

What Does the Employment Cost Index (ECI) Say About Changes in Total Compensation?



Total compensation includes **wages and salaries** and **benefit costs**. Typically, wages and salaries account for about two-thirds of total compensation, and benefit costs account for the remainder. The ECI measures the changes in labor costs for a variety of industries, occupations, and areas. For more information on the ECI, see www.bls.gov/eci.

All percentages represent the 12-month percent change for total compensation for Dec 2020 as shown in the Employment Cost Index.



+2.6%

All workers in private industry



+2.0%

In management, professional, and related occupations



+3.0%

In installation, maintenance, and repair occupations



+3.5%

In transportation and material moving occupations



+3.4%

In the leisure and hospitality industry



+2.8%

For union workers and 2.6% for nonunion workers



+3.0%

In the West census region



+3.7%

In the Los Angeles-Long Beach-Riverside, CA CSA