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EMPLOYMENT COST INDEX – DECEMBER 2023

Compensation costs for civilian workers increased 0.9 percent, seasonally adjusted, for the 3-month period ending in December 2023, the U.S. Bureau of Labor Statistics reported today. **Wages and salaries** increased 0.9 percent and **benefit costs** increased 0.7 percent from September 2023. (See chart 1 and tables A, 1, 2, and 3.)

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

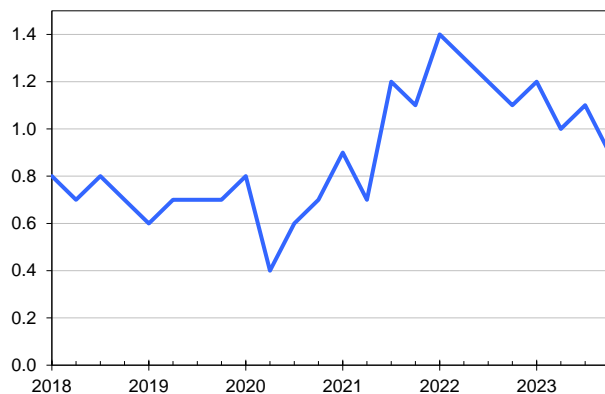
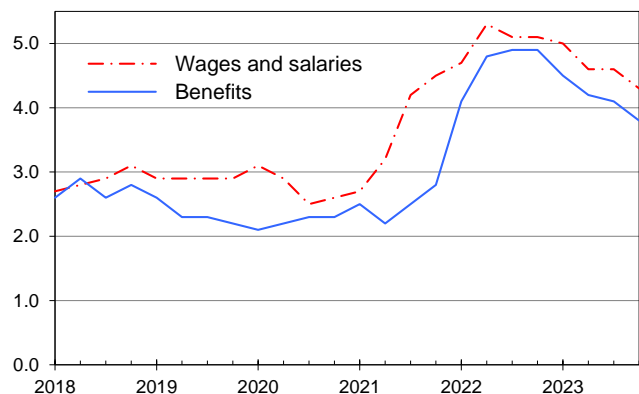


Chart 2. Twelve-month percent change, not seasonally adjusted, civilian workers



Compensation costs for civilian workers increased 4.2 percent for the 12-month period ending in December 2023 and increased 5.1 percent in December 2022. **Wages and salaries** increased 4.3 percent for the 12-month period ending in December 2023 and increased 5.1 percent for the 12-month period ending in December 2022. **Benefit costs** increased 3.8 percent over the year and increased 4.9 percent for the 12-month period ending in December 2022. (See chart 2 and tables A, 4, 8, and 12.)

Compensation costs for private industry workers increased 4.1 percent over the year. In December 2022, the increase was 5.1 percent. **Wages and salaries** increased 4.3 percent for the 12-month period ending in December 2023 and increased 5.1 percent in December 2022. The cost of **benefits** increased 3.6 percent for the 12-month period ending in December 2023 and increased 4.8 percent in December 2022. Inflation-adjusted (constant dollar) compensation costs for private industry increased 0.7 percent for the 12-month period ending in December 2023. Inflation-adjusted wages and salaries increased 0.9 percent for the 12 months ending December 2023. Inflation-adjusted benefit costs in the private sector increased 0.2 percent over that same period. (See charts 3, 4, and tables A, 5, 9, and 12.)

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

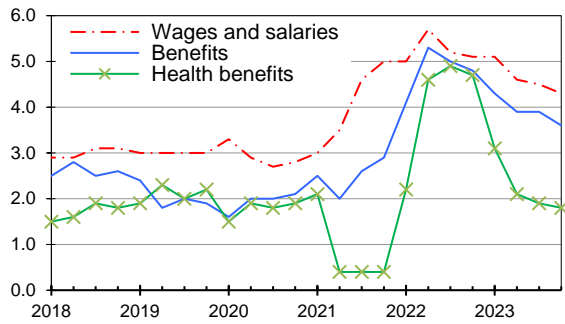
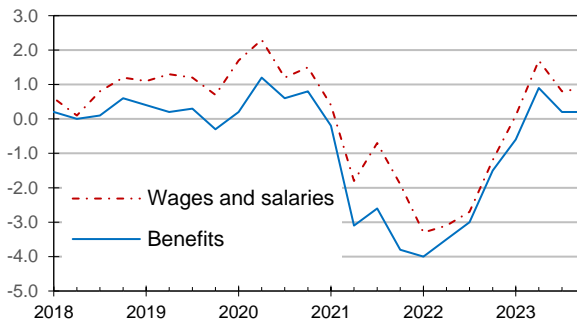


Chart 4. Twelve-month percent change, constant dollar, private industry workers



Within the private industry, **compensation costs** increased 4.5 percent for union workers and 4.0 percent for non-union workers for the 12-month period ending in December 2023. **Wages and salaries** increased 5.4 percent for union workers and 4.2 percent for non-union workers for the 12-month period ending in December 2023. **Benefit costs** increased 3.4 percent for union workers and 3.6 percent for non-union workers for the period ending in December 2023. (See tables 6, 10, and 12.)

Compensation costs for state and local government workers increased 4.6 percent for the 12-month period ending in December 2023 and increased 4.8 percent in the 12-month period ending December 2022. **Wages and salaries** increased 4.7 percent for the 12-month period ending in December 2023 and increased 4.7 percent a year ago. **Benefit costs** increased 4.6 percent for the 12-month period ending in December 2023. The prior year’s increase was 5.0 percent. (See chart 5 and tables A, 7, 11, and 12.)

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

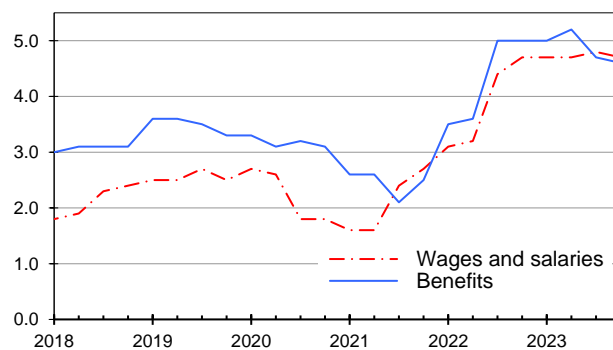


Table A. Major series of the Employment Cost Index
[Percent change]

Category	3-month, seasonally adjusted		12-month, not seasonally adjusted, current dollar			12-month, not seasonally adjusted, constant dollar		
	Sep. 2023	Dec. 2023	Dec. 2022	Sep. 2023	Dec. 2023	Dec. 2022	Sep. 2023	Dec. 2023
Civilian workers¹								
Compensation ²	1.1	0.9	5.1	4.3	4.2	-1.3	0.6	0.9
Wages and salaries.....	1.2	0.9	5.1	4.6	4.3	-1.2	0.9	1.0
Benefits.....	0.9	0.7	4.9	4.1	3.8	-1.4	0.4	0.4
Private industry								
Compensation ²	1.0	0.9	5.1	4.3	4.1	-1.2	0.6	0.7
Wages and salaries.....	1.1	0.9	5.1	4.5	4.3	-1.2	0.8	0.9
Benefits.....	0.8	0.6	4.8	3.9	3.6	-1.5	0.2	0.2
Health benefits.....	—	—	4.7	1.9	1.8	—	—	—
State and local government								
Compensation ²	1.5	1.0	4.8	4.8	4.6	-1.5	1.0	1.3
Wages and salaries.....	1.8	1.1	4.7	4.8	4.7	-1.5	1.0	1.1
Benefits.....	1.2	0.9	5.0	4.7	4.6	-1.3	1.0	1.3

¹ Includes private industry and state and local government.

² Includes wages and salaries and benefits.

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

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 *National Compensation Measures Handbook of Methods* at www.bls.gov/opub/hom/ncs/home.htm.

Sample size

Data for this reference period were collected from a probability sample of approximately 23,600 occupational observations selected from a sample of about 5,600 private industry establishments and approximately 7,500 occupational observations selected from a sample of about 1,400 state and local government establishments that provided data at the initial interview. From December 2021 to September 2023, an additional (fourth) private industry sample was used in estimation to mitigate the impact of decreasing response rates.

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 ECI data are available in (xlsx) format at 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

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. 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.

Additional information

Historical tables are available in (xlsx) format for constant dollar, current dollar, and continuous series, see www.bls.gov/eci/tables.htm. 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. 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 industry¹
 [Seasonally adjusted]

Occupational group and industry	Indexes (Dec.2005=100)		Percent changes for 3-months ended-								
	Sep. 2023	Dec. 2023	Dec. 2021	Mar. 2022	Jun. 2022	Sep. 2022	Dec. 2022	Mar. 2023	Jun. 2023	Sep. 2023	Dec. 2023
Civilian workers											
All workers ²	160.7	162.1	1.1	1.4	1.3	1.2	1.1	1.2	1.0	1.1	0.9
Industry											
Goods-producing industries ³	155.1	156.6	1.0	1.4	1.2	1.0	0.9	1.2	0.8	0.8	1.0
Manufacturing.....	154.6	156.1	0.9	1.7	1.1	0.9	0.9	1.1	0.9	0.7	1.0
Service-providing industries ⁴	161.9	163.3	1.1	1.3	1.3	1.2	1.2	1.1	1.0	1.1	0.9
Education and health services.....	159.6	161.0	1.0	1.3	1.0	1.5	1.2	1.2	0.9	1.4	0.9
Educational services.....	158.1	159.5	0.6	1.1	0.9	1.6	1.1	1.2	0.7	1.4	0.9
Elementary and secondary schools.....	158.8	160.0	0.6	1.0	0.7	1.7	1.1	1.1	0.8	1.5	0.8
Junior colleges, colleges, universities, and professional schools.....	156.3	157.8	0.8	1.1	0.9	1.5	1.1	1.3	0.7	1.3	1.0
Health care and social assistance.....	161.0	162.4	1.5	1.4	1.3	1.4	1.3	1.2	1.1	1.3	0.9
Hospitals.....	161.4	162.7	1.5	1.4	1.3	1.4	1.2	1.3	1.1	1.2	0.8
Nursing and residential care facilities.....	161.7	163.1	1.8	1.6	1.6	1.8	1.2	1.3	1.1	1.3	0.9
Public administration.....	164.8	167.0	0.9	1.4	1.2	1.6	1.1	0.8	1.2	1.7	1.3
Private industry workers											
All workers.....	160.5	161.9	1.2	1.4	1.3	1.1	1.1	1.2	1.0	1.0	0.9
Occupational group											
Management, professional, and related.....	156.1	157.1	0.8	1.2	1.3	0.8	1.1	1.1	1.2	1.0	0.6
Management, business, and financial.....	157.1	157.8	0.6	1.2	1.4	0.5	0.9	1.1	1.2	1.0	0.4
Professional and related.....	155.5	156.7	1.1	1.2	1.2	1.1	1.1	1.3	1.1	1.0	0.8
Sales and office.....	163.6	165.0	1.1	1.6	2.0	1.2	1.2	1.2	1.1	0.7	0.9
Sales and related.....	161.3	163.0	1.0	1.8	2.6	1.0	1.2	1.1	1.1	0.4	1.1
Office and administrative support....	165.0	166.2	1.1	1.5	1.6	1.3	1.2	1.2	1.0	1.0	0.7
Natural resources, construction, and maintenance.....	158.1	159.8	1.0	1.2	1.1	1.0	0.9	1.2	0.9	1.2	1.1
Construction, extraction, farming, fishing, and forestry occupations..	157.1	158.2	0.9	1.2	0.9	1.0	0.9	1.0	1.0	1.0	0.7
Installation, maintenance, and repair.....	159.1	161.7	1.2	1.1	1.3	1.0	1.0	1.4	0.9	1.3	1.6
Production, transportation, and material moving.....	163.5	166.1	1.3	1.5	1.2	1.2	0.9	1.2	1.1	0.7	1.6
Production.....	159.8	161.5	1.2	1.6	1.3	1.3	0.9	1.4	0.9	0.8	1.1
Transportation and material moving.....	168.2	171.4	1.5	1.4	1.3	1.1	0.9	1.0	1.2	0.7	1.9
Service occupations.....	172.2	173.5	2.0	1.9	1.8	1.7	1.2	1.2	1.1	0.9	0.8
Industry											
Goods-producing industries ³	155.0	156.5	1.0	1.4	1.2	0.9	0.9	1.3	0.7	0.8	1.0
Construction.....	156.2	157.8	1.0	0.8	1.3	1.1	1.0	1.5	0.5	1.1	1.0
Manufacturing.....	154.6	156.1	0.9	1.7	1.1	0.9	0.9	1.1	0.9	0.7	1.0
Aircraft manufacturing.....	134.5	135.1	0.4	2.1	0.7	-5.6	0.8	0.9	0.9	0.3	0.4
Service-providing industries ⁵	161.9	163.3	1.2	1.4	1.5	1.1	1.1	1.2	1.0	1.0	0.9
Trade, transportation, and utilities.....	165.6	167.7	1.9	1.4	1.4	1.0	0.9	1.1	1.3	0.9	1.3
Wholesale trade.....	158.4	159.7	1.6	1.7	1.6	0.7	1.1	0.8	1.5	0.6	0.8
Retail trade.....	170.8	171.8	2.5	1.6	1.6	1.3	1.0	1.4	1.0	1.1	0.6
Transportation and warehousing. . .	164.4	169.5	1.0	1.0	0.7	0.8	0.8	0.8	1.4	0.8	3.1
Utilities.....	171.1	172.5	0.7	0.9	0.7	0.9	1.0	1.0	1.5	1.2	0.8
Information.....	156.5	157.9	0.9	1.2	1.3	1.2	1.3	1.1	1.0	0.3	0.9
Financial activities.....	159.0	160.1	-0.4	1.2	1.9	1.0	1.3	0.2	1.0	1.4	0.7
Finance and insurance.....	159.4	160.7	-0.9	1.0	1.9	0.9	1.4	0.1	1.0	1.4	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-								
	Sep. 2023	Dec. 2023	Dec. 2021	Mar. 2022	Jun. 2022	Sep. 2022	Dec. 2022	Mar. 2023	Jun. 2023	Sep. 2023	Dec. 2023
Credit intermediation and related activities.....	159.4	161.6	-1.3	0.0	2.0	-0.1	1.6	1.5	-0.5	1.7	1.4
Insurance carriers and related activities.....	160.5	160.8	1.0	1.5	1.7	1.1	1.0	1.2	0.9	0.8	0.2
Real estate and rental and leasing..	157.2	157.2	1.6	1.8	1.9	0.9	0.8	1.0	1.1	1.2	0.0
Professional and business services. . .	160.4	161.2	1.1	1.3	1.5	1.1	1.0	1.5	0.8	0.9	0.5
Professional, scientific, and technical services.....	161.4	162.2	0.8	1.1	1.6	1.1	0.8	1.5	0.9	0.7	0.5
Administrative and support and waste management and remediation services.....	161.0	161.9	1.5	1.7	1.5	1.0	1.1	1.5	0.8	1.1	0.6
Education and health services.....	159.6	161.0	1.3	1.5	1.3	1.3	1.3	1.2	1.1	1.3	0.9
Educational services.....	156.0	157.5	0.5	1.3	1.4	1.1	1.2	1.3	0.6	1.3	1.0
Junior colleges, colleges, universities, and professional schools.....	155.1	156.4	0.7	0.9	1.1	1.2	0.9	1.0	0.7	1.2	0.8
Health care and social assistance...	160.3	161.7	1.5	1.5	1.3	1.3	1.3	1.2	1.2	1.3	0.9
Hospitals.....	161.1	162.6	1.6	1.4	1.3	1.3	1.2	1.4	1.2	1.1	0.9
Nursing and residential care facilities.....	160.3	161.6	1.9	1.9	1.6	1.7	1.2	1.4	1.1	1.3	0.8
Leisure and hospitality.....	172.3	173.7	1.8	1.9	1.6	1.6	1.2	1.4	1.1	0.6	0.8
Accommodation and food services..	175.9	177.3	2.0	2.1	1.7	1.5	1.1	1.5	1.2	0.5	0.8
Other services, except public administration.....	163.2	164.8	1.6	1.3	1.0	1.0	0.8	1.7	1.2	1.1	1.0
State and local government workers											
All workers.....	161.6	163.2	0.8	1.1	0.9	1.7	1.1	1.1	1.0	1.5	1.0
Industry											
Education and health services.....	159.6	160.9	0.8	1.0	0.8	1.7	1.1	1.2	0.8	1.5	0.8
Educational services.....	158.7	160.0	0.7	1.0	0.7	1.8	1.1	1.2	0.8	1.5	0.8
Schools.....	158.6	160.0	0.7	1.0	0.7	1.7	1.1	1.2	0.8	1.5	0.9
Elementary and secondary schools.....	159.2	160.4	0.7	1.0	0.7	1.7	1.1	1.1	0.8	1.5	0.8
Health care and social assistance...	166.3	167.3	1.2	1.2	1.2	1.8	1.2	1.1	1.0	1.5	0.6
Hospitals.....	162.6	163.3	1.2	1.1	1.2	1.6	1.1	1.2	1.1	1.5	0.4
Public administration.....	164.8	167.0	0.9	1.4	1.2	1.6	1.1	0.8	1.2	1.7	1.3

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-								
	Sep. 2023	Dec. 2023	Dec. 2021	Mar. 2022	Jun. 2022	Sep. 2022	Dec. 2022	Mar. 2023	Jun. 2023	Sep. 2023	Dec. 2023
Civilian workers											
All workers ¹	160.5	162.0	1.2	1.2	1.3	1.3	1.2	1.2	1.0	1.2	0.9
Industry											
Goods-producing industries ²	158.5	160.2	1.2	1.2	1.3	1.2	1.1	1.5	0.6	0.8	1.1
Manufacturing.....	158.4	160.0	1.1	1.4	1.2	1.3	1.1	1.2	0.9	0.6	1.0
Service-providing industries ³	160.9	162.4	1.1	1.3	1.3	1.3	1.2	1.1	1.1	1.2	0.9
Education and health services.....	155.4	156.8	1.1	1.2	1.0	1.6	1.3	1.2	1.0	1.5	0.9
Educational services.....	148.5	149.9	0.5	0.9	0.8	1.6	1.1	1.0	0.7	1.6	0.9
Elementary and secondary schools.....	147.2	148.5	0.4	1.0	0.5	1.9	1.1	0.9	0.7	1.8	0.9
Junior colleges, colleges, universities, and professional schools.....	149.4	150.9	0.7	0.9	0.9	1.4	1.1	1.0	0.7	1.3	1.0
Health care and social assistance.....	162.4	163.9	1.7	1.4	1.3	1.5	1.4	1.4	1.1	1.4	0.9
Hospitals.....	162.2	163.7	1.6	1.4	1.3	1.5	1.3	1.7	1.2	1.2	0.9
Nursing and residential care facilities.....	165.3	166.8	1.9	1.8	1.7	2.0	1.4	1.4	1.2	1.5	0.9
Private industry workers											
All workers.....	162.8	164.3	1.3	1.3	1.4	1.2	1.2	1.2	1.0	1.1	0.9
Occupational group											
Management, professional, and related.....	157.4	158.4	0.8	1.0	1.3	0.9	1.0	1.1	1.2	1.0	0.6
Professional and related.....	157.3	158.6	1.1	1.1	1.1	1.1	1.1	1.4	1.1	1.1	0.8
Management, business, and financial.....	157.8	158.5	0.4	1.0	1.5	0.4	0.9	0.8	1.3	1.1	0.5
Sales and office.....	165.7	167.4	1.1	1.5	2.1	1.1	1.3	1.2	1.1	0.7	1.0
Office and administrative support.....	166.4	167.7	1.3	1.3	1.6	1.3	1.3	1.2	1.0	1.1	0.8
Natural resources, construction, and maintenance.....	159.6	161.7	1.1	1.2	1.1	1.1	1.0	1.5	0.9	1.2	1.3
Construction, extraction, farming, fishing, and forestry occupations.....	159.0	160.1	1.0	1.2	0.9	1.3	1.0	1.2	1.0	1.1	0.7
Installation, maintenance, and repair.....	160.5	163.6	1.2	1.4	1.2	1.1	1.0	1.7	0.8	1.4	1.9
Production, transportation, and material moving.....	167.6	170.5	1.7	1.3	1.4	1.4	1.0	1.2	1.1	0.8	1.7
Production.....	163.6	165.4	1.4	1.3	1.4	1.6	1.1	1.5	0.9	0.8	1.1
Transportation and material moving.....	172.5	176.1	1.8	1.3	1.4	1.2	1.0	1.0	1.2	0.8	2.1
Service occupations.....	177.1	178.4	2.2	1.9	1.9	1.8	1.2	1.4	1.2	1.0	0.7
Industry											
Goods-producing industries ²	158.6	160.3	1.2	1.2	1.3	1.2	1.1	1.5	0.6	0.8	1.1
Construction.....	158.6	160.5	1.1	0.9	1.4	1.2	1.2	1.8	0.4	1.1	1.2
Manufacturing.....	158.4	160.0	1.1	1.4	1.2	1.3	1.1	1.2	0.9	0.6	1.0
Aircraft manufacturing.....	160.1	161.0	0.5	1.1	0.8	1.0	0.9	0.4	1.1	0.5	0.5
Service-providing industries ⁴	163.8	165.4	1.3	1.3	1.5	1.2	1.1	1.1	1.1	1.0	1.0
Trade, transportation, and utilities.....	166.9	169.3	2.1	1.2	1.5	0.9	1.0	1.1	1.3	1.0	1.4
Wholesale trade.....	155.8	157.1	1.8	1.5	1.8	0.5	1.1	0.7	1.6	0.6	0.9
Retail trade.....	174.0	175.2	2.8	1.4	1.7	1.3	1.1	1.3	1.0	1.2	0.7
Transportation and warehousing.....	167.7	173.8	1.2	0.8	0.9	0.8	0.9	0.9	1.5	0.8	3.6
Utilities.....	164.9	167.3	0.9	0.8	0.8	0.9	0.8	1.0	1.4	1.2	1.4
Information.....	155.3	156.6	0.7	1.4	0.8	1.3	1.4	1.3	1.0	0.2	0.8
Financial activities.....	160.7	161.9	-1.1	0.7	1.8	0.9	1.6	-0.4	1.3	1.8	0.7
Finance and insurance.....	161.3	162.7	-1.8	0.5	1.8	1.0	1.6	-0.7	1.3	1.9	0.9
Credit intermediation and related activities.....	159.0	161.8	-2.3	-0.9	1.7	-0.6	1.9	1.3	-0.7	1.9	1.7
Insurance carriers and related activities.....	160.0	159.7	0.9	1.3	1.5	1.1	1.0	1.3	1.1	1.2	-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-								
	Sep. 2023	Dec. 2023	Dec. 2021	Mar. 2022	Jun. 2022	Sep. 2022	Dec. 2022	Mar. 2023	Jun. 2023	Sep. 2023	Dec. 2023
Real estate and rental and leasing..	158.4	158.4	1.8	1.9	2.0	0.9	0.9	1.1	1.2	1.4	0.0
Professional and business services. ...	162.1	163.0	1.0	1.3	1.5	1.1	1.0	1.5	0.8	0.9	0.6
Professional, scientific, and technical services.....	162.5	163.4	0.7	1.1	1.6	1.2	0.7	1.4	0.8	0.8	0.5
Administrative and support and waste management and remediation services.....	165.4	166.5	1.7	1.7	1.6	1.3	1.1	1.5	0.8	1.1	0.7
Education and health services.....	161.3	162.8	1.5	1.4	1.3	1.4	1.4	1.4	1.1	1.4	0.9
Educational services.....	154.9	156.4	0.4	1.2	1.6	1.0	1.1	1.3	0.6	1.3	1.0
Junior colleges, colleges, universities, and professional schools.....	152.1	153.4	0.7	0.8	1.0	1.2	0.9	1.0	0.7	1.2	0.8
Health care and social assistance... Hospitals.....	162.6	164.2	1.7	1.5	1.3	1.4	1.4	1.4	1.2	1.4	1.0
Nursing and residential care facilities.....	163.0	164.7	1.7	1.4	1.3	1.4	1.3	1.7	1.2	1.2	1.1
Leisure and hospitality.....	166.3	167.7	2.0	1.9	1.7	1.9	1.4	1.4	1.3	1.5	0.8
Accommodation and food services..	178.4	180.0	2.1	1.9	1.6	1.6	1.3	1.4	1.1	0.7	0.9
Other services, except public administration.....	182.0	183.7	2.3	1.9	1.7	1.5	1.2	1.4	1.3	0.4	0.9
State and local government workers	165.5	167.4	1.7	1.4	1.0	1.1	0.8	1.9	1.4	1.0	1.2
All workers.....	150.6	152.2	0.7	0.9	0.9	1.8	1.1	0.9	0.8	1.8	1.1
Industry											
Education and health services.....	148.5	149.8	0.7	0.8	0.7	1.8	1.1	0.9	0.8	1.7	0.9
Educational services.....	147.2	148.5	0.5	0.9	0.6	1.8	1.1	0.9	0.7	1.7	0.9
Schools.....	147.2	148.5	0.5	0.9	0.6	1.8	1.1	0.9	0.7	1.7	0.9
Elementary and secondary schools.....	146.7	148.0	0.5	0.8	0.5	1.9	1.1	0.8	0.7	1.8	0.9
Health care and social assistance... Hospitals.....	159.5	160.4	1.2	1.0	1.4	1.9	1.3	1.3	0.8	1.8	0.6
Public administration.....	158.3	159.0	1.1	1.0	1.4	1.7	1.1	1.4	0.9	1.9	0.4
	154.3	156.4	1.0	1.3	1.3	1.7	1.2	0.7	1.0	2.1	1.4

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

² Includes mining, construction, and manufacturing.

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

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

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

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

Occupational group and industry	Indexes (Dec. 2005=100)		Percent changes for 3-months ended-								
	Sep. 2023	Dec. 2023	Dec. 2021	Mar. 2022	Jun. 2022	Sep. 2022	Dec. 2022	Mar. 2023	Jun. 2023	Sep. 2023	Dec. 2023
Civilian workers											
All workers ¹	161.3	162.4	1.0	1.6	1.2	1.0	1.0	1.2	0.9	0.9	0.7
Private industry workers											
All workers.....	155.0	156.0	1.1	1.7	1.3	0.9	0.9	1.1	0.9	0.8	0.6
Occupational group											
Management, professional, and related.....	153.1	154.0	1.1	1.6	1.3	0.8	1.0	1.2	1.1	0.8	0.6
Sales and office.....	158.3	159.1	1.2	2.0	1.5	1.2	1.0	1.0	1.0	0.8	0.5
Natural resources, construction, and maintenance.....	154.8	156.0	0.8	0.9	1.2	0.7	0.7	0.7	0.9	1.0	0.8
Production, transportation, and material moving.....	155.4	157.2	0.7	1.9	1.0	0.7	0.6	1.0	1.0	0.8	1.2
Service occupations.....	156.5	157.4	1.3	1.9	1.6	1.3	1.3	0.7	0.7	0.8	0.6
Industry											
Goods-producing industries ²	147.9	149.0	0.6	1.8	0.8	0.4	0.6	0.7	0.9	1.0	0.7
Manufacturing.....	147.5	148.6	0.4	2.2	0.8	0.3	0.6	0.8	1.0	0.8	0.7
Service-providing industries ³	157.4	158.4	1.1	1.7	1.4	1.1	0.9	1.2	1.0	0.8	0.6
State and local government workers											
All workers ¹	183.3	185.0	0.9	1.4	0.9	1.6	1.0	1.5	1.0	1.2	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; 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					
	Dec. 2022	Sep. 2023	Dec. 2023	3-months ended-			12-months ended-		
				Dec. 2022	Sep. 2023	Dec. 2023	Dec. 2022	Sep. 2023	Dec. 2023
All workers ²	155.4	160.8	161.9	0.8	1.1	0.7	5.1	4.3	4.2
Excluding incentive paid occupations ³	155.2	160.7	161.7	0.8	1.1	0.6	5.0	4.4	4.2
Occupational group									
Management, professional, and related.....	151.5	157.0	157.7	0.8	1.3	0.4	4.5	4.5	4.1
Management, business, and financial.....	152.1	157.6	158.0	0.7	1.1	0.3	4.2	4.3	3.9
Professional and related.....	151.2	156.7	157.6	0.9	1.4	0.6	4.6	4.6	4.2
Sales and office.....	159.1	164.2	165.4	1.0	0.7	0.7	6.0	4.3	4.0
Sales and related.....	157.0	161.3	163.0	1.2	0.2	1.1	6.7	3.9	3.8
Office and administrative support.....	160.0	165.7	166.6	0.9	1.1	0.5	5.5	4.5	4.1
Natural resources, construction, and maintenance.....	153.3	158.6	160.1	0.7	1.1	0.9	4.3	4.2	4.4
Construction, extraction, farming, fishing, and forestry occupations.....	152.9	157.7	158.6	0.7	1.0	0.6	4.1	3.9	3.7
Installation, maintenance, and repair.....	153.7	159.7	161.8	0.7	1.3	1.3	4.5	4.7	5.3
Production, transportation, and material moving.....	158.5	163.5	165.8	0.8	0.8	1.4	4.9	3.9	4.6
Production.....	154.9	159.8	161.4	0.8	0.7	1.0	5.0	4.0	4.2
Transportation and material moving.....	163.8	168.9	171.8	0.7	0.9	1.7	4.9	3.9	4.9
Service occupations.....	165.8	171.8	172.9	1.1	1.2	0.6	6.6	4.8	4.3
Industry									
Goods-producing industries ⁴	150.6	155.1	156.4	0.8	0.6	0.8	4.6	3.8	3.9
Manufacturing.....	150.3	154.6	155.8	0.8	0.6	0.8	4.7	3.7	3.7
Service-providing industries ⁵	156.3	161.9	162.9	0.9	1.3	0.6	5.1	4.5	4.2
Education and health services.....	154.1	159.7	161.0	1.1	1.8	0.8	5.2	4.8	4.5
Educational services.....	152.8	158.4	159.5	0.9	2.4	0.7	4.7	4.6	4.4
Elementary and secondary schools....	153.2	158.9	159.9	0.9	2.5	0.6	4.7	4.6	4.4
Junior colleges, colleges, universities, and professional schools.....	151.5	156.7	157.9	0.9	2.2	0.8	4.6	4.4	4.2
Health care and social assistance.....	155.4	161.1	162.5	1.3	1.3	0.9	5.5	5.0	4.6
Hospitals.....	155.7	161.3	162.8	1.3	1.2	0.9	5.4	4.9	4.6
Nursing and residential care facilities...	155.8	161.7	163.0	1.2	1.5	0.8	6.4	5.0	4.6
Public administration.....	158.6	165.1	166.7	0.8	2.4	1.0	5.3	4.9	5.1

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

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

³ 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					
	Dec. 2022	Sep. 2023	Dec. 2023	3-months ended-			12-months ended-		
				Dec. 2022	Sep. 2023	Dec. 2023	Dec. 2022	Sep. 2023	Dec. 2023
All workers.....	155.3	160.6	161.6	0.8	0.9	0.6	5.1	4.3	4.1
Excluding incentive paid occupations ²	155.0	160.4	161.4	0.8	0.9	0.6	5.0	4.4	4.1
Occupational group									
Management, professional, and related.....	150.8	156.2	156.8	0.8	1.0	0.4	4.4	4.4	4.0
Excluding incentive paid occupations ²	149.8	155.2	155.9	0.7	0.9	0.5	4.5	4.4	4.1
Management, business, and financial.....	151.8	157.2	157.5	0.6	0.9	0.2	4.1	4.2	3.8
Excluding incentive paid occupations ²	150.4	155.8	156.2	0.6	0.8	0.3	4.4	4.2	3.9
Professional and related.....	150.1	155.5	156.4	0.9	1.0	0.6	4.7	4.6	4.2
Sales and office.....	159.1	164.0	165.2	1.1	0.6	0.7	6.1	4.2	3.8
Excluding incentive paid occupations ²	160.3	166.0	166.9	0.9	0.7	0.5	5.7	4.5	4.1
Sales and related.....	156.9	161.2	162.9	1.2	0.2	1.1	6.7	3.9	3.8
Excluding incentive paid occupations ²	160.6	166.5	167.6	0.9	0.5	0.7	6.0	4.6	4.4
Office and administrative support.....	159.6	165.1	165.8	0.9	0.9	0.4	5.6	4.4	3.9
Natural resources, construction, and maintenance.....	152.9	158.2	159.7	0.7	1.0	0.9	4.2	4.2	4.4
Construction, extraction, farming, fishing, and forestry occupations.....	152.5	157.3	158.1	0.7	1.0	0.5	4.0	3.9	3.7
Installation, maintenance, and repair.....	153.3	159.2	161.5	0.7	1.2	1.4	4.4	4.6	5.3
Production, transportation, and material moving.....	158.2	163.2	165.5	0.8	0.8	1.4	4.8	3.9	4.6
Excluding incentive paid occupations ²	157.9	162.9	165.3	0.8	0.7	1.5	4.8	4.0	4.7
Production.....	154.9	159.8	161.3	0.9	0.7	0.9	5.2	4.1	4.1
Excluding incentive paid occupations ²	155.3	160.2	161.8	0.8	0.7	1.0	5.0	4.0	4.2
Transportation and material moving.....	163.4	168.5	171.5	0.7	0.8	1.8	4.7	3.9	5.0
Service occupations.....	166.6	172.3	173.2	1.0	0.9	0.5	6.9	4.5	4.0
Industry and occupational group									
Goods-producing industries ³	150.6	155.1	156.3	0.8	0.6	0.8	4.6	3.8	3.8
Excluding incentive paid occupations ²	150.3	154.8	155.9	0.7	0.7	0.7	4.4	3.7	3.7
Management, professional, and related.....	144.3	148.4	148.9	0.6	0.4	0.3	3.6	3.5	3.2
Sales and office.....	158.0	163.0	167.1	1.7	0.2	2.5	6.5	4.9	5.8
Natural resources, construction, and maintenance.....	151.8	156.6	157.5	0.7	0.9	0.6	4.0	3.8	3.8
Production, transportation, and material moving.....	153.2	157.7	159.2	0.8	0.6	1.0	5.2	3.7	3.9
Construction.....	151.4	156.3	157.7	0.8	0.8	0.9	4.3	4.1	4.2
Manufacturing.....	150.3	154.6	155.8	0.8	0.6	0.8	4.7	3.7	3.7
Management, professional, and related.....	145.5	149.5	150.1	0.6	0.4	0.4	3.6	3.3	3.2
Sales and office occupations.....	155.0	159.4	160.4	1.2	0.6	0.6	6.4	4.0	3.5
Natural resources, construction, and maintenance.....	150.1	154.4	156.0	1.1	0.7	1.0	4.1	4.0	3.9
Production, transportation, and material moving.....	153.0	157.4	159.0	0.9	0.6	1.0	5.4	3.8	3.9
Aircraft manufacturing.....	131.3	134.6	134.7	0.4	0.0	0.1	-4.1	2.9	2.6
Service-providing industries ⁴	156.6	162.1	163.1	0.8	0.9	0.6	5.2	4.4	4.2
Excluding incentive paid occupations ²	156.4	162.0	163.0	0.9	0.9	0.6	5.2	4.5	4.2
Management, professional, and related.....	151.9	157.5	158.1	0.8	1.0	0.4	4.5	4.5	4.1
Sales and office.....	159.2	164.1	164.9	1.0	0.6	0.5	6.1	4.1	3.6
Natural resources, construction, and maintenance.....	154.5	160.6	163.0	0.8	1.3	1.5	4.5	4.8	5.5
Production, transportation, and material moving.....	163.8	169.2	172.1	0.7	0.9	1.7	4.5	4.1	5.1
Service occupations.....	166.6	172.4	173.3	1.0	1.0	0.5	6.9	4.5	4.0
Trade, transportation, and utilities.....	160.1	165.6	167.5	0.8	0.7	1.1	4.9	4.3	4.6
Excluding incentive paid occupations ²	160.1	166.0	168.1	0.8	0.8	1.3	4.9	4.5	5.0
Wholesale trade.....	153.2	158.5	159.1	0.7	0.4	0.4	5.2	4.1	3.9
Excluding incentive paid occupations ²	155.9	161.8	162.2	0.8	0.7	0.2	5.2	4.6	4.0

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					
	Dec. 2022	Sep. 2023	Dec. 2023	3-months ended-			12-months ended-		
				Dec. 2022	Sep. 2023	Dec. 2023	Dec. 2022	Sep. 2023	Dec. 2023
Service-providing industries - Continued									
Retail trade.....	164.7	170.6	171.5	0.9	0.8	0.5	5.6	4.5	4.1
Excluding incentive paid occupations ²	162.8	169.2	170.1	0.7	0.8	0.5	5.8	4.7	4.5
Transportation and warehousing.....	159.8	164.5	169.8	0.9	0.9	3.2	3.3	3.9	6.3
Utilities.....	164.2	170.9	171.9	0.7	1.0	0.6	3.6	4.8	4.7
Information.....	152.3	156.4	157.5	1.1	0.1	0.7	5.3	3.9	3.4
Financial activities.....	153.8	159.1	159.0	0.6	0.8	-0.1	5.3	4.1	3.4
Excluding incentive paid occupations ²	154.0	159.2	159.3	0.5	0.4	0.1	5.5	3.9	3.4
Finance and insurance.....	154.3	159.5	159.5	0.7	0.7	0.0	5.3	4.0	3.4
Credit intermediation and related activities.....	154.1	160.4	160.5	0.3	1.3	0.1	3.6	4.4	4.2
Excluding incentive paid occupations ²	157.6	163.4	163.5	0.4	0.6	0.1	6.2	4.1	3.7
Insurance carriers and related activities..	155.1	160.6	159.9	0.5	0.4	-0.4	5.4	4.0	3.1
Excluding incentive paid occupations ²	152.9	157.9	158.2	0.5	0.1	0.2	4.9	3.8	3.5
Real estate and rental and leasing.....	151.9	157.4	156.9	0.5	1.2	-0.3	5.6	4.2	3.3
Excluding incentive paid occupations ²	156.0	161.2	160.8	0.6	0.7	-0.2	5.3	3.9	3.1
Professional and business services.....	155.2	160.7	161.0	0.7	0.9	0.2	4.9	4.3	3.7
Professional, scientific, and technical services.....	156.1	161.7	161.9	0.4	0.9	0.1	4.6	4.0	3.7
Administrative and support and waste management and remediation services...	155.5	161.0	161.6	0.9	0.9	0.4	5.4	4.5	3.9
Education and health services.....	154.1	159.7	161.1	1.2	1.4	0.9	5.5	4.9	4.5
Educational services.....	151.4	156.5	157.7	1.0	2.0	0.8	5.1	4.4	4.2
Junior colleges, colleges, universities, and professional schools.....	150.8	155.6	156.5	0.7	2.0	0.6	4.1	3.9	3.8
Health care and social assistance.....	154.7	160.4	161.8	1.3	1.3	0.9	5.5	5.0	4.6
Hospitals.....	155.4	160.9	162.5	1.3	0.9	1.0	5.4	4.9	4.6
Nursing and residential care facilities....	154.5	160.4	161.6	1.2	1.5	0.7	6.6	5.0	4.6
Nursing care facilities ²	154.2	160.2	161.6	1.4	1.5	0.9	7.0	5.3	4.8
Leisure and hospitality.....	166.3	172.5	173.0	0.7	0.8	0.3	6.4	4.4	4.0
Accommodation and food service.....	169.8	176.1	176.7	0.6	0.5	0.3	6.4	4.3	4.1
Other services, except public administration..	156.3	163.4	164.3	0.3	1.1	0.6	4.1	4.9	5.1

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					
	Dec. 2022	Sep. 2023	Dec. 2023	3-months ended-			12-months ended-		
				Dec. 2022	Sep. 2023	Dec. 2023	Dec. 2022	Sep. 2023	Dec. 2023
Bargaining status									
Union.....	156.6	160.9	163.7	1.0	0.8	1.7	3.6	3.8	4.5
Goods-producing industries ²	150.0	153.2	154.9	0.7	0.7	1.1	2.6	2.8	3.3
Manufacturing.....	144.0	146.1	148.7	0.8	0.3	1.8	2.3	2.3	3.3
Service-providing industries ³	161.3	166.4	169.8	1.2	0.9	2.0	4.1	4.4	5.3
Nonunion.....	155.0	160.4	161.2	0.8	0.9	0.5	5.3	4.4	4.0
Goods-producing industries ²	150.5	155.3	156.5	0.9	0.6	0.8	5.0	4.1	4.0
Manufacturing.....	151.8	156.6	157.5	0.7	0.6	0.6	5.1	3.9	3.8
Service-providing industries ³	156.1	161.6	162.4	0.8	0.9	0.5	5.3	4.4	4.0
Census region and division⁴									
Northeast.....	157.0	162.2	163.0	1.0	0.9	0.5	4.9	4.3	3.8
New England.....	162.1	166.7	167.1	1.1	1.0	0.2	5.7	4.0	3.1
Middle Atlantic.....	155.2	160.5	161.5	0.9	0.8	0.6	4.7	4.4	4.1
South.....	152.9	158.8	159.7	0.7	1.1	0.6	5.0	4.6	4.4
South Atlantic.....	155.8	162.2	162.9	0.8	1.2	0.4	5.6	5.0	4.6
East South Central.....	152.3	158.1	159.4	0.9	1.0	0.8	4.6	4.7	4.7
West South Central.....	148.2	153.4	154.3	0.4	0.8	0.6	4.0	3.9	4.1
Midwest.....	152.8	157.5	158.5	0.7	0.7	0.6	5.0	3.8	3.7
East North Central.....	151.4	156.3	157.4	0.9	0.8	0.7	5.3	4.1	4.0
West North Central.....	156.2	160.2	161.1	0.2	0.3	0.6	4.4	2.8	3.1
West.....	159.5	164.8	166.1	1.1	0.8	0.8	5.4	4.4	4.1
Mountain.....	157.0	162.9	164.8	1.0	1.1	1.2	5.2	4.8	5.0
Pacific.....	160.6	165.7	166.9	1.1	0.7	0.7	5.4	4.3	3.9

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

² Includes mining, construction, and manufacturing.

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

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

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

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

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

Occupational group and industry	Indexes (Dec. 2005=100)			Percent changes for					
	Dec. 2022	Sep. 2023	Dec. 2023	3-months ended-			12-months ended-		
				Dec. 2022	Sep. 2023	Dec. 2023	Dec. 2022	Sep. 2023	Dec. 2023
All workers.....	155.8	161.8	163.0	0.9	2.3	0.7	4.8	4.8	4.6
Occupational group									
Management, professional, and related.	153.3	159.1	160.2	0.9	2.5	0.7	4.6	4.7	4.5
Professional and related.....	153.2	158.8	159.8	0.9	2.3	0.6	4.6	4.6	4.3
Sales and office.....	159.0	165.5	167.0	0.8	2.2	0.9	5.0	4.9	5.0
Office and administrative support.....	159.1	165.5	167.0	0.8	2.2	0.9	5.1	4.9	5.0
Service occupations.....	163.3	169.6	171.4	1.2	2.0	1.1	6.0	5.1	5.0
Industry									
Education and health services.....	154.0	159.7	160.8	0.9	2.4	0.7	4.8	4.7	4.4
Educational services.....	153.2	158.9	159.9	0.9	2.5	0.6	4.6	4.7	4.4
Schools.....	153.2	158.8	159.9	0.9	2.5	0.7	4.7	4.6	4.4
Elementary and secondary schools. ...	153.6	159.3	160.2	0.9	2.5	0.6	4.6	4.6	4.3
Health care and social assistance.....	160.4	166.3	167.4	1.3	2.0	0.7	5.5	5.0	4.4
Hospitals.....	156.9	162.7	163.6	1.2	1.9	0.6	5.2	5.0	4.3
Public administration.....	158.6	165.1	166.7	0.8	2.4	1.0	5.3	4.9	5.1

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					
	Dec. 2022	Sep. 2023	Dec. 2023	3-months ended-			12-months ended-		
				Dec. 2022	Sep. 2023	Dec. 2023	Dec. 2022	Sep. 2023	Dec. 2023
All workers ¹	155.2	160.7	161.9	1.0	1.3	0.7	5.1	4.6	4.3
Excluding incentive paid occupations ²	154.4	160.1	161.3	0.8	1.3	0.7	5.0	4.6	4.5
Occupational group									
Management, professional, and related.....	149.6	155.1	155.9	0.8	1.4	0.5	4.3	4.5	4.2
Management, business, and financial.....	151.8	157.2	157.6	0.6	1.4	0.3	3.9	4.2	3.8
Professional and related.....	148.5	154.1	155.1	1.0	1.6	0.6	4.6	4.8	4.4
Sales and office.....	160.1	165.2	166.8	1.2	0.8	1.0	6.1	4.4	4.2
Sales and related.....	160.2	164.3	166.4	1.3	0.2	1.3	6.8	3.9	3.9
Office and administrative support.....	159.6	165.6	166.7	1.1	1.3	0.7	5.6	4.9	4.4
Natural resources, construction, and maintenance.....	153.5	159.2	161.0	0.9	1.2	1.1	4.6	4.6	4.9
Construction, extraction, farming, fishing, and forestry occupations.....	153.3	158.5	159.5	0.9	1.0	0.6	4.5	4.3	4.0
Installation, maintenance, and repair.....	153.8	160.1	162.8	0.8	1.5	1.7	4.7	4.9	5.9
Production, transportation, and material moving.....	161.6	166.9	169.5	0.9	0.9	1.6	5.2	4.2	4.9
Production.....	158.2	163.5	165.2	1.0	0.7	1.0	5.4	4.4	4.4
Transportation and material moving.....	166.4	171.8	175.1	0.8	1.1	1.9	5.1	4.1	5.2
Service occupations.....	166.8	173.1	174.3	1.1	1.3	0.7	6.9	4.9	4.5
Industry									
Goods-producing industries ³	153.8	158.5	160.1	1.0	0.6	1.0	5.0	4.1	4.1
Manufacturing.....	153.9	158.4	159.7	0.9	0.6	0.8	5.1	3.9	3.8
Service-providing industries ⁴	155.4	161.1	162.2	0.9	1.4	0.7	5.1	4.6	4.4
Education and health services.....	150.0	155.7	157.0	1.2	2.0	0.8	5.2	5.1	4.7
Educational services.....	144.0	149.2	150.2	0.8	2.6	0.7	4.5	4.5	4.3
Elementary and secondary schools....	142.6	148.0	148.8	0.8	2.8	0.5	4.5	4.6	4.3
Junior colleges, colleges, and universities.....	145.4	150.1	151.3	0.9	2.3	0.8	4.4	4.2	4.1
Health care and social assistance.....	156.3	162.4	164.1	1.5	1.4	1.0	5.8	5.5	5.0
Hospitals.....	155.9	162.1	163.9	1.5	1.3	1.1	5.6	5.5	5.1
Nursing and residential care facilities...	158.7	165.4	166.9	1.3	1.7	0.9	6.9	5.6	5.2
Public administration.....	148.5	154.8	156.4	0.8	2.9	1.0	5.5	5.1	5.3

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					
	Dec. 2022	Sep. 2023	Dec. 2023	3-months ended-			12-months ended-		
				Dec. 2022	Sep. 2023	Dec. 2023	Dec. 2022	Sep. 2023	Dec. 2023
All workers.....	157.4	162.9	164.1	1.0	1.0	0.7	5.1	4.5	4.3
Excluding incentive paid occupations ¹	156.7	162.3	163.5	0.9	0.9	0.7	5.2	4.5	4.3
Occupational group									
Management, professional, and related.....	152.0	157.6	158.2	0.8	1.2	0.4	4.3	4.5	4.1
Excluding incentive paid occupations ¹	150.5	155.9	156.7	0.8	1.0	0.5	4.4	4.4	4.1
Management, business, and financial.....	152.8	158.0	158.3	0.7	1.1	0.2	3.9	4.1	3.6
Excluding incentive paid occupations ¹	150.2	155.3	155.8	0.5	0.8	0.3	4.3	3.9	3.7
Professional and related.....	151.5	157.3	158.4	1.0	1.1	0.7	4.6	4.9	4.6
Sales and office.....	161.3	166.3	167.8	1.2	0.6	0.9	6.2	4.3	4.0
Excluding incentive paid occupations ¹	162.0	168.1	169.2	1.1	0.8	0.7	5.7	4.9	4.4
Sales and related.....	160.3	164.5	166.5	1.3	0.2	1.2	6.8	3.9	3.9
Excluding incentive paid occupations ¹	163.4	169.5	170.8	1.0	0.6	0.8	6.0	4.8	4.5
Office and administrative support.....	160.6	166.4	167.4	1.1	1.0	0.6	5.7	4.8	4.2
Natural resources, construction, and maintenance.....	153.9	159.7	161.5	0.9	1.1	1.1	4.6	4.7	4.9
Construction, extraction, farming, fishing, and forestry occupations.....	153.7	159.0	159.9	0.9	1.0	0.6	4.4	4.3	4.0
Installation, maintenance, and repair.....	154.2	160.6	163.4	0.9	1.3	1.7	4.8	5.0	6.0
Production, transportation, and material moving.....	161.9	167.2	169.9	0.9	0.8	1.6	5.2	4.2	4.9
Excluding incentive paid occupations ¹	161.6	167.0	169.8	0.9	0.8	1.7	5.2	4.3	5.1
Production.....	158.3	163.6	165.3	1.0	0.7	1.0	5.5	4.4	4.4
Excluding incentive paid occupations ¹	158.7	164.0	165.7	1.0	0.7	1.0	5.4	4.4	4.4
Transportation and material moving.....	167.2	172.6	176.0	0.8	1.0	2.0	5.0	4.1	5.3
Service occupations.....	170.7	177.1	178.2	1.1	1.0	0.6	7.0	4.9	4.4
Industry and occupational group									
Goods-producing industries ²	153.9	158.6	160.2	1.0	0.6	1.0	5.0	4.1	4.1
Excluding incentive paid occupations ¹	153.5	158.2	159.4	0.9	0.6	0.8	4.8	3.9	3.8
Management, professional, and related.....	148.2	152.4	152.9	0.7	0.3	0.3	3.9	3.5	3.2
Sales and office.....	163.2	168.6	174.5	2.1	0.2	3.5	7.1	5.4	6.9
Natural resources, construction, and maintenance.....	153.4	158.7	159.7	0.9	1.0	0.6	4.4	4.3	4.1
Production, transportation, and material moving.....	157.0	161.7	163.4	1.0	0.6	1.1	5.7	4.0	4.1
Construction.....	153.6	158.7	160.5	1.1	0.7	1.1	4.8	4.5	4.5
Manufacturing.....	153.9	158.4	159.7	0.9	0.6	0.8	5.1	3.9	3.8
Management, professional, and related.....	148.9	153.0	153.8	0.6	0.3	0.5	3.8	3.4	3.3
Sales and office.....	158.0	162.8	164.0	1.4	0.6	0.7	6.8	4.5	3.8
Natural resources, construction, and maintenance.....	154.2	159.4	161.1	1.2	0.9	1.1	4.5	4.7	4.5
Production, transportation, and material moving.....	157.0	161.7	163.4	1.0	0.6	1.1	5.8	4.1	4.1
Aircraft manufacturing.....	155.9	159.9	159.9	0.4	0.1	0.0	3.8	3.0	2.6
Service-providing industries ³	158.3	164.0	165.2	0.9	1.0	0.7	5.2	4.5	4.4
Excluding incentive paid occupations ¹	157.5	163.4	164.6	0.9	1.1	0.7	5.1	4.7	4.5
Management, professional, and related.....	152.6	158.3	159.0	0.8	1.2	0.4	4.3	4.6	4.2
Sales and office.....	161.1	166.0	167.1	1.1	0.7	0.7	6.1	4.2	3.7
Natural resources, construction, and maintenance.....	154.5	161.2	164.2	0.8	1.4	1.9	4.7	5.2	6.3
Production, transportation, and material moving.....	166.9	172.6	176.0	0.8	1.0	2.0	4.8	4.3	5.5
Service occupations.....	170.7	177.2	178.3	1.1	1.1	0.6	7.0	4.9	4.5
Trade, transportation, and utilities.....	161.2	166.8	169.0	0.9	0.8	1.3	4.9	4.4	4.8
Excluding incentive paid occupations ¹	160.8	166.9	169.4	0.9	0.9	1.5	5.0	4.7	5.3
Wholesale trade.....	150.8	155.9	156.5	0.7	0.5	0.4	5.0	4.1	3.8
Excluding incentive paid occupations ¹	152.8	158.5	159.1	0.8	0.8	0.4	5.2	4.6	4.1

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					
	Dec. 2022	Sep. 2023	Dec. 2023	3-months ended-			12-months ended-		
				Dec. 2022	Sep. 2023	Dec. 2023	Dec. 2022	Sep. 2023	Dec. 2023
Service-providing industries - Continued									
Retail trade.....	167.8	173.9	175.0	1.0	0.9	0.6	5.5	4.7	4.3
Excluding incentive paid occupations ¹	165.2	172.0	173.1	0.8	0.9	0.6	5.7	4.9	4.8
Transportation and warehousing.....	162.5	167.6	174.0	1.1	1.0	3.8	3.5	4.2	7.1
Utilities.....	158.6	164.8	166.7	0.6	1.0	1.2	3.4	4.5	5.1
Information.....	151.4	155.1	156.5	1.4	0.0	0.9	4.9	3.9	3.4
Financial activities.....	155.2	160.8	160.7	0.7	1.1	-0.1	5.0	4.3	3.5
Excluding incentive paid occupations ¹	153.5	159.0	159.2	0.5	0.5	0.1	5.1	4.1	3.7
Finance and insurance.....	155.9	161.3	161.3	0.7	0.9	0.0	4.8	4.2	3.5
Credit intermediation and related activities.....	153.9	160.3	160.6	0.3	1.6	0.2	2.1	4.5	4.4
Excluding incentive paid occupations ¹	156.2	161.8	162.0	0.5	0.6	0.1	5.9	4.1	3.7
Insurance carriers and related activities..	153.7	160.0	159.0	0.5	0.8	-0.6	5.1	4.6	3.4
Excluding incentive paid occupations ¹	149.7	155.4	155.7	0.5	0.4	0.2	4.2	4.4	4.0
Real estate and rental and leasing.....	152.2	158.5	158.0	0.6	1.4	-0.3	5.8	4.8	3.8
Excluding incentive paid occupations ¹	157.1	162.8	162.4	0.8	1.0	-0.2	5.7	4.4	3.4
Professional and business services.....	157.0	162.4	162.8	0.7	1.1	0.2	5.0	4.2	3.7
Professional, scientific, and technical services.....	157.5	162.8	163.2	0.4	1.1	0.2	4.7	3.8	3.6
Administrative and support and waste management and remediation services...	159.8	165.5	166.2	0.8	1.0	0.4	5.8	4.4	4.0
Education and health services.....	155.4	161.4	163.0	1.4	1.5	1.0	5.6	5.3	4.9
Educational services.....	150.3	155.5	156.6	0.9	2.1	0.7	5.1	4.4	4.2
Junior colleges, colleges, universities, and professional schools.....	148.0	152.7	153.6	0.6	2.0	0.6	3.9	3.8	3.8
Health care and social assistance.....	156.5	162.7	164.4	1.5	1.4	1.0	5.7	5.5	5.0
Hospitals.....	156.7	162.8	164.9	1.6	1.1	1.3	5.7	5.5	5.2
Nursing and residential care facilities.....	159.6	166.4	167.8	1.4	1.7	0.8	7.2	5.7	5.1
Nursing care facilities ¹	158.9	165.9	167.4	1.7	1.8	0.9	7.7	6.2	5.3
Leisure and hospitality.....	172.3	178.8	179.4	0.7	0.8	0.3	6.6	4.5	4.1
Accommodation and food service.....	175.8	182.4	183.1	0.6	0.6	0.4	6.5	4.4	4.2
Other services, except public administration..	158.4	165.8	167.0	0.3	1.1	0.7	4.3	5.0	5.4

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					
	Dec. 2022	Sep. 2023	Dec. 2023	3-months ended-			12-months ended-		
				Dec. 2022	Sep. 2023	Dec. 2023	Dec. 2022	Sep. 2023	Dec. 2023
Bargaining status									
Union.....	154.4	159.3	162.7	1.2	1.0	2.1	3.9	4.5	5.4
Goods-producing industries ¹	147.3	150.9	153.0	0.9	0.7	1.4	3.3	3.4	3.9
Manufacturing.....	146.2	149.0	152.0	1.2	0.4	2.0	3.4	3.2	4.0
Service-providing industries ²	158.9	164.5	168.7	1.5	1.1	2.6	4.3	5.0	6.2
Nonunion.....	157.7	163.3	164.3	0.9	1.0	0.6	5.3	4.5	4.2
Goods-producing industries ¹	155.3	160.3	161.7	1.0	0.6	0.9	5.3	4.2	4.1
Manufacturing.....	155.4	160.3	161.4	0.8	0.6	0.7	5.4	4.0	3.9
Service-providing industries ²	158.3	164.0	164.9	0.9	1.1	0.5	5.3	4.5	4.2
Census region and division³									
Northeast.....	158.1	163.3	164.3	1.1	1.1	0.6	4.9	4.4	3.9
New England.....	165.5	170.1	170.6	1.2	1.2	0.3	5.9	4.0	3.1
Middle Atlantic.....	155.4	160.7	162.0	1.0	0.9	0.8	4.5	4.5	4.2
South.....	155.9	162.1	163.1	0.8	1.2	0.6	5.1	4.8	4.6
South Atlantic.....	159.1	166.0	166.9	1.0	1.4	0.5	5.6	5.3	4.9
East South Central.....	154.2	160.1	161.4	1.0	0.9	0.8	5.0	4.9	4.7
West South Central.....	151.4	156.5	157.6	0.5	1.0	0.7	4.0	3.8	4.1
Midwest.....	154.0	158.9	160.1	0.7	0.8	0.8	5.0	3.9	4.0
East North Central.....	152.4	157.6	158.8	0.9	1.0	0.8	5.1	4.3	4.2
West North Central.....	157.8	162.0	163.1	0.1	0.2	0.7	4.5	2.7	3.4
West.....	162.3	167.9	169.5	1.2	0.9	1.0	5.7	4.7	4.4
Mountain.....	160.1	166.3	168.4	1.2	1.2	1.3	5.4	5.1	5.2
Pacific.....	163.4	168.8	170.2	1.2	0.8	0.8	5.8	4.5	4.2

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					
	Dec. 2022	Sep. 2023	Dec. 2023	3-months ended-			12-months ended-		
				Dec. 2022	Sep. 2023	Dec. 2023	Dec. 2022	Sep. 2023	Dec. 2023
All workers.....	145.6	151.2	152.4	0.9	2.7	0.8	4.7	4.8	4.7
Occupational group									
Management, professional, and related.	143.4	148.7	149.8	0.8	2.8	0.7	4.4	4.6	4.5
Professional and related.....	143.2	148.4	149.3	0.9	2.7	0.6	4.4	4.6	4.3
Sales and office.....	146.2	152.7	154.2	0.8	2.8	1.0	5.0	5.3	5.5
Office and administrative support.....	146.6	153.2	154.8	0.8	2.7	1.0	4.9	5.4	5.6
Service occupations.....	153.9	159.9	161.4	1.3	2.4	0.9	6.2	5.2	4.9
Industry									
Education and health services.....	143.9	149.1	150.1	0.9	2.7	0.7	4.5	4.6	4.3
Educational services.....	142.8	147.9	148.9	0.8	2.8	0.7	4.5	4.4	4.3
Schools.....	142.8	147.9	148.8	0.8	2.8	0.6	4.5	4.4	4.2
Elementary and secondary schools. ...	142.2	147.5	148.3	0.8	2.9	0.5	4.3	4.5	4.3
Health care and social assistance.....	153.9	159.6	160.9	1.5	2.2	0.8	5.7	5.3	4.5
Hospitals.....	152.4	158.4	159.5	1.4	2.3	0.7	5.4	5.4	4.7
Public administration.....	148.5	154.8	156.4	0.8	2.9	1.0	5.5	5.1	5.3

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					
	Dec. 2022	Sep. 2023	Dec. 2023	3-months ended-			12-months ended-		
				Dec. 2022	Sep. 2023	Dec. 2023	Dec. 2022	Sep. 2023	Dec. 2023
Civilian workers									
All workers ¹	155.9	161.1	161.9	0.7	0.9	0.5	4.9	4.1	3.8
Private industry workers									
All workers.....	150.1	155.0	155.5	0.6	0.6	0.3	4.8	3.9	3.6
Occupational group									
Management, professional, and related.....	147.9	153.1	153.5	0.7	0.6	0.3	4.7	4.2	3.8
Sales and office.....	153.2	158.0	158.3	0.7	0.4	0.2	5.9	3.8	3.3
Natural resources, construction, and maintenance.....	150.6	154.9	155.7	0.4	0.9	0.5	3.4	3.3	3.4
Production, transportation, and material moving.....	150.6	154.9	156.6	0.5	0.6	1.1	4.1	3.4	4.0
Service occupations.....	152.7	156.5	156.9	0.9	0.6	0.3	6.0	3.4	2.8
Industry									
Goods-producing industries ²	143.9	147.9	148.6	0.4	0.7	0.5	3.7	3.2	3.3
Manufacturing.....	143.5	147.4	148.3	0.5	0.5	0.6	3.8	3.2	3.3
Aircraft manufacturing.....	105.0	107.7	107.7	0.3	-0.1	0.0	-14.2	2.9	2.6
Service-providing industries ³	152.3	157.4	157.9	0.7	0.6	0.3	5.2	4.0	3.7
Bargaining status									
Union.....	160.2	163.8	165.6	0.6	0.7	1.1	3.0	2.9	3.4
Nonunion.....	148.1	153.0	153.4	0.7	0.6	0.3	5.2	4.0	3.6
State and local government workers									
All workers.....	176.9	183.7	185.1	0.9	1.8	0.8	5.0	4.7	4.6

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

² Includes mining, construction, and manufacturing.

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

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

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

[Not seasonally adjusted]

Census region and metropolitan area ¹	Percent changes for 12-months ended-					
	Total compensation ²			Wages and salaries		
	Dec. 2022	Sep. 2023	Dec. 2023	Dec. 2022	Sep. 2023	Dec. 2023
Northeast						
Boston-Worcester-Providence, MA-RI-NH-CT CSA.....	5.5	4.1	3.1	5.8	4.7	3.4
New York-Newark, NY-NJ-CT-PA CSA.....	5.1	4.7	4.2	5.0	4.8	4.3
Philadelphia-Reading-Camden, PA-NJ-DE-MD CSA.....	4.1	5.2	4.4	4.4	5.5	4.7
South						
Atlanta-Athens-Clarke County-Sandy Springs, GA CSA.....	4.4	4.0	3.8	4.8	4.6	4.4
Dallas-Fort Worth, TX-OK CSA.....	5.5	3.6	3.5	5.5	3.8	3.7
Houston-The Woodlands, TX CSA.....	3.1	4.3	5.2	3.3	3.9	4.9
Miami-Fort Lauderdale-Port St. Lucie, FL CSA.....	6.3	5.2	5.5	6.8	4.9	5.1
Washington-Baltimore-Arlington, DC-MD-VA-WV-PA CSA....	4.3	5.2	4.4	4.3	5.5	4.9
Midwest						
Chicago-Naperville, IL-IN-WI CSA.....	4.4	4.2	4.1	4.4	4.1	4.1
Detroit-Warren-Ann Arbor, MI CSA.....	4.9	3.7	3.8	4.1	4.1	4.3
Minneapolis-St. Paul, MN-WI CSA.....	4.9	3.6	3.6	5.3	3.6	3.7
West						
Los Angeles-Long Beach, CA CSA.....	5.7	4.6	4.5	5.9	4.9	5.0
Phoenix-Mesa-Scottsdale, AZ MSA.....	4.4	3.5	4.1	5.0	3.8	4.4
San Jose-San Francisco-Oakland, CA CSA.....	4.6	3.3	2.7	4.5	3.5	2.8
Seattle-Tacoma, WA CSA.....	3.2	4.3	3.8	6.2	4.9	4.3

¹ These areas include Consolidated Statistical Areas (CSAs) and Metropolitan Statistical Areas (MSAs). Beginning with the December 2018 release, area definitions are based on Office of Management and Budget Bulletin No. 13-01, dated February 28, 2013. Previous area definitions are based on Office of Management and Budget Bulletin No. 04-03, dated February 18, 2004. For more information on metropolitan area definitions, see www.census.gov/programs-surveys/metro-micro.html.

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

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