



Economic News Release

Employment Cost Index Summary

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EMPLOYMENT COST INDEX – MARCH 2025

Compensation costs for civilian workers increased 0.9 percent, seasonally adjusted, for the 3-month period ending in March 2025, the U.S. Bureau of Labor Statistics reported today. Wages and salaries increased 0.8 percent and benefit costs increased 1.2 percent from December 2024. (See tables A, 1, 2, and 3.)

Compensation costs for civilian workers increased 3.6 percent for the 12-month period ending in March 2025 and increased 4.2 percent in March 2024. Wages and salaries increased 3.5 percent for the 12-month period ending in March 2025 and increased 4.4 percent in March 2024. Benefit costs increased 3.8 for the 12-month period ending in March 2025. The prior year’s increase was 3.7 percent. (See tables A, 4, 8, and 12.)

Compensation costs for private industry workers increased 3.4 percent over the year. In March 2024, the increase was 4.1 percent. Wages and salaries increased 3.4 percent for the 12-month period ending in March 2025 and increased 4.3 percent in March 2024. The cost of benefits increased 3.5 percent for the 12-month period ending in March 2025 and increased 3.6 percent in March 2024. Inflation-adjusted (constant dollar) wages and salaries increased 1.0 percent for the 12 months ending March 2025. (See tables A, 5, 9, and 12.)

Within private industry by bargaining status, compensation costs increased 4.6 percent for union workers and 3.3 percent for non-union workers for the 12-month period ending in March 2025. Wages and salaries increased 4.5 percent for union workers and 3.2 percent for non-union workers for the 12-month period ending in March 2025. Benefit costs increased 4.6 percent for union workers and 3.4 percent for non-union workers for the period ending in March 2025. (See tables 6, 10, and 12.)

Compensation costs for state and local government workers increased 4.3 percent for the 12-month period ending in March 2025 and increased 4.8 percent in March 2024. Wages and salaries increased 4.1 percent for the 12-month period ending in March 2025 and 5.0 percent in March 2024. Benefit costs increased 4.8 percent for the 12-month period ending in March 2025. The prior year’s increase was 4.5 percent. (See tables A, 7, 11, and 12.)

Rounding Changes to Employment Cost Index (ECI) Estimates

Effective with the release of June 2025 ECI data on July 31, 2025, BLS will publish index levels to three decimal places. Percent changes based on these more precise indexes will continue to be published to one decimal place. For more information, see [www.bls.gov/eci/notices/2024/changes-to-index-rounding.htm](http://www.bls.gov/eci/notices/2024/changes-to-index-rounding.htm).

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		
	Dec. 2024	Mar. 2025	Mar. 2024	Dec. 2024	Mar. 2025	Mar. 2024	Dec. 2024	Mar. 2025
Civilian workers(1)								
Compensation(2)	0.9	0.9	4.2	3.8	3.6	0.8	0.8	1.2
Wages and salaries	1.0	0.8	4.4	3.8	3.5	0.9	0.9	1.1
Benefits	0.8	1.2	3.7	3.6	3.8	0.3	0.8	1.4
Private industry								
Compensation(2)	0.9	0.8	4.1	3.6	3.4	0.6	0.7	1.1
Wages and salaries	0.9	0.8	4.3	3.7	3.4	0.8	0.8	1.0
Benefits	0.7	1.2	3.6	3.3	3.5	0.1	0.4	1.1
Health benefits	-	-	2.8	3.4	5.4	-	-	-
State and local government								
Footnotes								
(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 <a href="http://www.bls.gov/eci/data.htm">www.bls.gov/eci/data.htm</a> . Dashes indicate data not available.								

Category	3-month, seasonally adjusted		12-month, not seasonally adjusted, current dollar			12-month, not seasonally adjusted, constant dollar		
	Dec. 2024	Mar. 2025	Mar. 2024	Dec. 2024	Mar. 2025	Mar. 2024	Dec. 2024	Mar. 2025
Compensation(2)	1.1	0.9	4.8	4.7	4.3	1.3	1.7	1.9
Wages and salaries	1.1	0.8	5.0	4.5	4.1	1.5	1.6	1.6
Benefits	1.1	1.1	4.5	4.9	4.8	0.9	1.9	2.4

**Footnotes**  
(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](http://www.bls.gov/eci/data.htm). Dashes indicate data not available.

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