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EMPLOYMENT COST INDEX – SEPTEMBER 2023

Compensation costs for civilian workers increased 1.1 percent, seasonally adjusted, for the 3-month period ending in September 2023, the U.S. Bureau of Labor Statistics reported today. **Wages and salaries** increased 1.2 percent and **benefit costs** increased 0.9 percent from June 2023. (See chart 1 and tables A, 1, 2, and 3.)

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

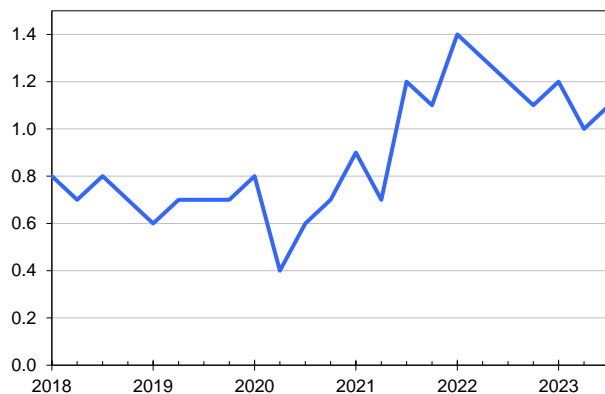
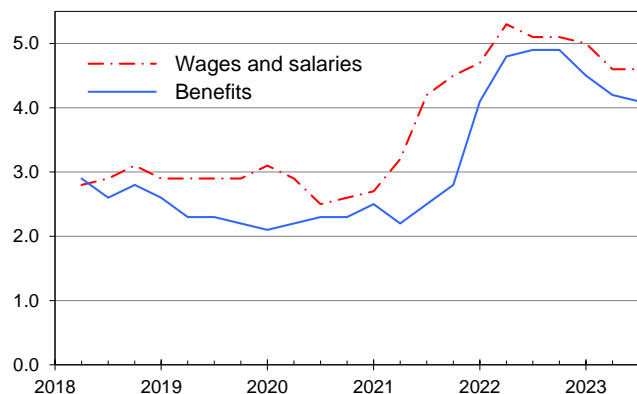


Chart 2. Twelve-month percent change, not seasonally adjusted, civilian workers



Compensation costs for civilian workers increased 4.3 percent for the 12-month period ending in September 2023 and increased 5.0 percent in September 2022. **Wages and salaries** increased 4.6 percent for the 12-month period ending in September 2023 and increased 5.1 percent for the 12-month period ending in September 2022. **Benefit costs** increased 4.1 percent over the year and increased 4.9 percent for the 12-month period ending in September 2022. (See chart 2 and tables A, 4, 8, and 12.)

Compensation costs for private industry workers increased 4.3 percent over the year. In September 2022, the increase was 5.2 percent. **Wages and salaries** increased 4.5 percent for the 12-month period ending in September 2023 and increased 5.2 percent in September 2022. The cost of **benefits** increased 3.9 percent for the 12-month period ending in September 2023 and increased 5.0 percent in September 2022. Inflation-adjusted (constant dollar) compensation costs for private industry increased 0.6 percent for the 12-month period ending in September 2023. Inflation-adjusted wages and salaries increased 0.8 percent for the 12 months ending September 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

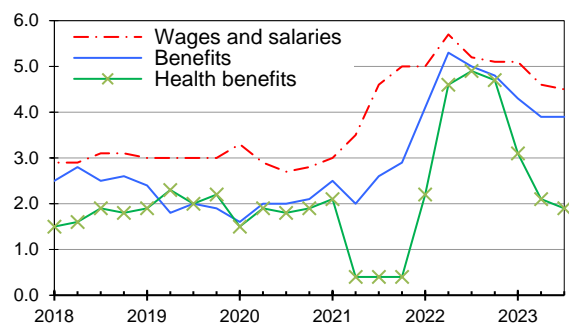
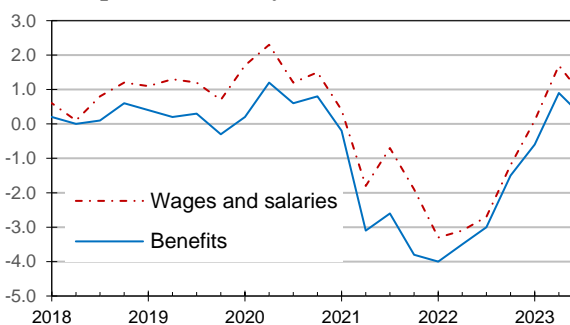


Chart 4. Twelve-month percent change, constant dollar, private industry workers



Among private industry **occupational groups**, compensation cost increases for the 12-month period ending in September 2023 ranged from 3.9 percent for production, transportation, and material moving occupations to 4.5 percent for service occupations. Within **industry supersectors**, compensation cost increases ranged from 3.7 percent for manufacturing to 4.9 percent for both education and health services and for other services, except public administration. (See table 5.)

Compensation costs for state and local government workers increased 4.8 percent for the 12-month period ending in September 2023, compared with an increase of 4.6 percent in September 2022. **Wages and salaries** increased 4.8 percent for the 12-month period ending in September 2023 and increased 4.4 percent a year ago. **Benefit costs** increased 4.7 percent for the 12-month period ending in September 2023. The prior year 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

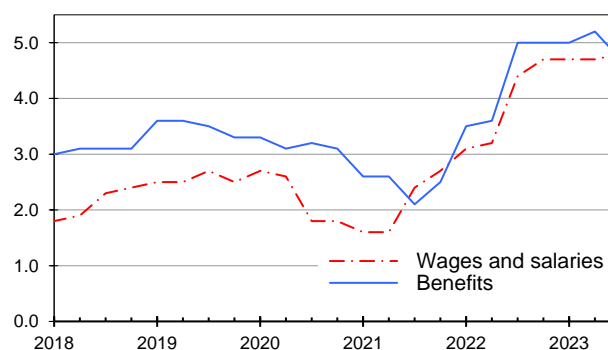


Table A. Major series of the Employment Cost Index
[Percent change]

| Category | 3-month, seasonally adjusted | | 12-month, not seasonally adjusted, current dollar | | | 12-month, not seasonally adjusted, constant dollar | | |
|-------------------------------------|------------------------------|-----------|---|-----------|-----------|--|-----------|-----------|
| | Jun. 2023 | Sep. 2023 | Sep. 2022 | Jun. 2023 | Sep. 2023 | Sep. 2022 | Jun. 2023 | Sep. 2023 |
| Civilian workers¹ | | | | | | | | |
| Compensation ² | 1.0 | 1.1 | 5.0 | 4.5 | 4.3 | -2.9 | 1.6 | 0.6 |
| Wages and salaries..... | 1.0 | 1.2 | 5.1 | 4.6 | 4.6 | -3.0 | 1.7 | 0.9 |
| Benefits..... | 0.9 | 0.9 | 4.9 | 4.2 | 4.1 | -3.0 | 1.2 | 0.4 |
| Private industry | | | | | | | | |
| Compensation ² | 1.0 | 1.0 | 5.2 | 4.5 | 4.3 | -2.8 | 1.5 | 0.6 |
| Wages and salaries..... | 1.0 | 1.1 | 5.2 | 4.6 | 4.5 | -2.7 | 1.7 | 0.8 |
| Benefits..... | 0.9 | 0.8 | 5.0 | 3.9 | 3.9 | -3.0 | 0.9 | 0.2 |
| Health benefits..... | - | - | 4.9 | 2.1 | 1.9 | - | - | - |
| State and local government | | | | | | | | |
| Compensation ² | 1.0 | 1.5 | 4.6 | 4.9 | 4.8 | -3.3 | 1.9 | 1.0 |
| Wages and salaries..... | 0.8 | 1.8 | 4.4 | 4.7 | 4.8 | -3.5 | 1.7 | 1.0 |
| Benefits..... | 1.0 | 1.2 | 5.0 | 5.2 | 4.7 | -3.0 | 2.1 | 1.0 |

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 27,900 occupational observations selected from a sample of about 6,900 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. Beginning December 2021, an additional (fourth) private industry sample is 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 9. Employment Cost Index for wages and salaries, for private industry workers, by occupational group and industry
 [Not seasonally adjusted]

| Occupational group and industry | Index value (Dec. 2005=100) | | | Percent changes for | | | | | |
|---|-----------------------------|-----------|-----------|---------------------|-----------|-----------|------------------|-----------|-----------|
| | Sep. 2022 | Jun. 2023 | Sep. 2023 | 3-months ended- | | | 12-months ended- | | |
| | | | | Sep. 2022 | Jun. 2023 | Sep. 2023 | Sep. 2022 | Jun. 2023 | Sep. 2023 |
| All workers..... | 155.9 | 161.3 | 162.9 | 1.1 | 1.1 | 1.0 | 5.2 | 4.6 | 4.5 |
| Excluding incentive paid occupations ¹ | 155.3 | 160.8 | 162.3 | 1.2 | 1.1 | 0.9 | 5.6 | 4.8 | 4.5 |
| Occupational group | | | | | | | | | |
| Management, professional, and related..... | 150.8 | 155.8 | 157.6 | 0.9 | 1.2 | 1.2 | 4.1 | 4.2 | 4.5 |
| Excluding incentive paid occupations ¹ | 149.3 | 154.4 | 155.9 | 1.0 | 1.2 | 1.0 | 4.6 | 4.5 | 4.4 |
| Management, business, and financial..... | 151.8 | 156.3 | 158.0 | 0.5 | 1.4 | 1.1 | 3.3 | 3.4 | 4.1 |
| Excluding incentive paid occupations ¹ | 149.4 | 154.0 | 155.3 | 0.9 | 1.2 | 0.8 | 4.6 | 4.1 | 3.9 |
| Professional and related..... | 150.0 | 155.6 | 157.3 | 1.1 | 1.0 | 1.1 | 4.5 | 4.9 | 4.9 |
| Sales and office..... | 159.4 | 165.3 | 166.3 | 1.1 | 1.1 | 0.6 | 6.0 | 4.8 | 4.3 |
| Excluding incentive paid occupations ¹ | 160.3 | 166.7 | 168.1 | 1.3 | 1.1 | 0.8 | 6.3 | 5.4 | 4.9 |
| Sales and related..... | 158.3 | 164.1 | 164.5 | 0.9 | 1.1 | 0.2 | 6.3 | 4.6 | 3.9 |
| Excluding incentive paid occupations ¹ | 161.8 | 168.5 | 169.5 | 1.6 | 1.0 | 0.6 | 7.5 | 5.8 | 4.8 |
| Office and administrative support..... | 158.8 | 164.7 | 166.4 | 1.3 | 1.0 | 1.0 | 5.6 | 5.0 | 4.8 |
| Natural resources, construction, and maintenance..... | 152.6 | 157.9 | 159.7 | 1.1 | 1.1 | 1.1 | 4.7 | 4.6 | 4.7 |
| Construction, extraction, farming, fishing, and forestry occupations..... | 152.4 | 157.5 | 159.0 | 1.1 | 1.2 | 1.0 | 4.5 | 4.5 | 4.3 |
| Installation, maintenance, and repair..... | 152.9 | 158.5 | 160.6 | 1.1 | 1.1 | 1.3 | 4.9 | 4.8 | 5.0 |
| Production, transportation, and material moving..... | 160.5 | 165.8 | 167.2 | 1.5 | 1.0 | 0.8 | 5.9 | 4.8 | 4.2 |
| Excluding incentive paid occupations ¹ | 160.1 | 165.6 | 167.0 | 1.5 | 1.0 | 0.8 | 5.9 | 4.9 | 4.3 |
| Production..... | 156.7 | 162.4 | 163.6 | 1.6 | 1.0 | 0.7 | 5.9 | 5.2 | 4.4 |
| Excluding incentive paid occupations ¹ | 157.1 | 162.8 | 164.0 | 1.4 | 1.0 | 0.7 | 5.8 | 5.1 | 4.4 |
| Transportation and material moving..... | 165.8 | 170.9 | 172.6 | 1.3 | 1.0 | 1.0 | 5.8 | 4.5 | 4.1 |
| Service occupations..... | 168.9 | 175.3 | 177.1 | 1.8 | 1.1 | 1.0 | 8.1 | 5.7 | 4.9 |
| Industry and occupational group | | | | | | | | | |
| Goods-producing industries ² | 152.4 | 157.7 | 158.6 | 1.1 | 1.1 | 0.6 | 5.0 | 4.6 | 4.1 |
| Excluding incentive paid occupations ¹ | 152.2 | 157.2 | 158.2 | 1.1 | 1.0 | 0.6 | 4.9 | 4.5 | 3.9 |
| Management, professional, and related..... | 147.2 | 151.9 | 152.4 | 0.5 | 1.0 | 0.3 | 3.9 | 3.7 | 3.5 |
| Sales and office..... | 159.9 | 168.2 | 168.6 | 0.9 | 1.4 | 0.2 | 6.4 | 6.2 | 5.4 |
| Natural resources, construction, and maintenance..... | 152.1 | 157.2 | 158.7 | 1.1 | 1.2 | 1.0 | 4.4 | 4.5 | 4.3 |
| Production, transportation, and material moving..... | 155.5 | 160.7 | 161.7 | 1.6 | 1.0 | 0.6 | 6.0 | 5.0 | 4.0 |
| Construction..... | 151.9 | 157.6 | 158.7 | 0.8 | 1.3 | 0.7 | 4.7 | 4.6 | 4.5 |
| Manufacturing..... | 152.5 | 157.5 | 158.4 | 1.2 | 1.0 | 0.6 | 5.2 | 4.5 | 3.9 |
| Management, professional, and related..... | 148.0 | 152.5 | 153.0 | 0.5 | 0.9 | 0.3 | 3.9 | 3.6 | 3.4 |
| Sales and office..... | 155.8 | 161.8 | 162.8 | 1.5 | 1.2 | 0.6 | 5.9 | 5.4 | 4.5 |
| Natural resources, construction, and maintenance..... | 152.3 | 157.9 | 159.4 | 1.1 | 0.8 | 0.9 | 4.0 | 4.8 | 4.7 |
| Production, transportation, and material moving..... | 155.4 | 160.7 | 161.7 | 1.6 | 1.0 | 0.6 | 6.1 | 5.0 | 4.1 |
| Aircraft manufacturing..... | 155.3 | 159.7 | 159.9 | 0.5 | 0.9 | 0.1 | 3.3 | 3.4 | 3.0 |
| Service-providing industries ³ | 156.9 | 162.3 | 164.0 | 1.2 | 1.2 | 1.0 | 5.3 | 4.6 | 4.5 |
| Excluding incentive paid occupations ¹ | 156.1 | 161.7 | 163.4 | 1.2 | 1.1 | 1.1 | 5.7 | 4.9 | 4.7 |
| Management, professional, and related..... | 151.4 | 156.5 | 158.3 | 0.9 | 1.3 | 1.2 | 4.1 | 4.3 | 4.6 |
| Sales and office..... | 159.3 | 164.9 | 166.0 | 1.1 | 1.0 | 0.7 | 5.9 | 4.6 | 4.2 |
| Natural resources, construction, and maintenance..... | 153.3 | 158.9 | 161.2 | 1.1 | 1.1 | 1.4 | 5.0 | 4.7 | 5.2 |
| Production, transportation, and material moving..... | 165.5 | 170.9 | 172.6 | 1.3 | 1.1 | 1.0 | 5.8 | 4.7 | 4.3 |
| Service occupations..... | 168.9 | 175.3 | 177.2 | 1.8 | 1.1 | 1.1 | 8.1 | 5.7 | 4.9 |
| Trade, transportation, and utilities..... | 159.7 | 165.5 | 166.8 | 0.8 | 1.4 | 0.8 | 5.9 | 4.4 | 4.4 |
| Excluding incentive paid occupations ¹ | 159.4 | 165.4 | 166.9 | 1.2 | 1.2 | 0.9 | 6.1 | 5.0 | 4.7 |
| Wholesale trade..... | 149.8 | 155.2 | 155.9 | 0.3 | 1.7 | 0.5 | 5.6 | 3.9 | 4.1 |
| Excluding incentive paid occupations ¹ | 151.6 | 157.2 | 158.5 | 1.3 | 1.3 | 0.8 | 6.0 | 5.1 | 4.6 |

See footnotes at end of table.

Table 9. Employment Cost Index for wages and salaries, for private industry workers, by occupational group and industry — Continued
 [Not seasonally adjusted]

| Occupational group and industry | Index value (Dec. 2005=100) | | | Percent changes for | | | | | |
|---|-----------------------------|-----------|-----------|---------------------|-----------|-----------|------------------|-----------|-----------|
| | Sep. 2022 | Jun. 2023 | Sep. 2023 | 3-months ended- | | | 12-months ended- | | |
| | | | | Sep. 2022 | Jun. 2023 | Sep. 2023 | Sep. 2022 | Jun. 2023 | Sep. 2023 |
| Service-providing industries - Continued | | | | | | | | | |
| Retail trade..... | 166.1 | 172.3 | 173.9 | 1.0 | 1.2 | 0.9 | 7.3 | 4.8 | 4.7 |
| Excluding incentive paid occupations ¹ | 163.9 | 170.4 | 172.0 | 1.3 | 1.2 | 0.9 | 7.3 | 5.3 | 4.9 |
| Transportation and warehousing..... | 160.8 | 166.0 | 167.6 | 0.9 | 1.2 | 1.0 | 3.7 | 4.2 | 4.2 |
| Utilities..... | 157.7 | 163.1 | 164.8 | 0.7 | 1.2 | 1.0 | 3.4 | 4.2 | 4.5 |
| Information..... | 149.3 | 155.1 | 155.1 | 1.0 | 0.9 | 0.0 | 4.2 | 4.9 | 3.9 |
| Financial activities..... | 154.1 | 159.1 | 160.8 | 0.1 | 2.2 | 1.1 | 2.3 | 3.4 | 4.3 |
| Excluding incentive paid occupations ¹ | 152.7 | 158.2 | 159.0 | 0.9 | 1.2 | 0.5 | 5.5 | 4.6 | 4.1 |
| Finance and insurance..... | 154.8 | 159.8 | 161.3 | 0.0 | 2.4 | 0.9 | 1.3 | 3.2 | 4.2 |
| Credit intermediation and related activities..... | 153.4 | 157.8 | 160.3 | -0.9 | 1.7 | 1.6 | -2.1 | 1.9 | 4.5 |
| Excluding incentive paid occupations ¹ | 155.4 | 160.8 | 161.8 | 1.4 | 0.9 | 0.6 | 6.1 | 5.0 | 4.1 |
| Insurance carriers and related activities.. | 152.9 | 158.8 | 160.0 | 0.7 | 1.5 | 0.8 | 4.9 | 4.6 | 4.6 |
| Excluding incentive paid occupations ¹ | 148.9 | 154.8 | 155.4 | 0.5 | 1.3 | 0.4 | 4.4 | 4.5 | 4.4 |
| Real estate and rental and leasing..... | 151.3 | 156.3 | 158.5 | 0.9 | 1.2 | 1.4 | 6.7 | 4.2 | 4.8 |
| Excluding incentive paid occupations ¹ | 155.9 | 161.2 | 162.8 | 0.8 | 1.2 | 1.0 | 6.3 | 4.2 | 4.4 |
| Professional and business services..... | 155.9 | 160.6 | 162.4 | 1.3 | 0.7 | 1.1 | 5.1 | 4.4 | 4.2 |
| Professional, scientific, and technical services..... | 156.9 | 161.1 | 162.8 | 1.4 | 0.8 | 1.1 | 4.7 | 4.1 | 3.8 |
| Administrative and support and waste management and remediation services... | 158.5 | 163.8 | 165.5 | 1.3 | 0.8 | 1.0 | 6.4 | 4.7 | 4.4 |
| Education and health services..... | 153.3 | 159.0 | 161.4 | 1.6 | 1.0 | 1.5 | 5.7 | 5.4 | 5.3 |
| Educational services..... | 148.9 | 152.3 | 155.5 | 1.8 | 0.5 | 2.1 | 4.3 | 4.1 | 4.4 |
| Junior colleges, colleges, universities, and professional schools..... | 147.1 | 149.7 | 152.7 | 1.9 | 0.5 | 2.0 | 3.7 | 3.7 | 3.8 |
| Health care and social assistance..... | 154.2 | 160.4 | 162.7 | 1.5 | 1.1 | 1.4 | 6.1 | 5.6 | 5.5 |
| Hospitals..... | 154.3 | 161.0 | 162.8 | 1.4 | 1.1 | 1.1 | 6.0 | 5.8 | 5.5 |
| Nursing and residential care facilities..... | 157.4 | 163.6 | 166.4 | 2.1 | 1.1 | 1.7 | 7.8 | 6.2 | 5.7 |
| Nursing care facilities ¹ | 156.2 | 163.0 | 165.9 | 2.2 | 1.3 | 1.8 | 7.6 | 6.6 | 6.2 |
| Leisure and hospitality..... | 171.1 | 177.3 | 178.8 | 1.8 | 1.1 | 0.8 | 7.5 | 5.5 | 4.5 |
| Accommodation and food service..... | 174.7 | 181.3 | 182.4 | 1.7 | 1.3 | 0.6 | 7.7 | 5.5 | 4.4 |
| Other services, except public administration.. | 157.9 | 164.0 | 165.8 | 1.2 | 1.4 | 1.1 | 5.2 | 5.1 | 5.0 |

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