



Consumer Price Index - Inflation forecasts [04/04/2023]

The inflation forecasts from April 2023 until the end of 2024 produced by the Federal Planning Bureau are based on observations until March 2023 from Statbel. These forecasts take into account the futures quotes of 27 March 2023. The oil price should amount to 78 dollar per barrel in 2023 and 74 dollar per barrel in 2024. The exchange rate of the euro should be 1.08 dollar per euro in 2023 and 1.10 dollar per euro in 2024.

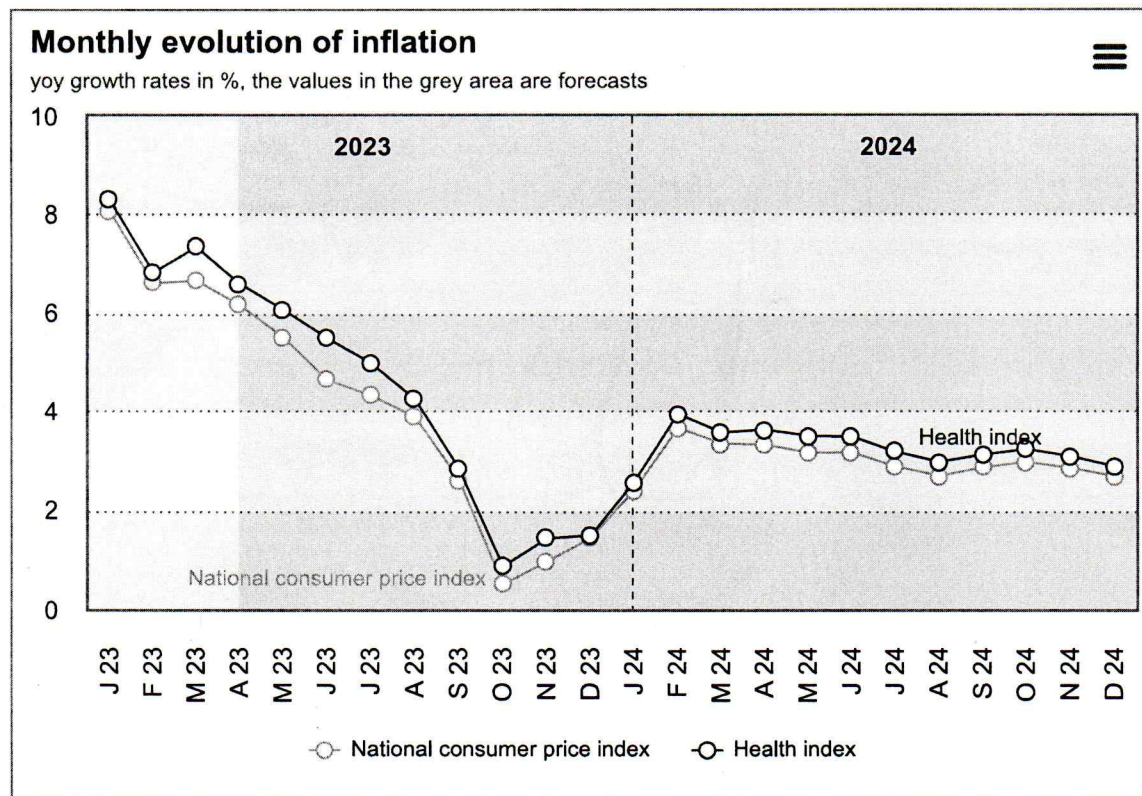
On the basis of these monthly inflation forecasts, average consumer price inflation should be 4.2% in 2023 and 3.0% in 2024, compared to 9.59% in 2022 and 2.44% in 2021. The average growth rate of the so-called 'health price index', which is used for the price indexation of wages, social benefits and house-rent, should be 4.6% in 2023 and 3.3% in 2024, compared to 9.25% in 2022 and 2.01% in 2021.

In November 2022, the pivotal index for social benefits and public sector wages was last reached. According to our monthly forecasts for the 'health price index', the two following pivotal indices should also be exceeded in 2023 and 2024.

- ▶ Pivotal index 125.60 should next be reached by the smoothed health index in **September 2023**. As a result, social benefits should be adjusted (by 2%) to the higher cost of living in October 2023 and public sector wages should follow suit in November 2023.
- ▶ The next pivotal index (128.11) should be reached in **March 2024**. As a result, social benefits should be adjusted (by 2%) to the higher cost of living in April 2024 and public sector wages should follow suit in May 2024.

The inflation forecasts are updated the first Tuesday of every month (except for August) taking the latest available information into account.

Next update: 2 May 2023 at 2 p.m.



Conversion coefficients

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To convert an index with **base year 2013** to base year **2004**, the starting value has to be multiplied by **1.2240**.
 To convert an index with **base year 2004** to base year **2013**, the starting value has to be multiplied by **0.8170**.

Health index

To convert an index with **base year 2013** to base year **2004**, the starting value has to be multiplied by **1.2077**.
 To convert an index with **base year 2004** to base year **2013**, the starting value has to be multiplied by **0.8280**.

National consumer price index (2024)

2024	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec
Index (base year 2013)	130.91	131.58	131.93	131.74	131.72	131.73	132.06	132.33	132.18	132.69	132.86	133.04
Growth rates (%) (1)	2.40	3.65	3.34	3.32	3.16	3.16	2.88	2.69	2.86	2.97	2.85	2.68

(1) Change (%) compared to same month of previous year. Orange labels are forecasting estimations by the Federal Planning Bureau.

Health index and smoothed health index (2024)

2024	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec
Health index (base year 2013)	131.29	131.86	132.35	132.10	132.02	132.12	132.54	132.76	132.47	133.22	133.27	133.55
Growth rates (%) (1)	2.57	3.94	3.56	3.62	3.50	3.48	3.18	2.97	3.12	3.23	3.09	2.88
Smoothed health index (2)	127.26	127.95	128.70	129.26	129.44	129.50	129.55	129.71	129.82	130.09	130.27	130.46

(1) Change (%) compared to same month of previous year. Orange labels are forecasting estimations by the Federal Planning Bureau.

(2) Until March 2015, the smoothed health index is calculated as the four-month moving average of the health index. From April 2015 until the month preceding the month wherein the smoothed health index is exceeded by the reference index, the smoothed health index is held stable at its level of March 2015.

National consumer price index (2023)

2023	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec
Index	107.04	108.05	107.07	107.54	107.00	107.70	108.00	108.00	108.54	108.00	108.10	108.57

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2023	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec
(1)												

(1) Change (%) compared to same month of previous year. Orange labels are forecasting estimations by the Federal Planning Bureau.

Health index and smoothed health index (2023)

2023	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec
Health index (base year 2013)	128.00	126.86	127.80	127.49	127.56	127.68	128.45	128.93	128.46	129.05	129.28	129.81
Growth rates (%) (1)	8.28	6.84	7.35	6.61	6.08	5.50	4.99	4.24	2.83	0.88	1.44	1.50
Smoothed health index (2)	125.26	125.00	125.08	124.99	124.88	125.08	125.24	125.59	125.81	126.15	126.35	126.57

(1) Change (%) compared to same month of previous year. Orange labels are forecasting estimations by the Federal Planning Bureau.

(2) Until March 2015, the smoothed health index is calculated as the four-month moving average of the health index. From April 2015 until the month preceding the month wherein the smoothed health index is exceeded by the reference index, the smoothed health index is held stable at its level of March 2015.

National consumer price index (2022)

2022	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec
Index (base year 2013)	118.32	119.07	119.69	120.09	121.01	122.04	123.05	124.05	125.24	128.21	127.92	127.72
Growth rates (%) (1)	7.59	8.04	8.31	8.31	8.97	9.65	9.62	9.94	11.27	12.27	10.63	10.35

(1) Change (%) compared to same month of previous year.

Health index and smoothed health index (2022)

2022	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec
Health index (base year 2013)	118.21	118.74	119.05	119.59	120.25	121.02	122.35	123.68	124.92	127.92	127.44	127.89
Growth rates (%) (1)	7.12	7.56	7.68	7.81	8.34	8.72	9.07	9.70	11.25	12.27	10.63	10.63

(1) Change (%) compared to same month of previous year.

(2) Until March 2015, the smoothed health index is calculated as the four-month moving average of the health index. From April 2015 until the month preceding the month wherein the smoothed health index is exceeded by the reference index, the smoothed health index is held stable at its level of March 2015.

National consumer price index (2021)

2021	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec
Index (base year 2013)	109.97	110.21	110.51	110.88	111.05	111.30	112.25	112.83	112.55	114.20	115.63	115.74
Growth rates (%) (1)	0.26	0.46	0.89	1.23	1.46	1.63	2.27	2.73	2.86	4.16	5.64	5.71

(1) Change (%) compared to same month of previous year.

Health index and smoothed health index (2021)

2021	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec
Health index (base year 2013)	110.35	110.39	110.56	110.93	110.99	111.31	112.18	112.74	112.29	113.94	115.20	115.60
Growth rates (%) (1)	0.57	0.47	0.55	0.64	0.81	1.14	1.83	2.30	2.29	3.48	4.81	5.21
Smoothed health index (2)	107.86	107.93	108.09	108.35	108.50	108.73	109.13	109.57	109.89	110.53	111.27	111.97

(1) Change (%) compared to same month of previous year.

(2) Until March 2015, the smoothed health index is calculated as the four-month moving average of the health index. From April 2015 until the month preceding the month wherein the smoothed health index is exceeded by the reference index, the smoothed health index is held stable at its level of March 2015.

NEWS RELEASE

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**Transmission of material in this release is embargoed until
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USDL-23-0147

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Media contact: (202) 691-5902 • pressoffice@bls.gov

EMPLOYMENT COST INDEX – DECEMBER 2022

Compensation costs for civilian workers increased 1.0 percent, seasonally adjusted, for the 3-month period ending in December 2022, the U.S. Bureau of Labor Statistics reported today. **Wages and salaries** increased 1.0 percent and **benefit costs** increased 0.8 percent from September 2022. (See chart 1 and tables A, 1, 2, and 3.)

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

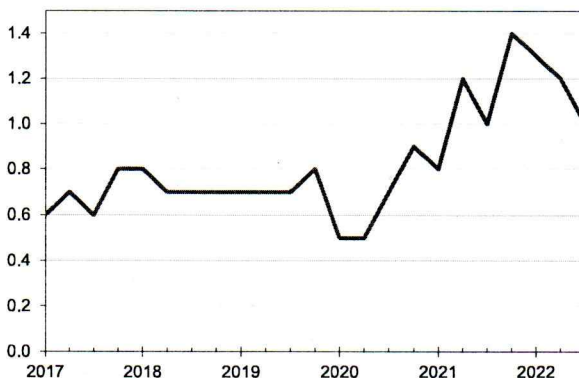
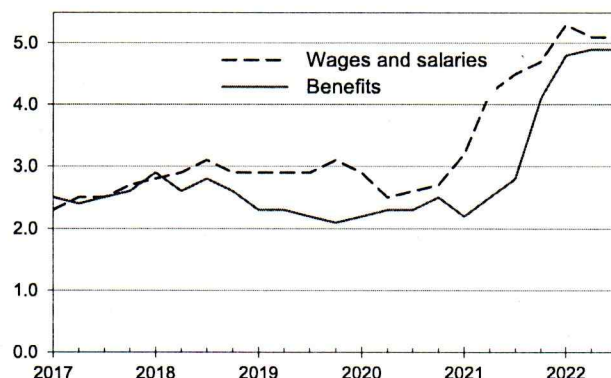


Chart 2. Twelve-month percent change, not seasonally adjusted, civilian workers



Compensation costs for civilian workers increased 5.1 percent for the 12-month period ending in December 2022 and increased 4.0 percent in December 2021. **Wages and salaries** increased 5.1 percent for the 12-month period ending in December 2022 and increased 4.5 percent for the 12-month period ending in December 2021. **Benefit costs** increased 4.9 percent over the year and increased 2.8 percent for the 12-month period ending in December 2021. (See chart 2 and tables A, 4, 8, and 12.)

Compensation costs for private industry workers increased 5.1 percent over the year. In December 2021, the increase was 4.4 percent. **Wages and salaries** increased 5.1 percent for the 12-month period ending in December 2022 and increased 5.0 percent in December 2021. The cost of **benefits** increased 4.8 percent for the 12-month period ending in December 2022 and increased 2.9 percent in December 2021. Inflation-adjusted (constant dollar) private wages and salaries declined 1.2 percent for the 12 months ending December 2022. Inflation-adjusted benefit costs in the private sector declined 1.5 percent over that same period. (See charts 3, 4, and tables A, 5, 9, and 12.)

Updated Employment Weights

Beginning with the December 2022 news release, the Employment Cost Index is introducing new employment weights based on the 2018 Standard Occupational Classification (SOC) system, see www.bls.gov/eci/notices/2022/eci-2021-fixed-weights-and-2018-soc-update.htm.

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

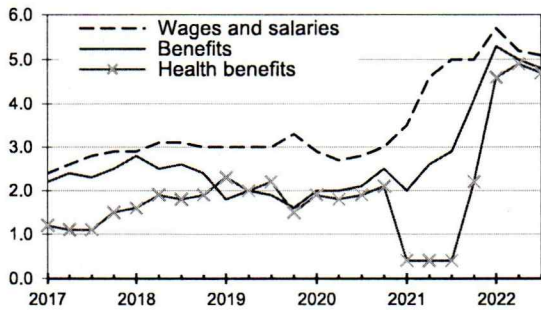
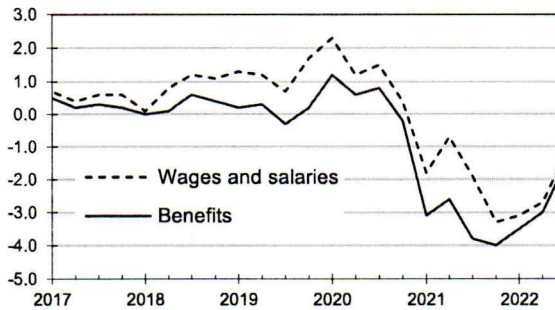


Chart 4. Twelve-month percent change, constant dollar, private industry workers



Among private industry **occupational groups**, compensation cost increases for the 12-month period ending in December 2022 ranged from 4.2 percent for natural resources, construction, and maintenance occupations to 6.9 percent for service occupations. Within **industry supersectors**, compensation cost increases ranged from 4.3 percent for construction to 6.4 percent for leisure and hospitality. (See table 5.)

Compensation costs for state and local government workers increased 4.8 percent for the 12-month period ending in December 2022, compared with an increase of 2.6 percent in December 2021. **Wages and salaries** increased 4.7 percent for the 12-month period ending in December 2022 and 2.7 percent a year ago. **Benefit costs** increased 5.0 percent for the 12-month period ending in December 2022. The prior year increase was 2.5 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

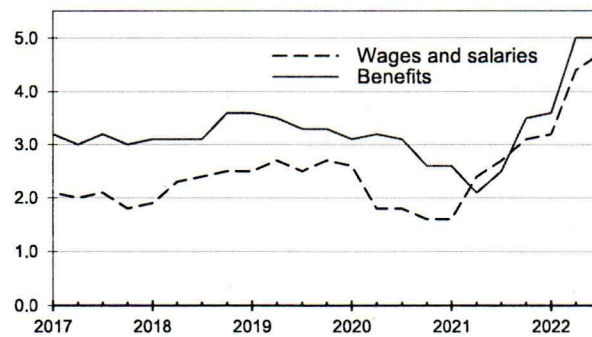


Table A. Major series of the Employment Cost Index
[Percent change]

Category	3-month, seasonally adjusted		12-month, not seasonally adjusted, current dollar			12-month, not seasonally adjusted, constant dollar		
	Sep. 2022	Dec. 2022	Dec. 2021	Sep. 2022	Dec. 2022	Dec. 2021	Sep. 2022	Dec. 2022
Civilian workers¹								
Compensation ²	1.2	1.0	4.0	5.0	5.1	-2.9	-2.9	-1.3
Wages and salaries.....	1.3	1.0	4.5	5.1	5.1	-2.3	-3.0	-1.2
Benefits.....	1.0	0.8	2.8	4.9	4.9	-3.9	-3.0	-1.4
Private Industry								
Compensation ²	1.1	1.0	4.4	5.2	5.1	-2.5	-2.8	-1.2
Wages and salaries.....	1.2	1.0	5.0	5.2	5.1	-1.9	-2.7	-1.2
Benefits.....	0.8	0.7	2.9	5.0	4.8	-3.8	-3.0	-1.5
Health benefits.....	-	-	0.4	4.9	4.7	-	-	-
State and local government								
Compensation ²	1.9	1.0	2.6	4.6	4.8	-4.2	-3.3	-1.5
Wages and salaries.....	2.1	1.0	2.7	4.4	4.7	-4.1	-3.5	-1.5
Benefits.....	1.6	1.0	2.5	5.0	5.0	-4.3	-3.0	-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 28,100 occupational observations selected from a sample of about 7,000 private industry establishments and approximately 7,600 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/eci/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 is introducing 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. 2022	Dec. 2022	Dec. 2020	Mar. 2021	Jun. 2021	Sep. 2021	Dec. 2021	Mar. 2022	Jun. 2022	Sep. 2022	Dec. 2022
Civilian workers											
All workers ²	154.0	155.5	0.7	0.9	0.8	1.2	1.0	1.4	1.3	1.2	1.0
Industry											
Goods-producing industries ³	149.4	150.7	0.6	0.7	1.0	1.0	0.9	1.5	1.2	0.9	0.9
Manufacturing.....	149.2	150.4	0.7	0.6	0.9	1.3	0.8	1.8	1.1	0.9	0.8
Service-providing industries ⁴	155.0	156.6	0.7	1.0	0.6	1.4	0.9	1.4	1.4	1.2	1.0
Education and health services.....	152.3	154.1	0.6	0.6	0.6	1.0	1.0	1.3	1.0	1.6	1.2
Educational services.....	151.3	152.9	0.6	0.5	0.5	0.8	0.6	1.1	0.8	1.7	1.1
Elementary and secondary schools.....	151.8	153.5	0.6	0.5	0.6	0.6	0.6	1.0	0.7	1.9	1.1
Junior colleges, colleges, universities, and professional schools.....	149.9	151.4	0.4	0.4	0.4	1.1	0.6	1.0	0.8	1.8	1.0
Health care and social assistance.....	153.3	155.3	0.5	0.8	0.9	1.2	1.5	1.5	1.2	1.4	1.3
Hospitals.....	153.8	155.6	0.4	0.9	0.8	1.0	1.5	1.4	1.2	1.5	1.2
Nursing and residential care facilities.....	154.0	155.8	0.8	0.9	1.2	1.6	1.7	1.7	1.5	1.9	1.2
Public administration.....	157.4	158.8	0.5	0.3	0.7	0.7	0.7	1.5	1.0	1.8	0.9
Private industry workers											
All workers.....	153.9	155.4	0.7	1.1	0.8	1.4	1.1	1.4	1.5	1.1	1.0
Occupational group											
Management, professional, and related.....	149.5	151.0	0.5	0.6	0.7	1.3	0.8	1.3	1.3	0.7	1.0
Management, business, and financial.....	150.7	152.0	0.5	0.6	0.8	1.4	0.6	1.3	1.5	0.4	0.9
Professional and related.....	148.6	150.2	0.5	0.8	0.6	1.1	1.1	1.3	1.2	1.0	1.1
Sales and office.....	157.3	159.1	1.1	1.8	0.3	1.3	1.1	1.7	2.1	1.0	1.1
Sales and related.....	155.1	157.0	1.4	3.3	-0.4	1.4	1.0	2.0	2.5	0.9	1.2
Office and administrative support....	158.0	159.8	0.8	0.7	0.9	1.0	1.2	1.5	1.7	1.2	1.1
Natural resources, construction, and maintenance.....	151.7	152.9	0.6	1.0	0.8	1.0	0.9	1.2	1.1	1.0	0.8
Construction, extraction, farming, fishing, and forestry occupations..	151.3	152.5	0.6	0.8	1.1	1.0	0.9	1.2	0.9	1.0	0.8
Installation, maintenance, and repair.....	152.0	153.3	0.6	1.1	0.6	0.9	1.0	1.2	1.4	0.9	0.9
Production, transportation, and material moving.....	156.9	158.2	0.9	0.8	1.2	1.4	1.3	1.5	1.2	1.2	0.8
Production.....	153.6	155.0	0.8	0.9	1.4	1.5	1.2	1.6	1.3	1.3	0.9
Transportation and material moving.....	162.0	163.3	1.0	0.7	1.1	1.6	1.4	1.5	1.3	1.1	0.8
Service occupations.....	164.8	166.6	1.0	1.3	1.7	1.9	2.0	1.9	1.9	1.7	1.1
Industry											
Goods-producing industries ³	149.3	150.6	0.6	0.7	0.9	1.1	0.9	1.5	1.2	0.9	0.9
Construction.....	150.0	151.5	0.6	0.9	0.9	0.6	1.0	0.8	1.5	0.9	1.0
Manufacturing.....	149.2	150.4	0.7	0.6	0.9	1.3	0.8	1.8	1.1	0.9	0.8
Aircraft manufacturing.....	130.7	131.6	0.4	0.8	0.5	7.0	0.4	2.2	0.6	-5.6	0.7
Service-providing industries ⁵	155.2	156.7	0.7	1.2	0.7	1.5	1.1	1.4	1.6	1.1	1.0
Trade, transportation, and utilities.....	158.8	160.1	0.9	0.9	1.2	1.3	1.7	1.6	1.5	0.9	0.8
Wholesale trade.....	151.9	153.5	0.4	1.0	1.6	1.1	1.5	1.9	1.8	0.4	1.1
Retail trade.....	163.6	164.6	1.3	1.1	1.1	1.7	2.2	1.8	1.8	1.3	0.6
Transportation and warehousing....	158.2	159.5	1.0	0.4	0.7	1.1	1.0	0.9	0.8	0.8	0.8
Utilities.....	163.3	164.8	0.7	0.6	0.6	1.0	0.7	0.9	0.6	1.1	0.9
Information.....	150.7	152.7	0.9	0.8	0.5	1.3	0.9	1.2	1.3	1.2	1.3
Financial activities.....	152.9	154.7	0.8	3.2	-1.6	2.1	-0.5	1.0	2.4	0.7	1.2
Finance and insurance.....	153.4	155.3	0.8	3.8	-2.0	2.3	-0.9	0.9	2.5	0.7	1.2

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. 2022	Dec. 2022	Dec. 2020	Mar. 2021	Jun. 2021	Sep. 2021	Dec. 2021	Mar. 2022	Jun. 2022	Sep. 2022	Dec. 2022
Credit intermediation and related activities.....	153.0	155.4	0.9	-0.1	2.1	5.3	-1.4	-0.8	3.1	-0.3	1.6
Insurance carriers and related activities.....	154.3	155.7	0.7	0.7	0.3	0.9	0.9	1.6	1.8	1.0	0.9
Real estate and rental and leasing..	150.9	151.8	0.1	0.5	0.8	0.9	1.3	2.0	2.1	0.7	0.6
Professional and business services. ...	154.0	155.2	0.8	0.8	0.8	1.4	0.9	1.4	1.7	1.0	0.8
Professional, scientific, and technical services.....	155.3	156.3	1.0	0.5	0.8	1.6	0.7	1.1	1.9	1.0	0.6
Administrative and support and waste management and remediation services.....	154.2	155.5	1.0	1.2	1.1	1.4	1.4	1.9	1.5	1.0	0.8
Education and health services.....	152.0	154.0	0.5	0.8	0.7	1.3	1.3	1.5	1.3	1.3	1.3
Educational services.....	149.3	151.2	0.8	0.4	0.4	1.3	0.5	1.3	1.5	0.9	1.3
Junior colleges, colleges, universities, and professional schools.....	149.4	150.6	0.4	0.4	0.6	1.3	0.6	0.9	1.1	1.2	0.8
Health care and social assistance...	152.6	154.6	0.5	0.9	0.8	1.3	1.5	1.5	1.3	1.3	1.3
Hospitals.....	153.5	155.4	0.4	1.0	0.7	1.1	1.6	1.5	1.2	1.4	1.2
Nursing and residential care facilities.....	152.7	154.5	0.7	1.0	1.3	1.6	1.8	1.8	1.6	1.9	1.2
Leisure and hospitality.....	165.3	166.8	0.5	1.6	2.3	2.3	1.6	1.9	1.7	1.8	0.9
Accommodation and food services..	168.9	170.3	0.8	1.6	2.3	2.3	1.8	2.0	1.8	1.7	0.8
Other services, except public administration.....	155.7	156.6	0.6	1.1	1.5	1.4	1.4	1.4	1.0	1.1	0.6
State and local government workers											
All workers.....	154.5	156.0	0.5	0.5	0.6	0.7	0.7	1.1	0.8	1.9	1.0
Industry											
Education and health services.....	152.6	154.2	0.5	0.6	0.6	0.7	0.7	1.0	0.7	2.0	1.0
Educational services.....	151.8	153.4	0.5	0.6	0.5	0.8	0.6	1.0	0.7	1.9	1.1
Schools.....	151.7	153.3	0.5	0.6	0.6	0.7	0.6	1.0	0.6	1.9	1.1
Elementary and secondary schools.....	152.3	153.8	0.6	0.6	0.6	0.6	0.6	1.0	0.6	2.0	1.0
Health care and social assistance...	158.5	160.4	0.5	0.6	1.0	0.8	1.2	1.1	1.1	2.0	1.2
Hospitals.....	155.0	156.8	0.6	0.6	1.0	0.8	1.2	1.1	1.1	1.8	1.2
Public administration.....	157.4	158.8	0.5	0.3	0.7	0.7	0.7	1.5	1.0	1.8	0.9

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. 2022	Dec. 2022	Dec. 2020	Mar. 2021	Jun. 2021	Sep. 2021	Dec. 2021	Mar. 2022	Jun. 2022	Sep. 2022	Dec. 2022
Civilian workers											
All workers ¹	153.6	155.2	0.8	1.1	0.8	1.5	1.0	1.2	1.4	1.3	1.0
Industry											
Goods-producing industries ²	152.3	153.8	0.6	0.8	1.2	0.9	1.1	1.2	1.3	1.3	1.0
Manufacturing.....	152.5	154.0	0.6	0.7	1.2	1.1	1.0	1.5	1.2	1.3	1.0
Service-providing industries ³	153.9	155.6	0.8	1.1	0.8	1.6	1.0	1.2	1.4	1.3	1.1
Education and health services.....	148.0	149.9	0.6	0.6	0.7	1.2	1.0	1.2	1.0	1.7	1.3
Educational services.....	142.3	143.8	0.5	0.4	0.4	0.9	0.5	0.8	0.7	1.9	1.1
Elementary and secondary schools.....	140.9	142.4	0.6	0.4	0.4	0.7	0.4	0.8	0.5	2.0	1.1
Junior colleges, colleges, universities, and professional schools.....	143.8	145.1	0.4	0.4	0.5	1.2	0.6	0.7	0.9	1.8	0.9
Health care and social assistance.....	154.0	156.1	0.5	0.8	1.1	1.5	1.6	1.4	1.3	1.6	1.4
Hospitals.....	153.8	155.8	0.4	0.9	1.1	1.3	1.7	1.2	1.3	1.6	1.3
Nursing and residential care facilities.....	156.5	158.7	0.9	1.1	1.3	1.9	1.9	1.7	1.7	2.1	1.4
Private industry workers											
All workers.....	155.9	157.5	0.8	1.2	0.9	1.6	1.1	1.3	1.6	1.2	1.0
Occupational group											
Management, professional, and related.....	150.7	152.2	0.5	0.7	0.8	1.4	0.8	1.1	1.4	0.8	1.0
Professional and related.....	150.0	151.6	0.5	0.8	0.8	1.2	1.0	1.1	1.1	1.0	1.1
Management, business, and financial.....	151.6	153.0	0.5	0.6	1.0	1.7	0.4	0.9	1.6	0.4	0.9
Sales and office.....	159.3	161.3	1.1	2.3	0.5	1.5	1.1	1.4	2.2	1.1	1.3
Office and administrative support....	158.7	160.8	0.8	0.8	1.1	1.2	1.3	1.3	1.7	1.2	1.3
Natural resources, construction, and maintenance.....	152.5	153.9	0.6	1.2	0.9	1.0	1.0	1.4	1.1	1.1	0.9
Construction, extraction, farming, fishing, and forestry occupations..	152.4	153.8	0.7	0.9	1.3	1.1	1.0	1.3	0.9	1.3	0.9
Installation, maintenance, and repair.....	152.8	154.2	0.6	1.4	0.6	1.0	1.1	1.5	1.2	1.0	0.9
Production, transportation, and material moving.....	160.5	162.1	1.0	1.0	1.6	1.5	1.6	1.4	1.3	1.5	1.0
Production.....	156.7	158.5	0.9	1.2	1.6	1.4	1.5	1.2	1.3	1.7	1.1
Transportation and material moving.....	165.8	167.2	1.2	0.8	1.7	1.8	1.7	1.4	1.4	1.2	0.9
Service occupations.....	168.9	170.9	1.1	1.4	2.1	2.1	2.2	1.9	2.0	1.8	1.2
Industry											
Goods-producing industries ²	152.4	153.9	0.6	0.8	1.2	0.9	1.1	1.2	1.3	1.3	1.0
Construction.....	151.8	153.7	0.6	0.8	1.1	0.7	1.2	0.7	1.7	1.0	1.2
Manufacturing.....	152.5	154.0	0.6	0.7	1.2	1.1	1.0	1.5	1.2	1.3	1.0
Aircraft manufacturing.....	155.4	156.8	0.6	0.2	0.5	0.1	0.5	1.2	0.7	0.9	0.9
Service-providing industries ⁴	156.8	158.4	0.8	1.3	0.9	1.7	1.1	1.3	1.6	1.2	1.0
Trade, transportation, and utilities.....	159.8	161.3	1.0	1.0	1.4	1.5	1.9	1.4	1.7	0.8	0.9
Wholesale trade.....	149.5	151.2	0.4	1.0	2.0	1.4	1.7	1.6	2.1	0.1	1.2
Retail trade.....	166.4	167.7	1.5	1.1	1.3	1.8	2.5	1.5	1.8	1.3	0.8
Transportation and warehousing....	160.8	162.4	1.2	0.6	1.1	1.2	1.2	0.7	1.0	0.8	1.0
Utilities.....	157.8	159.2	0.5	0.7	0.5	1.0	0.9	0.8	0.6	1.1	0.9
Information.....	149.3	151.7	1.2	0.9	0.6	1.4	0.8	1.5	0.6	1.2	1.6
Financial activities.....	154.1	156.2	1.0	4.5	-2.1	2.9	-1.3	0.5	2.4	0.7	1.4
Finance and insurance.....	154.9	157.2	1.2	5.3	-2.7	3.2	-1.8	0.1	2.5	0.6	1.5
Credit intermediation and related activities.....	152.6	155.5	1.2	-0.2	3.2	7.6	-2.3	-2.3	3.3	-0.7	1.9
Insurance carriers and related activities.....	152.9	154.3	0.9	0.8	0.4	0.9	0.8	1.3	1.7	1.0	0.9

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. 2022	Dec. 2022	Dec. 2020	Mar. 2021	Jun. 2021	Sep. 2021	Dec. 2021	Mar. 2022	Jun. 2022	Sep. 2022	Dec. 2022
Real estate and rental and leasing..	151.2	152.3	0.2	0.6	1.2	1.0	1.6	2.2	2.2	0.7	0.7
Professional and business services. ...	155.7	157.0	0.8	0.8	1.0	1.4	0.9	1.3	1.7	1.1	0.8
Professional, scientific, and technical services.....	156.7	157.6	0.8	0.3	1.1	1.5	0.7	1.0	2.0	1.1	0.6
Education and health services.....	153.1	155.2	0.6	0.8	0.9	1.5	1.4	1.4	1.3	1.4	1.4
Educational services.....	148.2	150.0	0.9	0.5	0.4	1.4	0.4	1.2	1.7	0.9	1.2
Junior colleges, colleges, universities, and professional schools.....	146.7	147.7	0.4	0.5	0.9	1.1	0.5	0.8	1.1	1.3	0.7
Health care and social assistance...	154.2	156.4	0.6	0.8	1.0	1.5	1.7	1.5	1.3	1.5	1.4
Hospitals.....	154.5	156.6	0.4	1.1	1.0	1.3	1.6	1.4	1.3	1.5	1.4
Nursing and residential care facilities.....	157.4	159.6	0.9	1.1	1.4	2.0	2.0	1.8	1.7	2.1	1.4
Leisure and hospitality.....	171.1	172.7	0.6	1.7	2.6	2.5	1.8	1.9	1.8	1.8	0.9
Accommodation and food services..	174.7	176.2	0.8	1.8	2.6	2.5	2.0	1.9	1.8	1.7	0.9
Other services, except public administration.....	157.7	158.7	0.6	1.3	1.6	1.6	1.5	1.5	1.0	1.2	0.7
State and local government workers											
All workers.....	144.0	145.5	0.5	0.4	0.6	0.9	0.7	0.9	0.7	2.1	1.0
Industry											
Education and health services.....	142.2	143.7	0.4	0.5	0.5	0.7	0.6	0.8	0.6	2.1	1.1
Educational services.....	141.1	142.5	0.5	0.4	0.5	0.7	0.5	0.7	0.5	2.1	1.0
Schools.....	141.0	142.5	0.5	0.4	0.4	0.7	0.5	0.7	0.5	2.0	1.1
Elementary and secondary schools.....	140.5	142.0	0.5	0.4	0.4	0.6	0.5	0.7	0.5	2.0	1.1
Health care and social assistance...	151.7	153.6	0.6	0.6	1.0	1.4	1.2	0.8	1.4	2.2	1.3
Hospitals.....	150.4	152.1	0.5	0.7	1.1	1.4	1.2	0.8	1.3	2.0	1.2
Public administration.....	147.2	148.4	0.4	0.5	0.5	1.4	0.7	1.3	1.1	2.1	0.8

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. 2022	Dec. 2022	Dec. 2020	Mar. 2021	Jun. 2021	Sep. 2021	Dec. 2021	Mar. 2022	Jun. 2022	Sep. 2022	Dec. 2022	
Civilian workers												
All workers ¹	154.9	156.2	0.6	0.6	0.5	0.8	0.9	1.8	1.2	1.0	0.8	
Private industry workers												
All workers.....	149.2	150.3	0.6	0.6	0.4	1.0	0.9	1.9	1.3	0.8	0.7	
Occupational group												
Management, professional, and related.....	146.9	148.2	0.4	0.7	0.4	0.9	0.9	1.8	1.2	0.7	0.9	
Sales and office.....	152.2	153.5	0.7	0.7	0.1	0.9	1.0	2.3	1.6	1.0	0.9	
Natural resources, construction, and maintenance.....	149.9	150.8	0.5	0.6	0.7	0.7	0.8	0.8	1.4	0.6	0.6	
Production, transportation, and material moving.....	149.8	150.6	0.7	0.4	0.4	1.5	0.6	2.1	0.9	0.5	0.5	
Service occupations.....	151.4	152.7	0.6	0.8	0.6	1.3	0.9	2.2	1.6	1.2	0.9	
Industry												
Goods-producing industries ²	143.2	144.0	0.6	0.5	0.5	1.2	0.5	2.1	0.8	0.3	0.6	
Manufacturing.....	142.8	143.6	0.7	0.4	0.4	1.7	0.4	2.5	0.8	0.1	0.6	
Service-providing industries ³	151.3	152.5	0.6	0.7	0.3	0.9	1.0	1.8	1.4	1.0	0.8	
State and local government workers												
All workers ¹	175.0	176.7	0.6	0.4	0.7	0.4	0.9	1.5	0.9	1.6	1.0	

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 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. 2021	Sep. 2022	Dec. 2022	3-months ended-			12-months ended-		
				Dec. 2021	Sep. 2022	Dec. 2022	Dec. 2021	Sep. 2022	Dec. 2022
All workers ²	147.9	154.1	155.4	0.8	1.3	0.8	4.0	5.0	5.1
Excluding incentive paid occupations ³	147.8	153.9	155.2	1.0	1.4	0.8	3.9	5.2	5.0
Occupational group									
Management, professional, and related.....	145.0	150.3	151.5	0.6	1.3	0.8	3.2	4.2	4.5
Management, business, and financial.....	146.0	151.1	152.1	0.3	0.7	0.7	3.3	3.8	4.2
Professional and related.....	144.5	149.8	151.2	0.8	1.6	0.9	3.1	4.5	4.6
Sales and office.....	150.1	157.5	159.1	0.9	1.2	1.0	4.5	5.9	6.0
Sales and related.....	147.2	155.2	157.0	1.0	0.9	1.2	5.4	6.4	6.7
Office and administrative support.....	151.6	158.5	160.0	0.9	1.3	0.9	3.8	5.5	5.5
Natural resources, construction, and maintenance.....	147.0	152.2	153.3	0.9	1.1	0.7	3.7	4.5	4.3
Construction, extraction, farming, fishing, and forestry occupations.....	146.9	151.8	152.9	0.8	1.0	0.7	3.7	4.2	4.1
Installation, maintenance, and repair.....	147.1	152.6	153.7	0.9	1.1	0.7	3.7	4.7	4.5
Production, transportation, and material moving.....	151.1	157.3	158.5	1.2	1.2	0.8	4.8	5.4	4.9
Production.....	147.5	153.6	154.9	1.2	1.2	0.8	5.0	5.3	5.0
Transportation and material moving.....	156.2	162.6	163.8	1.4	1.3	0.7	4.8	5.5	4.9
Service occupations.....	155.6	164.0	165.8	1.6	1.9	1.1	6.1	7.0	6.6
Industry									
Goods-producing industries ⁴	144.0	149.4	150.6	0.8	0.8	0.8	3.6	4.5	4.6
Manufacturing.....	143.5	149.1	150.3	0.7	0.7	0.8	3.6	4.6	4.7
Service-providing industries ⁵	148.7	154.9	156.3	1.0	1.4	0.9	4.1	5.2	5.1
Education and health services.....	146.5	152.4	154.1	1.0	2.0	1.1	3.4	5.0	5.2
Educational services.....	145.9	151.4	152.8	0.5	2.5	0.9	2.5	4.3	4.7
Elementary and secondary schools.....	146.3	151.9	153.2	0.4	2.8	0.9	2.3	4.3	4.7
Junior colleges, colleges, universities, and professional schools.....	144.8	150.1	151.5	0.6	2.3	0.9	2.6	4.3	4.6
Health care and social assistance.....	147.3	153.4	155.4	1.6	1.5	1.3	4.5	5.8	5.5
Hospitals.....	147.7	153.7	155.7	1.6	1.4	1.3	4.3	5.7	5.4
Nursing and residential care facilities...	146.4	154.0	155.8	1.8	2.0	1.2	5.7	7.1	6.4
Public administration.....	150.6	157.4	158.6	0.7	2.2	0.8	2.6	5.2	5.3

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 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. 2021	Sep. 2022	Dec. 2022	3-months ended-			12-months ended-		
				Dec. 2021	Sep. 2022	Dec. 2022	Dec. 2021	Sep. 2022	Dec. 2022
All workers.....	147.8	154.0	155.3	1.0	1.0	0.8	4.4	5.2	5.1
Excluding incentive paid occupations ²	147.6	153.7	155.0	1.2	1.1	0.8	4.2	5.3	5.0
Occupational group									
Management, professional, and related.....	144.4	149.6	150.8	0.6	0.7	0.8	3.5	4.3	4.4
Excluding incentive paid occupations ²	143.4	148.7	149.8	0.9	0.9	0.7	3.3	4.6	4.5
Management, business, and financial.....	145.8	150.9	151.8	0.3	0.5	0.6	3.4	3.9	4.1
Excluding incentive paid occupations ²	144.0	149.5	150.4	0.8	0.7	0.6	2.9	4.6	4.4
Professional and related.....	143.4	148.7	150.1	0.8	1.1	0.9	3.6	4.6	4.7
Sales and office.....	149.9	157.4	159.1	0.9	1.0	1.1	4.7	6.0	6.1
Excluding incentive paid occupations ²	151.6	158.8	160.3	1.4	1.2	0.9	4.6	6.2	5.7
Sales and related.....	147.1	155.1	156.9	1.0	0.8	1.2	5.4	6.5	6.7
Excluding incentive paid occupations ²	151.5	159.2	160.6	2.2	1.4	0.9	5.3	7.4	6.0
Office and administrative support.....	151.2	158.1	159.6	1.0	1.2	0.9	3.9	5.6	5.6
Natural resources, construction, and maintenance.....	146.7	151.8	152.9	0.8	0.9	0.7	3.8	4.3	4.2
Construction, extraction, farming, fishing, and forestry occupations.....	146.6	151.4	152.5	0.8	0.9	0.7	3.8	4.1	4.0
Installation, maintenance, and repair.....	146.8	152.2	153.3	1.0	0.9	0.7	3.8	4.7	4.4
Production, transportation, and material moving.....	150.9	157.0	158.2	1.3	1.2	0.8	4.9	5.4	4.8
Excluding incentive paid occupations ²	150.6	156.6	157.9	1.3	1.1	0.8	4.9	5.4	4.8
Production.....	147.3	153.5	154.9	1.1	1.1	0.9	5.0	5.4	5.2
Excluding incentive paid occupations ²	147.9	154.0	155.3	1.2	1.0	0.8	5.0	5.4	5.0
Transportation and material moving.....	156.0	162.2	163.4	1.4	1.2	0.7	5.0	5.4	4.7
Service occupations.....	155.9	164.9	166.6	1.8	1.7	1.0	7.1	7.7	6.9
Industry and occupational group									
Goods-producing industries ³	144.0	149.4	150.6	0.8	0.8	0.8	3.7	4.6	4.6
Excluding incentive paid occupations ²	144.0	149.3	150.3	0.8	0.8	0.7	3.7	4.5	4.4
Management, professional, and related.....	139.3	143.4	144.3	0.6	0.1	0.6	2.7	3.5	3.6
Sales and office.....	148.3	155.4	158.0	1.2	1.0	1.7	3.4	6.0	6.5
Natural resources, construction, and maintenance.....	146.0	150.8	151.8	0.8	0.9	0.7	3.8	4.1	4.0
Production, transportation, and material moving.....	145.6	152.0	153.2	1.0	1.2	0.8	4.6	5.5	5.2
Construction.....	145.2	150.2	151.4	0.9	0.8	0.8	3.5	4.4	4.3
Manufacturing.....	143.5	149.1	150.3	0.7	0.7	0.8	3.6	4.6	4.7
Management, professional, and related.....	140.5	144.7	145.5	0.5	0.1	0.6	2.6	3.5	3.6
Sales and office occupations.....	145.7	153.2	155.0	0.5	1.4	1.2	3.6	5.7	6.4
Natural resources, construction, and maintenance.....	144.2	148.5	150.1	0.6	0.7	1.1	3.4	3.6	4.1
Production, transportation, and material moving.....	145.2	151.7	153.0	1.0	1.2	0.9	4.5	5.5	5.4
Aircraft manufacturing.....	136.9	130.8	131.3	0.1	-7.8	0.4	11.2	-4.4	-4.1
Service-providing industries ⁴	148.9	155.3	156.6	1.0	1.0	0.8	4.6	5.4	5.2
Excluding incentive paid occupations ²	148.7	155.0	156.4	1.2	1.1	0.9	4.4	5.5	5.2
Management, professional, and related.....	145.4	150.7	151.9	0.7	0.9	0.8	3.7	4.4	4.5
Sales and office.....	150.1	157.6	159.2	0.9	1.0	1.0	4.8	6.0	6.1
Natural resources, construction, and maintenance.....	147.8	153.3	154.5	1.0	0.9	0.8	3.8	4.7	4.5
Production, transportation, and material moving.....	156.7	162.6	163.8	1.5	1.2	0.7	5.2	5.3	4.5
Service occupations.....	155.9	164.9	166.6	1.8	1.7	1.0	7.1	7.7	6.9
Trade, transportation, and utilities.....	152.6	158.8	160.1	1.7	0.8	0.8	5.2	5.8	4.9
Excluding incentive paid occupations ²	152.6	158.8	160.1	1.6	1.0	0.8	4.5	5.7	4.9
Wholesale trade.....	145.6	152.2	153.2	1.2	0.5	0.7	5.4	5.8	5.2
Excluding incentive paid occupations ²	148.2	154.7	155.9	1.4	1.2	0.8	4.3	5.9	5.2

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. 2021	Sep. 2022	Dec. 2022	3-months ended-			12-months ended-		
				Dec. 2021	Sep. 2022	Dec. 2022	Dec. 2021	Sep. 2022	Dec. 2022
Service-providing industries - Continued									
Retail trade.....	156.0	163.2	164.7	2.4	0.9	0.9	6.3	7.2	5.6
Excluding incentive paid occupations ²	153.9	161.6	162.8	2.1	1.2	0.7	5.6	7.2	5.8
Transportation and warehousing.....	154.7	158.4	159.8	1.1	0.9	0.9	3.4	3.5	3.3
Utilities.....	158.5	163.1	164.2	0.4	0.7	0.7	2.9	3.4	3.6
Information.....	144.7	150.6	152.3	0.6	0.9	1.1	3.4	4.7	5.3
Financial activities.....	146.0	152.9	153.8	-1.1	0.3	0.6	3.3	3.6	5.3
Excluding incentive paid occupations ²	146.0	153.2	154.0	0.8	0.7	0.5	3.2	5.8	5.5
Finance and insurance.....	146.5	153.3	154.3	-1.5	0.1	0.7	3.2	3.0	5.3
Credit intermediation and related activities.....	148.8	153.7	154.1	-2.6	-0.4	0.3	5.9	0.6	3.6
Excluding incentive paid.....	148.4	157.0	157.6	0.6	1.2	0.4	2.9	6.4	6.2
Insurance carriers and related activities... ..	147.1	154.4	155.1	0.5	0.7	0.5	2.9	5.5	5.4
Excluding incentive paid occupations ²	145.8	152.1	152.9	0.7	0.5	0.5	2.7	5.0	4.9
Real estate and rental and leasing.....	143.9	151.1	151.9	1.2	0.8	0.5	3.7	6.3	5.6
Excluding incentive paid occupations ²	148.1	155.1	156.0	1.1	0.7	0.6	3.8	5.9	5.3
Professional and business services.....	147.9	154.1	155.2	0.8	1.1	0.7	3.9	5.0	4.9
Professional, scientific, and technical services.....	149.2	155.5	156.1	0.5	1.3	0.4	3.6	4.8	4.6
Administrative and support and waste management and remediation services...	147.5	154.1	155.5	1.3	0.9	0.9	5.1	5.8	5.4
Education and health services.....	146.1	152.2	154.1	1.3	1.4	1.2	4.2	5.5	5.5
Educational services.....	144.0	149.9	151.4	0.3	1.7	1.0	2.6	4.4	5.1
Junior colleges, colleges, universities, and professional schools.....	144.9	149.8	150.8	0.6	1.8	0.7	2.9	4.0	4.1
Health care and social assistance.....	146.6	152.7	154.7	1.6	1.4	1.3	4.6	5.8	5.5
Hospitals.....	147.4	153.4	155.4	1.7	1.3	1.3	4.5	5.8	5.4
Nursing and residential care facilities....	145.0	152.7	154.5	1.8	1.9	1.2	6.0	7.2	6.6
Nursing care facilities ²	144.1	152.1	154.2	1.6	1.9	1.4	5.9	7.3	7.0
Leisure and hospitality.....	156.3	165.2	166.3	1.4	1.7	0.7	8.0	7.2	6.4
Accommodation and food service.....	159.6	168.8	169.8	1.6	1.6	0.6	8.4	7.4	6.4
Other services, except public administration..	150.1	155.8	156.3	1.1	1.1	0.3	5.5	5.0	4.1

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. 2021	Sep. 2022	Dec. 2022	3-months ended-			12-months ended-		
				Dec. 2021	Sep. 2022	Dec. 2022	Dec. 2021	Sep. 2022	Dec. 2022
Bargaining status									
Union.....	151.2	155.0	156.6	0.7	0.6	1.0	3.3	3.3	3.6
Goods-producing industries ²	146.2	149.0	150.0	0.6	0.1	0.7	3.8	2.5	2.6
Manufacturing.....	140.7	142.8	144.0	0.9	-0.5	0.8	4.5	2.4	2.3
Service-providing industries ³	155.0	159.4	161.3	0.8	0.9	1.2	3.2	3.6	4.1
Nonunion.....	147.2	153.7	155.0	1.0	1.1	0.8	4.5	5.4	5.3
Goods-producing industries ²	143.3	149.2	150.5	0.8	0.9	0.9	3.6	5.0	5.0
Manufacturing.....	144.4	150.7	151.8	0.7	1.0	0.7	3.5	5.1	5.1
Service-providing industries ³	148.2	154.8	156.1	1.0	1.0	0.8	4.7	5.4	5.3
Census region and division⁴									
Northeast.....	149.6	155.5	157.0	0.8	1.0	1.0	3.9	4.8	4.9
New England.....	153.4	160.3	162.1	0.8	1.1	1.1	4.4	5.3	5.7
Middle Atlantic.....	148.3	153.8	155.2	0.8	1.1	0.9	3.8	4.6	4.7
South.....	145.6	151.8	152.9	0.7	0.9	0.7	4.5	5.0	5.0
South Atlantic.....	147.5	154.5	155.8	0.8	1.5	0.8	4.0	5.6	5.6
East South Central.....	145.6	151.0	152.3	1.5	0.8	0.9	6.0	5.2	4.6
West South Central.....	142.5	147.6	148.2	0.3	-0.1	0.4	4.9	3.9	4.0
Midwest.....	145.5	151.8	152.8	1.4	1.3	0.7	4.6	5.8	5.0
East North Central.....	143.8	150.1	151.4	1.3	1.4	0.9	4.5	5.8	5.3
West North Central.....	149.6	155.9	156.2	1.6	0.9	0.2	4.7	5.8	4.4
West.....	151.4	157.8	159.5	0.9	0.9	1.1	4.3	5.1	5.4
Mountain.....	149.3	155.4	157.0	1.3	0.6	1.0	5.1	5.4	5.2
Pacific.....	152.4	158.9	160.6	0.7	1.0	1.1	4.1	5.0	5.4

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. 2021	Sep. 2022	Dec. 2022	3-months ended-			12-months ended-		
				Dec. 2021	Sep. 2022	Dec. 2022	Dec. 2021	Sep. 2022	Dec. 2022
All workers.....	148.6	154.4	155.8	0.7	2.5	0.9	2.6	4.6	4.8
Occupational group									
Management, professional, and related.....	146.6	152.0	153.3	0.5	2.6	0.9	2.4	4.3	4.6
Professional and related.....	146.5	151.8	153.2	0.5	2.6	0.9	2.4	4.2	4.6
Sales and office.....	151.4	157.8	159.0	0.5	2.3	0.8	2.3	4.8	5.0
Office and administrative support.....	151.4	157.8	159.1	0.5	2.3	0.8	2.2	4.7	5.1
Service occupations.....	154.1	161.3	163.3	0.9	2.3	1.2	3.4	5.6	6.0
Industry									
Education and health services.....	147.0	152.6	154.0	0.5	2.7	0.9	2.5	4.4	4.8
Educational services.....	146.4	151.8	153.2	0.5	2.7	0.9	2.4	4.3	4.6
Schools.....	146.3	151.8	153.2	0.5	2.7	0.9	2.4	4.3	4.7
Elementary and secondary schools....	146.8	152.3	153.6	0.4	2.8	0.9	2.4	4.2	4.6
Health care and social assistance.....	152.1	158.4	160.4	1.3	2.3	1.3	3.7	5.5	5.5
Hospitals.....	149.2	155.0	156.9	1.3	2.0	1.2	3.7	5.2	5.2
Public administration.....	150.6	157.4	158.6	0.7	2.2	0.8	2.6	5.2	5.3

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. 2021	Sep. 2022	Dec. 2022	3-months ended-			12-months ended-		
				Dec. 2021	Sep. 2022	Dec. 2022	Dec. 2021	Sep. 2022	Dec. 2022
All workers ¹	147.7	153.7	155.2	1.0	1.3	1.0	4.5	5.1	5.1
Excluding incentive paid occupations ²	147.0	153.1	154.4	1.2	1.5	0.8	4.3	5.4	5.0
Occupational group									
Management, professional, and related.....	143.4	148.4	149.6	0.5	1.3	0.8	3.4	4.0	4.3
Management, business, and financial.....	146.1	150.9	151.8	0.2	0.7	0.6	3.6	3.5	3.9
Professional and related.....	142.0	147.0	148.5	0.7	1.7	1.0	3.3	4.3	4.6
Sales and office.....	150.9	158.2	160.1	0.9	1.2	1.2	5.2	5.8	6.1
Sales and related.....	150.0	158.1	160.2	0.8	0.8	1.3	6.1	6.2	6.8
Office and administrative support.....	151.2	157.9	159.6	1.1	1.4	1.1	4.5	5.5	5.6
Natural resources, construction, and maintenance.....	146.7	152.2	153.5	1.0	1.2	0.9	4.2	4.7	4.6
Construction, extraction, farming, fishing, and forestry occupations.....	146.7	151.9	153.3	1.0	1.1	0.9	4.4	4.5	4.5
Installation, maintenance, and repair.....	146.9	152.6	153.8	1.1	1.3	0.8	4.0	5.0	4.7
Production, transportation, and material moving.....	153.6	160.1	161.6	1.5	1.5	0.9	5.7	5.8	5.2
Production.....	150.1	156.6	158.2	1.4	1.6	1.0	5.8	5.8	5.4
Transportation and material moving.....	158.3	165.0	166.4	1.6	1.5	0.8	5.9	5.9	5.1
Service occupations.....	156.1	165.0	166.8	1.9	2.0	1.1	7.1	7.7	6.9
Industry									
Goods-producing industries ³	146.5	152.3	153.8	1.0	1.1	1.0	4.0	5.0	5.0
Manufacturing.....	146.4	152.5	153.9	1.0	1.2	0.9	4.1	5.2	5.1
Service-providing industries ⁴	147.9	154.0	155.4	1.0	1.4	0.9	4.7	5.1	5.1
Education and health services.....	142.6	148.2	150.0	1.0	2.1	1.2	3.6	5.0	5.2
Educational services.....	137.8	142.8	144.0	0.3	2.6	0.8	2.2	3.9	4.5
Elementary and secondary schools... Junior colleges, colleges, and universities.....	136.5	141.5	142.6	0.1	2.9	0.8	2.0	3.8	4.5
Health care and social assistance.....	139.3	144.1	145.4	0.5	2.3	0.9	2.7	4.0	4.4
Hospitals.....	147.8	154.0	156.3	1.7	1.6	1.5	5.0	6.0	5.8
Nursing and residential care facilities..	147.7	153.6	155.9	1.9	1.5	1.5	5.0	5.9	5.6
Public administration.....	148.4	156.6	158.7	2.0	2.2	1.3	6.5	7.6	6.9
	140.8	147.3	148.5	0.7	2.4	0.8	3.2	5.4	5.5

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. 2021	Sep. 2022	Dec. 2022	3-months ended-			12-months ended-		
				Dec. 2021	Sep. 2022	Dec. 2022	Dec. 2021	Sep. 2022	Dec. 2022
All workers.....	149.7	155.9	157.4	1.0	1.1	1.0	5.0	5.2	5.1
Excluding incentive paid occupations ¹	149.0	155.3	156.7	1.3	1.2	0.9	4.6	5.6	5.2
Occupational group									
Management, professional, and related.....	145.8	150.8	152.0	0.6	0.9	0.8	3.8	4.1	4.3
Excluding incentive paid occupations ¹	144.1	149.3	150.5	1.0	1.0	0.8	3.5	4.6	4.4
Management, business, and financial.....	147.1	151.8	152.8	0.1	0.5	0.7	3.8	3.3	3.9
Excluding incentive paid occupations ¹	144.0	149.4	150.2	0.8	0.9	0.5	3.0	4.6	4.3
Professional and related.....	144.9	150.0	151.5	1.0	1.1	1.0	3.9	4.5	4.6
Sales and office.....	151.9	159.4	161.3	1.0	1.1	1.2	5.4	6.0	6.2
Excluding incentive paid occupations ¹	153.2	160.3	162.0	1.6	1.3	1.1	5.1	6.3	5.7
Sales and related.....	150.1	158.3	160.3	0.8	0.9	1.3	6.1	6.3	6.8
Excluding incentive paid occupations ¹	154.1	161.8	163.4	2.4	1.6	1.0	5.8	7.5	6.0
Office and administrative support.....	152.0	158.8	160.6	1.1	1.3	1.1	4.4	5.6	5.7
Natural resources, construction, and maintenance.....	147.2	152.6	153.9	1.0	1.1	0.9	4.2	4.7	4.6
Construction, extraction, farming, fishing, and forestry occupations.....	147.2	152.4	153.7	0.9	1.1	0.9	4.4	4.5	4.4
Installation, maintenance, and repair.....	147.2	152.9	154.2	1.0	1.1	0.9	4.1	4.9	4.8
Production, transportation, and material moving.....	153.9	160.5	161.9	1.5	1.5	0.9	5.8	5.9	5.2
Excluding incentive paid occupations ¹	153.6	160.1	161.6	1.6	1.5	0.9	5.8	5.9	5.2
Production.....	150.0	156.7	158.3	1.4	1.6	1.0	5.8	5.9	5.5
Excluding incentive paid occupations ¹	150.6	157.1	158.7	1.4	1.4	1.0	5.8	5.8	5.4
Transportation and material moving.....	159.3	165.8	167.2	1.7	1.3	0.8	6.1	5.8	5.0
Service occupations.....	159.5	168.9	170.7	2.1	1.8	1.1	8.1	8.1	7.0
Industry and occupational group									
Goods-producing industries ²	146.6	152.4	153.9	1.0	1.1	1.0	4.0	5.0	5.0
Excluding incentive paid occupations ¹	146.5	152.2	153.5	1.0	1.1	0.9	4.1	4.9	4.8
Management, professional, and related.....	142.7	147.2	148.2	0.7	0.5	0.7	2.5	3.9	3.9
Sales and office.....	152.4	159.9	163.2	1.4	0.9	2.1	3.7	6.4	7.1
Natural resources, construction, and maintenance.....	147.0	152.1	153.4	0.9	1.1	0.9	4.3	4.4	4.4
Production, transportation, and material moving.....	148.6	155.5	157.0	1.3	1.6	1.0	5.5	6.0	5.7
Construction.....	146.6	151.9	153.6	1.0	0.8	1.1	3.8	4.7	4.8
Manufacturing.....	146.4	152.5	153.9	1.0	1.2	0.9	4.1	5.2	5.1
Management, professional, and related.....	143.4	148.0	148.9	0.6	0.5	0.6	2.3	3.9	3.8
Sales and office.....	147.9	155.8	158.0	0.5	1.5	1.4	4.1	5.9	6.8
Natural resources, construction, and maintenance.....	147.6	152.3	154.2	0.8	1.1	1.2	3.9	4.0	4.5
Production, transportation, and material moving.....	148.4	155.4	157.0	1.3	1.6	1.0	5.5	6.1	5.8
Aircraft manufacturing.....	150.2	155.3	155.9	-0.1	0.5	0.4	1.3	3.3	3.8
Service-providing industries ³	150.5	156.9	158.3	1.0	1.2	0.9	5.2	5.3	5.2
Excluding incentive paid occupations ¹	149.8	156.1	157.5	1.4	1.2	0.9	4.8	5.7	5.1
Management, professional, and related.....	146.3	151.4	152.6	0.6	0.9	0.8	4.0	4.1	4.3
Sales and office.....	151.8	159.3	161.1	0.9	1.1	1.1	5.6	5.9	6.1
Natural resources, construction, and maintenance.....	147.5	153.3	154.5	1.0	1.1	0.8	4.3	5.0	4.7
Production, transportation, and material moving.....	159.3	165.5	166.9	1.8	1.3	0.8	6.1	5.8	4.8
Service occupations.....	159.5	168.9	170.7	2.1	1.8	1.1	8.1	8.1	7.0
Trade, transportation, and utilities.....	153.7	159.7	161.2	1.9	0.8	0.9	6.1	5.9	4.9
Excluding incentive paid occupations ¹	153.1	159.4	160.8	1.9	1.2	0.9	5.2	6.1	5.0
Wholesale trade.....	143.6	149.8	150.8	1.3	0.3	0.7	6.1	5.6	5.0
Excluding incentive paid occupations ¹	145.3	151.6	152.8	1.6	1.3	0.8	4.7	6.0	5.2

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. 2021	Sep. 2022	Dec. 2022	3-months ended-			12-months ended-		
				Dec. 2021	Sep. 2022	Dec. 2022	Dec. 2021	Sep. 2022	Dec. 2022
Service-providing industries - Continued									
Retail trade.....	159.0	166.1	167.8	2.7	1.0	1.0	7.0	7.3	5.5
Excluding incentive paid occupations ¹	156.3	163.9	165.2	2.3	1.3	0.8	6.2	7.3	5.7
Transportation and warehousing.....	157.0	160.8	162.5	1.3	0.9	1.1	4.3	3.7	3.5
Utilities.....	153.4	157.7	158.6	0.6	0.7	0.6	3.2	3.4	3.4
Information.....	144.3	149.3	151.4	0.7	1.0	1.4	3.9	4.2	4.9
Financial activities.....	147.8	154.1	155.2	-1.9	0.1	0.7	3.9	2.3	5.0
Excluding incentive paid occupations ¹	146.0	152.7	153.5	0.9	0.9	0.5	3.5	5.5	5.1
Finance and insurance.....	148.8	154.8	155.9	-2.6	0.0	0.7	3.8	1.3	4.8
Credit intermediation and related activities.....	150.7	153.4	153.9	-3.8	-0.9	0.3	8.1	-2.1	2.1
Excluding incentive paid occupations ¹	147.5	155.4	156.2	0.8	1.4	0.5	3.6	6.1	5.9
Insurance carriers and related activities..	146.3	152.9	153.7	0.4	0.7	0.5	3.0	4.9	5.1
Excluding incentive paid occupations ¹	143.6	148.9	149.7	0.7	0.5	0.5	2.7	4.4	4.2
Real estate and rental and leasing.....	143.9	151.3	152.2	1.5	0.9	0.6	4.4	6.7	5.8
Excluding incentive paid occupations ¹	148.6	155.9	157.1	1.4	0.8	0.8	4.6	6.3	5.7
Professional and business services.....	149.5	155.9	157.0	0.8	1.3	0.7	4.1	5.1	5.0
Professional, scientific, and technical services.....	150.5	156.9	157.5	0.5	1.4	0.4	3.7	4.7	4.7
Administrative and support and waste management and remediation services...	151.1	158.5	159.8	1.5	1.3	0.8	5.7	6.4	5.8
Education and health services.....	147.1	153.3	155.4	1.4	1.6	1.4	4.6	5.7	5.6
Educational services.....	143.0	148.9	150.3	0.1	1.8	0.9	2.7	4.3	5.1
Junior colleges, colleges, universities, and professional schools.....	142.4	147.1	148.0	0.4	1.9	0.6	3.0	3.7	3.9
Health care and social assistance.....	148.0	154.2	156.5	1.8	1.5	1.5	5.1	6.1	5.7
Hospitals.....	148.3	154.3	156.7	1.9	1.4	1.6	5.1	6.0	5.7
Nursing and residential care facilities....	148.9	157.4	159.6	2.0	2.1	1.4	6.6	7.8	7.2
Nursing care facilities ¹	147.5	156.2	158.9	1.7	2.2	1.7	6.3	7.6	7.7
Leisure and hospitality.....	161.7	171.1	172.3	1.6	1.8	0.7	8.9	7.5	6.6
Accommodation and food service.....	165.1	174.7	175.8	1.8	1.7	0.6	9.3	7.7	6.5
Other services, except public administration..	151.9	157.9	158.4	1.2	1.2	0.3	6.1	5.2	4.3

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. 2021	Sep. 2022	Dec. 2022	3-months ended-			12-months ended-		
				Dec. 2021	Sep. 2022	Dec. 2022	Dec. 2021	Sep. 2022	Dec. 2022
Bargaining status									
Union.....	148.6	152.5	154.4	1.0	1.1	1.2	3.9	3.6	3.9
Goods-producing industries ¹	142.6	146.0	147.3	0.8	0.9	0.9	3.7	3.2	3.3
Manufacturing.....	141.4	144.4	146.2	1.1	0.8	1.2	4.4	3.2	3.4
Service-providing industries ²	152.4	156.6	158.9	1.0	1.2	1.5	4.0	3.8	4.3
Nonunion.....	149.8	156.3	157.7	1.0	1.1	0.9	5.0	5.4	5.3
Goods-producing industries ¹	147.5	153.8	155.3	1.0	1.1	1.0	4.0	5.3	5.3
Manufacturing.....	147.5	154.1	155.4	0.9	1.2	0.8	4.0	5.4	5.4
Service-providing industries ²	150.3	156.9	158.3	1.0	1.2	0.9	5.3	5.4	5.3
Census region and division³									
Northeast.....	150.7	156.4	158.1	0.8	1.1	1.1	4.6	4.6	4.9
New England.....	156.3	163.6	165.5	0.6	1.2	1.2	4.9	5.3	5.9
Middle Atlantic.....	148.7	153.8	155.4	0.9	1.1	1.0	4.5	4.3	4.5
South.....	148.4	154.7	155.9	0.7	1.0	0.8	5.1	5.0	5.1
South Atlantic.....	150.6	157.6	159.1	0.9	1.6	1.0	4.6	5.6	5.6
East South Central.....	146.8	152.6	154.2	1.6	1.2	1.0	6.1	5.6	5.0
West South Central.....	145.6	150.7	151.4	0.1	-0.3	0.5	5.8	3.6	4.0
Midwest.....	146.7	153.0	154.0	1.6	1.3	0.7	5.1	6.0	5.0
East North Central.....	145.0	151.1	152.4	1.6	1.5	0.9	5.1	5.9	5.1
West North Central.....	151.0	157.7	157.8	1.7	1.1	0.1	5.1	6.2	4.5
West.....	153.6	160.4	162.3	1.0	1.1	1.2	4.8	5.5	5.7
Mountain.....	151.9	158.2	160.1	1.7	0.8	1.2	5.9	5.9	5.4
Pacific.....	154.5	161.5	163.4	0.8	1.3	1.2	4.5	5.3	5.8

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. 2021	Sep. 2022	Dec. 2022	3-months ended-			12-months ended-		
				Dec. 2021	Sep. 2022	Dec. 2022	Dec. 2021	Sep. 2022	Dec. 2022
All workers.....	139.0	144.3	145.6	0.6	2.6	0.9	2.7	4.4	4.7
Occupational group									
Management, professional, and related.....	137.3	142.2	143.4	0.4	2.7	0.8	2.2	3.9	4.4
Professional and related.....	137.1	141.9	143.2	0.3	2.7	0.9	2.2	3.8	4.4
Sales and office.....	139.3	145.0	146.2	0.5	2.4	0.8	2.7	4.6	5.0
Office and administrative support.....	139.7	145.4	146.6	0.4	2.4	0.8	2.6	4.5	4.9
Service occupations.....	144.9	152.0	153.9	1.2	2.6	1.3	4.1	6.1	6.2
Industry									
Education and health services.....	137.7	142.6	143.9	0.4	2.7	0.9	2.4	4.0	4.5
Educational services.....	136.7	141.6	142.8	0.3	2.8	0.8	2.1	3.9	4.5
Schools.....	136.7	141.6	142.8	0.3	2.8	0.8	2.1	3.9	4.5
Elementary and secondary schools....	136.3	141.1	142.2	0.2	2.9	0.8	2.0	3.7	4.3
Health care and social assistance.....	145.6	151.6	153.9	1.5	2.4	1.5	4.3	5.6	5.7
Hospitals.....	144.6	150.3	152.4	1.4	2.2	1.4	4.4	5.4	5.4
Public administration.....	140.8	147.3	148.5	0.7	2.4	0.8	3.2	5.4	5.5

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. 2021	Sep. 2022	Dec. 2022	3-months ended-			12-months ended-		
				Dec. 2021	Sep. 2022	Dec. 2022	Dec. 2021	Sep. 2022	Dec. 2022
Civilian workers									
All workers ¹	148.6	154.8	155.9	0.7	1.0	0.7	2.8	4.9	4.9
Private industry workers									
All workers.....	143.2	149.2	150.1	0.8	0.7	0.6	2.9	5.0	4.8
Occupational group									
Management, professional, and related.....	141.3	146.9	147.9	0.7	0.6	0.7	3.0	4.7	4.7
Sales and office.....	144.7	152.2	153.2	0.8	0.8	0.7	2.7	6.1	5.9
Natural resources, construction, and maintenance.....	145.6	150.0	150.6	0.6	0.6	0.4	2.8	3.6	3.4
Production, transportation, and material moving.....	144.6	149.8	150.6	0.6	0.5	0.5	2.9	4.2	4.1
Service occupations.....	144.0	151.3	152.7	1.0	1.1	0.9	3.7	6.1	6.0
Industry									
Goods-producing industries ²	138.7	143.3	143.9	0.4	0.2	0.4	2.8	3.7	3.7
Manufacturing.....	138.2	142.8	143.5	0.4	0.0	0.5	2.9	3.7	3.8
Aircraft manufacturing.....	122.4	104.7	105.0	0.2	-18.1	0.3	27.0	-14.3	-14.2
Service-providing industries ³	144.8	151.3	152.3	0.8	0.9	0.7	3.0	5.4	5.2
Bargaining status									
Union.....	155.5	159.2	160.2	0.5	-0.1	0.6	2.6	2.8	3.0
Nonunion.....	140.8	147.1	148.1	0.8	0.8	0.7	3.1	5.3	5.2
State and local government workers									
All workers.....	168.5	175.4	176.9	0.8	2.2	0.9	2.5	5.0	5.0

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	12-month percent changes -					
	Total compensation ²			Wages and salaries		
	Dec. 2021	Sep. 2022	Dec. 2022	Dec. 2021	Sep. 2022	Dec. 2022
Northeast						
Boston-Worcester-Providence, MA-RI-NH-CT CSA.....	4.2	5.6	5.5	4.8	5.7	5.8
New York-Newark, NY-NJ-CT-PA CSA.....	3.9	4.7	5.1	4.6	4.6	5.0
Philadelphia-Reading-Camden, PA-NJ-DE-MD CSA.....	3.8	4.4	4.1	4.1	4.9	4.4
South						
Atlanta-Athens-Clarke County-Sandy Springs, GA CSA.....	2.5	5.0	4.4	3.1	5.2	4.8
Dallas-Fort Worth, TX-OK CSA.....	3.6	5.3	5.5	4.6	5.7	5.5
Houston-The Woodlands, TX CSA.....	3.5	5.4	3.1	3.9	5.9	3.3
Miami-Fort Lauderdale-Port St. Lucie, FL CSA.....	5.2	6.7	6.3	6.0	7.1	6.8
Washington-Baltimore-Arlington, DC-MD-VA-WV-PA CSA....	4.0	4.4	4.3	4.2	4.1	4.3
Midwest						
Chicago-Naperville, IL-IN-WI CSA.....	4.0	4.8	4.4	4.1	4.6	4.4
Detroit-Warren-Ann Arbor, MI CSA.....	3.3	5.6	4.9	3.7	5.0	4.1
Minneapolis-St. Paul, MN-WI CSA.....	4.4	5.7	4.9	4.5	5.9	5.3
West						
Los Angeles-Long Beach, CA CSA.....	4.8	5.8	5.7	5.5	6.1	5.9
Phoenix-Mesa-Scottsdale, AZ MSA.....	4.9	5.5	4.4	5.3	6.6	5.0
San Jose-San Francisco-Oakland, CA CSA.....	2.8	4.5	4.6	3.2	4.4	4.5
Seattle-Tacoma, WA CSA.....	6.3	3.0	3.2	3.8	5.9	6.2

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

"PVC pipe has gone up about 75% and the fittings about 83% for PVC fittings," he said. "We've seen cast-iron pipe go up about 83%."

He said several factors are to blame, including shipping troubles and labor shortages. For larger projects they'll likely write into the contract that the customer will pick up the cost for any price increases that occur, he said.

But Neptune just started adding that clause recently, so they're on the hook for any increases in older contracts.

"There's a lot of fluctuations," Wallenstein said. "What that lead time is could be different six months from now."

He said that he has seen prices stop climbing, and the market rate is dropping. However, the company is still paying the increased prices for the parts from their wholesaler, since shipping and logistics problems that are out of their control get in the way.

"We've just been seeing a lot of up and up and up over the past two years," he said. "There's been a lot of volatility, a lot of market confusion going on, a lot of triggers of areas that we have never seen occur in my lifetime before."

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**PERSONAL FINANCE****Electricity Bills**

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Electricity bills may continue to shock you even as overall inflation eases. Here's why.



Medora Lee
USA TODAY

Published 5:01 a.m. ET Jan. 24, 2023 | Updated 6:36 p.m. ET Jan. 25, 2023

Key Points

- Consumers should expect electric bills to keep climbing this year despite overall easing inflation.
- Companies' operational costs are rising and more natural gas is going overseas, boosting prices.
- Already, 75% of Americans worry about their utility or electric bills. This could make it worse.

While price hikes for gas, furniture, electronics and clothes are slowing down after a long stretch of sharp gains, one costly item isn't expected to get cheaper anytime soon: electricity.

Economists say consumers should expect their electric bills to continue rising at a fast pace as liquified natural gas, a key fuel for generating electricity, remains in short supply in the U.S. and companies' operating costs rise. Average U.S. electricity prices could rise at a 10% clip again this year and possibly next, predicts Mark Wolfe, director of the National Energy Assistance Directors Association, even though economists have forecast overall inflation to ease to between 3% and 4% by year-end.

Electricity rates in Illinois, for example, could continue to surge following a rise last year. The utility ComEd has asked state regulators for a record \$1.5 billion in price hikes over the next four years, starting in 2024.

If that next round of hikes wins approval, household electric bills in Illinois would increase by an average of \$4.25 a month each year, for a cumulative increase of \$17 a month by 2027.

That means rates there will have more than doubled since 2012, according to the Illinois Public Interest Research Group, a nonprofit advocacy group.

Electricity rates are also rising elsewhere. While Illinois saw the third-largest percentage increase (32%) last year, New Hampshire and Hawaii took the top two spots at 40% and 38%, according to a survey released earlier this month by Texas electric power company Payless Power.

"It's fair to say, in aggregate, we'll see upward pressure for 2023 on the cost consumers pay for electricity," said Dallas Federal Reserve economist Jesse Thompson.

Why won't electricity prices fall?

First, tighter supplies of liquified natural gas, which fuels more than one-third of Americans' electricity, have raised costs for consumers. Liquified natural gas is scarcer because the U.S. is shipping record amounts to Europe to replace lost imports from Russia, which have dropped dramatically amid the war with Ukraine. That situation is unlikely to change anytime soon, Wolfe said.

Since June, the U.S. has been the world's top liquified natural gas exporter, he said, and companies were happy to reap higher prices as Europeans eagerly bought up the fuel to prepare for winter.

Starting from behind: An 'invisible' crisis: Already behind on utility bills, many Americans face a tough winter

Price surge: US natural gas prices surge to 14-year high. What it means for your heating bill

Winter there has been mild so far, which lowered and stabilized natural gas prices. But Wolfe says don't count on the calm to last with the continued war in Ukraine and China's economic reopening that could make supplies scarce again. China is the world's largest importer.

The unprecedented level of U.S. exports are "for the first time in history, binding American household energy bills to global calamities," Wolfe said in a letter to Energy Secretary Jennifer M. Granholm in October. That result is a "domestic energy pricing crisis."

More than 75% of Americans were concerned about their ability to pay their utility or electric bills, with 51% shopping less to budget for the cost and one-quarter getting a second job to

cover the expense, Payless Power said.

The second reason electricity bills will stay high is more familiar – labor shortages and tighter supplies have pushed up wages and other costs for utility companies.

"They're experiencing inflation too – higher wages because of the tight labor force and materials," said Thompson of the Dallas Federal Reserve. "The labor market is very tight, particularly in skilled trades like grid operator. Some of these people work with high power voltage and they need training. You can't just send anyone up there."

Additionally, customers will have to pay for a more stable grid and grid upgrades, Thompson said. Companies' operational costs have risen because companies must maintain a backup if their main power fails, he said.

"Nowhere in the world do people suffer power outages well," he said. "Power production needs to be up. You won't see demand fall much, even in a recession."

Is there anything that can be done to lower electricity prices?

The path to lower electricity prices depends on the Department of Energy, Wolfe says.

The DOE "can't control the price of natural gas, but it approves export licenses," which determine the amount of liquified natural gas that can be exported, he said. If the DOE limits exports, domestic prices can stay lower.

The U.S. also must continue moving toward making renewable sources the primary source of electricity, experts say.

Additionally, Wolfe says the U.S. should suspend The Jones Act, a century-old law requiring goods shipped between U.S. ports be done only by U.S.-built, owned and crewed ships. Last July, six New England governors sent a letter to Granholm to consider this. Since there are zero liquified natural gas vessels that meet this requirement, it's impossible to ship U.S. liquified natural gas to American ports.

The law "limits competition and increases prices for companies and households," Wolfe said. Without it, more liquified natural gas could get to New England ports where it's needed, and hopefully lower prices.

Oil backup: Where are the US strategic oil reserves? Here's how many barrels remain and where they are

Pump prices: Gas prices are down but projected to rise again. How much will gas cost in 2023?

"People don't pay attention to this sort of thing. It's not like oil when people see it in gasoline prices," Wolfe said. Oil and gasoline prices also can be buffered with releases from the U.S. Strategic Petroleum Reserve, as the Biden administration has done this past year.

There is no Strategic Petroleum Reserve for natural gas.

"The only thing left to do is try to reduce consumption to protect yourself," from soaring electric bills, he said.

Medora Lee is a money, markets and personal finance reporter at USA TODAY. You can reach her at mjlee@usatoday.com and subscribe to our free Daily Money newsletter for personal finance tips and business news every Monday through Friday morning.



DIVE BRIEF

Electricity prices surged 14.3% in 2022, double overall inflation: US report

Published Jan. 19, 2023

Sundry Photography via Getty Images

Dive Brief:

- Consumers paid 14.3% more for electricity last year on average, than in 2021, more than double the overall 6.5% rise in prices, according to Consumer Price Increase data released Jan. 12 by the U.S. Bureau of Labor Statistics. Month to month, electricity prices rose 1% while the overall CPI decreased by 0.1%.
- The price of residential electricity is projected in the coming years to rise more slowly, the Energy Information Administration said Jan. 10. It jumped to 15.07 cents a kWh last year, from 13.66 cents per kWh in 2021. It's projected to rise to 15.45 cents a kWh this year and by a penny in 2024.
- Electricity to heat homes is expected to cost 10.2% more this winter over last year, or \$1,359 for the season, according to the National Energy Assistance Directors' Association.

Dive Insight:

The inflation...

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straight month of year-over-year declines after peaking at 9.1% in June.

Year-over-year price inflation for electricity peaked at 15.8% in August, according to the BLS.

Tyson Slocum, director of Public Citizen's Energy Program, said domestic electricity prices are "tethered to global calamities," specifically Russia's 11-month war against Ukraine that has roiled global markets.

Energy costs are regressive, taking a bigger share of income from low-income consumers than from the affluent, he said. To cut costs, consumers must improve efficiency. But renters can't make the investments needed to boost energy efficiency, Slocum said.

The Inflation Reduction Act is expected to help fund energy efficiency improvements, but it's "still heavily tax incentive-focused," he said, putting it out of reach of many consumers.

More than 20 million families, or about one of six in the U.S., were behind on their utility bills as of Nov. 7, according to NEADA, which represents the state directors of the federal government's Low Income Home Energy Assistance Program. Families owed about \$16.1 billion as of last August, double the amount at the end of December 2019, NEADA said. The average amount owed increased to about \$788, from \$629.

The EIA said it expects retail electricity sales will decline due to a milder summer this year compared to 2022 and about 10% fewer cooling degree days.

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of U.S. renewables generation will rise to 24% this year and 26% in 2024, from 21% in 2022.

The EIA said natural gas consumption, production and exports broke records in 2022 as real average prices hit a 14-year high. U.S. natural gas consumption reached record levels last year due partly to increased use in the electric power sector.

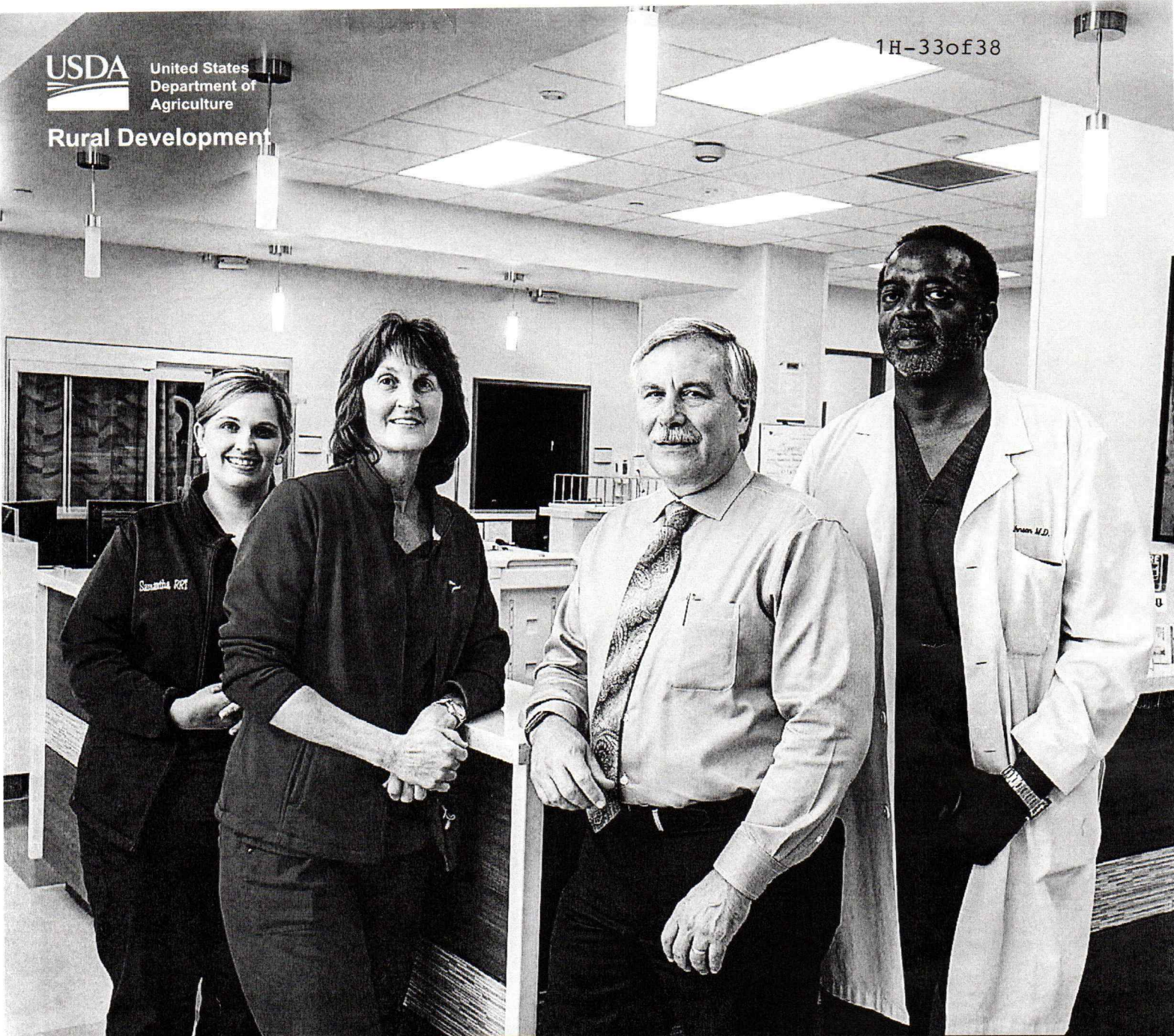
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United States
Department of
Agriculture

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Community Facilities
Direct Loan Program
Guidance Book
for Applicants

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Pre-Application Process

7. Organizational documents review

- a. Your organizational documents must be submitted to the RD Regional Office of General Counsel (OGC) to ensure that your organization is eligible for Federal financial assistance. These include:
 - b. Nonprofit Corporations
 - i. Articles of Incorporation
 - ii. All amendments
 - iii. Bylaws (Most recent edition only)
 - iv. Certificate of Good Standing
 - v. Charter (if applicable)
 - vi. If your organization is faith-based, your organizational documents must be submitted for a faith-based review by the RD Regional OGC.
 - c. Public Bodies
 - i. Charter

8. Additional topics to be discussed during this meeting include:

- a. The loan repayment period cannot exceed the useful life of the facilities financed or any statutory limitation on the applicant's borrowing authority.
- b. The project must generate sufficient revenues to repay the debt and fund a debt service reserve account.
- c. The loan will only be considered "approved" once the applicant and State Director sign Form RD 1940-1, "Request for Obligations," and the applicant completes Form RD 1942-46 "Letter of Intent to meet Conditions."
- d. Any changes in project cost, source of funds, scope of services, or any other significant changes in the project or applicant must be reported to and approved by Rural Development.

9. Appraisal Requirements

- a. When real estate is taken as security, in order to determine whether the project meets the requirements of 7 CFR 1942.17(g) (2)(iii)(B) or 7 CFR 3575.48, CF will require an appraisal of the proposed real estate that demonstrates the value of the security is equal to or exceeds the loan amount.

10. Debt Service Reserve (DSR) Requirements

- a. A debt service reserve account is required and must be accumulated at the rate of 10 percent of the annual debt payments until a sum equal to no less than one annual installment is accumulated. Some transactions may require full funding of this account (one year of debt service) at the time of loan closing.

11. Capital Assets Reserve Requirements

- a. A capital asset replacement reserve account in an amount adequate to replace long-lived assets. This amount will be based on the condition of the existing facility and the economic life of the proposed improvements.

12. All Lease and Management Agreements (draft lease and management agreements should be submitted early in the application process)

- a. Prior to the finalization of a lease and/or management agreement, approval of such agreement by the Regional Office of General Counsel is required.
 - i. The applicant must submit a copy of the "Draft Agreement" at time of their application submission.
 - ii. There can be no restricted use clauses in the lease or management agreements.
- b. If the property involves a leasehold interest, then the Regional OGC Attorney must review and approve this leasehold interest.

**PERSONAL FINANCE****Electricity Bills**[Add Topic](#)

Electricity bills may continue to shock you even as overall inflation eases. Here's why.

**Medora Lee**

USA TODAY

Published 5:01 a.m. ET Jan. 24, 2023 | Updated 6:36 p.m. ET Jan. 25, 2023

Key Points

Consumers should expect electric bills to keep climbing this year despite overall easing inflation.

Companies' operational costs are rising and more natural gas is going overseas, boosting prices.

Already, 75% of Americans worry about their utility or electric bills. This could make it worse.

While price hikes for gas, furniture, electronics and clothes are slowing down after a long stretch of sharp gains, one costly item isn't expected to get cheaper anytime soon: electricity.

Economists say consumers should expect their electric bills to continue rising at a fast pace as liquified natural gas, a key fuel for generating electricity, remains in short supply in the U.S. and companies' operating costs rise. Average U.S. electricity prices could rise at a 10% clip again this year and possibly next, predicts Mark Wolfe, director of the National Energy Assistance Directors Association, even though economists have forecast overall inflation to ease to between 3% and 4% by year-end.

Electricity rates in Illinois, for example, could continue to surge following a rise last year. The utility ComEd has asked state regulators for a record \$1.5 billion in price hikes over the next four years, starting in 2024.

If that next round of hikes wins approval, household electric bills in Illinois would increase by an average of \$4.25 a month each year, for a cumulative increase of \$17 a month by 2027.

That means rates there will have more than doubled since 2012, according to the Illinois Public Interest Research Group, a nonprofit advocacy group.

Electricity rates are also rising elsewhere. While Illinois saw the third-largest percentage increase (32%) last year, New Hampshire and Hawaii took the top two spots at 40% and 38%, according to a survey released earlier this month by Texas electric power company Payless Power.

“It’s fair to say, in aggregate, we’ll see upward pressure for 2023 on the cost consumers pay for electricity,” said Dallas Federal Reserve economist Jesse Thompson.

Why won't electricity prices fall?

First, tighter supplies of liquified natural gas, which fuels more than one-third of Americans' electricity, have raised costs for consumers. Liquified natural gas is scarcer because the U.S. is shipping record amounts to Europe to replace lost imports from Russia, which have dropped dramatically amid the war with Ukraine. That situation is unlikely to change anytime soon, Wolfe said.

Since June, the U.S. has been the world's top liquified natural gas exporter, he said, and companies were happy to reap higher prices as Europeans eagerly bought up the fuel to prepare for winter.

Starting from behind: An 'invisible' crisis: Already behind on utility bills, many Americans face a tough winter

Price surge: US natural gas prices surge to 14-year high. What it means for your heating bill

Winter there has been mild so far, which lowered and stabilized natural gas prices. But Wolfe says don't count on the calm to last with the continued war in Ukraine and China's economic reopening that could make supplies scarce again. China is the world's largest importer.

The unprecedented level of U.S. exports are “for the first time in history, binding American household energy bills to global calamities,” Wolfe said in a letter to Energy Secretary Jennifer M. Granholm in October. That result is a “domestic energy pricing crisis.”

More than 75% of Americans were concerned about their ability to pay their utility or electric bills, with 51% shopping less to budget for the cost and one-quarter getting a second job to

cover the expense, Payless Power said.

The second reason electricity bills will stay high is more familiar – labor shortages and tighter supplies have pushed up wages and other costs for utility companies.

"They're experiencing inflation too – higher wages because of the tight labor force and materials," said Thompson of the Dallas Federal Reserve. "The labor market is very tight, particularly in skilled trades like grid operator. Some of these people work with high power voltage and they need training. You can't just send anyone up there."

Additionally, customers will have to pay for a more stable grid and grid upgrades, Thompson said. Companies' operational costs have risen because companies must maintain a backup if their main power fails, he said.

"Nowhere in the world do people suffer power outages well," he said. "Power production needs to be up. You won't see demand fall much, even in a recession."

Is there anything that can be done to lower electricity prices?

The path to lower electricity prices depends on the Department of Energy, Wolfe says.

The DOE "can't control the price of natural gas, but it approves export licenses," which determine the amount of liquified natural gas that can be exported, he said. If the DOE limits exports, domestic prices can stay lower.

The U.S. also must continue moving toward making renewable sources the primary source of electricity, experts say.

Additionally, Wolfe says the U.S. should suspend The Jones Act, a century-old law requiring goods shipped between U.S. ports be done only by U.S.-built, owned and crewed ships. Last July, six New England governors sent a letter to Granholm to consider this. Since there are zero liquified natural gas vessels that meet this requirement, it's impossible to ship U.S. liquified natural gas to American ports.

The law "limits competition and increases prices for companies and households," Wolfe said. Without it, more liquified natural gas could get to New England ports where it's needed, and hopefully lower prices.

Oil backup: Where are the US strategic oil reserves? Here's how many barrels remain and where they are

Pump prices: Gas prices are down but projected to rise again. How much will gas cost in 2023?

"People don't pay attention to this sort of thing. It's not like oil when people see it in gasoline prices," Wolfe said. Oil and gasoline prices also can be buffered with releases from the U.S. Strategic Petroleum Reserve, as the Biden administration has done this past year.

There is no Strategic Petroleum Reserve for natural gas.

"The only thing left to do is try to reduce consumption to protect yourself," from soaring electric bills, he said.

Medora Lee is a money, markets and personal finance reporter at USA TODAY. You can reach her at mjlee@usatoday.com and subscribe to our free Daily Money newsletter for personal finance tips and business news every Monday through Friday morning.