

News

United States
Department
of Labor



Bureau of Labor Statistics Washington, D.C. 20212

Technical Contact:
(202) 691-6199 ocltinfo@bls.gov
Media Contact:
(202) 691-5902
Internet address:
<http://www.bls.gov/ncs/ect/home.htm>

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EMPLOYER COSTS FOR EMPLOYEE COMPENSATION—SEPTEMBER 2002

In September 2002, employer costs for employee compensation for civilian workers in private industry and State and local government in the United States averaged \$23.44 per hour worked, the U.S. Department of Labor's Bureau of Labor Statistics reported today. Wages and salaries, which averaged \$16.93, accounted for 72.2 percent of these costs, while benefits, which averaged \$6.51, accounted for the remaining 27.8 percent. (See table 1.)

Legally required benefits averaged \$1.85 per hour (7.9 percent of total compensation), representing the largest non-wage employer cost. Employer costs for paid leave benefits averaged \$1.60 (6.8 percent), insurance benefits averaged \$1.67 (7.1 percent), and retirement and savings benefits averaged 80 cents (3.4 percent) per hour worked.

Private Industry

In September 2002, private industry employer compensation costs averaged \$22.01 per hour worked. Wages and salaries averaged \$16.00 per hour (72.7 percent), while benefits averaged \$6.01 (27.3 percent.) (See table 5.)

Employer costs for paid leave averaged \$1.45 per hour worked (6.6 percent), supplemental pay averaged 60 cents (2.7 percent), insurance benefits averaged \$1.45 (6.6 percent), retirement and savings averaged 63 cents (2.9 percent), and legally required benefits, the largest non-wage component, averaged \$1.84 (8.4 percent) per hour worked.

NOTE: The schedule for the Employer Costs for Employee Compensation has changed from an annual March release to a quarterly publication. Releases will be issued for March, June, September, and December. See page 21 for details.

Compensation costs in State and local governments

In September 2002, employer costs in State and local governments averaged \$31.89 per hour worked. Wages and salaries, which accounted for 70.2 percent of the total, averaged \$22.40, while benefits, which accounted for the remaining 29.8 percent, averaged \$9.49. (See table 3.)

Among State and local government employees, average hourly compensation costs were higher for white-collar occupations (\$35.43) than for blue-collar (\$25.30) and service occupations (\$24.26). Wages and salaries averaged \$25.55 per hour worked for white-collar occupations, \$16.53 for blue-collar occupations, and \$15.63 for service occupations. Wages and salaries accounted for about the same proportion of total compensation for blue-collar employees (65.3 percent) and service employees (64.4 percent); for white-collar employees, wages and salaries represented a significantly higher proportion of total compensation (72.1 percent). (See table 4.)

Employer costs for insurance benefits ranged from \$2.50 per hour, or 10.3 percent of total compensation, for service occupations, to \$3.12 per hour worked, or 8.8 percent of total compensation, for white-collar occupations for State and local employees. For blue-collar occupations, employer insurance costs averaged \$2.89, or 11.4 percent of compensation. The largest component of insurance costs is for health insurance, averaging \$2.83 for State and local government employees.

In September 2002, the average cost for retirement and savings benefits was \$1.81 per hour worked in State and local governments (5.7 percent of total compensation.) Included in this amount were employer costs for defined benefit plans, which averaged \$1.57 per hour (4.9 percent), and for defined contribution plans, which averaged 23 cents (0.7 percent). Defined benefit plans specify a formula for determining future benefits while defined contribution plans specify employer contributions, but do not guarantee future benefits.

A major component of benefit costs is paid leave, including vacations, holidays, sick leave, and other leave such as personal leave, military leave, and funeral leave. The average cost for paid leave was \$2.49 per hour worked for State and local employees. Among occupational groups, the average cost for white-collar workers was \$2.58 (7.3 percent of total compensation); blue-collar workers averaged \$2.35 (9.3 percent), and service workers averaged \$2.26 (9.3 percent).

Costs for legally required benefits, including Social Security, unemployment insurance (both State and Federal), and workers' compensation, averaged \$1.89 per hour worked for State and local employees. The average cost for white-collar workers was \$2.01, blue-collar workers averaged \$1.76, and service workers averaged \$1.57 per hour worked.

Employer Costs for Employee Compensation, September 2002

Chart A. Relative importance of employer costs for employee compensation, September 2002

Compensation component	Civilian workers	State and local government	Private industry
Wages and salaries	72.2%	70.2%	72.7%
Benefits	27.8	29.8	27.3
Paid leave	6.8	7.8	6.6
Supplemental pay	2.4	.9	2.7
Insurance	7.1	9.3	6.6
Health benefits	6.6	8.9	6.1
Retirement & savings	3.4	5.7	2.9
Defined benefit	1.8	4.9	1.0
Defined contribution	1.6	.7	1.9
Legally required	7.9	5.9	8.4
Other benefits	.1	.2	.1

Chart B. Employer costs for employee compensation, State and local government, September 2002

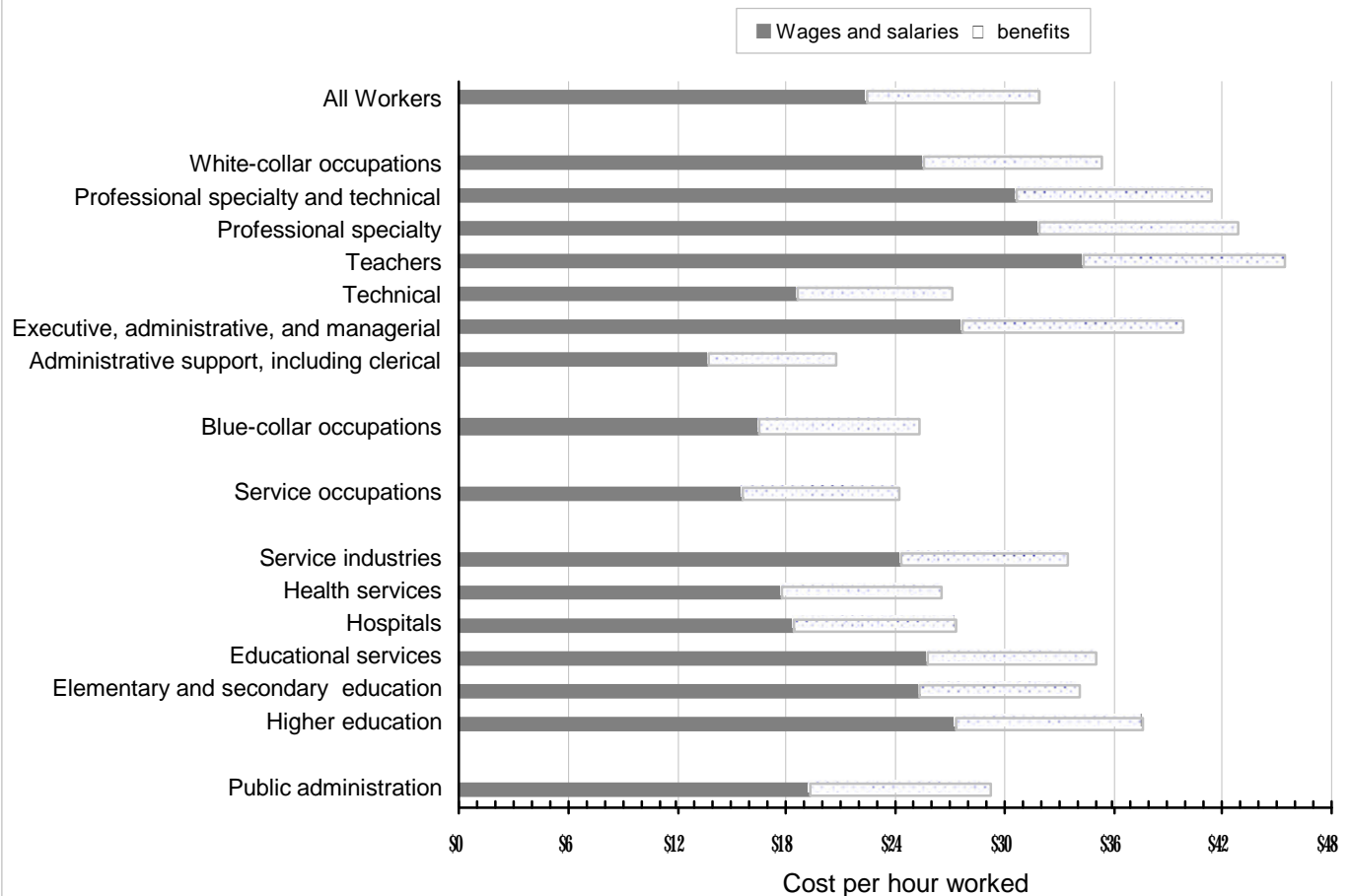


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Table 1. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Civilian workers, by major occupational group, September 2002

Compensation component	Civilian workers		White collar		Blue collar		Service	
	Cost	Percent	Cost	Percent	Cost	Percent	Cost	Percent
Total compensation	\$23.44	100.0	\$28.33	100.0	\$20.86	100.0	\$13.34	100.0
Wages and salaries	16.93	72.2	20.78	73.3	14.40	69.0	9.73	72.9
Total benefits	6.51	27.8	7.55	26.7	6.47	31.0	3.61	27.1
Paid leave	1.60	6.8	2.09	7.4	1.22	5.8	.77	5.8
Vacation .....	.75	3.2	.96	3.4	.61	2.9	.35	2.6
Holiday .....	.54	2.3	.70	2.5	.43	2.1	.25	1.9
Sick .....	.23	1.0	.33	1.2	.12	.6	.13	1.0
Other .....	.08	.3	.11	.4	.05	.2	.04	.3
Supplemental pay .....	.56	2.4	.57	2.0	.73	3.5	.26	1.9
Premium ¹ .....	.23	1.0	.12	.4	.51	2.4	.13	1.0
Shift differentials .....	.06	.3	.06	.2	.07	.3	.05	.4
Nonproduction bonuses .....	.27	1.2	.40	1.4	.16	.8	.08	.6
Insurance	1.67	7.1	1.89	6.7	1.73	8.3	.93	7.0
Life .....	.04	.2	.06	.2	.04	.2	.02	.1
Health	1.55	6.6	1.75	6.2	1.62	7.8	.88	6.6
Short-term disability .....	.04	.2	.04	.1	.05	.2	.02	.1
Long-term disability .....	.03	.1	.05	.2	.02	.1	(²)	(³)
Retirement and savings .....	.80	3.4	.97	3.4	.74	3.5	.42	3.1
Defined benefit .....	.42	1.8	.45	1.6	.45	2.2	.31	2.3
Defined contribution .....	.38	1.6	.53	1.9	.29	1.4	.10	.7
Legally required benefits	1.85	7.9	1.98	7.0	2.02	9.7	1.22	9.1
Social Security ⁴	1.36	5.8	1.62	5.7	1.22	5.8	.81	6.1
OASDI	1.08	4.6	1.29	4.6	.99	4.7	.64	4.8
Medicare .....	.27	1.2	.33	1.2	.23	1.1	.16	1.2
Federal unemployment insurance .....	.03	.1	.03	.1	.03	.1	.03	.2
State unemployment insurance .....	.09	.4	.08	.3	.11	.5	.08	.6
Workers' compensation .....	.38	1.6	.25	.9	.66	3.2	.31	2.3
Other benefits ⁵ .....	.03	.1	.04	.1	.03	.1	(²)	(³)

¹ Includes premium pay for work in addition to the regular work schedule (such as overtime, weekends, and holidays).

² Cost per hour worked is \$0.01 or less.

³ Less than .05 percent.

⁴ The total employer's cost for Social Security is comprised of an

OASDI portion and a Medicare portion. OASDI is the acronym for Old-Age, Survivors, and Disability Insurance.

⁵ Includes severance pay and supplemental unemployment benefits.

Note: The sum of individual items may not equal totals due to rounding.

Table 2. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Civilian workers, by occupational and industry group, September 2002

Series	Total compensation	Wages and salaries	Benefit costs						
			Total	Paid leave	Supplemental pay	Insurance	Retirement and savings	Legally required benefits	Other benefits ¹
Cost per hour worked by year									
Civilian workers	\$23.44	\$16.93	\$6.51	\$1.60	\$0.56	\$1.67	\$0.80	\$1.85	\$0.03
Occupational group									
White-collar occupations	28.33	20.78	7.55	2.09	.57	1.89	.97	1.98	.04
Professional specialty and technical	38.02	28.09	9.93	2.84	.56	2.44	1.51	2.52	.06
Professional specialty	40.74	30.27	10.47	3.03	.53	2.56	1.66	2.62	.07
Nurses	34.51	25.02	9.49	2.77	1.21	1.84	.99	2.65	.02
Teachers	42.76	32.50	10.26	2.26	.09	3.05	2.31	2.46	.09
Technical	29.08	20.92	8.17	2.23	.66	2.06	1.01	2.18	.03
Executive, administrative, and managerial	42.30	30.43	11.87	3.66	1.37	2.43	1.55	2.79	.08
Administrative support, including clerical	18.66	13.31	5.34	1.34	.34	1.69	.57	1.38	.03
Blue-collar occupations	20.86	14.40	6.47	1.22	.73	1.73	.74	2.02	.03
Service occupations	13.34	9.73	3.61	.77	.26	.93	.42	1.22	(²)
Industry group									
Services	25.01	18.59	6.41	1.76	.32	1.66	.83	1.82	.02
Health services	25.13	18.21	6.93	2.16	.51	1.64	.73	1.88	(²)
Hospitals	27.63	19.34	8.29	2.42	.77	2.14	.88	2.06	.02
Educational services	34.20	25.25	8.95	2.18	.11	2.82	1.78	2.00	.06
Elementary and secondary education	33.49	24.88	8.61	1.90	.08	3.03	1.65	1.85	.09
Higher education	36.34	26.57	9.78	2.72	.15	2.60	2.06	2.24	(²)
Percent of total compensation									
Civilian workers	100.0	72.2	27.8	6.8	2.4	7.1	3.4	7.9	0.1
Occupational group									
White-collar occupations	100.0	73.3	26.7	7.4	2.0	6.7	3.4	7.0	.1
Professional specialty and technical	100.0	73.9	26.1	7.5	1.5	6.4	4.0	6.6	.2
Professional specialty	100.0	74.3	25.7	7.4	1.3	6.3	4.1	6.4	.2
Nurses	100.0	72.5	27.5	8.0	3.5	5.3	2.9	7.7	.1
Teachers	100.0	76.0	24.0	5.3	.2	7.1	5.4	5.8	.2
Technical	100.0	71.9	28.1	7.7	2.3	7.1	3.5	7.5	.1
Executive, administrative, and managerial	100.0	71.9	28.1	8.7	3.2	5.7	3.7	6.6	.2
Administrative support, including clerical	100.0	71.3	28.6	7.2	1.8	9.1	3.1	7.4	.2
Blue-collar occupations	100.0	69.0	31.0	5.8	3.5	8.3	3.5	9.7	.1
Service occupations	100.0	72.9	27.1	5.8	1.9	7.0	3.1	9.1	(³)
Industry group									
Services	100.0	74.3	25.6	7.0	1.3	6.6	3.3	7.3	.1
Health services	100.0	72.5	27.6	8.6	2.0	6.5	2.9	7.5	(³)
Hospitals	100.0	70.0	30.0	8.8	2.8	7.7	3.2	7.5	.1
Educational services	100.0	73.8	26.2	6.4	.3	8.2	5.2	5.8	.2
Elementary and secondary education	100.0	74.3	25.7	5.7	.2	9.0	4.9	5.5	.3
Higher education	100.0	73.1	26.9	7.5	.4	7.2	5.7	6.2	(³)

¹ Includes severance pay and supplemental unemployment benefits.

² Cost per hour worked is \$0.01 or less.

³ Less than .05 percent.

Note: The sum of individual items may not equal totals due to rounding.

Table 3. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: State and local government, by selected characteristics,¹ September 2002

Compensation component	All workers		White collar occupations		Service occupations		Service industries	
	Cost	Percent	Cost	Percent	Cost	Percent	Cost	Percent
Total compensation	\$31.89	100.0	\$35.43	100.0	\$24.26	100.0	\$33.46	100.0
Wages and salaries	22.40	70.2	25.55	72.1	15.63	64.4	24.29	72.6
Total benefits	9.49	29.8	9.88	27.9	8.62	35.5	9.17	27.4
Paid leave	2.49	7.8	2.58	7.3	2.26	9.3	2.27	6.8
Vacation .....	.87	2.7	.81	2.3	.98	4.0	.64	1.9
Holiday .....	.81	2.5	.85	2.4	.72	3.0	.76	2.3
Sick .....	.61	1.9	.70	2.0	.41	1.7	.66	2.0
Other .....	.19	.6	.21	.6	.15	.6	.20	.6
Supplemental pay .....	.28	.9	.16	.5	.60	2.5	.18	.5
Premium ² .....	.13	.4	.05	.1	.30	1.2	.06	.2
Shift differentials .....	.06	.2	.04	.1	.13	.5	.05	.1
Nonproduction bonuses .....	.09	.3	.08	.2	.17	.7	.07	.2
Insurance	2.96	9.3	3.12	8.8	2.50	10.3	2.97	8.9
Life .....	.05	.2	.06	.2	.04	.2	.05	.1
Health	2.83	8.9	2.99	8.4	2.35	9.7	2.85	8.5
Short-term disability .....	.04	.1	.02	.1	.09	.4	.02	.1
Long-term disability .....	.04	.1	.04	.1	.02	.1	.04	.1
Retirement and savings	1.81	5.7	1.94	5.5	1.65	6.8	1.77	5.3
Defined benefit	1.57	4.9	1.67	4.7	1.54	6.3	1.55	4.6
Defined contribution .....	.23	.7	.27	.8	.11	.5	.22	.7
Legally required benefits	1.89	5.9	2.01	5.7	1.57	6.5	1.92	5.7
Social Security ³	1.48	4.6	1.69	4.8	.98	4.0	1.60	4.8
OASDI	1.15	3.6	1.31	3.7	.74	3.1	1.24	3.7
Medicare .....	.34	1.1	.38	1.1	.23	.9	.36	1.1
Federal unemployment insurance	(⁴)	(⁵)	(⁴)	(⁵)	(⁴)	(⁵)	(⁴)	(⁵)
State unemployment insurance .....	.04	.1	.04	.1	.05	.2	.04	.1
Workers' compensation .....	.36	1.1	.28	.8	.54	2.2	.27	.8
Other benefits ⁶ .....	.06	.2	.07	.2	.06	.2	.07	.2

¹ This table presents data for the two major occupational groups in State and local governments: White-collar occupations, largely professional occupations, including teachers; and service occupations, including police and firefighters; and one major industry group, services. The service industries, which include health and educational services, employ a large part of the State and local government workforce.

² Includes premium pay for work in addition to the regular work schedule (such as overtime, weekends, and holidays).

³ The total employer's cost for Social Security is comprised of an OASDI portion and a Medicare portion. OASDI is the acronym for Old-Age, Survivors, and Disability Insurance.

⁴ Cost per hour worked is \$0.01 or less.

⁵ Less than .05 percent.

⁶ Includes severance pay and supplemental unemployment benefits.

Note: The sum of individual items may not equal totals due to rounding.

Table 4. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: State and local government, by occupational and industry group, September 2002

Series	Total compensation	Wages and salaries	Benefit costs						
			Total	Paid leave	Supplemental pay	Insurance	Retirement and savings	Legally required benefits	Other benefits ¹
Cost per hour worked by year									
State and local government workers	\$31.89	\$22.40	\$9.49	\$2.49	\$0.28	\$2.96	\$1.81	\$1.89	\$0.06
Occupational group									
White-collar occupations	35.43	25.55	9.88	2.58	.16	3.12	1.94	2.01	.07
Professional specialty and technical	41.45	30.74	10.71	2.55	.17	3.28	2.31	2.30	.09
Professional specialty	42.85	31.91	10.93	2.56	.15	3.38	2.40	2.35	.10
Teachers	45.48	34.36	11.11	2.39	.08	3.49	2.64	2.41	.11
Technical	27.15	18.69	8.46	2.44	.45	2.31	1.39	1.81	.05
Executive, administrative, and managerial	39.81	27.71	12.10	4.02	.18	3.36	2.23	2.27	.04
Administrative support, including clerical	20.72	13.73	6.98	1.87	.13	2.64	1.01	1.27	.04
Blue-collar occupations	25.30	16.53	8.78	2.35	.41	2.89	1.32	1.76	.04
Service occupations	24.26	15.63	8.62	2.26	.60	2.50	1.65	1.57	.06
Industry group									
Services	33.46	24.29	9.17	2.27	.18	2.97	1.77	1.92	.07
Health services	26.56	17.80	8.76	2.65	.71	2.38	1.14	1.85	.04
Hospitals	27.35	18.40	8.95	2.74	.69	2.38	1.19	1.91	.04
Educational services	35.00	25.76	9.24	2.19	.11	3.04	1.90	1.92	.07
Elementary and secondary education	34.17	25.34	8.83	1.93	.08	3.17	1.73	1.83	.10
Higher education	37.59	27.39	10.20	2.82	.17	2.80	2.27	2.14	(²)
Public administration	29.27	19.30	9.97	2.87	.44	2.90	1.91	1.79	.06
Percent of total compensation									
State and local government workers	100.0	70.2	29.8	7.8	0.9	9.3	5.7	5.9	0.2
Occupational group									
White-collar occupations	100.0	72.1	27.9	7.3	.5	8.8	5.5	5.7	.2
Professional specialty and technical	100.0	74.2	25.8	6.2	.4	7.9	5.6	5.5	.2
Professional specialty	100.0	74.5	25.5	6.0	.4	7.9	5.6	5.5	.2
Teachers	100.0	75.5	24.4	5.3	.2	7.7	5.8	5.3	.2
Technical	100.0	68.8	31.2	9.0	1.7	8.5	5.1	6.7	.2
Executive, administrative, and managerial	100.0	69.6	30.4	10.1	.5	8.4	5.6	5.7	.1
Administrative support, including clerical	100.0	66.3	33.7	9.0	.6	12.7	4.9	6.3	.2
Blue-collar occupations	100.0	65.3	34.7	9.3	1.6	11.4	5.2	7.0	.2
Service occupations	100.0	64.4	35.5	9.3	2.5	10.3	6.8	6.5	.2
Industry group									
Services	100.0	72.6	27.4	6.8	.5	8.9	5.3	5.7	.2
Health services	100.0	67.0	33.0	10.0	2.7	9.0	4.3	7.0	.2
Hospitals	100.0	67.3	32.7	10.0	2.5	8.7	4.4	7.0	.1
Educational services	100.0	73.6	26.4	6.3	.3	8.7	5.4	5.5	.2
Elementary and secondary education	100.0	74.2	25.8	5.6	.2	9.3	5.1	5.4	.3
Higher education	100.0	72.9	27.1	7.5	.5	7.4	6.0	5.7	(³)
Public administration	100.0	65.9	34.1	9.8	1.5	9.9	6.5	6.1	.2

¹ Includes severance pay and supplemental unemployment benefits.² Cost per hour worked is \$0.01 or less.³ Less than .05 percent.

Note: The sum of individual items may not equal totals due to rounding.

Table 5. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Private industry workers, by major industry group, September 2002

Compensation component	All workers		Goods producing ¹		Service producing ²		Manufacturing		Nonmanufacturing	
	Cost	Percent	Cost	Percent	Cost	Percent	Cost	Percent	Cost	Percent
Total compensation	\$22.01	100.0	\$25.64	100.0	\$20.98	100.0	\$25.33	100.0	\$21.41	100.0
Wages and salaries	16.00	72.7	17.60	68.6	15.55	74.1	17.22	68.0	15.78	73.7
Total benefits	6.01	27.3	8.04	31.4	5.43	25.9	8.11	32.0	5.63	26.3
Paid leave	1.45	6.6	1.66	6.5	1.39	6.6	1.92	7.6	1.36	6.4
Vacation .....	.73	3.3	.86	3.4	.69	3.3	.97	3.8	.68	3.2
Holiday .....	.49	2.2	.60	2.3	.47	2.2	.70	2.8	.46	2.1
Sick .....	.17	.8	.13	.5	.18	.9	.15	.6	.17	.8
Other .....	.06	.3	.08	.3	.06	.3	.10	.4	.05	.2
Supplemental pay .....	.60	2.7	1.07	4.2	.47	2.2	1.13	4.5	.51	2.4
Premium ³ .....	.24	1.1	.55	2.1	.16	.8	.57	2.3	.19	.9
Shift differentials .....	.06	.3	.08	.3	.05	.2	.11	.4	.05	.2
Nonproduction bonuses .....	.30	1.4	.45	1.8	.26	1.2	.45	1.8	.27	1.3
Insurance	1.45	6.6	2.05	8.0	1.28	6.1	2.15	8.5	1.32	6.2
Life .....	.04	.2	.06	.2	.04	.2	.06	.2	.04	.2
Health	1.34	6.1	1.88	7.3	1.18	5.6	1.97	7.8	1.22	5.7
Short-term disability .....	.04	.2	.07	.3	.03	.1	.08	.3	.03	.1
Long-term disability .....	.03	.1	.03	.1	.03	.1	.04	.2	.03	.1
Retirement and savings .....	.63	2.9	.89	3.5	.56	2.7	.74	2.9	.62	2.9
Defined benefit .....	.23	1.0	.44	1.7	.16	.8	.31	1.2	.21	1.0
Defined contribution .....	.41	1.9	.45	1.8	.40	1.9	.43	1.7	.40	1.9
Legally required benefits	1.84	8.4	2.31	9.0	1.71	8.2	2.08	8.2	1.80	8.4
Social Security ⁴	1.33	6.0	1.50	5.9	1.29	6.1	1.48	5.8	1.31	6.1
OASDI	1.07	4.9	1.21	4.7	1.03	4.9	1.19	4.7	1.05	4.9
Medicare .....	.26	1.2	.29	1.1	.25	1.2	.29	1.1	.26	1.2
Federal unemployment insurance .....	.03	.1	.03	.1	.03	.1	.03	.1	.03	.1
State unemployment insurance .....	.10	.5	.12	.5	.09	.4	.11	.4	.09	.4
Workers' compensation .....	.38	1.7	.66	2.6	.30	1.4	.46	1.8	.37	1.7
Other benefits ⁵ .....	.03	.1	.06	.2	.02	.1	.09	.4	.02	.1

¹ Includes mining, construction, and manufacturing.

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

³ Includes premium pay for work in addition to the regular work schedule (such as overtime, weekends, and holidays).

⁴ The total employer's cost for Social Security is comprised of an OASDI

portion and a Medicare portion. OASDI is the acronym for Old-Age, Survivors, and Disability Insurance.

⁵ Includes severance pay and supplemental unemployment benefits.

Note: The sum of individual items may not equal totals due to rounding.

Table 6. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Private industry workers, by major occupational group, September 2002

Compensation component	All workers		White collar		Blue collar		Service	
	Cost	Percent	Cost	Percent	Cost	Percent	Cost	Percent
Total compensation	\$22.01	100.0	\$26.74	100.0	\$20.59	100.0	\$11.15	100.0
Wages and salaries	16.00	72.7	19.71	73.7	14.26	69.3	8.54	76.6
Total benefits	6.01	27.3	7.03	26.3	6.32	30.7	2.60	23.3
Paid leave	1.45	6.6	1.99	7.4	1.15	5.6	.47	4.2
Vacation .....	.73	3.3	.99	3.7	.59	2.9	.22	2.0
Holiday .....	.49	2.2	.67	2.5	.41	2.0	.15	1.3
Sick .....	.17	.8	.25	.9	.10	.5	.07	.6
Other .....	.06	.3	.08	.3	.05	.2	.02	.2
Supplemental pay .....	.60	2.7	.66	2.5	.75	3.6	.19	1.7
Premium ¹ .....	.24	1.1	.13	.5	.52	2.5	.10	.9
Shift differentials .....	.06	.3	.06	.2	.07	.3	.04	.4
Nonproduction bonuses .....	.30	1.4	.47	1.8	.16	.8	.06	.5
Insurance	1.45	6.6	1.62	6.1	1.66	8.1	.62	5.6
Life .....	.04	.2	.05	.2	.04	.2	(²)	(³)
Health	1.34	6.1	1.47	5.5	1.55	7.5	.59	5.3
Short-term disability .....	.04	.2	.05	.2	.05	.2	(²)	(³)
Long-term disability .....	.03	.1	.05	.2	.02	.1	(²)	(³)
Retirement and savings .....	.63	2.9	.76	2.8	.70	3.4	.17	1.5
Defined benefit .....	.23	1.0	.17	.6	.41	2.0	.07	.6
Defined contribution .....	.41	1.9	.59	2.2	.30	1.5	.10	.9
Legally required benefits	1.84	8.4	1.97	7.4	2.04	9.9	1.16	10.4
Social Security ⁴	1.33	6.0	1.60	6.0	1.22	5.9	.77	6.9
OASDI	1.07	4.9	1.28	4.8	.99	4.8	.63	5.7
Medicare .....	.26	1.2	.32	1.2	.23	1.1	.15	1.3
Federal unemployment insurance .....	.03	.1	.03	.1	.03	.1	.04	.4
State unemployment insurance .....	.10	.5	.09	.3	.11	.5	.08	.7
Workers' compensation .....	.38	1.7	.24	.9	.67	3.3	.27	2.4
Other benefits ⁵ .....	.03	.1	.04	.1	.03	.1	(²)	(³)

¹ Includes premium pay for work in addition to the regular work schedule (such as overtime, weekends, and holidays).

² Cost per hour worked is \$0.01 or less.

³ Less than .05 percent.

⁴ The total employer's cost for Social Security is comprised of an

OASDI portion and a Medicare portion. OASDI is the acronym for Old-Age, Survivors, and Disability Insurance.

⁵ Includes severance pay and supplemental unemployment benefits.

Note: The sum of individual items may not equal totals due to rounding.

Table 7. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Private industry workers, by region and bargaining status, September 2002

Compensation component	Region ¹								Bargaining status			
	Northeast		South		Midwest		West		Union		Nonunion	
	Cost	Percent	Cost	Percent	Cost	Percent	Cost	Percent	Cost	Percent	Cost	Percent
Total compensation	\$25.20	100.0	\$19.73	100.0	\$21.62	100.0	\$23.04	100.0	\$30.06	100.0	\$21.03	100.0
Wages and salaries	18.04	71.6	14.52	73.6	15.54	71.9	16.92	73.4	19.69	65.5	15.55	73.9
Total benefits	7.16	28.4	5.21	26.4	6.08	28.1	6.12	26.6	10.37	34.5	5.48	26.1
Paid leave	1.84	7.3	1.24	6.3	1.38	6.4	1.50	6.5	2.13	7.1	1.37	6.5
Vacation .....	.93	3.7	.62	3.1	.69	3.2	.75	3.3	1.10	3.7	.68	3.2
Holiday .....	.62	2.5	.42	2.1	.48	2.2	.51	2.2	.69	2.3	.47	2.2
Sick .....	.22	.9	.15	.8	.14	.6	.19	.8	.24	.8	.16	.8
Other .....	.08	.3	.05	.3	.07	.3	.05	.2	.10	.3	.06	.3
Supplemental pay .....	.75	3.0	.50	2.5	.71	3.3	.51	2.2	1.05	3.5	.55	2.6
Premium ² .....	.22	.9	.22	1.1	.30	1.4	.24	1.0	.67	2.2	.19	.9
Shift differentials .....	.06	.2	.04	.2	.08	.4	.05	.2	.16	.5	.05	.2
Nonproduction bonuses .....	.46	1.8	.23	1.2	.33	1.5	.23	1.0	.21	.7	.31	1.5
Insurance	1.70	6.7	1.28	6.5	1.52	7.0	1.40	6.1	2.90	9.6	1.27	6.0
Life .....	.05	.2	.04	.2	.04	.2	.04	.2	.07	.2	.04	.2
Health	1.56	6.2	1.17	5.9	1.40	6.5	1.31	5.7	2.70	9.0	1.17	5.6
Short-term disability .....	.06	.2	.04	.2	.05	.2	.03	.1	.08	.3	.03	.1
Long-term disability .....	.03	.1	.03	.2	.04	.2	.03	.1	.05	.2	.03	.1
Retirement and savings .....	.82	3.3	.51	2.6	.64	3.0	.65	2.8	1.68	5.6	.51	2.4
Defined benefit .....	.28	1.1	.16	.8	.28	1.3	.22	1.0	1.20	4.0	.11	.5
Defined contribution .....	.54	2.1	.35	1.8	.36	1.7	.43	1.9	.49	1.6	.40	1.9
Legally required benefits	2.02	8.0	1.65	8.4	1.79	8.3	2.04	8.9	2.54	8.4	1.76	8.4
Social Security ³	1.48	5.9	1.22	6.2	1.31	6.1	1.41	6.1	1.67	5.6	1.29	6.1
OASDI	1.18	4.7	.98	5.0	1.05	4.9	1.13	4.9	1.35	4.5	1.04	4.9
Medicare .....	.30	1.2	.24	1.2	.26	1.2	.28	1.2	.32	1.1	.26	1.2
Federal unemployment insurance .....	.03	.1	.03	.2	.03	.1	.03	.1	.03	.1	.03	.1
State unemployment insurance .....	.14	.6	.07	.4	.09	.4	.12	.5	.13	.4	.09	.4
Workers' compensation .....	.36	1.4	.34	1.7	.36	1.7	.48	2.1	.71	2.4	.34	1.6
Other benefits ⁴ .....	.04	.2	.03	.2	.04	.2	.02	.1	.08	.3	.02	.1

¹ 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.

² Includes premium pay for work in addition to the regular work schedule (such as overtime, weekends, and holidays).

³ The total employer's cost for Social Security is comprised of an OASDI portion and a Medicare portion. OASDI is the acronym for Old-Age, Survivors, and Disability Insurance.

⁴ Includes severance pay and supplemental unemployment benefits.

Note: The sum of individual items may not equal totals due to rounding.

Table 8. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Private industry workers, by establishment employment size, September 2002

Compensation component	All workers		1-99 workers		100 workers or more		100-499 workers		500 workers or more	
	Cost	Percent	Cost	Percent	Cost	Percent	Cost	Percent	Cost	Percent
Total compensation	\$22.01	100.0	\$18.80	100.0	\$25.84	100.0	\$22.32	100.0	\$30.16	100.0
Wages and salaries	16.00	72.7	14.09	74.9	18.28	70.7	16.04	71.9	21.04	69.8
Total benefits	6.01	27.3	4.71	25.1	7.55	29.2	6.28	28.1	9.12	30.2
Paid leave	1.45	6.6	1.07	5.7	1.91	7.4	1.46	6.5	2.45	8.1
Vacation .....	.73	3.3	.53	2.8	.95	3.7	.73	3.3	1.23	4.1
Holiday .....	.49	2.2	.37	2.0	.64	2.5	.50	2.2	.81	2.7
Sick .....	.17	.8	.13	.7	.22	.9	.16	.7	.29	1.0
Other .....	.06	.3	.04	.2	.09	.3	.07	.3	.12	.4
Supplemental pay .....	.60	2.7	.45	2.4	.79	3.1	.68	3.0	.92	3.1
Premium ¹ .....	.24	1.1	.19	1.0	.31	1.2	.29	1.3	.35	1.2
Shift differentials .....	.06	.3	(²)	(³)	.11	.4	.07	.3	.16	.5
Nonproduction bonuses .....	.30	1.4	.25	1.3	.36	1.4	.32	1.4	.41	1.4
Insurance	1.45	6.6	1.08	5.7	1.89	7.3	1.60	7.2	2.25	7.5
Life .....	.04	.2	.03	.2	.06	.2	.04	.2	.07	.2
Health	1.34	6.1	1.01	5.4	1.73	6.7	1.47	6.6	2.04	6.8
Short-term disability .....	.04	.2	.02	.1	.06	.2	.05	.2	.08	.3
Long-term disability .....	.03	.1	.02	.1	.05	.2	.04	.2	.06	.2
Retirement and savings .....	.63	2.9	.42	2.2	.89	3.4	.65	2.9	1.18	3.9
Defined benefit .....	.23	1.0	.13	.7	.35	1.4	.24	1.1	.47	1.6
Defined contribution .....	.41	1.9	.29	1.5	.54	2.1	.41	1.8	.71	2.4
Legally required benefits	1.84	8.4	1.69	9.0	2.03	7.9	1.85	8.3	2.23	7.4
Social Security ⁴	1.33	6.0	1.17	6.2	1.53	5.9	1.35	6.0	1.77	5.9
OASDI	1.07	4.9	.94	5.0	1.23	4.8	1.08	4.8	1.42	4.7
Medicare .....	.26	1.2	.23	1.2	.30	1.2	.26	1.2	.35	1.2
Federal unemployment insurance .....	.03	.1	.03	.2	.03	.1	.03	.1	.03	.1
State unemployment insurance .....	.10	.5	.09	.5	.10	.4	.11	.5	.09	.3
Workers' compensation .....	.38	1.7	.40	2.1	.36	1.4	.37	1.7	.35	1.2
Other benefits ⁵ .....	.03	.1	(²)	(³)	.06	.2	.03	.1	.08	.3

¹ Includes premium pay for work in addition to the regular work schedule (such as overtime, weekends, and holidays).

² Cost per hour worked is \$0.01 or less.

³ Less than .05 percent.

⁴ The total employer's cost for Social Security is comprised of an OASDI

portion and a Medicare portion. OASDI is the acronym for Old-Age, Survivors, and Disability Insurance.

⁵ Includes severance pay and supplemental unemployment benefits.

Note: The sum of individual items may not equal totals due to rounding.

Table 9. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Private industry workers, by major occupational and industry group, and full-time and part-time status, September 2002

Series	Total compensation	Wages and salaries	Benefit costs						
			Total	Paid leave	Supplemental pay	Insurance	Retirement and savings	Legally required benefits	Other benefits ¹
Cost per hour worked by year									
All full-time workers in private industry	\$24.94	\$17.84	\$7.09	\$1.77	\$0.73	\$1.76	\$0.78	\$2.02	\$0.04
White-collar occupations	29.90	21.76	8.14	2.37	.77	1.92	.91	2.13	.05
Sales	22.44	17.19	5.25	1.27	.48	1.32	.42	1.73	.02
Administrative support, including clerical	19.46	13.85	5.61	1.41	.42	1.73	.56	1.45	.03
Blue-collar occupations	21.72	14.94	6.78	1.25	.82	1.79	.76	2.12	.03
Service occupations	13.38	9.79	3.59	.74	.28	1.00	.28	1.28	(²)
Goods-producing industries ³	25.98	17.79	8.19	1.70	1.10	2.10	.91	2.33	.07
Construction	25.92	18.24	7.68	.92	.96	1.71	1.25	2.83	(²)
Manufacturing	25.73	17.45	8.28	1.97	1.16	2.20	.75	2.10	.09
Service-producing industries ⁴	24.53	17.87	6.67	1.80	.58	1.63	.73	1.90	.03
Transportation and public utilities	32.11	21.99	10.12	2.46	1.12	2.60	1.33	2.56	.05
Wholesale trade	25.18	17.99	7.19	1.64	.83	1.94	.70	2.05	.04
Retail trade	15.53	12.00	3.53	.77	.24	.89	.22	1.40	(²)
Finance, insurance, and real estate	30.92	21.71	9.21	2.34	1.31	2.16	1.23	2.06	.11
Services	24.97	18.44	6.53	1.98	.39	1.55	.70	1.90	(²)
All part-time workers in private industry	12.21	9.83	2.38	.38	.18	.40	.16	1.25	(²)
White-collar occupations	15.10	12.18	2.92	.57	.25	.49	.21	1.39	(²)
Sales	9.27	7.65	1.62	.23	.10	.21	.10	.99	(²)
Administrative support, including clerical	13.47	10.74	2.73	.53	.18	.62	.21	1.19	(²)
Blue-collar occupations	11.96	9.09	2.87	.35	.20	.64	.26	1.41	(²)
Service occupations	8.63	7.14	1.49	.15	.09	.19	.04	1.02	(²)
Goods-producing industries ³	13.87	10.97	2.90	.40	.16	.41	.28	1.65	(²)
Service-producing industries ⁴	12.16	9.79	2.37	.38	.18	.40	.15	1.24	(²)
Retail trade	8.53	7.04	1.50	.16	.08	.20	.08	.97	(²)
Service industries	15.54	12.57	2.97	.57	.27	.49	.17	1.46	(²)
Percent of total compensation									
All full-time workers in private industry	100.0	71.5	28.4	7.1	2.9	7.1	3.1	8.1	0.2
White-collar occupations	100.0	72.8	27.2	7.9	2.6	6.4	3.0	7.1	.2
Sales	100.0	76.6	23.4	5.7	2.1	5.9	1.9	7.7	.1
Administrative support, including clerical	100.0	71.2	28.8	7.2	2.2	8.9	2.9	7.5	.2
Blue-collar occupations	100.0	68.8	31.2	5.8	3.8	8.2	3.5	9.8	.1
Service occupations	100.0	73.2	26.8	5.5	2.1	7.5	2.1	9.6	(⁵)
Goods-producing industries ³	100.0	68.5	31.5	6.5	4.2	8.1	3.5	9.0	.3
Construction	100.0	70.4	29.6	3.5	3.7	6.6	4.8	10.9	(⁵)
Manufacturing	100.0	67.8	32.2	7.7	4.5	8.6	2.9	8.2	.3
Service-producing industries ⁴	100.0	72.8	27.2	7.3	2.4	6.6	3.0	7.7	.1
Transportation and public utilities	100.0	68.5	31.5	7.7	3.5	8.1	4.1	8.0	.2
Wholesale trade	100.0	71.4	28.6	6.5	3.3	7.7	2.8	8.1	.2
Retail trade	100.0	77.3	22.7	5.0	1.5	5.7	1.4	9.0	(⁵)
Finance, insurance, and real estate	100.0	70.2	29.8	7.6	4.2	7.0	4.0	6.7	.4
Services	100.0	73.8	26.2	7.9	1.6	6.2	2.8	7.6	(⁵)
All part-time workers in private industry	100.0	80.5	19.5	3.1	1.5	3.3	1.3	10.2	(⁵)
White-collar occupations	100.0	80.7	19.3	3.8	1.7	3.2	1.4	9.2	(⁵)
Sales	100.0	82.5	17.5	2.5	1.1	2.3	1.1	10.7	(⁵)
Administrative support, including clerical	100.0	79.7	20.3	3.9	1.3	4.6	1.6	8.8	(⁵)
Blue-collar occupations	100.0	76.0	24.0	2.9	1.7	5.4	2.2	11.8	(⁵)
Service occupations	100.0	82.7	17.3	1.7	1.0	2.2	.5	11.8	(⁵)
Goods-producing industries ³	100.0	79.1	20.9	2.9	1.2	3.0	2.0	11.9	(⁵)
Service-producing industries ⁴	100.0	80.5	19.5	3.1	1.5	3.3	1.2	10.2	(⁵)
Retail trade	100.0	82.5	17.6	1.9	.9	2.3	.9	11.4	(⁵)
Service industries	100.0	80.9	19.1	3.7	1.7	3.2	1.1	9.4	(⁵)

¹ Includes severance pay and supplemental unemployment benefits.² Cost per hour worked is \$0.01 or less.³ Includes mining, construction, and manufacturing.⁴ Includes transportation, communication, and public utilities; wholesale and

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

⁵ Less than .05 percent.

Note: The sum of individual items may not equal totals due to rounding.

Table 10. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Private industry workers, by occupational and industry group, September 2002

Series	Total compensation	Wages and salaries	Benefit costs						
			Total	Paid leave	Supplemental pay	Insurance	Retirement and savings	Legally required benefits	Other benefits ¹
Cost per hour worked by year									
All workers in private industry	\$22.01	\$16.00	\$6.01	\$1.45	\$0.60	\$1.45	\$0.63	\$1.84	\$0.03
Occupational group									
White-collar occupations	26.74	19.71	7.03	1.99	.66	1.62	.76	1.97	.04
Professional specialty and technical	36.40	26.84	9.56	2.98	.75	2.04	1.13	2.62	.05
Professional specialty	39.44	29.26	10.18	3.32	.77	2.05	1.20	2.79	.06
Technical	29.36	21.23	8.13	2.20	.69	2.03	.96	2.23	.02
Executive, administrative, and managerial	42.83	31.01	11.82	3.58	1.62	2.23	1.40	2.91	.08
Sales	16.95	13.22	3.73	.83	.32	.86	.29	1.42	(²)
Administrative support, including clerical	18.28	13.24	5.04	1.24	.37	1.51	.49	1.40	.03
Blue-collar occupations	20.59	14.26	6.32	1.15	.75	1.66	.70	2.04	.03
Precision production, craft, and repair	26.53	18.47	8.06	1.56	.89	1.96	1.05	2.56	.04
Machine operators, assemblers, and inspectors	18.67	12.51	6.16	1.21	.96	1.74	.49	1.71	.05
Transportation and material moving	20.34	14.04	6.31	1.03	.67	1.67	.76	2.15	.03
Handlers, equipment cleaners, helpers, and laborers	14.75	10.51	4.24	.65	.44	1.19	.40	1.57	(²)
Service occupations	11.15	8.54	2.60	.47	.19	.62	.17	1.16	(²)
Industry group									
Goods-producing industries ³	25.64	17.60	8.04	1.66	1.07	2.05	.89	2.31	.06
Construction	25.71	18.13	7.58	.90	.94	1.67	1.23	2.82	(²)
Manufacturing	25.33	17.22	8.11	1.92	1.13	2.15	.74	2.08	.09
Durables	26.57	17.98	8.59	2.05	1.20	2.28	.75	2.19	.12
Nondurables	23.56	16.14	7.42	1.73	1.02	1.97	.72	1.94	.04
Service-producing industries ⁴	20.98	15.55	5.43	1.39	.47	1.28	.56	1.71	.02
Transportation and public utilities	30.22	20.72	9.50	2.25	1.00	2.47	1.25	2.49	.04
Wholesale trade	24.20	17.33	6.87	1.54	.79	1.83	.66	2.01	.04
Retail trade	12.03	9.52	2.51	.47	.16	.54	.15	1.19	(²)
Finance, insurance, and real estate	28.96	20.45	8.51	2.14	1.19	1.99	1.12	1.97	.10
Services	22.53	16.93	5.61	1.61	.36	1.27	.56	1.79	(²)
Percent of total compensation									
All workers in private industry	100.0	72.7	27.3	6.6	2.7	6.6	2.9	8.4	0.1
Occupational group									
White-collar occupations	100.0	73.7	26.3	7.4	2.5	6.1	2.8	7.4	.1
Professional specialty and technical	100.0	73.7	26.3	8.2	2.1	5.6	3.1	7.2	.1
Professional specialty	100.0	74.2	25.8	8.4	2.0	5.2	3.0	7.1	.2
Technical	100.0	72.3	27.7	7.5	2.4	6.9	3.3	7.6	.1
Executive, administrative, and managerial	100.0	72.4	27.6	8.4	3.8	5.2	3.3	6.8	.2
Sales	100.0	78.0	22.0	4.9	1.9	5.1	1.7	8.4	(⁵)
Administrative support, including clerical	100.0	72.4	27.6	6.8	2.0	8.3	2.7	7.7	.2
Blue-collar occupations	100.0	69.3	30.7	5.6	3.6	8.1	3.4	9.9	.1
Precision production, craft, and repair	100.0	69.6	30.4	5.9	3.4	7.4	4.0	9.6	.2
Machine operators, assemblers, and inspectors	100.0	67.0	33.0	6.5	5.1	9.3	2.6	9.2	.3
Transportation and material moving	100.0	69.0	31.0	5.1	3.3	8.2	3.7	10.6	.1
Handlers, equipment cleaners, helpers, and laborers	100.0	71.3	28.7	4.4	3.0	8.1	2.7	10.6	(⁵)
Service occupations	100.0	76.6	23.3	4.2	1.7	5.6	1.5	10.4	(⁵)
Industry group									
Goods-producing industries ³	100.0	68.6	31.4	6.5	4.2	8.0	3.5	9.0	.2
Construction	100.0	70.5	29.5	3.5	3.7	6.5	4.8	11.0	(⁵)
Manufacturing	100.0	68.0	32.0	7.6	4.5	8.5	2.9	8.2	.4
Durables	100.0	67.7	32.3	7.7	4.5	8.6	2.8	8.2	.5
Nondurables	100.0	68.5	31.5	7.3	4.3	8.4	3.1	8.2	.2
Service-producing industries ⁴	100.0	74.1	25.9	6.6	2.2	6.1	2.7	8.2	.1
Transportation and public utilities	100.0	68.6	31.4	7.4	3.3	8.2	4.1	8.2	.1
Wholesale trade	100.0	71.6	28.4	6.4	3.3	7.6	2.7	8.3	.2
Retail trade	100.0	79.1	20.9	3.9	1.3	4.5	1.2	9.9	(⁵)
Finance, insurance, and real estate	100.0	70.6	29.4	7.4	4.1	6.9	3.9	6.8	.3
Services	100.0	75.1	24.9	7.1	1.6	5.6	2.5	7.9	(⁵)

¹ Includes severance pay and supplemental unemployment benefits.² Cost per hour worked is \$0.01 or less.³ Includes mining, construction, and manufacturing.⁴ Includes transportation, communication, and public utilities; wholesale and

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

⁵ Less than .05 percent.

Note: The sum of individual items may not equal totals due to rounding.

Table 11. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Private industry goods-producing and service-producing workers, by occupational group, September 2002

Series	Total compensation	Wages and salaries	Benefit costs						
			Total	Paid leave	Supplemental pay	Insurance	Retirement and savings	Legally required benefits	Other benefits ¹
Cost per hour worked by year									
All workers, goods-producing industries²	\$25.64	\$17.60	\$8.04	\$1.66	\$1.07	\$2.05	\$0.89	\$2.31	\$0.06
White-collar occupations	34.56	24.28	10.27	2.81	1.36	2.45	1.03	2.50	.12
Professional specialty and technical	38.65	27.01	11.65	3.53	1.06	2.86	1.24	2.76	.19
Professional specialty	44.08	31.03	13.05	4.18	1.01	2.98	1.51	3.09	.28
Technical	30.09	20.66	9.43	2.51	1.14	2.68	.80	2.24	.06
Executive, administrative, and managerial	47.38	33.11	14.28	3.82	2.89	2.68	1.40	3.38	.10
Administrative support, including clerical	21.11	14.65	6.45	1.55	.70	2.01	.56	1.61	.03
Blue-collar occupations	22.51	15.26	7.26	1.25	.96	1.91	.85	2.25	.04
Precision production, craft, and repair	27.22	18.69	8.53	1.42	.96	2.11	1.22	2.78	.05
Machine operators, assemblers, and inspectors	20.19	13.26	6.94	1.38	1.12	1.98	.58	1.82	.06
Transportation and material moving	24.36	16.13	8.23	1.23	1.14	2.19	1.01	2.62	.05
Handlers, equipment cleaners, helpers, and laborers	16.29	11.46	4.82	.67	.58	1.26	.50	1.81	(³)
Service occupations	19.37	12.63	6.73	1.16	1.81	1.70	.42	1.58	.05
All workers, service-producing industries⁴	20.98	15.55	5.43	1.39	.47	1.28	.56	1.71	.02
White-collar occupations	25.74	19.12	6.61	1.88	.57	1.51	.72	1.91	.03
Professional specialty and technical	36.02	26.81	9.21	2.89	.69	1.90	1.11	2.60	.02
Professional specialty	38.77	29.00	9.77	3.20	.74	1.91	1.15	2.75	.03
Technical	29.19	21.35	7.83	2.13	.59	1.88	.99	2.23	.02
Executive, administrative, and managerial	41.80	30.53	11.27	3.52	1.33	2.13	1.40	2.80	.08
Sales	16.45	12.83	3.63	.81	.32	.83	.27	1.40	(³)
Administrative support, including clerical	17.91	13.05	4.86	1.20	.33	1.45	.48	1.37	.02
Blue-collar occupations	18.52	13.19	5.32	1.04	.52	1.39	.55	1.81	.02
Precision production, craft, and repair	25.48	18.14	7.34	1.76	.79	1.73	.81	2.23	.02
Transportation and material moving	19.25	13.47	5.79	.97	.54	1.53	.69	2.03	.03
Handlers, equipment cleaners, helpers, and laborers	13.84	9.95	3.89	.63	.35	1.14	.33	1.42	(³)
Service occupations	11.03	8.48	2.54	.46	.17	.60	.16	1.15	(³)
Percent of total compensation									
All workers, goods-producing industries²	100.0	68.6	31.4	6.5	4.2	8.0	3.5	9.0	0.2
White-collar occupations	100.0	70.3	29.7	8.1	3.9	7.1	3.0	7.2	.3
Professional specialty and technical	100.0	69.9	30.1	9.1	2.7	7.4	3.2	7.1	.5
Professional specialty	100.0	70.4	29.6	9.5	2.3	6.8	3.4	7.0	.6
Technical	100.0	68.7	31.3	8.3	3.8	8.9	2.7	7.4	.2
Executive, administrative, and managerial	100.0	69.9	30.1	8.1	6.1	5.7	3.0	7.1	.2
Administrative support, including clerical	100.0	69.4	30.6	7.3	3.3	9.5	2.7	7.6	.1
Blue-collar occupations	100.0	67.8	32.3	5.6	4.3	8.5	3.8	10.0	.2
Precision production, craft, and repair	100.0	68.7	31.3	5.2	3.5	7.8	4.5	10.2	.2
Machine operators, assemblers, and inspectors	100.0	65.7	34.4	6.8	5.5	9.8	2.9	9.0	.3
Transportation and material moving	100.0	66.2	33.8	5.0	4.7	9.0	4.1	10.8	.2
Handlers, equipment cleaners, helpers, and laborers	100.0	70.3	29.6	4.1	3.6	7.7	3.1	11.1	(⁵)
Service occupations	100.0	65.2	34.7	6.0	9.3	8.8	2.2	8.2	.3
All workers, service-producing industries⁴	100.0	74.1	25.9	6.6	2.2	6.1	2.7	8.2	.1
White-collar occupations	100.0	74.3	25.7	7.3	2.2	5.9	2.8	7.4	.1
Professional specialty and technical	100.0	74.4	25.6	8.0	1.9	5.3	3.1	7.2	.1
Professional specialty	100.0	74.8	25.2	8.3	1.9	4.9	3.0	7.1	.1
Technical	100.0	73.1	26.8	7.3	2.0	6.4	3.4	7.6	.1
Executive, administrative, and managerial	100.0	73.0	27.0	8.4	3.2	5.1	3.3	6.7	.2
Sales	100.0	78.0	22.1	4.9	1.9	5.0	1.6	8.5	(⁵)
Administrative support, including clerical	100.0	72.9	27.1	6.7	1.8	8.1	2.7	7.6	.1
Blue-collar occupations	100.0	71.2	28.7	5.6	2.8	7.5	3.0	9.8	.1
Precision production, craft, and repair	100.0	71.2	28.8	6.9	3.1	6.8	3.2	8.8	.1
Transportation and material moving	100.0	70.0	30.1	5.0	2.8	7.9	3.6	10.5	.2
Handlers, equipment cleaners, helpers, and laborers	100.0	71.9	28.1	4.6	2.5	8.2	2.4	10.3	(⁵)
Service occupations	100.0	76.9	23.0	4.2	1.5	5.4	1.5	10.4	(⁵)

¹ Includes severance pay and supplemental unemployment benefits.² Includes mining, construction, and manufacturing.³ Cost per hour worked is \$0.01 or less.⁴ Includes transportation, communication, and public utilities; wholesale and

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

⁵ Less than .05 percent.

Note: The sum of individual items may not equal totals due to rounding.

Table 12. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Private industry manufacturing and nonmanufacturing workers, by occupational group, September 2002

Series	Total compensation	Wages and salaries	Benefit costs						
			Total	Paid leave	Supplemental pay	Insurance	Retirement and savings	Legally required benefits	Other benefits ¹
Cost per hour worked by year									
All workers, manufacturing industries	\$25.33	\$17.22	\$8.11	\$1.92	\$1.13	\$2.15	\$0.74	\$2.08	\$0.09
White-collar occupations	35.10	24.67	10.44	3.03	1.23	2.54	1.02	2.47	.15
Professional specialty and technical	39.12	27.30	11.83	3.66	1.05	2.87	1.25	2.78	.22
Professional specialty	43.60	30.73	12.87	4.18	.94	2.93	1.44	3.08	.30
Technical	31.04	21.11	9.94	2.72	1.25	2.76	.90	2.25	.07
Executive, administrative, and managerial	49.80	35.23	14.56	4.40	2.58	2.82	1.35	3.27	.14
Administrative support, including clerical	21.38	14.68	6.70	1.65	.73	2.12	.54	1.63	.04
Blue-collar occupations	21.21	14.10	7.12	1.46	1.06	1.99	.62	1.93	.06
Precision production, craft, and repair	26.50	17.73	8.77	1.97	1.24	2.27	.84	2.36	.09
Machine operators, assemblers, and inspectors	20.14	13.20	6.94	1.38	1.12	2.00	.58	1.80	.06
Transportation and material moving	21.81	14.63	7.18	1.37	.99	1.92	.61	2.21	.08
Handlers, equipment cleaners, helpers, and laborers	15.85	10.85	4.99	.89	.62	1.51	.42	1.54	(²)
Service occupations	20.45	13.09	7.36	1.30	2.04	1.89	.48	1.59	.06
All workers, nonmanufacturing industries	21.41	15.78	5.63	1.36	.51	1.32	.62	1.80	.02
White-collar occupations	25.92	19.22	6.69	1.88	.60	1.53	.73	1.92	.03
Professional specialty and technical	36.00	26.77	9.24	2.88	.70	1.92	1.11	2.60	.02
Professional specialty	38.89	29.06	9.83	3.21	.75	1.93	1.17	2.75	.03
Technical	29.06	21.25	7.81	2.11	.60	1.90	.97	2.22	.02
Executive, administrative, and managerial	41.85	30.41	11.44	3.46	1.48	2.15	1.41	2.85	.07
Sales	16.55	12.91	3.64	.81	.32	.84	.27	1.40	(²)
Administrative support, including clerical	17.97	13.09	4.88	1.20	.34	1.45	.48	1.38	.02
Blue-collar occupations	20.26	14.35	5.91	.99	.59	1.49	.74	2.09	.02
Precision production, craft, and repair	26.54	18.74	7.81	1.41	.77	1.85	1.13	2.64	.02
Transportation and material moving	20.14	13.95	6.19	.98	.62	1.64	.78	2.15	.03
Handlers, equipment cleaners, helpers, and laborers	14.46	10.42	4.04	.58	.39	1.10	.39	1.57	(²)
Service occupations	11.03	8.49	2.54	.46	.17	.60	.16	1.15	(²)
Percent of total compensation									
All workers, manufacturing industries	100.0	68.0	32.0	7.6	4.5	8.5	2.9	8.2	0.4
White-collar occupations	100.0	70.3	29.7	8.6	3.5	7.2	2.9	7.0	.4
Professional specialty and technical	100.0	69.8	30.2	9.4	2.7	7.3	3.2	7.1	.6
Professional specialty	100.0	70.5	29.5	9.6	2.2	6.7	3.3	7.1	.7
Technical	100.0	68.0	32.0	8.8	4.0	8.9	2.9	7.2	.2
Executive, administrative, and managerial	100.0	70.7	29.2	8.8	5.2	5.7	2.7	6.6	.3
Administrative support, including clerical	100.0	68.7	31.3	7.7	3.4	9.9	2.5	7.6	.2
Blue-collar occupations	100.0	66.5	33.6	6.9	5.0	9.4	2.9	9.1	.3
Precision production, craft, and repair	100.0	66.9	33.1	7.4	4.7	8.6	3.2	8.9	.3
Machine operators, assemblers, and inspectors	100.0	65.5	34.5	6.9	5.6	9.9	2.9	8.9	.3
Transportation and material moving	100.0	67.1	32.9	6.3	4.5	8.8	2.8	10.1	.4
Handlers, equipment cleaners, helpers, and laborers	100.0	68.5	31.5	5.6	3.9	9.5	2.6	9.7	(³)
Service occupations	100.0	64.0	36.0	6.4	10.0	9.2	2.3	7.8	.3
All workers, nonmanufacturing industries	100.0	73.7	26.3	6.4	2.4	6.2	2.9	8.4	.1
White-collar occupations	100.0	74.2	25.8	7.3	2.3	5.9	2.8	7.4	.1
Professional specialty and technical	100.0	74.4	25.7	8.0	1.9	5.3	3.1	7.2	.1
Professional specialty	100.0	74.7	25.3	8.3	1.9	5.0	3.0	7.1	.1
Technical	100.0	73.1	26.9	7.3	2.1	6.5	3.3	7.6	.1
Executive, administrative, and managerial	100.0	72.7	27.3	8.3	3.5	5.1	3.4	6.8	.2
Sales	100.0	78.0	22.0	4.9	1.9	5.1	1.6	8.5	(³)
Administrative support, including clerical	100.0	72.8	27.2	6.7	1.9	8.1	2.7	7.7	.1
Blue-collar occupations	100.0	70.8	29.2	4.9	2.9	7.4	3.7	10.3	.1
Precision production, craft, and repair	100.0	70.6	29.4	5.3	2.9	7.0	4.3	9.9	.1
Transportation and material moving	100.0	69.3	30.7	4.9	3.1	8.1	3.9	10.7	.1
Handlers, equipment cleaners, helpers, and laborers	100.0	72.1	27.9	4.0	2.7	7.6	2.7	10.9	(³)
Service occupations	100.0	77.0	23.0	4.2	1.5	5.4	1.5	10.4	(³)

¹ Includes severance pay and supplemental unemployment benefits.² Cost per hour worked is \$0.01 or less.³ Less than .05 percent.

Note: The sum of individual items may not equal totals due to rounding.

Table 13. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Private industry workers, by bargaining status, and major industry and occupational group, September 2002

Series	Total compensation	Wages and salaries	Benefit costs						
			Total	Paid leave	Supplemental pay	Insurance	Retirement and savings	Legally required benefits	Other benefits ¹
Cost per hour worked by year									
All union workers, private industry	\$30.06	\$19.69	\$10.37	\$2.13	\$1.05	\$2.90	\$1.68	\$2.54	\$0.08
Blue-collar occupations	30.22	19.19	11.03	2.02	1.21	3.06	1.90	2.73	.10
Goods-producing industries ²	31.78	20.02	11.76	2.02	1.58	3.18	2.03	2.83	.13
Service-producing industries ³	28.80	19.45	9.35	2.21	.66	2.69	1.43	2.33	.04
Manufacturing	28.36	18.08	10.28	2.29	1.61	2.83	1.04	2.35	.16
Blue-collar occupations	27.84	17.59	10.25	2.25	1.63	2.81	1.04	2.36	.16
Nonmanufacturing	30.79	20.38	10.41	2.06	.81	2.93	1.95	2.62	.04
All nonunion workers, private industry	21.03	15.55	5.48	1.37	.55	1.27	.51	1.76	.02
Blue-collar occupations	17.82	12.85	4.97	.90	.62	1.25	.36	1.84	(⁴)
Goods-producing industries ²	24.03	16.96	7.07	1.56	.94	1.75	.59	2.17	.05
Service-producing industries ³	20.30	15.21	5.09	1.32	.45	1.16	.49	1.66	.02
Manufacturing	24.52	17.00	7.53	1.82	1.00	1.97	.66	2.01	.07
Blue-collar occupations	18.70	12.77	5.93	1.15	.85	1.67	.47	1.77	.02
Nonmanufacturing	20.48	15.33	5.16	1.30	.48	1.16	.48	1.72	.02
Percent of total compensation									
All union workers, private industry	100.0	65.5	34.5	7.1	3.5	9.6	5.6	8.4	0.3
Blue-collar occupations	100.0	63.5	36.5	6.7	4.0	10.1	6.3	9.0	.3
Goods-producing industries ²	100.0	63.0	37.0	6.4	5.0	10.0	6.4	8.9	.4
Service-producing industries ³	100.0	67.5	32.5	7.7	2.3	9.3	5.0	8.1	.1
Manufacturing	100.0	63.8	36.2	8.1	5.7	10.0	3.7	8.3	.6
Blue-collar occupations	100.0	63.2	36.8	8.1	5.9	10.1	3.7	8.5	.6
Nonmanufacturing	100.0	66.2	33.8	6.7	2.6	9.5	6.3	8.5	.1
All nonunion workers, private industry	100.0	73.9	26.1	6.5	2.6	6.0	2.4	8.4	.1
Blue-collar occupations	100.0	72.1	27.9	5.1	3.5	7.0	2.0	10.3	(⁵)
Goods-producing industries ²	100.0	70.6	29.4	6.5	3.9	7.3	2.5	9.0	.2
Service-producing industries ³	100.0	74.9	25.1	6.5	2.2	5.7	2.4	8.2	.1
Manufacturing	100.0	69.3	30.7	7.4	4.1	8.0	2.7	8.2	.3
Blue-collar occupations	100.0	68.3	31.7	6.1	4.5	8.9	2.5	9.5	.1
Nonmanufacturing	100.0	74.9	25.2	6.3	2.3	5.7	2.3	8.4	.1

¹ Includes severance pay and supplemental unemployment benefits.

² Includes mining, construction, and manufacturing.

³ Includes transportation, communication, and public utilities; wholesale and retail trade; finance, insurance, and real estate; and service industries.

⁴ Cost per hour worked is \$0.01 or less.

⁵ Less than .05 percent.

Note: The sum of individual items may not equal totals due to rounding.

Table 14. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Private industry workers, by establishment employment size, and major industry and occupational group, September 2002

Industry and occupational group, and employment size	Total compen- sation	Wages and salaries	Benefit costs						
			Total	Paid leave	Supple- mental pay	Insur- ance	Retire- ment and savings	Legally required benefits	Other benefits ¹
Cost per hour worked by year									
All workers in private industry	\$22.01	\$16.00	\$6.01	\$1.45	\$0.60	\$1.45	\$0.63	\$1.84	\$0.03
1-99 workers	18.80	14.09	4.71	1.07	.45	1.08	.42	1.69	(²)
100 or more workers	25.84	18.28	7.55	1.91	.79	1.89	.89	2.03	.06
100-499 workers	22.32	16.04	6.28	1.46	.68	1.60	.65	1.85	.03
500 or more workers	30.16	21.04	9.12	2.45	.92	2.25	1.18	2.23	.08
Goods-producing industries³	25.64	17.60	8.04	1.66	1.07	2.05	.89	2.31	.06
1-99 workers	21.88	15.51	6.38	1.03	.80	1.56	.67	2.30	(²)
100 or more workers	28.69	19.29	9.39	2.17	1.29	2.45	1.07	2.31	.11
100-499 workers	24.49	16.57	7.92	1.56	1.17	2.17	.85	2.12	.05
500 or more workers	33.67	22.52	11.15	2.89	1.44	2.77	1.32	2.55	.18
Service-producing industries⁴	20.98	15.55	5.43	1.39	.47	1.28	.56	1.71	.02
1-99 workers	18.11	13.77	4.34	1.08	.37	.97	.36	1.56	(²)
100 or more workers	24.79	17.91	6.88	1.81	.60	1.69	.82	1.92	.04
100-499 workers	21.55	15.86	5.70	1.43	.51	1.39	.58	1.76	.03
500 or more workers	28.84	20.48	8.36	2.28	.73	2.06	1.13	2.12	.05
White-collar occupations	26.74	19.71	7.03	1.99	.66	1.62	.76	1.97	.04
1-99 workers	22.81	17.26	5.55	1.54	.51	1.24	.51	1.74	(²)
100 or more workers	30.81	22.25	8.56	2.45	.81	2.01	1.02	2.21	.07
100-499 workers	26.57	19.49	7.08	1.92	.69	1.68	.74	1.99	.05
500 or more workers	35.29	25.15	10.14	3.00	.94	2.34	1.31	2.44	.09
Blue-collar occupations	20.59	14.26	6.32	1.15	.75	1.66	.70	2.04	.03
1-99 workers	18.73	13.45	5.28	.87	.57	1.31	.51	2.02	(²)
100 or more workers	22.89	15.27	7.62	1.49	.97	2.09	.94	2.06	.06
100-499 workers	20.50	13.99	6.51	1.16	.82	1.83	.73	1.94	.03
500 or more workers	26.58	17.25	9.33	2.01	1.21	2.49	1.26	2.24	.11
Percent of total compensation									
All workers in private industry	100.0	72.7	27.3	6.6	2.7	6.6	2.9	8.4	0.1
1-99 workers	100.0	74.9	25.1	5.7	2.4	5.7	2.2	9.0	(⁵)
100 or more workers	100.0	70.7	29.2	7.4	3.1	7.3	3.4	7.9	.2
100-499 workers	100.0	71.9	28.1	6.5	3.0	7.2	2.9	8.3	.1
500 or more workers	100.0	69.8	30.2	8.1	3.1	7.5	3.9	7.4	.3
Goods-producing industries³	100.0	68.6	31.4	6.5	4.2	8.0	3.5	9.0	.2
1-99 workers	100.0	70.9	29.2	4.7	3.7	7.1	3.1	10.5	(⁵)
100 or more workers	100.0	67.2	32.7	7.6	4.5	8.5	3.7	8.1	.4
100-499 workers	100.0	67.7	32.3	6.4	4.8	8.9	3.5	8.7	.2
500 or more workers	100.0	66.9	33.1	8.6	4.3	8.2	3.9	7.6	.5
Service-producing industries⁴	100.0	74.1	25.9	6.6	2.2	6.1	2.7	8.2	.1
1-99 workers	100.0	76.0	24.0	6.0	2.0	5.4	2.0	8.6	(⁵)
100 or more workers	100.0	72.2	27.8	7.3	2.4	6.8	3.3	7.7	.2
100-499 workers	100.0	73.6	26.5	6.6	2.4	6.5	2.7	8.2	.1
500 or more workers	100.0	71.0	29.0	7.9	2.5	7.1	3.9	7.4	.2
White-collar occupations	100.0	73.7	26.3	7.4	2.5	6.1	2.8	7.4	.1
1-99 workers	100.0	75.7	24.3	6.8	2.2	5.4	2.2	7.6	(⁵)
100 or more workers	100.0	72.2	27.8	8.0	2.6	6.5	3.3	7.2	.2
100-499 workers	100.0	73.4	26.6	7.2	2.6	6.3	2.8	7.5	.2
500 or more workers	100.0	71.3	28.7	8.5	2.7	6.6	3.7	6.9	.3
Blue-collar occupations	100.0	69.3	30.7	5.6	3.6	8.1	3.4	9.9	.1
1-99 workers	100.0	71.8	28.2	4.6	3.0	7.0	2.7	10.8	(⁵)
100 or more workers	100.0	66.7	33.3	6.5	4.2	9.1	4.1	9.0	.3
100-499 workers	100.0	68.2	31.8	5.7	4.0	8.9	3.6	9.5	.1
500 or more workers	100.0	64.9	35.1	7.6	4.6	9.4	4.7	8.4	.4

¹ Includes severance pay and supplemental unemployment benefits.² Cost per hour worked is \$0.01 or less.³ Includes mining, construction, and manufacturing.⁴ Includes transportation, communication, and public utilities; wholesale and

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

⁵ Less than .05 percent.

Note: The sum of individual items may not equal totals due to rounding.

Table 15. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Private industry health services workers, by industry and occupational group, September 2002

Series	Total compensation	Wages and salaries	Benefit costs						
			Total	Paid leave	Supplemental pay	Insurance	Retirement and savings	Legally required benefits	Other benefits ¹
Cost per hour worked by year									
Health services	\$24.98	\$18.25	\$6.73	\$2.11	\$0.48	\$1.56	\$0.69	\$1.88	(²)
Professional specialty and technical	35.84	26.26	9.59	3.39	.79	1.86	.98	2.55	(²)
Professional specialty	43.27	31.69	11.58	4.46	.91	2.02	1.27	2.91	(²)
Nurses	33.94	24.39	9.55	2.88	1.12	1.89	.99	2.65	(²)
Technical	24.23	17.77	6.47	1.72	.61	1.62	.52	1.99	(²)
Administrative support, including clerical	16.34	11.91	4.43	1.05	.22	1.40	.48	1.28	(²)
Service occupations	13.79	10.03	3.76	.82	.29	1.12	.30	1.23	(²)
Hospitals	27.70	19.57	8.13	2.34	.79	2.09	.81	2.09	.02
Professional specialty and technical	34.01	24.25	9.76	2.93	1.13	2.16	.98	2.55	(²)
Professional specialty	37.61	26.95	10.66	3.30	1.23	2.20	1.13	2.79	(²)
Nurses	36.51	26.00	10.52	3.21	1.35	2.12	1.07	2.75	(²)
Technical	25.39	17.79	7.60	2.03	.89	2.06	.62	1.99	.02
Administrative support, including clerical	18.39	12.50	5.89	1.45	.37	2.10	.60	1.36	(²)
Service occupations	16.05	10.82	5.22	1.13	.43	1.92	.42	1.33	(²)
Nursing homes	16.35	12.14	4.21	1.11	.39	.96	.22	1.52	(²)
Professional specialty and technical	24.05	18.08	5.97	1.66	.70	1.04	.36	2.20	(²)
Professional specialty	27.24	20.49	6.75	2.03	.71	1.09	.46	2.46	(²)
Technical	21.39	16.07	5.32	1.36	.69	1.01	.29	1.98	(²)
Service occupations	12.46	9.12	3.34	.76	.33	.88	.16	1.20	(²)
Percent of total compensation									
Health services	100.0	73.1	26.9	8.4	1.9	6.2	2.8	7.5	(³)
Professional specialty and technical	100.0	73.3	26.8	9.5	2.2	5.2	2.7	7.1	(³)
Professional specialty	100.0	73.2	26.8	10.3	2.1	4.7	2.9	6.7	(³)
Nurses	100.0	71.9	28.1	8.5	3.3	5.6	2.9	7.8	(³)
Technical	100.0	73.3	26.7	7.1	2.5	6.7	2.1	8.2	(³)
Administrative support, including clerical	100.0	72.9	27.1	6.4	1.3	8.6	2.9	7.8	(³)
Service occupations	100.0	72.7	27.3	5.9	2.1	8.1	2.2	8.9	(³)
Hospitals	100.0	70.6	29.4	8.4	2.9	7.5	2.9	7.5	.1
Professional specialty and technical	100.0	71.3	28.7	8.6	3.3	6.4	2.9	7.5	(³)
Professional specialty	100.0	71.7	28.3	8.8	3.3	5.8	3.0	7.4	(³)
Nurses	100.0	71.2	28.8	8.8	3.7	5.8	2.9	7.5	(³)
Technical	100.0	70.1	29.9	8.0	3.5	8.1	2.4	7.8	.1
Administrative support, including clerical	100.0	68.0	32.0	7.9	2.0	11.4	3.3	7.4	(³)
Service occupations	100.0	67.4	32.5	7.0	2.7	12.0	2.6	8.3	(³)
Nursing homes	100.0	74.3	25.7	6.8	2.4	5.9	1.3	9.3	(³)
Professional specialty and technical	100.0	75.2	24.8	6.9	2.9	4.3	1.5	9.1	(³)
Professional specialty	100.0	75.2	24.8	7.5	2.6	4.0	1.7	9.0	(³)
Technical	100.0	75.1	24.9	6.4	3.2	4.7	1.4	9.3	(³)
Service occupations	100.0	73.2	26.8	6.1	2.6	7.1	1.3	9.6	(³)

¹ Includes severance pay and supplemental unemployment benefits.² Cost per hour worked is \$0.01 or less.³ Less than .05 percent.

Note: The sum of individual items may not equal totals due to rounding.

Table 16. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Private industry transportation equipment manufacturing and public utilities workers, by industry and occupational group, September 2002

Series	Total compensation	Wages and salaries	Benefit costs						
			Total	Paid leave	Supplemental pay	Insurance	Retirement and savings	Legally required benefits	Other benefits ¹
Cost per hour worked by year									
Transportation equipment manufacturing (SIC 37)	\$34.89	\$22.87	\$12.02	\$2.98	\$1.98	\$2.96	\$1.00	\$2.84	\$0.26
White-collar occupations	46.36	32.37	14.00	4.54	1.32	3.25	1.33	3.34	.22
Professional specialty and technical	47.53	32.84	14.68	4.96	1.07	3.53	1.32	3.55	.26
Executive, administrative, and managerial	59.84	43.71	16.13	5.36	2.19	2.94	1.59	3.84	.22
Blue-collar occupations	29.27	18.22	11.05	2.21	2.31	2.81	.84	2.61	.27
Service occupations	29.66	18.16	11.50	2.60	1.78	3.33	1.02	2.46	.30
Aircraft manufacturing (SIC 3721)	42.23	28.06	14.18	3.88	1.79	3.60	1.47	3.22	.23
White-collar occupations	45.17	30.67	14.50	4.37	1.27	3.69	1.60	3.33	.23
Blue-collar occupations	37.57	23.91	13.66	3.07	2.65	3.43	1.23	3.06	.22
Public utilities (SIC's 48, 49)	35.03	23.39	11.64	3.31	1.51	2.95	1.25	2.51	.11
White-collar occupations	35.07	23.76	11.31	3.21	1.53	2.86	1.15	2.42	.14
Blue-collar occupations	35.21	22.88	12.33	3.52	1.50	3.12	1.43	2.68	.07
Communications (SIC 48)	33.95	23.09	10.86	3.22	1.38	2.78	1.02	2.36	.11
White-collar occupations	33.70	23.20	10.50	3.05	1.36	2.66	1.01	2.31	.11
Blue-collar occupations	34.80	22.95	11.86	3.69	1.44	3.07	1.05	2.51	.10
Electric, gas, and sanitary services (SIC 49)	37.07	23.96	13.11	3.48	1.77	3.28	1.67	2.78	.13
White-collar occupations	38.83	25.29	13.54	3.66	2.01	3.41	1.52	2.72	.21
Blue-collar occupations	35.63	22.81	12.82	3.34	1.56	3.18	1.83	2.86	.05
Percent of total compensation									
Transportation equipment manufacturing (SIC 37)	100.0	65.5	34.5	8.5	5.7	8.5	2.9	8.1	0.7
White-collar occupations	100.0	69.8	30.2	9.8	2.8	7.0	2.9	7.2	.5
Professional specialty and technical	100.0	69.1	30.9	10.4	2.3	7.4	2.8	7.5	.5
Executive, administrative, and managerial	100.0	73.0	27.0	9.0	3.7	4.9	2.7	6.4	.4
Blue-collar occupations	100.0	62.2	37.8	7.6	7.9	9.6	2.9	8.9	.9
Service occupations	100.0	61.2	38.8	8.8	6.0	11.2	3.4	8.3	1.0
Aircraft manufacturing (SIC 3721)	100.0	66.4	33.6	9.2	4.2	8.5	3.5	7.6	.5
White-collar occupations	100.0	67.9	32.1	9.7	2.8	8.2	3.5	7.4	.5
Blue-collar occupations	100.0	63.6	36.4	8.2	7.1	9.1	3.3	8.1	.6
Public utilities (SIC's 48, 49)	100.0	66.8	33.2	9.4	4.3	8.4	3.6	7.2	.3
White-collar occupations	100.0	67.8	32.2	9.2	4.4	8.2	3.3	6.9	.4
Blue-collar occupations	100.0	65.0	35.0	10.0	4.3	8.9	4.1	7.6	.2
Communications (SIC 48)	100.0	68.0	32.0	9.5	4.1	8.2	3.0	7.0	.3
White-collar occupations	100.0	68.8	31.2	9.1	4.0	7.9	3.0	6.9	.3
Blue-collar occupations	100.0	65.9	34.1	10.6	4.1	8.8	3.0	7.2	.3
Electric, gas, and sanitary services (SIC 49)	100.0	64.6	35.4	9.4	4.8	8.8	4.5	7.5	.4
White-collar occupations	100.0	65.1	34.9	9.4	5.2	8.8	3.9	7.0	.5
Blue-collar occupations	100.0	64.0	36.0	9.4	4.4	8.9	5.1	8.0	.1

¹ Includes severance pay and supplemental unemployment benefits.

Note: The sum of individual items may not equal totals due to rounding.

EXPLANATORY NOTES

Employer Costs for Employee Compensation (ECEC) measures the average cost per employee hour worked that employers pay 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 and include production bonuses, incentive earnings, commission payments, and cost-of-living adjustments. Not included in straight-time earnings are nonproduction bonuses such as lump-sum payments provided in lieu of wage increases, shift differentials, and premium pay for overtime and for work on weekends and holidays; these payments are included in the benefits component.

Benefits include: Paid leave--vacations, holidays, sick leave, and other leave; supplemental pay--premium pay for work in addition to the regular work schedule (such as overtime, weekends, and holidays), shift differentials, and nonproduction bonuses (such as referral bonuses and lump-sum payments provided in lieu of wage increases); insurance benefits--life, health, short-term disability, and long-term disability; retirement and savings benefits--defined benefit and defined contribution plans; legally required benefits--social security, medicare, Federal and State unemployment insurance, and workers' compensation; and other benefits--severance pay and supplemental unemployment plans.

The Employer Costs for Employee Compensation includes data for the civilian economy, which includes data from both private industry and State and local government. Excluded from private industry are the self-employed and farm and private household workers. Federal government workers are excluded from the public sector. The private industry series and the State and local government series provide data for the two sectors separately.

The publication schedule for the Employer Costs for Employee Compensation has changed. Publications are now issued on a quarterly basis, with data collected for the pay period including the 12th day of the survey months of March, June, September, and December. Publications will be issued approximately three months after the month of reference. The tables included in the quarterly news release are unchanged from the annual format and also will be available on the Internet. Data are available on a quarterly basis beginning with June 2002 data. Information may be obtained by calling (202) 691-6199, visiting the Internet site (<http://www.bls.gov/ncs/ect/home.htm>), or by e-mail request (ocltinfo@bls.gov).

The cost levels in this release are based on a probability sample of about 28,800 occupations within approximately 7,000 sample establishments in private industry and about 3,700 occupations within approximately 800 sample establishments in State and local government. Sample establishments are classified by industry categories based on the 1987 Standard Industrial Classification (SIC) system, as defined by the U.S. Office of Management and Budget. Within a sample establishment, specific job categories are selected to represent broader major occupational groups such as professional specialty and technical occupations.

Current employment weights are used to calculate cost levels. The September 2002 cost levels were calculated using the September 2002 employment counts from the Bureau of Labor Statistics Current Employment Statistics (CES) program, benchmarked to the 2001 universe of all private nonfarm establishments. In most instances, private industry employment counts were total employment estimates for 2-digit major industry groups, such as primary metal manufacturing or food stores, as defined by the SIC system. In a few cases, 3- and 4-digit industry employment counts were used. These include the 4-digit aircraft manufacturing industry (3721) and the 3-digit health care and educational industries. For more information on SIC coding, see "BLS Establishment Estimates Revised to Incorporate March 2001 Benchmarks" in the June 2002 issue of

Employment and Earnings. For State and local governments, employment counts ranged from those for 3-digit industries, such as education and health care, to those for major industry divisions, such as public administration.

Employment data from these 2-, 3-, and 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 in the Employment Cost Index (ECI) sample. Because the ECI establishment sample is completely replaced over a period of several years, major occupational group employment counts from the ECI are affected by the age of the sample. However, a few years' difference in the age of the occupational data within industries is likely to have 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, changes in Employer Costs for Employee Compensation will differ from those in the ECI.

Historical data and related articles on the ECEC are included in the bulletin, Employer Costs for Employee Compensation, 1986-99 (Bulletin 2526). An historical summary from 1986 through 2002 is also available on the Internet site (<http://www.bls.gov/ncs/ect/home.htm>) or upon request. Information on how costs are calculated appears in "Measuring Trends in the Structure and Levels of Employer Costs for Employee Compensation," Compensation and Working Conditions, Summer 1997. An article on changes in employer compensation costs, "Tracking Changes in Benefit Costs," appears in Compensation and Working Conditions, Spring 1999.

Relative Standard Errors

Because the ECEC is a sample survey, it is subject to sampling 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. The estimates derived from different samples selected using the same sample design may differ from one another. A measure of the variation among these differing estimates is the standard error. It can be used to measure the precision with which an estimate from a particular sample approximates the expected result of all possible samples. The chances are about 68 out of 100 that an estimate from the survey differs from a complete population figure by less than the standard error. The chances are about 90 out of 100 that this difference would be less than 1.6 times the standard error. All the statements of comparisons appearing in this publication are significant at a 1.6 standard error level or better, unless otherwise indicated. This means that for differences cited, the estimated difference is greater than 1.6 times the standard error of the difference.

The relative standard error (RSE) is shown with the cost estimates for some series in the appendix table. The RSE for all estimates will be available shortly after the release is issued. This information can be obtained directly from the BLS Internet site (<http://www.bls.gov/ncs/ect/home.htm>), by e-mail request (ocltinfo@bls.gov), or by telephone (202) 691-6199.

For a more detailed explanation of relative standard errors, see "Measuring Trends in the Structure and Levels of Employer Costs for Employee Compensation," Compensation and Working Conditions, Summer 1997. For a detailed explanation of how to use standard error data to analyze differences in year-to-year changes, see "Analyzing Year-to-Year Changes in Employer Costs for Employee Compensation," Compensation and Working Conditions, Spring 1998. This article supplements an article from the Summer 1997 issue of Compensation and Working Conditions, "Explaining the Differential Growth Rates of the ECI and ECEC," which examined how differences in the construction of these measures contribute to differing trends.

Standard errors relate to differences that occur from sampling errors, but not from nonsampling errors. Nonsampling errors are not measured and include survey nonresponse and data collection and processing errors. Survey nonresponse occurs when sample members are unwilling or unable to participate in the survey. Data collection errors include inaccurate data by respondents and definitional difficulties. Processing errors include errors in recording, coding, and entering data. Although nonsampling errors are not measured, BLS quality assurance programs contain procedures for reducing such errors. These procedures include data collection reinterviews, observed interviews, computer data edits, and systematic review of reports on which data are recorded. Extensive field economist training also is conducted to maintain high data collection standards.

Comparing private and public sector data

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

A detailed examination of differences in compensation levels and trends between private industry and State and local government may be found in “Cost of Employee Compensation in Public and Private Sectors,” Monthly Labor Review, May 1993, and “Compensation Cost Trends in Private Industry and State and Local Governments,” Compensation and Working Conditions, Fall 1999.

Obtaining information

Articles, bulletins, and other information may be obtained by calling (202) 691-6199, sending an e-mail message to ocltinfo@bls.gov, or visiting the Internet site (<http://www.bls.gov/ncs/ect/home.htm>). Information in this release will be made available to sensory impaired individuals upon request. Voice phone: (202) 691-5200; Federal Relay Service Number: 1-800-877-8339.

Appendix. Employer costs per hour worked for components of compensation, and relative standard errors,¹ by major industry and occupation categories, September 2002

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 ²
Civilian workers									
Cost per hour worked by year	\$23.44	\$16.93	\$6.51	\$1.60	\$0.56	\$1.67	\$0.80	\$1.85	\$0.03
Relative error	1.3	1.3	1.3	2.4	3.8	1.3	2.5	1.1	10.5
State and local government workers									
Cost per hour worked by year	\$31.89	\$22.40	\$9.49	\$2.49	\$.28	\$2.96	\$1.81	\$1.89	\$.06
Relative error	1.3	1.3	1.6	1.9	6.4	2.0	3.3	2.0	25.6
Private industry workers									
Cost per hour worked by year	\$22.01	\$16.00	\$6.01	\$1.45	\$.60	\$1.45	\$.63	\$1.84	\$.03
Relative error	1.6	1.6	1.7	3.1	4.0	1.6	3.1	1.3	11.0
Goods-producing industries³									
Cost per hour worked by year	\$25.64	\$17.60	\$8.04	\$1.66	\$1.07	\$2.05	\$.89	\$2.31	\$.06
Relative error	1.7	1.5	2.5	3.1	5.9	2.6	5.0	1.6	16.3
Service-producing industries⁴									
Cost per hour worked by year	\$20.98	\$15.55	\$5.43	\$1.39	\$.47	\$1.28	\$.56	\$1.71	\$.02
Relative error	1.8	1.9	2.0	3.7	5.0	1.9	3.8	1.4	13.4
Manufacturing									
Cost per hour worked by year	\$25.33	\$17.22	\$8.11	\$1.92	\$1.13	\$2.15	\$.74	\$2.08	\$.09
Relative error	2.0	1.9	2.7	3.4	6.6	2.9	5.4	1.7	17.1
Nonmanufacturing									
Cost per hour worked by year	\$21.41	\$15.78	\$5.63	\$1.36	\$.51	\$1.32	\$.62	\$1.80	\$.02
Relative error	1.7	1.7	1.9	3.6	5.1	1.9	3.7	1.4	13.6
White-collar workers									
Cost per hour worked by year	\$26.74	\$19.71	\$7.03	\$1.99	\$.66	\$1.62	\$.76	\$1.97	\$.04
Relative error	1.9	2.0	1.8	3.4	6.6	1.7	3.3	1.6	13.2
Blue-collar workers									
Cost per hour worked by year	\$20.59	\$14.26	\$6.32	\$1.15	\$.75	\$1.66	\$.70	\$2.04	\$.03
Relative error	1.5	1.3	2.3	3.0	2.6	2.8	4.9	1.6	17.8
Service workers									
Cost per hour worked by year	\$11.15	\$8.54	\$2.60	\$.47	\$.19	\$.62	\$.17	\$1.16	(⁵)
Relative error	2.5	2.1	4.0	6.2	10.6	5.5	11.0	1.8	(⁶)

¹ The relative error is the standard error expressed as a percent of the cost. One can be 90-percent confident that the interval around the cost estimate bounded by 1.6 times plus and 1.6 times minus the standard error contains the "true" cost.

² Includes severance pay and supplemental unemployment benefits.

³ Includes mining, construction, and manufacturing.

⁴ Includes transportation, communication, and public utilities; wholesale and

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

⁵ Cost per hour worked is \$0.01 or less.

⁶ Relative error is suppressed because cost per hour worked is \$0.01 or less.

Note: The sum of individual items may not equal totals due to rounding.