

Employer Costs for Employee Compensation, 1986-99



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Preface

This bulletin provides data on Employer Costs for Employee Compensation (ECEC), a major Bureau of Labor Statistics (BLS) compensation measure. It uses March 1999 ECEC data to examine the structure of compensation cost levels. All ECEC historical data from March 1986 to March 1999 are included in this bulletin. Related articles originally published in the Bureau's *Monthly Labor Review* and *Compensation and Working Conditions* are reproduced in appendix C.

ECEC measures the average hourly cost that employers pay for wages and salaries plus the cost per hour worked for benefits. Computed from data collected for the Employment Cost Index (ECI), another BLS compensation measure, ECEC provides a snapshot of the structure of compensation at a specific point in time. The ECI, in contrast, is a fixed-employment-weighted index that tracks changes in labor costs, free from the influence of employment shifts among

occupations and industries. ECI data are provided in a separate BLS publication *Employment Cost Indexes, 1975-1998*, BLS Bulletin 2514, October 1999.

The Bureau also wishes to express its appreciation to the many employers for their continued cooperation in providing data for the ECEC program. Without their cooperation this bulletin would not have been possible.

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Contents

| Chapter | <i>Page</i> |
|--------------------------------------------------------------------------------------------------------|-------------|
| I. Introduction | 1 |
| II. Employer costs for employee compensation—March 1999 | 2 |
| Civilian workers | 2 |
| Private industry | 2 |
| Cost levels by: | |
| Industry group | 4 |
| Occupational group | 4 |
| Occupation within industries | 4 |
| Establishment employment size | 5 |
| Full- and part-time status | 5 |
| Bargaining status | 5 |
| Region | 5 |
| State and local government | |
| Compensation costs, 1991-99 | 5 |
| Cost levels by: | |
| Occupational group | 7 |
| Industry group | 8 |
| Appendix | |
| A. Description of the survey, estimation methods, and measures of data reliability | 181 |
| B. Classification by industry, occupation, geographic region, bargaining status, and area size | 205 |
| C. Survey data in BLS research articles | 208 |
| Tables | |
| Employer costs per hour worked for employee compensation and costs as a percent of total compensation: | |
| March 1999 | |
| Civilian workers by: | |
| 1. Major occupational group | 9 |
| 2. Occupational and industry group | 10 |
| State and local governments by: | |
| 3. Selected characteristics | 11 |
| 4. Occupational and industry group | 12 |
| Private industry workers: | |
| 5. By major industry group | 13 |
| 6. By major occupational group | 14 |
| 7. By region and bargaining status | 15 |
| 8. By establishment employment size | 16 |
| 9. By major occupational and industry group, and full- and part-time status | 17 |
| 10. By occupational and industry group | 18 |

Contents—Continued

| | <i>Page</i> |
|----------------------------------------------------------------------------------------------------------------------------|-------------|
| 11. In goods- and service-producing industries, by occupational group | 19 |
| 12. In manufacturing and nonmanufacturing industries, by occupational group | 20 |
| 13. By bargaining status, and major industry and occupational group | 21 |
| 14. By establishment employment size, and major industry and occupational group | 22 |
| 15. In health services industries, by industry and occupational group | 23 |
| 16. In transportation equipment manufacturing and public utilities industries, by industry and occupational group | 24 |
| March 1998 | |
| Civilian workers by: | |
| 17. Major occupational group | 25 |
| 18. Occupational and industry group | 26 |
| State and local governments by: | |
| 19. Selected characteristics | 27 |
| 20. Occupational and industry group | 28 |
| Private industry workers: | |
| 21. By major industry group | 29 |
| 22. By major occupational group | 30 |
| 23. By region and bargaining status | 31 |
| 24. By establishment employment size | 32 |
| 25. By major occupational and industry group, and full- and part-time status | 33 |
| 26. By occupational and industry group | 34 |
| 27. In goods- and service-producing industries, by occupational group | 35 |
| 28. In manufacturing and nonmanufacturing industries, by occupational group | 36 |
| 29. By bargaining status, and major industry and occupational group | 37 |
| 30. By establishment employment size, and major industry and occupational group | 38 |
| 31. In health services industries, by industry and occupational group | 39 |
| 32. In transportation equipment manufacturing and public utilities industries, by industry and occupational group | 40 |
| March 1997 | |
| Civilian workers by: | |
| 33. Major occupational group | 41 |
| 34. Occupational and industry group | 42 |
| State and local governments by: | |
| 35. Selected characteristics | 43 |
| 36. Occupational and industry group | 44 |
| Private industry workers: | |
| 37. By major industry group | 45 |
| 38. By major occupational group | 46 |
| 39. By region and bargaining status | 47 |
| 40. By establishment employment size | 48 |
| 41. By major occupational and industry group, and full- and part-time status | 49 |
| 42. By occupational and industry group | 50 |
| 43. In goods- and service-producing industries, by occupational group | 51 |

Contents—Continued

| | <i>Page</i> |
|----------------------------------------------------------------------------------------------------------------------------|-------------|
| 44. In manufacturing and nonmanufacturing industries, by occupational group | 52 |
| 45. By bargaining status, and major industry and occupational group | 53 |
| 46. By establishment employment size, and major industry and occupational group | 54 |
| 47. In health services industries, by industry and occupational group | 55 |
| 48. In transportation equipment manufacturing and public utilities industries, by industry and occupational group | 56 |
| March 1996 | |
| Civilian workers by: | |
| 49. Major occupational group | 57 |
| 50. Occupational and industry group | 58 |
| State and local governments by: | |
| 51. Selected characteristics | 59 |
| 52. Occupational and industry group | 60 |
| Private industry workers: | |
| 53. By major industry group | 61 |
| 54. By major occupational group | 62 |
| 55. By region and bargaining status | 63 |
| 56. By establishment employment size | 64 |
| 57. By major occupational and industry group, and full- and part-time status | 65 |
| 58. By occupational and industry group | 66 |
| 59. In goods- and service-producing industries, by occupational group | 67 |
| 60. In manufacturing and nonmanufacturing industries, by occupational group | 68 |
| 61. By bargaining status, and major industry and occupational group | 69 |
| 62. By establishment employment size, and major industry and occupational group | 70 |
| 63. In health services industries, by industry and occupational group | 71 |
| 64. In transportation equipment manufacturing and public utilities industries, by industry and occupational group | 72 |
| March 1995 | |
| Civilian workers by: | |
| 65. Major occupational group | 73 |
| 66. Occupational and industry group | 74 |
| State and local governments by: | |
| 67. Selected characteristics | 75 |
| 68. Occupational and industry group | 76 |
| Private industry workers: | |
| 69. By major industry group | 77 |
| 70. By major occupational group | 78 |
| 71. By region and bargaining status | 79 |
| 72. By establishment employment size | 80 |
| 73. By major occupational and industry group, and full- and part-time status | 81 |
| 74. By occupational and industry group | 82 |
| 75. In goods- and service-producing industries, by occupational group | 83 |
| 76. In manufacturing and nonmanufacturing industries, by occupational group | 84 |

Contents—Continued

| | <i>Page</i> |
|----------------------------------------------------------------------------------------------------------------------------|-------------|
| 77. By bargaining status, and major industry and occupational group | 85 |
| 78. By establishment employment size, and major industry and occupational group | 86 |
| 79. In health services industries, by industry and occupational group | 87 |
| 80. In transportation equipment manufacturing and public utilities industries, by industry and occupational group | 88 |
| March 1994 | |
| Civilian workers by: | |
| 81. Major occupational group | 89 |
| 82. Occupational and industry group | 90 |
| State and local governments by: | |
| 83. Selected characteristics | 91 |
| 84. Occupational and industry group | 92 |
| Private industry workers: | |
| 85. By major industry group | 93 |
| 86. By major occupational group | 94 |
| 87. By region and bargaining status | 95 |
| 88. By establishment employment size | 96 |
| 89. By major occupational and industry group, and full- and part-time status | 97 |
| 90. By occupational and industry group | 98 |
| 91. In goods- and service-producing industries, by occupational group | 99 |
| 92. In manufacturing and nonmanufacturing industries, by occupational group | 100 |
| 93. By bargaining status, and major industry and occupational group | 101 |
| 94. By establishment employment size, and major industry and occupational group | 102 |
| 95. In health services industries, by industry and occupational group | 103 |
| 96. In transportation equipment manufacturing industries, by industry and occupational group | 104 |
| March 1993 | |
| Civilian workers by: | |
| 97. Major occupational group | 105 |
| 98. Occupational and industry group | 106 |
| State and local governments by: | |
| 99. Selected characteristics | 107 |
| 100. Occupational and industry group | 108 |
| Private industry workers: | |
| 101. By major industry group | 109 |
| 102. By major occupational group | 110 |
| 103. By region and bargaining status | 111 |
| 104. By establishment employment size | 112 |
| 105. By major occupational and industry group, and full- and part-time status | 113 |
| 106. By occupational and industry group | 114 |
| 107. In goods- and service-producing industries, by occupational group | 115 |
| 108. In manufacturing and nonmanufacturing industries, by occupational group | 116 |
| 109. By bargaining status, and major industry and occupational group | 117 |
| 110. By establishment employment size, and major industry and occupational group | 118 |
| 111. In aircraft manufacturing industries, by occupational group | 119 |

Contents—Continued

| | <i>Page</i> |
|----------------------------------------------------------------------------------------|-------------|
| March 1992 | |
| Civilian workers by: | |
| 112. Major occupational group | 120 |
| 113. Occupational and industry group | 121 |
| State and local governments by: | |
| 114. Selected characteristics | 122 |
| 115. Occupational and industry group | 123 |
| Private industry workers: | |
| 116. By major industry group | 124 |
| 117. By major occupational group | 125 |
| 118. By region and bargaining status | 126 |
| 119. By establishment employment size | 127 |
| 120. By occupational and industry group | 128 |
| 121. In goods- and service-producing industries, by occupational group | 129 |
| 122. In manufacturing and nonmanufacturing industries, by occupational group | 130 |
| 123. By bargaining status, and major industry and occupational group | 131 |
| 124. By establishment employment size, and major industry and occupational group | 132 |
| 125. In aircraft manufacturing industries, by occupational group | 133 |
| March 1991 | |
| Civilian workers by: | |
| 126. Major occupational group | 134 |
| 127. Occupational and industry group | 135 |
| State and local governments by: | |
| 128. Selected characteristics | 136 |
| 129. Occupational and industry group | 137 |
| Private industry workers: | |
| 130. By major industry group | 138 |
| 131. By major occupational group | 139 |
| 132. By region and bargaining status | 140 |
| 133. By establishment employment size | 141 |
| 134. By occupational and industry group | 142 |
| 135. In goods- and service-producing industries, by occupational group | 143 |
| 136. In manufacturing and nonmanufacturing industries, by occupational group | 144 |
| 137. By bargaining status, and major industry and occupational group | 145 |
| 138. By establishment employment size, and major industry and occupational group | 146 |
| 139. In aircraft manufacturing industries, by occupational group | 147 |
| March 1990 | |
| Private industry workers: | |
| 140. By major industry group | 148 |
| 141. By major occupational group | 149 |
| 142. By region and bargaining status | 150 |
| 143. By establishment employment size | 151 |
| 144. By occupational and industry group | 152 |
| 145. In goods- and service-producing industries, by occupational group | 153 |

Contents—Continued

| | <i>Page</i> |
|----------------------------------------------------------------------------------------|-------------|
| 146. In manufacturing and nonmanufacturing industries, by occupational group | 154 |
| 147. By bargaining status, and major industry and occupational group | 155 |
| 148. By establishment employment size, and major industry and occupational group | 156 |
| 149. In aircraft manufacturing industries, by occupational group | 157 |
| March 1989 | |
| Private industry workers: | |
| 150. By major industry group | 158 |
| 151. By major occupational group | 159 |
| 152. By region and bargaining status | 160 |
| 153. By occupational and industry group | 161 |
| 154. In goods- and service-producing industries, by occupational group | 162 |
| 155. In manufacturing and nonmanufacturing industries, by occupational group | 163 |
| 156. By bargaining status, and major industry and occupational group | 164 |
| 157. In aircraft manufacturing industries, by occupational group | 165 |
| March 1988 | |
| Private industry workers: | |
| 158. By major industry group | 166 |
| 159. By major occupational group | 167 |
| 160. By region and bargaining status | 168 |
| 161. By occupational and industry group | 169 |
| 162. In goods- and service-producing industries, by occupational group | 170 |
| 163. In manufacturing and nonmanufacturing industries, by occupational group | 171 |
| 164. By bargaining status, and major industry and occupational group | 172 |
| March 1987 | |
| Private industry workers by: | |
| 165. Major industry group | 173 |
| 166. Major occupational group | 174 |
| 167. Occupational and industry group | 175 |
| 168. Bargaining status, and major industry and occupational group | 176 |
| March 1986 | |
| Private industry workers by: | |
| 169. Major industry group | 177 |
| 170. Major occupational group | 178 |
| 171. Occupational and industry group | 179 |
| 172. Bargaining status, and major industry and occupational group | 180 |
| Appendix tables: | |
| Relative errors for employer costs per hour worked for employee compensation: | |
| March 1999 | |
| Civilian workers by: | |
| A-1. Major occupational group | 184 |
| A-2. Occupational and industry group | 185 |

Contents—Continued

| | <i>Page</i> |
|------------------------------------------------------------------------------------------------------------------------------|-------------|
| State and local governments by: | |
| A-3. Selected characteristics | 186 |
| A-4. Occupational and industry group | 187 |
| Private industry workers: | |
| A-5. By major industry group | 188 |
| A-6. By major occupational group | 189 |
| A-7. By region and bargaining status | 190 |
| A-8. By establishment employment size | 191 |
| A-9. By major occupational and industry group, and full- and part-time status | 192 |
| A-10. By occupational and industry group | 194 |
| A-11. In goods- and service-producing industries, by occupational group | 196 |
| A-12. In manufacturing and nonmanufacturing industries, by occupational group | 198 |
| A-13. By bargaining status, and major industry and occupational group | 200 |
| A-14. By establishment employment size, and major industry and occupational group | 201 |
| A-15. In health services industries, by industry and occupational group | 203 |
| A-16. In transportation equipment manufacturing and public utilities industries, by industry and occupational group | 204 |

Chapter I. Introduction

A comprehensive analysis of employee compensation requires data on labor cost changes from period to period as well as information on dollar costs at a given point in time. At the behest of Congress, BLS developed the Employment Cost Index (ECI) in the early 1970s to measure the rate of change in employee compensation, which includes wages and salaries and employer costs for employee benefits. ECI statistics were first published for September-December 1975 but were limited to private industry wage and salary changes. Over time new series have been added.

The Bureau used ECI data to develop the Employer Costs for Employee Compensation (ECEC) in 1987. ECEC cost levels are calculated by applying current, rather than fixed, employment weights to wage and salary and benefit cost data from the establishments in the ECI survey. Estimates are published annually using payroll data that includes March 12th as the reference period.

ECEC data were first published for March 1987 and were originally limited to private industry.¹ The Bureau expanded the ECEC in 1988 to include compensation costs levels by bargaining status, more detailed major industry group, and region. In 1991, ECEC were published for civilian workers, State and local governments workers, and private industry workers by establishment employment size. BLS further expanded the ECEC in 1993 to include data for full- and part-time workers in private industry. In 1997, ECEC for March 1986 became available.²

Some benefit definitions were changed in 1996 to improve data quality and to better reflect terminology and definitions used in the compensation community. These changes are:

- Long-term disability insurance is now reported as a separate benefit. Previously it had been included in sickness and accident insurance.³
- Social Security is now divided into Old-age, Survivors, and Disability Insurance (OASDI) and Medicare components.

¹ For more information see Felicia Nathan, "Analyzing Employer Costs for Wages, Salaries, and Benefits," *Monthly Labor Review*, October 1987, pp. 3-11.

² For more information see "Employer Costs for Employee Compensation, 1986," *Compensation and Working Conditions*, Summer 1997, pp. 112-117.

³ In the 1998 ECEC, the sickness and accident insurance component was renamed short-term disability. It includes all insured, self-insured, and State-mandated plans that provide benefits for each disability, including unfunded plans.

- The pension and savings and thrift benefits in the retirement and savings category were changed to defined benefit and defined contribution plans. All pension and savings and thrift plans within existing sample units were examined to determine if they were defined benefit or defined contribution plans; they were then reclassified. Although the old divisions cannot be compared with the new divisions, the overall category of retirement and savings remains comparable.
- Railroad benefit costs have been reclassified into the benefits that match their intended purpose. For example, Railroad Retirement, Tier 1, is now in the Social Security component; Railroad Retirement, Tier 2, and Railroad Supplemental Retirement are now in the defined benefit plan category. Previously, all railroad benefits were included in the legally required benefits category.

Like the ECI, the ECEC defines wages and salaries as the hourly straight-time wage rate. For workers paid on an hourly basis, the wage rate is the cost per hour paid. For workers not paid on an hourly basis, straight-time earnings are divided by the scheduled hours corresponding to the earnings. Straight-time wage and salary rates are total earnings before payroll deductions and include production bonuses, incentive pay, commissions, and cost-of-living allowances.

Benefits include: Paid leave (vacations, holidays, sick leave, and other paid leave); supplemental pay (overtime, weekends, and holidays; shift differentials; and nonproduction bonuses, such as lump-sum payments provided in place of wage increases); insurance (life, health, short-term disability, and long-term disability); retirement and savings (defined benefit and defined contribution); legally required benefits (Social Security—OASDI and Medicare, Federal and State unemployment insurance, and workers' compensation); and other benefits (severance pay and supplemental unemployment benefits).

Chapter II provides a detailed examination of the 1999 ECEC.⁴

⁴ This bulletin includes corrected historical data for civilian workers for 1994-1996 and for full-time workers in manufacturing (private industry) for 1996. These corrected data were first published in the October 21, 1997 news release, "Employer Costs for Employee Compensation - March 1997," USDL 97-371.

Chapter II. Employer Costs For Employee Compensation March 1999

Employer Costs for Employee Compensation (ECEC) include wage and benefit data from private industry and State and local government. Not included are the self-employed, farm, household, and Federal Government workers. The 1999 ECEC is based on a sample of about 17,200 occupations in some 4,200 establishments in private industry. The sample also includes about 4,100 occupations in approximately 800 State and local government establishments.¹

Civilian workers

In March 1999, employer costs for employee compensation for U.S. civilian workers (private industry and State and local government) averaged \$20.29 per hour worked. Wages and salaries, which averaged \$14.72, accounted for 72.5 percent of these costs. Benefits, which averaged \$5.58 per hour worked, accounted for the remaining 27.5 percent.

Legally required benefits, such as Social Security and workers' compensation, averaged \$1.65 per hour worked (8.1 percent of total compensation), representing the largest non-wage cost. Paid leave, with an average cost of \$1.34 per hour worked, accounted for 6.6 percent of total compensation, followed by insurance (\$1.29, 6.4 percent), retirement and savings (76 cents, 3.7 percent), and supplemental pay (51 cents, 2.5 percent).

Compensation costs differed between private industry and State and local government (text table 1). Total compensation costs were higher in State and local governments (\$28.00) than in private industry (\$19.00). Benefit costs in State and local

¹ For additional information about survey methodology see appendix A, pp. 181-204.

governments were higher in both dollar amount (\$8.22) and as a percent of total compensation (29.4 percent) than in private industry (\$5.13 and 27 percent, respectively).

It is misleading to make direct comparisons between aggregate compensation cost levels in State and local government and those in private industry. Differences between these sectors stem from variations in work activities and occupational structure. Manufacturing and sales, for example, make up a large part of private industry activities but are rare in State and local governments. White-collar occupations (largely professional occupations, including teachers) account for two-thirds of the State and local government workforce, compared with one-half in private industry.²

Private industry

Costs of legally required benefits averaged \$1.65 per hour worked and were the largest benefit costs.

Social Security costs have influenced this pattern. Social Security accounted for 5.6 percent of total compensation in 1986 and 1987 but increased to 5.9 percent in 1988, when the Social Security tax was raised. In 1990, the tax was further increased and, subsequently, the amount of earnings subject to Social Security taxes was also raised in several steps.³ Employer outlays for Social Security ranged from 5.9 percent to 6

² For a more detailed examination of these factors, see Bradley R. Braden and Stephanie L. Hyland, "Cost of Employee Compensation in Public and Private Sectors," *Monthly Labor Review*, May 1993, pp. 14-21.

³ For historical information on Social Security tax rates and annual maximum taxable earnings, see *Annual Statistical Supplement to the Social Security Bulletin, 1998*, Social Security Administration, 1998.

Text table 1. Employer costs per hour worked and percent distribution of components of total compensation, selected workers, March 1999

| Compensation component | Workers | | | | | |
|---------------------------------|--------------|---------|------------------|---------|----------------------------|---------|
| | All civilian | | Private industry | | State and local government | |
| | Cost | Percent | Cost | Percent | Cost | Percent |
| Total compensation | \$20.29 | 100.0 | \$19.00 | 100.0 | \$28.00 | 100.0 |
| Wages and salaries | 14.72 | 72.5 | 13.87 | 73.0 | 19.78 | 70.6 |
| Benefits | 5.58 | 27.5 | 5.13 | 27.0 | 8.22 | 29.4 |
| Paid leave | 1.34 | 6.6 | 1.20 | 6.3 | 2.17 | 7.8 |
| Supplemental pay | .51 | 2.5 | .55 | 2.9 | .24 | .9 |
| Insurance | 1.29 | 6.4 | 1.13 | 5.9 | 2.22 | 7.9 |
| Retirement and savings | .76 | 3.7 | .57 | 3.0 | 1.91 | 6.8 |
| Legally required benefits | 1.65 | 8.1 | 1.65 | 8.7 | 1.64 | 5.9 |
| Other benefits | .03 | .1 | .03 | .2 | .04 | .1 |

NOTE: Due to rounding, the sums of individual items may not equal totals.

Text table 2. **Percent distribution of components of compensation costs, private industry, March 1986-99**

| Compensation component | Year | | | | | | | | | | | | | |
|--------------------------------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|
| | 1986 | 1987 | 1988 | 1989 | 1990 | 1991 | 1992 | 1993 | 1994 | 1995 | 1996 | 1997 | 1998 | 1999 |
| Total compensation | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 |
| Wages and salaries | 73.0 | 73.2 | 72.7 | 72.7 | 72.4 | 72.3 | 71.8 | 71.3 | 71.1 | 71.6 | 71.9 | 72.5 | 72.8 | 73.0 |
| Benefits | 27.0 | 26.8 | 27.3 | 27.3 | 27.6 | 27.7 | 28.2 | 28.7 | 28.9 | 28.4 | 28.1 | 27.5 | 27.1 | 27.0 |
| Paid leave | 7.0 | 6.9 | 7.0 | 7.0 | 6.9 | 6.8 | 6.8 | 6.6 | 6.5 | 6.4 | 6.4 | 6.3 | 6.3 | 6.3 |
| Supplemental pay | 2.3 | 2.4 | 2.4 | 2.4 | 2.5 | 2.3 | 2.4 | 2.5 | 2.6 | 2.8 | 2.8 | 2.9 | 3.0 | 2.9 |
| Insurance | 5.5 | 5.4 | 5.6 | 6.0 | 6.1 | 6.5 | 6.9 | 7.2 | 7.2 | 6.7 | 6.5 | 6.1 | 5.9 | 5.9 |
| Health | (1) | (1) | (1) | (1) | (1) | 6.0 | 6.3 | 6.6 | 6.7 | 6.2 | 5.9 | 5.5 | 5.4 | 5.4 |
| Retirement and savings | 3.8 | 3.6 | 3.3 | 2.9 | 3.0 | 2.9 | 2.9 | 3.0 | 3.0 | 3.0 | 3.1 | 3.0 | 3.0 | 3.0 |
| Legally required benefits | 8.4 | 8.4 | 8.8 | 8.9 | 9.0 | 9.1 | 9.1 | 9.3 | 9.4 | 9.3 | 9.1 | 9.0 | 8.8 | 8.7 |
| Social Security | 5.6 | 5.6 | 5.9 | 5.9 | 5.9 | 6.0 | 5.9 | 5.9 | 6.0 | 6.0 | 6.0 | 6.0 | 6.1 | 6.1 |
| Federal unemployment insurance | .2 | .2 | .2 | .2 | .2 | .2 | .2 | .2 | .2 | .2 | .2 | .2 | .2 | .2 |
| State unemployment insurance | .9 | .9 | .8 | .8 | .6 | .6 | .6 | .7 | .7 | .7 | .7 | .6 | .6 | .5 |
| Workers' compensation | 1.5 | 1.6 | 1.7 | 1.9 | 2.1 | 2.1 | 2.2 | 2.3 | 2.4 | 2.3 | 2.3 | 2.2 | 1.9 | 1.9 |
| Other benefits | .1 | .1 | .2 | .1 | (2) | (2) | .1 | .2 | .2 | .2 | .2 | .1 | .2 | .2 |

¹Data not available.²Less than 0.05 percent.

NOTE: Due to rounding, the sums of individual items may not equal totals.

Text table 3. **Employer costs per hour worked for employee compensation by industry group, private industry, March 1999**

| Industry group | Total compensation | | Wages and salaries | | Benefits | |
|-------------------------------------------|--------------------|---------|--------------------|---------|----------|---------|
| | Cost | Percent | Cost | Percent | Cost | Percent |
| Private industry | \$19.00 | 100 | \$13.87 | 73.0 | \$5.13 | 27.0 |
| Goods-producing | 22.86 | 100 | 15.84 | 69.3 | 7.02 | 30.7 |
| Construction | 22.64 | 100 | 16.13 | 71.2 | 6.51 | 28.8 |
| Manufacturing | 22.77 | 100 | 15.66 | 68.8 | 7.11 | 31.2 |
| Durables | 24.66 | 100 | 16.75 | 67.9 | 7.91 | 32.1 |
| Nondurables | 19.98 | 100 | 14.04 | 70.3 | 5.94 | 29.7 |
| Service-producing | 17.82 | 100 | 13.26 | 74.4 | 4.55 | 25.5 |
| Transportation and public utilities | 24.65 | 100 | 17.05 | 69.2 | 7.60 | 30.8 |
| Wholesale trade | 21.17 | 100 | 15.30 | 72.3 | 5.87 | 27.7 |
| Retail trade | 10.64 | 100 | 8.41 | 79.0 | 2.23 | 21.0 |
| Finance, insurance, and real estate | 25.11 | 100 | 17.81 | 70.9 | 7.30 | 29.1 |
| Service industries | 18.76 | 100 | 14.17 | 75.5 | 4.59 | 24.5 |
| Health services | 19.05 | 100 | 14.16 | 74.3 | 4.88 | 25.6 |
| Hospitals | 22.75 | 100 | 16.21 | 71.3 | 6.54 | 28.7 |
| Nursing homes | 13.29 | 100 | 10.06 | 75.7 | 3.23 | 24.3 |

NOTE: Due to rounding, the sums of individual items may not equal totals.

percent of total compensation between 1988 and 1997; they reached 6.1 percent in 1998 and again in 1999. (See text table 2.)

Workers' compensation costs have followed the same pattern as legally required benefits. In 1986, they were 1.5 percent of total compensation; in 1994, 2.4 percent, and in 1998 and 1999, 1.9 percent.

In 1999, State unemployment insurance costs accounted for 0.5 percent of total compensation, the lowest proportion ever. During the 1986-89 period, these costs were 0.8 or 0.9 percent, and from 1990 to 1998, 0.6 or 0.7 percent of total compensation. The proportion represented by Federal unemployment insurance remained constant at 0.2 percent during the entire 1986-99 period.

Insurance (life, health, and short- and long-term disability) accounted for 5.9 percent of compensation in March 1999. As text table 2 shows, the proportion of compensation accounted

for by insurance costs increased from 1986 to 1993, leveled off for one year, and began to decrease in 1995.

The influence of the components of insurance during the 1986-99 period cannot be fully examined because estimates of the cost per hour worked for individual insurance benefits were not published until 1991. Since health insurance costs account for most of private industry insurance costs, they substantially influence total insurance costs. The increase in the proportion of total benefits accounted for by health insurance between 1991 and 1994 reflects the continuation in the steady rise in health care costs that began in the 1980s. Since 1994, the deceleration in health care cost increases has been reflected in the declining proportion of total benefits accounted for by both total insurance and health insurance costs.

Text table 2 also shows that the proportion of costs represented by paid leave and retirement and savings declined

Text table 4. **Employer costs per hour worked and percent distribution of components of total compensation by occupational group, private industry, March 1999**

| Occupational group | Total compensation | | Wages and salaries | | Benefits | |
|--------------------------------------------------------------|--------------------|---------|--------------------|---------|----------|---------|
| | Cost | Percent | Cost | Percent | Cost | Percent |
| All private industry | \$19.00 | 100 | \$13.87 | 73.0 | \$5.13 | 27.0 |
| White collar | 23.02 | 100 | 17.02 | 73.9 | 6.00 | 26.1 |
| Professional specialty and technical | 30.38 | 100 | 22.47 | 74.0 | 7.91 | 26.0 |
| Professional specialty | 32.05 | 100 | 23.83 | 74.4 | 8.22 | 25.6 |
| Technical | 26.16 | 100 | 19.02 | 72.7 | 7.13 | 27.3 |
| Executive, administrative, and managerial | 35.20 | 100 | 25.47 | 72.4 | 9.73 | 27.6 |
| Sales | 16.13 | 100 | 12.64 | 78.4 | 3.49 | 21.6 |
| Administrative support, including clerical | 16.39 | 100 | 11.89 | 72.5 | 4.50 | 27.5 |
| Blue collar | 17.98 | 100 | 12.51 | 69.6 | 5.48 | 30.5 |
| Precision production, craft, and repair | 24.12 | 100 | 16.78 | 69.6 | 7.34 | 30.4 |
| Machine operators, assemblers, and inspectors | 16.90 | 100 | 11.41 | 67.5 | 5.49 | 32.5 |
| Transportation and material moving | 17.64 | 100 | 12.37 | 70.1 | 5.28 | 29.9 |
| Handlers, equipment cleaners, helpers, and laborers | 12.67 | 100 | 9.06 | 71.5 | 3.61 | 28.5 |
| Service | 9.58 | 100 | 7.44 | 77.7 | 2.14 | 22.3 |

NOTE: Due to rounding, the sums of individual items may not equal totals.

during the 1986-99 period. Paid leave was 7 percent of compensation in 1986 and 6.3 percent in 1999. Employer costs per hour worked for retirement and savings were 3.8 percent of total compensation in 1986 and 3 percent in 1999. Because employer payments into pension funds are affected by returns on investments, many pension funds tied to the rising stock market became overfunded. This subsequently resulted in reduced employer contributions to defined benefit plans.

Cost levels by industry group. In March 1999, total compensation costs averaged more for workers in goods-producing industries (\$22.86) than in service-producing industries (\$17.82). (See text table 3.) In goods-producing industries, compensation costs ranged from \$19.98 in nondurables manufacturing to \$24.66 in durables manufacturing. Costs in service-producing industries ranged from \$10.64 in retail trade to \$25.11 in finance, insurance, and real estate.

The industries also varied in the proportion of compensation costs accounted for by benefits: 30.7 percent in goods-producing and 25.5 percent in service-producing industries. Service-producing industries ranged the most, from 21 percent of total compensation costs in retail trade to 30.8 percent in transportation and public utilities. In goods-producing industries, the proportion of benefit costs ranged from 28.8 percent in construction to 32.1 percent in durable goods manufacturing.

Cost levels by occupational group. In March 1999, total compensation in private industry was higher for white-collar workers (\$23.02) than for blue-collar workers (\$17.98) and service workers (\$9.58). As text table 4 shows, total compensation costs for white-collar occupations ranged from \$16.13 for sales workers to \$35.20 for executive, administrative, and managerial occupations. Costs for blue-collar workers ranged from \$12.67 for handlers, equipment cleaners, helpers, and laborers to \$24.12 for precision production, craft, and repair occupations. No breakdown in compensation costs for individual

Text table 5. **Percent distribution of components of benefit costs by major occupational group, private industry, March 1999**

| Benefit component | Occupational group | | | |
|---------------------------------|--------------------|--------------|-------------|------------------|
| | All | White-collar | Blue-collar | Service |
| Total benefits | 100.0 | 100.0 | 100.0 | 100.0 |
| Paid leave | 23.4 | 27.2 | 17.9 | 17.8 |
| Supplemental pay | 10.7 | 10.2 | 12.6 | 7.5 |
| Premium pay | 4.5 | 2.2 | 8.6 | 3.7 |
| Shift pay | 1.0 | .7 | 1.3 | 1.4 |
| Nonproduction bonuses | 5.5 | 7.3 | 2.7 | 2.3 |
| Insurance | 22.0 | 21.3 | 23.7 | 20.1 |
| Retirement and savings | 11.1 | 11.5 | 11.7 | 6.1 |
| Legally required benefits | 32.2 | 29.3 | 33.6 | 48.6 |
| Other benefits | .6 | .5 | .6 | (¹) |

¹Less than 0.05 percent.

NOTE: Due to rounding, the sums of individual items may not equal totals

service occupations, such as janitors, is available.

Benefit costs made up 30.5 percent of total compensation costs for blue-collar workers, 26.1 percent for white-collar, and 22.3 percent for service workers. The proportion of costs of individual benefits to total compensation costs varied among occupational groups. (See text table 5.) Paid leave and non-production bonuses made up a higher proportion of total costs for white-collar workers, while premium pay, shift differentials, and insurance had proportionately higher costs for blue-collar workers. Legally required benefits made up a much greater proportion of total costs for service workers, accounting for almost half of their benefit costs, compared with a third for blue-collar and about three-tenths for white-collar workers.

Cost levels by occupation within industries. Group averages can be misleading. For example, although compensation costs

for all occupations may be significantly higher in one industry than in another, differences in compensation costs may be substantially smaller in some occupations and substantially larger in others. (See text table 6.) For example, the differential between compensation costs for all occupations in goods-producing industries and in service-producing industries was \$5.04 (these costs were \$22.86 in goods-producing and \$17.82 in service-producing industries). Of the three broad occupational groups, the differential in compensation costs between goods-producing and service-producing industries was the greatest, \$8.88, for white-collar occupations. Within white-collar occupations, compensation costs differentials ranged from 89 cents for administrative support, including clerical to \$9.66 for professional specialty occupations. Blue-collar occupations showed an overall differential of \$4.17, with differentials for the various occupational groups ranging from \$1.94 to \$2.67. Compensation costs for service occupations showed a differential of \$7.35 (\$16.77 in goods-producing industries, compared with \$9.42 in service-producing industries).

Cost levels by establishment employment size. Private industry compensation costs increased with establishment employment size. As shown in text table 7, compensation costs ranged from \$16.27 per hour worked for employees in establishments with fewer than 100 workers to \$26.37 in establishments with 500 or more workers. Benefit costs represented 24.5 percent of total compensation in establishments with fewer than 100 work-

ers, 27.4 percent in establishments with 100-499 workers, and 30.3 percent in establishments with 500 or more workers. These patterns held for workers regardless of occupational or industry group.

Cost levels by full- and part-time status. In March 1999, total compensation costs for all part-time workers in private industry averaged \$10.20, less than half of the \$21.55 for full-time workers. (See text table 8.) Sales occupations showed the widest gap, with part-time worker compensation averaging \$8.42, or 40.2 percent of the \$20.97 earned by their full-time counterparts. The gap was the smallest between the earnings of administrative support, including clerical, occupations; part-time worker compensation averaged \$11.71 or 67.9 percent of the \$17.25 for full-time workers. (Workers are classified as full- or part-time according to the practices of surveyed establishments.)

Benefits also represented a much smaller proportion of total compensation costs for part-time workers than for full-time workers (18.7 percent compared with 28.2 percent). Benefit costs for part-time workers averaged \$1.91, 31.5 percent of the \$6.07 for full-time workers. Wages and salaries for part-time workers averaged \$8.29, 53.6 percent of the \$15.48 for full-time workers. These patterns held for all occupations and industries.

Cost levels by bargaining status. As text table 9 indicates, private industry compensation costs for nonunion workers were 73.5 percent of those for union workers (\$18.20 compared with \$24.75). Compensation costs for union and nonunion workers were closer in manufacturing, \$23.21 and \$22.62, respectively. However, wages and salaries in manufacturing were lower for union workers than for nonunion workers (\$14.60 compared with \$16.01), whereas benefit costs were higher for union workers than for nonunion workers, \$8.61 and \$6.61, respectively. For all other categories, both wages and salaries and benefit costs were higher for union workers.

The proportion of compensation costs represented by benefits was 34.5 percent for all union workers and 25.6 percent for all nonunion workers. Union and nonunion cost level differentials reflect a variety of influences, including variation in the distribution of union and nonunion workers among occupations and industries.

Cost levels by region. In March 1999, compensation costs per hour worked ranged from \$16.97 in the South to \$20.94 in the Northeast. The proportion of compensation costs represented by wages and salaries ranged from 71.9 percent in the Midwest to 74.1 percent in the West. (See text table 10.)

State and local government

Compensation costs, 1991-99. In March 1999, wages and salaries averaged \$19.78 or 70.6 percent of total compensation costs, whereas benefit costs averaged \$8.22 or 29.4 percent. (See text table 11).

In 1999, insurance accounted for 7.9 percent of total compensation costs as it did in 1997 and 1998. Insurance costs were 7.3 percent of total compensation costs in 1991, increas-

Text table 6. **Total compensation costs per hour worked by occupational groups within industries, private industry, March 1999**

| Occupational group | Total private industry | Goods producing | Service producing | Differential ² |
|-----------------------------------------------------------|------------------------|------------------|-------------------|---------------------------|
| All occupations | \$19.00 | \$22.86 | \$17.82 | \$5.04 |
| White collar | 23.02 | 30.77 | 21.89 | 8.88 |
| Professional specialty and technical | 30.38 | 36.89 | 28.93 | 7.96 |
| Professional specialty .. | 32.05 | 39.88 | 30.22 | 9.66 |
| Technical | 26.16 | 28.17 | 25.76 | 2.41 |
| Executive, administrative, and managerial | 35.20 | 42.12 | 33.63 | 8.49 |
| Sales | 16.13 | (¹) | 15.86 | (¹) |
| Administrative support, including clerical | 16.39 | 17.17 | 16.28 | .89 |
| Blue collar | 17.98 | 19.93 | 15.76 | 4.17 |
| Precision production, craft, and repair | 24.12 | 25.12 | 22.45 | 2.67 |
| Machine operators, assemblers, and inspectors | 16.90 | 17.91 | (¹) | (¹) |
| Transportation and material moving | 17.64 | 19.11 | 17.17 | 1.94 |
| Handlers, equipment cleaners, helpers, and laborers | 12.67 | 14.25 | 11.91 | 2.34 |
| Service | 9.58 | 16.77 | 9.42 | 7.35 |

¹ Data not available.

² Due to weighting and unavailable data, aggregate differentials may appear to be disproportionate.

Text table 7. **Employer costs per hour worked for employee compensation and costs as a percent of total compensation, by establishment employment size, private industry, March 1999**

| Industry, occupational group, and compensation | Costs per hour worked by establishment employment size | | | | | Percent of total compensation by establishment employment size | | | | |
|------------------------------------------------|--------------------------------------------------------|---------|-------------|---------|-------------|----------------------------------------------------------------|-------|-------------|---------|-------------|
| | All establishments | 1-99 | 100 or more | | | All establishments | 1-99 | 100 or more | | |
| | | | Total | 100-499 | 500 or more | | | Total | 100-499 | 500 or more |
| Total private industry | | | | | | | | | | |
| Compensation costs | \$19.00 | \$16.27 | \$21.88 | \$18.14 | \$26.37 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 |
| Wages and Salaries | 13.87 | 12.29 | 15.54 | 13.17 | 18.37 | 73.0 | 75.5 | 71.0 | 72.6 | 69.7 |
| Benefits | 5.13 | 3.98 | 6.35 | 4.97 | 8.00 | 27.0 | 24.5 | 29.0 | 27.4 | 30.3 |
| Goods-producing industries | | | | | | | | | | |
| Compensation costs | 22.86 | 18.98 | 25.50 | 21.58 | 29.39 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 |
| Wages and salaries | 15.84 | 13.79 | 17.24 | 14.80 | 19.66 | 69.3 | 72.7 | 67.6 | 68.6 | 66.9 |
| Benefits | 7.02 | 5.19 | 8.26 | 6.79 | 9.73 | 30.7 | 27.3 | 32.4 | 31.5 | 33.1 |
| Service-producing industries | | | | | | | | | | |
| Compensation costs | 17.82 | 15.65 | 20.42 | 16.91 | 24.97 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 |
| Wages and salaries | 13.26 | 11.95 | 14.85 | 12.59 | 17.77 | 74.4 | 76.4 | 72.7 | 74.5 | 71.2 |
| Benefits | 4.55 | 3.71 | 5.57 | 4.32 | 7.19 | 25.5 | 23.7 | 27.3 | 25.5 | 28.8 |
| White-collar occupations | | | | | | | | | | |
| Compensation costs | 23.02 | 19.58 | 26.39 | 21.99 | 30.56 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 |
| Wages and salaries | 17.02 | 14.87 | 19.13 | 16.21 | 21.89 | 73.9 | 75.9 | 72.5 | 73.7 | 71.6 |
| Benefits | 6.00 | 4.71 | 7.26 | 5.78 | 8.67 | 26.1 | 24.1 | 27.5 | 26.3 | 28.4 |
| Blue-collar occupations | | | | | | | | | | |
| Compensation costs | 17.98 | 16.51 | 19.48 | 17.34 | 22.40 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 |
| Wages and salaries | 12.51 | 12.01 | 13.01 | 12.02 | 14.36 | 69.6 | 72.7 | 66.8 | 69.3 | 64.1 |
| Benefits | 5.48 | 4.49 | 6.47 | 5.32 | 8.05 | 30.5 | 27.2 | 33.2 | 30.7 | 35.9 |

NOTE: Due to rounding, the sums of individual items may not equal totals.

Text table 8. **Employer costs per hour worked for employee compensation and costs as a percent of total compensation, by full-time and part-time status, private industry, March 1999**

| Full- and part-time status, occupational group, and industry | Total compensation | | Wages and salaries | | Benefits | |
|--------------------------------------------------------------|--------------------|---------|--------------------|---------|----------|---------|
| | Cost | Percent | Cost | Percent | Cost | Percent |
| Full time | \$21.55 | 100 | \$15.48 | 71.8 | \$6.07 | 28.2 |
| White-collar occupations | 25.42 | 100 | 18.57 | 73.1 | 6.85 | 26.9 |
| Sales | 20.97 | 100 | 16.22 | 77.3 | 4.75 | 22.7 |
| Administrative support, including clerical | 17.25 | 100 | 12.33 | 71.5 | 4.92 | 28.5 |
| Blue-collar occupations | 19.00 | 100 | 13.12 | 69.1 | 5.88 | 30.9 |
| Service occupations | 11.77 | 100 | 8.70 | 73.9 | 3.07 | 26.1 |
| Goods-producing industries | 23.20 | 100 | 16.04 | 69.1 | 7.16 | 30.9 |
| Service-producing industries | 20.87 | 100 | 15.25 | 73.1 | 5.61 | 26.9 |
| Retail trade | 13.78 | 100 | 10.66 | 77.4 | 3.12 | 22.6 |
| Services | 20.90 | 100 | 15.51 | 74.2 | 5.39 | 25.8 |
| Part time | \$10.20 | 100 | 8.29 | 81.3 | 1.91 | 18.7 |
| White-collar occupations | 12.89 | 100 | 10.49 | 81.4 | 2.40 | 18.6 |
| Sales | 8.42 | 100 | 6.94 | 82.4 | 1.48 | 17.6 |
| Administrative support, including clerical | 11.71 | 100 | 9.48 | 81.0 | 2.22 | 19.0 |
| Blue-collar occupations | 10.02 | 100 | 7.70 | 76.8 | 2.32 | 23.2 |
| Service occupations | 7.46 | 100 | 6.22 | 83.4 | 1.24 | 16.6 |
| Goods-producing industries | 11.78 | 100 | 9.39 | 79.7 | 2.39 | 20.3 |
| Service-producing industries | 10.15 | 100 | 8.26 | 81.4 | 1.89 | 18.6 |
| Retail trade | 7.46 | 100 | 6.13 | 82.2 | 1.33 | 17.8 |
| Services | 12.62 | 100 | 10.33 | 81.9 | 2.29 | 18.1 |

NOTE: Data are limited to industries and occupations that employ large numbers of part-time workers. Due to rounding, the sums of individual items may not equal totals.

Text table 9. **Employer costs per hour worked and costs as a percent of total compensation, by bargaining status and major industry and occupational group, private industry, March 1999**

| Industry, occupational group and union status | Compensation | | Wages and salaries | | Benefits | |
|-----------------------------------------------|--------------|---------|--------------------|---------|----------|---------|
| | Cost | Percent | Cost | Percent | Cost | Percent |
| All workers | \$10.99 | 100 | \$13.87 | 73.0 | \$5.13 | 27.0 |
| Union workers | \$24.75 | 100 | \$16.21 | 65.5 | \$8.53 | 34.5 |
| Blue-collar workers | 25.75 | 100 | 16.41 | 63.7 | 9.35 | 36.3 |
| Goods-producing industries | 26.33 | 100 | 16.74 | 63.6 | 9.59 | 36.4 |
| Service-producing industries | 23.37 | 100 | 15.75 | 67.4 | 7.62 | 32.6 |
| Manufacturing | 23.21 | 100 | 14.60 | 62.9 | 8.61 | 37.1 |
| Blue-collar workers | 23.06 | 100 | 14.38 | 62.4 | 8.68 | 37.6 |
| Nonmanufacturing | 25.61 | 100 | 17.12 | 66.8 | 8.49 | 33.2 |
| Nonunion workers | 18.20 | 100 | 13.54 | 74.4 | 4.66 | 25.6 |
| Blue-collar workers | 15.39 | 100 | 11.20 | 72.8 | 4.18 | 27.2 |
| Goods-producing industries | 21.75 | 100 | 15.56 | 71.5 | 6.20 | 28.5 |
| Service-producing industries | 17.29 | 100 | 13.03 | 75.4 | 4.27 | 24.7 |
| Manufacturing | 22.62 | 100 | 16.01 | 70.8 | 6.61 | 29.2 |
| Blue-collar workers | 16.99 | 100 | 11.82 | 69.6 | 5.16 | 30.4 |
| Nonmanufacturing | 17.42 | 100 | 13.11 | 75.3 | 4.32 | 24.8 |

NOTE: Due to rounding, the sum of individual items may not equal totals.

Text table 10. **Employer costs per hour worked for employee compensation and costs as a percent of total compensation, by geographic region, private industry, March 1999**

| Region | Compensation | | Wages and salaries | | Benefits | |
|-----------------|--------------|---------|--------------------|---------|----------|---------|
| | Cost | Percent | Cost | Percent | Cost | Percent |
| Midwest | \$18.36 | 100 | \$13.21 | 71.9 | \$5.15 | 28.1 |
| Northeast | 20.94 | 100 | 15.08 | 72.0 | 5.86 | 28.0 |
| South | 16.97 | 100 | 12.55 | 74.0 | 4.42 | 26.0 |
| West | 20.74 | 100 | 15.37 | 74.1 | 5.38 | 25.9 |

ing to 8.5 percent in 1994. Insurance costs were 8.2 percent in 1995 and 8.1 percent in 1996.

As in private industry, health insurance costs have influenced the direction of total insurance costs. Health insurance costs were 6.9 percent of total compensation in 1991, increasing to 8.2 percent in 1994. They then began to decline, first to 7.8 percent in 1995, then to 7.5 percent in 1997 and 1998. In 1999, health insurance costs represented 7.6 percent of total compensation.

In 1999, paid leave accounted for 7.8 percent, retirement and savings for 6.8 percent, and legally required benefits, for 5.9 percent of total compensation costs. As in the private sector, Social Security costs accounted for the majority of the cost of legally required benefits. As may be seen, the share of Social Security costs declined from 4.6 percent of total compensation in 1991 to 4.4 percent in 1994 and then increased to 4.8 percent in 1995. Social Security costs have been 4.7 percent of total compensation since 1996. The proportion of Federal unemployment insurance costs remained below 0.5 percent of total compensation over the 1991-99 period. In contrast, State unemployment insurance costs averaged less than 0.2 percent over the same period. Workers' compensation costs hovered around 1.2 percent of total

compensation over the 1991-99 period.

Cost levels by occupational group. State and local government compensation costs differed by occupational group. (See text table 12.) As in private industry, total compensation costs were higher for white-collar occupations (\$30.99) than for blue-collar (\$21.94) and service (\$21.23) occupations. The difference in total compensation between blue-collar and service occupations, however, was much smaller than that found in private industry. The smaller differential reflects the inclusion of police and firefighters in the State and local government service category; in private industry, occupations commanding low pay, such as waiters and waitresses and janitors are common.

As in private industry, compensation costs for white-collar occupations varied widely, ranging from \$17.88 for administrative support, including clerical, occupations to \$36.67 for professional specialty and technical occupations. The prevalence of professional occupations, including teachers, in State and local government is a contributing factor to higher total compensation costs when compared with private industry. Another factor is the concentration of lower compensated sales workers in private industry.

Benefits made up 27.6 percent of compensation costs for white-collar occupations, 34 percent for blue-collar occupations, and 35.3 percent for service workers.

The share of benefit costs accounted for by individual benefits differed among occupations as text table 13 indicates. Supplemental pay accounted for a smaller proportion of benefit costs for white-collar occupations than for the other two occupational groups. Retirement and savings accounted for a smaller proportion of benefit costs for blue-collar occupations than for the other groups. Insurance and legally required benefits made up a smaller proportion of total compensation costs for service workers than for workers in the two other groups.

Text table 11. Percent distribution of components of total compensation costs, State and local governments, March 1991-99

| Compensation component | 1991 | 1992 | 1993 | 1994 | 1995 | 1996 | 1997 | 1998 | 1999 |
|--------------------------------------|------------------|------------------|------------------|------------------|------------------|------------------|------------------|------------------|------------------|
| Total compensation | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 |
| Wages and salaries | 69.6 | 69.8 | 69.6 | 69.5 | 69.6 | 69.8 | 70.0 | 70.3 | 70.6 |
| Benefits | 30.4 | 30.2 | 30.4 | 30.5 | 30.4 | 30.2 | 30.0 | 29.7 | 29.4 |
| Paid leave | 7.8 | 7.7 | 7.6 | 7.7 | 7.9 | 7.8 | 7.7 | 7.7 | 7.8 |
| Supplemental pay | .9 | .9 | .9 | .8 | .9 | .9 | .9 | .8 | .9 |
| Insurance | 7.3 | 7.8 | 8.3 | 8.5 | 8.2 | 8.1 | 7.9 | 7.9 | 7.9 |
| Health | 6.9 | 7.4 | 7.9 | 8.2 | 7.8 | 7.7 | 7.5 | 7.5 | 7.6 |
| Retirement and savings | 8.3 | 7.8 | 7.6 | 7.5 | 7.1 | 7.4 | 7.4 | 7.1 | 6.8 |
| Legally required benefits | 6.0 | 6.0 | 5.9 | 5.9 | 6.3 | 6.1 | 6.1 | 6.0 | 5.9 |
| Social security | 4.6 | 4.6 | 4.5 | 4.4 | 4.8 | 4.7 | 4.7 | 4.7 | 4.7 |
| Federal unemployment insurance | (¹) | (¹) | (¹) | (¹) | (¹) | (¹) | (¹) | (¹) | (¹) |
| State unemployment insurance | .1 | .1 | .2 | .2 | .2 | .2 | .2 | .1 | .1 |
| Workers' compensation | 1.2 | 1.2 | 1.2 | 1.2 | 1.2 | 1.2 | 1.1 | 1.1 | 1.1 |
| Other benefits | .1 | .1 | .1 | .1 | .1 | .1 | .1 | .1 | .1 |

Text table 12. Employer costs per hour worked for employee compensation, and costs as a percent of total compensation by occupation, State and local governments, March 1999

| Occupational group | Total compensation | | Wages and salaries | | Benefits | |
|--------------------------------------------------|--------------------|---------|--------------------|---------|----------|---------|
| | Cost | Percent | Cost | Percent | Cost | Percent |
| All occupations .. | \$28.00 | 100 | \$19.78 | 70.6 | \$8.22 | 29.4 |
| White collar | 30.99 | 100 | 22.44 | 72.4 | 8.55 | 27.6 |
| Professional specialty and technical | 36.67 | 100 | 27.30 | 74.4 | 9.36 | 25.5 |
| Professional specialty | 38.03 | 100 | 28.45 | 74.8 | 9.58 | 25.2 |
| Teachers | 40.83 | 100 | 30.94 | 75.8 | 9.89 | 24.2 |
| Technical | 22.88 | 100 | 15.70 | 68.6 | 7.17 | 31.3 |
| Executive, administrative, and managerial | 35.08 | 100 | 24.58 | 70.1 | 10.51 | 30.0 |
| Administrative support, including clerical | 17.88 | 100 | 11.91 | 66.6 | 5.97 | 33.4 |
| Blue collar | 21.94 | 100 | 14.47 | 66.0 | 7.47 | 34.0 |
| Service | 22.23 | 100 | 13.74 | 64.7 | 7.49 | 35.3 |

NOTE: Due to rounding, the sums of individual items may not equal totals.

Cost levels by industry group. Compensation costs also varied by industry. As text table 14 indicates, compensation was higher in services (\$29.45) than in public administration (\$25.39). Within the services group, compensation costs ranged from \$22.95 for health services to \$30.67 for educational services. The higher compensation costs for the services group reflects the inclusion of teachers in the educational services group.

Benefits accounted for a greater proportion of total compensation costs in public administration than in services (33.9 percent and 27 percent, respectively). Within the services group benefit costs as a proportion of total compensation costs ranged from 26 percent for employees in elementary and secondary education to 32.4 percent for those in health services.

Text table 13. Percent distribution of components of benefit costs by major occupational group, State and local governments, March 1999

| Benefit component | All | Occupational group | | |
|-------------------------------|-------|--------------------|-------------|---------|
| | | White collar | Blue collar | Service |
| Total benefits | 100.0 | 100.0 | 100.0 | 100.0 |
| Paid leave | 26.4 | 26.2 | 28.0 | 26.4 |
| Supplemental pay | 2.9 | 1.6 | 4.6 | 6.8 |
| Insurance | 27.0 | 27.5 | 28.0 | 24.6 |
| Retirement and savings | 23.2 | 23.6 | 18.9 | 24.0 |
| Legally required benefits ... | 20.0 | 20.6 | 20.5 | 17.8 |
| Other benefits | .5 | .6 | .3 | .5 |

NOTE: Due to rounding, the sums of individual items may not equal totals.

Text table 14. Employer costs per hour worked for employee compensation, and costs as a percent of total compensation by industry group, State and local governments, March 1998

| Industry group | Total compensation | | Wages and salaries | | Benefits | |
|-------------------------------|--------------------|---------|--------------------|---------|----------|---------|
| | Cost | Percent | Cost | Percent | Cost | Percent |
| All workers ... | \$28.00 | 100 | \$19.78 | 70.6 | \$8.22 | 29.4 |
| Services | 29.45 | 100 | 21.50 | 73.0 | 7.95 | 27.0 |
| Health | 22.95 | 100 | 15.52 | 67.6 | 7.43 | 32.4 |
| Hospitals | 23.48 | 100 | 15.89 | 67.7 | 7.59 | 32.3 |
| Education | 30.67 | 100 | 22.64 | 73.8 | 8.03 | 26.2 |
| Elementary | | | | | | |
| and secondary education | 30.25 | 100 | 22.38 | 74.0 | 7.87 | 26.0 |
| Higher education | 32.35 | 100 | 23.80 | 73.6 | 8.55 | 26.4 |
| Public administration | 25.39 | 100 | 16.78 | 66.1 | 8.61 | 33.9 |

Table 1. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Civilian workers, by major occupational group, March 1999

| Compensation component | Civilian workers | | White-collar | | Blue-collar | | Service | |
|------------------------------------------|------------------|---------|--------------|---------|-------------|---------|------------------|------------------|
| | Cost | Percent | Cost | Percent | Cost | Percent | Cost | Percent |
| Total compensation | \$20.29 | 100.0 | \$24.50 | 100.0 | \$18.20 | 100.0 | \$11.46 | 100.0 |
| Wages and salaries | 14.72 | 72.5 | 18.02 | 73.6 | 12.61 | 69.3 | 8.45 | 73.7 |
| Total benefits | 5.58 | 27.5 | 6.47 | 26.4 | 5.58 | 30.7 | 3.00 | 26.2 |
| Paid leave | 1.34 | 6.6 | 1.74 | 7.1 | 1.04 | 5.7 | .64 | 5.6 |
| Vacation | .62 | 3.1 | .78 | 3.2 | .53 | 2.9 | .29 | 2.5 |
| Holiday | .46 | 2.3 | .59 | 2.4 | .37 | 2.0 | .21 | 1.8 |
| Sick | .20 | 1.0 | .29 | 1.2 | .10 | .5 | .11 | 1.0 |
| Other | .07 | .3 | .09 | .4 | .04 | .2 | .03 | .3 |
| Supplemental pay | .51 | 2.5 | .52 | 2.1 | .67 | 3.7 | .21 | 1.8 |
| Premium ¹ | .21 | 1.0 | .11 | .4 | .46 | 2.5 | .11 | 1.0 |
| Shift differentials | .05 | .2 | .04 | .2 | .07 | .4 | .04 | .3 |
| Nonproduction bonuses | .25 | 1.2 | .37 | 1.5 | .14 | .8 | .06 | .5 |
| Insurance | 1.29 | 6.4 | 1.48 | 6.0 | 1.34 | 7.4 | .66 | 5.8 |
| Life | .05 | .2 | .06 | .2 | .05 | .3 | .02 | .2 |
| Health | 1.18 | 5.8 | 1.35 | 5.5 | 1.24 | 6.8 | .62 | 5.4 |
| Short-term disability ² | .03 | .1 | .04 | .2 | .04 | .2 | .02 | .2 |
| Long-term disability | .03 | .1 | .04 | .2 | .02 | .1 | (³) | (⁴) |
| Retirement and savings | .76 | 3.7 | .93 | 3.8 | .68 | 3.7 | .40 | 3.5 |
| Defined benefit | .46 | 2.3 | .52 | 2.1 | .44 | 2.4 | .32 | 2.8 |
| Defined contribution | .30 | 1.5 | .41 | 1.7 | .24 | 1.3 | .07 | .6 |
| Legally required benefits | 1.65 | 8.1 | 1.76 | 7.2 | 1.82 | 10.0 | 1.09 | 9.5 |
| Social Security ⁵ | 1.18 | 5.8 | 1.41 | 5.8 | 1.07 | 5.9 | .70 | 6.1 |
| OASDI | .94 | 4.6 | 1.12 | 4.6 | .86 | 4.7 | .56 | 4.9 |
| Medicare | .24 | 1.2 | .29 | 1.2 | .20 | 1.1 | .14 | 1.2 |
| Federal unemployment insurance | .03 | .1 | .03 | .1 | .03 | .2 | .03 | .3 |
| State unemployment insurance | .09 | .4 | .09 | .4 | .12 | .7 | .08 | .7 |
| Workers' compensation | .35 | 1.7 | .24 | 1.0 | .61 | 3.4 | .28 | 2.4 |
| Other benefits ⁶ | .03 | .1 | .04 | .2 | .03 | .2 | (³) | (⁴) |

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

² Short-term disability (previously, sickness and accident insurance) includes all insured, self-insured, and state-mandated plans that provide benefits for each disability, including unfunded plans.

³ Cost per hour worked is \$0.01 or less.

⁴ Less than .05 percent.

⁵ 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.

⁶ 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, March 1999

| 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 | | | | | | | | | |
| Civilian workers | \$20.29 | \$14.72 | \$5.58 | \$1.34 | \$0.51 | \$1.29 | \$0.76 | \$1.65 | \$0.03 |
| Occupational group | | | | | | | | | |
| White-collar occupations | 24.50 | 18.02 | 6.47 | 1.74 | .52 | 1.48 | .93 | 1.76 | .04 |
| Professional specialty and technical | 32.42 | 24.04 | 8.38 | 2.27 | .50 | 1.89 | 1.45 | 2.21 | .06 |
| Professional specialty | 34.31 | 25.58 | 8.73 | 2.36 | .48 | 2.00 | 1.57 | 2.27 | .06 |
| Nurses | 29.37 | 21.53 | 7.85 | 2.34 | .94 | 1.49 | .77 | 2.30 | (²) |
| Teachers | 36.88 | 28.13 | 8.75 | 1.88 | .07 | 2.33 | 2.31 | 2.11 | .06 |
| Technical | 25.72 | 18.59 | 7.14 | 1.95 | .58 | 1.52 | 1.02 | 2.01 | .06 |
| Executive, administrative, and managerial | 35.18 | 25.31 | 9.87 | 3.05 | 1.14 | 1.86 | 1.36 | 2.41 | .05 |
| Administrative support, including clerical | 16.63 | 11.90 | 4.73 | 1.21 | .31 | 1.37 | .58 | 1.25 | .02 |
| Blue-collar occupations | 18.20 | 12.61 | 5.58 | 1.04 | .67 | 1.34 | .68 | 1.82 | .03 |
| Service occupations | 11.46 | 8.45 | 3.00 | .64 | .21 | .66 | .40 | 1.09 | (²) |
| Industry group | | | | | | | | | |
| Services | 21.23 | 15.87 | 5.37 | 1.40 | .33 | 1.26 | .78 | 1.58 | .02 |
| Health services | 19.44 | 14.30 | 5.14 | 1.47 | .44 | 1.13 | .54 | 1.55 | (²) |
| Hospitals | 22.90 | 16.15 | 6.75 | 2.04 | .65 | 1.63 | .70 | 1.72 | (²) |
| Educational services | 30.13 | 22.34 | 7.79 | 1.88 | .09 | 2.19 | 1.83 | 1.75 | .05 |
| Elementary and secondary education | 29.52 | 21.88 | 7.63 | 1.66 | .07 | 2.37 | 1.84 | 1.63 | .06 |
| Higher education | 32.39 | 23.99 | 8.40 | 2.38 | .14 | 1.94 | 1.92 | 2.02 | (²) |
| Percent of total compensation | | | | | | | | | |
| Civilian workers | 100.0 | 72.5 | 27.5 | 6.6 | 2.5 | 6.4 | 3.7 | 8.1 | 0.1 |
| Occupational group | | | | | | | | | |
| White-collar occupations | 100.0 | 73.6 | 26.4 | 7.1 | 2.1 | 6.0 | 3.8 | 7.2 | .2 |
| Professional specialty and technical | 100.0 | 74.2 | 25.8 | 7.0 | 1.5 | 5.8 | 4.5 | 6.8 | .2 |
| Professional specialty | 100.0 | 74.6 | 25.4 | 6.9 | 1.4 | 5.8 | 4.6 | 6.6 | .2 |
| Nurses | 100.0 | 73.3 | 26.7 | 8.0 | 3.2 | 5.1 | 2.6 | 7.8 | (³) |
| Teachers | 100.0 | 76.3 | 23.7 | 5.1 | .2 | 6.3 | 6.3 | 5.7 | .2 |
| Technical | 100.0 | 72.3 | 27.8 | 7.6 | 2.3 | 5.9 | 4.0 | 7.8 | .2 |
| Executive, administrative, and managerial | 100.0 | 71.9 | 28.1 | 8.7 | 3.2 | 5.3 | 3.9 | 6.9 | .1 |
| Administrative support, including clerical | 100.0 | 71.6 | 28.4 | 7.3 | 1.9 | 8.2 | 3.5 | 7.5 | .1 |
| Blue-collar occupations | 100.0 | 69.3 | 30.7 | 5.7 | 3.7 | 7.4 | 3.7 | 10.0 | .2 |
| Service occupations | 100.0 | 73.7 | 26.2 | 5.6 | 1.8 | 5.8 | 3.5 | 9.5 | (³) |
| Industry group | | | | | | | | | |
| Services | 100.0 | 74.8 | 25.3 | 6.6 | 1.6 | 5.9 | 3.7 | 7.4 | .1 |
| Health services | 100.0 | 73.6 | 26.4 | 7.6 | 2.3 | 5.8 | 2.8 | 8.0 | (³) |
| Hospitals | 100.0 | 70.5 | 29.5 | 8.9 | 2.8 | 7.1 | 3.1 | 7.5 | (³) |
| Educational services | 100.0 | 74.1 | 25.9 | 6.2 | .3 | 7.3 | 6.1 | 5.8 | .2 |
| Elementary and secondary education | 100.0 | 74.1 | 25.8 | 5.6 | .2 | 8.0 | 6.2 | 5.5 | .2 |
| Higher education | 100.0 | 74.1 | 25.9 | 7.3 | .4 | 6.0 | 5.9 | 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 March 1999

| 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 | \$28.00 | 100.0 | \$30.99 | 100.0 | \$21.23 | 100.0 | \$29.45 | 100.0 |
| Wages and salaries | 19.78 | 70.6 | 22.44 | 72.4 | 13.74 | 64.7 | 21.50 | 73.0 |
| Total benefits | 8.22 | 29.4 | 8.55 | 27.6 | 7.49 | 35.3 | 7.95 | 27.0 |
| Paid leave | 2.17 | 7.8 | 2.24 | 7.2 | 1.98 | 9.3 | 1.96 | 6.7 |
| Vacation | .74 | 2.6 | .69 | 2.2 | .84 | 4.0 | .53 | 1.8 |
| Holiday | .71 | 2.5 | .74 | 2.4 | .63 | 3.0 | .66 | 2.2 |
| Sick | .55 | 2.0 | .62 | 2.0 | .37 | 1.7 | .59 | 2.0 |
| Other | .17 | .6 | .19 | .6 | .13 | .6 | .18 | .6 |
| Supplemental pay | .24 | .9 | .14 | .5 | .51 | 2.4 | .15 | .5 |
| Premium ² | .11 | .4 | .04 | .1 | .25 | 1.2 | .05 | .2 |
| Shift differentials | .06 | .2 | .04 | .1 | .13 | .6 | .05 | .2 |
| Nonproduction bonuses | .07 | .2 | .06 | .2 | .13 | .6 | .05 | .2 |
| Insurance | 2.22 | 7.9 | 2.35 | 7.6 | 1.84 | 8.7 | 2.27 | 7.7 |
| Life | .05 | .2 | .06 | .2 | .04 | .2 | .05 | .2 |
| Health | 2.12 | 7.6 | 2.25 | 7.3 | 1.76 | 8.3 | 2.17 | 7.4 |
| Short-term disability ³ | .02 | .1 | .02 | .1 | .03 | .1 | .02 | .1 |
| Long-term disability | .03 | .1 | .03 | .1 | .02 | .1 | .03 | .1 |
| Retirement and savings | 1.91 | 6.8 | 2.02 | 6.5 | 1.80 | 8.5 | 1.86 | 6.3 |
| Defined benefit | 1.73 | 6.2 | 1.82 | 5.9 | 1.72 | 8.1 | 1.69 | 5.7 |
| Defined contribution | .18 | .6 | .20 | .6 | .08 | .4 | .17 | .6 |
| Legally required benefits | 1.64 | 5.9 | 1.76 | 5.7 | 1.33 | 6.3 | 1.66 | 5.6 |
| Social Security ⁴ | 1.31 | 4.7 | 1.48 | 4.8 | .86 | 4.1 | 1.42 | 4.8 |
| OASDI | 1.01 | 3.6 | 1.15 | 3.7 | .66 | 3.1 | 1.10 | 3.7 |
| Medicare | .29 | 1.0 | .33 | 1.1 | .20 | .9 | .31 | 1.1 |
| Federal unemployment insurance | (⁵) | (⁶) | (⁵) | (⁶) | (⁵) | (⁶) | (⁵) | (⁶) |
| State unemployment insurance | .03 | .1 | .03 | .1 | .04 | .2 | .03 | .1 |
| Workers' compensation | .30 | 1.1 | .24 | .8 | .43 | 2.0 | .21 | .7 |
| Other benefits ⁷ | .04 | .1 | .05 | .2 | .04 | .2 | .05 | .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 Short-term disability (previously, sickness and accident insurance) includes all insured, self-insured, and state-mandated plans that provide

benefits for each disability, including unfunded plans.

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 Cost per hour worked is \$0.01 or less.

⁶ Less than .05 percent.

⁷ 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, March 1999

| 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 | | | | | | | | | |
| State and local government workers | \$28.00 | \$19.78 | \$8.22 | \$2.17 | \$0.24 | \$2.22 | \$1.91 | \$1.64 | \$0.04 |
| Occupational group | | | | | | | | | |
| White-collar occupations | 30.99 | 22.44 | 8.55 | 2.24 | .14 | 2.35 | 2.02 | 1.76 | .05 |
| Professional specialty and technical | 36.67 | 27.30 | 9.36 | 2.21 | .15 | 2.51 | 2.41 | 2.02 | .07 |
| Professional specialty | 38.03 | 28.45 | 9.58 | 2.22 | .13 | 2.58 | 2.51 | 2.07 | .07 |
| Teachers | 40.83 | 30.94 | 9.89 | 2.08 | .06 | 2.73 | 2.80 | 2.14 | .08 |
| Technical | 22.88 | 15.70 | 7.17 | 2.14 | .35 | 1.76 | 1.36 | 1.54 | .03 |
| Executive, administrative, and managerial | 35.08 | 24.58 | 10.51 | 3.52 | .17 | 2.42 | 2.37 | 2.02 | (²) |
| Administrative support, including clerical | 17.88 | 11.91 | 5.97 | 1.63 | .10 | 2.02 | 1.09 | 1.11 | .02 |
| Blue-collar occupations | 21.94 | 14.47 | 7.47 | 2.09 | .34 | 2.09 | 1.41 | 1.53 | .02 |
| Service occupations | 21.23 | 13.74 | 7.49 | 1.98 | .51 | 1.84 | 1.80 | 1.33 | .04 |
| Industry group | | | | | | | | | |
| Services | 29.45 | 21.50 | 7.95 | 1.96 | .15 | 2.27 | 1.86 | 1.66 | .05 |
| Health services | 22.95 | 15.52 | 7.43 | 2.35 | .58 | 1.72 | 1.15 | 1.60 | .03 |
| Hospitals | 23.48 | 15.89 | 7.59 | 2.41 | .58 | 1.75 | 1.19 | 1.63 | .03 |
| Educational services | 30.67 | 22.64 | 8.03 | 1.89 | .09 | 2.34 | 1.98 | 1.68 | .05 |
| Elementary and secondary education | 30.25 | 22.38 | 7.87 | 1.71 | .06 | 2.46 | 1.96 | 1.61 | .07 |
| Higher education | 32.35 | 23.80 | 8.55 | 2.41 | .16 | 2.01 | 2.08 | 1.89 | (²) |
| Public administration | 25.39 | 16.78 | 8.61 | 2.53 | .37 | 2.10 | 2.03 | 1.55 | .03 |
| Percent of total compensation | | | | | | | | | |
| State and local government workers | 100.0 | 70.6 | 29.4 | 7.8 | 0.9 | 7.9 | 6.8 | 5.9 | 0.1 |
| Occupational group | | | | | | | | | |
| White-collar occupations | 100.0 | 72.4 | 27.6 | 7.2 | .5 | 7.6 | 6.5 | 5.7 | .2 |
| Professional specialty and technical | 100.0 | 74.4 | 25.5 | 6.0 | .4 | 6.8 | 6.6 | 5.5 | .2 |
| Professional specialty | 100.0 | 74.8 | 25.2 | 5.8 | .3 | 6.8 | 6.6 | 5.4 | .2 |
| Teachers | 100.0 | 75.8 | 24.2 | 5.1 | .1 | 6.7 | 6.9 | 5.2 | .2 |
| Technical | 100.0 | 68.6 | 31.3 | 9.4 | 1.5 | 7.7 | 5.9 | 6.7 | .1 |
| Executive, administrative, and managerial | 100.0 | 70.1 | 30.0 | 10.0 | .5 | 6.9 | 6.8 | 5.8 | (³) |
| Administrative support, including clerical | 100.0 | 66.6 | 33.4 | 9.1 | .6 | 11.3 | 6.1 | 6.2 | .1 |
| Blue-collar occupations | 100.0 | 66.0 | 34.0 | 9.5 | 1.5 | 9.5 | 6.4 | 7.0 | .1 |
| Service occupations | 100.0 | 64.7 | 35.3 | 9.3 | 2.4 | 8.7 | 8.5 | 6.3 | .2 |
| Industry group | | | | | | | | | |
| Services | 100.0 | 73.0 | 27.0 | 6.7 | .5 | 7.7 | 6.3 | 5.6 | .2 |
| Health services | 100.0 | 67.6 | 32.4 | 10.2 | 2.5 | 7.5 | 5.0 | 7.0 | .1 |
| Hospitals | 100.0 | 67.7 | 32.3 | 10.3 | 2.5 | 7.5 | 5.1 | 6.9 | .1 |
| Educational services | 100.0 | 73.8 | 26.2 | 6.2 | .3 | 7.6 | 6.5 | 5.5 | .2 |
| Elementary and secondary education | 100.0 | 74.0 | 26.0 | 5.7 | .2 | 8.1 | 6.5 | 5.3 | .2 |
| Higher education | 100.0 | 73.6 | 26.4 | 7.4 | .5 | 6.2 | 6.4 | 5.8 | (³) |
| Public administration | 100.0 | 66.1 | 33.9 | 10.0 | 1.5 | 8.3 | 8.0 | 6.1 | .1 |

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, March 1999

| Compensation component | All workers in private industry | | Goods-producing ¹ | | Service-producing ² | | Manufacturing | | Nonmanufacturing | |
|------------------------------------------|---------------------------------|---------|------------------------------|---------|--------------------------------|---------|---------------|---------|------------------|---------|
| | Cost | Percent | Cost | Percent | Cost | Percent | Cost | Percent | Cost | Percent |
| Total compensation | \$19.00 | 100.0 | \$22.86 | 100.0 | \$17.82 | 100.0 | \$22.77 | 100.0 | \$18.20 | 100.0 |
| Wages and salaries | 13.87 | 73.0 | 15.84 | 69.3 | 13.26 | 74.4 | 15.66 | 68.8 | 13.49 | 74.1 |
| Total benefits | 5.13 | 27.0 | 7.02 | 30.7 | 4.55 | 25.5 | 7.11 | 31.2 | 4.71 | 25.9 |
| Paid leave | 1.20 | 6.3 | 1.50 | 6.6 | 1.11 | 6.2 | 1.73 | 7.6 | 1.09 | 6.0 |
| Vacation | .59 | 3.1 | .78 | 3.4 | .54 | 3.0 | .89 | 3.9 | .53 | 2.9 |
| Holiday | .41 | 2.2 | .55 | 2.4 | .37 | 2.1 | .64 | 2.8 | .37 | 2.0 |
| Sick | .14 | .7 | .11 | .5 | .15 | .8 | .13 | .6 | .14 | .8 |
| Other | .05 | .3 | .06 | .3 | .05 | .3 | .07 | .3 | .04 | .2 |
| Supplemental pay | .55 | 2.9 | .85 | 3.7 | .46 | 2.6 | .89 | 3.9 | .48 | 2.6 |
| Premium ³ | .23 | 1.2 | .49 | 2.1 | .14 | .8 | .50 | 2.2 | .17 | .9 |
| Shift differentials | .05 | .3 | .07 | .3 | .04 | .2 | .10 | .4 | .04 | .2 |
| Nonproduction bonuses | .28 | 1.5 | .28 | 1.2 | .28 | 1.6 | .29 | 1.3 | .28 | 1.5 |
| Insurance | 1.13 | 5.9 | 1.66 | 7.3 | .97 | 5.4 | 1.74 | 7.6 | 1.01 | 5.5 |
| Life | .04 | .2 | .06 | .3 | .04 | .2 | .06 | .3 | .04 | .2 |
| Health | 1.03 | 5.4 | 1.52 | 6.6 | .88 | 4.9 | 1.58 | 6.9 | .91 | 5.0 |
| Short-term disability ⁴ | .04 | .2 | .06 | .3 | .03 | .2 | .07 | .3 | .03 | .2 |
| Long-term disability | .02 | .1 | .02 | .1 | .02 | .1 | .03 | .1 | .02 | .1 |
| Retirement and savings | .57 | 3.0 | .84 | 3.7 | .49 | 2.7 | .75 | 3.3 | .53 | 2.9 |
| Defined benefit | .25 | 1.3 | .45 | 2.0 | .19 | 1.1 | .38 | 1.7 | .22 | 1.2 |
| Defined contribution | .32 | 1.7 | .39 | 1.7 | .30 | 1.7 | .38 | 1.7 | .31 | 1.7 |
| Legally required benefits | 1.65 | 8.7 | 2.11 | 9.2 | 1.51 | 8.5 | 1.93 | 8.5 | 1.59 | 8.7 |
| Social Security ⁵ | 1.16 | 6.1 | 1.34 | 5.9 | 1.10 | 6.2 | 1.34 | 5.9 | 1.12 | 6.2 |
| OASDI | .93 | 4.9 | 1.08 | 4.7 | .89 | 5.0 | 1.08 | 4.7 | .90 | 4.9 |
| Medicare | .23 | 1.2 | .26 | 1.1 | .22 | 1.2 | .26 | 1.1 | .22 | 1.2 |
| Federal unemployment insurance | .03 | .2 | .03 | .1 | .03 | .2 | .03 | .1 | .03 | .2 |
| State unemployment insurance | .10 | .5 | .13 | .6 | .09 | .5 | .11 | .5 | .10 | .5 |
| Workers' compensation | .36 | 1.9 | .61 | 2.7 | .28 | 1.6 | .44 | 1.9 | .34 | 1.9 |
| Other benefits ⁶ | .03 | .2 | .06 | .3 | .02 | .1 | .08 | .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 Short-term disability (previously, sickness and accident insurance) includes all insured, self-insured, and state-mandated plans that provide

benefits for each disability, including unfunded plans.

⁵ 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.

⁶ 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, March 1999

| Compensation component | All workers | | White-collar | | Blue-collar | | Service | |
|------------------------------------------|-------------|---------|--------------|---------|-------------|---------|------------------|------------------|
| | Cost | Percent | Cost | Percent | Cost | Percent | Cost | Percent |
| Total compensation | \$19.00 | 100.0 | \$23.02 | 100.0 | \$17.98 | 100.0 | \$9.58 | 100.0 |
| Wages and salaries | 13.87 | 73.0 | 17.02 | 73.9 | 12.51 | 69.6 | 7.44 | 77.7 |
| Total benefits | 5.13 | 27.0 | 6.00 | 26.1 | 5.48 | 30.5 | 2.14 | 22.3 |
| Paid leave | 1.20 | 6.3 | 1.63 | 7.1 | .98 | 5.5 | .38 | 4.0 |
| Vacation | .59 | 3.1 | .79 | 3.4 | .51 | 2.8 | .18 | 1.9 |
| Holiday | .41 | 2.2 | .55 | 2.4 | .35 | 1.9 | .13 | 1.4 |
| Sick | .14 | .7 | .21 | .9 | .08 | .4 | .06 | .6 |
| Other | .05 | .3 | .07 | .3 | .04 | .2 | .02 | .2 |
| Supplemental pay | .55 | 2.9 | .61 | 2.6 | .69 | 3.8 | .16 | 1.7 |
| Premium ¹ | .23 | 1.2 | .13 | .6 | .47 | 2.6 | .08 | .8 |
| Shift differentials | .05 | .3 | .04 | .2 | .07 | .4 | .03 | .3 |
| Nonproduction bonuses | .28 | 1.5 | .44 | 1.9 | .15 | .8 | .05 | .5 |
| Insurance | 1.13 | 5.9 | 1.28 | 5.6 | 1.30 | 7.2 | .43 | 4.5 |
| Life | .04 | .2 | .06 | .3 | .05 | .3 | (²) | (³) |
| Health | 1.03 | 5.4 | 1.15 | 5.0 | 1.20 | 6.7 | .40 | 4.2 |
| Short-term disability ⁴ | .04 | .2 | .04 | .2 | .04 | .2 | (²) | (³) |
| Long-term disability | .02 | .1 | .04 | .2 | .02 | .1 | (²) | (³) |
| Retirement and savings | .57 | 3.0 | .69 | 3.0 | .64 | 3.6 | .13 | 1.4 |
| Defined benefit | .25 | 1.3 | .23 | 1.0 | .40 | 2.2 | .06 | .6 |
| Defined contribution | .32 | 1.7 | .46 | 2.0 | .24 | 1.3 | .07 | .7 |
| Legally required benefits | 1.65 | 8.7 | 1.76 | 7.6 | 1.84 | 10.2 | 1.04 | 10.9 |
| Social Security ⁵ | 1.16 | 6.1 | 1.39 | 6.0 | 1.07 | 6.0 | .67 | 7.0 |
| OASDI | .93 | 4.9 | 1.11 | 4.8 | .87 | 4.8 | .55 | 5.7 |
| Medicare | .23 | 1.2 | .28 | 1.2 | .20 | 1.1 | .13 | 1.4 |
| Federal unemployment insurance | .03 | .2 | .03 | .1 | .03 | .2 | .04 | .4 |
| State unemployment insurance | .10 | .5 | .10 | .4 | .12 | .7 | .09 | .9 |
| Workers' compensation | .36 | 1.9 | .24 | 1.0 | .62 | 3.4 | .25 | 2.6 |
| Other benefits ⁶ | .03 | .2 | .03 | .1 | .03 | .2 | (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 Short-term disability (previously, sickness and accident insurance) includes all insured, self-insured, and state-mandated plans that provide benefits for each disability, including unfunded plans.

⁵ 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.

⁶ 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, March 1999

| 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 | \$20.94 | 100.0 | \$16.97 | 100.0 | \$18.36 | 100.0 | \$20.74 | 100.0 | \$24.75 | 100.0 | \$18.20 | 100.0 |
| Wages and salaries | 15.08 | 72.0 | 12.55 | 74.0 | 13.21 | 71.9 | 15.36 | 74.1 | 16.21 | 65.5 | 13.54 | 74.4 |
| Total benefits | 5.86 | 28.0 | 4.42 | 26.0 | 5.15 | 28.1 | 5.38 | 25.9 | 8.53 | 34.5 | 4.66 | 25.6 |
| Paid leave | 1.44 | 6.9 | 1.01 | 6.0 | 1.14 | 6.2 | 1.29 | 6.2 | 1.66 | 6.7 | 1.13 | 6.2 |
| Vacation | .69 | 3.3 | .51 | 3.0 | .58 | 3.2 | .63 | 3.0 | .90 | 3.6 | .55 | 3.0 |
| Holiday | .50 | 2.4 | .34 | 2.0 | .40 | 2.2 | .45 | 2.2 | .53 | 2.1 | .40 | 2.2 |
| Sick | .19 | .9 | .12 | .7 | .11 | .6 | .16 | .8 | .16 | .6 | .14 | .8 |
| Other | .06 | .3 | .04 | .2 | .05 | .3 | .05 | .2 | .07 | .3 | .05 | .3 |
| Supplemental pay | .63 | 3.0 | .43 | 2.5 | .62 | 3.4 | .56 | 2.7 | .94 | 3.8 | .50 | 2.7 |
| Premium ² | .21 | 1.0 | .21 | 1.2 | .28 | 1.5 | .20 | 1.0 | .62 | 2.5 | .17 | .9 |
| Shift differentials | .05 | .2 | .03 | .2 | .06 | .3 | .04 | .2 | .14 | .6 | .03 | .2 |
| Nonproduction bonuses | .38 | 1.8 | .18 | 1.1 | .28 | 1.5 | .32 | 1.5 | .17 | .7 | .30 | 1.6 |
| Insurance | 1.33 | 6.4 | .98 | 5.8 | 1.18 | 6.4 | 1.09 | 5.3 | 2.21 | 8.9 | .98 | 5.4 |
| Life | .05 | .2 | .04 | .2 | .05 | .3 | .04 | .2 | .08 | .3 | .04 | .2 |
| Health | 1.19 | 5.7 | .89 | 5.2 | 1.07 | 5.8 | 1.00 | 4.8 | 2.02 | 8.2 | .89 | 4.9 |
| Short-term disability ³ | .05 | .2 | .03 | .2 | .04 | .2 | .02 | .1 | .08 | .3 | .03 | .2 |
| Long-term disability | .03 | .1 | .03 | .2 | .02 | .1 | .03 | .1 | .03 | .1 | .02 | .1 |
| Retirement and savings | .63 | 3.0 | .48 | 2.8 | .62 | 3.4 | .58 | 2.8 | 1.37 | 5.5 | .46 | 2.5 |
| Defined benefit | .26 | 1.2 | .20 | 1.2 | .29 | 1.6 | .25 | 1.2 | 1.05 | 4.2 | .14 | .8 |
| Defined contribution | .37 | 1.8 | .29 | 1.7 | .33 | 1.8 | .33 | 1.6 | .32 | 1.3 | .32 | 1.8 |
| Legally required benefits | 1.81 | 8.6 | 1.49 | 8.8 | 1.56 | 8.5 | 1.84 | 8.9 | 2.26 | 9.1 | 1.57 | 8.6 |
| Social Security ⁴ | 1.25 | 6.0 | 1.06 | 6.2 | 1.12 | 6.1 | 1.26 | 6.1 | 1.40 | 5.7 | 1.12 | 6.2 |
| OASDI | 1.00 | 4.8 | .85 | 5.0 | .90 | 4.9 | 1.01 | 4.9 | 1.13 | 4.6 | .90 | 4.9 |
| Medicare | .25 | 1.2 | .20 | 1.2 | .22 | 1.2 | .25 | 1.2 | .27 | 1.1 | .22 | 1.2 |
| Federal unemployment insurance | .03 | .1 | .03 | .2 | .03 | .2 | .03 | .1 | .03 | .1 | .03 | .2 |
| State unemployment insurance | .16 | .8 | .06 | .4 | .09 | .5 | .12 | .6 | .14 | .6 | .10 | .5 |
| Workers' compensation | .37 | 1.8 | .34 | 2.0 | .32 | 1.7 | .42 | 2.0 | .69 | 2.8 | .31 | 1.7 |
| Other benefits ⁵ | .03 | .1 | .02 | .1 | .04 | .2 | .02 | .1 | .09 | .4 | .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 Short-term disability (previously, sickness and accident insurance) includes all insured, self-insured, and state-mandated plans that provide benefits for each disability, including unfunded plans.

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 8. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Private industry workers, by establishment employment size, March 1999

| Compensation component | All workers in private industry | | 1-99 workers | | 100 workers or more | | 100-499 workers | | 500 or more workers | |
|------------------------------------------|---------------------------------|---------|------------------|------------------|---------------------|---------|-----------------|---------|---------------------|---------|
| | Cost | Percent | Cost | Percent | Cost | Percent | Cost | Percent | Cost | Percent |
| Total compensation | \$19.00 | 100.0 | \$16.27 | 100.0 | \$21.88 | 100.0 | \$18.14 | 100.0 | \$26.37 | 100.0 |
| Wages and salaries | 13.87 | 73.0 | 12.29 | 75.5 | 15.54 | 71.0 | 13.17 | 72.6 | 18.37 | 69.7 |
| Total benefits | 5.13 | 27.0 | 3.98 | 24.5 | 6.35 | 29.0 | 4.97 | 27.4 | 8.00 | 30.3 |
| Paid leave | 1.20 | 6.3 | .83 | 5.1 | 1.58 | 7.2 | 1.11 | 6.1 | 2.15 | 8.2 |
| Vacation | .59 | 3.1 | .40 | 2.5 | .80 | 3.7 | .55 | 3.0 | 1.09 | 4.1 |
| Holiday | .41 | 2.2 | .30 | 1.8 | .53 | 2.4 | .38 | 2.1 | .71 | 2.7 |
| Sick | .14 | .7 | .10 | .6 | .19 | .9 | .14 | .8 | .25 | .9 |
| Other | .05 | .3 | .03 | .2 | .07 | .3 | .05 | .3 | .10 | .4 |
| Supplemental pay | .55 | 2.9 | .40 | 2.5 | .71 | 3.2 | .58 | 3.2 | .87 | 3.3 |
| Premium ¹ | .23 | 1.2 | .16 | 1.0 | .30 | 1.4 | .25 | 1.4 | .35 | 1.3 |
| Shift differentials | .05 | .3 | (²) | (³) | .09 | .4 | .05 | .3 | .13 | .5 |
| Nonproduction bonuses | .28 | 1.5 | .23 | 1.4 | .33 | 1.5 | .28 | 1.5 | .39 | 1.5 |
| Insurance | 1.13 | 5.9 | .84 | 5.2 | 1.44 | 6.6 | 1.12 | 6.2 | 1.83 | 6.9 |
| Life | .04 | .2 | .03 | .2 | .06 | .3 | .04 | .2 | .07 | .3 |
| Health | 1.03 | 5.4 | .77 | 4.7 | 1.30 | 5.9 | 1.01 | 5.6 | 1.64 | 6.2 |
| Short-term disability ⁴ | .04 | .2 | .02 | .1 | .05 | .2 | .04 | .2 | .07 | .3 |
| Long-term disability | .02 | .1 | .02 | .1 | .03 | .1 | .02 | .1 | .05 | .2 |
| Retirement and savings | .57 | 3.0 | .39 | 2.4 | .76 | 3.5 | .53 | 2.9 | 1.05 | 4.0 |
| Defined benefit | .25 | 1.3 | .14 | .9 | .36 | 1.6 | .21 | 1.2 | .55 | 2.1 |
| Defined contribution | .32 | 1.7 | .25 | 1.5 | .40 | 1.8 | .32 | 1.8 | .50 | 1.9 |
| Legally required benefits | 1.65 | 8.7 | 1.51 | 9.3 | 1.80 | 8.2 | 1.62 | 8.9 | 2.01 | 7.6 |
| Social Security ⁵ | 1.16 | 6.1 | 1.02 | 6.3 | 1.30 | 5.9 | 1.10 | 6.1 | 1.54 | 5.8 |
| OASDI | .93 | 4.9 | .83 | 5.1 | 1.04 | 4.8 | .89 | 4.9 | 1.23 | 4.7 |
| Medicare | .23 | 1.2 | .20 | 1.2 | .26 | 1.2 | .22 | 1.2 | .31 | 1.2 |
| Federal unemployment insurance | .03 | .2 | .03 | .2 | .03 | .1 | .03 | .2 | .03 | .1 |
| State unemployment insurance | .10 | .5 | .10 | .6 | .10 | .5 | .11 | .6 | .10 | .4 |
| Workers' compensation | .36 | 1.9 | .35 | 2.2 | .36 | 1.6 | .38 | 2.1 | .34 | 1.3 |
| Other benefits ⁶ | .03 | .2 | (²) | (³) | .05 | .2 | .02 | .1 | .09 | .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 Short-term disability (previously, sickness and accident insurance) includes all insured, self-insured, and state-mandated plans that provide benefits for each disability, including unfunded plans.

⁵ 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.

⁶ 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, March 1999

| 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 | | | | | | | | | |
| All full-time workers in private industry | \$21.55 | \$15.48 | \$6.07 | \$1.46 | \$0.67 | \$1.39 | \$0.69 | \$1.82 | \$0.03 |
| White-collar occupations | 25.42 | 18.57 | 6.85 | 1.90 | .71 | 1.51 | .81 | 1.88 | .04 |
| Sales | 20.97 | 16.22 | 4.75 | 1.01 | .63 | .95 | .50 | 1.63 | .02 |
| Administrative support, including clerical | 17.25 | 12.33 | 4.92 | 1.26 | .38 | 1.41 | .53 | 1.31 | .03 |
| Blue-collar occupations | 19.00 | 13.12 | 5.88 | 1.07 | .74 | 1.42 | .69 | 1.92 | .04 |
| Service occupations | 11.77 | 8.70 | 3.07 | .64 | .25 | .76 | .20 | 1.21 | (²) |
| Goods-producing industries ³ | 23.20 | 16.04 | 7.16 | 1.54 | .86 | 1.70 | .86 | 2.13 | .07 |
| Construction | 22.96 | 16.32 | 6.63 | .73 | .68 | 1.41 | 1.12 | 2.69 | (²) |
| Manufacturing | 23.11 | 15.85 | 7.26 | 1.77 | .91 | 1.78 | .77 | 1.95 | .08 |
| Service-producing industries ⁴ | 20.87 | 15.25 | 5.61 | 1.43 | .59 | 1.26 | .62 | 1.69 | .02 |
| Transportation and public utilities | 26.64 | 18.34 | 8.30 | 2.02 | .79 | 1.97 | 1.21 | 2.24 | .07 |
| Wholesale trade | 21.91 | 15.75 | 6.16 | 1.38 | .73 | 1.50 | .73 | 1.81 | .02 |
| Retail trade | 13.78 | 10.66 | 3.12 | .67 | .27 | .63 | .20 | 1.34 | (²) |
| Finance, insurance, and real estate | 26.52 | 18.69 | 7.83 | 1.95 | 1.35 | 1.72 | 1.00 | 1.77 | .05 |
| Services | 20.90 | 15.51 | 5.39 | 1.51 | .45 | 1.20 | .56 | 1.67 | (²) |
| All part-time workers in private industry | 10.20 | 8.29 | 1.91 | .28 | .15 | .25 | .15 | 1.08 | (²) |
| White-collar occupations | 12.89 | 10.49 | 2.40 | .46 | .20 | .33 | .19 | 1.21 | (²) |
| Sales | 8.42 | 6.94 | 1.48 | .18 | .12 | .19 | .11 | .87 | (²) |
| Administrative support, including clerical | 11.71 | 9.48 | 2.22 | .43 | .17 | .35 | .18 | 1.02 | (²) |
| Blue-collar occupations | 10.02 | 7.70 | 2.32 | .22 | .23 | .38 | .29 | 1.20 | (²) |
| Service occupations | 7.46 | 6.22 | 1.24 | .13 | .07 | .11 | .05 | .88 | (²) |
| Goods-producing industries ³ | 11.78 | 9.39 | 2.39 | .23 | .24 | .30 | .11 | 1.51 | (²) |
| Service-producing industries ⁴ | 10.15 | 8.26 | 1.89 | .29 | .15 | .24 | .15 | 1.06 | (²) |
| Retail trade | 7.46 | 6.13 | 1.33 | .13 | .09 | .16 | .09 | .86 | (²) |
| Service industries | 12.62 | 10.33 | 2.29 | .42 | .19 | .28 | .17 | 1.23 | (²) |
| Percent of total compensation | | | | | | | | | |
| All full-time workers in private industry | 100.0 | 71.8 | 28.2 | 6.8 | 3.1 | 6.5 | 3.2 | 8.4 | 0.1 |
| White-collar occupations | 100.0 | 73.1 | 26.9 | 7.5 | 2.8 | 5.9 | 3.2 | 7.4 | .2 |
| Sales | 100.0 | 77.3 | 22.7 | 4.8 | 3.0 | 4.5 | 2.4 | 7.8 | .1 |
| Administrative support, including clerical | 100.0 | 71.5 | 28.5 | 7.3 | 2.2 | 8.2 | 3.1 | 7.6 | .2 |
| Blue-collar occupations | 100.0 | 69.1 | 30.9 | 5.6 | 3.9 | 7.5 | 3.6 | 10.1 | .2 |
| Service occupations | 100.0 | 73.9 | 26.1 | 5.4 | 2.1 | 6.5 | 1.7 | 10.3 | (⁵) |
| Goods-producing industries ³ | 100.0 | 69.1 | 30.9 | 6.6 | 3.7 | 7.3 | 3.7 | 9.2 | .3 |
| Construction | 100.0 | 71.1 | 28.9 | 3.2 | 3.0 | 6.1 | 4.9 | 11.7 | (⁵) |
| Manufacturing | 100.0 | 68.6 | 31.4 | 7.7 | 3.9 | 7.7 | 3.3 | 8.4 | .3 |
| Service-producing industries ⁴ | 100.0 | 73.1 | 26.9 | 6.9 | 2.8 | 6.0 | 3.0 | 8.1 | .1 |
| Transportation and public utilities | 100.0 | 68.8 | 31.2 | 7.6 | 3.0 | 7.4 | 4.5 | 8.4 | .3 |
| Wholesale trade | 100.0 | 71.9 | 28.1 | 6.3 | 3.3 | 6.8 | 3.3 | 8.3 | .1 |
| Retail trade | 100.0 | 77.4 | 22.6 | 4.9 | 2.0 | 4.6 | 1.5 | 9.7 | (⁵) |
| Finance, insurance, and real estate | 100.0 | 70.5 | 29.5 | 7.4 | 5.1 | 6.5 | 3.8 | 6.7 | .2 |
| Services | 100.0 | 74.2 | 25.8 | 7.2 | 2.2 | 5.7 | 2.7 | 8.0 | (⁵) |
| All part-time workers in private industry | 100.0 | 81.3 | 18.7 | 2.7 | 1.5 | 2.5 | 1.5 | 10.6 | (⁵) |
| White-collar occupations | 100.0 | 81.4 | 18.6 | 3.6 | 1.6 | 2.6 | 1.5 | 9.4 | (⁵) |
| Sales | 100.0 | 82.4 | 17.6 | 2.1 | 1.4 | 2.3 | 1.3 | 10.3 | (⁵) |
| Administrative support, including clerical | 100.0 | 81.0 | 19.0 | 3.7 | 1.5 | 3.0 | 1.5 | 9.2 | (⁵) |
| Blue-collar occupations | 100.0 | 76.8 | 23.2 | 2.2 | 2.3 | 3.8 | 2.9 | 12.0 | (⁵) |
| Service occupations | 100.0 | 83.4 | 16.6 | 1.7 | .9 | 1.5 | .7 | 11.8 | (⁵) |
| Goods-producing industries ³ | 100.0 | 79.7 | 20.3 | 2.0 | 2.0 | 2.5 | .9 | 12.8 | (⁵) |
| Service-producing industries ⁴ | 100.0 | 81.4 | 18.6 | 2.9 | 1.5 | 2.4 | 1.5 | 10.4 | (⁵) |
| Retail trade | 100.0 | 82.2 | 17.8 | 1.7 | 1.2 | 2.1 | 1.2 | 11.5 | (⁵) |
| Service industries | 100.0 | 81.9 | 18.1 | 3.3 | 1.5 | 2.2 | 1.3 | 9.7 | (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, March 1999

| 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 | | | | | | | | | |
| All workers in private industry | \$19.00 | \$13.87 | \$5.13 | \$1.20 | \$0.55 | \$1.13 | \$0.57 | \$1.65 | \$0.03 |
| Occupational group | | | | | | | | | |
| White-collar occupations | 23.02 | 17.02 | 6.00 | 1.63 | .61 | 1.28 | .69 | 1.76 | .03 |
| Professional specialty and technical | 30.38 | 22.47 | 7.91 | 2.30 | .67 | 1.60 | .99 | 2.31 | .05 |
| Professional specialty | 32.05 | 23.83 | 8.22 | 2.44 | .69 | 1.64 | .99 | 2.40 | .05 |
| Technical | 26.16 | 19.02 | 7.13 | 1.92 | .62 | 1.48 | .97 | 2.08 | .07 |
| Executive, administrative, and managerial | 35.20 | 25.47 | 9.73 | 2.95 | 1.35 | 1.74 | 1.14 | 2.49 | .06 |
| Sales | 16.13 | 12.64 | 3.49 | .69 | .44 | .66 | .35 | 1.34 | (²) |
| Administrative support, including clerical | 16.39 | 11.89 | 4.50 | 1.13 | .35 | 1.25 | .48 | 1.27 | .02 |
| Blue-collar occupations | 17.98 | 12.51 | 5.48 | .98 | .69 | 1.30 | .64 | 1.84 | .03 |
| Precision production, craft, and repair | 24.12 | 16.78 | 7.34 | 1.40 | .86 | 1.66 | .96 | 2.40 | .05 |
| Machine operators, assemblers, and inspectors | 16.90 | 11.41 | 5.49 | 1.04 | .82 | 1.46 | .50 | 1.61 | .05 |
| Transportation and material moving | 17.64 | 12.37 | 5.28 | .85 | .61 | 1.23 | .63 | 1.94 | (²) |
| Handlers, equipment cleaners, helpers, and laborers | 12.67 | 9.06 | 3.61 | .53 | .42 | .82 | .43 | 1.40 | (²) |
| Service occupations | 9.58 | 7.44 | 2.14 | .38 | .16 | .43 | .13 | 1.04 | (²) |
| Industry group | | | | | | | | | |
| Goods-producing industries ³ | 22.86 | 15.84 | 7.02 | 1.50 | .85 | 1.66 | .84 | 2.11 | .06 |
| Construction | 22.64 | 16.13 | 6.51 | .72 | .67 | 1.37 | 1.08 | 2.66 | (²) |
| Manufacturing | 22.77 | 15.66 | 7.11 | 1.73 | .89 | 1.74 | .75 | 1.93 | .08 |
| Durables | 24.66 | 16.75 | 7.91 | 1.91 | 1.05 | 1.93 | .80 | 2.10 | .12 |
| Nondurables | 19.98 | 14.04 | 5.94 | 1.46 | .65 | 1.45 | .69 | 1.67 | .02 |
| Service-producing industries ⁴ | 17.82 | 13.26 | 4.55 | 1.11 | .46 | .97 | .49 | 1.51 | .02 |
| Transportation and public utilities | 24.65 | 17.05 | 7.60 | 1.79 | .73 | 1.77 | 1.12 | 2.13 | .06 |
| Wholesale trade | 21.17 | 15.30 | 5.87 | 1.30 | .69 | 1.41 | .69 | 1.77 | .02 |
| Retail trade | 10.64 | 8.41 | 2.23 | .40 | .18 | .40 | .15 | 1.10 | (²) |
| Finance, insurance, and real estate | 25.11 | 17.81 | 7.30 | 1.80 | 1.24 | 1.59 | .92 | 1.71 | .04 |
| Services | 18.76 | 14.17 | 4.59 | 1.22 | .38 | .96 | .45 | 1.55 | (²) |
| Percent of total compensation | | | | | | | | | |
| All workers in private industry | 100.0 | 73.0 | 27.0 | 6.3 | 2.9 | 5.9 | 3.0 | 8.7 | 0.2 |
| Occupational group | | | | | | | | | |
| White-collar occupations | 100.0 | 73.9 | 26.1 | 7.1 | 2.6 | 5.6 | 3.0 | 7.6 | .1 |
| Professional specialty and technical | 100.0 | 74.0 | 26.0 | 7.6 | 2.2 | 5.3 | 3.3 | 7.6 | .2 |
| Professional specialty | 100.0 | 74.4 | 25.6 | 7.6 | 2.2 | 5.1 | 3.1 | 7.5 | .2 |
| Technical | 100.0 | 72.7 | 27.3 | 7.3 | 2.4 | 5.7 | 3.7 | 8.0 | .3 |
| Executive, administrative, and managerial | 100.0 | 72.4 | 27.6 | 8.4 | 3.8 | 4.9 | 3.2 | 7.1 | .2 |
| Sales | 100.0 | 78.4 | 21.6 | 4.3 | 2.7 | 4.1 | 2.2 | 8.3 | (⁵) |
| Administrative support, including clerical | 100.0 | 72.5 | 27.5 | 6.9 | 2.1 | 7.6 | 2.9 | 7.7 | .1 |
| Blue-collar occupations | 100.0 | 69.6 | 30.5 | 5.5 | 3.8 | 7.2 | 3.6 | 10.2 | .2 |
| Precision production, craft, and repair | 100.0 | 69.6 | 30.4 | 5.8 | 3.6 | 6.9 | 4.0 | 10.0 | .2 |
| Machine operators, assemblers, and inspectors | 100.0 | 67.5 | 32.5 | 6.2 | 4.9 | 8.6 | 3.0 | 9.5 | .3 |
| Transportation and material moving | 100.0 | 70.1 | 29.9 | 4.8 | 3.5 | 7.0 | 3.6 | 11.0 | (⁵) |
| Handlers, equipment cleaners, helpers, and laborers | 100.0 | 71.5 | 28.5 | 4.2 | 3.3 | 6.5 | 3.4 | 11.0 | (⁵) |
| Service occupations | 100.0 | 77.7 | 22.3 | 4.0 | 1.7 | 4.5 | 1.4 | 10.9 | (⁵) |
| Industry group | | | | | | | | | |
| Goods-producing industries ³ | 100.0 | 69.3 | 30.7 | 6.6 | 3.7 | 7.3 | 3.7 | 9.2 | .3 |
| Construction | 100.0 | 71.2 | 28.8 | 3.2 | 3.0 | 6.1 | 4.8 | 11.7 | (⁵) |
| Manufacturing | 100.0 | 68.8 | 31.2 | 7.6 | 3.9 | 7.6 | 3.3 | 8.5 | .4 |
| Durables | 100.0 | 67.9 | 32.1 | 7.7 | 4.3 | 7.8 | 3.2 | 8.5 | .5 |
| Nondurables | 100.0 | 70.3 | 29.7 | 7.3 | 3.3 | 7.3 | 3.5 | 8.4 | .1 |
| Service-producing industries ⁴ | 100.0 | 74.4 | 25.5 | 6.2 | 2.6 | 5.4 | 2.7 | 8.5 | .1 |
| Transportation and public utilities | 100.0 | 69.2 | 30.8 | 7.3 | 3.0 | 7.2 | 4.5 | 8.6 | .2 |
| Wholesale trade | 100.0 | 72.3 | 27.7 | 6.1 | 3.3 | 6.7 | 3.3 | 8.4 | .1 |
| Retail trade | 100.0 | 79.0 | 21.0 | 3.8 | 1.7 | 3.8 | 1.4 | 10.3 | (⁵) |
| Finance, insurance, and real estate | 100.0 | 70.9 | 29.1 | 7.2 | 4.9 | 6.3 | 3.7 | 6.8 | .2 |
| Services | 100.0 | 75.5 | 24.5 | 6.5 | 2.0 | 5.1 | 2.4 | 8.3 | (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, March 1999

| 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 | | | | | | | | | |
| All workers, goods-producing industries² | \$22.86 | \$15.84 | \$7.02 | \$1.50 | \$0.85 | \$1.66 | \$0.84 | \$2.11 | \$0.06 |
| White-collar occupations | 30.77 | 22.09 | 8.68 | 2.58 | .79 | 1.91 | 1.01 | 2.29 | .09 |
| Professional specialty and technical | 36.89 | 26.55 | 10.34 | 3.34 | .72 | 2.24 | 1.24 | 2.66 | .13 |
| Professional specialty | 39.88 | 28.91 | 10.97 | 3.69 | .67 | 2.32 | 1.33 | 2.82 | .14 |
| Technical | 28.17 | 19.66 | 8.51 | 2.33 | .88 | 2.01 | .99 | 2.21 | .09 |
| Executive, administrative, and managerial | 42.12 | 30.04 | 12.08 | 3.66 | 1.41 | 2.20 | 1.59 | 3.11 | .12 |
| Administrative support, including clerical | 17.17 | 12.27 | 4.90 | 1.18 | .45 | 1.47 | .41 | 1.36 | .05 |
| Blue-collar occupations | 19.93 | 13.52 | 6.41 | 1.09 | .87 | 1.57 | .78 | 2.05 | .05 |
| Precision production, craft, and repair | 25.12 | 17.18 | 7.95 | 1.33 | .95 | 1.83 | 1.14 | 2.64 | .07 |
| Machine operators, assemblers, and inspectors | 17.91 | 11.92 | 5.99 | 1.14 | .92 | 1.61 | .57 | 1.69 | .06 |
| Transportation and material moving | 19.11 | 12.88 | 6.23 | .93 | 1.02 | 1.45 | .73 | 2.09 | (³) |
| Handlers, equipment cleaners, helpers, and laborers | 14.25 | 9.97 | 4.28 | .55 | .53 | .99 | .53 | 1.66 | (³) |
| Service occupations | 16.77 | 11.05 | 5.72 | 1.08 | .82 | 1.56 | .50 | 1.71 | .06 |
| All workers, service-producing industries⁴ | 17.82 | 13.26 | 4.55 | 1.11 | .46 | .97 | .49 | 1.51 | .02 |
| White-collar occupations | 21.89 | 16.28 | 5.61 | 1.49 | .59 | 1.19 | .64 | 1.68 | .02 |
| Professional specialty and technical | 28.93 | 21.56 | 7.37 | 2.06 | .66 | 1.45 | .93 | 2.23 | .03 |
| Professional specialty | 30.22 | 22.65 | 7.57 | 2.15 | .70 | 1.48 | .91 | 2.30 | .02 |
| Technical | 25.76 | 18.90 | 6.86 | 1.84 | .57 | 1.37 | .97 | 2.05 | .06 |
| Executive, administrative, and managerial | 33.63 | 24.43 | 9.20 | 2.79 | 1.34 | 1.64 | 1.04 | 2.35 | .04 |
| Sales | 15.86 | 12.45 | 3.41 | .67 | .43 | .65 | .34 | 1.32 | (³) |
| Administrative support, including clerical | 16.28 | 11.84 | 4.44 | 1.12 | .33 | 1.21 | .49 | 1.26 | .02 |
| Blue-collar occupations | 15.76 | 11.34 | 4.41 | .85 | .48 | 1.00 | .48 | 1.59 | (³) |
| Precision production, craft, and repair | 22.45 | 16.13 | 6.32 | 1.53 | .72 | 1.39 | .68 | 1.99 | .02 |
| Transportation and material moving | 17.17 | 12.20 | 4.97 | .83 | .48 | 1.16 | .60 | 1.89 | (³) |
| Handlers, equipment cleaners, helpers, and laborers | 11.91 | 8.62 | 3.29 | .52 | .37 | .74 | .38 | 1.28 | (³) |
| Service occupations | 9.42 | 7.36 | 2.06 | .37 | .14 | .40 | .12 | 1.03 | (³) |
| Percent of total compensation | | | | | | | | | |
| All workers, goods-producing industries² | 100.0 | 69.3 | 30.7 | 6.6 | 3.7 | 7.3 | 3.7 | 9.2 | 0.3 |
| White-collar occupations | 100.0 | 71.8 | 28.2 | 8.4 | 2.6 | 6.2 | 3.3 | 7.4 | .3 |
| Professional specialty and technical | 100.0 | 72.0 | 28.0 | 9.1 | 2.0 | 6.1 | 3.4 | 7.2 | .4 |
| Professional specialty | 100.0 | 72.5 | 27.5 | 9.3 | 1.7 | 5.8 | 3.3 | 7.1 | .4 |
| Technical | 100.0 | 69.8 | 30.2 | 8.3 | 3.1 | 7.1 | 3.5 | 7.8 | .3 |
| Executive, administrative, and managerial | 100.0 | 71.3 | 28.7 | 8.7 | 3.3 | 5.2 | 3.8 | 7.4 | .3 |
| Administrative support, including clerical | 100.0 | 71.5 | 28.5 | 6.9 | 2.6 | 8.6 | 2.4 | 7.9 | .3 |
| Blue-collar occupations | 100.0 | 67.8 | 32.2 | 5.5 | 4.4 | 7.9 | 3.9 | 10.3 | .3 |
| Precision production, craft, and repair | 100.0 | 68.4 | 31.6 | 5.3 | 3.8 | 7.3 | 4.5 | 10.5 | .3 |
| Machine operators, assemblers, and inspectors | 100.0 | 66.6 | 33.4 | 6.4 | 5.1 | 9.0 | 3.2 | 9.4 | .3 |
| Transportation and material moving | 100.0 | 67.4 | 32.6 | 4.9 | 5.3 | 7.6 | 3.8 | 10.9 | (⁵) |
| Handlers, equipment cleaners, helpers, and laborers | 100.0 | 70.0 | 30.0 | 3.9 | 3.7 | 6.9 | 3.7 | 11.6 | (⁵) |
| Service occupations | 100.0 | 65.9 | 34.1 | 6.4 | 4.9 | 9.3 | 3.0 | 10.2 | .4 |
| All workers, service-producing industries⁴ | 100.0 | 74.4 | 25.5 | 6.2 | 2.6 | 5.4 | 2.7 | 8.5 | .1 |
| White-collar occupations | 100.0 | 74.4 | 25.6 | 6.8 | 2.7 | 5.4 | 2.9 | 7.7 | .1 |
| Professional specialty and technical | 100.0 | 74.5 | 25.5 | 7.1 | 2.3 | 5.0 | 3.2 | 7.7 | .1 |
| Professional specialty | 100.0 | 75.0 | 25.0 | 7.1 | 2.3 | 4.9 | 3.0 | 7.6 | .1 |
| Technical | 100.0 | 73.4 | 26.6 | 7.1 | 2.2 | 5.3 | 3.8 | 8.0 | .2 |
| Executive, administrative, and managerial | 100.0 | 72.6 | 27.4 | 8.3 | 4.0 | 4.9 | 3.1 | 7.0 | .1 |
| Sales | 100.0 | 78.5 | 21.5 | 4.2 | 2.7 | 4.1 | 2.1 | 8.3 | (⁵) |
| Administrative support, including clerical | 100.0 | 72.7 | 27.3 | 6.9 | 2.0 | 7.4 | 3.0 | 7.7 | .1 |
| Blue-collar occupations | 100.0 | 72.0 | 28.0 | 5.4 | 3.0 | 6.3 | 3.0 | 10.1 | (⁵) |
| Precision production, craft, and repair | 100.0 | 71.8 | 28.2 | 6.8 | 3.2 | 6.2 | 3.0 | 8.9 | .1 |
| Transportation and material moving | 100.0 | 71.1 | 28.9 | 4.8 | 2.8 | 6.8 | 3.5 | 11.0 | (⁵) |
| Handlers, equipment cleaners, helpers, and laborers | 100.0 | 72.4 | 27.6 | 4.4 | 3.1 | 6.2 | 3.2 | 10.7 | (⁵) |
| Service occupations | 100.0 | 78.1 | 21.9 | 3.9 | 1.5 | 4.2 | 1.3 | 10.9 | (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, March 1999

| 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 | | | | | | | | | |
| All workers, manufacturing industries | \$22.77 | \$15.66 | \$7.11 | \$1.73 | \$0.89 | \$1.74 | \$0.75 | \$1.93 | \$0.08 |
| White-collar occupations | 31.25 | 22.37 | 8.88 | 2.73 | .77 | 1.97 | 1.06 | 2.25 | .11 |
| Professional specialty and technical | 36.92 | 26.47 | 10.45 | 3.39 | .72 | 2.27 | 1.27 | 2.66 | .13 |
| Professional specialty | 39.66 | 28.65 | 11.01 | 3.72 | .65 | 2.34 | 1.35 | 2.80 | .15 |
| Technical | 28.80 | 20.00 | 8.80 | 2.44 | .91 | 2.08 | 1.02 | 2.25 | .10 |
| Executive, administrative, and managerial | 43.71 | 31.23 | 12.47 | 4.06 | 1.40 | 2.28 | 1.69 | 2.90 | .15 |
| Administrative support, including clerical | 17.39 | 12.36 | 5.03 | 1.26 | .42 | 1.50 | .43 | 1.36 | .06 |
| Blue-collar occupations | 18.99 | 12.66 | 6.32 | 1.28 | .94 | 1.63 | .62 | 1.79 | .07 |
| Precision production, craft, and repair | 25.15 | 16.59 | 8.56 | 2.00 | 1.24 | 2.04 | .88 | 2.27 | .13 |
| Machine operators, assemblers, and inspectors | 17.80 | 11.84 | 5.95 | 1.14 | .91 | 1.60 | .56 | 1.67 | .07 |
| Transportation and material moving | 17.84 | 12.21 | 5.63 | .99 | .93 | 1.38 | .45 | 1.86 | .02 |
| Handlers, equipment cleaners, helpers, and laborers | 14.16 | 9.72 | 4.44 | .74 | .60 | 1.18 | .48 | 1.42 | .02 |
| Service occupations | 17.76 | 11.55 | 6.22 | 1.21 | .89 | 1.72 | .54 | 1.79 | .07 |
| All workers, nonmanufacturing industries | 18.20 | 13.49 | 4.71 | 1.09 | .48 | 1.01 | .53 | 1.59 | .02 |
| White-collar occupations | 22.03 | 16.38 | 5.66 | 1.49 | .59 | 1.20 | .64 | 1.70 | .02 |
| Professional specialty and technical | 29.05 | 21.66 | 7.39 | 2.07 | .66 | 1.46 | .93 | 2.24 | .03 |
| Professional specialty | 30.42 | 22.80 | 7.62 | 2.17 | .70 | 1.49 | .92 | 2.32 | .02 |
| Technical | 25.69 | 18.85 | 6.84 | 1.83 | .57 | 1.37 | .96 | 2.05 | .06 |
| Executive, administrative, and managerial | 33.86 | 24.56 | 9.30 | 2.78 | 1.34 | 1.66 | 1.05 | 2.43 | .04 |
| Sales | 15.92 | 12.50 | 3.41 | .67 | .43 | .65 | .34 | 1.32 | (²) |
| Administrative support, including clerical | 16.27 | 11.84 | 4.44 | 1.12 | .34 | 1.22 | .48 | 1.26 | .02 |
| Blue-collar occupations | 17.38 | 12.41 | 4.97 | .80 | .53 | 1.11 | .66 | 1.87 | (²) |
| Precision production, craft, and repair | 23.70 | 16.86 | 6.84 | 1.16 | .71 | 1.51 | 1.00 | 2.45 | (²) |
| Transportation and material moving | 17.61 | 12.39 | 5.21 | .83 | .55 | 1.21 | .67 | 1.95 | (²) |
| Handlers, equipment cleaners, helpers, and laborers | 12.32 | 8.90 | 3.41 | .48 | .38 | .74 | .41 | 1.40 | (²) |
| Service occupations | 9.41 | 7.35 | 2.06 | .36 | .14 | .40 | .12 | 1.03 | (²) |
| Percent of total compensation | | | | | | | | | |
| All workers, manufacturing industries | 100.0 | 68.8 | 31.2 | 7.6 | 3.9 | 7.6 | 3.3 | 8.5 | 0.4 |
| White-collar occupations | 100.0 | 71.6 | 28.4 | 8.7 | 2.5 | 6.3 | 3.4 | 7.2 | .4 |
| Professional specialty and technical | 100.0 | 71.7 | 28.3 | 9.2 | 2.0 | 6.1 | 3.4 | 7.2 | .4 |
| Professional specialty | 100.0 | 72.2 | 27.8 | 9.4 | 1.6 | 5.9 | 3.4 | 7.1 | .4 |
| Technical | 100.0 | 69.4 | 30.6 | 8.5 | 3.2 | 7.2 | 3.5 | 7.8 | .3 |
| Executive, administrative, and managerial | 100.0 | 71.4 | 28.5 | 9.3 | 3.2 | 5.2 | 3.9 | 6.6 | .3 |
| Administrative support, including clerical | 100.0 | 71.1 | 28.9 | 7.2 | 2.4 | 8.6 | 2.5 | 7.8 | .3 |
| Blue-collar occupations | 100.0 | 66.7 | 33.3 | 6.7 | 4.9 | 8.6 | 3.3 | 9.4 | .4 |
| Precision production, craft, and repair | 100.0 | 66.0 | 34.0 | 8.0 | 4.9 | 8.1 | 3.5 | 9.0 | .5 |
| Machine operators, assemblers, and inspectors | 100.0 | 66.5 | 33.4 | 6.4 | 5.1 | 9.0 | 3.1 | 9.4 | .4 |
| Transportation and material moving | 100.0 | 68.4 | 31.6 | 5.5 | 5.2 | 7.7 | 2.5 | 10.4 | .1 |
| Handlers, equipment cleaners, helpers, and laborers | 100.0 | 68.6 | 31.4 | 5.2 | 4.2 | 8.3 | 3.4 | 10.0 | .1 |
| Service occupations | 100.0 | 65.0 | 35.0 | 6.8 | 5.0 | 9.7 | 3.0 | 10.1 | .4 |
| All workers, nonmanufacturing industries | 100.0 | 74.1 | 25.9 | 6.0 | 2.6 | 5.5 | 2.9 | 8.7 | .1 |
| White-collar occupations | 100.0 | 74.4 | 25.7 | 6.8 | 2.7 | 5.4 | 2.9 | 7.7 | .1 |
| Professional specialty and technical | 100.0 | 74.6 | 25.4 | 7.1 | 2.3 | 5.0 | 3.2 | 7.7 | .1 |
| Professional specialty | 100.0 | 75.0 | 25.0 | 7.1 | 2.3 | 4.9 | 3.0 | 7.6 | .1 |
| Technical | 100.0 | 73.4 | 26.6 | 7.1 | 2.2 | 5.3 | 3.7 | 8.0 | .2 |
| Executive, administrative, and managerial | 100.0 | 72.5 | 27.5 | 8.2 | 4.0 | 4.9 | 3.1 | 7.2 | .1 |
| Sales | 100.0 | 78.5 | 21.4 | 4.2 | 2.7 | 4.1 | 2.1 | 8.3 | (³) |
| Administrative support, including clerical | 100.0 | 72.8 | 27.3 | 6.9 | 2.1 | 7.5 | 3.0 | 7.7 | .1 |
| Blue-collar occupations | 100.0 | 71.4 | 28.6 | 4.6 | 3.0 | 6.4 | 3.8 | 10.8 | (³) |
| Precision production, craft, and repair | 100.0 | 71.1 | 28.9 | 4.9 | 3.0 | 6.4 | 4.2 | 10.3 | (³) |
| Transportation and material moving | 100.0 | 70.4 | 29.6 | 4.7 | 3.1 | 6.9 | 3.8 | 11.1 | (³) |
| Handlers, equipment cleaners, helpers, and laborers | 100.0 | 72.2 | 27.7 | 3.9 | 3.1 | 6.0 | 3.3 | 11.4 | (³) |
| Service occupations | 100.0 | 78.1 | 21.9 | 3.8 | 1.5 | 4.3 | 1.3 | 10.9 | (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, March 1999

| 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 | | | | | | | | | |
| All union workers, private industry | \$24.75 | \$16.21 | \$8.53 | \$1.66 | \$0.94 | \$2.21 | \$1.37 | \$2.26 | \$0.09 |
| Blue-collar occupations | 25.76 | 16.41 | 9.35 | 1.64 | 1.13 | 2.43 | 1.60 | 2.45 | .10 |
| Goods-producing industries ² | 26.33 | 16.74 | 9.59 | 1.62 | 1.19 | 2.57 | 1.56 | 2.51 | .13 |
| Service-producing industries ³ | 23.37 | 15.75 | 7.62 | 1.70 | .72 | 1.89 | 1.21 | 2.04 | .05 |
| Manufacturing | 23.21 | 14.60 | 8.61 | 1.78 | 1.29 | 2.30 | .96 | 2.12 | .17 |
| Blue-collar occupations | 23.06 | 14.38 | 8.68 | 1.72 | 1.36 | 2.30 | 1.00 | 2.13 | .17 |
| Nonmanufacturing | 25.61 | 17.12 | 8.49 | 1.59 | .74 | 2.16 | 1.61 | 2.34 | .04 |
| All nonunion workers, private industry | 18.20 | 13.54 | 4.66 | 1.13 | .50 | .98 | .46 | 1.57 | .02 |
| Blue-collar occupations | 15.39 | 11.20 | 4.18 | .76 | .54 | .92 | .32 | 1.63 | (⁴) |
| Goods-producing industries ² | 21.75 | 15.56 | 6.20 | 1.46 | .73 | 1.37 | .61 | 1.98 | .04 |
| Service-producing industries ³ | 17.29 | 13.03 | 4.27 | 1.05 | .44 | .88 | .42 | 1.46 | (⁴) |
| Manufacturing | 22.62 | 16.01 | 6.61 | 1.71 | .75 | 1.55 | .68 | 1.86 | .05 |
| Blue-collar occupations | 16.99 | 11.82 | 5.16 | 1.06 | .74 | 1.30 | .43 | 1.62 | .02 |
| Nonmanufacturing | 17.42 | 13.11 | 4.32 | 1.03 | .45 | .88 | .42 | 1.51 | (⁴) |
| Percent of total compensation | | | | | | | | | |
| All union workers, private industry | 100.0 | 65.5 | 34.5 | 6.7 | 3.8 | 8.9 | 5.5 | 9.1 | 0.4 |
| Blue-collar occupations | 100.0 | 63.7 | 36.3 | 6.4 | 4.4 | 9.4 | 6.2 | 9.5 | .4 |
| Goods-producing industries ² | 100.0 | 63.6 | 36.4 | 6.2 | 4.5 | 9.8 | 5.9 | 9.5 | .5 |
| Service-producing industries ³ | 100.0 | 67.4 | 32.6 | 7.3 | 3.1 | 8.1 | 5.2 | 8.7 | .2 |
| Manufacturing | 100.0 | 62.9 | 37.1 | 7.7 | 5.6 | 9.9 | 4.1 | 9.1 | .7 |
| Blue-collar occupations | 100.0 | 62.4 | 37.6 | 7.5 | 5.9 | 10.0 | 4.3 | 9.2 | .7 |
| Nonmanufacturing | 100.0 | 66.8 | 33.2 | 6.2 | 2.9 | 8.4 | 6.3 | 9.1 | .2 |
| All nonunion workers, private industry | 100.0 | 74.4 | 25.6 | 6.2 | 2.7 | 5.4 | 2.5 | 8.6 | .1 |
| Blue-collar occupations | 100.0 | 72.8 | 27.2 | 4.9 | 3.5 | 6.0 | 2.1 | 10.6 | (⁵) |
| Goods-producing industries ² | 100.0 | 71.5 | 28.5 | 6.7 | 3.4 | 6.3 | 2.8 | 9.1 | .2 |
| Service-producing industries ³ | 100.0 | 75.4 | 24.7 | 6.1 | 2.5 | 5.1 | 2.4 | 8.4 | (⁵) |
| Manufacturing | 100.0 | 70.8 | 29.2 | 7.6 | 3.3 | 6.9 | 3.0 | 8.2 | .2 |
| Blue-collar occupations | 100.0 | 69.6 | 30.4 | 6.2 | 4.4 | 7.7 | 2.5 | 9.5 | .1 |
| Nonmanufacturing | 100.0 | 75.3 | 24.8 | 5.9 | 2.6 | 5.1 | 2.4 | 8.7 | (⁵) |

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, March 1999

| Industry and occupational group, and employment size | 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 | | | | | | | | | |
| All workers in private industry | \$19.00 | \$13.87 | \$5.13 | \$1.20 | \$0.55 | \$1.13 | \$0.57 | \$1.65 | \$0.03 |
| 1-99 workers | 16.27 | 12.29 | 3.98 | .83 | .40 | .84 | .39 | 1.51 | (²) |
| 100 or more workers | 21.88 | 15.54 | 6.35 | 1.58 | .71 | 1.44 | .76 | 1.80 | .05 |
| 100-499 workers | 18.14 | 13.17 | 4.97 | 1.11 | .58 | 1.12 | .53 | 1.62 | .02 |
| 500 or more workers | 26.37 | 18.37 | 8.00 | 2.15 | .87 | 1.83 | 1.05 | 2.01 | .09 |
| Goods-producing industries³ | 22.86 | 15.84 | 7.02 | 1.50 | .85 | 1.66 | .84 | 2.11 | .06 |
| 1-99 workers | 18.98 | 13.79 | 5.19 | .81 | .52 | 1.14 | .62 | 2.10 | (²) |
| 100 or more workers | 25.50 | 17.24 | 8.26 | 1.97 | 1.07 | 2.02 | .99 | 2.12 | .10 |
| 100-499 workers | 21.58 | 14.80 | 6.79 | 1.39 | .94 | 1.65 | .79 | 1.99 | .02 |
| 500 or more workers | 29.39 | 19.66 | 9.73 | 2.55 | 1.19 | 2.38 | 1.19 | 2.24 | .18 |
| Service-producing industries⁴ | 17.82 | 13.26 | 4.55 | 1.11 | .46 | .97 | .49 | 1.51 | .02 |
| 1-99 workers | 15.65 | 11.95 | 3.71 | .84 | .38 | .77 | .34 | 1.38 | (²) |
| 100 or more workers | 20.42 | 14.85 | 5.57 | 1.43 | .57 | 1.21 | .67 | 1.67 | .03 |
| 100-499 workers | 16.91 | 12.59 | 4.32 | 1.01 | .45 | .92 | .43 | 1.48 | .02 |
| 500 or more workers | 24.97 | 17.77 | 7.19 | 1.97 | .71 | 1.58 | .98 | 1.90 | .04 |
| White-collar occupations | 23.02 | 17.02 | 6.00 | 1.63 | .61 | 1.28 | .69 | 1.76 | .03 |
| 1-99 workers | 19.58 | 14.87 | 4.71 | 1.18 | .49 | 1.01 | .48 | 1.54 | (²) |
| 100 or more workers | 26.39 | 19.13 | 7.26 | 2.06 | .74 | 1.55 | .90 | 1.97 | .05 |
| 100-499 workers | 21.99 | 16.21 | 5.78 | 1.48 | .65 | 1.24 | .64 | 1.74 | .03 |
| 500 or more workers | 30.56 | 21.89 | 8.67 | 2.61 | .82 | 1.84 | 1.14 | 2.18 | .08 |
| Blue-collar occupations | 17.98 | 12.51 | 5.48 | .98 | .69 | 1.30 | .64 | 1.84 | .03 |
| 1-99 workers | 16.51 | 12.01 | 4.49 | .68 | .49 | 1.00 | .47 | 1.84 | (²) |
| 100 or more workers | 19.48 | 13.01 | 6.47 | 1.28 | .88 | 1.61 | .81 | 1.83 | .06 |
| 100-499 workers | 17.34 | 12.02 | 5.32 | .99 | .68 | 1.29 | .60 | 1.75 | (²) |
| 500 or more workers | 22.40 | 14.36 | 8.05 | 1.66 | 1.15 | 2.05 | 1.10 | 1.95 | .13 |
| Percent of total compensation | | | | | | | | | |
| All workers in private industry | 100.0 | 73.0 | 27.0 | 6.3 | 2.9 | 5.9 | 3.0 | 8.7 | 0.2 |
| 1-99 workers | 100.0 | 75.5 | 24.5 | 5.1 | 2.5 | 5.2 | 2.4 | 9.3 | (⁵) |
| 100 or more workers | 100.0 | 71.0 | 29.0 | 7.2 | 3.2 | 6.6 | 3.5 | 8.2 | .2 |
| 100-499 workers | 100.0 | 72.6 | 27.4 | 6.1 | 3.2 | 6.2 | 2.9 | 8.9 | .1 |
| 500 or more workers | 100.0 | 69.7 | 30.3 | 8.2 | 3.3 | 6.9 | 4.0 | 7.6 | .3 |
| Goods-producing industries³ | 100.0 | 69.3 | 30.7 | 6.6 | 3.7 | 7.3 | 3.7 | 9.2 | .3 |
| 1-99 workers | 100.0 | 72.7 | 27.3 | 4.3 | 2.7 | 6.0 | 3.3 | 11.1 | (⁵) |
| 100 or more workers | 100.0 | 67.6 | 32.4 | 7.7 | 4.2 | 7.9 | 3.9 | 8.3 | .4 |
| 100-499 workers | 100.0 | 68.6 | 31.5 | 6.4 | 4.4 | 7.6 | 3.7 | 9.2 | .1 |
| 500 or more workers | 100.0 | 66.9 | 33.1 | 8.7 | 4.0 | 8.1 | 4.0 | 7.6 | .6 |
| Service-producing industries⁴ | 100.0 | 74.4 | 25.5 | 6.2 | 2.6 | 5.4 | 2.7 | 8.5 | .1 |
| 1-99 workers | 100.0 | 76.4 | 23.7 | 5.4 | 2.4 | 4.9 | 2.2 | 8.8 | (⁵) |
| 100 or more workers | 100.0 | 72.7 | 27.3 | 7.0 | 2.8 | 5.9 | 3.3 | 8.2 | .1 |
| 100-499 workers | 100.0 | 74.5 | 25.5 | 6.0 | 2.7 | 5.4 | 2.5 | 8.8 | .1 |
| 500 or more workers | 100.0 | 71.2 | 28.8 | 7.9 | 2.8 | 6.3 | 3.9 | 7.6 | .2 |
| White-collar occupations | 100.0 | 73.9 | 26.1 | 7.1 | 2.6 | 5.6 | 3.0 | 7.6 | .1 |
| 1-99 workers | 100.0 | 75.9 | 24.1 | 6.0 | 2.5 | 5.2 | 2.5 | 7.9 | (⁵) |
| 100 or more workers | 100.0 | 72.5 | 27.5 | 7.8 | 2.8 | 5.9 | 3.4 | 7.5 | .2 |
| 100-499 workers | 100.0 | 73.7 | 26.3 | 6.7 | 3.0 | 5.6 | 2.9 | 7.9 | .1 |
| 500 or more workers | 100.0 | 71.6 | 28.4 | 8.5 | 2.7 | 6.0 | 3.7 | 7.1 | .3 |
| Blue-collar occupations | 100.0 | 69.6 | 30.5 | 5.5 | 3.8 | 7.2 | 3.6 | 10.2 | .2 |
| 1-99 workers | 100.0 | 72.7 | 27.2 | 4.1 | 3.0 | 6.1 | 2.8 | 11.1 | (⁵) |
| 100 or more workers | 100.0 | 66.8 | 33.2 | 6.6 | 4.5 | 8.3 | 4.2 | 9.4 | .3 |
| 100-499 workers | 100.0 | 69.3 | 30.7 | 5.7 | 3.9 | 7.4 | 3.5 | 10.1 | (⁵) |
| 500 or more workers | 100.0 | 64.1 | 35.9 | 7.4 | 5.1 | 9.2 | 4.9 | 8.7 | .6 |

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, March 1999

| 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 | | | | | | | | | |
| Health services | \$19.05 | \$14.16 | \$4.88 | \$1.37 | \$0.42 | \$1.07 | \$0.47 | \$1.54 | (²) |
| Professional specialty and technical | 26.01 | 19.40 | 6.61 | 1.89 | .69 | 1.36 | .59 | 2.08 | (²) |
| Professional specialty | 29.44 | 21.97 | 7.47 | 2.22 | .79 | 1.47 | .66 | 2.32 | (²) |
| Nurses | 29.21 | 21.48 | 7.73 | 2.30 | 1.00 | 1.47 | .64 | 2.32 | (²) |
| Technical | 20.60 | 15.35 | 5.25 | 1.37 | .52 | 1.18 | .47 | 1.70 | (²) |
| Administrative support, including clerical | 15.81 | 11.41 | 4.40 | 1.27 | .23 | 1.11 | .57 | 1.21 | (²) |
| Service occupations | 11.40 | 8.61 | 2.80 | .65 | .23 | .65 | .22 | 1.03 | (²) |
| Hospitals | 22.75 | 16.21 | 6.54 | 1.94 | .67 | 1.60 | .58 | 1.74 | (²) |
| Professional specialty and technical | 27.82 | 19.97 | 7.85 | 2.34 | .96 | 1.71 | .69 | 2.14 | (²) |
| Professional specialty | 30.67 | 22.17 | 8.49 | 2.57 | 1.10 | 1.71 | .74 | 2.36 | (²) |
| Nurses | 30.85 | 22.12 | 8.72 | 2.62 | 1.30 | 1.67 | .73 | 2.39 | (²) |
| Technical | 21.39 | 15.01 | 6.38 | 1.81 | .64 | 1.69 | .58 | 1.65 | (²) |
| Administrative support, including clerical | 16.17 | 11.26 | 4.92 | 1.40 | .28 | 1.58 | .44 | 1.21 | (²) |
| Service occupations | 13.52 | 9.25 | 4.27 | 1.06 | .43 | 1.39 | .33 | 1.05 | (²) |
| Nursing homes | 13.29 | 10.06 | 3.23 | .83 | .27 | .68 | .15 | 1.30 | (²) |
| Professional specialty and technical | 19.45 | 14.92 | 4.53 | 1.18 | .45 | .77 | .22 | 1.92 | (²) |
| Professional specialty | 21.57 | 16.74 | 4.83 | 1.27 | .37 | .84 | .25 | 2.10 | (²) |
| Technical | 17.51 | 13.25 | 4.26 | 1.09 | .52 | .70 | .19 | 1.76 | (²) |
| Service occupations | 10.57 | 7.91 | 2.66 | .63 | .23 | .62 | .12 | 1.07 | (²) |
| Percent of total compensation | | | | | | | | | |
| Health services | 100.0 | 74.3 | 25.6 | 7.2 | 2.2 | 5.6 | 2.5 | 8.1 | (³) |
| Professional specialty and technical | 100.0 | 74.6 | 25.4 | 7.3 | 2.7 | 5.2 | 2.3 | 8.0 | (³) |
| Professional specialty | 100.0 | 74.6 | 25.4 | 7.5 | 2.7 | 5.0 | 2.2 | 7.9 | (³) |
| Nurses | 100.0 | 73.5 | 26.5 | 7.9 | 3.4 | 5.0 | 2.2 | 7.9 | (³) |
| Technical | 100.0 | 74.5 | 25.5 | 6.7 | 2.5 | 5.7 | 2.3 | 8.3 | (³) |
| Administrative support, including clerical | 100.0 | 72.2 | 27.8 | 8.0 | 1.5 | 7.0 | 3.6 | 7.7 | (³) |
| Service occupations | 100.0 | 75.5 | 24.6 | 5.7 | 2.0 | 5.7 | 1.9 | 9.0 | (³) |
| Hospitals | 100.0 | 71.3 | 28.7 | 8.5 | 2.9 | 7.0 | 2.5 | 7.6 | (³) |
| Professional specialty and technical | 100.0 | 71.8 | 28.2 | 8.4 | 3.5 | 6.1 | 2.5 | 7.7 | (³) |
| Professional specialty | 100.0 | 72.3 | 27.7 | 8.4 | 3.6 | 5.6 | 2.4 | 7.7 | (³) |
| Nurses | 100.0 | 71.7 | 28.3 | 8.5 | 4.2 | 5.4 | 2.4 | 7.7 | (³) |
| Technical | 100.0 | 70.2 | 29.8 | 8.5 | 3.0 | 7.9 | 2.7 | 7.7 | (³) |
| Administrative support, including clerical | 100.0 | 69.6 | 30.4 | 8.7 | 1.7 | 9.8 | 2.7 | 7.5 | (³) |
| Service occupations | 100.0 | 68.4 | 31.6 | 7.8 | 3.2 | 10.3 | 2.4 | 7.8 | (³) |
| Nursing homes | 100.0 | 75.7 | 24.3 | 6.2 | 2.0 | 5.1 | 1.1 | 9.8 | (³) |
| Professional specialty and technical | 100.0 | 76.7 | 23.3 | 6.1 | 2.3 | 4.0 | 1.1 | 9.9 | (³) |
| Professional specialty | 100.0 | 77.6 | 22.4 | 5.9 | 1.7 | 3.9 | 1.2 | 9.7 | (³) |
| Technical | 100.0 | 75.7 | 24.3 | 6.2 | 3.0 | 4.0 | 1.1 | 10.1 | (³) |
| Service occupations | 100.0 | 74.8 | 25.2 | 6.0 | 2.2 | 5.9 | 1.1 | 10.1 | (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, March 1999

| 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 | | | | | | | | | |
| Transportation equipment manufacturing (SIC 37) | \$33.21 | \$21.03 | \$12.18 | \$2.91 | \$1.62 | \$3.04 | \$1.45 | \$2.79 | \$0.37 |
| White-collar occupations | 38.81 | 27.03 | 11.79 | 3.84 | .85 | 2.72 | 1.31 | 2.80 | .27 |
| Professional specialty and technical | 44.07 | 31.22 | 12.86 | 4.36 | .77 | 2.80 | 1.46 | 3.18 | .29 |
| Executive, administrative, and managerial | 43.55 | 30.47 | 13.08 | 4.60 | 1.07 | 2.82 | 1.42 | 2.92 | .25 |
| Blue-collar occupations | 30.11 | 17.81 | 12.30 | 2.39 | 2.01 | 3.20 | 1.52 | 2.77 | .40 |
| Service occupations | 34.75 | 19.06 | 15.68 | 3.12 | 2.83 | 3.44 | 1.98 | 3.52 | .80 |
| Aircraft manufacturing (SIC 3721) | 35.33 | 24.28 | 11.05 | 3.34 | 1.19 | 2.60 | .97 | 2.77 | .18 |
| White-collar occupations | 38.12 | 26.88 | 11.24 | 3.71 | .71 | 2.60 | 1.12 | 2.87 | .24 |
| Blue-collar occupations | 30.56 | 19.84 | 10.72 | 2.70 | 2.02 | 2.60 | .73 | 2.58 | .09 |
| Public utilities (SIC's 48, 49) | 28.72 | 19.72 | 8.99 | 2.52 | .97 | 2.23 | 1.07 | 2.06 | .14 |
| White-collar occupations | 28.50 | 19.73 | 8.77 | 2.45 | .86 | 2.17 | 1.05 | 2.04 | .20 |
| Blue-collar occupations | 29.67 | 20.03 | 9.63 | 2.72 | 1.17 | 2.41 | 1.13 | 2.15 | .05 |
| Communications (SIC 48) | 26.15 | 18.18 | 7.97 | 2.18 | .91 | 1.98 | .88 | 1.90 | .12 |
| White-collar occupations | 25.60 | 17.94 | 7.66 | 2.08 | .85 | 1.87 | .82 | 1.88 | .17 |
| Blue-collar occupations | 28.11 | 19.14 | 8.98 | 2.50 | 1.07 | 2.32 | 1.07 | 1.98 | .04 |
| Electric, gas, and sanitary services (SIC 49) | 33.28 | 22.46 | 10.82 | 3.13 | 1.07 | 2.69 | 1.40 | 2.36 | .17 |
| White-collar occupations | 35.00 | 23.76 | 11.24 | 3.29 | .87 | 2.85 | 1.58 | 2.39 | .27 |
| Blue-collar occupations | 31.53 | 21.11 | 10.42 | 2.98 | 1.28 | 2.53 | 1.21 | 2.35 | .06 |
| Percent of total compensation | | | | | | | | | |
| Transportation equipment manufacturing (SIC 37) | 100.0 | 63.3 | 36.7 | 8.8 | 4.9 | 9.2 | 4.4 | 8.4 | 1.1 |
| White-collar occupations | 100.0 | 69.6 | 30.4 | 9.9 | 2.2 | 7.0 | 3.4 | 7.2 | .7 |
| Professional specialty and technical | 100.0 | 70.8 | 29.2 | 9.9 | 1.7 | 6.4 | 3.3 | 7.2 | .7 |
| Executive, administrative, and managerial | 100.0 | 70.0 | 30.0 | 10.6 | 2.5 | 6.5 | 3.3 | 6.7 | .6 |
| Blue-collar occupations | 100.0 | 59.1 | 40.9 | 7.9 | 6.7 | 10.6 | 5.0 | 9.2 | 1.3 |
| Service occupations | 100.0 | 54.8 | 45.1 | 9.0 | 8.1 | 9.9 | 5.7 | 10.1 | 2.3 |
| Aircraft manufacturing (SIC 3721) | 100.0 | 68.7 | 31.3 | 9.5 | 3.4 | 7.4 | 2.7 | 7.8 | .5 |
| White-collar occupations | 100.0 | 70.5 | 29.5 | 9.7 | 1.9 | 6.8 | 2.9 | 7.5 | .6 |
| Blue-collar occupations | 100.0 | 64.9 | 35.1 | 8.8 | 6.6 | 8.5 | 2.4 | 8.4 | .3 |
| Public utilities (SIC's 48, 49) | 100.0 | 68.7 | 31.3 | 8.8 | 3.4 | 7.8 | 3.7 | 7.2 | .5 |
| White-collar occupations | 100.0 | 69.2 | 30.8 | 8.6 | 3.0 | 7.6 | 3.7 | 7.2 | .7 |
| Blue-collar occupations | 100.0 | 67.5 | 32.5 | 9.2 | 3.9 | 8.1 | 3.8 | 7.2 | .2 |
| Communications (SIC 48) | 100.0 | 69.5 | 30.5 | 8.3 | 3.5 | 7.6 | 3.4 | 7.3 | .5 |
| White-collar occupations | 100.0 | 70.1 | 29.9 | 8.1 | 3.3 | 7.3 | 3.2 | 7.3 | .7 |
| Blue-collar occupations | 100.0 | 68.1 | 31.9 | 8.9 | 3.8 | 8.3 | 3.8 | 7.0 | .1 |
| Electric, gas, and sanitary services (SIC 49) | 100.0 | 67.5 | 32.5 | 9.4 | 3.2 | 8.1 | 4.2 | 7.1 | .5 |
| White-collar occupations | 100.0 | 67.9 | 32.1 | 9.4 | 2.5 | 8.1 | 4.5 | 6.8 | .8 |
| Blue-collar occupations | 100.0 | 67.0 | 33.0 | 9.5 | 4.1 | 8.0 | 3.8 | 7.5 | .2 |

¹ Includes severance pay and supplemental unemployment benefits.

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

Table 17. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Civilian workers, by major occupational group, March 1998

| Compensation component | Civilian workers | | White-collar | | Blue-collar | | Service | |
|------------------------------------------|------------------|---------|--------------|---------|-------------|---------|------------------|------------------|
| | Cost | Percent | Cost | Percent | Cost | Percent | Cost | Percent |
| Total compensation | \$19.76 | 100.0 | \$23.84 | 100.0 | \$17.85 | 100.0 | \$11.03 | 100.0 |
| Wages and salaries | 14.30 | 72.4 | 17.52 | 73.5 | 12.29 | 68.9 | 8.13 | 73.7 |
| Total benefits | 5.47 | 27.7 | 6.32 | 26.5 | 5.55 | 31.1 | 2.90 | 26.3 |
| Paid leave | 1.30 | 6.6 | 1.69 | 7.1 | 1.03 | 5.8 | .60 | 5.4 |
| Vacation | .60 | 3.0 | .75 | 3.1 | .52 | 2.9 | .27 | 2.4 |
| Holiday | .44 | 2.2 | .57 | 2.4 | .36 | 2.0 | .20 | 1.8 |
| Sick | .19 | 1.0 | .28 | 1.2 | .10 | .6 | .10 | .9 |
| Other | .07 | .4 | .09 | .4 | .04 | .2 | .03 | .3 |
| Supplemental pay | .51 | 2.6 | .54 | 2.3 | .67 | 3.8 | .19 | 1.7 |
| Premium ¹ | .20 | 1.0 | .11 | .5 | .44 | 2.5 | .10 | .9 |
| Shift differential | .05 | .3 | .04 | .2 | .07 | .4 | .04 | .4 |
| Nonproduction bonuses | .26 | 1.3 | .39 | 1.6 | .16 | .9 | .05 | .5 |
| Insurance | 1.25 | 6.3 | 1.43 | 6.0 | 1.32 | 7.4 | .64 | 5.8 |
| Life | .05 | .3 | .06 | .3 | .05 | .3 | (²) | (²) |
| Health | 1.15 | 5.8 | 1.31 | 5.5 | 1.22 | 6.8 | .60 | 5.4 |
| Short-term disability ³ | .03 | .2 | .04 | .2 | .04 | .2 | .02 | .2 |
| Long-term disability | .02 | .1 | .03 | .1 | .02 | .1 | (²) | (²) |
| Retirement and savings | .75 | 3.8 | .92 | 3.9 | .68 | 3.8 | .37 | 3.4 |
| Defined benefit | .47 | 2.4 | .53 | 2.2 | .46 | 2.6 | .31 | 2.8 |
| Defined contribution | .28 | 1.4 | .39 | 1.6 | .22 | 1.2 | .06 | .5 |
| Legally required benefits | 1.63 | 8.2 | 1.72 | 7.2 | 1.82 | 10.2 | 1.08 | 9.8 |
| Social Security ⁴ | 1.15 | 5.8 | 1.36 | 5.7 | 1.04 | 5.8 | .69 | 6.3 |
| OASDI | .92 | 4.7 | 1.08 | 4.5 | .84 | 4.7 | .55 | 5.0 |
| Medicare | .23 | 1.2 | .28 | 1.2 | .20 | 1.1 | .14 | 1.3 |
| Federal unemployment insurance | .03 | .2 | .03 | .1 | .03 | .2 | .03 | .3 |
| State unemployment insurance | .10 | .5 | .10 | .4 | .12 | .7 | .09 | .8 |
| Workers' compensation | .35 | 1.8 | .23 | 1.0 | .63 | 3.5 | .27 | 2.4 |
| Other benefits ⁵ | .03 | .2 | .03 | .1 | .03 | .2 | (²) | (²) |

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 Short-term disability (previously, sickness and accident insurance) includes all insured, self-insured, and state-mandated plans that provide benefits for each disability, including unfunded plans.

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 18. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Civilian workers, by occupational and industry group, March 1998

| 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 | | | | | | | | | |
| Civilian workers | \$19.76 | \$14.30 | \$5.47 | \$1.30 | \$0.51 | \$1.25 | \$0.75 | \$1.63 | \$0.03 |
| Occupational group | | | | | | | | | |
| White-collar occupations | 23.84 | 17.52 | 6.32 | 1.69 | .54 | 1.43 | .92 | 1.72 | .03 |
| Professional specialty and technical | 31.56 | 23.34 | 8.22 | 2.16 | .63 | 1.80 | 1.42 | 2.16 | .05 |
| Professional specialty | 33.69 | 25.01 | 8.68 | 2.27 | .64 | 1.90 | 1.57 | 2.25 | .05 |
| Nurses | 28.59 | 20.88 | 7.71 | 2.29 | .97 | 1.39 | .78 | 2.27 | (²) |
| Teachers | 36.24 | 27.57 | 8.67 | 1.82 | .08 | 2.25 | 2.37 | 2.09 | .06 |
| Technical | 23.96 | 17.34 | 6.61 | 1.79 | .60 | 1.43 | .89 | 1.86 | .04 |
| Executive, administrative, and managerial | 34.39 | 24.85 | 9.54 | 2.99 | .99 | 1.77 | 1.38 | 2.36 | .05 |
| Administrative support, including clerical | 16.09 | 11.47 | 4.62 | 1.17 | .32 | 1.34 | .56 | 1.22 | .02 |
| Blue-collar occupations | 17.85 | 12.29 | 5.55 | 1.03 | .67 | 1.32 | .68 | 1.82 | .03 |
| Service occupations | 11.03 | 8.13 | 2.90 | .60 | .19 | .64 | .37 | 1.08 | (²) |
| Industry group | | | | | | | | | |
| Services | 20.81 | 15.49 | 5.32 | 1.36 | .37 | 1.22 | .79 | 1.56 | .02 |
| Health services | 19.25 | 14.11 | 5.14 | 1.47 | .47 | 1.13 | .55 | 1.52 | (²) |
| Hospitals | 22.29 | 15.76 | 6.53 | 1.95 | .66 | 1.52 | .69 | 1.68 | .02 |
| Educational services | 29.40 | 21.73 | 7.67 | 1.83 | .10 | 2.09 | 1.89 | 1.72 | .04 |
| Elementary and secondary education | 28.82 | 21.38 | 7.45 | 1.61 | .07 | 2.25 | 1.83 | 1.62 | .06 |
| Higher education | 31.46 | 23.10 | 8.36 | 2.29 | .15 | 1.85 | 2.10 | 1.96 | (²) |
| Percent of total compensation | | | | | | | | | |
| Civilian workers | 100.0 | 72.4 | 27.7 | 6.6 | 2.6 | 6.3 | 3.8 | 8.2 | 0.2 |
| Occupational group | | | | | | | | | |
| White-collar occupations | 100.0 | 73.5 | 26.5 | 7.1 | 2.3 | 6.0 | 3.9 | 7.2 | .1 |
| Professional specialty and technical | 100.0 | 74.0 | 26.0 | 6.8 | 2.0 | 5.7 | 4.5 | 6.8 | .2 |
| Professional specialty | 100.0 | 74.2 | 25.8 | 6.7 | 1.9 | 5.6 | 4.7 | 6.7 | .1 |
| Nurses | 100.0 | 73.0 | 27.0 | 8.0 | 3.4 | 4.9 | 2.7 | 7.9 | (²) |
| Teachers | 100.0 | 76.1 | 23.9 | 5.0 | .2 | 6.2 | 6.5 | 5.8 | .2 |
| Technical | 100.0 | 72.4 | 27.6 | 7.5 | 2.5 | 6.0 | 3.7 | 7.8 | .2 |
| Executive, administrative, and managerial | 100.0 | 72.3 | 27.7 | 8.7 | 2.9 | 5.1 | 4.0 | 6.9 | .1 |
| Administrative support, including clerical | 100.0 | 71.3 | 28.7 | 7.3 | 2.0 | 8.3 | 3.5 | 7.6 | .1 |
| Blue-collar occupations | 100.0 | 68.9 | 31.1 | 5.8 | 3.8 | 7.4 | 3.8 | 10.2 | .2 |
| Service occupations | 100.0 | 73.7 | 26.3 | 5.4 | 1.7 | 5.8 | 3.4 | 9.8 | (²) |
| Industry group | | | | | | | | | |
| Services | 100.0 | 74.4 | 25.6 | 6.5 | 1.8 | 5.9 | 3.8 | 7.5 | .1 |
| Health services | 100.0 | 73.3 | 26.7 | 7.6 | 2.4 | 5.9 | 2.9 | 7.9 | (²) |
| Hospitals | 100.0 | 70.7 | 29.3 | 8.7 | 3.0 | 6.8 | 3.1 | 7.5 | .1 |
| Educational services | 100.0 | 73.9 | 26.1 | 6.2 | .3 | 7.1 | 6.4 | 5.9 | .1 |
| Elementary and secondary education | 100.0 | 74.2 | 25.9 | 5.6 | .2 | 7.8 | 6.3 | 5.6 | .2 |
| Higher education | 100.0 | 73.4 | 26.6 | 7.3 | .5 | 5.9 | 6.7 | 6.2 | (²) |

¹ Includes severance pay and supplemental unemployment benefits.

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

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

Table 19. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: State and local government, by selected characteristics,¹ March 1998

| 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 | \$27.28 | 100.0 | \$30.34 | 100.0 | \$20.10 | 100.0 | \$28.62 | 100.0 |
| Wages and salaries | 19.19 | 70.3 | 21.89 | 72.1 | 12.97 | 64.5 | 20.80 | 72.7 |
| Total benefits | 8.10 | 29.7 | 8.45 | 27.9 | 7.13 | 35.5 | 7.82 | 27.3 |
| Paid leave | 2.11 | 7.7 | 2.19 | 7.2 | 1.85 | 9.2 | 1.91 | 6.7 |
| Vacation | .72 | 2.6 | .67 | 2.2 | .78 | 3.9 | .52 | 1.8 |
| Holiday | .69 | 2.5 | .73 | 2.4 | .60 | 3.0 | .65 | 2.3 |
| Sick | .53 | 1.9 | .61 | 2.0 | .35 | 1.7 | .57 | 2.0 |
| Other | .16 | .6 | .18 | .6 | .12 | .6 | .17 | .6 |
| Supplemental pay | .23 | .8 | .14 | .5 | .45 | 2.2 | .15 | .5 |
| Premium ² | .11 | .4 | .04 | .1 | .24 | 1.2 | .05 | .2 |
| Shift differential | .05 | .2 | .04 | .1 | .12 | .6 | .05 | .2 |
| Nonproduction bonuses | .07 | .3 | .06 | .2 | .09 | .4 | .05 | .2 |
| Insurance | 2.15 | 7.9 | 2.27 | 7.5 | 1.79 | 8.9 | 2.17 | 7.6 |
| Life | .05 | .2 | .06 | .2 | .04 | .2 | .05 | .2 |
| Health | 2.05 | 7.5 | 2.17 | 7.2 | 1.71 | 8.5 | 2.08 | 7.3 |
| Short-term disability ³ | .02 | .1 | .02 | .1 | .03 | .1 | .02 | .1 |
| Long-term disability | .03 | .1 | .03 | .1 | (⁴) | (⁴) | .03 | .1 |
| Retirement and savings | 1.94 | 7.1 | 2.07 | 6.8 | 1.73 | 8.6 | 1.90 | 6.6 |
| Defined benefit | 1.80 | 6.6 | 1.90 | 6.3 | 1.67 | 8.3 | 1.74 | 6.1 |
| Defined contribution | .14 | .5 | .17 | .6 | .06 | .3 | .15 | .5 |
| Legally required benefits | 1.63 | 6.0 | 1.74 | 5.7 | 1.27 | 6.3 | 1.64 | 5.7 |
| Social Security ⁵ | 1.28 | 4.7 | 1.46 | 4.8 | .83 | 4.1 | 1.38 | 4.8 |
| OASDI | 1.00 | 3.7 | 1.13 | 3.7 | .64 | 3.2 | 1.08 | 3.8 |
| Medicare | .28 | 1.0 | .32 | 1.1 | .19 | .9 | .30 | 1.0 |
| Federal unemployment insurance | (⁴) | (⁴) | (⁴) | (⁴) | (⁴) | (⁴) | (⁴) | (⁴) |
| State unemployment insurance | .04 | .1 | .04 | .1 | .05 | .2 | .03 | .1 |
| Workers' compensation | .30 | 1.1 | .25 | .8 | .39 | 1.9 | .22 | .8 |
| Other benefits ⁶ | .04 | .1 | .04 | .1 | .03 | .1 | .05 | .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 Short-term disability (previously, sickness and accident insurance)

includes all insured, self-insured, and state-mandated plans that provide benefits for each disability, including unfunded plans.

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

⁵ 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.

⁶ Includes severance pay and supplemental unemployment benefits.

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

Table 20. 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, March 1998

| 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 | | | | | | | | | |
| State and local government workers | \$27.28 | \$19.19 | \$8.10 | \$2.11 | \$0.23 | \$2.15 | \$1.94 | \$1.63 | \$0.04 |
| Occupational group | | | | | | | | | |
| White-collar occupations | 30.34 | 21.89 | 8.45 | 2.19 | .14 | 2.27 | 2.07 | 1.74 | .04 |
| Professional specialty and technical | 35.76 | 26.54 | 9.22 | 2.15 | .16 | 2.41 | 2.45 | 2.00 | .06 |
| Professional specialty | 37.14 | 27.70 | 9.44 | 2.16 | .14 | 2.47 | 2.54 | 2.05 | .07 |
| Teachers | 39.88 | 30.13 | 9.75 | 2.01 | .07 | 2.62 | 2.84 | 2.14 | .08 |
| Technical | 22.02 | 14.95 | 7.06 | 2.03 | .36 | 1.73 | 1.50 | 1.41 | .03 |
| Executive, administrative, and managerial | 34.50 | 24.01 | 10.49 | 3.47 | .17 | 2.33 | 2.47 | 2.03 | (²) |
| Administrative support, including clerical | 17.48 | 11.60 | 5.88 | 1.59 | .09 | 1.98 | 1.10 | 1.10 | .02 |
| Blue-collar occupations | 22.08 | 14.38 | 7.70 | 2.09 | .39 | 2.06 | 1.58 | 1.56 | .03 |
| Service occupations | 20.10 | 12.97 | 7.13 | 1.85 | .45 | 1.79 | 1.73 | 1.27 | .03 |
| Industry group | | | | | | | | | |
| Services | 28.62 | 20.80 | 7.82 | 1.91 | .15 | 2.17 | 1.90 | 1.64 | .05 |
| Health services | 22.20 | 14.95 | 7.25 | 2.26 | .57 | 1.72 | 1.10 | 1.57 | .03 |
| Hospitals | 22.81 | 15.43 | 7.38 | 2.35 | .55 | 1.70 | 1.14 | 1.61 | .03 |
| Educational services | 29.97 | 22.03 | 7.93 | 1.84 | .09 | 2.23 | 2.06 | 1.67 | .05 |
| Elementary and secondary education | 29.57 | 21.88 | 7.68 | 1.67 | .06 | 2.34 | 1.94 | 1.61 | .06 |
| Higher education | 31.53 | 22.86 | 8.66 | 2.31 | .17 | 1.94 | 2.39 | 1.85 | (²) |
| Public administration | 24.73 | 16.24 | 8.49 | 2.46 | .34 | 2.05 | 2.10 | 1.52 | .03 |
| Percent of total compensation | | | | | | | | | |
| State and local government workers | 100.0 | 70.3 | 29.7 | 7.7 | 0.8 | 7.9 | 7.1 | 6.0 | 0.1 |
| Occupational group | | | | | | | | | |
| White-collar occupations | 100.0 | 72.1 | 27.9 | 7.2 | .5 | 7.5 | 6.8 | 5.7 | .1 |
| Professional specialty and technical | 100.0 | 74.2 | 25.8 | 6.0 | .4 | 6.7 | 6.9 | 5.6 | .2 |
| Professional specialty | 100.0 | 74.6 | 25.4 | 5.8 | .4 | 6.7 | 6.8 | 5.5 | .2 |
| Teachers | 100.0 | 75.6 | 24.4 | 5.0 | .2 | 6.6 | 7.1 | 5.4 | .2 |
| Technical | 100.0 | 67.9 | 32.1 | 9.2 | 1.6 | 7.9 | 6.8 | 6.4 | .1 |
| Executive, administrative, and managerial | 100.0 | 69.6 | 30.4 | 10.1 | .5 | 6.8 | 7.2 | 5.9 | (²) |
| Administrative support, including clerical | 100.0 | 66.4 | 33.6 | 9.1 | .5 | 11.3 | 6.3 | 6.3 | .1 |
| Blue-collar occupations | 100.0 | 65.1 | 34.9 | 9.5 | 1.8 | 9.3 | 7.2 | 7.1 | .1 |
| Service occupations | 100.0 | 64.5 | 35.5 | 9.2 | 2.2 | 8.9 | 8.6 | 6.3 | .1 |
| Industry group | | | | | | | | | |
| Services | 100.0 | 72.7 | 27.3 | 6.7 | .5 | 7.6 | 6.6 | 5.7 | .2 |
| Health services | 100.0 | 67.3 | 32.7 | 10.2 | 2.6 | 7.7 | 5.0 | 7.1 | .1 |
| Hospitals | 100.0 | 67.6 | 32.4 | 10.3 | 2.4 | 7.5 | 5.0 | 7.1 | .1 |
| Educational services | 100.0 | 73.5 | 26.5 | 6.1 | .3 | 7.4 | 6.9 | 5.6 | .2 |
| Elementary and secondary education | 100.0 | 74.0 | 26.0 | 5.6 | .2 | 7.9 | 6.6 | 5.4 | .2 |
| Higher education | 100.0 | 72.5 | 27.5 | 7.3 | .5 | 6.2 | 7.6 | 5.9 | (²) |
| Public administration | 100.0 | 65.7 | 34.3 | 9.9 | 1.4 | 8.3 | 8.5 | 6.1 | .1 |

¹ Includes severance pay and supplemental unemployment benefits.

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

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

Table 21. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Private industry workers, by major industry group, March 1998

| Compensation component | All workers in private industry | | Goods-producing ¹ | | Service-producing ² | | Manufacturing | | Nonmanufacturing | |
|------------------------------------------|---------------------------------|---------|------------------------------|---------|--------------------------------|------------------|---------------|---------|------------------|------------------|
| | Cost | Percent | Cost | Percent | Cost | Percent | Cost | Percent | Cost | Percent |
| Total compensation | \$18.50 | 100.0 | \$22.26 | 100.0 | \$17.31 | 100.0 | \$22.29 | 100.0 | \$17.66 | 100.0 |
| Wages and salaries | 13.47 | 72.8 | 15.35 | 69.0 | 12.88 | 74.4 | 15.22 | 68.3 | 13.09 | 74.1 |
| Total benefits | 5.02 | 27.1 | 6.91 | 31.0 | 4.42 | 25.5 | 7.07 | 31.7 | 4.57 | 25.9 |
| Paid leave | 1.16 | 6.3 | 1.47 | 6.6 | 1.07 | 6.2 | 1.68 | 7.5 | 1.05 | 5.9 |
| Vacation | .58 | 3.1 | .76 | 3.4 | .52 | 3.0 | .86 | 3.9 | .51 | 2.9 |
| Holiday | .40 | 2.2 | .53 | 2.4 | .36 | 2.1 | .62 | 2.8 | .35 | 2.0 |
| Sick | .14 | .8 | .11 | .5 | .14 | .8 | .13 | .6 | .14 | .8 |
| Other | .05 | .3 | .06 | .3 | .05 | .3 | .07 | .3 | .05 | .3 |
| Supplemental pay | .56 | 3.0 | .85 | 3.8 | .47 | 2.7 | .91 | 4.1 | .48 | 2.7 |
| Premium ³ | .22 | 1.2 | .47 | 2.1 | .14 | .8 | .48 | 2.2 | .16 | .9 |
| Shift differential | .05 | .3 | .07 | .3 | .04 | .2 | .09 | .4 | .04 | .2 |
| Nonproduction bonuses | .29 | 1.6 | .30 | 1.3 | .29 | 1.7 | .34 | 1.5 | .28 | 1.6 |
| Insurance | 1.10 | 5.9 | 1.62 | 7.3 | .94 | 5.4 | 1.70 | 7.6 | .97 | 5.5 |
| Life | .04 | .2 | .06 | .3 | .04 | .2 | .06 | .3 | .04 | .2 |
| Health | 1.00 | 5.4 | 1.48 | 6.6 | .85 | 4.9 | 1.54 | 6.9 | .88 | 5.0 |
| Short-term disability ⁴ | .04 | .2 | .06 | .3 | .03 | .2 | .07 | .3 | .03 | .2 |
| Long-term disability | .02 | .1 | .02 | .1 | .02 | .1 | .02 | .1 | .02 | .1 |
| Retirement and savings | .55 | 3.0 | .82 | 3.7 | .46 | 2.7 | .76 | 3.4 | .50 | 2.8 |
| Defined benefit | .24 | 1.3 | .45 | 2.0 | .18 | 1.0 | .40 | 1.8 | .21 | 1.2 |
| Defined contribution | .30 | 1.6 | .37 | 1.7 | .28 | 1.6 | .36 | 1.6 | .29 | 1.6 |
| Legally required benefits | 1.63 | 8.8 | 2.09 | 9.4 | 1.48 | 8.5 | 1.93 | 8.7 | 1.56 | 8.8 |
| Social Security ⁵ | 1.12 | 6.1 | 1.30 | 5.8 | 1.07 | 6.2 | 1.30 | 5.8 | 1.08 | 6.1 |
| OASDI | .90 | 4.9 | 1.05 | 4.7 | .86 | 5.0 | 1.05 | 4.7 | .87 | 4.9 |
| Medicare | .22 | 1.2 | .25 | 1.1 | .21 | 1.2 | .25 | 1.1 | .21 | 1.2 |
| Federal unemployment insurance | .03 | .2 | .03 | .1 | .03 | .2 | .03 | .1 | .03 | .2 |
| State unemployment insurance | .11 | .6 | .14 | .6 | .10 | .6 | .12 | .5 | .11 | .6 |
| Workers' compensation | .36 | 1.9 | .63 | 2.8 | .28 | 1.6 | .48 | 2.2 | .33 | 1.9 |
| Other benefits ⁶ | .03 | .2 | .07 | .3 | (⁷) | (⁷) | .08 | .4 | (⁷) | (⁷) |

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 Short-term disability (previously, sickness and accident insurance) includes all insured, self-insured, and state-mandated plans that provide benefits for each disability, including unfunded plans.

⁵ 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.

⁶ Includes severance pay and supplemental unemployment benefits.

⁷ Cost per hour worked is \$0.01 or less.

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

Table 22. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Private industry workers, by major occupational group, March 1998

| Compensation component | All workers | | White-collar | | Blue-collar | | Service | |
|------------------------------------------|-------------|---------|--------------|---------|-------------|---------|------------------|------------------|
| | Cost | Percent | Cost | Percent | Cost | Percent | Cost | Percent |
| Total compensation | \$18.50 | 100.0 | \$22.38 | 100.0 | \$17.56 | 100.0 | \$9.37 | 100.0 |
| Wages and salaries | 13.47 | 72.8 | 16.54 | 73.9 | 12.15 | 69.2 | 7.25 | 77.4 |
| Total benefits | 5.02 | 27.1 | 5.84 | 26.1 | 5.41 | 30.8 | 2.12 | 22.6 |
| Paid leave | 1.16 | 6.3 | 1.57 | 7.0 | .96 | 5.5 | .38 | 4.1 |
| Vacation | .58 | 3.1 | .77 | 3.4 | .50 | 2.8 | .18 | 1.9 |
| Holiday | .40 | 2.2 | .54 | 2.4 | .34 | 1.9 | .12 | 1.3 |
| Sick | .14 | .8 | .20 | .9 | .07 | .4 | .06 | .6 |
| Other | .05 | .3 | .07 | .3 | .04 | .2 | .02 | .2 |
| Supplemental pay | .56 | 3.0 | .63 | 2.8 | .69 | 3.9 | .14 | 1.5 |
| Premium ¹ | .22 | 1.2 | .13 | .6 | .45 | 2.6 | .08 | .9 |
| Shift differential | .05 | .3 | .04 | .2 | .07 | .4 | .03 | .3 |
| Nonproduction bonuses | .29 | 1.6 | .46 | 2.1 | .17 | 1.0 | .04 | .4 |
| Insurance | 1.10 | 5.9 | 1.24 | 5.5 | 1.27 | 7.2 | .43 | 4.6 |
| Life | .04 | .2 | .06 | .3 | .05 | .3 | (²) | (²) |
| Health | 1.00 | 5.4 | 1.11 | 5.0 | 1.17 | 6.7 | .40 | 4.3 |
| Short-term disability ³ | .04 | .2 | .04 | .2 | .04 | .2 | .02 | .2 |
| Long-term disability | .02 | .1 | .03 | .1 | .02 | .1 | (²) | (²) |
| Retirement and savings | .55 | 3.0 | .66 | 2.9 | .62 | 3.5 | .13 | 1.4 |
| Defined benefit | .24 | 1.3 | .22 | 1.0 | .39 | 2.2 | .06 | .6 |
| Defined contribution | .30 | 1.6 | .44 | 2.0 | .23 | 1.3 | .06 | .6 |
| Legally required benefits | 1.63 | 8.8 | 1.71 | 7.6 | 1.83 | 10.4 | 1.04 | 11.1 |
| Social Security ⁴ | 1.12 | 6.1 | 1.34 | 6.0 | 1.04 | 5.9 | .66 | 7.0 |
| OASDI | .90 | 4.9 | 1.07 | 4.8 | .84 | 4.8 | .53 | 5.7 |
| Medicare | .22 | 1.2 | .27 | 1.2 | .20 | 1.1 | .13 | 1.4 |
| Federal unemployment insurance | .03 | .2 | .03 | .1 | .03 | .2 | .04 | .4 |
| State unemployment insurance | .11 | .6 | .11 | .5 | .12 | .7 | .10 | 1.1 |
| Workers' compensation | .36 | 1.9 | .23 | 1.0 | .64 | 3.6 | .24 | 2.6 |
| Other benefits ⁵ | .03 | .2 | .03 | .1 | .03 | .2 | (²) | (²) |

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 Short-term disability (previously, sickness and accident insurance) includes all insured, self-insured, and state-mandated plans that provide benefits for each disability, including unfunded plans.

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 23. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Private industry workers, by region and bargaining status, March 1998

| 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 | \$20.38 | 100.0 | \$16.45 | 100.0 | \$18.15 | 100.0 | \$19.94 | 100.0 | \$23.59 | 100.0 | \$17.80 | 100.0 |
| Wages and salaries | 14.70 | 72.1 | 12.14 | 73.8 | 12.99 | 71.6 | 14.75 | 74.0 | 15.38 | 65.2 | 13.21 | 74.2 |
| Total benefits | 5.68 | 27.9 | 4.31 | 26.2 | 5.16 | 28.4 | 5.18 | 26.0 | 8.22 | 34.8 | 4.58 | 25.7 |
| Paid leave | 1.40 | 6.9 | .97 | 5.9 | 1.13 | 6.2 | 1.23 | 6.2 | 1.57 | 6.7 | 1.11 | 6.2 |
| Vacation | .67 | 3.3 | .49 | 3.0 | .58 | 3.2 | .60 | 3.0 | .85 | 3.6 | .54 | 3.0 |
| Holiday | .49 | 2.4 | .33 | 2.0 | .39 | 2.1 | .43 | 2.2 | .51 | 2.2 | .39 | 2.2 |
| Sick | .19 | .9 | .12 | .7 | .11 | .6 | .15 | .8 | .14 | .6 | .14 | .8 |
| Other | .06 | .3 | .04 | .2 | .05 | .3 | .05 | .3 | .07 | .3 | .05 | .3 |
| Supplemental pay | .58 | 2.8 | .42 | 2.6 | .70 | 3.9 | .56 | 2.8 | .95 | 4.0 | .51 | 2.9 |
| Premium ² | .20 | 1.0 | .21 | 1.3 | .27 | 1.5 | .19 | 1.0 | .60 | 2.5 | .17 | 1.0 |
| Shift differential | .05 | .2 | .03 | .2 | .06 | .3 | .05 | .3 | .14 | .6 | .04 | .2 |
| Nonproduction bonuses | .33 | 1.6 | .18 | 1.1 | .36 | 2.0 | .33 | 1.7 | .21 | .9 | .30 | 1.7 |
| Insurance | 1.28 | 6.3 | .96 | 5.8 | 1.14 | 6.3 | 1.05 | 5.3 | 2.15 | 9.1 | .96 | 5.4 |
| Life | .05 | .2 | .04 | .2 | .05 | .3 | .04 | .2 | .08 | .3 | .04 | .2 |
| Health | 1.15 | 5.6 | .87 | 5.3 | 1.04 | 5.7 | .97 | 4.9 | 1.97 | 8.4 | .86 | 4.8 |
| Short-term disability ³ | .06 | .3 | .03 | .2 | .04 | .2 | .02 | .1 | .08 | .3 | .03 | .2 |
| Long-term disability | .02 | .1 | .02 | .1 | .02 | .1 | .02 | .1 | .02 | .1 | .02 | .1 |
| Retirement and savings | .60 | 2.9 | .48 | 2.9 | .60 | 3.3 | .54 | 2.7 | 1.29 | 5.5 | .45 | 2.5 |
| Defined benefit | .24 | 1.2 | .22 | 1.3 | .29 | 1.6 | .23 | 1.2 | 1.00 | 4.2 | .14 | .8 |
| Defined contribution | .35 | 1.7 | .26 | 1.6 | .31 | 1.7 | .31 | 1.6 | .29 | 1.2 | .31 | 1.7 |
| Legally required benefits | 1.80 | 8.8 | 1.46 | 8.9 | 1.55 | 8.5 | 1.78 | 8.9 | 2.18 | 9.2 | 1.55 | 8.7 |
| Social Security ⁴ | 1.21 | 5.9 | 1.02 | 6.2 | 1.10 | 6.1 | 1.21 | 6.1 | 1.33 | 5.6 | 1.09 | 6.1 |
| OASDI | .97 | 4.8 | .82 | 5.0 | .88 | 4.8 | .97 | 4.9 | 1.07 | 4.5 | .88 | 4.9 |
| Medicare | .24 | 1.2 | .20 | 1.2 | .21 | 1.2 | .24 | 1.2 | .25 | 1.1 | .22 | 1.2 |
| Federal unemployment insurance | .03 | .1 | .03 | .2 | .03 | .2 | .03 | .2 | .03 | .1 | .03 | .2 |
| State unemployment insurance | .17 | .8 | .06 | .4 | .10 | .6 | .13 | .7 | .14 | .6 | .11 | .6 |
| Workers' compensation | .38 | 1.9 | .34 | 2.1 | .32 | 1.8 | .41 | 2.1 | .69 | 2.9 | .31 | 1.7 |
| Other benefits ⁵ | .03 | .1 | .02 | .1 | .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 Short-term disability (previously, sickness and accident insurance) includes all insured, self-insured, and state-mandated plans that provide benefits for each disability, including unfunded plans.

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 24. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Private industry workers, by establishment employment size, March 1998

| 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 | \$18.50 | 100.0 | \$15.92 | 100.0 | \$21.20 | 100.0 | \$17.52 | 100.0 | \$25.56 | 100.0 |
| Wages and salaries | 13.47 | 72.8 | 12.01 | 75.4 | 15.01 | 70.8 | 12.67 | 72.3 | 17.78 | 69.6 |
| Total benefits | 5.02 | 27.1 | 3.91 | 24.6 | 6.19 | 29.2 | 4.85 | 27.7 | 7.78 | 30.4 |
| Paid leave | 1.16 | 6.3 | .81 | 5.1 | 1.53 | 7.2 | 1.08 | 6.2 | 2.07 | 8.1 |
| Vacation | .58 | 3.1 | .39 | 2.4 | .77 | 3.6 | .53 | 3.0 | 1.05 | 4.1 |
| Holiday | .40 | 2.2 | .29 | 1.8 | .51 | 2.4 | .37 | 2.1 | .68 | 2.7 |
| Sick | .14 | .8 | .09 | .6 | .18 | .8 | .13 | .7 | .24 | .9 |
| Other | .05 | .3 | .03 | .2 | .07 | .3 | .05 | .3 | .09 | .4 |
| Supplemental pay | .56 | 3.0 | .43 | 2.7 | .69 | 3.3 | .57 | 3.3 | .84 | 3.3 |
| Premium ¹ | .22 | 1.2 | .15 | .9 | .29 | 1.4 | .25 | 1.4 | .34 | 1.3 |
| Shift differential | .05 | .3 | (²) | (²) | .09 | .4 | .05 | .3 | .13 | .5 |
| Nonproduction bonuses | .29 | 1.6 | .27 | 1.7 | .32 | 1.5 | .27 | 1.5 | .37 | 1.4 |
| Insurance | 1.10 | 5.9 | .80 | 5.0 | 1.42 | 6.7 | 1.11 | 6.3 | 1.78 | 7.0 |
| Life | .04 | .2 | .03 | .2 | .06 | .3 | .04 | .2 | .07 | .3 |
| Health | 1.00 | 5.4 | .73 | 4.6 | 1.28 | 6.0 | 1.01 | 5.8 | 1.59 | 6.2 |
| Short-term disability ³ | .04 | .2 | .02 | .1 | .05 | .2 | .04 | .2 | .08 | .3 |
| Long-term disability | .02 | .1 | (²) | (²) | .03 | .1 | .02 | .1 | .04 | .2 |
| Retirement and savings | .55 | 3.0 | .35 | 2.2 | .75 | 3.5 | .51 | 2.9 | 1.04 | 4.1 |
| Defined benefit | .24 | 1.3 | .13 | .8 | .37 | 1.7 | .20 | 1.1 | .56 | 2.2 |
| Defined contribution | .30 | 1.6 | .23 | 1.4 | .39 | 1.8 | .31 | 1.8 | .48 | 1.9 |
| Legally required benefits | 1.63 | 8.8 | 1.51 | 9.5 | 1.75 | 8.3 | 1.57 | 9.0 | 1.97 | 7.7 |
| Social Security ⁴ | 1.12 | 6.1 | 1.00 | 6.3 | 1.25 | 5.9 | 1.06 | 6.1 | 1.48 | 5.8 |
| OASDI | .90 | 4.9 | .80 | 5.0 | 1.01 | 4.8 | .85 | 4.9 | 1.19 | 4.7 |
| Medicare | .22 | 1.2 | .20 | 1.3 | .25 | 1.2 | .21 | 1.2 | .29 | 1.1 |
| Federal unemployment insurance | .03 | .2 | .03 | .2 | .03 | .1 | .03 | .2 | .03 | .1 |
| State unemployment insurance | .11 | .6 | .11 | .7 | .11 | .5 | .12 | .7 | .10 | .4 |
| Workers' compensation | .36 | 1.9 | .36 | 2.3 | .35 | 1.7 | .36 | 2.1 | .35 | 1.4 |
| Other benefits ⁵ | .03 | .2 | (²) | (²) | .05 | .2 | (²) | (²) | .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 Short-term disability (previously, sickness and accident insurance) includes all insured, self-insured, and state-mandated plans that provide benefits for each disability, including unfunded plans.

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 25. 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, March 1998

| 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 | | | | | | | | | |
| All full-time workers in private industry | \$20.95 | \$15.03 | \$5.93 | \$1.42 | \$0.68 | \$1.34 | \$0.67 | \$1.78 | \$0.03 |
| White-collar occupations | 24.75 | 18.07 | 6.67 | 1.85 | .73 | 1.44 | .78 | 1.84 | .04 |
| Sales | 20.27 | 15.70 | 4.57 | .99 | .56 | .95 | .46 | 1.60 | .02 |
| Administrative support, including clerical | 16.66 | 11.89 | 4.76 | 1.22 | .39 | 1.35 | .51 | 1.27 | .02 |
| Blue-collar occupations | 18.48 | 12.70 | 5.77 | 1.05 | .75 | 1.38 | .66 | 1.91 | .04 |
| Service occupations | 11.39 | 8.38 | 3.02 | .63 | .23 | .77 | .21 | 1.17 | (²) |
| Goods-producing industries ³ | 22.58 | 15.53 | 7.05 | 1.51 | .87 | 1.66 | .85 | 2.10 | .07 |
| Construction | 22.06 | 15.71 | 6.35 | .70 | .61 | 1.32 | 1.05 | 2.66 | (²) |
| Manufacturing | 22.60 | 15.40 | 7.19 | 1.72 | .93 | 1.74 | .78 | 1.93 | .08 |
| Service-producing industries ⁴ | 20.26 | 14.81 | 5.44 | 1.38 | .60 | 1.20 | .59 | 1.65 | .02 |
| Transportation and public utilities | 25.33 | 17.49 | 7.84 | 1.90 | .71 | 1.95 | 1.08 | 2.15 | .04 |
| Wholesale trade | 21.63 | 15.68 | 5.95 | 1.37 | .67 | 1.41 | .65 | 1.83 | .02 |
| Retail trade | 13.32 | 10.33 | 2.99 | .64 | .27 | .62 | .19 | 1.27 | (²) |
| Finance, insurance, and real estate | 25.56 | 18.02 | 7.54 | 1.89 | 1.27 | 1.64 | .97 | 1.73 | .05 |
| Services | 20.42 | 15.10 | 5.32 | 1.46 | .52 | 1.13 | .55 | 1.64 | (²) |
| All part-time workers in private industry | 10.01 | 8.10 | 1.90 | .27 | .15 | .27 | .14 | 1.08 | (²) |
| White-collar occupations | 12.52 | 10.14 | 2.38 | .43 | .20 | .38 | .18 | 1.18 | (²) |
| Sales | 8.03 | 6.57 | 1.46 | .19 | .12 | .20 | .10 | .84 | (²) |
| Administrative support, including clerical | 11.53 | 9.10 | 2.43 | .43 | .21 | .57 | .18 | 1.05 | (²) |
| Blue-collar occupations | 9.86 | 7.54 | 2.32 | .22 | .24 | .40 | .25 | 1.21 | (²) |
| Service occupations | 7.41 | 6.15 | 1.26 | .12 | .06 | .11 | .05 | .91 | (²) |
| Goods-producing industries ³ | 12.21 | 9.52 | 2.69 | .25 | .30 | .27 | .12 | 1.74 | (²) |
| Service-producing industries ⁴ | 9.93 | 8.06 | 1.88 | .27 | .14 | .27 | .14 | 1.05 | (²) |
| Retail trade | 7.37 | 6.04 | 1.33 | .13 | .08 | .17 | .07 | .87 | (²) |
| Service industries | 12.47 | 10.18 | 2.29 | .40 | .19 | .33 | .16 | 1.22 | (²) |
| Percent of total compensation | | | | | | | | | |
| All full-time workers in private industry | 100.0 | 71.7 | 28.3 | 6.8 | 3.2 | 6.4 | 3.2 | 8.5 | 0.1 |
| White-collar occupations | 100.0 | 73.0 | 26.9 | 7.5 | 2.9 | 5.8 | 3.2 | 7.4 | .2 |
| Sales | 100.0 | 77.5 | 22.5 | 4.9 | 2.8 | 4.7 | 2.3 | 7.9 | .1 |
| Administrative support, including clerical | 100.0 | 71.4 | 28.6 | 7.3 | 2.3 | 8.1 | 3.1 | 7.6 | .1 |
| Blue-collar occupations | 100.0 | 68.7 | 31.2 | 5.7 | 4.1 | 7.5 | 3.6 | 10.3 | .2 |
| Service occupations | 100.0 | 73.6 | 26.5 | 5.5 | 2.0 | 6.8 | 1.8 | 10.3 | (²) |
| Goods-producing industries ³ | 100.0 | 68.8 | 31.2 | 6.7 | 3.9 | 7.4 | 3.8 | 9.3 | .3 |
| Construction | 100.0 | 71.2 | 28.8 | 3.2 | 2.8 | 6.0 | 4.8 | 12.1 | (²) |
| Manufacturing | 100.0 | 68.1 | 31.8 | 7.6 | 4.1 | 7.7 | 3.5 | 8.5 | .4 |
| Service-producing industries ⁴ | 100.0 | 73.1 | 26.9 | 6.8 | 3.0 | 5.9 | 2.9 | 8.1 | .1 |
| Transportation and public utilities | 100.0 | 69.0 | 31.0 | 7.5 | 2.8 | 7.7 | 4.3 | 8.5 | .2 |
| Wholesale trade | 100.0 | 72.5 | 27.5 | 6.3 | 3.1 | 6.5 | 3.0 | 8.5 | .1 |
| Retail trade | 100.0 | 77.6 | 22.4 | 4.8 | 2.0 | 4.7 | 1.4 | 9.5 | (²) |
| Finance, insurance, and real estate | 100.0 | 70.5 | 29.5 | 7.4 | 5.0 | 6.4 | 3.8 | 6.8 | .2 |
| Services | 100.0 | 73.9 | 26.1 | 7.1 | 2.5 | 5.5 | 2.7 | 8.0 | (²) |
| All part-time workers in private industry | 100.0 | 80.9 | 19.0 | 2.7 | 1.5 | 2.7 | 1.4 | 10.8 | (²) |
| White-collar occupations | 100.0 | 81.0 | 19.0 | 3.4 | 1.6 | 3.0 | 1.4 | 9.4 | (²) |
| Sales | 100.0 | 81.8 | 18.2 | 2.4 | 1.5 | 2.5 | 1.2 | 10.5 | (²) |
| Administrative support, including clerical | 100.0 | 78.9 | 21.1 | 3.7 | 1.8 | 4.9 | 1.6 | 9.1 | (²) |
| Blue-collar occupations | 100.0 | 76.5 | 23.5 | 2.2 | 2.4 | 4.1 | 2.5 | 12.3 | (²) |
| Service occupations | 100.0 | 83.0 | 17.0 | 1.6 | .8 | 1.5 | .7 | 12.3 | (²) |
| Goods-producing industries ³ | 100.0 | 78.0 | 22.0 | 2.0 | 2.5 | 2.2 | 1.0 | 14.3 | (²) |
| Service-producing industries ⁴ | 100.0 | 81.2 | 18.9 | 2.7 | 1.4 | 2.7 | 1.4 | 10.6 | (²) |
| Retail trade | 100.0 | 82.0 | 18.0 | 1.8 | 1.1 | 2.3 | .9 | 11.8 | (²) |
| Service industries | 100.0 | 81.6 | 18.4 | 3.2 | 1.5 | 2.6 | 1.3 | 9.8 | (²) |

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.

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

Table 26. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Private industry workers, by occupational and industry group, March 1998

| 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 | | | | | | | | | |
| All workers in private industry | \$18.50 | \$13.47 | \$5.02 | \$1.16 | \$0.56 | \$1.10 | \$0.55 | \$1.63 | \$0.03 |
| Occupational group | | | | | | | | | |
| White-collar occupations | 22.38 | 16.54 | 5.84 | 1.57 | .63 | 1.24 | .66 | 1.71 | .03 |
| Professional specialty and technical | 29.54 | 21.80 | 7.75 | 2.17 | .86 | 1.50 | .93 | 2.24 | .04 |
| Professional specialty | 31.60 | 23.38 | 8.21 | 2.33 | .94 | 1.55 | .98 | 2.37 | .04 |
| Technical | 24.26 | 17.72 | 6.54 | 1.76 | .64 | 1.38 | .80 | 1.93 | .04 |
| Executive, administrative, and managerial | 34.37 | 25.02 | 9.35 | 2.89 | 1.16 | 1.65 | 1.16 | 2.43 | .06 |
| Sales | 15.56 | 12.19 | 3.38 | .68 | .39 | .66 | .32 | 1.31 | (²) |
| Administrative support, including clerical | 15.83 | 11.44 | 4.39 | 1.09 | .36 | 1.22 | .45 | 1.24 | .02 |
| Blue-collar occupations | 17.56 | 12.15 | 5.41 | .96 | .69 | 1.27 | .62 | 1.83 | .03 |
| Precision production, craft, and repair | 23.06 | 16.01 | 7.04 | 1.33 | .84 | 1.58 | .90 | 2.35 | .05 |
| Machine operators, assemblers, and inspectors | 16.42 | 11.02 | 5.40 | 1.01 | .84 | 1.40 | .51 | 1.59 | .05 |
| Transportation and material moving | 17.50 | 12.19 | 5.31 | .88 | .61 | 1.22 | .61 | 1.97 | (²) |
| Handlers, equipment cleaners, helpers, and laborers | 12.46 | 8.84 | 3.61 | .53 | .43 | .83 | .40 | 1.41 | (²) |
| Service occupations | 9.37 | 7.25 | 2.12 | .38 | .14 | .43 | .13 | 1.04 | (²) |
| Industry group | | | | | | | | | |
| Goods-producing industries ³ | 22.26 | 15.35 | 6.91 | 1.47 | .85 | 1.62 | .82 | 2.09 | .07 |
| Construction | 21.71 | 15.51 | 6.21 | .68 | .60 | 1.28 | 1.01 | 2.63 | (²) |
| Manufacturing | 22.29 | 15.22 | 7.07 | 1.68 | .91 | 1.70 | .76 | 1.93 | .08 |
| Durables | 24.03 | 16.17 | 7.85 | 1.85 | 1.08 | 1.89 | .84 | 2.08 | .12 |
| Nondurables | 19.74 | 13.82 | 5.91 | 1.44 | .67 | 1.43 | .65 | 1.69 | .02 |
| Service-producing industries ⁴ | 17.31 | 12.88 | 4.42 | 1.07 | .47 | .94 | .46 | 1.48 | (²) |
| Transportation and public utilities | 23.46 | 16.26 | 7.20 | 1.68 | .65 | 1.76 | 1.01 | 2.05 | .04 |
| Wholesale trade | 20.88 | 15.20 | 5.68 | 1.30 | .63 | 1.33 | .62 | 1.78 | .02 |
| Retail trade | 10.33 | 8.17 | 2.16 | .38 | .18 | .40 | .13 | 1.07 | (²) |
| Finance, insurance, and real estate | 24.18 | 17.15 | 7.03 | 1.75 | 1.17 | 1.52 | .90 | 1.66 | .04 |
| Services | 18.38 | 13.84 | 4.54 | 1.19 | .44 | .92 | .45 | 1.53 | (²) |
| Percent of total compensation | | | | | | | | | |
| All workers in private industry | 100.0 | 72.8 | 27.1 | 6.3 | 3.0 | 5.9 | 3.0 | 8.8 | 0.2 |
| Occupational group | | | | | | | | | |
| White-collar occupations | 100.0 | 73.9 | 26.1 | 7.0 | 2.8 | 5.5 | 2.9 | 7.6 | .1 |
| Professional specialty and technical | 100.0 | 73.8 | 26.2 | 7.3 | 2.9 | 5.1 | 3.1 | 7.6 | .1 |
| Professional specialty | 100.0 | 74.0 | 26.0 | 7.4 | 3.0 | 4.9 | 3.1 | 7.5 | .1 |
| Technical | 100.0 | 73.0 | 27.0 | 7.3 | 2.6 | 5.7 | 3.3 | 8.0 | .2 |
| Executive, administrative, and managerial | 100.0 | 72.8 | 27.2 | 8.4 | 3.4 | 4.8 | 3.4 | 7.1 | .2 |
| Sales | 100.0 | 78.3 | 21.7 | 4.4 | 2.5 | 4.2 | 2.1 | 8.4 | (²) |
| Administrative support, including clerical | 100.0 | 72.3 | 27.7 | 6.9 | 2.3 | 7.7 | 2.8 | 7.8 | .1 |
| Blue-collar occupations | 100.0 | 69.2 | 30.8 | 5.5 | 3.9 | 7.2 | 3.5 | 10.4 | .2 |
| Precision production, craft, and repair | 100.0 | 69.4 | 30.5 | 5.8 | 3.6 | 6.9 | 3.9 | 10.2 | .2 |
| Machine operators, assemblers, and inspectors | 100.0 | 67.1 | 32.9 | 6.2 | 5.1 | 8.5 | 3.1 | 9.7 | .3 |
| Transportation and material moving | 100.0 | 69.7 | 30.3 | 5.0 | 3.5 | 7.0 | 3.5 | 11.3 | (²) |
| Handlers, equipment cleaners, helpers, and laborers | 100.0 | 70.9 | 29.0 | 4.3 | 3.5 | 6.7 | 3.2 | 11.3 | (²) |
| Service occupations | 100.0 | 77.4 | 22.6 | 4.1 | 1.5 | 4.6 | 1.4 | 11.1 | (²) |
| Industry group | | | | | | | | | |
| Goods-producing industries ³ | 100.0 | 69.0 | 31.0 | 6.6 | 3.8 | 7.3 | 3.7 | 9.4 | .3 |
| Construction | 100.0 | 71.4 | 28.6 | 3.1 | 2.8 | 5.9 | 4.7 | 12.1 | (²) |
| Manufacturing | 100.0 | 68.3 | 31.7 | 7.5 | 4.1 | 7.6 | 3.4 | 8.7 | .4 |
| Durables | 100.0 | 67.3 | 32.7 | 7.7 | 4.5 | 7.9 | 3.5 | 8.7 | .5 |
| Nondurables | 100.0 | 70.0 | 29.9 | 7.3 | 3.4 | 7.2 | 3.3 | 8.6 | .1 |
| Service-producing industries ⁴ | 100.0 | 74.4 | 25.5 | 6.2 | 2.7 | 5.4 | 2.7 | 8.5 | (²) |
| Transportation and public utilities | 100.0 | 69.3 | 30.7 | 7.2 | 2.8 | 7.5 | 4.3 | 8.7 | .2 |
| Wholesale trade | 100.0 | 72.8 | 27.2 | 6.2 | 3.0 | 6.4 | 3.0 | 8.5 | .1 |
| Retail trade | 100.0 | 79.1 | 20.9 | 3.7 | 1.7 | 3.9 | 1.3 | 10.4 | (²) |
| Finance, insurance, and real estate | 100.0 | 70.9 | 29.1 | 7.2 | 4.8 | 6.3 | 3.7 | 6.9 | .2 |
| Services | 100.0 | 75.3 | 24.7 | 6.5 | 2.4 | 5.0 | 2.4 | 8.3 | (²) |

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.

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

Table 27. 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, March 1998

| 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 | | | | | | | | | |
| All workers, goods-producing industries² | \$22.26 | \$15.35 | \$6.91 | \$1.47 | \$0.85 | \$1.62 | \$0.82 | \$2.09 | \$0.07 |
| White-collar occupations | 29.71 | 21.27 | 8.44 | 2.47 | .75 | 1.86 | 1.01 | 2.25 | .09 |
| Professional specialty and technical | 35.69 | 25.62 | 10.07 | 3.21 | .77 | 2.20 | 1.12 | 2.63 | .13 |
| Professional specialty | 38.63 | 27.93 | 10.70 | 3.54 | .73 | 2.31 | 1.19 | 2.81 | .13 |
| Technical | 27.07 | 18.86 | 8.21 | 2.25 | .90 | 1.90 | .93 | 2.09 | .14 |
| Executive, administrative, and managerial | 40.03 | 28.54 | 11.49 | 3.41 | 1.13 | 2.14 | 1.74 | 2.96 | .11 |
| Administrative support, including clerical | 16.84 | 11.95 | 4.89 | 1.17 | .49 | 1.40 | .42 | 1.38 | .04 |
| Blue-collar occupations | 19.42 | 13.09 | 6.33 | 1.07 | .89 | 1.53 | .76 | 2.04 | .05 |
| Precision production, craft, and repair | 24.26 | 16.48 | 7.78 | 1.30 | .99 | 1.74 | 1.06 | 2.61 | .07 |
| Machine operators, assemblers, and inspectors | 17.36 | 11.48 | 5.88 | 1.10 | .94 | 1.55 | .58 | 1.66 | .06 |
| Transportation and material moving | 19.06 | 12.75 | 6.30 | .99 | .93 | 1.47 | .74 | 2.15 | (³) |
| Handlers, equipment cleaners, helpers, and laborers | 14.09 | 9.77 | 4.32 | .57 | .52 | 1.02 | .53 | 1.66 | .02 |
| Service occupations | 16.48 | 10.86 | 5.62 | 1.09 | .86 | 1.39 | .53 | 1.68 | .08 |
| All workers, service-producing industries⁴ | 17.31 | 12.88 | 4.42 | 1.07 | .47 | .94 | .46 | 1.48 | (³) |
| White-collar occupations | 21.25 | 15.81 | 5.44 | 1.43 | .61 | 1.14 | .61 | 1.63 | .02 |
| Professional specialty and technical | 28.16 | 20.94 | 7.23 | 1.94 | .88 | 1.35 | .88 | 2.16 | .02 |
| Professional specialty | 29.95 | 22.32 | 7.63 | 2.05 | .99 | 1.38 | .93 | 2.26 | .02 |
| Technical | 23.70 | 17.49 | 6.21 | 1.66 | .58 | 1.28 | .77 | 1.90 | .02 |
| Executive, administrative, and managerial | 32.96 | 24.15 | 8.81 | 2.76 | 1.16 | 1.53 | 1.01 | 2.29 | .05 |
| Sales | 15.28 | 11.99 | 3.29 | .66 | .38 | .64 | .31 | 1.28 | (³) |
| Administrative support, including clerical | 15.68 | 11.37 | 4.31 | 1.08 | .34 | 1.20 | .46 | 1.22 | .02 |
| Blue-collar occupations | 15.32 | 11.03 | 4.29 | .82 | .46 | .97 | .45 | 1.59 | (³) |
| Precision production, craft, and repair | 21.04 | 15.23 | 5.81 | 1.38 | .58 | 1.30 | .63 | 1.92 | .02 |
| Transportation and material moving | 16.93 | 11.99 | 4.94 | .83 | .50 | 1.13 | .57 | 1.91 | (³) |
| Handlers, equipment cleaners, helpers, and laborers | 11.65 | 8.38 | 3.27 | .51 | .38 | .74 | .34 | 1.28 | (³) |
| Service occupations | 9.21 | 7.16 | 2.04 | .36 | .13 | .41 | .12 | 1.03 | (³) |
| Percent of total compensation | | | | | | | | | |
| All workers, goods-producing industries² | 100.0 | 69.0 | 31.0 | 6.6 | 3.8 | 7.3 | 3.7 | 9.4 | 0.3 |
| White-collar occupations | 100.0 | 71.6 | 28.4 | 8.3 | 2.5 | 6.3 | 3.4 | 7.6 | .3 |
| Professional specialty and technical | 100.0 | 71.8 | 28.2 | 9.0 | 2.2 | 6.2 | 3.1 | 7.4 | .4 |
| Professional specialty | 100.0 | 72.3 | 27.7 | 9.2 | 1.9 | 6.0 | 3.1 | 7.3 | .3 |
| Technical | 100.0 | 69.7 | 30.3 | 8.3 | 3.3 | 7.0 | 3.4 | 7.7 | .5 |
| Executive, administrative, and managerial | 100.0 | 71.3 | 28.7 | 8.5 | 2.8 | 5.3 | 4.3 | 7.4 | .3 |
| Administrative support, including clerical | 100.0 | 71.0 | 29.0 | 6.9 | 2.9 | 8.3 | 2.5 | 8.2 | .2 |
| Blue-collar occupations | 100.0 | 67.4 | 32.6 | 5.5 | 4.6 | 7.9 | 3.9 | 10.5 | .3 |
| Precision production, craft, and repair | 100.0 | 67.9 | 32.1 | 5.4 | 4.1 | 7.2 | 4.4 | 10.8 | .3 |
| Machine operators, assemblers, and inspectors | 100.0 | 66.1 | 33.9 | 6.3 | 5.4 | 8.9 | 3.3 | 9.6 | .3 |
| Transportation and material moving | 100.0 | 66.9 | 33.1 | 5.2 | 4.9 | 7.7 | 3.9 | 11.3 | (³) |
| Handlers, equipment cleaners, helpers, and laborers | 100.0 | 69.3 | 30.7 | 4.0 | 3.7 | 7.2 | 3.8 | 11.8 | .1 |
| Service occupations | 100.0 | 65.9 | 34.1 | 6.6 | 5.2 | 8.4 | 3.2 | 10.2 | .5 |
| All workers, service-producing industries⁴ | 100.0 | 74.4 | 25.5 | 6.2 | 2.7 | 5.4 | 2.7 | 8.5 | (³) |
| White-collar occupations | 100.0 | 74.4 | 25.6 | 6.7 | 2.9 | 5.4 | 2.9 | 7.7 | .1 |
| Professional specialty and technical | 100.0 | 74.4 | 25.7 | 6.9 | 3.1 | 4.8 | 3.1 | 7.7 | .1 |
| Professional specialty | 100.0 | 74.5 | 25.5 | 6.8 | 3.3 | 4.6 | 3.1 | 7.5 | .1 |
| Technical | 100.0 | 73.8 | 26.2 | 7.0 | 2.4 | 5.4 | 3.2 | 8.0 | .1 |
| Executive, administrative, and managerial | 100.0 | 73.3 | 26.7 | 8.4 | 3.5 | 4.6 | 3.1 | 6.9 | .2 |
| Sales | 100.0 | 78.5 | 21.5 | 4.3 | 2.5 | 4.2 | 2.0 | 8.4 | (³) |
| Administrative support, including clerical | 100.0 | 72.5 | 27.5 | 6.9 | 2.2 | 7.7 | 2.9 | 7.8 | .1 |
| Blue-collar occupations | 100.0 | 72.0 | 28.0 | 5.4 | 3.0 | 6.3 | 2.9 | 10.4 | (³) |
| Precision production, craft, and repair | 100.0 | 72.4 | 27.6 | 6.6 | 2.8 | 6.2 | 3.0 | 9.1 | .1 |
| Transportation and material moving | 100.0 | 70.8 | 29.2 | 4.9 | 3.0 | 6.7 | 3.4 | 11.3 | (³) |
| Handlers, equipment cleaners, helpers, and laborers | 100.0 | 71.9 | 28.1 | 4.4 | 3.3 | 6.4 | 2.9 | 11.0 | (³) |
| Service occupations | 100.0 | 77.7 | 22.1 | 3.9 | 1.4 | 4.5 | 1.3 | 11.2 | (³) |

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.

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

Table 28. 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, March 1998

| 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 | | | | | | | | | |
| All workers, manufacturing industries | \$22.29 | \$15.22 | \$7.07 | \$1.68 | \$0.91 | \$1.70 | \$0.76 | \$1.93 | \$0.08 |
| White-collar occupations | 30.31 | 21.59 | 8.72 | 2.63 | .78 | 1.93 | 1.05 | 2.23 | .10 |
| Professional specialty and technical | 35.75 | 25.57 | 10.18 | 3.25 | .79 | 2.24 | 1.13 | 2.63 | .14 |
| Professional specialty | 38.45 | 27.70 | 10.75 | 3.55 | .74 | 2.33 | 1.19 | 2.80 | .14 |
| Technical | 27.64 | 19.17 | 8.46 | 2.35 | .93 | 1.96 | .96 | 2.12 | .14 |
| Executive, administrative, and managerial | 41.78 | 29.67 | 12.11 | 3.78 | 1.23 | 2.23 | 1.91 | 2.83 | .14 |
| Administrative support, including clerical | 17.15 | 12.07 | 5.09 | 1.26 | .49 | 1.44 | .45 | 1.40 | .05 |
| Blue-collar occupations | 18.65 | 12.34 | 6.31 | 1.25 | .97 | 1.60 | .63 | 1.79 | .07 |
| Precision production, craft, and repair | 24.39 | 15.93 | 8.45 | 1.91 | 1.31 | 1.96 | .87 | 2.27 | .13 |
| Machine operators, assemblers, and inspectors | 17.27 | 11.42 | 5.85 | 1.10 | .93 | 1.54 | .57 | 1.64 | .06 |
| Transportation and material moving | 18.30 | 12.40 | 5.90 | 1.09 | .84 | 1.45 | .57 | 1.93 | .02 |
| Handlers, equipment cleaners, helpers, and laborers | 14.12 | 9.57 | 4.56 | .76 | .60 | 1.25 | .50 | 1.41 | .03 |
| Service occupations | 17.67 | 11.45 | 6.22 | 1.25 | .97 | 1.55 | .59 | 1.78 | .09 |
| All workers, nonmanufacturing industries | 17.66 | 13.09 | 4.57 | 1.05 | .48 | .97 | .50 | 1.56 | (²) |
| White-collar occupations | 21.37 | 15.90 | 5.48 | 1.44 | .61 | 1.15 | .61 | 1.65 | .02 |
| Professional specialty and technical | 28.27 | 21.02 | 7.25 | 1.95 | .87 | 1.35 | .89 | 2.16 | .02 |
| Professional specialty | 30.12 | 22.45 | 7.67 | 2.07 | .99 | 1.38 | .93 | 2.27 | .02 |
| Technical | 23.65 | 17.45 | 6.20 | 1.65 | .58 | 1.27 | .77 | 1.90 | .03 |
| Executive, administrative, and managerial | 33.06 | 24.20 | 8.86 | 2.74 | 1.14 | 1.55 | 1.02 | 2.36 | .04 |
| Sales | 15.34 | 12.03 | 3.30 | .66 | .38 | .65 | .31 | 1.29 | (²) |
| Administrative support, including clerical | 15.67 | 11.37 | 4.30 | 1.07 | .34 | 1.20 | .46 | 1.22 | (²) |
| Blue-collar occupations | 16.86 | 12.04 | 4.82 | .77 | .51 | 1.06 | .61 | 1.86 | (²) |
| Precision production, craft, and repair | 22.47 | 16.04 | 6.42 | 1.07 | .63 | 1.41 | .92 | 2.38 | .02 |
| Transportation and material moving | 17.32 | 12.15 | 5.17 | .83 | .56 | 1.17 | .62 | 1.98 | (²) |
| Handlers, equipment cleaners, helpers, and laborers | 12.05 | 8.67 | 3.39 | .48 | .39 | .73 | .38 | 1.40 | (²) |
| Service occupations | 9.21 | 7.16 | 2.04 | .36 | .13 | .41 | .12 | 1.03 | (²) |
| Percent of total compensation | | | | | | | | | |
| All workers, manufacturing industries | 100.0 | 68.3 | 31.7 | 7.5 | 4.1 | 7.6 | 3.4 | 8.7 | 0.4 |
| White-collar occupations | 100.0 | 71.2 | 28.8 | 8.7 | 2.6 | 6.4 | 3.5 | 7.4 | .3 |
| Professional specialty and technical | 100.0 | 71.5 | 28.5 | 9.1 | 2.2 | 6.3 | 3.2 | 7.4 | .4 |
| Professional specialty | 100.0 | 72.0 | 28.0 | 9.2 | 1.9 | 6.1 | 3.1 | 7.3 | .4 |
| Technical | 100.0 | 69.4 | 30.6 | 8.5 | 3.4 | 7.1 | 3.5 | 7.7 | .5 |
| Executive, administrative, and managerial | 100.0 | 71.0 | 29.0 | 9.0 | 2.9 | 5.3 | 4.6 | 6.8 | .3 |
| Administrative support, including clerical | 100.0 | 70.4 | 29.7 | 7.3 | 2.9 | 8.4 | 2.6 | 8.2 | .3 |
| Blue-collar occupations | 100.0 | 66.2 | 33.8 | 6.7 | 5.2 | 8.6 | 3.4 | 9.6 | .4 |
| Precision production, craft, and repair | 100.0 | 65.3 | 34.6 | 7.8 | 5.4 | 8.0 | 3.6 | 9.3 | .5 |
| Machine operators, assemblers, and inspectors | 100.0 | 66.1 | 33.9 | 6.4 | 5.4 | 8.9 | 3.3 | 9.5 | .3 |
| Transportation and material moving | 100.0 | 67.8 | 32.2 | 6.0 | 4.6 | 7.9 | 3.1 | 10.5 | .1 |
| Handlers, equipment cleaners, helpers, and laborers | 100.0 | 67.8 | 32.3 | 5.4 | 4.2 | 8.9 | 3.5 | 10.0 | .2 |
| Service occupations | 100.0 | 64.8 | 35.2 | 7.1 | 5.5 | 8.8 | 3.3 | 10.1 | .5 |
| All workers, nonmanufacturing industries | 100.0 | 74.1 | 25.9 | 5.9 | 2.7 | 5.5 | 2.8 | 8.8 | (²) |
| White-collar occupations | 100.0 | 74.4 | 25.6 | 6.7 | 2.9 | 5.4 | 2.9 | 7.7 | .1 |
| Professional specialty and technical | 100.0 | 74.4 | 25.6 | 6.9 | 3.1 | 4.8 | 3.1 | 7.6 | .1 |
| Professional specialty | 100.0 | 74.5 | 25.5 | 6.9 | 3.3 | 4.6 | 3.1 | 7.5 | .1 |
| Technical | 100.0 | 73.8 | 26.2 | 7.0 | 2.5 | 5.4 | 3.3 | 8.0 | .1 |
| Executive, administrative, and managerial | 100.0 | 73.2 | 26.8 | 8.3 | 3.4 | 4.7 | 3.1 | 7.1 | .1 |
| Sales | 100.0 | 78.4 | 21.5 | 4.3 | 2.5 | 4.2 | 2.0 | 8.4 | (²) |
| Administrative support, including clerical | 100.0 | 72.6 | 27.4 | 6.8 | 2.2 | 7.7 | 2.9 | 7.8 | (²) |
| Blue-collar occupations | 100.0 | 71.4 | 28.6 | 4.6 | 3.0 | 6.3 | 3.6 | 11.0 | (²) |
| Precision production, craft, and repair | 100.0 | 71.4 | 28.6 | 4.8 | 2.8 | 6.3 | 4.1 | 10.6 | .1 |
| Transportation and material moving | 100.0 | 70.2 | 29.8 | 4.8 | 3.2 | 6.8 | 3.6 | 11.4 | (²) |
| Handlers, equipment cleaners, helpers, and laborers | 100.0 | 72.0 | 28.1 | 4.0 | 3.2 | 6.1 | 3.2 | 11.6 | (²) |
| Service occupations | 100.0 | 77.7 | 22.1 | 3.9 | 1.4 | 4.5 | 1.3 | 11.2 | (²) |

¹ Includes severance pay and supplemental unemployment benefits.

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

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

Table 29. 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, March 1998

| 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 | | | | | | | | | |
| All union workers, private industry | \$23.59 | \$15.38 | \$8.22 | \$1.57 | \$0.95 | \$2.15 | \$1.29 | \$2.18 | \$0.08 |
| Blue-collar occupations | 24.86 | 15.75 | 9.12 | 1.58 | 1.15 | 2.35 | 1.54 | 2.40 | .10 |
| Goods-producing industries ² | 25.37 | 16.01 | 9.36 | 1.58 | 1.22 | 2.46 | 1.50 | 2.46 | .13 |
| Service-producing industries ³ | 21.94 | 14.78 | 7.16 | 1.56 | .69 | 1.86 | 1.09 | 1.93 | .03 |
| Manufacturing | 22.75 | 14.20 | 8.55 | 1.74 | 1.33 | 2.22 | 1.00 | 2.10 | .16 |
| Blue-collar occupations | 22.62 | 13.98 | 8.64 | 1.69 | 1.40 | 2.22 | 1.04 | 2.12 | .17 |
| Nonmanufacturing | 24.10 | 16.09 | 8.01 | 1.47 | .71 | 2.10 | 1.46 | 2.23 | .03 |
| All nonunion workers, private industry | 17.80 | 13.21 | 4.58 | 1.11 | .51 | .96 | .45 | 1.55 | .02 |
| Blue-collar occupations | 15.13 | 10.96 | 4.17 | .75 | .54 | .91 | .31 | 1.64 | (⁴) |
| Goods-producing industries ² | 21.27 | 15.14 | 6.13 | 1.43 | .73 | 1.35 | .61 | 1.97 | .04 |
| Service-producing industries ³ | 16.89 | 12.71 | 4.18 | 1.02 | .45 | .85 | .41 | 1.44 | (⁴) |
| Manufacturing | 22.13 | 15.56 | 6.57 | 1.66 | .77 | 1.53 | .69 | 1.87 | .05 |
| Blue-collar occupations | 16.73 | 11.54 | 5.19 | 1.04 | .76 | 1.30 | .43 | 1.62 | .03 |
| Nonmanufacturing | 17.00 | 12.78 | 4.22 | 1.00 | .46 | .85 | .40 | 1.49 | (⁴) |
| Percent of total compensation | | | | | | | | | |
| All union workers, private industry | 100.0 | 65.2 | 34.8 | 6.7 | 4.0 | 9.1 | 5.5 | 9.2 | 0.3 |
| Blue-collar occupations | 100.0 | 63.4 | 36.7 | 6.4 | 4.6 | 9.5 | 6.2 | 9.7 | .4 |
| Goods-producing industries ² | 100.0 | 63.1 | 36.9 | 6.2 | 4.8 | 9.7 | 5.9 | 9.7 | .5 |
| Service-producing industries ³ | 100.0 | 67.4 | 32.6 | 7.1 | 3.1 | 8.5 | 5.0 | 8.8 | .1 |
| Manufacturing | 100.0 | 62.4 | 37.6 | 7.6 | 5.8 | 9.8 | 4.4 | 9.2 | .7 |
| Blue-collar occupations | 100.0 | 61.8 | 38.2 | 7.5 | 6.2 | 9.8 | 4.6 | 9.4 | .8 |
| Nonmanufacturing | 100.0 | 66.8 | 33.2 | 6.1 | 2.9 | 8.7 | 6.1 | 9.3 | .1 |
| All nonunion workers, private industry | 100.0 | 74.2 | 25.7 | 6.2 | 2.9 | 5.4 | 2.5 | 8.7 | .1 |
| Blue-collar occupations | 100.0 | 72.4 | 27.6 | 5.0 | 3.6 | 6.0 | 2.0 | 10.8 | (⁴) |
| Goods-producing industries ² | 100.0 | 71.2 | 28.8 | 6.7 | 3.4 | 6.3 | 2.9 | 9.3 | .2 |
| Service-producing industries ³ | 100.0 | 75.3 | 24.7 | 6.0 | 2.7 | 5.0 | 2.4 | 8.5 | (⁴) |
| Manufacturing | 100.0 | 70.3 | 29.7 | 7.5 | 3.5 | 6.9 | 3.1 | 8.5 | .2 |
| Blue-collar occupations | 100.0 | 69.0 | 31.0 | 6.2 | 4.5 | 7.8 | 2.6 | 9.7 | .2 |
| Nonmanufacturing | 100.0 | 75.2 | 24.8 | 5.9 | 2.7 | 5.0 | 2.4 | 8.8 | (⁴) |

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.

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

Table 30. 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, March 1998

| Industry and occupational group, and employment size | 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 | | | | | | | | | |
| All workers in private industry | \$18.50 | \$13.47 | \$5.02 | \$1.16 | \$0.56 | \$1.10 | \$0.55 | \$1.63 | \$0.03 |
| 1-99 workers | 15.92 | 12.01 | 3.91 | .81 | .43 | .80 | .35 | 1.51 | (²) |
| 100 or more workers | 21.20 | 15.01 | 6.19 | 1.53 | .69 | 1.42 | .75 | 1.75 | .05 |
| 100-499 workers | 17.52 | 12.67 | 4.85 | 1.08 | .57 | 1.11 | .51 | 1.57 | (²) |
| 500 or more workers | 25.56 | 17.78 | 7.78 | 2.07 | .84 | 1.78 | 1.04 | 1.97 | .08 |
| Goods-producing industries³ | 22.26 | 15.35 | 6.91 | 1.47 | .85 | 1.62 | .82 | 2.09 | .07 |
| 1-99 workers | 18.54 | 13.40 | 5.13 | .80 | .54 | 1.10 | .58 | 2.10 | (²) |
| 100 or more workers | 24.70 | 16.62 | 8.08 | 1.90 | 1.05 | 1.96 | .99 | 2.09 | .10 |
| 100-499 workers | 20.61 | 14.10 | 6.52 | 1.32 | .88 | 1.62 | .74 | 1.94 | .02 |
| 500 or more workers | 28.63 | 19.05 | 9.58 | 2.46 | 1.21 | 2.29 | 1.22 | 2.23 | .18 |
| Service-producing industries⁴ | 17.31 | 12.88 | 4.42 | 1.07 | .47 | .94 | .46 | 1.48 | (²) |
| 1-99 workers | 15.32 | 11.69 | 3.63 | .81 | .41 | .73 | .30 | 1.37 | (²) |
| 100 or more workers | 19.72 | 14.33 | 5.39 | 1.38 | .54 | 1.19 | .66 | 1.61 | .02 |
| 100-499 workers | 16.37 | 12.14 | 4.24 | .99 | .45 | .92 | .43 | 1.43 | (²) |
| 500 or more workers | 24.03 | 17.15 | 6.89 | 1.88 | .66 | 1.53 | .95 | 1.84 | .04 |
| White-collar occupations | 22.38 | 16.54 | 5.84 | 1.57 | .63 | 1.24 | .66 | 1.71 | .03 |
| 1-99 workers | 19.18 | 14.57 | 4.61 | 1.15 | .55 | .95 | .44 | 1.52 | (²) |
| 100 or more workers | 25.54 | 18.48 | 7.05 | 1.99 | .71 | 1.52 | .88 | 1.90 | .05 |
| 100-499 workers | 21.22 | 15.61 | 5.61 | 1.43 | .65 | 1.24 | .60 | 1.67 | .02 |
| 500 or more workers | 29.53 | 21.14 | 8.39 | 2.50 | .76 | 1.79 | 1.14 | 2.12 | .07 |
| Blue-collar occupations | 17.56 | 12.15 | 5.41 | .96 | .69 | 1.27 | .62 | 1.83 | .03 |
| 1-99 workers | 16.10 | 11.68 | 4.42 | .67 | .49 | .96 | .43 | 1.86 | (²) |
| 100 or more workers | 18.99 | 12.62 | 6.37 | 1.24 | .89 | 1.57 | .80 | 1.80 | .06 |
| 100-499 workers | 16.83 | 11.58 | 5.25 | .96 | .67 | 1.29 | .60 | 1.71 | (²) |
| 500 or more workers | 21.89 | 14.01 | 7.88 | 1.61 | 1.18 | 1.96 | 1.07 | 1.93 | .13 |
| Percent of total compensation | | | | | | | | | |
| All workers in private industry | 100.0 | 72.8 | 27.1 | 6.3 | 3.0 | 5.9 | 3.0 | 8.8 | 0.2 |
| 1-99 workers | 100.0 | 75.4 | 24.6 | 5.1 | 2.7 | 5.0 | 2.2 | 9.5 | (²) |
| 100 or more workers | 100.0 | 70.8 | 29.2 | 7.2 | 3.3 | 6.7 | 3.5 | 8.3 | .2 |
| 100-499 workers | 100.0 | 72.3 | 27.7 | 6.2 | 3.3 | 6.3 | 2.9 | 9.0 | (²) |
| 500 or more workers | 100.0 | 69.6 | 30.4 | 8.1 | 3.3 | 7.0 | 4.1 | 7.7 | .3 |
| Goods-producing industries³ | 100.0 | 69.0 | 31.0 | 6.6 | 3.8 | 7.3 | 3.7 | 9.4 | .3 |
| 1-99 workers | 100.0 | 72.3 | 27.7 | 4.3 | 2.9 | 5.9 | 3.1 | 11.3 | (²) |
| 100 or more workers | 100.0 | 67.3 | 32.7 | 7.7 | 4.3 | 7.9 | 4.0 | 8.5 | .4 |
| 100-499 workers | 100.0 | 68.4 | 31.6 | 6.4 | 4.3 | 7.9 | 3.6 | 9.4 | .1 |
| 500 or more workers | 100.0 | 66.5 | 33.5 | 8.6 | 4.2 | 8.0 | 4.3 | 7.8 | .6 |
| Service-producing industries⁴ | 100.0 | 74.4 | 25.5 | 6.2 | 2.7 | 5.4 | 2.7 | 8.5 | (²) |
| 1-99 workers | 100.0 | 76.3 | 23.7 | 5.3 | 2.7 | 4.8 | 2.0 | 8.9 | (²) |
| 100 or more workers | 100.0 | 72.7 | 27.3 | 7.0 | 2.7 | 6.0 | 3.3 | 8.2 | .1 |
| 100-499 workers | 100.0 | 74.2 | 25.9 | 6.0 | 2.7 | 5.6 | 2.6 | 8.7 | (²) |
| 500 or more workers | 100.0 | 71.4 | 28.7 | 7.8 | 2.7 | 6.4 | 4.0 | 7.7 | .2 |
| White-collar occupations | 100.0 | 73.9 | 26.1 | 7.0 | 2.8 | 5.5 | 2.9 | 7.6 | .1 |
| 1-99 workers | 100.0 | 76.0 | 24.0 | 6.0 | 2.9 | 5.0 | 2.3 | 7.9 | (²) |
| 100 or more workers | 100.0 | 72.4 | 27.6 | 7.8 | 2.8 | 6.0 | 3.4 | 7.4 | .2 |
| 100-499 workers | 100.0 | 73.6 | 26.4 | 6.7 | 3.1 | 5.8 | 2.8 | 7.9 | .1 |
| 500 or more workers | 100.0 | 71.6 | 28.4 | 8.5 | 2.6 | 6.1 | 3.9 | 7.2 | .2 |
| Blue-collar occupations | 100.0 | 69.2 | 30.8 | 5.5 | 3.9 | 7.2 | 3.5 | 10.4 | .2 |
| 1-99 workers | 100.0 | 72.5 | 27.5 | 4.2 | 3.0 | 6.0 | 2.7 | 11.6 | (²) |
| 100 or more workers | 100.0 | 66.5 | 33.5 | 6.5 | 4.7 | 8.3 | 4.2 | 9.5 | .3 |
| 100-499 workers | 100.0 | 68.8 | 31.2 | 5.7 | 4.0 | 7.7 | 3.6 | 10.2 | (²) |
| 500 or more workers | 100.0 | 64.0 | 36.0 | 7.4 | 5.4 | 9.0 | 4.9 | 8.8 | .6 |

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.

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

Table 31. 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, March 1998

| 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 | | | | | | | | | |
| Health services | \$18.90 | \$14.01 | \$4.89 | \$1.37 | \$0.45 | \$1.06 | \$0.48 | \$1.51 | (²) |
| Professional specialty and technical | 25.90 | 19.36 | 6.54 | 1.91 | .70 | 1.25 | .66 | 2.02 | (²) |
| Professional specialty | 29.51 | 22.05 | 7.46 | 2.28 | .82 | 1.34 | .76 | 2.25 | (²) |
| Nurses | 28.21 | 20.72 | 7.48 | 2.22 | 1.04 | 1.33 | .65 | 2.24 | (²) |
| Technical | 20.08 | 15.01 | 5.07 | 1.33 | .50 | 1.10 | .49 | 1.66 | (²) |
| Administrative support, including clerical | 15.57 | 10.97 | 4.60 | 1.20 | .30 | 1.37 | .54 | 1.17 | (²) |
| Service occupations | 11.13 | 8.38 | 2.75 | .64 | .24 | .64 | .22 | 1.01 | (²) |
| Hospitals | 22.15 | 15.85 | 6.31 | 1.85 | .69 | 1.48 | .57 | 1.70 | (²) |
| Professional specialty and technical | 27.15 | 19.56 | 7.58 | 2.23 | .99 | 1.57 | .69 | 2.09 | (²) |
| Professional specialty | 29.79 | 21.64 | 8.15 | 2.42 | 1.12 | 1.56 | .75 | 2.29 | (²) |
| Nurses | 29.78 | 21.42 | 8.36 | 2.44 | 1.33 | 1.54 | .71 | 2.32 | (²) |
| Technical | 20.93 | 14.67 | 6.25 | 1.78 | .67 | 1.60 | .56 | 1.63 | (²) |
| Administrative support, including clerical | 15.69 | 11.01 | 4.68 | 1.37 | .30 | 1.40 | .43 | 1.18 | (²) |
| Service occupations | 13.20 | 9.05 | 4.15 | 1.00 | .43 | 1.34 | .33 | 1.04 | (²) |
| Nursing homes | 12.82 | 9.70 | 3.12 | .79 | .27 | .63 | .16 | 1.27 | (²) |
| Professional specialty and technical | 18.86 | 14.45 | 4.40 | 1.14 | .43 | .73 | .22 | 1.88 | (²) |
| Professional specialty | 20.85 | 16.16 | 4.68 | 1.24 | .36 | .78 | .25 | 2.05 | (²) |
| Technical | 17.02 | 12.88 | 4.15 | 1.04 | .50 | .68 | .19 | 1.72 | (²) |
| Service occupations | 10.19 | 7.61 | 2.58 | .60 | .23 | .58 | .13 | 1.05 | (²) |
| Percent of total compensation | | | | | | | | | |
| Health services | 100.0 | 74.1 | 25.9 | 7.2 | 2.4 | 5.6 | 2.5 | 8.0 | (²) |
| Professional specialty and technical | 100.0 | 74.7 | 25.3 | 7.4 | 2.7 | 4.8 | 2.5 | 7.8 | (²) |
| Professional specialty | 100.0 | 74.7 | 25.3 | 7.7 | 2.8 | 4.5 | 2.6 | 7.6 | (²) |
| Nurses | 100.0 | 73.4 | 26.5 | 7.9 | 3.7 | 4.7 | 2.3 | 7.9 | (²) |
| Technical | 100.0 | 74.8 | 25.2 | 6.6 | 2.5 | 5.5 | 2.4 | 8.3 | (²) |
| Administrative support, including clerical | 100.0 | 70.5 | 29.5 | 7.7 | 1.9 | 8.8 | 3.5 | 7.5 | (²) |
| Service occupations | 100.0 | 75.3 | 24.7 | 5.8 | 2.2 | 5.8 | 2.0 | 9.1 | (²) |
| Hospitals | 100.0 | 71.6 | 28.5 | 8.4 | 3.1 | 6.7 | 2.6 | 7.7 | (²) |
| Professional specialty and technical | 100.0 | 72.0 | 27.9 | 8.2 | 3.6 | 5.8 | 2.5 | 7.7 | (²) |
| Professional specialty | 100.0 | 72.6 | 27.4 | 8.1 | 3.8 | 5.2 | 2.5 | 7.7 | (²) |
| Nurses | 100.0 | 71.9 | 28.1 | 8.2 | 4.5 | 5.2 | 2.4 | 7.8 | (²) |
| Technical | 100.0 | 70.1 | 29.9 | 8.5 | 3.2 | 7.6 | 2.7 | 7.8 | (²) |
| Administrative support, including clerical | 100.0 | 70.2 | 29.8 | 8.7 | 1.9 | 8.9 | 2.7 | 7.5 | (²) |
| Service occupations | 100.0 | 68.6 | 31.4 | 7.6 | 3.3 | 10.2 | 2.5 | 7.9 | (²) |
| Nursing homes | 100.0 | 75.7 | 24.3 | 6.2 | 2.1 | 4.9 | 1.2 | 9.9 | (²) |
| Professional specialty and technical | 100.0 | 76.6 | 23.3 | 6.0 | 2.3 | 3.9 | 1.2 | 10.0 | (²) |
| Professional specialty | 100.0 | 77.5 | 22.4 | 5.9 | 1.7 | 3.7 | 1.2 | 9.8 | (²) |
| Technical | 100.0 | 75.7 | 24.4 | 6.1 | 2.9 | 4.0 | 1.1 | 10.1 | (²) |
| Service occupations | 100.0 | 74.7 | 25.3 | 5.9 | 2.3 | 5.7 | 1.3 | 10.3 | (²) |

¹ Includes severance pay and supplemental unemployment benefits.

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

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

Table 32. 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, March 1998

| 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 | | | | | | | | | |
| Transportation equipment manufacturing (SIC 37) | \$32.34 | \$20.23 | \$12.11 | \$2.83 | \$1.78 | \$2.85 | \$1.57 | \$2.76 | \$0.32 |
| White-collar occupations | 37.68 | 25.95 | 11.73 | 3.72 | .89 | 2.63 | 1.50 | 2.80 | .19 |
| Professional specialty and technical | 42.58 | 29.81 | 12.77 | 4.17 | .90 | 2.74 | 1.63 | 3.15 | .18 |
| Executive, administrative, and managerial | 41.90 | 28.95 | 12.95 | 4.45 | .95 | 2.66 | 1.71 | 3.00 | .19 |
| Blue-collar occupations | 29.22 | 17.02 | 12.20 | 2.30 | 2.25 | 2.96 | 1.60 | 2.71 | .38 |
| Service occupations | 34.69 | 18.45 | 16.24 | 3.17 | 3.27 | 3.31 | 2.16 | 3.40 | .93 |
| Aircraft manufacturing (SIC 3721) | 34.27 | 23.32 | 10.95 | 3.23 | 1.08 | 2.48 | 1.42 | 2.69 | .04 |
| White-collar occupations | 36.97 | 25.68 | 11.30 | 3.52 | .77 | 2.48 | 1.61 | 2.88 | .04 |
| Blue-collar occupations | 29.56 | 19.24 | 10.32 | 2.72 | 1.63 | 2.49 | 1.08 | 2.35 | .05 |
| Public utilities (SIC's 48, 49) | 27.72 | 19.11 | 8.61 | 2.36 | .81 | 2.24 | 1.13 | 1.98 | .08 |
| White-collar occupations | 27.57 | 19.20 | 8.37 | 2.34 | .67 | 2.19 | 1.11 | 1.96 | .11 |
| Blue-collar occupations | 28.44 | 19.19 | 9.25 | 2.46 | 1.09 | 2.41 | 1.19 | 2.04 | .05 |
| Communications (SIC 48) | 25.14 | 17.64 | 7.51 | 2.01 | .69 | 2.04 | .87 | 1.81 | .09 |
| White-collar occupations | 24.69 | 17.44 | 7.25 | 1.97 | .61 | 1.96 | .81 | 1.81 | .10 |
| Blue-collar occupations | 26.85 | 18.43 | 8.41 | 2.18 | .93 | 2.35 | 1.06 | 1.85 | .05 |
| Electric, gas, and sanitary services (SIC 49) | 32.15 | 21.64 | 10.51 | 2.98 | 1.00 | 2.59 | 1.58 | 2.28 | .08 |
| White-collar occupations | 34.00 | 23.12 | 10.88 | 3.17 | .80 | 2.70 | 1.79 | 2.31 | .11 |
| Blue-collar occupations | 30.16 | 20.01 | 10.14 | 2.77 | 1.26 | 2.48 | 1.34 | 2.25 | .05 |
| Percent of total compensation | | | | | | | | | |
| Transportation equipment manufacturing (SIC 37) | 100.0 | 62.6 | 37.4 | 8.8 | 5.5 | 8.8 | 4.9 | 8.5 | 1.0 |
| White-collar occupations | 100.0 | 68.9 | 31.1 | 9.9 | 2.4 | 7.0 | 4.0 | 7.4 | .5 |
| Professional specialty and technical | 100.0 | 70.0 | 30.0 | 9.8 | 2.1 | 6.4 | 3.8 | 7.4 | .4 |
| Executive, administrative, and managerial | 100.0 | 69.1 | 30.9 | 10.6 | 2.3 | 6.3 | 4.1 | 7.2 | .5 |
| Blue-collar occupations | 100.0 | 58.2 | 41.8 | 7.9 | 7.7 | 10.1 | 5.5 | 9.3 | 1.3 |
| Service occupations | 100.0 | 53.2 | 46.8 | 9.1 | 9.4 | 9.5 | 6.2 | 9.8 | 2.7 |
| Aircraft manufacturing (SIC 3721) | 100.0 | 68.0 | 32.0 | 9.4 | 3.2 | 7.2 | 4.1 | 7.8 | .1 |
| White-collar occupations | 100.0 | 69.5 | 30.6 | 9.5 | 2.1 | 6.7 | 4.4 | 7.8 | .1 |
| Blue-collar occupations | 100.0 | 65.1 | 34.9 | 9.2 | 5.5 | 8.4 | 3.7 | 7.9 | .2 |
| Public utilities (SIC's 48, 49) | 100.0 | 68.9 | 31.1 | 8.5 | 2.9 | 8.1 | 4.1 | 7.1 | .3 |
| White-collar occupations | 100.0 | 69.6 | 30.4 | 8.5 | 2.4 | 7.9 | 4.0 | 7.1 | .4 |
| Blue-collar occupations | 100.0 | 67.5 | 32.5 | 8.6 | 3.8 | 8.5 | 4.2 | 7.2 | .2 |
| Communications (SIC 48) | 100.0 | 70.2 | 29.9 | 8.0 | 2.7 | 8.1 | 3.5 | 7.2 | .4 |
| White-collar occupations | 100.0 | 70.6 | 29.4 | 8.0 | 2.5 | 7.9 | 3.3 | 7.3 | .4 |
| Blue-collar occupations | 100.0 | 68.6 | 31.3 | 8.1 | 3.5 | 8.8 | 3.9 | 6.9 | .2 |
| Electric, gas, and sanitary services (SIC 49) | 100.0 | 67.3 | 32.7 | 9.3 | 3.1 | 8.1 | 4.9 | 7.1 | .2 |
| White-collar occupations | 100.0 | 68.0 | 32.0 | 9.3 | 2.4 | 7.9 | 5.3 | 6.8 | .3 |
| Blue-collar occupations | 100.0 | 66.3 | 33.6 | 9.2 | 4.2 | 8.2 | 4.4 | 7.5 | .2 |

¹ Includes severance pay and supplemental unemployment benefits.

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

Table 33. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Civilian workers, by major occupational group, 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 | .58 | 3.0 | .73 | 3.2 | .52 | 3.0 | .27 | 2.5 |
| Holiday | .43 | 2.2 | .56 | 2.4 | .35 | 2.0 | .19 | 1.8 |
| Sick | .19 | 1.0 | .27 | 1.2 | .09 | .5 | .11 | 1.0 |
| Other | .06 | .3 | .09 | .4 | .04 | .2 | .03 | .3 |
| Supplemental pay | .47 | 2.4 | .48 | 2.1 | .64 | 3.6 | .19 | 1.8 |
| Premium ¹ | .19 | 1.0 | .10 | .4 | .42 | 2.4 | .10 | .9 |
| Shift differential | .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 | .05 | .2 | .06 | .2 | .05 | .3 | .02 | .1 |
| Health | 1.13 | 5.9 | 1.26 | 5.5 | 1.23 | 7.1 | .60 | 5.6 |
| Sickness and accident | .03 | .2 | .03 | .1 | .04 | .2 | .02 | .2 |
| Long-term disability | .02 | .1 | .03 | .1 | (²) | (²) | (²) | (²) |
| Retirement and savings | .75 | 3.9 | .92 | 4.0 | .68 | 3.9 | .38 | 3.5 |
| Defined benefit | .49 | 2.5 | .55 | 2.4 | .47 | 2.7 | .32 | 3.0 |
| Defined contribution | .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 ³ | 1.11 | 5.8 | 1.32 | 5.7 | 1.01 | 5.8 | .65 | 6.1 |
| OASDI | .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 ⁴ | .03 | .1 | .03 | .1 | .03 | .2 | (²) | (²) |

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 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 34. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Civilian workers, 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 ¹ |
| Cost per hour worked | | | | | | | | | |
| Civilian workers | \$19.22 | \$13.85 | \$5.37 | \$1.27 | \$0.47 | \$1.23 | \$0.75 | \$1.62 | \$0.03 |
| Occupational group | | | | | | | | | |
| 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 speciality | 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 | (²) |
| 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 | (²) |
| Industry group | | | | | | | | | |
| 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 | (²) |
| Hospitals | 21.79 | 15.28 | 6.52 | 1.93 | .67 | 1.55 | .68 | 1.66 | (²) |
| 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 | (²) |
| Percent of total compensation | | | | | | | | | |
| Civilian workers | 100.0 | 72.0 | 28.0 | 6.6 | 2.4 | 6.4 | 3.9 | 8.4 | 0.1 |
| Occupational group | | | | | | | | | |
| 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 speciality | 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 | (²) |
| 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 | (²) |
| Industry group | | | | | | | | | |
| 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 | (²) |
| Hospitals | 100.0 | 70.1 | 29.9 | 8.9 | 3.1 | 7.1 | 3.1 | 7.6 | (²) |
| 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 | (²) |

¹ Includes severance pay and supplemental unemployment benefits.

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

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

Table 35. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: State and local government, by selected characteristics,¹ 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 | .70 | 2.6 | .66 | 2.2 | .75 | 3.9 | .52 | 1.9 |
| Holiday | .67 | 2.5 | .71 | 2.4 | .57 | 2.9 | .63 | 2.3 |
| Sick | .52 | 2.0 | .59 | 2.0 | .34 | 1.8 | .55 | 2.0 |
| Other | .16 | .6 | .18 | .6 | .12 | .6 | .17 | .6 |
| Supplemental pay | .23 | .9 | .14 | .5 | .44 | 2.3 | .15 | .5 |
| Premium ² | .11 | .4 | .04 | .1 | .23 | 1.2 | .05 | .2 |
| Shift differential | .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 | .05 | .2 | .05 | .2 | .04 | .2 | .05 | .2 |
| Health | 1.99 | 7.5 | 2.10 | 7.1 | 1.65 | 8.5 | 2.01 | 7.2 |
| Sickness and accident | .02 | .1 | .02 | .1 | .02 | .1 | .02 | .1 |
| Long-term disability | .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 | 1.82 | 6.8 | 1.91 | 6.5 | 1.70 | 8.7 | 1.77 | 6.3 |
| Defined contribution | .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 ³ | 1.25 | 4.7 | 1.42 | 4.8 | .80 | 4.1 | 1.35 | 4.8 |
| OASDI | .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 | (⁴) | (⁴) | (⁴) | (⁴) | (⁴) | (⁴) | (⁴) | (⁴) |
| 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 ⁵ | .04 | .1 | .04 | .1 | .03 | .2 | .04 | .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 Includes severance pay and supplemental unemployment benefits.

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

Table 36. 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, March 1997

| 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 | | | | | | | | | |
| State and local government workers | \$26.58 | \$18.61 | \$7.97 | \$2.06 | \$0.23 | \$2.09 | \$1.95 | \$1.61 | \$0.04 |
| Occupational group | | | | | | | | | |
| 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 specialty | 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 | (²) |
| 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 |
| Industry group | | | | | | | | | |
| 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 | (²) |
| 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 |
| Occupational group | | | | | | | | | |
| 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 specialty | 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 | (²) |
| 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 |
| Industry group | | | | | | | | | |
| 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 | (²) |
| Public administration | 100.0 | 65.4 | 34.6 | 10.0 | 1.4 | 8.3 | 8.7 | 6.2 | .1 |

¹ Includes severance pay and supplemental unemployment benefits.

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

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

Table 37. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Private industry workers, by major industry group, March 1997

| Compensation component | All workers in private industry | | Goods-producing ¹ | | Service-producing ² | | 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 | .57 | 3.2 | .76 | 3.5 | .50 | 3.0 | .85 | 3.9 | .50 | 2.9 |
| Holiday | .39 | 2.2 | .53 | 2.4 | .35 | 2.1 | .61 | 2.8 | .34 | 2.0 |
| Sick | .13 | .7 | .11 | .5 | .14 | .8 | .12 | .6 | .13 | .8 |
| Other | .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 ³ | .21 | 1.1 | .45 | 2.1 | .13 | .8 | .45 | 2.1 | .15 | .9 |
| Shift differential | .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 | .05 | .3 | .07 | .3 | .04 | .2 | .07 | .3 | .04 | .2 |
| Health | .99 | 5.5 | 1.49 | 6.8 | .83 | 4.9 | 1.55 | 7.1 | .86 | 5.0 |
| Sickness and accident | .03 | .2 | .06 | .3 | .03 | .2 | .07 | .3 | .03 | .2 |
| Long-term disability | .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 | .26 | 1.4 | .49 | 2.2 | .19 | 1.1 | .44 | 2.0 | .22 | 1.3 |
| Defined contribution | .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 ⁴ | 1.08 | 6.0 | 1.27 | 5.8 | 1.03 | 6.1 | 1.27 | 5.8 | 1.04 | 6.1 |
| OASDI | .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 ⁵ | .03 | .1 | .07 | .3 | (⁶) | (⁶) | .08 | .4 | (⁶) | (⁶) |

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.

⁶ Cost per hour worked is \$0.01 or less.

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

Table 38. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Private industry workers, by major occupational group, 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 | .57 | 3.2 | .75 | 3.5 | .50 | 2.9 | .18 | 2.0 |
| Holiday | .39 | 2.2 | .52 | 2.4 | .34 | 1.9 | .12 | 1.3 |
| Sick | .13 | .7 | .19 | .9 | .07 | .4 | .06 | .7 |
| Other | .05 | .3 | .07 | .3 | .03 | .2 | .02 | .2 |
| Supplemental pay | .51 | 2.9 | .56 | 2.6 | .65 | 3.8 | .14 | 1.6 |
| Premium ¹ | .21 | 1.1 | .12 | .5 | .43 | 2.5 | .07 | .8 |
| Shift differential | .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 | .05 | .3 | .06 | .3 | .05 | .3 | (²) | (²) |
| Health | .99 | 5.5 | 1.07 | 5.0 | 1.19 | 6.9 | .40 | 4.5 |
| Sickness and accident | .03 | .2 | .04 | .2 | .04 | .2 | .02 | .2 |
| Long-term disability | .02 | .1 | .03 | .1 | (²) | (²) | (²) | (²) |
| Retirement and savings | .55 | 3.0 | .65 | 3.0 | .62 | 3.6 | .12 | 1.3 |
| Defined benefit | .26 | 1.4 | .24 | 1.1 | .40 | 2.4 | .06 | .6 |
| Defined contribution | .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 ³ | 1.08 | 6.0 | 1.29 | 6.0 | 1.01 | 5.9 | .63 | 6.9 |
| OASDI | .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 ⁴ | .03 | .1 | .03 | .1 | .04 | .2 | (²) | (²) |

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 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 39. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Private industry workers, by region and bargaining status, March 1997

| 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 | \$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 | .68 | 3.4 | .47 | 2.9 | .56 | 3.2 | .61 | 3.1 | .86 | 3.7 | .53 | 3.1 |
| Holiday | .49 | 2.4 | .31 | 2.0 | .37 | 2.2 | .42 | 2.1 | .49 | 2.1 | .38 | 2.2 |
| Sick | .19 | .9 | .11 | .7 | .10 | .6 | .15 | .8 | .14 | .6 | .13 | .8 |
| Other | .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 ² | .20 | 1.0 | .19 | 1.2 | .26 | 1.5 | .18 | .9 | .59 | 2.5 | .15 | .9 |
| Shift differential | .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 | .05 | .3 | .04 | .3 | .05 | .3 | .04 | .2 | .08 | .4 | .04 | .2 |
| Health | 1.17 | 5.8 | .86 | 5.4 | 1.02 | 5.9 | .95 | 4.8 | 2.01 | 8.5 | .85 | 4.9 |
| Sickness and accident | .05 | .3 | .03 | .2 | .04 | .2 | .02 | .1 | .08 | .3 | .03 | .2 |
| Long-term disability | .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 | .29 | 1.4 | .22 | 1.4 | .29 | 1.7 | .24 | 1.2 | 1.06 | 4.5 | .15 | .9 |
| Defined contribution | .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 ³ | 1.20 | 5.9 | .97 | 6.2 | 1.04 | 6.0 | 1.19 | 6.0 | 1.30 | 5.6 | 1.05 | 6.1 |
| OASDI | .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 ⁴ | .03 | .1 | .02 | .1 | .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 40. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Private industry workers, by establishment employment size, 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 | .78 | 5.1 | 1.50 | 7.3 | 1.06 | 6.2 | 2.00 | 8.1 |
| Vacation | .57 | 3.2 | .38 | 2.5 | .75 | 3.7 | .52 | 3.1 | 1.02 | 4.1 |
| Holiday | .39 | 2.2 | .28 | 1.8 | .50 | 2.4 | .36 | 2.1 | .66 | 2.7 |
| Sick | .13 | .7 | .09 | .6 | .18 | .9 | .13 | .7 | .24 | 1.0 |
| Other | .05 | .3 | .03 | .2 | .07 | .3 | .05 | .3 | .09 | .4 |
| Supplemental pay | .51 | 2.9 | .39 | 2.6 | .64 | 3.1 | .46 | 2.7 | .83 | 3.4 |
| Premium ¹ | .21 | 1.1 | .14 | .9 | .27 | 1.3 | .23 | 1.3 | .32 | 1.3 |
| Shift differential | .05 | .3 | (²) | (²) | .09 | .4 | .04 | .3 | .14 | .6 |
| Nonproduction bonuses | .26 | 1.4 | .24 | 1.6 | .28 | 1.3 | .19 | 1.1 | .38 | 1.5 |
| Insurance | 1.09 | 6.1 | .79 | 5.2 | 1.39 | 6.7 | 1.08 | 6.4 | 1.74 | 7.0 |
| Life | .05 | .3 | .04 | .2 | .06 | .3 | .04 | .3 | .07 | .3 |
| Health | .99 | 5.5 | .72 | 4.7 | 1.26 | 6.1 | .98 | 5.8 | 1.57 | 6.3 |
| Sickness and accident | .03 | .2 | .02 | .1 | .05 | .2 | .04 | .2 | .06 | .3 |
| Long-term disability | .02 | .1 | (²) | (²) | .03 | .1 | .02 | .1 | .04 | .2 |
| Retirement and savings | .55 | 3.0 | .35 | 2.3 | .74 | 3.6 | .51 | 3.0 | 1.01 | 4.1 |
| Defined benefit | .26 | 1.4 | .14 | .9 | .38 | 1.9 | .22 | 1.3 | .58 | 2.3 |
| Defined contribution | .29 | 1.6 | .22 | 1.4 | .36 | 1.7 | .29 | 1.7 | .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 ³ | 1.08 | 6.0 | .96 | 6.2 | 1.21 | 5.9 | 1.02 | 6.0 | 1.43 | 5.8 |
| OASDI | .87 | 4.8 | .77 | 5.0 | .97 | 4.7 | .82 | 4.8 | 1.15 | 4.6 |
| Medicare | .21 | 1.2 | .19 | 1.2 | .24 | 1.2 | .20 | 1.2 | .29 | 1.2 |
| Federal unemployment insurance | .03 | .2 | .03 | .2 | .03 | .1 | .03 | .2 | .03 | .1 |
| State unemployment insurance | .12 | .6 | .11 | .7 | .12 | .6 | .12 | .7 | .11 | .5 |
| Workers' compensation | .39 | 2.2 | .39 | 2.6 | .39 | 1.9 | .38 | 2.3 | .39 | 1.6 |
| Other benefits ⁴ | .03 | .1 | (²) | (²) | .05 | .2 | .02 | .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 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 41. 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, March 1997

| 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 | | | | | | | | | |
| 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 | 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 | (²) |
| Goods-producing industries ³ | 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 | (²) |
| Manufacturing | 22.10 | 14.94 | 7.16 | 1.69 | .89 | 1.74 | .80 | 1.94 | .08 |
| Service-producing industries ⁴ | 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 | (²) |
| Finance, insurance, and real estate | 24.15 | 17.21 | 6.95 | 1.83 | .86 | 1.61 | .93 | 1.67 | .05 |
| Services | 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 | (²) |
| White-collar occupations | 11.89 | 9.64 | 2.25 | .42 | .19 | .32 | .17 | 1.15 | (²) |
| Sales | 7.68 | 6.25 | 1.42 | .18 | .12 | .22 | .10 | .80 | (²) |
| Administrative support, including clerical | 10.98 | 8.82 | 2.16 | .43 | .16 | .34 | .17 | 1.05 | (²) |
| Blue-collar occupations | 9.66 | 7.32 | 2.35 | .22 | .23 | .42 | .31 | 1.17 | (²) |
| Service occupations | 6.94 | 5.73 | 1.21 | .13 | .06 | .11 | .03 | .88 | (²) |
| Goods-producing industries ³ | 12.07 | 9.28 | 2.79 | .29 | .30 | .28 | .13 | 1.79 | (²) |
| Service-producing industries ⁴ | 9.53 | 7.71 | 1.82 | .27 | .14 | .25 | .13 | 1.02 | (²) |
| Retail trade | 6.99 | 5.68 | 1.31 | .13 | .08 | .19 | .07 | .82 | (²) |
| Service industries | 12.13 | 9.88 | 2.26 | .41 | .19 | .28 | .15 | 1.22 | (²) |
| 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 | 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 | (²) |
| Goods-producing industries ³ | 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 | (²) |
| Manufacturing | 100.0 | 67.6 | 32.4 | 7.6 | 4.0 | 7.9 | 3.6 | 8.8 | .4 |
| Service-producing industries ⁴ | 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 | (²) |
| Finance, insurance, and real estate | 100.0 | 71.2 | 28.8 | 7.6 | 3.6 | 6.7 | 3.9 | 6.9 | .2 |
| Services | 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 | (²) |
| White-collar occupations | 100.0 | 81.1 | 18.9 | 3.5 | 1.6 | 2.7 | 1.4 | 9.7 | (²) |
| Sales | 100.0 | 81.4 | 18.6 | 2.3 | 1.5 | 2.9 | 1.3 | 10.5 | (²) |
| Administrative support, including clerical | 100.0 | 80.3 | 19.7 | 3.9 | 1.4 | 3.1 | 1.6 | 9.6 | (²) |
| Blue-collar occupations | 100.0 | 75.7 | 24.3 | 2.2 | 2.4 | 4.4 | 3.2 | 12.1 | (²) |
| Service occupations | 100.0 | 82.6 | 17.4 | 1.8 | .9 | 1.6 | .5 | 12.6 | (²) |
| Goods-producing industries ³ | 100.0 | 76.8 | 23.2 | 2.4 | 2.5 | 2.4 | 1.0 | 14.8 | (²) |
| Service-producing industries ⁴ | 100.0 | 80.9 | 19.1 | 2.9 | 1.4 | 2.7 | 1.4 | 10.7 | (²) |
| Retail trade | 100.0 | 81.3 | 18.7 | 1.9 | 1.2 | 2.7 | 1.1 | 11.8 | (²) |
| Service industries | 100.0 | 81.4 | 18.6 | 3.4 | 1.5 | 2.3 | 1.2 | 10.1 | (²) |

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.

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

Table 42. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Private industry workers, 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 ¹ |
| 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 |
| Occupational group | | | | | | | | | |
| 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 specialty | 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, and managerial | 32.98 | 24.17 | 8.81 | 2.77 | .89 | 1.62 | 1.09 | 2.38 | .06 |
| Sales | 14.79 | 11.55 | 3.24 | .66 | .33 | .67 | .32 | 1.25 | (²) |
| 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 | (²) |
| Handlers, equipment cleaners, helpers, and laborers | 12.42 | 8.72 | 3.70 | .53 | .42 | .86 | .43 | 1.44 | (²) |
| Service occupations | 9.04 | 6.94 | 2.10 | .37 | .14 | .44 | .12 | 1.03 | (²) |
| Industry group | | | | | | | | | |
| Goods-producing industries ³ | 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 | (²) |
| Manufacturing | 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 ⁴ | 16.73 | 12.44 | 4.29 | 1.04 | .42 | .92 | .45 | 1.46 | (²) |
| 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 | (²) |
| 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 | (²) |
| 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 |
| Occupational group | | | | | | | | | |
| 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 specialty | 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, and managerial | 100.0 | 73.3 | 26.7 | 8.4 | 2.7 | 4.9 | 3.3 | 7.2 | .2 |
| Sales | 100.0 | 78.1 | 21.9 | 4.5 | 2.3 | 4.5 | 2.1 | 8.5 | (²) |
| 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 | (²) |
| Handlers, equipment cleaners, helpers, and laborers | 100.0 | 70.2 | 29.8 | 4.3 | 3.4 | 6.9 | 3.5 | 11.6 | (²) |
| Service occupations | 100.0 | 76.7 | 23.3 | 4.1 | 1.6 | 4.8 | 1.3 | 11.4 | (²) |
| Industry group | | | | | | | | | |
| Goods-producing industries ³ | 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 | (²) |
| Manufacturing | 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 ⁴ | 100.0 | 74.3 | 25.7 | 6.2 | 2.5 | 5.5 | 2.7 | 8.7 | (²) |
| 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 | (²) |
| 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 | (²) |

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.

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

Table 43. 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, March 1997

| 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 | | | | | | | | | |
| All workers, goods-producing industries² | \$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 speciality | 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, and 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 | (³) |
| Handlers, equipment cleaners, helpers, and laborers | 14.21 | 9.73 | 4.47 | .59 | .53 | 1.09 | .57 | 1.68 | (³) |
| Service occupations | 16.03 | 10.59 | 5.44 | 1.05 | .80 | 1.42 | .45 | 1.63 | .08 |
| All workers, service-producing industries⁴ | 16.73 | 12.44 | 4.29 | 1.04 | .42 | .92 | .45 | 1.46 | (³) |
| 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 speciality | 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, and managerial | 31.30 | 23.15 | 8.15 | 2.61 | .84 | 1.49 | .93 | 2.23 | .05 |
| Sales | 14.51 | 11.36 | 3.16 | .64 | .33 | .65 | .31 | 1.23 | (³) |
| 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 | (³) |
| Precision production, craft, and repair | 20.01 | 14.52 | 5.49 | 1.26 | .51 | 1.23 | .53 | 1.94 | (³) |
| Transportation and material moving | 16.38 | 11.56 | 4.82 | .80 | .44 | 1.16 | .56 | 1.86 | (³) |
| Handlers, equipment cleaners, helpers, and laborers | 11.50 | 8.20 | 3.30 | .50 | .37 | .74 | .36 | 1.32 | (³) |
| Service occupations | 8.87 | 6.85 | 2.02 | .36 | .13 | .41 | .11 | 1.01 | (³) |
| Percent of total compensation | | | | | | | | | |
| All workers, goods-producing industries² | 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 speciality | 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, and 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 | (³) |
| Handlers, equipment cleaners, helpers, and laborers | 100.0 | 68.5 | 31.5 | 4.1 | 3.7 | 7.7 | 4.0 | 11.8 | (³) |
| Service occupations | 100.0 | 66.1 | 33.9 | 6.5 | 5.0 | 8.9 | 2.8 | 10.2 | .5 |
| All workers, service-producing industries⁴ | 100.0 | 74.3 | 25.7 | 6.2 | 2.5 | 5.5 | 2.7 | 8.7 | (³) |
| 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 speciality | 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, and managerial | 100.0 | 74.0 | 26.0 | 8.3 | 2.7 | 4.8 | 3.0 | 7.1 | .2 |
| Sales | 100.0 | 78.3 | 21.7 | 4.4 | 2.3 | 4.5 | 2.1 | 8.5 | (³) |
| 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 | (³) |
| Precision production, craft, and repair | 100.0 | 72.6 | 27.4 | 6.3 | 2.6 | 6.2 | 2.7 | 9.7 | (³) |
| Transportation and material moving | 100.0 | 70.6 | 29.4 | 4.9 | 2.7 | 7.1 | 3.4 | 11.3 | (³) |
| Handlers, equipment cleaners, helpers, and laborers | 100.0 | 71.3 | 28.7 | 4.3 | 3.2 | 6.5 | 3.2 | 11.5 | (³) |
| Service occupations | 100.0 | 77.2 | 22.8 | 4.0 | 1.4 | 4.7 | 1.2 | 11.4 | (³) |

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.

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

Table 44. 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, March 1997

| 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 | | | | | | | | | |
| 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 speciality | 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, and 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 | (²) |
| 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 | (²) |
| 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 speciality | 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, and managerial | 31.53 | 23.27 | 8.25 | 2.60 | .85 | 1.52 | .95 | 2.29 | .05 |
| Sales | 14.58 | 11.41 | 3.17 | .64 | .33 | .65 | .31 | 1.23 | (²) |
| 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 | (²) |
| Precision production, craft, and repair | 21.69 | 15.39 | 6.30 | 1.01 | .57 | 1.38 | .87 | 2.45 | (²) |
| Transportation and material moving | 16.73 | 11.69 | 5.04 | .79 | .50 | 1.21 | .61 | 1.92 | (²) |
| Handlers, equipment cleaners, helpers, and laborers | 12.02 | 8.55 | 3.47 | .47 | .37 | .76 | .42 | 1.45 | (²) |
| Service occupations | 8.87 | 6.85 | 2.02 | .36 | .13 | .41 | .11 | 1.01 | (²) |
| 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 speciality | 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, and 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 | (²) |
| 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 | (²) |
| 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 speciality | 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, and managerial | 100.0 | 73.8 | 26.2 | 8.2 | 2.7 | 4.8 | 3.0 | 7.3 | .2 |
| Sales | 100.0 | 78.2 | 21.8 | 4.4 | 2.2 | 4.5 | 2.1 | 8.5 | (²) |
| 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 | (²) |
| Precision production, craft, and repair | 100.0 | 71.0 | 29.0 | 4.7 | 2.6 | 6.4 | 4.0 | 11.3 | (²) |
| Transportation and material moving | 100.0 | 69.9 | 30.1 | 4.7 | 3.0 | 7.2 | 3.7 | 11.5 | (²) |
| Handlers, equipment cleaners, helpers, and laborers | 100.0 | 71.1 | 28.9 | 3.9 | 3.1 | 6.3 | 3.5 | 12.0 | (²) |
| Service occupations | 100.0 | 77.2 | 22.8 | 4.0 | 1.4 | 4.7 | 1.2 | 11.4 | (²) |

¹ Includes severance pay and supplemental unemployment benefits.

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

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

Table 45. 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, March 1997

| 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 | | | | | | | | | |
| 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 ² | 24.65 | 15.44 | 9.21 | 1.50 | 1.15 | 2.46 | 1.48 | 2.49 | .13 |
| Service-producing industries ³ | 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 | (⁴) |
| Goods-producing industries ² | 20.91 | 14.74 | 6.17 | 1.43 | .71 | 1.36 | .64 | 1.99 | .04 |
| Service-producing industries ³ | 16.25 | 12.23 | 4.02 | .99 | .39 | .83 | .39 | 1.41 | (⁴) |
| 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 | (⁴) |
| 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 ² | 100.0 | 62.6 | 37.4 | 6.1 | 4.7 | 10.0 | 6.0 | 10.1 | .5 |
| Service-producing industries ³ | 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 | (⁴) |
| Goods-producing industries ² | 100.0 | 70.5 | 29.5 | 6.9 | 3.4 | 6.5 | 3.0 | 9.5 | .2 |
| Service-producing industries ³ | 100.0 | 75.3 | 24.7 | 6.1 | 2.4 | 5.1 | 2.4 | 8.7 | (⁴) |
| 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 | (⁴) |

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.

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

Table 46. 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, March 1997

| Industry and occupational group, and employment size | Total compensation | Wages and salaries | Benefit costs | | | | | | |
|---------------------------------------------------------|-----------------------|--------------------------|---------------|---------------|--------------------------|-----------|------------------------------|---------------------------------|--------------------------------|
| | | | Total | Paid leave | Supple- mental pay | Insurance | Retirement and savings | Legally required benefits | Other benefits ¹ |
| 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 | .78 | .39 | .79 | .35 | 1.50 | (²) |
| 100 or more workers | 20.61 | 14.55 | 6.06 | 1.50 | .64 | 1.39 | .74 | 1.75 | .05 |
| 100-499 workers | 16.97 | 12.29 | 4.68 | 1.06 | .46 | 1.08 | .51 | 1.56 | .02 |
| 500 or more workers | 24.75 | 17.12 | 7.63 | 2.00 | .83 | 1.74 | 1.01 | 1.97 | .08 |
| Goods-producing industries ³ | 21.86 | 14.92 | 6.94 | 1.45 | .82 | 1.64 | .85 | 2.11 | .07 |
| 1-99 workers | 18.48 | 13.16 | 5.32 | .81 | .50 | 1.16 | .64 | 2.18 | (²) |
| 100 or more workers | 23.91 | 15.98 | 7.93 | 1.84 | 1.02 | 1.92 | .98 | 2.07 | .10 |
| 100-499 workers | 19.91 | 13.56 | 6.36 | 1.28 | .79 | 1.59 | .76 | 1.92 | .02 |
| 500 or more workers | 27.81 | 18.34 | 9.47 | 2.38 | 1.25 | 2.25 | 1.19 | 2.23 | .18 |
| Service-producing industries ⁴ | 16.73 | 12.44 | 4.29 | 1.04 | .42 | .92 | .45 | 1.46 | (²) |
| 1-99 workers | 14.68 | 11.18 | 3.49 | .78 | .37 | .71 | .29 | 1.34 | (²) |
| 100 or more workers | 19.18 | 13.93 | 5.25 | 1.35 | .47 | 1.16 | .64 | 1.61 | .02 |
| 100-499 workers | 15.83 | 11.80 | 4.03 | .97 | .34 | .88 | .41 | 1.42 | .02 |
| 500 or more workers | 23.25 | 16.52 | 6.73 | 1.81 | .63 | 1.50 | .91 | 1.84 | .03 |
| White-collar occupations | 21.60 | 15.94 | 5.66 | 1.53 | .56 | 1.20 | .65 | 1.69 | .03 |
| 1-99 workers | 18.29 | 13.88 | 4.41 | 1.10 | .49 | .92 | .42 | 1.48 | (²) |
| 100 or more workers | 24.89 | 18.00 | 6.89 | 1.96 | .63 | 1.48 | .88 | 1.89 | .05 |
| 100-499 workers | 20.62 | 15.26 | 5.36 | 1.41 | .48 | 1.17 | .63 | 1.65 | .03 |
| 500 or more workers | 28.70 | 20.44 | 8.26 | 2.44 | .77 | 1.76 | 1.11 | 2.11 | .07 |
| Blue-collar occupations | 17.19 | 11.80 | 5.39 | .93 | .65 | 1.29 | .62 | 1.86 | .04 |
| 1-99 workers | 15.81 | 11.36 | 4.45 | .65 | .45 | .99 | .45 | 1.91 | (²) |
| 100 or more workers | 18.47 | 12.19 | 6.27 | 1.20 | .84 | 1.57 | .78 | 1.81 | .06 |
| 100-499 workers | 16.27 | 11.14 | 5.12 | .94 | .61 | 1.29 | .58 | 1.70 | (²) |
| 500 or more workers | 21.46 | 13.63 | 7.84 | 1.56 | 1.16 | 1.96 | 1.06 | 1.96 | .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 | (²) |
| 100 or more workers | 100.0 | 70.6 | 29.4 | 7.3 | 3.1 | 6.7 | 3.6 | 8.5 | .2 |
| 100-499 workers | 100.0 | 72.4 | 27.6 | 6.2 | 2.7 | 6.4 | 3.0 | 9.2 | .1 |
| 500 or more workers | 100.0 | 69.2 | 30.8 | 8.1 | 3.4 | 7.0 | 4.1 | 7.9 | .3 |
| Goods-producing industries ³ | 100.0 | 68.2 | 31.8 | 6.6 | 3.8 | 7.5 | 3.9 | 9.7 | .3 |
| 1-99 workers | 100.0 | 71.2 | 28.8 | 4.4 | 2.7 | 6.3 | 3.5 | 11.8 | (²) |
| 100 or more workers | 100.0 | 66.8 | 33.2 | 7.7 | 4.3 | 8.0 | 4.1 | 8.7 | .4 |
| 100-499 workers | 100.0 | 68.1 | 31.9 | 6.5 | 3.9 | 8.0 | 3.8 | 9.6 | .1 |
| 500 or more workers | 100.0 | 66.0 | 34.0 | 8.6 | 4.5 | 8.1 | 4.3 | 8.0 | .6 |
| Service-producing industries ⁴ | 100.0 | 74.3 | 25.7 | 6.2 | 2.5 | 5.5 | 2.7 | 8.7 | (²) |
| 1-99 workers | 100.0 | 76.2 | 23.8 | 5.3 | 2.5 | 4.8 | 2.0 | 9.2 | (²) |
| 100 or more workers | 100.0 | 72.6 | 27.4 | 7.0 | 2.5 | 6.0 | 3.3 | 8.4 | .1 |
| 100-499 workers | 100.0 | 74.5 | 25.5 | 6.1 | 2.1 | 5.6 | 2.6 | 8.9 | .1 |
| 500 or more workers | 100.0 | 71.1 | 28.9 | 7.8 | 2.7 | 6.4 | 3.9 | 7.9 | .1 |
| White-collar occupations | 100.0 | 73.8 | 26.2 | 7.1 | 2.6 | 5.6 | 3.0 | 7.8 | .1 |
| 1-99 workers | 100.0 | 75.9 | 24.1 | 6.0 | 2.7 | 5.0 | 2.3 | 8.1 | (²) |
| 100 or more workers | 100.0 | 72.3 | 27.7 | 7.9 | 2.5 | 5.9 | 3.5 | 7.6 | .2 |
| 100-499 workers | 100.0 | 74.0 | 26.0 | 6.8 | 2.3 | 5.7 | 3.0 | 8.0 | .1 |
| 500 or more workers | 100.0 | 71.2 | 28.8 | 8.5 | 2.7 | 6.1 | 3.9 | 7.3 | .2 |
| Blue-collar occupations | 100.0 | 68.6 | 31.4 | 5.4 | 3.8 | 7.5 | 3.6 | 10.8 | .2 |
| 1-99 workers | 100.0 | 71.9 | 28.1 | 4.1 | 2.8 | 6.2 | 2.8 | 12.1 | (²) |
| 100 or more workers | 100.0 | 66.0 | 34.0 | 6.5 | 4.6 | 8.5 | 4.2 | 9.8 | .3 |
| 100-499 workers | 100.0 | 68.5 | 31.5 | 5.8 | 3.7 | 7.9 | 3.6 | 10.4 | (²) |
| 500 or more workers | 100.0 | 63.5 | 36.5 | 7.3 | 5.4 | 9.1 | 4.9 | 9.1 | .6 |

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.

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

Table 47. 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, March 1997

| 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 | | | | | | | | | |
| Health services | \$18.32 | \$13.55 | \$4.77 | \$1.35 | \$0.41 | \$1.00 | \$0.52 | \$1.49 | (²) |
| Professional specialty and technical | 25.67 | 19.07 | 6.60 | 1.92 | .68 | 1.26 | .72 | 2.02 | (²) |
| Professional speciality | 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 | 19.84 | 14.87 | 4.96 | 1.25 | .45 | 1.10 | .50 | 1.67 | (²) |
| Administrative support, including clerical | 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 | 26.77 | 19.16 | 7.61 | 2.23 | 1.04 | 1.60 | .65 | 2.08 | (²) |
| Professional speciality | 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 | 20.24 | 14.14 | 6.10 | 1.75 | .64 | 1.63 | .51 | 1.56 | (²) |
| Administrative support, including clerical | 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 | 18.14 | 13.78 | 4.36 | 1.12 | .42 | .67 | .21 | 1.94 | (²) |
| Professional speciality | 20.36 | 15.63 | 4.73 | 1.25 | .38 | .72 | .25 | 2.13 | (²) |
| Technical | 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 | 100.0 | 74.3 | 25.7 | 7.5 | 2.7 | 4.9 | 2.8 | 7.9 | (²) |
| Professional speciality | 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 | 100.0 | 75.0 | 25.0 | 6.3 | 2.2 | 5.5 | 2.5 | 8.4 | (²) |
| Administrative support, including clerical | 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 | 100.0 | 71.6 | 28.4 | 8.3 | 3.9 | 6.0 | 2.4 | 7.8 | (²) |
| Professional speciality | 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 | 100.0 | 69.9 | 30.1 | 8.6 | 3.2 | 8.0 | 2.5 | 7.7 | (²) |
| Administrative support, including clerical | 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 | 100.0 | 76.0 | 24.0 | 6.2 | 2.3 | 3.7 | 1.1 | 10.7 | (²) |
| Professional speciality | 100.0 | 76.8 | 23.2 | 6.2 | 1.9 | 3.5 | 1.2 | 10.4 | (²) |
| Technical | 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) |

¹ Includes severance pay and supplemental unemployment benefits.

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

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

Table 48. 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, March 1997

| 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 | | | | | | | | | |
| 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, and 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, and 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 |

¹ Includes severance pay and supplemental unemployment benefits.

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

Table 49. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Civilian workers, by major occupational group, March 1996

| Compensation component | Civilian workers | | White-collar | | Blue-collar | | Service | |
|--------------------------------------|------------------|---------|--------------|---------|------------------|------------------|------------------|------------------|
| | Cost | Percent | Cost | Percent | Cost | Percent | Cost | Percent |
| Total compensation | \$18.68 | 100.0 | \$22.52 | 100.0 | \$17.28 | 100.0 | \$10.17 | 100.0 |
| Wages and salaries | 13.36 | 71.5 | 16.40 | 72.8 | 11.73 | 67.9 | 7.38 | 72.6 |
| Total benefits | 5.32 | 28.5 | 6.12 | 27.2 | 5.56 | 32.1 | 2.79 | 27.4 |
| Paid leave | 1.24 | 6.6 | 1.61 | 7.1 | 1.02 | 5.9 | .57 | 5.6 |
| Vacation | .57 | 3.0 | .70 | 3.1 | .53 | 3.0 | .26 | 2.5 |
| Holiday | .42 | 2.2 | .54 | 2.4 | .35 | 2.0 | .18 | 1.7 |
| Sick | .19 | 1.0 | .27 | 1.2 | .09 | .5 | .10 | 1.0 |
| Other | .06 | .3 | .09 | .4 | .04 | .2 | .03 | .3 |
| Supplemental pay | .45 | 2.4 | .46 | 2.1 | .61 | 3.5 | .18 | 1.8 |
| Premium ¹ | .18 | 1.0 | .10 | .4 | .40 | 2.3 | .09 | .9 |
| Shift differential | .05 | .3 | .05 | .2 | .07 | .4 | .04 | .4 |
| Nonproduction bonuses | .21 | 1.1 | .31 | 1.4 | .14 | .8 | .04 | .4 |
| Insurance | 1.27 | 6.8 | 1.45 | 6.4 | 1.37 | 7.9 | .64 | 6.2 |
| Life | .05 | .2 | .06 | .2 | .05 | .3 | .02 | .2 |
| Health | 1.17 | 6.3 | 1.33 | 5.9 | 1.27 | 7.4 | .60 | 5.9 |
| Sickness and accident | .03 | .2 | .03 | .1 | .04 | .2 | .02 | .2 |
| Long-term disability | .02 | .1 | .03 | .1 | (²) | (²) | (²) | (²) |
| Retirement and savings | .75 | 4.0 | .92 | 4.1 | .68 | 3.9 | .37 | 3.6 |
| Defined benefit | .51 | 2.7 | .60 | 2.7 | .49 | 2.8 | .31 | 3.1 |
| Defined contribution | .23 | 1.3 | .32 | 1.4 | .19 | 1.1 | .05 | .5 |
| Legally required benefits | 1.59 | 8.5 | 1.65 | 7.3 | 1.85 | 10.7 | 1.03 | 10.1 |
| Social Security ³ | 1.07 | 5.7 | 1.27 | 5.7 | .99 | 5.7 | .61 | 6.0 |
| OASDI | .86 | 4.6 | 1.01 | 4.5 | .80 | 4.7 | .49 | 4.8 |
| Medicare | .21 | 1.1 | .26 | 1.2 | .19 | 1.1 | .12 | 1.2 |
| Federal unemployment insurance | .03 | .1 | .03 | .1 | .03 | .2 | .03 | .3 |
| State unemployment insurance | .11 | .6 | .10 | .5 | .13 | .7 | .09 | .9 |
| Workers' compensation | .38 | 2.1 | .25 | 1.1 | .70 | 4.1 | .30 | 3.0 |
| Other benefits ⁴ | .03 | .1 | .03 | .1 | .03 | .2 | (²) | (²) |

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 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 50. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Civilian workers, by occupational and industry group, March 1996

| 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 | | | | | | | | | |
| Civilian workers | \$18.68 | \$13.36 | \$5.32 | \$1.24 | \$0.45 | \$1.27 | \$0.75 | \$1.59 | \$0.03 |
| Occupational group | | | | | | | | | |
| White-collar occupations | 22.52 | 16.40 | 6.12 | 1.61 | .46 | 1.45 | .92 | 1.65 | .03 |
| Professional specialty and technical | 30.82 | 22.55 | 8.27 | 2.12 | .58 | 1.87 | 1.51 | 2.14 | .05 |
| Professional specialty | 32.60 | 23.95 | 8.65 | 2.21 | .61 | 1.96 | 1.64 | 2.19 | .05 |
| Nurses | 28.69 | 20.87 | 7.82 | 2.13 | 1.08 | 1.46 | .78 | 2.36 | (²) |
| Teachers | 35.50 | 26.82 | 8.68 | 1.75 | .07 | 2.28 | 2.46 | 2.08 | .04 |
| Technical | 24.24 | 17.36 | 6.88 | 1.83 | .48 | 1.53 | 1.05 | 1.94 | .05 |
| Executive, administrative, and managerial | 33.05 | 23.81 | 9.24 | 2.89 | .76 | 1.84 | 1.39 | 2.30 | .05 |
| Administrative support, including clerical | 15.17 | 10.73 | 4.44 | 1.12 | .27 | 1.32 | .55 | 1.17 | .02 |
| Blue-collar occupations | 17.28 | 11.73 | 5.56 | 1.02 | .61 | 1.37 | .68 | 1.85 | .03 |
| Service occupations | 10.17 | 7.38 | 2.79 | .57 | .18 | .64 | .37 | 1.03 | (²) |
| Industry group | | | | | | | | | |
| Services | 19.54 | 14.37 | 5.16 | 1.29 | .30 | 1.23 | .83 | 1.50 | (²) |
| Health services | 18.34 | 13.21 | 5.12 | 1.39 | .45 | 1.20 | .56 | 1.51 | (²) |
| Hospitals | 21.71 | 15.10 | 6.61 | 1.91 | .68 | 1.65 | .71 | 1.64 | .02 |
| Educational services | 27.70 | 20.34 | 7.37 | 1.73 | .09 | 2.02 | 1.85 | 1.65 | .03 |
| Elementary and secondary education | 27.33 | 20.12 | 7.21 | 1.53 | .06 | 2.16 | 1.88 | 1.54 | .04 |
| Higher education | 29.29 | 21.38 | 7.91 | 2.13 | .15 | 1.83 | 1.92 | 1.88 | (²) |
| Percent of total compensation | | | | | | | | | |
| Civilian workers | 100.0 | 71.5 | 28.5 | 6.6 | 2.4 | 6.8 | 4.0 | 8.5 | 0.1 |
| Occupational group | | | | | | | | | |
| White-collar occupations | 100.0 | 72.8 | 27.2 | 7.1 | 2.1 | 6.4 | 4.1 | 7.3 | .1 |
| Professional specialty and technical | 100.0 | 73.2 | 26.8 | 6.9 | 1.9 | 6.1 | 4.9 | 6.9 | .2 |
| Professional specialty | 100.0 | 73.5 | 26.5 | 6.8 | 1.9 | 6.0 | 5.0 | 6.7 | .1 |
| Nurses | 100.0 | 72.7 | 27.3 | 7.4 | 3.8 | 5.1 | 2.7 | 8.2 | (²) |
| Teachers | 100.0 | 75.6 | 24.4 | 4.9 | .2 | 6.4 | 6.9 | 5.9 | .1 |
| Technical | 100.0 | 71.6 | 28.4 | 7.5 | 2.0 | 6.3 | 4.3 | 8.0 | .2 |
| Executive, administrative, and managerial | 100.0 | 72.0 | 28.0 | 8.7 | 2.3 | 5.6 | 4.2 | 7.0 | .2 |
| Administrative support, including clerical | 100.0 | 70.7 | 29.3 | 7.4 | 1.8 | 8.7 | 3.6 | 7.7 | .1 |
| Blue-collar occupations | 100.0 | 67.9 | 32.1 | 5.9 | 3.5 | 7.9 | 3.9 | 10.7 | .2 |
| Service occupations | 100.0 | 72.6 | 27.4 | 5.6 | 1.8 | 6.2 | 3.6 | 10.1 | (²) |
| Industry group | | | | | | | | | |
| Services | 100.0 | 73.6 | 26.4 | 6.6 | 1.5 | 6.3 | 4.2 | 7.7 | (²) |
| Health services | 100.0 | 72.1 | 27.9 | 7.6 | 2.4 | 6.5 | 3.1 | 8.2 | (²) |
| Hospitals | 100.0 | 69.6 | 30.4 | 8.8 | 3.1 | 7.6 | 3.3 | 7.6 | .1 |
| Educational services | 100.0 | 73.4 | 26.6 | 6.2 | .3 | 7.3 | 6.7 | 6.0 | .1 |
| Elementary and secondary education | 100.0 | 73.6 | 26.4 | 5.6 | .2 | 7.9 | 6.9 | 5.7 | .1 |
| Higher education | 100.0 | 73.0 | 27.0 | 7.3 | .5 | 6.2 | 6.5 | 6.4 | (²) |

¹ Includes severance pay and supplemental unemployment benefits.

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

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

Table 51. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: State and local government, by selected characteristics,¹ March 1996

| 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 | \$25.73 | 100.0 | \$28.56 | 100.0 | \$18.92 | 100.0 | \$26.98 | 100.0 |
| Wages and salaries | 17.95 | 69.8 | 20.43 | 71.5 | 12.09 | 63.9 | 19.43 | 72.0 |
| Total benefits | 7.77 | 30.2 | 8.13 | 28.5 | 6.83 | 36.1 | 7.55 | 28.0 |
| Paid leave | 1.99 | 7.8 | 2.08 | 7.3 | 1.72 | 9.1 | 1.83 | 6.8 |
| Vacation | .68 | 2.7 | .65 | 2.3 | .73 | 3.8 | .51 | 1.9 |
| Holiday | .65 | 2.5 | .69 | 2.4 | .55 | 2.9 | .62 | 2.3 |
| Sick | .51 | 2.0 | .57 | 2.0 | .33 | 1.7 | .54 | 2.0 |
| Other | .15 | .6 | .17 | .6 | .11 | .6 | .16 | .6 |
| Supplemental pay | .22 | .9 | .14 | .5 | .42 | 2.2 | .15 | .6 |
| Premium ² | .11 | .4 | .04 | .1 | .22 | 1.2 | .05 | .2 |
| Shift differential | .05 | .2 | .04 | .1 | .11 | .6 | .05 | .2 |
| Nonproduction bonuses | .06 | .2 | .06 | .2 | .09 | .5 | .05 | .2 |
| Insurance | 2.07 | 8.1 | 2.19 | 7.7 | 1.73 | 9.2 | 2.09 | 7.7 |
| Life | .05 | .2 | .05 | .2 | .04 | .2 | .05 | .2 |
| Health | 1.98 | 7.7 | 2.09 | 7.3 | 1.66 | 8.8 | 2.00 | 7.4 |
| Sickness and accident | .02 | .1 | .02 | .1 | .02 | .1 | (³) | (³) |
| Long-term disability | .02 | .1 | .03 | .1 | (³) | (³) | .02 | .1 |
| Retirement and savings | 1.90 | 7.4 | 2.02 | 7.1 | 1.71 | 9.0 | 1.88 | 7.0 |
| Defined benefit | 1.76 | 6.9 | 1.86 | 6.5 | 1.65 | 8.7 | 1.72 | 6.4 |
| Defined contribution | .13 | .5 | .16 | .6 | .06 | .3 | .15 | .6 |
| Legally required benefits | 1.56 | 6.1 | 1.67 | 5.8 | 1.22 | 6.4 | 1.58 | 5.8 |
| Social Security ⁴ | 1.21 | 4.7 | 1.37 | 4.8 | .78 | 4.1 | 1.30 | 4.8 |
| OASDI | .95 | 3.7 | 1.07 | 3.7 | .61 | 3.2 | 1.02 | 3.8 |
| Medicare | .26 | 1.0 | .30 | 1.0 | .17 | .9 | .28 | 1.0 |
| Federal unemployment insurance | (³) | (³) | (³) | (³) | (³) | (³) | (³) | (³) |
| State unemployment insurance | .04 | .2 | .04 | .1 | .05 | .3 | .04 | .1 |
| Workers' compensation | .31 | 1.2 | .26 | .9 | .38 | 2.0 | .24 | .9 |
| Other benefits ⁵ | .03 | .1 | .03 | .1 | .03 | .1 | .03 | .1 |

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 Cost per hour worked is \$0.01 or less.

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 52. 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, March 1996

| 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 | | | | | | | | | |
| State and local government workers | \$25.73 | \$17.95 | \$7.77 | \$1.99 | \$0.22 | \$2.07 | \$1.90 | \$1.56 | \$0.03 |
| Occupational group | | | | | | | | | |
| White-collar occupations | 28.56 | 20.43 | 8.13 | 2.08 | .14 | 2.19 | 2.02 | 1.67 | .03 |
| Professional specialty and technical | 33.81 | 24.86 | 8.95 | 2.07 | .16 | 2.32 | 2.44 | 1.92 | .04 |
| Professional specialty | 35.14 | 25.97 | 9.17 | 2.08 | .13 | 2.39 | 2.55 | 1.98 | .04 |
| Teachers | 37.56 | 28.14 | 9.43 | 1.92 | .06 | 2.52 | 2.84 | 2.05 | .05 |
| Executive, administrative, and managerial | 32.81 | 22.72 | 10.09 | 3.29 | .18 | 2.25 | 2.40 | 1.96 | (²) |
| Administrative support, including clerical | 16.55 | 10.93 | 5.61 | 1.51 | .09 | 1.92 | 1.04 | 1.05 | (²) |
| Blue-collar occupations | 20.88 | 13.56 | 7.32 | 1.95 | .36 | 1.97 | 1.51 | 1.50 | .03 |
| Service occupations | 18.92 | 12.09 | 6.83 | 1.72 | .42 | 1.73 | 1.71 | 1.22 | .03 |
| Industry group | | | | | | | | | |
| Services | 26.98 | 19.43 | 7.55 | 1.83 | .15 | 2.09 | 1.88 | 1.58 | .03 |
| Health services | 21.86 | 14.49 | 7.37 | 2.26 | .57 | 1.79 | 1.18 | 1.56 | .02 |
| Hospitals | 22.29 | 14.88 | 7.41 | 2.32 | .55 | 1.74 | 1.21 | 1.56 | .03 |
| Educational services | 28.21 | 20.59 | 7.62 | 1.74 | .09 | 2.13 | 2.03 | 1.60 | .03 |
| Elementary and secondary education | 28.04 | 20.58 | 7.45 | 1.59 | .06 | 2.23 | 1.99 | 1.55 | .04 |
| Higher education | 29.25 | 21.08 | 8.17 | 2.16 | .17 | 1.89 | 2.17 | 1.77 | (²) |
| Public administration | 23.39 | 15.24 | 8.15 | 2.31 | .31 | 2.01 | 2.03 | 1.46 | .03 |
| Percent of total compensation | | | | | | | | | |
| State and local government workers | 100.0 | 69.8 | 30.2 | 7.8 | 0.9 | 8.1 | 7.4 | 6.1 | 0.1 |
| Occupational group | | | | | | | | | |
| White-collar occupations | 100.0 | 71.5 | 28.5 | 7.3 | .5 | 7.7 | 7.1 | 5.8 | .1 |
| Professional specialty and technical | 100.0 | 73.5 | 26.5 | 6.1 | .5 | 6.9 | 7.2 | 5.7 | .1 |
| Professional specialty | 100.0 | 73.9 | 26.1 | 5.9 | .4 | 6.8 | 7.2 | 5.6 | .1 |
| Teachers | 100.0 | 74.9 | 25.1 | 5.1 | .2 | 6.7 | 7.6 | 5.4 | .1 |
| Executive, administrative, and managerial | 100.0 | 69.2 | 30.8 | 10.0 | .5 | 6.8 | 7.3 | 6.0 | (²) |
| Administrative support, including clerical | 100.0 | 66.1 | 33.9 | 9.1 | .5 | 11.6 | 6.3 | 6.3 | (²) |
| Blue-collar occupations | 100.0 | 64.9 | 35.1 | 9.3 | 1.7 | 9.4 | 7.2 | 7.2 | .1 |
| Service occupations | 100.0 | 63.9 | 36.1 | 9.1 | 2.2 | 9.2 | 9.0 | 6.4 | .1 |
| Industry group | | | | | | | | | |
| Services | 100.0 | 72.0 | 28.0 | 6.8 | .6 | 7.7 | 7.0 | 5.8 | .1 |
| Health services | 100.0 | 66.3 | 33.7 | 10.3 | 2.6 | 8.2 | 5.4 | 7.1 | .1 |
| Hospitals | 100.0 | 66.8 | 33.2 | 10.4 | 2.5 | 7.8 | 5.4 | 7.0 | .1 |
| Educational services | 100.0 | 73.0 | 27.0 | 6.2 | .3 | 7.6 | 7.2 | 5.7 | .1 |
| Elementary and secondary education | 100.0 | 73.4 | 26.6 | 5.7 | .2 | 8.0 | 7.1 | 5.5 | .1 |
| Higher education | 100.0 | 72.1 | 27.9 | 7.4 | .6 | 6.5 | 7.4 | 6.1 | (²) |
| Public administration | 100.0 | 65.1 | 34.9 | 9.9 | 1.3 | 8.6 | 8.7 | 6.2 | .1 |

¹ Includes severance pay and supplemental unemployment benefits.

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

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

Table 53. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Private industry workers, by major industry group, March 1996

| Compensation component | All workers in private industry | | Goods-producing ¹ | | Service-producing ² | | Manufacturing | | Nonmanufacturing | |
|--------------------------------------|---------------------------------|---------|------------------------------|---------|--------------------------------|------------------|---------------|---------|------------------|------------------|
| | Cost | Percent | Cost | Percent | Cost | Percent | Cost | Percent | Cost | Percent |
| Total compensation | \$17.49 | 100.0 | \$21.27 | 100.0 | \$16.28 | 100.0 | \$20.99 | 100.0 | \$16.69 | 100.0 |
| Wages and salaries | 12.58 | 71.9 | 14.38 | 67.6 | 12.01 | 73.7 | 14.13 | 67.3 | 12.23 | 73.3 |
| Total benefits | 4.91 | 28.1 | 6.89 | 32.4 | 4.27 | 26.3 | 6.86 | 32.7 | 4.46 | 26.7 |
| Paid leave | 1.12 | 6.4 | 1.43 | 6.7 | 1.02 | 6.2 | 1.60 | 7.6 | 1.00 | 6.0 |
| Vacation | .55 | 3.2 | .76 | 3.6 | .49 | 3.0 | .83 | 4.0 | .49 | 2.9 |
| Holiday | .38 | 2.2 | .51 | 2.4 | .34 | 2.1 | .58 | 2.8 | .33 | 2.0 |
| Sick | .14 | .8 | .11 | .5 | .15 | .9 | .12 | .6 | .14 | .8 |
| Other | .05 | .3 | .05 | .2 | .05 | .3 | .06 | .3 | .05 | .3 |
| Supplemental pay | .49 | 2.8 | .85 | 4.0 | .38 | 2.3 | .88 | 4.2 | .40 | 2.4 |
| Premium ³ | .20 | 1.1 | .42 | 2.0 | .13 | .8 | .42 | 2.0 | .15 | .9 |
| Shift differential | .06 | .3 | .07 | .3 | .05 | .3 | .09 | .4 | .05 | .3 |
| Nonproduction bonuses | .24 | 1.4 | .36 | 1.7 | .20 | 1.2 | .37 | 1.8 | .21 | 1.3 |
| Insurance | 1.14 | 6.5 | 1.67 | 7.8 | .97 | 5.9 | 1.72 | 8.2 | 1.00 | 6.0 |
| Life | .04 | .3 | .06 | .3 | .04 | .2 | .06 | .3 | .04 | .2 |
| Health | 1.04 | 5.9 | 1.52 | 7.2 | .88 | 5.4 | 1.56 | 7.5 | .92 | 5.5 |
| Sickness and accident | .03 | .2 | .06 | .3 | .03 | .2 | .07 | .3 | .03 | .2 |
| Long-term disability | .02 | .1 | .02 | .1 | .02 | .1 | .02 | .1 | .02 | .1 |
| Retirement and savings | .55 | 3.1 | .80 | 3.7 | .47 | 2.9 | .71 | 3.4 | .51 | 3.0 |
| Defined benefit | .30 | 1.7 | .48 | 2.3 | .24 | 1.5 | .42 | 2.0 | .27 | 1.6 |
| Defined contribution | .25 | 1.4 | .32 | 1.5 | .23 | 1.4 | .29 | 1.4 | .24 | 1.4 |
| Legally required benefits | 1.59 | 9.1 | 2.08 | 9.8 | 1.44 | 8.8 | 1.86 | 8.9 | 1.53 | 9.2 |
| Social Security ⁴ | 1.05 | 6.0 | 1.22 | 5.8 | .99 | 6.1 | 1.22 | 5.8 | 1.01 | 6.0 |
| OASDI | .84 | 4.8 | .99 | 4.6 | .79 | 4.9 | .98 | 4.7 | .81 | 4.8 |
| Medicare | .21 | 1.2 | .24 | 1.1 | .20 | 1.2 | .24 | 1.1 | .20 | 1.2 |
| Federal unemployment insurance | .03 | .2 | .03 | .1 | .03 | .2 | .03 | .1 | .03 | .2 |
| State unemployment insurance | .12 | .7 | .16 | .7 | .11 | .6 | .13 | .6 | .11 | .7 |
| Workers' compensation | .40 | 2.3 | .67 | 3.2 | .31 | 1.9 | .48 | 2.3 | .38 | 2.3 |
| Other benefits ⁵ | .03 | .2 | .07 | .3 | (⁶) | (⁶) | .08 | .4 | (⁶) | (⁶) |

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.

⁶ Cost per hour worked is \$0.01 or less.

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

Table 54. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Private industry workers, by major occupational group, March 1996

| Compensation component | All workers in private industry | | White-collar | | Blue-collar | | Service | |
|--------------------------------------|---------------------------------|---------|--------------|---------|------------------|------------------|------------------|------------------|
| | Cost | Percent | Cost | Percent | Cost | Percent | Cost | Percent |
| Total compensation | \$17.49 | 100.0 | \$21.10 | 100.0 | \$17.04 | 100.0 | \$8.61 | 100.0 |
| Wages and salaries | 12.58 | 71.9 | 15.44 | 73.2 | 11.61 | 68.1 | 6.53 | 75.9 |
| Total benefits | 4.91 | 28.1 | 5.66 | 26.8 | 5.44 | 31.9 | 2.07 | 24.1 |
| Paid leave | 1.12 | 6.4 | 1.50 | 7.1 | .95 | 5.6 | .36 | 4.2 |
| Vacation | .55 | 3.2 | .72 | 3.4 | .51 | 3.0 | .18 | 2.1 |
| Holiday | .38 | 2.2 | .51 | 2.4 | .34 | 2.0 | .11 | 1.3 |
| Sick | .14 | .8 | .20 | 1.0 | .07 | .4 | .06 | .7 |
| Other | .05 | .3 | .07 | .3 | .04 | .2 | .02 | .2 |
| Supplemental pay | .49 | 2.8 | .54 | 2.6 | .63 | 3.7 | .14 | 1.6 |
| Premium ¹ | .20 | 1.1 | .12 | .6 | .41 | 2.4 | .07 | .8 |
| Shift differential | .06 | .3 | .06 | .3 | .07 | .4 | .03 | .4 |
| Nonproduction bonuses | .24 | 1.4 | .37 | 1.8 | .15 | .9 | .04 | .4 |
| Insurance | 1.14 | 6.5 | 1.28 | 6.1 | 1.33 | 7.8 | .45 | 5.2 |
| Life | .04 | .3 | .06 | .3 | .05 | .3 | (²) | (²) |
| Health | 1.04 | 5.9 | 1.16 | 5.5 | 1.23 | 7.2 | .41 | 4.8 |
| Sickness and accident | .03 | .2 | .04 | .2 | .04 | .2 | .02 | .2 |
| Long-term disability | .02 | .1 | .03 | .2 | (²) | (²) | (²) | (²) |
| Retirement and savings | .55 | 3.1 | .66 | 3.1 | .62 | 3.6 | .13 | 1.5 |
| Defined benefit | .30 | 1.7 | .30 | 1.4 | .42 | 2.5 | .08 | .9 |
| Defined contribution | .25 | 1.4 | .36 | 1.7 | .20 | 1.2 | .05 | .6 |
| Legally required benefits | 1.59 | 9.1 | 1.64 | 7.8 | 1.87 | 11.0 | 1.00 | 11.6 |
| Social Security ³ | 1.05 | 6.0 | 1.25 | 5.9 | .99 | 5.8 | .58 | 6.8 |
| OASDI | .84 | 4.8 | 1.00 | 4.7 | .80 | 4.7 | .47 | 5.5 |
| Medicare | .21 | 1.2 | .25 | 1.2 | .19 | 1.1 | .11 | 1.3 |
| Federal unemployment insurance | .03 | .2 | .03 | .1 | .03 | .2 | .03 | .4 |
| State unemployment insurance | .12 | .7 | .12 | .6 | .13 | .8 | .09 | 1.1 |
| Workers' compensation | .40 | 2.3 | .24 | 1.1 | .72 | 4.2 | .29 | 3.3 |
| Other benefits ⁴ | .03 | .2 | .03 | .1 | .03 | .2 | (²) | (²) |

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 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 55. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Private industry workers, by region and bargaining status, March 1996

| 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 | \$20.57 | 100.0 | \$15.62 | 100.0 | \$16.30 | 100.0 | \$18.78 | 100.0 | \$23.31 | 100.0 | \$16.61 | 100.0 |
| Wages and salaries | 14.58 | 70.9 | 11.36 | 72.7 | 11.59 | 71.1 | 13.72 | 73.1 | 14.93 | 64.1 | 12.23 | 73.6 |
| Total benefits | 5.98 | 29.1 | 4.26 | 27.3 | 4.71 | 28.9 | 5.06 | 26.9 | 8.38 | 35.9 | 4.39 | 26.4 |
| Paid leave | 1.45 | 7.1 | .93 | 6.0 | 1.02 | 6.2 | 1.18 | 6.3 | 1.63 | 7.0 | 1.04 | 6.3 |
| Vacation | .69 | 3.3 | .47 | 3.0 | .52 | 3.2 | .58 | 3.1 | .89 | 3.8 | .50 | 3.0 |
| Holiday | .49 | 2.4 | .32 | 2.0 | .35 | 2.2 | .40 | 2.1 | .49 | 2.1 | .36 | 2.2 |
| Sick | .20 | 1.0 | .11 | .7 | .11 | .6 | .15 | .8 | .17 | .7 | .13 | .8 |
| Other | .07 | .4 | .04 | .3 | .04 | .2 | .05 | .3 | .07 | .3 | .05 | .3 |
| Supplemental pay | .61 | 3.0 | .38 | 2.4 | .51 | 3.2 | .52 | 2.8 | .84 | 3.6 | .44 | 2.7 |
| Premium ² | .19 | .9 | .18 | 1.2 | .23 | 1.4 | .19 | 1.0 | .54 | 2.3 | .15 | .9 |
| Shift differential | .06 | .3 | .04 | .2 | .07 | .4 | .07 | .4 | .13 | .5 | .04 | .3 |
| Nonproduction bonuses | .36 | 1.7 | .16 | 1.0 | .22 | 1.3 | .27 | 1.4 | .17 | .7 | .25 | 1.5 |
| Insurance | 1.42 | 6.9 | 1.01 | 6.5 | 1.12 | 6.9 | 1.05 | 5.6 | 2.24 | 9.6 | .97 | 5.8 |
| Life | .05 | .3 | .04 | .3 | .04 | .3 | .04 | .2 | .08 | .4 | .04 | .2 |
| Health | 1.28 | 6.2 | .92 | 5.9 | 1.03 | 6.3 | .97 | 5.2 | 2.05 | 8.8 | .88 | 5.3 |
| Sickness and accident | .06 | .3 | .03 | .2 | .03 | .2 | .02 | .1 | .08 | .3 | .03 | .2 |
| Long-term disability | .02 | .1 | .02 | .1 | .02 | .1 | .02 | .1 | .02 | .1 | .02 | .1 |
| Retirement and savings | .63 | 3.1 | .50 | 3.2 | .55 | 3.3 | .53 | 2.8 | 1.32 | 5.7 | .43 | 2.6 |
| Defined benefit | .30 | 1.5 | .27 | 1.7 | .32 | 2.0 | .29 | 1.5 | 1.06 | 4.5 | .18 | 1.1 |
| Defined contribution | .33 | 1.6 | .23 | 1.5 | .22 | 1.4 | .24 | 1.3 | .27 | 1.1 | .25 | 1.5 |
| Legally required benefits | 1.85 | 9.0 | 1.42 | 9.1 | 1.48 | 9.1 | 1.75 | 9.3 | 2.28 | 9.8 | 1.49 | 9.0 |
| Social Security ³ | 1.20 | 5.8 | .94 | 6.0 | .98 | 6.0 | 1.14 | 6.1 | 1.28 | 5.5 | 1.01 | 6.1 |
| OASDI | .96 | 4.7 | .76 | 4.9 | .79 | 4.9 | .91 | 4.9 | 1.04 | 4.4 | .81 | 4.9 |
| Medicare | .24 | 1.2 | .19 | 1.2 | .19 | 1.2 | .22 | 1.2 | .25 | 1.1 | .20 | 1.2 |
| Federal unemployment insurance | .03 | .2 | .03 | .2 | .03 | .2 | .03 | .2 | .03 | .1 | .03 | .2 |
| State unemployment insurance | .18 | .9 | .07 | .5 | .11 | .7 | .13 | .7 | .16 | .7 | .11 | .7 |
| Workers' compensation | .44 | 2.1 | .37 | 2.4 | .36 | 2.2 | .45 | 2.4 | .81 | 3.5 | .33 | 2.0 |
| Other benefits ⁴ | .03 | .1 | .02 | .1 | .03 | .2 | .03 | .1 | .07 | .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 56. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Private industry workers, by establishment employment size, March 1996

| 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 | \$17.49 | 100.0 | \$14.85 | 100.0 | \$20.09 | 100.0 | \$16.61 | 100.0 | \$24.03 | 100.0 |
| Wages and salaries | 12.58 | 71.9 | 11.09 | 74.7 | 14.05 | 69.9 | 11.90 | 71.6 | 16.49 | 68.6 |
| Total benefits | 4.91 | 28.1 | 3.76 | 25.3 | 6.04 | 30.1 | 4.72 | 28.4 | 7.55 | 31.4 |
| Paid leave | 1.12 | 6.4 | .77 | 5.2 | 1.46 | 7.2 | 1.03 | 6.2 | 1.94 | 8.1 |
| Vacation | .55 | 3.2 | .37 | 2.5 | .73 | 3.6 | .51 | 3.0 | .98 | 4.1 |
| Holiday | .38 | 2.2 | .27 | 1.8 | .48 | 2.4 | .36 | 2.1 | .63 | 2.6 |
| Sick | .14 | .8 | .10 | .6 | .18 | .9 | .12 | .7 | .24 | 1.0 |
| Other | .05 | .3 | .03 | .2 | .07 | .3 | .05 | .3 | .09 | .4 |
| Supplemental pay | .49 | 2.8 | .36 | 2.4 | .63 | 3.1 | .50 | 3.0 | .77 | 3.2 |
| Premium ¹ | .20 | 1.1 | .13 | .8 | .27 | 1.3 | .24 | 1.4 | .31 | 1.3 |
| Shift differential | .06 | .3 | (²) | (²) | .10 | .5 | .06 | .4 | .14 | .6 |
| Nonproduction bonuses | .24 | 1.4 | .22 | 1.5 | .26 | 1.3 | .21 | 1.3 | .32 | 1.3 |
| Insurance | 1.14 | 6.5 | .80 | 5.4 | 1.47 | 7.3 | 1.15 | 6.9 | 1.82 | 7.6 |
| Life | .04 | .3 | .03 | .2 | .06 | .3 | .04 | .3 | .07 | .3 |
| Health | 1.04 | 5.9 | .74 | 5.0 | 1.33 | 6.6 | 1.05 | 6.3 | 1.65 | 6.9 |
| Sickness and accident | .03 | .2 | .02 | .1 | .05 | .3 | .04 | .2 | .06 | .3 |
| Long-term disability | .02 | .1 | (²) | (²) | .03 | .1 | .02 | .1 | .04 | .2 |
| Retirement and savings | .55 | 3.1 | .34 | 2.3 | .75 | 3.7 | .49 | 3.0 | 1.03 | 4.3 |
| Defined benefit | .30 | 1.7 | .16 | 1.1 | .43 | 2.2 | .26 | 1.6 | .63 | 2.6 |
| Defined contribution | .25 | 1.4 | .18 | 1.2 | .31 | 1.6 | .23 | 1.4 | .41 | 1.7 |
| Legally required benefits | 1.59 | 9.1 | 1.48 | 10.0 | 1.70 | 8.5 | 1.52 | 9.1 | 1.90 | 7.9 |
| Social Security ³ | 1.05 | 6.0 | .92 | 6.2 | 1.17 | 5.8 | .98 | 5.9 | 1.38 | 5.7 |
| OASDI | .84 | 4.8 | .74 | 5.0 | .94 | 4.7 | .79 | 4.8 | 1.11 | 4.6 |
| Medicare | .21 | 1.2 | .18 | 1.2 | .23 | 1.1 | .19 | 1.2 | .27 | 1.1 |
| Federal unemployment insurance | .03 | .2 | .03 | .2 | .03 | .1 | .03 | .2 | .03 | .1 |
| State unemployment insurance | .12 | .7 | .12 | .8 | .12 | .6 | .12 | .7 | .11 | .5 |
| Workers' compensation | .40 | 2.3 | .41 | 2.8 | .38 | 1.9 | .38 | 2.3 | .38 | 1.6 |
| Other benefits ⁴ | .03 | .2 | (²) | (²) | .05 | .2 | .02 | .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 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 57. 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, March 1996

| 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 | | | | | | | | | |
| All full-time workers in private industry | \$20.01 | \$14.16 | \$5.85 | \$1.38 | \$0.60 | \$1.40 | \$0.67 | \$1.76 | \$0.03 |
| White-collar occupations | 23.53 | 17.00 | 6.53 | 1.79 | .63 | 1.52 | .78 | 1.77 | .04 |
| Sales | 18.89 | 14.45 | 4.44 | .93 | .57 | 1.01 | .40 | 1.51 | (²) |
| Administrative support, including clerical | 15.88 | 11.20 | 4.68 | 1.18 | .34 | 1.38 | .52 | 1.24 | .02 |
| Blue-collar occupations | 17.96 | 12.13 | 5.83 | 1.04 | .68 | 1.45 | .67 | 1.96 | .04 |
| Service occupations | 10.87 | 7.88 | 2.99 | .63 | .22 | .76 | .22 | 1.15 | (²) |
| Goods-producing industries³ | 21.54 | 14.53 | 7.01 | 1.46 | .87 | 1.70 | .81 | 2.10 | .07 |
| Construction | 21.88 | 15.01 | 6.87 | .73 | .71 | 1.46 | 1.08 | 2.89 | (²) |
| Manufacturing | 21.25 | 14.28 | 6.97 | 1.63 | .90 | 1.75 | .72 | 1.88 | .09 |
| Service-producing industries⁴ | 19.33 | 14.00 | 5.33 | 1.35 | .48 | 1.27 | .61 | 1.61 | .02 |
| Transportation and public utilities | 25.82 | 17.42 | 8.40 | 2.01 | .64 | 2.17 | 1.23 | 2.31 | .03 |
| Wholesale trade | 19.88 | 14.53 | 5.35 | 1.24 | .49 | 1.35 | .51 | 1.74 | .02 |
| Retail trade | 12.43 | 9.60 | 2.82 | .58 | .22 | .63 | .18 | 1.21 | (²) |
| Finance, insurance, and real estate | 23.87 | 16.93 | 6.94 | 1.78 | .95 | 1.63 | .89 | 1.66 | .04 |
| Services | 19.58 | 14.26 | 5.32 | 1.45 | .43 | 1.23 | .61 | 1.59 | (²) |
| All part-time workers in private industry | 9.19 | 7.38 | 1.82 | .25 | .15 | .27 | .13 | 1.03 | (²) |
| White-collar occupations | 11.71 | 9.41 | 2.30 | .39 | .22 | .37 | .17 | 1.15 | (²) |
| Sales | 7.79 | 6.25 | 1.54 | .22 | .13 | .25 | .11 | .83 | (²) |
| Administrative support, including clerical | 10.19 | 8.18 | 2.01 | .36 | .13 | .36 | .16 | .99 | (²) |
| Blue-collar occupations | 9.37 | 7.22 | 2.14 | .21 | .17 | .34 | .24 | 1.18 | (²) |
| Service occupations | 6.41 | 5.23 | 1.19 | .11 | .06 | .14 | .03 | .84 | (²) |
| Goods-producing industries³ | 10.92 | 8.61 | 2.32 | .30 | .21 | .27 | .12 | 1.41 | (²) |
| Construction | 10.92 | 8.61 | 2.32 | .30 | .21 | .27 | .12 | 1.41 | (²) |
| Service-producing industries⁴ | 9.15 | 7.34 | 1.80 | .25 | .14 | .27 | .13 | 1.02 | (²) |
| Retail trade | 6.68 | 5.42 | 1.27 | .13 | .09 | .17 | .07 | .80 | (²) |
| Service industries | 11.18 | 8.99 | 2.19 | .34 | .19 | .32 | .13 | 1.20 | (²) |
| Percent of total compensation | | | | | | | | | |
| All full-time workers in private industry | 100.0 | 70.8 | 29.2 | 6.9 | 3.0 | 7.0 | 3.4 | 8.8 | 0.2 |
| White-collar occupations | 100.0 | 72.3 | 27.7 | 7.6 | 2.7 | 6.4 | 3.3 | 7.5 | .2 |
| Sales | 100.0 | 76.5 | 23.5 | 4.9 | 3.0 | 5.4 | 2.1 | 8.0 | (²) |
| Administrative support, including clerical | 100.0 | 70.5 | 29.5 | 7.5 | 2.1 | 8.7 | 3.3 | 7.8 | .1 |
| Blue-collar occupations | 100.0 | 67.5 | 32.5 | 5.8 | 3.8 | 8.1 | 3.7 | 10.9 | .2 |
| Service occupations | 100.0 | 72.5 | 27.5 | 5.8 | 2.0 | 7.0 | 2.0 | 10.6 | (²) |
| Goods-producing industries³ | 100.0 | 67.4 | 32.6 | 6.8 | 4.0 | 7.9 | 3.8 | 9.7 | .3 |
| Construction | 100.0 | 68.6 | 31.4 | 3.3 | 3.2 | 6.7 | 4.9 | 13.2 | (²) |
| Manufacturing | 100.0 | 67.2 | 32.8 | 7.7 | 4.2 | 8.3 | 3.4 | 8.8 | .4 |
| Service-producing industries⁴ | 100.0 | 72.4 | 27.6 | 7.0 | 2.5 | 6.5 | 3.2 | 8.3 | .1 |
| Transportation and public utilities | 100.0 | 67.5 | 32.5 | 7.8 | 2.5 | 8.4 | 4.8 | 8.9 | .1 |
| Wholesale trade | 100.0 | 73.1 | 26.9 | 6.2 | 2.5 | 6.8 | 2.6 | 8.8 | .1 |
| Retail trade | 100.0 | 77.3 | 22.7 | 4.6 | 1.8 | 5.0 | 1.5 | 9.7 | (²) |
| Finance, insurance, and real estate | 100.0 | 70.9 | 29.1 | 7.5 | 4.0 | 6.8 | 3.7 | 7.0 | .2 |
| Services | 100.0 | 72.8 | 27.2 | 7.4 | 2.2 | 6.3 | 3.1 | 8.1 | (²) |
| All part-time workers in private industry | 100.0 | 80.2 | 19.8 | 2.7 | 1.6 | 2.9 | 1.4 | 11.2 | (²) |
| White-collar occupations | 100.0 | 80.4 | 19.6 | 3.3 | 1.9 | 3.1 | 1.5 | 9.8 | (²) |
| Sales | 100.0 | 80.2 | 19.8 | 2.9 | 1.7 | 3.2 | 1.4 | 10.6 | (²) |
| Administrative support, including clerical | 100.0 | 80.3 | 19.7 | 3.6 | 1.3 | 3.5 | 1.6 | 9.7 | (²) |
| Blue-collar occupations | 100.0 | 77.1 | 22.9 | 2.2 | 1.9 | 3.6 | 2.6 | 12.6 | (²) |
| Service occupations | 100.0 | 81.5 | 18.5 | 1.7 | .9 | 2.2 | .5 | 13.2 | (²) |
| Goods-producing industries³ | 100.0 | 78.8 | 21.2 | 2.8 | 1.9 | 2.5 | 1.1 | 12.9 | (²) |
| Service-producing industries⁴ | 100.0 | 80.3 | 19.7 | 2.7 | 1.6 | 2.9 | 1.4 | 11.1 | (²) |
| Retail trade | 100.0 | 81.1 | 18.9 | 2.0 | 1.4 | 2.5 | 1.0 | 12.0 | (²) |
| Service industries | 100.0 | 80.4 | 19.6 | 3.1 | 1.7 | 2.9 | 1.2 | 10.7 | (²) |

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.

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

Table 58. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Private industry workers, by occupational and industry group, March 1996

| 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 | | | | | | | | | |
| All workers in private industry | \$17.49 | \$12.58 | \$4.91 | \$1.12 | \$0.49 | \$1.14 | \$0.55 | \$1.59 | \$0.03 |
| Occupational group | | | | | | | | | |
| White-collar occupations | 21.10 | 15.44 | 5.66 | 1.50 | .54 | 1.28 | .66 | 1.64 | .03 |
| Professional specialty and technical | 29.19 | 21.25 | 7.94 | 2.17 | .83 | 1.64 | 1.00 | 2.25 | .05 |
| Professional specialty | 30.80 | 22.49 | 8.31 | 2.30 | .95 | 1.68 | 1.01 | 2.32 | .05 |
| Technical | 24.84 | 17.90 | 6.94 | 1.83 | .52 | 1.54 | .97 | 2.04 | .05 |
| Executive, administrative, and managerial | 33.12 | 24.07 | 9.05 | 2.80 | .90 | 1.75 | 1.16 | 2.38 | .06 |
| Sales | 14.34 | 11.09 | 3.25 | .64 | .39 | .70 | .28 | 1.23 | (²) |
| Administrative support, including clerical | 14.93 | 10.69 | 4.23 | 1.05 | .30 | 1.21 | .46 | 1.20 | .02 |
| Blue-collar occupations | 17.04 | 11.61 | 5.44 | .95 | .63 | 1.33 | .62 | 1.87 | .03 |
| Precision production, craft, and repair | 22.12 | 15.10 | 7.02 | 1.31 | .74 | 1.64 | .86 | 2.41 | .05 |
| Machine operators, assemblers, and inspectors | 15.48 | 10.22 | 5.27 | .99 | .76 | 1.43 | .47 | 1.56 | .05 |
| Transportation and material moving | 16.96 | 11.62 | 5.34 | .83 | .54 | 1.25 | .74 | 1.97 | (²) |
| Handlers, equipment cleaners, helpers, and laborers | 12.07 | 8.48 | 3.59 | .50 | .39 | .85 | .41 | 1.43 | (²) |
| Service occupations | 8.61 | 6.53 | 2.07 | .36 | .14 | .45 | .13 | 1.00 | (²) |
| Industry group | | | | | | | | | |
| Goods-producing industries ³ | 21.27 | 14.38 | 6.89 | 1.43 | .85 | 1.67 | .80 | 2.08 | .07 |
| Construction | 21.59 | 14.86 | 6.73 | .71 | .69 | 1.41 | 1.05 | 2.86 | (²) |
| Manufacturing | 20.99 | 14.13 | 6.86 | 1.60 | .88 | 1.72 | .71 | 1.86 | .08 |
| Durables | 22.50 | 14.92 | 7.58 | 1.74 | 1.05 | 1.90 | .75 | 2.01 | .12 |
| Nondurables | 18.88 | 13.03 | 5.85 | 1.40 | .65 | 1.47 | .65 | 1.64 | .03 |
| Service-producing industries ⁴ | 16.28 | 12.01 | 4.27 | 1.02 | .38 | .97 | .47 | 1.44 | (²) |
| Transportation and public utilities | 24.22 | 16.51 | 7.71 | 1.79 | .58 | 1.97 | 1.15 | 2.20 | .03 |
| Wholesale trade | 19.04 | 13.98 | 5.06 | 1.16 | .47 | 1.25 | .48 | 1.68 | (²) |
| Retail trade | 9.54 | 7.50 | 2.04 | .35 | .16 | .40 | .12 | 1.00 | (²) |
| Finance, insurance, and real estate | 22.59 | 16.12 | 6.48 | 1.64 | .86 | 1.51 | .82 | 1.61 | .04 |
| Services | 17.18 | 12.76 | 4.42 | 1.13 | .36 | .97 | .48 | 1.48 | (²) |
| Percent of total compensation | | | | | | | | | |
| All workers in private industry | 100.0 | 71.9 | 28.1 | 6.4 | 2.8 | 6.5 | 3.1 | 9.1 | 0.2 |
| Occupational group | | | | | | | | | |
| White-collar occupations | 100.0 | 73.2 | 26.8 | 7.1 | 2.6 | 6.1 | 3.1 | 7.8 | .1 |
| Professional specialty and technical | 100.0 | 72.8 | 27.2 | 7.4 | 2.9 | 5.6 | 3.4 | 7.7 | .2 |
| Professional specialty | 100.0 | 73.0 | 27.0 | 7.5 | 3.1 | 5.4 | 3.3 | 7.5 | .2 |
| Technical | 100.0 | 72.1 | 27.9 | 7.4 | 2.1 | 6.2 | 3.9 | 8.2 | .2 |
| Executive, administrative, and managerial | 100.0 | 72.7 | 27.3 | 8.5 | 2.7 | 5.3 | 3.5 | 7.2 | .2 |
| Sales | 100.0 | 77.3 | 22.7 | 4.5 | 2.7 | 4.9 | 2.0 | 8.6 | (²) |
| Administrative support, including clerical | 100.0 | 71.6 | 28.4 | 7.0 | 2.0 | 8.1 | 3.1 | 8.0 | .1 |
| Blue-collar occupations | 100.0 | 68.1 | 31.9 | 5.6 | 3.7 | 7.8 | 3.6 | 11.0 | .2 |
| Precision production, craft, and repair | 100.0 | 68.3 | 31.7 | 5.9 | 3.3 | 7.4 | 3.9 | 10.9 | .2 |
| Machine operators, assemblers, and inspectors | 100.0 | 66.0 | 34.0 | 6.4 | 4.9 | 9.2 | 3.0 | 10.1 | .3 |
| Transportation and material moving | 100.0 | 68.5 | 31.5 | 4.9 | 3.2 | 7.4 | 4.4 | 11.6 | (²) |
| Handlers, equipment cleaners, helpers, and laborers | 100.0 | 70.3 | 29.7 | 4.1 | 3.2 | 7.1 | 3.4 | 11.9 | (²) |
| Service occupations | 100.0 | 75.9 | 24.1 | 4.2 | 1.6 | 5.2 | 1.5 | 11.6 | (²) |
| Industry group | | | | | | | | | |
| Goods-producing industries ³ | 100.0 | 67.6 | 32.4 | 6.7 | 4.0 | 7.8 | 3.7 | 9.8 | .3 |
| Construction | 100.0 | 68.8 | 31.2 | 3.3 | 3.2 | 6.5 | 4.9 | 13.2 | (²) |
| Manufacturing | 100.0 | 67.3 | 32.7 | 7.6 | 4.2 | 8.2 | 3.4 | 8.9 | .4 |
| Durables | 100.0 | 66.3 | 33.7 | 7.7 | 4.7 | 8.4 | 3.3 | 8.9 | .5 |
| Nondurables | 100.0 | 69.0 | 31.0 | 7.4 | 3.4 | 7.8 | 3.5 | 8.7 | .2 |
| Service-producing industries ⁴ | 100.0 | 73.7 | 26.3 | 6.2 | 2.3 | 5.9 | 2.9 | 8.8 | (²) |
| Transportation and public utilities | 100.0 | 68.2 | 31.8 | 7.4 | 2.4 | 8.1 | 4.7 | 9.1 | .1 |
| Wholesale trade | 100.0 | 73.4 | 26.6 | 6.1 | 2.5 | 6.6 | 2.5 | 8.8 | (²) |
| Retail trade | 100.0 | 78.6 | 21.4 | 3.7 | 1.6 | 4.2 | 1.3 | 10.5 | (²) |
| Finance, insurance, and real estate | 100.0 | 71.3 | 28.7 | 7.2 | 3.8 | 6.7 | 3.6 | 7.1 | .2 |
| Services | 100.0 | 74.3 | 25.7 | 6.6 | 2.1 | 5.6 | 2.8 | 8.6 | (²) |

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.

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

Table 59. 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, March 1996

| 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 | | | | | | | | | |
| All workers, goods-producing industries² | \$21.27 | \$14.38 | \$6.89 | \$1.43 | \$0.85 | \$1.67 | \$0.80 | \$2.08 | \$0.07 |
| White-collar occupations | 28.52 | 20.01 | 8.51 | 2.39 | .97 | 1.90 | .96 | 2.19 | .10 |
| Professional specialty and technical | 34.93 | 24.28 | 10.66 | 3.17 | 1.37 | 2.28 | 1.19 | 2.51 | .14 |
| Professional speciality | 37.51 | 26.18 | 11.32 | 3.38 | 1.55 | 2.34 | 1.27 | 2.65 | .14 |
| Technical | 27.51 | 18.78 | 8.73 | 2.54 | .83 | 2.10 | .99 | 2.12 | .15 |
| Executive, administrative, and managerial | 37.24 | 26.49 | 10.75 | 3.13 | 1.17 | 2.05 | 1.37 | 2.91 | .12 |
| Administrative support, including clerical | 16.43 | 11.40 | 5.03 | 1.19 | .50 | 1.45 | .47 | 1.37 | .06 |
| Blue-collar occupations | 18.59 | 12.28 | 6.31 | 1.06 | .81 | 1.59 | .74 | 2.05 | .06 |
| Precision production, craft, and repair | 23.35 | 15.54 | 7.81 | 1.29 | .87 | 1.81 | 1.06 | 2.70 | .08 |
| Machine operators, assemblers, and inspectors | 16.25 | 10.57 | 5.69 | 1.07 | .84 | 1.58 | .52 | 1.61 | .06 |
| Transportation and material moving | 18.36 | 12.03 | 6.32 | .98 | .88 | 1.59 | .82 | 2.04 | (³) |
| Handlers, equipment cleaners, helpers, and laborers | 14.01 | 9.47 | 4.54 | .57 | .55 | 1.12 | .57 | 1.72 | (³) |
| Service occupations | 14.43 | 9.58 | 4.85 | .92 | .77 | 1.21 | .38 | 1.46 | .10 |
| All workers, service-producing industries⁴ | 16.28 | 12.01 | 4.27 | 1.02 | .38 | .97 | .47 | 1.44 | (³) |
| White-collar occupations | 19.95 | 14.73 | 5.21 | 1.36 | .48 | 1.18 | .61 | 1.56 | .02 |
| Professional specialty and technical | 27.93 | 20.58 | 7.35 | 1.95 | .72 | 1.50 | .96 | 2.19 | .03 |
| Professional speciality | 29.31 | 21.67 | 7.64 | 2.05 | .82 | 1.53 | .96 | 2.25 | .03 |
| Technical | 24.29 | 17.72 | 6.58 | 1.68 | .46 | 1.42 | .97 | 2.02 | .03 |
| Executive, administrative, and managerial | 31.85 | 23.32 | 8.53 | 2.70 | .81 | 1.66 | 1.09 | 2.22 | .05 |
| Sales | 14.07 | 10.91 | 3.15 | .61 | .38 | .67 | .27 | 1.21 | (³) |
| Administrative support, including clerical | 14.71 | 10.59 | 4.11 | 1.03 | .27 | 1.18 | .46 | 1.17 | (³) |
| Blue-collar occupations | 15.08 | 10.75 | 4.33 | .81 | .40 | 1.00 | .46 | 1.64 | (³) |
| Precision production, craft, and repair | 20.24 | 14.43 | 5.80 | 1.35 | .54 | 1.39 | .54 | 1.98 | (³) |
| Transportation and material moving | 16.44 | 11.46 | 4.98 | .78 | .42 | 1.12 | .71 | 1.95 | (³) |
| Handlers, equipment cleaners, helpers, and laborers | 10.98 | 7.93 | 3.05 | .46 | .29 | .70 | .32 | 1.27 | (³) |
| Service occupations | 8.46 | 6.45 | 2.00 | .35 | .12 | .43 | .12 | .98 | (³) |
| Percent of total compensation | | | | | | | | | |
| All workers, goods-producing industries² | 100.0 | 67.6 | 32.4 | 6.7 | 4.0 | 7.8 | 3.7 | 9.8 | 0.3 |
| White-collar occupations | 100.0 | 70.2 | 29.8 | 8.4 | 3.4 | 6.7 | 3.4 | 7.7 | .4 |
| Professional specialty and technical | 100.0 | 69.5 | 30.5 | 9.1 | 3.9 | 6.5 | 3.4 | 7.2 | .4 |
| Professional speciality | 100.0 | 69.8 | 30.2 | 9.0 | 4.1 | 6.2 | 3.4 | 7.1 | .4 |
| Technical | 100.0 | 68.3 | 31.7 | 9.2 | 3.0 | 7.6 | 3.6 | 7.7 | .5 |
| Executive, administrative, and managerial | 100.0 | 71.1 | 28.9 | 8.4 | 3.1 | 5.5 | 3.7 | 7.8 | .3 |
| Administrative support, including clerical | 100.0 | 69.4 | 30.6 | 7.2 | 3.0 | 8.8 | 2.9 | 8.4 | .4 |
| Blue-collar occupations | 100.0 | 66.1 | 33.9 | 5.7 | 4.3 | 8.6 | 4.0 | 11.0 | .3 |
| Precision production, craft, and repair | 100.0 | 66.5 | 33.5 | 5.5 | 3.7 | 7.7 | 4.6 | 11.6 | .3 |
| Machine operators, assemblers, and inspectors | 100.0 | 65.0 | 35.0 | 6.6 | 5.2 | 9.7 | 3.2 | 9.9 | .4 |
| Transportation and material moving | 100.0 | 65.6 | 34.4 | 5.3 | 4.8 | 8.7 | 4.5 | 11.1 | (³) |
| Handlers, equipment cleaners, helpers, and laborers | 100.0 | 67.6 | 32.4 | 4.0 | 3.9 | 8.0 | 4.0 | 12.3 | (³) |
| Service occupations | 100.0 | 66.4 | 33.6 | 6.4 | 5.4 | 8.4 | 2.6 | 10.1 | .7 |
| All workers, service-producing industries⁴ | 100.0 | 73.7 | 26.3 | 6.2 | 2.3 | 5.9 | 2.9 | 8.8 | (³) |
| White-collar occupations | 100.0 | 73.9 | 26.1 | 6.8 | 2.4 | 5.9 | 3.1 | 7.8 | .1 |
| Professional specialty and technical | 100.0 | 73.7 | 26.3 | 7.0 | 2.6 | 5.4 | 3.4 | 7.8 | .1 |
| Professional speciality | 100.0 | 73.9 | 26.1 | 7.0 | 2.8 | 5.2 | 3.3 | 7.7 | .1 |
| Technical | 100.0 | 72.9 | 27.1 | 6.9 | 1.9 | 5.9 | 4.0 | 8.3 | .1 |
| Executive, administrative, and managerial | 100.0 | 73.2 | 26.8 | 8.5 | 2.6 | 5.2 | 3.4 | 7.0 | .1 |
| Sales | 100.0 | 77.6 | 22.4 | 4.4 | 2.7 | 4.8 | 1.9 | 8.6 | (³) |
| Administrative support, including clerical | 100.0 | 72.0 | 28.0 | 7.0 | 1.9 | 8.0 | 3.1 | 8.0 | (³) |
| Blue-collar occupations | 100.0 | 71.3 | 28.7 | 5.4 | 2.7 | 6.6 | 3.1 | 10.9 | (³) |
| Precision production, craft, and repair | 100.0 | 71.3 | 28.7 | 6.7 | 2.7 | 6.9 | 2.7 | 9.8 | (³) |
| Transportation and material moving | 100.0 | 69.7 | 30.3 | 4.7 | 2.5 | 6.8 | 4.3 | 11.9 | (³) |
| Handlers, equipment cleaners, helpers, and laborers | 100.0 | 72.2 | 27.8 | 4.2 | 2.7 | 6.4 | 2.9 | 11.6 | (³) |
| Service occupations | 100.0 | 76.3 | 23.7 | 4.1 | 1.4 | 5.0 | 1.4 | 11.6 | (³) |

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.

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

Table 60. 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, March 1996

| 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 | | | | | | | | | |
| All workers, manufacturing industries | \$20.99 | \$14.13 | \$6.86 | \$1.60 | \$0.88 | \$1.72 | \$0.71 | \$1.86 | \$0.08 |
| White-collar occupations | 28.75 | 20.20 | 8.55 | 2.50 | .88 | 1.93 | .97 | 2.16 | .11 |
| Professional specialty and technical | 34.65 | 24.19 | 10.46 | 3.17 | 1.19 | 2.29 | 1.16 | 2.51 | .13 |
| Professional speciality | 36.89 | 25.90 | 10.99 | 3.35 | 1.31 | 2.34 | 1.23 | 2.63 | .13 |
| Technical | 27.90 | 19.04 | 8.86 | 2.62 | .85 | 2.12 | .97 | 2.15 | .14 |
| Executive, administrative, and managerial | 37.72 | 26.91 | 10.81 | 3.37 | 1.07 | 2.05 | 1.41 | 2.75 | .14 |
| Administrative support, including clerical | 16.69 | 11.54 | 5.15 | 1.27 | .47 | 1.47 | .48 | 1.39 | .07 |
| Blue-collar occupations | 17.58 | 11.45 | 6.12 | 1.20 | .89 | 1.63 | .60 | 1.73 | .07 |
| Precision production, craft, and repair | 22.67 | 14.71 | 7.96 | 1.73 | 1.12 | 1.95 | .85 | 2.18 | .13 |
| Machine operators, assemblers, and inspectors | 16.16 | 10.51 | 5.66 | 1.07 | .83 | 1.58 | .51 | 1.60 | .06 |
| Transportation and material moving | 17.60 | 11.57 | 6.02 | 1.08 | .89 | 1.65 | .63 | 1.77 | (²) |
| Handlers, equipment cleaners, helpers, and laborers | 13.65 | 9.08 | 4.57 | .75 | .68 | 1.25 | .46 | 1.41 | .02 |
| Service occupations | 15.55 | 10.09 | 5.46 | 1.07 | .90 | 1.39 | .45 | 1.52 | .12 |
| All workers, nonmanufacturing industries | 16.69 | 12.23 | 4.46 | 1.00 | .40 | 1.00 | .51 | 1.53 | (²) |
| White-collar occupations | 20.11 | 14.82 | 5.28 | 1.37 | .50 | 1.20 | .62 | 1.58 | .02 |
| Professional specialty and technical | 28.06 | 20.64 | 7.42 | 1.96 | .76 | 1.51 | .97 | 2.19 | .03 |
| Professional speciality | 29.50 | 21.76 | 7.74 | 2.07 | .88 | 1.54 | .97 | 2.26 | .03 |
| Technical | 24.27 | 17.69 | 6.59 | 1.68 | .46 | 1.43 | .97 | 2.02 | .03 |
| Executive, administrative, and managerial | 32.11 | 23.44 | 8.67 | 2.68 | .86 | 1.68 | 1.10 | 2.30 | .05 |
| Sales | 14.12 | 10.94 | 3.17 | .62 | .39 | .67 | .27 | 1.21 | (²) |
| Administrative support, including clerical | 14.72 | 10.59 | 4.12 | 1.02 | .28 | 1.18 | .45 | 1.17 | (²) |
| Blue-collar occupations | 16.67 | 11.71 | 4.96 | .78 | .45 | 1.12 | .64 | 1.97 | (²) |
| Precision production, craft, and repair | 21.87 | 15.28 | 6.59 | 1.12 | .57 | 1.50 | .86 | 2.52 | .02 |
| Transportation and material moving | 16.82 | 11.63 | 5.19 | .78 | .47 | 1.16 | .76 | 2.02 | (²) |
| Handlers, equipment cleaners, helpers, and laborers | 11.64 | 8.32 | 3.32 | .43 | .31 | .74 | .40 | 1.44 | (²) |
| Service occupations | 8.46 | 6.46 | 2.00 | .35 | .12 | .43 | .12 | .99 | (²) |
| Percent of total compensation | | | | | | | | | |
| All workers, manufacturing industries | 100.0 | 67.3 | 32.7 | 7.6 | 4.2 | 8.2 | 3.4 | 8.9 | 0.4 |
| White-collar occupations | 100.0 | 70.3 | 29.7 | 8.7 | 3.0 | 6.7 | 3.4 | 7.5 | .4 |
| Professional specialty and technical | 100.0 | 69.8 | 30.2 | 9.1 | 3.4 | 6.6 | 3.4 | 7.2 | .4 |
| Professional speciality | 100.0 | 70.2 | 29.8 | 9.1 | 3.5 | 6.4 | 3.3 | 7.1 | .4 |
| Technical | 100.0 | 68.2 | 31.8 | 9.4 | 3.1 | 7.6 | 3.5 | 7.7 | .5 |
| Executive, administrative, and managerial | 100.0 | 71.4 | 28.6 | 8.9 | 2.8 | 5.4 | 3.7 | 7.3 | .4 |
| Administrative support, including clerical | 100.0 | 69.1 | 30.9 | 7.6 | 2.8 | 8.8 | 2.9 | 8.3 | .4 |
| Blue-collar occupations | 100.0 | 65.2 | 34.8 | 6.8 | 5.0 | 9.3 | 3.4 | 9.9 | .4 |
| Precision production, craft, and repair | 100.0 | 64.9 | 35.1 | 7.7 | 4.9 | 8.6 | 3.7 | 9.6 | .6 |
| Machine operators, assemblers, and inspectors | 100.0 | 65.0 | 35.0 | 6.6 | 5.1 | 9.8 | 3.2 | 9.9 | .4 |
| Transportation and material moving | 100.0 | 65.8 | 34.2 | 6.1 | 5.0 | 9.4 | 3.6 | 10.1 | (²) |
| Handlers, equipment cleaners, helpers, and laborers | 100.0 | 66.5 | 33.5 | 5.5 | 5.0 | 9.2 | 3.3 | 10.3 | .1 |
| Service occupations | 100.0 | 64.9 | 35.1 | 6.9 | 5.8 | 8.9 | 2.9 | 9.8 | .8 |
| All workers, nonmanufacturing industries | 100.0 | 73.3 | 26.7 | 6.0 | 2.4 | 6.0 | 3.0 | 9.2 | (²) |
| White-collar occupations | 100.0 | 73.7 | 26.3 | 6.8 | 2.5 | 5.9 | 3.1 | 7.9 | .1 |
| Professional specialty and technical | 100.0 | 73.5 | 26.5 | 7.0 | 2.7 | 5.4 | 3.5 | 7.8 | .1 |
| Professional speciality | 100.0 | 73.8 | 26.2 | 7.0 | 3.0 | 5.2 | 3.3 | 7.7 | .1 |
| Technical | 100.0 | 72.9 | 27.1 | 6.9 | 1.9 | 5.9 | 4.0 | 8.3 | .1 |
| Executive, administrative, and managerial | 100.0 | 73.0 | 27.0 | 8.3 | 2.7 | 5.2 | 3.4 | 7.2 | .1 |
| Sales | 100.0 | 77.5 | 22.5 | 4.4 | 2.8 | 4.8 | 1.9 | 8.6 | (²) |
| Administrative support, including clerical | 100.0 | 72.0 | 28.0 | 6.9 | 1.9 | 8.0 | 3.1 | 8.0 | (²) |
| Blue-collar occupations | 100.0 | 70.2 | 29.8 | 4.7 | 2.7 | 6.7 | 3.8 | 11.8 | (²) |
| Precision production, craft, and repair | 100.0 | 69.9 | 30.1 | 5.1 | 2.6 | 6.9 | 3.9 | 11.5 | .1 |
| Transportation and material moving | 100.0 | 69.1 | 30.9 | 4.6 | 2.8 | 6.9 | 4.5 | 12.0 | (²) |
| Handlers, equipment cleaners, helpers, and laborers | 100.0 | 71.5 | 28.5 | 3.7 | 2.6 | 6.4 | 3.4 | 12.4 | (²) |
| Service occupations | 100.0 | 76.3 | 23.7 | 4.1 | 1.4 | 5.0 | 1.4 | 11.6 | (²) |

¹ Includes severance pay and supplemental unemployment benefits.

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

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

Table 61. 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, March 1996

| 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 | | | | | | | | | |
| All union workers, private industry | \$23.31 | \$14.93 | \$8.38 | \$1.63 | \$0.84 | \$2.24 | \$1.32 | \$2.28 | \$0.07 |
| Blue-collar occupations | 23.70 | 14.90 | 8.80 | 1.51 | 1.00 | 2.32 | 1.42 | 2.47 | .08 |
| Goods-producing industries ² | 23.91 | 14.85 | 9.06 | 1.47 | 1.13 | 2.44 | 1.40 | 2.50 | .11 |
| Service-producing industries ³ | 22.75 | 15.00 | 7.76 | 1.77 | .57 | 2.05 | 1.25 | 2.08 | .03 |
| Manufacturing | 21.22 | 13.08 | 8.14 | 1.62 | 1.24 | 2.22 | .92 | 2.01 | .14 |
| Blue-collar occupations | 21.12 | 12.93 | 8.18 | 1.57 | 1.28 | 2.23 | .94 | 2.03 | .14 |
| Nonmanufacturing | 24.48 | 15.97 | 8.51 | 1.63 | .62 | 2.25 | 1.55 | 2.43 | .03 |
| All nonunion workers, private industry | 16.61 | 12.23 | 4.39 | 1.04 | .44 | .97 | .43 | 1.49 | .02 |
| Blue-collar occupations | 14.47 | 10.33 | 4.14 | .74 | .48 | .95 | .31 | 1.64 | .02 |
| Goods-producing industries ² | 20.35 | 14.21 | 6.14 | 1.41 | .76 | 1.40 | .59 | 1.93 | .05 |
| Service-producing industries ³ | 15.63 | 11.71 | 3.93 | .94 | .36 | .86 | .39 | 1.37 | (⁴) |
| Manufacturing | 20.91 | 14.49 | 6.42 | 1.59 | .77 | 1.55 | .64 | 1.81 | .06 |
| Blue-collar occupations | 15.85 | 10.73 | 5.11 | 1.02 | .70 | 1.35 | .43 | 1.58 | .04 |
| Nonmanufacturing | 15.79 | 11.79 | 4.00 | .93 | .38 | .86 | .39 | 1.43 | (⁴) |
| Percent of total compensation | | | | | | | | | |
| All union workers, private industry | 100.0 | 64.1 | 35.9 | 7.0 | 3.6 | 9.6 | 5.7 | 9.8 | 0.3 |
| Blue-collar occupations | 100.0 | 62.9 | 37.1 | 6.4 | 4.2 | 9.8 | 6.0 | 10.4 | .3 |
| Goods-producing industries ² | 100.0 | 62.1 | 37.9 | 6.2 | 4.7 | 10.2 | 5.9 | 10.5 | .5 |
| Service-producing industries ³ | 100.0 | 65.9 | 34.1 | 7.8 | 2.5 | 9.0 | 5.5 | 9.1 | .1 |
| Manufacturing | 100.0 | 61.6 | 38.4 | 7.6 | 5.8 | 10.4 | 4.3 | 9.5 | .7 |
| Blue-collar occupations | 100.0 | 61.2 | 38.8 | 7.4 | 6.1 | 10.5 | 4.4 | 9.6 | .7 |
| Nonmanufacturing | 100.0 | 65.2 | 34.8 | 6.7 | 2.5 | 9.2 | 6.3 | 9.9 | .1 |
| All nonunion workers, private industry | 100.0 | 73.6 | 26.4 | 6.3 | 2.7 | 5.8 | 2.6 | 9.0 | .1 |
| Blue-collar occupations | 100.0 | 71.4 | 28.6 | 5.1 | 3.3 | 6.5 | 2.1 | 11.3 | .1 |
| Goods-producing industries ² | 100.0 | 69.8 | 30.2 | 6.9 | 3.7 | 6.9 | 2.9 | 9.5 | .3 |
| Service-producing industries ³ | 100.0 | 74.9 | 25.1 | 6.0 | 2.3 | 5.5 | 2.5 | 8.8 | (⁴) |
| Manufacturing | 100.0 | 69.3 | 30.7 | 7.6 | 3.7 | 7.4 | 3.1 | 8.6 | .3 |
| Blue-collar occupations | 100.0 | 67.7 | 32.3 | 6.4 | 4.4 | 8.5 | 2.7 | 10.0 | .2 |
| Nonmanufacturing | 100.0 | 74.7 | 25.3 | 5.9 | 2.4 | 5.4 | 2.5 | 9.0 | (⁴) |

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.

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

Table 62. 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, March 1996

| Industry and occupational group, and employment size | Total compensation | Wages and salaries | Benefit costs | | | | | | |
|---------------------------------------------------------|-----------------------|--------------------------|---------------|---------------|--------------------------|-----------|------------------------------|---------------------------------|--------------------------------|
| | | | Total | Paid leave | Supple- mental pay | Insurance | Retirement and savings | Legally required benefits | Other benefits ¹ |
| Cost per hour worked | | | | | | | | | |
| All workers in private industry | \$17.49 | \$12.58 | \$4.91 | \$1.12 | \$0.49 | \$1.14 | \$0.55 | \$1.59 | \$0.03 |
| 1-99 workers | 14.85 | 11.09 | 3.76 | .77 | .36 | .80 | .34 | 1.48 | (²) |
| 100 or more workers | 20.09 | 14.05 | 6.04 | 1.46 | .63 | 1.47 | .75 | 1.70 | .05 |
| 100-499 workers | 16.61 | 11.90 | 4.72 | 1.03 | .50 | 1.15 | .49 | 1.52 | .02 |
| 500 or more workers | 24.03 | 16.49 | 7.55 | 1.94 | .77 | 1.82 | 1.03 | 1.90 | .08 |
| Goods-producing industries ³ | 21.27 | 14.38 | 6.89 | 1.43 | .85 | 1.67 | .80 | 2.08 | .07 |
| 1-99 workers | 18.56 | 13.02 | 5.54 | .88 | .60 | 1.16 | .63 | 2.27 | (²) |
| 100 or more workers | 22.73 | 15.11 | 7.62 | 1.72 | .99 | 1.94 | .89 | 1.98 | .10 |
| 100-499 workers | 19.49 | 13.13 | 6.36 | 1.26 | .81 | 1.69 | .68 | 1.88 | .03 |
| 500 or more workers | 26.11 | 17.18 | 8.94 | 2.21 | 1.17 | 2.21 | 1.11 | 2.07 | .17 |
| Service-producing industries ⁴ | 16.28 | 12.01 | 4.27 | 1.02 | .38 | .97 | .47 | 1.44 | (²) |
| 1-99 workers | 14.08 | 10.69 | 3.39 | .75 | .31 | .73 | .28 | 1.32 | (²) |
| 100 or more workers | 18.88 | 13.56 | 5.32 | 1.33 | .46 | 1.25 | .68 | 1.57 | .02 |
| 100-499 workers | 15.38 | 11.36 | 4.02 | .93 | .37 | .92 | .41 | 1.36 | (²) |
| 500 or more workers | 23.02 | 16.15 | 6.87 | 1.81 | .57 | 1.63 | 1.00 | 1.82 | .04 |
| White-collar occupations | 21.10 | 15.44 | 5.66 | 1.50 | .54 | 1.28 | .66 | 1.64 | .03 |
| 1-99 workers | 18.09 | 13.64 | 4.45 | 1.10 | .46 | .98 | .42 | 1.48 | (²) |
| 100 or more workers | 23.95 | 17.15 | 6.80 | 1.88 | .63 | 1.56 | .88 | 1.80 | .05 |
| 100-499 workers | 19.88 | 14.61 | 5.27 | 1.34 | .53 | 1.23 | .58 | 1.57 | .02 |
| 500 or more workers | 27.60 | 19.42 | 8.17 | 2.35 | .72 | 1.86 | 1.16 | 2.01 | .08 |
| Blue-collar occupations | 17.04 | 11.61 | 5.44 | .95 | .63 | 1.33 | .62 | 1.87 | .03 |
| 1-99 workers | 15.28 | 10.90 | 4.38 | .65 | .40 | .95 | .42 | 1.94 | (²) |
| 100 or more workers | 18.58 | 12.22 | 6.36 | 1.21 | .83 | 1.66 | .79 | 1.81 | .06 |
| 100-499 workers | 16.37 | 11.06 | 5.31 | .94 | .65 | 1.40 | .59 | 1.71 | .02 |
| 500 or more workers | 21.59 | 13.80 | 7.80 | 1.58 | 1.06 | 2.02 | 1.07 | 1.95 | .11 |
| Percent of total compensation | | | | | | | | | |
| All workers in private industry | 100.0 | 71.9 | 28.1 | 6.4 | 2.8 | 6.5 | 3.1 | 9.1 | 0.2 |
| 1-99 workers | 100.0 | 74.7 | 25.3 | 5.2 | 2.4 | 5.4 | 2.3 | 10.0 | (²) |
| 100 or more workers | 100.0 | 69.9 | 30.1 | 7.2 | 3.1 | 7.3 | 3.7 | 8.5 | .2 |
| 100-499 workers | 100.0 | 71.6 | 28.4 | 6.2 | 3.0 | 6.9 | 3.0 | 9.1 | .1 |
| 500 or more workers | 100.0 | 68.6 | 31.4 | 8.1 | 3.2 | 7.6 | 4.3 | 7.9 | .3 |
| Goods-producing industries ³ | 100.0 | 67.6 | 32.4 | 6.7 | 4.0 | 7.8 | 3.7 | 9.8 | .3 |
| 1-99 workers | 100.0 | 70.1 | 29.9 | 4.7 | 3.2 | 6.2 | 3.4 | 12.2 | (²) |
| 100 or more workers | 100.0 | 66.5 | 33.5 | 7.6 | 4.4 | 8.6 | 3.9 | 8.7 | .4 |
| 100-499 workers | 100.0 | 67.4 | 32.6 | 6.5 | 4.2 | 8.7 | 3.5 | 9.7 | .2 |
| 500 or more workers | 100.0 | 65.8 | 34.2 | 8.5 | 4.5 | 8.5 | 4.2 | 7.9 | .6 |
| Service-producing industries ⁴ | 100.0 | 73.7 | 26.3 | 6.2 | 2.3 | 5.9 | 2.9 | 8.8 | (²) |
| 1-99 workers | 100.0 | 75.9 | 24.1 | 5.3 | 2.2 | 5.2 | 2.0 | 9.4 | (²) |
| 100 or more workers | 100.0 | 71.8 | 28.2 | 7.1 | 2.5 | 6.6 | 3.6 | 8.3 | .1 |
| 100-499 workers | 100.0 | 73.9 | 26.1 | 6.0 | 2.4 | 6.0 | 2.7 | 8.9 | (²) |
| 500 or more workers | 100.0 | 70.2 | 29.8 | 7.9 | 2.5 | 7.1 | 4.3 | 7.9 | .2 |
| White-collar occupations | 100.0 | 73.2 | 26.8 | 7.1 | 2.6 | 6.1 | 3.1 | 7.8 | .1 |
| 1-99 workers | 100.0 | 75.4 | 24.6 | 6.1 | 2.5 | 5.4 | 2.3 | 8.2 | (²) |
| 100 or more workers | 100.0 | 71.6 | 28.4 | 7.8 | 2.6 | 6.5 | 3.7 | 7.5 | .2 |
| 100-499 workers | 100.0 | 73.5 | 26.5 | 6.8 | 2.7 | 6.2 | 2.9 | 7.9 | .1 |
| 500 or more workers | 100.0 | 70.4 | 29.6 | 8.5 | 2.6 | 6.7 | 4.2 | 7.3 | .3 |
| Blue-collar occupations | 100.0 | 68.1 | 31.9 | 5.6 | 3.7 | 7.8 | 3.6 | 11.0 | .2 |
| 1-99 workers | 100.0 | 71.3 | 28.7 | 4.3 | 2.6 | 6.2 | 2.8 | 12.7 | (²) |
| 100 or more workers | 100.0 | 65.8 | 34.2 | 6.5 | 4.4 | 8.9 | 4.3 | 9.7 | .3 |
| 100-499 workers | 100.0 | 67.6 | 32.4 | 5.7 | 4.0 | 8.6 | 3.6 | 10.4 | .1 |
| 500 or more workers | 100.0 | 63.9 | 36.1 | 7.3 | 4.9 | 9.3 | 5.0 | 9.0 | .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.

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

Table 63. 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, March 1996

| 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 | | | | | | | | | |
| Health services | \$18.24 | \$13.34 | \$4.90 | \$1.30 | \$0.43 | \$1.14 | \$0.51 | \$1.51 | (²) |
| Professional specialty and technical | 25.36 | 18.71 | 6.65 | 1.82 | .73 | 1.37 | .66 | 2.06 | (²) |
| Professional speciality | 28.91 | 21.25 | 7.66 | 2.21 | .93 | 1.51 | .71 | 2.28 | (²) |
| Nurses | 28.38 | 20.46 | 7.92 | 2.21 | 1.12 | 1.55 | .71 | 2.32 | (²) |
| Technical | 20.23 | 15.04 | 5.19 | 1.26 | .45 | 1.16 | .58 | 1.73 | (²) |
| Administrative support, including clerical | 14.46 | 10.30 | 4.16 | 1.05 | .27 | 1.15 | .56 | 1.13 | (²) |
| Service occupations | 11.25 | 8.18 | 3.06 | .71 | .25 | .78 | .24 | 1.08 | (²) |
| Hospitals | 21.55 | 15.16 | 6.39 | 1.80 | .71 | 1.63 | .57 | 1.66 | \$.02 |
| Professional specialty and technical | 26.48 | 18.78 | 7.70 | 2.19 | 1.06 | 1.69 | .68 | 2.06 | .02 |
| Professional speciality | 28.88 | 20.57 | 8.31 | 2.38 | 1.22 | 1.72 | .72 | 2.26 | .02 |
| Nurses | 29.48 | 20.86 | 8.62 | 2.39 | 1.42 | 1.74 | .74 | 2.32 | (²) |
| Technical | 20.14 | 14.04 | 6.09 | 1.70 | .66 | 1.60 | .56 | 1.55 | .02 |
| Administrative support, including clerical | 15.30 | 10.53 | 4.77 | 1.25 | .29 | 1.59 | .45 | 1.17 | .02 |
| Service occupations | 13.56 | 9.22 | 4.34 | 1.05 | .42 | 1.49 | .32 | 1.06 | (²) |
| Nursing homes | 11.54 | 8.58 | 2.96 | .71 | .22 | .60 | .12 | 1.30 | (²) |
| Professional specialty and technical | 17.91 | 13.43 | 4.48 | 1.16 | .41 | .69 | .21 | 2.01 | (²) |
| Professional speciality | 20.24 | 15.35 | 4.89 | 1.35 | .36 | .74 | .22 | 2.22 | (²) |
| Technical | 15.99 | 11.86 | 4.13 | 1.00 | .46 | .64 | .20 | 1.83 | (²) |
| Service occupations | 9.43 | 6.93 | 2.50 | .54 | .19 | .56 | .09 | 1.11 | (²) |
| Percent of total compensation | | | | | | | | | |
| Health services | 100.0 | 73.1 | 26.9 | 7.1 | 2.4 | 6.2 | 2.8 | 8.3 | (²) |
| Professional specialty and technical | 100.0 | 73.8 | 26.2 | 7.2 | 2.9 | 5.4 | 2.6 | 8.1 | (²) |
| Professional speciality | 100.0 | 73.5 | 26.5 | 7.7 | 3.2 | 5.2 | 2.5 | 7.9 | (²) |
| Nurses | 100.0 | 72.1 | 27.9 | 7.8 | 4.0 | 5.5 | 2.5 | 8.2 | (²) |
| Technical | 100.0 | 74.4 | 25.6 | 6.2 | 2.2 | 5.8 | 2.8 | 8.5 | (²) |
| Administrative support, including clerical | 100.0 | 71.3 | 28.7 | 7.2 | 1.8 | 7.9 | 3.9 | 7.8 | (²) |
| Service occupations | 100.0 | 72.8 | 27.2 | 6.3 | 2.2 | 7.0 | 2.1 | 9.6 | (²) |
| Hospitals | 100.0 | 70.4 | 29.6 | 8.3 | 3.3 | 7.6 | 2.6 | 7.7 | .1 |
| Professional specialty and technical | 100.0 | 70.9 | 29.1 | 8.3 | 4.0 | 6.4 | 2.6 | 7.8 | .1 |
| Professional speciality | 100.0 | 71.2 | 28.8 | 8.2 | 4.2 | 5.9 | 2.5 | 7.8 | .1 |
| Nurses | 100.0 | 70.8 | 29.2 | 8.1 | 4.8 | 5.9 | 2.5 | 7.9 | (²) |
| Technical | 100.0 | 69.7 | 30.3 | 8.4 | 3.3 | 8.0 | 2.8 | 7.7 | .1 |
| Administrative support, including clerical | 100.0 | 68.8 | 31.2 | 8.1 | 1.9 | 10.4 | 3.0 | 7.6 | .1 |
| Service occupations | 100.0 | 68.0 | 32.0 | 7.7 | 3.1 | 11.0 | 2.4 | 7.8 | (²) |
| Nursing homes | 100.0 | 74.4 | 25.6 | 6.1 | 1.9 | 5.2 | 1.0 | 11.3 | (²) |
| Professional specialty and technical | 100.0 | 75.0 | 25.0 | 6.5 | 2.3 | 3.8 | 1.1 | 11.2 | (²) |
| Professional speciality | 100.0 | 75.8 | 24.2 | 6.7 | 1.8 | 3.7 | 1.1 | 11.0 | (²) |
| Technical | 100.0 | 74.2 | 25.8 | 6.3 | 2.9 | 4.0 | 1.2 | 11.5 | (²) |
| Service occupations | 100.0 | 73.5 | 26.5 | 5.7 | 2.0 | 5.9 | .9 | 11.8 | (²) |

¹ Includes severance pay and supplemental unemployment benefits.

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

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

Table 64. 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, March 1996

| 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 | | | | | | | | | |
| Transportation equipment manufacturing (SIC 37) | \$29.81 | \$18.11 | \$11.69 | \$2.55 | \$1.70 | \$2.92 | \$1.47 | \$2.71 | \$0.35 |
| White-collar occupations | 35.76 | 23.67 | 12.08 | 3.48 | 1.13 | 2.72 | 1.71 | 2.79 | .25 |
| Professional specialty and technical | 39.81 | 26.76 | 13.05 | 3.82 | 1.07 | 2.85 | 1.95 | 3.09 | .27 |
| Executive, administrative, and managerial | 41.32 | 27.36 | 13.96 | 4.42 | 1.50 | 2.78 | 1.91 | 3.09 | .25 |
| Blue-collar occupations | 26.64 | 15.29 | 11.35 | 2.05 | 1.96 | 3.00 | 1.32 | 2.66 | .37 |
| Service occupations | 32.27 | 16.14 | 16.13 | 3.05 | 3.00 | 3.57 | 2.14 | 3.19 | 1.18 |
| Aircraft manufacturing (SIC 3721) | 34.09 | 21.79 | 12.30 | 3.13 | 1.68 | 2.86 | 1.82 | 2.72 | .10 |
| White-collar occupations | 36.23 | 23.72 | 12.51 | 3.49 | 1.34 | 2.72 | 2.09 | 2.80 | .06 |
| Blue-collar occupations | 30.52 | 18.60 | 11.92 | 2.53 | 2.29 | 3.10 | 1.36 | 2.57 | .08 |
| Public utilities (SIC's 48, 49) | 27.12 | 18.30 | 8.82 | 2.51 | .82 | 2.49 | .98 | 1.96 | .06 |
| White-collar occupations | 26.86 | 18.42 | 8.44 | 2.50 | .66 | 2.42 | .92 | 1.87 | .07 |
| Blue-collar occupations | 28.01 | 18.44 | 9.57 | 2.59 | 1.07 | 2.65 | 1.09 | 2.13 | .04 |
| Communications (SIC 48) | 25.92 | 17.61 | 8.31 | 2.42 | .85 | 2.46 | .69 | 1.82 | .07 |
| White-collar occupations | 25.27 | 17.42 | 7.85 | 2.31 | .73 | 2.31 | .67 | 1.75 | .08 |
| Blue-collar occupations | 28.12 | 18.49 | 9.63 | 2.77 | 1.14 | 2.89 | .76 | 2.01 | .06 |
| Electric, gas, and sanitary services (SIC 49) | 28.97 | 19.36 | 9.61 | 2.65 | .78 | 2.54 | 1.42 | 2.19 | .04 |
| White-collar occupations | 30.53 | 20.71 | 9.82 | 2.94 | .51 | 2.66 | 1.48 | 2.16 | .06 |
| Blue-collar occupations | 27.91 | 18.40 | 9.51 | 2.44 | 1.00 | 2.44 | 1.37 | 2.24 | .02 |
| Percent of total compensation | | | | | | | | | |
| Transportation equipment manufacturing (SIC 37) | 100.0 | 60.8 | 39.2 | 8.6 | 5.7 | 9.8 | 4.9 | 9.1 | 1.2 |
| White-collar occupations | 100.0 | 66.2 | 33.8 | 9.7 | 3.2 | 7.6 | 4.8 | 7.8 | .7 |
| Professional specialty and technical | 100.0 | 67.2 | 32.8 | 9.6 | 2.7 | 7.2 | 4.9 | 7.8 | .7 |
| Executive, administrative, and managerial | 100.0 | 66.2 | 33.8 | 10.7 | 3.6 | 6.7 | 4.6 | 7.5 | .6 |
| Blue-collar occupations | 100.0 | 57.4 | 42.6 | 7.7 | 7.3 | 11.3 | 4.9 | 10.0 | 1.4 |
| Service occupations | 100.0 | 50.0 | 50.0 | 9.5 | 9.3 | 11.1 | 6.6 | 9.9 | 3.7 |
| Aircraft manufacturing (SIC 3721) | 100.0 | 63.9 | 36.1 | 9.2 | 4.9 | 8.4 | 5.3 | 8.0 | .3 |
| White-collar occupations | 100.0 | 65.5 | 34.5 | 9.6 | 3.7 | 7.5 | 5.8 | 7.7 | .2 |
| Blue-collar occupations | 100.0 | 60.9 | 39.1 | 8.3 | 7.5 | 10.2 | 4.5 | 8.4 | .3 |
| Public utilities (SIC's 48, 49) | 100.0 | 67.5 | 32.5 | 9.3 | 3.0 | 9.2 | 3.6 | 7.2 | .2 |
| White-collar occupations | 100.0 | 68.6 | 31.4 | 9.3 | 2.5 | 9.0 | 3.4 | 7.0 | .3 |
| Blue-collar occupations | 100.0 | 65.8 | 34.2 | 9.3 | 3.8 | 9.5 | 3.9 | 7.6 | .1 |
| Communications (SIC 48) | 100.0 | 67.9 | 32.1 | 9.3 | 3.3 | 9.5 | 2.7 | 7.0 | .3 |
| White-collar occupations | 100.0 | 69.0 | 31.0 | 9.1 | 2.9 | 9.1 | 2.7 | 6.9 | .3 |
| Blue-collar occupations | 100.0 | 65.8 | 34.2 | 9.8 | 4.1 | 10.3 | 2.7 | 7.1 | .2 |
| Electric, gas, and sanitary services (SIC 49) | 100.0 | 66.8 | 33.2 | 9.2 | 2.7 | 8.8 | 4.9 | 7.6 | .1 |
| White-collar occupations | 100.0 | 67.8 | 32.2 | 9.6 | 1.7 | 8.7 | 4.8 | 7.1 | .2 |
| Blue-collar occupations | 100.0 | 65.9 | 34.1 | 8.8 | 3.6 | 8.7 | 4.9 | 8.0 | .1 |

¹ Includes severance pay and supplemental unemployment benefits.

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

Table 65. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Civilian workers, by major occupational group, March 1995

| Compensation component | Civilian workers | | White-collar | | Blue-collar | | Service | |
|--------------------------------------|------------------|---------|--------------|---------|-------------|---------|------------------|------------------|
| | Cost | Percent | Cost | Percent | Cost | Percent | Cost | Percent |
| Total compensation | \$18.21 | 100.0 | \$21.83 | 100.0 | \$16.91 | 100.0 | \$9.98 | 100.0 |
| Wages and salaries | 12.98 | 71.2 | 15.87 | 72.7 | 11.39 | 67.3 | 7.22 | 72.3 |
| Total benefits | 5.24 | 28.8 | 5.97 | 27.3 | 5.53 | 32.7 | 2.76 | 27.7 |
| Paid leave | 1.21 | 6.7 | 1.56 | 7.1 | 1.00 | 5.9 | .57 | 5.7 |
| Vacation | .55 | 3.0 | .68 | 3.1 | .52 | 3.1 | .26 | 2.6 |
| Holiday | .41 | 2.3 | .52 | 2.4 | .35 | 2.1 | .18 | 1.8 |
| Sick | .19 | 1.0 | .27 | 1.2 | .09 | .6 | .10 | 1.0 |
| Other | .06 | .3 | .09 | .4 | .04 | .2 | .03 | .3 |
| Supplemental pay | .43 | 2.4 | .44 | 2.0 | .59 | 3.5 | .17 | 1.7 |
| Premium ¹ | .18 | 1.0 | .09 | .4 | .39 | 2.3 | .09 | .9 |
| Shift differential | .05 | .3 | .05 | .2 | .07 | .4 | .04 | .4 |
| Nonproduction bonuses | .20 | 1.1 | .30 | 1.4 | .13 | .7 | .04 | .4 |
| Insurance | 1.28 | 7.0 | 1.45 | 6.6 | 1.38 | 8.1 | .65 | 6.5 |
| Life | .04 | .2 | .06 | .3 | .04 | .3 | .02 | .2 |
| Health | 1.19 | 6.5 | 1.34 | 6.1 | 1.29 | 7.6 | .62 | 6.2 |
| Sickness and accident | .04 | .2 | .05 | .2 | .04 | .3 | (²) | (²) |
| Retirement and savings | .70 | 3.9 | .86 | 3.9 | .65 | 3.8 | .34 | 3.4 |
| Legally required benefits | 1.58 | 8.7 | 1.63 | 7.5 | 1.87 | 11.1 | 1.02 | 10.2 |
| Social Security ³ | 1.05 | 5.7 | 1.24 | 5.7 | .98 | 5.8 | .60 | 6.0 |
| Federal unemployment insurance | .03 | .2 | .03 | .1 | .03 | .2 | .03 | .3 |
| State unemployment insurance | .11 | .6 | .11 | .5 | .13 | .8 | .09 | .9 |
| Workers' compensation | .38 | 2.1 | .24 | 1.1 | .70 | 4.1 | .30 | 3.0 |
| Other benefits ⁴ | .03 | .2 | .03 | .1 | .04 | .2 | (²) | (²) |

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 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 66. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Civilian workers, by occupational and industry group, March 1995

| 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 | | | | | | | | | |
| Civilian workers | \$18.21 | \$12.98 | \$5.24 | \$1.21 | \$0.43 | \$1.28 | \$0.70 | \$1.58 | \$0.03 |
| Occupational group | | | | | | | | | |
| White-collar occupations | 21.83 | 15.87 | 5.97 | 1.56 | .44 | 1.45 | .86 | 1.63 | .03 |
| Professional specialty and technical | 29.77 | 21.83 | 7.93 | 2.06 | .45 | 1.88 | 1.42 | 2.09 | .05 |
| Professional specialty | 31.59 | 23.28 | 8.31 | 2.13 | .44 | 1.97 | 1.57 | 2.15 | .05 |
| Nurses | 27.58 | 20.12 | 7.46 | 1.99 | 1.03 | 1.41 | .71 | 2.30 | (²) |
| Teachers | 34.07 | 25.72 | 8.35 | 1.63 | .07 | 2.20 | 2.34 | 2.08 | .03 |
| Technical | 23.29 | 16.71 | 6.58 | 1.79 | .47 | 1.56 | .89 | 1.84 | .04 |
| Executive, administrative, and managerial | 32.32 | 23.12 | 9.21 | 2.77 | .94 | 1.82 | 1.32 | 2.30 | .05 |
| Administrative support, including clerical | 14.84 | 10.48 | 4.36 | 1.09 | .26 | 1.31 | .50 | 1.17 | .02 |
| Blue-collar occupations | 16.91 | 11.39 | 5.53 | 1.00 | .59 | 1.38 | .65 | 1.87 | .04 |
| Service occupations | 9.98 | 7.22 | 2.76 | .57 | .17 | .65 | .34 | 1.02 | (²) |
| Industry group | | | | | | | | | |
| Services | 19.10 | 14.01 | 5.09 | 1.27 | .27 | 1.27 | .77 | 1.49 | .02 |
| Health services | 18.01 | 13.00 | 5.00 | 1.36 | .47 | 1.18 | .48 | 1.50 | (²) |
| Hospitals | 21.14 | 14.83 | 6.31 | 1.81 | .64 | 1.62 | .62 | 1.60 | .02 |
| Educational services | 26.64 | 19.50 | 7.14 | 1.65 | .08 | 1.98 | 1.76 | 1.64 | .02 |
| Elementary and secondary education | 26.37 | 19.36 | 7.01 | 1.48 | .06 | 2.10 | 1.79 | 1.56 | .03 |
| Higher education | 28.11 | 20.43 | 7.68 | 2.05 | .12 | 1.85 | 1.83 | 1.82 | (²) |
| Percent of total compensation | | | | | | | | | |
| Civilian workers | 100.0 | 71.2 | 28.8 | 6.7 | 2.4 | 7.0 | 3.9 | 8.7 | 0.2 |
| Occupational group | | | | | | | | | |
| White-collar occupations | 100.0 | 72.7 | 27.3 | 7.1 | 2.0 | 6.6 | 3.9 | 7.5 | .1 |
| Professional specialty and technical | 100.0 | 73.4 | 26.6 | 6.9 | 1.5 | 6.3 | 4.8 | 7.0 | .2 |
| Professional specialty | 100.0 | 73.7 | 26.3 | 6.7 | 1.4 | 6.2 | 5.0 | 6.8 | .2 |
| Nurses | 100.0 | 73.0 | 27.0 | 7.2 | 3.7 | 5.1 | 2.6 | 8.3 | (²) |
| Teachers | 100.0 | 75.5 | 24.5 | 4.8 | .2 | 6.5 | 6.9 | 6.1 | .1 |
| Technical | 100.0 | 71.8 | 28.2 | 7.7 | 2.0 | 6.7 | 3.8 | 7.9 | .2 |
| Executive, administrative, and managerial | 100.0 | 71.5 | 28.5 | 8.6 | 2.9 | 5.6 | 4.1 | 7.1 | .2 |
| Administrative support, including clerical | 100.0 | 70.6 | 29.4 | 7.3 | 1.8 | 8.8 | 3.4 | 7.9 | .1 |
| Blue-collar occupations | 100.0 | 67.3 | 32.7 | 5.9 | 3.5 | 8.1 | 3.8 | 11.1 | .2 |
| Service occupations | 100.0 | 72.3 | 27.7 | 5.7 | 1.7 | 6.5 | 3.4 | 10.2 | (²) |
| Industry group | | | | | | | | | |
| Services | 100.0 | 73.4 | 26.6 | 6.7 | 1.4 | 6.7 | 4.0 | 7.8 | .1 |
| Health services | 100.0 | 72.2 | 27.8 | 7.5 | 2.6 | 6.6 | 2.7 | 8.4 | (²) |
| Hospitals | 100.0 | 70.2 | 29.8 | 8.6 | 3.0 | 7.7 | 2.9 | 7.6 | .1 |
| Educational services | 100.0 | 73.2 | 26.8 | 6.2 | .3 | 7.4 | 6.6 | 6.2 | .1 |
| Elementary and secondary education | 100.0 | 73.4 | 26.6 | 5.6 | .2 | 7.9 | 6.8 | 5.9 | .1 |
| Higher education | 100.0 | 72.7 | 27.3 | 7.3 | .4 | 6.6 | 6.5 | 6.5 | (²) |

¹ Includes severance pay and supplemental unemployment benefits.

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

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

Table 67. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: State and local government, by selected characteristics,¹ March 1995

| 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 | \$24.86 | 100.0 | \$27.60 | 100.0 | \$18.39 | 100.0 | \$25.92 | 100.0 |
| Wages and salaries | 17.31 | 69.6 | 19.69 | 71.3 | 11.77 | 64.0 | 18.60 | 71.7 |
| Total benefits | 7.56 | 30.4 | 7.91 | 28.7 | 6.62 | 36.0 | 7.32 | 28.3 |
| Paid leave | 1.95 | 7.9 | 2.03 | 7.4 | 1.70 | 9.3 | 1.78 | 6.9 |
| Vacation | .68 | 2.7 | .64 | 2.3 | .72 | 3.9 | .51 | 2.0 |
| Holiday | .63 | 2.5 | .66 | 2.4 | .54 | 2.9 | .59 | 2.3 |
| Sick | .49 | 2.0 | .55 | 2.0 | .34 | 1.8 | .52 | 2.0 |
| Other | .16 | .6 | .18 | .7 | .11 | .6 | .17 | .6 |
| Supplemental pay | .22 | .9 | .14 | .5 | .40 | 2.2 | .15 | .6 |
| Premium ² | .11 | .4 | .04 | .2 | .22 | 1.2 | .05 | .2 |
| Shift differential | .05 | .2 | .03 | .1 | .10 | .5 | .04 | .2 |
| Nonproduction bonuses | .06 | .3 | .06 | .2 | .08 | .5 | .06 | .2 |
| Insurance | 2.03 | 8.2 | 2.14 | 7.8 | 1.72 | 9.4 | 2.04 | 7.9 |
| Life | .05 | .2 | .05 | .2 | .04 | .2 | .05 | .2 |
| Health | 1.95 | 7.8 | 2.05 | 7.4 | 1.66 | 9.0 | 1.95 | 7.5 |
| Sickness and accident | .04 | .1 | .04 | .1 | .03 | .2 | .03 | .1 |
| Retirement and savings | 1.78 | 7.1 | 1.90 | 6.9 | 1.57 | 8.6 | 1.77 | 6.8 |
| Legally required benefits | 1.55 | 6.3 | 1.67 | 6.0 | 1.19 | 6.5 | 1.57 | 6.0 |
| Social Security ³ | 1.19 | 4.8 | 1.36 | 4.9 | .76 | 4.1 | 1.29 | 5.0 |
| Federal unemployment insurance | (⁴) | (⁴) | (⁴) | (⁴) | (⁴) | (⁴) | (⁴) | (⁴) |
| State unemployment insurance | .04 | .2 | .05 | .2 | .04 | .2 | .04 | .2 |
| Workers' compensation | .31 | 1.2 | .26 | .9 | .38 | 2.1 | .23 | .9 |
| Other benefits ⁵ | .02 | .1 | .03 | .1 | .03 | .1 | .02 | .1 |

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 Includes severance pay and supplemental unemployment benefits.

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

Table 68. 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, March 1995

| 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 | | | | | | | | | |
| State and local government workers | \$24.86 | \$17.31 | \$7.56 | \$1.95 | \$0.22 | \$2.03 | \$1.78 | \$1.55 | \$0.02 |
| Occupational group | | | | | | | | | |
| White-collar occupations | 27.60 | 19.69 | 7.91 | 2.03 | .14 | 2.14 | 1.90 | 1.67 | .03 |
| Professional specialty and technical | 32.63 | 23.91 | 8.72 | 2.01 | .15 | 2.27 | 2.32 | 1.93 | .04 |
| Professional specialty | 33.88 | 24.95 | 8.93 | 2.02 | .13 | 2.33 | 2.41 | 1.99 | .04 |
| Teachers | 36.30 | 27.11 | 9.19 | 1.82 | .07 | 2.46 | 2.73 | 2.07 | .04 |
| Executive, administrative, and managerial | 32.02 | 22.08 | 9.94 | 3.28 | .18 | 2.25 | 2.26 | 1.97 | (²) |
| Administrative support, including clerical | 15.99 | 10.59 | 5.40 | 1.47 | .09 | 1.84 | .95 | 1.03 | (²) |
| Blue-collar occupations | 20.12 | 12.99 | 7.13 | 1.92 | .36 | 1.93 | 1.39 | 1.51 | .02 |
| Service occupations | 18.39 | 11.77 | 6.62 | 1.70 | .40 | 1.72 | 1.57 | 1.19 | .03 |
| Industry group | | | | | | | | | |
| Services | 25.92 | 18.60 | 7.32 | 1.78 | .15 | 2.04 | 1.77 | 1.57 | .02 |
| Health services | 21.11 | 14.13 | 6.98 | 2.16 | .51 | 1.71 | 1.08 | 1.50 | .02 |
| Hospitals | 21.42 | 14.46 | 6.96 | 2.20 | .49 | 1.65 | 1.09 | 1.51 | .02 |
| Educational services | 27.09 | 19.67 | 7.41 | 1.70 | .08 | 2.09 | 1.91 | 1.60 | .03 |
| Elementary and secondary education | 26.89 | 19.67 | 7.22 | 1.52 | .06 | 2.16 | 1.89 | 1.56 | .03 |
| Higher education | 28.29 | 20.17 | 8.12 | 2.22 | .15 | 1.93 | 2.04 | 1.77 | (²) |
| Public administration | 22.82 | 14.94 | 7.89 | 2.27 | .31 | 1.97 | 1.88 | 1.43 | .03 |
| Percent of total compensation | | | | | | | | | |
| State and local government workers | 100.0 | 69.6 | 30.4 | 7.9 | 0.9 | 8.2 | 7.1 | 6.3 | 0.1 |
| Occupational group | | | | | | | | | |
| White-collar occupations | 100.0 | 71.3 | 28.7 | 7.4 | .5 | 7.8 | 6.9 | 6.0 | .1 |
| Professional specialty and technical | 100.0 | 73.3 | 26.7 | 6.2 | .5 | 6.9 | 7.1 | 5.9 | .1 |
| Professional specialty | 100.0 | 73.6 | 26.4 | 6.0 | .4 | 6.9 | 7.1 | 5.9 | .1 |
| Teachers | 100.0 | 74.7 | 25.3 | 5.0 | .2 | 6.8 | 7.5 | 5.7 | .1 |
| Executive, administrative, and managerial | 100.0 | 69.0 | 31.0 | 10.2 | .6 | 7.0 | 7.1 | 6.1 | (²) |
| Administrative support, including clerical | 100.0 | 66.2 | 33.8 | 9.2 | .5 | 11.5 | 5.9 | 6.4 | (²) |
| Blue-collar occupations | 100.0 | 64.6 | 35.4 | 9.6 | 1.8 | 9.6 | 6.9 | 7.5 | .1 |
| Service occupations | 100.0 | 64.0 | 36.0 | 9.3 | 2.2 | 9.4 | 8.6 | 6.5 | .1 |
| Industry group | | | | | | | | | |
| Services | 100.0 | 71.7 | 28.3 | 6.9 | .6 | 7.9 | 6.8 | 6.0 | .1 |
| Health services | 100.0 | 66.9 | 33.1 | 10.2 | 2.4 | 8.1 | 5.1 | 7.1 | .1 |
| Hospitals | 100.0 | 67.5 | 32.5 | 10.3 | 2.3 | 7.7 | 5.1 | 7.1 | .1 |
| Educational services | 100.0 | 72.6 | 27.4 | 6.3 | .3 | 7.7 | 7.1 | 5.9 | .1 |
| Elementary and secondary education | 100.0 | 73.2 | 26.8 | 5.7 | .2 | 8.0 | 7.0 | 5.8 | .1 |
| Higher education | 100.0 | 71.3 | 28.7 | 7.9 | .5 | 6.8 | 7.2 | 6.2 | (²) |
| Public administration | 100.0 | 65.5 | 34.5 | 10.0 | 1.3 | 8.6 | 8.2 | 6.3 | .1 |

¹ Includes severance pay and supplemental unemployment benefits.

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

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

Table 69. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Private industry workers, by major industry group, March 1995

| Compensation component | All workers in private industry | | Goods-producing ¹ | | Service-producing ² | | Manufacturing | | Nonmanufacturing | |
|--------------------------------------|---------------------------------|---------|------------------------------|---------|--------------------------------|------------------|---------------|---------|------------------|---------|
| | Cost | Percent | Cost | Percent | Cost | Percent | Cost | Percent | Cost | Percent |
| Total compensation | \$17.10 | 100.0 | \$20.75 | 100.0 | \$15.88 | 100.0 | \$20.47 | 100.0 | \$16.29 | 100.0 |
| Wages and salaries | 12.25 | 71.6 | 13.97 | 67.3 | 11.67 | 73.5 | 13.72 | 67.0 | 11.89 | 73.0 |
| Total benefits | 4.85 | 28.4 | 6.78 | 32.7 | 4.20 | 26.5 | 6.74 | 33.0 | 4.39 | 27.0 |
| Paid leave | 1.09 | 6.4 | 1.37 | 6.6 | 1.00 | 6.3 | 1.54 | 7.5 | .98 | 6.0 |
| Vacation | .54 | 3.1 | .73 | 3.5 | .47 | 3.0 | .80 | 3.9 | .47 | 2.9 |
| Holiday | .37 | 2.2 | .49 | 2.4 | .33 | 2.1 | .57 | 2.8 | .33 | 2.0 |
| Sick | .14 | .8 | .11 | .5 | .14 | .9 | .12 | .6 | .14 | .8 |
| Other | .05 | .3 | .04 | .2 | .05 | .3 | .05 | .2 | .04 | .3 |
| Supplemental pay | .47 | 2.8 | .78 | 3.7 | .37 | 2.3 | .80 | 3.9 | .39 | 2.4 |
| Premium ³ | .19 | 1.1 | .40 | 1.9 | .12 | .7 | .40 | 2.0 | .14 | .8 |
| Shift differential | .05 | .3 | .07 | .3 | .05 | .3 | .09 | .4 | .05 | .3 |
| Nonproduction bonuses | .23 | 1.3 | .31 | 1.5 | .20 | 1.3 | .30 | 1.5 | .21 | 1.3 |
| Insurance | 1.15 | 6.7 | 1.66 | 8.0 | .98 | 6.2 | 1.72 | 8.4 | 1.02 | 6.2 |
| Life | .04 | .3 | .06 | .3 | .04 | .2 | .06 | .3 | .04 | .2 |
| Health | 1.06 | 6.2 | 1.53 | 7.4 | .90 | 5.7 | 1.58 | 7.7 | .94 | 5.8 |
| Sickness and accident | .04 | .3 | .07 | .3 | .04 | .2 | .07 | .4 | .04 | .2 |
| Retirement and savings | .52 | 3.0 | .82 | 4.0 | .41 | 2.6 | .75 | 3.7 | .46 | 2.8 |
| Legally required benefits | 1.59 | 9.3 | 2.08 | 10.0 | 1.43 | 9.0 | 1.86 | 9.1 | 1.53 | 9.4 |
| Social Security ⁴ | 1.02 | 6.0 | 1.21 | 5.8 | .96 | 6.1 | 1.21 | 5.9 | .98 | 6.0 |
| Federal unemployment insurance | .03 | .2 | .03 | .1 | .03 | .2 | .03 | .1 | .03 | .2 |
| State unemployment insurance | .12 | .7 | .16 | .8 | .11 | .7 | .14 | .7 | .12 | .7 |
| Workers' compensation | .39 | 2.3 | .67 | 3.2 | .30 | 1.9 | .48 | 2.3 | .37 | 2.3 |
| Other benefits ⁵ | .03 | .2 | .07 | .4 | (⁶) | (⁶) | .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.
⁶ Cost per hour worked is \$0.01 or less.

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

Table 70. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Private industry workers, by major occupational group, March 1995

| Compensation component | All workers in private industry | | White-collar | | Blue-collar | | Service | |
|--------------------------------------|---------------------------------|---------|--------------|---------|-------------|---------|------------------|------------------|
| | Cost | Percent | Cost | Percent | Cost | Percent | Cost | Percent |
| Total compensation | \$17.10 | 100.0 | \$20.50 | 100.0 | \$16.69 | 100.0 | \$8.39 | 100.0 |
| Wages and salaries | 12.25 | 71.6 | 14.98 | 73.0 | 11.28 | 67.6 | 6.35 | 75.7 |
| Total benefits | 4.85 | 28.4 | 5.53 | 27.0 | 5.42 | 32.4 | 2.04 | 24.3 |
| Paid leave | 1.09 | 6.4 | 1.45 | 7.1 | .94 | 5.6 | .36 | 4.2 |
| Vacation | .54 | 3.1 | .69 | 3.4 | .50 | 3.0 | .17 | 2.0 |
| Holiday | .37 | 2.2 | .49 | 2.4 | .33 | 2.0 | .11 | 1.3 |
| Sick | .14 | .8 | .20 | 1.0 | .07 | .4 | .06 | .7 |
| Other | .05 | .3 | .06 | .3 | .03 | .2 | .02 | .2 |
| Supplemental pay | .47 | 2.8 | .52 | 2.5 | .60 | 3.6 | .13 | 1.5 |
| Premium ¹ | .19 | 1.1 | .11 | .5 | .40 | 2.4 | .06 | .7 |
| Shift differential | .05 | .3 | .05 | .3 | .07 | .4 | .03 | .4 |
| Nonproduction bonuses | .23 | 1.3 | .36 | 1.7 | .13 | .8 | .03 | .4 |
| Insurance | 1.15 | 6.7 | 1.29 | 6.3 | 1.34 | 8.0 | .45 | 5.4 |
| Life | .04 | .3 | .06 | .3 | .04 | .3 | (²) | (²) |
| Health | 1.06 | 6.2 | 1.18 | 5.7 | 1.25 | 7.5 | .43 | 5.1 |
| Sickness and accident | .04 | .3 | .06 | .3 | .05 | .3 | (²) | (²) |
| Retirement and savings | .52 | 3.0 | .61 | 3.0 | .60 | 3.6 | .11 | 1.3 |
| Legally required benefits | 1.59 | 9.3 | 1.62 | 7.9 | 1.90 | 11.4 | .99 | 11.8 |
| Social Security ³ | 1.02 | 6.0 | 1.22 | 6.0 | .98 | 5.9 | .57 | 6.7 |
| Federal unemployment insurance | .03 | .2 | .03 | .2 | .03 | .2 | .04 | .4 |
| State unemployment insurance | .12 | .7 | .12 | .6 | .14 | .8 | .10 | 1.1 |
| Workers' compensation | .39 | 2.3 | .24 | 1.2 | .72 | 4.3 | .28 | 3.4 |
| Other benefits ⁴ | .03 | .2 | .03 | .2 | .04 | .2 | (²) | (²) |

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 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 71. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Private industry workers, by region and bargaining status, March 1995

| 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 | \$20.09 | 100.0 | \$15.31 | 100.0 | \$15.89 | 100.0 | \$18.35 | 100.0 | \$22.40 | 100.0 | \$16.26 | 100.0 |
| Wages and salaries | 14.25 | 70.9 | 11.04 | 72.1 | 11.24 | 70.8 | 13.39 | 73.0 | 14.42 | 64.3 | 11.90 | 73.2 |
| Total benefits | 5.84 | 29.1 | 4.27 | 27.9 | 4.65 | 29.2 | 4.96 | 27.0 | 7.99 | 35.7 | 4.35 | 26.8 |
| Paid leave | 1.40 | 7.0 | .93 | 6.1 | .99 | 6.2 | 1.14 | 6.2 | 1.55 | 6.9 | 1.02 | 6.3 |
| Vacation | .67 | 3.3 | .46 | 3.0 | .50 | 3.1 | .56 | 3.0 | .84 | 3.8 | .49 | 3.0 |
| Holiday | .48 | 2.4 | .31 | 2.1 | .35 | 2.2 | .39 | 2.1 | .49 | 2.2 | .36 | 2.2 |
| Sick | .19 | .9 | .11 | .7 | .11 | .7 | .15 | .8 | .16 | .7 | .13 | .8 |
| Other | .07 | .4 | .04 | .3 | .04 | .2 | .04 | .2 | .06 | .3 | .04 | .3 |
| Supplemental pay | .57 | 2.8 | .42 | 2.7 | .47 | 2.9 | .45 | 2.5 | .73 | 3.3 | .43 | 2.6 |
| Premium ² | .18 | .9 | .19 | 1.2 | .21 | 1.3 | .17 | .9 | .49 | 2.2 | .14 | .9 |
| Shift differential | .06 | .3 | .04 | .3 | .06 | .4 | .06 | .3 | .12 | .5 | .04 | .3 |
| Nonproduction bonuses | .33 | 1.6 | .19 | 1.2 | .20 | 1.2 | .22 | 1.2 | .12 | .5 | .24 | 1.5 |
| Insurance | 1.39 | 6.9 | 1.01 | 6.6 | 1.15 | 7.3 | 1.11 | 6.0 | 2.24 | 10.0 | .98 | 6.0 |
| Life | .05 | .3 | .04 | .3 | .04 | .3 | .04 | .2 | .07 | .3 | .04 | .2 |
| Health | 1.29 | 6.4 | .92 | 6.0 | 1.06 | 6.7 | 1.03 | 5.6 | 2.09 | 9.3 | .90 | 5.5 |
| Sickness and accident | .05 | .2 | .04 | .3 | .05 | .3 | .04 | .2 | .08 | .4 | .04 | .2 |
| Retirement and savings | .62 | 3.1 | .46 | 3.0 | .49 | 3.1 | .51 | 2.8 | 1.15 | 5.1 | .42 | 2.6 |
| Legally required benefits | 1.82 | 9.1 | 1.44 | 9.4 | 1.50 | 9.4 | 1.72 | 9.4 | 2.24 | 10.0 | 1.49 | 9.2 |
| Social Security ³ | 1.17 | 5.8 | .93 | 6.1 | .96 | 6.1 | 1.11 | 6.0 | 1.23 | 5.5 | .99 | 6.1 |
| Federal unemployment insurance | .03 | .2 | .03 | .2 | .03 | .2 | .03 | .2 | .03 | .1 | .03 | .2 |
| State unemployment insurance | .18 | .9 | .08 | .5 | .12 | .8 | .13 | .7 | .16 | .7 | .12 | .7 |
| Workers' compensation | .41 | 2.0 | .38 | 2.5 | .36 | 2.3 | .44 | 2.4 | .72 | 3.2 | .34 | 2.1 |
| Other benefits ⁴ | .03 | .1 | .02 | .1 | .04 | .3 | .03 | .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 72. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Private industry workers, by establishment employment size, March 1995

| 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 | \$17.10 | 100.0 | \$14.58 | 100.0 | \$19.44 | 100.0 | \$16.30 | 100.0 | \$22.85 | 100.0 |
| Wages and salaries | 12.25 | 71.6 | 10.81 | 74.1 | 13.58 | 69.9 | 11.62 | 71.3 | 15.72 | 68.8 |
| Total benefits | 4.85 | 28.4 | 3.77 | 25.9 | 5.85 | 30.1 | 4.68 | 28.7 | 7.13 | 31.2 |
| Paid leave | 1.09 | 6.4 | .77 | 5.3 | 1.39 | 7.2 | 1.01 | 6.2 | 1.81 | 7.9 |
| Vacation | .54 | 3.1 | .37 | 2.5 | .69 | 3.6 | .49 | 3.0 | .91 | 4.0 |
| Holiday | .37 | 2.2 | .27 | 1.9 | .47 | 2.4 | .35 | 2.2 | .60 | 2.6 |
| Sick | .14 | .8 | .10 | .7 | .17 | .9 | .12 | .8 | .22 | 1.0 |
| Other | .05 | .3 | .03 | .2 | .06 | .3 | .05 | .3 | .07 | .3 |
| Supplemental pay | .47 | 2.8 | .35 | 2.4 | .58 | 3.0 | .51 | 3.1 | .66 | 2.9 |
| Premium ¹ | .19 | 1.1 | .12 | .9 | .25 | 1.3 | .23 | 1.4 | .27 | 1.2 |
| Shift differential | .05 | .3 | (²) | (²) | .10 | .5 | .06 | .3 | .14 | .6 |
| Nonproduction bonuses | .23 | 1.3 | .22 | 1.5 | .24 | 1.2 | .22 | 1.3 | .25 | 1.1 |
| Insurance | 1.15 | 6.7 | .82 | 5.7 | 1.45 | 7.5 | 1.14 | 7.0 | 1.80 | 7.9 |
| Life | .04 | .3 | .03 | .2 | .05 | .3 | .04 | .3 | .07 | .3 |
| Health | 1.06 | 6.2 | .77 | 5.3 | 1.34 | 6.9 | 1.05 | 6.5 | 1.65 | 7.2 |
| Sickness and accident | .04 | .3 | .03 | .2 | .06 | .3 | .05 | .3 | .08 | .4 |
| Retirement and savings | .52 | 3.0 | .33 | 2.3 | .69 | 3.5 | .48 | 2.9 | .91 | 4.0 |
| Legally required benefits | 1.59 | 9.3 | 1.48 | 10.2 | 1.69 | 8.7 | 1.53 | 9.4 | 1.87 | 8.2 |
| Social Security ³ | 1.02 | 6.0 | .91 | 6.2 | 1.13 | 5.8 | .97 | 6.0 | 1.31 | 5.7 |
| Federal unemployment insurance | .03 | .2 | .03 | .2 | .03 | .2 | .03 | .2 | .03 | .1 |
| State unemployment insurance | .12 | .7 | .12 | .8 | .12 | .6 | .13 | .8 | .11 | .5 |
| Workers' compensation | .39 | 2.3 | .42 | 2.8 | .37 | 1.9 | .39 | 2.4 | .35 | 1.5 |
| Other benefits ⁴ | .03 | .2 | (²) | (²) | .05 | .3 | .02 | .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 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 73. 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, March 1995

| 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 | | | | | | | | | |
| All full-time workers in private industry | \$19.44 | \$13.71 | \$5.73 | \$1.33 | \$0.57 | \$1.40 | \$0.63 | \$1.76 | \$0.04 |
| White-collar occupations | 22.84 | 16.49 | 6.35 | 1.72 | .59 | 1.52 | .73 | 1.75 | .04 |
| Sales | 17.86 | 13.54 | 4.32 | .91 | .50 | 1.03 | .38 | 1.49 | .02 |
| Administrative support, including clerical | 15.55 | 10.95 | 4.60 | 1.16 | .33 | 1.39 | .47 | 1.24 | .02 |
| Blue-collar occupations | 17.51 | 11.74 | 5.78 | 1.02 | .65 | 1.44 | .64 | 1.98 | .05 |
| Service occupations | 10.49 | 7.60 | 2.89 | .60 | .20 | .77 | .20 | 1.12 | (²) |
| Goods-producing industries ³ | 21.07 | 14.14 | 6.92 | 1.41 | .79 | 1.70 | .84 | 2.10 | .08 |
| Construction | 21.38 | 14.62 | 6.76 | .68 | .68 | 1.43 | 1.00 | 2.95 | (²) |
| Manufacturing | 20.78 | 13.90 | 6.88 | 1.57 | .82 | 1.76 | .77 | 1.88 | .09 |
| Service-producing industries ⁴ | 18.70 | 13.52 | 5.18 | 1.30 | .46 | 1.27 | .54 | 1.60 | .02 |
| Transportation and public utilities | 24.66 | 16.75 | 7.92 | 1.96 | .65 | 2.05 | .91 | 2.32 | .02 |
| Wholesale trade | 19.46 | 14.08 | 5.38 | 1.25 | .51 | 1.33 | .56 | 1.70 | .02 |
| Retail trade | 12.25 | 9.40 | 2.85 | .58 | .24 | .63 | .17 | 1.23 | (²) |
| Finance, insurance, and real estate | 22.69 | 15.96 | 6.73 | 1.68 | 1.00 | 1.58 | .81 | 1.62 | .04 |
| Services | 18.85 | 13.75 | 5.10 | 1.37 | .36 | 1.26 | .54 | 1.56 | .02 |
| All part-time workers in private industry | 8.98 | 7.17 | 1.81 | .25 | .14 | .28 | .10 | 1.02 | (²) |
| White-collar occupations | 11.34 | 9.05 | 2.29 | .39 | .22 | .39 | .15 | 1.14 | (²) |
| Sales | 7.57 | 6.07 | 1.50 | .22 | .11 | .25 | .08 | .84 | (²) |
| Administrative support, including clerical | 10.21 | 8.12 | 2.09 | .36 | .16 | .40 | .17 | 1.00 | (²) |
| Blue-collar occupations | 9.16 | 7.06 | 2.11 | .20 | .16 | .38 | .19 | 1.16 | (²) |
| Service occupations | 6.24 | 5.08 | 1.16 | .11 | .05 | .13 | .02 | .85 | (²) |
| Goods-producing industries ³ | 10.80 | 8.37 | 2.43 | .26 | .27 | .44 | .10 | 1.36 | (²) |
| Service-producing industries ⁴ | 8.91 | 7.13 | 1.78 | .25 | .14 | .28 | .10 | 1.01 | (²) |
| Retail trade | 6.52 | 5.29 | 1.23 | .13 | .07 | .17 | .05 | .81 | (²) |
| Service industries | 11.27 | 8.98 | 2.29 | .38 | .21 | .36 | .12 | 1.21 | (²) |
| Percent of total compensation | | | | | | | | | |
| All full-time workers in private industry | 100.0 | 70.5 | 29.5 | 6.9 | 2.9 | 7.2 | 3.3 | 9.0 | 0.2 |
| White-collar occupations | 100.0 | 72.2 | 27.8 | 7.5 | 2.6 | 6.7 | 3.2 | 7.7 | .2 |
| Sales | 100.0 | 75.8 | 24.2 | 5.1 | 2.8 | 5.8 | 2.1 | 8.3 | .1 |
| Administrative support, including clerical | 100.0 | 70.4 | 29.6 | 7.4 | 2.1 | 8.9 | 3.0 | 8.0 | .1 |
| Blue-collar occupations | 100.0 | 67.0 | 33.0 | 5.8 | 3.7 | 8.2 | 3.7 | 11.3 | .3 |
| Service occupations | 100.0 | 72.4 | 27.6 | 5.7 | 1.9 | 7.3 | 1.9 | 10.7 | (²) |
| Goods-producing industries ³ | 100.0 | 67.1 | 32.9 | 6.7 | 3.8 | 8.1 | 4.0 | 10.0 | .4 |
| Construction | 100.0 | 68.4 | 31.6 | 3.2 | 3.2 | 6.7 | 4.7 | 13.8 | (²) |
| Manufacturing | 100.0 | 66.9 | 33.1 | 7.6 | 3.9 | 8.5 | 3.7 | 9.0 | .4 |
| Service-producing industries ⁴ | 100.0 | 72.3 | 27.7 | 7.0 | 2.5 | 6.8 | 2.9 | 8.5 | .1 |
| Transportation and public utilities | 100.0 | 67.9 | 32.1 | 7.9 | 2.6 | 8.3 | 3.7 | 9.4 | .1 |
| Wholesale trade | 100.0 | 72.4 | 27.6 | 6.4 | 2.6 | 6.8 | 2.9 | 8.8 | .1 |
| Retail trade | 100.0 | 76.7 | 23.3 | 4.7 | 1.9 | 5.2 | 1.4 | 10.0 | (²) |
| Finance, insurance, and real estate | 100.0 | 70.3 | 29.7 | 7.4 | 4.4 | 7.0 | 3.6 | 7.1 | .2 |
| Services | 100.0 | 72.9 | 27.1 | 7.3 | 1.9 | 6.7 | 2.8 | 8.3 | .1 |
| All part-time workers in private industry | 100.0 | 79.9 | 20.1 | 2.8 | 1.6 | 3.2 | 1.2 | 11.4 | (²) |
| White-collar occupations | 100.0 | 79.8 | 20.2 | 3.4 | 1.9 | 3.5 | 1.3 | 10.1 | (²) |
| Sales | 100.0 | 80.2 | 19.8 | 3.0 | 1.4 | 3.3 | 1.0 | 11.1 | (²) |
| Administrative support, including clerical | 100.0 | 79.5 | 20.5 | 3.5 | 1.6 | 4.0 | 1.7 | 9.8 | (²) |
| Blue-collar occupations | 100.0 | 77.0 | 23.0 | 2.2 | 1.7 | 4.2 | 2.1 | 12.7 | (²) |
| Service occupations | 100.0 | 81.4 | 18.6 | 1.7 | .9 | 2.0 | .4 | 13.6 | (²) |
| Goods-producing industries ³ | 100.0 | 77.5 | 22.5 | 2.4 | 2.5 | 4.1 | .9 | 12.6 | (²) |
| Service-producing industries ⁴ | 100.0 | 80.0 | 20.0 | 2.8 | 1.6 | 3.1 | 1.2 | 11.4 | (²) |
| Retail trade | 100.0 | 81.1 | 18.9 | 2.0 | 1.1 | 2.6 | .8 | 12.4 | (²) |
| Service industries | 100.0 | 79.7 | 20.3 | 3.4 | 1.9 | 3.2 | 1.1 | 10.7 | (²) |

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.

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

Table 74. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Private industry workers, by occupational and industry group, March 1995

| 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 | | | | | | | | | |
| All workers in private industry | \$17.10 | \$12.25 | \$4.85 | \$1.09 | \$0.47 | \$1.15 | \$0.52 | \$1.59 | \$0.03 |
| Occupational group | | | | | | | | | |
| White-collar occupations | 20.50 | 14.98 | 5.53 | 1.45 | .52 | 1.29 | .61 | 1.62 | .03 |
| Professional specialty and technical | 28.19 | 20.65 | 7.54 | 2.10 | .63 | 1.67 | .91 | 2.17 | .05 |
| Professional specialty | 29.95 | 22.04 | 7.91 | 2.22 | .68 | 1.71 | .96 | 2.27 | .06 |
| Technical | 23.76 | 17.15 | 6.60 | 1.78 | .50 | 1.57 | .79 | 1.92 | .04 |
| Executive, administrative, and managerial | 32.43 | 23.36 | 9.06 | 2.67 | 1.11 | 1.73 | 1.12 | 2.37 | .06 |
| Sales | 13.63 | 10.47 | 3.16 | .63 | .34 | .71 | .26 | 1.22 | (²) |
| Administrative support, including clerical | 14.64 | 10.47 | 4.17 | 1.02 | .30 | 1.22 | .42 | 1.20 | .02 |
| Blue-collar occupations | 16.69 | 11.28 | 5.42 | .94 | .60 | 1.34 | .60 | 1.90 | .04 |
| Precision production, craft, and repair | 21.70 | 14.72 | 6.98 | 1.28 | .72 | 1.67 | .82 | 2.44 | .06 |
| Machine operators, assemblers, and inspectors | 15.22 | 9.93 | 5.29 | .97 | .70 | 1.43 | .53 | 1.58 | .07 |
| Transportation and material moving | 16.97 | 11.42 | 5.55 | .88 | .56 | 1.31 | .65 | 2.14 | (²) |
| Handlers, equipment cleaners, helpers, and laborers | 11.62 | 8.18 | 3.44 | .48 | .36 | .83 | .35 | 1.41 | (²) |
| Service occupations | 8.39 | 6.35 | 2.04 | .36 | .13 | .45 | .11 | .99 | (²) |
| Industry group | | | | | | | | | |
| Goods-producing industries ³ | 20.75 | 13.97 | 6.78 | 1.37 | .78 | 1.66 | .82 | 2.08 | .07 |
| Construction | 21.03 | 14.42 | 6.61 | .66 | .67 | 1.41 | .96 | 2.90 | (²) |
| Manufacturing | 20.47 | 13.72 | 6.74 | 1.54 | .80 | 1.72 | .75 | 1.86 | .09 |
| Durables | 22.29 | 14.64 | 7.65 | 1.68 | .95 | 2.00 | .86 | 2.03 | .13 |
| Nondurables | 17.99 | 12.48 | 5.51 | 1.33 | .59 | 1.33 | .60 | 1.62 | .03 |
| Service-producing industries ⁴ | 15.88 | 11.67 | 4.20 | 1.00 | .37 | .98 | .41 | 1.43 | (²) |
| Transportation and public utilities | 23.24 | 15.91 | 7.33 | 1.76 | .59 | 1.88 | .86 | 2.22 | .02 |
| Wholesale trade | 18.60 | 13.54 | 5.06 | 1.16 | .49 | 1.23 | .52 | 1.65 | (²) |
| Retail trade | 9.32 | 7.30 | 2.02 | .35 | .15 | .40 | .11 | 1.01 | (²) |
| Finance, insurance, and real estate | 21.39 | 15.15 | 6.24 | 1.54 | .90 | 1.45 | .74 | 1.56 | .04 |
| Services | 16.92 | 12.53 | 4.39 | 1.12 | .32 | 1.03 | .43 | 1.47 | (²) |
| Percent of total compensation | | | | | | | | | |
| All workers in private industry | 100.0 | 71.6 | 28.4 | 6.4 | 2.8 | 6.7 | 3.0 | 9.3 | 0.2 |
| Occupational group | | | | | | | | | |
| White-collar occupations | 100.0 | 73.0 | 27.0 | 7.1 | 2.5 | 6.3 | 3.0 | 7.9 | .2 |
| Professional specialty and technical | 100.0 | 73.3 | 26.7 | 7.4 | 2.2 | 5.9 | 3.2 | 7.7 | .2 |
| Professional specialty | 100.0 | 73.6 | 26.4 | 7.4 | 2.3 | 5.7 | 3.2 | 7.6 | .2 |
| Technical | 100.0 | 72.2 | 27.8 | 7.5 | 2.1 | 6.6 | 3.3 | 8.1 | .2 |
| Executive, administrative, and managerial | 100.0 | 72.0 | 28.0 | 8.2 | 3.4 | 5.3 | 3.4 | 7.3 | .2 |
| Sales | 100.0 | 76.8 | 23.2 | 4.6 | 2.5 | 5.2 | 1.9 | 9.0 | (²) |
| Administrative support, including clerical | 100.0 | 71.5 | 28.5 | 7.0 | 2.0 | 8.3 | 2.9 | 8.2 | .1 |
| Blue-collar occupations | 100.0 | 67.6 | 32.4 | 5.6 | 3.6 | 8.0 | 3.6 | 11.4 | .2 |
| Precision production, craft, and repair | 100.0 | 67.8 | 32.2 | 5.9 | 3.3 | 7.7 | 3.8 | 11.2 | .3 |
| Machine operators, assemblers, and inspectors | 100.0 | 65.2 | 34.8 | 6.4 | 4.6 | 9.4 | 3.5 | 10.4 | .5 |
| Transportation and material moving | 100.0 | 67.3 | 32.7 | 5.2 | 3.3 | 7.7 | 3.8 | 12.6 | (²) |
| Handlers, equipment cleaners, helpers, and laborers | 100.0 | 70.4 | 29.6 | 4.2 | 3.1 | 7.2 | 3.0 | 12.1 | (²) |
| Service occupations | 100.0 | 75.7 | 24.3 | 4.2 | 1.5 | 5.4 | 1.3 | 11.8 | (²) |
| Industry group | | | | | | | | | |
| Goods-producing industries ³ | 100.0 | 67.3 | 32.7 | 6.6 | 3.7 | 8.0 | 4.0 | 10.0 | .4 |
| Construction | 100.0 | 68.6 | 31.4 | 3.1 | 3.2 | 6.7 | 4.6 | 13.8 | (²) |
| Manufacturing | 100.0 | 67.0 | 33.0 | 7.5 | 3.9 | 8.4 | 3.7 | 9.1 | .4 |
| Durables | 100.0 | 65.7 | 34.3 | 7.6 | 4.3 | 9.0 | 3.9 | 9.1 | .6 |
| Nondurables | 100.0 | 69.4 | 30.6 | 7.4 | 3.3 | 7.4 | 3.3 | 9.0 | .2 |
| Service-producing industries ⁴ | 100.0 | 73.5 | 26.5 | 6.3 | 2.3 | 6.2 | 2.6 | 9.0 | (²) |
| Transportation and public utilities | 100.0 | 68.5 | 31.5 | 7.6 | 2.5 | 8.1 | 3.7 | 9.6 | .1 |
| Wholesale trade | 100.0 | 72.8 | 27.2 | 6.2 | 2.6 | 6.6 | 2.8 | 8.9 | (²) |
| Retail trade | 100.0 | 78.3 | 21.7 | 3.7 | 1.6 | 4.3 | 1.2 | 10.9 | (²) |
| Finance, insurance, and real estate | 100.0 | 70.8 | 29.2 | 7.2 | 4.2 | 6.8 | 3.5 | 7.3 | .2 |
| Services | 100.0 | 74.1 | 25.9 | 6.6 | 1.9 | 6.1 | 2.5 | 8.7 | (²) |

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.

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

Table 75. 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, March 1995

| 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 | | | | | | | | | |
| All workers, goods-producing industries² | \$20.75 | \$13.97 | \$6.78 | \$1.37 | \$0.78 | \$1.66 | \$0.82 | \$2.08 | \$0.07 |
| White-collar occupations | 27.37 | 19.25 | 8.13 | 2.24 | .83 | 1.83 | .99 | 2.13 | .09 |
| Professional specialty and technical | 33.21 | 23.18 | 10.03 | 2.99 | .99 | 2.25 | 1.23 | 2.43 | .14 |
| Professional speciality | 35.66 | 25.06 | 10.59 | 3.21 | 1.12 | 2.30 | 1.27 | 2.55 | .15 |
| Technical | 26.54 | 18.06 | 8.48 | 2.38 | .63 | 2.10 | 1.14 | 2.12 | .12 |
| Executive, administrative, and managerial | 36.39 | 25.79 | 10.60 | 2.95 | 1.25 | 2.03 | 1.43 | 2.84 | .09 |
| Administrative support, including clerical | 15.97 | 11.12 | 4.85 | 1.14 | .43 | 1.36 | .51 | 1.36 | .05 |
| Blue-collar occupations | 18.24 | 11.95 | 6.29 | 1.03 | .76 | 1.60 | .76 | 2.07 | .07 |
| Precision production, craft, and repair | 23.23 | 15.34 | 7.90 | 1.27 | .85 | 1.87 | 1.06 | 2.74 | .09 |
| Machine operators, assemblers, and inspectors | 15.97 | 10.27 | 5.69 | 1.04 | .76 | 1.57 | .60 | 1.64 | .08 |
| Transportation and material moving | 18.05 | 11.61 | 6.45 | .95 | .87 | 1.65 | .80 | 2.15 | .03 |
| Handlers, equipment cleaners, helpers, and laborers | 13.41 | 9.09 | 4.32 | .53 | .51 | 1.07 | .49 | 1.71 | (³) |
| Service occupations | 14.32 | 9.47 | 4.86 | .88 | .62 | 1.36 | .50 | 1.41 | .09 |
| All workers, service-producing industries⁴ | 15.88 | 11.67 | 4.20 | 1.00 | .37 | .98 | .41 | 1.43 | (³) |
| White-collar occupations | 19.39 | 14.29 | 5.10 | 1.32 | .46 | 1.20 | .55 | 1.54 | .02 |
| Professional specialty and technical | 27.06 | 20.08 | 6.98 | 1.90 | .55 | 1.54 | .84 | 2.11 | .03 |
| Professional speciality | 28.64 | 21.35 | 7.29 | 1.99 | .58 | 1.58 | .89 | 2.20 | .04 |
| Technical | 23.18 | 16.97 | 6.21 | 1.66 | .47 | 1.47 | .72 | 1.88 | .02 |
| Executive, administrative, and managerial | 31.16 | 22.59 | 8.58 | 2.59 | 1.06 | 1.64 | 1.01 | 2.22 | .05 |
| Sales | 13.36 | 10.29 | 3.07 | .60 | .33 | .68 | .25 | 1.20 | (³) |
| Administrative support, including clerical | 14.43 | 10.37 | 4.07 | 1.00 | .28 | 1.20 | .40 | 1.17 | (³) |
| Blue-collar occupations | 14.66 | 10.39 | 4.27 | .81 | .40 | 1.00 | .39 | 1.67 | (³) |
| Precision production, craft, and repair | 19.39 | 13.78 | 5.61 | 1.30 | .51 | 1.35 | .46 | 1.98 | (³) |
| Transportation and material moving | 16.52 | 11.35 | 5.18 | .85 | .43 | 1.17 | .59 | 2.14 | (³) |
| Handlers, equipment cleaners, helpers, and laborers | 10.57 | 7.64 | 2.93 | .45 | .28 | .69 | .27 | 1.23 | (³) |
| Service occupations | 8.24 | 6.28 | 1.97 | .34 | .12 | .43 | .10 | .98 | (³) |
| Percent of total compensation | | | | | | | | | |
| All workers, goods-producing industries² | 100.0 | 67.3 | 32.7 | 6.6 | 3.7 | 8.0 | 4.0 | 10.0 | 0.4 |
| White-collar occupations | 100.0 | 70.3 | 29.7 | 8.2 | 3.0 | 6.7 | 3.6 | 7.8 | .3 |
| Professional specialty and technical | 100.0 | 69.8 | 30.2 | 9.0 | 3.0 | 6.8 | 3.7 | 7.3 | .4 |
| Professional speciality | 100.0 | 70.3 | 29.7 | 9.0 | 3.1 | 6.5 | 3.6 | 7.1 | .4 |
| Technical | 100.0 | 68.1 | 31.9 | 9.0 | 2.4 | 7.9 | 4.3 | 8.0 | .4 |
| Executive, administrative, and managerial | 100.0 | 70.9 | 29.1 | 8.1 | 3.4 | 5.6 | 3.9 | 7.8 | .2 |
| Administrative support, including clerical | 100.0 | 69.6 | 30.4 | 7.1 | 2.7 | 8.5 | 3.2 | 8.5 | .3 |
| Blue-collar occupations | 100.0 | 65.5 | 34.5 | 5.7 | 4.2 | 8.8 | 4.2 | 11.4 | .4 |
| Precision production, craft, and repair | 100.0 | 66.0 | 34.0 | 5.5 | 3.7 | 8.1 | 4.6 | 11.8 | .4 |
| Machine operators, assemblers, and inspectors | 100.0 | 64.3 | 35.7 | 6.5 | 4.8 | 9.8 | 3.8 | 10.3 | .5 |
| Transportation and material moving | 100.0 | 64.3 | 35.7 | 5.2 | 4.8 | 9.1 | 4.4 | 11.9 | .1 |
| Handlers, equipment cleaners, helpers, and laborers | 100.0 | 67.8 | 32.2 | 4.0 | 3.8 | 8.0 | 3.6 | 12.7 | (³) |
| Service occupations | 100.0 | 66.1 | 33.9 | 6.1 | 4.3 | 9.5 | 3.5 | 9.9 | .6 |
| All workers, service-producing industries⁴ | 100.0 | 73.5 | 26.5 | 6.3 | 2.3 | 6.2 | 2.6 | 9.0 | (³) |
| White-collar occupations | 100.0 | 73.7 | 26.3 | 6.8 | 2.4 | 6.2 | 2.8 | 8.0 | .1 |
| Professional specialty and technical | 100.0 | 74.2 | 25.8 | 7.0 | 2.0 | 5.7 | 3.1 | 7.8 | .1 |
| Professional speciality | 100.0 | 74.5 | 25.5 | 7.0 | 2.0 | 5.5 | 3.1 | 7.7 | .1 |
| Technical | 100.0 | 73.2 | 26.8 | 7.2 | 2.0 | 6.3 | 3.1 | 8.1 | .1 |
| Executive, administrative, and managerial | 100.0 | 72.5 | 27.5 | 8.3 | 3.4 | 5.3 | 3.3 | 7.1 | .2 |
| Sales | 100.0 | 77.0 | 23.0 | 4.5 | 2.5 | 5.1 | 1.9 | 9.0 | (³) |
| Administrative support, including clerical | 100.0 | 71.8 | 28.2 | 7.0 | 1.9 | 8.3 | 2.8 | 8.1 | (³) |
| Blue-collar occupations | 100.0 | 70.9 | 29.1 | 5.6 | 2.7 | 6.8 | 2.6 | 11.4 | (³) |
| Precision production, craft, and repair | 100.0 | 71.1 | 28.9 | 6.7 | 2.6 | 7.0 | 2.4 | 10.2 | (³) |
| Transportation and material moving | 100.0 | 68.7 | 31.3 | 5.1 | 2.6 | 7.1 | 3.6 | 12.9 | (³) |
| Handlers, equipment cleaners, helpers, and laborers | 100.0 | 72.3 | 27.7 | 4.3 | 2.6 | 6.6 | 2.6 | 11.6 | (³) |
| Service occupations | 100.0 | 76.1 | 23.9 | 4.2 | 1.4 | 5.2 | 1.2 | 11.8 | (³) |

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.

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

Table 76. 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, March 1995

| 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 | | | | | | | | | |
| All workers, manufacturing industries | \$20.47 | \$13.72 | \$6.74 | \$1.54 | \$0.80 | \$1.72 | \$0.75 | \$1.86 | \$0.09 |
| White-collar occupations | 27.62 | 19.47 | 8.15 | 2.36 | .75 | 1.87 | .97 | 2.10 | .09 |
| Professional specialty and technical | 32.80 | 23.01 | 9.79 | 2.98 | .85 | 2.26 | 1.14 | 2.43 | .12 |
| Professional speciality | 35.00 | 24.74 | 10.26 | 3.18 | .94 | 2.31 | 1.18 | 2.53 | .13 |
| Technical | 26.62 | 18.16 | 8.46 | 2.43 | .61 | 2.13 | 1.06 | 2.13 | .11 |
| Executive, administrative, and managerial | 37.42 | 26.63 | 10.79 | 3.26 | 1.16 | 2.11 | 1.46 | 2.69 | .11 |
| Administrative support, including clerical | 16.19 | 11.27 | 4.92 | 1.23 | .40 | 1.35 | .52 | 1.37 | .06 |
| Blue-collar occupations | 17.34 | 11.20 | 6.14 | 1.17 | .82 | 1.65 | .66 | 1.76 | .08 |
| Precision production, craft, and repair | 22.82 | 14.70 | 8.12 | 1.73 | 1.06 | 2.04 | .92 | 2.22 | .14 |
| Machine operators, assemblers, and inspectors | 15.90 | 10.22 | 5.68 | 1.05 | .76 | 1.57 | .60 | 1.63 | .08 |
| Transportation and material moving | 17.48 | 11.23 | 6.25 | 1.04 | .89 | 1.72 | .66 | 1.90 | .04 |
| Handlers, equipment cleaners, helpers, and laborers | 12.94 | 8.65 | 4.29 | .70 | .60 | 1.21 | .42 | 1.34 | .02 |
| Service occupations | 15.37 | 9.96 | 5.41 | 1.01 | .70 | 1.56 | .58 | 1.46 | .10 |
| All workers, nonmanufacturing industries | 16.29 | 11.89 | 4.39 | .98 | .39 | 1.02 | .46 | 1.53 | .02 |
| White-collar occupations | 19.55 | 14.38 | 5.18 | 1.33 | .48 | 1.21 | .56 | 1.56 | .02 |
| Professional specialty and technical | 27.22 | 20.16 | 7.06 | 1.91 | .58 | 1.55 | .87 | 2.12 | .04 |
| Professional speciality | 28.85 | 21.46 | 7.40 | 2.01 | .63 | 1.58 | .92 | 2.21 | .04 |
| Technical | 23.21 | 16.96 | 6.25 | 1.66 | .48 | 1.47 | .74 | 1.88 | .02 |
| Executive, administrative, and managerial | 31.33 | 22.64 | 8.69 | 2.55 | 1.09 | 1.65 | 1.04 | 2.30 | .05 |
| Sales | 13.38 | 10.30 | 3.08 | .60 | .33 | .68 | .25 | 1.20 | (²) |
| Administrative support, including clerical | 14.45 | 10.37 | 4.08 | 1.00 | .29 | 1.20 | .41 | 1.18 | (²) |
| Blue-collar occupations | 16.22 | 11.33 | 4.89 | .77 | .44 | 1.11 | .56 | 2.00 | (²) |
| Precision production, craft, and repair | 21.18 | 14.72 | 6.45 | 1.07 | .55 | 1.49 | .78 | 2.54 | .02 |
| Transportation and material moving | 16.84 | 11.47 | 5.37 | .84 | .48 | 1.20 | .65 | 2.20 | (²) |
| Handlers, equipment cleaners, helpers, and laborers | 11.24 | 8.04 | 3.20 | .42 | .30 | .72 | .33 | 1.43 | (²) |
| Service occupations | 8.24 | 6.28 | 1.97 | .34 | .12 | .43 | .10 | .98 | (²) |
| Percent of total compensation | | | | | | | | | |
| All workers, manufacturing industries | 100.0 | 67.0 | 33.0 | 7.5 | 3.9 | 8.4 | 3.7 | 9.1 | 0.4 |
| White-collar occupations | 100.0 | 70.5 | 29.5 | 8.6 | 2.7 | 6.8 | 3.5 | 7.6 | .3 |
| Professional specialty and technical | 100.0 | 70.2 | 29.8 | 9.1 | 2.6 | 6.9 | 3.5 | 7.4 | .4 |
| Professional speciality | 100.0 | 70.7 | 29.3 | 9.1 | 2.7 | 6.6 | 3.4 | 7.2 | .4 |
| Technical | 100.0 | 68.2 | 31.8 | 9.1 | 2.3 | 8.0 | 4.0 | 8.0 | .4 |
| Executive, administrative, and managerial | 100.0 | 71.2 | 28.8 | 8.7 | 3.1 | 5.6 | 3.9 | 7.2 | .3 |
| Administrative support, including clerical | 100.0 | 69.6 | 30.4 | 7.6 | 2.5 | 8.3 | 3.2 | 8.5 | .4 |
| Blue-collar occupations | 100.0 | 64.6 | 35.4 | 6.8 | 4.7 | 9.5 | 3.8 | 10.1 | .5 |
| Precision production, craft, and repair | 100.0 | 64.4 | 35.6 | 7.6 | 4.7 | 9.0 | 4.0 | 9.7 | .6 |
| Machine operators, assemblers, and inspectors | 100.0 | 64.3 | 35.7 | 6.6 | 4.8 | 9.8 | 3.7 | 10.2 | .5 |
| Transportation and material moving | 100.0 | 64.3 | 35.7 | 6.0 | 5.1 | 9.8 | 3.8 | 10.9 | .2 |
| Handlers, equipment cleaners, helpers, and laborers | 100.0 | 66.8 | 33.2 | 5.4 | 4.6 | 9.4 | 3.2 | 10.4 | .2 |
| Service occupations | 100.0 | 64.8 | 35.2 | 6.6 | 4.6 | 10.1 | 3.8 | 9.5 | .7 |
| All workers, nonmanufacturing industries | 100.0 | 73.0 | 27.0 | 6.0 | 2.4 | 6.2 | 2.8 | 9.4 | .1 |
| White-collar occupations | 100.0 | 73.5 | 26.5 | 6.8 | 2.5 | 6.2 | 2.9 | 8.0 | .1 |
| Professional specialty and technical | 100.0 | 74.1 | 25.9 | 7.0 | 2.1 | 5.7 | 3.2 | 7.8 | .1 |
| Professional speciality | 100.0 | 74.4 | 25.6 | 7.0 | 2.2 | 5.5 | 3.2 | 7.7 | .2 |
| Technical | 100.0 | 73.1 | 26.9 | 7.1 | 2.0 | 6.3 | 3.2 | 8.1 | .1 |
| Executive, administrative, and managerial | 100.0 | 72.3 | 27.7 | 8.1 | 3.5 | 5.3 | 3.3 | 7.3 | .2 |
| Sales | 100.0 | 77.0 | 23.0 | 4.5 | 2.5 | 5.1 | 1.9 | 9.0 | (²) |
| Administrative support, including clerical | 100.0 | 71.8 | 28.2 | 6.9 | 2.0 | 8.3 | 2.8 | 8.1 | (²) |
| Blue-collar occupations | 100.0 | 69.9 | 30.1 | 4.7 | 2.7 | 6.9 | 3.4 | 12.3 | (²) |
| Precision production, craft, and repair | 100.0 | 69.5 | 30.5 | 5.1 | 2.6 | 7.0 | 3.7 | 12.0 | .1 |
| Transportation and material moving | 100.0 | 68.1 | 31.9 | 5.0 | 2.8 | 7.1 | 3.8 | 13.1 | (²) |
| Handlers, equipment cleaners, helpers, and laborers | 100.0 | 71.5 | 28.5 | 3.7 | 2.6 | 6.4 | 3.0 | 12.7 | (²) |
| Service occupations | 100.0 | 76.2 | 23.8 | 4.1 | 1.4 | 5.2 | 1.2 | 11.8 | (²) |

¹ Includes severance pay and supplemental unemployment benefits.

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

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

Table 77. 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, March 1995

| 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 | | | | | | | | | |
| All union workers, private industry | \$22.40 | \$14.42 | \$7.99 | \$1.55 | \$0.73 | \$2.24 | \$1.15 | \$2.24 | \$0.08 |
| Blue-collar occupations | 23.07 | 14.43 | 8.64 | 1.47 | .91 | 2.34 | 1.31 | 2.51 | .10 |
| Goods-producing industries ² | 23.67 | 14.57 | 9.10 | 1.46 | 1.02 | 2.52 | 1.44 | 2.52 | .14 |
| Service-producing industries ³ | 21.23 | 14.27 | 6.96 | 1.63 | .47 | 1.99 | .87 | 1.98 | .02 |
| Manufacturing | 21.40 | 13.00 | 8.41 | 1.63 | 1.11 | 2.36 | 1.09 | 2.05 | .18 |
| Blue-collar occupations | 21.28 | 12.75 | 8.53 | 1.58 | 1.17 | 2.40 | 1.11 | 2.08 | .19 |
| Nonmanufacturing | 22.98 | 15.23 | 7.75 | 1.51 | .52 | 2.17 | 1.18 | 2.35 | .02 |
| All nonunion workers, private industry | 16.26 | 11.90 | 4.35 | 1.02 | .43 | .98 | .42 | 1.49 | .02 |
| Blue-collar occupations | 14.14 | 10.01 | 4.13 | .72 | .48 | .94 | .31 | 1.66 | .02 |
| Goods-producing industries ² | 19.72 | 13.75 | 5.96 | 1.34 | .69 | 1.36 | .60 | 1.92 | .05 |
| Service-producing industries ³ | 15.32 | 11.40 | 3.92 | .93 | .36 | .88 | .37 | 1.37 | (⁴) |
| Manufacturing | 20.14 | 13.97 | 6.17 | 1.51 | .69 | 1.49 | .64 | 1.79 | .06 |
| Blue-collar occupations | 15.39 | 10.44 | 4.96 | .97 | .65 | 1.28 | .43 | 1.60 | .03 |
| Nonmanufacturing | 15.48 | 11.49 | 3.99 | .92 | .38 | .88 | .37 | 1.43 | (⁴) |
| Percent of total compensation | | | | | | | | | |
| All union workers, private industry | 100.0 | 64.3 | 35.7 | 6.9 | 3.3 | 10.0 | 5.1 | 10.0 | 0.3 |
| Blue-collar occupations | 100.0 | 62.5 | 37.5 | 6.4 | 3.9 | 10.2 | 5.7 | 10.9 | .4 |
| Goods-producing industries ² | 100.0 | 61.6 | 38.4 | 6.2 | 4.3 | 10.6 | 6.1 | 10.6 | .6 |
| Service-producing industries ³ | 100.0 | 67.2 | 32.8 | 7.7 | 2.2 | 9.4 | 4.1 | 9.3 | .1 |
| Manufacturing | 100.0 | 60.7 | 39.3 | 7.6 | 5.2 | 11.0 | 5.1 | 9.6 | .8 |
| Blue-collar occupations | 100.0 | 59.9 | 40.1 | 7.4 | 5.5 | 11.3 | 5.2 | 9.8 | .9 |
| Nonmanufacturing | 100.0 | 66.3 | 33.7 | 6.6 | 2.3 | 9.5 | 5.1 | 10.2 | .1 |
| All nonunion workers, private industry | 100.0 | 73.2 | 26.8 | 6.3 | 2.6 | 6.0 | 2.6 | 9.2 | .1 |
| Blue-collar occupations | 100.0 | 70.8 | 29.2 | 5.1 | 3.4 | 6.6 | 2.2 | 11.7 | .1 |
| Goods-producing industries ² | 100.0 | 69.8 | 30.2 | 6.8 | 3.5 | 6.9 | 3.0 | 9.8 | .3 |
| Service-producing industries ³ | 100.0 | 74.4 | 25.6 | 6.1 | 2.3 | 5.7 | 2.4 | 9.0 | (⁴) |
| Manufacturing | 100.0 | 69.4 | 30.6 | 7.5 | 3.4 | 7.4 | 3.2 | 8.9 | .3 |
| Blue-collar occupations | 100.0 | 67.8 | 32.2 | 6.3 | 4.2 | 8.3 | 2.8 | 10.4 | .2 |
| Nonmanufacturing | 100.0 | 74.2 | 25.8 | 6.0 | 2.4 | 5.7 | 2.4 | 9.2 | (⁴) |

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.

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

Table 78. 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, March 1995

| Industry and occupational group, and employment size | Total compen- sation | Wages and salaries | Benefit costs | | | | | | |
|---------------------------------------------------------|----------------------------|--------------------------|---------------|---------------|--------------------------|----------------|------------------------------|---------------------------------|--------------------------------|
| | | | Total | Paid leave | Supple- mental pay | Insur- ance | Retirement and savings | Legally required benefits | Other benefits ¹ |
| Cost per hour worked | | | | | | | | | |
| All workers in private industry | \$17.10 | \$12.25 | \$4.85 | \$1.09 | \$0.47 | \$1.15 | \$0.52 | \$1.59 | \$0.03 |
| 1-99 workers | 14.58 | 10.81 | 3.77 | .77 | .35 | .82 | .33 | 1.48 | (²) |
| 100 or more workers | 19.44 | 13.58 | 5.85 | 1.39 | .58 | 1.45 | .69 | 1.69 | .05 |
| 100-499 workers | 16.30 | 11.62 | 4.68 | 1.01 | .51 | 1.14 | .48 | 1.53 | .02 |
| 500 or more workers | 22.85 | 15.72 | 7.13 | 1.81 | .66 | 1.80 | .91 | 1.87 | .08 |
| Goods-producing industries ³ | 20.75 | 13.97 | 6.78 | 1.37 | .78 | 1.66 | .82 | 2.08 | .07 |
| 1-99 workers | 17.94 | 12.56 | 5.38 | .82 | .56 | 1.15 | .60 | 2.24 | .02 |
| 100 or more workers | 22.26 | 14.72 | 7.54 | 1.67 | .89 | 1.94 | .94 | 1.99 | .10 |
| 100-499 workers | 19.06 | 12.79 | 6.27 | 1.23 | .81 | 1.61 | .69 | 1.89 | .03 |
| 500 or more workers | 25.37 | 16.60 | 8.77 | 2.10 | .97 | 2.26 | 1.18 | 2.09 | .17 |
| Service-producing industries ⁴ | 15.88 | 11.67 | 4.20 | 1.00 | .37 | .98 | .41 | 1.43 | (²) |
| 1-99 workers | 13.83 | 10.42 | 3.41 | .76 | .31 | .75 | .27 | 1.32 | (²) |
| 100 or more workers | 18.14 | 13.06 | 5.08 | 1.26 | .44 | 1.23 | .57 | 1.55 | .02 |
| 100-499 workers | 15.12 | 11.12 | 4.01 | .92 | .38 | .94 | .38 | 1.38 | .02 |
| 500 or more workers | 21.59 | 15.28 | 6.31 | 1.66 | .51 | 1.57 | .78 | 1.75 | .03 |
| White-collar occupations | 20.50 | 14.98 | 5.53 | 1.45 | .52 | 1.29 | .61 | 1.62 | .03 |
| 1-99 workers | 17.66 | 13.24 | 4.42 | 1.09 | .43 | 1.01 | .42 | 1.47 | (²) |
| 100 or more workers | 23.01 | 16.51 | 6.49 | 1.77 | .59 | 1.54 | .78 | 1.76 | .05 |
| 100-499 workers | 19.55 | 14.30 | 5.26 | 1.32 | .56 | 1.22 | .55 | 1.58 | .03 |
| 500 or more workers | 26.03 | 18.45 | 7.58 | 2.16 | .62 | 1.82 | .99 | 1.92 | .06 |
| Blue-collar occupations | 16.69 | 11.28 | 5.42 | .94 | .60 | 1.34 | .60 | 1.90 | .04 |
| 1-99 workers | 14.96 | 10.59 | 4.37 | .64 | .42 | .96 | .40 | 1.93 | (²) |
| 100 or more workers | 18.19 | 11.87 | 6.32 | 1.19 | .76 | 1.66 | .77 | 1.87 | .07 |
| 100-499 workers | 15.91 | 10.71 | 5.20 | .91 | .62 | 1.36 | .57 | 1.73 | .02 |
| 500 or more workers | 21.21 | 13.40 | 7.80 | 1.57 | .94 | 2.06 | 1.03 | 2.06 | .14 |
| Percent of total compensation | | | | | | | | | |
| All workers in private industry | 100.0 | 71.6 | 28.4 | 6.4 | 2.8 | 6.7 | 3.0 | 9.3 | 0.2 |
| 1-99 workers | 100.0 | 74.1 | 25.9 | 5.3 | 2.4 | 5.7 | 2.3 | 10.2 | (²) |
| 100 or more workers | 100.0 | 69.9 | 30.1 | 7.2 | 3.0 | 7.5 | 3.5 | 8.7 | .3 |
| 100-499 workers | 100.0 | 71.3 | 28.7 | 6.2 | 3.1 | 7.0 | 2.9 | 9.4 | .1 |
| 500 or more workers | 100.0 | 68.8 | 31.2 | 7.9 | 2.9 | 7.9 | 4.0 | 8.2 | .3 |
| Goods-producing industries ³ | 100.0 | 67.3 | 32.7 | 6.6 | 3.7 | 8.0 | 4.0 | 10.0 | .4 |
| 1-99 workers | 100.0 | 70.0 | 30.0 | 4.5 | 3.1 | 6.4 | 3.3 | 12.5 | .1 |
| 100 or more workers | 100.0 | 66.1 | 33.9 | 7.5 | 4.0 | 8.7 | 4.2 | 9.0 | .5 |
| 100-499 workers | 100.0 | 67.1 | 32.9 | 6.4 | 4.3 | 8.5 | 3.6 | 9.9 | .2 |
| 500 or more workers | 100.0 | 65.4 | 34.6 | 8.3 | 3.8 | 8.9 | 4.6 | 8.2 | .7 |
| Service-producing industries ⁴ | 100.0 | 73.5 | 26.5 | 6.3 | 2.3 | 6.2 | 2.6 | 9.0 | (²) |
| 1-99 workers | 100.0 | 75.3 | 24.7 | 5.5 | 2.2 | 5.4 | 2.0 | 9.5 | (²) |
| 100 or more workers | 100.0 | 72.0 | 28.0 | 7.0 | 2.4 | 6.8 | 3.1 | 8.6 | .1 |
| 100-499 workers | 100.0 | 73.5 | 26.5 | 6.1 | 2.5 | 6.2 | 2.5 | 9.1 | .1 |
| 500 or more workers | 100.0 | 70.8 | 29.2 | 7.7 | 2.3 | 7.3 | 3.6 | 8.1 | .1 |
| White-collar occupations | 100.0 | 73.0 | 27.0 | 7.1 | 2.5 | 6.3 | 3.0 | 7.9 | .2 |
| 1-99 workers | 100.0 | 75.0 | 25.0 | 6.2 | 2.4 | 5.7 | 2.4 | 8.3 | (²) |
| 100 or more workers | 100.0 | 71.8 | 28.2 | 7.7 | 2.6 | 6.7 | 3.4 | 7.6 | .2 |
| 100-499 workers | 100.0 | 73.1 | 26.9 | 6.8 | 2.8 | 6.3 | 2.8 | 8.1 | .2 |
| 500 or more workers | 100.0 | 70.9 | 29.1 | 8.3 | 2.4 | 7.0 | 3.8 | 7.4 | .2 |
| Blue-collar occupations | 100.0 | 67.6 | 32.4 | 5.6 | 3.6 | 8.0 | 3.6 | 11.4 | .2 |
| 1-99 workers | 100.0 | 70.8 | 29.2 | 4.3 | 2.8 | 6.4 | 2.7 | 12.9 | (²) |
| 100 or more workers | 100.0 | 65.3 | 34.7 | 6.5 | 4.2 | 9.1 | 4.2 | 10.3 | .4 |
| 100-499 workers | 100.0 | 67.3 | 32.7 | 5.7 | 3.9 | 8.5 | 3.6 | 10.9 | .1 |
| 500 or more workers | 100.0 | 63.2 | 36.8 | 7.4 | 4.4 | 9.7 | 4.9 | 9.7 | .7 |

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.

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

Table 79. 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, March 1995

| 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 | | | | | | | | | |
| Health services | \$17.99 | \$13.17 | \$4.82 | \$1.27 | \$0.47 | \$1.13 | \$0.43 | \$1.51 | (²) |
| Professional specialty and technical | 24.89 | 18.45 | 6.44 | 1.78 | .74 | 1.33 | .54 | 2.03 | (²) |
| Professional speciality | 28.27 | 20.96 | 7.31 | 2.13 | .88 | 1.44 | .60 | 2.24 | \$.02 |
| Nurses | 27.41 | 19.98 | 7.43 | 2.04 | 1.09 | 1.46 | .58 | 2.25 | .02 |
| Technical | 19.73 | 14.63 | 5.10 | 1.24 | .53 | 1.16 | .45 | 1.71 | (²) |
| Administrative support, including clerical | 14.17 | 10.00 | 4.17 | 1.01 | .35 | 1.20 | .50 | 1.10 | (²) |
| Service occupations | 11.06 | 8.03 | 3.04 | .68 | .28 | .77 | .19 | 1.11 | (²) |
| Hospitals | 21.06 | 14.93 | 6.12 | 1.70 | .68 | 1.61 | .48 | 1.63 | .02 |
| Professional specialty and technical | 25.58 | 18.33 | 7.25 | 2.05 | .98 | 1.63 | .57 | 1.99 | .02 |
| Professional speciality | 27.90 | 20.17 | 7.74 | 2.21 | 1.10 | 1.62 | .61 | 2.18 | .02 |
| Nurses | 28.35 | 20.40 | 7.95 | 2.18 | 1.28 | 1.63 | .61 | 2.23 | .02 |
| Technical | 19.40 | 13.46 | 5.94 | 1.63 | .68 | 1.68 | .44 | 1.49 | .02 |
| Administrative support, including clerical | 14.91 | 10.33 | 4.58 | 1.18 | .30 | 1.55 | .39 | 1.13 | (²) |
| Service occupations | 13.24 | 8.93 | 4.31 | .99 | .40 | 1.56 | .29 | 1.06 | (²) |
| Nursing homes | 11.30 | 8.33 | 2.96 | .69 | .23 | .58 | .12 | 1.34 | (²) |
| Professional specialty and technical | 17.61 | 13.11 | 4.50 | 1.11 | .42 | .67 | .20 | 2.10 | (²) |
| Professional speciality | 19.59 | 14.87 | 4.73 | 1.27 | .36 | .69 | .20 | 2.21 | (²) |
| Technical | 15.95 | 11.65 | 4.30 | .98 | .47 | .64 | .20 | 2.01 | (²) |
| Service occupations | 9.19 | 6.70 | 2.49 | .52 | .20 | .54 | .09 | 1.14 | (²) |
| Percent of total compensation | | | | | | | | | |
| Health services | 100.0 | 73.2 | 26.8 | 7.1 | 2.6 | 6.3 | 2.4 | 8.4 | (²) |
| Professional specialty and technical | 100.0 | 74.1 | 25.9 | 7.2 | 3.0 | 5.3 | 2.2 | 8.2 | (²) |
| Professional speciality | 100.0 | 74.1 | 25.9 | 7.6 | 3.1 | 5.1 | 2.1 | 7.9 | .1 |
| Nurses | 100.0 | 72.9 | 27.1 | 7.4 | 4.0 | 5.3 | 2.1 | 8.2 | .1 |
| Technical | 100.0 | 74.1 | 25.9 | 6.3 | 2.7 | 5.9 | 2.3 | 8.7 | (²) |
| Administrative support, including clerical | 100.0 | 70.6 | 29.4 | 7.1 | 2.5 | 8.5 | 3.5 | 7.8 | (²) |
| Service occupations | 100.0 | 72.5 | 27.5 | 6.2 | 2.5 | 6.9 | 1.8 | 10.0 | (²) |
| Hospitals | 100.0 | 70.9 | 29.1 | 8.1 | 3.2 | 7.7 | 2.3 | 7.7 | .1 |
| Professional specialty and technical | 100.0 | 71.7 | 28.3 | 8.0 | 3.8 | 6.4 | 2.2 | 7.8 | .1 |
| Professional speciality | 100.0 | 72.3 | 27.7 | 7.9 | 3.9 | 5.8 | 2.2 | 7.8 | .1 |
| Nurses | 100.0 | 72.0 | 28.0 | 7.7 | 4.5 | 5.7 | 2.1 | 7.9 | .1 |
| Technical | 100.0 | 69.4 | 30.6 | 8.4 | 3.5 | 8.7 | 2.3 | 7.7 | .1 |
| Administrative support, including clerical | 100.0 | 69.3 | 30.7 | 7.9 | 2.0 | 10.4 | 2.6 | 7.6 | (²) |
| Service occupations | 100.0 | 67.5 | 32.5 | 7.5 | 3.0 | 11.8 | 2.2 | 8.0 | (²) |
| Nursing homes | 100.0 | 73.8 | 26.2 | 6.1 | 2.1 | 5.2 | 1.1 | 11.8 | (²) |
| Professional specialty and technical | 100.0 | 74.5 | 25.5 | 6.3 | 2.4 | 3.8 | 1.1 | 11.9 | (²) |
| Professional speciality | 100.0 | 75.9 | 24.1 | 6.5 | 1.8 | 3.5 | 1.0 | 11.3 | (²) |
| Technical | 100.0 | 73.0 | 27.0 | 6.1 | 3.0 | 4.0 | 1.2 | 12.6 | (²) |
| Service occupations | 100.0 | 72.9 | 27.1 | 5.7 | 2.2 | 5.9 | .9 | 12.4 | (²) |

¹ Includes severance pay and supplemental unemployment benefits.

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

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

Table 80. 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, March 1995

| 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 | | | | | | | | | |
| Transportation equipment manufacturing (SIC 37) | \$31.37 | \$18.07 | \$13.29 | \$2.60 | \$1.58 | \$3.67 | \$2.14 | \$2.87 | \$0.43 |
| White-collar occupations | 32.94 | 22.02 | 10.92 | 3.03 | .78 | 3.08 | 1.36 | 2.59 | .08 |
| Professional specialty and technical | 34.27 | 23.13 | 11.14 | 3.18 | .64 | 3.10 | 1.40 | 2.75 | .07 |
| Executive, administrative, and managerial | 39.94 | 27.80 | 12.14 | 3.85 | .63 | 3.41 | 1.29 | 2.91 | .05 |
| Blue-collar occupations | 30.70 | 16.40 | 14.30 | 2.42 | 1.93 | 3.92 | 2.47 | 2.99 | .58 |
| Service occupations | 30.61 | 16.22 | 14.39 | 2.30 | 1.77 | 4.24 | 2.56 | 2.72 | .79 |
| Aircraft manufacturing (SIC 3721) | 30.66 | 20.28 | 10.38 | 2.72 | .89 | 2.83 | 1.38 | 2.53 | .03 |
| White-collar occupations | 31.78 | 21.52 | 10.26 | 2.98 | .46 | 2.78 | 1.52 | 2.48 | .04 |
| Blue-collar occupations | 29.06 | 18.47 | 10.59 | 2.32 | 1.57 | 2.88 | 1.19 | 2.60 | .02 |
| Public utilities (SIC's 48, 49) | 26.51 | 17.97 | 8.54 | 2.47 | .79 | 2.39 | .89 | 1.96 | .04 |
| White-collar occupations | 26.55 | 18.23 | 8.33 | 2.47 | .72 | 2.35 | .85 | 1.89 | .05 |
| Blue-collar occupations | 27.12 | 18.00 | 9.13 | 2.55 | .93 | 2.53 | .98 | 2.12 | .02 |
| Communications (SIC 48) | 25.38 | 17.28 | 8.10 | 2.36 | .85 | 2.34 | .68 | 1.83 | .05 |
| White-collar occupations | 25.03 | 17.20 | 7.83 | 2.25 | .84 | 2.26 | .65 | 1.79 | .05 |
| Blue-collar occupations | 27.27 | 18.13 | 9.14 | 2.73 | .94 | 2.68 | .77 | 1.99 | .03 |
| Electric, gas, and sanitary services (SIC 49) | 28.18 | 18.99 | 9.20 | 2.65 | .70 | 2.46 | 1.21 | 2.15 | .03 |
| White-collar occupations | 29.91 | 20.49 | 9.43 | 2.97 | .47 | 2.54 | 1.28 | 2.11 | .05 |
| Blue-collar occupations | 27.00 | 17.88 | 9.12 | 2.40 | .92 | 2.40 | 1.16 | 2.22 | (²) |
| Percent of total compensation | | | | | | | | | |
| Transportation equipment manufacturing (SIC 37) | 100.0 | 57.6 | 42.4 | 8.3 | 5.0 | 11.7 | 6.8 | 9.1 | 1.4 |
| White-collar occupations | 100.0 | 66.8 | 33.2 | 9.2 | 2.4 | 9.3 | 4.1 | 7.9 | .2 |
| Professional specialty and technical | 100.0 | 67.5 | 32.5 | 9.3 | 1.9 | 9.0 | 4.1 | 8.0 | .2 |
| Executive, administrative, and managerial | 100.0 | 69.6 | 30.4 | 9.7 | 1.6 | 8.5 | 3.2 | 7.3 | .1 |
| Blue-collar occupations | 100.0 | 53.4 | 46.6 | 7.9 | 6.3 | 12.8 | 8.0 | 9.7 | 1.9 |
| Service occupations | 100.0 | 53.0 | 47.0 | 7.5 | 5.8 | 13.8 | 8.4 | 8.9 | 2.6 |
| Aircraft manufacturing (SIC 3721) | 100.0 | 66.2 | 33.8 | 8.9 | 2.9 | 9.2 | 4.5 | 8.2 | .1 |
| White-collar occupations | 100.0 | 67.7 | 32.3 | 9.4 | 1.5 | 8.8 | 4.8 | 7.8 | .1 |
| Blue-collar occupations | 100.0 | 63.5 | 36.4 | 8.0 | 5.4 | 9.9 | 4.1 | 9.0 | .1 |
| Public utilities (SIC's 48, 49) | 100.0 | 67.8 | 32.2 | 9.3 | 3.0 | 9.0 | 3.4 | 7.4 | .1 |
| White-collar occupations | 100.0 | 68.6 | 31.4 | 9.3 | 2.7 | 8.8 | 3.2 | 7.1 | .2 |
| Blue-collar occupations | 100.0 | 66.3 | 33.7 | 9.4 | 3.4 | 9.3 | 3.6 | 7.8 | .1 |
| Communications (SIC 48) | 100.0 | 68.1 | 31.9 | 9.3 | 3.4 | 9.2 | 2.7 | 7.2 | .2 |
| White-collar occupations | 100.0 | 68.7 | 31.3 | 9.0 | 3.3 | 9.0 | 2.6 | 7.1 | .2 |
| Blue-collar occupations | 100.0 | 66.5 | 33.5 | 10.0 | 3.4 | 9.8 | 2.8 | 7.3 | .1 |
| Electric, gas, and sanitary services (SIC 49) | 100.0 | 67.4 | 32.6 | 9.4 | 2.5 | 8.7 | 4.3 | 7.6 | .1 |
| White-collar occupations | 100.0 | 68.5 | 31.5 | 9.9 | 1.6 | 8.5 | 4.3 | 7.1 | .2 |
| Blue-collar occupations | 100.0 | 66.2 | 33.8 | 8.9 | 3.4 | 8.9 | 4.3 | 8.2 | (²) |

¹ Includes severance pay and supplemental unemployment benefits.

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

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

Table 81. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Civilian workers, by major occupational group, March 1994

| Compensation component | Civilian workers | | White-collar | | Blue-collar | | Service | |
|--------------------------------------|------------------|---------|--------------|---------|-------------|---------|------------------|------------------|
| | Cost | Percent | Cost | Percent | Cost | Percent | Cost | Percent |
| Total compensation | \$18.30 | 100.0 | \$21.87 | 100.0 | \$17.08 | 100.0 | \$9.96 | 100.0 |
| Wages and salaries | 12.95 | 70.8 | 15.82 | 72.3 | 11.38 | 66.6 | 7.17 | 72.0 |
| Total benefits | 5.35 | 29.2 | 6.05 | 27.7 | 5.70 | 33.4 | 2.79 | 28.0 |
| Paid leave | 1.23 | 6.7 | 1.57 | 7.2 | 1.02 | 6.0 | .58 | 5.8 |
| Vacation | .56 | 3.0 | .68 | 3.1 | .52 | 3.1 | .26 | 2.6 |
| Holiday | .42 | 2.3 | .53 | 2.4 | .36 | 2.1 | .18 | 1.8 |
| Sick | .19 | 1.1 | .28 | 1.3 | .10 | .6 | .10 | 1.0 |
| Other | .07 | .4 | .09 | .4 | .05 | .3 | .03 | .3 |
| Supplemental pay | .40 | 2.2 | .40 | 1.8 | .57 | 3.3 | .16 | 1.6 |
| Premium ¹ | .17 | 1.0 | .09 | .4 | .39 | 2.3 | .08 | .9 |
| Shift differential | .05 | .3 | .05 | .2 | .07 | .4 | .04 | .4 |
| Nonproduction bonuses | .18 | 1.0 | .26 | 1.2 | .11 | .7 | .03 | .3 |
| Insurance | 1.37 | 7.5 | 1.54 | 7.1 | 1.48 | 8.7 | .68 | 6.8 |
| Life | .05 | .3 | .06 | .3 | .05 | .3 | .02 | .2 |
| Health | 1.27 | 7.0 | 1.43 | 6.6 | 1.38 | 8.1 | .65 | 6.6 |
| Sickness and accident | .05 | .3 | .05 | .2 | .05 | .3 | (²) | (²) |
| Retirement and savings | .73 | 4.0 | .89 | 4.1 | .67 | 3.9 | .36 | 3.6 |
| Pensions | .63 | 3.5 | .76 | 3.5 | .59 | 3.4 | .34 | 3.4 |
| Savings and thrift | .09 | .5 | .13 | .6 | .08 | .5 | (²) | (²) |
| Legally required benefits | 1.58 | 8.6 | 1.60 | 7.3 | 1.91 | 11.2 | 1.01 | 10.1 |
| Social Security ³ | 1.03 | 5.6 | 1.21 | 5.5 | .98 | 5.7 | .59 | 5.9 |
| Federal unemployment insurance | .03 | .1 | .03 | .1 | .03 | .2 | .03 | .3 |
| State unemployment insurance | .11 | .6 | .11 | .5 | .14 | .8 | .08 | .8 |
| Workers' compensation | .39 | 2.1 | .24 | 1.1 | .72 | 4.2 | .30 | 3.0 |
| Other benefits ⁴ | .04 | .2 | .04 | .2 | .05 | .3 | (²) | (²) |

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 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 82. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Civilian workers, by occupational and industry group, March 1994

| 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 | | | | | | | | | |
| Civilian workers | \$18.30 | \$12.95 | \$5.35 | \$1.23 | \$0.40 | \$1.37 | \$0.73 | \$1.58 | \$0.04 |
| Occupational group | | | | | | | | | |
| White-collar occupations | 21.87 | 15.82 | 6.05 | 1.57 | .40 | 1.54 | .89 | 1.60 | .04 |
| Professional specialty and technical | 30.02 | 21.91 | 8.11 | 2.07 | .42 | 2.02 | 1.54 | 2.01 | .05 |
| Professional speciality | 31.91 | 23.40 | 8.51 | 2.13 | .42 | 2.12 | 1.73 | 2.07 | .05 |
| Nurses | 27.17 | 19.65 | 7.52 | 1.99 | 1.02 | 1.46 | .82 | 2.21 | .02 |
| Teachers | 34.76 | 26.16 | 8.61 | 1.61 | .04 | 2.44 | 2.55 | 1.92 | .04 |
| Technical | 23.42 | 16.71 | 6.71 | 1.88 | .45 | 1.68 | .85 | 1.81 | .03 |
| Executive, administrative, and managerial | 31.24 | 22.41 | 8.83 | 2.69 | .72 | 1.84 | 1.21 | 2.24 | .14 |
| Administrative support, including clerical | 14.87 | 10.38 | 4.49 | 1.12 | .26 | 1.41 | .51 | 1.17 | .02 |
| Blue-collar occupations | 17.08 | 11.38 | 5.70 | 1.02 | .57 | 1.48 | .67 | 1.91 | .05 |
| Service occupations | 9.96 | 7.17 | 2.79 | .58 | .16 | .68 | .36 | 1.01 | (²) |
| Industry group | | | | | | | | | |
| Services | 19.36 | 14.11 | 5.24 | 1.29 | .28 | 1.36 | .83 | 1.47 | .02 |
| Health services | 17.99 | 12.95 | 5.04 | 1.36 | .44 | 1.23 | .51 | 1.48 | (²) |
| Hospitals | 20.57 | 14.37 | 6.20 | 1.75 | .62 | 1.63 | .60 | 1.58 | .02 |
| Educational services | 27.73 | 20.19 | 7.54 | 1.69 | .06 | 2.21 | 1.97 | 1.57 | .03 |
| Elementary and secondary education | 28.10 | 20.40 | 7.70 | 1.60 | .04 | 2.39 | 2.11 | 1.51 | .04 |
| Higher education | 28.14 | 20.60 | 7.54 | 1.91 | .11 | 1.97 | 1.83 | 1.72 | (²) |
| Percent of total compensation | | | | | | | | | |
| Civilian workers | 100.0 | 70.8 | 29.2 | 6.7 | 2.2 | 7.5 | 4.0 | 8.6 | 0.2 |
| Occupational group | | | | | | | | | |
| White-collar occupations | 100.0 | 72.3 | 27.7 | 7.2 | 1.8 | 7.1 | 4.1 | 7.3 | .2 |
| Professional specialty and technical | 100.0 | 73.0 | 27.0 | 6.9 | 1.4 | 6.7 | 5.1 | 6.7 | .2 |
| Professional speciality | 100.0 | 73.3 | 26.7 | 6.7 | 1.3 | 6.6 | 5.4 | 6.5 | .2 |
| Nurses | 100.0 | 72.3 | 27.7 | 7.3 | 3.7 | 5.4 | 3.0 | 8.1 | .1 |
| Teachers | 100.0 | 75.2 | 24.8 | 4.6 | .1 | 7.0 | 7.3 | 5.5 | .1 |
| Technical | 100.0 | 71.4 | 28.6 | 8.0 | 1.9 | 7.2 | 3.6 | 7.7 | .1 |
| Executive, administrative, and managerial | 100.0 | 71.7 | 28.3 | 8.6 | 2.3 | 5.9 | 3.9 | 7.2 | .4 |
| Administrative support, including clerical | 100.0 | 69.8 | 30.2 | 7.5 | 1.7 | 9.5 | 3.4 | 7.8 | .1 |
| Blue-collar occupations | 100.0 | 66.6 | 33.4 | 6.0 | 3.3 | 8.7 | 3.9 | 11.2 | .3 |
| Service occupations | 100.0 | 72.0 | 28.0 | 5.8 | 1.6 | 6.8 | 3.6 | 10.1 | (²) |
| Industry group | | | | | | | | | |
| Services | 100.0 | 72.9 | 27.1 | 6.6 | 1.4 | 7.0 | 4.3 | 7.6 | .1 |
| Health services | 100.0 | 72.0 | 28.0 | 7.6 | 2.5 | 6.8 | 2.8 | 8.3 | (²) |
| Hospitals | 100.0 | 69.8 | 30.2 | 8.5 | 3.0 | 7.9 | 2.9 | 7.7 | .1 |
| Educational services | 100.0 | 72.8 | 27.2 | 6.1 | .2 | 8.0 | 7.1 | 5.7 | .1 |
| Elementary and secondary education | 100.0 | 72.6 | 27.4 | 5.7 | .2 | 8.5 | 7.5 | 5.4 | .1 |
| Higher education | 100.0 | 73.2 | 26.8 | 6.8 | .4 | 7.0 | 6.5 | 6.1 | (²) |

¹ Includes severance pay and supplemental unemployment benefits.

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

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

Table 83. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: State and local government, by selected characteristics,¹ March 1994

| 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 | \$25.27 | 100.0 | \$28.60 | 100.0 | \$17.71 | 100.0 | \$26.94 | 100.0 |
| Wages and salaries | 17.57 | 69.5 | 20.38 | 71.2 | 11.25 | 63.6 | 19.25 | 71.5 |
| Total benefits | 7.71 | 30.5 | 8.22 | 28.8 | 6.45 | 36.4 | 7.69 | 28.5 |
| Paid leave | 1.94 | 7.7 | 2.05 | 7.2 | 1.66 | 9.4 | 1.80 | 6.7 |
| Vacation | .65 | 2.6 | .61 | 2.1 | .70 | 4.0 | .48 | 1.8 |
| Holiday | .62 | 2.5 | .67 | 2.3 | .51 | 2.9 | .59 | 2.2 |
| Sick | .50 | 2.0 | .57 | 2.0 | .33 | 1.9 | .54 | 2.0 |
| Other | .17 | .7 | .20 | .7 | .11 | .6 | .19 | .7 |
| Supplemental pay | .20 | .8 | .12 | .4 | .39 | 2.2 | .14 | .5 |
| Premium ² | .11 | .4 | .04 | .1 | .21 | 1.2 | .05 | .2 |
| Shift differential | .05 | .2 | .03 | .1 | .11 | .6 | .04 | .2 |
| Nonproduction bonuses | .05 | .2 | .05 | .2 | .07 | .4 | .04 | .2 |
| Insurance | 2.15 | 8.5 | 2.31 | 8.1 | 1.73 | 9.8 | 2.24 | 8.3 |
| Life | .05 | .2 | .05 | .2 | .04 | .2 | .05 | .2 |
| Health | 2.06 | 8.2 | 2.22 | 7.7 | 1.67 | 9.4 | 2.16 | 8.0 |
| Sickness and accident | .04 | .1 | .04 | .1 | .02 | .1 | .04 | .1 |
| Retirement and savings | 1.90 | 7.5 | 2.11 | 7.4 | 1.53 | 8.6 | 1.97 | 7.3 |
| Pensions | 1.88 | 7.4 | 2.09 | 7.3 | 1.52 | 8.6 | 1.96 | 7.3 |
| Savings and thrift | .02 | .1 | .02 | .1 | (³) | (³) | .02 | .1 |
| Legally required benefits | 1.49 | 5.9 | 1.60 | 5.6 | 1.12 | 6.3 | 1.50 | 5.6 |
| Social Security ⁴ | 1.12 | 4.4 | 1.28 | 4.5 | .71 | 4.0 | 1.20 | 4.5 |
| Federal unemployment insurance | (³) | (³) | (³) | (³) | (³) | (³) | (³) | (³) |
| State unemployment insurance | .04 | .2 | .05 | .2 | .04 | .2 | .04 | .2 |
| Workers' compensation | .31 | 1.2 | .27 | .9 | .36 | 2.1 | .25 | .9 |
| Other benefits ⁵ | .03 | .1 | .03 | .1 | .02 | .1 | .03 | .1 |

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 Cost per hour worked is \$0.01 or less.

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 84. 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, March 1994

| 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 | | | | | | | | | |
| State and local government workers | \$25.27 | \$17.57 | \$7.71 | \$1.94 | \$0.20 | \$2.15 | \$1.90 | \$1.49 | \$0.03 |
| Occupational group | | | | | | | | | |
| White-collar occupations | 28.60 | 20.38 | 8.22 | 2.05 | .12 | 2.31 | 2.11 | 1.60 | .03 |
| Professional specialty and technical | 34.04 | 24.90 | 9.15 | 2.03 | .13 | 2.52 | 2.60 | 1.83 | .04 |
| Professional specialty | 35.31 | 25.93 | 9.38 | 2.04 | .10 | 2.60 | 2.72 | 1.88 | .05 |
| Teachers | 37.22 | 27.77 | 9.45 | 1.78 | .04 | 2.72 | 2.97 | 1.90 | .04 |
| Executive, administrative, and managerial | 31.81 | 22.04 | 9.77 | 3.19 | .15 | 2.20 | 2.37 | 1.85 | .02 |
| Administrative support, including clerical | 16.10 | 10.53 | 5.58 | 1.50 | .09 | 1.94 | 1.01 | 1.02 | (²) |
| Blue-collar occupations | 19.42 | 12.49 | 6.93 | 1.78 | .36 | 1.94 | 1.34 | 1.49 | .02 |
| Service occupations | 17.71 | 11.25 | 6.45 | 1.66 | .39 | 1.73 | 1.53 | 1.12 | .02 |
| Industry group | | | | | | | | | |
| Services | 26.94 | 19.25 | 7.69 | 1.80 | .14 | 2.24 | 1.97 | 1.50 | .03 |
| Health services | 20.03 | 13.37 | 6.65 | 2.05 | .52 | 1.60 | 1.08 | 1.39 | .02 |
| Hospitals | 20.28 | 13.64 | 6.64 | 2.08 | .50 | 1.56 | 1.07 | 1.41 | .02 |
| Educational services | 28.60 | 20.67 | 7.93 | 1.75 | .07 | 2.37 | 2.17 | 1.54 | .03 |
| Elementary and secondary education | 28.78 | 20.82 | 7.96 | 1.65 | .05 | 2.48 | 2.23 | 1.51 | .05 |
| Higher education | 28.94 | 20.91 | 8.03 | 2.03 | .13 | 2.15 | 2.07 | 1.65 | (²) |
| Public administration | 22.11 | 14.47 | 7.64 | 2.19 | .29 | 1.90 | 1.86 | 1.37 | .02 |
| Percent of total compensation | | | | | | | | | |
| State and local government workers | 100.0 | 69.5 | 30.5 | 7.7 | 0.8 | 8.5 | 7.5 | 5.9 | 0.1 |
| Occupational group | | | | | | | | | |
| White-collar occupations | 100.0 | 71.2 | 28.8 | 7.2 | .4 | 8.1 | 7.4 | 5.6 | .1 |
| Professional specialty and technical | 100.0 | 73.1 | 26.9 | 6.0 | .4 | 7.4 | 7.6 | 5.4 | .1 |
| Professional specialty | 100.0 | 73.4 | 26.6 | 5.8 | .3 | 7.4 | 7.7 | 5.3 | .1 |
| Teachers | 100.0 | 74.6 | 25.4 | 4.8 | .1 | 7.3 | 8.0 | 5.1 | .1 |
| Executive, administrative, and managerial | 100.0 | 69.3 | 30.7 | 10.0 | .5 | 6.9 | 7.4 | 5.8 | .1 |
| Administrative support, including clerical | 100.0 | 65.4 | 34.6 | 9.3 | .6 | 12.1 | 6.3 | 6.3 | (²) |
| Blue-collar occupations | 100.0 | 64.3 | 35.7 | 9.2 | 1.9 | 10.0 | 6.9 | 7.7 | .1 |
| Service occupations | 100.0 | 63.6 | 36.4 | 9.4 | 2.2 | 9.8 | 8.6 | 6.3 | .1 |
| Industry group | | | | | | | | | |
| Services | 100.0 | 71.5 | 28.5 | 6.7 | .5 | 8.3 | 7.3 | 5.6 | .1 |
| Health services | 100.0 | 66.8 | 33.2 | 10.2 | 2.6 | 8.0 | 5.4 | 7.0 | .1 |
| Hospitals | 100.0 | 67.3 | 32.7 | 10.2 | 2.5 | 7.7 | 5.3 | 7.0 | .1 |
| Educational services | 100.0 | 72.3 | 27.7 | 6.1 | .2 | 8.3 | 7.6 | 5.4 | .1 |
| Elementary and secondary education | 100.0 | 72.4 | 27.6 | 5.7 | .2 | 8.6 | 7.8 | 5.3 | .2 |
| Higher education | 100.0 | 72.3 | 27.7 | 7.0 | .4 | 7.4 | 7.1 | 5.7 | (²) |
| Public administration | 100.0 | 65.5 | 34.5 | 9.9 | 1.3 | 8.6 | 8.4 | 6.2 | .1 |

¹ Includes severance pay and supplemental unemployment benefits.

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

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

Table 85. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Private industry workers, by major industry group, March 1994

| Compensation component | All workers in private industry | | Goods-producing ¹ | | Service-producing ² | | Manufacturing | | Nonmanufacturing | |
|--------------------------------------|---------------------------------|---------|------------------------------|---------|--------------------------------|---------|---------------|---------|------------------|---------|
| | Cost | Percent | Cost | Percent | Cost | Percent | Cost | Percent | Cost | Percent |
| Total compensation | \$17.08 | 100.0 | \$20.85 | 100.0 | \$15.82 | 100.0 | \$20.72 | 100.0 | \$16.19 | 100.0 |
| Wages and salaries | 12.14 | 71.1 | 13.87 | 66.5 | 11.56 | 73.1 | 13.69 | 66.1 | 11.76 | 72.6 |
| Total benefits | 4.94 | 28.9 | 6.98 | 33.5 | 4.26 | 26.9 | 7.03 | 33.9 | 4.43 | 27.4 |
| Paid leave | 1.11 | 6.5 | 1.38 | 6.6 | 1.02 | 6.4 | 1.55 | 7.5 | 1.00 | 6.2 |
| Vacation | .54 | 3.2 | .72 | 3.5 | .48 | 3.1 | .79 | 3.8 | .48 | 3.0 |
| Holiday | .38 | 2.2 | .50 | 2.4 | .34 | 2.2 | .57 | 2.7 | .33 | 2.1 |
| Sick | .14 | .8 | .11 | .5 | .15 | .9 | .13 | .6 | .14 | .9 |
| Other | .05 | .3 | .05 | .3 | .05 | .3 | .06 | .3 | .05 | .3 |
| Supplemental pay | .44 | 2.6 | .71 | 3.4 | .36 | 2.2 | .72 | 3.5 | .38 | 2.3 |
| Premium ³ | .19 | 1.1 | .40 | 1.9 | .12 | .7 | .40 | 1.9 | .14 | .8 |
| Shift differential | .06 | .3 | .08 | .4 | .05 | .3 | .10 | .5 | .04 | .3 |
| Nonproduction bonuses | .20 | 1.2 | .23 | 1.1 | .19 | 1.2 | .22 | 1.1 | .19 | 1.2 |
| Insurance | 1.23 | 7.2 | 1.85 | 8.9 | 1.03 | 6.5 | 1.96 | 9.5 | 1.06 | 6.5 |
| Life | .05 | .3 | .07 | .4 | .04 | .2 | .08 | .4 | .04 | .2 |
| Health | 1.14 | 6.7 | 1.70 | 8.1 | .95 | 6.0 | 1.79 | 8.6 | .98 | 6.0 |
| Sickness and accident | .05 | .3 | .08 | .4 | .04 | .2 | .09 | .4 | .04 | .2 |
| Retirement and savings | .52 | 3.0 | .85 | 4.1 | .41 | 2.6 | .81 | 3.9 | .45 | 2.8 |
| Pensions | .41 | 2.4 | .68 | 3.3 | .32 | 2.0 | .63 | 3.1 | .35 | 2.2 |
| Savings and thrift | .11 | .6 | .17 | .8 | .09 | .6 | .17 | .8 | .09 | .6 |
| Legally required benefits | 1.60 | 9.4 | 2.08 | 10.0 | 1.44 | 9.1 | 1.87 | 9.0 | 1.53 | 9.5 |
| Social Security ⁴ | 1.02 | 5.9 | 1.20 | 5.8 | .95 | 6.0 | 1.20 | 5.8 | .97 | 6.0 |
| Federal unemployment insurance | .03 | .2 | .03 | .1 | .03 | .2 | .03 | .1 | .03 | .2 |
| State unemployment insurance | .13 | .7 | .17 | .8 | .11 | .7 | .16 | .8 | .12 | .7 |
| Workers' compensation | .41 | 2.4 | .68 | 3.2 | .32 | 2.0 | .48 | 2.3 | .39 | 2.4 |
| Other benefits ⁵ | .04 | .2 | .11 | .5 | .02 | .1 | .12 | .6 | .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 86. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Private industry workers, by major occupational group, March 1994

| Compensation component | All workers in private industry | | White-collar | | Blue-collar | | Service | |
|--------------------------------------|---------------------------------|---------|--------------|---------|-------------|---------|------------------|------------------|
| | Cost | Percent | Cost | Percent | Cost | Percent | Cost | Percent |
| Total compensation | \$17.08 | 100.0 | \$20.26 | 100.0 | \$16.92 | 100.0 | \$8.38 | 100.0 |
| Wages and salaries | 12.14 | 71.1 | 14.72 | 72.7 | 11.31 | 66.8 | 6.33 | 75.5 |
| Total benefits | 4.94 | 28.9 | 5.54 | 27.3 | 5.62 | 33.2 | 2.05 | 24.5 |
| Paid leave | 1.11 | 6.5 | 1.46 | 7.2 | .97 | 5.7 | .36 | 4.3 |
| Vacation | .54 | 3.2 | .70 | 3.4 | .51 | 3.0 | .17 | 2.0 |
| Holiday | .38 | 2.2 | .49 | 2.4 | .35 | 2.1 | .12 | 1.4 |
| Sick | .14 | .8 | .21 | 1.0 | .08 | .5 | .06 | .7 |
| Other | .05 | .3 | .07 | .3 | .04 | .2 | (¹) | (¹) |
| Supplemental pay | .44 | 2.6 | .47 | 2.3 | .58 | 3.4 | .12 | 1.4 |
| Premium ² | .19 | 1.1 | .10 | .5 | .39 | 2.3 | .06 | .7 |
| Shift differential | .06 | .3 | .05 | .3 | .07 | .4 | .03 | .4 |
| Nonproduction bonuses | .20 | 1.2 | .31 | 1.5 | .12 | .7 | .02 | .3 |
| Insurance | 1.23 | 7.2 | 1.36 | 6.7 | 1.45 | 8.6 | .47 | 5.6 |
| Life | .05 | .3 | .06 | .3 | .05 | .3 | (¹) | (¹) |
| Health | 1.14 | 6.7 | 1.25 | 6.2 | 1.35 | 8.0 | .45 | 5.4 |
| Sickness and accident | .05 | .3 | .06 | .3 | .06 | .3 | (¹) | (¹) |
| Retirement and savings | .52 | 3.0 | .59 | 2.9 | .63 | 3.7 | .12 | 1.4 |
| Pensions | .41 | 2.4 | .44 | 2.2 | .54 | 3.2 | .10 | 1.2 |
| Savings and thrift | .11 | .6 | .15 | .8 | .09 | .5 | (¹) | (¹) |
| Legally required benefits | 1.60 | 9.4 | 1.60 | 7.9 | 1.94 | 11.4 | .98 | 11.7 |
| Social Security ³ | 1.02 | 5.9 | 1.20 | 5.9 | .98 | 5.8 | .56 | 6.7 |
| Federal unemployment insurance | .03 | .2 | .03 | .2 | .03 | .2 | .04 | .4 |
| State unemployment insurance | .13 | .7 | .12 | .6 | .15 | .9 | .09 | 1.1 |
| Workers' compensation | .41 | 2.4 | .24 | 1.2 | .74 | 4.4 | .29 | 3.4 |
| Other benefits ⁴ | .04 | .2 | .05 | .2 | .05 | .3 | (¹) | (¹) |

¹ Cost per hour worked is \$0.01 or less.

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 87. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Private industry workers, by region and bargaining status, March 1994

| 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 | \$20.03 | 100.0 | \$15.05 | 100.0 | \$16.26 | 100.0 | \$18.08 | 100.0 | \$23.26 | 100.0 | \$16.04 | 100.0 |
| Wages and salaries | 14.13 | 70.5 | 10.85 | 72.1 | 11.34 | 69.8 | 13.01 | 72.0 | 14.76 | 63.4 | 11.70 | 72.9 |
| Total benefits | 5.90 | 29.5 | 4.20 | 27.9 | 4.91 | 30.2 | 5.06 | 28.0 | 8.51 | 36.6 | 4.34 | 27.1 |
| Paid leave | 1.43 | 7.1 | .94 | 6.3 | 1.03 | 6.4 | 1.12 | 6.2 | 1.66 | 7.1 | 1.02 | 6.3 |
| Vacation | .68 | 3.4 | .46 | 3.1 | .52 | 3.2 | .55 | 3.0 | .90 | 3.9 | .48 | 3.0 |
| Holiday | .49 | 2.4 | .32 | 2.1 | .36 | 2.2 | .38 | 2.1 | .53 | 2.3 | .36 | 2.2 |
| Sick | .19 | .9 | .12 | .8 | .11 | .7 | .15 | .8 | .16 | .7 | .14 | .8 |
| Other | .07 | .4 | .04 | .3 | .04 | .3 | .04 | .2 | .08 | .3 | .04 | .3 |
| Supplemental pay | .53 | 2.6 | .36 | 2.4 | .46 | 2.8 | .46 | 2.5 | .75 | 3.2 | .39 | 2.4 |
| Premium ² | .19 | .9 | .17 | 1.1 | .21 | 1.3 | .19 | 1.1 | .50 | 2.1 | .14 | .8 |
| Shift differential | .06 | .3 | .04 | .3 | .06 | .4 | .06 | .3 | .14 | .6 | .04 | .3 |
| Nonproduction bonuses | .28 | 1.4 | .15 | 1.0 | .19 | 1.2 | .21 | 1.1 | .11 | .5 | .21 | 1.3 |
| Insurance | 1.48 | 7.4 | 1.04 | 6.9 | 1.29 | 7.9 | 1.18 | 6.5 | 2.46 | 10.6 | 1.03 | 6.4 |
| Life | .06 | .3 | .04 | .3 | .05 | .3 | .04 | .2 | .08 | .3 | .04 | .3 |
| Health | 1.37 | 6.9 | .95 | 6.3 | 1.19 | 7.3 | 1.10 | 6.1 | 2.28 | 9.8 | .94 | 5.9 |
| Sickness and accident | .05 | .3 | .05 | .3 | .05 | .3 | .04 | .2 | .10 | .4 | .04 | .2 |
| Retirement and savings | .61 | 3.0 | .42 | 2.8 | .55 | 3.4 | .52 | 2.9 | 1.23 | 5.3 | .40 | 2.5 |
| Pensions | .49 | 2.5 | .32 | 2.2 | .46 | 2.8 | .39 | 2.1 | 1.12 | 4.8 | .29 | 1.8 |
| Savings and thrift | .12 | .6 | .10 | .7 | .09 | .6 | .13 | .7 | .12 | .5 | .11 | .7 |
| Legally required benefits | 1.83 | 9.1 | 1.42 | 9.4 | 1.53 | 9.4 | 1.72 | 9.5 | 2.30 | 9.9 | 1.48 | 9.2 |
| Social Security ³ | 1.16 | 5.8 | .91 | 6.0 | .97 | 5.9 | 1.08 | 6.0 | 1.27 | 5.5 | .97 | 6.1 |
| Federal unemployment insurance | .03 | .2 | .03 | .2 | .03 | .2 | .03 | .2 | .03 | .1 | .03 | .2 |
| State unemployment insurance | .18 | .9 | .09 | .6 | .12 | .8 | .13 | .7 | .17 | .7 | .12 | .7 |
| Workers' compensation | .42 | 2.1 | .38 | 2.5 | .38 | 2.3 | .48 | 2.7 | .75 | 3.2 | .35 | 2.2 |
| Other benefits ⁴ | .03 | .1 | .02 | .1 | .06 | .3 | .07 | .4 | .11 | .5 | .03 | .2 |

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 88. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Private industry workers, by establishment employment size, March 1994

| 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 | \$17.08 | 100.0 | \$14.58 | 100.0 | \$19.45 | 100.0 | \$15.88 | 100.0 | \$23.35 | 100.0 |
| Wages and salaries | 12.14 | 71.1 | 10.72 | 73.5 | 13.48 | 69.3 | 11.37 | 71.6 | 15.79 | 67.6 |
| Total benefits | 4.94 | 28.9 | 3.86 | 26.5 | 5.97 | 30.7 | 4.51 | 28.4 | 7.56 | 32.4 |
| Paid leave | 1.11 | 6.5 | .78 | 5.4 | 1.42 | 7.3 | .99 | 6.2 | 1.89 | 8.1 |
| Vacation | .54 | 3.2 | .37 | 2.6 | .70 | 3.6 | .47 | 3.0 | .95 | 4.1 |
| Holiday | .38 | 2.2 | .28 | 1.9 | .48 | 2.5 | .35 | 2.2 | .62 | 2.7 |
| Sick | .14 | .8 | .10 | .7 | .17 | .9 | .12 | .8 | .23 | 1.0 |
| Other | .05 | .3 | .03 | .2 | .07 | .3 | .05 | .3 | .09 | .4 |
| Supplemental pay | .44 | 2.6 | .34 | 2.3 | .54 | 2.8 | .40 | 2.5 | .69 | 3.0 |
| Premium ¹ | .19 | 1.1 | .13 | .9 | .24 | 1.3 | .20 | 1.3 | .29 | 1.2 |
| Shift differential | .06 | .3 | (²) | (²) | .10 | .5 | .05 | .3 | .15 | .6 |
| Nonproduction bonuses | .20 | 1.2 | .20 | 1.4 | .20 | 1.0 | .14 | .9 | .25 | 1.1 |
| Insurance | 1.23 | 7.2 | .90 | 6.2 | 1.55 | 8.0 | 1.12 | 7.0 | 2.01 | 8.6 |
| Life | .05 | .3 | .03 | .2 | .06 | .3 | .04 | .3 | .08 | .3 |
| Health | 1.14 | 6.7 | .84 | 5.7 | 1.42 | 7.3 | 1.03 | 6.5 | 1.84 | 7.9 |
| Sickness and accident | .05 | .3 | .03 | .2 | .07 | .3 | .04 | .3 | .09 | .4 |
| Retirement and savings | .52 | 3.0 | .33 | 2.3 | .70 | 3.6 | .45 | 2.8 | .96 | 4.1 |
| Pensions | .41 | 2.4 | .27 | 1.9 | .54 | 2.8 | .34 | 2.1 | .76 | 3.2 |
| Savings and thrift | .11 | .6 | .06 | .4 | .16 | .8 | .11 | .7 | .21 | .9 |
| Legally required benefits | 1.60 | 9.4 | 1.49 | 10.2 | 1.70 | 8.7 | 1.50 | 9.5 | 1.91 | 8.2 |
| Social Security ³ | 1.02 | 5.9 | .90 | 6.1 | 1.13 | 5.8 | .94 | 5.9 | 1.33 | 5.7 |
| Federal unemployment insurance | .03 | .2 | .03 | .2 | .03 | .2 | .03 | .2 | .03 | .1 |
| State unemployment insurance | .13 | .7 | .13 | .9 | .12 | .6 | .13 | .8 | .12 | .5 |
| Workers' compensation | .41 | 2.4 | .43 | 3.0 | .38 | 2.0 | .39 | 2.5 | .37 | 1.6 |
| Other benefits ⁴ | .04 | .2 | (²) | (²) | .07 | .3 | .05 | .3 | .09 | .4 |

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 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 89. 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, March 1994

| 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 | | | | | | | | | |
| All full-time workers in private industry | \$19.28 | \$13.52 | \$5.77 | \$1.33 | \$0.52 | \$1.48 | \$0.63 | \$1.75 | \$0.05 |
| White-collar occupations | 22.42 | 16.12 | 6.30 | 1.71 | .54 | 1.59 | .69 | 1.72 | .06 |
| Sales | 18.20 | 13.73 | 4.48 | .94 | .53 | 1.10 | .40 | 1.49 | (²) |
| Administrative support, including clerical | 15.47 | 10.80 | 4.67 | 1.17 | .32 | 1.47 | .46 | 1.23 | .02 |
| Blue-collar occupations | 17.68 | 11.74 | 5.95 | 1.05 | .62 | 1.55 | .67 | 2.01 | .05 |
| Service occupations | 10.43 | 7.57 | 2.86 | .58 | .18 | .79 | .19 | 1.11 | (²) |
| Service-producing industries ³ | 18.48 | 13.30 | 5.18 | 1.30 | .44 | 1.30 | .52 | 1.60 | .02 |
| Retail trade | 11.89 | 9.09 | 2.80 | .59 | .21 | .63 | .15 | 1.20 | (²) |
| Services | 18.65 | 13.53 | 5.11 | 1.36 | .37 | 1.28 | .53 | 1.56 | .02 |
| All part-time workers in private industry | 8.80 | 6.97 | 1.83 | .27 | .14 | .30 | .11 | 1.02 | (²) |
| White-collar occupations | 10.99 | 8.72 | 2.27 | .41 | .20 | .40 | .15 | 1.11 | (²) |
| Sales | 7.40 | 5.92 | 1.48 | .23 | .10 | .25 | .08 | .81 | (²) |
| Administrative support, including clerical | 9.90 | 7.79 | 2.11 | .37 | .12 | .44 | .16 | 1.00 | (²) |
| Blue-collar occupations | 9.40 | 7.06 | 2.33 | .24 | .17 | .47 | .20 | 1.25 | (²) |
| Service occupations | 6.18 | 5.00 | 1.18 | .11 | .05 | .13 | .03 | .85 | (²) |
| Service-producing industries ³ | 8.72 | 6.91 | 1.81 | .26 | .13 | .29 | .11 | 1.01 | (²) |
| Retail trade | 6.35 | 5.12 | 1.23 | .14 | .07 | .16 | .06 | .80 | (²) |
| Service industries | 11.10 | 8.79 | 2.31 | .38 | .21 | .39 | .13 | 1.20 | (²) |
| Percent of total compensation | | | | | | | | | |
| All full-time workers in private industry | 100.0 | 70.1 | 29.9 | 6.9 | 2.7 | 7.7 | 3.2 | 9.1 | 0.3 |
| White-collar occupations | 100.0 | 71.9 | 28.1 | 7.6 | 2.4 | 7.1 | 3.1 | 7.7 | .2 |
| Sales | 100.0 | 75.4 | 24.6 | 5.2 | 2.9 | 6.0 | 2.2 | 8.2 | (²) |
| Administrative support, including clerical | 100.0 | 69.8 | 30.2 | 7.5 | 2.1 | 9.5 | 3.0 | 7.9 | .1 |
| Blue-collar occupations | 100.0 | 66.4 | 33.6 | 5.9 | 3.5 | 8.8 | 3.8 | 11.4 | .3 |
| Service occupations | 100.0 | 72.6 | 27.4 | 5.6 | 1.7 | 7.5 | 1.9 | 10.7 | (²) |
| Service-producing industries ³ | 100.0 | 72.0 | 28.0 | 7.0 | 2.4 | 7.0 | 2.8 | 8.6 | .1 |
| Retail trade | 100.0 | 76.4 | 23.6 | 4.9 | 1.8 | 5.3 | 1.3 | 10.1 | (²) |
| Services | 100.0 | 72.6 | 27.4 | 7.3 | 2.0 | 6.9 | 2.8 | 8.4 | .1 |
| All part-time workers in private industry | 100.0 | 79.2 | 20.8 | 3.0 | 1.5 | 3.4 | 1.2 | 11.6 | (²) |
| White-collar occupations | 100.0 | 79.3 | 20.7 | 3.7 | 1.8 | 3.6 | 1.4 | 10.1 | (²) |
| Sales | 100.0 | 80.0 | 20.0 | 3.2 | 1.3 | 3.4 | 1.1 | 11.0 | (²) |
| Administrative support, including clerical | 100.0 | 78.7 | 21.3 | 3.8 | 1.2 | 4.5 | 1.6 | 10.1 | (²) |
| Blue-collar occupations | 100.0 | 75.2 | 24.8 | 2.6 | 1.8 | 5.0 | 2.1 | 13.3 | (²) |
| Service occupations | 100.0 | 80.9 | 19.1 | 1.9 | .9 | 2.1 | .5 | 13.7 | (²) |
| Service-producing industries ³ | 100.0 | 79.2 | 20.8 | 3.0 | 1.5 | 3.4 | 1.2 | 11.6 | (²) |
| Retail trade | 100.0 | 80.6 | 19.4 | 2.1 | 1.1 | 2.5 | .9 | 12.7 | (²) |
| Service industries | 100.0 | 79.2 | 20.8 | 3.5 | 1.8 | 3.5 | 1.2 | 10.8 | (²) |

¹ Includes severance pay and supplemental unemployment benefits.

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

³ Includes transportation, communication, and public utilities; wholesale and

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

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

Table 90. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Private industry workers, by occupational and industry group, March 1994

| 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 | | | | | | | | | |
| All workers in private industry | \$17.08 | \$12.14 | \$4.94 | \$1.11 | \$0.44 | \$1.23 | \$0.52 | \$1.60 | \$0.04 |
| Occupational group | | | | | | | | | |
| White-collar occupations | 20.26 | 14.72 | 5.54 | 1.46 | .47 | 1.36 | .59 | 1.60 | .05 |
| Professional specialty and technical | 27.66 | 20.14 | 7.52 | 2.10 | .61 | 1.74 | .91 | 2.11 | .05 |
| Professional specialty | 29.25 | 21.40 | 7.85 | 2.20 | .67 | 1.75 | .97 | 2.21 | .06 |
| Technical | 23.95 | 17.19 | 6.76 | 1.89 | .47 | 1.71 | .78 | 1.89 | .03 |
| Executive, administrative, and managerial | 31.13 | 22.50 | 8.63 | 2.59 | .84 | 1.76 | .95 | 2.33 | .16 |
| Sales | 13.82 | 10.56 | 3.26 | .65 | .36 | .75 | .27 | 1.22 | (²) |
| Administrative support, including clerical | 14.66 | 10.36 | 4.29 | 1.05 | .29 | 1.32 | .42 | 1.19 | .02 |
| Blue-collar occupations | 16.92 | 11.31 | 5.62 | .97 | .58 | 1.45 | .63 | 1.94 | .05 |
| Precision production, craft, and repair | 21.74 | 14.63 | 7.11 | 1.30 | .70 | 1.75 | .84 | 2.46 | .05 |
| Machine operators, assemblers, and inspectors | 16.04 | 10.30 | 5.74 | 1.04 | .71 | 1.64 | .61 | 1.65 | .09 |
| Transportation and material moving | 17.08 | 11.41 | 5.67 | .93 | .49 | 1.38 | .67 | 2.17 | .03 |
| Handlers, equipment cleaners, helpers, and laborers | 11.96 | 8.29 | 3.67 | .54 | .35 | .93 | .36 | 1.48 | (²) |
| Service occupations | 8.38 | 6.33 | 2.05 | .36 | .12 | .47 | .12 | .98 | (²) |
| Industry group | | | | | | | | | |
| Goods-producing industries ³ | 20.85 | 13.87 | 6.98 | 1.38 | .71 | 1.85 | .85 | 2.08 | .11 |
| Construction | 20.59 | 14.14 | 6.45 | .64 | .61 | 1.38 | .91 | 2.91 | (²) |
| Manufacturing | 20.72 | 13.69 | 7.03 | 1.55 | .72 | 1.96 | .81 | 1.87 | .12 |
| Durables | 22.47 | 14.52 | 7.95 | 1.72 | .83 | 2.25 | .94 | 2.01 | .19 |
| Nondurables | 18.42 | 12.60 | 5.82 | 1.32 | .57 | 1.58 | .64 | 1.70 | .03 |
| Service-producing industries ⁴ | 15.82 | 11.56 | 4.26 | 1.02 | .36 | 1.03 | .41 | 1.44 | .02 |
| Transportation and public utilities | 24.58 | 16.68 | 7.89 | 1.96 | .54 | 2.08 | .94 | 2.34 | .03 |
| Wholesale trade | 18.42 | 13.11 | 5.31 | 1.20 | .48 | 1.42 | .47 | 1.72 | .02 |
| Retail trade | 9.17 | 7.14 | 2.03 | .37 | .14 | .40 | .11 | 1.01 | (²) |
| Finance, insurance, and real estate | 21.02 | 15.04 | 5.99 | 1.50 | .81 | 1.43 | .68 | 1.52 | .05 |
| Services | 16.79 | 12.37 | 4.42 | 1.12 | .33 | 1.06 | .43 | 1.47 | .02 |
| Percent of total compensation | | | | | | | | | |
| All workers in private industry | 100.0 | 71.1 | 28.9 | 6.5 | 2.6 | 7.2 | 3.0 | 9.4 | 0.2 |
| Occupational group | | | | | | | | | |
| White-collar occupations | 100.0 | 72.7 | 27.3 | 7.2 | 2.3 | 6.7 | 2.9 | 7.9 | .2 |
| Professional specialty and technical | 100.0 | 72.8 | 27.2 | 7.6 | 2.2 | 6.3 | 3.3 | 7.6 | .2 |
| Professional specialty | 100.0 | 73.2 | 26.8 | 7.5 | 2.3 | 6.0 | 3.3 | 7.6 | .2 |
| Technical | 100.0 | 71.8 | 28.2 | 7.9 | 2.0 | 7.1 | 3.3 | 7.9 | .1 |
| Executive, administrative, and managerial | 100.0 | 72.3 | 27.7 | 8.3 | 2.7 | 5.7 | 3.1 | 7.5 | .5 |
| Sales | 100.0 | 76.4 | 23.6 | 4.7 | 2.6 | 5.4 | 2.0 | 8.8 | (²) |
| Administrative support, including clerical | 100.0 | 70.7 | 29.3 | 7.2 | 2.0 | 9.0 | 2.9 | 8.2 | .1 |
| Blue-collar occupations | 100.0 | 66.8 | 33.2 | 5.7 | 3.4 | 8.6 | 3.7 | 11.4 | .3 |
| Precision production, craft, and repair | 100.0 | 67.3 | 32.7 | 6.0 | 3.2 | 8.1 | 3.9 | 11.3 | .2 |
| Machine operators, assemblers, and inspectors | 100.0 | 64.2 | 35.8 | 6.5 | 4.5 | 10.2 | 3.8 | 10.3 | .6 |
| Transportation and material moving | 100.0 | 66.8 | 33.2 | 5.5 | 2.9 | 8.1 | 3.9 | 12.7 | .2 |
| Handlers, equipment cleaners, helpers, and laborers | 100.0 | 69.3 | 30.7 | 4.5 | 2.9 | 7.8 | 3.0 | 12.4 | (²) |
| Service occupations | 100.0 | 75.5 | 24.5 | 4.3 | 1.4 | 5.6 | 1.4 | 11.7 | (²) |
| Industry group | | | | | | | | | |
| Goods-producing industries ³ | 100.0 | 66.5 | 33.5 | 6.6 | 3.4 | 8.9 | 4.1 | 10.0 | .5 |
| Construction | 100.0 | 68.7 | 31.3 | 3.1 | 3.0 | 6.7 | 4.4 | 14.1 | (²) |
| Manufacturing | 100.0 | 66.1 | 33.9 | 7.5 | 3.5 | 9.5 | 3.9 | 9.0 | .6 |
| Durables | 100.0 | 64.6 | 35.4 | 7.7 | 3.7 | 10.0 | 4.2 | 8.9 | .9 |
| Nondurables | 100.0 | 68.4 | 31.6 | 7.2 | 3.1 | 8.6 | 3.4 | 9.2 | .1 |
| Service-producing industries ⁴ | 100.0 | 73.1 | 26.9 | 6.4 | 2.2 | 6.5 | 2.6 | 9.1 | .1 |
| Transportation and public utilities | 100.0 | 67.9 | 32.1 | 8.0 | 2.2 | 8.5 | 3.8 | 9.5 | .1 |
| Wholesale trade | 100.0 | 71.2 | 28.8 | 6.5 | 2.6 | 7.7 | 2.6 | 9.4 | .1 |
| Retail trade | 100.0 | 77.9 | 22.1 | 4.0 | 1.6 | 4.4 | 1.2 | 11.0 | (²) |
| Finance, insurance, and real estate | 100.0 | 71.5 | 28.5 | 7.1 | 3.8 | 6.8 | 3.2 | 7.2 | .2 |
| Services | 100.0 | 73.6 | 26.4 | 6.7 | 2.0 | 6.3 | 2.6 | 8.8 | .1 |

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.

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

Table 91. 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, March 1994

| 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 | | | | | | | | | |
| All workers, goods-producing industries² | \$20.85 | \$13.87 | \$6.98 | \$1.38 | \$0.71 | \$1.85 | \$0.85 | \$2.08 | \$0.11 |
| White-collar occupations | 26.29 | 18.32 | 7.98 | 2.16 | .62 | 2.08 | .90 | 2.04 | .17 |
| Professional specialty and technical | 30.23 | 20.75 | 9.48 | 2.68 | .75 | 2.44 | 1.29 | 2.24 | .09 |
| Professional specialty | 33.29 | 23.06 | 10.22 | 2.95 | .84 | 2.52 | 1.43 | 2.38 | .11 |
| Technical | 24.30 | 16.25 | 8.04 | 2.16 | .57 | 2.29 | 1.00 | 1.95 | .06 |
| Executive, administrative, and managerial | 37.34 | 26.52 | 10.81 | 3.20 | .79 | 2.32 | 1.17 | 2.84 | .50 |
| Administrative support, including clerical | 16.23 | 11.03 | 5.20 | 1.15 | .44 | 1.73 | .49 | 1.37 | .03 |
| Blue-collar occupations | 18.75 | 12.14 | 6.62 | 1.08 | .75 | 1.77 | .83 | 2.12 | .08 |
| Precision production, craft, and repair | 23.69 | 15.51 | 8.18 | 1.31 | .84 | 2.04 | 1.13 | 2.77 | .08 |
| Machine operators, assemblers, and inspectors | 16.98 | 10.75 | 6.22 | 1.12 | .79 | 1.80 | .70 | 1.71 | .11 |
| Transportation and material moving | 18.81 | 12.04 | 6.77 | 1.01 | .76 | 1.77 | .92 | 2.23 | .08 |
| Handlers, equipment cleaners, helpers, and laborers | 13.59 | 9.04 | 4.55 | .58 | .47 | 1.18 | .52 | 1.77 | .03 |
| Service occupations | 15.47 | 10.36 | 5.11 | .97 | .42 | 1.45 | .68 | 1.52 | .07 |
| All workers, service-producing industries³ | 15.82 | 11.56 | 4.26 | 1.02 | .36 | 1.03 | .41 | 1.44 | .02 |
| White-collar occupations | 19.26 | 14.13 | 5.14 | 1.35 | .45 | 1.24 | .54 | 1.53 | .03 |
| Professional specialty and technical | 27.13 | 20.01 | 7.12 | 1.99 | .58 | 1.59 | .84 | 2.09 | .04 |
| Professional specialty | 28.48 | 21.09 | 7.40 | 2.05 | .64 | 1.60 | .88 | 2.18 | .05 |
| Technical | 23.87 | 17.41 | 6.46 | 1.82 | .45 | 1.57 | .73 | 1.87 | .02 |
| Executive, administrative, and managerial | 29.26 | 21.29 | 7.97 | 2.40 | .86 | 1.59 | .89 | 2.17 | .06 |
| Sales | 13.44 | 10.29 | 3.15 | .62 | .35 | .72 | .26 | 1.19 | (⁴) |
| Administrative support, including clerical | 14.38 | 10.25 | 4.13 | 1.03 | .26 | 1.25 | .41 | 1.16 | (⁴) |
| Blue-collar occupations | 14.70 | 10.30 | 4.40 | .84 | .38 | 1.07 | .38 | 1.72 | (⁴) |
| Precision production, craft, and repair | 19.10 | 13.44 | 5.66 | 1.28 | .51 | 1.37 | .45 | 2.04 | (⁴) |
| Transportation and material moving | 16.38 | 11.15 | 5.23 | .90 | .38 | 1.23 | .56 | 2.14 | (⁴) |
| Handlers, equipment cleaners, helpers, and laborers | 11.01 | 7.85 | 3.16 | .52 | .28 | .79 | .27 | 1.31 | (⁴) |
| Service occupations | 8.21 | 6.23 | 1.97 | .34 | .11 | .45 | .10 | .97 | (⁴) |
| Percent of total compensation | | | | | | | | | |
| All workers, goods-producing industries² | 100.0 | 66.5 | 33.5 | 6.6 | 3.4 | 8.9 | 4.1 | 10.0 | 0.5 |
| White-collar occupations | 100.0 | 69.7 | 30.3 | 8.2 | 2.4 | 7.9 | 3.4 | 7.8 | .7 |
| Professional specialty and technical | 100.0 | 68.6 | 31.4 | 8.9 | 2.5 | 8.1 | 4.3 | 7.4 | .3 |
| Professional specialty | 100.0 | 69.3 | 30.7 | 8.9 | 2.5 | 7.6 | 4.3 | 7.2 | .3 |
| Technical | 100.0 | 66.9 | 33.1 | 8.9 | 2.4 | 9.4 | 4.1 | 8.0 | .3 |
| Executive, administrative, and managerial | 100.0 | 71.0 | 29.0 | 8.6 | 2.1 | 6.2 | 3.1 | 7.6 | 1.3 |
| Administrative support, including clerical | 100.0 | 68.0 | 32.0 | 7.1 | 2.7 | 10.7 | 3.0 | 8.4 | .2 |
| Blue-collar occupations | 100.0 | 64.7 | 35.3 | 5.7 | 4.0 | 9.4 | 4.4 | 11.3 | .4 |
| Precision production, craft, and repair | 100.0 | 65.5 | 34.5 | 5.5 | 3.6 | 8.6 | 4.8 | 11.7 | .4 |
| Machine operators, assemblers, and inspectors | 100.0 | 63.3 | 36.7 | 6.6 | 4.6 | 10.6 | 4.1 | 10.1 | .6 |
| Transportation and material moving | 100.0 | 64.0 | 36.0 | 5.4 | 4.0 | 9.4 | 4.9 | 11.9 | .4 |
| Handlers, equipment cleaners, helpers, and laborers | 100.0 | 66.5 | 33.5 | 4.2 | 3.4 | 8.7 | 3.9 | 13.0 | .2 |
| Service occupations | 100.0 | 67.0 | 33.0 | 6.3 | 2.7 | 9.4 | 4.4 | 9.8 | .5 |
| All workers, service-producing industries³ | 100.0 | 73.1 | 26.9 | 6.4 | 2.2 | 6.5 | 2.6 | 9.1 | .1 |
| White-collar occupations | 100.0 | 73.3 | 26.7 | 7.0 | 2.3 | 6.5 | 2.8 | 7.9 | .1 |
| Professional specialty and technical | 100.0 | 73.8 | 26.2 | 7.3 | 2.1 | 5.9 | 3.1 | 7.7 | .1 |
| Professional specialty | 100.0 | 74.0 | 26.0 | 7.2 | 2.2 | 5.6 | 3.1 | 7.6 | .2 |
| Technical | 100.0 | 72.9 | 27.1 | 7.6 | 1.9 | 6.6 | 3.0 | 7.8 | .1 |
| Executive, administrative, and managerial | 100.0 | 72.8 | 27.2 | 8.2 | 2.9 | 5.4 | 3.0 | 7.4 | .2 |
| Sales | 100.0 | 76.6 | 23.4 | 4.6 | 2.6 | 5.4 | 1.9 | 8.9 | (⁴) |
| Administrative support, including clerical | 100.0 | 71.3 | 28.7 | 7.2 | 1.8 | 8.7 | 2.8 | 8.1 | (⁴) |
| Blue-collar occupations | 100.0 | 70.1 | 29.9 | 5.7 | 2.6 | 7.3 | 2.6 | 11.7 | (⁴) |
| Precision production, craft, and repair | 100.0 | 70.3 | 29.7 | 6.7 | 2.6 | 7.2 | 2.4 | 10.7 | (⁴) |
| Transportation and material moving | 100.0 | 68.1 | 31.9 | 5.5 | 2.3 | 7.5 | 3.4 | 13.1 | (⁴) |
| Handlers, equipment cleaners, helpers, and laborers | 100.0 | 71.3 | 28.7 | 4.7 | 2.5 | 7.1 | 2.4 | 11.9 | (⁴) |
| Service occupations | 100.0 | 75.9 | 24.1 | 4.2 | 1.3 | 5.4 | 1.2 | 11.8 | (⁴) |

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.

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

Table 92. 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, March 1994

| 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 | | | | | | | | | |
| All workers, manufacturing industries | \$20.72 | \$13.69 | \$7.03 | \$1.55 | \$0.72 | \$1.96 | \$0.81 | \$1.87 | \$0.12 |
| White-collar occupations | 26.45 | 18.40 | 8.05 | 2.27 | .56 | 2.15 | .90 | 1.98 | .19 |
| Professional specialty and technical | 29.46 | 20.35 | 9.10 | 2.65 | .50 | 2.48 | 1.20 | 2.21 | .07 |
| Professional speciality | 32.23 | 22.53 | 9.70 | 2.91 | .48 | 2.56 | 1.34 | 2.35 | .07 |
| Technical | 24.12 | 16.17 | 7.95 | 2.15 | .55 | 2.32 | .94 | 1.94 | .05 |
| Executive, administrative, and managerial | 39.36 | 27.83 | 11.53 | 3.62 | .87 | 2.45 | 1.26 | 2.68 | .64 |
| Administrative support, including clerical | 16.47 | 11.15 | 5.33 | 1.22 | .43 | 1.78 | .49 | 1.38 | .03 |
| Blue-collar occupations | 18.21 | 11.60 | 6.60 | 1.23 | .80 | 1.88 | .76 | 1.83 | .09 |
| Precision production, craft, and repair | 24.13 | 15.38 | 8.76 | 1.82 | 1.04 | 2.40 | 1.08 | 2.31 | .10 |
| Machine operators, assemblers, and inspectors | 16.98 | 10.75 | 6.22 | 1.13 | .78 | 1.80 | .70 | 1.71 | .11 |
| Transportation and material moving | 18.60 | 11.93 | 6.67 | 1.15 | .72 | 1.89 | .85 | 1.98 | .08 |
| Handlers, equipment cleaners, helpers, and laborers | 13.32 | 8.70 | 4.63 | .74 | .53 | 1.37 | .47 | 1.49 | .04 |
| Service occupations | 16.11 | 10.66 | 5.45 | 1.06 | .45 | 1.58 | .75 | 1.54 | .08 |
| All workers, nonmanufacturing industries | 16.19 | 11.76 | 4.43 | 1.00 | .38 | 1.06 | .45 | 1.53 | .02 |
| White-collar occupations | 19.41 | 14.22 | 5.19 | 1.35 | .46 | 1.26 | .55 | 1.55 | .03 |
| Professional specialty and technical | 27.32 | 20.09 | 7.22 | 2.00 | .63 | 1.60 | .86 | 2.09 | .04 |
| Professional speciality | 28.73 | 21.20 | 7.52 | 2.07 | .71 | 1.61 | .90 | 2.19 | .05 |
| Technical | 23.92 | 17.42 | 6.50 | 1.83 | .45 | 1.58 | .74 | 1.88 | .02 |
| Executive, administrative, and managerial | 29.37 | 21.36 | 8.01 | 2.37 | .83 | 1.61 | .89 | 2.25 | .06 |
| Sales | 13.50 | 10.33 | 3.17 | .62 | .35 | .73 | .26 | 1.20 | (²) |
| Administrative support, including clerical | 14.39 | 10.25 | 4.14 | 1.03 | .27 | 1.25 | .41 | 1.17 | (²) |
| Blue-collar occupations | 16.03 | 11.10 | 4.93 | .79 | .42 | 1.15 | .53 | 2.01 | .02 |
| Precision production, craft, and repair | 20.70 | 14.31 | 6.39 | 1.07 | .55 | 1.47 | .74 | 2.53 | .03 |
| Transportation and material moving | 16.71 | 11.28 | 5.43 | .88 | .43 | 1.26 | .62 | 2.22 | .02 |
| Handlers, equipment cleaners, helpers, and laborers | 11.54 | 8.17 | 3.37 | .48 | .29 | .80 | .33 | 1.48 | (²) |
| Service occupations | 8.21 | 6.23 | 1.97 | .34 | .11 | .45 | .10 | .97 | (²) |
| Percent of total compensation | | | | | | | | | |
| All workers, manufacturing industries | 100.0 | 66.1 | 33.9 | 7.5 | 3.5 | 9.5 | 3.9 | 9.0 | 0.6 |
| White-collar occupations | 100.0 | 69.6 | 30.4 | 8.6 | 2.1 | 8.1 | 3.4 | 7.5 | .7 |
| Professional specialty and technical | 100.0 | 69.1 | 30.9 | 9.0 | 1.7 | 8.4 | 4.1 | 7.5 | .2 |
| Professional speciality | 100.0 | 69.9 | 30.1 | 9.0 | 1.5 | 7.9 | 4.2 | 7.3 | .2 |
| Technical | 100.0 | 67.0 | 33.0 | 8.9 | 2.3 | 9.6 | 3.9 | 8.0 | .2 |
| Executive, administrative, and managerial | 100.0 | 70.7 | 29.3 | 9.2 | 2.2 | 6.2 | 3.2 | 6.8 | 1.6 |
| Administrative support, including clerical | 100.0 | 67.7 | 32.3 | 7.4 | 2.6 | 10.8 | 3.0 | 8.4 | .2 |
| Blue-collar occupations | 100.0 | 63.7 | 36.3 | 6.8 | 4.4 | 10.3 | 4.2 | 10.1 | .5 |
| Precision production, craft, and repair | 100.0 | 63.7 | 36.3 | 7.6 | 4.3 | 9.9 | 4.5 | 9.6 | .4 |
| Machine operators, assemblers, and inspectors | 100.0 | 63.3 | 36.7 | 6.6 | 4.6 | 10.6 | 4.1 | 10.1 | .6 |
| Transportation and material moving | 100.0 | 64.1 | 35.9 | 6.2 | 3.9 | 10.2 | 4.6 | 10.7 | .4 |
| Handlers, equipment cleaners, helpers, and laborers | 100.0 | 65.3 | 34.7 | 5.5 | 4.0 | 10.3 | 3.5 | 11.2 | .3 |
| Service occupations | 100.0 | 66.2 | 33.8 | 6.6 | 2.8 | 9.8 | 4.7 | 9.5 | .5 |
| All workers, nonmanufacturing industries | 100.0 | 72.6 | 27.4 | 6.2 | 2.3 | 6.5 | 2.8 | 9.5 | .1 |
| White-collar occupations | 100.0 | 73.2 | 26.8 | 7.0 | 2.4 | 6.5 | 2.8 | 8.0 | .1 |
| Professional specialty and technical | 100.0 | 73.6 | 26.4 | 7.3 | 2.3 | 5.8 | 3.1 | 7.7 | .2 |
| Professional speciality | 100.0 | 73.8 | 26.2 | 7.2 | 2.5 | 5.6 | 3.1 | 7.6 | .2 |
| Technical | 100.0 | 72.8 | 27.2 | 7.6 | 1.9 | 6.6 | 3.1 | 7.8 | .1 |
| Executive, administrative, and managerial | 100.0 | 72.7 | 27.3 | 8.1 | 2.8 | 5.5 | 3.0 | 7.7 | .2 |
| Sales | 100.0 | 76.5 | 23.5 | 4.6 | 2.6 | 5.4 | 1.9 | 8.9 | (²) |
| Administrative support, including clerical | 100.0 | 71.2 | 28.8 | 7.1 | 1.9 | 8.7 | 2.9 | 8.1 | (²) |
| Blue-collar occupations | 100.0 | 69.3 | 30.7 | 4.9 | 2.6 | 7.2 | 3.3 | 12.5 | .1 |
| Precision production, craft, and repair | 100.0 | 69.1 | 30.9 | 5.2 | 2.7 | 7.1 | 3.6 | 12.2 | .2 |
| Transportation and material moving | 100.0 | 67.5 | 32.5 | 5.3 | 2.6 | 7.5 | 3.7 | 13.3 | .1 |
| Handlers, equipment cleaners, helpers, and laborers | 100.0 | 70.8 | 29.2 | 4.1 | 2.5 | 6.9 | 2.9 | 12.8 | (²) |
| Service occupations | 100.0 | 75.9 | 24.1 | 4.2 | 1.3 | 5.4 | 1.2 | 11.8 | (²) |

¹ Includes severance pay and supplemental unemployment benefits.

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

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

Table 93. 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, March 1994

| 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 | | | | | | | | | |
| All union workers, private industry | \$23.26 | \$14.76 | \$8.51 | \$1.66 | \$0.75 | \$2.46 | \$1.23 | \$2.30 | \$0.11 |
| Blue-collar occupations | 24.18 | 14.84 | 9.35 | 1.63 | .92 | 2.65 | 1.42 | 2.59 | .14 |
| Goods-producing industries ² | 25.19 | 15.22 | 9.98 | 1.62 | 1.01 | 2.90 | 1.60 | 2.64 | .20 |
| Service-producing industries ³ | 21.50 | 14.34 | 7.17 | 1.68 | .51 | 2.06 | .90 | 1.99 | .03 |
| Manufacturing | 23.68 | 14.10 | 9.58 | 1.80 | 1.10 | 2.88 | 1.33 | 2.25 | .22 |
| Blue-collar occupations | 23.77 | 14.05 | 9.72 | 1.80 | 1.13 | 2.93 | 1.35 | 2.28 | .23 |
| Nonmanufacturing | 23.01 | 15.15 | 7.86 | 1.57 | .54 | 2.21 | 1.18 | 2.33 | .04 |
| All nonunion workers, private industry | 16.04 | 11.70 | 4.34 | 1.02 | .39 | 1.03 | .40 | 1.48 | .03 |
| Blue-collar occupations | 13.74 | 9.76 | 3.98 | .68 | .43 | .92 | .28 | 1.65 | (⁴) |
| Goods-producing industries ² | 19.20 | 13.36 | 5.84 | 1.29 | .59 | 1.45 | .56 | 1.87 | .08 |
| Service-producing industries ³ | 15.19 | 11.25 | 3.94 | .94 | .34 | .91 | .35 | 1.38 | .02 |
| Manufacturing | 19.59 | 13.54 | 6.06 | 1.45 | .57 | 1.61 | .61 | 1.73 | .09 |
| Blue-collar occupations | 14.87 | 10.13 | 4.73 | .89 | .60 | 1.25 | .41 | 1.57 | (⁴) |
| Nonmanufacturing | 15.34 | 11.33 | 4.00 | .93 | .36 | .91 | .36 | 1.43 | .02 |
| Percent of total compensation | | | | | | | | | |
| All union workers, private industry | 100.0 | 63.4 | 36.6 | 7.1 | 3.2 | 10.6 | 5.3 | 9.9 | 0.5 |
| Blue-collar occupations | 100.0 | 61.3 | 38.7 | 6.7 | 3.8 | 11.0 | 5.9 | 10.7 | .6 |
| Goods-producing industries ² | 100.0 | 60.4 | 39.6 | 6.4 | 4.0 | 11.5 | 6.3 | 10.5 | .8 |
| Service-producing industries ³ | 100.0 | 66.7 | 33.3 | 7.8 | 2.3 | 9.6 | 4.2 | 9.2 | .1 |
| Manufacturing | 100.0 | 59.5 | 40.5 | 7.6 | 4.6 | 12.2 | 5.6 | 9.5 | .9 |
| Blue-collar occupations | 100.0 | 59.1 | 40.9 | 7.6 | 4.8 | 12.3 | 5.7 | 9.6 | 1.0 |
| Nonmanufacturing | 100.0 | 65.8 | 34.2 | 6.8 | 2.3 | 9.6 | 5.1 | 10.1 | .2 |
| All nonunion workers, private industry | 100.0 | 72.9 | 27.1 | 6.3 | 2.4 | 6.4 | 2.5 | 9.2 | .2 |
| Blue-collar occupations | 100.0 | 71.0 | 29.0 | 5.0 | 3.1 | 6.7 | 2.0 | 12.0 | (⁴) |
| Goods-producing industries ² | 100.0 | 69.6 | 30.4 | 6.7 | 3.1 | 7.6 | 2.9 | 9.7 | .4 |
| Service-producing industries ³ | 100.0 | 74.1 | 25.9 | 6.2 | 2.2 | 6.0 | 2.3 | 9.1 | .1 |
| Manufacturing | 100.0 | 69.1 | 30.9 | 7.4 | 2.9 | 8.2 | 3.1 | 8.8 | .4 |
| Blue-collar occupations | 100.0 | 68.2 | 31.8 | 6.0 | 4.0 | 8.4 | 2.8 | 10.6 | (⁴) |
| Nonmanufacturing | 100.0 | 73.9 | 26.1 | 6.1 | 2.3 | 5.9 | 2.3 | 9.3 | .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.

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

Table 94. 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, March 1994

| Industry and occupational group, and employment size | Total compensation | Wages and salaries | Benefit costs | | | | | | |
|---------------------------------------------------------|-----------------------|--------------------------|---------------|---------------|--------------------------|-----------|------------------------------|---------------------------------|--------------------------------|
| | | | Total | Paid leave | Supple- mental pay | Insurance | Retirement and savings | Legally required benefits | Other benefits ¹ |
| Cost per hour worked | | | | | | | | | |
| All workers in private industry | \$17.08 | \$12.14 | \$4.94 | \$1.11 | \$0.44 | \$1.23 | \$0.52 | \$1.60 | \$0.04 |
| 1-99 workers | 14.58 | 10.72 | 3.86 | .78 | .34 | .90 | .33 | 1.49 | (²) |
| 100 or more workers | 19.45 | 13.48 | 5.97 | 1.42 | .54 | 1.55 | .70 | 1.70 | .07 |
| 100-499 workers | 15.88 | 11.37 | 4.51 | .99 | .40 | 1.12 | .45 | 1.50 | .05 |
| 500 or more workers | 23.35 | 15.79 | 7.56 | 1.89 | .69 | 2.01 | .96 | 1.91 | .09 |
| Goods-producing industries ³ | 20.85 | 13.87 | 6.98 | 1.38 | .71 | 1.85 | .85 | 2.08 | .11 |
| 1-99 workers | 18.17 | 12.60 | 5.57 | .83 | .57 | 1.31 | .59 | 2.24 | .03 |
| 100 or more workers | 22.26 | 14.54 | 7.72 | 1.68 | .77 | 2.14 | .98 | 2.00 | .15 |
| 100-499 workers | 18.35 | 12.50 | 5.85 | 1.15 | .57 | 1.57 | .63 | 1.82 | .11 |
| 500 or more workers | 26.11 | 16.55 | 9.56 | 2.19 | .97 | 2.70 | 1.32 | 2.18 | .19 |
| Service-producing industries ⁴ | 15.82 | 11.56 | 4.26 | 1.02 | .36 | 1.03 | .41 | 1.44 | .02 |
| 1-99 workers | 13.80 | 10.31 | 3.49 | .77 | .29 | .81 | .27 | 1.33 | (²) |
| 100 or more workers | 18.13 | 12.99 | 5.15 | 1.30 | .43 | 1.27 | .56 | 1.56 | .03 |
| 100-499 workers | 14.80 | 10.88 | 3.92 | .91 | .33 | .92 | .37 | 1.37 | .02 |
| 500 or more workers | 21.94 | 15.40 | 6.55 | 1.74 | .55 | 1.67 | .78 | 1.78 | .04 |
| White-collar occupations | 20.26 | 14.72 | 5.54 | 1.46 | .47 | 1.36 | .59 | 1.60 | .05 |
| 1-99 workers | 17.68 | 13.17 | 4.51 | 1.12 | .42 | 1.09 | .40 | 1.47 | (²) |
| 100 or more workers | 22.49 | 16.06 | 6.43 | 1.76 | .52 | 1.60 | .76 | 1.72 | .07 |
| 100-499 workers | 18.70 | 13.71 | 4.98 | 1.27 | .40 | 1.22 | .50 | 1.50 | .09 |
| 500 or more workers | 25.94 | 18.20 | 7.74 | 2.20 | .63 | 1.93 | 1.00 | 1.92 | .06 |
| Blue-collar occupations | 16.92 | 11.31 | 5.62 | .97 | .58 | 1.45 | .63 | 1.94 | .05 |
| 1-99 workers | 14.79 | 10.37 | 4.42 | .65 | .40 | 1.04 | .41 | 1.91 | .02 |
| 100 or more workers | 18.94 | 12.19 | 6.75 | 1.28 | .75 | 1.84 | .84 | 1.96 | .08 |
| 100-499 workers | 15.82 | 10.72 | 5.10 | .90 | .55 | 1.31 | .56 | 1.76 | (²) |
| 500 or more workers | 22.86 | 14.03 | 8.83 | 1.75 | 1.00 | 2.51 | 1.18 | 2.21 | .18 |
| Percent of total compensation | | | | | | | | | |
| All workers in private industry | 100.0 | 71.1 | 28.9 | 6.5 | 2.6 | 7.2 | 3.0 | 9.4 | 0.2 |
| 1-99 workers | 100.0 | 73.5 | 26.5 | 5.4 | 2.3 | 6.2 | 2.3 | 10.2 | (²) |
| 100 or more workers | 100.0 | 69.3 | 30.7 | 7.3 | 2.8 | 8.0 | 3.6 | 8.7 | .3 |
| 100-499 workers | 100.0 | 71.6 | 28.4 | 6.2 | 2.5 | 7.0 | 2.8 | 9.5 | .3 |
| 500 or more workers | 100.0 | 67.6 | 32.4 | 8.1 | 3.0 | 8.6 | 4.1 | 8.2 | .4 |
| Goods-producing industries ³ | 100.0 | 66.5 | 33.5 | 6.6 | 3.4 | 8.9 | 4.1 | 10.0 | .5 |
| 1-99 workers | 100.0 | 69.3 | 30.7 | 4.6 | 3.2 | 7.2 | 3.2 | 12.3 | .2 |
| 100 or more workers | 100.0 | 65.3 | 34.7 | 7.5 | 3.5 | 9.6 | 4.4 | 9.0 | .7 |
| 100-499 workers | 100.0 | 68.1 | 31.9 | 6.3 | 3.1 | 8.5 | 3.5 | 9.9 | .6 |
| 500 or more workers | 100.0 | 63.4 | 36.6 | 8.4 | 3.7 | 10.3 | 5.1 | 8.4 | .7 |
| Service-producing industries ⁴ | 100.0 | 73.1 | 26.9 | 6.4 | 2.2 | 6.5 | 2.6 | 9.1 | .1 |
| 1-99 workers | 100.0 | 74.7 | 25.3 | 5.6 | 2.1 | 5.9 | 2.0 | 9.7 | (²) |
| 100 or more workers | 100.0 | 71.6 | 28.4 | 7.2 | 2.4 | 7.0 | 3.1 | 8.6 | .2 |
| 100-499 workers | 100.0 | 73.5 | 26.5 | 6.2 | 2.2 | 6.2 | 2.5 | 9.2 | .1 |
| 500 or more workers | 100.0 | 70.2 | 29.8 | 7.9 | 2.5 | 7.6 | 3.6 | 8.1 | .2 |
| White-collar occupations | 100.0 | 72.7 | 27.3 | 7.2 | 2.3 | 6.7 | 2.9 | 7.9 | .2 |
| 1-99 workers | 100.0 | 74.5 | 25.5 | 6.3 | 2.4 | 6.2 | 2.2 | 8.3 | (²) |
| 100 or more workers | 100.0 | 71.4 | 28.6 | 7.8 | 2.3 | 7.1 | 3.4 | 7.6 | .3 |
| 100-499 workers | 100.0 | 73.3 | 26.7 | 6.8 | 2.1 | 6.5 | 2.7 | 8.0 | .5 |
| 500 or more workers | 100.0 | 70.2 | 29.8 | 8.5 | 2.4 | 7.5 | 3.8 | 7.4 | .2 |
| Blue-collar occupations | 100.0 | 66.8 | 33.2 | 5.7 | 3.4 | 8.6 | 3.7 | 11.4 | .3 |
| 1-99 workers | 100.0 | 70.1 | 29.9 | 4.4 | 2.7 | 7.0 | 2.7 | 12.9 | .1 |
| 100 or more workers | 100.0 | 64.4 | 35.6 | 6.7 | 4.0 | 9.7 | 4.4 | 10.4 | .4 |
| 100-499 workers | 100.0 | 67.8 | 32.2 | 5.7 | 3.5 | 8.3 | 3.5 | 11.1 | (²) |
| 500 or more workers | 100.0 | 61.4 | 38.6 | 7.7 | 4.4 | 11.0 | 5.2 | 9.7 | .8 |

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.

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

Table 95. 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, March 1994

| 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 | | | | | | | | | |
| Health services | \$18.01 | \$13.06 | \$4.94 | \$1.31 | \$0.46 | \$1.23 | \$0.43 | \$1.51 | (²) |
| Professional specialty and technical | 24.95 | 18.28 | 6.67 | 1.86 | .77 | 1.43 | .57 | 2.02 | \$.02 |
| Professional speciality | 28.39 | 20.86 | 7.53 | 2.18 | .91 | 1.55 | .64 | 2.22 | .03 |
| Nurses | 27.21 | 19.66 | 7.55 | 2.01 | 1.09 | 1.52 | .67 | 2.24 | .02 |
| Technical | 18.96 | 13.78 | 5.18 | 1.29 | .51 | 1.22 | .46 | 1.68 | (²) |
| Administrative support, including clerical | 13.90 | 9.76 | 4.14 | .99 | .26 | 1.34 | .46 | 1.08 | (²) |
| Service occupations | 10.81 | 7.76 | 3.05 | .67 | .25 | .84 | .19 | 1.09 | (²) |
| Hospitals | 20.65 | 14.57 | 6.08 | 1.66 | .65 | 1.65 | .47 | 1.63 | .02 |
| Professional specialty and technical | 25.08 | 17.92 | 7.16 | 2.00 | .95 | 1.64 | .55 | 2.00 | .02 |
| Professional speciality | 27.25 | 19.66 | 7.59 | 2.14 | 1.05 | 1.62 | .59 | 2.16 | .02 |
| Nurses | 27.77 | 19.95 | 7.82 | 2.11 | 1.24 | 1.62 | .60 | 2.23 | .02 |
| Technical | 19.15 | 13.18 | 5.97 | 1.62 | .69 | 1.67 | .43 | 1.55 | .02 |
| Administrative support, including clerical | 14.82 | 10.13 | 4.69 | 1.19 | .29 | 1.67 | .39 | 1.14 | .02 |
| Service occupations | 13.14 | 8.80 | 4.33 | .97 | .39 | 1.59 | .29 | 1.07 | .02 |
| Nursing homes | 11.06 | 8.15 | 2.91 | .66 | .23 | .57 | .10 | 1.34 | (²) |
| Professional specialty and technical | 17.41 | 12.96 | 4.45 | 1.10 | .43 | .63 | .16 | 2.12 | (²) |
| Professional speciality | 19.50 | 14.86 | 4.64 | 1.24 | .39 | .59 | .17 | 2.24 | (²) |
| Technical | 15.68 | 11.38 | 4.29 | .98 | .46 | .66 | .16 | 2.03 | (²) |
| Service occupations | 8.87 | 6.45 | 2.41 | .49 | .19 | .53 | .08 | 1.12 | (²) |
| Percent of total compensation | | | | | | | | | |
| Health services | 100.0 | 72.5 | 27.5 | 7.2 | 2.5 | 6.8 | 2.4 | 8.4 | (²) |
| Professional specialty and technical | 100.0 | 73.3 | 26.7 | 7.4 | 3.1 | 5.7 | 2.3 | 8.1 | .1 |
| Professional speciality | 100.0 | 73.5 | 26.5 | 7.7 | 3.2 | 5.5 | 2.3 | 7.8 | .1 |
| Nurses | 100.0 | 72.3 | 27.7 | 7.4 | 4.0 | 5.6 | 2.4 | 8.2 | .1 |
| Technical | 100.0 | 72.7 | 27.3 | 6.8 | 2.7 | 6.4 | 2.4 | 8.9 | (²) |
| Administrative support, including clerical | 100.0 | 70.2 | 29.8 | 7.1 | 1.9 | 9.6 | 3.3 | 7.8 | (²) |
| Service occupations | 100.0 | 71.8 | 28.2 | 6.2 | 2.3 | 7.7 | 1.7 | 10.1 | (²) |
| Hospitals | 100.0 | 70.6 | 29.4 | 8.0 | 3.2 | 8.0 | 2.3 | 7.9 | .1 |
| Professional specialty and technical | 100.0 | 71.5 | 28.5 | 8.0 | 3.8 | 6.5 | 2.2 | 8.0 | .1 |
| Professional speciality | 100.0 | 72.1 | 27.9 | 7.9 | 3.8 | 6.0 | 2.2 | 7.9 | .1 |
| Nurses | 100.0 | 71.8 | 28.2 | 7.6 | 4.5 | 5.9 | 2.2 | 8.0 | .1 |
| Technical | 100.0 | 68.8 | 31.2 | 8.5 | 3.6 | 8.7 | 2.2 | 8.1 | .1 |
| Administrative support, including clerical | 100.0 | 68.4 | 31.6 | 8.0 | 2.0 | 11.2 | 2.6 | 7.7 | .1 |
| Service occupations | 100.0 | 67.0 | 33.0 | 7.4 | 3.0 | 12.1 | 2.2 | 8.1 | .2 |
| Nursing homes | 100.0 | 73.7 | 26.3 | 6.0 | 2.1 | 5.1 | .9 | 12.1 | (²) |
| Professional specialty and technical | 100.0 | 74.4 | 25.6 | 6.3 | 2.5 | 3.6 | .9 | 12.2 | (²) |
| Professional speciality | 100.0 | 76.2 | 23.8 | 6.4 | 2.0 | 3.0 | .9 | 11.5 | (²) |
| Technical | 100.0 | 72.6 | 27.4 | 6.3 | 3.0 | 4.2 | 1.0 | 12.9 | (²) |
| Service occupations | 100.0 | 72.8 | 27.2 | 5.5 | 2.2 | 5.9 | .9 | 12.7 | (²) |

¹ Includes severance pay and supplemental unemployment benefits.

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

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

Table 96. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Private industry transportation equipment manufacturing workers, by industry and occupational group, March 1994

| 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 | | | | | | | | | |
| Transportation equipment manufacturing (SIC 37) | \$30.67 | \$17.78 | \$12.89 | \$2.48 | \$1.52 | \$3.78 | \$2.17 | \$2.57 | \$0.38 |
| White-collar occupations | 31.98 | 21.37 | 10.61 | 2.90 | .73 | 2.95 | 1.53 | 2.38 | .11 |
| Professional specialty and technical | 33.29 | 22.64 | 10.65 | 3.04 | .57 | 2.91 | 1.50 | 2.52 | .10 |
| Executive, administrative, and managerial | 38.66 | 26.70 | 11.96 | 3.63 | .54 | 3.17 | 1.83 | 2.71 | .07 |
| Blue-collar occupations | 30.13 | 16.12 | 14.01 | 2.30 | 1.91 | 4.15 | 2.48 | 2.66 | .51 |
| Service occupations | 28.51 | 15.72 | 12.79 | 2.05 | 1.30 | 4.54 | 2.06 | 2.39 | .45 |
| Aircraft manufacturing (SIC 3721) | 29.34 | 19.53 | 9.82 | 2.54 | 1.05 | 2.70 | 1.27 | 2.23 | .03 |
| White-collar occupations | 30.33 | 20.67 | 9.67 | 2.80 | .55 | 2.65 | 1.42 | 2.20 | .04 |
| Blue-collar occupations | 28.01 | 17.91 | 10.10 | 2.14 | 1.83 | 2.75 | 1.06 | 2.30 | .02 |
| Percent of total compensation | | | | | | | | | |
| Transportation equipment manufacturing (SIC 37) | 100.0 | 58.0 | 42.0 | 8.1 | 4.9 | 12.3 | 7.1 | 8.4 | 1.2 |
| White-collar occupations | 100.0 | 66.8 | 33.2 | 9.1 | 2.3 | 9.2 | 4.8 | 7.5 | .4 |
| Professional specialty and technical | 100.0 | 68.0 | 32.0 | 9.1 | 1.7 | 8.7 | 4.5 | 7.6 | .3 |
| Executive, administrative, and managerial | 100.0 | 69.1 | 30.9 | 9.4 | 1.4 | 8.2 | 4.7 | 7.0 | .2 |
| Blue-collar occupations | 100.0 | 53.5 | 46.5 | 7.6 | 6.3 | 13.8 | 8.2 | 8.8 | 1.7 |
| Service occupations | 100.0 | 55.1 | 44.9 | 7.2 | 4.6 | 15.9 | 7.2 | 8.4 | 1.6 |
| Aircraft manufacturing (SIC 3721) | 100.0 | 66.5 | 33.5 | 8.6 | 3.6 | 9.2 | 4.3 | 7.6 | .1 |
| White-collar occupations | 100.0 | 68.1 | 31.9 | 9.2 | 1.8 | 8.8 | 4.7 | 7.2 | .1 |
| Blue-collar occupations | 100.0 | 63.9 | 36.1 | 7.6 | 6.5 | 9.8 | 3.8 | 8.2 | .1 |

¹ Includes severance pay and supplemental unemployment benefits.

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

Table 97. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Civilian workers, by major occupational group, March 1993

| Compensation component | Civilian workers | | White-collar | | Blue-collar | | Service | |
|--------------------------------------|------------------|---------|--------------|---------|-------------|---------|------------------|------------------|
| | Cost | Percent | Cost | Percent | Cost | Percent | Cost | Percent |
| Total compensation | \$17.88 | 100.0 | \$21.23 | 100.0 | \$16.58 | 100.0 | \$10.04 | 100.0 |
| Wages and salaries | 12.68 | 70.9 | 15.38 | 72.4 | 11.08 | 66.8 | 7.25 | 72.2 |
| Total benefits | 5.20 | 29.1 | 5.86 | 27.6 | 5.50 | 33.2 | 2.79 | 27.8 |
| Paid leave | 1.22 | 6.8 | 1.55 | 7.3 | 1.02 | 6.1 | .58 | 5.8 |
| Vacation | .55 | 3.1 | .67 | 3.1 | .52 | 3.1 | .26 | 2.6 |
| Holiday | .41 | 2.3 | .52 | 2.4 | .36 | 2.2 | .18 | 1.8 |
| Sick | .19 | 1.1 | .27 | 1.3 | .10 | .6 | .11 | 1.0 |
| Other | .07 | .4 | .09 | .4 | .05 | .3 | .03 | .3 |
| Supplemental pay | .39 | 2.2 | .38 | 1.8 | .55 | 3.3 | .17 | 1.7 |
| Premium ¹ | .17 | 1.0 | .09 | .4 | .38 | 2.3 | .09 | .9 |
| Shift differential | .05 | .3 | .04 | .2 | .06 | .4 | .05 | .5 |
| Nonproduction bonuses | .17 | .9 | .25 | 1.2 | .11 | .7 | .03 | .3 |
| Insurance | 1.32 | 7.4 | 1.48 | 7.0 | 1.42 | 8.6 | .69 | 6.8 |
| Life | .05 | .3 | .06 | .3 | .05 | .3 | .02 | .2 |
| Health | 1.22 | 6.8 | 1.37 | 6.5 | 1.31 | 7.9 | .65 | 6.5 |
| Sickness and accident | .05 | .3 | .05 | .3 | .06 | .4 | .02 | .2 |
| Retirement and savings | .70 | 3.9 | .87 | 4.1 | .61 | 3.7 | .35 | 3.5 |
| Pensions | .61 | 3.4 | .74 | 3.5 | .53 | 3.2 | .34 | 3.4 |
| Savings and thrift | .09 | .5 | .12 | .6 | .08 | .5 | (²) | (²) |
| Legally required benefits | 1.53 | 8.6 | 1.54 | 7.3 | 1.84 | 11.1 | 1.00 | 10.0 |
| Social Security ³ | 1.00 | 5.6 | 1.17 | 5.5 | .96 | 5.8 | .58 | 5.8 |
| Federal unemployment insurance | .03 | .2 | .03 | .1 | .03 | .2 | .03 | .3 |
| State unemployment insurance | .10 | .6 | .10 | .4 | .13 | .8 | .08 | .8 |
| Workers' compensation | .38 | 2.1 | .24 | 1.1 | .68 | 4.1 | .30 | 3.0 |
| Other benefits ⁴ | .04 | .2 | .04 | .2 | .06 | .4 | (²) | (²) |

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 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 98. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Civilian workers, by occupational and industry group, March 1993

| 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 | | | | | | | | | |
| Civilian workers | \$17.88 | \$12.68 | \$5.20 | \$1.22 | \$0.39 | \$1.32 | \$0.70 | \$1.53 | \$0.04 |
| Occupational group | | | | | | | | | |
| White-collar occupations | 21.23 | 15.38 | 5.86 | 1.55 | .38 | 1.48 | .87 | 1.54 | .04 |
| Professional specialty and technical | 29.33 | 21.41 | 7.92 | 2.05 | .42 | 1.94 | 1.51 | 1.96 | .04 |
| Executive, administrative, and managerial | 30.48 | 21.98 | 8.50 | 2.65 | .67 | 1.76 | 1.19 | 2.13 | .10 |
| Administrative support, including clerical | 14.36 | 10.05 | 4.31 | 1.08 | .25 | 1.35 | .50 | 1.12 | .02 |
| Blue-collar occupations | 16.58 | 11.08 | 5.50 | 1.02 | .55 | 1.42 | .61 | 1.84 | .06 |
| Service occupations | 10.04 | 7.25 | 2.79 | .58 | .17 | .69 | .35 | 1.00 | (²) |
| Industry group | | | | | | | | | |
| Services | 18.91 | 13.80 | 5.11 | 1.26 | .27 | 1.29 | .83 | 1.43 | .02 |
| Health services | 17.55 | 12.66 | 4.88 | 1.36 | .44 | 1.16 | .49 | 1.42 | (²) |
| Hospitals | 19.74 | 13.83 | 5.91 | 1.69 | .60 | 1.54 | .56 | 1.51 | (²) |
| Educational services | 26.87 | 19.56 | 7.32 | 1.63 | .08 | 2.09 | 1.95 | 1.53 | .03 |
| Elementary and secondary education | 27.24 | 19.78 | 7.46 | 1.54 | .08 | 2.25 | 2.09 | 1.47 | .04 |
| Higher education | 27.39 | 20.02 | 7.37 | 1.86 | .10 | 1.91 | 1.81 | 1.68 | (²) |
| Percent of total compensation | | | | | | | | | |
| Civilian workers | 100.0 | 70.9 | 29.1 | 6.8 | 2.2 | 7.4 | 3.9 | 8.6 | 0.2 |
| Occupational group | | | | | | | | | |
| White-collar occupations | 100.0 | 72.4 | 27.6 | 7.3 | 1.8 | 7.0 | 4.1 | 7.3 | .2 |
| Professional specialty and technical | 100.0 | 73.0 | 27.0 | 7.0 | 1.4 | 6.6 | 5.1 | 6.7 | .1 |
| Executive, administrative, and managerial | 100.0 | 72.1 | 27.9 | 8.7 | 2.2 | 5.8 | 3.9 | 7.0 | .3 |
| Administrative support, including clerical | 100.0 | 70.0 | 30.0 | 7.5 | 1.7 | 9.4 | 3.4 | 7.8 | .1 |
| Blue-collar occupations | 100.0 | 66.8 | 33.2 | 6.1 | 3.3 | 8.6 | 3.7 | 11.1 | .4 |
| Service occupations | 100.0 | 72.2 | 27.8 | 5.8 | 1.7 | 6.8 | 3.5 | 10.0 | (²) |
| Industry group | | | | | | | | | |
| Services | 100.0 | 73.0 | 27.0 | 6.7 | 1.4 | 6.8 | 4.4 | 7.6 | .1 |
| Health services | 100.0 | 72.2 | 27.8 | 7.8 | 2.5 | 6.6 | 2.8 | 8.1 | (²) |
| Hospitals | 100.0 | 70.0 | 30.0 | 8.6 | 3.0 | 7.8 | 2.8 | 7.7 | (²) |
| Educational services | 100.0 | 72.8 | 27.2 | 6.1 | .3 | 7.8 | 7.3 | 5.7 | .1 |
| Elementary and secondary education | 100.0 | 72.6 | 27.4 | 5.7 | .3 | 8.3 | 7.7 | 5.4 | .1 |
| Higher education | 100.0 | 73.1 | 26.9 | 6.8 | .4 | 7.0 | 6.6 | 6.2 | (²) |

¹ Includes severance pay and supplemental unemployment benefits.

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

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

Table 99. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: State and local government, by selected characteristics,¹ March 1993

| 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 | \$24.44 | 100.0 | \$27.67 | 100.0 | \$17.04 | 100.0 | \$26.02 | 100.0 |
| Wages and salaries | 17.00 | 69.6 | 19.72 | 71.3 | 10.83 | 63.5 | 18.58 | 71.4 |
| Total benefits | 7.44 | 30.4 | 7.95 | 28.7 | 6.21 | 36.5 | 7.44 | 28.6 |
| Paid leave | 1.86 | 7.6 | 1.98 | 7.1 | 1.58 | 9.3 | 1.74 | 6.7 |
| Vacation | .62 | 2.5 | .59 | 2.1 | .66 | 3.9 | .47 | 1.8 |
| Holiday | .60 | 2.5 | .64 | 2.3 | .49 | 2.9 | .57 | 2.2 |
| Sick | .48 | 2.0 | .55 | 2.0 | .32 | 1.9 | .52 | 2.0 |
| Other | .16 | .7 | .19 | .7 | .11 | .6 | .18 | .7 |
| Supplemental pay | .21 | .9 | .14 | .5 | .37 | 2.2 | .16 | .6 |
| Premium ² | .10 | .4 | .04 | .2 | .20 | 1.2 | .05 | .2 |
| Shift differential | .04 | .2 | .03 | .1 | .10 | .6 | .04 | .2 |
| Nonproduction bonuses | .07 | .3 | .07 | .2 | .07 | .4 | .07 | .3 |
| Insurance | 2.02 | 8.3 | 2.17 | 7.8 | 1.65 | 9.7 | 2.12 | 8.1 |
| Life | .05 | .2 | .06 | .2 | .04 | .2 | .05 | .2 |
| Health | 1.93 | 7.9 | 2.07 | 7.5 | 1.59 | 9.3 | 2.03 | 7.8 |
| Sickness and accident | .04 | .2 | .05 | .2 | .03 | .2 | .04 | .2 |
| Retirement and savings | 1.87 | 7.6 | 2.08 | 7.5 | 1.50 | 8.8 | 1.95 | 7.5 |
| Pensions | 1.85 | 7.6 | 2.06 | 7.4 | 1.49 | 8.7 | 1.94 | 7.5 |
| Savings and thrift | .02 | .1 | .02 | .1 | (³) | (³) | (³) | (³) |
| Legally required benefits | 1.44 | 5.9 | 1.55 | 5.6 | 1.09 | 6.4 | 1.45 | 5.6 |
| Social Security ⁴ | 1.09 | 4.5 | 1.25 | 4.5 | .69 | 4.1 | 1.16 | 4.5 |
| Federal unemployment insurance | (³) | (³) | (³) | (³) | (³) | (³) | (³) | (³) |
| State unemployment insurance | .04 | .2 | .05 | .2 | .04 | .2 | .04 | .2 |
| Workers' compensation | .30 | 1.2 | .26 | .9 | .35 | 2.1 | .25 | .9 |
| Other benefits ⁵ | .03 | .1 | .03 | .1 | .02 | .1 | .03 | .1 |

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 Cost per hour worked is \$0.01 or less.

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 100. 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, March 1993

| 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 | | | | | | | | | |
| State and local government workers | \$24.44 | \$17.00 | \$7.44 | \$1.86 | \$0.21 | \$2.02 | \$1.87 | \$1.44 | \$0.03 |
| Occupational group | | | | | | | | | |
| White-collar occupations | 27.67 | 19.72 | 7.95 | 1.98 | .14 | 2.17 | 2.08 | 1.55 | .03 |
| Professional specialty and technical | 32.91 | 24.07 | 8.83 | 1.95 | .16 | 2.37 | 2.54 | 1.77 | .04 |
| Executive, administrative, and managerial | 30.66 | 21.26 | 9.39 | 3.07 | .15 | 2.02 | 2.35 | 1.80 | .02 |
| Administrative support, including clerical | 15.59 | 10.18 | 5.41 | 1.44 | .09 | 1.85 | 1.01 | .99 | .02 |
| Blue-collar occupations | 18.78 | 12.13 | 6.65 | 1.71 | .35 | 1.84 | 1.32 | 1.42 | (²) |
| Service occupations | 17.04 | 10.83 | 6.21 | 1.58 | .37 | 1.65 | 1.50 | 1.09 | .02 |
| Industry group | | | | | | | | | |
| Services | 26.02 | 18.58 | 7.44 | 1.74 | .16 | 2.12 | 1.95 | 1.45 | .03 |
| Health services | 19.31 | 12.91 | 6.41 | 1.97 | .50 | 1.56 | 1.02 | 1.33 | .02 |
| Hospitals | 19.60 | 13.20 | 6.40 | 2.01 | .49 | 1.53 | 1.02 | 1.34 | .02 |
| Educational services | 27.68 | 20.00 | 7.68 | 1.69 | .09 | 2.24 | 2.15 | 1.49 | .03 |
| Elementary and secondary education | 27.88 | 20.18 | 7.70 | 1.59 | .08 | 2.32 | 2.21 | 1.46 | .04 |
| Higher education | 28.13 | 20.29 | 7.84 | 1.97 | .12 | 2.07 | 2.06 | 1.61 | (²) |
| Public administration | 21.35 | 14.02 | 7.33 | 2.10 | .28 | 1.79 | 1.80 | 1.32 | .03 |
| Percent of total compensation | | | | | | | | | |
| State and local government workers | 100.0 | 69.6 | 30.4 | 7.6 | 0.9 | 8.3 | 7.6 | 5.9 | 0.1 |
| Occupational group | | | | | | | | | |
| White-collar occupations | 100.0 | 71.3 | 28.7 | 7.1 | .5 | 7.8 | 7.5 | 5.6 | .1 |
| Professional specialty and technical | 100.0 | 73.2 | 26.8 | 5.9 | .5 | 7.2 | 7.7 | 5.4 | .1 |
| Executive, administrative, and managerial | 100.0 | 69.4 | 30.6 | 10.0 | .5 | 6.6 | 7.7 | 5.9 | .1 |
| Administrative support, including clerical | 100.0 | 65.3 | 34.7 | 9.3 | .6 | 11.9 | 6.5 | 6.3 | .1 |
| Blue-collar occupations | 100.0 | 64.6 | 35.4 | 9.1 | 1.9 | 9.8 | 7.0 | 7.6 | (²) |
| Service occupations | 100.0 | 63.5 | 36.5 | 9.3 | 2.2 | 9.7 | 8.8 | 6.4 | .1 |
| Industry group | | | | | | | | | |
| Services | 100.0 | 71.4 | 28.6 | 6.7 | .6 | 8.1 | 7.5 | 5.6 | .1 |
| Health services | 100.0 | 66.8 | 33.2 | 10.2 | 2.6 | 8.1 | 5.3 | 6.9 | .1 |
| Hospitals | 100.0 | 67.3 | 32.7 | 10.2 | 2.5 | 7.8 | 5.2 | 6.8 | .1 |
| Educational services | 100.0 | 72.2 | 27.8 | 6.1 | .3 | 8.1 | 7.8 | 5.4 | .1 |
| Elementary and secondary education | 100.0 | 72.4 | 27.6 | 5.7 | .3 | 8.3 | 7.9 | 5.3 | .1 |
| Higher education | 100.0 | 72.1 | 27.9 | 7.0 | .4 | 7.4 | 7.3 | 5.7 | (²) |
| Public administration | 100.0 | 65.7 | 34.3 | 9.8 | 1.3 | 8.4 | 8.4 | 6.2 | .1 |

¹ Includes severance pay and supplemental unemployment benefits.

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

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

Table 101. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Private industry workers, by major industry group, March 1993

| Compensation component | All workers in private industry | | Goods-producing ¹ | | Service-producing ² | | Manufacturing | | Nonmanufacturing | |
|--------------------------------------|---------------------------------|---------|------------------------------|---------|--------------------------------|------------------|---------------|---------|------------------|---------|
| | Cost | Percent | Cost | Percent | Cost | Percent | Cost | Percent | Cost | Percent |
| Total compensation | \$16.70 | 100.0 | \$20.22 | 100.0 | \$15.51 | 100.0 | \$20.09 | 100.0 | \$15.85 | 100.0 |
| Wages and salaries | 11.90 | 71.3 | 13.54 | 67.0 | 11.34 | 73.1 | 13.35 | 66.4 | 11.54 | 72.8 |
| Total benefits | 4.80 | 28.7 | 6.67 | 33.0 | 4.17 | 26.9 | 6.74 | 33.6 | 4.31 | 27.2 |
| Paid leave | 1.11 | 6.6 | 1.38 | 6.8 | 1.01 | 6.5 | 1.52 | 7.6 | 1.00 | 6.3 |
| Vacation | .54 | 3.2 | .72 | 3.5 | .48 | 3.1 | .78 | 3.9 | .48 | 3.0 |
| Holiday | .38 | 2.3 | .50 | 2.5 | .34 | 2.2 | .56 | 2.8 | .33 | 2.1 |
| Sick | .14 | .8 | .11 | .6 | .15 | 1.0 | .13 | .6 | .14 | .9 |
| Other | .05 | .3 | .05 | .3 | .05 | .3 | .06 | .3 | .05 | .3 |
| Supplemental pay | .42 | 2.5 | .67 | 3.3 | .34 | 2.2 | .71 | 3.5 | .35 | 2.2 |
| Premium ³ | .19 | 1.1 | .39 | 1.9 | .12 | .8 | .39 | 1.9 | .14 | .9 |
| Shift differential | .05 | .3 | .08 | .4 | .04 | .3 | .10 | .5 | .04 | .3 |
| Nonproduction bonuses | .19 | 1.1 | .21 | 1.0 | .18 | 1.2 | .23 | 1.1 | .18 | 1.1 |
| Insurance | 1.19 | 7.2 | 1.74 | 8.6 | 1.01 | 6.5 | 1.86 | 9.3 | 1.03 | 6.5 |
| Life | .05 | .3 | .07 | .3 | .04 | .3 | .08 | .4 | .04 | .3 |
| Health | 1.10 | 6.6 | 1.59 | 7.9 | .93 | 6.0 | 1.69 | 8.4 | .95 | 6.0 |
| Sickness and accident | .05 | .3 | .08 | .4 | .04 | .3 | .09 | .4 | .04 | .3 |
| Retirement and savings | .48 | 2.9 | .77 | 3.8 | .39 | 2.5 | .72 | 3.6 | .43 | 2.7 |
| Pensions | .38 | 2.3 | .60 | 3.0 | .31 | 2.0 | .55 | 2.7 | .34 | 2.1 |
| Savings and thrift | .10 | .6 | .17 | .8 | .08 | .5 | .17 | .9 | .09 | .5 |
| Legally required benefits | 1.55 | 9.3 | 1.99 | 9.8 | 1.40 | 9.0 | 1.79 | 8.9 | 1.49 | 9.4 |
| Social Security ⁴ | .99 | 5.9 | 1.17 | 5.8 | .93 | 6.0 | 1.16 | 5.8 | .95 | 6.0 |
| Federal unemployment insurance | .03 | .2 | .03 | .2 | .03 | .2 | .03 | .2 | .03 | .2 |
| State unemployment insurance | .11 | .7 | .15 | .8 | .10 | .7 | .14 | .7 | .11 | .7 |
| Workers' compensation | .39 | 2.3 | .63 | 3.1 | .31 | 2.0 | .44 | 2.2 | .38 | 2.4 |
| Other benefits ⁵ | .04 | .2 | .12 | .6 | (⁶) | (⁶) | .14 | .7 | .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.

⁶ Cost per hour worked is \$0.01 or less.

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

Table 102. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Private industry workers, by major occupational group, March 1993

| Compensation component | All workers in private industry | | White-collar | | Blue-collar | | Service | |
|--------------------------------------|---------------------------------|---------|--------------|---------|-------------|---------|------------------|------------------|
| | Cost | Percent | Cost | Percent | Cost | Percent | Cost | Percent |
| Total compensation | \$16.70 | 100.0 | \$19.67 | 100.0 | \$16.43 | 100.0 | \$8.54 | 100.0 |
| Wages and salaries | 11.90 | 71.3 | 14.32 | 72.8 | 11.01 | 67.0 | 6.48 | 75.9 |
| Total benefits | 4.80 | 28.7 | 5.35 | 27.2 | 5.42 | 33.0 | 2.06 | 24.1 |
| Paid leave | 1.11 | 6.6 | 1.44 | 7.3 | .97 | 5.9 | .36 | 4.3 |
| Vacation | .54 | 3.2 | .69 | 3.5 | .50 | 3.1 | .18 | 2.1 |
| Holiday | .38 | 2.3 | .49 | 2.5 | .35 | 2.1 | .12 | 1.3 |
| Sick | .14 | .8 | .21 | 1.1 | .08 | .5 | .06 | .7 |
| Other | .05 | .3 | .06 | .3 | .04 | .3 | (¹) | (¹) |
| Supplemental pay | .42 | 2.5 | .44 | 2.2 | .56 | 3.4 | .12 | 1.4 |
| Premium ² | .19 | 1.1 | .10 | .5 | .38 | 2.3 | .07 | .8 |
| Shift differential | .05 | .3 | .05 | .2 | .07 | .4 | .03 | .4 |
| Nonproduction bonuses | .19 | 1.1 | .29 | 1.5 | .11 | .7 | .02 | .3 |
| Insurance | 1.19 | 7.2 | 1.32 | 6.7 | 1.39 | 8.5 | .48 | 5.6 |
| Life | .05 | .3 | .06 | .3 | .05 | .3 | (¹) | (¹) |
| Health | 1.10 | 6.6 | 1.20 | 6.1 | 1.28 | 7.8 | .45 | 5.3 |
| Sickness and accident | .05 | .3 | .06 | .3 | .06 | .4 | (¹) | (¹) |
| Retirement and savings | .48 | 2.9 | .57 | 2.9 | .56 | 3.4 | .11 | 1.2 |
| Pensions | .38 | 2.3 | .42 | 2.2 | .47 | 2.9 | .09 | 1.1 |
| Savings and thrift | .10 | .6 | .15 | .7 | .09 | .5 | (¹) | (¹) |
| Legally required benefits | 1.55 | 9.3 | 1.54 | 7.8 | 1.87 | 11.4 | .98 | 11.5 |
| Social Security ³ | .99 | 5.9 | 1.16 | 5.9 | .96 | 5.8 | .56 | 6.5 |
| Federal unemployment insurance | .03 | .2 | .03 | .2 | .03 | .2 | .03 | .4 |
| State unemployment insurance | .11 | .7 | .11 | .5 | .14 | .9 | .09 | 1.1 |
| Workers' compensation | .39 | 2.3 | .23 | 1.2 | .70 | 4.3 | .29 | 3.4 |
| Other benefits ⁴ | .04 | .2 | .04 | .2 | .07 | .4 | (¹) | (¹) |

¹ Cost per hour worked is \$0.01 or less.

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 103. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Private industry workers, by region and bargaining status, March 1993

| 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 | \$19.44 | 100.0 | \$14.81 | 100.0 | \$15.93 | 100.0 | \$17.43 | 100.0 | \$21.86 | 100.0 | \$15.76 | 100.0 |
| Wages and salaries | 13.78 | 70.9 | 10.74 | 72.5 | 11.09 | 69.6 | 12.55 | 72.0 | 13.98 | 64.0 | 11.52 | 73.1 |
| Total benefits | 5.66 | 29.1 | 4.07 | 27.5 | 4.84 | 30.4 | 4.87 | 28.0 | 7.88 | 36.0 | 4.24 | 26.9 |
| Paid leave | 1.40 | 7.2 | .94 | 6.4 | 1.04 | 6.6 | 1.09 | 6.3 | 1.58 | 7.2 | 1.02 | 6.5 |
| Vacation | .66 | 3.4 | .47 | 3.2 | .52 | 3.3 | .53 | 3.1 | .84 | 3.9 | .48 | 3.1 |
| Holiday | .48 | 2.5 | .32 | 2.1 | .36 | 2.3 | .37 | 2.1 | .51 | 2.3 | .35 | 2.2 |
| Sick | .20 | 1.0 | .11 | .8 | .12 | .7 | .15 | .8 | .16 | .7 | .14 | .9 |
| Other | .07 | .4 | .04 | .3 | .04 | .3 | .04 | .2 | .07 | .3 | .04 | .3 |
| Supplemental pay | .50 | 2.6 | .33 | 2.2 | .48 | 3.0 | .42 | 2.4 | .73 | 3.3 | .37 | 2.3 |
| Premium ² | .18 | .9 | .17 | 1.1 | .21 | 1.3 | .19 | 1.1 | .48 | 2.2 | .13 | .8 |
| Shift differential | .06 | .3 | .04 | .3 | .06 | .4 | .05 | .3 | .13 | .6 | .04 | .2 |
| Nonproduction bonuses | .26 | 1.3 | .12 | .8 | .21 | 1.3 | .18 | 1.0 | .13 | .6 | .20 | 1.3 |
| Insurance | 1.42 | 7.3 | .99 | 6.7 | 1.26 | 7.9 | 1.17 | 6.7 | 2.25 | 10.3 | 1.00 | 6.4 |
| Life | .06 | .3 | .04 | .3 | .05 | .3 | .05 | .3 | .08 | .4 | .04 | .3 |
| Health | 1.31 | 6.7 | .91 | 6.1 | 1.15 | 7.2 | 1.08 | 6.2 | 2.07 | 9.5 | .92 | 5.8 |
| Sickness and accident | .05 | .3 | .04 | .3 | .06 | .4 | .04 | .2 | .10 | .5 | .04 | .3 |
| Retirement and savings | .58 | 3.0 | .41 | 2.7 | .49 | 3.1 | .49 | 2.8 | 1.03 | 4.7 | .38 | 2.4 |
| Pensions | .48 | 2.4 | .31 | 2.1 | .40 | 2.5 | .36 | 2.1 | .93 | 4.3 | .28 | 1.8 |
| Savings and thrift | .11 | .6 | .10 | .7 | .09 | .6 | .13 | .7 | .11 | .5 | .10 | .7 |
| Legally required benefits | 1.73 | 8.9 | 1.38 | 9.3 | 1.50 | 9.4 | 1.66 | 9.5 | 2.14 | 9.8 | 1.44 | 9.1 |
| Social Security ³ | 1.12 | 5.8 | .89 | 6.0 | .95 | 6.0 | 1.04 | 6.0 | 1.22 | 5.6 | .95 | 6.0 |
| Federal unemployment insurance | .03 | .2 | .03 | .2 | .03 | .2 | .03 | .2 | .03 | .1 | .03 | .2 |
| State unemployment insurance | .16 | .8 | .08 | .6 | .12 | .7 | .12 | .7 | .16 | .7 | .11 | .7 |
| Workers' compensation | .39 | 2.0 | .36 | 2.5 | .37 | 2.3 | .47 | 2.7 | .67 | 3.1 | .34 | 2.2 |
| Other benefits ⁴ | .03 | .1 | .02 | .1 | .08 | .5 | .05 | .3 | .14 | .7 | .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 104. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Private industry workers, by establishment employment size, March 1993

| 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 | \$16.70 | 100.0 | \$14.56 | 100.0 | \$18.52 | 100.0 | \$15.21 | 100.0 | \$21.92 | 100.0 |
| Wages and salaries | 11.90 | 71.3 | 10.75 | 73.8 | 12.88 | 69.5 | 10.92 | 71.8 | 14.89 | 68.0 |
| Total benefits | 4.80 | 28.7 | 3.81 | 26.2 | 5.64 | 30.5 | 4.29 | 28.2 | 7.02 | 32.0 |
| Paid leave | 1.11 | 6.6 | .81 | 5.5 | 1.36 | 7.3 | .96 | 6.3 | 1.78 | 8.1 |
| Vacation | .54 | 3.2 | .38 | 2.6 | .67 | 3.6 | .46 | 3.0 | .89 | 4.1 |
| Holiday | .38 | 2.3 | .28 | 2.0 | .46 | 2.5 | .33 | 2.2 | .58 | 2.7 |
| Sick | .14 | .8 | .10 | .7 | .17 | .9 | .12 | .8 | .22 | 1.0 |
| Other | .05 | .3 | .03 | .2 | .06 | .3 | .04 | .3 | .08 | .4 |
| Supplemental pay | .42 | 2.5 | .33 | 2.2 | .51 | 2.7 | .36 | 2.4 | .66 | 3.0 |
| Premium ¹ | .19 | 1.1 | .13 | .9 | .24 | 1.3 | .20 | 1.3 | .27 | 1.2 |
| Shift differential | .05 | .3 | (²) | (²) | .09 | .5 | .05 | .3 | .14 | .6 |
| Nonproduction bonuses | .19 | 1.1 | .19 | 1.3 | .18 | 1.0 | .11 | .7 | .25 | 1.1 |
| Insurance | 1.19 | 7.2 | .89 | 6.1 | 1.46 | 7.9 | 1.07 | 7.0 | 1.86 | 8.5 |
| Life | .05 | .3 | .04 | .2 | .06 | .3 | .04 | .3 | .07 | .3 |
| Health | 1.10 | 6.6 | .82 | 5.6 | 1.33 | 7.2 | .98 | 6.4 | 1.69 | 7.7 |
| Sickness and accident | .05 | .3 | .03 | .2 | .07 | .4 | .04 | .3 | .09 | .4 |
| Retirement and savings | .48 | 2.9 | .32 | 2.2 | .63 | 3.4 | .42 | 2.8 | .83 | 3.8 |
| Pensions | .38 | 2.3 | .27 | 1.8 | .48 | 2.6 | .33 | 2.2 | .63 | 2.9 |
| Savings and thrift | .10 | .6 | .05 | .4 | .15 | .8 | .10 | .6 | .20 | .9 |
| Legally required benefits | 1.55 | 9.3 | 1.47 | 10.1 | 1.62 | 8.7 | 1.44 | 9.5 | 1.80 | 8.2 |
| Social Security ³ | .99 | 5.9 | .89 | 6.1 | 1.08 | 5.8 | .91 | 6.0 | 1.25 | 5.7 |
| Federal unemployment insurance | .03 | .2 | .03 | .2 | .03 | .2 | .03 | .2 | .03 | .1 |
| State unemployment insurance | .11 | .7 | .12 | .8 | .11 | .6 | .12 | .8 | .11 | .5 |
| Workers' compensation | .39 | 2.3 | .42 | 2.9 | .37 | 2.0 | .38 | 2.5 | .35 | 1.6 |
| Other benefits ⁴ | .04 | .2 | (²) | (²) | .07 | .4 | .04 | .3 | .10 | .5 |

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 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 105. 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, March 1993

| 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 | | | | | | | | | |
| All full-time workers in private industry | \$18.54 | \$13.04 | \$5.50 | \$1.30 | \$0.49 | \$1.41 | \$0.57 | \$1.68 | \$0.05 |
| White-collar occupations | 21.60 | 15.57 | 6.03 | 1.67 | .49 | 1.53 | .66 | 1.64 | .04 |
| Sales | 17.08 | 12.88 | 4.21 | .91 | .45 | 1.05 | .36 | 1.42 | (²) |
| Administrative support, including clerical | 14.88 | 10.40 | 4.49 | 1.13 | .30 | 1.41 | .45 | 1.17 | .02 |
| Blue-collar occupations | 17.08 | 11.38 | 5.70 | 1.03 | .60 | 1.47 | .59 | 1.93 | .07 |
| Service occupations | 10.14 | 7.44 | 2.69 | .54 | .16 | .72 | .16 | 1.10 | (²) |
| Service-producing industries ³ | 17.71 | 12.78 | 4.93 | 1.25 | .40 | 1.24 | .48 | 1.53 | .02 |
| Retail trade | 11.34 | 8.62 | 2.72 | .55 | .22 | .64 | .14 | 1.17 | (²) |
| Services | 18.01 | 13.12 | 4.89 | 1.31 | .34 | 1.20 | .51 | 1.51 | .02 |
| All part-time workers in private industry | 9.00 | 7.12 | 1.89 | .30 | .16 | .31 | .11 | 1.01 | (²) |
| White-collar occupations | 10.99 | 8.71 | 2.28 | .44 | .22 | .37 | .15 | 1.10 | (²) |
| Sales | 7.10 | 5.66 | 1.44 | .24 | .09 | .23 | .09 | .79 | (²) |
| Administrative support, including clerical | 9.94 | 7.91 | 2.03 | .38 | .12 | .41 | .14 | .97 | (²) |
| Blue-collar occupations | 9.38 | 6.97 | 2.42 | .28 | .18 | .53 | .19 | 1.24 | (²) |
| Service occupations | 6.36 | 5.17 | 1.20 | .13 | .07 | .15 | .03 | .81 | (²) |
| Service-producing industries ³ | 8.88 | 7.02 | 1.86 | .29 | .16 | .31 | .11 | .99 | (²) |
| Retail trade | 6.57 | 5.28 | 1.30 | .17 | .08 | .19 | .06 | .79 | (²) |
| Service industries | 11.09 | 8.78 | 2.32 | .41 | .24 | .37 | .12 | 1.17 | (²) |
| Percent of total compensation | | | | | | | | | |
| All full-time workers in private industry | 100.0 | 70.4 | 29.6 | 7.0 | 2.6 | 7.6 | 3.1 | 9.0 | 0.3 |
| White-collar occupations | 100.0 | 72.1 | 27.9 | 7.7 | 2.3 | 7.1 | 3.1 | 7.6 | .2 |
| Sales | 100.0 | 75.4 | 24.6 | 5.3 | 2.6 | 6.2 | 2.1 | 8.3 | (²) |
| Administrative support, including clerical | 100.0 | 69.8 | 30.2 | 7.6 | 2.0 | 9.5 | 3.0 | 7.9 | .1 |
| Blue-collar occupations | 100.0 | 66.6 | 33.4 | 6.1 | 3.5 | 8.6 | 3.5 | 11.3 | .4 |
| Service occupations | 100.0 | 73.4 | 26.6 | 5.3 | 1.6 | 7.1 | 1.6 | 10.9 | (²) |
| Service-producing industries ³ | 100.0 | 72.2 | 27.8 | 7.1 | 2.3 | 7.0 | 2.7 | 8.7 | .1 |
| Retail trade | 100.0 | 76.0 | 24.0 | 4.8 | 2.0 | 5.6 | 1.2 | 10.3 | (²) |
| Services | 100.0 | 72.8 | 27.2 | 7.3 | 1.9 | 6.7 | 2.8 | 8.4 | .1 |
| All part-time workers in private industry | 100.0 | 79.1 | 20.9 | 3.3 | 1.7 | 3.4 | 1.2 | 11.2 | (²) |
| White-collar occupations | 100.0 | 79.2 | 20.8 | 4.0 | 2.0 | 3.4 | 1.3 | 10.0 | (²) |
| Sales | 100.0 | 79.6 | 20.4 | 3.4 | 1.3 | 3.2 | 1.3 | 11.2 | (²) |
| Administrative support, including clerical | 100.0 | 79.6 | 20.4 | 3.8 | 1.2 | 4.1 | 1.4 | 9.8 | (²) |
| Blue-collar occupations | 100.0 | 74.3 | 25.7 | 3.0 | 1.9 | 5.6 | 2.0 | 13.2 | (²) |
| Service occupations | 100.0 | 81.2 | 18.8 | 2.0 | 1.0 | 2.4 | .5 | 12.8 | (²) |
| Service-producing industries ³ | 100.0 | 79.0 | 21.0 | 3.3 | 1.8 | 3.5 | 1.2 | 11.2 | (²) |
| Retail trade | 100.0 | 80.3 | 19.7 | 2.6 | 1.2 | 2.9 | 1.0 | 12.0 | (²) |
| Service industries | 100.0 | 79.1 | 20.9 | 3.7 | 2.2 | 3.3 | 1.1 | 10.6 | (²) |

¹ Includes severance pay and supplemental unemployment benefits.

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

³ Includes transportation, communication, and public utilities; wholesale and

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

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

Table 106. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Private industry workers, by occupational and industry group, March 1993

| 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 | | | | | | | | | |
| All workers in private industry | \$16.70 | \$11.90 | \$4.80 | \$1.11 | \$0.42 | \$1.19 | \$0.48 | \$1.55 | \$0.04 |
| Occupational group | | | | | | | | | |
| White-collar occupations | 19.67 | 14.32 | 5.35 | 1.44 | .44 | 1.32 | .57 | 1.54 | .04 |
| Professional specialty and technical | 27.13 | 19.76 | 7.37 | 2.11 | .59 | 1.69 | .88 | 2.07 | .03 |
| Executive, administrative, and managerial | 30.45 | 22.14 | 8.31 | 2.55 | .78 | 1.71 | .94 | 2.20 | .12 |
| Sales | 13.32 | 10.15 | 3.17 | .66 | .31 | .74 | .26 | 1.18 | (²) |
| Administrative support, including clerical | 14.14 | 10.02 | 4.12 | 1.02 | .28 | 1.26 | .40 | 1.14 | .02 |
| Blue-collar occupations | 16.43 | 11.01 | 5.42 | .97 | .56 | 1.39 | .56 | 1.87 | .07 |
| Precision production, craft, and repair | 21.05 | 14.21 | 6.84 | 1.29 | .67 | 1.69 | .77 | 2.36 | .07 |
| Machine operators, assemblers, and inspectors | 15.50 | 10.03 | 5.47 | 1.02 | .69 | 1.54 | .50 | 1.59 | .13 |
| Transportation and material moving | 16.40 | 10.96 | 5.43 | .92 | .49 | 1.28 | .61 | 2.10 | .03 |
| Handlers, equipment cleaners, helpers, and laborers | 11.78 | 8.14 | 3.64 | .56 | .35 | .94 | .34 | 1.44 | .02 |
| Service occupations | 8.54 | 6.48 | 2.06 | .36 | .12 | .48 | .11 | .98 | (²) |
| Industry group | | | | | | | | | |
| Goods-producing industries ³ | 20.22 | 13.54 | 6.67 | 1.38 | .67 | 1.74 | .77 | 1.99 | .12 |
| Construction | 19.71 | 13.64 | 6.07 | .63 | .53 | 1.22 | .89 | 2.78 | (²) |
| Manufacturing | 20.09 | 13.35 | 6.74 | 1.52 | .71 | 1.86 | .72 | 1.79 | .14 |
| Durables | 21.88 | 14.21 | 7.67 | 1.72 | .82 | 2.18 | .81 | 1.91 | .24 |
| Nondurables | 17.75 | 12.23 | 5.53 | 1.27 | .56 | 1.44 | .60 | 1.63 | .02 |
| Service-producing industries ⁴ | 15.51 | 11.34 | 4.17 | 1.01 | .34 | 1.01 | .39 | 1.40 | (²) |
| Transportation and public utilities | 24.07 | 16.39 | 7.68 | 1.96 | .53 | 2.04 | .84 | 2.28 | .03 |
| Wholesale trade | 18.12 | 12.92 | 5.20 | 1.19 | .45 | 1.41 | .44 | 1.67 | .03 |
| Retail trade | 9.28 | 7.18 | 2.10 | .38 | .16 | .45 | .11 | 1.00 | (²) |
| Finance, insurance, and real estate | 20.27 | 14.52 | 5.75 | 1.51 | .71 | 1.44 | .64 | 1.43 | .03 |
| Services | 16.34 | 12.07 | 4.27 | 1.10 | .32 | 1.00 | .42 | 1.43 | (²) |
| Percent of total compensation | | | | | | | | | |
| All workers in private industry | 100.0 | 71.3 | 28.7 | 6.6 | 2.5 | 7.2 | 2.9 | 9.3 | 0.2 |
| Occupational group | | | | | | | | | |
| White-collar occupations | 100.0 | 72.8 | 27.2 | 7.3 | 2.2 | 6.7 | 2.9 | 7.8 | .2 |
| Professional specialty and technical | 100.0 | 72.8 | 27.2 | 7.8 | 2.2 | 6.2 | 3.2 | 7.6 | .1 |
| Executive, administrative, and managerial | 100.0 | 72.7 | 27.3 | 8.4 | 2.6 | 5.6 | 3.1 | 7.2 | .4 |
| Sales | 100.0 | 76.2 | 23.8 | 5.0 | 2.4 | 5.6 | 2.0 | 8.9 | (²) |
| Administrative support, including clerical | 100.0 | 70.9 | 29.1 | 7.2 | 2.0 | 8.9 | 2.8 | 8.1 | .1 |
| Blue-collar occupations | 100.0 | 67.0 | 33.0 | 5.9 | 3.4 | 8.5 | 3.4 | 11.4 | .4 |
| Precision production, craft, and repair | 100.0 | 67.5 | 32.5 | 6.1 | 3.2 | 8.0 | 3.6 | 11.2 | .3 |
| Machine operators, assemblers, and inspectors | 100.0 | 64.7 | 35.3 | 6.6 | 4.4 | 9.9 | 3.2 | 10.3 | .9 |
| Transportation and material moving | 100.0 | 66.9 | 33.1 | 5.6 | 3.0 | 7.8 | 3.7 | 12.8 | .2 |
| Handlers, equipment cleaners, helpers, and laborers | 100.0 | 69.1 | 30.9 | 4.7 | 3.0 | 8.0 | 2.8 | 12.2 | .2 |
| Service occupations | 100.0 | 75.9 | 24.1 | 4.3 | 1.4 | 5.6 | 1.2 | 11.5 | (²) |
| Industry group | | | | | | | | | |
| Goods-producing industries ³ | 100.0 | 67.0 | 33.0 | 6.8 | 3.3 | 8.6 | 3.8 | 9.8 | .6 |
| Construction | 100.0 | 69.2 | 30.8 | 3.2 | 2.7 | 6.2 | 4.5 | 14.1 | (²) |
| Manufacturing | 100.0 | 66.4 | 33.6 | 7.6 | 3.5 | 9.3 | 3.6 | 8.9 | .7 |
| Durables | 100.0 | 64.9 | 35.1 | 7.9 | 3.8 | 10.0 | 3.7 | 8.7 | 1.1 |
| Nondurables | 100.0 | 68.9 | 31.1 | 7.2 | 3.2 | 8.1 | 3.4 | 9.2 | .1 |
| Service-producing industries ⁴ | 100.0 | 73.1 | 26.9 | 6.5 | 2.2 | 6.5 | 2.5 | 9.0 | (²) |
| Transportation and public utilities | 100.0 | 68.1 | 31.9 | 8.2 | 2.2 | 8.5 | 3.5 | 9.5 | .1 |
| Wholesale trade | 100.0 | 71.3 | 28.7 | 6.6 | 2.5 | 7.8 | 2.4 | 9.2 | .2 |
| Retail trade | 100.0 | 77.3 | 22.7 | 4.1 | 1.7 | 4.8 | 1.2 | 10.8 | (²) |
| Finance, insurance, and real estate | 100.0 | 71.6 | 28.4 | 7.5 | 3.5 | 7.1 | 3.1 | 7.0 | .1 |
| Services | 100.0 | 73.9 | 26.1 | 6.7 | 1.9 | 6.1 | 2.5 | 8.7 | (²) |

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.

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

Table 107. 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, March 1993

| 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 | | | | | | | | | |
| All workers, goods-producing industries² | \$20.22 | \$13.54 | \$6.67 | \$1.38 | \$0.67 | \$1.74 | \$0.77 | \$1.99 | \$0.12 |
| White-collar occupations | 25.65 | 17.99 | 7.67 | 2.16 | .56 | 1.98 | .91 | 1.93 | .13 |
| Professional specialty and technical | 29.35 | 20.29 | 9.06 | 2.63 | .57 | 2.39 | 1.26 | 2.15 | .06 |
| Executive, administrative, and managerial | 37.37 | 26.81 | 10.57 | 3.34 | .80 | 2.12 | 1.24 | 2.67 | .39 |
| Administrative support, including clerical | 15.75 | 10.74 | 5.01 | 1.13 | .41 | 1.65 | .47 | 1.31 | .02 |
| Blue-collar occupations | 18.03 | 11.74 | 6.29 | 1.06 | .73 | 1.65 | .72 | 2.02 | .11 |
| Precision production, craft, and repair | 22.61 | 14.88 | 7.73 | 1.28 | .81 | 1.91 | .99 | 2.64 | .10 |
| Machine operators, assemblers, and inspectors | 16.20 | 10.37 | 5.84 | 1.08 | .75 | 1.66 | .56 | 1.64 | .16 |
| Transportation and material moving | 18.29 | 11.77 | 6.51 | .97 | .77 | 1.63 | .88 | 2.20 | .07 |
| Handlers, equipment cleaners, helpers, and laborers | 13.30 | 8.86 | 4.44 | .59 | .47 | 1.15 | .50 | 1.68 | .05 |
| Service occupations | 15.27 | 10.18 | 5.09 | .97 | .45 | 1.43 | .61 | 1.49 | .14 |
| All workers, service-producing industries³ | 15.51 | 11.34 | 4.17 | 1.01 | .34 | 1.01 | .39 | 1.40 | (⁴) |
| White-collar occupations | 18.65 | 13.69 | 4.96 | 1.32 | .42 | 1.20 | .51 | 1.48 | .02 |
| Professional specialty and technical | 26.65 | 19.65 | 7.00 | 2.00 | .59 | 1.53 | .79 | 2.06 | .03 |
| Executive, administrative, and managerial | 28.36 | 20.73 | 7.63 | 2.32 | .78 | 1.59 | .85 | 2.05 | .04 |
| Sales | 12.99 | 9.92 | 3.07 | .63 | .31 | .71 | .25 | 1.16 | (⁴) |
| Administrative support, including clerical | 13.85 | 9.89 | 3.96 | 1.00 | .25 | 1.19 | .39 | 1.11 | .02 |
| Blue-collar occupations | 14.48 | 10.12 | 4.37 | .87 | .37 | 1.07 | .36 | 1.68 | (⁴) |
| Precision production, craft, and repair | 18.92 | 13.29 | 5.62 | 1.32 | .47 | 1.39 | .46 | 1.97 | .02 |
| Transportation and material moving | 15.65 | 10.65 | 5.01 | .90 | .38 | 1.14 | .50 | 2.06 | .02 |
| Handlers, equipment cleaners, helpers, and laborers | 10.95 | 7.74 | 3.21 | .54 | .28 | .83 | .24 | 1.30 | (⁴) |
| Service occupations | 8.37 | 6.39 | 1.98 | .35 | .11 | .46 | .09 | .97 | (⁴) |
| Percent of total compensation | | | | | | | | | |
| All workers, goods-producing industries² | 100.0 | 67.0 | 33.0 | 6.8 | 3.3 | 8.6 | 3.8 | 9.8 | 0.6 |
| White-collar occupations | 100.0 | 70.1 | 29.9 | 8.4 | 2.2 | 7.7 | 3.5 | 7.5 | .5 |
| Professional specialty and technical | 100.0 | 69.1 | 30.9 | 9.0 | 1.9 | 8.1 | 4.3 | 7.3 | .2 |
| Executive, administrative, and managerial | 100.0 | 71.7 | 28.3 | 8.9 | 2.1 | 5.7 | 3.3 | 7.2 | 1.1 |
| Administrative support, including clerical | 100.0 | 68.2 | 31.8 | 7.2 | 2.6 | 10.5 | 3.0 | 8.3 | .2 |
| Blue-collar occupations | 100.0 | 65.1 | 34.9 | 5.9 | 4.0 | 9.2 | 4.0 | 11.2 | .6 |
| Precision production, craft, and repair | 100.0 | 65.8 | 34.2 | 5.6 | 3.6 | 8.4 | 4.4 | 11.7 | .4 |
| Machine operators, assemblers, and inspectors | 100.0 | 64.0 | 36.0 | 6.7 | 4.7 | 10.2 | 3.4 | 10.1 | 1.0 |
| Transportation and material moving | 100.0 | 64.4 | 35.6 | 5.3 | 4.2 | 8.9 | 4.8 | 12.0 | .4 |
| Handlers, equipment cleaners, helpers, and laborers | 100.0 | 66.6 | 33.4 | 4.5 | 3.6 | 8.6 | 3.8 | 12.6 | .4 |
| Service occupations | 100.0 | 66.7 | 33.3 | 6.3 | 3.0 | 9.4 | 4.0 | 9.8 | .9 |
| All workers, service-producing industries³ | 100.0 | 73.1 | 26.9 | 6.5 | 2.2 | 6.5 | 2.5 | 9.0 | (⁴) |
| White-collar occupations | 100.0 | 73.4 | 26.6 | 7.1 | 2.3 | 6.5 | 2.7 | 7.9 | .1 |
| Professional specialty and technical | 100.0 | 73.7 | 26.3 | 7.5 | 2.2 | 5.8 | 3.0 | 7.7 | .1 |
| Executive, administrative, and managerial | 100.0 | 73.1 | 26.9 | 8.2 | 2.7 | 5.6 | 3.0 | 7.2 | .2 |
| Sales | 100.0 | 76.4 | 23.6 | 4.8 | 2.4 | 5.5 | 1.9 | 9.0 | (⁴) |
| Administrative support, including clerical | 100.0 | 71.4 | 28.6 | 7.2 | 1.8 | 8.6 | 2.8 | 8.0 | .1 |
| Blue-collar occupations | 100.0 | 69.8 | 30.2 | 6.0 | 2.5 | 7.4 | 2.5 | 11.6 | (⁴) |
| Precision production, craft, and repair | 100.0 | 70.3 | 29.7 | 7.0 | 2.5 | 7.4 | 2.4 | 10.4 | .1 |
| Transportation and material moving | 100.0 | 68.0 | 32.0 | 5.8 | 2.4 | 7.3 | 3.2 | 13.2 | .1 |
| Handlers, equipment cleaners, helpers, and laborers | 100.0 | 70.7 | 29.3 | 4.9 | 2.6 | 7.6 | 2.2 | 11.9 | (⁴) |
| Service occupations | 100.0 | 76.3 | 23.7 | 4.2 | 1.4 | 5.4 | 1.1 | 11.6 | (⁴) |

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.

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

Table 108. 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, March 1993

| 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 | | | | | | | | | |
| All workers, manufacturing industries | \$20.09 | \$13.35 | \$6.74 | \$1.52 | \$0.71 | \$1.86 | \$0.72 | \$1.79 | \$0.14 |
| White-collar occupations | 25.82 | 18.00 | 7.82 | 2.24 | .56 | 2.08 | .90 | 1.89 | .15 |
| Professional specialty and technical | 28.97 | 20.03 | 8.94 | 2.62 | .49 | 2.42 | 1.22 | 2.13 | .05 |
| Executive, administrative, and managerial | 38.66 | 27.52 | 11.14 | 3.63 | .90 | 2.35 | 1.22 | 2.53 | .50 |
| Administrative support, including clerical | 16.02 | 10.85 | 5.18 | 1.20 | .43 | 1.72 | .48 | 1.32 | .03 |
| Blue-collar occupations | 17.52 | 11.24 | 6.28 | 1.20 | .79 | 1.76 | .64 | 1.75 | .14 |
| Precision production, craft, and repair | 23.02 | 14.73 | 8.29 | 1.76 | 1.02 | 2.27 | .91 | 2.16 | .17 |
| Machine operators, assemblers, and inspectors | 16.19 | 10.34 | 5.84 | 1.08 | .75 | 1.66 | .56 | 1.63 | .16 |
| Transportation and material moving | 17.86 | 11.61 | 6.24 | 1.11 | .73 | 1.68 | .74 | 1.89 | .09 |
| Handlers, equipment cleaners, helpers, and laborers | 13.10 | 8.56 | 4.54 | .74 | .55 | 1.33 | .42 | 1.43 | .07 |
| Service occupations | 15.97 | 10.53 | 5.44 | 1.05 | .50 | 1.56 | .67 | 1.52 | .16 |
| All workers, nonmanufacturing industries | 15.85 | 11.54 | 4.31 | 1.00 | .35 | 1.03 | .43 | 1.49 | .02 |
| White-collar occupations | 18.80 | 13.80 | 5.00 | 1.33 | .42 | 1.21 | .52 | 1.49 | .02 |
| Professional specialty and technical | 26.76 | 19.71 | 7.06 | 2.01 | .61 | 1.54 | .81 | 2.06 | .03 |
| Executive, administrative, and managerial | 28.70 | 21.00 | 7.71 | 2.32 | .76 | 1.57 | .88 | 2.13 | .04 |
| Sales | 13.00 | 9.93 | 3.07 | .63 | .31 | .71 | .25 | 1.16 | (²) |
| Administrative support, including clerical | 13.86 | 9.90 | 3.96 | .99 | .25 | 1.19 | .39 | 1.12 | .02 |
| Blue-collar occupations | 15.65 | 10.84 | 4.81 | .81 | .40 | 1.12 | .50 | 1.96 | (²) |
| Precision production, craft, and repair | 20.13 | 13.96 | 6.16 | 1.07 | .50 | 1.42 | .70 | 2.45 | .02 |
| Transportation and material moving | 16.02 | 10.80 | 5.22 | .87 | .43 | 1.17 | .57 | 2.16 | .02 |
| Handlers, equipment cleaners, helpers, and laborers | 11.38 | 8.01 | 3.37 | .50 | .29 | .82 | .31 | 1.44 | (²) |
| Service occupations | 8.37 | 6.39 | 1.98 | .35 | .11 | .46 | .09 | .97 | (²) |
| Percent of total compensation | | | | | | | | | |
| All workers, manufacturing industries | 100.0 | 66.4 | 33.6 | 7.6 | 3.5 | 9.3 | 3.6 | 8.9 | 0.7 |
| White-collar occupations | 100.0 | 69.7 | 30.3 | 8.7 | 2.2 | 8.1 | 3.5 | 7.3 | .6 |
| Professional specialty and technical | 100.0 | 69.1 | 30.9 | 9.1 | 1.7 | 8.3 | 4.2 | 7.4 | .2 |
| Executive, administrative, and managerial | 100.0 | 71.2 | 28.8 | 9.4 | 2.3 | 6.1 | 3.2 | 6.5 | 1.3 |
| Administrative support, including clerical | 100.0 | 67.7 | 32.3 | 7.5 | 2.7 | 10.8 | 3.0 | 8.2 | .2 |
| Blue-collar occupations | 100.0 | 64.2 | 35.8 | 6.8 | 4.5 | 10.1 | 3.6 | 10.0 | .8 |
| Precision production, craft, and repair | 100.0 | 64.0 | 36.0 | 7.7 | 4.4 | 9.8 | 3.9 | 9.4 | .7 |
| Machine operators, assemblers, and inspectors | 100.0 | 63.9 | 36.1 | 6.7 | 4.7 | 10.3 | 3.4 | 10.0 | 1.0 |
| Transportation and material moving | 100.0 | 65.0 | 35.0 | 6.2 | 4.1 | 9.4 | 4.2 | 10.6 | .5 |
| Handlers, equipment cleaners, helpers, and laborers | 100.0 | 65.3 | 34.7 | 5.6 | 4.2 | 10.2 | 3.2 | 10.9 | .5 |
| Service occupations | 100.0 | 65.9 | 34.1 | 6.6 | 3.1 | 9.8 | 4.2 | 9.5 | 1.0 |
| All workers, nonmanufacturing industries | 100.0 | 72.8 | 27.2 | 6.3 | 2.2 | 6.5 | 2.7 | 9.4 | .1 |
| White-collar occupations | 100.0 | 73.4 | 26.6 | 7.1 | 2.3 | 6.4 | 2.8 | 7.9 | .1 |
| Professional specialty and technical | 100.0 | 73.6 | 26.4 | 7.5 | 2.3 | 5.8 | 3.0 | 7.7 | .1 |
| Executive, administrative, and managerial | 100.0 | 73.1 | 26.9 | 8.1 | 2.6 | 5.5 | 3.1 | 7.4 | .2 |
| Sales | 100.0 | 76.4 | 23.6 | 4.8 | 2.4 | 5.5 | 1.9 | 9.0 | (²) |
| Administrative support, including clerical | 100.0 | 71.4 | 28.6 | 7.1 | 1.8 | 8.6 | 2.8 | 8.1 | .1 |
| Blue-collar occupations | 100.0 | 69.3 | 30.7 | 5.2 | 2.6 | 7.2 | 3.2 | 12.5 | (²) |
| Precision production, craft, and repair | 100.0 | 69.4 | 30.6 | 5.3 | 2.5 | 7.1 | 3.5 | 12.2 | .1 |
| Transportation and material moving | 100.0 | 67.4 | 32.6 | 5.5 | 2.7 | 7.3 | 3.6 | 13.5 | .1 |
| Handlers, equipment cleaners, helpers, and laborers | 100.0 | 70.4 | 29.6 | 4.4 | 2.5 | 7.2 | 2.7 | 12.6 | (²) |
| Service occupations | 100.0 | 76.3 | 23.7 | 4.2 | 1.4 | 5.4 | 1.1 | 11.6 | (²) |

¹ Includes severance pay and supplemental unemployment benefits.

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

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

Table 109. 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, March 1993

| 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 | | | | | | | | | |
| All union workers, private industry | \$21.86 | \$13.98 | \$7.88 | \$1.58 | \$0.73 | \$2.25 | \$1.03 | \$2.14 | \$0.14 |
| Blue-collar occupations | 23.16 | 14.31 | 8.85 | 1.61 | .92 | 2.47 | 1.22 | 2.44 | .20 |
| Goods-producing industries ² | 24.21 | 14.70 | 9.51 | 1.62 | 1.06 | 2.70 | 1.37 | 2.47 | .28 |
| Service-producing industries ³ | 20.02 | 13.42 | 6.60 | 1.54 | .47 | 1.89 | .77 | 1.89 | .03 |
| Manufacturing | 22.84 | 13.66 | 9.18 | 1.77 | 1.14 | 2.70 | 1.08 | 2.13 | .35 |
| Blue-collar occupations | 22.94 | 13.64 | 9.30 | 1.77 | 1.18 | 2.74 | 1.08 | 2.16 | .37 |
| Nonmanufacturing | 21.32 | 14.15 | 7.17 | 1.47 | .51 | 2.00 | 1.01 | 2.15 | .03 |
| All nonunion workers, private industry | 15.76 | 11.52 | 4.24 | 1.02 | .37 | 1.00 | .38 | 1.44 | .02 |
| Blue-collar occupations | 13.35 | 9.49 | 3.85 | .68 | .40 | .90 | .26 | 1.61 | (⁴) |
| Goods-producing industries ² | 18.75 | 13.12 | 5.63 | 1.29 | .53 | 1.39 | .55 | 1.81 | .06 |
| Service-producing industries ³ | 14.92 | 11.07 | 3.85 | .94 | .32 | .89 | .34 | 1.34 | (⁴) |
| Manufacturing | 19.07 | 13.23 | 5.84 | 1.43 | .55 | 1.55 | .58 | 1.66 | .07 |
| Blue-collar occupations | 14.36 | 9.84 | 4.51 | .87 | .56 | 1.20 | .37 | 1.50 | (⁴) |
| Nonmanufacturing | 15.07 | 11.17 | 3.90 | .93 | .33 | .89 | .34 | 1.39 | (⁴) |
| Percent of total compensation | | | | | | | | | |
| All union workers, private industry | 100.0 | 64.0 | 36.0 | 7.2 | 3.3 | 10.3 | 4.7 | 9.8 | 0.7 |
| Blue-collar occupations | 100.0 | 61.8 | 38.2 | 6.9 | 4.0 | 10.7 | 5.3 | 10.5 | .9 |
| Goods-producing industries ² | 100.0 | 60.7 | 39.3 | 6.7 | 4.4 | 11.2 | 5.7 | 10.2 | 1.2 |
| Service-producing industries ³ | 100.0 | 67.0 | 33.0 | 7.7 | 2.4 | 9.4 | 3.8 | 9.4 | .2 |
| Manufacturing | 100.0 | 59.8 | 40.2 | 7.8 | 5.0 | 11.8 | 4.7 | 9.3 | 1.5 |
| Blue-collar occupations | 100.0 | 59.5 | 40.5 | 7.7 | 5.1 | 11.9 | 4.7 | 9.4 | 1.6 |
| Nonmanufacturing | 100.0 | 66.4 | 33.6 | 6.9 | 2.4 | 9.4 | 4.7 | 10.1 | .2 |
| All nonunion workers, private industry | 100.0 | 73.1 | 26.9 | 6.5 | 2.3 | 6.4 | 2.4 | 9.1 | .1 |
| Blue-collar occupations | 100.0 | 71.1 | 28.9 | 5.1 | 3.0 | 6.7 | 1.9 | 12.0 | (⁴) |
| Goods-producing industries ² | 100.0 | 70.0 | 30.0 | 6.9 | 2.8 | 7.4 | 2.9 | 9.6 | .3 |
| Service-producing industries ³ | 100.0 | 74.2 | 25.8 | 6.3 | 2.2 | 6.0 | 2.3 | 9.0 | (⁴) |
| Manufacturing | 100.0 | 69.4 | 30.6 | 7.5 | 2.9 | 8.1 | 3.1 | 8.7 | .4 |
| Blue-collar occupations | 100.0 | 68.6 | 31.4 | 6.0 | 3.9 | 8.3 | 2.6 | 10.5 | (⁴) |
| Nonmanufacturing | 100.0 | 74.1 | 25.9 | 6.2 | 2.2 | 5.9 | 2.3 | 9.2 | (⁴) |

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.

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

Table 110. 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, March 1993

| Industry and occupational group, and employment size | Total compensation | Wages and salaries | Benefit costs | | | | | | |
|---------------------------------------------------------|-----------------------|--------------------------|---------------|---------------|--------------------------|-----------|------------------------------|---------------------------------|--------------------------------|
| | | | Total | Paid leave | Supple- mental pay | Insurance | Retirement and savings | Legally required benefits | Other benefits ¹ |
| Cost per hour worked | | | | | | | | | |
| All workers in private industry | \$16.70 | \$11.90 | \$4.80 | \$1.11 | \$0.42 | \$1.19 | \$0.48 | \$1.55 | \$0.04 |
| 1-99 workers | 14.56 | 10.75 | 3.81 | .81 | .33 | .89 | .32 | 1.47 | (²) |
| 100 or more workers | 18.52 | 12.88 | 5.64 | 1.36 | .51 | 1.46 | .63 | 1.62 | .07 |
| 100-499 workers | 15.21 | 10.92 | 4.29 | .96 | .36 | 1.07 | .42 | 1.44 | .04 |
| 500 or more workers | 21.92 | 14.89 | 7.02 | 1.78 | .66 | 1.86 | .83 | 1.80 | .10 |
| Goods-producing industries ³ | 20.22 | 13.54 | 6.67 | 1.38 | .67 | 1.74 | .77 | 1.99 | .12 |
| 1-99 workers | 17.18 | 12.12 | 5.07 | .79 | .47 | 1.17 | .51 | 2.12 | (²) |
| 100 or more workers | 21.71 | 14.25 | 7.46 | 1.67 | .78 | 2.03 | .90 | 1.92 | .17 |
| 100-499 workers | 17.66 | 12.06 | 5.60 | 1.11 | .56 | 1.48 | .60 | 1.76 | .09 |
| 500 or more workers | 25.46 | 16.27 | 9.18 | 2.18 | .98 | 2.53 | 1.18 | 2.07 | .25 |
| Service-producing industries ⁴ | 15.51 | 11.34 | 4.17 | 1.01 | .34 | 1.01 | .39 | 1.40 | (²) |
| 1-99 workers | 13.98 | 10.45 | 3.53 | .81 | .30 | .82 | .27 | 1.32 | (²) |
| 100 or more workers | 17.07 | 12.26 | 4.81 | 1.22 | .39 | 1.20 | .50 | 1.48 | .02 |
| 100-499 workers | 14.17 | 10.43 | 3.74 | .89 | .28 | .89 | .35 | 1.31 | .02 |
| 500 or more workers | 20.18 | 14.22 | 5.96 | 1.58 | .50 | 1.53 | .66 | 1.66 | .03 |
| White-collar occupations | 19.67 | 14.32 | 5.35 | 1.44 | .44 | 1.32 | .57 | 1.54 | .04 |
| 1-99 workers | 17.46 | 13.03 | 4.43 | 1.13 | .40 | 1.07 | .39 | 1.43 | (²) |
| 100 or more workers | 21.46 | 15.36 | 6.10 | 1.70 | .48 | 1.52 | .71 | 1.63 | .06 |
| 100-499 workers | 17.81 | 13.11 | 4.70 | 1.23 | .33 | 1.16 | .48 | 1.43 | .08 |
| 500 or more workers | 24.64 | 17.33 | 7.31 | 2.11 | .61 | 1.83 | .92 | 1.81 | .04 |
| Blue-collar occupations | 16.43 | 11.01 | 5.42 | .97 | .56 | 1.39 | .56 | 1.87 | .07 |
| 1-99 workers | 14.17 | 10.02 | 4.16 | .63 | .36 | .97 | .36 | 1.83 | (²) |
| 100 or more workers | 18.41 | 11.87 | 6.53 | 1.27 | .74 | 1.76 | .73 | 1.91 | .12 |
| 100-499 workers | 15.38 | 10.42 | 4.96 | .89 | .53 | 1.27 | .53 | 1.73 | (²) |
| 500 or more workers | 21.98 | 13.59 | 8.39 | 1.71 | .99 | 2.34 | .98 | 2.12 | .26 |
| Percent of total compensation | | | | | | | | | |
| All workers in private industry | 100.0 | 71.3 | 28.7 | 6.6 | 2.5 | 7.2 | 2.9 | 9.3 | 0.2 |
| 1-99 workers | 100.0 | 73.8 | 26.2 | 5.5 | 2.2 | 6.1 | 2.2 | 10.1 | (²) |
| 100 or more workers | 100.0 | 69.5 | 30.5 | 7.3 | 2.7 | 7.9 | 3.4 | 8.7 | .4 |
| 100-499 workers | 100.0 | 71.8 | 28.2 | 6.3 | 2.4 | 7.0 | 2.8 | 9.5 | .3 |
| 500 or more workers | 100.0 | 68.0 | 32.0 | 8.1 | 3.0 | 8.5 | 3.8 | 8.2 | .5 |
| Goods-producing industries ³ | 100.0 | 67.0 | 33.0 | 6.8 | 3.3 | 8.6 | 3.8 | 9.8 | .6 |
| 1-99 workers | 100.0 | 70.5 | 29.5 | 4.6 | 2.7 | 6.8 | 3.0 | 12.3 | (²) |
| 100 or more workers | 100.0 | 65.6 | 34.4 | 7.7 | 3.6 | 9.3 | 4.1 | 8.8 | .8 |
| 100-499 workers | 100.0 | 68.3 | 31.7 | 6.3 | 3.2 | 8.4 | 3.4 | 10.0 | .5 |
| 500 or more workers | 100.0 | 63.9 | 36.1 | 8.6 | 3.8 | 9.9 | 4.6 | 8.1 | 1.0 |
| Service-producing industries ⁴ | 100.0 | 73.1 | 26.9 | 6.5 | 2.2 | 6.5 | 2.5 | 9.0 | (²) |
| 1-99 workers | 100.0 | 74.7 | 25.3 | 5.8 | 2.1 | 5.9 | 2.0 | 9.5 | (²) |
| 100 or more workers | 100.0 | 71.8 | 28.2 | 7.2 | 2.3 | 7.0 | 2.9 | 8.7 | .1 |
| 100-499 workers | 100.0 | 73.6 | 26.4 | 6.3 | 2.0 | 6.3 | 2.5 | 9.2 | .1 |
| 500 or more workers | 100.0 | 70.5 | 29.5 | 7.8 | 2.5 | 7.6 | 3.3 | 8.2 | .2 |
| White-collar occupations | 100.0 | 72.8 | 27.2 | 7.3 | 2.2 | 6.7 | 2.9 | 7.8 | .2 |
| 1-99 workers | 100.0 | 74.6 | 25.4 | 6.5 | 2.3 | 6.1 | 2.3 | 8.2 | (²) |
| 100 or more workers | 100.0 | 71.6 | 28.4 | 7.9 | 2.2 | 7.1 | 3.3 | 7.6 | .3 |
| 100-499 workers | 100.0 | 73.6 | 26.4 | 6.9 | 1.8 | 6.5 | 2.7 | 8.0 | .4 |
| 500 or more workers | 100.0 | 70.3 | 29.7 | 8.5 | 2.5 | 7.4 | 3.7 | 7.4 | .2 |
| Blue-collar occupations | 100.0 | 67.0 | 33.0 | 5.9 | 3.4 | 8.5 | 3.4 | 11.4 | .4 |
| 1-99 workers | 100.0 | 70.7 | 29.3 | 4.5 | 2.5 | 6.9 | 2.5 | 12.9 | (²) |
| 100 or more workers | 100.0 | 64.5 | 35.5 | 6.9 | 4.0 | 9.6 | 4.0 | 10.4 | .7 |
| 100-499 workers | 100.0 | 67.7 | 32.3 | 5.8 | 3.5 | 8.3 | 3.4 | 11.2 | (²) |
| 500 or more workers | 100.0 | 61.8 | 38.2 | 7.8 | 4.5 | 10.7 | 4.4 | 9.6 | 1.2 |

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.

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

Table 111. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Private industry aircraft manufacturing workers, by occupational group, March 1993

| 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 | | | | | | | | | |
| Aircraft manufacturing (SIC 3721) | \$28.62 | \$18.68 | \$9.94 | \$2.45 | \$1.43 | \$2.64 | \$1.23 | \$2.15 | \$0.04 |
| White-collar occupations | 29.62 | 19.81 | 9.81 | 2.70 | .93 | 2.62 | 1.38 | 2.13 | .06 |
| Blue-collar occupations | 27.32 | 17.09 | 10.23 | 2.08 | 2.23 | 2.66 | 1.02 | 2.21 | .02 |
| Percent of total compensation | | | | | | | | | |
| Aircraft manufacturing (SIC 3721) | 100.0 | 65.3 | 34.7 | 8.6 | 5.0 | 9.2 | 4.3 | 7.5 | 0.1 |
| White-collar occupations | 100.0 | 66.9 | 33.1 | 9.1 | 3.1 | 8.8 | 4.7 | 7.2 | .2 |
| Blue-collar occupations | 100.0 | 62.6 | 37.4 | 7.6 | 8.2 | 9.8 | 3.7 | 8.1 | .1 |

¹ Includes severance pay and supplemental unemployment benefits.

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

Table 112. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Civilian workers, by major occupational group, March 1992

| Compensation component | Civilian workers | | White-collar | | Blue-collar | | Service | |
|--------------------------------------|------------------|---------|--------------|---------|-------------|---------|------------------|------------------|
| | Cost | Percent | Cost | Percent | Cost | Percent | Cost | Percent |
| Total compensation | \$17.27 | 100.0 | \$20.43 | 100.0 | \$16.01 | 100.0 | \$9.87 | 100.0 |
| Wages and salaries | 12.33 | 71.4 | 14.90 | 72.9 | 10.80 | 67.4 | 7.12 | 72.2 |
| Total benefits | 4.94 | 28.6 | 5.54 | 27.1 | 5.21 | 32.6 | 2.75 | 27.8 |
| Paid leave | 1.20 | 7.0 | 1.52 | 7.4 | .99 | 6.2 | .59 | 6.0 |
| Vacation | .55 | 3.2 | .66 | 3.2 | .50 | 3.1 | .28 | 2.8 |
| Holiday | .40 | 2.3 | .51 | 2.5 | .35 | 2.2 | .18 | 1.8 |
| Sick | .19 | 1.1 | .27 | 1.3 | .09 | .6 | .10 | 1.0 |
| Other | .07 | .4 | .09 | .4 | .05 | .3 | .03 | .3 |
| Supplemental pay | .36 | 2.1 | .33 | 1.6 | .55 | 3.4 | .17 | 1.7 |
| Premium ¹ | .17 | 1.0 | .09 | .4 | .37 | 2.3 | .08 | .9 |
| Shift differential | .05 | .3 | .04 | .2 | .06 | .4 | .05 | .5 |
| Nonproduction bonuses | .14 | .8 | .19 | .9 | .11 | .7 | .03 | .3 |
| Insurance | 1.23 | 7.1 | 1.37 | 6.7 | 1.32 | 8.2 | .65 | 6.6 |
| Life | .05 | .3 | .06 | .3 | .05 | .3 | .02 | .2 |
| Health | 1.13 | 6.6 | 1.27 | 6.2 | 1.22 | 7.6 | .61 | 6.2 |
| Sickness and accident | .05 | .3 | .05 | .2 | .06 | .3 | .02 | .2 |
| Retirement and savings | .67 | 3.9 | .82 | 4.0 | .57 | 3.6 | .37 | 3.8 |
| Pensions | .59 | 3.4 | .71 | 3.5 | .50 | 3.1 | .36 | 3.6 |
| Savings and thrift | .08 | .5 | .12 | .6 | .07 | .4 | (²) | (²) |
| Legally required benefits | 1.46 | 8.5 | 1.47 | 7.2 | 1.75 | 10.9 | .96 | 9.8 |
| Social Security ³ | .98 | 5.7 | 1.14 | 5.6 | .93 | 5.8 | .57 | 5.7 |
| Federal unemployment insurance | .03 | .2 | .03 | .1 | .03 | .2 | .03 | .3 |
| State unemployment insurance | .09 | .5 | .08 | .4 | .12 | .7 | .07 | .7 |
| Workers' compensation | .35 | 2.0 | .21 | 1.0 | .63 | 3.9 | .29 | 3.0 |
| Other benefits ⁴ | .02 | .1 | .02 | .1 | .03 | .2 | (²) | (²) |

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 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 113. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Civilian workers, by occupational and industry group, March 1992

| 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 | | | | | | | | | |
| Civilian workers | \$17.27 | \$12.33 | \$4.94 | \$1.20 | \$0.36 | \$1.23 | \$0.67 | \$1.46 | \$0.02 |
| Occupational group | | | | | | | | | |
| White-collar occupations | 20.43 | 14.90 | 5.54 | 1.52 | .33 | 1.37 | .82 | 1.47 | .02 |
| Professional specialty and technical | 27.49 | 20.13 | 7.35 | 1.97 | .39 | 1.74 | 1.36 | 1.85 | .03 |
| Executive, administrative, and managerial | 29.49 | 21.47 | 8.02 | 2.63 | .52 | 1.63 | 1.19 | 2.02 | .03 |
| Administrative support, including clerical | 13.90 | 9.77 | 4.13 | 1.07 | .23 | 1.27 | .47 | 1.07 | (²) |
| Blue-collar occupations | 16.01 | 10.80 | 5.21 | .99 | .55 | 1.32 | .57 | 1.75 | .03 |
| Service occupations | 9.87 | 7.12 | 2.75 | .59 | .17 | .65 | .37 | .96 | (²) |
| Industry group | | | | | | | | | |
| Services | 18.14 | 13.28 | 4.86 | 1.25 | .26 | 1.18 | .79 | 1.36 | (²) |
| Health services | 17.05 | 12.22 | 4.83 | 1.47 | .43 | 1.07 | .43 | 1.42 | (²) |
| Hospitals | 19.68 | 13.78 | 5.90 | 1.82 | .64 | 1.37 | .53 | 1.53 | (²) |
| Educational services | 25.73 | 18.80 | 6.94 | 1.57 | .08 | 1.91 | 1.89 | 1.46 | .03 |
| Elementary and secondary education | 26.07 | 18.97 | 7.11 | 1.48 | .08 | 2.07 | 2.03 | 1.41 | .04 |
| Higher education | 26.23 | 19.30 | 6.93 | 1.80 | .10 | 1.68 | 1.74 | 1.61 | (²) |
| Percent of total compensation | | | | | | | | | |
| Civilian workers | 100.0 | 71.4 | 28.6 | 7.0 | 2.1 | 7.1 | 3.9 | 8.5 | 0.1 |
| Occupational group | | | | | | | | | |
| White-collar occupations | 100.0 | 72.9 | 27.1 | 7.4 | 1.6 | 6.7 | 4.0 | 7.2 | .1 |
| Professional specialty and technical | 100.0 | 73.2 | 26.8 | 7.2 | 1.4 | 6.3 | 5.0 | 6.7 | .1 |
| Executive, administrative, and managerial | 100.0 | 72.8 | 27.2 | 8.9 | 1.7 | 5.5 | 4.0 | 6.9 | .1 |
| Administrative support, including clerical | 100.0 | 70.3 | 29.7 | 7.7 | 1.7 | 9.2 | 3.4 | 7.7 | (²) |
| Blue-collar occupations | 100.0 | 67.4 | 32.6 | 6.2 | 3.4 | 8.2 | 3.6 | 10.9 | .2 |
| Service occupations | 100.0 | 72.2 | 27.8 | 6.0 | 1.7 | 6.6 | 3.8 | 9.8 | (²) |
| Industry group | | | | | | | | | |
| Services | 100.0 | 73.2 | 26.8 | 6.9 | 1.5 | 6.5 | 4.4 | 7.5 | (²) |
| Health services | 100.0 | 71.7 | 28.3 | 8.6 | 2.5 | 6.3 | 2.5 | 8.3 | (²) |
| Hospitals | 100.0 | 70.0 | 30.0 | 9.3 | 3.3 | 6.9 | 2.7 | 7.8 | (²) |
| Educational services | 100.0 | 73.0 | 27.0 | 6.1 | .3 | 7.4 | 7.4 | 5.7 | .1 |
| Elementary and secondary education | 100.0 | 72.7 | 27.3 | 5.7 | .3 | 8.0 | 7.8 | 5.4 | .1 |
| Higher education | 100.0 | 73.6 | 26.4 | 6.8 | .4 | 6.4 | 6.6 | 6.1 | (²) |

¹ Includes severance pay and supplemental unemployment benefits.

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

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

Table 114. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: State and local government, by selected characteristics,¹ March 1992

| 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 | \$23.49 | 100.0 | \$26.55 | 100.0 | \$16.52 | 100.0 | \$24.92 | 100.0 |
| Wages and salaries | 16.39 | 69.8 | 18.99 | 71.5 | 10.54 | 63.8 | 17.85 | 71.7 |
| Total benefits | 7.09 | 30.2 | 7.56 | 28.5 | 5.99 | 36.2 | 7.06 | 28.3 |
| Paid leave | 1.80 | 7.7 | 1.90 | 7.2 | 1.53 | 9.3 | 1.68 | 6.7 |
| Vacation | .60 | 2.6 | .57 | 2.1 | .65 | 3.9 | .46 | 1.8 |
| Holiday | .58 | 2.5 | .62 | 2.3 | .47 | 2.9 | .55 | 2.2 |
| Sick | .47 | 2.0 | .53 | 2.0 | .31 | 1.9 | .50 | 2.0 |
| Other | .15 | .7 | .18 | .7 | .11 | .6 | .17 | .7 |
| Supplemental pay | .21 | .9 | .14 | .5 | .36 | 2.2 | .15 | .6 |
| Premium ² | .10 | .4 | .04 | .2 | .20 | 1.2 | .05 | .2 |
| Shift differential | .04 | .2 | .03 | .1 | .10 | .6 | .04 | .2 |
| Nonproduction bonuses | .07 | .3 | .07 | .3 | .06 | .4 | .06 | .3 |
| Insurance | 1.84 | 7.8 | 1.96 | 7.4 | 1.53 | 9.2 | 1.92 | 7.7 |
| Life | .05 | .2 | .06 | .2 | .04 | .3 | .05 | .2 |
| Health | 1.75 | 7.4 | 1.86 | 7.0 | 1.46 | 8.8 | 1.83 | 7.3 |
| Sickness and accident | .04 | .2 | .04 | .2 | .03 | .2 | .04 | .1 |
| Retirement and savings | 1.82 | 7.8 | 2.03 | 7.6 | 1.46 | 8.8 | 1.90 | 7.6 |
| Pensions | 1.81 | 7.7 | 2.02 | 7.6 | 1.44 | 8.7 | 1.89 | 7.6 |
| Savings and thrift | (³) | (³) | (³) | (³) | (³) | (³) | (³) | (³) |
| Legally required benefits | 1.40 | 6.0 | 1.50 | 5.7 | 1.09 | 6.6 | 1.40 | 5.6 |
| Social Security ⁴ | 1.07 | 4.6 | 1.22 | 4.6 | .69 | 4.2 | 1.14 | 4.6 |
| Federal unemployment insurance | (³) | (³) | (³) | (³) | (³) | (³) | (³) | (³) |
| State unemployment insurance | .04 | .1 | .04 | .1 | .03 | .2 | .03 | .1 |
| Workers' compensation | .28 | 1.2 | .24 | .9 | .36 | 2.2 | .22 | .9 |
| Other benefits ⁵ | .02 | .1 | .03 | .1 | .02 | .1 | .03 | .1 |

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 Cost per hour worked is \$0.01 or less.

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 115. 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, March 1992

| 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 | | | | | | | | | |
| State and local government workers | \$23.49 | \$16.39 | \$7.09 | \$1.80 | \$0.21 | \$1.84 | \$1.82 | \$1.40 | \$0.02 |
| Occupational group | | | | | | | | | |
| White-collar occupations | 26.55 | 18.99 | 7.56 | 1.90 | .14 | 1.96 | 2.03 | 1.50 | .03 |
| Professional specialty and technical | 31.50 | 23.10 | 8.40 | 1.87 | .16 | 2.14 | 2.48 | 1.71 | .04 |
| Executive, administrative, and managerial | 29.86 | 20.84 | 9.02 | 2.98 | .14 | 1.81 | 2.31 | 1.76 | .02 |
| Administrative support, including clerical | 15.03 | 9.90 | 5.13 | 1.41 | .09 | 1.68 | .99 | .95 | (²) |
| Blue-collar occupations | 18.06 | 11.69 | 6.38 | 1.67 | .34 | 1.70 | 1.26 | 1.39 | .02 |
| Service occupations | 16.52 | 10.54 | 5.99 | 1.53 | .36 | 1.53 | 1.46 | 1.09 | .02 |
| Industry group | | | | | | | | | |
| Services | 24.92 | 17.85 | 7.06 | 1.68 | .15 | 1.92 | 1.90 | 1.40 | .03 |
| Health services | 18.42 | 12.45 | 5.98 | 1.90 | .49 | 1.32 | .98 | 1.27 | .02 |
| Hospitals | 18.80 | 12.77 | 6.02 | 1.94 | .48 | 1.31 | .98 | 1.29 | .02 |
| Educational services | 26.55 | 19.25 | 7.30 | 1.63 | .09 | 2.04 | 2.09 | 1.43 | .03 |
| Elementary and secondary education | 26.73 | 19.38 | 7.35 | 1.53 | .08 | 2.14 | 2.16 | 1.41 | .04 |
| Higher education | 26.95 | 19.59 | 7.36 | 1.91 | .12 | 1.82 | 1.96 | 1.54 | (²) |
| Public administration | 20.76 | 13.69 | 7.07 | 2.03 | .28 | 1.64 | 1.77 | 1.32 | .02 |
| Percent of total compensation | | | | | | | | | |
| State and local government workers | 100.0 | 69.8 | 30.2 | 7.7 | 0.9 | 7.8 | 7.8 | 6.0 | 0.1 |
| Occupational group | | | | | | | | | |
| White-collar occupations | 100.0 | 71.5 | 28.5 | 7.2 | .5 | 7.4 | 7.6 | 5.7 | .1 |
| Professional specialty and technical | 100.0 | 73.3 | 26.7 | 5.9 | .5 | 6.8 | 7.9 | 5.4 | .1 |
| Executive, administrative, and managerial | 100.0 | 69.8 | 30.2 | 10.0 | .5 | 6.1 | 7.7 | 5.9 | .1 |
| Administrative support, including clerical | 100.0 | 65.9 | 34.1 | 9.4 | .6 | 11.2 | 6.6 | 6.3 | (²) |
| Blue-collar occupations | 100.0 | 64.7 | 35.3 | 9.2 | 1.9 | 9.4 | 7.0 | 7.7 | .1 |
| Service occupations | 100.0 | 63.8 | 36.2 | 9.3 | 2.2 | 9.2 | 8.8 | 6.6 | .1 |
| Industry group | | | | | | | | | |
| Services | 100.0 | 71.7 | 28.3 | 6.7 | .6 | 7.7 | 7.6 | 5.6 | .1 |
| Health services | 100.0 | 67.6 | 32.4 | 10.3 | 2.7 | 7.1 | 5.3 | 6.9 | .1 |
| Hospitals | 100.0 | 68.0 | 32.0 | 10.3 | 2.6 | 7.0 | 5.2 | 6.9 | .1 |
| Educational services | 100.0 | 72.5 | 27.5 | 6.1 | .3 | 7.7 | 7.9 | 5.4 | .1 |
| Elementary and secondary education | 100.0 | 72.5 | 27.5 | 5.7 | .3 | 8.0 | 8.1 | 5.3 | .2 |
| Higher education | 100.0 | 72.7 | 27.3 | 7.1 | .4 | 6.8 | 7.3 | 5.7 | (²) |
| Public administration | 100.0 | 66.0 | 34.0 | 9.8 | 1.4 | 7.9 | 8.5 | 6.4 | .1 |

¹ Includes severance pay and supplemental unemployment benefits.

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

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

Table 116. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Private industry workers, by major industry group, March 1992

| Compensation component | All workers in private industry | | Goods-producing ¹ | | Service-producing ² | | Manufacturing | | Nonmanufacturing | |
|--------------------------------------|---------------------------------|---------|------------------------------|---------|--------------------------------|------------------|---------------|---------|------------------|------------------|
| | Cost | Percent | Cost | Percent | Cost | Percent | Cost | Percent | Cost | Percent |
| Total compensation | \$16.14 | 100.0 | \$19.38 | 100.0 | \$14.99 | 100.0 | \$19.20 | 100.0 | \$15.34 | 100.0 |
| Wages and salaries | 11.58 | 71.8 | 13.17 | 68.0 | 11.02 | 73.5 | 12.93 | 67.4 | 11.23 | 73.2 |
| Total benefits | 4.55 | 28.2 | 6.21 | 32.0 | 3.97 | 26.5 | 6.26 | 32.6 | 4.11 | 26.8 |
| Paid leave | 1.09 | 6.8 | 1.33 | 6.9 | 1.01 | 6.7 | 1.47 | 7.7 | 1.00 | 6.5 |
| Vacation | .54 | 3.3 | .69 | 3.6 | .48 | 3.2 | .75 | 3.9 | .48 | 3.1 |
| Holiday | .37 | 2.3 | .48 | 2.5 | .33 | 2.2 | .54 | 2.8 | .32 | 2.1 |
| Sick | .14 | .9 | .11 | .6 | .15 | 1.0 | .12 | .6 | .14 | .9 |
| Other | .05 | .3 | .05 | .3 | .05 | .3 | .06 | .3 | .05 | .3 |
| Supplemental pay | .39 | 2.4 | .64 | 3.3 | .30 | 2.0 | .67 | 3.5 | .31 | 2.0 |
| Premium ³ | .18 | 1.1 | .37 | 1.9 | .12 | .8 | .37 | 1.9 | .13 | .9 |
| Shift differential | .05 | .3 | .08 | .4 | .04 | .3 | .10 | .5 | .04 | .3 |
| Nonproduction bonuses | .15 | 1.0 | .19 | 1.0 | .14 | .9 | .20 | 1.1 | .14 | .9 |
| Insurance | 1.12 | 6.9 | 1.60 | 8.2 | .95 | 6.3 | 1.70 | 8.9 | .96 | 6.3 |
| Life | .05 | .3 | .07 | .4 | .04 | .3 | .07 | .4 | .04 | .3 |
| Health | 1.02 | 6.3 | 1.45 | 7.5 | .87 | 5.8 | 1.55 | 8.1 | .88 | 5.8 |
| Sickness and accident | .05 | .3 | .07 | .4 | .04 | .2 | .08 | .4 | .04 | .2 |
| Retirement and savings | .46 | 2.9 | .70 | 3.6 | .38 | 2.5 | .65 | 3.4 | .41 | 2.7 |
| Pensions | .36 | 2.3 | .55 | 2.8 | .30 | 2.0 | .49 | 2.6 | .33 | 2.2 |
| Savings and thrift | .10 | .6 | .16 | .8 | .08 | .5 | .16 | .8 | .08 | .5 |
| Legally required benefits | 1.47 | 9.1 | 1.89 | 9.7 | 1.33 | 8.9 | 1.71 | 8.9 | 1.41 | 9.2 |
| Social Security ⁴ | .96 | 6.0 | 1.13 | 5.8 | .90 | 6.0 | 1.13 | 5.9 | .92 | 6.0 |
| Federal unemployment insurance | .03 | .2 | .03 | .2 | .03 | .2 | .03 | .2 | .03 | .2 |
| State unemployment insurance | .10 | .6 | .13 | .7 | .09 | .6 | .12 | .6 | .09 | .6 |
| Workers' compensation | .36 | 2.2 | .58 | 3.0 | .28 | 1.9 | .42 | 2.2 | .34 | 2.2 |
| Other benefits ⁵ | .02 | .1 | .05 | .3 | (⁶) | (⁶) | .06 | .3 | (⁶) | (⁶) |

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.

⁶ Cost per hour worked is \$0.01 or less.

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

Table 117. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Private industry workers, by major occupational group, March 1992

| Compensation component | All workers in private industry | | White-collar | | Blue-collar | | Service | |
|--------------------------------------|---------------------------------|---------|--------------|---------|-------------|---------|------------------|------------------|
| | Cost | Percent | Cost | Percent | Cost | Percent | Cost | Percent |
| Total compensation | \$16.14 | 100.0 | \$18.95 | 100.0 | \$15.88 | 100.0 | \$8.43 | 100.0 |
| Wages and salaries | 11.58 | 71.8 | 13.90 | 73.4 | 10.74 | 67.7 | 6.38 | 75.7 |
| Total benefits | 4.55 | 28.2 | 5.05 | 26.6 | 5.13 | 32.3 | 2.05 | 24.3 |
| Paid leave | 1.09 | 6.8 | 1.43 | 7.5 | .94 | 5.9 | .39 | 4.6 |
| Vacation | .54 | 3.3 | .68 | 3.6 | .49 | 3.1 | .20 | 2.4 |
| Holiday | .37 | 2.3 | .48 | 2.5 | .34 | 2.1 | .11 | 1.4 |
| Sick | .14 | .9 | .21 | 1.1 | .08 | .5 | .06 | .7 |
| Other | .05 | .3 | .07 | .4 | .04 | .3 | .02 | .2 |
| Supplemental pay | .39 | 2.4 | .37 | 2.0 | .56 | 3.5 | .12 | 1.5 |
| Premium ¹ | .18 | 1.1 | .10 | .5 | .38 | 2.4 | .06 | .7 |
| Shift differential | .05 | .3 | .05 | .2 | .07 | .4 | .03 | .4 |
| Nonproduction bonuses | .15 | 1.0 | .22 | 1.2 | .11 | .7 | .03 | .3 |
| Insurance | 1.12 | 6.9 | 1.23 | 6.5 | 1.29 | 8.1 | .45 | 5.4 |
| Life | .05 | .3 | .06 | .3 | .05 | .3 | (²) | (²) |
| Health | 1.02 | 6.3 | 1.12 | 5.9 | 1.19 | 7.5 | .42 | 5.0 |
| Sickness and accident | .05 | .3 | .05 | .3 | .06 | .4 | .02 | .2 |
| Retirement and savings | .46 | 2.9 | .53 | 2.8 | .53 | 3.3 | .14 | 1.6 |
| Pensions | .36 | 2.3 | .39 | 2.1 | .45 | 2.9 | .12 | 1.5 |
| Savings and thrift | .10 | .6 | .14 | .7 | .07 | .5 | (²) | (²) |
| Legally required benefits | 1.47 | 9.1 | 1.47 | 7.7 | 1.77 | 11.2 | .94 | 11.1 |
| Social Security ³ | .96 | 6.0 | 1.12 | 5.9 | .93 | 5.9 | .54 | 6.4 |
| Federal unemployment insurance | .03 | .2 | .03 | .2 | .03 | .2 | .04 | .4 |
| State unemployment insurance | .10 | .6 | .09 | .5 | .12 | .8 | .08 | .9 |
| Workers' compensation | .36 | 2.2 | .20 | 1.1 | .64 | 4.1 | .28 | 3.3 |
| Other benefits ⁴ | .02 | .1 | .02 | .1 | .04 | .2 | (²) | (²) |

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 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 118. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Private industry workers, by region and bargaining status, March 1992

| 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 | \$18.84 | 100.0 | \$14.52 | 100.0 | \$15.47 | 100.0 | \$16.26 | 100.0 | \$21.09 | 100.0 | \$15.22 | 100.0 |
| Wages and salaries | 13.41 | 71.2 | 10.58 | 72.8 | 10.93 | 70.6 | 11.82 | 72.7 | 13.63 | 64.6 | 11.21 | 73.6 |
| Total benefits | 5.43 | 28.8 | 3.94 | 27.2 | 4.54 | 29.4 | 4.45 | 27.3 | 7.46 | 35.4 | 4.01 | 26.4 |
| Paid leave | 1.42 | 7.6 | .94 | 6.5 | 1.01 | 6.5 | 1.05 | 6.4 | 1.56 | 7.4 | 1.01 | 6.6 |
| Vacation | .67 | 3.5 | .47 | 3.2 | .51 | 3.3 | .51 | 3.1 | .83 | 4.0 | .48 | 3.2 |
| Holiday | .47 | 2.5 | .31 | 2.2 | .35 | 2.2 | .36 | 2.2 | .49 | 2.3 | .35 | 2.3 |
| Sick | .21 | 1.1 | .11 | .8 | .11 | .7 | .14 | .8 | .16 | .8 | .14 | .9 |
| Other | .08 | .4 | .04 | .3 | .04 | .3 | .04 | .3 | .07 | .3 | .05 | .3 |
| Supplemental pay | .43 | 2.3 | .32 | 2.2 | .43 | 2.8 | .38 | 2.3 | .73 | 3.5 | .32 | 2.1 |
| Premium ² | .18 | 1.0 | .17 | 1.1 | .20 | 1.3 | .18 | 1.1 | .48 | 2.3 | .13 | .8 |
| Shift differential | .07 | .4 | .04 | .3 | .05 | .3 | .04 | .3 | .12 | .6 | .04 | .2 |
| Nonproduction bonuses | .18 | 1.0 | .11 | .8 | .18 | 1.2 | .15 | .9 | .12 | .6 | .16 | 1.0 |
| Insurance | 1.36 | 7.2 | .94 | 6.5 | 1.15 | 7.4 | 1.04 | 6.4 | 2.06 | 9.8 | .94 | 6.2 |
| Life | .06 | .3 | .04 | .3 | .05 | .3 | .04 | .3 | .07 | .4 | .04 | .3 |
| Health | 1.25 | 6.6 | .86 | 5.9 | 1.05 | 6.8 | .96 | 5.9 | 1.89 | 9.0 | .86 | 5.7 |
| Sickness and accident | .05 | .3 | .04 | .3 | .06 | .4 | .04 | .2 | .10 | .5 | .04 | .2 |
| Retirement and savings | .55 | 2.9 | .38 | 2.6 | .49 | 3.2 | .44 | 2.7 | .99 | 4.7 | .36 | 2.4 |
| Pensions | .46 | 2.4 | .29 | 2.0 | .40 | 2.6 | .32 | 2.0 | .89 | 4.2 | .27 | 1.7 |
| Savings and thrift | .09 | .5 | .10 | .7 | .09 | .6 | .12 | .7 | .09 | .4 | .10 | .6 |
| Legally required benefits | 1.65 | 8.8 | 1.34 | 9.3 | 1.42 | 9.2 | 1.53 | 9.4 | 2.05 | 9.7 | 1.37 | 9.0 |
| Social Security ³ | 1.09 | 5.8 | .88 | 6.1 | .93 | 6.0 | .97 | 6.0 | 1.18 | 5.6 | .92 | 6.0 |
| Federal unemployment insurance | .03 | .2 | .03 | .2 | .04 | .2 | .03 | .2 | .03 | .2 | .03 | .2 |
| State unemployment insurance | .12 | .6 | .08 | .5 | .11 | .7 | .10 | .6 | .14 | .6 | .09 | .6 |
| Workers' compensation | .36 | 1.9 | .34 | 2.3 | .32 | 2.1 | .43 | 2.6 | .62 | 3.0 | .31 | 2.0 |
| Other benefits ⁴ | .02 | .1 | .02 | .1 | .03 | .2 | (⁵) | (⁵) | .07 | .3 | (⁵) | (⁵) |

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.

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

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

Table 119. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Private industry workers, by establishment employment size, March 1992

| 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 | \$16.14 | 100.0 | \$13.95 | 100.0 | \$18.06 | 100.0 | \$15.03 | 100.0 | \$21.23 | 100.0 |
| Wages and salaries | 11.58 | 71.8 | 10.36 | 74.3 | 12.66 | 70.1 | 10.82 | 72.0 | 14.58 | 68.7 |
| Total benefits | 4.55 | 28.2 | 3.59 | 25.7 | 5.40 | 29.9 | 4.21 | 28.0 | 6.64 | 31.3 |
| Paid leave | 1.09 | 6.8 | .77 | 5.6 | 1.37 | 7.6 | .99 | 6.6 | 1.77 | 8.4 |
| Vacation | .54 | 3.3 | .37 | 2.6 | .68 | 3.8 | .48 | 3.2 | .89 | 4.2 |
| Holiday | .37 | 2.3 | .27 | 1.9 | .45 | 2.5 | .34 | 2.3 | .57 | 2.7 |
| Sick | .14 | .9 | .10 | .7 | .17 | 1.0 | .13 | .8 | .22 | 1.0 |
| Other | .05 | .3 | .03 | .3 | .06 | .4 | .04 | .3 | .08 | .4 |
| Supplemental pay | .39 | 2.4 | .30 | 2.2 | .46 | 2.6 | .34 | 2.3 | .59 | 2.8 |
| Premium ¹ | .18 | 1.1 | .12 | .9 | .23 | 1.3 | .20 | 1.3 | .27 | 1.3 |
| Shift differential | .05 | .3 | (²) | (²) | .09 | .5 | .04 | .3 | .14 | .6 |
| Nonproduction bonuses | .15 | 1.0 | .17 | 1.2 | .14 | .8 | .10 | .6 | .19 | .9 |
| Insurance | 1.12 | 6.9 | .83 | 5.9 | 1.37 | 7.6 | 1.06 | 7.1 | 1.69 | 8.0 |
| Life | .05 | .3 | .03 | .2 | .06 | .3 | .04 | .3 | .08 | .4 |
| Health | 1.02 | 6.3 | .76 | 5.5 | 1.25 | 6.9 | .98 | 6.5 | 1.53 | 7.2 |
| Sickness and accident | .05 | .3 | .03 | .2 | .06 | .3 | .04 | .3 | .08 | .4 |
| Retirement and savings | .46 | 2.9 | .31 | 2.2 | .60 | 3.3 | .41 | 2.7 | .80 | 3.8 |
| Pensions | .36 | 2.3 | .26 | 1.9 | .45 | 2.5 | .31 | 2.1 | .60 | 2.8 |
| Savings and thrift | .10 | .6 | .05 | .3 | .14 | .8 | .09 | .6 | .20 | .9 |
| Legally required benefits | 1.47 | 9.1 | 1.37 | 9.8 | 1.56 | 8.6 | 1.40 | 9.3 | 1.73 | 8.2 |
| Social Security ³ | .96 | 6.0 | .85 | 6.1 | 1.06 | 5.8 | .90 | 6.0 | 1.22 | 5.7 |
| Federal unemployment insurance | .03 | .2 | .03 | .2 | .03 | .2 | .03 | .2 | .03 | .1 |
| State unemployment insurance | .10 | .6 | .10 | .7 | .10 | .5 | .10 | .7 | .09 | .4 |
| Workers' compensation | .36 | 2.2 | .38 | 2.7 | .34 | 1.9 | .36 | 2.4 | .33 | 1.5 |
| Other benefits ⁴ | .02 | .1 | (²) | (²) | .03 | .2 | (²) | (²) | .06 | .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 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 120. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Private industry workers, by occupational and industry group status, March 1992

| 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 | | | | | | | | | |
| All workers in private industry | \$16.14 | \$11.58 | \$4.55 | \$1.09 | \$0.39 | \$1.12 | \$0.46 | \$1.47 | \$0.02 |
| Occupational group | | | | | | | | | |
| White-collar occupations | 18.95 | 13.90 | 5.05 | 1.43 | .37 | 1.23 | .53 | 1.47 | .02 |
| Professional specialty and technical | 25.20 | 18.45 | 6.75 | 2.03 | .52 | 1.51 | .73 | 1.93 | .02 |
| Executive, administrative, and managerial | 29.42 | 21.62 | 7.81 | 2.56 | .60 | 1.59 | .94 | 2.08 | .03 |
| Sales | 13.26 | 10.24 | 3.03 | .66 | .23 | .72 | .27 | 1.14 | (²) |
| Administrative support, including clerical | 13.69 | 9.74 | 3.95 | 1.01 | .26 | 1.20 | .38 | 1.09 | (²) |
| Blue-collar occupations | 15.88 | 10.74 | 5.13 | .94 | .56 | 1.29 | .53 | 1.77 | .04 |
| Precision production, craft, and repair | 20.30 | 13.86 | 6.44 | 1.26 | .67 | 1.53 | .73 | 2.21 | .04 |
| Machine operators, assemblers, and inspectors | 14.98 | 9.79 | 5.19 | .99 | .68 | 1.46 | .47 | 1.53 | .07 |
| Transportation and material moving | 16.15 | 10.87 | 5.28 | .92 | .51 | 1.22 | .57 | 2.04 | .02 |
| Handlers, equipment cleaners, helpers, and laborers | 11.41 | 7.95 | 3.46 | .54 | .34 | .87 | .33 | 1.36 | (²) |
| Service occupations | 8.43 | 6.38 | 2.05 | .39 | .12 | .45 | .14 | .94 | (²) |
| Industry group | | | | | | | | | |
| Goods-producing industries ³ | 19.38 | 13.17 | 6.21 | 1.33 | .64 | 1.60 | .70 | 1.89 | .05 |
| Construction | 18.91 | 13.34 | 5.56 | .62 | .50 | 1.10 | .81 | 2.54 | (²) |
| Manufacturing | 19.20 | 12.93 | 6.26 | 1.47 | .67 | 1.70 | .65 | 1.71 | .06 |
| Durables | 20.77 | 13.77 | 7.00 | 1.64 | .79 | 1.95 | .73 | 1.80 | .09 |
| Nondurables | 17.10 | 11.82 | 5.28 | 1.24 | .51 | 1.37 | .56 | 1.58 | .02 |
| Service-producing industries ⁴ | 14.99 | 11.02 | 3.97 | 1.01 | .30 | .95 | .38 | 1.33 | (²) |
| Transportation and public utilities | 22.91 | 15.72 | 7.19 | 1.87 | .50 | 1.81 | .83 | 2.15 | .03 |
| Wholesale trade | 17.67 | 12.70 | 4.97 | 1.15 | .48 | 1.29 | .44 | 1.59 | .02 |
| Retail trade | 9.07 | 7.00 | 2.07 | .38 | .17 | .44 | .12 | .95 | (²) |
| Finance, insurance, and real estate | 19.95 | 14.58 | 5.38 | 1.57 | .31 | 1.48 | .65 | 1.35 | .02 |
| Services | 15.59 | 11.56 | 4.03 | 1.09 | .30 | .90 | .38 | 1.35 | (²) |
| Percent of total compensation | | | | | | | | | |
| All workers in private industry | 100.0 | 71.8 | 28.2 | 6.8 | 2.4 | 6.9 | 2.9 | 9.1 | 0.1 |
| Occupational group | | | | | | | | | |
| White-collar occupations | 100.0 | 73.4 | 26.6 | 7.5 | 2.0 | 6.5 | 2.8 | 7.7 | .1 |
| Professional specialty and technical | 100.0 | 73.2 | 26.8 | 8.0 | 2.1 | 6.0 | 2.9 | 7.7 | .1 |
| Executive, administrative, and managerial | 100.0 | 73.5 | 26.5 | 8.7 | 2.0 | 5.4 | 3.2 | 7.1 | .1 |
| Sales | 100.0 | 77.2 | 22.8 | 5.0 | 1.7 | 5.4 | 2.0 | 8.6 | (²) |
| Administrative support, including clerical | 100.0 | 71.2 | 28.8 | 7.4 | 1.9 | 8.8 | 2.8 | 7.9 | (²) |
| Blue-collar occupations | 100.0 | 67.7 | 32.3 | 5.9 | 3.5 | 8.1 | 3.3 | 11.2 | .2 |
| Precision production, craft, and repair | 100.0 | 68.3 | 31.7 | 6.2 | 3.3 | 7.6 | 3.6 | 10.9 | .2 |
| Machine operators, assemblers, and inspectors | 100.0 | 65.3 | 34.7 | 6.6 | 4.5 | 9.8 | 3.1 | 10.2 | .4 |
| Transportation and material moving | 100.0 | 67.3 | 32.7 | 5.7 | 3.1 | 7.5 | 3.6 | 12.6 | .1 |
| Handlers, equipment cleaners, helpers, and laborers | 100.0 | 69.7 | 30.3 | 4.7 | 2.9 | 7.7 | 2.9 | 12.0 | (²) |
| Service occupations | 100.0 | 75.7 | 24.3 | 4.6 | 1.5 | 5.4 | 1.6 | 11.1 | (²) |
| Industry group | | | | | | | | | |
| Goods-producing industries ³ | 100.0 | 68.0 | 32.0 | 6.9 | 3.3 | 8.2 | 3.6 | 9.7 | .3 |
| Construction | 100.0 | 70.6 | 29.4 | 3.3 | 2.6 | 5.8 | 4.3 | 13.4 | (²) |
| Manufacturing | 100.0 | 67.4 | 32.6 | 7.7 | 3.5 | 8.9 | 3.4 | 8.9 | .3 |
| Durables | 100.0 | 66.3 | 33.7 | 7.9 | 3.8 | 9.4 | 3.5 | 8.7 | .4 |
| Nondurables | 100.0 | 69.1 | 30.9 | 7.2 | 3.0 | 8.0 | 3.3 | 9.3 | .1 |
| Service-producing industries ⁴ | 100.0 | 73.5 | 26.5 | 6.7 | 2.0 | 6.3 | 2.5 | 8.9 | (²) |
| Transportation and public utilities | 100.0 | 68.6 | 31.4 | 8.2 | 2.2 | 7.9 | 3.6 | 9.4 | .1 |
| Wholesale trade | 100.0 | 71.9 | 28.1 | 6.5 | 2.7 | 7.3 | 2.5 | 9.0 | .1 |
| Retail trade | 100.0 | 77.2 | 22.8 | 4.2 | 1.8 | 4.9 | 1.3 | 10.5 | (²) |
| Finance, insurance, and real estate | 100.0 | 73.1 | 26.9 | 7.9 | 1.5 | 7.4 | 3.2 | 6.8 | .1 |
| Services | 100.0 | 74.2 | 25.8 | 7.0 | 2.0 | 5.8 | 2.4 | 8.7 | (²) |

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.

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

Table 121. 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, March 1992

| 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 | | | | | | | | | |
| All workers, goods-producing industries² | \$19.38 | \$13.17 | \$6.21 | \$1.33 | \$0.64 | \$1.60 | \$0.70 | \$1.89 | \$0.05 |
| White-collar occupations | 24.51 | 17.43 | 7.08 | 2.07 | .49 | 1.80 | .83 | 1.86 | .04 |
| Professional specialty and technical | 27.87 | 19.60 | 8.27 | 2.51 | .48 | 2.11 | 1.07 | 2.04 | .06 |
| Executive, administrative, and managerial | 35.15 | 25.57 | 9.58 | 3.16 | .71 | 1.93 | 1.16 | 2.58 | .05 |
| Administrative support, including clerical | 15.15 | 10.43 | 4.72 | 1.10 | .37 | 1.52 | .45 | 1.25 | .02 |
| Blue-collar occupations | 17.22 | 11.36 | 5.86 | 1.02 | .71 | 1.51 | .65 | 1.91 | .05 |
| Precision production, craft, and repair | 21.61 | 14.44 | 7.17 | 1.24 | .81 | 1.70 | .91 | 2.46 | .05 |
| Machine operators, assemblers, and inspectors | 15.52 | 10.04 | 5.49 | 1.04 | .73 | 1.56 | .51 | 1.57 | .07 |
| Transportation and material moving | 17.55 | 11.39 | 6.16 | .95 | .78 | 1.51 | .80 | 2.09 | .03 |
| Handlers, equipment cleaners, helpers, and laborers | 12.86 | 8.70 | 4.16 | .58 | .45 | 1.05 | .45 | 1.61 | .02 |
| Service occupations | 14.55 | 9.78 | 4.77 | .95 | .46 | 1.36 | .55 | 1.39 | .05 |
| All workers, service-producing industries³ | 14.99 | 11.02 | 3.97 | 1.01 | .30 | .95 | .38 | 1.33 | (⁴) |
| White-collar occupations | 17.92 | 13.25 | 4.67 | 1.31 | .35 | 1.13 | .48 | 1.40 | (⁴) |
| Professional specialty and technical | 24.60 | 18.19 | 6.41 | 1.92 | .53 | 1.38 | .66 | 1.91 | (⁴) |
| Executive, administrative, and managerial | 27.46 | 20.27 | 7.20 | 2.36 | .56 | 1.47 | .87 | 1.91 | .03 |
| Sales | 12.92 | 9.99 | 2.92 | .63 | .23 | .69 | .25 | 1.12 | (⁴) |
| Administrative support, including clerical | 13.40 | 9.61 | 3.79 | .99 | .24 | 1.14 | .36 | 1.06 | (⁴) |
| Blue-collar occupations | 14.18 | 9.96 | 4.22 | .85 | .37 | 1.01 | .37 | 1.60 | (⁴) |
| Precision production, craft, and repair | 18.46 | 13.04 | 5.41 | 1.29 | .47 | 1.30 | .47 | 1.86 | .02 |
| Transportation and material moving | 15.59 | 10.67 | 4.92 | .91 | .40 | 1.10 | .49 | 2.01 | (⁴) |
| Handlers, equipment cleaners, helpers, and laborers | 10.56 | 7.51 | 3.04 | .52 | .27 | .77 | .26 | 1.22 | (⁴) |
| Service occupations | 8.27 | 6.30 | 1.98 | .38 | .11 | .43 | .13 | .93 | (⁴) |
| Percent of total compensation | | | | | | | | | |
| All workers, goods-producing industries² | 100.0 | 68.0 | 32.0 | 6.9 | 3.3 | 8.2 | 3.6 | 9.7 | 0.3 |
| White-collar occupations | 100.0 | 71.1 | 28.9 | 8.4 | 2.0 | 7.3 | 3.4 | 7.6 | .2 |
| Professional specialty and technical | 100.0 | 70.3 | 29.7 | 9.0 | 1.7 | 7.6 | 3.8 | 7.3 | .2 |
| Executive, administrative, and managerial | 100.0 | 72.7 | 27.3 | 9.0 | 2.0 | 5.5 | 3.3 | 7.3 | .1 |
| Administrative support, including clerical | 100.0 | 68.8 | 31.2 | 7.3 | 2.4 | 10.1 | 3.0 | 8.2 | .2 |
| Blue-collar occupations | 100.0 | 66.0 | 34.0 | 5.9 | 4.1 | 8.8 | 3.8 | 11.1 | .3 |
| Precision production, craft, and repair | 100.0 | 66.8 | 33.2 | 5.7 | 3.7 | 7.9 | 4.2 | 11.4 | .2 |
| Machine operators, assemblers, and inspectors | 100.0 | 64.7 | 35.3 | 6.7 | 4.7 | 10.1 | 3.3 | 10.1 | .5 |
| Transportation and material moving | 100.0 | 64.9 | 35.1 | 5.4 | 4.5 | 8.6 | 4.5 | 11.9 | .2 |
| Handlers, equipment cleaners, helpers, and laborers | 100.0 | 67.7 | 32.3 | 4.5 | 3.5 | 8.1 | 3.5 | 12.6 | .1 |
| Service occupations | 100.0 | 67.2 | 32.8 | 6.5 | 3.2 | 9.4 | 3.8 | 9.5 | .3 |
| All workers, service-producing industries³ | 100.0 | 73.5 | 26.5 | 6.7 | 2.0 | 6.3 | 2.5 | 8.9 | (⁴) |
| White-collar occupations | 100.0 | 73.9 | 26.1 | 7.3 | 1.9 | 6.3 | 2.7 | 7.8 | (⁴) |
| Professional specialty and technical | 100.0 | 74.0 | 26.0 | 7.8 | 2.1 | 5.6 | 2.7 | 7.8 | (⁴) |
| Executive, administrative, and managerial | 100.0 | 73.8 | 26.2 | 8.6 | 2.0 | 5.4 | 3.2 | 7.0 | .1 |
| Sales | 100.0 | 77.4 | 22.6 | 4.9 | 1.7 | 5.4 | 2.0 | 8.7 | (⁴) |
| Administrative support, including clerical | 100.0 | 71.7 | 28.3 | 7.4 | 1.8 | 8.5 | 2.7 | 7.9 | (⁴) |
| Blue-collar occupations | 100.0 | 70.2 | 29.8 | 6.0 | 2.6 | 7.2 | 2.6 | 11.3 | (⁴) |
| Precision production, craft, and repair | 100.0 | 70.7 | 29.3 | 7.0 | 2.6 | 7.0 | 2.5 | 10.1 | .1 |
| Transportation and material moving | 100.0 | 68.4 | 31.6 | 5.8 | 2.5 | 7.1 | 3.1 | 12.9 | (⁴) |
| Handlers, equipment cleaners, helpers, and laborers | 100.0 | 71.2 | 28.8 | 4.9 | 2.5 | 7.3 | 2.4 | 11.5 | (⁴) |
| Service occupations | 100.0 | 76.1 | 23.9 | 4.6 | 1.4 | 5.2 | 1.5 | 11.2 | (⁴) |

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.

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

Table 122. 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, March 1992

| 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 | | | | | | | | | |
| All workers, manufacturing industries | \$19.20 | \$12.93 | \$6.26 | \$1.47 | \$0.67 | \$1.70 | \$0.65 | \$1.71 | \$0.06 |
| White-collar occupations | 24.44 | 17.30 | 7.15 | 2.14 | .49 | 1.88 | .79 | 1.80 | .04 |
| Professional specialty and technical | 27.45 | 19.27 | 8.18 | 2.50 | .46 | 2.13 | 1.03 | 2.00 | .06 |
| Executive, administrative, and managerial | 35.59 | 25.83 | 9.76 | 3.39 | .74 | 2.08 | 1.08 | 2.44 | .04 |
| Administrative support, including clerical | 15.47 | 10.56 | 4.91 | 1.17 | .38 | 1.61 | .46 | 1.26 | .03 |
| Blue-collar occupations | 16.75 | 10.89 | 5.87 | 1.15 | .77 | 1.62 | .59 | 1.67 | .07 |
| Precision production, craft, and repair | 22.02 | 14.31 | 7.71 | 1.70 | 1.01 | 2.01 | .86 | 2.05 | .09 |
| Machine operators, assemblers, and inspectors | 15.50 | 10.01 | 5.48 | 1.04 | .73 | 1.57 | .51 | 1.56 | .08 |
| Transportation and material moving | 17.22 | 11.25 | 5.98 | 1.08 | .76 | 1.55 | .72 | 1.82 | .05 |
| Handlers, equipment cleaners, helpers, and laborers | 12.66 | 8.41 | 4.25 | .73 | .51 | 1.23 | .38 | 1.37 | .03 |
| Service occupations | 15.18 | 10.10 | 5.09 | 1.03 | .51 | 1.47 | .60 | 1.43 | .06 |
| All workers, nonmanufacturing industries | 15.34 | 11.23 | 4.11 | 1.00 | .31 | .96 | .41 | 1.41 | (²) |
| White-collar occupations | 18.12 | 13.39 | 4.73 | 1.32 | .35 | 1.13 | .49 | 1.42 | (²) |
| Professional specialty and technical | 24.74 | 18.28 | 6.46 | 1.93 | .53 | 1.39 | .67 | 1.92 | .02 |
| Executive, administrative, and managerial | 27.95 | 20.61 | 7.34 | 2.36 | .56 | 1.47 | .91 | 2.00 | .03 |
| Sales | 12.98 | 10.04 | 2.94 | .63 | .23 | .70 | .26 | 1.13 | (²) |
| Administrative support, including clerical | 13.41 | 9.62 | 3.79 | .99 | .24 | 1.13 | .36 | 1.06 | (²) |
| Blue-collar occupations | 15.22 | 10.63 | 4.59 | .79 | .40 | 1.05 | .48 | 1.85 | (²) |
| Precision production, craft, and repair | 19.47 | 13.64 | 5.83 | 1.05 | .51 | 1.30 | .66 | 2.29 | .02 |
| Transportation and material moving | 15.88 | 10.78 | 5.10 | .88 | .45 | 1.14 | .54 | 2.09 | (²) |
| Handlers, equipment cleaners, helpers, and laborers | 11.00 | 7.80 | 3.20 | .48 | .28 | .76 | .31 | 1.36 | (²) |
| Service occupations | 8.28 | 6.30 | 1.98 | .38 | .11 | .43 | .13 | .93 | (²) |
| Percent of total compensation | | | | | | | | | |
| All workers, manufacturing industries | 100.0 | 67.4 | 32.6 | 7.7 | 3.5 | 8.9 | 3.4 | 8.9 | 0.3 |
| White-collar occupations | 100.0 | 70.8 | 29.2 | 8.8 | 2.0 | 7.7 | 3.2 | 7.4 | .2 |
| Professional specialty and technical | 100.0 | 70.2 | 29.8 | 9.1 | 1.7 | 7.8 | 3.8 | 7.3 | .2 |
| Executive, administrative, and managerial | 100.0 | 72.6 | 27.4 | 9.5 | 2.1 | 5.8 | 3.0 | 6.8 | .1 |
| Administrative support, including clerical | 100.0 | 68.2 | 31.8 | 7.6 | 2.5 | 10.4 | 3.0 | 8.2 | .2 |
| Blue-collar occupations | 100.0 | 65.0 | 35.0 | 6.9 | 4.6 | 9.7 | 3.5 | 10.0 | .4 |
| Precision production, craft, and repair | 100.0 | 65.0 | 35.0 | 7.7 | 4.6 | 9.1 | 3.9 | 9.3 | .4 |
| Machine operators, assemblers, and inspectors | 100.0 | 64.6 | 35.4 | 6.7 | 4.7 | 10.1 | 3.3 | 10.1 | .5 |
| Transportation and material moving | 100.0 | 65.3 | 34.7 | 6.3 | 4.4 | 9.0 | 4.2 | 10.6 | .3 |
| Handlers, equipment cleaners, helpers, and laborers | 100.0 | 66.4 | 33.6 | 5.7 | 4.1 | 9.7 | 3.0 | 10.8 | .2 |
| Service occupations | 100.0 | 66.5 | 33.5 | 6.8 | 3.3 | 9.7 | 4.0 | 9.4 | .4 |
| All workers, nonmanufacturing industries | 100.0 | 73.2 | 26.8 | 6.5 | 2.0 | 6.3 | 2.7 | 9.2 | (²) |
| White-collar occupations | 100.0 | 73.9 | 26.1 | 7.3 | 1.9 | 6.3 | 2.7 | 7.8 | (²) |
| Professional specialty and technical | 100.0 | 73.9 | 26.1 | 7.8 | 2.1 | 5.6 | 2.7 | 7.8 | .1 |
| Executive, administrative, and managerial | 100.0 | 73.8 | 26.2 | 8.5 | 2.0 | 5.3 | 3.3 | 7.1 | .1 |
| Sales | 100.0 | 77.3 | 22.7 | 4.9 | 1.8 | 5.4 | 2.0 | 8.7 | (²) |
| Administrative support, including clerical | 100.0 | 71.7 | 28.3 | 7.3 | 1.8 | 8.5 | 2.7 | 7.9 | (²) |
| Blue-collar occupations | 100.0 | 69.8 | 30.2 | 5.2 | 2.7 | 6.9 | 3.2 | 12.2 | (²) |
| Precision production, craft, and repair | 100.0 | 70.1 | 29.9 | 5.4 | 2.6 | 6.7 | 3.4 | 11.8 | .1 |
| Transportation and material moving | 100.0 | 67.9 | 32.1 | 5.5 | 2.8 | 7.2 | 3.4 | 13.2 | (²) |
| Handlers, equipment cleaners, helpers, and laborers | 100.0 | 70.9 | 29.1 | 4.4 | 2.5 | 6.9 | 2.8 | 12.4 | (²) |
| Service occupations | 100.0 | 76.1 | 23.9 | 4.6 | 1.4 | 5.2 | 1.5 | 11.2 | (²) |

¹ Includes severance pay and supplemental unemployment benefits.

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

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

Table 123. 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, March 1992

| 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 | | | | | | | | | |
| All union workers, private industry | \$21.09 | \$13.63 | \$7.46 | \$1.56 | \$0.73 | \$2.06 | \$0.99 | \$2.05 | \$0.07 |
| Blue-collar occupations | 22.03 | 13.83 | 8.19 | 1.52 | .90 | 2.22 | 1.14 | 2.30 | .10 |
| Goods-producing industries ² | 23.01 | 14.23 | 8.78 | 1.55 | 1.04 | 2.42 | 1.27 | 2.36 | .14 |
| Service-producing industries ³ | 19.57 | 13.16 | 6.42 | 1.56 | .48 | 1.77 | .76 | 1.81 | .02 |
| Manufacturing | 21.62 | 13.20 | 8.42 | 1.68 | 1.11 | 2.41 | 1.01 | 2.04 | .16 |
| Blue-collar occupations | 21.67 | 13.17 | 8.50 | 1.67 | 1.14 | 2.44 | 1.01 | 2.07 | .17 |
| Nonmanufacturing | 20.80 | 13.87 | 6.93 | 1.49 | .52 | 1.87 | .98 | 2.06 | .02 |
| All nonunion workers, private industry | 15.22 | 11.21 | 4.01 | 1.01 | .32 | .94 | .36 | 1.37 | (⁴) |
| Blue-collar occupations | 13.01 | 9.30 | 3.71 | .67 | .40 | .86 | .24 | 1.53 | (⁴) |
| Goods-producing industries ² | 18.08 | 12.79 | 5.29 | 1.26 | .50 | 1.30 | .50 | 1.72 | .02 |
| Service-producing industries ³ | 14.38 | 10.74 | 3.64 | .94 | .27 | .83 | .32 | 1.26 | (⁴) |
| Manufacturing | 18.31 | 12.84 | 5.47 | 1.39 | .51 | 1.44 | .52 | 1.58 | .02 |
| Blue-collar occupations | 13.86 | 9.54 | 4.31 | .85 | .55 | 1.14 | .34 | 1.43 | (⁴) |
| Nonmanufacturing | 14.55 | 10.85 | 3.70 | .93 | .28 | .83 | .33 | 1.32 | (⁴) |
| Percent of total compensation | | | | | | | | | |
| All union workers, private industry | 100.0 | 64.6 | 35.4 | 7.4 | 3.5 | 9.8 | 4.7 | 9.7 | 0.3 |
| Blue-collar occupations | 100.0 | 62.8 | 37.2 | 6.9 | 4.1 | 10.1 | 5.2 | 10.5 | .5 |
| Goods-producing industries ² | 100.0 | 61.8 | 38.2 | 6.7 | 4.5 | 10.5 | 5.5 | 10.3 | .6 |
| Service-producing industries ³ | 100.0 | 67.2 | 32.8 | 8.0 | 2.5 | 9.1 | 3.9 | 9.3 | .1 |
| Manufacturing | 100.0 | 61.0 | 39.0 | 7.8 | 5.1 | 11.2 | 4.7 | 9.5 | .8 |
| Blue-collar occupations | 100.0 | 60.8 | 39.2 | 7.7 | 5.3 | 11.2 | 4.6 | 9.6 | .8 |
| Nonmanufacturing | 100.0 | 66.7 | 33.3 | 7.1 | 2.5 | 9.0 | 4.7 | 9.9 | .1 |
| All nonunion workers, private industry | 100.0 | 73.6 | 26.4 | 6.6 | 2.1 | 6.2 | 2.4 | 9.0 | (⁴) |
| Blue-collar occupations | 100.0 | 71.5 | 28.5 | 5.2 | 3.1 | 6.6 | 1.9 | 11.7 | (⁴) |
| Goods-producing industries ² | 100.0 | 70.7 | 29.3 | 6.9 | 2.7 | 7.2 | 2.8 | 9.5 | .1 |
| Service-producing industries ³ | 100.0 | 74.7 | 25.3 | 6.5 | 1.9 | 5.8 | 2.3 | 8.8 | (⁴) |
| Manufacturing | 100.0 | 70.1 | 29.9 | 7.6 | 2.8 | 7.9 | 2.9 | 8.6 | .1 |
| Blue-collar occupations | 100.0 | 68.9 | 31.1 | 6.1 | 3.9 | 8.2 | 2.5 | 10.3 | (⁴) |
| Nonmanufacturing | 100.0 | 74.6 | 25.4 | 6.4 | 2.0 | 5.7 | 2.3 | 9.1 | (⁴) |

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.

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

Table 124. 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, March 1992

| Industry and occupational group, and employment size | Total compensation | Wages and salaries | Benefit costs | | | | | | |
|---------------------------------------------------------|-----------------------|--------------------------|---------------|---------------|--------------------------|-----------|------------------------------|---------------------------------|--------------------------------|
| | | | Total | Paid leave | Supple- mental pay | Insurance | Retirement and savings | Legally required benefits | Other benefits ¹ |
| Cost per hour worked | | | | | | | | | |
| All workers in private industry | \$16.14 | \$11.58 | \$4.55 | \$1.09 | \$0.39 | \$1.12 | \$0.46 | \$1.47 | \$0.02 |
| 1-99 workers | 13.95 | 10.36 | 3.59 | .77 | .30 | .83 | .31 | 1.37 | (²) |
| 100 or more workers | 18.06 | 12.66 | 5.40 | 1.37 | .46 | 1.37 | .60 | 1.56 | .03 |
| 100-499 workers | 15.03 | 10.82 | 4.21 | .99 | .34 | 1.06 | .41 | 1.40 | (²) |
| 500 or more workers | 21.23 | 14.58 | 6.64 | 1.77 | .59 | 1.69 | .80 | 1.73 | .06 |
| Goods-producing industries ³ | 19.38 | 13.17 | 6.21 | 1.33 | .64 | 1.60 | .70 | 1.89 | .05 |
| 1-99 workers | 16.50 | 11.76 | 4.74 | .76 | .45 | 1.07 | .48 | 1.96 | (²) |
| 100 or more workers | 20.86 | 13.89 | 6.97 | 1.63 | .74 | 1.86 | .82 | 1.85 | .07 |
| 100-499 workers | 16.99 | 11.72 | 5.27 | 1.09 | .55 | 1.40 | .54 | 1.69 | (²) |
| 500 or more workers | 24.40 | 15.88 | 8.52 | 2.12 | .91 | 2.29 | 1.07 | 1.99 | .13 |
| Service-producing industries ⁴ | 14.99 | 11.02 | 3.97 | 1.01 | .30 | .95 | .38 | 1.33 | (²) |
| 1-99 workers | 13.35 | 10.03 | 3.32 | .78 | .27 | .77 | .27 | 1.23 | (²) |
| 100 or more workers | 16.71 | 12.06 | 4.65 | 1.25 | .33 | 1.13 | .49 | 1.42 | (²) |
| 100-499 workers | 14.18 | 10.43 | 3.75 | .95 | .25 | .92 | .35 | 1.27 | (²) |
| 500 or more workers | 19.55 | 13.89 | 5.65 | 1.59 | .42 | 1.37 | .65 | 1.59 | .02 |
| White-collar occupations | 18.95 | 13.90 | 5.05 | 1.43 | .37 | 1.23 | .53 | 1.47 | .02 |
| 1-99 workers | 16.58 | 12.48 | 4.11 | 1.06 | .34 | .99 | .36 | 1.35 | (²) |
| 100 or more workers | 20.89 | 15.07 | 5.82 | 1.73 | .40 | 1.43 | .67 | 1.57 | .02 |
| 100-499 workers | 17.58 | 12.97 | 4.61 | 1.30 | .29 | 1.17 | .46 | 1.39 | (²) |
| 500 or more workers | 23.86 | 16.96 | 6.90 | 2.12 | .50 | 1.66 | .87 | 1.73 | .03 |
| Blue-collar occupations | 15.88 | 10.74 | 5.13 | .94 | .56 | 1.29 | .53 | 1.77 | .04 |
| 1-99 workers | 13.79 | 9.80 | 3.99 | .63 | .37 | .91 | .35 | 1.71 | (²) |
| 100 or more workers | 17.70 | 11.56 | 6.14 | 1.22 | .72 | 1.62 | .68 | 1.83 | .06 |
| 100-499 workers | 14.94 | 10.20 | 4.74 | .86 | .53 | 1.21 | .49 | 1.64 | (²) |
| 500 or more workers | 21.04 | 13.21 | 7.84 | 1.65 | .96 | 2.13 | .92 | 2.06 | .13 |
| Percent of total compensation | | | | | | | | | |
| All workers in private industry | 100.0 | 71.8 | 28.2 | 6.8 | 2.4 | 6.9 | 2.9 | 9.1 | 0.1 |
| 1-99 workers | 100.0 | 74.3 | 25.7 | 5.6 | 2.2 | 5.9 | 2.2 | 9.8 | (²) |
| 100 or more workers | 100.0 | 70.1 | 29.9 | 7.6 | 2.6 | 7.6 | 3.3 | 8.6 | .2 |
| 100-499 workers | 100.0 | 72.0 | 28.0 | 6.6 | 2.3 | 7.1 | 2.7 | 9.3 | (²) |
| 500 or more workers | 100.0 | 68.7 | 31.3 | 8.4 | 2.8 | 8.0 | 3.8 | 8.2 | .3 |
| Goods-producing industries ³ | 100.0 | 68.0 | 32.0 | 6.9 | 3.3 | 8.2 | 3.6 | 9.7 | .3 |
| 1-99 workers | 100.0 | 71.3 | 28.7 | 4.6 | 2.8 | 6.5 | 2.9 | 11.9 | (²) |
| 100 or more workers | 100.0 | 66.6 | 33.4 | 7.8 | 3.5 | 8.9 | 3.9 | 8.9 | .4 |
| 100-499 workers | 100.0 | 69.0 | 31.0 | 6.4 | 3.2 | 8.3 | 3.2 | 9.9 | (²) |
| 500 or more workers | 100.0 | 65.1 | 34.9 | 8.7 | 3.7 | 9.4 | 4.4 | 8.2 | .5 |
| Service-producing industries ⁴ | 100.0 | 73.5 | 26.5 | 6.7 | 2.0 | 6.3 | 2.5 | 8.9 | (²) |
| 1-99 workers | 100.0 | 75.2 | 24.8 | 5.8 | 2.0 | 5.7 | 2.0 | 9.2 | (²) |
| 100 or more workers | 100.0 | 72.2 | 27.8 | 7.5 | 2.0 | 6.8 | 2.9 | 8.5 | (²) |
| 100-499 workers | 100.0 | 73.5 | 26.4 | 6.7 | 1.8 | 6.5 | 2.5 | 9.0 | (²) |
| 500 or more workers | 100.0 | 71.1 | 28.9 | 8.1 | 2.2 | 7.0 | 3.3 | 8.2 | .1 |
| White-collar occupations | 100.0 | 73.4 | 26.6 | 7.5 | 2.0 | 6.5 | 2.8 | 7.7 | .1 |
| 1-99 workers | 100.0 | 75.2 | 24.8 | 6.4 | 2.1 | 6.0 | 2.2 | 8.1 | (²) |
| 100 or more workers | 100.0 | 72.1 | 27.9 | 8.3 | 1.9 | 6.8 | 3.2 | 7.5 | .1 |
| 100-499 workers | 100.0 | 73.8 | 26.2 | 7.4 | 1.6 | 6.7 | 2.6 | 7.9 | (²) |
| 500 or more workers | 100.0 | 71.1 | 28.9 | 8.9 | 2.1 | 7.0 | 3.6 | 7.2 | .1 |
| Blue-collar occupations | 100.0 | 67.7 | 32.3 | 5.9 | 3.5 | 8.1 | 3.3 | 11.2 | .2 |
| 1-99 workers | 100.0 | 71.1 | 28.9 | 4.6 | 2.7 | 6.6 | 2.6 | 12.4 | (²) |
| 100 or more workers | 100.0 | 65.3 | 34.7 | 6.9 | 4.1 | 9.2 | 3.8 | 10.3 | .4 |
| 100-499 workers | 100.0 | 68.3 | 31.7 | 5.8 | 3.5 | 8.1 | 3.3 | 11.0 | (²) |
| 500 or more workers | 100.0 | 62.8 | 37.2 | 7.8 | 4.6 | 10.1 | 4.4 | 9.8 | .6 |

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.

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

Table 125. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Private industry aircraft manufacturing workers, by occupational group, March 1992

| 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 | | | | | | | | | |
| Aircraft manufacturing (SIC 3721) | \$26.97 | \$18.02 | \$8.95 | \$2.33 | \$1.17 | \$2.39 | \$1.05 | \$1.98 | \$0.03 |
| White-collar occupations | 28.10 | 19.18 | 8.91 | 2.59 | .77 | 2.34 | 1.20 | 1.98 | .04 |
| Blue-collar occupations | 25.42 | 16.35 | 9.07 | 1.95 | 1.82 | 2.46 | .82 | 2.00 | .02 |
| Percent of total compensation | | | | | | | | | |
| Aircraft manufacturing (SIC 3721) | 100.0 | 66.8 | 33.2 | 8.6 | 4.3 | 8.9 | 3.9 | 7.3 | 0.1 |
| White-collar occupations | 100.0 | 68.3 | 31.7 | 9.2 | 2.7 | 8.3 | 4.3 | 7.0 | .1 |
| Blue-collar occupations | 100.0 | 64.3 | 35.7 | 7.7 | 7.2 | 9.7 | 3.2 | 7.9 | .1 |

¹ Includes severance pay and supplemental unemployment benefits.

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

Table 126. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Civilian workers, by major occupational group, March 1991

| Compensation component | Civilian workers | | White-collar | | Blue-collar | | Service | |
|--------------------------------------|------------------|---------|------------------|------------------|-------------|---------|------------------|------------------|
| | Cost | Percent | Cost | Percent | Cost | Percent | Cost | Percent |
| Total compensation | \$16.45 | 100.0 | \$19.50 | 100.0 | \$15.31 | 100.0 | \$9.31 | 100.0 |
| Wages and salaries | 11.81 | 71.8 | 14.28 | 73.2 | 10.44 | 68.2 | 6.75 | 72.5 |
| Total benefits | 4.65 | 28.2 | 5.23 | 26.8 | 4.87 | 31.8 | 2.56 | 27.5 |
| Paid leave | 1.16 | 7.0 | 1.47 | 7.5 | .95 | 6.2 | .56 | 6.0 |
| Vacation | .53 | 3.2 | .65 | 3.3 | .49 | 3.2 | .26 | 2.8 |
| Holiday | .38 | 2.3 | .49 | 2.5 | .33 | 2.2 | .17 | 1.8 |
| Sick | .18 | 1.1 | .25 | 1.3 | .09 | .6 | .10 | 1.1 |
| Other | .06 | .4 | .08 | .4 | .04 | .3 | .03 | .3 |
| Supplemental pay | .33 | 2.0 | .29 | 1.5 | .52 | 3.4 | .16 | 1.7 |
| Premium ¹ | .16 | 1.0 | .08 | .4 | .36 | 2.3 | .08 | .9 |
| Shift differential | .05 | .3 | .04 | .2 | .06 | .4 | .04 | .4 |
| Nonproduction bonuses | .12 | .8 | .16 | .8 | .10 | .7 | .04 | .4 |
| Insurance | 1.10 | 6.7 | 1.24 | 6.3 | 1.17 | 7.7 | .57 | 6.1 |
| Life | .05 | .3 | .06 | .3 | .04 | .3 | .02 | .2 |
| Health | 1.01 | 6.1 | 1.13 | 5.8 | 1.08 | 7.1 | .53 | 5.7 |
| Sickness and accident | .04 | .3 | .04 | .2 | .05 | .3 | .02 | .2 |
| Retirement and savings | .65 | 4.0 | .81 | 4.2 | .54 | 3.5 | .37 | 4.0 |
| Pensions | .57 | 3.5 | .70 | 3.6 | .47 | 3.1 | .35 | 3.8 |
| Savings and thrift | .08 | .5 | .11 | .6 | .07 | .4 | .02 | .2 |
| Legally required benefits | 1.39 | 8.4 | 1.40 | 7.2 | 1.66 | 10.8 | .90 | 9.7 |
| Social Security ² | .94 | 5.7 | 1.10 | 5.6 | .90 | 5.9 | .53 | 5.7 |
| Federal unemployment insurance | .03 | .2 | .03 | .1 | .03 | .2 | .03 | .3 |
| State unemployment insurance | .08 | .5 | .08 | .4 | .10 | .7 | .07 | .7 |
| Workers' compensation | .32 | 1.9 | .19 | 1.0 | .59 | 3.8 | .26 | 2.8 |
| Other benefits ³ | .02 | .1 | (⁴) | (⁴) | .02 | .1 | (⁴) | (⁴) |

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

² 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.

³ Includes severance pay and supplemental unemployment benefits.

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

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

Table 127. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Civilian workers, by occupational and industry group, March 1991

| 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 | | | | | | | | | |
| Civilian workers | \$16.45 | \$11.81 | \$4.65 | \$1.16 | \$0.33 | \$1.10 | \$0.65 | \$1.39 | \$0.02 |
| Occupational group | | | | | | | | | |
| White-collar occupations | 19.50 | 14.28 | 5.23 | 1.47 | .29 | 1.24 | .81 | 1.40 | (²) |
| Professional specialty and technical | 25.96 | 19.09 | 6.87 | 1.90 | .32 | 1.54 | 1.35 | 1.74 | .02 |
| Executive, administrative, and managerial | 28.23 | 20.66 | 7.57 | 2.52 | .46 | 1.46 | 1.18 | 1.93 | .03 |
| Administrative support, including clerical | 13.38 | 9.44 | 3.94 | 1.04 | .22 | 1.17 | .47 | 1.02 | (²) |
| Blue-collar occupations | 15.31 | 10.44 | 4.87 | .95 | .52 | 1.17 | .54 | 1.66 | .02 |
| Service occupations | 9.31 | 6.75 | 2.56 | .56 | .16 | .57 | .37 | .90 | (²) |
| Industry group | | | | | | | | | |
| Services | 17.02 | 12.53 | 4.49 | 1.18 | .22 | 1.05 | .76 | 1.28 | (²) |
| Health services | 16.75 | 12.00 | 4.76 | 1.52 | .41 | .99 | .50 | 1.33 | (²) |
| Hospitals | 18.63 | 13.12 | 5.51 | 1.72 | .62 | 1.22 | .52 | 1.42 | (²) |
| Educational services | 24.58 | 18.01 | 6.57 | 1.48 | .09 | 1.70 | 1.88 | 1.40 | .02 |
| Elementary and secondary education | 25.03 | 18.29 | 6.74 | 1.40 | .08 | 1.84 | 2.05 | 1.34 | .03 |
| Higher education | 24.74 | 18.22 | 6.52 | 1.69 | .11 | 1.51 | 1.65 | 1.55 | (²) |
| Percent of total compensation | | | | | | | | | |
| Civilian workers | 100.0 | 71.8 | 28.2 | 7.0 | 2.0 | 6.7 | 4.0 | 8.4 | 0.1 |
| Occupational group | | | | | | | | | |
| White-collar occupations | 100.0 | 73.2 | 26.8 | 7.5 | 1.5 | 6.3 | 4.2 | 7.2 | (²) |
| Professional specialty and technical | 100.0 | 73.5 | 26.5 | 7.3 | 1.2 | 5.9 | 5.2 | 6.7 | .1 |
| Executive, administrative, and managerial | 100.0 | 73.2 | 26.8 | 8.9 | 1.6 | 5.2 | 4.2 | 6.8 | .1 |
| Administrative support, including clerical | 100.0 | 70.6 | 29.4 | 7.8 | 1.6 | 8.8 | 3.5 | 7.6 | (²) |
| Blue-collar occupations | 100.0 | 68.2 | 31.8 | 6.2 | 3.4 | 7.7 | 3.5 | 10.8 | .1 |
| Service occupations | 100.0 | 72.5 | 27.5 | 6.0 | 1.7 | 6.1 | 4.0 | 9.7 | (²) |
| Industry group | | | | | | | | | |
| Services | 100.0 | 73.6 | 26.4 | 6.9 | 1.3 | 6.2 | 4.5 | 7.5 | (²) |
| Health services | 100.0 | 71.6 | 28.4 | 9.1 | 2.4 | 5.9 | 3.0 | 8.0 | (²) |
| Hospitals | 100.0 | 70.4 | 29.6 | 9.2 | 3.3 | 6.6 | 2.8 | 7.6 | (²) |
| Educational services | 100.0 | 73.3 | 26.7 | 6.0 | .4 | 6.9 | 7.6 | 5.7 | .1 |
| Elementary and secondary education | 100.0 | 73.1 | 26.9 | 5.6 | .3 | 7.3 | 8.2 | 5.4 | .1 |
| Higher education | 100.0 | 73.7 | 26.3 | 6.8 | .5 | 6.1 | 6.7 | 6.3 | (²) |

¹ Includes severance pay and supplemental unemployment benefits.

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

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

Table 128. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: State and local government, by selected characteristics,¹ March 1991

| 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 | \$22.31 | 100.0 | \$25.07 | 100.0 | \$16.02 | 100.0 | \$23.69 | 100.0 |
| Wages and salaries | 15.52 | 69.6 | 17.86 | 71.2 | 10.30 | 64.3 | 16.96 | 71.6 |
| Total benefits | 6.79 | 30.4 | 7.21 | 28.8 | 5.72 | 35.7 | 6.73 | 28.4 |
| Paid leave | 1.75 | 7.8 | 1.85 | 7.4 | 1.49 | 9.3 | 1.59 | 6.7 |
| Vacation | .60 | 2.7 | .58 | 2.3 | .62 | 3.9 | .44 | 1.9 |
| Holiday | .55 | 2.5 | .59 | 2.4 | .46 | 2.8 | .52 | 2.2 |
| Sick | .44 | 2.0 | .50 | 2.0 | .31 | 1.9 | .47 | 2.0 |
| Other | .15 | .7 | .17 | .7 | .10 | .6 | .17 | .7 |
| Supplemental pay | .21 | .9 | .14 | .5 | .37 | 2.3 | .16 | .7 |
| Premium ² | .10 | .4 | .04 | .2 | .20 | 1.2 | .05 | .2 |
| Shift differential | .04 | .2 | .03 | .1 | .09 | .6 | .04 | .2 |
| Nonproduction bonuses | .07 | .3 | .07 | .3 | .08 | .5 | .07 | .3 |
| Insurance | 1.63 | 7.3 | 1.73 | 6.9 | 1.34 | 8.3 | 1.72 | 7.2 |
| Life | .05 | .2 | .06 | .2 | .04 | .2 | .05 | .2 |
| Health | 1.54 | 6.9 | 1.63 | 6.5 | 1.27 | 7.9 | 1.64 | 6.9 |
| Sickness and accident | .03 | .1 | .04 | .1 | .03 | .2 | .03 | .1 |
| Retirement and savings | 1.85 | 8.3 | 2.04 | 8.2 | 1.49 | 9.3 | 1.92 | 8.1 |
| Pensions | 1.84 | 8.2 | 2.03 | 8.1 | 1.48 | 9.2 | 1.91 | 8.1 |
| Savings and thrift | (³) | (³) | (³) | (³) | (³) | (³) | (³) | (³) |
| Legally required benefits | 1.34 | 6.0 | 1.43 | 5.7 | 1.03 | 6.4 | 1.32 | 5.6 |
| Social Security ⁴ | 1.04 | 4.6 | 1.18 | 4.7 | .67 | 4.2 | 1.09 | 4.6 |
| Federal unemployment insurance | (³) | (³) | (³) | (³) | (³) | (³) | (³) | (³) |
| State unemployment insurance | .03 | .1 | .03 | .1 | .02 | .2 | .03 | .1 |
| Workers' compensation | .26 | 1.2 | .21 | .8 | .33 | 2.0 | .20 | .8 |
| Other benefits ⁵ | .02 | .1 | .02 | .1 | .02 | .1 | .02 | .1 |

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 Cost per hour worked is \$0.01 or less.

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 129. 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, March 1991

| 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 | | | | | | | | | |
| State and local government workers | \$22.31 | \$15.52 | \$6.79 | \$1.75 | \$0.21 | \$1.63 | \$1.85 | \$1.34 | \$0.02 |
| Occupational group | | | | | | | | | |
| White-collar occupations | 25.07 | 17.86 | 7.21 | 1.85 | .14 | 1.73 | 2.04 | 1.43 | .02 |
| Professional specialty and technical | 21.06 | 13.13 | 7.93 | 2.11 | .63 | 1.48 | 2.38 | 1.31 | .03 |
| Professional specialty | 20.11 | 13.32 | 6.79 | 2.02 | .26 | 1.41 | 1.81 | 1.26 | .02 |
| Executive, administrative, and managerial | 28.36 | 19.66 | 8.70 | 2.85 | .12 | 1.65 | 2.36 | 1.70 | .02 |
| Administrative support, including clerical | 14.37 | 9.54 | 4.82 | 1.33 | .09 | 1.46 | 1.03 | .90 | (²) |
| Blue-collar occupations | 17.66 | 11.39 | 6.27 | 1.61 | .35 | 1.56 | 1.35 | 1.38 | (²) |
| Service occupations | 16.02 | 10.30 | 5.72 | 1.49 | .37 | 1.34 | 1.49 | 1.03 | .02 |
| Industry group | | | | | | | | | |
| Services | 23.69 | 16.96 | 6.73 | 1.59 | .16 | 1.72 | 1.92 | 1.32 | .02 |
| Health services | 17.87 | 12.03 | 5.84 | 1.82 | .45 | 1.26 | 1.09 | 1.20 | (²) |
| Hospitals | 18.17 | 12.32 | 5.85 | 1.86 | .45 | 1.22 | 1.08 | 1.21 | .02 |
| Educational services | 25.40 | 18.45 | 6.94 | 1.53 | .10 | 1.83 | 2.10 | 1.37 | .02 |
| Elementary and secondary education | 25.70 | 18.72 | 6.98 | 1.45 | .08 | 1.89 | 2.18 | 1.35 | .03 |
| Higher education | 25.42 | 18.38 | 7.03 | 1.79 | .15 | 1.67 | 1.94 | 1.49 | (²) |
| Public administration | 20.11 | 13.32 | 6.79 | 2.02 | .26 | 1.41 | 1.81 | 1.26 | .02 |
| Percent of total compensation | | | | | | | | | |
| State and local government workers | 100.0 | 69.6 | 30.4 | 7.8 | 0.9 | 7.3 | 8.3 | 6.0 | 0.1 |
| Occupational group | | | | | | | | | |
| White-collar occupations | 100.0 | 71.2 | 28.8 | 7.4 | .5 | 6.9 | 8.2 | 5.7 | .1 |
| Professional specialty and technical | 100.0 | 62.3 | 37.7 | 10.0 | 3.0 | 7.0 | 11.3 | 6.2 | .1 |
| Professional specialty | 100.0 | 66.2 | 33.8 | 10.0 | 1.3 | 7.0 | 9.0 | 6.3 | .1 |
| Executive, administrative, and managerial | 100.0 | 69.3 | 30.7 | 10.1 | .4 | 5.8 | 8.3 | 6.0 | .1 |
| Administrative support, including clerical | 100.0 | 66.4 | 33.6 | 9.2 | .6 | 10.2 | 7.2 | 6.3 | (²) |
| Blue-collar occupations | 100.0 | 64.5 | 35.5 | 9.1 | 2.0 | 8.8 | 7.6 | 7.8 | (²) |
| Service occupations | 100.0 | 64.3 | 35.7 | 9.3 | 2.3 | 8.3 | 9.3 | 6.4 | .1 |
| Industry group | | | | | | | | | |
| Services | 100.0 | 71.6 | 28.4 | 6.7 | .7 | 7.2 | 8.1 | 5.6 | .1 |
| Health services | 100.0 | 67.3 | 32.7 | 10.2 | 2.5 | 7.1 | 6.1 | 6.7 | (²) |
| Hospitals | 100.0 | 67.8 | 32.2 | 10.2 | 2.5 | 6.7 | 6.0 | 6.7 | .1 |
| Educational services | 100.0 | 72.7 | 27.3 | 6.0 | .4 | 7.2 | 8.3 | 5.4 | .1 |
| Elementary and secondary education | 100.0 | 72.8 | 27.2 | 5.6 | .3 | 7.4 | 8.5 | 5.2 | .1 |
| Higher education | 100.0 | 72.3 | 27.7 | 7.0 | .6 | 6.6 | 7.6 | 5.9 | (²) |
| Public administration | 100.0 | 66.2 | 33.8 | 10.0 | 1.3 | 7.0 | 9.0 | 6.3 | .1 |

¹ Includes severance pay and supplemental unemployment benefits.

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

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

Table 130. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Private industry workers, by major industry group, March 1991

| Compensation component | All workers in private industry | | Goods-producing ¹ | | Service-producing ² | | Manufacturing | | Nonmanufacturing | |
|--------------------------------------|---------------------------------|------------------|------------------------------|---------|--------------------------------|------------------|---------------|---------|------------------|------------------|
| | Cost | Percent | Cost | Percent | Cost | Percent | Cost | Percent | Cost | Percent |
| Total compensation | \$15.40 | 100.0 | \$18.48 | 100.0 | \$14.31 | 100.0 | \$18.22 | 100.0 | \$14.67 | 100.0 |
| Wages and salaries | 11.14 | 72.3 | 12.70 | 68.7 | 10.58 | 74.0 | 12.40 | 68.1 | 10.81 | 73.7 |
| Total benefits | 4.27 | 27.7 | 5.78 | 31.3 | 3.72 | 26.0 | 5.81 | 31.9 | 3.86 | 26.3 |
| Paid leave | 1.05 | 6.8 | 1.27 | 6.9 | .97 | 6.8 | 1.38 | 7.6 | .96 | 6.6 |
| Vacation | .52 | 3.4 | .66 | 3.6 | .47 | 3.3 | .71 | 3.9 | .47 | 3.2 |
| Holiday | .35 | 2.3 | .46 | 2.5 | .32 | 2.2 | .50 | 2.8 | .31 | 2.1 |
| Sick | .13 | .8 | .11 | .6 | .14 | 1.0 | .12 | .7 | .13 | .9 |
| Other | .05 | .3 | .05 | .3 | .05 | .3 | .05 | .3 | .04 | .3 |
| Supplemental pay | .36 | 2.3 | .63 | 3.4 | .26 | 1.8 | .67 | 3.7 | .28 | 1.9 |
| Premium ³ | .17 | 1.1 | .35 | 1.9 | .11 | .8 | .36 | 2.0 | .13 | .9 |
| Shift differential | .05 | .3 | .08 | .4 | .04 | .3 | .09 | .5 | .04 | .3 |
| Nonproduction bonuses | .13 | .9 | .20 | 1.1 | .11 | .8 | .21 | 1.2 | .11 | .8 |
| Insurance | 1.01 | 6.5 | 1.41 | 7.6 | .86 | 6.0 | 1.51 | 8.3 | .88 | 6.0 |
| Life | .05 | .3 | .06 | .3 | .04 | .3 | .07 | .4 | .04 | .3 |
| Health | .92 | 6.0 | 1.28 | 6.9 | .79 | 5.5 | 1.37 | 7.5 | .80 | 5.5 |
| Sickness and accident | .04 | .3 | .07 | .4 | .03 | .2 | .07 | .4 | .03 | .2 |
| Retirement and savings | .44 | 2.9 | .66 | 3.6 | .36 | 2.5 | .60 | 3.3 | .40 | 2.7 |
| Pensions | .35 | 2.2 | .50 | 2.7 | .29 | 2.0 | .44 | 2.4 | .32 | 2.2 |
| Savings and thrift | .10 | .6 | .15 | .8 | .07 | .5 | .16 | .9 | .08 | .5 |
| Legally required benefits | 1.40 | 9.1 | 1.78 | 9.7 | 1.26 | 8.8 | 1.62 | 8.9 | 1.34 | 9.1 |
| Social Security ⁴ | .92 | 6.0 | 1.09 | 5.9 | .86 | 6.0 | 1.08 | 5.9 | .88 | 6.0 |
| Federal unemployment insurance | .03 | .2 | .03 | .2 | .03 | .2 | .03 | .2 | .03 | .2 |
| State unemployment insurance | .09 | .6 | .12 | .6 | .08 | .6 | .11 | .6 | .09 | .6 |
| Workers' compensation | .33 | 2.1 | .54 | 2.9 | .25 | 1.8 | .39 | 2.2 | .31 | 2.1 |
| Other benefits ⁵ | (⁶) | (⁶) | .03 | .2 | (⁶) | (⁶) | .04 | .2 | (⁶) | (⁶) |

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.

⁶ Cost per hour worked is \$0.01 or less.

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

Table 131. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Private industry workers, by major occupational group, March 1991

| Compensation component | All workers in private industry | | White-collar | | Blue-collar | | Service | |
|--------------------------------------|---------------------------------|------------------|------------------|------------------|-------------|---------|------------------|------------------|
| | Cost | Percent | Cost | Percent | Cost | Percent | Cost | Percent |
| Total compensation | \$15.40 | 100.0 | \$18.15 | 100.0 | \$15.15 | 100.0 | \$7.82 | 100.0 |
| Wages and salaries | 11.14 | 72.3 | 13.40 | 73.8 | 10.37 | 68.4 | 5.96 | 76.3 |
| Total benefits | 4.27 | 27.7 | 4.75 | 26.2 | 4.78 | 31.6 | 1.85 | 23.7 |
| Paid leave | 1.05 | 6.8 | 1.38 | 7.6 | .91 | 6.0 | .35 | 4.5 |
| Vacation | .52 | 3.4 | .67 | 3.7 | .47 | 3.1 | .18 | 2.3 |
| Holiday | .35 | 2.3 | .46 | 2.5 | .32 | 2.1 | .10 | 1.3 |
| Sick | .13 | .8 | .19 | 1.1 | .07 | .5 | .05 | .7 |
| Other | .05 | .3 | .06 | .3 | .04 | .3 | (¹) | (¹) |
| Supplemental pay | .36 | 2.3 | .32 | 1.8 | .54 | 3.5 | .11 | 1.4 |
| Premium ² | .17 | 1.1 | .09 | .5 | .36 | 2.4 | .05 | .7 |
| Shift differential | .05 | .3 | .05 | .3 | .06 | .4 | .03 | .4 |
| Nonproduction bonuses | .13 | .9 | .18 | 1.0 | .11 | .7 | .03 | .3 |
| Insurance | 1.01 | 6.5 | 1.12 | 6.2 | 1.15 | 7.6 | .39 | 5.0 |
| Life | .05 | .3 | .06 | .3 | .04 | .3 | (¹) | (¹) |
| Health | .92 | 6.0 | 1.02 | 5.6 | 1.06 | 7.0 | .36 | 4.6 |
| Sickness and accident | .04 | .3 | .05 | .3 | .05 | .3 | .02 | .2 |
| Retirement and savings | .44 | 2.9 | .52 | 2.9 | .49 | 3.2 | .12 | 1.6 |
| Pensions | .35 | 2.2 | .38 | 2.1 | .42 | 2.8 | .10 | 1.3 |
| Savings and thrift | .10 | .6 | .14 | .8 | .07 | .5 | .02 | .3 |
| Legally required benefits | 1.40 | 9.1 | 1.39 | 7.7 | 1.68 | 11.1 | .88 | 11.2 |
| Social Security ³ | .92 | 6.0 | 1.08 | 5.9 | .90 | 5.9 | .51 | 6.5 |
| Federal unemployment insurance | .03 | .2 | .03 | .2 | .03 | .2 | .03 | .4 |
| State unemployment insurance | .09 | .6 | .09 | .5 | .11 | .7 | .08 | 1.0 |
| Workers' compensation | .33 | 2.1 | .18 | 1.0 | .60 | 3.9 | .25 | 3.2 |
| Other benefits ⁴ | (¹) | (¹) | (¹) | (¹) | .02 | .2 | (¹) | (¹) |

¹ Cost per hour worked is \$0.01 or less.

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 132. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Private industry workers, by region and bargaining status, March 1991

| 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 | \$17.56 | 100.0 | \$13.68 | 100.0 | \$15.05 | 100.0 | \$15.97 | 100.0 | \$19.76 | 100.0 | \$14.56 | 100.0 |
| Wages and salaries | 12.65 | 72.1 | 10.03 | 73.3 | 10.70 | 71.1 | 11.62 | 72.8 | 13.02 | 65.9 | 10.78 | 74.0 |
| Total benefits | 4.91 | 27.9 | 3.65 | 26.7 | 4.35 | 28.9 | 4.34 | 27.2 | 6.75 | 34.1 | 3.79 | 26.0 |
| Paid leave | 1.31 | 7.4 | .87 | 6.4 | 1.03 | 6.9 | 1.04 | 6.5 | 1.43 | 7.2 | .98 | 6.7 |
| Vacation | .61 | 3.5 | .44 | 3.2 | .55 | 3.6 | .51 | 3.2 | .77 | 3.9 | .47 | 3.2 |
| Holiday | .44 | 2.5 | .29 | 2.1 | .34 | 2.3 | .36 | 2.3 | .45 | 2.3 | .33 | 2.3 |
| Sick | .19 | 1.1 | .10 | .8 | .10 | .7 | .13 | .8 | .15 | .8 | .13 | .9 |
| Other | .07 | .4 | .04 | .3 | .04 | .3 | .03 | .2 | .06 | .3 | .04 | .3 |
| Supplemental pay | .39 | 2.2 | .30 | 2.2 | .40 | 2.7 | .35 | 2.2 | .69 | 3.5 | .29 | 2.0 |
| Premium ² | .18 | 1.0 | .16 | 1.1 | .20 | 1.3 | .17 | 1.0 | .47 | 2.4 | .12 | .8 |
| Shift differential | .06 | .4 | .04 | .3 | .05 | .4 | .04 | .3 | .11 | .6 | .04 | .3 |
| Nonproduction bonuses | .15 | .8 | .10 | .7 | .15 | 1.0 | .14 | .9 | .10 | .5 | .14 | 1.0 |
| Insurance | 1.18 | 6.7 | .83 | 6.1 | 1.05 | 7.0 | 1.01 | 6.3 | 1.78 | 9.0 | .86 | 5.9 |
| Life | .05 | .3 | .04 | .3 | .05 | .3 | .04 | .3 | .07 | .3 | .04 | .3 |
| Health | 1.08 | 6.2 | .76 | 5.5 | .95 | 6.3 | .92 | 5.8 | 1.63 | 8.2 | .78 | 5.4 |
| Sickness and accident | .04 | .2 | .03 | .3 | .06 | .4 | .04 | .3 | .09 | .4 | .03 | .2 |
| Retirement and savings | .50 | 2.8 | .35 | 2.6 | .49 | 3.3 | .45 | 2.8 | .87 | 4.4 | .36 | 2.5 |
| Pensions | .41 | 2.3 | .25 | 1.8 | .41 | 2.7 | .33 | 2.1 | .78 | 4.0 | .26 | 1.8 |
| Savings and thrift | .09 | .5 | .10 | .8 | .08 | .6 | .11 | .7 | .09 | .4 | .10 | .7 |
| Legally required benefits | 1.52 | 8.7 | 1.28 | 9.4 | 1.35 | 9.0 | 1.49 | 9.3 | 1.93 | 9.8 | 1.30 | 8.9 |
| Social Security ³ | 1.04 | 5.9 | .84 | 6.1 | .90 | 6.0 | .96 | 6.0 | 1.13 | 5.7 | .88 | 6.1 |
| Federal unemployment insurance | .03 | .2 | .03 | .2 | .03 | .2 | .03 | .2 | .03 | .2 | .03 | .2 |
| State unemployment insurance | .11 | .6 | .07 | .5 | .10 | .7 | .10 | .6 | .12 | .6 | .09 | .6 |
| Workers' compensation | .31 | 1.8 | .33 | 2.4 | .29 | 1.9 | .40 | 2.5 | .55 | 2.8 | .28 | 1.9 |
| Other benefits ⁴ | .02 | .1 | (⁵) | (⁵) | .02 | .1 | (⁵) | (⁵) | .05 | .2 | (⁵) | (⁵) |

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.

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

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

Table 133. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Private industry workers, by establishment employment size, March 1991

| 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 | \$15.40 | 100.0 | \$13.38 | 100.0 | \$17.34 | 100.0 | \$14.31 | 100.0 | \$20.60 | 100.0 |
| Wages and salaries | 11.14 | 72.3 | 10.00 | 74.7 | 12.23 | 70.5 | 10.32 | 72.1 | 14.28 | 69.3 |
| Total benefits | 4.27 | 27.7 | 3.38 | 25.3 | 5.11 | 29.5 | 3.99 | 27.9 | 6.32 | 30.7 |
| Paid leave | 1.05 | 6.8 | .77 | 5.7 | 1.32 | 7.6 | .95 | 6.7 | 1.72 | 8.3 |
| Vacation | .52 | 3.4 | .38 | 2.8 | .66 | 3.8 | .46 | 3.2 | .87 | 4.2 |
| Holiday | .35 | 2.3 | .27 | 2.0 | .44 | 2.5 | .33 | 2.3 | .55 | 2.7 |
| Sick | .13 | .8 | .09 | .7 | .17 | 1.0 | .12 | .9 | .22 | 1.1 |
| Other | .05 | .3 | .03 | .2 | .06 | .3 | .04 | .3 | .08 | .4 |
| Supplemental pay | .36 | 2.3 | .26 | 1.9 | .45 | 2.6 | .32 | 2.3 | .58 | 2.8 |
| Premium ¹ | .17 | 1.1 | .12 | .9 | .23 | 1.3 | .19 | 1.3 | .27 | 1.3 |
| Shift differential | .05 | .3 | (²) | (²) | .09 | .5 | .04 | .3 | .14 | .7 |
| Nonproduction bonuses | .13 | .9 | .14 | 1.0 | .13 | .7 | .09 | .6 | .17 | .8 |
| Insurance | 1.01 | 6.5 | .74 | 5.5 | 1.26 | 7.3 | .98 | 6.9 | 1.56 | 7.6 |
| Life | .05 | .3 | .03 | .3 | .06 | .3 | .04 | .3 | .07 | .4 |
| Health | .92 | 6.0 | .68 | 5.1 | 1.14 | 6.6 | .90 | 6.3 | 1.40 | 6.8 |
| Sickness and accident | .04 | .3 | .02 | .2 | .06 | .3 | .04 | .3 | .08 | .4 |
| Retirement and savings | .44 | 2.9 | .32 | 2.4 | .56 | 3.2 | .40 | 2.8 | .74 | 3.6 |
| Pensions | .35 | 2.2 | .28 | 2.1 | .41 | 2.4 | .29 | 2.0 | .54 | 2.6 |
| Savings and thrift | .10 | .6 | .04 | .3 | .15 | .8 | .10 | .7 | .19 | .9 |
| Legally required benefits | 1.40 | 9.1 | 1.29 | 9.7 | 1.50 | 8.6 | 1.33 | 9.3 | 1.68 | 8.2 |
| Social Security ³ | .92 | 6.0 | .82 | 6.1 | 1.02 | 5.9 | .87 | 6.1 | 1.19 | 5.8 |
| Federal unemployment insurance | .03 | .2 | .03 | .2 | .03 | .2 | .03 | .2 | .03 | .1 |
| State unemployment insurance | .09 | .6 | .09 | .7 | .09 | .5 | .09 | .6 | .09 | .4 |
| Workers' compensation | .33 | 2.1 | .34 | 2.5 | .31 | 1.8 | .33 | 2.3 | .30 | 1.4 |
| Other benefits ⁴ | (²) | (²) | (²) | (²) | .02 | .1 | (²) | (²) | .04 | .2 |

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 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 134. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Private industry workers, by occupational and industry group, March 1991

| 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 | | | | | | | | | |
| All workers in private industry | \$15.40 | \$11.14 | \$4.27 | \$1.05 | \$0.36 | \$1.01 | \$0.44 | \$1.40 | (²) |
| Occupational group | | | | | | | | | |
| White-collar occupations | 18.15 | 13.40 | 4.75 | 1.38 | .32 | 1.12 | .52 | 1.39 | (²) |
| Professional specialty and technical | 23.79 | 17.54 | 6.24 | 1.95 | .40 | 1.35 | .74 | 1.79 | \$.02 |
| Executive, administrative, and managerial | 28.15 | 20.85 | 7.30 | 2.43 | .53 | 1.41 | .90 | 1.99 | .03 |
| Sales | 12.90 | 10.00 | 2.90 | .65 | .23 | .67 | .25 | 1.10 | (²) |
| Administrative support, including clerical | 13.17 | 9.41 | 3.76 | .99 | .24 | 1.12 | .36 | 1.04 | (²) |
| Blue-collar occupations | 15.15 | 10.37 | 4.78 | .91 | .54 | 1.15 | .49 | 1.68 | .02 |
| Precision production, craft, and repair | 19.24 | 13.26 | 5.98 | 1.18 | .64 | 1.34 | .68 | 2.11 | .03 |
| Machine operators, assemblers, and inspectors | 14.24 | 9.46 | 4.78 | .94 | .66 | 1.30 | .41 | 1.44 | .04 |
| Transportation and material moving | 15.56 | 10.59 | 4.97 | .92 | .48 | 1.12 | .57 | 1.86 | (²) |
| Handlers, equipment cleaners, helpers, and laborers | 10.94 | 7.69 | 3.25 | .53 | .32 | .79 | .31 | 1.30 | (²) |
| Service occupations | 7.82 | 5.96 | 1.85 | .35 | .11 | .39 | .12 | .88 | (²) |
| Industry group | | | | | | | | | |
| Goods-producing industries ³ | 18.48 | 12.70 | 5.78 | 1.27 | .63 | 1.41 | .66 | 1.78 | .03 |
| Construction | 18.32 | 13.08 | 5.23 | .68 | .47 | .94 | .77 | 2.36 | .02 |
| Manufacturing | 18.22 | 12.40 | 5.81 | 1.38 | .67 | 1.51 | .60 | 1.62 | .04 |
| Durables | 19.59 | 13.18 | 6.41 | 1.54 | .77 | 1.70 | .65 | 1.71 | .05 |
| Nondurables | 16.36 | 11.36 | 5.00 | 1.18 | .52 | 1.25 | .54 | 1.49 | .02 |
| Service-producing industries ⁴ | 14.31 | 10.58 | 3.72 | .97 | .26 | .86 | .36 | 1.26 | (²) |
| Transportation and public utilities | 22.09 | 15.14 | 6.95 | 1.83 | .43 | 1.71 | .85 | 2.10 | .02 |
| Wholesale trade | 17.10 | 12.37 | 4.72 | 1.12 | .45 | 1.18 | .45 | 1.51 | .02 |
| Retail trade | 8.81 | 6.82 | 1.98 | .38 | .16 | .41 | .12 | .92 | (²) |
| Finance, insurance, and real estate | 19.04 | 14.02 | 5.01 | 1.54 | .30 | 1.29 | .57 | 1.29 | .02 |
| Services | 14.70 | 10.98 | 3.72 | 1.03 | .24 | .82 | .36 | 1.26 | (²) |
| Percent of total compensation | | | | | | | | | |
| All workers in private industry | 100.0 | 72.3 | 27.7 | 6.8 | 2.3 | 6.5 | 2.9 | 9.1 | (²) |
| Occupational group | | | | | | | | | |
| White-collar occupations | 100.0 | 73.8 | 26.2 | 7.6 | 1.8 | 6.2 | 2.9 | 7.7 | (²) |
| Professional specialty and technical | 100.0 | 73.8 | 26.2 | 8.2 | 1.7 | 5.7 | 3.1 | 7.5 | .1 |
| Executive, administrative, and managerial | 100.0 | 74.1 | 25.9 | 8.6 | 1.9 | 5.0 | 3.2 | 7.1 | .1 |
| Sales | 100.0 | 77.5 | 22.5 | 5.1 | 1.8 | 5.2 | 1.9 | 8.5 | (²) |
| Administrative support, including clerical | 100.0 | 71.4 | 28.6 | 7.5 | 1.8 | 8.5 | 2.8 | 7.9 | (²) |
| Blue-collar occupations | 100.0 | 68.4 | 31.6 | 6.0 | 3.5 | 7.6 | 3.2 | 11.1 | .2 |
| Precision production, craft, and repair | 100.0 | 68.9 | 31.1 | 6.2 | 3.3 | 7.0 | 3.5 | 11.0 | .2 |
| Machine operators, assemblers, and inspectors | 100.0 | 66.4 | 33.6 | 6.6 | 4.6 | 9.1 | 2.9 | 10.1 | .3 |
| Transportation and material moving | 100.0 | 68.0 | 32.0 | 5.9 | 3.1 | 7.2 | 3.6 | 12.0 | (²) |
| Handlers, equipment cleaners, helpers, and laborers | 100.0 | 70.3 | 29.7 | 4.8 | 2.9 | 7.2 | 2.8 | 11.9 | (²) |
| Service occupations | 100.0 | 76.3 | 23.7 | 4.5 | 1.4 | 5.0 | 1.6 | 11.2 | (²) |
| Industry group | | | | | | | | | |
| Goods-producing industries ³ | 100.0 | 68.7 | 31.3 | 6.9 | 3.4 | 7.6 | 3.6 | 9.7 | .2 |
| Construction | 100.0 | 71.4 | 28.6 | 3.7 | 2.6 | 5.1 | 4.2 | 12.9 | .1 |
| Manufacturing | 100.0 | 68.1 | 31.9 | 7.6 | 3.7 | 8.3 | 3.3 | 8.9 | .2 |
| Durables | 100.0 | 67.3 | 32.7 | 7.9 | 4.0 | 8.7 | 3.3 | 8.7 | .2 |
| Nondurables | 100.0 | 69.4 | 30.6 | 7.2 | 3.2 | 7.7 | 3.3 | 9.1 | .1 |
| Service-producing industries ⁴ | 100.0 | 74.0 | 26.0 | 6.8 | 1.8 | 6.0 | 2.5 | 8.8 | (²) |
| Transportation and public utilities | 100.0 | 68.5 | 31.5 | 8.3 | 2.0 | 7.7 | 3.9 | 9.5 | .1 |
| Wholesale trade | 100.0 | 72.4 | 27.6 | 6.5 | 2.6 | 6.9 | 2.7 | 8.8 | .1 |
| Retail trade | 100.0 | 77.5 | 22.5 | 4.3 | 1.8 | 4.7 | 1.3 | 10.4 | (²) |
| Finance, insurance, and real estate | 100.0 | 73.7 | 26.3 | 8.1 | 1.6 | 6.8 | 3.0 | 6.8 | .1 |
| Services | 100.0 | 74.7 | 25.3 | 7.0 | 1.6 | 5.6 | 2.5 | 8.6 | (²) |

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.

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

Table 135. 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, March 1991

| 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 | | | | | | | | | |
| All workers, goods-producing industries² | \$18.48 | \$12.70 | \$5.78 | \$1.27 | \$0.63 | \$1.41 | \$0.66 | \$1.78 | \$0.03 |
| White-collar occupations | 23.65 | 16.89 | 6.76 | 2.02 | .52 | 1.63 | .80 | 1.76 | .03 |
| Professional specialty and technical | 26.40 | 18.71 | 7.70 | 2.36 | .46 | 1.86 | 1.06 | 1.91 | .05 |
| Executive, administrative, and managerial | 34.22 | 24.81 | 9.40 | 3.11 | .88 | 1.79 | 1.17 | 2.42 | .04 |
| Administrative support, including clerical | 14.59 | 10.14 | 4.46 | 1.09 | .37 | 1.37 | .42 | 1.19 | .02 |
| Blue-collar occupations | 16.32 | 10.94 | 5.38 | .95 | .68 | 1.31 | .59 | 1.81 | .03 |
| Precision production, craft, and repair | 20.30 | 13.73 | 6.57 | 1.12 | .77 | 1.44 | .84 | 2.35 | .04 |
| Machine operators, assemblers, and inspectors | 14.72 | 9.69 | 5.03 | .99 | .71 | 1.38 | .43 | 1.48 | .04 |
| Transportation and material moving | 16.67 | 11.08 | 5.59 | .90 | .71 | 1.28 | .76 | 1.91 | .02 |
| Handlers, equipment cleaners, helpers, and laborers | 12.40 | 8.52 | 3.88 | .58 | .41 | .93 | .43 | 1.52 | (³) |
| Service occupations | 14.12 | 9.56 | 4.56 | .94 | .48 | 1.21 | .54 | 1.35 | .03 |
| All workers, service-producing industries⁴ | 14.31 | 10.58 | 3.72 | .97 | .26 | .86 | .36 | 1.26 | (³) |
| White-collar occupations | 17.13 | 12.75 | 4.38 | 1.26 | .29 | 1.03 | .47 | 1.33 | (³) |
| Professional specialty and technical | 23.18 | 17.27 | 5.90 | 1.85 | .38 | 1.23 | .67 | 1.76 | (³) |
| Executive, administrative, and managerial | 26.12 | 19.52 | 6.59 | 2.20 | .42 | 1.28 | .82 | 1.85 | .03 |
| Sales | 12.54 | 9.74 | 2.81 | .62 | .22 | .64 | .24 | 1.07 | (³) |
| Administrative support, including clerical | 12.89 | 9.27 | 3.63 | .97 | .22 | 1.07 | .35 | 1.02 | (³) |
| Blue-collar occupations | 13.70 | 9.66 | 4.04 | .85 | .36 | .95 | .36 | 1.52 | (³) |
| Precision production, craft, and repair | 17.83 | 12.63 | 5.20 | 1.26 | .46 | 1.21 | .46 | 1.80 | (³) |
| Transportation and material moving | 15.10 | 10.39 | 4.72 | .93 | .39 | 1.06 | .49 | 1.85 | (³) |
| Handlers, equipment cleaners, helpers, and laborers | 10.12 | 7.23 | 2.89 | .50 | .27 | .71 | .24 | 1.18 | (³) |
| Service occupations | 7.66 | 5.87 | 1.79 | .34 | .10 | .37 | .11 | .87 | (³) |
| Percent of total compensation | | | | | | | | | |
| All workers, goods-producing industries² | 100.0 | 68.7 | 31.3 | 6.9 | 3.4 | 7.6 | 3.6 | 9.7 | 0.2 |
| White-collar occupations | 100.0 | 71.4 | 28.6 | 8.5 | 2.2 | 6.9 | 3.4 | 7.4 | .1 |
| Professional specialty and technical | 100.0 | 70.9 | 29.1 | 9.0 | 1.7 | 7.0 | 4.0 | 7.2 | .2 |
| Executive, administrative, and managerial | 100.0 | 72.5 | 27.5 | 9.1 | 2.6 | 5.2 | 3.4 | 7.1 | .1 |
| Administrative support, including clerical | 100.0 | 69.5 | 30.5 | 7.5 | 2.5 | 9.4 | 2.9 | 8.1 | .1 |
| Blue-collar occupations | 100.0 | 67.0 | 33.0 | 5.8 | 4.2 | 8.1 | 3.6 | 11.1 | .2 |
| Precision production, craft, and repair | 100.0 | 67.6 | 32.4 | 5.5 | 3.8 | 7.1 | 4.2 | 11.6 | .2 |
| Machine operators, assemblers, and inspectors | 100.0 | 65.8 | 34.2 | 6.7 | 4.8 | 9.4 | 2.9 | 10.0 | .3 |
| Transportation and material moving | 100.0 | 66.5 | 33.5 | 5.4 | 4.3 | 7.7 | 4.6 | 11.4 | .1 |
| Handlers, equipment cleaners, helpers, and laborers | 100.0 | 68.7 | 31.3 | 4.7 | 3.3 | 7.5 | 3.5 | 12.2 | (³) |
| Service occupations | 100.0 | 67.7 | 32.3 | 6.7 | 3.4 | 8.6 | 3.8 | 9.5 | .2 |
| All workers, service-producing industries⁴ | 100.0 | 74.0 | 26.0 | 6.8 | 1.8 | 6.0 | 2.5 | 8.8 | (³) |
| White-collar occupations | 100.0 | 74.4 | 25.6 | 7.4 | 1.7 | 6.0 | 2.7 | 7.7 | (³) |
| Professional specialty and technical | 100.0 | 74.5 | 25.5 | 8.0 | 1.7 | 5.3 | 2.9 | 7.6 | (³) |
| Executive, administrative, and managerial | 100.0 | 74.8 | 25.2 | 8.4 | 1.6 | 4.9 | 3.1 | 7.1 | .1 |
| Sales | 100.0 | 77.6 | 22.4 | 5.0 | 1.8 | 5.1 | 1.9 | 8.5 | (³) |
| Administrative support, including clerical | 100.0 | 71.9 | 28.1 | 7.5 | 1.7 | 8.3 | 2.7 | 7.9 | (³) |
| Blue-collar occupations | 100.0 | 70.5 | 29.5 | 6.2 | 2.6 | 6.9 | 2.6 | 11.1 | (³) |
| Precision production, craft, and repair | 100.0 | 70.8 | 29.2 | 7.1 | 2.6 | 6.8 | 2.6 | 10.1 | (³) |
| Transportation and material moving | 100.0 | 68.8 | 31.2 | 6.2 | 2.6 | 7.0 | 3.2 | 12.2 | (³) |
| Handlers, equipment cleaners, helpers, and laborers | 100.0 | 71.4 | 28.6 | 4.9 | 2.6 | 7.0 | 2.3 | 11.6 | (³) |
| Service occupations | 100.0 | 76.7 | 23.3 | 4.4 | 1.3 | 4.9 | 1.5 | 11.3 | (³) |

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.

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

Table 136. 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, March 1991

| 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 | | | | | | | | | |
| All workers, manufacturing industries | \$18.22 | \$12.40 | \$5.81 | \$1.38 | \$0.67 | \$1.51 | \$0.60 | \$1.62 | \$0.04 |
| White-collar occupations | 23.38 | 16.63 | 6.75 | 2.02 | .53 | 1.69 | .78 | 1.71 | .03 |
| Professional specialty and technical | 25.80 | 18.28 | 7.53 | 2.33 | .47 | 1.83 | .98 | 1.88 | .04 |
| Executive, administrative, and managerial | 34.34 | 24.89 | 9.45 | 3.18 | .86 | 1.91 | 1.14 | 2.31 | .04 |
| Administrative support, including clerical | 14.71 | 10.10 | 4.61 | 1.12 | .39 | 1.45 | .44 | 1.19 | .02 |
| Blue-collar occupations | 15.83 | 10.43 | 5.39 | 1.09 | .74 | 1.43 | .52 | 1.58 | .04 |
| Precision production, craft, and repair | 20.67 | 13.59 | 7.08 | 1.60 | .96 | 1.77 | .77 | 1.94 | .05 |
| Machine operators, assemblers, and inspectors | 14.69 | 9.67 | 5.02 | .99 | .71 | 1.38 | .43 | 1.47 | .04 |
| Transportation and material moving | 16.38 | 10.78 | 5.60 | 1.02 | .72 | 1.37 | .69 | 1.77 | .03 |
| Handlers, equipment cleaners, helpers, and laborers | 12.17 | 8.15 | 4.03 | .69 | .50 | 1.11 | .37 | 1.35 | .02 |
| Service occupations | 14.26 | 9.64 | 4.62 | .97 | .48 | 1.24 | .56 | 1.34 | .03 |
| All workers, nonmanufacturing industries | 14.67 | 10.81 | 3.86 | .96 | .28 | .88 | .40 | 1.34 | (²) |
| White-collar occupations | 17.36 | 12.91 | 4.45 | 1.29 | .29 | 1.04 | .48 | 1.35 | (²) |
| Professional specialty and technical | 23.37 | 17.39 | 5.97 | 1.87 | .38 | 1.25 | .69 | 1.77 | (²) |
| Executive, administrative, and managerial | 26.68 | 19.89 | 6.79 | 2.26 | .45 | 1.29 | .85 | 1.91 | .03 |
| Sales | 12.60 | 9.79 | 2.82 | .62 | .22 | .65 | .25 | 1.08 | (²) |
| Administrative support, including clerical | 12.93 | 9.30 | 3.63 | .97 | .22 | 1.07 | .35 | 1.02 | (²) |
| Blue-collar occupations | 14.66 | 10.32 | 4.34 | .78 | .39 | .95 | .47 | 1.75 | (²) |
| Precision production, craft, and repair | 18.62 | 13.11 | 5.51 | 1.01 | .50 | 1.16 | .64 | 2.18 | .02 |
| Transportation and material moving | 15.34 | 10.54 | 4.81 | .90 | .42 | 1.06 | .54 | 1.89 | (²) |
| Handlers, equipment cleaners, helpers, and laborers | 10.57 | 7.56 | 3.01 | .48 | .26 | .69 | .29 | 1.29 | (²) |
| Service occupations | 7.66 | 5.87 | 1.79 | .34 | .10 | .37 | .11 | .87 | (²) |
| Percent of total compensation | | | | | | | | | |
| All workers, manufacturing industries | 100.0 | 68.1 | 31.9 | 7.6 | 3.7 | 8.3 | 3.3 | 8.9 | 0.2 |
| White-collar occupations | 100.0 | 71.1 | 28.9 | 8.6 | 2.3 | 7.2 | 3.3 | 7.3 | .1 |
| Professional specialty and technical | 100.0 | 70.8 | 29.2 | 9.0 | 1.8 | 7.1 | 3.8 | 7.3 | .2 |
| Executive, administrative, and managerial | 100.0 | 72.5 | 27.5 | 9.2 | 2.5 | 5.6 | 3.3 | 6.7 | .1 |
| Administrative support, including clerical | 100.0 | 68.7 | 31.3 | 7.6 | 2.7 | 9.8 | 3.0 | 8.1 | .1 |
| Blue-collar occupations | 100.0 | 65.9 | 34.1 | 6.9 | 4.7 | 9.0 | 3.3 | 10.0 | .2 |
| Precision production, craft, and repair | 100.0 | 65.7 | 34.3 | 7.7 | 4.6 | 8.5 | 3.7 | 9.4 | .2 |
| Machine operators, assemblers, and inspectors | 100.0 | 65.8 | 34.2 | 6.7 | 4.9 | 9.4 | 2.9 | 10.0 | .3 |
| Transportation and material moving | 100.0 | 65.8 | 34.2 | 6.2 | 4.4 | 8.4 | 4.2 | 10.8 | .2 |
| Handlers, equipment cleaners, helpers, and laborers | 100.0 | 66.9 | 33.1 | 5.6 | 4.1 | 9.1 | 3.0 | 11.1 | .1 |
| Service occupations | 100.0 | 67.6 | 32.4 | 6.8 | 3.4 | 8.7 | 3.9 | 9.4 | .2 |
| All workers, nonmanufacturing industries | 100.0 | 73.7 | 26.3 | 6.6 | 1.9 | 6.0 | 2.7 | 9.1 | (²) |
| White-collar occupations | 100.0 | 74.4 | 25.6 | 7.4 | 1.7 | 6.0 | 2.8 | 7.7 | (²) |
| Professional specialty and technical | 100.0 | 74.4 | 25.6 | 8.0 | 1.6 | 5.3 | 3.0 | 7.6 | (²) |
| Executive, administrative, and managerial | 100.0 | 74.6 | 25.4 | 8.5 | 1.7 | 4.8 | 3.2 | 7.2 | .1 |
| Sales | 100.0 | 77.6 | 22.4 | 5.0 | 1.8 | 5.1 | 1.9 | 8.5 | (²) |
| Administrative support, including clerical | 100.0 | 71.9 | 28.1 | 7.5 | 1.7 | 8.2 | 2.7 | 7.9 | (²) |
| Blue-collar occupations | 100.0 | 70.4 | 29.6 | 5.3 | 2.6 | 6.5 | 3.2 | 11.9 | (²) |
| Precision production, craft, and repair | 100.0 | 70.4 | 29.6 | 5.4 | 2.7 | 6.2 | 3.4 | 11.7 | .1 |
| Transportation and material moving | 100.0 | 68.7 | 31.3 | 5.8 | 2.7 | 6.9 | 3.5 | 12.3 | (²) |
| Handlers, equipment cleaners, helpers, and laborers | 100.0 | 71.5 | 28.5 | 4.6 | 2.5 | 6.5 | 2.7 | 12.2 | (²) |
| Service occupations | 100.0 | 76.7 | 23.3 | 4.4 | 1.3 | 4.9 | 1.5 | 11.3 | (²) |

¹ Includes severance pay and supplemental unemployment benefits.

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

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

Table 137. 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, March 1991

| 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 | | | | | | | | | |
| All union workers, private industry | \$19.76 | \$13.02 | \$6.75 | \$1.43 | \$0.69 | \$1.78 | \$0.87 | \$1.93 | \$0.05 |
| Blue-collar occupations | 21.11 | 13.50 | 7.61 | 1.47 | .87 | 1.99 | 1.05 | 2.18 | .06 |
| Goods-producing industries ² | 21.85 | 13.85 | 7.99 | 1.46 | 1.00 | 2.12 | 1.14 | 2.19 | .08 |
| Service-producing industries ³ | 18.23 | 12.41 | 5.83 | 1.41 | .45 | 1.54 | .68 | 1.74 | .02 |
| Manufacturing | 20.26 | 12.66 | 7.60 | 1.59 | 1.06 | 2.09 | .85 | 1.93 | .09 |
| Blue-collar occupations | 20.29 | 12.62 | 7.67 | 1.58 | 1.08 | 2.12 | .85 | 1.95 | .09 |
| Nonmanufacturing | 19.51 | 13.20 | 6.30 | 1.35 | .49 | 1.62 | .88 | 1.93 | .02 |
| All nonunion workers, private industry | 14.56 | 10.78 | 3.79 | .98 | .29 | .86 | .36 | 1.30 | (⁴) |
| Blue-collar occupations | 12.40 | 8.93 | 3.48 | .65 | .38 | .76 | .23 | 1.45 | (⁴) |
| Goods-producing industries ² | 17.30 | 12.29 | 5.00 | 1.20 | .50 | 1.16 | .49 | 1.64 | .02 |
| Service-producing industries ³ | 13.74 | 10.32 | 3.42 | .91 | .23 | .77 | .32 | 1.19 | (⁴) |
| Manufacturing | 17.47 | 12.31 | 5.16 | 1.31 | .52 | 1.30 | .51 | 1.50 | .02 |
| Blue-collar occupations | 13.24 | 9.17 | 4.07 | .80 | .54 | 1.03 | .33 | 1.37 | (⁴) |
| Nonmanufacturing | 13.92 | 10.44 | 3.49 | .90 | .24 | .76 | .32 | 1.25 | (⁴) |
| Percent of total compensation | | | | | | | | | |
| All union workers, private industry | 100.0 | 65.9 | 34.1 | 7.2 | 3.5 | 9.0 | 4.4 | 9.8 | 0.2 |
| Blue-collar occupations | 100.0 | 64.0 | 36.0 | 6.9 | 4.1 | 9.4 | 5.0 | 10.3 | .3 |
| Goods-producing industries ² | 100.0 | 63.4 | 36.6 | 6.7 | 4.6 | 9.7 | 5.2 | 10.0 | .4 |
| Service-producing industries ³ | 100.0 | 68.0 | 32.0 | 7.7 | 2.5 | 8.4 | 3.7 | 9.5 | .1 |
| Manufacturing | 100.0 | 62.5 | 37.5 | 7.8 | 5.2 | 10.3 | 4.2 | 9.5 | .4 |
| Blue-collar occupations | 100.0 | 62.2 | 37.8 | 7.8 | 5.3 | 10.4 | 4.2 | 9.6 | .4 |
| Nonmanufacturing | 100.0 | 67.7 | 32.3 | 6.9 | 2.5 | 8.3 | 4.5 | 9.9 | .1 |
| All nonunion workers, private industry | 100.0 | 74.0 | 26.0 | 6.7 | 2.0 | 5.9 | 2.5 | 8.9 | (⁴) |
| Blue-collar occupations | 100.0 | 72.0 | 28.0 | 5.2 | 3.1 | 6.2 | 1.9 | 11.7 | (⁴) |
| Goods-producing industries ² | 100.0 | 71.1 | 28.9 | 7.0 | 2.9 | 6.7 | 2.8 | 9.5 | .1 |
| Service-producing industries ³ | 100.0 | 75.1 | 24.9 | 6.6 | 1.7 | 5.6 | 2.3 | 8.7 | (⁴) |
| Manufacturing | 100.0 | 70.4 | 29.6 | 7.5 | 3.0 | 7.4 | 2.9 | 8.6 | .1 |
| Blue-collar occupations | 100.0 | 69.2 | 30.8 | 6.1 | 4.1 | 7.8 | 2.5 | 10.3 | (⁴) |
| Nonmanufacturing | 100.0 | 75.0 | 25.0 | 6.5 | 1.7 | 5.5 | 2.3 | 9.0 | (⁴) |

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.

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

Table 138. 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, March 1991

| Industry and occupational group, and employment size | Total compensation | Wages and salaries | Benefit costs | | | | | | |
|---------------------------------------------------------|-----------------------|--------------------------|---------------|---------------|--------------------------|-----------|------------------------------|---------------------------------|--------------------------------|
| | | | Total | Paid leave | Supple- mental pay | Insurance | Retirement and savings | Legally required benefits | Other benefits ¹ |
| Cost per hour worked | | | | | | | | | |
| All workers in private industry | \$15.40 | \$11.14 | \$4.27 | \$1.05 | \$0.36 | \$1.01 | \$0.44 | \$1.40 | (²) |
| 1-99 workers | 13.38 | 10.00 | 3.38 | .77 | .26 | .74 | .32 | 1.29 | (²) |
| 100 or more workers | 17.34 | 12.23 | 5.11 | 1.32 | .45 | 1.26 | .56 | 1.50 | \$.02 |
| 100-499 workers | 14.31 | 10.32 | 3.99 | .95 | .32 | .98 | .40 | 1.33 | (²) |
| 500 or more workers | 20.60 | 14.28 | 6.32 | 1.72 | .58 | 1.56 | .74 | 1.68 | .04 |
| Goods-producing industries ³ | 18.48 | 12.70 | 5.78 | 1.27 | .63 | 1.41 | .66 | 1.78 | .03 |
| 1-99 workers | 15.66 | 11.23 | 4.44 | .74 | .47 | .88 | .48 | 1.85 | (²) |
| 100 or more workers | 20.01 | 13.50 | 6.51 | 1.56 | .72 | 1.69 | .75 | 1.75 | .05 |
| 100-499 workers | 16.27 | 11.34 | 4.94 | 1.05 | .50 | 1.29 | .49 | 1.59 | (²) |
| 500 or more workers | 23.41 | 15.46 | 7.95 | 2.02 | .91 | 2.05 | .99 | 1.89 | .08 |
| Service-producing industries ⁴ | 14.31 | 10.58 | 3.72 | .97 | .26 | .86 | .36 | 1.26 | (²) |
| 1-99 workers | 12.85 | 9.71 | 3.14 | .77 | .21 | .71 | .28 | 1.16 | (²) |
| 100 or more workers | 16.00 | 11.59 | 4.41 | 1.21 | .31 | 1.04 | .46 | 1.37 | (²) |
| 100-499 workers | 13.43 | 9.86 | 3.57 | .91 | .24 | .84 | .35 | 1.21 | (²) |
| 500 or more workers | 19.00 | 13.61 | 5.39 | 1.55 | .40 | 1.27 | .59 | 1.56 | .02 |
| White-collar occupations | 18.15 | 13.40 | 4.75 | 1.38 | .32 | 1.12 | .52 | 1.39 | (²) |
| 1-99 workers | 15.93 | 12.08 | 3.86 | 1.06 | .26 | .90 | .38 | 1.26 | (²) |
| 100 or more workers | 20.14 | 14.59 | 5.56 | 1.67 | .38 | 1.32 | .64 | 1.51 | .02 |
| 100-499 workers | 17.11 | 12.61 | 4.50 | 1.28 | .28 | 1.11 | .46 | 1.35 | (²) |
| 500 or more workers | 22.79 | 16.31 | 6.48 | 2.01 | .47 | 1.51 | .80 | 1.65 | .03 |
| Blue-collar occupations | 15.15 | 10.37 | 4.78 | .91 | .54 | 1.15 | .49 | 1.68 | .02 |
| 1-99 workers | 13.30 | 9.51 | 3.79 | .62 | .37 | .80 | .37 | 1.63 | (²) |
| 100 or more workers | 16.88 | 11.17 | 5.71 | 1.17 | .69 | 1.48 | .61 | 1.72 | .04 |
| 100-499 workers | 14.08 | 9.68 | 4.40 | .82 | .49 | 1.10 | .45 | 1.53 | (²) |
| 500 or more workers | 20.25 | 12.96 | 7.28 | 1.60 | .93 | 1.93 | .79 | 1.96 | .08 |
| Percent of total compensation | | | | | | | | | |
| All workers in private industry | 100.0 | 72.3 | 27.7 | 6.8 | 2.3 | 6.5 | 2.9 | 9.1 | (²) |
| 1-99 workers | 100.0 | 74.7 | 25.3 | 5.7 | 1.9 | 5.5 | 2.4 | 9.7 | (²) |
| 100 or more workers | 100.0 | 70.5 | 29.5 | 7.6 | 2.6 | 7.3 | 3.2 | 8.6 | .1 |
| 100-499 workers | 100.0 | 72.1 | 27.9 | 6.7 | 2.3 | 6.9 | 2.8 | 9.3 | (²) |
| 500 or more workers | 100.0 | 69.3 | 30.7 | 8.3 | 2.8 | 7.6 | 3.6 | 8.2 | .2 |
| Goods-producing industries ³ | 100.0 | 68.7 | 31.3 | 6.9 | 3.4 | 7.6 | 3.6 | 9.7 | .2 |
| 1-99 workers | 100.0 | 71.7 | 28.3 | 4.8 | 3.0 | 5.6 | 3.1 | 11.8 | (²) |
| 100 or more workers | 100.0 | 67.5 | 32.5 | 7.8 | 3.6 | 8.5 | 3.8 | 8.7 | .2 |
| 100-499 workers | 100.0 | 69.7 | 30.3 | 6.4 | 3.1 | 8.0 | 3.0 | 9.8 | (²) |
| 500 or more workers | 100.0 | 66.0 | 34.0 | 8.6 | 3.9 | 8.8 | 4.2 | 8.1 | .4 |
| Service-producing industries ⁴ | 100.0 | 74.0 | 26.0 | 6.8 | 1.8 | 6.0 | 2.5 | 8.8 | (²) |
| 1-99 workers | 100.0 | 75.6 | 24.4 | 6.0 | 1.6 | 5.5 | 2.2 | 9.0 | (²) |
| 100 or more workers | 100.0 | 72.4 | 27.6 | 7.5 | 2.0 | 6.5 | 2.9 | 8.6 | (²) |
| 100-499 workers | 100.0 | 73.4 | 26.6 | 6.8 | 1.8 | 6.3 | 2.6 | 9.0 | (²) |
| 500 or more workers | 100.0 | 71.6 | 28.4 | 8.1 | 2.1 | 6.7 | 3.1 | 8.2 | .1 |
| White-collar occupations | 100.0 | 73.8 | 26.2 | 7.6 | 1.8 | 6.2 | 2.9 | 7.7 | (²) |
| 1-99 workers | 100.0 | 75.8 | 24.2 | 6.7 | 1.6 | 5.6 | 2.4 | 7.9 | (²) |
| 100 or more workers | 100.0 | 72.4 | 27.6 | 8.3 | 1.9 | 6.6 | 3.2 | 7.5 | .1 |
| 100-499 workers | 100.0 | 73.7 | 26.3 | 7.5 | 1.6 | 6.5 | 2.7 | 7.9 | (²) |
| 500 or more workers | 100.0 | 71.6 | 28.4 | 8.8 | 2.1 | 6.6 | 3.5 | 7.3 | .1 |
| Blue-collar occupations | 100.0 | 68.4 | 31.6 | 6.0 | 3.5 | 7.6 | 3.2 | 11.1 | .2 |
| 1-99 workers | 100.0 | 71.5 | 28.5 | 4.7 | 2.8 | 6.0 | 2.7 | 12.2 | (²) |
| 100 or more workers | 100.0 | 66.2 | 33.8 | 6.9 | 4.1 | 8.7 | 3.6 | 10.2 | .2 |
| 100-499 workers | 100.0 | 68.8 | 31.2 | 5.8 | 3.5 | 7.8 | 3.2 | 10.9 | (²) |
| 500 or more workers | 100.0 | 64.0 | 36.0 | 7.9 | 4.6 | 9.5 | 3.9 | 9.7 | .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.

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

Table 139. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Private industry aircraft manufacturing workers, by occupational group, March 1991

| 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 | | | | | | | | | |
| Aircraft manufacturing (SIC 3721) | \$25.30 | \$17.11 | \$8.19 | \$2.27 | \$1.22 | \$2.07 | \$0.73 | \$1.88 | \$0.02 |
| White-collar occupations | 26.37 | 18.30 | 8.08 | 2.49 | .83 | 2.01 | .85 | 1.88 | .02 |
| Blue-collar occupations | 23.78 | 15.35 | 8.43 | 1.92 | 1.87 | 2.16 | .55 | 1.90 | .02 |
| Percent of total compensation | | | | | | | | | |
| Aircraft manufacturing (SIC 3721) | 100.0 | 67.6 | 32.4 | 9.0 | 4.8 | 8.2 | 2.9 | 7.4 | 0.1 |
| White-collar occupations | 100.0 | 69.4 | 30.6 | 9.4 | 3.1 | 7.6 | 3.2 | 7.1 | .1 |
| Blue-collar occupations | 100.0 | 64.6 | 35.4 | 8.1 | 7.9 | 9.1 | 2.3 | 8.0 | .1 |

¹ Includes severance pay and supplemental unemployment benefits.

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

Table 140. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Private industry workers, by major industry group, March 1990

| Compensation component | All workers in private industry | | Goods-producing ¹ | | Service-producing ² | | Manufacturing | | Nonmanufacturing | |
|--------------------------------------|---------------------------------|------------------|------------------------------|---------|--------------------------------|------------------|---------------|---------|------------------|------------------|
| | Cost | Percent | Cost | Percent | Cost | Percent | Cost | Percent | Cost | Percent |
| Total compensation | \$14.96 | 100.0 | \$17.55 | 100.0 | \$13.97 | 100.0 | \$17.33 | 100.0 | \$14.32 | 100.0 |
| Wages and salaries | 10.84 | 72.4 | 12.14 | 69.2 | 10.34 | 74.0 | 11.86 | 68.4 | 10.56 | 73.7 |
| Total benefits | 4.13 | 27.6 | 5.41 | 30.8 | 3.63 | 26.0 | 5.47 | 31.6 | 3.76 | 26.3 |
| Paid leave | 1.03 | 6.9 | 1.19 | 6.8 | .96 | 6.9 | 1.31 | 7.6 | .95 | 6.6 |
| Vacation | .51 | 3.4 | .62 | 3.5 | .47 | 3.3 | .67 | 3.9 | .47 | 3.3 |
| Holiday | .34 | 2.3 | .43 | 2.4 | .31 | 2.2 | .48 | 2.7 | .31 | 2.2 |
| Sick | .13 | .8 | .10 | .6 | .14 | 1.0 | .12 | .7 | .13 | .9 |
| Other | .04 | .3 | .04 | .2 | .05 | .3 | .05 | .3 | .04 | .3 |
| Supplemental pay | .37 | 2.5 | .61 | 3.5 | .28 | 2.0 | .65 | 3.7 | .29 | 2.0 |
| Premium ³ | .17 | 1.1 | .34 | 1.9 | .10 | .7 | .34 | 2.0 | .12 | .8 |
| Shift differential | .05 | .3 | .07 | .4 | .04 | .3 | .09 | .5 | .03 | .2 |
| Nonproduction bonuses | .16 | 1.0 | .20 | 1.2 | .14 | 1.0 | .22 | 1.3 | .14 | 1.0 |
| Insurance | .92 | 6.1 | 1.26 | 7.2 | .79 | 5.6 | 1.37 | 7.9 | .80 | 5.6 |
| Retirement and savings | .45 | 3.0 | .61 | 3.5 | .39 | 2.8 | .56 | 3.3 | .42 | 2.9 |
| Pensions | .36 | 2.4 | .48 | 2.7 | .31 | 2.2 | .42 | 2.4 | .34 | 2.4 |
| Savings and thrift | .09 | .6 | .14 | .8 | .07 | .5 | .14 | .8 | .08 | .5 |
| Legally required benefits | 1.35 | 9.0 | 1.70 | 9.7 | 1.21 | 8.7 | 1.54 | 8.9 | 1.29 | 9.0 |
| Social Security ⁴ | .89 | 6.0 | 1.03 | 5.9 | .84 | 6.0 | 1.02 | 5.9 | .86 | 6.0 |
| Federal unemployment insurance | .03 | .2 | .03 | .2 | .03 | .2 | .03 | .2 | .03 | .2 |
| State unemployment insurance | .09 | .6 | .13 | .8 | .08 | .6 | .12 | .7 | .09 | .6 |
| Workers' compensation | .31 | 2.1 | .50 | 2.8 | .23 | 1.7 | .36 | 2.1 | .29 | 2.0 |
| Other benefits ⁵ | (⁶) | (⁶) | .03 | .2 | (⁶) | (⁶) | .04 | .2 | (⁶) | (⁶) |

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.

⁶ Cost per hour worked is \$0.01 or less.

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

Table 141. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Private industry workers, by major occupational group, March 1990

| Compensation component | All workers in private industry | | White-collar | | Blue-collar | | Service | |
|--------------------------------------|---------------------------------|------------------|------------------|------------------|-------------|---------|------------------|------------------|
| | Cost | Percent | Cost | Percent | Cost | Percent | Cost | Percent |
| Total compensation | \$14.96 | 100.0 | \$17.59 | 100.0 | \$14.57 | 100.0 | \$7.66 | 100.0 |
| Wages and salaries | 10.84 | 72.4 | 12.99 | 73.8 | 10.04 | 68.9 | 5.84 | 76.2 |
| Total benefits | 4.13 | 27.6 | 4.60 | 26.2 | 4.53 | 31.1 | 1.82 | 23.8 |
| Paid leave | 1.03 | 6.9 | 1.35 | 7.7 | .86 | 5.9 | .36 | 4.7 |
| Vacation | .51 | 3.4 | .65 | 3.7 | .46 | 3.1 | .19 | 2.4 |
| Holiday | .34 | 2.3 | .45 | 2.6 | .30 | 2.1 | .11 | 1.4 |
| Sick | .13 | .8 | .19 | 1.1 | .07 | .5 | .06 | .7 |
| Other | .04 | .3 | .06 | .4 | .03 | .2 | (¹) | (¹) |
| Supplemental pay | .37 | 2.5 | .34 | 1.9 | .53 | 3.6 | .12 | 1.6 |
| Premium ² | .17 | 1.1 | .09 | .5 | .34 | 2.3 | .05 | .7 |
| Shift differential | .05 | .3 | .04 | .2 | .06 | .4 | .03 | .4 |
| Nonproduction bonuses | .16 | 1.0 | .21 | 1.2 | .13 | .9 | .04 | .5 |
| Insurance | .92 | 6.1 | 1.02 | 5.8 | 1.03 | 7.0 | .38 | 4.9 |
| Retirement and savings | .45 | 3.0 | .54 | 3.1 | .47 | 3.2 | .13 | 1.7 |
| Pensions | .36 | 2.4 | .40 | 2.3 | .41 | 2.8 | .11 | 1.4 |
| Savings and thrift | .09 | .6 | .14 | .8 | .06 | .4 | .02 | .3 |
| Legally required benefits | 1.35 | 9.0 | 1.34 | 7.6 | 1.62 | 11.1 | .82 | 10.8 |
| Social Security ³ | .89 | 6.0 | 1.04 | 5.9 | .87 | 6.0 | .49 | 6.5 |
| Federal unemployment insurance | .03 | .2 | .03 | .2 | .03 | .2 | .03 | .4 |
| State unemployment insurance | .09 | .6 | .09 | .5 | .12 | .8 | .07 | .9 |
| Workers' compensation | .31 | 2.1 | .16 | .9 | .56 | 3.9 | .22 | 2.9 |
| Other benefits ⁴ | (¹) | (¹) | (¹) | (¹) | .02 | .2 | (¹) | (¹) |

¹ Cost per hour worked is \$0.01 or less.

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 142. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Private industry workers, by region and bargaining status, March 1990

| 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 | \$17.02 | 100.0 | \$13.22 | 100.0 | \$14.62 | 100.0 | \$15.73 | 100.0 | \$18.78 | 100.0 | \$14.22 | 100.0 |
| Wages and salaries | 12.27 | 72.1 | 9.73 | 73.6 | 10.38 | 71.0 | 11.48 | 73.0 | 12.47 | 66.4 | 10.52 | 74.0 |
| Total benefits | 4.75 | 27.9 | 3.49 | 26.4 | 4.24 | 29.0 | 4.25 | 27.0 | 6.30 | 33.6 | 3.70 | 26.0 |
| Paid leave | 1.28 | 7.5 | .85 | 6.4 | 1.00 | 6.9 | 1.02 | 6.5 | 1.35 | 7.2 | .96 | 6.8 |
| Vacation | .60 | 3.5 | .43 | 3.2 | .53 | 3.6 | .50 | 3.2 | .73 | 3.9 | .47 | 3.3 |
| Holiday | .42 | 2.5 | .29 | 2.2 | .33 | 2.3 | .36 | 2.3 | .43 | 2.3 | .33 | 2.3 |
| Sick | .18 | 1.1 | .10 | .8 | .10 | .7 | .13 | .8 | .14 | .7 | .13 | .9 |
| Other | .07 | .4 | .04 | .3 | .04 | .2 | .03 | .2 | .05 | .3 | .04 | .3 |
| Supplemental pay | .39 | 2.3 | .30 | 2.3 | .45 | 3.0 | .36 | 2.3 | .66 | 3.5 | .31 | 2.2 |
| Premium ² | .17 | 1.0 | .15 | 1.1 | .19 | 1.3 | .16 | 1.0 | .44 | 2.3 | .11 | .8 |
| Shift differential | .06 | .4 | .04 | .3 | .05 | .3 | .04 | .2 | .11 | .6 | .03 | .2 |
| Nonproduction bonuses | .16 | .9 | .12 | .9 | .20 | 1.4 | .16 | 1.0 | .12 | .6 | .16 | 1.1 |
| Insurance | 1.07 | 6.3 | .77 | 5.8 | .97 | 6.6 | .92 | 5.8 | 1.56 | 8.3 | .79 | 5.6 |
| Retirement and savings | .54 | 3.2 | .34 | 2.6 | .48 | 3.3 | .47 | 3.0 | .84 | 4.5 | .37 | 2.6 |
| Pensions | .45 | 2.6 | .25 | 1.9 | .41 | 2.8 | .37 | 2.3 | .78 | 4.1 | .28 | 2.0 |
| Savings and thrift | .10 | .6 | .09 | .7 | .07 | .5 | .11 | .7 | .07 | .4 | .10 | .7 |
| Legally required benefits | 1.45 | 8.5 | 1.22 | 9.2 | 1.32 | 9.0 | 1.46 | 9.3 | 1.83 | 9.8 | 1.25 | 8.8 |
| Social Security ³ | 1.00 | 5.9 | .81 | 6.1 | .87 | 5.9 | .93 | 5.9 | 1.08 | 5.7 | .86 | 6.0 |
| Federal unemployment insurance | .03 | .2 | .03 | .2 | .03 | .2 | .03 | .2 | .03 | .2 | .03 | .2 |
| State unemployment insurance | .10 | .6 | .07 | .5 | .11 | .7 | .10 | .6 | .13 | .7 | .09 | .6 |
| Workers' compensation | .28 | 1.7 | .29 | 2.2 | .28 | 1.9 | .40 | 2.5 | .52 | 2.7 | .27 | 1.9 |
| Other benefits ⁴ | (⁵) | (⁵) | (⁵) | (⁵) | .02 | .2 | (⁵) | (⁵) | .05 | .2 | (⁵) | (⁵) |

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.

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

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

Table 143. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Private industry workers, by establishment employment size, March 1990

| 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 | \$14.96 | 100.0 | \$13.08 | 100.0 | \$16.82 | 100.0 | \$13.82 | 100.0 | \$20.02 | 100.0 |
| Wages and salaries | 10.84 | 72.4 | 9.77 | 74.7 | 11.89 | 70.7 | 10.02 | 72.5 | 13.90 | 69.4 |
| Total benefits | 4.13 | 27.6 | 3.31 | 25.3 | 4.93 | 29.3 | 3.81 | 27.5 | 6.12 | 30.6 |
| Paid leave | 1.03 | 6.9 | .74 | 5.6 | 1.31 | 7.8 | .94 | 6.8 | 1.70 | 8.5 |
| Vacation | .51 | 3.4 | .37 | 2.8 | .65 | 3.9 | .46 | 3.3 | .86 | 4.3 |
| Holiday | .34 | 2.3 | .26 | 2.0 | .43 | 2.6 | .32 | 2.3 | .55 | 2.7 |
| Sick | .13 | .8 | .09 | .7 | .17 | 1.0 | .12 | .9 | .22 | 1.1 |
| Other | .04 | .3 | .03 | .2 | .06 | .3 | .04 | .3 | .08 | .4 |
| Supplemental pay | .37 | 2.5 | .30 | 2.3 | .44 | 2.6 | .31 | 2.3 | .57 | 2.9 |
| Premium ¹ | .17 | 1.1 | .11 | .9 | .22 | 1.3 | .18 | 1.3 | .26 | 1.3 |
| Shift differential | .05 | .3 | (²) | (²) | .08 | .5 | .04 | .3 | .13 | .7 |
| Nonproduction bonuses | .16 | 1.0 | .18 | 1.3 | .14 | .8 | .09 | .6 | .19 | .9 |
| Insurance | .92 | 6.1 | .69 | 5.2 | 1.15 | 6.8 | .88 | 6.3 | 1.44 | 7.2 |
| Retirement and savings | .45 | 3.0 | .33 | 2.6 | .57 | 3.4 | .39 | 2.8 | .76 | 3.8 |
| Pensions | .36 | 2.4 | .29 | 2.2 | .42 | 2.5 | .29 | 2.1 | .57 | 2.8 |
| Savings and thrift | .09 | .6 | .04 | .3 | .14 | .8 | .10 | .7 | .19 | 1.0 |
| Legally required benefits | 1.35 | 9.0 | 1.25 | 9.6 | 1.44 | 8.6 | 1.28 | 9.3 | 1.61 | 8.0 |
| Social Security ³ | .89 | 6.0 | .80 | 6.1 | .99 | 5.9 | .84 | 6.0 | 1.15 | 5.7 |
| Federal unemployment insurance | .03 | .2 | .03 | .2 | .03 | .2 | .03 | .2 | .03 | .2 |
| State unemployment insurance | .09 | .6 | .09 | .7 | .09 | .6 | .10 | .7 | .09 | .5 |
| Workers' compensation | .31 | 2.1 | .32 | 2.5 | .29 | 1.7 | .31 | 2.2 | .27 | 1.4 |
| Other benefits ⁴ | (²) | (²) | (²) | (²) | .02 | .1 | (²) | (²) | .04 | .2 |

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 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 144. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Private industry workers, by occupational and industry group, March 1990

| 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 | | | | | | | | | |
| All workers in private industry | \$14.96 | \$10.84 | \$4.13 | \$1.03 | \$0.37 | \$0.92 | \$0.45 | \$1.35 | (²) |
| Occupational group | | | | | | | | | |
| White-collar occupations | 17.59 | 12.99 | 4.60 | 1.35 | .34 | 1.02 | .54 | 1.34 | (²) |
| Professional specialty and technical | 23.27 | 17.07 | 6.20 | 1.92 | .44 | 1.29 | .80 | 1.74 | \$.02 |
| Executive, administrative, and managerial | 26.61 | 19.65 | 6.96 | 2.30 | .61 | 1.29 | .89 | 1.85 | .02 |
| Sales | 12.12 | 9.46 | 2.66 | .63 | .17 | .60 | .24 | 1.01 | (²) |
| Administrative support, including clerical | 12.64 | 9.08 | 3.56 | .95 | .25 | .98 | .37 | 1.00 | (²) |
| Blue-collar occupations | 14.57 | 10.04 | 4.53 | .86 | .53 | 1.03 | .47 | 1.62 | .02 |
| Precision production, craft, and repair | 18.34 | 12.73 | 5.61 | 1.12 | .62 | 1.18 | .65 | 2.01 | .03 |
| Machine operators, assemblers, and inspectors | 13.47 | 9.04 | 4.43 | .88 | .64 | 1.13 | .38 | 1.36 | .04 |
| Transportation and material moving | 15.41 | 10.62 | 4.79 | .88 | .46 | 1.03 | .54 | 1.87 | (²) |
| Handlers, equipment cleaners, helpers, and laborers | 10.61 | 7.45 | 3.16 | .51 | .33 | .73 | .31 | 1.27 | (²) |
| Service occupations | 7.66 | 5.84 | 1.82 | .36 | .12 | .38 | .13 | .82 | (²) |
| Industry group | | | | | | | | | |
| Goods-producing industries ³ | 17.55 | 12.14 | 5.41 | 1.19 | .61 | 1.26 | .61 | 1.70 | .03 |
| Construction | 17.42 | 12.55 | 4.87 | .63 | .46 | .83 | .71 | 2.22 | .02 |
| Manufacturing | 17.33 | 11.86 | 5.47 | 1.31 | .65 | 1.37 | .56 | 1.54 | .04 |
| Durables | 18.56 | 12.54 | 6.02 | 1.45 | .77 | 1.52 | .60 | 1.64 | .05 |
| Nondurables | 15.59 | 10.89 | 4.69 | 1.12 | .48 | 1.15 | .52 | 1.40 | .02 |
| Service-producing industries ⁴ | 13.97 | 10.34 | 3.63 | .96 | .28 | .79 | .39 | 1.21 | (²) |
| Transportation and public utilities | 21.48 | 14.74 | 6.74 | 1.77 | .43 | 1.55 | .93 | 2.03 | .02 |
| Wholesale trade | 17.45 | 12.65 | 4.80 | 1.23 | .46 | 1.12 | .51 | 1.47 | .02 |
| Retail trade | 8.52 | 6.62 | 1.90 | .37 | .16 | .38 | .13 | .86 | (²) |
| Finance, insurance, and real estate | 18.04 | 13.35 | 4.69 | 1.49 | .25 | 1.16 | .54 | 1.23 | (²) |
| Services | 14.41 | 10.75 | 3.67 | 1.02 | .30 | .74 | .39 | 1.21 | (²) |
| Percent of total compensation | | | | | | | | | |
| All workers in private industry | 100.0 | 72.4 | 27.6 | 6.9 | 2.5 | 6.1 | 3.0 | 9.0 | (²) |
| Occupational group | | | | | | | | | |
| White-collar occupations | 100.0 | 73.8 | 26.2 | 7.7 | 1.9 | 5.8 | 3.1 | 7.6 | (²) |
| Professional specialty and technical | 100.0 | 73.3 | 26.7 | 8.2 | 1.9 | 5.5 | 3.5 | 7.5 | .1 |
| Executive, administrative, and managerial | 100.0 | 73.9 | 26.1 | 8.6 | 2.3 | 4.8 | 3.3 | 7.0 | .1 |
| Sales | 100.0 | 78.0 | 22.0 | 5.2 | 1.4 | 5.0 | 2.0 | 8.4 | (²) |
| Administrative support, including clerical | 100.0 | 71.8 | 28.2 | 7.5 | 2.0 | 7.8 | 2.9 | 7.9 | (²) |
| Blue-collar occupations | 100.0 | 68.9 | 31.1 | 5.9 | 3.6 | 7.0 | 3.2 | 11.1 | .2 |
| Precision production, craft, and repair | 100.0 | 69.4 | 30.6 | 6.1 | 3.4 | 6.4 | 3.6 | 10.9 | .2 |
| Machine operators, assemblers, and inspectors | 100.0 | 67.1 | 32.9 | 6.5 | 4.8 | 8.4 | 2.8 | 10.1 | .3 |
| Transportation and material moving | 100.0 | 68.9 | 31.1 | 5.7 | 3.0 | 6.7 | 3.5 | 12.1 | (²) |
| Handlers, equipment cleaners, helpers, and laborers | 100.0 | 70.2 | 29.8 | 4.8 | 3.1 | 6.9 | 2.9 | 11.9 | (²) |
| Service occupations | 100.0 | 76.2 | 23.8 | 4.7 | 1.6 | 4.9 | 1.7 | 10.8 | (²) |
| Industry group | | | | | | | | | |
| Goods-producing industries ³ | 100.0 | 69.2 | 30.8 | 6.8 | 3.5 | 7.2 | 3.5 | 9.7 | .2 |
| Construction | 100.0 | 72.0 | 28.0 | 3.6 | 2.6 | 4.8 | 4.1 | 12.7 | .1 |
| Manufacturing | 100.0 | 68.4 | 31.6 | 7.6 | 3.7 | 7.9 | 3.3 | 8.9 | .2 |
| Durables | 100.0 | 67.6 | 32.4 | 7.8 | 4.1 | 8.2 | 3.2 | 8.8 | .3 |
| Nondurables | 100.0 | 69.9 | 30.1 | 7.2 | 3.1 | 7.4 | 3.3 | 9.0 | .1 |
| Service-producing industries ⁴ | 100.0 | 74.0 | 26.0 | 6.9 | 2.0 | 5.6 | 2.8 | 8.7 | (²) |
| Transportation and public utilities | 100.0 | 68.6 | 31.4 | 8.3 | 2.0 | 7.2 | 4.3 | 9.5 | .1 |
| Wholesale trade | 100.0 | 72.5 | 27.5 | 7.1 | 2.6 | 6.4 | 2.9 | 8.4 | .1 |
| Retail trade | 100.0 | 77.7 | 22.3 | 4.3 | 1.8 | 4.5 | 1.5 | 10.1 | (²) |
| Finance, insurance, and real estate | 100.0 | 74.0 | 26.0 | 8.3 | 1.4 | 6.4 | 3.0 | 6.8 | (²) |
| Services | 100.0 | 74.6 | 25.4 | 7.0 | 2.1 | 5.2 | 2.7 | 8.4 | (²) |

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.

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

Table 145. 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, March 1990

| 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 | | | | | | | | | |
| All workers, goods-producing industries² | \$17.55 | \$12.14 | \$5.41 | \$1.19 | \$0.61 | \$1.26 | \$0.61 | \$1.70 | \$0.03 |
| White-collar occupations | 22.44 | 16.06 | 6.38 | 1.91 | .51 | 1.51 | .77 | 1.67 | .03 |
| Professional specialty and technical | 25.32 | 17.98 | 7.34 | 2.28 | .40 | 1.76 | .98 | 1.87 | .04 |
| Executive, administrative, and managerial | 32.05 | 23.31 | 8.75 | 2.92 | .81 | 1.67 | 1.12 | 2.21 | .03 |
| Administrative support, including clerical | 14.02 | 9.74 | 4.28 | 1.03 | .42 | 1.23 | .42 | 1.15 | .02 |
| Blue-collar occupations | 15.52 | 10.50 | 5.02 | .89 | .66 | 1.15 | .55 | 1.73 | .04 |
| Precision production, craft, and repair | 19.31 | 13.21 | 6.10 | 1.05 | .74 | 1.26 | .78 | 2.23 | .04 |
| Machine operators, assemblers, and inspectors | 13.83 | 9.17 | 4.66 | .92 | .70 | 1.22 | .40 | 1.38 | .05 |
| Transportation and material moving | 16.30 | 10.93 | 5.36 | .87 | .68 | 1.18 | .71 | 1.91 | .02 |
| Handlers, equipment cleaners, helpers, and laborers | 11.88 | 8.23 | 3.65 | .53 | .41 | .81 | .38 | 1.51 | (³) |
| Service occupations | 13.49 | 9.15 | 4.34 | .91 | .50 | 1.14 | .48 | 1.29 | .03 |
| All workers, service-producing industries⁴ | 13.97 | 10.34 | 3.63 | .96 | .28 | .79 | .39 | 1.21 | (³) |
| White-collar occupations | 16.64 | 12.38 | 4.25 | 1.24 | .31 | .93 | .49 | 1.27 | (³) |
| Professional specialty and technical | 22.79 | 16.85 | 5.94 | 1.83 | .45 | 1.17 | .76 | 1.70 | (³) |
| Executive, administrative, and managerial | 24.84 | 18.46 | 6.38 | 2.10 | .55 | 1.16 | .81 | 1.74 | (³) |
| Sales | 11.70 | 9.15 | 2.55 | .60 | .17 | .57 | .23 | .98 | (³) |
| Administrative support, including clerical | 12.32 | 8.93 | 3.40 | .93 | .21 | .93 | .36 | .97 | (³) |
| Blue-collar occupations | 13.33 | 9.44 | 3.89 | .83 | .36 | .86 | .37 | 1.47 | (³) |
| Precision production, craft, and repair | 16.94 | 12.03 | 4.91 | 1.24 | .45 | 1.06 | .47 | 1.68 | (³) |
| Transportation and material moving | 15.05 | 10.49 | 4.56 | .89 | .37 | .97 | .47 | 1.85 | (³) |
| Handlers, equipment cleaners, helpers, and laborers | 9.81 | 6.96 | 2.85 | .49 | .28 | .69 | .26 | 1.12 | (³) |
| Service occupations | 7.50 | 5.75 | 1.75 | .35 | .11 | .35 | .12 | .81 | (³) |
| Percent of total compensation | | | | | | | | | |
| All workers, goods-producing industries² | 100.0 | 69.2 | 30.8 | 6.8 | 3.5 | 7.2 | 3.5 | 9.7 | 0.2 |
| White-collar occupations | 100.0 | 71.6 | 28.4 | 8.5 | 2.3 | 6.7 | 3.4 | 7.4 | .1 |
| Professional specialty and technical | 100.0 | 71.0 | 29.0 | 9.0 | 1.6 | 7.0 | 3.9 | 7.4 | .2 |
| Executive, administrative, and managerial | 100.0 | 72.7 | 27.3 | 9.1 | 2.5 | 5.2 | 3.5 | 6.9 | .1 |
| Administrative support, including clerical | 100.0 | 69.5 | 30.5 | 7.4 | 3.0 | 8.8 | 3.0 | 8.2 | .1 |
| Blue-collar occupations | 100.0 | 67.7 | 32.3 | 5.7 | 4.2 | 7.4 | 3.5 | 11.2 | .2 |
| Precision production, craft, and repair | 100.0 | 68.4 | 31.6 | 5.4 | 3.8 | 6.5 | 4.0 | 11.5 | .2 |
| Machine operators, assemblers, and inspectors | 100.0 | 66.3 | 33.7 | 6.6 | 5.1 | 8.8 | 2.9 | 10.0 | .3 |
| Transportation and material moving | 100.0 | 67.1 | 32.9 | 5.3 | 4.2 | 7.2 | 4.4 | 11.7 | .1 |
| Handlers, equipment cleaners, helpers, and laborers | 100.0 | 69.3 | 30.7 | 4.5 | 3.5 | 6.8 | 3.2 | 12.7 | (³) |
| Service occupations | 100.0 | 67.8 | 32.2 | 6.7 | 3.7 | 8.4 | 3.6 | 9.5 | .3 |
| All workers, service-producing industries⁴ | 100.0 | 74.0 | 26.0 | 6.9 | 2.0 | 5.6 | 2.8 | 8.7 | (³) |
| White-collar occupations | 100.0 | 74.4 | 25.6 | 7.5 | 1.9 | 5.6 | 3.0 | 7.6 | (³) |
| Professional specialty and technical | 100.0 | 73.9 | 26.1 | 8.0 | 2.0 | 5.2 | 3.3 | 7.5 | (³) |
| Executive, administrative, and managerial | 100.0 | 74.3 | 25.7 | 8.4 | 2.2 | 4.7 | 3.3 | 7.0 | (³) |
| Sales | 100.0 | 78.2 | 21.8 | 5.1 | 1.5 | 4.8 | 2.0 | 8.4 | (³) |
| Administrative support, including clerical | 100.0 | 72.4 | 27.6 | 7.5 | 1.7 | 7.5 | 2.9 | 7.9 | (³) |
| Blue-collar occupations | 100.0 | 70.8 | 29.2 | 6.2 | 2.7 | 6.4 | 2.8 | 11.0 | (³) |
| Precision production, craft, and repair | 100.0 | 71.0 | 29.0 | 7.3 | 2.6 | 6.3 | 2.7 | 9.9 | (³) |
| Transportation and material moving | 100.0 | 69.7 | 30.3 | 5.9 | 2.5 | 6.5 | 3.1 | 12.3 | (³) |
| Handlers, equipment cleaners, helpers, and laborers | 100.0 | 71.0 | 29.0 | 5.0 | 2.9 | 7.0 | 2.7 | 11.4 | (³) |
| Service occupations | 100.0 | 76.6 | 23.4 | 4.6 | 1.5 | 4.7 | 1.7 | 10.8 | (³) |

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.

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

Table 146. 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, March 1990

| 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 | | | | | | | | | |
| All workers, manufacturing industries | \$17.33 | \$11.86 | \$5.47 | \$1.31 | \$0.65 | \$1.37 | \$0.56 | \$1.54 | \$0.04 |
| White-collar occupations | 22.44 | 15.97 | 6.46 | 1.94 | .51 | 1.58 | .76 | 1.64 | .03 |
| Professional specialty and technical | 25.03 | 17.76 | 7.27 | 2.27 | .41 | 1.76 | .93 | 1.86 | .04 |
| Executive, administrative, and managerial | 32.53 | 23.59 | 8.93 | 3.02 | .79 | 1.81 | 1.14 | 2.13 | .03 |
| Administrative support, including clerical | 14.19 | 9.72 | 4.47 | 1.08 | .47 | 1.31 | .44 | 1.16 | .02 |
| Blue-collar occupations | 14.94 | 9.92 | 5.02 | 1.02 | .72 | 1.27 | .47 | 1.50 | .04 |
| Precision production, craft, and repair | 19.36 | 12.86 | 6.50 | 1.49 | .92 | 1.54 | .68 | 1.83 | .05 |
| Machine operators, assemblers, and inspectors | 13.81 | 9.15 | 4.66 | .92 | .70 | 1.22 | .39 | 1.38 | .05 |
| Transportation and material moving | 16.00 | 10.61 | 5.39 | .99 | .69 | 1.28 | .64 | 1.77 | .02 |
| Handlers, equipment cleaners, helpers, and laborers | 11.66 | 7.82 | 3.84 | .65 | .50 | 1.01 | .33 | 1.33 | .02 |
| Service occupations | 13.65 | 9.23 | 4.42 | .94 | .49 | 1.17 | .49 | 1.29 | .04 |
| All workers, nonmanufacturing industries | 14.32 | 10.56 | 3.76 | .95 | .29 | .80 | .42 | 1.29 | (²) |
| White-collar occupations | 16.82 | 12.52 | 4.31 | 1.26 | .32 | .94 | .50 | 1.29 | (²) |
| Professional specialty and technical | 22.90 | 16.92 | 5.98 | 1.85 | .45 | 1.18 | .78 | 1.71 | (²) |
| Executive, administrative, and managerial | 25.25 | 18.75 | 6.50 | 2.13 | .57 | 1.17 | .83 | 1.79 | (²) |
| Sales | 11.77 | 9.20 | 2.57 | .60 | .17 | .57 | .24 | .99 | (²) |
| Administrative support, including clerical | 12.36 | 8.96 | 3.40 | .92 | .21 | .93 | .36 | .98 | (²) |
| Blue-collar occupations | 14.30 | 10.13 | 4.17 | .75 | .39 | .85 | .47 | 1.70 | (²) |
| Precision production, craft, and repair | 17.89 | 12.67 | 5.22 | .97 | .49 | 1.02 | .64 | 2.08 | .02 |
| Transportation and material moving | 15.26 | 10.62 | 4.64 | .86 | .40 | .97 | .51 | 1.89 | (²) |
| Handlers, equipment cleaners, helpers, and laborers | 10.27 | 7.33 | 2.94 | .46 | .28 | .64 | .30 | 1.25 | (²) |
| Service occupations | 7.50 | 5.75 | 1.75 | .35 | .11 | .35 | .12 | .81 | (²) |
| Percent of total compensation | | | | | | | | | |
| All workers, manufacturing industries | 100.0 | 68.4 | 31.6 | 7.6 | 3.7 | 7.9 | 3.3 | 8.9 | 0.2 |
| White-collar occupations | 100.0 | 71.2 | 28.8 | 8.7 | 2.3 | 7.0 | 3.4 | 7.3 | .1 |
| Professional specialty and technical | 100.0 | 71.0 | 29.0 | 9.1 | 1.6 | 7.0 | 3.7 | 7.4 | .2 |
| Executive, administrative, and managerial | 100.0 | 72.5 | 27.5 | 9.3 | 2.4 | 5.6 | 3.5 | 6.6 | .1 |
| Administrative support, including clerical | 100.0 | 68.5 | 31.5 | 7.6 | 3.3 | 9.2 | 3.1 | 8.2 | .1 |
| Blue-collar occupations | 100.0 | 66.4 | 33.6 | 6.8 | 4.8 | 8.5 | 3.1 | 10.1 | .3 |
| Precision production, craft, and repair | 100.0 | 66.4 | 33.6 | 7.7 | 4.7 | 7.9 | 3.5 | 9.5 | .3 |
| Machine operators, assemblers, and inspectors | 100.0 | 66.3 | 33.7 | 6.7 | 5.1 | 8.9 | 2.9 | 10.0 | .3 |
| Transportation and material moving | 100.0 | 66.3 | 33.7 | 6.2 | 4.3 | 8.0 | 4.0 | 11.1 | .1 |
| Handlers, equipment cleaners, helpers, and laborers | 100.0 | 67.1 | 32.9 | 5.6 | 4.3 | 8.7 | 2.8 | 11.4 | .1 |
| Service occupations | 100.0 | 67.6 | 32.4 | 6.9 | 3.6 | 8.6 | 3.6 | 9.5 | .3 |
| All workers, nonmanufacturing industries | 100.0 | 73.7 | 26.3 | 6.6 | 2.0 | 5.6 | 2.9 | 9.0 | (²) |
| White-collar occupations | 100.0 | 74.4 | 25.6 | 7.5 | 1.9 | 5.6 | 3.0 | 7.6 | (²) |
| Professional specialty and technical | 100.0 | 73.9 | 26.1 | 8.1 | 2.0 | 5.2 | 3.4 | 7.5 | (²) |
| Executive, administrative, and managerial | 100.0 | 74.2 | 25.8 | 8.5 | 2.3 | 4.6 | 3.3 | 7.1 | (²) |
| Sales | 100.0 | 78.2 | 21.8 | 5.1 | 1.5 | 4.8 | 2.0 | 8.4 | (²) |
| Administrative support, including clerical | 100.0 | 72.5 | 27.5 | 7.5 | 1.7 | 7.5 | 2.9 | 7.9 | (²) |
| Blue-collar occupations | 100.0 | 70.8 | 29.2 | 5.2 | 2.7 | 6.0 | 3.3 | 11.9 | (²) |
| Precision production, craft, and repair | 100.0 | 70.8 | 29.2 | 5.4 | 2.7 | 5.7 | 3.6 | 11.6 | .1 |
| Transportation and material moving | 100.0 | 69.6 | 30.4 | 5.6 | 2.6 | 6.3 | 3.4 | 12.4 | (²) |
| Handlers, equipment cleaners, helpers, and laborers | 100.0 | 71.4 | 28.6 | 4.5 | 2.7 | 6.3 | 2.9 | 12.1 | (²) |
| Service occupations | 100.0 | 76.6 | 23.4 | 4.6 | 1.5 | 4.7 | 1.7 | 10.8 | (²) |

¹ Includes severance pay and supplemental unemployment benefits.

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

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

Table 147. 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, March 1990

| 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 | | | | | | | | | |
| All union workers, private industry | \$18.78 | \$12.47 | \$6.30 | \$1.35 | \$0.66 | \$1.56 | \$0.84 | \$1.83 | \$0.05 |
| Blue-collar occupations | 20.05 | 12.94 | 7.11 | 1.38 | .84 | 1.75 | 1.00 | 2.07 | .07 |
| Goods-producing industries ² | 20.61 | 13.20 | 7.41 | 1.36 | .97 | 1.85 | 1.06 | 2.08 | .09 |
| Service-producing industries ³ | 17.39 | 11.93 | 5.46 | 1.35 | .43 | 1.34 | .68 | 1.64 | (⁴) |
| Manufacturing | 19.07 | 12.03 | 7.04 | 1.49 | 1.03 | 1.83 | .77 | 1.82 | .10 |
| Blue-collar occupations | 19.05 | 11.97 | 7.07 | 1.47 | 1.04 | 1.85 | .77 | 1.84 | .10 |
| Nonmanufacturing | 18.62 | 12.71 | 5.92 | 1.28 | .47 | 1.42 | .88 | 1.84 | .02 |
| All nonunion workers, private industry | 14.22 | 10.52 | 3.70 | .96 | .31 | .79 | .37 | 1.25 | (⁴) |
| Blue-collar occupations | 12.12 | 8.75 | 3.37 | .63 | .39 | .70 | .24 | 1.41 | (⁴) |
| Goods-producing industries ² | 16.52 | 11.78 | 4.73 | 1.14 | .49 | 1.06 | .46 | 1.58 | (⁴) |
| Service-producing industries ³ | 13.47 | 10.10 | 3.36 | .90 | .25 | .71 | .35 | 1.15 | (⁴) |
| Manufacturing | 16.72 | 11.80 | 4.92 | 1.25 | .52 | 1.20 | .49 | 1.44 | .02 |
| Blue-collar occupations | 12.63 | 8.77 | 3.86 | .76 | .54 | .94 | .30 | 1.31 | (⁴) |
| Nonmanufacturing | 13.64 | 10.22 | 3.42 | .89 | .26 | .70 | .35 | 1.21 | (⁴) |
| Percent of total compensation | | | | | | | | | |
| All union workers, private industry | 100.0 | 66.4 | 33.6 | 7.2 | 3.5 | 8.3 | 4.5 | 9.8 | 0.2 |
| Blue-collar occupations | 100.0 | 64.5 | 35.5 | 6.9 | 4.2 | 8.7 | 5.0 | 10.3 | .3 |
| Goods-producing industries ² | 100.0 | 64.0 | 36.0 | 6.6 | 4.7 | 9.0 | 5.1 | 10.1 | .4 |
| Service-producing industries ³ | 100.0 | 68.6 | 31.4 | 7.8 | 2.5 | 7.7 | 3.9 | 9.5 | (⁴) |
| Manufacturing | 100.0 | 63.1 | 36.9 | 7.8 | 5.4 | 9.6 | 4.1 | 9.6 | .5 |
| Blue-collar occupations | 100.0 | 62.9 | 37.1 | 7.7 | 5.4 | 9.7 | 4.0 | 9.7 | .5 |
| Nonmanufacturing | 100.0 | 68.2 | 31.8 | 6.9 | 2.5 | 7.6 | 4.7 | 9.9 | .1 |
| All nonunion workers, private industry | 100.0 | 74.0 | 26.0 | 6.8 | 2.2 | 5.6 | 2.6 | 8.8 | (⁴) |
| Blue-collar occupations | 100.0 | 72.2 | 27.8 | 5.2 | 3.2 | 5.8 | 1.9 | 11.7 | (⁴) |
| Goods-producing industries ² | 100.0 | 71.3 | 28.7 | 6.9 | 3.0 | 6.4 | 2.8 | 9.6 | (⁴) |
| Service-producing industries ³ | 100.0 | 75.0 | 25.0 | 6.7 | 1.9 | 5.3 | 2.6 | 8.5 | (⁴) |
| Manufacturing | 100.0 | 70.6 | 29.4 | 7.5 | 3.1 | 7.2 | 2.9 | 8.6 | .1 |
| Blue-collar occupations | 100.0 | 69.4 | 30.6 | 6.0 | 4.3 | 7.5 | 2.4 | 10.4 | (⁴) |
| Nonmanufacturing | 100.0 | 74.9 | 25.1 | 6.6 | 1.9 | 5.1 | 2.5 | 8.9 | (⁴) |

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.

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

Table 148. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Private industry workers, by establishment size, and major industry and occupational group, March 1990

| Industry and occupational group, and employment size | Total compensation | Wages and salaries | Benefit costs | | | | | | |
|---------------------------------------------------------|-----------------------|--------------------------|---------------|---------------|--------------------------|-----------|------------------------------|---------------------------------|--------------------------------|
| | | | Total | Paid leave | Supple- mental pay | Insurance | Retirement and savings | Legally required benefits | Other benefits ¹ |
| Cost per hour worked | | | | | | | | | |
| All workers in private industry | \$14.96 | \$10.84 | \$4.13 | \$1.03 | \$0.37 | \$0.92 | \$0.45 | \$1.35 | (²) |
| 1-99 workers | 13.08 | 9.77 | 3.31 | .74 | .30 | .69 | .33 | 1.25 | (²) |
| 100 or more workers | 16.82 | 11.89 | 4.93 | 1.31 | .44 | 1.15 | .57 | 1.44 | \$.02 |
| 100-499 workers | 13.82 | 10.02 | 3.81 | .94 | .31 | .88 | .39 | 1.28 | (²) |
| 500 or more workers | 20.02 | 13.90 | 6.12 | 1.70 | .57 | 1.44 | .76 | 1.61 | .04 |
| Goods-producing industries ³ | 17.55 | 12.14 | 5.41 | 1.19 | .61 | 1.26 | .61 | 1.70 | .03 |
| 1-99 workers | 15.13 | 10.92 | 4.21 | .70 | .44 | .82 | .46 | 1.77 | (²) |
| 100 or more workers | 18.93 | 12.83 | 6.09 | 1.47 | .71 | 1.51 | .70 | 1.67 | .05 |
| 100-499 workers | 15.66 | 10.94 | 4.72 | 1.02 | .50 | 1.17 | .48 | 1.55 | (²) |
| 500 or more workers | 22.03 | 14.63 | 7.40 | 1.90 | .90 | 1.83 | .90 | 1.78 | .09 |
| Service-producing industries ⁴ | 13.97 | 10.34 | 3.63 | .96 | .28 | .79 | .39 | 1.21 | (²) |
| 1-99 workers | 12.56 | 9.48 | 3.09 | .75 | .26 | .65 | .30 | 1.12 | (²) |
| 100 or more workers | 15.68 | 11.38 | 4.30 | 1.22 | .30 | .96 | .49 | 1.32 | (²) |
| 100-499 workers | 12.91 | 9.56 | 3.35 | .91 | .22 | .73 | .34 | 1.15 | (²) |
| 500 or more workers | 18.83 | 13.46 | 5.37 | 1.58 | .38 | 1.21 | .67 | 1.51 | .02 |
| White-collar occupations | 17.59 | 12.99 | 4.60 | 1.35 | .34 | 1.02 | .54 | 1.34 | (²) |
| 1-99 workers | 15.52 | 11.73 | 3.79 | 1.03 | .32 | .82 | .40 | 1.22 | (²) |
| 100 or more workers | 19.50 | 14.15 | 5.35 | 1.65 | .36 | 1.21 | .67 | 1.44 | .02 |
| 100-499 workers | 16.39 | 12.15 | 4.24 | 1.26 | .26 | .97 | .46 | 1.28 | (²) |
| 500 or more workers | 22.22 | 15.90 | 6.32 | 1.99 | .45 | 1.42 | .85 | 1.58 | .02 |
| Blue-collar occupations | 14.57 | 10.04 | 4.53 | .86 | .53 | 1.03 | .47 | 1.62 | .02 |
| 1-99 workers | 12.97 | 9.33 | 3.64 | .59 | .37 | .73 | .37 | 1.57 | (²) |
| 100 or more workers | 16.15 | 10.75 | 5.40 | 1.13 | .68 | 1.32 | .57 | 1.66 | .04 |
| 100-499 workers | 13.62 | 9.41 | 4.21 | .81 | .49 | 1.00 | .41 | 1.50 | (²) |
| 500 or more workers | 19.20 | 12.36 | 6.83 | 1.52 | .92 | 1.70 | .76 | 1.85 | .09 |
| Percent of total compensation | | | | | | | | | |
| All workers in private industry | 100.0 | 72.4 | 27.6 | 6.9 | 2.5 | 6.1 | 3.0 | 9.0 | (²) |
| 1-99 workers | 100.0 | 74.7 | 25.3 | 5.6 | 2.3 | 5.2 | 2.6 | 9.6 | (²) |
| 100 or more workers | 100.0 | 70.7 | 29.3 | 7.8 | 2.6 | 6.8 | 3.4 | 8.6 | .1 |
| 100-499 workers | 100.0 | 72.5 | 27.5 | 6.8 | 2.3 | 6.3 | 2.8 | 9.3 | (²) |
| 500 or more workers | 100.0 | 69.4 | 30.6 | 8.5 | 2.9 | 7.2 | 3.8 | 8.0 | .2 |
| Goods-producing industries ³ | 100.0 | 69.2 | 30.8 | 6.8 | 3.5 | 7.2 | 3.5 | 9.7 | .2 |
| 1-99 workers | 100.0 | 72.2 | 27.8 | 4.6 | 2.9 | 5.4 | 3.1 | 11.7 | (²) |
| 100 or more workers | 100.0 | 67.8 | 32.2 | 7.8 | 3.7 | 8.0 | 3.7 | 8.8 | .3 |
| 100-499 workers | 100.0 | 69.9 | 30.1 | 6.5 | 3.2 | 7.4 | 3.1 | 9.9 | (²) |
| 500 or more workers | 100.0 | 66.4 | 33.6 | 8.6 | 4.1 | 8.3 | 4.1 | 8.1 | .4 |
| Service-producing industries ⁴ | 100.0 | 74.0 | 26.0 | 6.9 | 2.0 | 5.6 | 2.8 | 8.7 | (²) |
| 1-99 workers | 100.0 | 75.4 | 24.6 | 6.0 | 2.1 | 5.2 | 2.4 | 8.9 | (²) |
| 100 or more workers | 100.0 | 72.6 | 27.4 | 7.8 | 1.9 | 6.1 | 3.2 | 8.4 | (²) |
| 100-499 workers | 100.0 | 74.0 | 26.0 | 7.0 | 1.7 | 5.7 | 2.6 | 8.9 | (²) |
| 500 or more workers | 100.0 | 71.5 | 28.5 | 8.4 | 2.0 | 6.4 | 3.6 | 8.0 | .1 |
| White-collar occupations | 100.0 | 73.8 | 26.2 | 7.7 | 1.9 | 5.8 | 3.1 | 7.6 | (²) |
| 1-99 workers | 100.0 | 75.6 | 24.4 | 6.6 | 2.1 | 5.3 | 2.6 | 7.8 | (²) |
| 100 or more workers | 100.0 | 72.6 | 27.4 | 8.5 | 1.9 | 6.2 | 3.4 | 7.4 | .1 |
| 100-499 workers | 100.0 | 74.1 | 25.9 | 7.7 | 1.6 | 5.9 | 2.8 | 7.8 | (²) |
| 500 or more workers | 100.0 | 71.6 | 28.4 | 9.0 | 2.0 | 6.4 | 3.8 | 7.1 | .1 |
| Blue-collar occupations | 100.0 | 68.9 | 31.1 | 5.9 | 3.6 | 7.0 | 3.2 | 11.1 | .2 |
| 1-99 workers | 100.0 | 71.9 | 28.1 | 4.6 | 2.8 | 5.6 | 2.9 | 12.1 | (²) |
| 100 or more workers | 100.0 | 66.5 | 33.5 | 7.0 | 4.2 | 8.2 | 3.5 | 10.3 | .3 |
| 100-499 workers | 100.0 | 69.1 | 30.9 | 5.9 | 3.6 | 7.3 | 3.0 | 11.0 | (²) |
| 500 or more workers | 100.0 | 64.4 | 35.6 | 7.9 | 4.8 | 8.9 | 4.0 | 9.6 | .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.

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

Table 149. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Private industry aircraft manufacturing workers, by occupational group, March 1990

| 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 | | | | | | | | | |
| Aircraft manufacturing (SIC 3721) | \$24.17 | \$16.32 | \$7.84 | \$2.16 | \$1.27 | \$1.84 | \$0.76 | \$1.79 | (²) |
| White-collar occupations | 25.51 | 17.71 | 7.80 | 2.40 | .87 | 1.82 | .89 | 1.81 | (²) |
| Blue-collar occupations | 22.22 | 14.26 | 7.96 | 1.80 | 1.93 | 1.88 | .56 | 1.79 | (²) |
| Percent of total compensation | | | | | | | | | |
| Aircraft manufacturing (SIC 3721) | 100.0 | 67.5 | 32.4 | 8.9 | 5.3 | 7.6 | 3.1 | 7.4 | (²) |
| White-collar occupations | 100.0 | 69.4 | 30.6 | 9.4 | 3.4 | 7.1 | 3.5 | 7.1 | (²) |
| Blue-collar occupations | 100.0 | 64.2 | 35.8 | 8.1 | 8.7 | 8.5 | 2.5 | 8.1 | (²) |

¹ Includes severance pay and supplemental unemployment benefits.

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

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

Table 150. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Private industry workers, by major industry group, March 1989

| Compensation component | All workers in private industry | | Goods-producing ¹ | | Service-producing ² | | Manufacturing | | Nonmanufacturing | |
|--------------------------------------|---------------------------------|---------|------------------------------|---------|--------------------------------|------------------|---------------|---------|------------------|------------------|
| | Cost | Percent | Cost | Percent | Cost | Percent | Cost | Percent | Cost | Percent |
| Total compensation | \$14.28 | 100.0 | \$17.21 | 100.0 | \$13.12 | 100.0 | \$17.16 | 100.0 | \$13.46 | 100.0 |
| Wages and salaries | 10.38 | 72.7 | 11.90 | 69.2 | 9.78 | 74.5 | 11.71 | 68.2 | 10.00 | 74.3 |
| Total benefits | 3.90 | 27.3 | 5.30 | 30.8 | 3.35 | 25.5 | 5.45 | 31.8 | 3.46 | 25.7 |
| Paid leave | 1.00 | 7.0 | 1.20 | 7.0 | .92 | 7.0 | 1.33 | 7.7 | .91 | 6.8 |
| Vacation | .50 | 3.5 | .62 | 3.6 | .45 | 3.4 | .68 | 3.9 | .45 | 3.3 |
| Holiday | .34 | 2.4 | .43 | 2.5 | .30 | 2.3 | .49 | 2.8 | .30 | 2.2 |
| Sick | .12 | .9 | .10 | .6 | .13 | 1.0 | .12 | .7 | .13 | .9 |
| Other | .04 | .3 | .04 | .2 | .04 | .3 | .04 | .3 | .04 | .3 |
| Supplemental pay | .34 | 2.4 | .60 | 3.5 | .23 | 1.8 | .65 | 3.8 | .25 | 1.8 |
| Premium ³ | .17 | 1.2 | .37 | 2.2 | .09 | .7 | .40 | 2.3 | .11 | .8 |
| Shift differential | .05 | .3 | .08 | .5 | .03 | .3 | .10 | .6 | .03 | .2 |
| Nonproduction bonuses | .12 | .8 | .15 | .8 | .10 | .8 | .15 | .9 | .11 | .8 |
| Insurance | .85 | 6.0 | 1.28 | 7.4 | .68 | 5.2 | 1.40 | 8.1 | .70 | 5.2 |
| Retirement and savings | .42 | 2.9 | .57 | 3.3 | .36 | 2.7 | .54 | 3.2 | .39 | 2.9 |
| Pensions | .34 | 2.4 | .45 | 2.6 | .30 | 2.3 | .41 | 2.4 | .32 | 2.4 |
| Savings and thrift | .08 | .6 | .12 | .7 | .06 | .5 | .13 | .8 | .07 | .5 |
| Legally required benefits | 1.27 | 8.9 | 1.61 | 9.3 | 1.14 | 8.7 | 1.48 | 8.6 | 1.21 | 9.0 |
| Social Security ⁴ | .84 | 5.9 | 1.00 | 5.8 | .77 | 5.9 | 1.00 | 5.9 | .79 | 5.9 |
| Federal unemployment insurance | .03 | .2 | .03 | .2 | .03 | .2 | .03 | .2 | .03 | .2 |
| State unemployment insurance | .11 | .8 | .16 | .9 | .09 | .7 | .15 | .9 | .10 | .7 |
| Workers' compensation | .27 | 1.9 | .41 | 2.4 | .21 | 1.6 | .29 | 1.7 | .26 | 1.9 |
| Other benefits ⁵ | .02 | .1 | .05 | .3 | (⁶) | (⁶) | .05 | .3 | (⁶) | (⁶) |

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.

⁶ Cost per hour worked is \$0.01 or less.

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

Table 151. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Private industry workers, by major occupational group, March 1989

| Compensation component | All workers in private industry | | White-collar | | Blue-collar | | Service | |
|--------------------------------------|---------------------------------|---------|------------------|------------------|-------------|---------|------------------|------------------|
| | Cost | Percent | Cost | Percent | Cost | Percent | Cost | Percent |
| Total compensation | \$14.28 | 100.0 | \$16.57 | 100.0 | \$14.35 | 100.0 | \$7.16 | 100.0 |
| Wages and salaries | 10.38 | 72.7 | 12.29 | 74.2 | 9.91 | 69.1 | 5.50 | 76.8 |
| Total benefits | 3.90 | 27.3 | 4.28 | 25.8 | 4.44 | 30.9 | 1.66 | 23.2 |
| Paid leave | 1.00 | 7.0 | 1.31 | 7.9 | .87 | 6.1 | .34 | 4.8 |
| Vacation | .50 | 3.5 | .63 | 3.8 | .46 | 3.2 | .18 | 2.5 |
| Holiday | .34 | 2.4 | .43 | 2.6 | .31 | 2.2 | .10 | 1.4 |
| Sick | .12 | .9 | .19 | 1.1 | .07 | .5 | .05 | .7 |
| Other | .04 | .3 | .06 | .3 | .03 | .2 | (¹) | (¹) |
| Supplemental pay | .34 | 2.4 | .29 | 1.7 | .53 | 3.7 | .10 | 1.4 |
| Premium ² | .17 | 1.2 | .09 | .5 | .37 | 2.5 | .05 | .7 |
| Shift differential | .05 | .3 | .04 | .2 | .07 | .5 | .03 | .4 |
| Nonproduction bonuses | .12 | .8 | .16 | 1.0 | .09 | .6 | .02 | .3 |
| Insurance | .85 | 6.0 | .92 | 5.5 | 1.02 | 7.1 | .32 | 4.5 |
| Retirement and savings | .42 | 2.9 | .50 | 3.0 | .45 | 3.1 | .11 | 1.6 |
| Pensions | .34 | 2.4 | .38 | 2.3 | .40 | 2.8 | .09 | 1.3 |
| Savings and thrift | .08 | .6 | .12 | .7 | .05 | .4 | .02 | .3 |
| Legally required benefits | 1.27 | 8.9 | 1.25 | 7.6 | 1.53 | 10.7 | .78 | 10.9 |
| Social Security ³ | .84 | 5.9 | .96 | 5.8 | .84 | 5.9 | .46 | 6.4 |
| Federal unemployment insurance | .03 | .2 | .03 | .2 | .03 | .2 | .03 | .4 |
| State unemployment insurance | .11 | .8 | .10 | .6 | .14 | .9 | .08 | 1.2 |
| Workers' compensation | .27 | 1.9 | .15 | .9 | .48 | 3.4 | .20 | 2.8 |
| Other benefits ⁴ | .02 | .1 | (¹) | (¹) | .03 | .2 | (¹) | (¹) |

¹ Cost per hour worked is \$0.01 or less.

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 152. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Private industry workers, by region and bargaining status, March 1989

| 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 | \$16.18 | 100.0 | \$12.53 | 100.0 | \$14.28 | 100.0 | \$14.98 | 100.0 | \$18.24 | 100.0 | \$13.48 | 100.0 |
| Wages and salaries | 11.69 | 72.3 | 9.24 | 73.7 | 10.16 | 71.2 | 11.02 | 73.6 | 12.10 | 66.4 | 10.03 | 74.4 |
| Total benefits | 4.48 | 27.7 | 3.29 | 26.3 | 4.12 | 28.8 | 3.96 | 26.4 | 6.13 | 33.6 | 3.45 | 25.6 |
| Paid leave | 1.26 | 7.8 | .82 | 6.5 | 1.00 | 7.0 | 1.01 | 6.7 | 1.32 | 7.3 | .94 | 7.0 |
| Vacation | .59 | 3.7 | .41 | 3.3 | .53 | 3.7 | .50 | 3.3 | .71 | 3.9 | .46 | 3.4 |
| Holiday | .42 | 2.6 | .28 | 2.2 | .33 | 2.3 | .35 | 2.3 | .44 | 2.4 | .32 | 2.4 |
| Sick | .18 | 1.1 | .10 | .8 | .10 | .7 | .14 | .9 | .12 | .7 | .13 | .9 |
| Other | .07 | .4 | .03 | .3 | .03 | .2 | .03 | .2 | .05 | .3 | .04 | .3 |
| Supplemental pay | .38 | 2.3 | .28 | 2.3 | .41 | 2.9 | .29 | 1.9 | .68 | 3.8 | .27 | 2.0 |
| Premium ² | .18 | 1.1 | .16 | 1.2 | .22 | 1.5 | .15 | 1.0 | .46 | 2.5 | .11 | .9 |
| Shift differential | .06 | .4 | .04 | .3 | .05 | .4 | .04 | .3 | .12 | .7 | .03 | .2 |
| Nonproduction bonuses | .14 | .8 | .09 | .7 | .14 | 1.0 | .10 | .7 | .10 | .5 | .12 | .9 |
| Insurance | .98 | 6.1 | .71 | 5.6 | .94 | 6.6 | .83 | 5.5 | 1.52 | 8.3 | .72 | 5.3 |
| Retirement and savings | .49 | 3.0 | .35 | 2.8 | .45 | 3.1 | .44 | 2.9 | .76 | 4.2 | .35 | 2.6 |
| Pensions | .40 | 2.5 | .26 | 2.1 | .38 | 2.7 | .35 | 2.3 | .69 | 3.8 | .27 | 2.0 |
| Savings and thrift | .09 | .5 | .09 | .7 | .07 | .5 | .08 | .6 | .07 | .4 | .08 | .6 |
| Legally required benefits | 1.36 | 8.4 | 1.13 | 9.0 | 1.28 | 9.0 | 1.40 | 9.3 | 1.77 | 9.7 | 1.17 | 8.7 |
| Social Security ³ | .93 | 5.8 | .75 | 6.0 | .84 | 5.9 | .87 | 5.8 | 1.03 | 5.7 | .80 | 5.9 |
| Federal unemployment insurance | .03 | .2 | .03 | .2 | .03 | .2 | .03 | .2 | .03 | .2 | .03 | .2 |
| State unemployment insurance | .12 | .7 | .09 | .7 | .13 | .9 | .12 | .8 | .15 | .8 | .10 | .7 |
| Workers' compensation | .25 | 1.5 | .24 | 1.9 | .24 | 1.7 | .37 | 2.5 | .48 | 2.6 | .23 | 1.7 |
| Other benefits ⁴ | .02 | .1 | (⁵) | (⁵) | .04 | .3 | (⁵) | (⁵) | .06 | .3 | (⁵) | (⁵) |

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.

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

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

Table 153. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Private industry workers, by occupational and industry group, March 1989

| 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 | | | | | | | | | |
| All workers in private industry | \$14.28 | \$10.38 | \$3.90 | \$1.00 | \$0.34 | \$0.85 | \$0.42 | \$1.27 | \$0.02 |
| Occupational group | | | | | | | | | |
| White-collar occupations | 16.57 | 12.29 | 4.28 | 1.31 | .29 | .92 | .50 | 1.25 | (²) |
| Professional specialty and technical | 21.79 | 16.11 | 5.67 | 1.83 | .37 | 1.14 | .69 | 1.63 | .02 |
| Executive, administrative, and managerial | 25.22 | 18.75 | 6.48 | 2.24 | .46 | 1.19 | .82 | 1.74 | .02 |
| Sales | 11.39 | 8.91 | 2.48 | .60 | .16 | .51 | .24 | .96 | (²) |
| Administrative support, including clerical | 12.03 | 8.64 | 3.38 | .93 | .22 | .89 | .38 | .95 | (²) |
| Blue-collar occupations | 14.35 | 9.91 | 4.44 | .87 | .53 | 1.02 | .45 | 1.53 | .03 |
| Precision production, craft, and repair | 17.70 | 12.40 | 5.30 | 1.10 | .62 | 1.12 | .57 | 1.84 | .04 |
| Machine operators, assemblers, and inspectors | 13.59 | 9.04 | 4.55 | .93 | .65 | 1.21 | .40 | 1.31 | .05 |
| Transportation and material moving | 15.06 | 10.42 | 4.64 | .89 | .43 | .97 | .53 | 1.80 | (²) |
| Handlers, equipment cleaners, helpers, and laborers | 10.51 | 7.40 | 3.11 | .52 | .33 | .69 | .31 | 1.25 | (²) |
| Service occupations | 7.16 | 5.50 | 1.66 | .34 | .10 | .32 | .11 | .78 | (²) |
| Industry group | | | | | | | | | |
| Goods-producing industries ³ | 17.21 | 11.90 | 5.30 | 1.20 | .60 | 1.28 | .57 | 1.61 | .05 |
| Construction | 16.70 | 12.20 | 4.50 | .62 | .40 | .75 | .67 | 2.05 | .02 |
| Manufacturing | 17.16 | 11.71 | 5.45 | 1.33 | .65 | 1.40 | .54 | 1.48 | .05 |
| Durables | 18.42 | 12.44 | 5.98 | 1.44 | .73 | 1.60 | .55 | 1.58 | .08 |
| Nondurables | 15.33 | 10.65 | 4.68 | 1.16 | .54 | 1.10 | .53 | 1.34 | .02 |
| Service-producing industries ⁴ | 13.12 | 9.78 | 3.35 | .92 | .23 | .68 | .36 | 1.14 | (²) |
| Transportation and public utilities | 20.20 | 13.97 | 6.23 | 1.65 | .43 | 1.35 | .84 | 1.94 | .03 |
| Wholesale trade | 16.50 | 12.10 | 4.41 | 1.16 | .41 | .97 | .47 | 1.37 | .02 |
| Retail trade | 8.10 | 6.31 | 1.79 | .36 | .14 | .33 | .13 | .83 | (²) |
| Finance, insurance, and real estate | 17.11 | 12.76 | 4.35 | 1.39 | .28 | .98 | .53 | 1.16 | (²) |
| Services | 13.44 | 10.09 | 3.35 | 1.01 | .20 | .66 | .36 | 1.12 | (²) |
| Percent of total compensation | | | | | | | | | |
| All workers in private industry | 100.0 | 72.7 | 27.3 | 7.0 | 2.4 | 6.0 | 2.9 | 8.9 | 0.1 |
| Occupational group | | | | | | | | | |
| White-collar occupations | 100.0 | 74.2 | 25.8 | 7.9 | 1.7 | 5.5 | 3.0 | 7.6 | (²) |
| Professional specialty and technical | 100.0 | 74.0 | 26.0 | 8.4 | 1.7 | 5.2 | 3.2 | 7.5 | .1 |
| Executive, administrative, and managerial | 100.0 | 74.3 | 25.7 | 8.9 | 1.8 | 4.7 | 3.3 | 6.9 | .1 |
| Sales | 100.0 | 78.3 | 21.7 | 5.3 | 1.4 | 4.5 | 2.1 | 8.4 | (²) |
| Administrative support, including clerical | 100.0 | 71.9 | 28.1 | 7.7 | 1.8 | 7.4 | 3.2 | 7.9 | (²) |
| Blue-collar occupations | 100.0 | 69.1 | 30.9 | 6.1 | 3.7 | 7.1 | 3.1 | 10.7 | .2 |
| Precision production, craft, and repair | 100.0 | 70.1 | 29.9 | 6.2 | 3.5 | 6.4 | 3.2 | 10.4 | .2 |
| Machine operators, assemblers, and inspectors | 100.0 | 66.6 | 33.4 | 6.8 | 4.8 | 8.9 | 3.0 | 9.6 | .4 |
| Transportation and material moving | 100.0 | 69.2 | 30.8 | 5.9 | 2.9 | 6.4 | 3.5 | 11.9 | (²) |
| Handlers, equipment cleaners, helpers, and laborers | 100.0 | 70.4 | 29.6 | 5.0 | 3.2 | 6.6 | 2.9 | 11.9 | (²) |
| Service occupations | 100.0 | 76.8 | 23.2 | 4.8 | 1.4 | 4.5 | 1.6 | 10.9 | (²) |
| Industry group | | | | | | | | | |
| Goods-producing industries ³ | 100.0 | 69.2 | 30.8 | 7.0 | 3.5 | 7.4 | 3.3 | 9.3 | .3 |
| Construction | 100.0 | 73.1 | 26.9 | 3.7 | 2.4 | 4.5 | 4.0 | 12.3 | .1 |
| Manufacturing | 100.0 | 68.2 | 31.8 | 7.7 | 3.8 | 8.1 | 3.2 | 8.6 | .3 |
| Durables | 100.0 | 67.5 | 32.5 | 7.8 | 3.9 | 8.7 | 3.0 | 8.6 | .4 |
| Nondurables | 100.0 | 69.5 | 30.5 | 7.5 | 3.5 | 7.2 | 3.5 | 8.7 | .1 |
| Service-producing industries ⁴ | 100.0 | 74.5 | 25.5 | 7.0 | 1.8 | 5.2 | 2.7 | 8.7 | (²) |
| Transportation and public utilities | 100.0 | 69.2 | 30.8 | 8.1 | 2.1 | 6.7 | 4.1 | 9.6 | .1 |
| Wholesale trade | 100.0 | 73.3 | 26.7 | 7.1 | 2.5 | 5.9 | 2.8 | 8.3 | .1 |
| Retail trade | 100.0 | 77.9 | 22.1 | 4.4 | 1.7 | 4.1 | 1.6 | 10.2 | (²) |
| Finance, insurance, and real estate | 100.0 | 74.6 | 25.4 | 8.1 | 1.6 | 5.7 | 3.1 | 6.8 | (²) |
| Services | 100.0 | 75.1 | 24.9 | 7.5 | 1.5 | 4.9 | 2.7 | 8.4 | (²) |

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.

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

Table 154. 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, March 1989

| 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 | | | | | | | | | |
| All workers, goods-producing industries² | \$17.21 | \$11.90 | \$5.30 | \$1.20 | \$0.60 | \$1.28 | \$0.57 | \$1.61 | \$0.05 |
| White-collar occupations | 21.36 | 15.29 | 6.07 | 1.85 | .43 | 1.44 | .71 | 1.59 | .04 |
| Professional specialty and technical | 23.92 | 17.06 | 6.86 | 2.18 | .43 | 1.64 | .78 | 1.77 | .06 |
| Executive, administrative, and managerial | 28.63 | 20.90 | 7.73 | 2.55 | .66 | 1.51 | .94 | 2.03 | .04 |
| Administrative support, including clerical | 13.75 | 9.49 | 4.27 | 1.08 | .31 | 1.26 | .48 | 1.10 | .03 |
| Blue-collar occupations | 15.46 | 10.48 | 4.98 | .92 | .67 | 1.20 | .52 | 1.62 | .05 |
| Precision production, craft, and repair | 18.56 | 12.84 | 5.71 | 1.02 | .75 | 1.23 | .66 | 1.99 | .06 |
| Machine operators, assemblers, and inspectors | 14.03 | 9.26 | 4.77 | .96 | .70 | 1.30 | .42 | 1.33 | .06 |
| Transportation and material moving | 16.44 | 11.01 | 5.43 | .91 | .69 | 1.21 | .69 | 1.89 | .04 |
| Handlers, equipment cleaners, helpers, and laborers | 12.28 | 8.46 | 3.81 | .58 | .44 | .87 | .41 | 1.50 | .02 |
| Service occupations | 13.24 | 8.56 | 4.68 | .94 | .62 | 1.41 | .46 | 1.20 | .06 |
| All workers, service-producing industries³ | 13.12 | 9.78 | 3.35 | .92 | .23 | .68 | .36 | 1.14 | (⁴) |
| White-collar occupations | 15.59 | 11.68 | 3.91 | 1.19 | .25 | .81 | .46 | 1.18 | (⁴) |
| Professional specialty and technical | 21.14 | 15.83 | 5.32 | 1.73 | .35 | .98 | .66 | 1.58 | (⁴) |
| Executive, administrative, and managerial | 24.05 | 18.01 | 6.04 | 2.13 | .39 | 1.08 | .78 | 1.65 | .02 |
| Sales | 11.06 | 8.68 | 2.38 | .57 | .16 | .48 | .22 | .93 | (⁴) |
| Administrative support, including clerical | 11.68 | 8.47 | 3.21 | .90 | .20 | .82 | .36 | .92 | (⁴) |
| Blue-collar occupations | 12.82 | 9.13 | 3.69 | .82 | .33 | .76 | .36 | 1.41 | (⁴) |
| Precision production, craft, and repair | 16.37 | 11.71 | 4.65 | 1.22 | .42 | .96 | .42 | 1.61 | .02 |
| Transportation and material moving | 14.56 | 10.20 | 4.35 | .89 | .34 | .88 | .48 | 1.76 | (⁴) |
| Handlers, equipment cleaners, helpers, and laborers | 9.49 | 6.79 | 2.71 | .49 | .27 | .59 | .25 | 1.10 | (⁴) |
| Service occupations | 7.02 | 5.43 | 1.59 | .33 | .09 | .30 | .11 | .77 | (⁴) |
| Percent of total compensation | | | | | | | | | |
| All workers, goods-producing industries² | 100.0 | 69.2 | 30.8 | 7.0 | 3.5 | 7.4 | 3.3 | 9.3 | 0.3 |
| White-collar occupations | 100.0 | 71.6 | 28.4 | 8.7 | 2.0 | 6.7 | 3.3 | 7.5 | .2 |
| Professional specialty and technical | 100.0 | 71.3 | 28.7 | 9.1 | 1.8 | 6.9 | 3.3 | 7.4 | .2 |
| Executive, administrative, and managerial | 100.0 | 73.0 | 27.0 | 8.9 | 2.3 | 5.3 | 3.3 | 7.1 | .1 |
| Administrative support, including clerical | 100.0 | 69.0 | 31.0 | 7.9 | 2.3 | 9.1 | 3.5 | 8.0 | .2 |
| Blue-collar occupations | 100.0 | 67.8 | 32.2 | 5.9 | 4.4 | 7.8 | 3.4 | 10.5 | .3 |
| Precision production, craft, and repair | 100.0 | 69.2 | 30.8 | 5.5 | 4.1 | 6.6 | 3.6 | 10.7 | .3 |
| Machine operators, assemblers, and inspectors | 100.0 | 66.0 | 34.0 | 6.9 | 5.0 | 9.3 | 3.0 | 9.5 | .4 |
| Transportation and material moving | 100.0 | 67.0 | 33.0 | 5.6 | 4.2 | 7.4 | 4.2 | 11.5 | .2 |
| Handlers, equipment cleaners, helpers, and laborers | 100.0 | 68.9 | 31.1 | 4.7 | 3.6 | 7.1 | 3.3 | 12.3 | .1 |
| Service occupations | 100.0 | 64.6 | 35.4 | 7.1 | 4.6 | 10.6 | 3.5 | 9.1 | .5 |
| All workers, service-producing industries³ | 100.0 | 74.5 | 25.5 | 7.0 | 1.8 | 5.2 | 2.7 | 8.7 | (⁴) |
| White-collar occupations | 100.0 | 74.9 | 25.1 | 7.7 | 1.6 | 5.2 | 3.0 | 7.6 | (⁴) |
| Professional specialty and technical | 100.0 | 74.9 | 25.1 | 8.2 | 1.7 | 4.6 | 3.1 | 7.5 | (⁴) |
| Executive, administrative, and managerial | 100.0 | 74.9 | 25.1 | 8.9 | 1.6 | 4.5 | 3.3 | 6.8 | .1 |
| Sales | 100.0 | 78.5 | 21.5 | 5.2 | 1.5 | 4.4 | 2.0 | 8.4 | (⁴) |
| Administrative support, including clerical | 100.0 | 72.5 | 27.5 | 7.7 | 1.7 | 7.0 | 3.1 | 7.8 | (⁴) |
| Blue-collar occupations | 100.0 | 71.2 | 28.8 | 6.4 | 2.6 | 6.0 | 2.8 | 11.0 | (⁴) |
| Precision production, craft, and repair | 100.0 | 71.6 | 28.4 | 7.4 | 2.6 | 5.8 | 2.6 | 9.9 | .1 |
| Transportation and material moving | 100.0 | 70.1 | 29.9 | 6.1 | 2.3 | 6.0 | 3.3 | 12.1 | (⁴) |
| Handlers, equipment cleaners, helpers, and laborers | 100.0 | 71.5 | 28.5 | 5.1 | 2.9 | 6.2 | 2.6 | 11.6 | (⁴) |
| Service occupations | 100.0 | 77.4 | 22.6 | 4.7 | 1.2 | 4.2 | 1.5 | 11.0 | (⁴) |

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.

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

Table 155. 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, March 1989

| 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 | | | | | | | | | |
| All workers, manufacturing industries | \$17.16 | \$11.71 | \$5.45 | \$1.33 | \$0.65 | \$1.40 | \$0.54 | \$1.48 | \$0.05 |
| White-collar occupations | 21.54 | 15.32 | 6.23 | 1.92 | .43 | 1.51 | .74 | 1.58 | .05 |
| Professional specialty and technical | 23.81 | 16.96 | 6.85 | 2.19 | .42 | 1.64 | .78 | 1.76 | .06 |
| Executive, administrative, and managerial | 28.92 | 21.02 | 7.90 | 2.67 | .64 | 1.57 | 1.00 | 1.96 | .05 |
| Administrative support, including clerical | 13.93 | 9.42 | 4.51 | 1.12 | .35 | 1.37 | .53 | 1.10 | .03 |
| Blue-collar occupations | 15.13 | 10.04 | 5.09 | 1.05 | .75 | 1.34 | .45 | 1.44 | .06 |
| Precision production, craft, and repair | 18.83 | 12.62 | 6.20 | 1.37 | 1.00 | 1.53 | .54 | 1.69 | .08 |
| Machine operators, assemblers, and inspectors | 14.02 | 9.24 | 4.78 | .97 | .70 | 1.31 | .42 | 1.33 | .06 |
| Transportation and material moving | 16.17 | 10.67 | 5.50 | 1.13 | .68 | 1.42 | .53 | 1.70 | .05 |
| Handlers, equipment cleaners, helpers, and laborers | 12.21 | 8.15 | 4.06 | .74 | .52 | 1.10 | .36 | 1.32 | .03 |
| Service occupations | 13.44 | 8.61 | 4.83 | .98 | .64 | 1.47 | .48 | 1.20 | .07 |
| All workers, nonmanufacturing industries | 13.46 | 10.00 | 3.46 | .91 | .25 | .70 | .39 | 1.21 | (²) |
| White-collar occupations | 15.75 | 11.79 | 3.95 | 1.20 | .26 | .82 | .46 | 1.20 | (²) |
| Professional specialty and technical | 21.23 | 15.88 | 5.35 | 1.73 | .36 | 1.00 | .67 | 1.59 | (²) |
| Executive, administrative, and managerial | 24.30 | 18.18 | 6.12 | 2.13 | .41 | 1.09 | .78 | 1.69 | .02 |
| Sales | 11.12 | 8.73 | 2.39 | .57 | .16 | .49 | .22 | .94 | (²) |
| Administrative support, including clerical | 11.74 | 8.53 | 3.21 | .90 | .20 | .82 | .36 | .92 | (²) |
| Blue-collar occupations | 13.74 | 9.81 | 3.93 | .74 | .36 | .76 | .45 | 1.60 | (²) |
| Precision production, craft, and repair | 17.12 | 12.29 | 4.84 | .96 | .43 | .92 | .58 | 1.92 | .03 |
| Transportation and material moving | 14.83 | 10.37 | 4.46 | .85 | .38 | .87 | .53 | 1.82 | (²) |
| Handlers, equipment cleaners, helpers, and laborers | 10.04 | 7.19 | 2.85 | .46 | .28 | .58 | .29 | 1.23 | (²) |
| Service occupations | 7.02 | 5.43 | 1.59 | .33 | .09 | .30 | .11 | .77 | (²) |
| Percent of total compensation | | | | | | | | | |
| All workers, manufacturing industries | 100.0 | 68.2 | 31.8 | 7.7 | 3.8 | 8.1 | 3.2 | 8.6 | 0.3 |
| White-collar occupations | 100.0 | 71.1 | 28.9 | 8.9 | 2.0 | 7.0 | 3.4 | 7.3 | .2 |
| Professional specialty and technical | 100.0 | 71.2 | 28.8 | 9.2 | 1.8 | 6.9 | 3.3 | 7.4 | .2 |
| Executive, administrative, and managerial | 100.0 | 72.7 | 27.3 | 9.2 | 2.2 | 5.4 | 3.5 | 6.8 | .2 |
| Administrative support, including clerical | 100.0 | 67.6 | 32.4 | 8.1 | 2.5 | 9.9 | 3.8 | 7.9 | .2 |
| Blue-collar occupations | 100.0 | 66.4 | 33.6 | 6.9 | 5.0 | 8.9 | 3.0 | 9.5 | .4 |
| Precision production, craft, and repair | 100.0 | 67.0 | 33.0 | 7.3 | 5.3 | 8.1 | 2.9 | 9.0 | .4 |
| Machine operators, assemblers, and inspectors | 100.0 | 65.9 | 34.1 | 6.9 | 5.0 | 9.3 | 3.0 | 9.5 | .4 |
| Transportation and material moving | 100.0 | 66.0 | 34.0 | 7.0 | 4.2 | 8.8 | 3.3 | 10.5 | .3 |
| Handlers, equipment cleaners, helpers, and laborers | 100.0 | 66.7 | 33.3 | 6.1 | 4.2 | 9.0 | 2.9 | 10.8 | .2 |
| Service occupations | 100.0 | 64.1 | 35.9 | 7.3 | 4.8 | 10.9 | 3.6 | 8.9 | .5 |
| All workers, nonmanufacturing industries | 100.0 | 74.3 | 25.7 | 6.8 | 1.8 | 5.2 | 2.9 | 9.0 | (²) |
| White-collar occupations | 100.0 | 74.9 | 25.1 | 7.6 | 1.7 | 5.2 | 2.9 | 7.6 | (²) |
| Professional specialty and technical | 100.0 | 74.8 | 25.2 | 8.2 | 1.7 | 4.7 | 3.1 | 7.5 | (²) |
| Executive, administrative, and managerial | 100.0 | 74.8 | 25.2 | 8.8 | 1.7 | 4.5 | 3.2 | 7.0 | .1 |
| Sales | 100.0 | 78.5 | 21.5 | 5.2 | 1.5 | 4.4 | 2.0 | 8.4 | (²) |
| Administrative support, including clerical | 100.0 | 72.6 | 27.4 | 7.7 | 1.7 | 6.9 | 3.1 | 7.9 | (²) |
| Blue-collar occupations | 100.0 | 71.4 | 28.6 | 5.4 | 2.6 | 5.6 | 3.3 | 11.7 | (²) |
| Precision production, craft, and repair | 100.0 | 71.8 | 28.2 | 5.6 | 2.5 | 5.4 | 3.4 | 11.2 | .2 |
| Transportation and material moving | 100.0 | 69.9 | 30.1 | 5.7 | 2.6 | 5.9 | 3.6 | 12.3 | (²) |
| Handlers, equipment cleaners, helpers, and laborers | 100.0 | 71.6 | 28.4 | 4.6 | 2.8 | 5.7 | 2.9 | 12.2 | (²) |
| Service occupations | 100.0 | 77.4 | 22.6 | 4.7 | 1.2 | 4.2 | 1.5 | 11.0 | (²) |

¹ Includes severance pay and supplemental unemployment benefits.

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

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

Table 156. 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, March 1989

| 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 | | | | | | | | | |
| All union workers, private industry | \$18.24 | \$12.10 | \$6.13 | \$1.32 | \$0.68 | \$1.52 | \$0.76 | \$1.77 | \$0.06 |
| Blue-collar occupations | 19.44 | 12.60 | 6.84 | 1.36 | .85 | 1.70 | .87 | 1.98 | .08 |
| Goods-producing industries ² | 19.78 | 12.72 | 7.06 | 1.33 | .95 | 1.85 | .89 | 1.94 | .11 |
| Service-producing industries ³ | 16.70 | 11.49 | 5.21 | 1.32 | .42 | 1.20 | .64 | 1.61 | .02 |
| Manufacturing | 18.54 | 11.79 | 6.75 | 1.42 | 1.01 | 1.85 | .63 | 1.72 | .12 |
| Blue-collar occupations | 18.52 | 11.77 | 6.75 | 1.41 | 1.02 | 1.85 | .63 | 1.73 | .12 |
| Nonmanufacturing | 18.02 | 12.33 | 5.70 | 1.26 | .46 | 1.29 | .85 | 1.82 | .03 |
| All nonunion workers, private industry | 13.48 | 10.03 | 3.45 | .94 | .27 | .72 | .35 | 1.17 | (⁴) |
| Blue-collar occupations | 11.70 | 8.51 | 3.19 | .62 | .37 | .66 | .23 | 1.30 | (⁴) |
| Goods-producing industries ² | 16.12 | 11.56 | 4.57 | 1.14 | .45 | 1.04 | .44 | 1.47 | .02 |
| Service-producing industries ³ | 12.65 | 9.55 | 3.10 | .87 | .21 | .62 | .32 | 1.07 | (⁴) |
| Manufacturing | 16.52 | 11.67 | 4.85 | 1.28 | .48 | 1.19 | .50 | 1.37 | .03 |
| Blue-collar occupations | 12.40 | 8.65 | 3.75 | .76 | .54 | .93 | .30 | 1.21 | (⁴) |
| Nonmanufacturing | 12.80 | 9.66 | 3.14 | .86 | .22 | .61 | .32 | 1.12 | (⁴) |
| Percent of total compensation | | | | | | | | | |
| All union workers, private industry | 100.0 | 66.4 | 33.6 | 7.3 | 3.8 | 8.3 | 4.2 | 9.7 | 0.3 |
| Blue-collar occupations | 100.0 | 64.8 | 35.2 | 7.0 | 4.4 | 8.8 | 4.5 | 10.2 | .4 |
| Goods-producing industries ² | 100.0 | 64.3 | 35.7 | 6.7 | 4.8 | 9.3 | 4.5 | 9.8 | .6 |
| Service-producing industries ³ | 100.0 | 68.8 | 31.2 | 7.9 | 2.5 | 7.2 | 3.8 | 9.6 | .1 |
| Manufacturing | 100.0 | 63.6 | 36.4 | 7.7 | 5.4 | 10.0 | 3.4 | 9.3 | .6 |
| Blue-collar occupations | 100.0 | 63.5 | 36.5 | 7.6 | 5.5 | 10.0 | 3.4 | 9.3 | .6 |
| Nonmanufacturing | 100.0 | 68.4 | 31.6 | 7.0 | 2.5 | 7.1 | 4.7 | 10.1 | .1 |
| All nonunion workers, private industry | 100.0 | 74.4 | 25.6 | 7.0 | 2.0 | 5.3 | 2.6 | 8.7 | (⁴) |
| Blue-collar occupations | 100.0 | 72.7 | 27.3 | 5.3 | 3.1 | 5.6 | 2.0 | 11.1 | (⁴) |
| Goods-producing industries ² | 100.0 | 71.7 | 28.3 | 7.1 | 2.8 | 6.4 | 2.8 | 9.1 | .1 |
| Service-producing industries ³ | 100.0 | 75.5 | 24.5 | 6.9 | 1.6 | 4.9 | 2.6 | 8.5 | (⁴) |
| Manufacturing | 100.0 | 70.7 | 29.3 | 7.8 | 2.9 | 7.2 | 3.0 | 8.3 | .2 |
| Blue-collar occupations | 100.0 | 69.8 | 30.2 | 6.1 | 4.3 | 7.5 | 2.4 | 9.7 | (⁴) |
| Nonmanufacturing | 100.0 | 75.5 | 24.5 | 6.7 | 1.7 | 4.8 | 2.5 | 8.8 | (⁴) |

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.

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

Table 157. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Private industry aircraft manufacturing workers, by occupational group, March 1989

| 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 | | | | | | | | | |
| Aircraft manufacturing (SIC 3721) | \$22.67 | \$15.66 | \$7.01 | \$2.08 | \$0.93 | \$1.61 | \$0.68 | \$1.69 | \$0.02 |
| White-collar occupations | 24.05 | 17.10 | 6.96 | 2.33 | .50 | 1.61 | .80 | 1.70 | .02 |
| Blue-collar occupations | 20.64 | 13.50 | 7.14 | 1.71 | 1.62 | 1.62 | .49 | 1.69 | (²) |
| Percent of total compensation | | | | | | | | | |
| Aircraft manufacturing (SIC 3721) | 100.0 | 69.1 | 30.9 | 9.2 | 4.1 | 7.1 | 3.0 | 7.5 | 0.1 |
| White-collar occupations | 100.0 | 71.1 | 28.9 | 9.7 | 2.1 | 6.7 | 3.3 | 7.1 | .1 |
| Blue-collar occupations | 100.0 | 65.4 | 34.6 | 8.3 | 7.8 | 7.8 | 2.4 | 8.2 | (²) |

¹ Includes severance pay and supplemental unemployment benefits.

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

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

Table 158. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Private industry workers, by major industry group, March 1988

| Compensation component | All workers in private industry | | Goods-producing ¹ | | Service-producing ² | | Manufacturing | | Nonmanufacturing | |
|--------------------------------------|---------------------------------|---------|------------------------------|---------|--------------------------------|------------------|---------------|---------|------------------|------------------|
| | Cost | Percent | Cost | Percent | Cost | Percent | Cost | Percent | Cost | Percent |
| Total compensation | \$13.79 | 100.0 | \$16.42 | 100.0 | \$12.72 | 100.0 | \$16.26 | 100.0 | \$13.08 | 100.0 |
| Wages and salaries | 10.02 | 72.7 | 11.42 | 69.6 | 9.45 | 74.3 | 11.18 | 68.8 | 9.69 | 74.1 |
| Total benefits | 3.77 | 27.3 | 5.00 | 30.4 | 3.27 | 25.7 | 5.07 | 31.2 | 3.39 | 25.9 |
| Paid leave | .97 | 7.0 | 1.13 | 6.9 | .91 | 7.1 | 1.25 | 7.7 | .89 | 6.8 |
| Vacation | .48 | 3.5 | .58 | 3.5 | .44 | 3.5 | .63 | 3.9 | .44 | 3.4 |
| Holiday | .33 | 2.4 | .42 | 2.5 | .29 | 2.3 | .47 | 2.9 | .29 | 2.2 |
| Sick | .12 | .9 | .10 | .6 | .13 | 1.0 | .11 | .7 | .12 | .9 |
| Other | .04 | .3 | .04 | .2 | .04 | .3 | .04 | .2 | .04 | .3 |
| Supplemental pay | .33 | 2.4 | .55 | 3.3 | .24 | 1.9 | .58 | 3.5 | .25 | 1.9 |
| Premium ³ | .17 | 1.2 | .35 | 2.1 | .10 | .8 | .36 | 2.2 | .11 | .9 |
| Shift differential | .04 | .3 | .07 | .4 | .03 | .2 | .09 | .5 | .03 | .2 |
| Nonproduction bonuses | .12 | .8 | .13 | .8 | .11 | .9 | .13 | .8 | .11 | .9 |
| Insurance | .78 | 5.6 | 1.11 | 6.8 | .64 | 5.0 | 1.20 | 7.4 | .66 | 5.0 |
| Retirement and savings | .45 | 3.3 | .61 | 3.7 | .39 | 3.0 | .57 | 3.5 | .42 | 3.2 |
| Pensions | .38 | 2.8 | .51 | 3.1 | .33 | 2.6 | .46 | 2.8 | .36 | 2.7 |
| Savings and thrift | .07 | .5 | .10 | .6 | .06 | .4 | .11 | .7 | .06 | .4 |
| Legally required benefits | 1.22 | 8.8 | 1.55 | 9.5 | 1.08 | 8.5 | 1.43 | 8.8 | 1.16 | 8.9 |
| Social Security ⁴ | .81 | 5.9 | .96 | 5.8 | .75 | 5.9 | .95 | 5.9 | .76 | 5.8 |
| Federal unemployment insurance | .03 | .2 | .03 | .2 | .03 | .3 | .03 | .2 | .03 | .3 |
| State unemployment insurance | .12 | .8 | .18 | 1.1 | .09 | .7 | .18 | 1.1 | .10 | .7 |
| Workers' compensation | .24 | 1.7 | .37 | 2.3 | .18 | 1.5 | .26 | 1.6 | .23 | 1.8 |
| Other benefits ⁵ | .02 | .2 | .04 | .3 | (⁶) | (⁶) | .05 | .3 | (⁶) | (⁶) |

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.

⁶ Cost per hour worked is \$0.01 or less.

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

Table 159. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Private industry workers, by major occupational group, March 1988

| Compensation component | All workers in private industry | | White-collar | | Blue-collar | | Service | |
|--------------------------------------|---------------------------------|---------|--------------|---------|-------------|---------|------------------|------------------|
| | Cost | Percent | Cost | Percent | Cost | Percent | Cost | Percent |
| Total compensation | \$13.79 | 100.0 | \$15.97 | 100.0 | \$13.87 | 100.0 | \$6.76 | 100.0 |
| Wages and salaries | 10.02 | 72.7 | 11.84 | 74.1 | 9.59 | 69.2 | 5.20 | 76.9 |
| Total benefits | 3.77 | 27.3 | 4.13 | 25.9 | 4.27 | 30.8 | 1.56 | 23.1 |
| Paid leave | .97 | 7.0 | 1.26 | 7.9 | .85 | 6.1 | .32 | 4.8 |
| Vacation | .48 | 3.5 | .61 | 3.8 | .44 | 3.2 | .17 | 2.5 |
| Holiday | .33 | 2.4 | .41 | 2.6 | .31 | 2.2 | .10 | 1.4 |
| Sick | .12 | .9 | .18 | 1.1 | .07 | .5 | .04 | .7 |
| Other | .04 | .3 | .05 | .3 | .03 | .2 | .02 | .2 |
| Supplemental pay | .33 | 2.4 | .29 | 1.8 | .50 | 3.6 | .09 | 1.3 |
| Premium ¹ | .17 | 1.2 | .08 | .5 | .36 | 2.6 | .04 | .6 |
| Shift differential | .04 | .3 | .03 | .2 | .06 | .5 | .02 | .3 |
| Nonproduction bonuses | .12 | .8 | .17 | 1.1 | .08 | .6 | .02 | .4 |
| Insurance | .78 | 5.6 | .83 | 5.2 | .93 | 6.7 | .30 | 4.4 |
| Retirement and savings | .45 | 3.3 | .54 | 3.4 | .48 | 3.4 | .11 | 1.6 |
| Pensions | .38 | 2.8 | .43 | 2.7 | .44 | 3.1 | .09 | 1.4 |
| Savings and thrift | .07 | .5 | .10 | .7 | .04 | .3 | .02 | .2 |
| Legally required benefits | 1.22 | 8.8 | 1.20 | 7.5 | 1.48 | 10.7 | .74 | 11.0 |
| Social Security ² | .81 | 5.9 | .92 | 5.8 | .82 | 5.9 | .43 | 6.4 |
| Federal unemployment insurance | .03 | .2 | .03 | .2 | .03 | .2 | .03 | .5 |
| State unemployment insurance | .12 | .8 | .10 | .6 | .15 | 1.1 | .09 | 1.3 |
| Workers' compensation | .24 | 1.7 | .13 | .8 | .44 | 3.2 | .18 | 2.7 |
| Other benefits ³ | .02 | .2 | .02 | .1 | .03 | .2 | (⁴) | (⁴) |

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

² 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.

³ Includes severance pay and supplemental unemployment benefits.

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

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

Table 160. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Private industry workers, by region and bargaining status, March 1988

| 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 | \$15.50 | 100.0 | \$12.23 | 100.0 | \$13.71 | 100.0 | \$14.59 | 100.0 | \$18.16 | 100.0 | \$12.90 | 100.0 |
| Wages and salaries | 11.19 | 72.2 | 9.06 | 74.1 | 9.75 | 71.1 | 10.69 | 73.2 | 12.04 | 66.3 | 9.61 | 74.5 |
| Total benefits | 4.31 | 27.8 | 3.17 | 25.9 | 3.96 | 28.9 | 3.90 | 26.8 | 6.12 | 33.7 | 3.29 | 25.5 |
| Paid leave | 1.18 | 7.6 | .80 | 6.6 | .98 | 7.1 | 1.00 | 6.9 | 1.35 | 7.4 | .89 | 6.9 |
| Vacation | .57 | 3.6 | .40 | 3.3 | .51 | 3.7 | .49 | 3.4 | .72 | 4.0 | .43 | 3.4 |
| Holiday | .40 | 2.6 | .27 | 2.2 | .33 | 2.4 | .34 | 2.3 | .44 | 2.4 | .30 | 2.4 |
| Sick | .16 | 1.0 | .10 | .8 | .10 | .7 | .14 | .9 | .12 | .7 | .12 | .9 |
| Other | .06 | .4 | .03 | .2 | .03 | .2 | .03 | .2 | .06 | .3 | .03 | .3 |
| Supplemental pay | .38 | 2.4 | .27 | 2.2 | .39 | 2.8 | .28 | 1.9 | .64 | 3.5 | .26 | 2.0 |
| Premium ² | .17 | 1.1 | .15 | 1.2 | .22 | 1.6 | .15 | 1.0 | .45 | 2.5 | .11 | .9 |
| Shift differential | .05 | .3 | .03 | .3 | .05 | .3 | .03 | .2 | .10 | .6 | .03 | .2 |
| Nonproduction bonuses | .16 | 1.0 | .09 | .7 | .13 | .9 | .10 | .7 | .08 | .4 | .12 | 1.0 |
| Insurance | .86 | 5.5 | .64 | 5.2 | .87 | 6.4 | .81 | 5.5 | 1.45 | 8.0 | .64 | 5.0 |
| Retirement and savings | .55 | 3.5 | .37 | 3.0 | .46 | 3.3 | .45 | 3.1 | .86 | 4.8 | .36 | 2.8 |
| Pensions | .46 | 3.0 | .31 | 2.5 | .40 | 2.9 | .38 | 2.6 | .81 | 4.4 | .29 | 2.3 |
| Savings and thrift | .08 | .5 | .07 | .5 | .06 | .4 | .07 | .5 | .06 | .3 | .07 | .6 |
| Legally required benefits | 1.33 | 8.6 | 1.08 | 8.8 | 1.22 | 8.9 | 1.35 | 9.3 | 1.76 | 9.7 | 1.11 | 8.6 |
| Social Security ³ | .88 | 5.7 | .73 | 6.0 | .81 | 5.9 | .85 | 5.8 | 1.02 | 5.6 | .76 | 5.9 |
| Federal unemployment insurance | .04 | .3 | .03 | .2 | .03 | .2 | .03 | .2 | .04 | .2 | .03 | .3 |
| State unemployment insurance | .13 | .8 | .09 | .7 | .14 | 1.0 | .12 | .8 | .17 | .9 | .10 | .8 |
| Workers' compensation | .24 | 1.5 | .22 | 1.8 | .20 | 1.5 | .34 | 2.3 | .43 | 2.4 | .20 | 1.6 |
| Other benefits ⁴ | .02 | .1 | (⁵) | (⁵) | .04 | .3 | (⁵) | (⁵) | .06 | .3 | (⁵) | (⁵) |

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.

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

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

Table 161. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Private industry workers, by occupational and industry group, March 1988

| 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 | | | | | | | | | |
| All workers in private industry | \$13.79 | \$10.02 | \$3.77 | \$0.97 | \$0.33 | \$0.78 | \$0.45 | \$1.22 | \$0.02 |
| Occupational group | | | | | | | | | |
| White-collar occupations | 15.97 | 11.84 | 4.13 | 1.26 | .29 | .83 | .54 | 1.20 | .02 |
| Professional specialty and technical | 20.85 | 15.36 | 5.49 | 1.77 | .38 | .98 | .81 | 1.52 | .02 |
| Executive, administrative, and managerial | 23.74 | 17.69 | 6.05 | 2.07 | .46 | 1.05 | .81 | 1.64 | .02 |
| Sales | 10.86 | 8.42 | 2.44 | .59 | .16 | .52 | .24 | .90 | .02 |
| Administrative support, including clerical | 11.53 | 8.32 | 3.21 | .89 | .21 | .79 | .38 | .92 | .02 |
| Blue-collar occupations | 13.87 | 9.59 | 4.27 | .85 | .50 | .93 | .48 | 1.48 | .03 |
| Precision production, craft, and repair | 17.32 | 12.14 | 5.18 | 1.05 | .61 | 1.05 | .63 | 1.81 | .04 |
| Machine operators, assemblers, and inspectors | 12.95 | 8.69 | 4.26 | .90 | .59 | 1.06 | .41 | 1.26 | .05 |
| Transportation and material moving | 14.40 | 9.96 | 4.44 | .87 | .41 | .91 | .53 | 1.71 | .02 |
| Handlers, equipment cleaners, helpers, and laborers | 10.14 | 7.11 | 3.03 | .52 | .31 | .66 | .34 | 1.19 | (²) |
| Service occupations | 6.76 | 5.20 | 1.56 | .32 | .09 | .30 | .11 | .74 | (²) |
| Industry group | | | | | | | | | |
| Goods-producing industries ³ | 16.42 | 11.42 | 5.00 | 1.13 | .55 | 1.11 | .61 | 1.55 | .04 |
| Construction | 16.23 | 11.90 | 4.33 | .57 | .41 | .70 | .65 | 1.98 | .02 |
| Manufacturing | 16.26 | 11.18 | 5.07 | 1.25 | .58 | 1.20 | .57 | 1.43 | .05 |
| Durables | 17.44 | 11.85 | 5.60 | 1.36 | .64 | 1.38 | .61 | 1.54 | .07 |
| Nondurables | 14.55 | 10.23 | 4.32 | 1.10 | .49 | .94 | .51 | 1.26 | .02 |
| Service-producing industries ⁴ | 12.72 | 9.45 | 3.27 | .91 | .24 | .64 | .39 | 1.08 | (²) |
| Transportation and public utilities | 20.50 | 13.90 | 6.60 | 1.81 | .46 | 1.44 | 1.03 | 1.83 | .03 |
| Wholesale trade | 15.72 | 11.59 | 4.13 | 1.10 | .37 | .86 | .47 | 1.32 | (²) |
| Retail trade | 8.00 | 6.18 | 1.82 | .38 | .14 | .36 | .14 | .79 | .02 |
| Finance, insurance, and real estate | 16.00 | 11.91 | 4.09 | 1.31 | .29 | .84 | .52 | 1.12 | (²) |
| Services | 12.98 | 9.78 | 3.20 | .96 | .22 | .57 | .37 | 1.08 | (²) |
| Percent of total compensation | | | | | | | | | |
| All workers in private industry | 100.0 | 72.7 | 27.3 | 7.0 | 2.4 | 5.6 | 3.3 | 8.8 | 0.2 |
| Occupational group | | | | | | | | | |
| White-collar occupations | 100.0 | 74.1 | 25.9 | 7.9 | 1.8 | 5.2 | 3.4 | 7.5 | .1 |
| Professional specialty and technical | 100.0 | 73.7 | 26.3 | 8.5 | 1.8 | 4.7 | 3.9 | 7.3 | .1 |
| Executive, administrative, and managerial | 100.0 | 74.5 | 25.5 | 8.7 | 2.0 | 4.4 | 3.4 | 6.9 | .1 |
| Sales | 100.0 | 77.5 | 22.5 | 5.4 | 1.5 | 4.8 | 2.2 | 8.3 | .2 |
| Administrative support, including clerical | 100.0 | 72.2 | 27.8 | 7.7 | 1.8 | 6.9 | 3.3 | 8.0 | .1 |
| Blue-collar occupations | 100.0 | 69.2 | 30.8 | 6.1 | 3.6 | 6.7 | 3.4 | 10.7 | .2 |
| Precision production, craft, and repair | 100.0 | 70.1 | 29.9 | 6.0 | 3.5 | 6.1 | 3.6 | 10.4 | .3 |
| Machine operators, assemblers, and inspectors | 100.0 | 67.1 | 32.9 | 6.9 | 4.6 | 8.2 | 3.1 | 9.7 | .4 |
| Transportation and material moving | 100.0 | 69.2 | 30.8 | 6.0 | 2.8 | 6.3 | 3.7 | 11.9 | .1 |
| Handlers, equipment cleaners, helpers, and laborers | 100.0 | 70.1 | 29.9 | 5.1 | 3.1 | 6.5 | 3.3 | 11.7 | (²) |
| Service occupations | 100.0 | 76.9 | 23.1 | 4.8 | 1.3 | 4.4 | 1.6 | 11.0 | (²) |
| Industry group | | | | | | | | | |
| Goods-producing industries ³ | 100.0 | 69.6 | 30.4 | 6.9 | 3.3 | 6.8 | 3.7 | 9.5 | .3 |
| Construction | 100.0 | 73.3 | 26.7 | 3.5 | 2.5 | 4.3 | 4.0 | 12.2 | .1 |
| Manufacturing | 100.0 | 68.8 | 31.2 | 7.7 | 3.5 | 7.4 | 3.5 | 8.8 | .3 |
| Durables | 100.0 | 67.9 | 32.1 | 7.8 | 3.6 | 7.9 | 3.5 | 8.8 | .4 |
| Nondurables | 100.0 | 70.3 | 29.7 | 7.5 | 3.4 | 6.5 | 3.5 | 8.7 | .1 |
| Service-producing industries ⁴ | 100.0 | 74.3 | 25.7 | 7.1 | 1.9 | 5.0 | 3.0 | 8.5 | (²) |
| Transportation and public utilities | 100.0 | 67.8 | 32.2 | 8.8 | 2.3 | 7.0 | 5.0 | 8.9 | .2 |
| Wholesale trade | 100.0 | 73.7 | 26.3 | 7.0 | 2.4 | 5.5 | 3.0 | 8.4 | (²) |
| Retail trade | 100.0 | 77.2 | 22.8 | 4.7 | 1.7 | 4.5 | 1.8 | 9.8 | .2 |
| Finance, insurance, and real estate | 100.0 | 74.5 | 25.5 | 8.2 | 1.8 | 5.2 | 3.3 | 7.0 | (²) |
| Services | 100.0 | 75.4 | 24.6 | 7.4 | 1.7 | 4.4 | 2.9 | 8.3 | (²) |

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.

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

Table 162. 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, March 1988

| 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 | | | | | | | | | |
| All workers, goods-producing industries² | \$16.42 | \$11.42 | \$5.00 | \$1.13 | \$0.55 | \$1.11 | \$0.61 | \$1.55 | \$0.04 |
| White-collar occupations | 20.41 | 14.70 | 5.71 | 1.75 | .39 | 1.23 | .79 | 1.52 | .04 |
| Professional specialty and technical | 22.76 | 16.28 | 6.48 | 2.03 | .39 | 1.40 | .93 | 1.67 | .06 |
| Executive, administrative, and managerial | 27.24 | 19.91 | 7.32 | 2.43 | .59 | 1.33 | 1.01 | 1.92 | .04 |
| Administrative support, including clerical | 12.91 | 9.01 | 3.90 | 1.00 | .27 | 1.05 | .51 | 1.06 | .03 |
| Blue-collar occupations | 14.76 | 10.06 | 4.70 | .87 | .62 | 1.06 | .53 | 1.58 | .05 |
| Precision production, craft, and repair | 17.83 | 12.36 | 5.48 | .95 | .71 | 1.11 | .71 | 1.95 | .05 |
| Machine operators, assemblers, and inspectors | 13.25 | 8.84 | 4.41 | .92 | .62 | 1.12 | .42 | 1.28 | .05 |
| Transportation and material moving | 15.93 | 10.69 | 5.24 | .88 | .64 | 1.13 | .69 | 1.86 | .04 |
| Handlers, equipment cleaners, helpers, and laborers | 11.80 | 8.17 | 3.63 | .56 | .41 | .79 | .40 | 1.46 | (³) |
| Service occupations | 12.33 | 8.14 | 4.19 | .85 | .51 | 1.17 | .44 | 1.15 | .07 |
| All workers, service-producing industries⁴ | 12.72 | 9.45 | 3.27 | .91 | .24 | .64 | .39 | 1.08 | (³) |
| White-collar occupations | 15.04 | 11.24 | 3.80 | 1.16 | .27 | .74 | .49 | 1.13 | .02 |
| Professional specialty and technical | 20.28 | 15.09 | 5.19 | 1.69 | .37 | .86 | .77 | 1.48 | (³) |
| Executive, administrative, and managerial | 22.58 | 16.95 | 5.63 | 1.95 | .42 | .96 | .74 | 1.54 | .02 |
| Sales | 10.47 | 8.12 | 2.35 | .55 | .17 | .50 | .23 | .88 | .02 |
| Administrative support, including clerical | 11.23 | 8.17 | 3.06 | .86 | .19 | .74 | .36 | .89 | (³) |
| Blue-collar occupations | 12.57 | 8.91 | 3.65 | .81 | .33 | .75 | .40 | 1.34 | (³) |
| Precision production, craft, and repair | 16.49 | 11.80 | 4.69 | 1.21 | .43 | .95 | .50 | 1.58 | .03 |
| Transportation and material moving | 13.81 | 9.68 | 4.13 | .86 | .32 | .83 | .47 | 1.65 | (³) |
| Handlers, equipment cleaners, helpers, and laborers | 9.10 | 6.45 | 2.65 | .49 | .25 | .58 | .30 | 1.02 | (³) |
| Service occupations | 6.61 | 5.12 | 1.50 | .31 | .08 | .27 | .10 | .73 | (³) |
| Percent of total compensation | | | | | | | | | |
| All workers, goods-producing industries² | 100.0 | 69.6 | 30.4 | 6.9 | 3.3 | 6.8 | 3.7 | 9.5 | 0.3 |
| White-collar occupations | 100.0 | 72.0 | 28.0 | 8.6 | 1.9 | 6.0 | 3.9 | 7.4 | .2 |
| Professional specialty and technical | 100.0 | 71.5 | 28.5 | 8.9 | 1.7 | 6.1 | 4.1 | 7.3 | .3 |
| Executive, administrative, and managerial | 100.0 | 73.1 | 26.9 | 8.9 | 2.2 | 4.9 | 3.7 | 7.1 | .2 |
| Administrative support, including clerical | 100.0 | 69.8 | 30.2 | 7.7 | 2.1 | 8.1 | 3.9 | 8.2 | .2 |
| Blue-collar occupations | 100.0 | 68.2 | 31.8 | 5.9 | 4.2 | 7.2 | 3.6 | 10.7 | .3 |
| Precision production, craft, and repair | 100.0 | 69.3 | 30.7 | 5.3 | 4.0 | 6.2 | 4.0 | 10.9 | .3 |
| Machine operators, assemblers, and inspectors | 100.0 | 66.7 | 33.3 | 6.9 | 4.7 | 8.4 | 3.1 | 9.7 | .4 |
| Transportation and material moving | 100.0 | 67.1 | 32.9 | 5.5 | 4.0 | 7.1 | 4.4 | 11.7 | .2 |
| Handlers, equipment cleaners, helpers, and laborers | 100.0 | 69.2 | 30.8 | 4.7 | 3.5 | 6.7 | 3.4 | 12.4 | (³) |
| Service occupations | 100.0 | 66.0 | 34.0 | 6.9 | 4.2 | 9.5 | 3.5 | 9.4 | .5 |
| All workers, service-producing industries⁴ | 100.0 | 74.3 | 25.7 | 7.1 | 1.9 | 5.0 | 3.0 | 8.5 | (³) |
| White-collar occupations | 100.0 | 74.7 | 25.3 | 7.7 | 1.8 | 4.9 | 3.2 | 7.5 | .1 |
| Professional specialty and technical | 100.0 | 74.4 | 25.6 | 8.4 | 1.8 | 4.3 | 3.8 | 7.3 | (³) |
| Executive, administrative, and managerial | 100.0 | 75.1 | 24.9 | 8.6 | 1.9 | 4.2 | 3.3 | 6.8 | .1 |
| Sales | 100.0 | 77.6 | 22.4 | 5.3 | 1.6 | 4.8 | 2.2 | 8.4 | .2 |
| Administrative support, including clerical | 100.0 | 72.7 | 27.3 | 7.7 | 1.7 | 6.6 | 3.2 | 8.0 | (³) |
| Blue-collar occupations | 100.0 | 70.9 | 29.1 | 6.5 | 2.7 | 6.0 | 3.2 | 10.6 | (³) |
| Precision production, craft, and repair | 100.0 | 71.5 | 28.5 | 7.3 | 2.6 | 5.7 | 3.1 | 9.6 | .2 |
| Transportation and material moving | 100.0 | 70.1 | 29.9 | 6.2 | 2.3 | 6.0 | 3.4 | 11.9 | (³) |
| Handlers, equipment cleaners, helpers, and laborers | 100.0 | 70.9 | 29.1 | 5.4 | 2.7 | 6.4 | 3.3 | 11.2 | (³) |
| Service occupations | 100.0 | 77.4 | 22.6 | 4.7 | 1.2 | 4.1 | 1.6 | 11.0 | (³) |

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.

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

Table 163. 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, March 1988

| 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 | | | | | | | | | |
| All workers, manufacturing industries | \$16.26 | \$11.18 | \$5.07 | \$1.25 | \$0.58 | \$1.20 | \$0.57 | \$1.43 | \$0.05 |
| White-collar occupations | 20.53 | 14.67 | 5.86 | 1.80 | .39 | 1.28 | .83 | 1.51 | .04 |
| Professional specialty and technical | 22.44 | 15.99 | 6.45 | 2.02 | .39 | 1.40 | .92 | 1.65 | .06 |
| Executive, administrative, and managerial | 27.66 | 20.11 | 7.55 | 2.56 | .58 | 1.38 | 1.11 | 1.87 | .04 |
| Administrative support, including clerical | 13.08 | 8.96 | 4.12 | 1.04 | .29 | 1.14 | .55 | 1.07 | .03 |
| Blue-collar occupations | 14.30 | 9.58 | 4.72 | 1.00 | .67 | 1.16 | .44 | 1.39 | .05 |
| Precision production, craft, and repair | 17.81 | 12.04 | 5.78 | 1.30 | .89 | 1.35 | .53 | 1.64 | .07 |
| Machine operators, assemblers, and inspectors | 13.25 | 8.83 | 4.42 | .92 | .62 | 1.12 | .42 | 1.28 | .05 |
| Transportation and material moving | 15.55 | 10.36 | 5.18 | 1.08 | .61 | 1.27 | .53 | 1.65 | .05 |
| Handlers, equipment cleaners, helpers, and laborers | 11.78 | 7.94 | 3.84 | .72 | .46 | .97 | .35 | 1.31 | .02 |
| Service occupations | 12.48 | 8.19 | 4.30 | .88 | .53 | 1.22 | .45 | 1.15 | .07 |
| All workers, nonmanufacturing industries | 13.08 | 9.69 | 3.39 | .89 | .25 | .66 | .42 | 1.16 | (²) |
| White-collar occupations | 15.21 | 11.37 | 3.84 | 1.17 | .27 | .75 | .49 | 1.15 | .02 |
| Professional specialty and technical | 20.43 | 15.20 | 5.24 | 1.71 | .37 | .88 | .78 | 1.49 | (²) |
| Executive, administrative, and managerial | 22.79 | 17.10 | 5.69 | 1.95 | .44 | .97 | .73 | 1.58 | .02 |
| Sales | 10.54 | 8.18 | 2.36 | .55 | .17 | .50 | .23 | .88 | .02 |
| Administrative support, including clerical | 11.28 | 8.21 | 3.06 | .86 | .19 | .74 | .36 | .90 | (²) |
| Blue-collar occupations | 13.52 | 9.60 | 3.92 | .72 | .37 | .75 | .51 | 1.55 | .02 |
| Precision production, craft, and repair | 17.08 | 12.20 | 4.88 | .92 | .46 | .90 | .68 | 1.89 | .03 |
| Transportation and material moving | 14.14 | 9.87 | 4.27 | .82 | .36 | .83 | .53 | 1.72 | (²) |
| Handlers, equipment cleaners, helpers, and laborers | 9.63 | 6.86 | 2.78 | .45 | .26 | .57 | .33 | 1.15 | (²) |
| Service occupations | 6.62 | 5.12 | 1.50 | .31 | .08 | .27 | .10 | .73 | (²) |
| Percent of total compensation | | | | | | | | | |
| All workers, manufacturing industries | 100.0 | 68.8 | 31.2 | 7.7 | 3.5 | 7.4 | 3.5 | 8.8 | 0.3 |
| White-collar occupations | 100.0 | 71.5 | 28.5 | 8.8 | 1.9 | 6.2 | 4.1 | 7.3 | .2 |
| Professional specialty and technical | 100.0 | 71.3 | 28.7 | 9.0 | 1.7 | 6.2 | 4.1 | 7.4 | .3 |
| Executive, administrative, and managerial | 100.0 | 72.7 | 27.3 | 9.3 | 2.1 | 5.0 | 4.0 | 6.8 | .2 |
| Administrative support, including clerical | 100.0 | 68.5 | 31.5 | 7.9 | 2.2 | 8.7 | 4.2 | 8.2 | .3 |
| Blue-collar occupations | 100.0 | 67.0 | 33.0 | 7.0 | 4.7 | 8.1 | 3.1 | 9.7 | .4 |
| Precision production, craft, and repair | 100.0 | 67.6 | 32.4 | 7.3 | 5.0 | 7.6 | 3.0 | 9.2 | .4 |
| Machine operators, assemblers, and inspectors | 100.0 | 66.6 | 33.4 | 7.0 | 4.7 | 8.5 | 3.1 | 9.7 | .4 |
| Transportation and material moving | 100.0 | 66.6 | 33.3 | 6.9 | 3.9 | 8.2 | 3.4 | 10.6 | .3 |
| Handlers, equipment cleaners, helpers, and laborers | 100.0 | 67.4 | 32.6 | 6.1 | 3.9 | 8.2 | 3.0 | 11.2 | .2 |
| Service occupations | 100.0 | 65.6 | 34.4 | 7.0 | 4.3 | 9.7 | 3.6 | 9.2 | .6 |
| All workers, nonmanufacturing industries | 100.0 | 74.1 | 25.9 | 6.8 | 1.9 | 5.0 | 3.2 | 8.9 | (²) |
| White-collar occupations | 100.0 | 74.7 | 25.3 | 7.7 | 1.8 | 4.9 | 3.2 | 7.6 | .1 |
| Professional specialty and technical | 100.0 | 74.4 | 25.6 | 8.4 | 1.8 | 4.3 | 3.8 | 7.3 | (²) |
| Executive, administrative, and managerial | 100.0 | 75.0 | 25.0 | 8.6 | 1.9 | 4.3 | 3.2 | 6.9 | .1 |
| Sales | 100.0 | 77.6 | 22.4 | 5.3 | 1.6 | 4.8 | 2.2 | 8.4 | .2 |
| Administrative support, including clerical | 100.0 | 72.8 | 27.2 | 7.7 | 1.7 | 6.6 | 3.2 | 8.0 | (²) |
| Blue-collar occupations | 100.0 | 71.0 | 29.0 | 5.4 | 2.7 | 5.5 | 3.8 | 11.5 | .1 |
| Precision production, craft, and repair | 100.0 | 71.4 | 28.6 | 5.4 | 2.7 | 5.3 | 4.0 | 11.1 | .2 |
| Transportation and material moving | 100.0 | 69.8 | 30.2 | 5.8 | 2.6 | 5.9 | 3.7 | 12.2 | (²) |
| Handlers, equipment cleaners, helpers, and laborers | 100.0 | 71.2 | 28.8 | 4.7 | 2.7 | 5.9 | 3.5 | 11.9 | (²) |
| Service occupations | 100.0 | 77.4 | 22.6 | 4.7 | 1.2 | 4.1 | 1.6 | 11.0 | (²) |

¹ Includes severance pay and supplemental unemployment benefits.

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

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

Table 164. 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, March 1988

| 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 | | | | | | | | | |
| All union workers, private industry | \$18.16 | \$12.04 | \$6.12 | \$1.35 | \$0.64 | \$1.45 | \$0.86 | \$1.76 | \$0.06 |
| Blue-collar occupations | 18.91 | 12.23 | 6.68 | 1.34 | .79 | 1.59 | .94 | 1.93 | .08 |
| Goods-producing industries ² | 19.31 | 12.42 | 6.89 | 1.29 | .89 | 1.69 | .96 | 1.95 | .10 |
| Service-producing industries ³ | 17.03 | 11.66 | 5.37 | 1.40 | .39 | 1.22 | .77 | 1.57 | .02 |
| Manufacturing | 17.91 | 11.46 | 6.45 | 1.38 | .91 | 1.67 | .66 | 1.71 | .11 |
| Blue-collar occupations | 17.87 | 11.42 | 6.45 | 1.36 | .93 | 1.67 | .64 | 1.72 | .11 |
| Nonmanufacturing | 18.34 | 12.44 | 5.90 | 1.33 | .44 | 1.30 | 1.01 | 1.79 | .03 |
| All nonunion workers, private industry | 12.90 | 9.61 | 3.29 | .89 | .26 | .64 | .36 | 1.11 | (⁴) |
| Blue-collar occupations | 11.13 | 8.16 | 2.97 | .58 | .35 | .58 | .23 | 1.24 | (⁴) |
| Goods-producing industries ² | 15.23 | 11.01 | 4.22 | 1.07 | .41 | .88 | .46 | 1.39 | .02 |
| Service-producing industries ³ | 12.13 | 9.15 | 2.98 | .84 | .22 | .56 | .33 | 1.02 | (⁴) |
| Manufacturing | 15.52 | 11.06 | 4.46 | 1.19 | .42 | .99 | .52 | 1.30 | .02 |
| Blue-collar occupations | 11.54 | 8.16 | 3.38 | .71 | .46 | .77 | .29 | 1.14 | (⁴) |
| Nonmanufacturing | 12.29 | 9.28 | 3.02 | .82 | .23 | .56 | .33 | 1.07 | (⁴) |
| Percent of total compensation | | | | | | | | | |
| All union workers, private industry | 100.0 | 66.3 | 33.7 | 7.4 | 3.5 | 8.0 | 4.8 | 9.7 | 0.3 |
| Blue-collar occupations | 100.0 | 64.7 | 35.3 | 7.1 | 4.2 | 8.4 | 5.0 | 10.2 | .4 |
| Goods-producing industries ² | 100.0 | 64.3 | 35.7 | 6.7 | 4.6 | 8.8 | 5.0 | 10.1 | .5 |
| Service-producing industries ³ | 100.0 | 68.5 | 31.5 | 8.2 | 2.3 | 7.1 | 4.5 | 9.2 | .1 |
| Manufacturing | 100.0 | 64.0 | 36.0 | 7.7 | 5.1 | 9.3 | 3.7 | 9.6 | .6 |
| Blue-collar occupations | 100.0 | 63.9 | 36.1 | 7.6 | 5.2 | 9.4 | 3.6 | 9.6 | .6 |
| Nonmanufacturing | 100.0 | 67.8 | 32.2 | 7.2 | 2.4 | 7.1 | 5.5 | 9.8 | .2 |
| All nonunion workers, private industry | 100.0 | 74.5 | 25.5 | 6.9 | 2.0 | 5.0 | 2.8 | 8.6 | (⁴) |
| Blue-collar occupations | 100.0 | 73.3 | 26.7 | 5.2 | 3.1 | 5.2 | 2.0 | 11.1 | (⁴) |
| Goods-producing industries ² | 100.0 | 72.3 | 27.7 | 7.0 | 2.7 | 5.8 | 3.0 | 9.1 | .1 |
| Service-producing industries ³ | 100.0 | 75.4 | 24.6 | 6.9 | 1.8 | 4.6 | 2.7 | 8.4 | (⁴) |
| Manufacturing | 100.0 | 71.3 | 28.7 | 7.7 | 2.7 | 6.4 | 3.4 | 8.4 | .2 |
| Blue-collar occupations | 100.0 | 70.7 | 29.3 | 6.2 | 4.0 | 6.7 | 2.5 | 9.9 | (⁴) |
| Nonmanufacturing | 100.0 | 75.5 | 24.5 | 6.7 | 1.8 | 4.5 | 2.7 | 8.7 | (⁴) |

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.

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

Table 165. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Private industry workers, by major industry group, March 1987

| Compensation component | All workers in private industry | | Goods-producing ¹ | | Service-producing ² | | Manufacturing | | Nonmanufacturing | |
|--------------------------------------|---------------------------------|---------|------------------------------|---------|--------------------------------|------------------|---------------|---------|------------------|------------------|
| | Cost | Percent | Cost | Percent | Cost | Percent | Cost | Percent | Cost | Percent |
| Total compensation | \$13.42 | 100.0 | \$15.86 | 100.0 | \$12.41 | 100.0 | \$15.51 | 100.0 | \$12.80 | 100.0 |
| Wages and salaries | 9.83 | 73.2 | 11.12 | 70.1 | 9.29 | 74.8 | 10.77 | 69.5 | 9.55 | 74.6 |
| Total benefits | 3.60 | 26.8 | 4.74 | 29.9 | 3.12 | 25.2 | 4.73 | 30.5 | 3.26 | 25.4 |
| Paid leave | .93 | 6.9 | 1.09 | 6.8 | .87 | 7.0 | 1.21 | 7.8 | .85 | 6.6 |
| Vacation | .46 | 3.5 | .55 | 3.5 | .43 | 3.4 | .61 | 4.0 | .42 | 3.3 |
| Holiday | .31 | 2.3 | .40 | 2.5 | .28 | 2.2 | .45 | 2.9 | .27 | 2.1 |
| Sick | .12 | .9 | .10 | .6 | .12 | 1.0 | .11 | .7 | .12 | .9 |
| Other | .03 | .3 | .03 | .2 | .04 | .3 | .04 | .2 | .03 | .3 |
| Supplemental pay | .32 | 2.4 | .53 | 3.3 | .23 | 1.8 | .52 | 3.4 | .25 | 2.0 |
| Premium ³ | .16 | 1.2 | .33 | 2.1 | .09 | .7 | .34 | 2.2 | .11 | .8 |
| Shift differential | .04 | .3 | .07 | .4 | .02 | .2 | .08 | .5 | .02 | .2 |
| Nonproduction bonuses | .12 | .9 | .13 | .8 | .11 | .9 | .10 | .7 | .12 | 1.0 |
| Insurance | .72 | 5.4 | 1.02 | 6.4 | .60 | 4.8 | 1.06 | 6.8 | .62 | 4.8 |
| Retirement and savings | .48 | 3.6 | .64 | 4.1 | .41 | 3.3 | .58 | 3.8 | .45 | 3.5 |
| Pensions | .42 | 3.1 | .56 | 3.5 | .36 | 2.9 | .49 | 3.2 | .40 | 3.1 |
| Savings and thrift | .06 | .5 | .08 | .5 | .05 | .4 | .09 | .6 | .05 | .4 |
| Legally required benefits | 1.13 | 8.4 | 1.43 | 9.0 | 1.01 | 8.1 | 1.31 | 8.5 | 1.08 | 8.4 |
| Social Security ⁴ | .75 | 5.6 | .88 | 5.6 | .69 | 5.6 | .87 | 5.6 | .71 | 5.6 |
| Federal unemployment insurance | .03 | .2 | .03 | .2 | .03 | .3 | .03 | .2 | .03 | .2 |
| State unemployment insurance | .12 | .9 | .18 | 1.1 | .10 | .8 | .17 | 1.1 | .10 | .8 |
| Workers' compensation | .21 | 1.6 | .32 | 2.0 | .16 | 1.3 | .23 | 1.5 | .20 | 1.6 |
| Other benefits ⁵ | .02 | .1 | .04 | .2 | (⁶) | (⁶) | .04 | .3 | (⁶) | (⁶) |

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.

⁶ Cost per hour worked is \$0.01 or less.

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

Table 166. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Private industry workers, by major occupational group, March 1987

| Compensation component | All workers in private industry | | White-collar | | Blue-collar | | Service | |
|--------------------------------------|---------------------------------|---------|--------------|---------|-------------|---------|------------------|------------------|
| | Cost | Percent | Cost | Percent | Cost | Percent | Cost | Percent |
| Total compensation | \$13.42 | 100.0 | \$15.56 | 100.0 | \$13.43 | 100.0 | \$6.43 | 100.0 |
| Wages and salaries | 9.83 | 73.2 | 11.61 | 74.6 | 9.38 | 69.8 | 4.96 | 77.2 |
| Total benefits | 3.60 | 26.8 | 3.95 | 25.4 | 4.05 | 30.2 | 1.47 | 22.8 |
| Paid leave | .93 | 6.9 | 1.20 | 7.7 | .82 | 6.1 | .30 | 4.7 |
| Vacation | .46 | 3.5 | .58 | 3.8 | .43 | 3.2 | .15 | 2.4 |
| Holiday | .31 | 2.3 | .39 | 2.5 | .30 | 2.2 | .09 | 1.4 |
| Sick | .12 | .9 | .17 | 1.1 | .06 | .5 | .04 | .7 |
| Other | .03 | .3 | .05 | .3 | .03 | .2 | .02 | .2 |
| Supplemental pay | .32 | 2.4 | .28 | 1.8 | .47 | 3.5 | .08 | 1.3 |
| Premium ¹ | .16 | 1.2 | .08 | .5 | .34 | 2.5 | .04 | .7 |
| Shift differential | .04 | .3 | .03 | .2 | .06 | .5 | .02 | .3 |
| Nonproduction bonuses | .12 | .9 | .18 | 1.1 | .07 | .5 | .02 | .3 |
| Insurance | .72 | 5.4 | .77 | 4.9 | .87 | 6.4 | .27 | 4.2 |
| Retirement and savings | .48 | 3.6 | .57 | 3.7 | .50 | 3.7 | .12 | 1.9 |
| Pensions | .42 | 3.1 | .48 | 3.1 | .47 | 3.5 | .11 | 1.7 |
| Savings and thrift | .06 | .5 | .10 | .6 | .03 | .2 | (²) | (²) |
| Legally required benefits | 1.13 | 8.4 | 1.12 | 7.2 | 1.37 | 10.2 | .69 | 10.7 |
| Social Security ³ | .75 | 5.6 | .85 | 5.5 | .75 | 5.6 | .39 | 6.1 |
| Federal unemployment insurance | .03 | .2 | .03 | .2 | .03 | .2 | .03 | .5 |
| State unemployment insurance | .12 | .9 | .11 | .7 | .15 | 1.1 | .10 | 1.5 |
| Workers' compensation | .21 | 1.6 | .11 | .7 | .39 | 2.9 | .16 | 2.5 |
| Other benefits ⁴ | .02 | .1 | .02 | .1 | .03 | .2 | (²) | (²) |

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 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 167. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Private industry workers, by occupational and industry group, March 1987

| 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 | | | | | | | | | |
| All workers in private industry | \$13.42 | \$9.83 | \$3.60 | \$0.93 | \$0.32 | \$0.72 | \$0.48 | \$1.13 | \$0.02 |
| Occupational group | | | | | | | | | |
| White-collar occupations | 15.56 | 11.61 | 3.95 | 1.20 | .28 | .77 | .57 | 1.12 | .02 |
| Professional specialty and technical | 19.81 | 14.66 | 5.15 | 1.66 | .32 | .92 | .85 | 1.40 | (²) |
| Executive, administrative, and managerial | 23.81 | 17.86 | 5.95 | 1.99 | .54 | .98 | .88 | 1.55 | .02 |
| Administrative support, including clerical | 10.94 | 7.91 | 3.04 | .85 | .20 | .72 | .42 | .85 | (²) |
| Blue-collar occupations | 13.43 | 9.38 | 4.05 | .82 | .47 | .87 | .50 | 1.37 | .03 |
| Precision production, craft, and repair | 16.85 | 11.92 | 4.93 | .98 | .57 | .99 | .69 | 1.67 | .04 |
| Machine operators, assemblers, and inspectors | 12.44 | 8.44 | 4.00 | .89 | .55 | .93 | .42 | 1.17 | .04 |
| Transportation and material moving | 13.83 | 9.65 | 4.17 | .85 | .39 | .84 | .50 | 1.58 | (²) |
| Handlers, equipment cleaners, helpers, and laborers | 9.81 | 6.93 | 2.89 | .51 | .29 | .63 | .36 | 1.08 | (²) |
| Service occupations | 6.43 | 4.96 | 1.47 | .30 | .08 | .27 | .12 | .69 | (²) |
| Industry group | | | | | | | | | |
| Goods-producing industries ³ | 15.86 | 11.12 | 4.74 | 1.09 | .53 | 1.02 | .64 | 1.43 | .04 |
| Manufacturing | 15.51 | 10.77 | 4.73 | 1.21 | .52 | 1.06 | .58 | 1.31 | .04 |
| Durables | 16.75 | 11.51 | 5.24 | 1.33 | .57 | 1.21 | .65 | 1.41 | .06 |
| Nondurables | 13.72 | 9.72 | 4.01 | 1.04 | .46 | .84 | .49 | 1.17 | (²) |
| Service-producing industries ⁴ | 12.41 | 9.29 | 3.12 | .87 | .23 | .60 | .41 | 1.01 | (²) |
| Transportation and public utilities | 20.24 | 13.77 | 6.47 | 1.75 | .51 | 1.32 | 1.17 | 1.70 | .03 |
| Wholesale trade | 15.15 | 11.24 | 3.91 | 1.05 | .35 | .80 | .49 | 1.21 | (²) |
| Retail trade | 7.85 | 6.07 | 1.78 | .37 | .15 | .35 | .14 | .74 | .02 |
| Services | 12.34 | 9.34 | 3.00 | .91 | .19 | .53 | .37 | 1.00 | (²) |
| Percent of total compensation | | | | | | | | | |
| All workers in private industry | 100.0 | 73.2 | 26.8 | 6.9 | 2.4 | 5.4 | 3.6 | 8.4 | 0.1 |
| Occupational group | | | | | | | | | |
| White-collar occupations | 100.0 | 74.6 | 25.4 | 7.7 | 1.8 | 4.9 | 3.7 | 7.2 | .1 |
| Professional specialty and technical | 100.0 | 74.0 | 26.0 | 8.4 | 1.6 | 4.6 | 4.3 | 7.0 | (²) |
| Executive, administrative, and managerial | 100.0 | 75.0 | 25.0 | 8.4 | 2.3 | 4.1 | 3.7 | 6.5 | .1 |
| Administrative support, including clerical | 100.0 | 72.3 | 27.7 | 7.7 | 1.8 | 6.5 | 3.8 | 7.8 | (²) |
| Blue-collar occupations | 100.0 | 69.8 | 30.2 | 6.1 | 3.5 | 6.4 | 3.7 | 10.2 | .2 |
| Precision production, craft, and repair | 100.0 | 70.8 | 29.2 | 5.8 | 3.4 | 5.9 | 4.1 | 9.9 | .2 |
| Machine operators, assemblers, and inspectors | 100.0 | 67.9 | 32.1 | 7.1 | 4.4 | 7.5 | 3.3 | 9.4 | .3 |
| Transportation and material moving | 100.0 | 69.8 | 30.2 | 6.1 | 2.8 | 6.1 | 3.6 | 11.5 | (²) |
| Handlers, equipment cleaners, helpers, and laborers | 100.0 | 70.6 | 29.4 | 5.2 | 3.0 | 6.5 | 3.7 | 11.0 | (²) |
| Service occupations | 100.0 | 77.2 | 22.8 | 4.7 | 1.3 | 4.2 | 1.9 | 10.7 | (²) |
| Industry group | | | | | | | | | |
| Goods-producing industries ³ | 100.0 | 70.1 | 29.9 | 6.8 | 3.3 | 6.4 | 4.1 | 9.0 | .2 |
| Manufacturing | 100.0 | 69.5 | 30.5 | 7.8 | 3.4 | 6.8 | 3.8 | 8.5 | .3 |
| Durables | 100.0 | 68.7 | 31.3 | 8.0 | 3.4 | 7.3 | 3.9 | 8.4 | .4 |
| Nondurables | 100.0 | 70.8 | 29.2 | 7.6 | 3.3 | 6.1 | 3.5 | 8.6 | (²) |
| Service-producing industries ⁴ | 100.0 | 74.8 | 25.2 | 7.0 | 1.8 | 4.8 | 3.3 | 8.1 | (²) |
| Transportation and public utilities | 100.0 | 68.0 | 32.0 | 8.6 | 2.5 | 6.5 | 5.8 | 8.4 | .1 |
| Wholesale trade | 100.0 | 74.2 | 25.8 | 6.9 | 2.3 | 5.3 | 3.3 | 8.0 | (²) |
| Retail trade | 100.0 | 77.3 | 22.7 | 4.8 | 1.9 | 4.5 | 1.8 | 9.5 | .2 |
| Services | 100.0 | 75.7 | 24.3 | 7.4 | 1.5 | 4.3 | 3.0 | 8.1 | (²) |

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.

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

Table 168. 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, March 1987

| 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 | | | | | | | | | |
| All union workers, private industry | \$17.58 | \$11.83 | \$5.75 | \$1.27 | \$0.58 | \$1.32 | \$0.90 | \$1.63 | \$0.05 |
| Blue-collar occupations | 18.23 | 12.06 | 6.17 | 1.26 | .70 | 1.41 | .95 | 1.79 | .07 |
| Goods-producing industries ² | 18.44 | 12.18 | 6.26 | 1.20 | .78 | 1.46 | .95 | 1.79 | .09 |
| Manufacturing | 16.99 | 11.09 | 5.91 | 1.35 | .81 | 1.41 | .67 | 1.56 | .10 |
| Blue-collar occupations | 16.94 | 11.04 | 5.89 | 1.34 | .83 | 1.41 | .65 | 1.57 | .10 |
| All nonunion workers, private industry | 12.54 | 9.40 | 3.14 | .86 | .26 | .60 | .39 | 1.03 | (³) |
| Blue-collar occupations | 10.60 | 7.80 | 2.81 | .55 | .34 | .54 | .24 | 1.12 | (³) |
| Goods-producing industries ² | 14.73 | 10.66 | 4.07 | 1.04 | .42 | .82 | .51 | 1.27 | (³) |
| Manufacturing | 14.83 | 10.63 | 4.20 | 1.15 | .39 | .90 | .54 | 1.20 | (³) |
| Blue-collar occupations | 11.01 | 7.84 | 3.17 | .69 | .43 | .70 | .29 | 1.05 | (³) |
| Percent of total compensation | | | | | | | | | |
| All union workers, private industry | 100.0 | 67.3 | 32.7 | 7.2 | 3.3 | 7.5 | 5.1 | 9.3 | 0.3 |
| Blue-collar occupations | 100.0 | 66.1 | 33.9 | 6.9 | 3.8 | 7.7 | 5.2 | 9.8 | .4 |
| Goods-producing industries ² | 100.0 | 66.0 | 34.0 | 6.5 | 4.2 | 7.9 | 5.2 | 9.7 | .5 |
| Manufacturing | 100.0 | 65.2 | 34.8 | 8.0 | 4.8 | 8.3 | 3.9 | 9.2 | .6 |
| Blue-collar occupations | 100.0 | 65.2 | 34.8 | 7.9 | 4.9 | 8.3 | 3.8 | 9.3 | .6 |
| All nonunion workers, private industry | 100.0 | 75.0 | 25.0 | 6.8 | 2.1 | 4.7 | 3.1 | 8.2 | (³) |
| Blue-collar occupations | 100.0 | 73.5 | 26.5 | 5.2 | 3.2 | 5.1 | 2.3 | 10.5 | (³) |
| Goods-producing industries ² | 100.0 | 72.4 | 27.6 | 7.0 | 2.8 | 5.6 | 3.4 | 8.6 | (³) |
| Manufacturing | 100.0 | 71.7 | 28.3 | 7.8 | 2.6 | 6.1 | 3.7 | 8.1 | (³) |
| Blue-collar occupations | 100.0 | 71.2 | 28.8 | 6.3 | 3.9 | 6.4 | 2.6 | 9.6 | (³) |

¹ Includes severance pay and supplemental unemployment benefits.

² Includes mining, construction, and manufacturing.

³ Cost per hour worked is \$0.01 or less.

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

Table 169. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Private industry workers, by major industry group, March 1986

| Compensation component | All workers in private industry | | Goods-producing ¹ | | Service-producing ² | | Manufacturing | | Nonmanufacturing | |
|--------------------------------------|---------------------------------|---------|------------------------------|---------|--------------------------------|------------------|---------------|---------|------------------|------------------|
| | Cost | Percent | Cost | Percent | Cost | Percent | Cost | Percent | Cost | Percent |
| Total compensation | \$13.25 | 100.0 | \$15.58 | 100.0 | \$12.25 | 100.0 | \$15.30 | 100.0 | \$12.62 | 100.0 |
| Wages and salaries | 9.67 | 73.0 | 10.91 | 70.0 | 9.13 | 74.6 | 10.60 | 69.3 | 9.38 | 74.3 |
| Total benefits | 3.58 | 27.0 | 4.67 | 30.0 | 3.11 | 25.4 | 4.69 | 30.7 | 3.24 | 25.7 |
| Paid leave | .93 | 7.0 | 1.09 | 7.0 | .86 | 7.0 | 1.21 | 7.9 | .84 | 6.6 |
| Vacation | .46 | 3.5 | .56 | 3.6 | .42 | 3.4 | .61 | 4.0 | .41 | 3.3 |
| Holiday | .32 | 2.4 | .40 | 2.6 | .29 | 2.3 | .45 | 3.0 | .28 | 2.2 |
| Sick | .11 | .9 | .10 | .6 | .12 | 1.0 | .11 | .7 | .11 | .9 |
| Other | .03 | .2 | .03 | .2 | .03 | .3 | .04 | .2 | .03 | .2 |
| Supplemental pay | .30 | 2.3 | .50 | 3.2 | .21 | 1.7 | .50 | 3.3 | .24 | 1.9 |
| Premium ³ | .16 | 1.2 | .31 | 2.0 | .10 | .8 | .32 | 2.1 | .11 | .9 |
| Shift differential | .04 | .3 | .07 | .4 | .03 | .2 | .08 | .5 | .03 | .2 |
| Nonproduction bonuses | .10 | .7 | .13 | .8 | .08 | .7 | .10 | .7 | .10 | .8 |
| Insurance | .73 | 5.5 | 1.00 | 6.4 | .62 | 5.1 | 1.05 | 6.8 | .64 | 5.0 |
| Retirement and savings | .50 | 3.8 | .67 | 4.3 | .43 | 3.5 | .61 | 4.0 | .46 | 3.7 |
| Legally required benefits | 1.11 | 8.4 | 1.38 | 8.9 | .99 | 8.1 | 1.28 | 8.4 | 1.05 | 8.3 |
| Social Security ⁴ | .74 | 5.6 | .86 | 5.5 | .68 | 5.6 | .85 | 5.6 | .70 | 5.6 |
| Federal unemployment insurance | .03 | .2 | .03 | .2 | .03 | .2 | .03 | .2 | .03 | .2 |
| State unemployment insurance | .12 | .9 | .18 | 1.2 | .10 | .8 | .18 | 1.2 | .11 | .8 |
| Workers' compensation | .19 | 1.5 | .29 | 1.9 | .15 | 1.2 | .22 | 1.4 | .19 | 1.5 |
| Other benefits ⁵ | .02 | .1 | .03 | .2 | (⁶) | (⁶) | .04 | .3 | (⁶) | (⁶) |

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.
⁶ Cost per hour worked is \$0.01 or less.

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

Table 170. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Private industry workers, by major occupational group, March 1986

| Compensation component | All workers in private industry | | White-collar | | Blue-collar | | Service | |
|--------------------------------------|---------------------------------|---------|--------------|---------|-------------|---------|------------------|------------------|
| | Cost | Percent | Cost | Percent | Cost | Percent | Cost | Percent |
| Total compensation | \$13.25 | 100.0 | \$15.34 | 100.0 | \$13.34 | 100.0 | \$6.59 | 100.0 |
| Wages and salaries | 9.67 | 73.0 | 11.41 | 74.4 | 9.30 | 69.7 | 5.01 | 76.0 |
| Total benefits | 3.58 | 27.0 | 3.93 | 25.6 | 4.04 | 30.3 | 1.58 | 24.0 |
| Paid leave | .93 | 7.0 | 1.18 | 7.7 | .83 | 6.2 | .34 | 5.1 |
| Vacation | .46 | 3.5 | .57 | 3.7 | .44 | 3.3 | .15 | 2.3 |
| Holiday | .32 | 2.4 | .40 | 2.6 | .30 | 2.3 | .11 | 1.7 |
| Sick | .11 | .9 | .16 | 1.1 | .07 | .5 | .06 | .9 |
| Other | .03 | .2 | .04 | .3 | .02 | .2 | .02 | .3 |
| Supplemental pay | .30 | 2.3 | .25 | 1.6 | .47 | 3.6 | .10 | 1.5 |
| Premium ¹ | .16 | 1.2 | .09 | .6 | .34 | 2.5 | .05 | .7 |
| Shift differential | .04 | .3 | .03 | .2 | .06 | .5 | .03 | .4 |
| Nonproduction bonuses | .10 | .7 | .14 | .9 | .07 | .5 | .02 | .4 |
| Insurance | .73 | 5.5 | .77 | 5.0 | .87 | 6.5 | .33 | 5.0 |
| Retirement and savings | .50 | 3.8 | .62 | 4.0 | .51 | 3.8 | .12 | 1.8 |
| Legally required benefits | 1.11 | 8.4 | 1.10 | 7.2 | 1.33 | 10.0 | .69 | 10.5 |
| Social Security ² | .74 | 5.6 | .84 | 5.5 | .75 | 5.6 | .40 | 6.1 |
| Federal unemployment insurance | .03 | .2 | .03 | .2 | .03 | .2 | .03 | .4 |
| State unemployment insurance | .12 | .9 | .11 | .7 | .16 | 1.2 | .10 | 1.6 |
| Workers' compensation | .19 | 1.5 | .10 | .7 | .35 | 2.6 | .15 | 2.3 |
| Other benefits ³ | .02 | .1 | .02 | .1 | .03 | .2 | (⁴) | (⁴) |

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

² 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.

³ Includes severance pay and supplemental unemployment benefits.

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

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

Table 171. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Private industry workers, by occupational and industry group, March 1986

| 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 | | | | | | | | | |
| All workers in private industry | \$13.25 | \$9.67 | \$3.58 | \$0.93 | \$0.30 | \$0.73 | \$0.50 | \$1.11 | \$0.02 |
| Occupational group | | | | | | | | | |
| White-collar occupations | 15.34 | 11.41 | 3.93 | 1.18 | .25 | .77 | .62 | 1.10 | .02 |
| Professional specialty and technical | 19.72 | 14.53 | 5.19 | 1.61 | .30 | .97 | .94 | 1.36 | .02 |
| Executive, administrative, and managerial | 22.23 | 16.82 | 5.42 | 1.86 | .40 | .87 | .80 | 1.47 | .02 |
| Administrative support, including clerical | 10.31 | 7.40 | 2.91 | .78 | .18 | .69 | .43 | .81 | (²) |
| Blue-collar occupations | 13.34 | 9.30 | 4.04 | .83 | .47 | .87 | .51 | 1.33 | .03 |
| Precision production, craft, and repair | 16.66 | 11.83 | 4.83 | 1.00 | .56 | .97 | .65 | 1.62 | .03 |
| Machine operators, assemblers, and inspectors | 11.72 | 7.99 | 3.72 | .79 | .49 | .85 | .44 | 1.13 | .04 |
| Transportation and material moving | 12.84 | 8.99 | 3.84 | .79 | .36 | .84 | .47 | 1.36 | (²) |
| Handlers, equipment cleaners, helpers, and laborers | 10.69 | 7.37 | 3.32 | .62 | .35 | .75 | .41 | 1.17 | .02 |
| Service occupations | 6.59 | 5.01 | 1.58 | .34 | .10 | .33 | .12 | .69 | (²) |
| Industry group | | | | | | | | | |
| Goods-producing industries ³ | 15.58 | 10.91 | 4.67 | 1.09 | .50 | 1.00 | .67 | 1.38 | .03 |
| Manufacturing | 15.30 | 10.60 | 4.69 | 1.21 | .50 | 1.05 | .61 | 1.28 | .04 |
| Durables | 16.54 | 11.30 | 5.25 | 1.33 | .56 | 1.21 | .70 | 1.38 | .06 |
| Nondurables | 13.48 | 9.59 | 3.89 | 1.03 | .42 | .81 | .48 | 1.14 | (²) |
| Service-producing industries ⁴ | 12.25 | 9.13 | 3.11 | .86 | .21 | .62 | .43 | .99 | (²) |
| Transportation and public utilities | 19.87 | 13.56 | 6.32 | 1.72 | .47 | 1.22 | 1.21 | 1.67 | .02 |
| Wholesale trade | 15.40 | 11.39 | 4.01 | 1.03 | .29 | .93 | .51 | 1.23 | .02 |
| Retail trade | 7.82 | 6.04 | 1.77 | .38 | .14 | .35 | .15 | .74 | .02 |
| Services | 12.26 | 9.23 | 3.04 | .91 | .19 | .58 | .38 | .96 | (²) |
| Percent of total compensation | | | | | | | | | |
| All workers in private industry | 100.0 | 73.0 | 27.0 | 7.0 | 2.3 | 5.5 | 3.8 | 8.4 | 0.1 |
| Occupational group | | | | | | | | | |
| White-collar occupations | 100.0 | 74.4 | 25.6 | 7.7 | 1.6 | 5.0 | 4.0 | 7.2 | .1 |
| Professional specialty and technical | 100.0 | 73.7 | 26.3 | 8.2 | 1.5 | 4.9 | 4.7 | 6.9 | .1 |
| Executive, administrative, and managerial | 100.0 | 75.6 | 24.4 | 8.3 | 1.8 | 3.9 | 3.6 | 6.6 | .1 |
| Administrative support, including clerical | 100.0 | 71.8 | 28.2 | 7.5 | 1.8 | 6.7 | 4.2 | 7.9 | (²) |
| Blue-collar occupations | 100.0 | 69.7 | 30.3 | 6.2 | 3.6 | 6.5 | 3.8 | 10.0 | .2 |
| Precision production, craft, and repair | 100.0 | 71.0 | 29.0 | 6.0 | 3.3 | 5.8 | 3.9 | 9.7 | .2 |
| Machine operators, assemblers, and inspectors | 100.0 | 68.2 | 31.8 | 6.7 | 4.2 | 7.2 | 3.7 | 9.6 | .3 |
| Transportation and material moving | 100.0 | 70.1 | 29.9 | 6.1 | 2.8 | 6.6 | 3.7 | 10.6 | (²) |
| Handlers, equipment cleaners, helpers, and laborers | 100.0 | 69.0 | 31.0 | 5.8 | 3.3 | 7.0 | 3.9 | 10.9 | .1 |
| Service occupations | 100.0 | 76.0 | 24.0 | 5.1 | 1.5 | 5.0 | 1.8 | 10.5 | (²) |
| Industry group | | | | | | | | | |
| Goods-producing industries ³ | 100.0 | 70.0 | 30.0 | 7.0 | 3.2 | 6.4 | 4.3 | 8.9 | .2 |
| Manufacturing | 100.0 | 69.3 | 30.7 | 7.9 | 3.3 | 6.8 | 4.0 | 8.4 | .3 |
| Durables | 100.0 | 68.3 | 31.7 | 8.0 | 3.4 | 7.3 | 4.3 | 8.3 | .4 |
| Nondurables | 100.0 | 71.1 | 28.9 | 7.6 | 3.1 | 6.0 | 3.6 | 8.5 | (²) |
| Service-producing industries ⁴ | 100.0 | 74.6 | 25.4 | 7.0 | 1.7 | 5.1 | 3.5 | 8.1 | (²) |
| Transportation and public utilities | 100.0 | 68.2 | 31.8 | 8.6 | 2.4 | 6.2 | 6.1 | 8.4 | .1 |
| Wholesale trade | 100.0 | 74.0 | 26.0 | 6.7 | 1.9 | 6.0 | 3.3 | 8.0 | .1 |
| Retail trade | 100.0 | 77.3 | 22.7 | 4.9 | 1.8 | 4.5 | 1.9 | 9.4 | .2 |
| Services | 100.0 | 75.3 | 24.7 | 7.4 | 1.5 | 4.8 | 3.1 | 7.9 | (²) |

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.

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

Table 172. 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, March 1986

| 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 | | | | | | | | | |
| All union workers, private industry | \$16.79 | \$11.32 | \$5.47 | \$1.23 | \$0.54 | \$1.24 | \$0.87 | \$1.54 | \$0.05 |
| Blue-collar occupations | 17.70 | 11.75 | 5.95 | 1.27 | .67 | 1.35 | .92 | 1.69 | .06 |
| Goods-producing industries ² | 17.92 | 11.78 | 6.15 | 1.20 | .76 | 1.43 | .97 | 1.70 | .09 |
| Manufacturing | 16.64 | 10.80 | 5.84 | 1.34 | .79 | 1.39 | .73 | 1.48 | .10 |
| Blue-collar occupations | 16.56 | 10.75 | 5.82 | 1.33 | .81 | 1.39 | .70 | 1.49 | .10 |
| All nonunion workers, private industry | 12.39 | 9.26 | 3.12 | .85 | .24 | .61 | .41 | 1.00 | (³) |
| Blue-collar occupations | 10.32 | 7.60 | 2.71 | .53 | .34 | .54 | .22 | 1.08 | (³) |
| Goods-producing industries ² | 14.56 | 10.53 | 4.03 | 1.04 | .39 | .81 | .54 | 1.24 | (³) |
| Manufacturing | 14.69 | 10.51 | 4.17 | 1.15 | .37 | .89 | .56 | 1.19 | (³) |
| Blue-collar occupations | 10.77 | 7.66 | 3.11 | .67 | .42 | .69 | .29 | 1.04 | (³) |
| Percent of total compensation | | | | | | | | | |
| All union workers, private industry | 100.0 | 67.4 | 32.6 | 7.4 | 3.2 | 7.4 | 5.2 | 9.2 | 0.3 |
| Blue-collar occupations | 100.0 | 66.4 | 33.6 | 7.2 | 3.8 | 7.6 | 5.2 | 9.5 | .4 |
| Goods-producing industries ² | 100.0 | 65.7 | 34.3 | 6.7 | 4.3 | 8.0 | 5.4 | 9.5 | .5 |
| Manufacturing | 100.0 | 64.9 | 35.1 | 8.1 | 4.8 | 8.4 | 4.4 | 8.9 | .6 |
| Blue-collar occupations | 100.0 | 64.9 | 35.1 | 8.0 | 4.9 | 8.4 | 4.3 | 9.0 | .6 |
| All nonunion workers, private industry | 100.0 | 74.8 | 25.2 | 6.9 | 1.9 | 4.9 | 3.3 | 8.1 | (³) |
| Blue-collar occupations | 100.0 | 73.7 | 26.3 | 5.1 | 3.3 | 5.3 | 2.2 | 10.4 | (³) |
| Goods-producing industries ² | 100.0 | 72.3 | 27.7 | 7.1 | 2.7 | 5.6 | 3.7 | 8.5 | (³) |
| Manufacturing | 100.0 | 71.6 | 28.4 | 7.8 | 2.5 | 6.1 | 3.8 | 8.1 | (³) |
| Blue-collar occupations | 100.0 | 71.1 | 28.9 | 6.2 | 3.9 | 6.4 | 2.7 | 9.7 | (³) |

¹ Includes severance pay and supplemental unemployment benefits.

² Includes mining, construction, and manufacturing.

³ Cost per hour worked is \$0.01 or less.

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

Appendix A.

Description of the Survey, Estimation Methods, and Measures of Data Reliability

The Employer Costs for Employee Compensation (ECEC) estimates are based on data collected for the Employment Cost Index (ECI) survey. Unlike the ECI, ECEC estimates are weighted by the most recently available industry and occupational employment mix.

Sample design

Establishment sample. Beginning in 1997, the method of selecting samples changed from an industry-based sample to a cross-area- and cross-industry-based sample. The sample of establishments for the 1986-96 ECEC surveys was drawn on a probability basis by industry from State unemployment insurance and supplementary files. In 1997, the majority of the sample was industry based; however, a small portion was cross-area and cross-industry based. Each year the sample proportion that is cross-area and cross-industry based will increase until the new sample design is fully implemented. Establishments were classified in industry categories, based on the 1987 Standard Industrial Classification (SIC), as defined by the U.S. Office of Management and Budget. In most cases, establishments were categorized at the 2-digit SIC level, such as business services or electrical machinery manufacturing. Establishments were systematically selected with probability of selection proportionate to their relative employment size within the industry. Wages and salaries and benefits data were collected from each establishment.

The sample will be completely replaced over approximately a 5-year period in order to reduce respondent burden and to have the sample reflect the current sample frame. The total sample replacement is gradual, with portions replaced on a continual basis.

Occupational sample. After the sample of establishments is selected, occupations at the most narrowly defined level are sampled in each establishment. The occupations within establishments are sampled on a probability-proportionate-to-employment basis.

Occupational sampling is completed by a BLS representative during a personal visit in which initial wages and salaries and benefits data are collected. A specific number of narrowly defined occupations (between four and eight) is selected, depending on establishment employment size. Each occupation selected is classified into 1 of the following 10 major occupa-

tional groups: Professional specialty; technical; executive, administrative, and managerial; sales; administrative support, including clerical; precision production, craft, and repair; machine operators, assemblers, and inspectors; transportation and material moving; handlers, equipment cleaners, helpers, and laborers; and service occupations.

The survey's occupational classification system was originally based on the classification system used in the 1970 Census of Population. Beginning in June 1986, occupations were redefined, according to the classification system used in the 1980 census, which is based on the Standard Occupational Classification (SOC) system.⁸

Collection methods

BLS representatives initiate data collection during a visit to the sample reporting unit. Wage and salary and benefit information is summarized in a report that is sent to the respondent each quarter for review and changes. Changes are usually reported by mail, fax, or telephone. Data are collected for the pay period including the 12th day of the survey months—March, June, September, and December. The data for March of each year are used for the ECEC estimates.

Collecting wage and salary data. During the initial visit and in each subsequent quarterly update that an establishment is in the ECI sample, BLS representatives collect the average hourly straight-time wage rate of each of the sampled occupations.

Collecting benefit cost data. Benefit costs are measured as a cost at a particular point in time, rather than in the form of a past expenditure.⁹ The ECI uses the current-cost approach. That is, annual costs are calculated based on the current price of

⁸ For a discussion of the change in the classification system and the effect of the change on ECI estimates, see Albert E. Schwenk, "Introducing New Weights for the Employment Cost Index," *Monthly Labor Review*, June 1985, pp. 22-27. When 1990 weights were introduced in March 1995, there were essentially no changes in the occupational classification system. See Albert E. Schwenk, "Introducing 1990 Weights for the Employment Cost Index," *Compensation and Working Conditions*, June 1995, pp. 1-5.

⁹ See Felicia Nathan, "Analyzing Employer Costs for Wages, Salaries, and Benefits," *Monthly Labor Review*, October 1987, pp. 3-11.

benefits and current plan provisions. The annual cost is then divided by the annual hours worked to yield the cost per hour worked for each benefit.

The information needed to calculate benefit costs depends on the specific benefit plan. For example, the following illustrations explain, for some basic plans, what type of information is collected and how the costs are calculated.

Example 1. Each employee in the selected occupation receives 10 paid holidays, with 8 hours of straight-time pay for each holiday. The hourly wage is \$10. All employees work 2,000 hours per year.

The annualized current cost in this example is the number of paid holidays provided under current plan provisions (10) times the rate at which each holiday is paid (8 hours of straight-time pay). This annualized current cost is then divided by the annual hours worked (2,000) to yield the current cost per hour worked. Thus, the current cost is:

$$10 \times (8 \times \$10) = \$800;$$

$$\$800 / 2,000 = \$.40 \text{ per hour worked}$$

Example 2. A health benefits plan is provided to all employees in the selected occupation. The monthly premium, paid entirely by the company, is \$120 per employee. Each employee works 2,000 hours per year.

The annualized current cost in this example is the monthly premium (\$120) times 12 months. This annualized current cost is then divided by the number of annual hours worked (2,000) to yield the current cost per hour worked. Thus, the current cost is:

$$\$120 \times 12 = \$1,440;$$

$$\$1,440 / 2,000 = \$.72 \text{ per hour worked}$$

Computation of employer costs for employee compensation

Prior to computing the average cost level estimates at the aggregate levels, wages and salaries are converted to a straight-time hourly rate, and benefit costs are converted to the cost per hour worked. (See the section on collecting benefit cost data.)

To compute average current cost level estimates at higher levels of industry and occupation aggregation, current industry and occupational employment weights are required. To compute the March 1999 cost levels, for example, March 1999 industry employment figures from the BLS Current Employment Statistics (CES) program were used in conjunction with the sample weights of the establishment occupations in the March 1999 ECI sample. (Employment figures from the CES sample survey were adjusted using data from a complete count of establishments: First quarter 1998 Employment, Wages, and Contributions Report, known as the ES-202 Report.) Sample weights are ECI estimates of the occupational employment, reflecting both probability of selection of each establishment surveyed and the probability of selection of that establishment occupation.

For the March 1999 estimates, Standard Industrial Classification (SIC) coding changes that were introduced with the 1996 CES benchmark were not incorporated into estimates for that year. Some establishments in motor freight transportation and warehousing (SIC 42), transportation by air (SIC 45), and transportation services (SIC 47) were reclassified into air courier services (SIC 4513). 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 employment counts would be consistent with the weighted costs (which could not be converted to the new coding structure that 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 in 1997. However, these data were used in the calculation of higher level series—service-producing industries, nonmanufacturing, and all workers. These SIC coding changes were introduced into the ECEC with the March 1998 estimates.

For more information on the SIC coding changes, see “BLS Establishment Estimates Revised to Incorporate March 1996 Benchmarks” in the June 1997, or any subsequent, issue of *Employment and Earnings*.

The procedure for estimating the compensation costs at aggregate levels involves two steps. The first step applies the ECEC sample weights to compute a cost for each benefit in each major occupational group within every 2-digit industry (for example, paid vacations for sales workers in transportation equipment manufacturing). The formula for the first step is:

$$\bar{Y}_{bko} = \frac{\sum_{j,q} (Y_{bkojq} * SW_{kojq})}{\sum_{j,q} (SW_{kojq})}$$

where:

\bar{Y}_{bko} is the weighted cost level estimate of a benefit b in industry group k, occupational group o (weighted with sample weights);

Y_{bkojq} is the average wage rate or cost per hour worked for a benefit b, industry group k, occupational group o, occupation q, establishment j; and

SW_{kojq} is the sample weight for occupation q in establishment j, occupational group o, and industry k.

The second step allocates the industry weights from the CES program over the major occupational groups, using the employment of the groups as estimated from the ECI sample. The second step is applied as the costs at the detailed levels (for example, major occupational group/2-digit industry) are aggregated to calculate the published costs.

The formula for the second step is:

$$C_{bko} = \frac{(E_{ko} * \bar{Y}_{bko})}{\sum_{j,q} SW_{kojq}}$$

where:

\bar{C}_{bko} is the weighted cost level estimate of a benefit b for an occupational group o in industry k (weighted with both ECI sample weights and CES industry employment);

E_{ko} is industry/occupation employment data from CES and ECI; the occupational employment within an industry is estimated by using the ECI sample data to allocate the occupational distribution of CES industry employment; and

\bar{Y}_{bko} is the weighted cost level estimate for a benefit in industry k , for occupational group o (weighted with sample weights).

Reliability of the estimates

There are two types of errors possible in any sample survey—sampling and nonsampling.

Sampling errors. These 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 each other.

A measure of the variation among these differing estimates is the standard error. The standard error can be used to measure the precision with which an estimate from a particular sample approximates the expected result of all possible samples. 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. Chances are about 90 out of 100 that this difference will be less than 1.6 times the standard error. 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. Relative standard errors (expressed as ratios of the standard error to the cost estimate) for all 1999 published estimates of employer costs for employee compensation are provided in tables A-1 through A-16.

For information on using ECEC data to measure changes over time, see Albert E. Schwenk, “Measuring Trends in the Structure of Levels of Employer Costs for Employee Compensation” and Michael K. Lettau, Mark A. Lowenstein, and Aaron T. Cushner, “Explaining the Differential Growth Rates of the ECI and the ECEC,” *Compensation and Working Conditions*, Summer 1997, pp. 3-14 and pp. 15-23. See also, Martha A. C. Walker and Bruce J. Bergman, “Analyzing Year-to-Year Changes in Employer Costs for Employee Compensation,” *Compensation and Working Conditions*, Spring 1998, pp. 17-27. These

articles are reprinted in appendix C of this bulletin.

The method used for computing the standard errors for the ECEC is called “balanced repeated replication.” Each industry sample is divided into a number of variance strata, and the sample in each variance stratum is divided into half-samples. The cost level or percent change estimates are replicated 128 times, using the data from one half-sample from each stratum instead of the data from both half-samples.

The formula used for calculating the variances and, in turn, the standard errors, is:

$$\text{VAR } X = \sum_{i=1}^{128} [x_i - x_0]^2 / 128$$

where:

X is the cost levels estimate

i is the replicate

x_i is the i th half-sample estimate for some cell, and

x_0 is the full sample level estimate for some cell.

Nonsampling errors. These errors have a number of potential sources. The primary sources are (1) survey nonresponse and (2) data collection and processing errors, such as incorrect information provided by respondents; definitional difficulties; and errors in recording, coding, and processing data obtained.

Nonsampling errors are not measured. However, procedures for reducing nonsampling errors are in place, through several quality assurance programs. Quality assurance programs include the use of data collection reinterviews, observed interviews, computer edits of the data, and systematic professional review of the reports on which the data are recorded. These programs serve as a training device to provide feedback to the field staff on errors. They also provide information on sources of error that can be remedied by improved collection instructions or data processing edits. BLS also thoroughly trains field economists to maintain high data collection standards.

Because not all sample units respond to the ECI survey, nonresponse adjustment is required. For permanent refusals identified during initial data collection, weights of responding units are adjusted to reflect nonresponse by similar establishments. For temporary nonresponses for wage data during update quarters, or if some data are missing, missing data are imputed on the basis of information provided by similar establishments.

Appendix B. Classification by Industry, Occupation, Geographic Region, Bargaining Status, and Area Size

BLS and other Federal agencies follow common systems to classify establishments and occupations by industry and occupational group, geographic region, bargaining status, and area size. This appendix briefly describes these classification systems, as they apply to the ECI and ECEC.

Industry

Establishments in the ECI survey are classified in industry categories on the basis of the 1987 *Standard Industrial Clas-*

sification (SIC) Manual maintained by the Office of Management and Budget. An establishment is an economic unit, usually at a single physical location, where business is conducted or where services or industrial operations are performed. SIC designation is normally based on the primary activity of the establishment.

The industry categories for which data are available from the ECI are composed of the following groups of industries, as defined by the SIC manual:

| Industry category | SIC codes |
|--------------------------------------------------------|-------------|
| Civilian | 10-96 |
| State and local governments | 10-96 |
| Private industry | 10-89 |
| Goods-producing industries | 10-39 |
| Construction | 15-17 |
| Manufacturing | 20-39 |
| Durables | 24,25,32-39 |
| Aircraft manufacturing | 3721 |
| Nondurables | 20-23,26-31 |
| Service-producing industries | 40-89 |
| Transportation and public utilities | 40-49 |
| Transportation | 40-47 |
| Public utilities | 48-49 |
| Communications | 48 |
| Electric, gas, and sanitary services | 49 |
| Wholesale and retail trade | 50-59 |
| Wholesale trade | 50-51 |
| Retail trade | 52-59 |
| General merchandise stores | 53 |
| Food stores | 54 |
| Finance, insurance and real estate | 60-67 |
| Banking, savings and loan, other credit agencies | 60-61 |
| Insurance | 63-64 |
| Service industries | 70-89 |
| Business services | 73 |
| Health services | 80 |
| Nursing homes | 805 |
| Hospitals | 806 |
| Educational services | 82 |
| Schools | 821,822 |
| Elementary and secondary education | 821 |
| Higher education | 822 |
| Public administration | 90-96 |

Occupations

In March 1995, the ECI began to classify occupations into categories defined for the 1990 Census of Population, which in turn uses Standard Occupational Classification (SOC) occupational groupings. (Prior to March 1995, all occupations in the ECI were classified in categories defined for the 1980 Census, also using SOC groupings.) The following table shows the types of occupations that comprise each of the major occupational groups. (In all cases, supervisors are included with the occupation supervised.)

Professional specialty

- Engineers, architects, and surveyors
- Mathematical and computer scientists
- Natural scientists
- Health diagnosing occupations (physicians, dentists, etc.)
- Health assessment and treating occupations (registered nurses, pharmacists, physical therapists, etc.)
- Teachers
- Librarians, archivists, and curators
- Social scientists and urban planners
- Social, recreation, and religious workers
- Lawyers and judges
- Writers, authors, entertainers, and athletes

Technical

- Health technologists and technicians
- Engineering and related technologists and technicians
- Science technicians
- Miscellaneous technicians

Executive, administrative, and managerial

Sales

- Sales workers
- Sales representatives
- Cashiers

Administrative support including clerical

- Computer equipment operators
- Secretaries, stenographers, and typists
- Information clerks
- Records processing clerks
- Duplicating, mail, and other office machine operators
- Material recording, scheduling, and distribution clerks
- Adjusters and investigators

Precision production, craft, and repair

- Mechanics and repairers
- Construction trades occupations
- Extractive occupations
- Precision metalworking, woodworking, textile, apparel, and other materials occupations

- Precision inspectors, testers, and related occupations
- Plant and system operators

Machine operators, assemblers, and inspectors

- Metalworking, plastic working, and woodworking machine operators
- Printing machine operators
- Textile, apparel, and finishing machine operators
- Machine operators, other materials
- Fabricators, assemblers, and hand working occupations
- Production inspectors, testers, samplers, and weighers

Transportation and material moving

- Motor vehicle operators
- Railroad and water transportation operators
- Moving equipment operators

Handlers, equipment cleaners, helpers, and laborers

Service

- Protective service occupations
- Food service occupations
- Health service occupations (e.g., health aides and nursing aides)
- Cleaning and building service occupations
- Personal service occupations (e.g., barbers, hairdressers, and ushers)

NOTE: *White collar* includes the following: Professional specialty; technical; executive, administrative, and managerial; sales; and administrative support, including clerical. *Blue collar* includes: Precision production, craft, and repair; machine operators, assemblers, and inspectors; transportation and material moving; and handlers, equipment cleaners, helpers, and laborers. *Production and nonsupervisory* includes all workers except white collar in goods-producing industries and executive, administrative, and managerial in service-producing industries.

Geographic region

The four regions for which ECEC data are published correspond to the four census regions. The State composition of those regions 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.

Bargaining status

Union status is determined separately for each occupation in an establishment. An occupation is considered union if all of the following conditions are met:

- A labor organization is recognized as the bargaining agent for workers in the occupation.
- Wage and salary rates are determined through collective

bargaining or negotiations.

- Settlement terms, which must include wage provisions and may include benefit provisions, are embodied in a signed, mutually binding collective bargaining agreement. (Not all employees of the respective occupation need to belong to the union.)

Area size

Each establishment is classified as within or outside a metropolitan area. This classification is based on the metropolitan area definitions of the U.S. Office of Management and Budget.

Appendix C. Survey Data in BLS Research Articles

The tables published in this bulletin present the major findings of the Employer Costs for Employee Compensation data series. Survey data are also available in BLS research articles, news releases, special bulletins and reports, and electronic media. Articles based on the ECI and the ECEC data are published in the Bureau's *Monthly Labor Review* and *Compensation and Working Conditions* periodicals. The following articles about the ECEC are presented here:

Nathan, Felicia, "Analyzing Employers' Costs for Wages, Salaries, and Benefits," *Monthly Labor Review*, October 1987, pp. 3-11.

Shelly, Wayne, "Compensation Cost Levels by Establishment Employment Size," *Compensation and Working Conditions*, August 1991, pp. 1-7.

Braden, Bradley R. and Hyland, Stephanie L., "Costs of Employee Compensation in Public and Private Sectors," *Monthly Labor Review*, May 1993.

Brinkley, Mark A., "Employer Costs for Employee Compensation to Include Information on Part-time and Full-time Workers," *Compensation and Working Conditions*, June 1994, pp. 1-11.

Schwenk, Albert E., "Introducing 1990 Weights for the Employment Cost Index," *Compensation and Working Conditions*, June 1995, pp. 1-5.

Schwenk, Albert E., "Measuring Trends in the Structure and Levels of Employer Costs for Employee Compensation," *Compensation and Working Conditions*, Summer 1997, pp. 3-14.

Lettau, Michael K., Lowenstein, Mark A., and Cushner, Aaron T., "Explaining the Differential Growth Rates of the ECI and ECEC," *Compensation and Working Conditions*, Summer 1997, pp. 15-23.

Walker, Martha A.C., and Bergman, Bruce J., "Analyzing Year-to-Year Changes in Employer Costs for Employee Compensation," *Compensation and Working Conditions*, Spring 1998, pp. 17-27.

Wiatrowski, William J., "Tracking Changes in Benefit Costs," *Compensation and Working Conditions*, Spring 1999, pp. 32-37.

Schwenk, Albert E., "Compensation Cost Trends in Private Industry and State and Local Governments," *Compensation and Working Conditions*, Fall 1999, pp. 13-18.