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U. S. DEPARTMENT OF LABOR

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EMPLOYMENT COST INDEX – SEPTEMBER 2026

Compensation costs for civilian workers increased 0.8 percent, seasonally adjusted, for the 3-month period ending in September 2026, the U.S. Bureau of Labor Statistics reported today. Wages and salaries increased 0.7 percent, and benefit costs increased 0.9 percent from June 2026. (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 September 2026. Wages and salaries increased 3.1 percent, and benefit costs increased 3.9 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

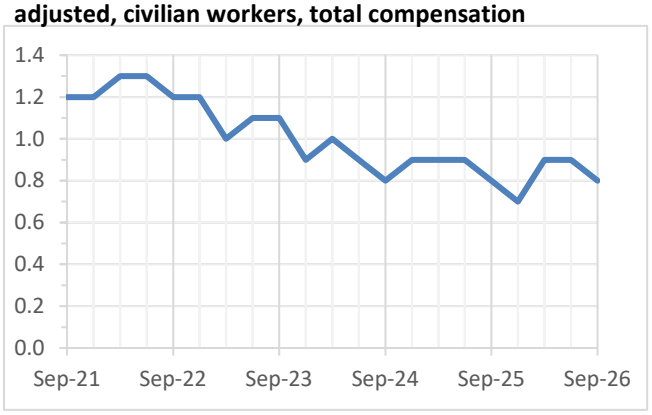
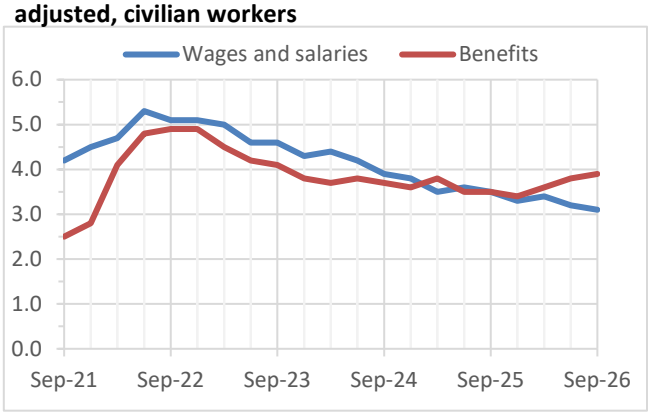


Chart 2. Twelve-month percent change, not seasonally adjusted, civilian workers



Compensation costs for private industry workers increased 0.8 percent, seasonally adjusted, for the 3-month period ending in September 2026. Wages and salaries increased 0.8 percent, and benefit costs increased 0.9 percent from June 2026. (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 September 2026. Wages and salaries increased 3.1 percent, and benefit costs increased 3.9 percent over the year. Inflation-adjusted (constant dollar) wages and salaries decreased 0.6 percent over the year. (See charts 3 and 4 and tables A, 5, 9, and 12.)

Within the private industry, compensation costs increased 4.3 percent for union workers and 3.3 percent for nonunion workers for the 12-month period ending in September 2026. Wages and salaries increased 4.3 percent for union workers and 3.0 percent for nonunion workers over the year. Benefit costs increased 4.3 percent for union workers and 3.9 percent for nonunion workers over the year. (See tables 6, 10, and 12.)

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

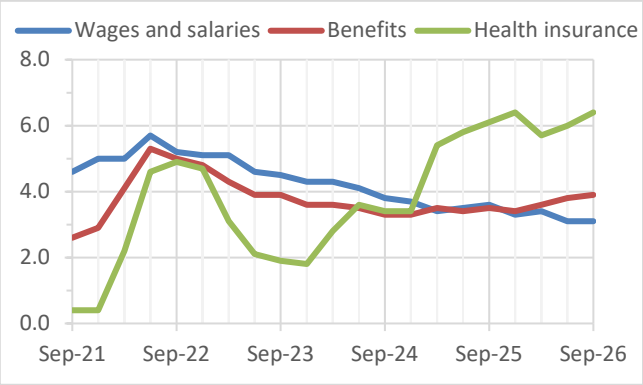
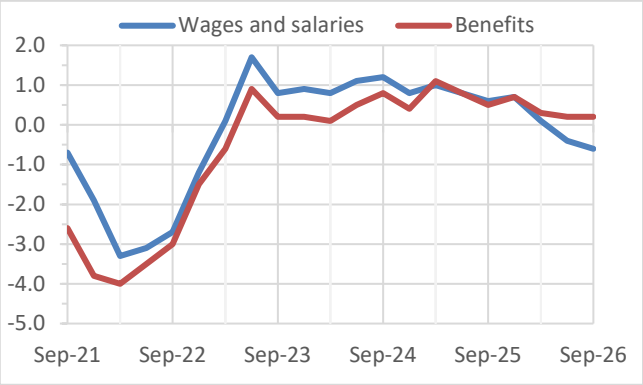


Chart 4. Twelve-month percent change, constant dollar, private industry workers



Compensation costs for state and local government workers increased 0.6 percent, seasonally adjusted, for the 3-month period ending in September 2026. Wages and salaries increased 0.6 percent, and benefit costs increased 0.7 percent from June 2026. (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 September 2026. Wages and salaries increased 3.2 percent, and benefit costs increased 3.8 percent over the year. Inflation-adjusted (constant dollar) wages and salaries decreased 0.5 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

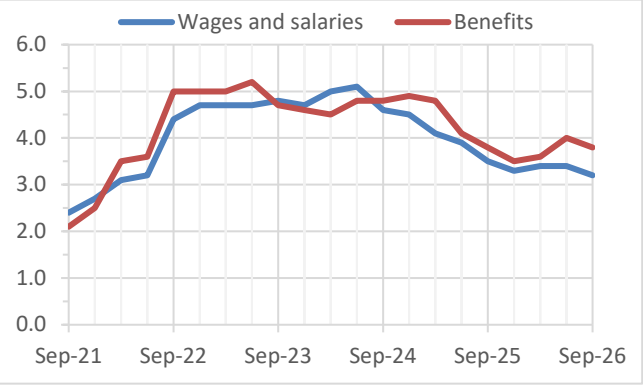


Table A. Major series of the Employment Cost Index

[Percent change]

Category	3-month, seasonally adjusted		12-month, not seasonally adjusted, current dollar			12-month, not seasonally adjusted, constant dollar		
	Jun. 2026	Sep. 2026	Sep. 2025	Jun. 2026	Sep. 2026	Sep. 2025	Jun. 2026	Sep. 2026
Civilian workers[1]								
Compensation[2]	0.9	0.8	3.5	3.4	3.4	0.5	-0.1	-0.4
Wages and salaries	0.9	0.7	3.5	3.2	3.1	0.6	-0.3	-0.6
Benefits	1.0	0.9	3.5	3.8	3.9	0.5	0.3	0.1
Private industry								
Compensation[2]	0.9	0.8	3.5	3.3	3.4	0.5	-0.2	-0.4
Wages and salaries	0.9	0.8	3.6	3.1	3.1	0.6	-0.4	-0.6
Benefits	0.9	0.9	3.5	3.8	3.9	0.5	0.2	0.2
Health benefits	–	–	6.1	6.0	6.4	–	–	–
State and local government								
Compensation[2]	1.0	0.6	3.6	3.6	3.5	0.6	0.1	-0.3
Wages and salaries	0.9	0.6	3.5	3.4	3.2	0.5	-0.1	-0.5
Benefits	1.1	0.7	3.8	4.0	3.8	0.8	0.4	0.1

[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 news release for December 2026 is scheduled to be published on Friday, January 29, 2027, at 8:30 a.m. (ET).

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-2025-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 28,000 occupational observations selected from a sample of about 6,600 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 industry[1]

[Seasonally adjusted]

Occupational group and industry	Indexes (Dec.2005=100)		Percent changes for 3-months ended-								
	Jun. 2026	Sep. 2026	Sep. 2024	Dec. 2024	Mar. 2025	Jun. 2025	Sep. 2025	Dec. 2025	Mar. 2026	Jun. 2026	Sep. 2026
Civilian workers											
All workers[2]	177.178	178.574	0.8	0.9	0.9	0.9	0.8	0.7	0.9	0.9	0.8
Industry											
Goods-producing industries[3]	170.434	171.669	0.9	0.8	0.9	0.9	0.9	0.7	0.7	1.0	0.7
Manufacturing	170.061	171.165	0.8	0.9	0.7	0.9	0.8	0.6	1.0	0.9	0.6
Service-providing industries[4]	178.614	180.040	0.8	1.0	0.9	0.9	0.8	0.8	0.9	0.9	0.8
Education and health services	177.628	179.084	1.2	0.8	1.0	1.0	0.8	0.9	1.1	0.9	0.8
Educational services	175.305	176.311	1.0	0.8	0.8	0.8	0.8	1.0	0.9	1.0	0.6
Elementary and secondary schools	175.330	176.492	1.0	0.8	0.8	0.8	0.8	0.8	1.0	1.0	0.7
Junior colleges, colleges, universities, and professional schools	174.253	175.107	1.3	0.9	0.9	1.0	0.8	1.0	0.7	1.0	0.5
Health care and social assistance	179.877	181.710	1.2	0.8	1.2	1.0	0.9	0.8	1.2	0.9	1.0
Hospitals	179.063	181.091	1.1	0.9	1.0	1.0	0.6	0.9	0.5	1.1	1.1
Nursing and residential care facilities	177.278	178.482	0.8	0.8	1.1	0.6	0.8	0.7	0.9	0.6	0.7
Public administration	186.031	186.913	1.2	1.2	1.1	0.7	0.9	0.8	1.1	1.0	0.5
Private industry workers											
All workers	176.494	177.950	0.8	0.9	0.8	1.0	0.8	0.7	0.9	0.9	0.8
Occupational group											
Management, professional, and related	171.287	172.766	0.7	0.9	0.9	0.9	0.8	0.8	1.0	0.9	0.9
Management, business, and financial	170.937	172.284	0.7	0.9	0.7	0.7	0.7	0.7	1.0	0.9	0.8
Professional and related	171.902	173.508	0.8	0.9	1.0	0.9	0.9	0.9	1.0	0.9	0.9
Sales and office	178.559	180.069	0.7	0.9	0.8	1.2	0.8	0.5	0.8	0.6	0.8
Sales and related	174.325	176.118	0.5	1.2	0.7	1.4	0.7	-0.1	0.9	0.4	1.0
Office and administrative support	181.678	182.925	0.9	0.7	0.9	1.0	0.8	1.0	0.8	0.7	0.7
Natural resources, construction, and maintenance	174.911	176.412	0.9	1.0	0.8	0.9	1.0	0.8	1.0	0.8	0.9
Construction, extraction, farming, fishing, and forestry occupations	173.240	174.934	0.9	1.0	0.9	0.9	1.0	1.0	0.8	0.9	1.0
Installation, maintenance, and repair	176.792	178.070	1.0	1.0	0.8	1.0	1.0	0.7	1.1	0.7	0.7
Production, transportation, and material moving	182.066	183.760	0.9	0.8	0.9	1.0	0.8	0.7	0.7	0.9	0.9
Production	176.266	178.029	1.0	0.8	0.8	0.8	0.9	0.9	0.4	1.0	1.0
Transportation and material moving	188.477	190.143	0.8	0.7	0.9	1.0	0.8	0.6	0.9	0.9	0.9
Service occupations	190.347	191.290	0.9	0.9	1.0	0.8	0.8	0.8	0.9	0.8	0.5
Industry											
Goods-producing industries[3]	170.315	171.549	0.9	0.8	0.9	0.9	0.9	0.7	0.7	1.0	0.7
Construction	170.861	172.121	1.1	0.7	1.1	0.9	1.1	0.9	0.3	1.2	0.7
Manufacturing	170.061	171.165	0.8	0.9	0.7	0.9	0.8	0.6	1.0	0.9	0.6
Aircraft manufacturing	149.865	151.985	0.7	2.3	0.6	1.0	1.1	0.0	3.4	0.4	1.4
Service-providing industries[5]	178.182	179.688	0.8	0.9	0.8	1.0	0.8	0.7	0.9	0.8	0.8
Trade, transportation, and utilities	182.671	184.302	0.7	0.6	0.8	1.0	1.0	0.5	1.1	0.9	0.9
Wholesale trade	171.568	172.858	0.6	0.8	0.5	0.6	1.3	0.2	1.2	0.4	0.8
Retail trade	186.037	187.510	0.7	0.7	0.7	0.9	0.9	0.6	0.9	1.2	0.8
Transportation and warehousing	188.516	190.554	0.8	0.4	1.1	1.5	0.8	0.4	1.3	0.9	1.1
Utilities	190.174	193.113	0.9	1.0	1.0	1.0	0.9	1.0	1.1	1.4	1.5
Information	169.964	171.560	1.4	0.4	0.4	1.3	0.8	0.4	1.4	0.6	0.9
Financial activities	174.676	176.075	0.6	1.3	1.3	0.9	0.5	0.8	1.3	0.8	0.8
Finance and insurance	175.280	176.803	0.4	1.5	1.3	0.8	0.8	0.7	1.2	0.8	0.9

See footnotes at end of table.

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

Occupational group and industry	Indexes (Dec.2005=100)		Percent changes for 3-months ended-								
	Jun. 2026	Sep. 2026	Sep. 2024	Dec. 2024	Mar. 2025	Jun. 2025	Sep. 2025	Dec. 2025	Mar. 2026	Jun. 2026	Sep. 2026
Credit intermediation and related activities	175.310	177.240	0.4	1.8	1.9	-0.6	0.6	0.8	0.8	0.7	1.1
Insurance carriers and related activities	174.024	174.688	0.2	1.0	1.4	0.8	0.5	1.0	0.6	0.6	0.4
Real estate and rental and leasing	171.987	172.743	1.3	0.7	1.0	1.8	-0.8	1.4	1.5	0.6	0.4
Professional and business services	174.730	176.143	0.4	1.1	0.5	1.0	0.6	0.7	0.4	1.0	0.8
Professional, scientific, and technical services	176.093	177.517	0.2	1.1	0.9	0.9	0.6	0.9	0.4	1.0	0.8
Administrative and support and waste management and remediation services	175.113	176.579	0.7	1.3	0.2	1.0	0.7	0.5	0.4	0.9	0.8
Education and health services	178.110	179.782	1.2	0.7	1.2	1.0	0.9	1.0	1.1	0.9	0.9
Educational services	173.477	174.163	1.2	0.4	0.8	0.8	0.9	1.7	0.6	1.0	0.4
Junior colleges, colleges, universities, and professional schools	171.967	172.898	1.4	0.8	0.7	0.9	0.8	1.4	0.5	1.0	0.5
Health care and social assistance	179.059	180.911	1.2	0.8	1.2	1.0	0.9	0.8	1.2	0.8	1.0
Hospitals	178.521	180.688	1.1	0.9	1.1	0.9	0.7	0.9	0.4	1.1	1.2
Nursing and residential care facilities	175.523	176.645	0.8	0.7	1.1	0.7	0.7	0.7	0.9	0.6	0.6
Leisure and hospitality	186.852	187.923	0.7	0.9	0.7	0.5	0.7	0.8	0.6	0.5	0.6
Accommodation and food services	190.637	191.783	0.7	0.9	0.8	0.5	0.6	0.7	0.5	0.5	0.6
Other services, except public administration	181.228	182.401	0.6	1.1	0.5	0.8	1.4	1.5	0.4	0.5	0.6
State and local government workers											
All workers	180.246	181.369	1.1	1.0	1.0	0.8	0.8	0.8	1.0	1.0	0.6
Industry											
Education and health services	176.923	178.071	1.0	1.0	0.8	0.9	0.7	0.8	1.0	1.0	0.6
Educational services	175.781	176.867	1.0	1.0	0.8	0.9	0.8	0.8	1.0	1.0	0.6
Schools	175.704	176.780	1.1	0.9	0.8	0.9	0.8	0.8	1.0	1.0	0.6
Elementary and secondary schools	175.719	176.891	1.0	0.8	0.8	0.8	0.7	0.8	1.0	1.0	0.7
Health care and social assistance	185.740	187.359	1.1	1.2	0.8	1.0	0.6	0.8	1.2	1.1	0.9
Hospitals	181.505	182.846	1.1	1.2	0.8	1.3	0.5	0.8	1.2	1.1	0.7
Public administration	186.031	186.913	1.2	1.2	1.1	0.7	0.9	0.8	1.1	1.0	0.5

[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] 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-								
	Jun. 2026	Sep. 2026	Sep. 2024	Dec. 2024	Mar. 2025	Jun. 2025	Sep. 2025	Dec. 2025	Mar. 2026	Jun. 2026	Sep. 2026
Civilian workers											
All workers[1]	176.754	178.075	0.8	1.0	0.8	1.0	0.8	0.7	0.8	0.9	0.7
Industry											
Goods-producing industries[2]	174.879	176.144	1.0	0.9	1.0	1.0	1.0	0.8	0.4	1.2	0.7
Manufacturing	174.865	176.044	0.9	0.8	0.8	1.0	0.9	0.7	0.7	1.0	0.7
Service-providing industries[3]	177.153	178.484	0.8	1.0	0.7	1.0	0.8	0.7	0.8	0.8	0.8
Education and health services	172.727	174.121	1.1	0.8	1.0	1.0	0.9	0.9	0.9	0.9	0.8
Educational services	164.456	165.302	1.0	0.8	0.8	0.8	0.9	1.1	0.8	0.9	0.5
Elementary and secondary schools	162.698	163.776	0.9	0.8	0.7	0.9	0.9	0.9	1.0	0.9	0.7
Junior colleges, colleges, universities, and professional schools	165.632	166.236	1.2	1.0	0.9	0.9	0.8	1.0	0.6	0.8	0.4
Health care and social assistance	181.032	182.871	1.3	0.8	1.2	1.1	0.9	0.8	1.0	0.8	1.0
Hospitals	180.198	182.305	1.2	0.9	1.1	1.1	0.6	0.9	0.6	1.1	1.2
Public administration	172.574	173.328	1.2	1.0	1.0	0.8	0.6	0.7	1.0	0.9	0.4
Private industry workers											
All workers	179.010	180.402	0.8	0.9	0.8	1.0	0.8	0.7	0.7	0.9	0.8
Occupational group											
Management, professional, and related	172.534	173.959	0.7	0.9	0.9	0.9	0.8	0.8	0.8	0.8	0.8
Professional and related	173.762	175.334	0.8	0.9	1.0	1.0	0.9	0.9	0.8	0.8	0.9
Management, business, and financial	171.462	172.734	0.7	0.9	0.7	0.8	0.6	0.6	0.9	0.9	0.7
Sales and office	180.381	181.906	0.6	1.0	0.8	1.2	0.7	0.4	0.7	0.4	0.8
Sales and related	177.247	179.186	0.5	1.4	0.6	1.5	0.7	-0.3	0.8	0.2	1.1
Office and administrative support	182.956	184.068	0.8	0.7	0.7	1.1	0.7	1.0	0.7	0.7	0.6
Natural resources, construction, and maintenance	177.981	179.447	1.0	1.1	0.8	1.0	1.1	0.9	0.9	1.0	0.8
Construction, extraction, farming, fishing, and forestry occupations	176.367	178.084	1.0	1.1	0.9	0.9	1.1	1.0	0.7	1.1	1.0
Installation, maintenance, and repair	179.876	181.058	1.0	1.1	0.7	1.0	1.1	0.7	1.1	0.8	0.7
Production, transportation, and material moving	186.794	188.399	0.9	0.8	0.8	0.9	0.8	0.7	0.7	0.9	0.9
Production	181.051	182.961	1.1	0.8	0.8	0.8	0.9	1.1	0.3	1.1	1.1
Transportation and material moving	192.976	194.388	0.8	0.8	0.8	1.0	0.7	0.5	1.0	0.9	0.7
Service occupations	195.795	196.560	0.9	1.0	0.9	0.8	0.8	0.8	0.8	0.8	0.4
Industry											
Goods-producing industries[2]	174.947	176.212	1.0	0.8	1.0	1.0	1.0	0.8	0.4	1.2	0.7
Construction	174.274	175.529	1.3	0.7	1.2	1.0	1.2	0.9	0.0	1.5	0.7
Manufacturing	174.865	176.044	0.9	0.8	0.8	1.0	0.9	0.7	0.7	1.0	0.7
Aircraft manufacturing	176.641	178.917	0.7	1.8	1.3	1.1	1.1	0.6	0.9	0.5	1.3
Service-providing industries[4]	180.070	181.490	0.7	0.9	0.7	1.1	0.8	0.7	0.8	0.8	0.8
Trade, transportation, and utilities	183.999	185.582	0.7	0.7	0.8	1.0	1.0	0.4	1.0	0.8	0.9
Wholesale trade	168.677	170.077	0.5	0.9	0.6	0.8	1.6	0.1	1.2	0.1	0.8
Retail trade	189.630	191.017	0.7	0.7	0.8	0.8	0.8	0.6	0.9	1.1	0.7
Transportation and warehousing	192.597	194.649	0.9	0.5	0.8	1.4	0.9	0.3	1.2	0.7	1.1
Utilities	183.341	185.654	1.0	0.9	1.0	1.1	1.0	1.0	0.8	1.0	1.3
Information	168.055	169.632	1.5	0.4	0.0	1.3	0.5	0.2	1.5	0.7	0.9
Financial activities	175.314	176.337	0.4	1.4	0.6	1.7	0.3	0.8	1.2	0.7	0.6
Finance and insurance	175.933	177.064	0.2	1.5	0.5	1.6	0.7	0.7	1.2	0.8	0.6
Credit intermediation and related activities	173.094	174.644	-0.1	1.7	0.9	0.8	0.4	0.8	0.9	0.2	0.9
Insurance carriers and related activities	173.824	173.736	0.1	1.2	1.3	1.0	0.2	1.0	0.8	0.8	-0.1

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-								
	Jun. 2026	Sep. 2026	Sep. 2024	Dec. 2024	Mar. 2025	Jun. 2025	Sep. 2025	Dec. 2025	Mar. 2026	Jun. 2026	Sep. 2026
Real estate and rental and leasing	173.043	173.556	1.6	0.7	0.9	2.0	-1.2	1.5	1.4	0.6	0.3
Professional and business services	176.766	178.145	0.3	1.2	0.4	1.0	0.5	0.7	0.3	0.9	0.8
Professional, scientific, and technical services	177.435	178.781	0.1	1.3	0.9	0.9	0.5	0.9	0.3	0.9	0.8
Administrative and support and waste management and remediation services	180.206	181.662	0.7	1.3	0.2	1.0	0.7	0.4	0.4	1.0	0.8
Education and health services	179.745	181.409	1.3	0.8	1.1	1.1	1.0	1.0	0.9	0.9	0.9
Educational services	171.980	172.455	1.1	0.4	0.6	0.7	0.9	1.9	0.4	1.0	0.3
Junior colleges, colleges, universities, and professional schools	167.547	168.262	1.3	0.9	0.7	0.8	0.7	1.5	0.1	0.9	0.4
Health care and social assistance	181.387	183.272	1.3	0.8	1.2	1.1	1.0	0.8	1.0	0.8	1.0
Hospitals	181.087	183.364	1.1	1.0	1.1	1.1	0.6	0.9	0.4	1.2	1.3
Leisure and hospitality	193.698	194.547	0.8	0.9	0.7	0.4	0.7	0.9	0.5	0.4	0.4
Accommodation and food services	197.800	198.672	0.7	1.0	0.8	0.5	0.6	0.7	0.5	0.5	0.4
Other services, except public administration	183.838	184.958	0.5	1.3	0.3	0.7	1.4	1.5	0.3	0.3	0.6
State and local government workers											
All workers	167.257	168.225	1.1	1.0	0.9	0.9	0.8	0.8	1.0	0.9	0.6
Industry											
Education and health services	164.395	165.388	1.0	0.9	0.8	0.9	0.8	0.8	1.0	0.8	0.6
Educational services	162.863	163.814	1.0	0.9	0.8	0.8	0.8	0.9	1.0	0.8	0.6
Schools	162.880	163.825	1.0	0.9	0.8	0.8	0.8	0.9	1.0	0.8	0.6
Elementary and secondary schools	162.145	163.240	0.9	0.9	0.7	0.9	0.8	0.9	1.0	0.8	0.7
Health care and social assistance	177.195	178.514	1.2	1.1	0.7	1.2	0.5	0.7	1.1	0.9	0.7
Hospitals	176.018	177.241	1.2	1.1	0.7	1.4	0.3	0.8	1.2	0.9	0.7
Public administration	172.574	173.328	1.2	1.0	1.0	0.8	0.6	0.7	1.0	0.9	0.4

[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-								
	Jun. 2026	Sep. 2026	Sep. 2024	Dec. 2024	Mar. 2025	Jun. 2025	Sep. 2025	Dec. 2025	Mar. 2026	Jun. 2026	Sep. 2026
Civilian workers											
All workers[1]	178.321	179.884	0.8	0.9	1.1	0.7	0.8	0.8	1.2	1.0	0.9
Private industry workers											
All workers	170.552	172.158	0.7	0.8	1.1	0.7	0.8	0.7	1.3	0.9	0.9
Occupational group											
Management, professional, and related	168.416	170.014	0.8	0.8	1.0	0.6	0.8	0.8	1.2	1.1	0.9
Sales and office	173.965	175.439	0.8	0.7	1.2	1.0	0.9	0.8	1.2	1.0	0.8
Natural resources, construction, and maintenance	168.371	169.947	0.6	0.8	1.0	0.8	0.8	0.8	1.2	0.5	0.9
Production, transportation, and material moving	172.618	174.505	0.7	0.7	1.0	1.0	0.8	0.7	0.8	0.9	1.1
Service occupations	172.595	174.153	0.9	0.8	1.2	0.8	0.7	0.8	1.4	0.6	0.9
Industry											
Goods-producing industries[2]	160.915	162.085	0.6	0.7	0.8	0.7	0.8	0.6	1.4	0.6	0.7
Manufacturing	160.867	161.827	0.6	0.7	0.7	0.7	0.8	0.4	1.5	0.6	0.6
Service-providing industries[3]	173.628	175.346	0.7	0.8	1.2	0.7	0.8	0.8	1.2	1.0	1.0
State and local government workers											
All workers[1]	205.596	206.998	1.2	1.1	1.1	0.7	0.8	0.8	1.2	1.1	0.7

[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 industry[1]

[Not seasonally adjusted]

Occupational group and industry	Indexes (Dec. 2005=100)			Percent changes for					
				3-months ended-			12-months ended-		
	Sep. 2025	Jun. 2026	Sep. 2026	Sep. 2025	Jun. 2026	Sep. 2026	Sep. 2025	Jun. 2026	Sep. 2026
All workers[2]	172.905	177.244	178.738	0.9	0.9	0.8	3.5	3.4	3.4
Excluding incentive paid occupations[3]	172.786	177.144	178.603	0.9	0.8	0.8	3.5	3.4	3.4
Occupational group									
Management, professional, and related	168.209	172.477	174.121	0.9	0.9	1.0	3.4	3.5	3.5
Management, business, and financial	167.541	171.970	173.103	0.6	1.1	0.7	3.1	3.2	3.3
Professional and related	168.838	172.997	175.004	1.2	0.7	1.2	3.6	3.7	3.7
Sales and office	175.941	180.110	181.096	0.5	0.8	0.5	3.8	2.9	2.9
Sales and related	171.984	175.214	175.928	0.1	0.7	0.4	4.2	2.0	2.3
Office and administrative support	178.272	183.157	184.352	0.7	0.8	0.7	3.5	3.5	3.4
Natural resources, construction, and maintenance	171.251	175.715	177.348	1.1	0.9	0.9	3.9	3.7	3.6
Construction, extraction, farming, fishing, and forestry occupations	169.556	174.235	175.944	1.0	1.0	1.0	3.8	3.7	3.8
Installation, maintenance, and repair	173.195	177.411	178.956	1.2	0.9	0.9	3.9	3.7	3.3
Production, transportation, and material moving	177.855	182.258	183.775	0.7	1.0	0.8	3.5	3.2	3.3
Production	172.392	176.571	178.074	0.7	1.0	0.9	3.4	3.1	3.3
Transportation and material moving	184.775	189.415	190.968	0.7	1.0	0.8	3.6	3.2	3.4
Service occupations	186.027	190.756	192.080	1.1	0.7	0.7	3.8	3.6	3.3
Industry									
Goods-producing industries[4]	166.341	170.773	171.614	0.7	1.2	0.5	3.6	3.4	3.2
Manufacturing	165.853	170.409	171.079	0.6	1.1	0.4	3.4	3.3	3.2
Service-providing industries[5]	174.107	178.429	180.041	0.9	0.8	0.9	3.6	3.4	3.4
Education and health services	172.896	176.988	179.367	1.4	0.6	1.3	3.7	3.8	3.7
Educational services	170.881	173.700	176.823	2.0	0.4	1.8	3.4	3.7	3.5
Elementary and secondary schools	171.008	173.492	177.062	2.2	0.3	2.1	3.3	3.7	3.5
Junior colleges, colleges, universities, and professional schools	169.997	172.960	175.532	1.8	0.4	1.5	3.7	3.6	3.3
Health care and social assistance	174.826	179.985	181.749	0.8	0.8	1.0	4.1	3.8	4.0
Hospitals	174.456	179.130	180.927	0.5	0.9	1.0	3.6	3.2	3.7
Nursing and residential care facilities	173.207	177.130	178.243	0.7	0.6	0.6	3.3	3.0	2.9
Public administration	180.735	184.977	186.930	1.5	0.5	1.1	3.9	3.8	3.4

[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 industry[1]

[Not seasonally adjusted]

Occupational group and industry	Indexes (Dec. 2005=100)			Percent changes for					
				3-months ended-			12-months ended-		
	Sep. 2025	Jun. 2026	Sep. 2026	Sep. 2025	Jun. 2026	Sep. 2026	Sep. 2025	Jun. 2026	Sep. 2026
All workers	172.307	176.876	178.086	0.7	1.0	0.7	3.5	3.3	3.4
Excluding incentive paid occupations[2]	172.124	176.730	177.882	0.7	0.9	0.7	3.4	3.3	3.3
Occupational group									
Management, professional, and related	166.935	171.639	172.900	0.7	1.0	0.7	3.4	3.5	3.6
Excluding incentive paid occupations[2]	165.964	170.596	171.785	0.6	0.9	0.7	3.3	3.5	3.5
Management, business, and financial	166.822	171.431	172.453	0.5	1.2	0.6	3.0	3.2	3.4
Excluding incentive paid occupations[2]	165.429	169.897	170.760	0.4	1.0	0.5	3.0	3.1	3.2
Professional and related	167.303	172.104	173.588	0.8	0.9	0.9	3.7	3.7	3.8
Sales and office	175.416	179.564	180.390	0.4	0.8	0.5	3.7	2.8	2.8
Excluding incentive paid occupations[2]	177.559	182.122	182.968	0.5	0.9	0.5	3.2	3.1	3.0
Sales and related	171.836	175.065	175.769	0.1	0.7	0.4	4.1	2.0	2.3
Excluding incentive paid occupations[2]	177.362	181.291	181.914	0.5	1.0	0.3	3.1	2.7	2.6
Office and administrative support	177.142	182.103	183.034	0.6	0.9	0.5	3.4	3.4	3.3
Natural resources, construction, and maintenance	170.603	175.070	176.637	1.0	1.0	0.9	3.8	3.7	3.5
Construction, extraction, farming, fishing, and forestry occupations	168.872	173.503	175.163	1.0	1.0	1.0	3.8	3.7	3.7
Installation, maintenance, and repair	172.562	176.838	178.298	1.1	0.9	0.8	3.9	3.6	3.3
Production, transportation, and material moving	177.415	181.873	183.326	0.7	1.0	0.8	3.4	3.2	3.3
Excluding incentive paid occupations[2]	177.000	181.457	182.734	0.6	1.1	0.7	3.4	3.1	3.2
Production	172.281	176.490	177.931	0.7	1.0	0.8	3.3	3.2	3.3
Excluding incentive paid occupations[2]	172.556	176.829	178.159	0.7	1.1	0.8	3.3	3.2	3.2
Transportation and material moving	184.325	189.047	190.535	0.7	1.0	0.8	3.6	3.2	3.4
Service occupations	185.776	190.506	191.454	0.8	0.8	0.5	3.6	3.4	3.1
Industry and occupational group									
Goods-producing industries[3]	166.232	170.671	171.498	0.7	1.2	0.5	3.6	3.4	3.2
Excluding incentive paid occupations[2]	166.237	170.744	171.748	0.7	1.1	0.6	3.5	3.4	3.3
Management, professional, and related	158.343	163.004	163.297	0.4	1.3	0.2	3.4	3.3	3.1
Sales and office	173.482	176.558	176.700	0.9	1.1	0.1	4.3	2.7	1.9
Natural resources, construction, and maintenance	168.147	172.800	174.239	0.9	1.1	0.8	3.7	3.7	3.6
Production, transportation, and material moving	170.191	174.597	175.641	0.7	1.2	0.6	3.5	3.3	3.2
Construction	166.886	171.203	172.132	0.9	1.3	0.5	3.8	3.5	3.1
Manufacturing	165.853	170.409	171.079	0.6	1.1	0.4	3.4	3.3	3.2
Management, professional, and related	159.231	163.928	164.293	0.4	1.0	0.2	3.1	3.4	3.2
Sales and office occupations	169.892	173.378	173.335	0.7	0.8	0.0	3.2	2.7	2.0
Natural resources, construction, and maintenance	167.449	172.621	173.786	0.7	1.1	0.7	4.0	3.8	3.8
Production, transportation, and material moving	170.001	174.553	175.573	0.7	1.2	0.6	3.5	3.4	3.3
Aircraft manufacturing	143.927	151.203	152.346	0.4	0.6	0.8	5.0	5.5	5.8
Service-providing industries[4]	173.987	178.594	179.892	0.7	0.9	0.7	3.5	3.3	3.4
Excluding incentive paid occupations[2]	173.841	178.480	179.668	0.7	0.9	0.7	3.4	3.3	3.4
Management, professional, and related	168.397	173.117	174.503	0.7	1.0	0.8	3.4	3.5	3.6
Sales and office	175.614	179.880	180.782	0.3	0.7	0.5	3.7	2.8	2.9
Natural resources, construction, and maintenance	174.320	178.500	180.265	1.2	0.9	1.0	4.0	3.7	3.4
Production, transportation, and material moving	184.855	189.406	191.171	0.7	0.9	0.9	3.4	3.2	3.4
Service occupations	185.913	190.632	191.588	0.8	0.8	0.5	3.6	3.4	3.1
Trade, transportation, and utilities	178.435	183.096	184.514	0.9	1.1	0.8	3.5	3.5	3.4
Excluding incentive paid occupations[2]	178.818	183.434	184.646	0.7	1.3	0.7	3.0	3.3	3.3
Wholesale trade	168.468	172.146	172.953	1.1	0.7	0.5	3.4	3.3	2.7
Excluding incentive paid occupations[2]	171.223	175.233	176.010	0.6	1.2	0.4	2.3	3.0	2.8

See footnotes at end of table.

Table 5. Employment Cost Index for total compensation, for private industry workers, by occupational group and industry[1] — Continued

[Not seasonally adjusted]

Occupational group and industry	Indexes (Dec. 2005=100)			Percent changes for					
				3-months ended-			12-months ended-		
	Sep. 2025	Jun. 2026	Sep. 2026	Sep. 2025	Jun. 2026	Sep. 2026	Sep. 2025	Jun. 2026	Sep. 2026
Service-providing industries - Continued									
Retail trade	181.366	186.436	187.743	0.8	1.5	0.7	3.3	3.6	3.5
Excluding incentive paid occupations[2]	179.983	184.591	185.603	0.7	1.5	0.5	3.0	3.3	3.1
Transportation and warehousing	184.019	188.808	190.901	0.8	1.0	1.1	3.9	3.4	3.7
Utilities	183.615	190.442	193.027	0.7	1.4	1.4	4.0	4.5	5.1
Information	165.964	170.250	171.611	0.6	0.7	0.8	2.9	3.2	3.4
Financial activities	169.843	175.575	176.194	0.1	1.2	0.4	4.1	3.5	3.7
Excluding incentive paid occupations[2]	169.605	174.861	175.401	0.1	0.8	0.3	3.4	3.2	3.4
Finance and insurance	170.499	176.236	176.798	0.2	1.2	0.3	4.4	3.6	3.7
Credit intermediation and related activities	171.480	176.208	177.258	0.1	1.1	0.6	3.7	2.9	3.4
Excluding incentive paid occupations[2]	174.444	179.551	180.046	0.1	0.9	0.3	3.1	3.0	3.2
Insurance carriers and related activities	170.111	175.350	174.576	-0.4	1.3	-0.4	3.7	2.7	2.6
Excluding incentive paid occupations[2]	167.832	172.056	172.433	0.1	0.9	0.2	3.3	2.6	2.7
Real estate and rental and leasing	166.835	172.549	173.463	-0.7	0.9	0.5	2.8	2.7	4.0
Excluding incentive paid occupations[2]	170.675	176.475	177.591	-0.2	1.1	0.6	3.2	3.2	4.1
Professional and business services	171.182	175.145	176.283	0.4	0.9	0.6	3.2	2.7	3.0
Professional, scientific, and technical services	172.218	176.436	177.674	0.5	1.0	0.7	3.5	3.0	3.2
Administrative and support and waste management and remediation services	172.019	175.351	176.704	0.6	0.9	0.8	3.3	2.6	2.7
Education and health services	173.158	178.149	179.941	1.0	0.7	1.0	3.9	3.9	3.9
Educational services	168.641	172.630	174.852	1.8	0.6	1.3	2.9	4.2	3.7
Junior colleges, colleges, universities, and professional schools	167.704	171.081	173.511	1.6	0.6	1.4	3.3	3.7	3.5
Health care and social assistance	174.075	179.254	180.968	0.8	0.8	1.0	4.0	3.8	4.0
Hospitals	174.071	178.684	180.455	0.5	1.0	1.0	3.6	3.1	3.7
Nursing and residential care facilities	171.527	175.526	176.504	0.6	0.7	0.6	3.2	3.0	2.9
Nursing care facilities[2]	170.254	174.708	175.771	0.3	0.7	0.6	3.2	2.9	3.2
Leisure and hospitality	183.220	186.933	187.868	0.6	0.5	0.5	2.7	2.6	2.5
Accommodation and food service	187.240	190.835	191.723	0.5	0.6	0.5	2.8	2.4	2.4
Other services, except public administration	177.007	181.337	182.366	1.3	0.2	0.6	3.7	3.8	3.0

[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 division[1]

[Not seasonally adjusted]

Bargaining status and Census region and division	Indexes (Dec. 2005=100)			Percent changes for					
				3-months ended-			12-months ended-		
	Sep. 2025	Jun. 2026	Sep. 2026	Sep. 2025	Jun. 2026	Sep. 2026	Sep. 2025	Jun. 2026	Sep. 2026
Bargaining status									
Union	177.899	182.750	185.564	0.8	1.2	1.5	4.5	3.6	4.3
Goods-producing industries[2]	167.582	172.445	174.445	1.0	1.6	1.2	4.5	3.9	4.1
Manufacturing	161.560	166.428	167.883	0.9	1.2	0.9	4.8	4.0	3.9
Service-providing industries[3]	184.951	189.842	193.105	0.7	1.0	1.7	4.4	3.4	4.4
Nonunion	171.555	176.091	177.142	0.6	0.9	0.6	3.5	3.3	3.3
Goods-producing industries[2]	165.766	170.115	170.706	0.6	1.1	0.3	3.4	3.2	3.0
Manufacturing	167.202	171.728	172.278	0.5	1.1	0.3	3.1	3.2	3.0
Service-providing industries[3]	172.950	177.531	178.676	0.6	0.9	0.6	3.4	3.3	3.3
Census region and division[4]									
Northeast	173.419	177.528	178.558	0.6	0.7	0.6	3.6	3.0	3.0
New England	177.071	180.429	181.112	0.7	-0.2	0.4	3.6	2.6	2.3
Middle Atlantic	172.094	176.492	177.655	0.6	1.1	0.7	3.5	3.2	3.2
South	169.977	174.528	175.550	0.8	1.0	0.6	3.6	3.5	3.3
South Atlantic	173.204	178.055	179.244	0.7	1.0	0.7	3.3	3.5	3.5
East South Central	169.684	174.788	175.681	0.8	1.2	0.5	4.1	3.8	3.5
West South Central	164.836	168.605	169.372	1.1	1.0	0.5	4.1	3.4	2.8
Midwest	168.730	172.904	174.094	0.5	0.8	0.7	3.4	3.0	3.2
East North Central	167.293	171.624	172.992	0.6	0.9	0.8	3.3	3.2	3.4
West North Central	172.137	175.991	176.817	0.4	0.6	0.5	3.7	2.7	2.7
West	178.045	183.382	185.016	0.6	1.2	0.9	3.5	3.6	3.9
Mountain	175.033	179.733	180.565	0.5	1.3	0.5	3.0	3.2	3.2
Pacific	179.483	185.121	187.135	0.7	1.2	1.1	3.6	3.8	4.3

[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 industry[1]

[Not seasonally adjusted]

Occupational group and industry	Indexes (Dec. 2005=100)			Percent changes for					
				3-months ended-			12-months ended-		
	Sep. 2025	Jun. 2026	Sep. 2026	Sep. 2025	Jun. 2026	Sep. 2026	Sep. 2025	Jun. 2026	Sep. 2026
All workers	175.524	178.798	181.597	1.7	0.4	1.6	3.6	3.6	3.5
Occupational group									
Management, professional, and related	171.935	174.718	177.648	1.8	0.4	1.7	3.5	3.5	3.3
Professional and related	171.658	174.421	177.548	1.9	0.4	1.8	3.5	3.6	3.4
Sales and office	180.602	184.964	187.492	1.5	0.5	1.4	4.0	3.9	3.8
Office and administrative support	180.554	184.949	187.487	1.4	0.5	1.4	3.9	3.9	3.8
Service occupations	186.289	191.004	193.428	1.8	0.5	1.3	4.3	4.4	3.8
Industry									
Education and health services	172.446	175.241	178.466	1.9	0.4	1.8	3.5	3.6	3.5
Educational services	171.468	173.992	177.343	2.1	0.3	1.9	3.5	3.6	3.4
Schools	171.401	173.924	177.272	2.1	0.3	1.9	3.5	3.6	3.4
Elementary and secondary schools	171.386	173.823	177.435	2.2	0.3	2.1	3.3	3.6	3.5
Health care and social assistance	180.081	184.960	187.223	1.0	0.7	1.2	3.7	3.7	4.0
Hospitals	176.080	181.056	182.979	0.8	0.8	1.1	3.7	3.7	3.9
Public administration	180.735	184.977	186.930	1.5	0.5	1.1	3.9	3.8	3.4

[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					
				3-months ended-			12-months ended-		
	Sep. 2025	Jun. 2026	Sep. 2026	Sep. 2025	Jun. 2026	Sep. 2026	Sep. 2025	Jun. 2026	Sep. 2026
All workers[1]	172.925	176.821	178.358	0.9	0.8	0.9	3.5	3.2	3.1
Excluding incentive paid occupations[2]	172.298	176.216	177.691	0.9	0.8	0.8	3.4	3.2	3.1
Occupational group									
Management, professional, and related	166.299	170.029	171.763	1.0	0.9	1.0	3.5	3.3	3.3
Management, business, and financial	167.159	171.048	172.283	0.6	1.2	0.7	3.1	3.0	3.1
Professional and related	166.133	169.762	171.850	1.3	0.6	1.2	3.8	3.5	3.4
Sales and office	177.113	180.593	181.568	0.4	0.6	0.5	3.8	2.4	2.5
Sales and related	175.475	177.876	178.588	0.0	0.4	0.4	4.3	1.4	1.8
Office and administrative support	178.045	182.435	183.633	0.8	0.7	0.7	3.3	3.2	3.1
Natural resources, construction, and maintenance	172.996	177.458	179.172	1.2	1.0	1.0	4.0	3.8	3.6
Construction, extraction, farming, fishing, and forestry occupations	171.250	176.095	177.870	1.1	1.1	1.0	4.0	3.9	3.9
Installation, maintenance, and repair	175.034	179.067	180.713	1.4	0.9	0.9	3.9	3.7	3.2
Production, transportation, and material moving	181.612	185.974	187.564	0.8	1.0	0.9	3.4	3.2	3.3
Production	176.657	181.117	182.834	0.8	1.1	0.9	3.4	3.4	3.5
Transportation and material moving	187.835	192.191	193.715	0.8	0.9	0.8	3.3	3.1	3.1
Service occupations	187.288	191.711	192.863	1.0	0.7	0.6	3.6	3.4	3.0
Industry									
Goods-producing industries[3]	170.853	175.239	176.132	0.8	1.3	0.5	3.9	3.4	3.1
Manufacturing	170.727	175.213	176.045	0.7	1.2	0.5	3.6	3.3	3.1
Service-providing industries[4]	173.305	177.118	178.765	0.9	0.7	0.9	3.5	3.2	3.2
Education and health services	168.591	172.107	174.566	1.5	0.5	1.4	3.7	3.6	3.5
Educational services	160.962	163.185	166.346	2.3	0.3	1.9	3.3	3.7	3.3
Elementary and secondary schools	159.417	161.295	165.004	2.5	0.2	2.3	3.3	3.7	3.5
Junior colleges, colleges, and universities	162.466	164.584	167.046	1.9	0.3	1.5	3.6	3.3	2.8
Health care and social assistance	176.405	181.040	182.927	0.9	0.7	1.0	4.1	3.6	3.7
Hospitals	175.485	180.114	182.109	0.5	0.9	1.1	3.8	3.2	3.8
Nursing and residential care facilities	177.600	181.553	182.945	0.8	0.6	0.8	3.3	3.0	3.0
Public administration	168.496	171.869	173.764	1.3	0.4	1.1	3.6	3.3	3.1

[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					
				3-months ended-			12-months ended-		
	Sep. 2025	Jun. 2026	Sep. 2026	Sep. 2025	Jun. 2026	Sep. 2026	Sep. 2025	Jun. 2026	Sep. 2026
All workers	175.109	179.304	180.575	0.7	0.9	0.7	3.6	3.1	3.1
Excluding incentive paid occupations[1]	174.507	178.747	179.929	0.7	0.9	0.7	3.4	3.2	3.1
Occupational group									
Management, professional, and related	168.580	172.809	174.188	0.8	1.0	0.8	3.5	3.3	3.3
Excluding incentive paid occupations[1]	166.940	171.063	172.334	0.7	0.9	0.7	3.4	3.2	3.2
Management, business, and financial	167.816	171.910	173.049	0.5	1.3	0.7	3.1	3.0	3.1
Excluding incentive paid occupations[1]	165.157	169.043	169.946	0.5	1.0	0.5	3.0	2.8	2.9
Professional and related	169.506	173.865	175.468	0.9	0.8	0.9	3.9	3.5	3.5
Sales and office	178.049	181.552	182.387	0.3	0.6	0.5	3.7	2.3	2.4
Excluding incentive paid occupations[1]	180.034	184.047	184.878	0.6	0.8	0.5	3.1	2.8	2.7
Sales and related	175.616	178.019	178.723	0.0	0.4	0.4	4.2	1.4	1.8
Excluding incentive paid occupations[1]	181.227	184.418	184.958	0.5	0.9	0.3	3.0	2.3	2.1
Office and administrative support	178.637	183.192	184.148	0.7	0.8	0.5	3.2	3.2	3.1
Natural resources, construction, and maintenance	173.469	177.993	179.642	1.2	1.1	0.9	4.0	3.8	3.6
Construction, extraction, farming, fishing, and forestry occupations	171.632	176.504	178.227	1.1	1.2	1.0	4.1	3.9	3.8
Installation, maintenance, and repair	175.620	179.752	181.316	1.3	0.9	0.9	4.0	3.7	3.2
Production, transportation, and material moving	181.909	186.337	187.869	0.8	1.0	0.8	3.4	3.2	3.3
Excluding incentive paid occupations[1]	181.478	185.923	187.213	0.7	1.0	0.7	3.2	3.2	3.2
Production	176.705	181.210	182.882	0.8	1.1	0.9	3.4	3.4	3.5
Excluding incentive paid occupations[1]	176.916	181.533	183.045	0.8	1.1	0.8	3.5	3.4	3.5
Transportation and material moving	188.689	193.132	194.587	0.8	0.9	0.8	3.3	3.1	3.1
Service occupations	191.210	195.815	196.647	0.9	0.8	0.4	3.6	3.3	2.8
Industry and occupational group									
Goods-producing industries[2]	170.921	175.314	176.193	0.8	1.3	0.5	3.9	3.4	3.1
Excluding incentive paid occupations[1]	170.833	175.300	176.413	0.7	1.2	0.6	3.8	3.4	3.3
Management, professional, and related	163.997	168.156	168.452	0.4	1.5	0.2	3.8	3.0	2.7
Sales and office	180.004	182.788	182.915	1.0	1.2	0.1	4.7	2.6	1.6
Natural resources, construction, and maintenance	171.231	176.042	177.510	1.0	1.2	0.8	4.0	3.9	3.7
Production, transportation, and material moving	174.931	179.701	180.918	0.8	1.3	0.7	3.6	3.5	3.4
Construction	170.265	174.584	175.430	1.0	1.6	0.5	4.1	3.5	3.0
Manufacturing	170.727	175.213	176.045	0.7	1.2	0.5	3.6	3.3	3.1
Management, professional, and related	164.430	168.431	169.019	0.4	1.1	0.3	3.5	2.9	2.8
Sales and office	173.893	177.141	177.235	0.8	0.8	0.1	3.3	2.7	1.9
Natural resources, construction, and maintenance	173.293	178.958	180.133	0.9	1.1	0.7	4.1	4.2	3.9
Production, transportation, and material moving	174.978	179.972	181.160	0.8	1.3	0.7	3.7	3.6	3.5
Aircraft manufacturing	172.809	177.234	178.628	0.6	0.3	0.8	5.3	3.1	3.4
Service-providing industries[3]	176.198	180.357	181.712	0.7	0.8	0.8	3.5	3.1	3.1
Excluding incentive paid occupations[1]	175.509	179.705	180.903	0.7	0.8	0.7	3.3	3.1	3.1
Management, professional, and related	169.311	173.553	175.066	0.8	1.0	0.9	3.4	3.3	3.4
Sales and office	177.850	181.430	182.340	0.2	0.6	0.5	3.6	2.3	2.5
Natural resources, construction, and maintenance	176.782	180.882	182.798	1.4	0.9	1.1	4.1	3.8	3.4
Production, transportation, and material moving	188.492	192.736	194.496	0.8	0.8	0.9	3.2	3.1	3.2
Service occupations	191.331	195.919	196.755	0.9	0.8	0.4	3.6	3.3	2.8
Trade, transportation, and utilities	180.120	184.284	185.682	1.0	1.0	0.8	3.6	3.3	3.1
Excluding incentive paid occupations[1]	180.134	184.241	185.372	0.7	1.2	0.6	3.1	3.0	2.9
Wholesale trade	166.330	169.223	170.089	1.2	0.4	0.5	4.0	3.0	2.3
Excluding incentive paid occupations[1]	168.236	171.578	172.384	0.6	1.1	0.5	2.6	2.6	2.5

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					
				3-months ended-			12-months ended-		
	Sep. 2025	Jun. 2026	Sep. 2026	Sep. 2025	Jun. 2026	Sep. 2026	Sep. 2025	Jun. 2026	Sep. 2026
Service-providing industries - Continued									
Retail trade	185.065	189.978	191.278	0.8	1.5	0.7	3.3	3.4	3.4
Excluding incentive paid occupations[1]	183.231	187.599	188.570	0.7	1.5	0.5	3.0	3.1	2.9
Transportation and warehousing	188.497	192.736	194.868	1.0	0.8	1.1	3.8	3.3	3.4
Utilities	178.167	183.551	185.657	0.9	1.0	1.1	4.1	4.0	4.2
Information	164.168	168.051	169.652	0.6	0.6	1.0	2.2	2.9	3.3
Financial activities	170.788	175.989	176.549	0.1	1.2	0.3	4.1	3.1	3.4
Excluding incentive paid occupations[1]	168.505	172.928	173.327	0.1	0.7	0.2	3.0	2.7	2.9
Finance and insurance	171.523	176.659	177.149	0.3	1.3	0.3	4.4	3.3	3.3
Credit intermediation and related activities	170.053	173.848	174.960	0.1	1.0	0.6	3.8	2.4	2.9
Excluding incentive paid occupations[1]	171.198	175.412	175.663	0.1	0.6	0.1	2.8	2.5	2.6
Insurance carriers and related activities	169.311	175.053	173.662	-0.6	1.5	-0.8	3.7	2.8	2.6
Excluding incentive paid occupations[1]	165.275	169.601	169.796	0.1	1.0	0.1	3.1	2.7	2.7
Real estate and rental and leasing	167.761	173.281	174.166	-1.0	0.8	0.5	2.4	2.2	3.8
Excluding incentive paid occupations[1]	172.123	177.668	178.812	-0.3	1.0	0.6	3.0	2.9	3.9
Professional and business services	173.519	177.095	178.348	0.4	0.9	0.7	3.2	2.5	2.8
Professional, scientific, and technical services	174.020	177.683	179.043	0.5	0.9	0.8	3.6	2.6	2.9
Administrative and support and waste management and remediation services	177.191	180.387	181.885	0.8	1.0	0.8	3.3	2.6	2.6
Education and health services	175.107	179.641	181.574	1.1	0.7	1.1	3.9	3.7	3.7
Educational services	167.246	170.999	173.255	1.9	0.6	1.3	2.7	4.2	3.6
Junior colleges, colleges, universities, and professional schools	164.136	166.598	169.045	1.7	0.5	1.5	3.1	3.2	3.0
Health care and social assistance	176.760	181.447	183.320	0.9	0.7	1.0	4.2	3.6	3.7
Hospitals	176.390	181.081	183.086	0.5	0.9	1.1	3.8	3.2	3.8
Nursing and residential care facilities	178.558	182.690	184.002	0.7	0.6	0.7	3.3	3.0	3.0
Nursing care facilities[1]	177.314	181.709	182.956	0.4	0.6	0.7	3.5	2.9	3.2
Leisure and hospitality	190.303	193.897	194.582	0.6	0.4	0.4	2.8	2.5	2.2
Accommodation and food service	194.554	198.174	198.725	0.5	0.5	0.3	2.9	2.3	2.1
Other services, except public administration	179.995	183.812	184.979	1.5	0.1	0.6	3.7	3.6	2.8

[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					
				3-months ended-			12-months ended-		
	Sep. 2025	Jun. 2026	Sep. 2026	Sep. 2025	Jun. 2026	Sep. 2026	Sep. 2025	Jun. 2026	Sep. 2026
Bargaining status									
Union	177.625	182.192	185.342	1.0	1.0	1.7	4.8	3.6	4.3
Goods-producing industries[1]	166.394	171.381	173.765	1.2	1.6	1.4	4.9	4.2	4.4
Manufacturing	165.489	170.765	172.834	1.1	0.9	1.2	5.1	4.4	4.4
Service-providing industries[2]	184.481	188.873	192.427	0.9	0.7	1.9	4.8	3.3	4.3
Nonunion	174.939	179.105	180.218	0.7	0.9	0.6	3.5	3.1	3.0
Goods-producing industries[1]	171.988	176.287	176.909	0.7	1.3	0.4	3.7	3.2	2.9
Manufacturing	172.077	176.478	177.151	0.6	1.2	0.4	3.4	3.2	2.9
Service-providing industries[2]	175.619	179.762	180.970	0.7	0.8	0.7	3.4	3.1	3.0
Census region and division[3]									
Northeast	174.933	178.404	179.504	0.7	0.5	0.6	3.6	2.7	2.6
New England	180.955	183.678	184.380	0.8	-0.7	0.4	3.8	2.3	1.9
Middle Atlantic	172.647	176.404	177.655	0.7	1.0	0.7	3.6	2.9	2.9
South	173.897	178.348	179.354	0.9	1.0	0.6	3.8	3.5	3.1
South Atlantic	177.619	182.405	183.610	0.7	1.1	0.7	3.4	3.4	3.4
East South Central	172.365	177.533	178.364	0.9	1.2	0.5	4.3	3.9	3.5
West South Central	168.579	172.104	172.818	1.2	0.9	0.4	4.3	3.3	2.5
Midwest	170.498	174.496	175.826	0.6	0.8	0.8	3.5	2.9	3.1
East North Central	168.722	172.860	174.435	0.6	0.9	0.9	3.3	3.1	3.4
West North Central	174.675	178.399	179.226	0.5	0.5	0.5	3.8	2.6	2.6
West	181.576	186.199	187.925	0.7	1.2	0.9	3.3	3.2	3.5
Mountain	178.935	183.471	184.214	0.5	1.3	0.4	2.9	3.1	3.0
Pacific	182.922	187.589	189.803	0.7	1.1	1.2	3.5	3.3	3.8

[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					
				3-months ended-			12-months ended-		
	Sep. 2025	Jun. 2026	Sep. 2026	Sep. 2025	Jun. 2026	Sep. 2026	Sep. 2025	Jun. 2026	Sep. 2026
All workers	163.697	166.178	169.006	1.9	0.3	1.7	3.5	3.4	3.2
Occupational group									
Management, professional, and related	160.636	162.720	165.681	2.0	0.2	1.8	3.4	3.3	3.1
Professional and related	160.318	162.405	165.558	2.2	0.2	1.9	3.6	3.5	3.3
Sales and office	165.962	169.161	171.696	1.5	0.4	1.5	3.7	3.4	3.5
Office and administrative support	166.455	169.687	172.237	1.4	0.4	1.5	3.7	3.4	3.5
Service occupations	174.436	178.230	180.556	1.7	0.5	1.3	3.9	3.9	3.5
Industry									
Education and health services	161.066	163.132	166.391	2.2	0.2	2.0	3.5	3.5	3.3
Educational services	159.719	161.544	164.952	2.4	0.2	2.1	3.4	3.5	3.3
Schools	159.733	161.557	164.962	2.4	0.2	2.1	3.5	3.5	3.3
Elementary and secondary schools	158.959	160.742	164.493	2.5	0.2	2.3	3.3	3.6	3.5
Health care and social assistance	172.579	176.630	178.674	0.9	0.5	1.2	3.7	3.3	3.5
Hospitals	171.201	175.523	177.471	0.8	0.6	1.1	3.6	3.3	3.7
Public administration	168.496	171.869	173.764	1.3	0.4	1.1	3.6	3.3	3.1

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					
				3-months ended-			12-months ended-		
	Sep. 2025	Jun. 2026	Sep. 2026	Sep. 2025	Jun. 2026	Sep. 2026	Sep. 2025	Jun. 2026	Sep. 2026
Civilian workers									
All workers[1]	172.916	178.243	179.644	0.7	0.9	0.8	3.5	3.8	3.9
Private industry workers									
All workers	165.630	171.044	172.113	0.5	1.0	0.6	3.5	3.8	3.9
Occupational group									
Management, professional, and related	163.165	168.914	169.912	0.4	1.0	0.6	3.3	4.0	4.1
Sales and office	168.565	174.353	175.154	0.5	1.2	0.5	3.9	4.0	3.9
Natural resources, construction, and maintenance	164.370	168.710	170.106	0.7	0.8	0.8	3.4	3.4	3.5
Production, transportation, and material moving	168.266	172.772	174.068	0.5	1.1	0.8	3.6	3.2	3.4
Service occupations	167.867	172.945	174.244	0.6	0.7	0.8	3.6	3.6	3.8
Industry									
Goods-producing industries[2]	156.862	161.386	162.110	0.5	0.9	0.4	2.9	3.4	3.3
Manufacturing	156.694	161.372	161.742	0.4	0.9	0.2	2.9	3.4	3.2
Aircraft manufacturing	113.088	123.412	124.285	0.1	0.9	0.7	4.5	9.2	9.9
Service-providing industries[3]	168.523	174.185	175.346	0.5	1.1	0.7	3.6	3.9	4.0
Bargaining status									
Union	178.648	183.943	186.252	0.6	1.4	1.3	3.9	3.5	4.3
Nonunion	163.079	168.482	169.383	0.5	1.0	0.5	3.4	3.8	3.9
State and local government workers									
All workers	199.999	204.859	207.619	1.5	0.6	1.3	3.8	4.0	3.8

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

[2] Includes mining, construction, and manufacturing.

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

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

Table 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		
	Sep. 2025	Jun. 2026	Sep. 2026	Sep. 2025	Jun. 2026	Sep. 2026
Northeast						
Boston-Worcester-Providence, MA-RI-NH CSA	3.3	2.8	2.7	3.2	2.3	2.4
New York-Newark, NY-NJ-CT-PA CSA	3.8	3.3	3.1	3.9	3.1	2.7
Philadelphia-Reading-Camden, PA-NJ-DE-MD CSA	3.4	3.3	3.4	3.4	3.1	3.2
South						
Atlanta-Athens-Clarke County-Sandy Springs, GA-AL CSA	2.9	2.7	2.6	2.8	2.6	2.5
Dallas-Fort Worth, TX-OK CSA	3.7	2.7	3.1	3.5	2.5	3.0
Houston-Pasadena, TX CSA	4.5	2.8	2.8	5.0	2.7	2.2
Miami-Port St. Lucie-Fort Lauderdale, FL CSA	5.7	3.6	3.5	5.9	3.5	3.4
Washington-Baltimore-Arlington, DC-MD-VA-WV-PA CSA	2.2	3.6	3.9	1.9	3.8	4.0
Midwest						
Chicago-Naperville, IL-IN-WI CSA	4.0	3.9	3.5	3.9	3.9	3.5
Detroit-Warren-Ann Arbor, MI CSA	2.1	3.4	3.1	3.3	3.2	3.0
Minneapolis-St. Paul, MN-WI CSA	3.7	1.7	2.2	3.6	1.3	2.0
West						
Los Angeles-Long Beach, CA CSA	3.4	3.3	4.2	3.4	2.8	3.9
Phoenix-Mesa, AZ CSA	3.1	4.2	4.0	2.6	4.1	3.9
San Jose-San Francisco-Oakland, CA CSA	3.7	3.6	3.4	3.9	3.5	3.0
Seattle-Tacoma, WA CSA	4.7	4.0	4.7	4.3	3.5	4.1

[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