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EMPLOYMENT COST INDEX – JUNE 2026

Compensation costs for civilian workers increased 0.9 percent, seasonally adjusted, for the 3-month period ending in June 2026, the U.S. Bureau of Labor Statistics reported today. Wages and salaries increased 0.9 percent and benefit costs increased 1.0 percent from March 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 June 2026. Wages and salaries increased 3.2 percent and benefit costs increased 3.8 percent over the year. (See chart 2 and tables A, 4, 8, and 12.)

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

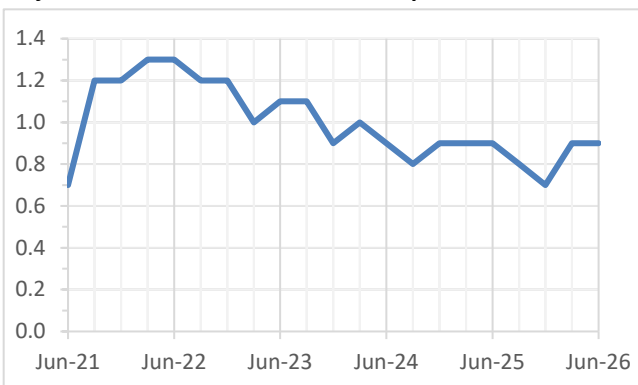
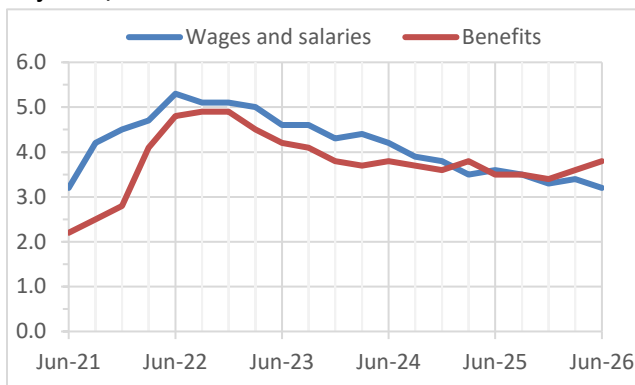


Chart 2. Twelve-month percent change, not seasonally adjusted, civilian workers



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

Compensation costs for private industry workers increased 3.3 percent, not seasonally adjusted, for the 12-month period ending in June 2026. Wages and salaries increased 3.1 percent and benefit costs increased 3.8 percent over the year. Inflation-adjusted (constant dollar) wages and salaries decreased 0.4 percent over the year. (See charts 3 and 4 and tables A, 5, 9, and 12.)

Relative Importance Estimates

Beginning with the publication of Employment Cost Index (ECI) data for June 2026, relative importance estimates for select ECI series will be available in the public database with each ECI publication. Historical relative importance estimates will be available for March 2026; no further historical estimates will be provided. For more information, see www.bls.gov/opub/mlr/2026/article/relative-importance-eci.htm.

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

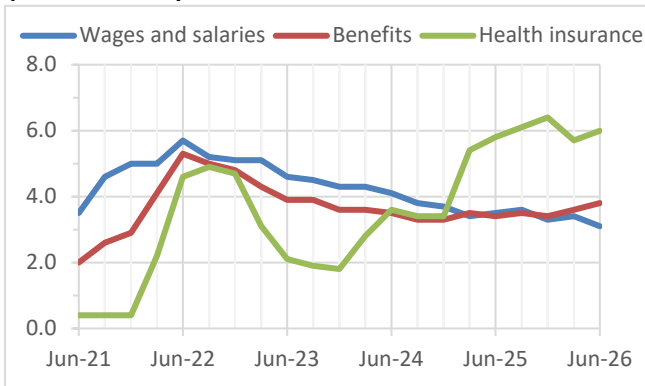
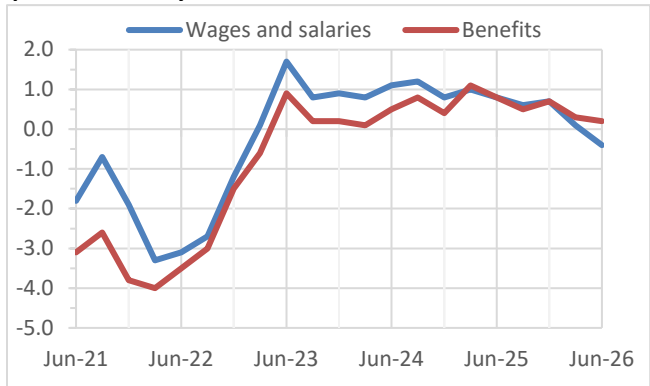


Chart 4. Twelve-month percent change, constant dollar, private industry workers



Compensation costs for state and local government workers increased 1.0 percent, seasonally adjusted, for the 3-month period ending in June 2026.

Wages and salaries increased 0.9 percent and benefit costs increased 1.1 percent from March 2026. (See tables A, 1, 2, and 3.)

Compensation costs for state and local government workers increased 3.6 percent, not seasonally adjusted, for the 12-month period ending in June 2026. Wages and salaries increased 3.4 percent and benefit costs increased 4.0 percent over the year. Inflation-adjusted (constant dollar) wages and salaries decreased 0.1 percent over the year. (See chart 5 and tables A, 7, 11, and 12.)

Chart 5. Twelve-month percent change, not seasonally adjusted, state and local government workers

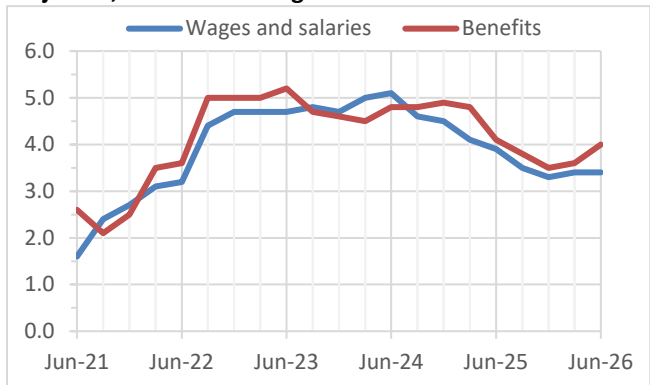


Table A. Major series of the Employment Cost Index
[Percent change]

Category	3-month, seasonally adjusted		12-month, not seasonally adjusted, current dollar			12-month, not seasonally adjusted, constant dollar		
	Mar. 2026	Jun. 2026	Jun. 2025	Mar. 2026	Jun. 2026	Jun. 2025	Mar. 2026	Jun. 2026
Civilian workers¹								
Compensation ²	0.9	0.9	3.6	3.4	3.4	0.9	0.1	-0.1
Wages and salaries.....	0.8	0.9	3.6	3.4	3.2	0.9	0.1	-0.3
Benefits.....	1.2	1.0	3.5	3.6	3.8	0.9	0.3	0.3
Private Industry								
Compensation ²	0.9	0.9	3.5	3.4	3.3	0.8	0.1	-0.2
Wages and salaries.....	0.7	0.9	3.5	3.4	3.1	0.8	0.1	-0.4
Benefits.....	1.3	0.9	3.4	3.6	3.8	0.8	0.3	0.2
Health benefits.....	—	—	5.8	5.7	6.0	—	—	—
State and local government								
Compensation ²	1.0	1.0	4.0	3.5	3.6	1.3	0.2	0.1
Wages and salaries.....	1.0	0.9	3.9	3.4	3.4	1.2	0.1	-0.1
Benefits.....	1.2	1.1	4.1	3.6	4.0	1.4	0.3	0.4

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 September 2026 is scheduled to be published on Friday, October 30, 2026, 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 28,300 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 industry¹
[Seasonally adjusted]

Occupational group and industry	Indexes (Dec.2005=100)		Percent changes for 3-months ended-								
	Mar. 2026	Jun. 2026	Jun. 2024	Sep. 2024	Dec. 2024	Mar. 2025	Jun. 2025	Sep. 2025	Dec. 2025	Mar. 2026	Jun. 2026
Civilian workers											
All workers ²	175.618	177.178	0.9	0.8	0.9	0.9	0.9	0.8	0.7	0.9	0.9
Industry											
Goods-producing industries ³	168.748	170.434	0.6	0.9	0.8	0.9	0.9	0.9	0.7	0.7	1.0
Manufacturing.....	168.577	170.061	0.8	0.8	0.9	0.7	0.9	0.8	0.6	1.0	0.9
Service-providing industries ⁴	177.074	178.614	1.0	0.8	1.0	0.9	0.9	0.8	0.8	0.9	0.9
Education and health services.....	175.995	177.628	1.0	1.2	0.8	1.0	1.0	0.8	0.9	1.1	0.9
Educational services.....	173.561	175.305	1.1	1.0	0.8	0.8	0.8	0.8	1.0	0.9	1.0
Elementary and secondary schools.....	173.600	175.330	1.1	1.0	0.8	0.8	0.8	0.8	0.8	1.0	1.0
Junior colleges, colleges, universities, and professional schools.....	172.487	174.253	1.0	1.3	0.9	0.9	1.0	0.8	1.0	0.7	1.0
Health care and social assistance.....	178.333	179.877	1.0	1.2	0.8	1.2	1.0	0.9	0.8	1.2	0.9
Hospitals.....	177.054	179.063	1.0	1.1	0.9	1.0	1.0	0.6	0.9	0.5	1.1
Nursing and residential care facilities.....	176.201	177.278	1.0	0.8	0.8	1.1	0.6	0.8	0.7	0.9	0.6
Public administration.....	184.257	186.031	1.4	1.2	1.2	1.1	0.7	0.9	0.8	1.1	1.0
Private industry workers											
All workers.....	174.974	176.494	0.9	0.8	0.9	0.8	1.0	0.8	0.7	0.9	0.9
Occupational group											
Management, professional, and related.....	169.764	171.287	0.8	0.7	0.9	0.9	0.9	0.8	0.8	1.0	0.9
Management, business, and financial.....	169.387	170.937	0.7	0.7	0.9	0.7	0.7	0.7	0.7	1.0	0.9
Professional and related.....	170.402	171.902	0.9	0.8	0.9	1.0	0.9	0.9	0.9	1.0	0.9
Sales and office.....	177.497	178.559	0.2	0.7	0.9	0.8	1.2	0.8	0.5	0.8	0.6
Sales and related.....	173.587	174.325	-0.5	0.5	1.2	0.7	1.4	0.7	-0.1	0.9	0.4
Office and administrative support....	180.326	181.678	1.0	0.9	0.7	0.9	1.0	0.8	1.0	0.8	0.7
Natural resources, construction, and maintenance.....	173.468	174.911	0.7	0.9	1.0	0.8	0.9	1.0	0.8	1.0	0.8
Construction, extraction, farming, fishing, and forestry occupations..	171.681	173.240	0.9	0.9	1.0	0.9	0.9	1.0	1.0	0.8	0.9
Installation, maintenance, and repair.....	175.482	176.792	0.6	1.0	1.0	0.8	1.0	1.0	0.7	1.1	0.7
Production, transportation, and material moving.....	180.407	182.066	1.3	0.9	0.8	0.9	1.0	0.8	0.7	0.7	0.9
Production.....	174.574	176.266	1.0	1.0	0.8	0.8	0.8	0.9	0.9	0.4	1.0
Transportation and material moving.....	186.822	188.477	1.6	0.8	0.7	0.9	1.0	0.8	0.6	0.9	0.9
Service occupations.....	188.841	190.347	1.3	0.9	0.9	1.0	0.8	0.8	0.8	0.9	0.8
Industry											
Goods-producing industries ³	168.630	170.315	0.5	0.9	0.8	0.9	0.9	0.9	0.7	0.7	1.0
Construction.....	168.818	170.861	-0.1	1.1	0.7	1.1	0.9	1.1	0.9	0.3	1.2
Manufacturing.....	168.577	170.061	0.8	0.8	0.9	0.7	0.9	0.8	0.6	1.0	0.9
Aircraft manufacturing.....	149.261	149.865	-0.1	0.7	2.3	0.6	1.0	1.1	0.0	3.4	0.4
Service-providing industries ⁵	176.694	178.182	0.9	0.8	0.9	0.8	1.0	0.8	0.7	0.9	0.8
Trade, transportation, and utilities.....	181.031	182.671	1.0	0.7	0.6	0.8	1.0	1.0	0.5	1.1	0.9
Wholesale trade.....	170.831	171.568	0.1	0.6	0.8	0.5	0.6	1.3	0.2	1.2	0.4
Retail trade.....	183.909	186.037	1.2	0.7	0.7	0.7	0.9	0.9	0.6	0.9	1.2
Transportation and warehousing. . .	186.813	188.516	1.7	0.8	0.4	1.1	1.5	0.8	0.4	1.3	0.9
Utilities.....	187.617	190.174	0.9	0.9	1.0	1.0	1.0	0.9	1.0	1.1	1.4
Information.....	168.990	169.964	-0.3	1.4	0.4	0.4	1.3	0.8	0.4	1.4	0.6
Financial activities.....	173.334	174.676	1.1	0.6	1.3	1.3	0.9	0.5	0.8	1.3	0.8
Finance and insurance.....	173.876	175.280	1.1	0.4	1.5	1.3	0.8	0.8	0.7	1.2	0.8

See footnotes at end of table.

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

Occupational group and industry	Indexes (Dec.2005=100)		Percent changes for 3-months ended-								
	Mar. 2026	Jun. 2026	Jun. 2024	Sep. 2024	Dec. 2024	Mar. 2025	Jun. 2025	Sep. 2025	Dec. 2025	Mar. 2026	Jun. 2026
Credit intermediation and related activities.....	174.151	175.310	0.7	0.4	1.8	1.9	-0.6	0.6	0.8	0.8	0.7
Insurance carriers and related activities.....	172.910	174.024	1.1	0.2	1.0	1.4	0.8	0.5	1.0	0.6	0.6
Real estate and rental and leasing..	170.955	171.987	0.7	1.3	0.7	1.0	1.8	-0.8	1.4	1.5	0.6
Professional and business services. ..	173.046	174.730	0.8	0.4	1.1	0.5	1.0	0.6	0.7	0.4	1.0
Professional, scientific, and technical services.....	174.337	176.093	0.9	0.2	1.1	0.9	0.9	0.6	0.9	0.4	1.0
Administrative and support and waste management and remediation services.....	173.471	175.113	0.9	0.7	1.3	0.2	1.0	0.7	0.5	0.4	0.9
Education and health services.....	176.575	178.110	1.0	1.2	0.7	1.2	1.0	0.9	1.0	1.1	0.9
Educational services.....	171.709	173.477	0.9	1.2	0.4	0.8	0.8	0.9	1.7	0.6	1.0
Junior colleges, colleges, universities, and professional schools.....	170.227	171.967	0.8	1.4	0.8	0.7	0.9	0.8	1.4	0.5	1.0
Health care and social assistance...	177.566	179.059	1.0	1.2	0.8	1.2	1.0	0.9	0.8	1.2	0.8
Hospitals.....	176.508	178.521	1.0	1.1	0.9	1.1	0.9	0.7	0.9	0.4	1.1
Nursing and residential care facilities.....	174.412	175.523	1.0	0.8	0.7	1.1	0.7	0.7	0.7	0.9	0.6
Leisure and hospitality.....	185.988	186.852	1.5	0.7	0.9	0.7	0.5	0.7	0.8	0.6	0.5
Accommodation and food services..	189.706	190.637	1.5	0.7	0.9	0.8	0.5	0.6	0.7	0.5	0.5
Other services, except public administration.....	180.395	181.228	1.1	0.6	1.1	0.5	0.8	1.4	1.5	0.4	0.5
State and local government workers											
All workers.....	178.506	180.246	1.2	1.1	1.0	1.0	0.8	0.8	0.8	1.0	1.0
Industry											
Education and health services.....	175.148	176.923	1.1	1.0	1.0	0.8	0.9	0.7	0.8	1.0	1.0
Educational services.....	174.043	175.781	1.1	1.0	1.0	0.8	0.9	0.8	0.8	1.0	1.0
Schools.....	173.959	175.704	1.1	1.1	0.9	0.8	0.9	0.8	0.8	1.0	1.0
Elementary and secondary schools.....	173.987	175.719	1.1	1.0	0.8	0.8	0.8	0.7	0.8	1.0	1.0
Health care and social assistance...	183.696	185.740	1.1	1.1	1.2	0.8	1.0	0.6	0.8	1.2	1.1
Hospitals.....	179.525	181.505	1.1	1.1	1.2	0.8	1.3	0.5	0.8	1.2	1.1
Public administration.....	184.257	186.031	1.4	1.2	1.2	1.1	0.7	0.9	0.8	1.1	1.0

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-								
	Mar. 2026	Jun. 2026	Jun. 2024	Sep. 2024	Dec. 2024	Mar. 2025	Jun. 2025	Sep. 2025	Dec. 2025	Mar. 2026	Jun. 2026
Civilian workers											
All workers ¹	175.258	176.754	0.9	0.8	1.0	0.8	1.0	0.8	0.7	0.8	0.9
Industry											
Goods-producing industries ²	172.850	174.879	0.4	1.0	0.9	1.0	1.0	1.0	0.8	0.4	1.2
Manufacturing.....	173.129	174.865	0.7	0.9	0.8	0.8	1.0	0.9	0.7	0.7	1.0
Service-providing industries ³	175.745	177.153	1.0	0.8	1.0	0.7	1.0	0.8	0.7	0.8	0.8
Education and health services.....	171.264	172.727	1.0	1.1	0.8	1.0	1.0	0.9	0.9	0.9	0.9
Educational services.....	163.020	164.456	1.1	1.0	0.8	0.8	0.8	0.9	1.1	0.8	0.9
Elementary and secondary schools.....	161.281	162.698	1.1	0.9	0.8	0.7	0.9	0.9	0.9	1.0	0.9
Junior colleges, colleges, universities, and professional schools.....	164.245	165.632	1.0	1.2	1.0	0.9	0.9	0.8	1.0	0.6	0.8
Health care and social assistance....	179.532	181.032	1.0	1.3	0.8	1.2	1.1	0.9	0.8	1.0	0.8
Hospitals.....	178.183	180.198	1.0	1.2	0.9	1.1	1.1	0.6	0.9	0.6	1.1
Public administration.....	170.984	172.574	1.2	1.2	1.0	1.0	0.8	0.6	0.7	1.0	0.9
Private industry workers											
All workers.....	177.498	179.010	0.8	0.8	0.9	0.8	1.0	0.8	0.7	0.7	0.9
Occupational group											
Management, professional, and related.....	171.124	172.534	0.8	0.7	0.9	0.9	0.9	0.8	0.8	0.8	0.8
Professional and related.....	172.404	173.762	1.0	0.8	0.9	1.0	1.0	0.9	0.9	0.8	0.8
Management, business, and financial.....	169.995	171.462	0.6	0.7	0.9	0.7	0.8	0.6	0.6	0.9	0.9
Sales and office.....	179.586	180.381	0.2	0.6	1.0	0.8	1.2	0.7	0.4	0.7	0.4
Sales and related.....	176.969	177.247	-0.7	0.5	1.4	0.6	1.5	0.7	-0.3	0.8	0.2
Office and administrative support....	181.653	182.956	1.1	0.8	0.7	0.7	1.1	0.7	1.0	0.7	0.7
Natural resources, construction, and maintenance.....	176.282	177.981	1.0	1.0	1.1	0.8	1.0	1.1	0.9	0.9	1.0
Construction, extraction, farming, fishing, and forestry occupations..	174.446	176.367	1.0	1.0	1.1	0.9	0.9	1.1	1.0	0.7	1.1
Installation, maintenance, and repair.....	178.425	179.876	1.1	1.0	1.1	0.7	1.0	1.1	0.7	1.1	0.8
Production, transportation, and material moving.....	185.043	186.794	1.0	0.9	0.8	0.8	0.9	0.8	0.7	0.7	0.9
Production.....	179.155	181.051	0.8	1.1	0.8	0.8	0.8	0.9	1.1	0.3	1.1
Transportation and material moving.....	191.305	192.976	1.2	0.8	0.8	0.8	1.0	0.7	0.5	1.0	0.9
Service occupations.....	194.171	195.795	1.3	0.9	1.0	0.9	0.8	0.8	0.8	0.8	0.8
Industry											
Goods-producing industries ²	172.914	174.947	0.4	1.0	0.8	1.0	1.0	1.0	0.8	0.4	1.2
Construction.....	171.769	174.274	-0.4	1.3	0.7	1.2	1.0	1.2	0.9	0.0	1.5
Manufacturing.....	173.129	174.865	0.7	0.9	0.8	0.8	1.0	0.9	0.7	0.7	1.0
Aircraft manufacturing.....	175.784	176.641	0.4	0.7	1.8	1.3	1.1	1.1	0.6	0.9	0.5
Service-providing industries ⁴	178.663	180.070	1.0	0.7	0.9	0.7	1.1	0.8	0.7	0.8	0.8
Trade, transportation, and utilities.....	182.604	183.999	0.8	0.7	0.7	0.8	1.0	1.0	0.4	1.0	0.8
Wholesale trade.....	168.475	168.677	-0.3	0.5	0.9	0.6	0.8	1.6	0.1	1.2	0.1
Retail trade.....	187.498	189.630	1.2	0.7	0.7	0.8	0.8	0.8	0.6	0.9	1.1
Transportation and warehousing. . .	191.209	192.597	1.3	0.9	0.5	0.8	1.4	0.9	0.3	1.2	0.7
Utilities.....	181.462	183.341	0.8	1.0	0.9	1.0	1.1	1.0	1.0	0.8	1.0
Information.....	166.916	168.055	0.3	1.5	0.4	0.0	1.3	0.5	0.2	1.5	0.7
Financial activities.....	174.042	175.314	1.2	0.4	1.4	0.6	1.7	0.3	0.8	1.2	0.7
Finance and insurance.....	174.604	175.933	1.2	0.2	1.5	0.5	1.6	0.7	0.7	1.2	0.8
Credit intermediation and related activities.....	172.680	173.094	0.3	-0.1	1.7	0.9	0.8	0.4	0.8	0.9	0.2
Insurance carriers and related activities.....	172.424	173.824	1.6	0.1	1.2	1.3	1.0	0.2	1.0	0.8	0.8

See footnotes at end of table.

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

Occupational group and industry	Indexes (Dec. 2005=100)		Percent changes for 3-months ended-								
	Mar. 2026	Jun. 2026	Jun. 2024	Sep. 2024	Dec. 2024	Mar. 2025	Jun. 2025	Sep. 2025	Dec. 2025	Mar. 2026	Jun. 2026
Real estate and rental and leasing..	172.039	173.043	0.7	1.6	0.7	0.9	2.0	-1.2	1.5	1.4	0.6
Professional and business services. ..	175.123	176.766	1.0	0.3	1.2	0.4	1.0	0.5	0.7	0.3	0.9
Professional, scientific, and technical services.....	175.903	177.435	0.9	0.1	1.3	0.9	0.9	0.5	0.9	0.3	0.9
Administrative and support and waste management and remediation services.....	178.355	180.206	0.8	0.7	1.3	0.2	1.0	0.7	0.4	0.4	1.0
Education and health services.....	178.218	179.745	1.0	1.3	0.8	1.1	1.1	1.0	1.0	0.9	0.9
Educational services.....	170.224	171.980	1.1	1.1	0.4	0.6	0.7	0.9	1.9	0.4	1.0
Junior colleges, colleges, universities, and professional schools.....	166.060	167.547	0.8	1.3	0.9	0.7	0.8	0.7	1.5	0.1	0.9
Health care and social assistance...	179.900	181.387	1.0	1.3	0.8	1.2	1.1	1.0	0.8	1.0	0.8
Hospitals.....	179.000	181.087	1.0	1.1	1.0	1.1	1.1	0.6	0.9	0.4	1.2
Leisure and hospitality.....	192.851	193.698	1.4	0.8	0.9	0.7	0.4	0.7	0.9	0.5	0.4
Accommodation and food services..	196.889	197.800	1.5	0.7	1.0	0.8	0.5	0.6	0.7	0.5	0.5
Other services, except public administration.....	183.203	183.838	1.2	0.5	1.3	0.3	0.7	1.4	1.5	0.3	0.3
State and local government workers											
All workers.....	165.820	167.257	1.1	1.1	1.0	0.9	0.9	0.8	0.8	1.0	0.9
Industry											
Education and health services.....	163.011	164.395	1.1	1.0	0.9	0.8	0.9	0.8	0.8	1.0	0.8
Educational services.....	161.511	162.863	1.1	1.0	0.9	0.8	0.8	0.8	0.9	1.0	0.8
Schools.....	161.526	162.880	1.1	1.0	0.9	0.8	0.8	0.8	0.9	1.0	0.8
Elementary and secondary schools.....	160.782	162.145	1.1	0.9	0.9	0.7	0.9	0.8	0.9	1.0	0.8
Health care and social assistance...	175.553	177.195	0.9	1.2	1.1	0.7	1.2	0.5	0.7	1.1	0.9
Hospitals.....	174.373	176.018	0.9	1.2	1.1	0.7	1.4	0.3	0.8	1.2	0.9
Public administration.....	170.984	172.574	1.2	1.2	1.0	1.0	0.8	0.6	0.7	1.0	0.9

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-								
	Mar. 2026	Jun. 2026	Jun. 2024	Sep. 2024	Dec. 2024	Mar. 2025	Jun. 2025	Sep. 2025	Dec. 2025	Mar. 2026	Jun. 2026
Civilian workers											
All workers ¹	176.619	178.321	1.0	0.8	0.9	1.1	0.7	0.8	0.8	1.2	1.0
Private industry workers											
All workers.....	169.011	170.552	0.9	0.7	0.8	1.1	0.7	0.8	0.7	1.3	0.9
Occupational group											
Management, professional, and related.....	166.638	168.416	0.8	0.8	0.8	1.0	0.6	0.8	0.8	1.2	1.1
Sales and office.....	172.189	173.965	0.4	0.8	0.7	1.2	1.0	0.9	0.8	1.2	1.0
Natural resources, construction, and maintenance.....	167.476	168.371	0.3	0.6	0.8	1.0	0.8	0.8	0.8	1.2	0.5
Production, transportation, and material moving.....	171.149	172.618	2.0	0.7	0.7	1.0	1.0	0.8	0.7	0.8	0.9
Service occupations.....	171.490	172.595	1.3	0.9	0.8	1.2	0.8	0.7	0.8	1.4	0.6
Industry											
Goods-producing industries ²	159.956	160.915	0.9	0.6	0.7	0.8	0.7	0.8	0.6	1.4	0.6
Manufacturing.....	159.878	160.867	1.0	0.6	0.7	0.7	0.7	0.8	0.4	1.5	0.6
Service-providing industries ³	171.939	173.628	0.9	0.7	0.8	1.2	0.7	0.8	0.8	1.2	1.0
State and local government workers											
All workers ¹	203.322	205.596	1.4	1.2	1.1	1.1	0.7	0.8	0.8	1.2	1.1

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

² Includes mining, construction, and manufacturing.

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

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

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

[Not seasonally adjusted]

Occupational group and industry	Indexes (Dec. 2005=100)			Percent changes for					
	Jun. 2025	Mar. 2026	Jun. 2026	3-months ended-			12-months ended-		
				Jun. 2025	Mar. 2026	Jun. 2026	Jun. 2025	Mar. 2026	Jun. 2026
All workers ²	171.444	175.743	177.244	0.9	1.2	0.9	3.6	3.4	3.4
Excluding incentive paid occupations ³	171.315	175.685	177.144	0.8	1.2	0.8	3.6	3.4	3.4
Occupational group									
Management, professional, and related.....	166.671	170.981	172.477	0.8	1.2	0.9	3.5	3.4	3.5
Management, business, and financial.....	166.614	170.100	171.970	0.9	1.3	1.1	3.2	3.0	3.2
Professional and related.....	166.866	171.764	172.997	0.7	1.2	0.7	3.7	3.7	3.7
Sales and office.....	175.100	178.765	180.110	1.3	1.3	0.8	3.7	3.4	2.9
Sales and related.....	171.743	174.051	175.214	1.6	1.4	0.7	3.9	2.9	2.0
Office and administrative support.....	176.964	181.676	183.157	1.0	1.2	0.8	3.6	3.7	3.5
Natural resources, construction, and maintenance.....	169.434	174.090	175.715	1.0	1.0	0.9	3.8	3.7	3.7
Construction, extraction, farming, fishing, and forestry occupations.....	167.947	172.529	174.235	0.9	1.0	1.0	3.7	3.7	3.7
Installation, maintenance, and repair.....	171.138	175.879	177.411	1.1	1.0	0.9	3.8	3.9	3.7
Production, transportation, and material moving.....	176.611	180.469	182.258	1.0	1.0	1.0	3.6	3.2	3.2
Production.....	171.185	174.791	176.571	0.9	0.7	1.0	3.4	3.0	3.1
Transportation and material moving.....	183.484	187.591	189.415	1.1	1.3	1.0	3.7	3.4	3.2
Service occupations.....	184.063	189.424	190.756	0.7	1.2	0.7	3.8	3.6	3.6
Industry									
Goods-producing industries ⁴	165.212	168.815	170.773	1.1	1.0	1.2	3.6	3.3	3.4
Manufacturing.....	164.922	168.588	170.409	1.1	1.3	1.1	3.3	3.4	3.3
Service-providing industries ⁵	172.585	177.010	178.429	0.9	1.2	0.8	3.6	3.5	3.4
Education and health services.....	170.566	175.938	176.988	0.6	1.1	0.6	4.1	3.8	3.8
Educational services.....	167.480	173.011	173.700	0.3	0.6	0.4	3.6	3.6	3.7
Elementary and secondary schools....	167.325	172.888	173.492	0.2	0.7	0.3	3.5	3.5	3.7
Junior colleges, colleges, universities, and professional schools.....	166.977	172.201	172.960	0.4	0.6	0.4	4.2	3.5	3.6
Health care and social assistance.....	173.387	178.634	179.985	0.9	1.4	0.8	4.4	4.0	3.8
Hospitals.....	173.559	177.464	179.130	0.8	0.9	0.9	4.1	3.1	3.2
Nursing and residential care facilities..	171.980	176.063	177.130	0.7	1.1	0.6	3.4	3.1	3.0
Public administration.....	178.143	184.087	184.977	0.2	1.3	0.5	4.2	3.5	3.8

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

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

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

⁴ Includes mining, construction, and manufacturing.

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

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

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

[Not seasonally adjusted]

Occupational group and industry	Indexes (Dec. 2005=100)			Percent changes for					
	Jun. 2025	Mar. 2026	Jun. 2026	3-months ended-			12-months ended-		
				Jun. 2025	Mar. 2026	Jun. 2026	Jun. 2025	Mar. 2026	Jun. 2026
All workers.....	171.181	175.210	176.876	1.1	1.3	1.0	3.5	3.4	3.3
Excluding incentive paid occupations ²	171.003	175.106	176.730	0.9	1.2	0.9	3.5	3.4	3.3
Occupational group									
Management, professional, and related.....	165.847	169.899	171.639	0.9	1.4	1.0	3.4	3.4	3.5
Excluding incentive paid occupations ²	164.904	169.042	170.596	0.9	1.4	0.9	3.4	3.4	3.5
Management, business, and financial.....	166.054	169.404	171.431	1.0	1.4	1.2	3.1	3.0	3.2
Excluding incentive paid occupations ²	164.737	168.237	169.897	0.8	1.4	1.0	3.2	3.0	3.1
Professional and related.....	165.916	170.627	172.104	0.9	1.4	0.9	3.6	3.8	3.7
Sales and office.....	174.757	178.172	179.564	1.4	1.3	0.8	3.7	3.3	2.8
Excluding incentive paid occupations ²	176.610	180.450	182.122	1.0	1.2	0.9	3.3	3.2	3.1
Sales and related.....	171.617	173.903	175.065	1.6	1.4	0.7	3.9	3.0	2.0
Excluding incentive paid occupations ²	176.484	179.520	181.291	0.8	1.2	1.0	3.1	2.6	2.7
Office and administrative support.....	176.081	180.511	182.103	1.1	1.2	0.9	3.5	3.7	3.4
Natural resources, construction, and maintenance.....	168.841	173.376	175.070	1.0	1.0	1.0	3.7	3.8	3.7
Construction, extraction, farming, fishing, and forestry occupations.....	167.270	171.706	173.503	0.9	1.0	1.0	3.6	3.6	3.7
Installation, maintenance, and repair.....	170.616	175.263	176.838	1.2	1.0	0.9	3.8	4.0	3.6
Production, transportation, and material moving.....	176.224	180.024	181.873	1.0	1.0	1.0	3.5	3.2	3.2
Excluding incentive paid occupations ²	175.933	179.561	181.457	1.1	0.9	1.1	3.6	3.2	3.1
Production.....	171.087	174.665	176.490	0.9	0.6	1.0	3.4	3.0	3.2
Excluding incentive paid occupations ²	171.417	174.955	176.829	0.9	0.8	1.1	3.5	3.0	3.2
Transportation and material moving.....	183.116	187.149	189.047	1.2	1.3	1.0	3.6	3.4	3.2
Service occupations.....	184.269	189.067	190.506	0.8	1.2	0.8	3.6	3.4	3.4
Industry and occupational group									
Goods-producing industries ³	165.122	168.701	170.671	1.1	1.0	1.2	3.5	3.3	3.4
Excluding incentive paid occupations ²	165.146	168.921	170.744	1.1	1.1	1.1	3.5	3.4	3.4
Management, professional, and related.....	157.733	160.944	163.004	1.2	1.4	1.3	3.3	3.3	3.3
Sales and office.....	171.944	174.693	176.558	1.2	0.7	1.1	4.1	2.8	2.7
Natural resources, construction, and maintenance.....	166.625	170.983	172.800	1.0	1.0	1.1	3.6	3.7	3.7
Production, transportation, and material moving.....	169.084	172.555	174.597	0.9	0.9	1.2	3.5	3.0	3.3
Construction.....	165.437	168.966	171.203	1.0	0.6	1.3	3.8	3.2	3.5
Manufacturing.....	164.922	168.588	170.409	1.1	1.3	1.1	3.3	3.4	3.3
Management, professional, and related.....	158.614	162.321	163.928	1.2	1.7	1.0	3.0	3.6	3.4
Sales and office occupations.....	168.738	171.922	173.378	1.2	1.5	0.8	3.0	3.1	2.7
Natural resources, construction, and maintenance.....	166.297	170.723	172.621	1.6	1.3	1.1	4.2	4.3	3.8
Production, transportation, and material moving.....	168.895	172.494	174.553	1.0	0.9	1.2	3.6	3.1	3.4
Aircraft manufacturing.....	143.380	150.369	151.203	1.1	5.1	0.6	4.7	6.0	5.5
Service-providing industries ⁴	172.856	176.994	178.594	1.0	1.3	0.9	3.5	3.4	3.3
Excluding incentive paid occupations ²	172.711	176.899	178.480	0.9	1.3	0.9	3.5	3.3	3.3
Management, professional, and related.....	167.246	171.414	173.117	0.9	1.4	1.0	3.4	3.4	3.5
Sales and office.....	175.052	178.541	179.880	1.4	1.4	0.7	3.6	3.4	2.8
Natural resources, construction, and maintenance.....	172.192	176.995	178.500	1.1	1.0	0.9	3.8	3.9	3.7
Production, transportation, and material moving.....	183.588	187.672	189.406	1.2	1.1	0.9	3.5	3.4	3.2
Service occupations.....	184.399	189.208	190.632	0.8	1.2	0.8	3.7	3.4	3.4
Trade, transportation, and utilities.....	176.913	181.029	183.096	1.2	1.3	1.1	3.2	3.6	3.5
Excluding incentive paid occupations ²	177.597	181.115	183.434	1.1	1.0	1.3	3.0	3.1	3.3
Wholesale trade.....	166.710	170.966	172.146	0.9	1.7	0.7	2.5	3.5	3.3
Excluding incentive paid occupations ²	170.161	173.166	175.233	0.8	1.1	1.2	2.3	2.6	3.0

See footnotes at end of table.

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

Occupational group and industry	Indexes (Dec. 2005=100)			Percent changes for					
	Jun. 2025	Mar. 2026	Jun. 2026	3-months ended-			12-months ended-		
				Jun. 2025	Mar. 2026	Jun. 2026	Jun. 2025	Mar. 2026	Jun. 2026
Service-providing industries - Continued									
Retail trade.....	179.983	183.599	186.436	1.3	0.9	1.5	3.1	3.3	3.6
Excluding incentive paid occupations ²	178.693	181.791	184.591	1.2	0.6	1.5	2.9	2.9	3.3
Transportation and warehousing.....	182.528	187.026	188.808	1.5	1.5	1.0	3.9	4.0	3.4
Utilities.....	182.260	187.763	190.442	1.1	1.6	1.4	4.0	4.1	4.5
Information.....	164.987	169.068	170.250	1.4	1.7	0.7	3.5	3.9	3.2
Financial activities.....	169.690	173.533	175.575	1.4	1.9	1.2	4.2	3.7	3.5
Excluding incentive paid occupations ²	169.417	173.442	174.861	0.4	2.1	0.8	3.7	2.8	3.2
Finance and insurance.....	170.089	174.100	176.236	1.2	1.9	1.2	4.1	3.6	3.6
Credit intermediation and related activities.....	171.304	174.217	176.208	-0.1	1.4	1.1	3.6	1.6	2.9
Excluding incentive paid occupations ²	174.285	177.988	179.551	-0.9	1.9	0.9	3.5	1.2	3.0
Insurance carriers and related activities..	170.715	173.082	175.350	1.4	1.4	1.3	3.5	2.8	2.7
Excluding incentive paid occupations ²	167.628	170.470	172.056	1.2	1.5	0.9	3.2	2.9	2.6
Real estate and rental and leasing.....	167.987	170.985	172.549	2.1	1.9	0.9	5.0	3.9	2.7
Excluding incentive paid occupations ²	170.985	174.614	176.475	1.7	1.9	1.1	4.1	3.8	3.2
Professional and business services.....	170.517	173.514	175.145	1.0	1.1	0.9	3.0	2.7	2.7
Professional, scientific, and technical services.....	171.363	174.774	176.436	0.8	1.2	1.0	3.2	2.8	3.0
Administrative and support and waste management and remediation services...	170.919	173.746	175.351	1.0	1.0	0.9	3.3	2.6	2.6
Education and health services.....	171.498	176.833	178.149	0.9	1.3	0.7	4.2	4.0	3.9
Educational services.....	165.620	171.538	172.630	0.4	0.4	0.6	3.1	4.0	4.2
Junior colleges, colleges, universities, and professional schools.....	165.007	170.018	171.081	0.5	0.2	0.6	3.9	3.5	3.7
Health care and social assistance.....	172.665	177.896	179.254	1.0	1.4	0.8	4.4	4.0	3.8
Hospitals.....	173.279	176.959	178.684	0.8	0.9	1.0	4.1	2.9	3.1
Nursing and residential care facilities....	170.485	174.388	175.526	0.7	1.1	0.7	3.3	3.0	3.0
Nursing care facilities ²	169.733	173.490	174.708	0.9	1.2	0.7	3.1	3.1	2.9
Leisure and hospitality.....	182.161	186.057	186.933	0.5	1.1	0.5	2.8	2.6	2.6
Accommodation and food service.....	186.353	189.768	190.835	0.6	1.0	0.6	2.8	2.4	2.4
Other services, except public administration..	174.772	180.939	181.337	0.5	1.0	0.2	3.0	4.0	3.8

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

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

³ Includes mining, construction, and manufacturing.

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

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

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

Bargaining status and Census region and division	Indexes (Dec. 2005=100)			Percent changes for					
	Jun. 2025	Mar. 2026	Jun. 2026	3-months ended-			12-months ended-		
				Jun. 2025	Mar. 2026	Jun. 2026	Jun. 2025	Mar. 2026	Jun. 2026
Bargaining status									
Union.....	176.467	180.670	182.750	1.4	0.9	1.2	4.3	3.8	3.6
Goods-producing industries ²	165.918	169.808	172.445	1.5	0.9	1.6	4.2	3.9	3.9
Manufacturing.....	160.052	164.484	166.428	1.4	1.4	1.2	4.3	4.2	4.0
Service-providing industries ³	183.646	188.030	189.842	1.3	0.9	1.0	4.3	3.7	3.4
Nonunion.....	170.460	174.468	176.091	1.0	1.3	0.9	3.4	3.4	3.3
Goods-producing industries ²	164.774	168.279	170.115	1.0	1.1	1.1	3.4	3.2	3.2
Manufacturing.....	166.358	169.919	171.728	1.1	1.3	1.1	3.1	3.2	3.2
Service-providing industries ³	171.834	175.949	177.531	1.0	1.4	0.9	3.5	3.4	3.3
Census region and division⁴									
Northeast.....	172.336	176.298	177.528	1.1	1.2	0.7	3.6	3.4	3.0
New England.....	175.828	180.869	180.429	1.1	1.5	-0.2	3.2	3.9	2.6
Middle Atlantic.....	171.069	174.622	176.492	1.0	1.1	1.1	3.7	3.1	3.2
South.....	168.629	172.768	174.528	0.9	1.2	1.0	3.5	3.4	3.5
South Atlantic.....	172.048	176.289	178.055	1.0	1.2	1.0	3.4	3.5	3.5
East South Central.....	168.395	172.753	174.788	1.2	1.3	1.2	3.8	3.8	3.8
West South Central.....	163.105	166.968	168.605	0.5	1.1	1.0	3.6	2.9	3.4
Midwest.....	167.837	171.538	172.904	1.1	1.3	0.8	3.5	3.3	3.0
East North Central.....	166.325	170.070	171.624	1.2	1.3	0.9	3.3	3.4	3.2
West North Central.....	171.414	175.017	175.991	1.0	1.4	0.6	4.0	3.1	2.7
West.....	176.969	181.213	183.382	1.1	1.4	1.2	3.5	3.6	3.6
Mountain.....	174.179	177.488	179.733	0.9	0.9	1.3	3.3	2.8	3.2
Pacific.....	178.317	182.986	185.121	1.3	1.6	1.2	3.6	3.9	3.8

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

² Includes mining, construction, and manufacturing.

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

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

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

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

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

Occupational group and industry	Indexes (Dec. 2005=100)			Percent changes for					
	Jun. 2025	Mar. 2026	Jun. 2026	3-months ended-			12-months ended-		
				Jun. 2025	Mar. 2026	Jun. 2026	Jun. 2025	Mar. 2026	Jun. 2026
All workers.....	172.518	178.054	178.798	0.3	0.9	0.4	4.0	3.5	3.6
Occupational group									
Management, professional, and related.....	168.883	174.049	174.718	0.3	0.8	0.4	3.8	3.4	3.5
Professional and related.....	168.430	173.718	174.421	0.3	0.8	0.4	3.8	3.5	3.6
Sales and office.....	178.005	184.074	184.964	0.4	1.3	0.5	4.3	3.8	3.9
Office and administrative support.....	177.994	184.071	184.949	0.4	1.3	0.5	4.3	3.8	3.9
Service occupations.....	182.997	189.991	191.004	0.3	1.4	0.5	4.2	4.2	4.4
Industry									
Education and health services.....	169.153	174.575	175.241	0.3	0.8	0.4	3.8	3.5	3.6
Educational services.....	167.970	173.404	173.992	0.2	0.7	0.3	3.7	3.5	3.6
Schools.....	167.889	173.336	173.924	0.2	0.7	0.3	3.8	3.5	3.6
Elementary and secondary schools. . .	167.753	173.239	173.823	0.2	0.7	0.3	3.6	3.5	3.6
Health care and social assistance.....	178.357	183.693	184.960	0.7	1.3	0.7	4.2	3.7	3.7
Hospitals.....	174.665	179.689	181.056	0.9	1.3	0.8	4.3	3.8	3.7
Public administration.....	178.143	184.087	184.977	0.2	1.3	0.5	4.2	3.5	3.8

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					
	Jun. 2025	Mar. 2026	Jun. 2026	3-months ended-			12-months ended-		
				Jun. 2025	Mar. 2026	Jun. 2026	Jun. 2025	Mar. 2026	Jun. 2026
All workers ¹	171.362	175.385	176.821	1.0	1.0	0.8	3.6	3.4	3.2
Excluding incentive paid occupations ²	170.718	174.829	176.216	0.9	0.9	0.8	3.6	3.3	3.2
Occupational group									
Management, professional, and related.....	164.611	168.594	170.029	1.0	1.0	0.9	3.5	3.4	3.3
Management, business, and financial.....	166.136	169.014	171.048	1.2	0.9	1.2	3.3	2.9	3.0
Professional and related.....	163.976	168.742	169.762	0.8	1.0	0.6	3.7	3.7	3.5
Sales and office.....	176.390	179.506	180.593	1.4	1.1	0.6	3.7	3.2	2.4
Sales and related.....	175.484	177.109	177.876	1.7	1.3	0.4	4.1	2.7	1.4
Office and administrative support.....	176.697	181.079	182.435	1.0	0.9	0.7	3.5	3.5	3.2
Natural resources, construction, and maintenance.....	170.932	175.688	177.458	1.0	0.8	1.0	3.9	3.8	3.8
Construction, extraction, farming, fishing, and forestry occupations.....	169.453	174.111	176.095	1.0	0.8	1.1	4.0	3.8	3.9
Installation, maintenance, and repair.....	172.669	177.537	179.067	1.0	0.8	0.9	3.8	3.9	3.7
Production, transportation, and material moving.....	180.166	184.198	185.974	0.9	0.9	1.0	3.5	3.2	3.2
Production.....	175.236	179.226	181.117	0.9	0.5	1.1	3.6	3.2	3.4
Transportation and material moving.....	186.351	190.472	192.191	1.0	1.2	0.9	3.5	3.2	3.1
Service occupations.....	185.347	190.352	191.711	0.6	1.0	0.7	3.7	3.3	3.4
Industry									
Goods-producing industries ³	169.545	172.984	175.239	1.2	0.7	1.3	3.9	3.2	3.4
Manufacturing.....	169.615	173.205	175.213	1.2	1.0	1.2	3.6	3.3	3.3
Service-providing industries ⁴	171.698	175.821	177.118	0.9	1.0	0.7	3.6	3.4	3.2
Education and health services.....	166.071	171.224	172.107	0.6	0.8	0.5	4.1	3.8	3.6
Educational services.....	157.379	162.741	163.185	0.2	0.4	0.3	3.5	3.7	3.7
Elementary and secondary schools... ..	155.482	160.936	161.295	0.2	0.5	0.2	3.3	3.7	3.7
Junior colleges, colleges, and universities.....	159.398	164.136	164.584	0.3	0.3	0.3	4.0	3.3	3.3
Health care and social assistance.....	174.760	179.780	181.040	1.0	1.1	0.7	4.5	3.9	3.6
Hospitals.....	174.550	178.542	180.114	0.9	0.8	0.9	4.4	3.2	3.2
Nursing and residential care facilities...	176.225	180.490	181.553	0.6	1.0	0.6	3.4	3.1	3.0
Public administration.....	166.315	171.139	171.869	0.3	1.0	0.4	4.1	3.2	3.3

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					
	Jun. 2025	Mar. 2026	Jun. 2026	3-months ended-			12-months ended-		
				Jun. 2025	Mar. 2026	Jun. 2026	Jun. 2025	Mar. 2026	Jun. 2026
All workers.....	173.849	177.672	179.304	1.1	1.0	0.9	3.5	3.4	3.1
Excluding incentive paid occupations ¹	173.240	177.163	178.747	1.0	1.0	0.9	3.5	3.2	3.2
Occupational group									
Management, professional, and related.....	167.323	171.060	172.809	1.2	1.1	1.0	3.5	3.4	3.3
Excluding incentive paid occupations ¹	165.731	169.569	171.063	1.0	1.1	0.9	3.5	3.3	3.2
Management, business, and financial.....	166.923	169.686	171.910	1.3	0.9	1.3	3.2	3.0	3.0
Excluding incentive paid occupations ¹	164.385	167.322	169.043	1.1	1.0	1.0	3.2	2.9	2.8
Professional and related.....	167.912	172.554	173.865	1.0	1.2	0.8	3.7	3.8	3.5
Sales and office.....	177.474	180.432	181.552	1.4	1.1	0.6	3.7	3.1	2.3
Excluding incentive paid occupations ¹	179.004	182.506	184.047	1.0	0.9	0.8	3.2	2.9	2.8
Sales and related.....	175.642	177.250	178.019	1.8	1.3	0.4	4.1	2.7	1.4
Excluding incentive paid occupations ¹	180.281	182.770	184.418	0.9	0.8	0.9	3.1	2.3	2.3
Office and administrative support.....	177.474	181.736	183.192	1.1	1.0	0.8	3.3	3.6	3.2
Natural resources, construction, and maintenance.....	171.433	176.131	177.993	1.1	0.8	1.1	3.9	3.9	3.8
Construction, extraction, farming, fishing, and forestry occupations.....	169.821	174.409	176.504	1.0	0.8	1.2	4.0	3.8	3.9
Installation, maintenance, and repair.....	173.328	178.152	179.752	1.1	0.8	0.9	3.9	3.9	3.7
Production, transportation, and material moving.....	180.506	184.514	186.337	1.0	0.9	1.0	3.5	3.2	3.2
Excluding incentive paid occupations ¹	180.237	184.040	185.923	1.0	0.8	1.0	3.5	3.2	3.2
Production.....	175.286	179.279	181.210	0.9	0.5	1.1	3.5	3.2	3.4
Excluding incentive paid occupations ¹	175.577	179.535	181.533	0.8	0.7	1.1	3.6	3.1	3.4
Transportation and material moving.....	187.274	191.359	193.132	1.0	1.2	0.9	3.5	3.2	3.1
Service occupations.....	189.539	194.320	195.815	0.8	1.0	0.8	3.6	3.3	3.3
Industry and occupational group									
Goods-producing industries ²	169.627	173.047	175.314	1.1	0.7	1.3	3.9	3.2	3.4
Excluding incentive paid occupations ¹	169.567	173.245	175.300	1.1	0.8	1.2	3.8	3.3	3.4
Management, professional, and related.....	163.295	165.670	168.156	1.4	0.7	1.5	3.8	2.8	3.0
Sales and office.....	178.159	180.649	182.788	1.3	0.4	1.2	4.4	2.7	2.6
Natural resources, construction, and maintenance.....	169.491	174.023	176.042	1.1	0.8	1.2	4.0	3.8	3.9
Production, transportation, and material moving.....	173.620	177.401	179.701	0.9	0.7	1.3	3.8	3.1	3.5
Construction.....	168.655	171.894	174.584	1.1	0.2	1.6	4.2	3.1	3.5
Manufacturing.....	169.615	173.205	175.213	1.2	1.0	1.2	3.6	3.3	3.3
Management, professional, and related.....	163.700	166.665	168.431	1.3	1.1	1.1	3.4	3.1	2.9
Sales and office.....	172.563	175.659	177.141	1.4	1.5	0.8	3.0	3.2	2.7
Natural resources, construction, and maintenance.....	171.822	176.945	178.958	1.5	1.3	1.1	4.6	4.6	4.2
Production, transportation, and material moving.....	173.645	177.638	179.972	1.0	0.7	1.3	3.7	3.3	3.6
Aircraft manufacturing.....	171.850	176.631	177.234	1.0	2.1	0.3	4.9	3.8	3.1
Service-providing industries ³	174.944	178.857	180.357	1.1	1.1	0.8	3.5	3.4	3.1
Excluding incentive paid occupations ¹	174.241	178.222	179.705	1.0	1.0	0.8	3.4	3.3	3.1
Management, professional, and related.....	167.985	171.893	173.553	1.1	1.1	1.0	3.4	3.5	3.3
Sales and office.....	177.410	180.418	181.430	1.4	1.2	0.6	3.6	3.2	2.3
Natural resources, construction, and maintenance.....	174.309	179.251	180.882	1.0	0.8	0.9	3.9	3.9	3.8
Production, transportation, and material moving.....	187.013	191.216	192.736	1.0	1.0	0.8	3.3	3.2	3.1
Service occupations.....	189.654	194.442	195.919	0.8	1.0	0.8	3.6	3.3	3.3
Trade, transportation, and utilities.....	178.416	182.484	184.284	1.2	1.2	1.0	3.3	3.5	3.3
Excluding incentive paid occupations ¹	178.813	182.085	184.241	1.1	0.8	1.2	3.1	2.9	3.0
Wholesale trade.....	164.304	168.601	169.223	1.0	1.7	0.4	2.8	3.7	3.0
Excluding incentive paid occupations ¹	167.159	169.679	171.578	0.9	0.8	1.1	2.6	2.4	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					
	Jun. 2025	Mar. 2026	Jun. 2026	3-months ended-			12-months ended-		
				Jun. 2025	Mar. 2026	Jun. 2026	Jun. 2025	Mar. 2026	Jun. 2026
Service-providing industries - Continued									
Retail trade.....	183.669	187.164	189.978	1.2	0.8	1.5	3.1	3.1	3.4
Excluding incentive paid occupations ¹	181.913	184.845	187.599	1.1	0.5	1.5	3.0	2.7	3.1
Transportation and warehousing.....	186.650	191.246	192.736	1.5	1.4	0.8	3.8	4.0	3.3
Utilities.....	176.532	181.761	183.551	1.0	1.3	1.0	4.1	4.0	4.0
Information.....	163.262	166.992	168.051	1.2	1.6	0.6	3.1	3.5	2.9
Financial activities.....	170.669	173.922	175.989	2.1	1.5	1.2	4.3	4.1	3.1
Excluding incentive paid occupations ¹	168.332	171.770	172.928	0.9	1.8	0.7	3.4	3.0	2.7
Finance and insurance.....	171.004	174.437	176.659	2.2	1.5	1.3	4.0	4.2	3.3
Credit intermediation and related activities.....	169.848	172.159	173.848	1.6	0.9	1.0	3.3	3.0	2.4
Excluding incentive paid occupations ¹	171.058	174.382	175.412	0.7	1.7	0.6	3.1	2.6	2.5
Insurance carriers and related activities..	170.296	172.516	175.053	1.6	1.6	1.5	3.6	2.9	2.8
Excluding incentive paid occupations ¹	165.109	167.993	169.601	1.2	1.5	1.0	3.4	2.9	2.7
Real estate and rental and leasing.....	169.503	171.930	173.281	2.2	1.8	0.8	5.3	3.7	2.2
Excluding incentive paid occupations ¹	172.589	175.958	177.668	1.6	1.8	1.0	4.0	3.6	2.9
Professional and business services.....	172.823	175.476	177.095	1.0	0.9	0.9	3.0	2.6	2.5
Professional, scientific, and technical services.....	173.144	176.156	177.683	1.0	0.9	0.9	3.3	2.7	2.6
Administrative and support and waste management and remediation services...	175.842	178.604	180.387	0.9	0.9	1.0	3.2	2.5	2.6
Education and health services.....	173.211	178.398	179.641	0.9	0.9	0.7	4.3	4.0	3.7
Educational services.....	164.051	169.986	170.999	0.3	0.2	0.6	2.9	3.9	4.2
Junior colleges, colleges, universities, and professional schools.....	161.397	165.838	166.598	0.4	-0.2	0.5	3.8	3.1	3.2
Health care and social assistance.....	175.111	180.159	181.447	1.0	1.1	0.7	4.5	4.0	3.6
Hospitals.....	175.525	179.417	181.081	0.8	0.8	0.9	4.4	3.1	3.2
Nursing and residential care facilities....	177.313	181.518	182.690	0.6	1.0	0.6	3.4	3.0	3.0
Nursing care facilities ¹	176.546	180.562	181.709	0.9	1.2	0.6	3.5	3.2	2.9
Leisure and hospitality.....	189.219	193.069	193.897	0.4	0.9	0.4	2.9	2.5	2.5
Accommodation and food service.....	193.639	197.133	198.174	0.5	1.0	0.5	3.1	2.4	2.3
Other services, except public administration..	177.403	183.558	183.812	0.5	0.7	0.1	2.8	4.0	3.6

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					
	Jun. 2025	Mar. 2026	Jun. 2026	3-months ended-			12-months ended-		
				Jun. 2025	Mar. 2026	Jun. 2026	Jun. 2025	Mar. 2026	Jun. 2026
Bargaining status									
Union.....	175.910	180.432	182.192	1.4	0.8	1.0	4.6	4.1	3.6
Goods-producing industries ¹	164.434	168.726	171.381	1.6	0.7	1.6	4.7	4.2	4.2
Manufacturing.....	163.626	169.171	170.765	1.4	1.3	0.9	4.8	4.9	4.4
Service-providing industries ²	182.900	187.541	188.873	1.3	0.8	0.7	4.6	3.9	3.3
Nonunion.....	173.716	177.483	179.105	1.1	1.0	0.9	3.5	3.3	3.1
Goods-producing industries ¹	170.816	174.083	176.287	1.1	0.7	1.3	3.8	3.0	3.2
Manufacturing.....	171.061	174.408	176.478	1.2	1.0	1.2	3.5	3.1	3.2
Service-providing industries ²	174.385	178.251	179.762	1.1	1.1	0.8	3.4	3.3	3.1
Census region and division³									
Northeast.....	173.709	177.438	178.404	1.0	0.9	0.5	3.6	3.2	2.7
New England.....	179.509	184.972	183.678	1.1	1.5	-0.7	3.2	4.2	2.3
Middle Atlantic.....	171.503	174.576	176.404	0.9	0.7	1.0	3.8	2.8	2.9
South.....	172.371	176.504	178.348	1.0	1.0	1.0	3.5	3.5	3.5
South Atlantic.....	176.352	180.499	182.405	1.1	1.0	1.1	3.4	3.4	3.4
East South Central.....	170.862	175.417	177.533	1.2	1.2	1.2	4.0	3.9	3.9
West South Central.....	166.564	170.490	172.104	1.0	0.9	0.9	3.6	3.4	3.3
Midwest.....	169.518	173.190	174.496	1.2	1.2	0.8	3.7	3.4	2.9
East North Central.....	167.669	171.359	172.860	1.3	1.2	0.9	3.4	3.5	3.1
West North Central.....	173.860	177.491	178.399	1.0	1.3	0.5	4.1	3.1	2.6
West.....	180.391	184.020	186.199	1.2	0.9	1.2	3.4	3.3	3.2
Mountain.....	178.020	181.101	183.471	0.9	0.7	1.3	3.3	2.6	3.1
Pacific.....	181.622	185.502	187.589	1.4	1.0	1.1	3.4	3.6	3.3

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					
	Jun. 2025	Mar. 2026	Jun. 2026	3-months ended-			12-months ended-		
				Jun. 2025	Mar. 2026	Jun. 2026	Jun. 2025	Mar. 2026	Jun. 2026
All workers.....	160.663	165.678	166.178	0.3	0.7	0.3	3.9	3.4	3.4
Occupational group									
Management, professional, and related.....	157.465	162.331	162.720	0.3	0.6	0.2	3.7	3.4	3.3
Professional and related.....	156.930	162.005	162.405	0.3	0.6	0.2	3.7	3.6	3.5
Sales and office.....	163.588	168.459	169.161	0.5	0.8	0.4	4.2	3.5	3.4
Office and administrative support.....	164.094	168.976	169.687	0.5	0.8	0.4	4.1	3.5	3.4
Service occupations.....	171.500	177.353	178.230	0.2	1.0	0.5	4.1	3.7	3.9
Industry									
Education and health services.....	157.599	162.766	163.132	0.3	0.6	0.2	3.7	3.5	3.5
Educational services.....	156.024	161.249	161.544	0.2	0.5	0.2	3.6	3.6	3.5
Schools.....	156.030	161.263	161.557	0.2	0.5	0.2	3.6	3.6	3.5
Elementary and secondary schools....	155.088	160.442	160.742	0.2	0.5	0.2	3.4	3.6	3.6
Health care and social assistance.....	170.973	175.678	176.630	0.9	1.0	0.5	4.4	3.6	3.3
Hospitals.....	169.909	174.420	175.523	1.1	1.1	0.6	4.6	3.8	3.3
Public administration.....	166.315	171.139	171.869	0.3	1.0	0.4	4.1	3.2	3.3

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					
	Jun. 2025	Mar. 2026	Jun. 2026	3-months ended-			12-months ended-		
				Jun. 2025	Mar. 2026	Jun. 2026	Jun. 2025	Mar. 2026	Jun. 2026
Civilian workers									
All workers ¹	171.680	176.596	178.243	0.7	1.8	0.9	3.5	3.6	3.8
Private industry workers									
All workers.....	164.815	169.305	171.044	0.8	1.9	1.0	3.4	3.6	3.8
Occupational group									
Management, professional, and related.....	162.450	167.195	168.914	0.5	2.1	1.0	3.2	3.5	4.0
Sales and office.....	167.694	172.270	174.353	1.1	1.9	1.2	3.7	3.9	4.0
Natural resources, construction, and maintenance.....	163.188	167.372	168.710	1.0	1.4	0.8	3.2	3.6	3.4
Production, transportation, and material moving.....	167.491	170.876	172.772	1.3	1.2	1.1	3.6	3.3	3.2
Service occupations.....	166.870	171.689	172.945	0.9	1.9	0.7	3.8	3.8	3.6
Industry									
Goods-producing industries ²	156.113	160.001	161.386	0.9	1.7	0.9	2.8	3.4	3.4
Manufacturing.....	156.095	159.898	161.372	1.0	1.8	0.9	2.8	3.5	3.4
Aircraft manufacturing.....	112.982	122.332	123.412	1.3	10.0	0.9	4.2	9.7	9.2
Service-providing industries ³	167.688	172.349	174.185	0.8	1.9	1.1	3.6	3.6	3.9
Bargaining status									
Union.....	177.643	181.375	183.943	1.3	1.1	1.4	3.8	3.4	3.5
Nonunion.....	162.293	166.861	168.482	0.7	2.0	1.0	3.4	3.6	3.8
State and local government workers									
All workers.....	197.029	203.630	204.859	0.2	1.3	0.6	4.1	3.6	4.0

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

² Includes mining, construction, and manufacturing.

³ Includes the following industries: wholesale trade; retail trade; transportation and warehousing; utilities; information; finance and insurance; real estate and rental and leasing; professional and technical services; management of companies and enterprises; administrative and waste services; educational services; health care and social assistance; arts, entertainment and recreation; accommodation and food services; 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		
	Jun. 2025	Mar. 2026	Jun. 2026	Jun. 2025	Mar. 2026	Jun. 2026
Northeast						
Boston-Worcester-Providence, MA-RI-NH CSA.....	3.0	2.8	2.8	2.8	2.4	2.3
New York-Newark, NY-NJ-CT-PA CSA.....	3.1	3.4	3.3	3.1	3.2	3.1
Philadelphia-Reading-Camden, PA-NJ-DE-MD CSA.....	3.7	3.1	3.3	3.9	2.7	3.1
South						
Atlanta-Athens-Clarke County-Sandy Springs, GA-AL CSA...	3.2	2.5	2.7	3.2	2.5	2.6
Dallas-Fort Worth, TX-OK CSA.....	3.7	2.3	2.7	3.4	1.8	2.5
Houston-Pasadena, TX CSA.....	4.9	0.3	2.8	5.5	3.4	2.7
Miami-Port St. Lucie-Fort Lauderdale, FL CSA.....	3.0	4.7	3.6	2.7	4.6	3.5
Washington-Baltimore-Arlington, DC-MD-VA-WV-PA CSA....	2.5	3.7	3.6	2.1	3.8	3.8
Midwest						
Chicago-Naperville, IL-IN-WI CSA.....	3.6	4.1	3.9	3.6	4.1	3.9
Detroit-Warren-Ann Arbor, MI CSA.....	2.1	2.3	3.4	3.5	3.5	3.2
Minneapolis-St. Paul, MN-WI CSA.....	5.3	1.4	1.7	5.7	1.0	1.3
West						
Los Angeles-Long Beach, CA CSA.....	3.9	3.5	3.3	4.1	3.1	2.8
Phoenix-Mesa, AZ CSA.....	3.3	4.3	4.2	3.0	4.2	4.1
San Jose-San Francisco-Oakland, CA CSA.....	3.3	3.8	3.6	3.1	4.0	3.5
Seattle-Tacoma, WA CSA.....	4.7	3.3	4.0	4.6	2.8	3.5

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