

# NEWS RELEASE

## BUREAU OF LABOR STATISTICS

U. S. D E P A R T M E N T O F L A B O R



**Transmission of material in this release is embargoed until  
8:30 a.m. (ET) Wednesday, December 10, 2025**

USDL-25-1556

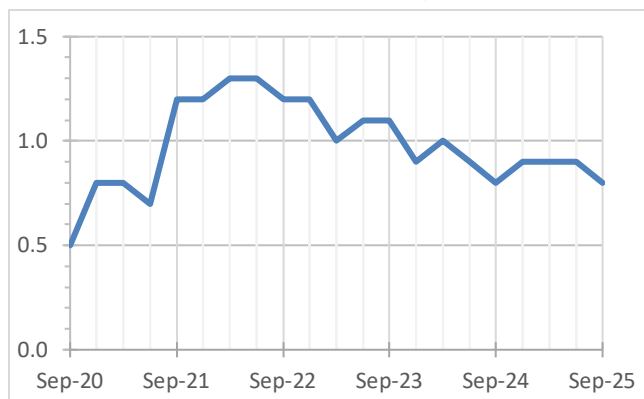
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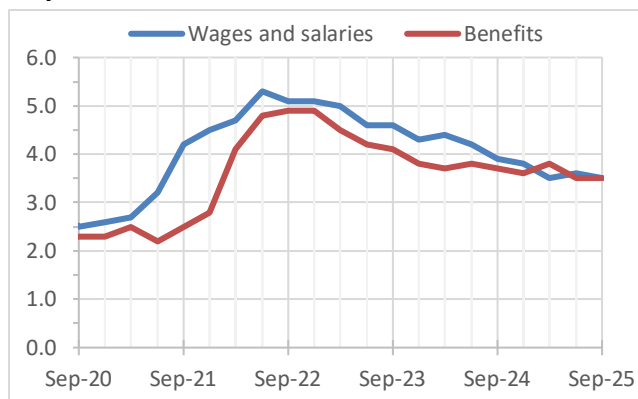
### EMPLOYMENT COST INDEX – SEPTEMBER 2025

Compensation costs for civilian workers increased 0.8 percent, seasonally adjusted, for the 3-month period ending in September 2025, the U.S. Bureau of Labor Statistics reported today. Wages and salaries increased 0.8 percent and benefit costs increased 0.8 percent from June 2025. (See chart 1 and tables A, 1, 2, and 3.)

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



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



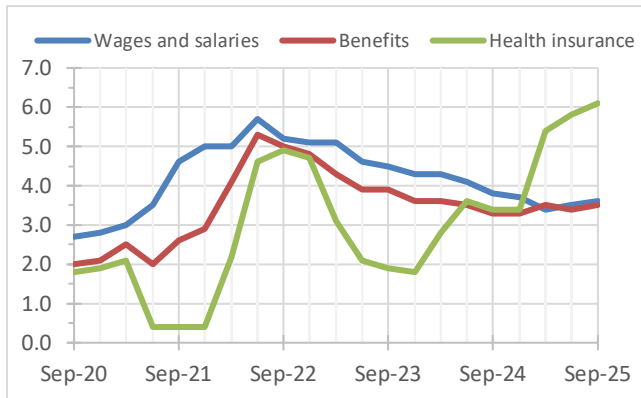
Compensation costs for civilian workers increased 3.5 percent, not seasonally adjusted, for the 12-month period ending in September 2025. Wages and salaries increased 3.5 percent and benefit costs increased 3.5 percent over the year. (See chart 2 and tables A, 4, 8, and 12.)

### Federal Government Shutdown

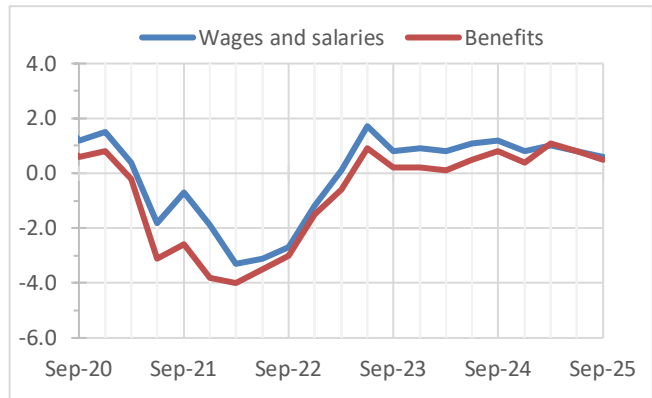
Publication of the September 2025 Employment Cost Index (ECI) was delayed by more than 5 weeks because of the lapse in federal appropriations. Collection of September data had not been completed prior to the federal government shutdown. After funding had been restored, any data self-reported by establishments during the shutdown were reviewed and included; however, survey response rates decreased in September. For more information on response rates, see [www.bls.gov/eci/factsheets/response-rates-factsheet.htm](http://www.bls.gov/eci/factsheets/response-rates-factsheet.htm).

The December 2025 ECI news release has been rescheduled and will be published on Tuesday, February 10, 2026, at 8:30 a.m. (ET).

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



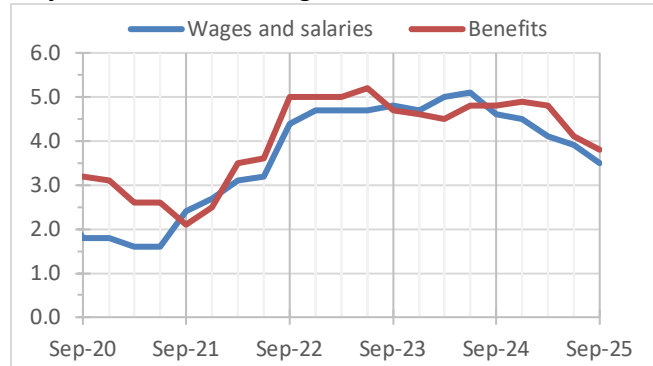
**Chart 4. Twelve-month percent change, constant dollar, private industry workers**



Compensation costs for private industry workers increased 3.5 percent, not seasonally adjusted, for the 12-month period ending in September 2025. Wages and salaries increased 3.6 percent and benefit costs increased 3.5 percent over the year. Inflation-adjusted (constant dollar) wages and salaries increased 0.6 percent over the year. (See charts 3 and 4 and tables A, 5, 9, and 12.)

Compensation costs for state and local government workers increased 3.6 percent, not seasonally adjusted, for the 12-month period ending in September 2025. Wages and salaries increased 3.5 percent and benefit costs increased 3.8 percent over the year. Inflation-adjusted (constant dollar) wages and salaries increased 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. 2025	Sep. 2025	Sep. 2024	Jun. 2025	Sep. 2025	Sep. 2024	Jun. 2025	Sep. 2025
<b>Civilian workers<sup>1</sup></b>								
Compensation <sup>2</sup> .....	0.9	0.8	3.9	3.6	3.5	1.4	0.9	0.5
Wages and salaries.....	1.0	0.8	3.9	3.6	3.5	1.4	0.9	0.6
Benefits.....	0.7	0.8	3.7	3.5	3.5	1.2	0.9	0.5
<b>Private industry</b>								
Compensation <sup>2</sup> .....	1.0	0.8	3.6	3.5	3.5	1.2	0.8	0.5
Wages and salaries.....	1.0	0.8	3.8	3.5	3.6	1.2	0.8	0.6
Benefits.....	0.7	0.8	3.3	3.4	3.5	0.8	0.8	0.5
Health benefits.....	—	—	3.4	5.8	6.1	—	—	—
<b>State and local government</b>								
Compensation <sup>2</sup> .....	0.8	0.8	4.7	4.0	3.6	2.2	1.3	0.6
Wages and salaries.....	0.9	0.7	4.6	3.9	3.5	2.1	1.2	0.5
Benefits.....	0.8	0.8	4.8	4.1	3.8	2.3	1.4	0.8

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

<sup>2</sup> Includes wages and salaries and benefits.

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

## TECHNICAL NOTE

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

Sample size: Data for this reference period were collected from a probability sample of approximately 26,300 occupational observations selected from a sample of about 6,200 private industry establishments and approximately 7,300 occupational observations selected from a sample of about 1,400 state and local government establishments that provided data at the initial interview.

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

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

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

Fixed employment weights: For additional information on the use of fixed employment weights in computing the ECI, see [www.bls.gov/opub/mlr/2016/article/introducing-2012-fixed-employment-weights-for-the-employment-cost-index.htm](http://www.bls.gov/opub/mlr/2016/article/introducing-2012-fixed-employment-weights-for-the-employment-cost-index.htm). Beginning with the December 2022 release, the ECI introduced new employment weights, see [www.bls.gov/eci/notices/2022/eci-2021-fixed-weights-and-2018-soc-update.htm](http://www.bls.gov/eci/notices/2022/eci-2021-fixed-weights-and-2018-soc-update.htm).

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

Additional information: Historical tables are available in XLSX format for constant dollar, current dollar, and continuous series, see [www.bls.gov/eci/tables.htm](http://www.bls.gov/eci/tables.htm). ECI release dates are available on the release calendar at [www.bls.gov/schedule/news\\_release/eci.htm](http://www.bls.gov/schedule/news_release/eci.htm). Subscribe to receive the BLS Economic News Release email at [public.govdelivery.com/accounts/USDOLBLS/subscriber/new](mailto:public.govdelivery.com/accounts/USDOLBLS/subscriber/new). If you are deaf, hard of hearing, or have a speech disability, please dial 7-1-1 to access telecommunications relay services.

**Table 1. Employment Cost Index for total compensation, by occupational group and industry<sup>1</sup>**  
[Seasonally adjusted]

Occupational group and industry	Indexes (Dec.2005=100)		Percent changes for 3-months ended-								
	Jun. 2025	Sep. 2025	Sep. 2023	Dec. 2023	Mar. 2024	Jun. 2024	Sep. 2024	Dec. 2024	Mar. 2025	Jun. 2025	Sep. 2025
<b>Civilian workers</b>											
All workers <sup>2</sup> .....	171.395	172.745	1.1	0.9	1.0	0.9	0.8	0.9	0.9	0.9	0.8
<b>Industry</b>											
Goods-producing industries <sup>3</sup> .....	164.891	166.477	0.9	1.0	1.0	0.6	0.9	0.7	1.0	0.9	1.0
Manufacturing.....	164.634	166.032	0.8	1.0	1.2	0.8	0.8	0.8	0.7	1.0	0.8
Service-providing industries <sup>4</sup> .....	172.780	174.092	1.1	1.0	1.0	1.0	0.8	1.0	0.9	0.9	0.8
Education and health services.....	171.226	172.576	1.2	1.1	1.1	1.0	1.2	0.8	1.1	1.0	0.8
Educational services.....	169.024	170.340	1.2	1.1	1.1	1.1	1.0	0.8	0.8	0.8	0.8
Elementary and secondary schools.....	169.129	170.442	1.1	1.0	0.9	1.1	1.0	0.8	0.8	0.9	0.8
Junior colleges, colleges, universities, and professional schools.....	168.186	169.504	1.2	1.1	1.2	1.1	1.2	1.0	0.8	1.0	0.8
Health care and social assistance.....	173.362	174.743	1.3	0.9	1.2	1.0	1.1	0.8	1.3	1.1	0.8
Hospitals.....	173.601	174.533	1.1	1.0	1.4	1.0	1.0	1.0	1.1	1.0	0.5
Nursing and residential care facilities.....	172.161	173.370	1.5	0.9	1.1	0.9	0.8	0.7	1.2	0.7	0.7
Public administration.....	179.125	180.554	1.7	1.3	1.5	1.4	1.1	1.3	1.1	0.6	0.8
<b>Private industry workers</b>											
All workers.....	170.832	172.191	1.0	0.9	1.0	0.9	0.8	0.9	0.8	1.0	0.8
<b>Occupational group</b>											
Management, professional, and related.....	165.548	166.821	1.0	0.7	1.0	0.8	0.7	0.9	0.9	0.8	0.8
Management, business, and financial.....	165.628	166.665	1.1	0.6	0.9	0.7	0.7	0.9	0.8	0.7	0.6
Professional and related.....	165.749	167.247	1.0	0.9	1.0	0.9	0.8	0.8	1.0	0.9	0.9
Sales and office.....	174.005	175.258	0.9	0.9	1.1	0.5	0.7	0.8	0.8	1.4	0.7
Sales and related.....	171.349	172.545	0.8	1.0	1.0	-0.1	0.5	0.9	0.6	1.9	0.7
Office and administrative support....	175.717	177.014	1.0	0.8	1.1	1.0	0.8	0.7	0.9	1.0	0.7
Natural resources, construction, and maintenance.....	168.610	170.474	1.2	1.1	0.9	0.8	1.0	1.0	0.7	1.0	1.1
Construction, extraction, farming, fishing, and forestry occupations..	166.955	168.681	1.0	0.8	0.8	0.9	0.9	1.0	1.0	0.8	1.0
Installation, maintenance, and repair.....	170.472	172.495	1.2	1.6	0.9	0.7	1.0	1.0	0.5	1.1	1.2
Production, transportation, and material moving.....	176.519	177.924	0.9	1.6	1.1	1.4	0.9	0.7	0.8	1.1	0.8
Production.....	170.831	172.398	0.9	1.1	1.1	1.1	1.0	0.9	0.6	0.8	0.9
Transportation and material moving.....	182.794	184.099	0.9	1.9	1.2	1.6	0.8	0.6	1.0	1.2	0.7
Service occupations.....	184.035	185.579	0.9	0.9	1.0	1.3	0.8	1.1	0.9	0.7	0.8
<b>Industry</b>											
Goods-producing industries <sup>3</sup> .....	164.784	166.363	0.9	1.0	1.1	0.5	0.9	0.7	1.0	0.9	1.0
Construction.....	165.029	166.928	1.0	1.0	0.8	-0.1	1.1	0.6	1.3	0.8	1.2
Manufacturing.....	164.634	166.032	0.8	1.0	1.2	0.8	0.8	0.8	0.7	1.0	0.8
Aircraft manufacturing.....	142.723	144.565	0.9	0.4	0.9	-0.1	1.0	2.1	0.6	1.0	1.3
Service-providing industries <sup>5</sup> .....	172.479	173.793	1.0	1.0	1.0	0.9	0.8	0.9	0.8	1.0	0.8
Trade, transportation, and utilities.....	176.404	178.363	1.0	1.4	0.9	1.0	0.8	0.6	0.7	1.0	1.1
Wholesale trade.....	165.912	168.526	0.9	0.8	1.3	0.1	0.7	0.9	0.3	0.6	1.6
Retail trade.....	179.602	181.359	1.0	0.6	0.2	1.2	0.8	0.7	0.6	1.0	1.0
Transportation and warehousing. . .	182.147	183.778	0.9	3.3	1.6	1.6	0.9	0.5	1.1	1.4	0.9
Utilities.....	182.011	183.598	1.2	0.9	0.5	0.9	0.9	1.0	1.0	1.1	0.9
Information.....	164.714	165.999	0.3	0.9	0.9	-0.1	1.3	0.4	0.2	1.4	0.8
Financial activities.....	169.000	169.599	1.0	0.5	0.4	1.1	0.5	1.4	1.5	0.9	0.4
Finance and insurance.....	169.346	170.319	1.0	0.5	0.4	1.1	0.3	1.5	1.5	0.7	0.6

See footnotes at end of table.

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

Occupational group and industry	Indexes (Dec.2005=100)		Percent changes for 3-months ended-								
	Jun. 2025	Sep. 2025	Sep. 2023	Dec. 2023	Mar. 2024	Jun. 2024	Sep. 2024	Dec. 2024	Mar. 2025	Jun. 2025	Sep. 2025
Credit intermediation and related activities.....	170.563	171.046	1.4	0.8	1.4	0.7	0.2	1.9	2.2	-0.7	0.3
Insurance carriers and related activities.....	169.659	170.035	0.9	0.3	0.7	1.2	-0.1	1.0	1.6	0.9	0.2
Real estate and rental and leasing..	167.609	166.285	1.2	0.2	0.6	0.8	1.3	0.6	1.2	1.9	-0.8
Professional and business services. ..	170.171	170.996	1.0	0.7	1.4	0.8	0.3	1.1	0.6	1.0	0.5
Professional, scientific, and technical services.....	171.056	171.999	0.9	0.7	1.2	0.7	0.2	1.3	0.8	0.9	0.6
Administrative and support and waste management and remediation services.....	170.689	172.102	1.1	0.7	1.0	0.9	0.8	1.1	0.2	1.1	0.8
Education and health services.....	171.510	172.954	1.3	1.0	1.1	1.0	1.2	0.7	1.3	1.0	0.8
Educational services.....	166.304	167.861	1.1	1.2	1.3	0.9	1.2	0.5	0.7	0.7	0.9
Junior colleges, colleges, universities, and professional schools.....	165.802	166.954	1.0	1.0	1.2	0.8	1.4	0.9	0.7	0.9	0.7
Health care and social assistance...	172.560	173.985	1.3	0.9	1.1	1.0	1.1	0.8	1.3	1.1	0.8
Hospitals.....	173.232	174.221	1.1	1.1	1.2	1.0	1.0	0.9	1.1	1.0	0.6
Nursing and residential care facilities.....	170.545	171.597	1.5	0.8	1.1	1.0	0.7	0.7	1.2	0.7	0.6
Leisure and hospitality.....	182.062	183.219	0.8	0.8	0.5	1.4	0.7	1.0	0.7	0.4	0.6
Accommodation and food services..	186.100	187.232	0.6	0.9	0.5	1.4	0.7	1.0	0.8	0.4	0.6
Other services, except public administration.....	174.326	177.083	1.4	1.1	1.5	1.0	0.8	1.3	0.1	0.7	1.6
<b>State and local government workers</b>											
All workers.....	173.915	175.225	1.4	1.1	1.2	1.2	1.1	1.1	0.9	0.8	0.8
<b>Industry</b>											
Education and health services.....	170.800	172.016	1.1	1.0	1.1	1.2	1.0	1.0	0.8	0.9	0.7
Educational services.....	169.720	170.975	1.2	1.0	1.0	1.1	1.0	1.0	0.8	0.9	0.7
Schools.....	169.623	170.893	1.1	1.0	1.0	1.1	1.0	1.0	0.8	0.9	0.7
Elementary and secondary schools.....	169.617	170.836	1.1	0.9	0.9	1.1	1.0	0.8	0.8	0.8	0.7
Health care and social assistance...	179.152	180.072	1.5	0.8	1.6	1.1	1.0	1.2	0.9	1.1	0.5
Hospitals.....	175.201	175.850	1.5	0.7	1.5	1.1	1.0	1.1	0.8	1.3	0.4
Public administration.....	179.125	180.554	1.7	1.3	1.5	1.4	1.1	1.3	1.1	0.6	0.8

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

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

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

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

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

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

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

Occupational group and industry	Indexes (Dec. 2005=100)		Percent changes for 3-months ended-								
	Jun. 2025	Sep. 2025	Sep. 2023	Dec. 2023	Mar. 2024	Jun. 2024	Sep. 2024	Dec. 2024	Mar. 2025	Jun. 2025	Sep. 2025
<b>Civilian workers</b>											
All workers <sup>1</sup> .....	171.310	172.657	1.1	1.0	1.1	0.9	0.8	1.0	0.8	1.0	0.8
<b>Industry</b>											
Goods-producing industries <sup>2</sup> .....	169.187	170.945	0.9	1.1	1.2	0.4	1.0	0.8	1.0	1.0	1.0
Manufacturing.....	169.337	170.810	0.8	1.0	1.3	0.7	0.9	0.8	0.8	1.1	0.9
Service-providing industries <sup>3</sup> .....	171.747	173.026	1.1	1.1	1.0	1.0	0.8	1.0	0.7	1.0	0.7
Education and health services.....	166.663	168.121	1.3	1.1	1.1	1.0	1.1	0.9	1.0	1.0	0.9
Educational services.....	158.535	159.913	1.3	1.1	1.2	1.1	1.0	0.9	0.7	0.8	0.9
Elementary and secondary schools.....	156.787	158.209	1.3	1.1	1.1	1.0	0.9	0.9	0.6	0.8	0.9
Junior colleges, colleges, universities, and professional schools.....	160.373	161.649	1.2	1.1	1.2	0.9	1.2	1.0	0.9	0.9	0.8
Health care and social assistance.....	174.792	176.329	1.4	1.0	1.0	1.0	1.2	0.8	1.2	1.2	0.9
Hospitals.....	174.761	175.571	1.2	1.1	1.2	1.0	1.1	1.0	1.1	1.2	0.5
Public administration.....	167.141	167.922	2.1	1.2	1.5	1.3	1.0	1.1	1.1	0.9	0.5
<b>Private industry workers</b>											
All workers.....	173.566	174.954	1.1	1.0	1.1	0.8	0.8	0.9	0.8	1.0	0.8
<b>Occupational group</b>											
Management, professional, and related.....	167.113	168.386	1.1	0.7	1.0	0.9	0.7	0.9	0.9	1.0	0.8
Professional and related.....	167.819	169.406	1.1	1.0	0.9	1.0	0.8	0.9	1.0	1.0	0.9
Management, business, and financial.....	166.594	167.535	1.1	0.6	1.1	0.7	0.6	0.9	0.7	1.0	0.6
Sales and office.....	176.573	177.762	1.0	1.0	1.1	0.5	0.6	0.8	0.6	1.6	0.7
Sales and related.....	175.367	176.449	0.8	1.0	1.1	-0.1	0.5	0.9	0.5	2.1	0.6
Office and administrative support....	177.268	178.558	1.1	0.9	1.2	1.1	0.8	0.7	0.7	1.1	0.7
Natural resources, construction, and maintenance.....	171.291	173.399	1.1	1.3	0.9	1.0	1.2	1.1	0.7	1.0	1.2
Construction, extraction, farming, fishing, and forestry occupations..	169.606	171.539	1.0	0.8	0.9	0.9	1.0	1.2	0.9	0.9	1.1
Installation, maintenance, and repair.....	173.262	175.567	1.3	1.9	0.9	1.1	1.2	1.1	0.4	1.1	1.3
Production, transportation, and material moving.....	181.030	182.527	0.9	1.7	1.4	1.1	1.0	0.7	0.8	1.0	0.8
Production.....	175.118	176.782	0.9	1.2	1.3	0.9	1.1	0.9	0.5	0.9	1.0
Transportation and material moving.....	187.279	188.678	1.0	2.0	1.5	1.3	0.9	0.5	1.0	1.1	0.7
Service occupations.....	189.370	191.051	1.0	0.9	1.1	1.2	0.9	1.1	0.8	0.7	0.9
<b>Industry</b>											
Goods-producing industries <sup>2</sup> .....	169.261	171.018	0.9	1.1	1.2	0.4	1.0	0.8	1.0	1.0	1.0
Construction.....	168.243	170.429	1.0	1.2	0.9	-0.5	1.4	0.5	1.4	0.8	1.3
Manufacturing.....	169.337	170.810	0.8	1.0	1.3	0.7	0.9	0.8	0.8	1.1	0.9
Aircraft manufacturing.....	171.294	173.172	0.6	0.4	1.1	0.4	0.7	1.6	1.5	1.1	1.1
Service-providing industries <sup>4</sup> .....	174.668	175.982	1.0	1.0	1.0	1.0	0.7	1.0	0.6	1.1	0.8
Trade, transportation, and utilities.....	178.097	180.140	1.0	1.6	1.0	0.8	0.8	0.7	0.7	1.0	1.1
Wholesale trade.....	163.630	166.528	1.0	0.8	1.5	-0.3	0.7	0.8	0.6	0.8	1.8
Retail trade.....	183.337	184.991	1.1	0.7	0.2	1.3	0.7	0.7	0.8	0.9	0.9
Transportation and warehousing. . .	186.525	188.314	0.9	4.0	2.0	1.2	0.9	0.6	0.7	1.4	1.0
Utilities.....	176.386	178.189	1.2	1.5	0.4	1.0	0.9	0.9	0.9	1.2	1.0
Information.....	163.087	164.257	0.2	1.0	0.6	0.3	1.6	0.4	-0.2	1.2	0.7
Financial activities.....	170.137	170.450	1.1	0.4	0.1	1.2	0.3	1.4	0.7	1.8	0.2
Finance and insurance.....	170.431	171.225	1.1	0.5	-0.1	1.3	0.1	1.6	0.7	1.7	0.5
Credit intermediation and related activities.....	169.254	169.490	1.5	0.9	1.2	0.4	-0.2	1.7	1.0	0.9	0.1
Insurance carriers and related activities.....	169.443	169.137	1.2	0.0	0.6	1.7	-0.2	1.2	1.5	1.1	-0.2

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. 2025	Sep. 2025	Sep. 2023	Dec. 2023	Mar. 2024	Jun. 2024	Sep. 2024	Dec. 2024	Mar. 2025	Jun. 2025	Sep. 2025
Real estate and rental and leasing..	169.378	167.406	1.3	0.2	0.7	0.8	1.6	0.5	0.9	2.2	-1.2
Professional and business services. ..	172.567	173.248	1.0	0.7	1.6	1.0	0.2	1.3	0.4	1.1	0.4
Professional, scientific, and technical services.....	172.961	173.656	0.9	0.9	1.2	0.9	0.1	1.4	0.9	1.0	0.4
Administrative and support and waste management and remediation services.....	175.618	177.235	1.2	0.8	1.1	0.9	0.8	1.2	0.1	1.0	0.9
Education and health services.....	173.310	174.912	1.3	1.1	1.0	1.0	1.3	0.8	1.1	1.1	0.9
Educational services.....	164.778	166.353	1.1	1.2	1.4	0.9	1.1	0.6	0.4	0.6	1.0
Junior colleges, colleges, universities, and professional schools.....	162.201	163.229	1.0	1.0	1.2	0.7	1.3	1.1	0.7	0.7	0.6
Health care and social assistance...	175.087	176.696	1.4	1.0	1.0	1.0	1.3	0.8	1.2	1.1	0.9
Hospitals.....	175.653	176.550	1.1	1.2	1.1	1.0	1.1	0.9	1.2	1.1	0.5
Leisure and hospitality.....	188.967	190.109	0.8	0.9	0.6	1.3	0.8	1.0	0.7	0.4	0.6
Accommodation and food services..	193.206	194.341	0.7	0.9	0.5	1.5	0.7	1.1	0.9	0.4	0.6
Other services, except public administration.....	176.964	180.078	1.3	1.3	1.4	1.1	0.9	1.5	-0.2	0.6	1.8
<b>State and local government workers</b>											
All workers.....	161.742	162.889	1.5	1.1	1.2	1.1	1.0	1.1	0.8	0.9	0.7
<b>Industry</b>											
Education and health services.....	158.819	160.074	1.3	1.1	1.2	1.1	1.0	1.0	0.8	0.9	0.8
Educational services.....	157.278	158.606	1.3	1.1	1.1	1.1	1.0	1.0	0.7	0.9	0.8
Schools.....	157.286	158.621	1.3	1.1	1.1	1.1	1.0	1.0	0.7	0.9	0.8
Elementary and secondary schools.....	156.409	157.715	1.2	1.0	1.2	1.1	0.9	0.9	0.6	0.8	0.8
Health care and social assistance...	171.644	172.350	1.8	0.8	1.4	1.0	1.1	1.1	0.8	1.3	0.4
Hospitals.....	170.548	170.911	1.8	0.7	1.3	1.1	1.1	1.2	0.7	1.6	0.2
Public administration.....	167.141	167.922	2.1	1.2	1.5	1.3	1.0	1.1	1.1	0.9	0.5

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

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

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

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

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



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

Occupational group and industry	Indexes (Dec. 2005=100)		Percent changes for 3-months ended-								
	Jun. 2025	Sep. 2025	Sep. 2023	Dec. 2023	Mar. 2024	Jun. 2024	Sep. 2024	Dec. 2024	Mar. 2025	Jun. 2025	Sep. 2025
<b>Civilian workers</b>											
All workers <sup>1</sup> .....	171.778	173.139	0.9	0.8	1.0	1.0	0.8	0.8	1.2	0.7	0.8
<b>Private industry workers</b>											
All workers.....	164.367	165.658	0.9	0.8	0.9	0.9	0.7	0.7	1.2	0.7	0.8
<b>Occupational group</b>											
Management, professional, and related.....	161.960	163.232	1.0	0.7	1.0	0.8	0.8	0.8	1.1	0.5	0.8
Sales and office.....	167.413	168.837	0.8	0.6	0.9	0.5	0.7	0.7	1.2	1.0	0.9
Natural resources, construction, and maintenance.....	162.902	164.245	1.0	0.7	1.0	0.3	0.7	0.7	1.0	0.8	0.8
Production, transportation, and material moving.....	167.514	168.731	0.8	1.3	0.8	2.0	0.7	0.7	1.0	1.2	0.7
Service occupations.....	166.643	167.728	0.7	0.6	0.8	1.3	0.8	0.7	1.4	0.8	0.7
<b>Industry</b>											
Goods-producing industries <sup>2</sup> .....	155.698	156.910	1.0	0.7	0.8	0.9	0.6	0.7	0.8	0.7	0.8
Manufacturing.....	155.631	156.882	1.0	0.7	0.9	1.0	0.7	0.7	0.6	0.8	0.8
Service-providing industries <sup>3</sup> .....	167.181	168.497	0.9	0.8	0.9	0.9	0.7	0.8	1.2	0.7	0.8
<b>State and local government workers</b>											
All workers <sup>1</sup> .....	197.787	199.396	1.1	1.0	1.2	1.4	1.2	1.1	1.1	0.8	0.8

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

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

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

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



**Table 4. Employment Cost Index for total compensation, for civilian workers, by occupational group and industry<sup>1</sup>**

[Not seasonally adjusted]

Occupational group and industry	Indexes (Dec. 2005=100)			Percent changes for					
	Sep. 2024	Jun. 2025	Sep. 2025	3-months ended-			12-months ended-		
				Sep. 2024	Jun. 2025	Sep. 2025	Sep. 2024	Jun. 2025	Sep. 2025
All workers <sup>2</sup> .....	167.0	171.444	172.905	0.9	0.9	0.9	3.9	3.6	3.5
Excluding incentive paid occupations <sup>3</sup> .....	167.0	171.315	172.786	1.0	0.8	0.9	3.9	3.6	3.5
<b>Occupational group</b>									
Management, professional, and related.....	162.6	166.671	168.209	0.9	0.8	0.9	3.6	3.5	3.4
Management, business, and financial.....	162.5	166.614	167.541	0.7	0.9	0.6	3.1	3.2	3.1
Professional and related.....	162.9	166.866	168.838	1.2	0.7	1.2	4.0	3.7	3.6
Sales and office.....	169.5	175.100	175.941	0.4	1.3	0.5	3.2	3.7	3.8
Sales and related.....	165.1	171.743	171.984	-0.1	1.6	0.1	2.4	3.9	4.2
Office and administrative support.....	172.2	176.964	178.272	0.8	1.0	0.7	3.9	3.6	3.5
Natural resources, construction, and maintenance.....	164.9	169.434	171.251	1.0	1.0	1.1	4.0	3.8	3.9
Construction, extraction, farming, fishing, and forestry occupations.....	163.4	167.947	169.556	0.9	0.9	1.0	3.6	3.7	3.8
Installation, maintenance, and repair.....	166.7	171.138	173.195	1.2	1.1	1.2	4.4	3.8	3.9
Production, transportation, and material moving.....	171.9	176.611	177.855	0.8	1.0	0.7	5.1	3.6	3.5
Production.....	166.8	171.185	172.392	0.8	0.9	0.7	4.4	3.4	3.4
Transportation and material moving.....	178.4	183.484	184.775	0.8	1.1	0.7	5.6	3.7	3.6
Service occupations.....	179.2	184.063	186.027	1.1	0.7	1.1	4.3	3.8	3.8
<b>Industry</b>									
Goods-producing industries <sup>4</sup> .....	160.6	165.212	166.341	0.7	1.1	0.7	3.5	3.6	3.6
Manufacturing.....	160.4	164.922	165.853	0.5	1.1	0.6	3.8	3.3	3.4
Service-providing industries <sup>5</sup> .....	168.1	172.585	174.107	0.9	0.9	0.9	3.8	3.6	3.6
Education and health services.....	166.7	170.566	172.896	1.7	0.6	1.4	4.4	4.1	3.7
Educational services.....	165.3	167.480	170.881	2.3	0.3	2.0	4.4	3.6	3.4
Elementary and secondary schools....	165.5	167.325	171.008	2.4	0.2	2.2	4.2	3.5	3.3
Junior colleges, colleges, universities, and professional schools.....	163.9	166.977	169.997	2.2	0.4	1.8	4.6	4.2	3.7
Health care and social assistance.....	168.0	173.387	174.826	1.1	0.9	0.8	4.3	4.4	4.1
Hospitals.....	168.4	173.559	174.456	1.0	0.8	0.5	4.4	4.1	3.6
Nursing and residential care facilities..	167.7	171.980	173.207	0.8	0.7	0.7	3.7	3.4	3.3
Public administration.....	174.0	178.143	180.735	1.8	0.2	1.5	5.4	4.2	3.9

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

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

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

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

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

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

**Table 5. Employment Cost Index for total compensation, for private industry workers, by occupational group and industry<sup>1</sup>**

[Not seasonally adjusted]

Occupational group and industry	Indexes (Dec. 2005=100)			Percent changes for					
	Sep. 2024	Jun. 2025	Sep. 2025	3-months ended-			12-months ended-		
				Sep. 2024	Jun. 2025	Sep. 2025	Sep. 2024	Jun. 2025	Sep. 2025
All workers.....	166.4	171.181	172.307	0.6	1.1	0.7	3.6	3.5	3.5
Excluding incentive paid occupations <sup>2</sup> .....	166.5	171.003	172.124	0.7	0.9	0.7	3.8	3.5	3.4
<b>Occupational group</b>									
Management, professional, and related.....	161.4	165.847	166.935	0.6	0.9	0.7	3.3	3.4	3.4
Excluding incentive paid occupations <sup>2</sup> .....	160.6	164.904	165.964	0.7	0.9	0.6	3.5	3.4	3.3
Management, business, and financial.....	161.9	166.054	166.822	0.5	1.0	0.5	3.0	3.1	3.0
Excluding incentive paid occupations <sup>2</sup> ....	160.6	164.737	165.429	0.6	0.8	0.4	3.1	3.2	3.0
Professional and related.....	161.3	165.916	167.303	0.7	0.9	0.8	3.7	3.6	3.7
Sales and office.....	169.1	174.757	175.416	0.4	1.4	0.4	3.1	3.7	3.7
Excluding incentive paid occupations <sup>2</sup> .....	172.0	176.610	177.559	0.6	1.0	0.5	3.6	3.3	3.2
Sales and related.....	165.0	171.617	171.836	-0.1	1.6	0.1	2.4	3.9	4.1
Excluding incentive paid occupations <sup>2</sup> ....	172.1	176.484	177.362	0.6	0.8	0.5	3.4	3.1	3.1
Office and administrative support.....	171.3	176.081	177.142	0.7	1.1	0.6	3.8	3.5	3.4
Natural resources, construction, and maintenance.....	164.3	168.841	170.603	0.9	1.0	1.0	3.9	3.7	3.8
Construction, extraction, farming, fishing, and forestry occupations.....	162.7	167.270	168.872	0.8	0.9	1.0	3.4	3.6	3.8
Installation, maintenance, and repair.....	166.1	170.616	172.562	1.0	1.2	1.1	4.3	3.8	3.9
Production, transportation, and material moving.....	171.5	176.224	177.415	0.8	1.0	0.7	5.1	3.5	3.4
Excluding incentive paid occupations <sup>2</sup> .....	171.2	175.933	177.000	0.8	1.1	0.6	5.1	3.6	3.4
Production.....	166.8	171.087	172.281	0.8	0.9	0.7	4.4	3.4	3.3
Excluding incentive paid occupations <sup>2</sup> ....	167.0	171.417	172.556	0.8	0.9	0.7	4.2	3.5	3.3
Transportation and material moving.....	178.0	183.116	184.325	0.7	1.2	0.7	5.6	3.6	3.6
Service occupations.....	179.3	184.269	185.776	0.8	0.8	0.8	4.1	3.6	3.6
<b>Industry and occupational group</b>									
Goods-producing industries <sup>3</sup> .....	160.5	165.122	166.232	0.6	1.1	0.7	3.5	3.5	3.6
Excluding incentive paid occupations <sup>2</sup> .....	160.6	165.146	166.237	0.6	1.1	0.7	3.7	3.5	3.5
Management, professional, and related.....	153.2	157.733	158.343	0.3	1.2	0.4	3.2	3.3	3.4
Sales and office.....	166.4	171.944	173.482	0.7	1.2	0.9	2.1	4.1	4.3
Natural resources, construction, and maintenance.....	162.2	166.625	168.147	0.9	1.0	0.9	3.6	3.6	3.7
Production, transportation, and material moving.....	164.4	169.084	170.191	0.7	0.9	0.7	4.2	3.5	3.5
Construction.....	160.7	165.437	166.886	0.8	1.0	0.9	2.8	3.8	3.8
Manufacturing.....	160.4	164.922	165.853	0.5	1.1	0.6	3.8	3.3	3.4
Management, professional, and related.....	154.5	158.614	159.231	0.3	1.2	0.4	3.3	3.0	3.1
Sales and office occupations.....	164.7	168.738	169.892	0.5	1.2	0.7	3.3	3.0	3.2
Natural resources, construction, and maintenance.....	161.0	166.297	167.449	0.9	1.6	0.7	4.3	4.2	4.0
Production, transportation, and material moving.....	164.2	168.895	170.001	0.7	1.0	0.7	4.3	3.6	3.5
Aircraft manufacturing.....	137.1	143.380	143.927	0.1	1.1	0.4	1.9	4.7	5.0
Service-providing industries <sup>4</sup> .....	168.1	172.856	173.987	0.7	1.0	0.7	3.7	3.5	3.5
Excluding incentive paid occupations <sup>2</sup> .....	168.2	172.711	173.841	0.8	0.9	0.7	3.8	3.5	3.4
Management, professional, and related.....	162.8	167.246	168.397	0.7	0.9	0.7	3.4	3.4	3.4
Sales and office.....	169.3	175.052	175.614	0.2	1.4	0.3	3.2	3.6	3.7
Natural resources, construction, and maintenance.....	167.6	172.192	174.320	1.0	1.1	1.2	4.4	3.8	4.0
Production, transportation, and material moving.....	178.8	183.588	184.855	0.8	1.2	0.7	5.7	3.5	3.4
Service occupations.....	179.4	184.399	185.913	0.8	0.8	0.8	4.1	3.7	3.6
Trade, transportation, and utilities.....	172.4	176.913	178.435	0.5	1.2	0.9	4.1	3.2	3.5
Excluding incentive paid occupations <sup>2</sup> .....	173.6	177.597	178.818	0.7	1.1	0.7	4.6	3.0	3.0
Wholesale trade.....	163.0	166.710	168.468	0.2	0.9	1.1	2.8	2.5	3.4
Excluding incentive paid occupations <sup>2</sup> ....	167.4	170.161	171.223	0.6	0.8	0.6	3.5	2.3	2.3

See footnotes at end of table.

**Table 5. Employment Cost Index for total compensation, for private industry workers, by occupational group and industry<sup>1</sup> — Continued**  
[Not seasonally adjusted]

Occupational group and industry	Indexes (Dec. 2005=100)			Percent changes for					
	Sep. 2024	Jun. 2025	Sep. 2025	3-months ended-			12-months ended-		
				Sep. 2024	Jun. 2025	Sep. 2025	Sep. 2024	Jun. 2025	Sep. 2025
Service-providing industries - Continued									
Retail trade.....	175.6	179.983	181.366	0.6	1.3	0.8	2.9	3.1	3.3
Excluding incentive paid occupations <sup>2</sup> ....	174.7	178.693	179.983	0.6	1.2	0.7	3.3	2.9	3.0
Transportation and warehousing.....	177.1	182.528	184.019	0.8	1.5	0.8	7.7	3.9	3.9
Utilities.....	176.6	182.260	183.615	0.8	1.1	0.7	3.3	4.0	4.0
Information.....	161.3	164.987	165.964	1.2	1.4	0.6	3.1	3.5	2.9
Financial activities.....	163.1	169.690	169.843	0.2	1.4	0.1	2.5	4.2	4.1
Excluding incentive paid occupations <sup>2</sup> ....	164.0	169.417	169.605	0.4	0.4	0.1	3.0	3.7	3.4
Finance and insurance.....	163.3	170.089	170.499	-0.1	1.2	0.2	2.4	4.1	4.4
Credit intermediation and related activities.....	165.4	171.304	171.480	0.1	-0.1	0.1	3.1	3.6	3.7
Excluding incentive paid occupations <sup>2</sup> .....	169.2	174.285	174.444	0.5	-0.9	0.1	3.5	3.5	3.1
Insurance carriers and related activities..	164.0	170.715	170.111	-0.6	1.4	-0.4	2.1	3.5	3.7
Excluding incentive paid occupations <sup>2</sup> .....	162.5	167.628	167.832	0.0	1.2	0.1	2.9	3.2	3.3
Real estate and rental and leasing.....	162.3	167.987	166.835	1.4	2.1	-0.7	3.1	5.0	2.8
Excluding incentive paid occupations <sup>2</sup> ....	165.4	170.985	170.675	0.7	1.7	-0.2	2.6	4.1	3.2
Professional and business services.....	165.8	170.517	171.182	0.2	1.0	0.4	3.2	3.0	3.2
Professional, scientific, and technical services.....	166.4	171.363	172.218	0.2	0.8	0.5	2.9	3.2	3.5
Administrative and support and waste management and remediation services...	166.6	170.919	172.019	0.7	1.0	0.6	3.5	3.3	3.3
Education and health services.....	166.7	171.498	173.158	1.3	0.9	1.0	4.4	4.2	3.9
Educational services.....	163.9	165.620	168.641	2.1	0.4	1.8	4.7	3.1	2.9
Junior colleges, colleges, universities, and professional schools.....	162.4	165.007	167.704	2.3	0.5	1.6	4.4	3.9	3.3
Health care and social assistance.....	167.3	172.665	174.075	1.1	1.0	0.8	4.3	4.4	4.0
Hospitals.....	168.0	173.279	174.071	0.9	0.8	0.5	4.4	4.1	3.6
Nursing and residential care facilities....	166.2	170.485	171.527	0.7	0.7	0.6	3.6	3.3	3.2
Nursing care facilities <sup>2</sup> .....	165.0	169.733	170.254	0.2	0.9	0.3	3.0	3.1	3.2
Leisure and hospitality.....	178.4	182.161	183.220	0.7	0.5	0.6	3.4	2.8	2.7
Accommodation and food service.....	182.1	186.353	187.240	0.5	0.6	0.5	3.4	2.8	2.8
Other services, except public administration..	170.7	174.772	177.007	0.6	0.5	1.3	4.5	3.0	3.7

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

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

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

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

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

**Table 6. Employment Cost Index for total compensation, for private industry workers, by bargaining status and Census region and division<sup>1</sup>**  
[Not seasonally adjusted]

Bargaining status and Census region and division	Indexes (Dec. 2005=100)			Percent changes for					
	Sep. 2024	Jun. 2025	Sep. 2025	3-months ended-			12-months ended-		
				Sep. 2024	Jun. 2025	Sep. 2025	Sep. 2024	Jun. 2025	Sep. 2025
<b>Bargaining status</b>									
Union.....	170.3	176.467	177.899	0.7	1.4	0.8	5.8	4.3	4.5
Goods-producing industries <sup>2</sup> .....	160.4	165.918	167.582	0.8	1.5	1.0	4.7	4.2	4.5
Manufacturing.....	154.1	160.052	161.560	0.5	1.4	0.9	5.5	4.3	4.8
Service-providing industries <sup>3</sup> .....	177.1	183.646	184.951	0.6	1.3	0.7	6.4	4.3	4.4
Nonunion.....	165.8	170.460	171.555	0.6	1.0	0.6	3.4	3.4	3.5
Goods-producing industries <sup>2</sup> .....	160.3	164.774	165.766	0.6	1.0	0.6	3.2	3.4	3.4
Manufacturing.....	162.1	166.358	167.202	0.5	1.1	0.5	3.5	3.1	3.1
Service-providing industries <sup>3</sup> .....	167.2	171.834	172.950	0.7	1.0	0.6	3.5	3.5	3.4
<b>Census region and division<sup>4</sup></b>									
Northeast.....	167.4	172.336	173.419	0.6	1.1	0.6	3.2	3.6	3.6
New England.....	170.9	175.828	177.071	0.3	1.1	0.7	2.5	3.2	3.6
Middle Atlantic.....	166.2	171.069	172.094	0.7	1.0	0.6	3.6	3.7	3.5
South.....	164.0	168.629	169.977	0.7	0.9	0.8	3.3	3.5	3.6
South Atlantic.....	167.6	172.048	173.204	0.7	1.0	0.7	3.3	3.4	3.3
East South Central.....	163.0	168.395	169.684	0.5	1.2	0.8	3.1	3.8	4.1
West South Central.....	158.4	163.105	164.836	0.6	0.5	1.1	3.3	3.6	4.1
Midwest.....	163.2	167.837	168.730	0.7	1.1	0.5	3.6	3.5	3.4
East North Central.....	162.0	166.325	167.293	0.6	1.2	0.6	3.6	3.3	3.3
West North Central.....	166.0	171.414	172.137	0.7	1.0	0.4	3.6	4.0	3.7
West.....	172.1	176.969	178.045	0.6	1.1	0.6	4.4	3.5	3.5
Mountain.....	169.9	174.179	175.033	0.8	0.9	0.5	4.3	3.3	3.0
Pacific.....	173.2	178.317	179.483	0.6	1.3	0.7	4.5	3.6	3.6

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

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

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

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

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

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

**Table 7. Employment Cost Index for total compensation, for state and local government workers, by occupational group and industry<sup>1</sup>**  
[Not seasonally adjusted]

Occupational group and industry	Indexes (Dec. 2005=100)			Percent changes for					
	Sep. 2024	Jun. 2025	Sep. 2025	3-months ended-			12-months ended-		
				Sep. 2024	Jun. 2025	Sep. 2025	Sep. 2024	Jun. 2025	Sep. 2025
All workers.....	169.4	172.518	175.524	2.1	0.3	1.7	4.7	4.0	3.6
<b>Occupational group</b>									
Management, professional, and related. ....	166.2	168.883	171.935	2.2	0.3	1.8	4.5	3.8	3.5
Professional and related.....	165.9	168.430	171.658	2.2	0.3	1.9	4.5	3.8	3.5
Sales and office.....	173.7	178.005	180.602	1.8	0.4	1.5	5.0	4.3	4.0
Office and administrative support.....	173.7	177.994	180.554	1.8	0.4	1.4	5.0	4.3	3.9
Service occupations.....	178.6	182.997	186.289	1.7	0.3	1.8	5.3	4.2	4.3
<b>Industry</b>									
Education and health services.....	166.6	169.153	172.446	2.3	0.3	1.9	4.3	3.8	3.5
Educational services.....	165.7	167.970	171.468	2.3	0.2	2.1	4.3	3.7	3.5
Schools.....	165.6	167.889	171.401	2.3	0.2	2.1	4.3	3.8	3.5
Elementary and secondary schools. ...	165.9	167.753	171.386	2.4	0.2	2.2	4.1	3.6	3.3
Health care and social assistance.....	173.7	178.357	180.081	1.5	0.7	1.0	4.4	4.2	3.7
Hospitals.....	169.8	174.665	176.080	1.4	0.9	0.8	4.4	4.3	3.7
Public administration.....	174.0	178.143	180.735	1.8	0.2	1.5	5.4	4.2	3.9

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

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

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

[Not seasonally adjusted]

Occupational group and industry	Indexes (Dec. 2005=100)			Percent changes for					
	Sep. 2024	Jun. 2025	Sep. 2025	3-months ended-			12-months ended-		
				Sep. 2024	Jun. 2025	Sep. 2025	Sep. 2024	Jun. 2025	Sep. 2025
All workers <sup>1</sup> .....	167.0	171.362	172.925	1.0	1.0	0.9	3.9	3.6	3.5
Excluding incentive paid occupations <sup>2</sup> .....	166.6	170.718	172.298	1.1	0.9	0.9	4.1	3.6	3.4
<b>Occupational group</b>									
Management, professional, and related.....	160.7	164.611	166.299	1.1	1.0	1.0	3.6	3.5	3.5
Management, business, and financial.....	162.2	166.136	167.159	0.8	1.2	0.6	3.2	3.3	3.1
Professional and related.....	160.1	163.976	166.133	1.3	0.8	1.3	3.9	3.7	3.8
Sales and office.....	170.7	176.390	177.113	0.4	1.4	0.4	3.3	3.7	3.8
Sales and related.....	168.3	175.484	175.475	-0.2	1.7	0.0	2.4	4.1	4.3
Office and administrative support.....	172.4	176.697	178.045	0.9	1.0	0.8	4.1	3.5	3.3
Natural resources, construction, and maintenance.....	166.4	170.932	172.996	1.2	1.0	1.2	4.5	3.9	4.0
Construction, extraction, farming, fishing, and forestry occupations.....	164.7	169.453	171.250	1.0	1.0	1.1	3.9	4.0	4.0
Installation, maintenance, and repair.....	168.4	172.669	175.034	1.3	1.0	1.4	5.2	3.8	3.9
Production, transportation, and material moving.....	175.7	180.166	181.612	1.0	0.9	0.8	5.3	3.5	3.4
Production.....	170.8	175.236	176.657	0.9	0.9	0.8	4.5	3.6	3.4
Transportation and material moving.....	181.8	186.351	187.835	1.0	1.0	0.8	5.8	3.5	3.3
Service occupations.....	180.7	185.347	187.288	1.1	0.6	1.0	4.4	3.7	3.6
<b>Industry</b>									
Goods-producing industries <sup>3</sup> .....	164.5	169.545	170.853	0.8	1.2	0.8	3.8	3.9	3.9
Manufacturing.....	164.8	169.615	170.727	0.7	1.2	0.7	4.0	3.6	3.6
Service-providing industries <sup>4</sup> .....	167.4	171.698	173.305	1.0	0.9	0.9	3.9	3.6	3.5
Education and health services.....	162.5	166.071	168.591	1.8	0.6	1.5	4.4	4.1	3.7
Educational services.....	155.8	157.379	160.962	2.4	0.2	2.3	4.4	3.5	3.3
Elementary and secondary schools....	154.3	155.482	159.417	2.5	0.2	2.5	4.3	3.3	3.3
Junior colleges, colleges, and universities.....	156.8	159.398	162.466	2.3	0.3	1.9	4.5	4.0	3.6
Health care and social assistance.....	169.4	174.760	176.405	1.3	1.0	0.9	4.3	4.5	4.1
Hospitals.....	169.1	174.550	175.485	1.1	0.9	0.5	4.3	4.4	3.8
Nursing and residential care facilities...	171.9	176.225	177.600	0.9	0.6	0.8	3.9	3.4	3.3
Public administration.....	162.7	166.315	168.496	1.9	0.3	1.3	5.1	4.1	3.6

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

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

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

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

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

**Table 9. Employment Cost Index for wages and salaries, for private industry workers, by occupational group and industry**

[Not seasonally adjusted]

Occupational group and industry	Index value (Dec. 2005=100)			Percent changes for					
	Sep. 2024	Jun. 2025	Sep. 2025	3-months ended-			12-months ended-		
				Sep. 2024	Jun. 2025	Sep. 2025	Sep. 2024	Jun. 2025	Sep. 2025
All workers.....	169.1	173.849	175.109	0.7	1.1	0.7	3.8	3.5	3.6
Excluding incentive paid occupations <sup>1</sup> .....	168.8	173.240	174.507	0.8	1.0	0.7	4.0	3.5	3.4
<b>Occupational group</b>									
Management, professional, and related.....	162.9	167.323	168.580	0.7	1.2	0.8	3.4	3.5	3.5
Excluding incentive paid occupations <sup>1</sup> .....	161.5	165.731	166.940	0.8	1.0	0.7	3.6	3.5	3.4
Management, business, and financial.....	162.8	166.923	167.816	0.6	1.3	0.5	3.0	3.2	3.1
Excluding incentive paid occupations <sup>1</sup> ....	160.4	164.385	165.157	0.7	1.1	0.5	3.3	3.2	3.0
Professional and related.....	163.2	167.912	169.506	0.8	1.0	0.9	3.8	3.7	3.9
Sales and office.....	171.7	177.474	178.049	0.3	1.4	0.3	3.2	3.7	3.7
Excluding incentive paid occupations <sup>1</sup> .....	174.7	179.004	180.034	0.7	1.0	0.6	3.9	3.2	3.1
Sales and related.....	168.5	175.642	175.616	-0.2	1.8	0.0	2.4	4.1	4.2
Excluding incentive paid occupations <sup>1</sup> ....	176.0	180.281	181.227	0.7	0.9	0.5	3.8	3.1	3.0
Office and administrative support.....	173.1	177.474	178.637	0.8	1.1	0.7	4.0	3.3	3.2
Natural resources, construction, and maintenance.....	166.8	171.433	173.469	1.1	1.1	1.2	4.4	3.9	4.0
Construction, extraction, farming, fishing, and forestry occupations.....	164.9	169.821	171.632	1.0	1.0	1.1	3.7	4.0	4.1
Installation, maintenance, and repair.....	168.9	173.328	175.620	1.2	1.1	1.3	5.2	3.9	4.0
Production, transportation, and material moving.....	176.0	180.506	181.909	0.9	1.0	0.8	5.3	3.5	3.4
Excluding incentive paid occupations <sup>1</sup> .....	175.8	180.237	181.478	1.0	1.0	0.7	5.3	3.5	3.2
Production.....	170.9	175.286	176.705	0.9	0.9	0.8	4.5	3.5	3.4
Excluding incentive paid occupations <sup>1</sup> ....	171.0	175.577	176.916	0.9	0.8	0.8	4.3	3.6	3.5
Transportation and material moving.....	182.6	187.274	188.689	0.9	1.0	0.8	5.8	3.5	3.3
Service occupations.....	184.6	189.539	191.210	0.9	0.8	0.9	4.2	3.6	3.6
<b>Industry and occupational group</b>									
Goods-producing industries <sup>2</sup> .....	164.5	169.627	170.921	0.7	1.1	0.8	3.7	3.9	3.9
Excluding incentive paid occupations <sup>1</sup> .....	164.6	169.567	170.833	0.8	1.1	0.7	4.0	3.8	3.8
Management, professional, and related.....	158.0	163.295	163.997	0.4	1.4	0.4	3.7	3.8	3.8
Sales and office.....	172.0	178.159	180.004	0.8	1.3	1.0	2.0	4.4	4.7
Natural resources, construction, and maintenance.....	164.7	169.491	171.231	1.0	1.1	1.0	3.8	4.0	4.0
Production, transportation, and material moving.....	168.8	173.620	174.931	0.9	0.9	0.8	4.4	3.8	3.6
Construction.....	163.5	168.655	170.265	1.1	1.1	1.0	3.0	4.2	4.1
Manufacturing.....	164.8	169.615	170.727	0.7	1.2	0.7	4.0	3.6	3.6
Management, professional, and related.....	158.9	163.700	164.430	0.4	1.3	0.4	3.9	3.4	3.5
Sales and office.....	168.3	172.563	173.893	0.4	1.4	0.8	3.4	3.0	3.3
Natural resources, construction, and maintenance.....	166.4	171.822	173.293	1.3	1.5	0.9	4.4	4.6	4.1
Production, transportation, and material moving.....	168.7	173.645	174.978	0.8	1.0	0.8	4.3	3.7	3.7
Aircraft manufacturing.....	164.1	171.850	172.809	0.2	1.0	0.6	2.6	4.9	5.3
Service-providing industries <sup>3</sup> .....	170.2	174.944	176.198	0.7	1.1	0.7	3.8	3.5	3.5
Excluding incentive paid occupations <sup>1</sup> .....	169.9	174.241	175.509	0.8	1.0	0.7	4.0	3.4	3.3
Management, professional, and related.....	163.7	167.985	169.311	0.8	1.1	0.8	3.4	3.4	3.4
Sales and office.....	171.6	177.410	177.850	0.2	1.4	0.2	3.4	3.6	3.6
Natural resources, construction, and maintenance.....	169.8	174.309	176.782	1.2	1.0	1.4	5.3	3.9	4.1
Production, transportation, and material moving.....	182.7	187.013	188.492	0.9	1.0	0.8	5.9	3.3	3.2
Service occupations.....	184.7	189.654	191.331	0.9	0.8	0.9	4.2	3.6	3.6
Trade, transportation, and utilities.....	173.8	178.416	180.120	0.6	1.2	1.0	4.2	3.3	3.6
Excluding incentive paid occupations <sup>1</sup> .....	174.8	178.813	180.134	0.7	1.1	0.7	4.7	3.1	3.1
Wholesale trade.....	160.0	164.304	166.330	0.1	1.0	1.2	2.6	2.8	4.0
Excluding incentive paid occupations <sup>1</sup> ....	164.0	167.159	168.236	0.6	0.9	0.6	3.5	2.6	2.6

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					
	Sep. 2024	Jun. 2025	Sep. 2025	3-months ended-			12-months ended-		
				Sep. 2024	Jun. 2025	Sep. 2025	Sep. 2024	Jun. 2025	Sep. 2025
Service-providing industries - Continued									
Retail trade.....	179.2	183.669	185.065	0.6	1.2	0.8	3.0	3.1	3.3
Excluding incentive paid occupations <sup>1</sup> ....	177.9	181.913	183.231	0.7	1.1	0.7	3.4	3.0	3.0
Transportation and warehousing.....	181.6	186.650	188.497	1.0	1.5	1.0	8.4	3.8	3.8
Utilities.....	171.1	176.532	178.167	0.9	1.0	0.9	3.8	4.1	4.1
Information.....	160.6	163.262	164.168	1.5	1.2	0.6	3.5	3.1	2.2
Financial activities.....	164.1	170.669	170.788	0.2	2.1	0.1	2.1	4.3	4.1
Excluding incentive paid occupations <sup>1</sup> ....	163.6	168.332	168.505	0.5	0.9	0.1	2.9	3.4	3.0
Finance and insurance.....	164.3	171.004	171.523	-0.1	2.2	0.3	1.9	4.0	4.4
Credit intermediation and related activities.....	163.9	169.848	170.053	-0.3	1.6	0.1	2.2	3.3	3.8
Excluding incentive paid occupations <sup>1</sup> .....	166.5	171.058	171.198	0.4	0.7	0.1	2.9	3.1	2.8
Insurance carriers and related activities..	163.3	170.296	169.311	-0.6	1.6	-0.6	2.1	3.6	3.7
Excluding incentive paid occupations <sup>1</sup> .....	160.3	165.109	165.275	0.4	1.2	0.1	3.2	3.4	3.1
Real estate and rental and leasing.....	163.8	169.503	167.761	1.7	2.2	-1.0	3.3	5.3	2.4
Excluding incentive paid occupations <sup>1</sup> ....	167.1	172.589	172.123	0.7	1.6	-0.3	2.6	4.0	3.0
Professional and business services.....	168.2	172.823	173.519	0.2	1.0	0.4	3.6	3.0	3.2
Professional, scientific, and technical services.....	167.9	173.144	174.020	0.2	1.0	0.5	3.1	3.3	3.6
Administrative and support and waste management and remediation services...	171.6	175.842	177.191	0.7	0.9	0.8	3.7	3.2	3.3
Education and health services.....	168.5	173.211	175.107	1.4	0.9	1.1	4.4	4.3	3.9
Educational services.....	162.9	164.051	167.246	2.1	0.3	1.9	4.8	2.9	2.7
Junior colleges, colleges, universities, and professional schools.....	159.2	161.397	164.136	2.4	0.4	1.7	4.3	3.8	3.1
Health care and social assistance.....	169.7	175.111	176.760	1.3	1.0	0.9	4.3	4.5	4.2
Hospitals.....	169.9	175.525	176.390	1.0	0.8	0.5	4.4	4.4	3.8
Nursing and residential care facilities....	172.9	177.313	178.558	0.9	0.6	0.7	3.9	3.4	3.3
Nursing care facilities <sup>1</sup> .....	171.4	176.546	177.314	0.5	0.9	0.4	3.3	3.5	3.5
Leisure and hospitality.....	185.2	189.219	190.303	0.7	0.4	0.6	3.6	2.9	2.8
Accommodation and food service.....	189.0	193.639	194.554	0.6	0.5	0.5	3.6	3.1	2.9
Other services, except public administration..	173.6	177.403	179.995	0.6	0.5	1.5	4.7	2.8	3.7

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

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

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

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

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

Bargaining status and Census region and division	Indexes (Dec.2005=100)			Percent changes for					
	Sep. 2024	Jun. 2025	Sep. 2025	3-months ended-			12-months ended-		
				Sep. 2024	Jun. 2025	Sep. 2025	Sep. 2024	Jun. 2025	Sep. 2025
<b>Bargaining status</b>									
Union.....	169.5	175.910	177.625	0.8	1.4	1.0	6.4	4.6	4.8
Goods-producing industries <sup>1</sup> .....	158.6	164.434	166.394	1.0	1.6	1.2	5.1	4.7	4.9
Manufacturing.....	157.4	163.626	165.489	0.8	1.4	1.1	5.6	4.8	5.1
Service-providing industries <sup>2</sup> .....	176.1	182.900	184.481	0.7	1.3	0.9	7.1	4.6	4.8
Nonunion.....	169.1	173.716	174.939	0.7	1.1	0.7	3.6	3.5	3.5
Goods-producing industries <sup>1</sup> .....	165.8	170.816	171.988	0.7	1.1	0.7	3.4	3.8	3.7
Manufacturing.....	166.4	171.061	172.077	0.7	1.2	0.6	3.8	3.5	3.4
Service-providing industries <sup>2</sup> .....	169.8	174.385	175.619	0.7	1.1	0.7	3.5	3.4	3.4
<b>Census region and division<sup>3</sup></b>									
Northeast.....	168.8	173.709	174.933	0.7	1.0	0.7	3.4	3.6	3.6
New England.....	174.4	179.509	180.955	0.3	1.1	0.8	2.5	3.2	3.8
Middle Atlantic.....	166.6	171.503	172.647	0.8	0.9	0.7	3.7	3.8	3.6
South.....	167.6	172.371	173.897	0.7	1.0	0.9	3.4	3.5	3.8
South Atlantic.....	171.7	176.352	177.619	0.6	1.1	0.7	3.4	3.4	3.4
East South Central.....	165.3	170.862	172.365	0.6	1.2	0.9	3.2	4.0	4.3
West South Central.....	161.7	166.564	168.579	0.6	1.0	1.2	3.3	3.6	4.3
Midwest.....	164.8	169.518	170.498	0.8	1.2	0.6	3.7	3.7	3.5
East North Central.....	163.3	167.669	168.722	0.7	1.3	0.6	3.6	3.4	3.3
West North Central.....	168.3	173.860	174.675	0.8	1.0	0.5	3.9	4.1	3.8
West.....	175.7	180.391	181.576	0.7	1.2	0.7	4.6	3.4	3.3
Mountain.....	173.9	178.020	178.935	0.9	0.9	0.5	4.6	3.3	2.9
Pacific.....	176.7	181.622	182.922	0.6	1.4	0.7	4.7	3.4	3.5

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

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

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

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

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

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

Occupational group and industry	Indexes (Dec. 2005=100)			Percent changes for					
	Sep. 2024	Jun. 2025	Sep. 2025	3-months ended-			12-months ended-		
				Sep. 2024	Jun. 2025	Sep. 2025	Sep. 2024	Jun. 2025	Sep. 2025
All workers.....	158.1	160.663	163.697	2.2	0.3	1.9	4.6	3.9	3.5
<b>Occupational group</b>									
Management, professional, and related.....	155.3	157.465	160.636	2.3	0.3	2.0	4.4	3.7	3.4
Professional and related.....	154.8	156.930	160.318	2.2	0.3	2.2	4.3	3.7	3.6
Sales and office.....	160.0	163.588	165.962	1.9	0.5	1.5	4.8	4.2	3.7
Office and administrative support.....	160.5	164.094	166.455	1.8	0.5	1.4	4.8	4.1	3.7
Service occupations.....	167.9	171.500	174.436	1.9	0.2	1.7	5.0	4.1	3.9
<b>Industry</b>									
Education and health services.....	155.6	157.599	161.066	2.4	0.3	2.2	4.4	3.7	3.5
Educational services.....	154.4	156.024	159.719	2.5	0.2	2.4	4.4	3.6	3.4
Schools.....	154.4	156.030	159.733	2.5	0.2	2.4	4.4	3.6	3.5
Elementary and secondary schools....	153.9	155.088	158.959	2.6	0.2	2.5	4.3	3.4	3.3
Health care and social assistance.....	166.5	170.973	172.579	1.6	0.9	0.9	4.3	4.4	3.7
Hospitals.....	165.2	169.909	171.201	1.7	1.1	0.8	4.3	4.6	3.6
Public administration.....	162.7	166.315	168.496	1.9	0.3	1.3	5.1	4.1	3.6

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					
	Sep. 2024	Jun. 2025	Sep. 2025	3-months ended-			12-months ended-		
				Sep. 2024	Jun. 2025	Sep. 2025	Sep. 2024	Jun. 2025	Sep. 2025
<b>Civilian workers</b>									
All workers <sup>1</sup> .....	167.0	171.680	172.916	0.7	0.7	0.7	3.7	3.5	3.5
<b>Private industry workers</b>									
All workers.....	160.1	164.815	165.630	0.4	0.8	0.5	3.3	3.4	3.5
<b>Occupational group</b>									
Management, professional, and related. ....	158.0	162.450	163.165	0.4	0.5	0.4	3.2	3.2	3.3
Sales and office.....	162.3	167.694	168.565	0.4	1.1	0.5	2.7	3.7	3.9
Natural resources, construction, and maintenance.....	159.0	163.188	164.370	0.6	1.0	0.7	2.6	3.2	3.4
Production, transportation, and material moving.....	162.4	167.491	168.266	0.4	1.3	0.5	4.8	3.6	3.6
Service occupations.....	162.0	166.870	167.867	0.7	0.9	0.6	3.5	3.8	3.6
<b>Industry</b>									
Goods-producing industries <sup>2</sup> .....	152.4	156.113	156.862	0.3	0.9	0.5	3.0	2.8	2.9
Manufacturing.....	152.3	156.095	156.694	0.3	1.0	0.4	3.3	2.8	2.9
Aircraft manufacturing.....	108.2	112.982	113.088	-0.2	1.3	0.1	0.5	4.2	4.5
Service-providing industries <sup>3</sup> .....	162.7	167.688	168.523	0.5	0.8	0.5	3.4	3.6	3.6
<b>Bargaining status</b>									
Union.....	171.9	177.643	178.648	0.5	1.3	0.6	4.9	3.8	3.9
Nonunion.....	157.7	162.293	163.079	0.4	0.7	0.5	3.1	3.4	3.4
<b>State and local government workers</b>									
All workers.....	192.6	197.029	199.999	1.8	0.2	1.5	4.8	4.1	3.8

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

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

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

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

**Table 13. Employment Cost Index for total compensation and wages and salaries, for private industry workers by area**

[Not seasonally adjusted]

Census region and metropolitan area <sup>1</sup>	Percent changes for 12-months ended-					
	Total compensation <sup>2</sup>			Wages and salaries		
	Sep. 2024	Jun. 2025	Sep. 2025	Sep. 2024	Jun. 2025	Sep. 2025
<b>Northeast</b>						
Boston-Worcester-Providence, MA-RI-NH CSA.....	1.7	3.0	3.3	1.6	2.8	3.2
New York-Newark, NY-NJ-CT-PA CSA.....	3.0	3.1	3.8	3.0	3.1	3.9
Philadelphia-Reading-Camden, PA-NJ-DE-MD CSA.....	3.2	3.7	3.4	3.4	3.9	3.4
<b>South</b>						
Atlanta-Athens-Clarke County-Sandy Springs, GA-AL CSA...	4.8	3.2	2.9	5.6	3.2	2.8
Dallas-Fort Worth, TX-OK CSA.....	3.8	3.7	3.7	3.7	3.4	3.5
Houston-Pasadena, TX CSA.....	4.6	4.9	4.5	4.4	5.5	5.0
Miami-Port St. Lucie-Fort Lauderdale, FL CSA.....	2.2	3.0	5.7	2.4	2.7	5.9
Washington-Baltimore-Arlington, DC-MD-VA-WV-PA CSA....	3.6	2.5	2.2	4.0	2.1	1.9
<b>Midwest</b>						
Chicago-Naperville, IL-IN-WI CSA.....	3.1	3.6	4.0	3.1	3.6	3.9
Detroit-Warren-Ann Arbor, MI CSA.....	5.0	2.1	2.1	4.3	3.5	3.3
Minneapolis-St. Paul, MN-WI CSA.....	4.1	5.3	3.7	4.2	5.7	3.6
<b>West</b>						
Los Angeles-Long Beach, CA CSA.....	4.6	3.9	3.4	4.8	4.1	3.4
Phoenix-Mesa, AZ CSA.....	3.3	3.3	3.1	3.4	3.0	2.6
San Jose-San Francisco-Oakland, CA CSA.....	5.3	3.3	3.7	5.4	3.1	3.9
Seattle-Tacoma, WA CSA.....	4.4	4.7	4.7	4.7	4.6	4.3

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

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

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