

# News

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## Employer Costs for Employee Compensation - March 1997

In March 1997, employer costs for employee compensation for civilian workers (private industry and state and local government) in the United States averaged \$19.22 per hour worked, the U.S. Department of Labor's Bureau of Labor Statistics reported today. Straight-time wages and salaries, which averaged \$13.85, accounted for 72 percent of these costs, while benefits, which averaged \$5.37, accounted for the remaining 28 percent. (See table 1.)

Among the benefit categories, employer costs per hour worked were highest for legally required benefits, which averaged \$1.62, or 8.4 percent of total compensation. Paid leave benefits averaged \$1.27 (6.6 percent), insurance benefits averaged \$1.23 (6.4 percent), and retirement and savings benefits averaged 75 cents per hour worked (3.9 percent).

### Private industry

In March 1997, private industry employer compensation costs averaged \$17.97 per hour worked. Wages and salaries averaged \$13.04 per hour worked (72.5 percent), while benefits averaged \$4.94 (27.5 percent). (See table 5.)

Average employer compensation costs were \$21.86 in goods-producing industries and \$16.73 in service-producing industries. Among the published industry series, compensation costs ranged from \$9.92 in retail trade to \$23.49 in durable goods manufacturing. (See table 10.)

Average compensation costs were \$21.60 for white-collar occupations, \$17.19 for blue-collar occupations, and \$9.04 for service occupations. Benefits accounted for a greater proportion of compensation costs for blue-collar occupations (31.4 percent) than for white-collar (26.2 percent) and service occupations (23.3 percent). (See table 6.)

In March 1997, average employer compensation costs were \$23.48 for union workers and \$17.21 for nonunion workers. Benefits represented a greater proportion of compensation costs for union workers (35.5 percent) than for nonunion workers (25.9 percent). (See table 7.) These compensation cost differences reflect, in part, variation in the distribution of union and nonunion workers among occupations, industries, and establishment size.

Some historical data for 1994-96 are being corrected with this release. See page 3 for further information.

Among the four census regions, private industry compensation costs ranged from an average of \$15.79 per hour worked in the South to \$20.27 per hour worked in the Northeast. The proportion of compensation represented by benefits ranged from 26.0 percent in the West to 28.9 percent in the Midwest. (See table 7.)

Compensation costs increased with establishment size. Establishments with fewer than 100 employees averaged \$15.37, establishments with 100-499 employees averaged \$16.97, and establishments with 500 or more employees averaged \$24.75. The proportion of compensation represented by benefits also increased with employment size. For establishments with fewer than 100 employees, benefits represented 24.9 percent of total compensation; for establishments with 100-499 employees, benefits represented 27.6 percent; and, for establishments with 500 or more employees, benefits represented 30.8 percent of total compensation. (See table 8.)

Compensation costs for full-time workers averaged \$20.37 per hour worked compared with \$9.60 for part-time workers. Benefit costs represented a greater proportion of compensation costs for full-time workers than for part-time workers (28.6 percent compared with 19.2 percent). (See table 9.) Workers are classified as full time or part time according to the practices of the surveyed establishments. Part-time employees are typically scheduled to work fewer hours than full-time employees in the same work activity.

### State and local government

In March 1997, employer costs in state and local governments averaged \$26.58 per hour worked. Wages and salaries, which accounted for 70 percent of the total, averaged \$18.61, while benefits, which accounted for the remaining 30 percent, averaged \$7.97. (See table 3.)

Average compensation costs in state and local governments were higher for white-collar occupations (\$29.54) than for blue-collar occupations (\$21.50) and service occupations (\$19.50). (See table 4.) Service occupations include police and firefighters, as well as janitors, cooks, and nursing aides. Benefits accounted for similar proportions of total compensation in service occupations (35.9 percent) and blue-collar occupations (35.2 percent); for white-collar occupations, benefits represented 28.2 percent of total compensation.

Among industry groups, compensation costs were higher in services (e.g., health services and educational services) than in public administration (\$27.88 compared with \$24.07). Benefits represented a greater proportion of total compensation in public administration (34.6 percent) than in services (27.7 percent).

### Health benefit costs in private industry

In March 1997, private industry health benefit costs averaged 99 cents per hour worked, or 5.5 percent of total compensation. Among the benefits, only Social Security, at \$1.08 (6.0 percent), had a higher cost.

In goods-producing industries, health benefit costs were \$1.49 (6.8 percent) compared with 83 cents (4.9 percent) for service-producing industries. (See table 5.)

Employer costs for health benefits were highest, in average dollar amount and proportion of compensation, for blue-collar occupations (\$1.19 per hour worked and 6.9 percent of total compensation) and lowest for service occupations (40 cents per hour worked and 4.5 percent of total compensation). White-collar occupations averaged \$1.07 (5.0 percent). (See table 6.)

Employer costs for health benefits were higher for union workers, averaging \$2.01 (8.5 percent), than for nonunion workers, averaging 85 cents (4.9 percent). (See table 7.)

Among the four census regions, costs for health benefits ranged from 86 cents in the South to \$1.17 in the Northeast. (See table 7.) Health benefit costs increased, both in average dollar amount and as a proportion

of total compensation, with establishment size. Establishments with fewer than 100 employees averaged 72 cents (4.7 percent), those with 100-499 employees averaged 98 cents (5.8 percent), and those with 500 or more employees averaged \$1.57 (6.3 percent). (See table 8.)

### **Retirement and savings benefit costs in private industry**

In March 1997, the average cost for retirement and savings was 55 cents per hour worked in private industry (3.0 percent of total compensation). Included in this amount are employer costs for defined benefit plans, which averaged 26 cents (1.4 percent), and defined contribution plans, which averaged 29 cents (1.6 percent). Defined benefit plans specify a formula for determining future benefits, while defined contribution plans specify employer and employee contributions but do not guarantee future benefits.

Retirement and savings costs were higher in goods-producing (85 cents per hour worked and 3.9 percent of total compensation) than in service-producing industries (45 cents per hour worked and 2.7 percent of total compensation). Defined benefit plan costs represented a greater proportion of employer costs (relative to defined contribution plans) in goods-producing than in service-producing industries. (See table 5.)

The average cost per hour worked for retirement and savings was 65 cents for white-collar occupations, 62 cents for blue-collar occupations, and 12 cents for service occupations. Although white-collar occupations had the highest average cost among the occupational categories, blue-collar occupations had a slightly higher proportion of retirement and savings costs as a percent of total compensation (3.6 percent). Retirement and savings costs represented 3.0 percent of total compensation for white-collar occupations and 1.3 percent for service occupations. (See table 6.)

Retirement and savings costs were higher, both in average dollar amounts and as a proportion of total compensation, for union workers (\$1.33 and 5.7 percent of total compensation) than for nonunion workers (44 cents and 2.5 percent of total compensation). Defined benefit plan costs represented a greater proportion of employer costs (relative to defined contribution plans) for union workers than for nonunion workers. (See table 7.)

Retirement and savings costs ranged from 46 cents per hour worked in the South to 63 cents in the Northeast. The proportion of total compensation represented by retirement and savings varied slightly among regions. (See table 7.)

Retirement and savings costs increased, both in average dollar amount and as a proportion of total compensation, with establishment size. Establishments with fewer than 100 employees averaged 35 cents (2.3 percent), establishments with 100-499 employees averaged 51 cents (3.0 percent), and establishments with 500 or more employees averaged \$1.01 (4.1 percent). Defined benefit plan costs accounted for a greater proportion of total retirement and savings costs as establishment size increased. (See table 8.)

### **NOTE**

In conjunction with this release, corrected data for civilian workers for 1994-1996 and for full-time workers in manufacturing (private industry) for 1996 are being issued. Other private industry series were not affected. Tables A1-A3 show original estimates, corrected estimates, and differences for total compensation, wages and salaries, and benefits for the affected series. Corrections for individual benefits are available upon request or from <http://stats.bls.gov/ecthome.htm>.

Chart A. Relative importance of employer costs for employee compensation, March 1997

	Civilian workers	State and local government	Private industry
Wages and salaries	72.0%	70.0%	72.5%
Benefits	28.0	30.0	27.5
Paid leave	6.6	7.7	6.3
Supplemental pay	2.4	0.9	2.9
Insurances	6.4	7.9	6.1
Health benefits	5.9	7.5	5.5
Retirement/savings	3.9	7.4	3.0
Defined Benefit	2.5	6.8	1.4
Defined Contrib.	1.4	0.5	1.6
Legally required	8.4	6.1	9.0
Other benefits	0.1	0.1	0.1

Chart B. Employer costs for retirement and savings benefits, private industry, March 1997

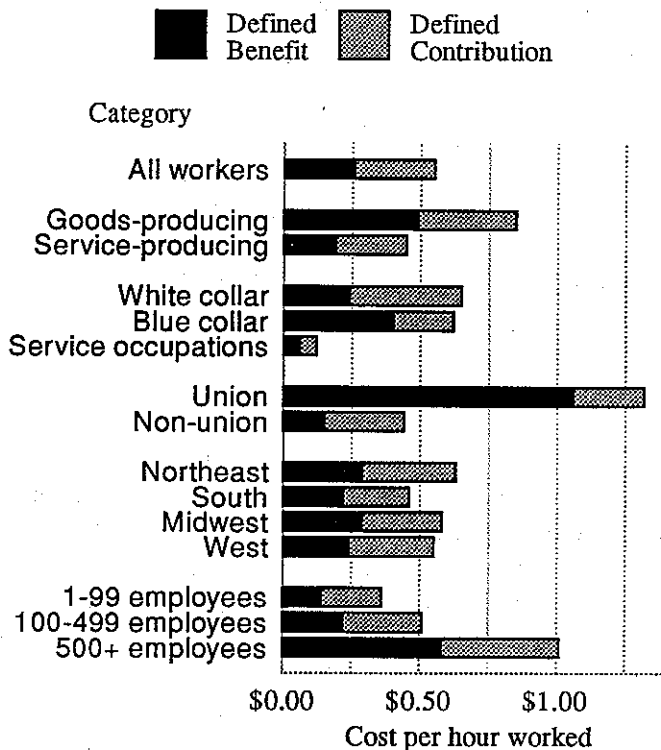


Chart C. Employer costs for employee compensation, private industry, March 1997



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Table 1. CIVILIAN WORKERS BY BROAD OCCUPATIONAL CATEGORIES: Employer costs per hour worked for employee compensation and costs as a percent of total compensation, March 1997

Compensation component	Civilian workers		White-collar		Blue-collar		Service	
	Cost	Percent	Cost	Percent	Cost	Percent	Cost	Percent
Total compensation .....	\$19.22	100.0	\$23.10	100.0	\$17.46	100.0	\$10.69	100.0
Wages and salaries .....	13.85	72.0	16.95	73.4	11.93	68.3	7.82	73.2
Total benefits .....	5.37	28.0	6.16	26.6	5.53	31.7	2.87	26.8
Paid leave .....	1.27	6.6	1.64	7.1	1.00	5.7	.60	5.6
Vacation pay .....	.58	3.0	.73	3.2	.52	3.0	.27	2.5
Holiday pay .....	.43	2.2	.56	2.4	.35	2.0	.19	1.8
Sick leave .....	.19	1.0	.27	1.2	.09	.5	.11	1.0
Other leave pay .....	.06	.3	.09	.4	.04	.2	.03	.3
Supplemental pay .....	.47	2.4	.48	2.1	.64	3.6	.19	1.8
Premium pay .....	.19	1.0	.10	.4	.42	2.4	.10	.9
Shift pay .....	.05	.2	.04	.2	.06	.4	.04	.4
Nonproduction bonuses .....	.23	1.2	.34	1.5	.15	.8	.05	.5
Insurance .....	1.23	6.4	1.38	6.0	1.34	7.7	.64	6.0
Life insurance .....	.05	.2	.06	.2	.05	.3	.02	.1
Health insurance .....	1.13	5.9	1.26	5.5	1.23	7.1	.60	5.6
Sickness and accident insurance .....	.03	.2	.03	.1	.04	.2	.02	.2
Long-term disability insurance .....	.02	.1	.03	.1	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )
Retirement and savings .....	.75	3.9	.92	4.0	.68	3.9	.38	3.5
Defined benefit plans .....	.49	2.5	.55	2.4	.47	2.7	.32	3.0
Defined contribution plans .....	.27	1.4	.37	1.6	.21	1.2	.06	.5
Legally required benefits .....	1.62	8.4	1.70	7.3	1.84	10.5	1.06	9.9
Social Security .....	1.11	5.8	1.32	5.7	1.01	5.8	.65	6.1
OASDI <sup>2</sup> .....	.88	4.6	1.05	4.5	.82	4.7	.53	4.9
Medicare .....	.22	1.2	.27	1.2	.19	1.1	.13	1.2
Federal unemployment insurance .....	.03	.1	.03	.1	.03	.2	.03	.3
State unemployment insurance .....	.11	.6	.11	.5	.12	.7	.09	.8
Workers' compensation .....	.38	2.0	.25	1.1	.68	3.9	.29	2.7
Other benefits <sup>3</sup> .....	.03	.1	.03	.1	.03	.2	( <sup>1</sup> )	( <sup>1</sup> )

<sup>1</sup> Cost per hour worked is \$0.01 or less.

<sup>2</sup> OASDI is the abbreviation for Old-Age, Survivors, and Disability Insurance. The total employer's cost for Social Security is comprised of

an OASDI portion and a medicare portion.

<sup>3</sup> Includes severance pay and supplemental unemployment benefits.

Table 2. CIVILIAN WORKERS BY OCCUPATIONAL AND INDUSTRY GROUP: Employer costs per hour worked for employee compensation, and costs as a percent of total compensation, by occupational and industry group, March 1997

Series	Total compensation	Wages and salaries	Benefit costs						
			Total	Paid leave	Supplemental pay	Insurance	Retirement and savings	Legally required benefits	Other benefits <sup>1</sup>
Cost per hour worked									
Civilian workers .....	\$19.22	\$13.85	\$5.37	\$1.27	\$0.47	\$1.23	\$0.75	\$1.62	\$0.03
<b>Occupational group</b>									
White-collar occupations .....	23.10	16.95	6.16	1.64	.48	1.38	.92	1.70	.03
Professional specialty and technical .....	31.08	22.87	8.21	2.14	.62	1.75	1.48	2.18	.05
Professional .....	33.11	24.48	8.63	2.24	.64	1.85	1.61	2.24	.05
Nurses .....	28.41	20.54	7.87	2.32	.97	1.42	.85	2.31	( <sup>2</sup> )
Teachers .....	35.37	26.79	8.58	1.78	.06	2.19	2.40	2.09	.06
Technical .....	23.80	17.09	6.71	1.78	.52	1.42	1.01	1.94	.05
Executive, administrative, and managerial .....	33.12	24.04	9.07	2.87	.77	1.72	1.33	2.32	.05
Administrative support, including clerical .....	15.44	10.99	4.45	1.13	.29	1.27	.55	1.19	.02
Blue-collar occupations .....	17.46	11.93	5.53	1.00	.64	1.34	.68	1.84	.03
Service occupations .....	10.69	7.82	2.87	.60	.19	.64	.38	1.06	( <sup>2</sup> )
<b>Industry group</b>									
Services .....	20.27	15.03	5.24	1.33	.36	1.18	.80	1.55	.02
Health services .....	18.58	13.55	5.03	1.44	.43	1.08	.57	1.50	( <sup>2</sup> )
Hospitals .....	21.79	15.28	6.52	1.93	.67	1.55	.68	1.66	( <sup>2</sup> )
Educational services .....	28.57	21.03	7.54	1.77	.09	2.04	1.90	1.70	.04
Elementary and secondary education .....	28.26	20.84	7.43	1.58	.06	2.21	1.91	1.61	.06
Higher education .....	30.18	22.14	8.04	2.17	.15	1.80	2.01	1.91	( <sup>2</sup> )
Percent of total compensation									
Civilian workers .....	100.0	72.0	28.0	6.6	2.4	6.4	3.9	8.4	0.1
<b>Occupational group</b>									
White-collar occupations .....	100.0	73.4	26.6	7.1	2.1	6.0	4.0	7.3	.1
Professional specialty and technical .....	100.0	73.6	26.4	6.9	2.0	5.6	4.8	7.0	.2
Professional .....	100.0	73.9	26.1	6.8	1.9	5.6	4.9	6.8	.2
Nurses .....	100.0	72.3	27.7	8.2	3.4	5.0	3.0	8.1	( <sup>2</sup> )
Teachers .....	100.0	75.8	24.2	5.0	.2	6.2	6.8	5.9	.2
Technical .....	100.0	71.8	28.2	7.5	2.2	6.0	4.3	8.1	.2
Executive, administrative, and managerial .....	100.0	72.6	27.4	8.7	2.3	5.2	4.0	7.0	.2
Administrative support, including clerical .....	100.0	71.2	28.8	7.3	1.9	8.2	3.6	7.7	.1
Blue-collar occupations .....	100.0	68.3	31.7	5.7	3.6	7.7	3.9	10.5	.2
Service occupations .....	100.0	73.2	26.8	5.6	1.8	6.0	3.5	9.9	( <sup>2</sup> )
<b>Industry group</b>									
Services .....	100.0	74.2	25.8	6.6	1.8	5.8	4.0	7.6	.1
Health services .....	100.0	72.9	27.1	7.8	2.3	5.8	3.1	8.1	( <sup>2</sup> )
Hospitals .....	100.0	70.1	29.9	8.9	3.1	7.1	3.1	7.6	( <sup>2</sup> )
Educational services .....	100.0	73.6	26.4	6.2	.3	7.1	6.6	6.0	.1
Elementary and secondary education .....	100.0	73.7	26.3	5.6	.2	7.8	6.7	5.7	.2
Higher education .....	100.0	73.4	26.6	7.2	.5	6.0	6.7	6.3	( <sup>2</sup> )

<sup>1</sup> Includes severance pay and supplemental unemployment benefits.

<sup>2</sup> Cost per hour worked is \$0.01 or less.

Table 3. STATE AND LOCAL GOVERNMENT BY BROAD OCCUPATIONAL AND INDUSTRY CATEGORIES: Employer costs per hour worked for employee compensation, and costs as a percent of total compensation, March 1997

Compensation component	All workers in State and local governments		White-collar occupations		Service occupations		Service industries	
	Cost	Percent	Cost	Percent	Cost	Percent	Cost	Percent
Total compensation .....	\$26.58	100.0	\$29.54	100.0	\$19.50	100.0	\$27.88	100.0
Wages and salaries .....	18.61	70.0	21.21	71.8	12.51	64.1	20.15	72.3
Total benefits .....	7.97	30.0	8.33	28.2	6.99	35.9	7.73	27.7
Paid leave .....	2.06	7.7	2.14	7.3	1.78	9.1	1.87	6.7
Vacation pay .....	.70	2.6	.66	2.2	.75	3.9	.52	1.9
Holiday pay .....	.67	2.5	.71	2.4	.57	2.9	.63	2.3
Sick leave .....	.52	2.0	.59	2.0	.34	1.8	.55	2.0
Other leave pay .....	.16	.6	.18	.6	.12	.6	.17	.6
Supplemental pay .....	.23	.9	.14	.5	.44	2.3	.15	.5
Premium pay .....	.11	.4	.04	.1	.23	1.2	.05	.2
Shift pay .....	.05	.2	.04	.1	.11	.6	.05	.2
Nonproduction bonuses .....	.06	.2	.06	.2	.10	.5	.05	.2
Insurance .....	2.09	7.9	2.20	7.5	1.74	8.9	2.11	7.6
Life insurance .....	.05	.2	.05	.2	.04	.2	.05	.2
Health insurance .....	1.99	7.5	2.10	7.1	1.65	8.5	2.01	7.2
Sickness and accident insurance .....	.02	.1	.02	.1	.02	.1	.02	.1
Long-term disability insurance .....	.03	.1	.03	.1	.02	.1	.03	.1
Retirement and savings .....	1.95	7.4	2.08	7.0	1.76	9.0	1.93	6.9
Defined benefit plans .....	1.82	6.8	1.91	6.5	1.70	8.7	1.77	6.3
Defined contribution plans .....	.14	.5	.17	.6	.05	.3	.16	.6
Legally required benefits .....	1.61	6.1	1.73	5.9	1.24	6.4	1.63	5.8
Social Security .....	1.25	4.7	1.42	4.8	.80	4.1	1.35	4.8
OASDI <sup>1</sup> .....	.98	3.7	1.11	3.8	.62	3.2	1.05	3.8
Medicare .....	.27	1.0	.31	1.1	.18	.9	.29	1.1
Federal unemployment insurance .....	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )
State unemployment insurance .....	.05	.2	.05	.2	.05	.3	.05	.2
Workers' compensation .....	.30	1.1	.25	.9	.39	2.0	.23	.8
Other benefits <sup>3</sup> .....	.04	.1	.04	.1	.03	.2	.04	.2

<sup>1</sup> OASDI is the abbreviation for Old-Age, Survivors, and Disability Insurance. The total employer's cost for Social Security is comprised of an OASDI portion and a Medicare portion.

<sup>2</sup> Cost per hour worked is \$0.01 or less.

<sup>3</sup> Includes severance pay and supplemental unemployment benefits.



Table 4. STATE AND LOCAL GOVERNMENT BY OCCUPATIONAL AND INDUSTRY GROUP: Employer costs per hour worked for employee compensation, and costs as a percent of total compensation, by occupational and industry group, March 1997

Series	Total compensation	Wages and salaries	Benefit costs						
			Total	Paid leave	Supplemental pay	Insurance	Retirement and savings	Legally required benefits	Other benefits <sup>1</sup>
Cost per hour worked									
State and local government workers .....	\$26.58	\$18.61	\$7.97	\$2.06	\$0.23	\$2.09	\$1.95	\$1.61	\$0.04
<b>Occupational group</b>									
White-collar occupations .....	29.54	21.21	8.33	2.14	.14	2.20	2.08	1.73	.04
Professional specialty and technical .....	34.92	25.78	9.14	2.12	.15	2.33	2.49	1.99	.06
Professional .....	36.25	26.89	9.36	2.13	.13	2.40	2.59	2.05	.06
Teachers .....	38.86	29.20	9.66	1.97	.06	2.54	2.89	2.13	.07
Executive, administrative, and managerial .....	33.78	23.43	10.35	3.40	.18	2.24	2.48	2.03	( <sup>2</sup> )
Administrative support, including clerical .....	17.04	11.28	5.76	1.55	.09	1.93	1.09	1.08	.02
Blue-collar occupations .....	21.50	13.93	7.57	2.03	.38	2.03	1.58	1.53	.03
Service occupations .....	19.50	12.51	6.99	1.78	.44	1.74	1.76	1.24	.03
<b>Industry group</b>									
Services .....	27.88	20.15	7.73	1.87	.15	2.11	1.93	1.63	.04
Health services .....	21.99	14.67	7.32	2.28	.58	1.71	1.14	1.59	.03
Hospitals .....	22.53	15.10	7.43	2.35	.56	1.68	1.19	1.62	.03
Educational services .....	29.21	21.37	7.84	1.79	.09	2.17	2.09	1.66	.05
Elementary and secondary education .....	28.94	21.29	7.66	1.63	.06	2.28	2.02	1.61	.06
Higher education .....	30.53	22.10	8.43	2.23	.17	1.90	2.31	1.81	( <sup>2</sup> )
Public administration .....	24.07	15.73	8.33	2.40	.33	1.99	2.10	1.49	.03
Percent of total compensation									
State and local government workers .....	100.0	70.0	30.0	7.7	0.9	7.9	7.4	6.1	0.1
<b>Occupational group</b>									
White-collar occupations .....	100.0	71.8	28.2	7.3	.5	7.5	7.0	5.9	.1
Professional specialty and technical .....	100.0	73.8	26.2	6.1	.4	6.7	7.1	5.7	.2
Professional .....	100.0	74.2	25.8	5.9	.4	6.6	7.1	5.7	.2
Teachers .....	100.0	75.1	24.9	5.1	.1	6.5	7.4	5.5	.2
Executive, administrative, and managerial .....	100.0	69.4	30.6	10.1	.5	6.6	7.3	6.0	( <sup>2</sup> )
Administrative support, including clerical .....	100.0	66.2	33.8	9.1	.5	11.3	6.4	6.3	.1
Blue-collar occupations .....	100.0	64.8	35.2	9.4	1.7	9.4	7.3	7.1	.1
Service occupations .....	100.0	64.1	35.9	9.1	2.3	8.9	9.0	6.4	.2
<b>Industry group</b>									
Services .....	100.0	72.3	27.7	6.7	.5	7.6	6.9	5.8	.2
Health services .....	100.0	66.7	33.3	10.4	2.6	7.8	5.2	7.2	.1
Hospitals .....	100.0	67.0	33.0	10.4	2.5	7.5	5.3	7.2	.1
Educational services .....	100.0	73.2	26.8	6.1	.3	7.4	7.1	5.7	.2
Elementary and secondary education .....	100.0	73.5	26.5	5.6	.2	7.9	7.0	5.6	.2
Higher education .....	100.0	72.4	27.6	7.3	.6	6.2	7.6	5.9	( <sup>2</sup> )
Public administration .....	100.0	65.4	34.6	10.0	1.4	8.3	8.7	6.2	.1

<sup>1</sup> Includes severance pay and supplemental unemployment benefits.

<sup>2</sup> Cost per hour worked is \$0.01 or less.

**Table 5. PRIVATE INDUSTRY BY BROAD INDUSTRY CATEGORIES: Employer costs per hour worked for employee compensation, and costs as a percent of total compensation, March 1997**

Compensation component	All workers in private industry		Goods-producing <sup>1</sup>		Service-producing <sup>2</sup>		Manufacturing		Nonmanufacturing	
	Cost	Percent	Cost	Percent	Cost	Percent	Cost	Percent	Cost	Percent
Total compensation .....	\$17.97	100.0	\$21.86	100.0	\$16.73	100.0	\$21.84	100.0	\$17.10	100.0
Wages and salaries .....	13.04	72.5	14.92	68.2	12.44	74.3	14.79	67.7	12.64	73.9
Total benefits .....	4.94	27.5	6.94	31.8	4.29	25.7	7.05	32.3	4.46	26.1
Paid leave .....	1.14	6.3	1.45	6.6	1.04	6.2	1.66	7.6	1.02	6.0
Vacation pay .....	.57	3.2	.76	3.5	.50	3.0	.85	3.9	.50	2.9
Holiday pay .....	.39	2.2	.53	2.4	.35	2.1	.61	2.8	.34	2.0
Sick leave .....	.19	.7	.11	.5	.14	.8	.12	.6	.13	.8
Other leave pay .....	.05	.3	.05	.2	.05	.3	.07	.3	.04	.3
Supplemental pay .....	.51	2.9	.82	3.8	.42	2.5	.88	4.0	.43	2.5
Premium pay .....	.21	1.1	.45	2.1	.13	.8	.45	2.1	.15	.9
Shift pay .....	.05	.3	.07	.3	.04	.2	.09	.4	.04	.2
Nonproduction bonuses .....	.26	1.4	.30	1.4	.25	1.5	.33	1.5	.24	1.4
Insurance .....	1.09	6.1	1.64	7.5	.92	5.5	1.70	7.8	.95	5.6
Life insurance .....	.05	.3	.07	.3	.04	.2	.07	.3	.04	.2
Health insurance .....	.99	5.5	1.49	6.8	.83	4.9	1.55	7.1	.86	5.0
Sickness and accident insurance .....	.03	.2	.06	.3	.03	.2	.07	.3	.03	.2
Long-term disability insurance .....	.02	.1	.02	.1	.02	.1	.02	.1	.02	.1
Retirement and savings .....	.55	3.0	.85	3.9	.45	2.7	.79	3.6	.49	2.9
Defined benefit plans .....	.26	1.4	.49	2.2	.19	1.1	.44	2.0	.22	1.3
Defined contribution plans .....	.29	1.6	.36	1.7	.26	1.6	.35	1.6	.27	1.6
Legally required benefits .....	1.62	9.0	2.11	9.7	1.46	8.7	1.94	8.9	1.55	9.1
Social Security .....	1.08	6.0	1.27	5.8	1.03	6.1	1.27	5.8	1.04	6.1
OASDI <sup>3</sup> .....	.87	4.8	1.02	4.7	.82	4.9	1.03	4.7	.83	4.9
Medicare .....	.21	1.2	.25	1.1	.20	1.2	.25	1.1	.21	1.2
Federal unemployment insurance .....	.03	.2	.03	.1	.03	.2	.03	.1	.03	.2
State unemployment insurance .....	.12	.6	.14	.7	.11	.6	.13	.6	.11	.7
Workers' compensation .....	.39	2.2	.68	3.1	.30	1.8	.51	2.4	.36	2.1
Other benefits <sup>4</sup> .....	.03	.1	.07	.3	( <sup>5</sup> )	( <sup>5</sup> )	.08	.4	( <sup>5</sup> )	( <sup>5</sup> )

<sup>1</sup> Includes mining, construction, and manufacturing.

<sup>2</sup> Includes transportation, communication, and public utilities; wholesale and retail trade; finance, insurance, and real estate; and service industries.

<sup>3</sup> OASDI is the abbreviation for Old-Age, Survivors, and Disability Insurance.

The total employer's cost for Social Security is comprised of an OASDI portion and a medicare portion.

<sup>4</sup> Includes severance pay and supplemental unemployment benefits.

<sup>5</sup> Cost per hour worked is \$0.01 or less.

Table 6. PRIVATE INDUSTRY BY BROAD OCCUPATIONAL CATEGORIES: Employer costs per hour worked for employee compensation, and costs as a percent of total compensation, March 1997

Compensation component	All workers in private industry		White-collar		Blue-collar		Service	
	Cost	Percent	Cost	Percent	Cost	Percent	Cost	Percent
Total compensation .....	\$17.97	100.0	\$21.60	100.0	\$17.19	100.0	\$9.04	100.0
Wages and salaries .....	13.04	72.5	15.94	73.8	11.80	68.6	6.94	76.7
Total benefits .....	4.94	27.5	5.66	26.2	5.39	31.4	2.10	23.3
Paid leave .....	1.14	6.3	1.53	7.1	.93	5.4	.37	4.1
Vacation pay .....	.57	3.2	.75	3.5	.50	2.9	.18	2.0
Holiday pay .....	.39	2.2	.52	2.4	.34	1.9	.12	1.3
Sick leave .....	.13	.7	.19	.9	.07	.4	.06	.7
Other leave pay .....	.05	.3	.07	.3	.03	.2	.02	.2
Supplemental pay .....	.51	2.9	.56	2.6	.65	3.8	.14	1.6
Premium pay .....	.21	1.1	.12	.5	.43	2.5	.07	.8
Shift pay .....	.05	.3	.04	.2	.06	.4	.03	.3
Nonproduction bonuses .....	.26	1.4	.40	1.9	.15	.9	.04	.5
Insurance .....	1.09	6.1	1.20	5.6	1.29	7.5	.44	4.8
Life insurance .....	.05	.3	.06	.3	.05	.3	( <sup>1</sup> )	( <sup>1</sup> )
Health insurance .....	.99	5.5	1.07	5.0	1.19	6.9	.40	4.5
Sickness and accident insurance .....	.03	.2	.04	.2	.04	.2	.02	.2
Long-term disability insurance .....	.02	.1	.03	.1	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )
Retirement and savings .....	.55	3.0	.65	3.0	.62	3.6	.12	1.3
Defined benefit plans .....	.26	1.4	.24	1.1	.40	2.4	.06	.6
Defined contribution plans .....	.29	1.6	.41	1.9	.22	1.3	.06	.6
Legally required benefits .....	1.62	9.0	1.69	7.8	1.86	10.8	1.03	11.4
Social Security .....	1.08	6.0	1.29	6.0	1.01	5.9	.63	6.9
OASDI <sup>2</sup> .....	.87	4.8	1.03	4.8	.82	4.8	.51	5.6
Medicare .....	.21	1.2	.26	1.2	.19	1.1	.12	1.3
Federal unemployment insurance .....	.03	.2	.03	.1	.03	.2	.03	.4
State unemployment insurance .....	.12	.6	.12	.5	.12	.7	.09	1.0
Workers' compensation .....	.39	2.2	.25	1.1	.70	4.1	.27	3.0
Other benefits <sup>3</sup> .....	.03	.1	.03	.1	.04	.2	( <sup>1</sup> )	( <sup>1</sup> )

<sup>1</sup> Cost per hour worked is \$0.01 or less.

<sup>2</sup> OASDI is the abbreviation for Old-Age, Survivors, and Disability Insurance. The total employer's cost for Social Security is comprised

of an OASDI portion and a medicare portion.

<sup>3</sup> Includes severance pay and supplemental unemployment benefits.

**Table 7. PRIVATE INDUSTRY BY REGION AND BARGAINING STATUS: Employer costs per hour worked for employee compensation, and costs as a percent of total compensation, March 1997**

Compensation component	Region <sup>1</sup>								Bargaining status			
	Northeast		South		Midwest		West		Union		Nonunion	
	Cost	Percent	Cost	Percent	Cost	Percent	Cost	Percent	Cost	Percent	Cost	Percent
Total compensation .....	\$20.27	100.0	\$15.79	100.0	\$17.33	100.0	\$19.68	100.0	\$23.48	100.0	\$17.21	100.0
Wages and salaries .....	14.52	71.6	11.61	73.5	12.33	71.1	14.57	74.0	15.13	64.5	12.75	74.1
Total benefits .....	5.75	28.4	4.18	26.5	5.00	28.9	5.11	26.0	8.34	35.5	4.46	25.9
Paid leave .....	1.43	7.1	.92	5.8	1.08	6.2	1.23	6.2	1.56	6.6	1.08	6.3
Vacation pay .....	.68	3.4	.47	2.9	.56	3.2	.61	3.1	.86	3.7	.53	3.1
Holiday pay .....	.49	2.4	.31	2.0	.37	2.2	.42	2.1	.49	2.1	.38	2.2
Sick leave .....	.19	.9	.11	.7	.10	.6	.15	.8	.14	.6	.13	.8
Other leave pay .....	.06	.3	.04	.2	.04	.3	.05	.3	.06	.3	.05	.3
Supplemental pay .....	.53	2.6	.38	2.4	.67	3.9	.49	2.5	.91	3.9	.46	2.7
Premium pay .....	.20	1.0	.19	1.2	.26	1.5	.18	.9	.59	2.5	.15	.9
Shift pay .....	.05	.3	.04	.2	.06	.3	.05	.2	.13	.6	.04	.2
Nonproduction bonuses .....	.28	1.4	.16	1.0	.36	2.1	.26	1.3	.19	.8	.27	1.6
Insurance .....	1.30	6.4	.95	6.0	1.12	6.5	1.03	5.2	2.19	9.3	.94	5.4
Life insurance .....	.05	.3	.04	.3	.05	.3	.04	.2	.08	.4	.04	.2
Health insurance .....	1.17	5.8	.86	5.4	1.02	5.9	.95	4.8	2.01	8.5	.85	4.9
Sickness and accident insurance .....	.05	.3	.03	.2	.04	.2	.02	.1	.08	.3	.03	.2
Long-term disability insurance .....	.02	.1	.02	.1	.02	.1	.02	.1	.02	.1	.02	.1
Retirement and savings .....	.63	3.1	.46	2.9	.58	3.4	.54	2.8	1.33	5.7	.44	2.5
Defined benefit plans .....	.29	1.4	.22	1.4	.29	1.7	.24	1.2	1.06	4.5	.15	.9
Defined contribution plans .....	.34	1.7	.24	1.5	.29	1.7	.31	1.6	.26	1.1	.29	1.7
Legally required benefits .....	1.84	9.1	1.46	9.2	1.51	8.7	1.80	9.1	2.27	9.7	1.53	8.9
Social Security .....	1.20	5.9	.97	6.2	1.04	6.0	1.19	6.0	1.30	5.6	1.05	6.1
OASDI <sup>2</sup> .....	.96	4.7	.78	5.0	.84	4.8	.95	4.8	1.06	4.5	.84	4.9
Medicare .....	.24	1.2	.19	1.2	.20	1.2	.24	1.2	.25	1.1	.21	1.2
Federal unemployment insurance .....	.03	.2	.03	.2	.03	.2	.03	.2	.03	.1	.03	.2
State unemployment insurance .....	.18	.9	.07	.4	.10	.6	.14	.7	.15	.6	.11	.6
Workers' compensation .....	.42	2.1	.38	2.4	.34	2.0	.43	2.2	.79	3.4	.34	2.0
Other benefits <sup>3</sup> .....	.03	.1	.02	.1	.04	.2	.02	.1	.08	.3	.02	.1

<sup>1</sup> The regional coverage is as follows: Northeast—Connecticut, Maine, Massachusetts, New Hampshire, New Jersey, New York, Pennsylvania, Rhode Island, and Vermont; South—Alabama, Arkansas, Delaware, District of Columbia, Florida, Georgia, Kentucky, Louisiana, Maryland, Mississippi, North Carolina, Oklahoma, South Carolina, Tennessee, Texas, Virginia, and West Virginia; Midwest—Illinois, Indiana, Iowa, Kansas, Michigan, Minnesota, Missouri, Nebraska, North Dakota, Ohio, South Dakota, and Wisconsin; and

West—Alaska, Arizona, California, Colorado, Hawaii, Idaho, Montana, Nevada, New Mexico, Oregon, Utah, Washington, and Wyoming.

<sup>2</sup> OASDI is the abbreviation for Old-Age, Survivors, and Disability Insurance. The total employer's cost for Social Security is comprised of an OASDI portion and a medicare portion.

<sup>3</sup> Includes severance pay and supplemental unemployment benefits.

**Table 8. PRIVATE INDUSTRY BY ESTABLISHMENT EMPLOYMENT SIZE: Employer costs per hour worked for employee compensation, and costs as a percent of total compensation, March 1997**

Compensation component	All workers in private industry		1-99 workers		100 or more workers					
	Cost	Percent	Cost	Percent	Total		100-499 workers		500 or more workers	
					Cost	Percent	Cost	Percent	Cost	Percent
Total compensation .....	\$17.97	100.0	\$15.37	100.0	\$20.61	100.0	\$16.97	100.0	\$24.75	100.0
Wages and salaries .....	13.04	72.5	11.54	75.1	14.55	70.6	12.29	72.4	17.12	69.2
Total benefits .....	4.94	27.5	3.82	24.9	6.06	29.4	4.68	27.6	7.63	30.8
Paid leave .....	1.14	6.3	0.78	5.1	1.50	7.3	1.06	6.2	2.00	8.1
Vacation pay .....	0.57	3.2	0.38	2.5	0.75	3.7	0.52	3.1	1.02	4.1
Holiday pay .....	0.39	2.2	0.28	1.8	0.50	2.4	0.36	2.1	0.66	2.7
Sick leave .....	0.13	0.7	0.09	0.6	0.18	0.9	0.13	0.7	0.24	1.0
Other leave pay .....	0.05	0.3	0.03	0.2	0.07	0.3	0.05	0.3	0.09	0.4
Supplemental pay .....	0.51	2.9	0.39	2.6	0.64	3.1	0.46	2.7	0.83	3.4
Premium pay .....	0.21	1.1	0.14	0.9	0.27	1.3	0.23	1.3	0.32	1.3
Shift pay .....	0.05	0.3	( <sup>1</sup> )	( <sup>1</sup> )	0.09	0.4	0.04	0.3	0.14	0.6
Nonproduction bonuses .....	0.26	1.4	0.24	1.6	0.28	1.3	0.19	1.1	0.38	1.5
Insurance .....	1.09	6.1	0.79	5.2	1.39	6.7	1.08	6.4	1.74	7.0
Life insurance .....	0.05	0.3	0.04	0.2	0.06	0.3	0.04	0.3	0.07	0.3
Health insurance .....	0.99	5.5	0.72	4.7	1.26	6.1	0.98	5.8	1.57	6.3
Sickness and accident insurance .....	0.03	0.2	0.02	0.1	0.05	0.2	0.04	0.2	0.06	0.3
Long-term disability insurance .....	0.02	0.1	( <sup>1</sup> )	( <sup>1</sup> )	0.03	0.1	0.02	0.1	0.04	0.2
Retirement and savings .....	0.55	3.0	0.35	2.3	0.74	3.6	0.51	3.0	1.01	4.1
Defined benefit plans .....	0.26	1.4	0.14	0.9	0.38	1.9	0.22	1.3	0.58	2.3
Defined contribution plans .....	0.29	1.6	0.22	1.4	0.36	1.7	0.29	1.7	0.43	1.7
Legally required benefits .....	1.62	9.0	1.50	9.7	1.75	8.5	1.56	9.2	1.97	7.9
Social Security .....	1.08	6.0	0.96	6.2	1.21	5.9	1.02	6.0	1.43	5.8
OASDI <sup>2</sup> .....	0.87	4.8	0.77	5.0	0.97	4.7	0.82	4.8	1.15	4.6
Medicare .....	0.21	1.2	0.19	1.2	0.24	1.2	0.20	1.2	0.29	1.2
Federal unemployment insurance .....	0.03	0.2	0.03	0.2	0.03	0.1	0.03	0.2	0.03	0.1
State unemployment insurance .....	0.12	0.6	0.11	0.7	0.12	0.6	0.12	0.7	0.11	0.5
Workers' compensation .....	0.39	2.2	0.39	2.6	0.39	1.9	0.38	2.3	0.39	1.6
Other benefits <sup>3</sup> .....	0.03	0.1	( <sup>1</sup> )	( <sup>1</sup> )	0.05	0.2	0.02	0.1	0.08	0.3

<sup>1</sup> Cost per hour worked is \$0.01 or less.

<sup>2</sup> OASDI is the abbreviation for Old-Age, Survivors, and Disability Insurance. The total employer's cost for Social Security is comprised of an OASDI portion

and a medicare portion.

<sup>3</sup> Includes severance pay and supplemental unemployment benefits.

Table 9. PRIVATE INDUSTRY BY FULL-TIME AND PART-TIME STATUS: Employer costs per hour worked for employee compensation, and costs as a percent of total compensation, March 1997

Series	Total compensation	Wages and salaries	Benefit costs						
			Total	Paid leave	Supplemental pay	Insurance	Retirement and savings	Legally required benefits	Other benefits <sup>1</sup>
Cost per hour worked									
All full-time workers in private industry .....	\$20.37	\$14.55	\$5.82	\$1.38	\$0.62	\$1.33	\$0.66	\$1.79	\$0.03
White-collar occupations .....	24.04	17.53	6.51	1.81	.66	1.42	.77	1.82	.04
Sales occupations .....	19.52	15.07	4.44	.98	.48	.96	.46	1.55	.02
Administrative support, including clerical .....	15.99	11.37	4.62	1.18	.36	1.32	.50	1.25	.02
Blue-collar occupations .....	18.02	12.29	5.73	1.01	.70	1.39	.66	1.93	.04
Service occupations .....	11.10	8.12	2.98	.62	.22	.75	.20	1.18	( <sup>2</sup> )
Goods-producing industries <sup>3</sup> .....	22.12	15.07	7.05	1.48	.84	1.67	.87	2.12	.07
Construction .....	21.78	15.31	6.47	.71	.59	1.39	1.07	2.72	( <sup>2</sup> )
Manufacturing .....	22.10	14.94	7.16	1.69	.89	1.74	.80	1.94	.08
Service-producing industries <sup>4</sup> .....	19.61	14.32	5.28	1.34	.53	1.18	.57	1.64	.02
Wholesale trade .....	20.77	15.09	5.68	1.31	.58	1.37	.61	1.79	.02
Retail trade .....	12.87	9.95	2.92	.60	.27	.62	.18	1.25	( <sup>2</sup> )
Finance, insurance, and real estate .....	24.15	17.21	6.95	1.83	.86	1.61	.93	1.67	.05
Service industries .....	19.80	14.59	5.21	1.42	.52	1.10	.53	1.63	.02
All part-time workers in private industry .....	9.60	7.75	1.85	.27	.14	.25	.13	1.04	( <sup>2</sup> )
White-collar occupations .....	11.89	9.64	2.25	.42	.19	.32	.17	1.15	( <sup>2</sup> )
Sales occupations .....	7.68	6.25	1.42	.18	.12	.22	.10	.80	( <sup>2</sup> )
Administrative support, including clerical .....	10.98	8.82	2.16	.43	.16	.34	.17	1.05	( <sup>2</sup> )
Blue-collar occupations .....	9.66	7.32	2.35	.22	.23	.42	.31	1.17	( <sup>2</sup> )
Service occupations .....	6.94	5.73	1.21	.13	.06	.11	.03	.88	( <sup>2</sup> )
Goods-producing industries <sup>3</sup> .....	12.07	9.28	2.79	.29	.30	.28	.13	1.79	( <sup>2</sup> )
Service-producing industries <sup>4</sup> .....	9.53	7.71	1.82	.27	.14	.25	.13	1.02	( <sup>2</sup> )
Retail trade .....	6.99	5.68	1.31	.13	.08	.19	.07	.82	( <sup>2</sup> )
Service industries .....	12.13	9.88	2.26	.41	.19	.28	.15	1.22	( <sup>2</sup> )
Percent of total compensation									
All full-time workers in private industry .....	100.0	71.4	28.6	6.8	3.0	6.5	3.3	8.8	0.2
White-collar occupations .....	100.0	72.9	27.1	7.5	2.7	5.9	3.2	7.6	.2
Sales occupations .....	100.0	77.2	22.8	5.0	2.4	4.9	2.3	7.9	.1
Administrative support, including clerical .....	100.0	71.1	28.9	7.4	2.3	8.2	3.1	7.8	.1
Blue-collar occupations .....	100.0	68.2	31.8	5.6	3.9	7.7	3.6	10.7	.2
Service occupations .....	100.0	73.2	26.8	5.6	2.0	6.8	1.8	10.6	( <sup>2</sup> )
Goods-producing industries <sup>3</sup> .....	100.0	68.1	31.9	6.7	3.8	7.6	3.9	9.6	.3
Construction .....	100.0	70.3	29.7	3.2	2.7	6.4	4.9	12.5	( <sup>2</sup> )
Manufacturing .....	100.0	67.6	32.4	7.6	4.0	7.9	3.6	8.8	.4
Service-producing industries <sup>4</sup> .....	100.0	73.1	26.9	6.8	2.7	6.0	2.9	8.4	.1
Wholesale trade .....	100.0	72.6	27.4	6.3	2.8	6.6	2.9	8.6	.1
Retail trade .....	100.0	77.3	22.7	4.6	2.1	4.8	1.4	9.7	( <sup>2</sup> )
Finance, insurance, and real estate .....	100.0	71.2	28.8	7.6	3.6	6.7	3.9	6.9	.2
Service industries .....	100.0	73.7	26.3	7.2	2.6	5.5	2.7	8.2	.1
All part-time workers in private industry .....	100.0	80.8	19.2	2.8	1.5	2.6	1.4	10.9	( <sup>2</sup> )
White-collar occupations .....	100.0	81.1	18.9	3.5	1.6	2.7	1.4	9.7	( <sup>2</sup> )
Sales occupations .....	100.0	81.4	18.6	2.3	1.5	2.9	1.3	10.5	( <sup>2</sup> )
Administrative support, including clerical .....	100.0	80.3	19.7	3.9	1.4	3.1	1.6	9.6	( <sup>2</sup> )
Blue-collar occupations .....	100.0	75.7	24.3	2.2	2.4	4.4	3.2	12.1	( <sup>2</sup> )
Service occupations .....	100.0	82.6	17.4	1.8	.9	1.6	.5	12.6	( <sup>2</sup> )
Goods-producing industries <sup>3</sup> .....	100.0	76.8	23.2	2.4	2.5	2.4	1.0	14.8	( <sup>2</sup> )
Service-producing industries <sup>4</sup> .....	100.0	80.9	19.1	2.9	1.4	2.7	1.4	10.7	( <sup>2</sup> )
Retail trade .....	100.0	81.3	18.7	1.9	1.2	2.7	1.1	11.8	( <sup>2</sup> )
Service industries .....	100.0	81.4	18.6	3.4	1.5	2.3	1.2	10.1	( <sup>2</sup> )

<sup>1</sup> Includes severance pay and supplemental unemployment benefits.

<sup>2</sup> Cost per hour worked is \$0.01 or less.

<sup>3</sup> Includes mining, construction, and manufacturing.

<sup>4</sup> Includes transportation, communication, and public utilities; wholesale and

retail trade; finance, insurance, and real estate; and service industries.

NOTE: Estimates for transportation and public utilities, which have been published in previous years, are not available for 1997 due to industrial coding changes. See Explanatory Notes for further information.

Table 10. PRIVATE INDUSTRY BY OCCUPATIONAL AND INDUSTRY CATEGORIES: Employer costs per hour worked for employee compensation, and costs as a percent of total compensation, March 1997

Series	Total compensation	Wages and salaries	Benefit costs						
			Total	Paid leave	Supplemental pay	Insurance	Retirement and savings	Legally required benefits	Other benefits <sup>1</sup>
Cost per hour worked									
All workers in private industry .....	\$17.97	\$13.04	\$4.94	\$1.14	\$0.51	\$1.09	\$0.55	\$1.62	\$0.03
<b>Occupational group</b>									
White-collar occupations .....	21.60	15.94	5.66	1.53	.56	1.20	.65	1.69	.03
Professional specialty and technical .....	29.10	21.33	7.77	2.15	.87	1.47	.95	2.27	.05
Professional .....	31.01	22.84	8.17	2.31	.99	1.50	.96	2.36	.04
Technical .....	24.15	17.43	6.72	1.76	.55	1.40	.93	2.02	.05
Executive, administrative, managerial .....	32.98	24.17	8.81	2.77	.89	1.62	1.09	2.38	.06
Sales occupations .....	14.79	11.55	3.24	.66	.33	.67	.32	1.25	( <sup>2</sup> )
Administrative support, including clerical .....	15.14	10.94	4.21	1.05	.33	1.15	.44	1.21	.02
Blue-collar occupations .....	17.19	11.80	5.39	.93	.65	1.29	.62	1.86	.04
Precision production, craft, and repair .....	22.33	15.41	6.92	1.27	.75	1.57	.88	2.39	.05
Machine operators, assemblers, and inspectors .....	16.00	10.61	5.39	1.00	.82	1.41	.51	1.60	.06
Transportation and material moving .....	16.88	11.71	5.17	.83	.56	1.25	.60	1.92	( <sup>2</sup> )
Handlers, equipment cleaners, helpers, and laborers .....	12.42	8.72	3.70	.53	.42	.86	.43	1.44	( <sup>2</sup> )
Service occupations .....	9.04	6.94	2.10	.37	.14	.44	.12	1.03	( <sup>2</sup> )
<b>Industry group</b>									
Goods-producing industries <sup>3</sup> .....	21.86	14.92	6.94	1.45	.82	1.64	.85	2.11	.07
Construction .....	21.47	15.13	6.34	.69	.58	1.35	1.04	2.69	( <sup>2</sup> )
Manufacturing industries .....	21.84	14.79	7.05	1.66	.88	1.70	.79	1.94	.08
Durables .....	23.49	15.68	7.81	1.82	1.04	1.88	.85	2.10	.13
Nondurables .....	19.48	13.52	5.96	1.43	.65	1.46	.69	1.71	.02
Service-producing industries <sup>4</sup> .....	16.73	12.44	4.29	1.04	.42	.92	.45	1.46	( <sup>2</sup> )
Wholesale trade .....	19.98	14.58	5.40	1.23	.55	1.29	.57	1.73	.02
Retail trade .....	9.92	7.81	2.11	.37	.18	.40	.13	1.03	( <sup>2</sup> )
Finance, insurance, and real estate .....	23.01	16.50	6.51	1.69	.80	1.49	.86	1.62	.04
Services .....	17.84	13.39	4.46	1.16	.43	.89	.44	1.52	( <sup>2</sup> )
Percent of total compensation									
All workers in private industry .....	100.0	72.5	27.5	6.3	2.9	6.1	3.0	9.0	0.1
<b>Occupational group</b>									
White-collar occupations .....	100.0	73.8	26.2	7.1	2.6	5.6	3.0	7.8	.1
Professional specialty and technical .....	100.0	73.3	26.7	7.4	3.0	5.1	3.3	7.8	.2
Professional .....	100.0	73.6	26.4	7.4	3.2	4.8	3.1	7.6	.1
Technical .....	100.0	72.2	27.8	7.3	2.3	5.8	3.9	8.4	.2
Executive, administrative, managerial .....	100.0	73.3	26.7	8.4	2.7	4.9	3.3	7.2	.2
Sales occupations .....	100.0	78.1	21.9	4.5	2.3	4.5	2.1	8.5	( <sup>2</sup> )
Administrative support, including clerical .....	100.0	72.2	27.8	7.0	2.2	7.6	2.9	8.0	.1
Blue-collar occupations .....	100.0	68.6	31.4	5.4	3.8	7.5	3.6	10.8	.2
Precision production, craft, and repair .....	100.0	69.0	31.0	5.7	3.4	7.1	3.9	10.7	.2
Machine operators, assemblers, and inspectors .....	100.0	66.3	33.7	6.2	5.1	8.8	3.2	10.0	.4
Transportation and material moving .....	100.0	69.4	30.6	4.9	3.3	7.4	3.6	11.4	( <sup>2</sup> )
Handlers, equipment cleaners, helpers, and laborers .....	100.0	70.2	29.8	4.3	3.4	6.9	3.5	11.6	( <sup>2</sup> )
Service occupations .....	100.0	76.7	23.3	4.1	1.6	4.8	1.3	11.4	( <sup>2</sup> )
<b>Industry group</b>									
Goods-producing industries <sup>3</sup> .....	100.0	68.2	31.8	6.6	3.8	7.5	3.9	9.7	.3
Construction .....	100.0	70.5	29.5	3.2	2.7	6.3	4.8	12.5	( <sup>2</sup> )
Manufacturing industries .....	100.0	67.7	32.3	7.6	4.0	7.8	3.6	8.9	.4
Durables .....	100.0	66.8	33.2	7.7	4.4	8.0	3.6	8.9	.5
Nondurables .....	100.0	69.4	30.6	7.3	3.3	7.5	3.6	8.8	.1
Service-producing industries <sup>4</sup> .....	100.0	74.3	25.7	6.2	2.5	5.5	2.7	8.7	( <sup>2</sup> )
Wholesale trade .....	100.0	73.0	27.0	6.2	2.7	6.5	2.9	8.7	.1
Retail trade .....	100.0	78.7	21.3	3.7	1.8	4.1	1.3	10.4	( <sup>2</sup> )
Finance, insurance, and real estate .....	100.0	71.7	28.3	7.4	3.5	6.5	3.7	7.1	.2
Services .....	100.0	75.0	25.0	6.5	2.4	5.0	2.4	8.5	( <sup>2</sup> )

<sup>1</sup> Includes severance pay and supplemental unemployment benefits.

<sup>2</sup> Cost per hour worked is \$0.01 or less.

<sup>3</sup> Includes mining, construction, and manufacturing.

<sup>4</sup> Includes transportation, communication, and public utilities; wholesale and

retail trade; finance, insurance, and real estate; and service industries.

NOTE: Estimates for transportation and public utilities, which have been published in previous years, are not available for 1997 due to industrial coding changes. See Explanatory Notes for further information.

Table 11. PRIVATE GOODS-PRODUCING AND SERVICE-PRODUCING INDUSTRIES: Employer costs per hour worked for employee compensation, and costs as a percent of total compensation, March 1997

Series	Total compensation	Wages and salaries	Benefit costs						
			Total	Paid leave	Supplemental pay	Insurance	Retirement and savings	Legally required benefits	Other benefits <sup>1</sup>
Cost per hour worked									
All workers, goods-producing industries <sup>2</sup> .....	\$21.86	\$14.92	\$6.94	\$1.45	\$0.82	\$1.64	\$0.85	\$2.11	\$0.07
White-collar occupations .....	29.26	20.78	8.47	2.46	.77	1.83	1.06	2.25	.09
Professional specialty and technical .....	35.21	24.98	10.23	3.23	.84	2.14	1.23	2.64	.15
Professional .....	38.21	27.28	10.93	3.56	.83	2.22	1.35	2.83	.14
Technical .....	26.65	18.41	8.23	2.31	.87	1.90	.91	2.07	.16
Executive, administrative, managerial .....	39.62	28.19	11.43	3.40	1.10	2.13	1.73	2.97	.11
Administrative support, including clerical .....	16.52	11.60	4.91	1.15	.51	1.38	.47	1.39	.03
Blue-collar occupations .....	19.09	12.71	6.38	1.06	.84	1.56	.78	2.07	.06
Precision production, craft, and repair .....	23.68	15.93	7.75	1.27	.89	1.77	1.08	2.66	.07
Machine operators, assemblers, and inspectors .....	17.04	11.09	5.95	1.09	.93	1.59	.59	1.69	.07
Transportation and material moving .....	18.13	12.07	6.05	.92	.85	1.48	.71	2.09	( <sup>3</sup> )
Handlers, equipment cleaners, helpers, and laborers .....	14.21	9.73	4.47	.59	.53	1.09	.57	1.68	( <sup>3</sup> )
Service occupations .....	16.03	10.59	5.44	1.05	.80	1.42	.45	1.63	.08
All workers, service-producing industries <sup>4</sup> .....	16.73	12.44	4.29	1.04	.42	.92	.45	1.46	( <sup>3</sup> )
White-collar occupations .....	20.44	15.21	5.23	1.39	.53	1.10	.59	1.60	.02
Professional specialty and technical .....	27.77	20.54	7.24	1.92	.88	1.33	.89	2.19	.02
Professional .....	29.40	21.85	7.56	2.03	1.03	1.34	.88	2.26	.02
Technical .....	23.66	17.24	6.42	1.64	.49	1.31	.93	2.02	.03
Executive, administrative, managerial .....	31.30	23.15	8.15	2.61	.84	1.49	.93	2.23	.05
Sales workers .....	14.51	11.36	3.16	.64	.33	.65	.31	1.23	( <sup>3</sup> )
Administrative support, including clerical .....	14.93	10.83	4.10	1.04	.30	1.12	.44	1.19	.02
Blue-collar occupations .....	14.85	10.67	4.18	.78	.42	.95	.43	1.59	( <sup>3</sup> )
Precision production, craft, and repair .....	20.01	14.52	5.49	1.26	.51	1.23	.53	1.94	( <sup>3</sup> )
Transportation and material moving .....	16.38	11.56	4.82	.80	.44	1.16	.56	1.86	( <sup>3</sup> )
Handlers, equipment cleaners, helpers, and laborers .....	11.50	8.20	3.30	.50	.37	.74	.36	1.32	( <sup>3</sup> )
Service occupations .....	8.87	6.85	2.02	.36	.13	.41	.11	1.01	( <sup>3</sup> )
Percent of total compensation									
All workers, goods-producing industries <sup>2</sup> .....	100.0	68.2	31.8	6.6	3.8	7.5	3.9	9.7	0.3
White-collar occupations .....	100.0	71.0	29.0	8.4	2.6	6.3	3.6	7.7	.3
Professional specialty and technical .....	100.0	71.0	29.0	9.2	2.4	6.1	3.5	7.5	.4
Professional .....	100.0	71.4	28.6	9.3	2.2	5.8	3.5	7.4	.4
Technical .....	100.0	69.1	30.9	8.7	3.3	7.1	3.4	7.8	.6
Executive, administrative, managerial .....	100.0	71.2	28.8	8.6	2.8	5.4	4.4	7.5	.3
Administrative support, including clerical .....	100.0	70.3	29.7	6.9	3.1	8.3	2.8	8.4	.2
Blue-collar occupations .....	100.0	66.6	33.4	5.6	4.4	8.2	4.1	10.9	.3
Precision production, craft, and repair .....	100.0	67.3	32.7	5.4	3.8	7.5	4.6	11.2	.3
Machine operators, assemblers, and inspectors .....	100.0	65.1	34.9	6.4	5.4	9.3	3.5	9.9	.4
Transportation and material moving .....	100.0	66.6	33.4	5.1	4.7	8.1	3.9	11.5	( <sup>3</sup> )
Handlers, equipment cleaners, helpers, and laborers .....	100.0	68.5	31.5	4.1	3.7	7.7	4.0	11.8	( <sup>3</sup> )
Service occupations .....	100.0	66.1	33.9	6.5	5.0	8.9	2.8	10.2	.5
All workers, service-producing industries <sup>4</sup> .....	100.0	74.3	25.7	6.2	2.5	5.5	2.7	8.7	( <sup>3</sup> )
White-collar occupations .....	100.0	74.4	25.6	6.8	2.6	5.4	2.9	7.8	.1
Professional specialty and technical .....	100.0	73.9	26.1	6.9	3.2	4.8	3.2	7.9	.1
Professional .....	100.0	74.3	25.7	6.9	3.5	4.6	3.0	7.7	.1
Technical .....	100.0	72.9	27.1	7.0	2.1	5.5	4.0	8.5	.1
Executive, administrative, managerial .....	100.0	74.0	26.0	8.3	2.7	4.8	3.0	7.1	.2
Sales workers .....	100.0	78.3	21.7	4.4	2.3	4.5	2.1	8.5	( <sup>3</sup> )
Administrative support, including clerical .....	100.0	72.6	27.4	7.0	2.0	7.5	2.9	8.0	.1
Blue-collar occupations .....	100.0	71.8	28.2	5.2	2.8	6.4	2.9	10.7	( <sup>3</sup> )
Precision production, craft, and repair .....	100.0	72.6	27.4	6.3	2.6	6.2	2.7	9.7	( <sup>3</sup> )
Transportation and material moving .....	100.0	70.6	29.4	4.9	2.7	7.1	3.4	11.3	( <sup>3</sup> )
Handlers, equipment cleaners, helpers, and laborers .....	100.0	71.3	28.7	4.3	3.2	6.5	3.2	11.5	( <sup>3</sup> )
Service occupations .....	100.0	77.2	22.8	4.0	1.4	4.7	1.2	11.4	( <sup>3</sup> )

<sup>1</sup> Includes severance pay and supplemental unemployment benefits.

<sup>2</sup> Includes mining, construction, and manufacturing.

<sup>3</sup> Cost per hour worked is \$0.01 or less.

<sup>4</sup> Includes transportation, communication, and public utilities; wholesale and retail trade; finance, insurance, and real estate; and service industries.



Table 12. PRIVATE MANUFACTURING AND NONMANUFACTURING INDUSTRIES: Employer costs per hour worked for employee compensation, and costs as a percent of total compensation, March 1997

Series	Total compensation	Wages and salaries	Benefit costs						
			Total	Paid leave	Supplemental pay	Insurance	Retirement and savings	Legally required benefits	Other benefits <sup>1</sup>
Cost per hour worked									
All workers, manufacturing industries .....	\$21.84	\$14.79	\$7.05	\$1.66	\$0.88	\$1.70	\$0.79	\$1.94	\$0.08
White-collar occupations .....	29.79	21.10	8.68	2.60	.78	1.88	1.09	2.24	.10
Professional specialty and technical .....	35.25	25.00	10.25	3.27	.83	2.17	1.21	2.63	.15
Professional .....	38.05	27.18	10.88	3.56	.82	2.24	1.31	2.81	.14
Technical .....	27.03	18.62	8.41	2.39	.89	1.95	.93	2.09	.17
Executive, administrative, managerial .....	40.76	28.95	11.80	3.68	1.12	2.17	1.86	2.85	.13
Administrative support, including clerical .....	16.85	11.75	5.09	1.24	.51	1.41	.50	1.41	.03
Blue-collar occupations .....	18.28	11.96	6.32	1.23	.92	1.63	.65	1.81	.07
Precision production, craft, and repair .....	23.75	15.46	8.29	1.83	1.15	2.00	.92	2.27	.13
Machine operators, assemblers, and inspectors .....	16.94	11.02	5.92	1.10	.91	1.58	.58	1.68	.07
Transportation and material moving .....	17.45	11.78	5.67	1.01	.77	1.41	.54	1.92	( <sup>2</sup> )
Handlers, equipment cleaners, helpers, and laborers .....	13.96	9.36	4.60	.77	.62	1.25	.50	1.44	.02
Service occupations .....	16.95	11.05	5.90	1.16	.89	1.56	.50	1.72	.09
All workers, nonmanufacturing industries .....	17.10	12.64	4.46	1.02	.43	.95	.49	1.55	( <sup>2</sup> )
White-collar occupations .....	20.56	15.29	5.27	1.39	.53	1.11	.60	1.62	.02
Professional specialty and technical .....	27.86	20.59	7.27	1.93	.88	1.33	.90	2.20	.03
Professional .....	29.53	21.93	7.61	2.05	1.03	1.35	.89	2.27	.02
Technical .....	23.63	17.22	6.41	1.64	.49	1.31	.93	2.01	.03
Executive, administrative, managerial .....	31.53	23.27	8.25	2.60	.85	1.52	.95	2.29	.05
Sales workers .....	14.58	11.41	3.17	.64	.33	.65	.31	1.23	( <sup>2</sup> )
Administrative support, including clerical .....	14.93	10.83	4.09	1.03	.30	1.12	.44	1.19	.02
Blue-collar occupations .....	16.47	11.69	4.78	.74	.47	1.07	.60	1.89	( <sup>2</sup> )
Precision production, craft, and repair .....	21.69	15.39	6.30	1.01	.57	1.38	.87	2.45	( <sup>2</sup> )
Transportation and material moving .....	16.73	11.69	5.04	.79	.50	1.21	.61	1.92	( <sup>2</sup> )
Handlers, equipment cleaners, helpers, and laborers .....	12.02	8.55	3.47	.47	.37	.76	.42	1.45	( <sup>2</sup> )
Service occupations .....	8.87	6.85	2.02	.36	.13	.41	.11	1.01	( <sup>2</sup> )
Percent of total compensation									
All workers, manufacturing industries .....	100.0	67.7	32.3	7.6	4.0	7.8	3.6	8.9	0.4
White-collar occupations .....	100.0	70.8	29.2	8.7	2.6	6.3	3.7	7.5	.3
Professional specialty and technical .....	100.0	70.9	29.1	9.3	2.4	6.1	3.4	7.5	.4
Professional .....	100.0	71.4	28.6	9.4	2.1	5.9	3.4	7.4	.4
Technical .....	100.0	68.9	31.1	8.8	3.3	7.2	3.4	7.7	.6
Executive, administrative, managerial .....	100.0	71.0	29.0	9.0	2.7	5.3	4.6	7.0	.3
Administrative support, including clerical .....	100.0	69.8	30.2	7.3	3.0	8.4	2.9	8.4	.2
Blue-collar occupations .....	100.0	65.4	34.6	6.7	5.0	8.9	3.6	9.9	.4
Precision production, craft, and repair .....	100.0	65.1	34.9	7.7	4.8	8.4	3.9	9.5	.5
Machine operators, assemblers, and inspectors .....	100.0	65.1	34.9	6.5	5.4	9.3	3.4	9.9	.4
Transportation and material moving .....	100.0	67.5	32.5	5.8	4.4	8.1	3.1	11.0	( <sup>2</sup> )
Handlers, equipment cleaners, helpers, and laborers .....	100.0	67.1	32.9	5.5	4.4	9.0	3.6	10.3	.2
Service occupations .....	100.0	65.2	34.8	6.8	5.2	9.2	2.9	10.1	.5
All workers, nonmanufacturing industries .....	100.0	73.9	26.1	6.0	2.5	5.6	2.9	9.1	( <sup>2</sup> )
White-collar occupations .....	100.0	74.3	25.7	6.8	2.6	5.4	2.9	7.9	.1
Professional specialty and technical .....	100.0	73.9	26.1	6.9	3.2	4.8	3.2	7.9	.1
Professional .....	100.0	74.2	25.8	6.9	3.5	4.6	3.0	7.7	.1
Technical .....	100.0	72.9	27.1	6.9	2.1	5.5	3.9	8.5	.1
Executive, administrative, managerial .....	100.0	73.8	26.2	8.2	2.7	4.8	3.0	7.3	.2
Sales workers .....	100.0	78.2	21.8	4.4	2.2	4.5	2.1	8.5	( <sup>2</sup> )
Administrative support, including clerical .....	100.0	72.6	27.4	6.9	2.0	7.5	2.9	8.0	.1
Blue-collar occupations .....	100.0	71.0	29.0	4.5	2.9	6.5	3.7	11.5	( <sup>2</sup> )
Precision production, craft, and repair .....	100.0	71.0	29.0	4.7	2.6	6.4	4.0	11.3	( <sup>2</sup> )
Transportation and material moving .....	100.0	69.9	30.1	4.7	3.0	7.2	3.7	11.5	( <sup>2</sup> )
Handlers, equipment cleaners, helpers, and laborers .....	100.0	71.1	28.9	3.9	3.1	6.3	3.5	12.0	( <sup>2</sup> )
Service occupations .....	100.0	77.2	22.8	4.0	1.4	4.7	1.2	11.4	( <sup>2</sup> )

<sup>1</sup> Includes severance pay and supplemental unemployment benefits.<sup>2</sup> Cost per hour worked is \$0.01 or less.

Table 13. PRIVATE INDUSTRY UNION AND NONUNION WORKERS: Employer costs per hour worked for employee compensation, and costs as a percent of total compensation, March 1997

Series	Total compensation	Wages and salaries	Benefit costs						
			Total	Paid leave	Supplemental pay	Insurance	Retirement and savings	Legally required benefits	Other benefits <sup>1</sup>
Cost per hour worked									
All union workers, private industry .....	\$23.48	\$15.13	\$8.34	\$1.56	\$0.91	\$2.19	\$1.33	\$2.27	\$0.08
Blue-collar occupations .....	24.07	15.16	8.91	1.51	1.06	2.35	1.48	2.42	.10
Goods-producing industries .....	24.65	15.44	9.21	1.50	1.15	2.46	1.48	2.49	.13
Service-producing industries .....	22.28	14.83	7.45	1.61	.67	1.92	1.17	2.06	.03
Manufacturing .....	21.87	13.54	8.33	1.64	1.26	2.20	1.00	2.08	.16
Blue-collar occupations .....	21.63	13.31	8.33	1.59	1.29	2.20	1.01	2.07	.16
Nonmanufacturing .....	24.48	16.13	8.35	1.51	.69	2.19	1.53	2.40	.03
All nonunion workers, private industry .....	17.21	12.75	4.46	1.08	.46	.94	.44	1.53	.02
Blue-collar occupations .....	14.75	10.60	4.14	.73	.51	.91	.32	1.66	( <sup>2</sup> )
Goods-producing industries .....	20.91	14.74	6.17	1.43	.71	1.36	.64	1.99	.04
Service-producing industries .....	16.25	12.23	4.02	.99	.39	.83	.39	1.41	( <sup>2</sup> )
Manufacturing .....	21.82	15.22	6.61	1.66	.75	1.54	.71	1.89	.05
Blue-collar occupations .....	16.55	11.27	5.28	1.05	.74	1.33	.46	1.67	.03
Nonmanufacturing .....	16.35	12.29	4.07	.97	.41	.83	.39	1.46	( <sup>2</sup> )
Percent of total compensation									
All union workers, private industry .....	100.0	64.5	35.5	6.6	3.9	9.3	5.7	9.7	0.3
Blue-collar occupations .....	100.0	63.0	37.0	6.3	4.4	9.8	6.2	10.0	.4
Goods-producing industries .....	100.0	62.6	37.4	6.1	4.7	10.0	6.0	10.1	.5
Service-producing industries .....	100.0	66.5	33.5	7.2	3.0	8.6	5.3	9.2	.1
Manufacturing .....	100.0	61.9	38.1	7.5	5.8	10.0	4.6	9.5	.7
Blue-collar occupations .....	100.0	61.5	38.5	7.4	5.9	10.2	4.7	9.6	.8
Nonmanufacturing .....	100.0	65.9	34.1	6.2	2.8	8.9	6.3	9.8	.1
All nonunion workers, private industry .....	100.0	74.1	25.9	6.3	2.7	5.4	2.5	8.9	.1
Blue-collar occupations .....	100.0	71.9	28.1	5.0	3.5	6.2	2.1	11.3	( <sup>2</sup> )
Goods-producing industries .....	100.0	70.5	29.5	6.9	3.4	6.5	3.0	9.5	.2
Service-producing industries .....	100.0	75.3	24.7	6.1	2.4	5.1	2.4	8.7	( <sup>2</sup> )
Manufacturing .....	100.0	69.7	30.3	7.6	3.4	7.0	3.3	8.7	.2
Blue-collar occupations .....	100.0	68.1	31.9	6.3	4.4	8.1	2.8	10.1	.2
Nonmanufacturing .....	100.0	75.1	24.9	5.9	2.5	5.1	2.4	8.9	( <sup>2</sup> )

<sup>1</sup> Includes severance pay and supplemental unemployment benefits.

<sup>2</sup> Cost per hour worked is \$0.01 or less.

Table 14. PRIVATE INDUSTRY BY ESTABLISHMENT EMPLOYMENT SIZE: Employer costs per hour worked for employee compensation, and costs as a percent of total compensation, March 1997

Industry and occupational group, and employment size	Total compen- sation	Wages and salaries	Benefit costs						
			Total	Paid leave	Supple- mental pay	Insurance	Retirement and savings	Legally required benefits	Other benefits <sup>1</sup>
Cost per hour worked									
All workers in private industry .....	\$17.97	\$13.04	\$4.94	\$1.14	\$0.51	\$1.09	\$0.55	\$1.62	\$0.03
1-99 workers .....	15.37	11.54	3.82	0.78	0.39	0.79	0.35	1.50	( <sup>2</sup> )
100 or more workers .....	20.61	14.55	6.06	1.50	0.64	1.39	0.74	1.75	0.05
100-499 workers .....	16.97	12.29	4.68	1.06	0.46	1.08	0.51	1.56	0.02
500 or more workers .....	24.75	17.12	7.63	2.00	0.83	1.74	1.01	1.97	0.08
Goods-producing industries <sup>3</sup> .....	21.86	14.92	6.94	1.45	0.82	1.64	0.85	2.11	0.07
1-99 workers .....	18.48	13.16	5.32	0.81	0.50	1.16	0.64	2.18	( <sup>2</sup> )
100 or more workers .....	23.91	15.98	7.93	1.84	1.02	1.92	0.98	2.07	0.10
100-499 workers .....	19.91	13.56	6.36	1.28	0.79	1.59	0.76	1.92	0.02
500 or more workers .....	27.81	18.34	9.47	2.38	1.25	2.25	1.19	2.23	0.18
Service-producing industries <sup>4</sup> .....	16.73	12.44	4.29	1.04	0.42	0.92	0.45	1.46	( <sup>2</sup> )
1-99 workers .....	14.68	11.18	3.49	0.78	0.37	0.71	0.29	1.34	( <sup>2</sup> )
100 or more workers .....	19.18	13.93	5.25	1.35	0.47	1.16	0.64	1.61	0.02
100-499 workers .....	15.83	11.80	4.03	0.97	0.34	0.88	0.41	1.42	0.02
500 or more workers .....	23.25	16.52	6.73	1.81	0.63	1.50	0.91	1.84	0.03
White-collar occupations .....	21.60	15.94	5.66	1.53	0.56	1.20	0.65	1.69	0.03
1-99 workers .....	18.29	13.88	4.41	1.10	0.49	0.92	0.42	1.48	( <sup>2</sup> )
100 or more workers .....	24.89	18.00	6.89	1.96	0.63	1.48	0.88	1.89	0.05
100-499 workers .....	20.62	15.26	5.36	1.41	0.48	1.17	0.63	1.65	0.03
500 or more workers .....	28.70	20.44	8.26	2.44	0.77	1.76	1.11	2.11	0.07
Blue-collar occupations .....	17.19	11.80	5.39	0.93	0.65	1.29	0.62	1.86	0.04
1-99 workers .....	15.81	11.36	4.45	0.65	0.45	0.99	0.45	1.91	( <sup>2</sup> )
100 or more workers .....	18.47	12.19	6.27	1.20	0.84	1.57	0.78	1.81	0.06
100-499 workers .....	16.27	11.14	5.12	0.94	0.61	1.29	0.58	1.70	( <sup>2</sup> )
500 or more workers .....	21.46	13.63	7.84	1.56	1.16	1.96	1.06	1.96	0.13
Percent of total compensation									
All workers in private industry .....	100.0	72.5	27.5	6.3	2.9	6.1	3.0	9.0	0.1
1-99 workers .....	100.0	75.1	24.9	5.1	2.6	5.2	2.3	9.7	( <sup>2</sup> )
100 or more workers .....	100.0	70.6	29.4	7.3	3.1	6.7	3.6	8.5	0.2
100-499 workers .....	100.0	72.4	27.6	6.2	2.7	6.4	3.0	9.2	0.1
500 or more workers .....	100.0	69.2	30.8	8.1	3.4	7.0	4.1	7.9	0.3
Goods-producing industries <sup>3</sup> .....	100.0	68.2	31.8	6.6	3.8	7.5	3.9	9.7	0.3
1-99 workers .....	100.0	71.2	28.8	4.4	2.7	6.3	3.5	11.8	( <sup>2</sup> )
100 or more workers .....	100.0	66.8	33.2	7.7	4.3	8.0	4.1	8.7	0.4
100-499 workers .....	100.0	68.1	31.9	6.5	3.9	8.0	3.8	9.6	0.1
500 or more workers .....	100.0	66.0	34.0	8.6	4.5	8.1	4.3	8.0	0.6
Service-producing industries <sup>4</sup> .....	100.0	74.3	25.7	6.2	2.5	5.5	2.7	8.7	( <sup>2</sup> )
1-99 workers .....	100.0	76.2	23.8	5.3	2.5	4.8	2.0	9.2	( <sup>2</sup> )
100 or more workers .....	100.0	72.6	27.4	7.0	2.5	6.0	3.3	8.4	0.1
100-499 workers .....	100.0	74.5	25.5	6.1	2.1	5.6	2.6	8.9	0.1
500 or more workers .....	100.0	71.1	28.9	7.8	2.7	6.4	3.9	7.9	0.1
White-collar occupations .....	100.0	73.8	26.2	7.1	2.6	5.6	3.0	7.8	0.1
1-99 workers .....	100.0	75.9	24.1	6.0	2.7	5.0	2.3	8.1	( <sup>2</sup> )
100 or more workers .....	100.0	72.3	27.7	7.9	2.5	5.9	3.5	7.6	0.2
100-499 workers .....	100.0	74.0	26.0	6.8	2.3	5.7	3.0	8.0	0.1
500 or more workers .....	100.0	71.2	28.8	8.5	2.7	6.1	3.9	7.3	0.2
Blue-collar occupations .....	100.0	68.6	31.4	5.4	3.8	7.5	3.6	10.8	0.2
1-99 workers .....	100.0	71.9	28.1	4.1	2.8	6.2	2.8	12.1	( <sup>2</sup> )
100 or more workers .....	100.0	66.0	34.0	6.5	4.6	8.5	4.2	9.8	0.3
100-499 workers .....	100.0	68.5	31.5	5.8	3.7	7.9	3.6	10.4	( <sup>2</sup> )
500 or more workers .....	100.0	63.5	36.5	7.3	5.4	9.1	4.9	9.1	0.6

<sup>1</sup> Includes severance pay and supplemental unemployment benefits.

<sup>2</sup> Cost per hour worked is \$0.01 or less.

<sup>3</sup> Includes mining, construction, and manufacturing.

<sup>4</sup> Includes transportation, communication, and public utilities; wholesale and retail trade; finance, insurance, and real estate; and service industries.

Table 15. PRIVATE INDUSTRY HEALTH SERVICES BY OCCUPATIONAL CATEGORIES: Employer costs per hour worked for employee compensation, and costs as a percent of total compensation, March 1997

Series	Total compensation	Wages and salaries	Benefit costs						
			Total	Paid leave	Supplemental pay	Insurance	Retirement and savings	Legally required benefits	Other benefits <sup>1</sup>
Cost per hour worked									
Health services .....	\$18.32	\$13.55	\$4.77	\$1.35	\$0.41	\$1.00	\$0.52	\$1.49	(2)
Professional specialty and technical occupations .....	25.67	19.07	6.60	1.92	.68	1.26	.72	2.02	(2)
Professional occupations .....	29.26	21.65	7.61	2.34	.83	1.36	.85	2.23	(2)
Nurses .....	28.07	20.36	7.71	2.27	1.05	1.38	.73	2.27	(2)
Technical occupations .....	19.84	14.87	4.96	1.25	.45	1.10	.50	1.67	(2)
Administrative support, including clerical occupations .....	14.79	10.54	4.25	1.18	.25	1.07	.60	1.13	(2)
Service occupations .....	10.81	8.13	2.68	.62	.21	.63	.19	1.02	(2)
Hospitals .....	21.60	15.33	6.27	1.82	.71	1.51	.55	1.67	(2)
Professional specialty and technical occupations .....	26.77	19.16	7.61	2.23	1.04	1.60	.65	2.08	(2)
Professional occupations .....	29.36	21.15	8.21	2.42	1.20	1.59	.71	2.28	(2)
Nurses .....	29.51	21.04	8.47	2.45	1.42	1.57	.70	2.32	(2)
Technical occupations .....	20.24	14.14	6.10	1.75	.64	1.63	.51	1.56	(2)
Administrative support, including clerical occupations .....	15.36	10.65	4.70	1.32	.30	1.48	.44	1.15	(2)
Service occupations .....	12.96	8.82	4.14	1.00	.42	1.37	.31	1.04	(2)
Nursing homes .....	12.26	9.21	3.06	.77	.24	.62	.13	1.29	(2)
Professional specialty and technical occupations .....	18.14	13.78	4.36	1.12	.42	.67	.21	1.94	(2)
Professional occupations .....	20.36	15.63	4.73	1.25	.38	.72	.25	2.13	(2)
Technical occupations .....	16.16	12.13	4.03	1.00	.45	.62	.17	1.78	(2)
Service occupations .....	9.82	7.29	2.53	.59	.20	.57	.11	1.07	(2)
Percent of total compensation									
Health services .....	100.0	73.9	26.1	7.4	2.2	5.5	2.8	8.1	(2)
Professional specialty and technical occupations .....	100.0	74.3	25.7	7.5	2.7	4.9	2.8	7.9	(2)
Professional occupations .....	100.0	74.0	26.0	8.0	2.8	4.7	2.9	7.6	(2)
Nurses .....	100.0	72.5	27.5	8.1	3.7	4.9	2.6	8.1	(2)
Technical occupations .....	100.0	75.0	25.0	6.3	2.2	5.5	2.5	8.4	(2)
Administrative support, including clerical occupations .....	100.0	71.3	28.7	8.0	1.7	7.2	4.1	7.7	(2)
Service occupations .....	100.0	75.2	24.8	5.8	2.0	5.9	1.7	9.4	(2)
Hospitals .....	100.0	71.0	29.0	8.4	3.3	7.0	2.5	7.7	(2)
Professional specialty and technical occupations .....	100.0	71.6	28.4	8.3	3.9	6.0	2.4	7.8	(2)
Professional occupations .....	100.0	72.0	28.0	8.2	4.1	5.4	2.4	7.8	(2)
Nurses .....	100.0	71.3	28.7	8.3	4.8	5.3	2.4	7.8	(2)
Technical occupations .....	100.0	69.9	30.1	8.6	3.2	8.0	2.5	7.7	(2)
Administrative support, including clerical occupations .....	100.0	69.4	30.6	8.6	2.0	9.7	2.9	7.5	(2)
Service occupations .....	100.0	68.1	31.9	7.7	3.3	10.6	2.4	8.0	(2)
Nursing homes .....	100.0	75.1	24.9	6.3	2.0	5.0	1.1	10.5	(2)
Professional specialty and technical occupations .....	100.0	76.0	24.0	6.2	2.3	3.7	1.1	10.7	(2)
Professional occupations .....	100.0	76.8	23.2	6.2	1.9	3.5	1.2	10.4	(2)
Technical occupations .....	100.0	75.1	24.9	6.2	2.8	3.8	1.1	11.0	(2)
Service occupations .....	100.0	74.2	25.8	6.0	2.0	5.8	1.1	10.9	(2)

<sup>1</sup> Includes severance pay and supplemental unemployment benefits.

<sup>2</sup> Cost per hour worked is \$0.01 or less.

Table 16. SPECIAL INDUSTRIES: Employer costs for employee compensation, and costs as a percent of total compensation, March 1997

Series	Total compensation	Wages and salaries	Benefit costs						
			Total	Paid leave	Supplemental pay	Insurance	Retirement and savings	Legally required benefits	Other benefits <sup>1</sup>
Cost per hour worked									
Transportation equipment manufacturing (SIC 37) .....	\$31.06	\$19.00	\$12.06	\$2.67	\$1.75	\$2.92	\$1.56	\$2.79	\$0.37
White-collar occupations .....	36.48	24.74	11.74	3.57	.91	2.66	1.58	2.79	.23
Professional specialty and technical .....	41.59	28.67	12.92	4.08	.82	2.84	1.79	3.16	.24
Executive, administrative, managerial .....	40.15	27.42	12.73	4.25	1.05	2.61	1.71	2.91	.20
Blue-collar occupations .....	28.22	16.10	12.13	2.20	2.15	3.05	1.54	2.77	.42
Service occupations .....	32.33	17.06	15.26	2.77	2.93	3.25	2.04	3.27	1.00
Aircraft manufacturing (SIC 3721) .....	33.98	22.63	11.35	3.07	1.05	2.75	1.58	2.81	.09
White-collar occupations .....	36.32	24.83	11.50	3.43	.72	2.66	1.71	2.90	.08
Blue-collar occupations .....	30.14	19.04	11.10	2.48	1.64	2.91	1.37	2.66	.05
Public utilities (SIC's 48, 49) .....	26.73	18.62	8.10	2.31	.73	2.07	.92	1.99	.07
White-collar occupations .....	26.54	18.74	7.80	2.27	.60	2.00	.89	1.96	.08
Blue-collar occupations .....	27.58	18.67	8.91	2.47	1.02	2.27	1.00	2.10	.05
Communications (SIC 48) .....	24.22	17.20	7.02	1.93	.64	1.87	.69	1.83	.06
White-collar occupations .....	23.81	17.07	6.74	1.89	.56	1.77	.64	1.81	.07
Blue-collar occupations .....	26.10	17.97	8.13	2.17	.91	2.25	.85	1.91	.04
Electric, gas, and sanitary services (SIC 49) .....	30.64	20.84	9.80	2.91	.88	2.39	1.28	2.25	.09
White-collar occupations .....	32.44	22.35	10.08	3.09	.70	2.49	1.42	2.27	.12
Blue-collar occupations .....	28.82	19.26	9.56	2.72	1.10	2.29	1.13	2.25	.06
Percent of total compensation									
Transportation equipment manufacturing (SIC 37) .....	100.0	61.2	38.8	8.6	5.6	9.4	5.0	9.0	1.2
White-collar occupations .....	100.0	67.8	32.2	9.8	2.5	7.3	4.3	7.6	.6
Professional specialty and technical .....	100.0	68.9	31.1	9.8	2.0	6.8	4.3	7.6	.6
Executive, administrative, managerial .....	100.0	68.3	31.7	10.6	2.6	6.5	4.2	7.2	.5
Blue-collar occupations .....	100.0	57.0	43.0	7.8	7.6	10.8	5.5	9.8	1.5
Service occupations .....	100.0	52.8	47.2	8.6	9.1	10.1	6.3	10.1	3.1
Aircraft manufacturing (SIC 3721) .....	100.0	66.6	33.4	9.0	3.1	8.1	4.6	8.3	.3
White-collar occupations .....	100.0	68.4	31.6	9.4	2.0	7.3	4.7	8.0	.2
Blue-collar occupations .....	100.0	63.2	36.8	8.2	5.4	9.7	4.5	8.8	.2
Public utilities (SIC's 48, 49) .....	100.0	69.7	30.3	8.7	2.7	7.7	3.4	7.5	.3
White-collar occupations .....	100.0	70.6	29.4	8.5	2.3	7.5	3.3	7.4	.3
Blue-collar occupations .....	100.0	67.7	32.3	9.0	3.7	8.2	3.6	7.6	.2
Communications (SIC 48) .....	100.0	71.0	29.0	8.0	2.6	7.7	2.8	7.5	.2
White-collar occupations .....	100.0	71.7	28.3	7.9	2.4	7.4	2.7	7.6	.3
Blue-collar occupations .....	100.0	68.8	31.2	8.3	3.5	8.6	3.2	7.3	.1
Electric, gas, and sanitary services (SIC 49) .....	100.0	68.0	32.0	9.5	2.9	7.8	4.2	7.4	.3
White-collar occupations .....	100.0	68.9	31.1	9.5	2.1	7.7	4.4	7.0	.4
Blue-collar occupations .....	100.0	66.8	33.2	9.4	3.8	8.0	3.9	7.8	.2

<sup>1</sup> Includes severance pay and supplemental unemployment benefits.

**Table A1. Employer Costs for Employee Compensation: Civilian workers by occupational and industry group, corrected data for March 1994**

Series	As originally published			Corrected			Difference		
	Total compensation	Wages and salaries	Total benefits	Total compensation	Wages and salaries	Total benefits	Total compensation	Wages and salaries	Total benefits
Civilian workers .....	\$18.43	\$13.06	\$5.37	\$18.30	\$12.95	\$5.35	-\$0.13	-\$0.11	-\$0.02
Occupational group									
White-collar occupations.....	21.86	15.85	6.01	21.87	15.82	6.05	0.01	-0.03	0.04
Professional specialty and technical	29.15	21.37	7.77	30.02	21.91	8.11	0.87	0.54	0.34
Professional.....	30.23	22.30	7.93	31.91	23.40	8.51	1.68	1.10	0.58
Nurses.....	27.46	19.80	7.66	27.17	19.65	7.52	-0.29	-0.15	-0.14
Teachers.....	30.71	23.31	7.40	34.76	26.16	8.61	4.05	2.85	1.21
Technical.....	24.13	17.07	7.06	23.42	16.71	6.71	-0.71	-0.36	-0.35
Executive, administrative, and managerial.....	31.28	22.44	8.84	31.24	22.41	8.83	-0.04	-0.03	-0.01
Administrative support, including clerical.....	14.90	10.41	4.49	14.87	10.38	4.49	-0.03	-0.03	0.00
Blue-collar occupations.....	17.09	11.38	5.70	17.08	11.38	5.70	-0.01	0.00	0.00
Service occupations.....	10.00	7.18	2.82	9.96	7.17	2.79	-0.04	-0.01	-0.03
Industry group									
Services.....	19.68	14.39	5.29	19.36	14.11	5.24	-0.32	-0.28	-0.05
Health services.....	19.29	13.64	5.66	17.99	12.95	5.04	-1.30	-0.69	-0.62
Hospitals.....	20.57	14.37	6.20	20.57	14.37	6.20	0.00	0.00	0.00
Educational services.....	25.62	18.87	6.75	27.73	20.19	7.54	2.11	1.32	0.79
Elementary and secondary education.....	25.52	18.80	6.72	28.10	20.40	7.70	2.58	1.60	0.98
Higher education.....	28.14	20.60	7.54	28.14	20.60	7.54	0.00	0.00	0.00

**Table A2. Employer Costs for Employee Compensation: Civilian workers by occupational and industry group, corrected data for March 1995**

Series	As originally published			Corrected			Difference		
	Total compensation	Wages and salaries	Total benefits	Total compensation	Wages and salaries	Total benefits	Total compensation	Wages and salaries	Total benefits
Civilian workers .....	\$18.38	\$13.12	\$5.26	\$18.21	\$12.98	\$5.24	-\$0.17	-\$0.14	-\$0.02
Occupational group									
White-collar occupations.....	21.87	15.94	5.93	21.83	15.87	5.97	-0.04	-0.07	0.04
Professional specialty and technical	29.07	21.42	7.65	29.77	21.83	7.93	0.70	0.41	0.28
Professional .....	30.17	22.36	7.81	31.59	23.28	8.31	1.42	0.92	0.50
Nurses .....	28.00	20.34	7.67	27.58	20.12	7.46	-0.42	-0.22	-0.21
Teachers.....	30.26	23.06	7.20	34.07	25.72	8.35	3.81	2.66	1.15
Technical .....	23.87	16.97	6.90	23.29	16.71	6.58	-0.58	-0.26	-0.32
Executive, administrative, and managerial .....	32.34	23.14	9.20	32.32	23.12	9.21	-0.02	-0.02	0.01
Administrative support, including clerical.....	14.86	10.51	4.36	14.84	10.48	4.36	-0.02	-0.03	0.00
Blue-collar occupations.....	16.92	11.39	5.53	16.91	11.39	5.53	-0.01	0.00	0.00
Service occupations .....	9.98	7.21	2.77	9.98	7.22	2.76	0.00	0.01	-0.01
Industry group									
Services .....	19.53	14.38	5.15	19.10	14.01	5.09	-0.43	-0.37	-0.06
Health services.....	19.59	13.90	5.69	18.01	13.00	5.00	-1.58	-0.90	-0.69
Hospitals .....	21.14	14.83	6.31	21.14	14.83	6.31	0.00	0.00	0.00
Educational services.....	24.99	18.51	6.48	26.64	19.50	7.14	1.65	0.99	0.66
Elementary and secondary education .....	24.57	18.27	6.30	26.37	19.36	7.01	1.80	1.09	0.71
Higher education .....	28.11	20.43	7.68	28.11	20.43	7.68	0.00	0.00	0.00

**Table A3. Employer Costs for Employee Compensation: Civilian workers by occupational and industry group and private industry, full-time workers in manufacturing, corrected data for March 1996**

Series	As originally published			Corrected			Difference		
	Total compensation	Wages and salaries	Total benefits	Total compensation	Wages and salaries	Total benefits	Total compensation	Wages and salaries	Total benefits
Civilian workers .....	\$18.82	\$13.48	\$5.34	\$18.68	\$13.36	\$5.32	-\$0.14	-\$0.12	-\$0.02
Occupational group									
White-collar occupations.....	22.52	16.43	6.09	22.52	16.40	6.12	0.00	-0.03	0.03
Professional specialty and technical	30.09	22.10	7.99	30.82	22.55	8.27	0.73	0.45	0.28
Professional .....	31.14	23.00	8.14	32.60	23.95	8.65	1.46	0.95	0.51
Nurses .....	29.16	21.10	8.07	28.69	20.87	7.82	-0.47	-0.23	-0.25
Teachers.....	31.46	23.94	7.52	35.50	26.82	8.68	4.04	2.88	1.16
Technical .....	24.94	17.69	7.25	24.24	17.36	6.88	-0.70	-0.33	-0.37
Executive, administrative, and managerial .....	32.90	23.71	9.20	33.05	23.81	9.24	0.15	0.10	0.04
Administrative support, including clerical.....	15.17	10.72	4.45	15.17	10.73	4.44	0.00	0.01	-0.01
Blue-collar occupations.....	17.28	11.72	5.56	17.28	11.73	5.56	0.00	0.01	0.00
Service occupations .....	10.17	7.37	2.80	10.17	7.38	2.79	0.00	0.01	-0.01
Industry group									
Services.....	19.90	14.67	5.23	19.54	14.37	5.16	-0.36	-0.30	-0.07
Health services.....	20.04	14.14	5.91	18.34	13.21	5.12	-1.70	-0.93	-0.79
Hospitals .....	21.71	15.10	6.61	21.71	15.10	6.61	0.00	0.00	0.00
Educational services.....	25.57	18.95	6.62	27.70	20.34	7.37	2.13	1.39	0.75
Elementary and secondary education .....	24.80	18.45	6.35	27.33	20.12	7.21	2.53	1.67	0.86
Higher education .....	29.29	21.38	7.91	29.29	21.38	7.91	0.00	0.00	0.00
Private industry									
Full-time workers									
Manufacturing .....	20.00	13.46	6.54	21.25	14.28	6.97	1.25	0.82	0.43



## EXPLANATORY NOTES

Employer Costs for Employee Compensation is a measure of the average cost per employee hour worked to employers for wages and salaries and benefits.

Wages and salaries are defined as the hourly straight-time wage rate or, for workers not paid on an hourly basis, straight-time earnings divided by the corresponding hours. Straight-time wage and salary rates are total earnings before payroll deductions, excluding premium pay for overtime and for work on weekends and holidays, shift differentials, nonproduction bonuses, and lump-sum payments provided in lieu of wage increases. Production bonuses, incentive earnings, commission payments, and cost-of-living adjustments are included in straight-time wage and salary rates.

Benefits covered are: paid leave--paid vacations, holidays, sick leave, and other leave; supplemental pay--premium pay for overtime and work on weekends and holidays, shift differentials, nonproduction bonuses, and lump-sum payments provided in lieu of wage increases; insurance benefits--life, health, sickness and accident insurance and long-term disability insurance; retirement and savings benefits--defined benefit and defined contribution plans; legally required benefits--Social Security (OASDI and Medicare), federal and state unemployment insurance, workers' compensation, and other benefits required by law, such as state temporary disability insurance; and other benefits--severance pay and supplemental unemployment plans.

### The Survey

Employer Costs for Employee Compensation covers all occupations in private industry and state and local governments, but excludes farms and households. These cost levels are published once a year with the payroll period including March 12<sup>th</sup> as the reference period.

The cost levels published in this release are based on a sample of about 18,300 occupations within 4,200 sample establishments in private industry and about 4,500 occupations within 850 establishments in state and local governments. The sample establishments are classified in industry categories based on the 1987 Standard Industrial Classification (SIC) manual, as defined by the U.S. Office of Management and Budget. Within an establishment, specific job categories are selected to represent broader major occupational groups such as professional specialty and technical occupations.

The cost levels are calculated with current employment weights each year. The March 1997 compensation cost levels were calculated using the March 1997 employment counts from the Bureau of Labor Statistics Current Employment Statistics (CES) program benchmarked to the 1996 universe of all private nonfarm establishments. For private industry, in most cases, the employment counts used were total employment estimates for 2-digit major industry groups (such as primary metal manufacturing or food stores) as defined by the SIC manual. For the aerospace industries, employment estimates for 4-digit industries such as aircraft manufacturing were used. In transportation and public utilities, Standard Industrial Classification (SIC) coding changes that were introduced with the 1996 CES benchmark were not incorporated into these estimates. Rather, the employment estimates used reflect the employment counts as they would have been if the SIC coding changes had not been made. This was done so that the employment counts would be consistent with the weighted costs (which could not be converted to the new coding structure this year) used in the calculation of these costs levels. Because of the potential impact on the 1997 estimate for the transportation and public utilities series, that series was not published this year. However, these data were used in the calculation of higher level series—service-producing industries, nonmanufacturing, and all workers. In the future, these estimates will conform to the CES SIC coding scheme. For more information on the SIC coding changes, see "BLS Establishment Estimates Revised to Incorporate March 1996 Benchmarks" in the June 1997 issue of Employment and Earnings. For state and local governments, the employment counts used ranged from those for 3-digit industries, such as hospitals, to those for major industry divisions, such as public administration.

The employment data from these 2-digit, 3-digit, or 4-digit industries were distributed to major occupational groups (such as executives, administrators, and managers or machine operators, assemblers, and inspectors) using the relative importance of the groups as estimated by the Employment Cost Index (ECI) sample. Because the ECI establishment sample is completely replaced over a period of several years, the major occupational group employment counts from the ECI are affected by the age of the sample. However, differences of a few years in the age of the occupational employment data within industries are likely to have only a small impact on the estimates.

In contrast, the ECI, which measures the change in employer costs for employee compensation, is calculated with fixed 1990 employment counts to prevent employment shifts among occupations and industries from influencing the changes. Therefore, year-to-year changes in the cost levels will differ from those in the ECI.

More information on the cost levels, including how the costs are calculated, appears in the article "Analyzing employers' costs for wages, salaries, and benefits" in the October 1987 issue of the Monthly Labor Review. The published cost levels for March 1987 also appear in that article.

An annual bulletin is issued from the ECI program. The most recent bulletin, Employment Cost Indexes and Levels--1975-95 (Bulletin 2466) with an Errata dated October 1995, provides historical data on ECI indexes as well as employer costs for employee compensation data for March 1993, March 1994, and March 1995. Measures of the precision of both the Employment Cost Index and the employer costs for employee compensation, an explanation of survey methods, and a discussion of the published information also are included. Please note that Tables 14, 15, 30, and 31 in the bulletin contain the incorrect data that is corrected in tables A1 and A2 of this news release.

Copies of articles, bulletins, and other information can be obtained by calling (202) 606-6199, e-mailing [olctinfo@bls.gov](mailto:olctinfo@bls.gov), or visiting <http://stats.bls.gov/ecthome.htm>.

### The Relative Standard Errors

Because the data are based on a sample survey, the compensation cost estimates probably differ from the figures that would be obtained from all units covered by the survey. To determine the precision of each cost level estimate, a standard error was calculated.

The standard error defines a range (confidence interval) around the cost estimate. The approximate 95-percent confidence interval is the estimate plus or minus twice the standard error. The standard error also can be expressed as a percent of the cost estimate, or the relative standard error. For example, the 95-percent confidence interval for a cost estimate of \$10 with a relative standard error of 1.0 percent would be \$10.00 plus or minus 2.0 percent (2 times 1.0 percent) or \$9.80 to \$10.20. One can be 95 percent confident that the "true" cost falls within the confidence interval. The relative standard error is shown with the cost estimates for some series in the appendix. Relative standard errors for all published estimates are available upon request. For a fuller explanation of the relative standard errors, see "Analyzing employers' costs for wages, salaries, and benefits," in the October 1987 issue of the Monthly Labor Review.

Standard errors relate to differences that occur from sampling errors, but not from nonsampling errors. Sampling errors are differences that occur between the results computed from a sample of observations and those computed from all observations in the population. Nonsampling errors are not measured. They include such things as survey nonresponse, data collection errors, and processing errors. Survey nonresponse is due to sample members that are unable or unwilling to participate in the survey; data collection errors include incorrect data provided by the respondent or definitional difficulties; and processing errors include errors in recording, coding, and entering data. Although nonsampling error is not measured, many procedures for reducing such errors are in place, through several quality assurance programs. These include data collection reinterviews, observed

interviews, computer edits of the data, and systematic professional review of the reports on which the data are recorded. Extensive training of field economists also is conducted to maintain high standards in data collection.

### **Comparing Private and Public Sector Data**

Aggregate compensation cost levels in state and local governments should not be compared directly with those in private industry. Differences between the two sectors stem from a number of factors, particularly the variation in work activities and occupational structures. Manufacturing and sales, for example, make up a large part of private industry work activities, but are rarely found in state and local governments. White-collar occupations account for two-thirds of the state and local government workforce (largely professional occupations including teachers), compared with one-half in private industry.

An article examining in more detail differences in compensation levels between private industry and state and local governments, "Cost of employee compensation in public and private sectors," was in the May 1993 issue of the BLS publication, Monthly Labor Review.

Appendix. Employer costs per hour worked for components of compensation, and relative standard errors,<sup>1</sup> by major industry and occupation categories, March 1997

Industry or occupation category	Total compensation	Wages and salaries	Benefit costs							
			Total	Paid leave	Supplemental pay	Insurance	Retirement and savings	Legally required benefits	Other benefits <sup>2</sup>	
Civilian workers										
Cost per hour worked .....	\$19.22	\$13.85	\$5.37	\$1.27	\$0.47	\$1.23	\$0.75	\$1.62	\$0.03	
Relative error .....	.8%	.8%	1.2%	1.5%	6.5%	1.3%	2.3%	.8%	10.7%	
State and local government workers										
Cost per hour worked .....	\$26.58	\$18.61	\$7.97	\$2.06	\$.23	\$2.09	\$1.95	\$1.61	\$.04	
Relative error .....	1.4%	1.4%	1.8%	1.7%	6.9%	2.1%	2.8%	2.0%	22.0%	
Private industry workers										
Cost per hour worked .....	\$17.97	\$13.04	\$4.94	\$1.14	\$.51	\$1.09	\$.55	\$1.62	\$.03	
Relative error .....	1.0%	1.0%	1.4%	1.9%	7.0%	1.7%	3.4%	.8%	11.7%	
Goods-producing industries										
Cost per hour worked .....	\$21.86	\$14.92	\$6.94	\$1.45	\$.82	\$1.64	\$.85	\$2.11	\$.07	
Relative error .....	1.7%	1.6%	2.3%	2.4%	4.9%	3.0%	5.5%	1.9%	17.2%	
Service-producing industries										
Cost per hour worked .....	\$16.73	\$12.44	\$4.29	\$1.04	\$.42	\$.92	\$.45	\$1.46	( <sup>3</sup> )	
Relative error .....	1.3%	1.2%	1.8%	2.4%	11.1%	1.9%	4.3%	.9%	( <sup>3</sup> )	
Manufacturing										
Cost per hour worked .....	\$21.84	\$14.79	\$7.05	\$1.66	\$.88	\$1.70	\$.79	\$1.94	\$.08	
Relative error .....	2.1%	2.1%	2.6%	2.8%	5.9%	3.0%	6.6%	2.1%	18.0%	
Nonmanufacturing industries										
Cost per hour worked .....	\$17.10	\$12.64	\$4.46	\$1.02	\$.43	\$.95	\$.49	\$1.55	( <sup>3</sup> )	
Relative error .....	1.2%	1.1%	1.8%	2.4%	10.0%	2.0%	4.0%	.9%	( <sup>3</sup> )	
White-collar workers										
Cost per hour worked .....	\$21.60	\$15.94	\$5.66	\$1.53	\$.56	\$1.20	\$.65	\$1.69	\$.03	
Relative error .....	1.3%	1.3%	1.8%	2.3%	12.4%	1.8%	3.8%	.9%	14.0%	
Blue-collar workers										
Cost per hour worked .....	\$17.19	\$11.80	\$5.39	\$.93	\$.65	\$1.29	\$.62	\$1.86	\$.04	
Relative error .....	1.4%	1.2%	2.2%	2.6%	3.3%	2.9%	5.8%	1.6%	13.7%	
Service workers										
Cost per hour worked .....	\$9.04	\$6.94	\$2.10	\$.37	\$.14	\$.44	\$.12	\$1.03	( <sup>3</sup> )	
Relative error .....	1.5%	1.3%	2.7%	4.9%	5.8%	5.2%	6.0%	1.9%	( <sup>3</sup> )	

<sup>1</sup> The relative error is the standard error expressed as a percent of the cost. One can be 95-percent confident that the interval around the cost estimate bounded by two times plus and two times minus the

standard error contains the "true" cost.

<sup>2</sup> Includes severance pay and supplemental unemployment benefits.

<sup>3</sup> Cost per hour worked is \$0.01 or less.