 2005=100)			Percent changes for					
	Mar. 2025	Dec. 2025	Mar. 2026	3-months ended-			12-months ended-		
				Mar. 2025	Dec. 2025	Mar. 2026	Mar. 2025	Dec. 2025	Mar. 2026
All workers.....	169.4	173.017	175.210	1.2	0.4	1.3	3.4	3.4	3.4
Excluding incentive paid occupations ²	169.4	172.950	175.106	1.3	0.5	1.2	3.5	3.4	3.4
Occupational group									
Management, professional, and related.....	164.3	167.581	169.899	1.3	0.4	1.4	3.4	3.3	3.4
Excluding incentive paid occupations ²	163.5	166.698	169.042	1.4	0.4	1.4	3.4	3.3	3.4
Management, business, and financial.....	164.4	167.134	169.404	1.1	0.2	1.4	3.1	2.8	3.0
Excluding incentive paid occupations ²	163.4	165.894	168.237	1.3	0.3	1.4	3.1	2.8	3.0
Professional and related.....	164.4	168.260	170.627	1.4	0.6	1.4	3.7	3.8	3.8
Sales and office.....	172.4	175.826	178.172	1.3	0.2	1.3	2.7	3.3	3.3
Excluding incentive paid occupations ²	174.9	178.293	180.450	1.3	0.4	1.2	3.3	3.2	3.2
Sales and related.....	168.9	171.422	173.903	1.3	-0.2	1.4	1.9	2.8	3.0
Excluding incentive paid occupations ²	175.0	177.454	179.520	1.2	0.1	1.2	3.1	2.6	2.6
Office and administrative support.....	174.1	178.310	180.511	1.3	0.7	1.2	3.4	3.7	3.7
Natural resources, construction, and maintenance.....	167.1	171.704	173.376	0.9	0.6	1.0	3.6	3.7	3.8
Construction, extraction, farming, fishing, and forestry occupations.....	165.7	170.075	171.706	1.1	0.7	1.0	3.8	3.8	3.6
Installation, maintenance, and repair.....	168.6	173.543	175.263	0.7	0.6	1.0	3.3	3.6	4.0
Production, transportation, and material moving.....	174.4	178.238	180.024	1.2	0.5	1.0	3.9	3.4	3.2
Excluding incentive paid occupations ²	174.0	177.923	179.561	1.0	0.5	0.9	3.8	3.3	3.2
Production.....	169.6	173.549	174.665	1.0	0.7	0.6	3.6	3.3	3.0
Excluding incentive paid occupations ²	169.9	173.600	174.955	1.0	0.6	0.8	3.7	3.2	3.0
Transportation and material moving.....	181.0	184.822	187.149	1.3	0.3	1.3	4.1	3.4	3.4
Service occupations.....	182.8	186.890	189.067	1.3	0.6	1.2	4.1	3.5	3.4
Industry and occupational group									
Goods-producing industries ³	163.3	166.974	168.701	1.2	0.4	1.0	3.2	3.5	3.3
Excluding incentive paid occupations ²	163.4	167.037	168.921	1.2	0.5	1.1	3.5	3.4	3.4
Management, professional, and related.....	155.8	158.761	160.944	1.4	0.3	1.4	3.0	3.3	3.3
Sales and office.....	169.9	173.457	174.693	1.6	0.0	0.7	0.2	3.7	2.8
Natural resources, construction, and maintenance.....	164.9	169.313	170.983	1.0	0.7	1.0	3.7	3.7	3.7
Production, transportation, and material moving.....	167.5	171.082	172.555	1.1	0.5	0.9	3.9	3.3	3.0
Construction.....	163.8	167.927	168.966	1.4	0.6	0.6	2.9	4.0	3.2
Manufacturing.....	163.1	166.456	168.588	1.1	0.4	1.3	3.2	3.1	3.4
Management, professional, and related.....	156.7	159.542	162.321	1.1	0.2	1.7	2.8	2.9	3.6
Sales and office occupations.....	166.7	169.303	171.922	0.8	-0.3	1.5	1.8	2.4	3.1
Natural resources, construction, and maintenance.....	163.7	168.503	170.723	0.6	0.6	1.3	3.7	3.6	4.3
Production, transportation, and material moving.....	167.3	171.012	172.494	1.1	0.6	0.9	3.8	3.4	3.1
Aircraft manufacturing.....	141.8	143.124	150.369	1.4	-0.6	5.1	3.4	2.4	6.0
Service-providing industries ⁴	171.1	174.692	176.994	1.2	0.4	1.3	3.4	3.4	3.4
Excluding incentive paid occupations ²	171.2	174.676	176.899	1.3	0.5	1.3	3.6	3.4	3.3
Management, professional, and related.....	165.7	169.073	171.414	1.3	0.4	1.4	3.4	3.3	3.4
Sales and office.....	172.7	176.072	178.541	1.3	0.3	1.4	3.0	3.3	3.4
Natural resources, construction, and maintenance.....	170.3	175.320	176.995	0.7	0.6	1.0	3.3	3.6	3.9
Production, transportation, and material moving.....	181.5	185.639	187.672	1.1	0.4	1.1	3.8	3.4	3.4
Service occupations.....	183.0	187.007	189.208	1.3	0.6	1.2	4.2	3.5	3.4
Trade, transportation, and utilities.....	174.8	178.698	181.029	1.0	0.1	1.3	3.2	3.2	3.6
Excluding incentive paid occupations ²	175.6	179.386	181.115	0.7	0.3	1.0	3.3	2.9	3.1
Wholesale trade.....	165.2	168.182	170.966	0.9	-0.2	1.7	1.9	2.7	3.5
Excluding incentive paid occupations ²	168.8	171.338	173.166	0.5	0.1	1.1	2.8	2.0	2.6

See footnotes at end of table.

Table 5. Employment Cost Index for total compensation, for private industry workers, by occupational group and industry¹ — Continued
 [Not seasonally adjusted]

Occupational group and industry	Indexes (Dec. 2005=100)			Percent changes for					
	Mar. 2025	Dec. 2025	Mar. 2026	3-months ended-			12-months ended-		
				Mar. 2025	Dec. 2025	Mar. 2026	Mar. 2025	Dec. 2025	Mar. 2026
Service-providing industries - Continued									
Retail trade.....	177.7	181.931	183.599	0.7	0.3	0.9	3.3	3.1	3.3
Excluding incentive paid occupations ²	176.6	180.625	181.791	0.6	0.4	0.6	3.0	2.9	2.9
Transportation and warehousing.....	179.9	184.286	187.026	1.3	0.1	1.5	4.1	3.8	4.0
Utilities.....	180.3	184.843	187.763	1.5	0.7	1.6	3.9	4.1	4.1
Information.....	162.7	166.224	169.068	0.7	0.2	1.7	2.0	2.9	3.9
Financial activities.....	167.4	170.294	173.533	1.8	0.3	1.9	4.4	3.6	3.7
Excluding incentive paid occupations ²	168.7	169.874	173.442	2.4	0.2	2.1	4.2	3.1	2.8
Finance and insurance.....	168.1	170.844	174.100	1.9	0.2	1.9	4.5	3.6	3.6
Credit intermediation and related activities.....	171.5	171.879	174.217	2.4	0.2	1.4	5.1	2.7	1.6
Excluding incentive paid occupations ²	175.9	174.614	177.988	3.2	0.1	1.9	5.5	2.5	1.2
Insurance carriers and related activities..	168.3	170.610	173.082	2.2	0.3	1.4	3.8	3.7	2.8
Excluding incentive paid occupations ²	165.7	168.028	170.470	1.7	0.1	1.5	3.0	3.1	2.9
Real estate and rental and leasing.....	164.6	167.827	170.985	1.5	0.6	1.9	3.9	3.5	3.9
Excluding incentive paid occupations ²	168.2	171.395	174.614	1.4	0.4	1.9	3.4	3.3	3.8
Professional and business services.....	168.9	171.585	173.514	1.2	0.2	1.1	2.9	2.8	2.7
Professional, scientific, and technical services.....	170.0	172.775	174.774	1.6	0.3	1.2	3.0	3.2	2.8
Administrative and support and waste management and remediation services...	169.3	172.007	173.746	0.9	0.0	1.0	3.2	2.5	2.6
Education and health services.....	170.0	174.581	176.833	1.4	0.8	1.3	4.2	4.2	4.0
Educational services.....	164.9	170.847	171.538	0.7	1.3	0.4	3.3	4.3	4.0
Junior colleges, colleges, universities, and professional schools.....	164.2	169.602	170.018	0.6	1.1	0.2	3.9	3.9	3.5
Health care and social assistance.....	171.0	175.356	177.896	1.5	0.7	1.4	4.4	4.1	4.0
Hospitals.....	171.9	175.455	176.959	1.5	0.8	0.9	4.1	3.6	2.9
Nursing and residential care facilities....	169.3	172.567	174.388	1.3	0.6	1.1	3.6	3.2	3.0
Nursing care facilities ²	168.2	171.355	173.490	1.3	0.6	1.2	3.1	3.2	3.1
Leisure and hospitality.....	181.3	184.103	186.057	1.2	0.5	1.1	3.8	2.7	2.6
Accommodation and food service.....	185.3	187.842	189.768	1.3	0.3	1.0	3.9	2.6	2.4
Other services, except public administration..	173.9	179.196	180.939	1.1	1.2	1.0	3.4	4.2	4.0

¹ Includes wages, salaries, and employer costs for employee benefits.

² The index for this series is not strictly comparable with other series in this table.

³ Includes mining, construction, and manufacturing.

⁴ Includes the following industries: wholesale trade; retail trade; transportation and warehousing; utilities; information; finance and insurance; real estate and rental and leasing; professional and technical services; management of companies and enterprises; administrative and waste services; educational services; health care and social assistance; arts, entertainment and recreation; accommodation and food services; and other services, except public administration.

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

Table 6. Employment Cost Index for total compensation, for private industry workers, by bargaining status and Census region and division¹
 [Not seasonally adjusted]

Bargaining status and Census region and division	Indexes (Dec. 2005=100)			Percent changes for					
	Mar. 2025	Dec. 2025	Mar. 2026	3-months ended-			12-months ended-		
				Mar. 2025	Dec. 2025	Mar. 2026	Mar. 2025	Dec. 2025	Mar. 2026
Bargaining status									
Union.....	174.1	179.053	180.670	1.2	0.6	0.9	4.6	4.0	3.8
Goods-producing industries ²	163.5	168.301	169.808	1.0	0.4	0.9	4.3	4.0	3.9
Manufacturing.....	157.8	162.279	164.484	1.0	0.4	1.4	4.4	3.9	4.2
Service-providing industries ³	181.3	186.340	188.030	1.3	0.8	0.9	4.7	4.1	3.7
Nonunion.....	168.8	172.221	174.468	1.3	0.4	1.3	3.3	3.3	3.4
Goods-producing industries ²	163.1	166.512	168.279	1.2	0.5	1.1	2.9	3.4	3.2
Manufacturing.....	164.6	167.789	169.919	1.0	0.4	1.3	3.0	3.0	3.2
Service-providing industries ³	170.1	173.601	175.949	1.3	0.4	1.4	3.3	3.3	3.4
Census region and division⁴									
Northeast.....	170.5	174.224	176.298	1.2	0.5	1.2	3.3	3.5	3.4
New England.....	174.0	178.214	180.869	1.2	0.6	1.5	3.0	3.7	3.9
Middle Atlantic.....	169.3	172.769	174.622	1.3	0.4	1.1	3.5	3.3	3.1
South.....	167.1	170.714	172.768	1.3	0.4	1.2	3.3	3.5	3.4
South Atlantic.....	170.3	174.122	176.289	1.0	0.5	1.2	3.0	3.3	3.5
East South Central.....	166.4	170.557	172.753	1.5	0.5	1.3	3.9	4.0	3.8
West South Central.....	162.3	165.176	166.968	1.8	0.2	1.1	3.6	3.6	2.9
Midwest.....	166.0	169.299	171.538	1.4	0.3	1.3	3.3	3.4	3.3
East North Central.....	164.4	167.890	170.070	1.2	0.4	1.3	3.1	3.4	3.4
West North Central.....	169.7	172.649	175.017	1.6	0.3	1.4	3.9	3.4	3.1
West.....	175.0	178.771	181.213	1.0	0.4	1.4	3.7	3.2	3.6
Mountain.....	172.6	175.859	177.488	1.1	0.5	0.9	3.7	3.0	2.8
Pacific.....	176.1	180.164	182.986	0.9	0.4	1.6	3.7	3.2	3.9

¹ Includes wages, salaries, and employer costs for employee benefits.

² Includes mining, construction, and manufacturing.

³ Includes the following industries: wholesale trade; retail trade; transportation and warehousing; utilities; information; finance and insurance; real estate and rental and leasing; professional and technical services; management of companies and enterprises; administrative and waste services; educational services; health care and social assistance; arts, entertainment and recreation; accommodation and food services; and other services, except public administration.

⁴ The Census divisions are defined as follows: New England: Connecticut, Maine, Massachusetts, New Hampshire, Rhode Island and Vermont; Middle Atlantic: New Jersey, New York, and Pennsylvania; South Atlantic: Delaware, District of Columbia, Florida, Georgia, Maryland, North Carolina, South Carolina, Virginia, and West Virginia; East South Central: Alabama, Kentucky, Mississippi, and Tennessee; West South Central: Arkansas, Louisiana, Oklahoma, and Texas; East North Central: Illinois, Indiana, Michigan, Ohio, and Wisconsin; West North Central: Iowa, Kansas, Minnesota, Missouri, Nebraska, North Dakota, and South Dakota; Mountain: Arizona, Colorado, Idaho, Montana, Nevada, New Mexico, Utah, and Wyoming; and Pacific: Alaska, California, Hawaii, Oregon, and Washington.

NOTE: The indexes for these series are not strictly comparable to those for the aggregate, occupation, and industry series.

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

Table 7. Employment Cost Index for total compensation, for state and local government workers, by occupational group and industry¹
 [Not seasonally adjusted]

Occupational group and industry	Indexes (Dec. 2005=100)			Percent changes for					
	Mar. 2025	Dec. 2025	Mar. 2026	3-months ended-			12-months ended-		
				Mar. 2025	Dec. 2025	Mar. 2026	Mar. 2025	Dec. 2025	Mar. 2026
All workers.....	172.0	176.380	178.054	0.8	0.5	0.9	4.3	3.4	3.5
Occupational group									
Management, professional, and related.	168.4	172.683	174.049	0.7	0.4	0.8	4.1	3.3	3.4
Professional and related.....	167.9	172.420	173.718	0.6	0.4	0.8	4.0	3.3	3.5
Sales and office.....	177.3	181.726	184.074	1.1	0.6	1.3	4.8	3.7	3.8
Office and administrative support.....	177.3	181.689	184.071	1.1	0.6	1.3	4.7	3.6	3.8
Service occupations.....	182.4	187.433	189.991	1.1	0.6	1.4	4.8	3.9	4.2
Industry									
Education and health services.....	168.7	173.223	174.575	0.7	0.5	0.8	4.0	3.4	3.5
Educational services.....	167.6	172.180	173.404	0.6	0.4	0.7	4.0	3.3	3.5
Schools.....	167.5	172.112	173.336	0.6	0.4	0.7	4.0	3.4	3.5
Elementary and secondary schools. ...	167.4	172.051	173.239	0.5	0.4	0.7	3.8	3.3	3.5
Health care and social assistance.....	177.2	181.364	183.693	0.9	0.7	1.3	4.2	3.3	3.7
Hospitals.....	173.1	177.347	179.689	0.9	0.7	1.3	4.2	3.3	3.8
Public administration.....	177.8	181.766	184.087	1.3	0.6	1.3	5.0	3.5	3.5

¹ Includes wages, salaries, and employer costs for employee benefits.
 SOURCE: U.S. Bureau of Labor Statistics, National Compensation Survey

Table 8. Employment Cost Index for wages and salaries, for civilian workers, by occupational group and industry

[Not seasonally adjusted]

Occupational group and industry	Indexes (Dec. 2005=100)			Percent changes for					
	Mar. 2025	Dec. 2025	Mar. 2026	3-months ended-			12-months ended-		
				Mar. 2025	Dec. 2025	Mar. 2026	Mar. 2025	Dec. 2025	Mar. 2026
All workers ¹	169.7	173.708	175.385	1.0	0.5	1.0	3.5	3.3	3.4
Excluding incentive paid occupations ²	169.2	173.211	174.829	1.0	0.5	0.9	3.5	3.3	3.3
Occupational group									
Management, professional, and related.....	163.0	166.999	168.594	0.9	0.4	1.0	3.4	3.3	3.4
Management, business, and financial.....	164.2	167.473	169.014	0.8	0.2	0.9	3.1	2.8	2.9
Professional and related.....	162.7	167.105	168.742	1.1	0.6	1.0	3.8	3.8	3.7
Sales and office.....	174.0	177.556	179.506	1.0	0.3	1.1	2.7	3.1	3.2
Sales and related.....	172.5	174.853	177.109	1.2	-0.4	1.3	1.8	2.6	2.7
Office and administrative support.....	174.9	179.395	181.079	1.0	0.8	0.9	3.4	3.6	3.5
Natural resources, construction, and maintenance.....	169.3	174.275	175.688	0.8	0.7	0.8	4.1	3.7	3.8
Construction, extraction, farming, fishing, and forestry occupations.....	167.8	172.669	174.111	1.0	0.8	0.8	4.1	3.9	3.8
Installation, maintenance, and repair.....	170.9	176.157	177.537	0.5	0.6	0.8	4.0	3.6	3.9
Production, transportation, and material moving.....	178.5	182.537	184.198	1.0	0.5	0.9	3.7	3.3	3.2
Production.....	173.7	178.363	179.226	0.9	1.0	0.5	3.5	3.6	3.2
Transportation and material moving.....	184.5	188.216	190.472	1.0	0.2	1.2	3.8	3.1	3.2
Service occupations.....	184.2	188.512	190.352	1.1	0.7	1.0	4.2	3.5	3.3
Industry									
Goods-producing industries ³	167.6	171.758	172.984	1.3	0.5	0.7	3.3	3.8	3.2
Manufacturing.....	167.6	171.475	173.205	1.1	0.4	1.0	3.3	3.4	3.3
Service-providing industries ⁴	170.1	174.067	175.821	0.9	0.4	1.0	3.5	3.3	3.4
Education and health services.....	165.0	169.881	171.224	0.9	0.8	0.8	4.0	3.9	3.8
Educational services.....	157.0	162.049	162.741	0.3	0.7	0.4	3.6	3.5	3.7
Elementary and secondary schools... ..	155.2	160.195	160.936	0.3	0.5	0.5	3.5	3.5	3.7
Junior colleges, colleges, and universities.....	158.9	163.721	164.136	0.6	0.8	0.3	4.1	3.6	3.3
Health care and social assistance.....	173.0	177.876	179.780	1.3	0.8	1.1	4.3	4.1	3.9
Hospitals.....	173.0	177.103	178.542	1.2	0.9	0.8	4.2	3.6	3.2
Nursing and residential care facilities...	175.1	178.729	180.490	1.2	0.6	1.0	3.8	3.3	3.1
Public administration.....	165.8	169.405	171.139	1.0	0.5	1.0	4.5	3.2	3.2

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

² The index for this series is not strictly comparable with other series in this table.

³ Includes mining, construction, and manufacturing.

⁴ Includes the following industries: wholesale trade; retail trade; transportation and warehousing; utilities; information; finance and insurance; real estate and rental and leasing; professional and technical services; management of companies and enterprises; administrative and waste services; educational services; health care and social assistance; arts, entertainment and recreation; accommodation and food services; other services, except public administration; and public administration.

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

Table 9. Employment Cost Index for wages and salaries, for private industry workers, by occupational group and industry
 [Not seasonally adjusted]

Occupational group and industry	Index value (Dec. 2005=100)			Percent changes for					
	Mar. 2025	Dec. 2025	Mar. 2026	3-months ended-			12-months ended-		
				Mar. 2025	Dec. 2025	Mar. 2026	Mar. 2025	Dec. 2025	Mar. 2026
All workers.....	171.9	175.885	177.672	1.0	0.4	1.0	3.4	3.3	3.4
Excluding incentive paid occupations ¹	171.6	175.441	177.163	1.1	0.5	1.0	3.6	3.4	3.2
Occupational group									
Management, professional, and related.....	165.4	169.279	171.060	1.0	0.4	1.1	3.3	3.4	3.4
Excluding incentive paid occupations ¹	164.1	167.756	169.569	1.2	0.5	1.1	3.3	3.4	3.3
Management, business, and financial.....	164.8	168.103	169.686	0.8	0.2	0.9	2.9	2.8	3.0
Excluding incentive paid occupations ¹	162.6	165.647	167.322	0.9	0.3	1.0	2.9	2.8	2.9
Professional and related.....	166.3	170.588	172.554	1.3	0.6	1.2	3.7	3.9	3.8
Sales and office.....	175.0	178.431	180.432	1.1	0.2	1.1	2.6	3.1	3.1
Excluding incentive paid occupations ¹	177.3	180.864	182.506	1.0	0.5	0.9	3.3	3.1	2.9
Sales and related.....	172.6	174.987	177.250	1.2	-0.4	1.3	1.8	2.6	2.7
Excluding incentive paid occupations ¹	178.7	181.262	182.770	1.0	0.0	0.8	3.2	2.5	2.3
Office and administrative support.....	175.5	180.015	181.736	1.0	0.8	1.0	3.3	3.6	3.6
Natural resources, construction, and maintenance.....	169.6	174.743	176.131	0.8	0.7	0.8	3.9	3.8	3.9
Construction, extraction, farming, fishing, and forestry occupations.....	168.1	173.049	174.409	1.0	0.8	0.8	4.0	4.0	3.8
Installation, maintenance, and repair.....	171.4	176.732	178.152	0.5	0.6	0.8	3.9	3.6	3.9
Production, transportation, and material moving.....	178.8	182.851	184.514	1.0	0.5	0.9	3.6	3.3	3.2
Excluding incentive paid occupations ¹	178.4	182.555	184.040	0.8	0.6	0.8	3.5	3.2	3.2
Production.....	173.8	178.430	179.279	0.9	1.0	0.5	3.5	3.6	3.2
Excluding incentive paid occupations ¹	174.1	178.325	179.535	1.0	0.8	0.7	3.6	3.5	3.1
Transportation and material moving.....	185.4	189.071	191.359	1.1	0.2	1.2	3.7	3.1	3.2
Service occupations.....	188.1	192.454	194.320	1.1	0.7	1.0	4.1	3.5	3.3
Industry and occupational group									
Goods-producing industries ²	167.7	171.824	173.047	1.3	0.5	0.7	3.3	3.8	3.2
Excluding incentive paid occupations ¹	167.7	171.825	173.245	1.2	0.6	0.8	3.8	3.7	3.3
Management, professional, and related.....	161.1	164.482	165.670	1.6	0.3	0.7	3.5	3.7	2.8
Sales and office.....	175.9	179.954	180.649	1.7	0.0	0.4	-0.7	4.0	2.7
Natural resources, construction, and maintenance.....	167.7	172.628	174.023	1.0	0.8	0.8	4.0	4.0	3.8
Production, transportation, and material moving.....	172.0	176.101	177.401	1.2	0.7	0.7	3.9	3.6	3.1
Construction.....	166.8	171.488	171.894	1.5	0.7	0.2	2.9	4.3	3.1
Manufacturing.....	167.6	171.475	173.205	1.1	0.4	1.0	3.3	3.4	3.3
Management, professional, and related....	161.6	164.774	166.665	1.3	0.2	1.1	3.3	3.3	3.1
Sales and office.....	170.2	173.084	175.659	0.6	-0.5	1.5	1.4	2.3	3.2
Natural resources, construction, and maintenance.....	169.2	174.701	176.945	0.6	0.8	1.3	3.9	3.9	4.6
Production, transportation, and material moving.....	172.0	176.316	177.638	1.2	0.8	0.7	3.7	3.7	3.3
Aircraft manufacturing.....	170.2	173.016	176.631	2.5	0.1	2.1	4.2	4.2	3.8
Service-providing industries ³	173.0	176.948	178.857	1.0	0.4	1.1	3.3	3.3	3.4
Excluding incentive paid occupations ¹	172.6	176.432	178.222	1.1	0.5	1.0	3.5	3.3	3.3
Management, professional, and related.....	166.1	170.038	171.893	1.0	0.4	1.1	3.3	3.4	3.5
Sales and office.....	174.9	178.278	180.418	1.0	0.2	1.2	2.9	3.0	3.2
Natural resources, construction, and maintenance.....	172.5	177.875	179.251	0.5	0.6	0.8	3.9	3.6	3.9
Production, transportation, and material moving.....	185.2	189.291	191.216	0.9	0.4	1.0	3.5	3.1	3.2
Service occupations.....	188.2	192.555	194.442	1.1	0.6	1.0	4.1	3.5	3.3
Trade, transportation, and utilities.....	176.3	180.275	182.484	1.0	0.1	1.2	3.0	3.3	3.5
Excluding incentive paid occupations ¹	176.9	180.677	182.085	0.7	0.3	0.8	3.2	2.9	2.9
Wholesale trade.....	162.6	165.845	168.601	1.1	-0.3	1.7	1.8	3.1	3.7
Excluding incentive paid occupations ¹	165.7	168.263	169.679	0.6	0.0	0.8	3.0	2.2	2.4

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					
	Mar. 2025	Dec. 2025	Mar. 2026	3-months ended-			12-months ended-		
				Mar. 2025	Dec. 2025	Mar. 2026	Mar. 2025	Dec. 2025	Mar. 2026
Service-providing industries - Continued									
Retail trade.....	181.5	185.646	187.164	0.8	0.3	0.8	3.5	3.1	3.1
Excluding incentive paid occupations ¹	180.0	183.918	184.845	0.7	0.4	0.5	3.1	2.9	2.7
Transportation and warehousing.....	183.9	188.527	191.246	1.0	0.0	1.4	3.5	3.5	4.0
Utilities.....	174.7	179.455	181.761	1.5	0.7	1.3	3.8	4.2	4.0
Information.....	161.3	164.382	166.992	0.1	0.1	1.6	2.0	2.0	3.5
Financial activities.....	167.1	171.291	173.922	1.0	0.3	1.5	3.7	3.5	4.1
Excluding incentive paid occupations ¹	166.8	168.756	171.770	1.6	0.1	1.8	3.3	2.8	3.0
Finance and insurance.....	167.4	171.890	174.437	0.8	0.2	1.5	3.6	3.5	4.2
Credit intermediation and related activities.....	167.2	170.587	172.159	1.0	0.3	0.9	2.9	3.0	3.0
Excluding incentive paid occupations ¹	169.9	171.397	174.382	1.9	0.1	1.7	3.2	2.8	2.6
Insurance carriers and related activities..	167.6	169.877	172.516	2.1	0.3	1.6	4.2	3.5	2.9
Excluding incentive paid occupations ¹	163.2	165.472	167.993	1.5	0.1	1.5	3.2	2.9	2.9
Real estate and rental and leasing.....	165.8	168.901	171.930	1.2	0.7	1.8	3.9	3.1	3.7
Excluding incentive paid occupations ¹	169.8	172.918	175.958	1.2	0.5	1.8	3.2	3.1	3.6
Professional and business services.....	171.1	173.908	175.476	1.0	0.2	0.9	2.9	2.7	2.6
Professional, scientific, and technical services.....	171.5	174.614	176.156	1.5	0.3	0.9	3.3	3.3	2.7
Administrative and support and waste management and remediation services...	174.2	177.014	178.604	0.6	-0.1	0.9	3.1	2.3	2.5
Education and health services.....	171.6	176.746	178.398	1.2	0.9	0.9	4.1	4.2	4.0
Educational services.....	163.6	169.690	169.986	0.4	1.5	0.2	3.2	4.1	3.9
Junior colleges, colleges, universities, and professional schools.....	160.8	166.213	165.838	0.4	1.3	-0.2	3.8	3.8	3.1
Health care and social assistance.....	173.3	178.246	180.159	1.3	0.8	1.1	4.3	4.2	4.0
Hospitals.....	174.1	178.073	179.417	1.4	1.0	0.8	4.3	3.7	3.1
Nursing and residential care facilities.....	176.2	179.740	181.518	1.2	0.7	1.0	3.8	3.2	3.0
Nursing care facilities ¹	174.9	178.505	180.562	1.3	0.7	1.2	3.7	3.4	3.2
Leisure and hospitality.....	188.4	191.299	193.069	1.2	0.5	0.9	3.9	2.7	2.5
Accommodation and food service.....	192.6	195.237	197.133	1.3	0.4	1.0	4.2	2.7	2.4
Other services, except public administration..	176.5	182.361	183.558	0.7	1.3	0.7	3.3	4.0	4.0

¹ The index for this series is not strictly comparable with other series in this table.

² Includes mining, construction, and manufacturing.

³ Includes the following industries: wholesale trade; retail trade; transportation and warehousing; utilities; information; finance and insurance; real estate and rental and leasing; professional and technical services; management of companies and enterprises; administrative and waste services; educational services; health care and social assistance; arts, entertainment and recreation; accommodation and food services; and other services, except public administration.

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

Table 10. Employment Cost Index for wages and salaries, for private industry workers, by bargaining status and Census region and division
 [Not seasonally adjusted]

Bargaining status and Census region and division	Indexes (Dec.2005=100)			Percent changes for					
	Mar. 2025	Dec. 2025	Mar. 2026	3-months ended-			12-months ended-		
				Mar. 2025	Dec. 2025	Mar. 2026	Mar. 2025	Dec. 2025	Mar. 2026
Bargaining status									
Union.....	173.4	179.043	180.432	1.0	0.8	0.8	4.5	4.3	4.1
Goods-producing industries ¹	161.9	167.569	168.726	1.0	0.7	0.7	4.3	4.5	4.2
Manufacturing.....	161.3	166.946	169.171	1.1	0.9	1.3	4.1	4.6	4.9
Service-providing industries ²	180.5	186.030	187.541	1.2	0.8	0.8	4.6	4.3	3.9
Nonunion.....	171.8	175.661	177.483	1.0	0.4	1.0	3.2	3.3	3.3
Goods-producing industries ¹	169.0	172.847	174.083	1.3	0.5	0.7	3.1	3.6	3.0
Manufacturing.....	169.1	172.735	174.408	1.1	0.4	1.0	3.2	3.2	3.1
Service-providing industries ²	172.5	176.315	178.251	1.0	0.4	1.1	3.3	3.2	3.3
Census region and division³									
Northeast.....	172.0	175.803	177.438	1.2	0.5	0.9	3.6	3.4	3.2
New England.....	177.5	182.264	184.972	1.1	0.7	1.5	3.0	3.8	4.2
Middle Atlantic.....	169.9	173.350	174.576	1.2	0.4	0.7	3.7	3.2	2.8
South.....	170.6	174.700	176.504	1.1	0.5	1.0	3.3	3.6	3.5
South Atlantic.....	174.5	178.633	180.499	0.9	0.6	1.0	3.1	3.3	3.4
East South Central.....	168.8	173.308	175.417	1.3	0.5	1.2	4.1	4.0	3.9
West South Central.....	164.9	168.928	170.490	1.4	0.2	0.9	3.2	3.9	3.4
Midwest.....	167.5	171.103	173.190	1.3	0.4	1.2	3.2	3.4	3.4
East North Central.....	165.5	169.337	171.359	1.1	0.4	1.2	2.9	3.4	3.5
West North Central.....	172.2	175.263	177.491	1.7	0.3	1.3	3.9	3.5	3.1
West.....	178.2	182.393	184.020	0.7	0.4	0.9	3.5	3.0	3.3
Mountain.....	176.5	179.880	181.101	1.0	0.5	0.7	3.6	2.9	2.6
Pacific.....	179.1	183.677	185.502	0.5	0.4	1.0	3.4	3.1	3.6

¹ Includes mining, construction, and manufacturing.

² Includes the following industries: wholesale trade; retail trade; transportation and warehousing; utilities; information; finance and insurance; real estate and rental and leasing; professional and technical services; management of companies and enterprises; administrative and waste services; educational services; health care and social assistance; arts, entertainment and recreation; accommodation and food services; and other services, except public administration.

³ The Census divisions are defined as follows: New England: Connecticut, Maine, Massachusetts, New Hampshire, Rhode Island and Vermont; Middle Atlantic: New Jersey, New York, and Pennsylvania; South Atlantic: Delaware, District of Columbia, Florida, Georgia, Maryland, North Carolina, South Carolina, Virginia, and West Virginia; East South Central: Alabama, Kentucky, Mississippi, and Tennessee; West South Central: Arkansas, Louisiana, Oklahoma, and Texas; East North Central: Illinois, Indiana, Michigan, Ohio, and Wisconsin; West North Central: Iowa, Kansas, Minnesota, Missouri, Nebraska, North Dakota, and South Dakota; Mountain: Arizona, Colorado, Idaho, Montana, Nevada, New Mexico, Utah, and Wyoming; and Pacific: Alaska, California, Hawaii, Oregon, and Washington.

NOTE: The indexes for these series are not strictly comparable to those for the aggregate, occupation, and industry series.

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

Table 11. Employment Cost Index for wages and salaries, for state and local government workers, by occupational group and industry
 [Not seasonally adjusted]

Occupational group and industry	Indexes (Dec. 2005=100)			Percent changes for					
	Mar. 2025	Dec. 2025	Mar. 2026	3-months ended-			12-months ended-		
				Mar. 2025	Dec. 2025	Mar. 2026	Mar. 2025	Dec. 2025	Mar. 2026
All workers.....	160.2	164.519	165.678	0.6	0.5	0.7	4.1	3.3	3.4
Occupational group									
Management, professional, and related.	157.0	161.348	162.331	0.5	0.4	0.6	3.9	3.3	3.4
Professional and related.....	156.4	161.063	162.005	0.4	0.5	0.6	3.9	3.4	3.6
Sales and office.....	162.8	167.070	168.459	0.9	0.7	0.8	4.4	3.5	3.5
Office and administrative support.....	163.3	167.578	168.976	0.9	0.7	0.8	4.3	3.5	3.5
Service occupations.....	171.1	175.596	177.353	0.9	0.7	1.0	4.4	3.5	3.7
Industry									
Education and health services.....	157.2	161.860	162.766	0.4	0.5	0.6	3.8	3.4	3.5
Educational services.....	155.7	160.451	161.249	0.4	0.5	0.5	3.8	3.5	3.6
Schools.....	155.7	160.464	161.263	0.3	0.5	0.5	3.8	3.4	3.6
Elementary and secondary schools. ...	154.8	159.659	160.442	0.2	0.4	0.5	3.6	3.3	3.6
Health care and social assistance.....	169.5	173.875	175.678	0.7	0.8	1.0	4.0	3.3	3.6
Hospitals.....	168.0	172.492	174.420	0.6	0.8	1.1	4.0	3.3	3.8
Public administration.....	165.8	169.405	171.139	1.0	0.5	1.0	4.5	3.2	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					
	Mar. 2025	Dec. 2025	Mar. 2026	3-months ended-			12-months ended-		
				Mar. 2025	Dec. 2025	Mar. 2026	Mar. 2025	Dec. 2025	Mar. 2026
Civilian workers									
All workers ¹	170.5	173.550	176.596	1.6	0.4	1.8	3.8	3.4	3.6
Private industry workers									
All workers.....	163.5	166.191	169.305	1.7	0.3	1.9	3.5	3.4	3.6
Occupational group									
Management, professional, and related.....	161.6	163.692	167.195	1.9	0.3	2.1	3.5	3.2	3.5
Sales and office.....	165.8	169.045	172.270	1.9	0.3	1.9	3.2	3.9	3.9
Natural resources, construction, and maintenance.....	161.5	165.102	167.372	1.1	0.4	1.4	2.7	3.4	3.6
Production, transportation, and material moving.....	165.4	168.853	170.876	1.4	0.3	1.2	4.5	3.5	3.3
Service occupations.....	165.4	168.570	171.689	1.7	0.4	1.9	4.2	3.7	3.8
Industry									
Goods-producing industries ²	154.7	157.285	160.001	1.1	0.3	1.7	2.9	2.8	3.4
Manufacturing.....	154.5	157.027	159.898	0.9	0.2	1.8	2.9	2.6	3.5
Aircraft manufacturing.....	111.5	111.207	122.332	-0.3	-1.7	10.0	1.9	-0.5	9.7
Service-providing industries ³	166.4	169.121	172.349	1.9	0.4	1.9	3.7	3.6	3.6
Bargaining status									
Union.....	175.4	179.408	181.375	1.3	0.4	1.1	4.6	3.6	3.4
Nonunion.....	161.1	163.611	166.861	1.8	0.3	2.0	3.4	3.4	3.6
State and local government workers									
All workers.....	196.6	200.927	203.630	1.2	0.5	1.3	4.8	3.5	3.6

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

² Includes mining, construction, and manufacturing.

³ Includes the following industries: wholesale trade; retail trade; transportation and warehousing; utilities; information; finance and insurance; real estate and rental and leasing; professional and technical services; management of companies and enterprises; administrative and waste services; educational services; health care and social assistance; arts, entertainment and recreation; accommodation and food services; and other services, except public administration.

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

Table 13. Employment Cost Index for total compensation and wages and salaries, for private industry workers by area
 [Not seasonally adjusted]

Census region and metropolitan area ¹	Percent changes for 12-months ended-					
	Total compensation ²			Wages and salaries		
	Mar. 2025	Dec. 2025	Mar. 2026	Mar. 2025	Dec. 2025	Mar. 2026
Northeast						
Boston-Worcester-Providence, MA-RI-NH CSA.....	3.6	3.6	2.8	3.7	3.6	2.4
New York-Newark, NY-NJ-CT-PA CSA.....	3.0	3.4	3.4	3.2	3.3	3.2
Philadelphia-Reading-Camden, PA-NJ-DE-MD CSA.....	3.3	3.1	3.1	3.4	2.6	2.7
South						
Atlanta-Athens-Clarke County-Sandy Springs, GA-AL CSA...	3.6	3.1	2.5	3.7	3.1	2.5
Dallas-Fort Worth, TX-OK CSA.....	4.4	3.4	2.3	4.5	3.1	1.8
Houston-Pasadena, TX CSA.....	7.5	2.8	0.3	4.8	3.9	3.4
Miami-Port St. Lucie-Fort Lauderdale, FL CSA.....	1.1	4.7	4.7	1.2	4.7	4.6
Washington-Baltimore-Arlington, DC-MD-VA-WV-PA CSA....	2.6	2.7	3.7	2.5	2.4	3.8
Midwest						
Chicago-Naperville, IL-IN-WI CSA.....	3.2	4.9	4.1	3.1	4.8	4.1
Detroit-Warren-Ann Arbor, MI CSA.....	4.6	1.9	2.3	3.8	3.1	3.5
Minneapolis-St. Paul, MN-WI CSA.....	5.7	3.8	1.4	5.7	3.7	1.0
West						
Los Angeles-Long Beach, CA CSA.....	4.1	3.3	3.5	4.4	3.2	3.1
Phoenix-Mesa, AZ CSA.....	3.4	3.2	4.3	3.2	2.8	4.2
San Jose-San Francisco-Oakland, CA CSA.....	3.8	2.6	3.8	3.5	2.6	4.0
Seattle-Tacoma, WA CSA.....	5.8	3.5	3.3	5.6	3.6	2.8

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

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

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