

Employment Cost Index follow up

SCHOOL FUNDING INTERIM COMMISSION
PAD MCCrackEN, LSD, AND KATE JOHNSON, LFD – JULY 2026

The following data is provided in response to the School Funding Interim Commission’s request for information comparing the Employment Cost Index (ECI) measures considered for inclusion in the K-12 funding formula adjustment in 20-9-326, MCA. The first two figures compare the annual percent change of ECI, total compensation, from data released by the Bureau of Labor Statistics each July for the following categories: state and local government workers; all civilian workers; state and local government workers in elementary and high schools; and private industry workers. The annual percent change of CPI-U is included for comparison. All measures are displayed by the fiscal year in which the data were published.

Figure 1. Line chart comparison of ECI: total compensation measures.

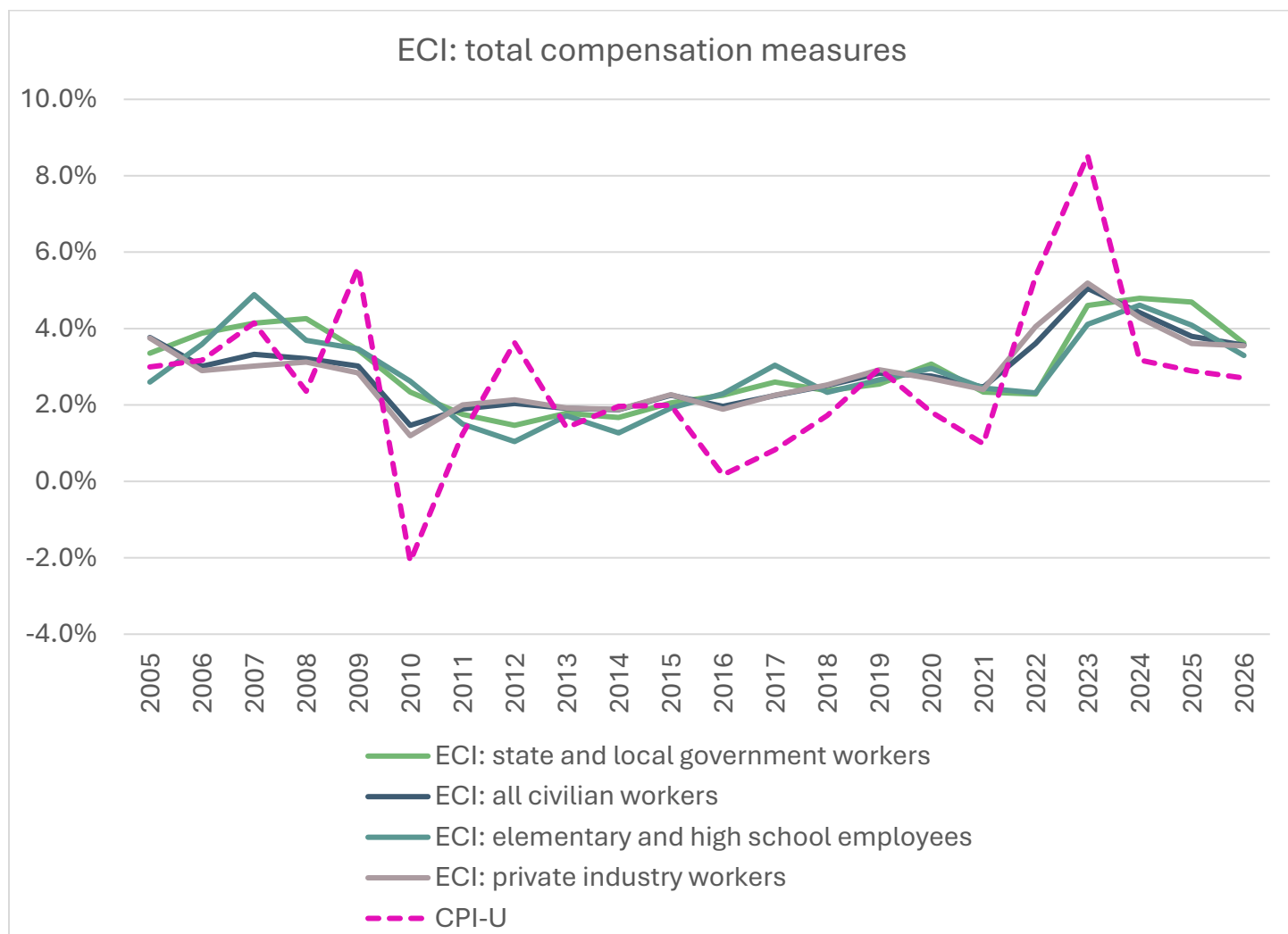


Figure 2. Chart comparison of ECI: total compensation measures.

Employment cost index: total compensation measures					
Fiscal Year	ECI: state and local government workers	ECI: all civilian workers	ECI: elementary and high school employees	ECI: private industry workers	CPI-U
2005	3.4%	3.8%	2.6%	3.8%	3.0%
2006	3.9%	3.0%	3.6%	2.9%	3.2%
2007	4.1%	3.3%	4.9%	3.0%	4.1%
2008	4.3%	3.2%	3.7%	3.1%	2.4%
2009	3.4%	3.0%	3.5%	2.8%	5.6%
2010	2.3%	1.5%	2.6%	1.2%	-2.1%
2011	1.8%	1.9%	1.5%	2.0%	1.2%
2012	1.5%	2.0%	1.0%	2.1%	3.6%
2013	1.8%	1.9%	1.7%	1.9%	1.4%
2014	1.7%	1.9%	1.3%	1.9%	2.0%
2015	2.1%	2.3%	1.9%	2.3%	2.0%
2016	2.3%	2.0%	2.3%	1.9%	0.2%
2017	2.6%	2.2%	3.0%	2.3%	0.8%
2018	2.4%	2.5%	2.3%	2.5%	1.7%
2019	2.5%	2.8%	2.7%	2.9%	2.9%
2020	3.1%	2.8%	3.0%	2.7%	1.8%
2021	2.3%	2.5%	2.4%	2.4%	1.0%
2022	2.3%	3.6%	2.3%	4.1%	5.4%
2023	4.6%	5.1%	4.1%	5.2%	8.5%
2024	4.8%	4.4%	4.6%	4.3%	3.2%
2025	4.7%	3.8%	4.1%	3.6%	2.9%
2026	3.6%	3.6%	3.3%	3.5%	2.7%
Average annual percent change	3.0%	2.9%	2.8%	2.8%	2.6%

The following two figures compare the annual percent change of ECI, wages and salaries, from data released by the Bureau of Labor Statistics each July for the same categories as seen in the first two figures. The annual percent change of CPI-U is included for comparison, and all measures are displayed by the fiscal year in which the data were published.

Figure 3. Line chart comparison of ECI: wages and salaries measures.

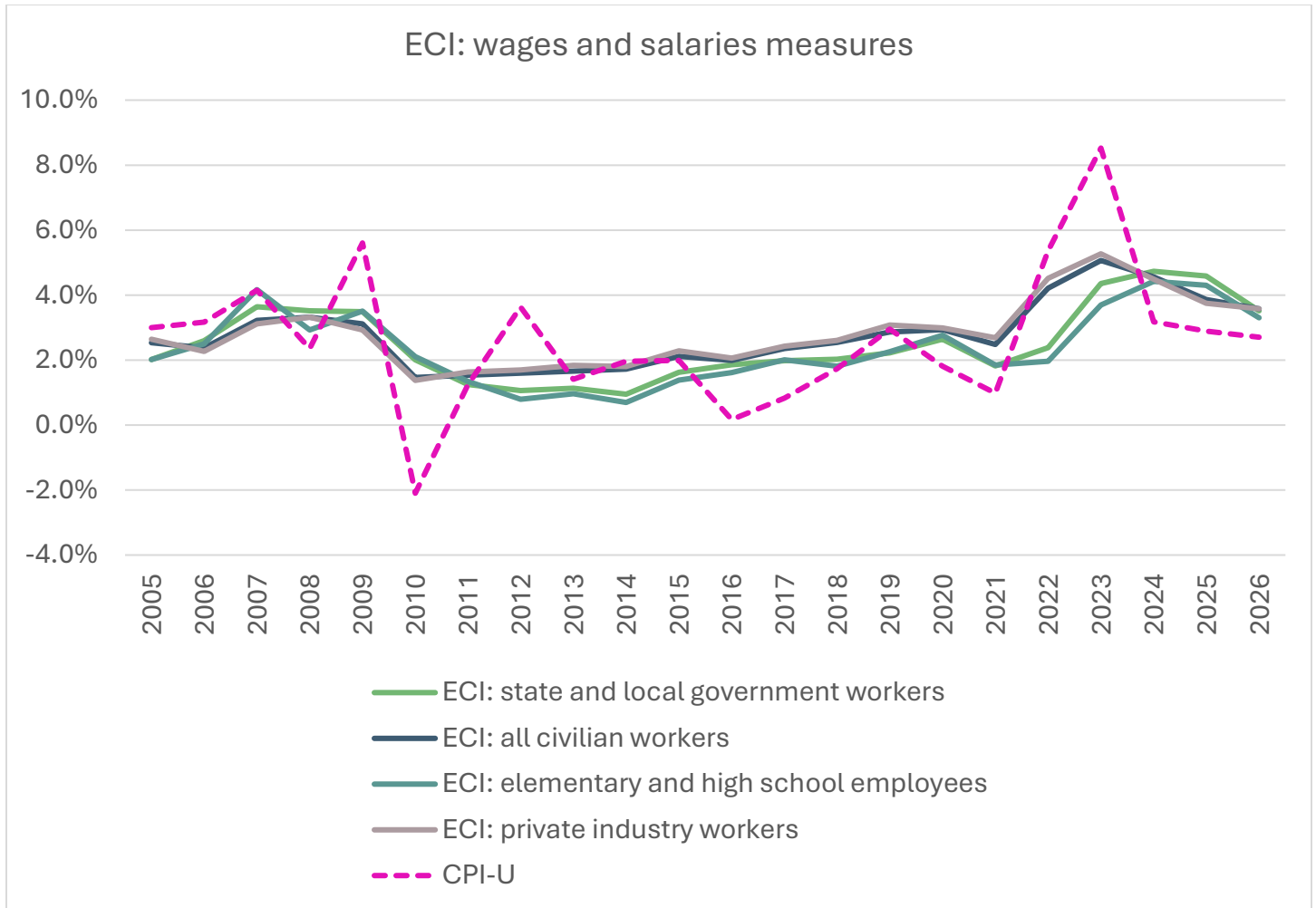


Figure 4. Chart comparison of ECI: wages and salaries measures.

Employment cost index: wages and salaries measures					
Fiscal Year	ECI: state and local government workers	ECI: all civilian workers	ECI: elementary and high school employees	ECI: private industry workers	CPI-U
2005	2.0%	2.5%	2.0%	2.6%	3.0%
2006	2.6%	2.4%	2.5%	2.3%	3.2%
2007	3.6%	3.2%	4.2%	3.1%	4.1%
2008	3.5%	3.3%	2.9%	3.3%	2.4%
2009	3.5%	3.1%	3.5%	2.9%	5.6%
2010	2.0%	1.5%	2.1%	1.4%	-2.1%
2011	1.3%	1.5%	1.3%	1.6%	1.2%
2012	1.1%	1.6%	0.8%	1.7%	3.6%
2013	1.1%	1.7%	1.0%	1.8%	1.4%
2014	0.9%	1.7%	0.7%	1.8%	2.0%
2015	1.6%	2.1%	1.4%	2.3%	2.0%
2016	1.9%	2.0%	1.6%	2.1%	0.2%
2017	2.0%	2.4%	2.0%	2.4%	0.8%
2018	2.0%	2.5%	1.8%	2.6%	1.7%
2019	2.2%	2.9%	2.3%	3.1%	2.9%
2020	2.6%	2.9%	2.8%	3.0%	1.8%
2021	1.8%	2.5%	1.8%	2.7%	1.0%
2022	2.4%	4.2%	2.0%	4.5%	5.4%
2023	4.4%	5.1%	3.7%	5.3%	8.5%
2024	4.7%	4.6%	4.4%	4.5%	3.2%
2025	4.6%	3.9%	4.3%	3.7%	2.9%
2026	3.5%	3.6%	3.3%	3.6%	2.7%
Average annual percent change	2.5%	2.8%	2.4%	2.8%	2.6%