



**RELATIVE STANDARD ERRORS FOR ESTIMATES PUBLISHED IN
EMPLOYER COSTS FOR EMPLOYEE COMPENSATION
SUPPLEMENTARY TABLES
DECEMBER 2008**

The following tables provide the relative standard errors for all cost estimates published in the Employer Costs for Employee Compensation – December 2008 supplementary tables.

Because the Employer Costs for Employee Compensation is a sample survey, it is subject to sampling errors. Sampling errors are differences that occur between the results computed from a sample of observations and those computed from all observations in the population. The estimates derived from different samples selected using the same sample design may differ from each other. A measure of the variation among these differing estimates is the standard error. The relative standard error is the standard error expressed as a percent of the cost. It can be used to measure the precision with which an estimate from a particular sample approximates the expected result of all possible samples. The chances are about 68 out of 100 that an estimate from the survey differs from a complete population figure by less than the standard error. The chances are about 90 out of 100 that this difference would be less than 1.6 times the standard error.

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

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

Obtaining information

Articles, bulletins, and other information may be obtained by contacting us by one of the methods listed below. Information will be made available to sensory impaired individuals upon request. Voice phone: (202) 691-5200; Federal Relay Service Number: 1-800-877-8339.

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March 12, 2009

Supplementary table 1. Employer costs per hour worked for employee compensation and the relative standard error: Private industry workers in goods-producing industries, by occupational group, December 2008

(Relative standard error in percent)

Series	Total compensation	Wages and salaries	Benefit costs					
			Total	Paid leave	Supplemental pay	Insurance	Retirement and savings	Legally required benefits
Cost per hour worked								
All workers in goods-producing industries ¹	\$32.14	\$21.54	\$10.59	\$2.05	\$1.27	\$2.91	\$1.47	\$2.90
Occupational group								
Management, professional, and related	56.91	38.66	18.25	5.09	2.20	4.02	3.06	3.88
Management, business, and financial	60.94	42.25	18.69	5.40	2.44	3.92	2.82	4.12
Professional and related	53.45	35.58	17.87	4.82	1.99	4.10	3.28	3.68
Sales and office	27.49	19.15	8.34	1.90	0.88	2.48	0.91	2.17
Office and administrative support	25.12	17.23	7.89	1.73	0.84	2.48	0.84	2.01
Natural resources, construction, and maintenance	31.72	21.49	10.24	1.22	1.13	2.61	1.75	3.52
Construction, extraction, farming, fishing, and forestry ²	31.57	21.42	10.15	1.03	1.07	2.51	1.88	3.67
Installation, maintenance, and repair	32.24	21.72	10.52	1.86	1.36	2.94	1.33	3.04
Production, transportation, and material moving	25.10	16.31	8.78	1.62	1.13	2.86	0.86	2.32
Production	25.47	16.57	8.90	1.71	1.16	2.89	0.84	2.30
Transportation and material moving	23.51	15.22	8.29	1.28	1.02	2.70	0.94	2.37
Relative standard error								
All workers in goods-producing industries ¹	1.3	1.1	1.8	2.1	3.2	1.8	4.6	1.3
Occupational group								
Management, professional, and related	1.4	1.5	1.9	1.7	6.3	1.7	5.8	1.0
Management, business, and financial	2.3	2.5	2.5	3.0	9.2	2.7	6.2	1.3
Professional and related	1.7	1.6	2.4	2.4	6.9	1.7	7.6	1.3
Sales and office	2.1	1.9	3.0	3.1	10.6	3.0	6.8	1.7
Office and administrative support	2.1	1.8	3.0	3.0	8.6	3.1	6.3	1.7
Natural resources, construction, and maintenance	1.9	1.6	3.0	4.2	3.6	4.6	7.3	2.4
Construction, extraction, farming, fishing, and forestry ²	2.4	2.0	3.7	5.7	4.4	5.7	8.4	2.9
Installation, maintenance, and repair	2.0	1.9	3.2	4.0	5.4	4.4	9.1	1.9
Production, transportation, and material moving	1.4	1.2	2.1	2.4	3.1	2.2	6.5	1.4
Production	1.5	1.3	2.2	2.5	3.5	2.3	6.6	1.4
Transportation and material moving	2.9	2.3	4.3	5.1	5.4	4.1	14.6	2.5

¹ Includes mining, construction, and manufacturing. The agriculture, forestry, farming, and hunting sector is excluded.

² Farming, fishing, and forestry occupations were combined with construction and

extraction occupational group as of December 2006.

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

Supplementary table 2. Employer costs per hour worked for employee compensation and the relative standard error: Private industry workers in manufacturing industries, by occupational group, establishment size and bargaining status, December 2008

(Relative standard error in percent)

Series	Total compensation	Wages and salaries	Benefit costs					
			Total	Paid leave	Supplemental pay	Insurance	Retirement and savings	Legally required benefits
Cost per hour worked								
All workers in manufacturing	\$31.87	\$21.10	\$10.77	\$2.43	\$1.29	\$3.13	\$1.31	\$2.60
Occupational group								
Management, professional, and related	56.84	38.52	18.33	5.29	1.99	4.15	3.07	3.82
Management, business, and financial	62.68	43.22	19.46	5.86	2.23	4.17	3.11	4.09
Professional and related	52.83	35.29	17.55	4.90	1.83	4.13	3.04	3.64
Sales and office	28.19	19.40	8.79	2.06	0.85	2.73	0.96	2.19
Office and administrative support	25.55	17.22	8.33	1.86	0.84	2.77	0.85	2.01
Natural resources, construction, and maintenance	33.54	21.56	11.98	2.35	1.66	3.46	1.57	2.94
Installation, maintenance, and repair	34.40	22.04	12.36	2.53	1.60	3.71	1.63	2.89
Production, transportation, and material moving	24.83	16.11	8.71	1.64	1.12	2.87	0.81	2.27
Production	25.28	16.45	8.83	1.70	1.16	2.88	0.81	2.29
Transportation and material moving	22.35	14.29	8.06	1.35	0.93	2.81	0.81	2.17
Establishment size								
1-99 workers	23.95	16.92	7.03	1.41	0.76	2.14	0.50	2.21
1-49 workers	23.01	16.56	6.46	1.26	0.65	1.93	0.41	2.21
50-99 workers	25.44	17.50	7.94	1.66	0.93	2.48	0.65	2.22
100 workers or more	35.36	22.95	12.41	2.88	1.53	3.57	1.66	2.77
100-499 workers	28.83	19.13	9.70	2.06	1.06	3.07	1.08	2.41
500 workers or more	42.70	27.24	15.46	3.80	2.05	4.13	2.32	3.17
Bargaining status								
Union	33.56	20.25	13.31	2.60	1.79	4.35	1.67	2.90
Nonunion	31.46	21.32	10.14	2.39	1.17	2.84	1.22	2.52
Relative standard error								
All workers in manufacturing	1.5	1.4	2.0	2.5	3.7	1.8	5.0	1.2
Occupational group								
Management, professional, and related	1.4	1.5	1.7	1.8	5.6	1.8	4.9	1.0
Management, business, and financial	2.3	2.5	2.4	2.6	7.8	2.6	6.6	1.5
Professional and related	1.6	1.5	1.9	2.3	5.5	1.9	5.1	1.3
Sales and office	2.7	2.7	3.3	3.9	11.4	3.1	8.0	2.1
Office and administrative support	2.3	2.0	3.1	3.4	9.2	3.2	6.2	1.7
Natural resources, construction, and maintenance	2.6	2.4	3.3	4.7	4.9	4.0	7.9	2.2
Installation, maintenance, and repair	2.3	2.2	2.7	4.4	4.6	2.9	7.8	2.1
Production, transportation, and material moving	1.3	1.2	2.1	2.4	3.4	2.3	5.8	1.4
Production	1.5	1.3	2.2	2.6	3.6	2.4	6.3	1.5
Transportation and material moving	2.7	2.2	3.9	4.5	5.2	5.0	10.2	2.8
Establishment size								
1-99 workers	1.9	1.8	2.8	3.6	7.7	3.9	11.3	1.6
1-49 workers	3.0	2.9	4.2	5.0	12.1	6.0	17.2	2.4
50-99 workers	3.4	3.4	4.3	6.3	9.6	4.9	15.0	3.0
100 workers or more	1.9	1.8	2.4	2.8	3.9	2.0	5.3	1.5
100-499 workers	2.2	2.1	2.6	3.3	6.1	2.5	6.6	1.6
500 workers or more	2.2	2.0	2.9	3.0	4.4	2.5	6.0	2.2
Bargaining status								
Union	2.2	2.0	3.0	3.1	4.5	3.1	7.1	2.4
Nonunion	1.7	1.6	2.1	2.9	3.9	1.9	5.1	1.2

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

Supplementary table 3. Employer costs per hour worked for employee compensation and the relative standard error: Private industry workers in service-providing industries, by occupational group, December 2008

(Relative standard error in percent)

Series	Total compensation	Wages and salaries	Benefit costs					
			Total	Paid leave	Supplemental pay	Insurance	Retirement and savings	Legally required benefits
Cost per hour worked								
All workers in service providing industries ¹	\$26.22	\$18.86	\$7.36	\$1.81	\$0.71	\$1.90	\$0.85	\$2.11
Occupational group								
Management, professional, and related	47.44	34.01	13.44	3.95	1.45	2.99	1.74	3.31
Management, business, and financial	53.95	37.78	16.17	4.94	2.19	3.35	2.17	3.52
Professional and related	44.60	32.35	12.24	3.51	1.13	2.83	1.55	3.22
Sales and office	20.86	15.05	5.81	1.30	0.50	1.74	0.59	1.67
Sales and related	19.54	14.67	4.87	1.01	0.53	1.22	0.45	1.65
Office and administrative support	21.83	15.32	6.51	1.52	0.47	2.13	0.69	1.69
Service	13.31	10.04	3.27	0.56	0.23	0.92	0.21	1.35
Natural resources, construction, and maintenance	29.53	20.47	9.06	1.90	0.86	2.45	1.15	2.69
Installation, maintenance, and repair	29.74	20.69	9.05	2.01	0.85	2.46	1.10	2.64
Production, transportation, and material moving	21.30	14.75	6.56	1.15	0.62	1.84	0.85	2.09
Production	18.53	13.45	5.08	0.97	0.54	1.34	0.43	1.79
Transportation and material moving	22.17	15.15	7.02	1.21	0.65	1.99	0.98	2.18
Relative standard error								
All workers in service providing industries ¹	1.1	1.1	1.4	1.6	3.9	1.6	2.6	0.8
Occupational group								
Management, professional, and related	1.3	1.3	1.6	1.8	6.1	1.6	3.2	1.0
Management, business, and financial	1.9	1.9	2.1	3.1	8.9	1.9	3.0	0.9
Professional and related	1.8	1.8	2.3	2.6	9.5	2.3	4.4	1.4
Sales and office	1.1	1.0	1.5	1.5	6.6	1.8	2.6	0.7
Sales and related	2.1	2.1	2.6	3.1	13.7	2.3	4.0	1.5
Office and administrative support	1.0	0.8	1.5	1.8	3.3	2.3	3.2	0.8
Service	1.2	1.1	2.3	3.3	4.7	4.2	4.9	1.1
Natural resources, construction, and maintenance	2.2	1.9	3.1	3.9	5.2	3.9	7.5	2.1
Installation, maintenance, and repair	2.4	2.0	3.4	3.9	4.8	4.3	7.7	2.1
Production, transportation, and material moving	2.8	2.5	3.8	5.2	4.6	4.0	9.0	2.2
Production	3.0	2.4	4.8	5.6	8.0	6.9	12.6	2.3
Transportation and material moving	3.2	2.9	4.1	6.0	4.9	4.5	9.5	2.4

¹ Includes utilities; wholesale trade; retail trade; transportation and warehousing; information; finance and insurance; real estate and rental and leasing; professional and technical services; management of companies and enterprises; administrative and waste services; educational services; health care and social assistance; arts, entertainment and recreation; accommodation and food services; and other services, except public

administration.

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

Supplementary table 4. Employer costs per hour worked for employee compensation and the relative standard error: Private industry workers in trade, transportation, and utilities industries, by occupational group, establishment size and bargaining status, December 2008

(Relative standard error in percent)

Series	Total compensation	Wages and salaries	Benefit costs					
			Total	Paid leave	Supplemental pay	Insurance	Retirement and savings	Legally required benefits
Cost per hour worked								
All workers in trade, transportation, and utilities	\$22.80	\$16.19	\$6.61	\$1.38	\$0.58	\$1.83	\$0.82	\$2.00
Occupational group								
Management, professional, and related	50.48	35.87	14.61	4.33	1.39	3.10	2.18	3.60
Management, business, and financial	54.70	38.54	16.16	4.84	1.76	3.39	2.41	3.76
Professional and related	45.51	32.73	12.78	3.73	0.97	2.76	1.91	3.41
Sales and office	17.91	13.24	4.67	0.91	0.37	1.37	0.44	1.57
Sales and related	17.02	12.93	4.09	0.77	0.34	1.08	0.36	1.53
Office and administrative support	19.97	13.97	6.00	1.25	0.43	2.03	0.63	1.66
Service	19.42	13.40	6.02	1.13	0.42	1.89	0.73	1.85
Natural resources, construction, and maintenance	29.00	20.08	8.92	1.86	0.95	2.30	1.13	2.68
Installation, maintenance, and repair	29.09	20.35	8.74	1.92	0.92	2.24	1.00	2.66
Production, transportation, and material moving	24.13	16.23	7.90	1.42	0.73	2.30	1.15	2.30
Transportation and material moving	24.29	16.28	8.01	1.42	0.72	2.33	1.21	2.33
Establishment size								
1-99 workers	20.04	14.80	5.24	1.02	0.52	1.38	0.49	1.84
1-49 workers	19.51	14.54	4.97	0.96	0.51	1.25	0.44	1.80
50-99 workers	21.55	15.54	6.01	1.19	0.54	1.72	0.60	1.95
100 workers or more	26.77	18.20	8.58	1.88	0.68	2.48	1.29	2.24
100-499 workers	22.65	15.81	6.84	1.44	0.53	2.02	0.86	1.99
500 workers or more	38.34	24.90	13.44	3.13	1.09	3.76	2.51	2.95
Bargaining status								
Union	36.01	22.35	13.67	2.80	1.00	4.24	2.62	3.00
Nonunion	21.00	15.35	5.65	1.18	0.53	1.50	0.57	1.87
Relative standard error								
All workers in trade, transportation, and utilities	1.3	1.2	1.8	2.3	4.4	2.2	4.4	1.1
Occupational group								
Management, professional, and related	2.2	2.0	3.1	3.5	11.8	3.2	6.0	1.8
Management, business, and financial	2.8	2.8	3.8	4.1	16.4	3.7	7.1	2.1
Professional and related	2.9	3.0	3.5	4.3	8.5	5.0	8.6	2.7
Sales and office	1.4	1.4	1.6	1.8	8.1	2.1	3.5	1.1
Sales and related	1.9	2.0	2.2	2.6	11.0	2.1	5.3	1.6
Office and administrative support	1.3	1.0	2.5	2.6	5.7	3.6	6.0	1.3
Service	3.9	3.3	5.6	6.5	10.4	6.5	9.5	3.4
Natural resources, construction, and maintenance	2.6	2.0	4.4	4.5	7.5	5.6	13.6	2.4
Installation, maintenance, and repair	2.2	1.9	3.6	4.4	6.2	4.6	9.0	2.0
Production, transportation, and material moving	3.2	2.9	4.0	5.7	5.1	3.9	9.2	2.4
Transportation and material moving	3.7	3.3	4.6	6.5	5.5	4.5	9.9	2.6
Establishment size								
1-99 workers	1.4	1.4	2.2	2.4	6.9	3.2	7.3	1.3
1-49 workers	2.0	2.1	2.9	3.2	9.5	3.9	9.8	1.8
50-99 workers	2.2	2.2	3.1	4.3	7.2	4.2	8.5	2.0
100 workers or more	2.3	2.2	2.6	3.5	4.5	2.3	5.4	1.9
100-499 workers	2.4	2.3	2.9	4.7	5.6	3.0	5.8	2.1
500 workers or more	4.3	4.2	4.5	5.0	6.7	3.6	10.4	3.4
Bargaining status								
Union	3.7	3.9	3.7	4.8	4.3	3.1	8.0	2.9
Nonunion	1.3	1.2	1.9	2.4	5.6	2.3	4.5	1.1

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

Supplementary table 5. Employer costs per hour worked for employee compensation and the relative standard error: Private industry workers in wholesale trade industries, by occupational group and establishment size, December 2008

(Relative standard error in percent)

Series	Total compensation	Wages and salaries	Benefit costs					
			Total	Paid leave	Supplemental pay	Insurance	Retirement and savings	Legally required benefits
Cost per hour worked								
All workers in wholesale trade	\$29.68	\$20.84	\$8.84	\$2.00	\$0.97	\$2.49	\$0.96	\$2.42
Occupational group								
Sales and office	29.25	21.13	8.12	1.88	0.80	2.41	0.84	2.18
Office and administrative support	22.97	16.05	6.92	1.50	0.63	2.34	0.65	1.81
Production, transportation, and material moving	22.01	14.81	7.20	1.26	0.86	2.26	0.73	2.10
Transportation and material moving	21.97	14.76	7.21	1.25	0.87	2.21	0.77	2.11
Establishment size								
1-99 workers	27.43	19.62	7.81	1.67	0.88	2.19	0.79	2.29
1-49 workers	27.34	19.61	7.73	1.63	0.88	2.12	0.81	2.28
100 workers or more	34.19	23.29	10.90	2.67	1.16	3.08	1.31	2.68
100-499 workers	33.55	22.84	10.71	2.56	1.13	3.05	1.27	2.69
Relative standard error								
All workers in wholesale trade	2.5	2.2	3.6	3.7	10.3	3.8	9.2	2.1
Occupational group								
Sales and office	3.3	3.5	4.0	3.0	16.3	4.5	10.9	2.2
Office and administrative support	2.1	2.0	3.5	2.7	7.9	6.2	12.0	2.3
Production, transportation, and material moving	3.1	2.5	4.5	5.7	8.9	5.3	10.4	3.0
Transportation and material moving	3.7	3.0	5.4	6.7	9.4	6.4	11.6	3.5
Establishment size								
1-99 workers	3.6	3.3	5.2	4.6	13.4	5.5	15.0	2.8
1-49 workers	4.3	4.1	6.1	5.1	17.0	6.7	18.4	3.4
100 workers or more	3.4	3.4	3.7	5.4	8.7	3.5	8.1	3.2
100-499 workers	4.1	4.1	4.6	6.7	11.3	4.2	10.3	4.0

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

Supplementary table 6. Employer costs per hour worked for employee compensation and the relative standard error: Private industry workers in retail trade industries, by occupational group, establishment size and bargaining status, December 2008

(Relative standard error in percent)

Series	Total compensation	Wages and salaries	Benefit costs					
			Total	Paid leave	Supplemental pay	Insurance	Retirement and savings	Legally required benefits
Cost per hour worked								
All workers in retail trade	\$16.77	\$12.63	\$4.14	\$0.78	\$0.32	\$1.12	\$0.36	\$1.56
Occupational group								
Sales and office	14.97	11.37	3.61	0.63	0.26	1.01	0.30	1.40
Sales and related	14.79	11.32	3.47	0.59	0.27	0.92	0.28	1.41
Office and administrative support	15.75	11.57	4.19	0.80	0.25	1.41	0.35	1.39
Production, transportation, and material moving	15.72	11.32	4.40	0.68	0.43	1.32	0.35	1.62
Transportation and material moving	14.94	10.69	4.24	0.62	0.40	1.31	0.34	1.57
Establishment size								
1-99 workers	16.36	12.58	3.78	0.71	0.33	0.91	0.28	1.56
1-49 workers	15.82	12.28	3.54	0.65	0.33	0.81	0.22	1.53
50-99 workers	18.05	13.54	4.52	0.89	0.31	1.22	0.44	1.65
100 workers or more	17.46	12.71	4.75	0.91	0.31	1.47	0.50	1.56
100-499 workers	17.26	12.56	4.70	0.88	0.30	1.47	0.49	1.56
Bargaining status								
Union	19.29	12.67	6.62	1.17	0.39	2.53	0.80	1.72
Nonunion	16.59	12.63	3.96	0.75	0.32	1.01	0.33	1.55
Relative standard error								
All workers in retail trade	1.6	1.5	2.0	3.1	6.1	2.4	5.4	1.4
Occupational group								
Sales and office	1.1	1.1	1.6	2.1	9.3	2.2	4.0	1.3
Sales and related	1.4	1.4	2.0	2.6	11.2	2.5	4.4	1.6
Office and administrative support	1.5	1.4	2.2	3.0	5.6	3.6	5.3	1.7
Production, transportation, and material moving	2.2	2.0	3.3	4.3	8.1	5.1	8.5	2.4
Transportation and material moving	2.9	2.7	4.1	6.6	8.5	5.7	10.1	3.2
Establishment size								
1-99 workers	2.0	2.0	2.7	3.7	9.1	4.4	7.8	1.8
1-49 workers	2.6	2.5	3.5	4.8	11.6	5.4	10.4	2.4
50-99 workers	3.7	3.5	4.8	7.5	11.3	6.2	11.5	2.8
100 workers or more	2.6	2.6	3.0	5.6	6.3	2.7	7.2	1.8
100-499 workers	3.1	3.0	3.5	6.7	6.8	3.1	8.0	2.1
Bargaining status								
Union	4.4	4.3	5.0	7.6	5.8	5.8	10.2	4.3
Nonunion	1.6	1.6	1.9	3.2	6.6	2.1	5.9	1.4

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

Supplementary table 7. Employer costs per hour worked for employee compensation and the relative standard error: Private industry workers in transportation and warehousing industries, by establishment size and bargaining status, December 2008

(Relative standard error in percent)

Series	Total compensation	Wages and salaries	Benefit costs					
			Total	Paid leave	Supplemental pay	Insurance	Retirement and savings	Legally required benefits
Cost per hour worked								
All workers in transportation and warehousing	\$31.63	\$20.81	\$10.82	\$2.21	\$0.84	\$3.18	\$1.76	\$2.83
Establishment size								
1-99 workers	22.68	15.81	6.87	1.16	0.75	1.99	0.65	2.32
1-49 workers	22.00	15.62	6.38	1.10	0.71	1.71	0.61	2.25
100 workers or more	37.54	24.11	13.44	2.91	0.90	3.96	2.49	3.17
100-499 workers	26.82	17.86	8.96	1.77	0.68	2.66	1.19	2.66
Bargaining status								
Union	47.29	28.98	18.31	3.92	1.21	5.38	3.89	3.91
Nonunion	24.24	16.95	7.29	1.41	0.67	2.14	0.75	2.32
Relative standard error								
All workers in transportation and warehousing	3.9	3.6	4.7	5.9	7.2	4.9	9.8	2.6
Establishment size								
1-99 workers	4.2	3.3	7.5	9.5	18.9	8.6	20.8	3.7
1-49 workers	5.8	4.0	11.5	14.6	29.6	14.4	30.4	4.4
100 workers or more	4.7	4.7	5.0	6.0	4.7	4.5	10.5	3.4
100-499 workers	4.8	4.3	6.8	10.7	8.5	10.3	10.6	3.8
Bargaining status								
Union	6.4	6.9	5.9	7.4	5.1	5.0	11.4	4.4
Nonunion	3.2	2.5	5.6	6.6	12.5	7.7	12.2	2.3

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

Supplementary table 8. Employer costs per hour worked for employee compensation and the relative standard error: Private industry workers in information industries, by occupational group and establishment size, December 2008

(Relative standard error in percent)

Series	Total compensation	Wages and salaries	Benefit costs					
			Total	Paid leave	Supplemental pay	Insurance	Retirement and savings	Legally required benefits
Cost per hour worked								
All workers in information	\$40.47	\$27.82	\$12.65	\$3.67	\$1.11	\$3.34	\$1.67	\$2.86
Occupational group								
Management, professional, and related	50.84	35.89	14.96	4.97	1.34	3.35	1.83	3.47
Professional and related	47.62	33.67	13.96	4.55	1.15	3.24	1.68	3.34
Sales and office	29.04	19.54	9.50	2.38	0.72	3.06	1.24	2.10
Establishment size								
1-99 workers	33.82	23.47	10.35	2.77	0.73	2.90	1.41	2.54
100 workers or more	44.16	30.23	13.92	4.17	1.33	3.58	1.81	3.04
100-499 workers	38.75	26.56	12.19	3.31	1.11	3.52	1.51	2.75
500 workers or more	49.63	33.95	15.68	5.05	1.55	3.64	2.12	3.33
Relative standard error								
All workers in information	3.7	3.8	3.9	5.7	5.9	4.0	6.5	3.0
Occupational group								
Management, professional, and related	3.1	3.1	3.9	4.8	9.9	3.7	9.5	2.5
Professional and related	3.9	4.0	4.5	6.1	10.4	4.3	10.3	3.0
Sales and office	4.5	4.2	5.6	6.5	10.1	6.0	11.3	3.5
Establishment size								
1-99 workers	5.5	5.0	7.7	8.3	13.8	8.3	13.3	4.7
100 workers or more	4.3	4.5	4.3	6.0	8.3	4.4	7.7	3.4
100-499 workers	6.5	6.9	6.9	10.1	11.0	8.0	12.3	5.1
500 workers or more	4.0	4.0	4.7	5.2	12.9	4.2	10.3	3.3

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

Supplementary table 9. Employer costs per hour worked for employee compensation and the relative standard error: Private industry workers in financial activities industries, by occupational group and establishment size, December 2008

(Relative standard error in percent)

Series	Total compensation	Wages and salaries	Benefit costs					
			Total	Paid leave	Supplemental pay	Insurance	Retirement and savings	Legally required benefits
Cost per hour worked								
All workers in financial activities	\$36.12	\$24.56	\$11.57	\$3.00	\$1.90	\$2.80	\$1.48	\$2.38
Occupational group								
Management, professional, and related	56.36	38.00	18.36	5.24	3.58	3.56	2.55	3.43
Management, business, and financial	57.39	38.55	18.83	5.37	3.95	3.54	2.56	3.42
Professional and related	52.64	35.98	16.66	4.79	2.25	3.62	2.52	3.49
Sales and office	27.10	18.51	8.59	2.02	1.18	2.54	1.02	1.84
Sales and related	41.22	29.20	12.03	2.91	2.89	2.32	1.37	2.53
Office and administrative support	23.35	15.67	7.68	1.78	0.73	2.60	0.92	1.65
Establishment size								
1-99 workers	29.34	20.78	8.56	2.15	0.91	2.41	1.01	2.10
1-49 workers	28.32	20.12	8.19	2.04	0.88	2.27	0.96	2.04
100 workers or more	44.87	29.42	15.45	4.09	3.18	3.32	2.10	2.75
100-499 workers	40.53	27.11	13.42	3.32	2.57	3.20	1.74	2.59
500 workers or more	47.66	30.91	16.75	4.59	3.58	3.40	2.33	2.85
Relative standard error								
All workers in financial activities	3.3	3.2	3.8	5.7	10.9	1.8	3.0	1.5
Occupational group								
Management, professional, and related	4.0	4.1	4.5	7.2	12.9	2.8	3.1	1.6
Management, business, and financial	5.0	5.2	5.4	9.0	14.5	3.1	3.4	2.0
Professional and related	2.7	2.7	3.2	4.0	10.6	3.7	5.1	2.2
Sales and office	2.4	2.4	2.8	3.3	11.6	1.6	3.2	1.6
Sales and related	7.3	6.9	9.6	9.8	25.3	5.2	7.9	4.6
Office and administrative support	0.9	0.9	1.1	1.5	4.6	1.7	3.2	1.1
Establishment size								
1-99 workers	2.4	2.5	2.5	3.8	7.3	2.5	4.7	1.5
1-49 workers	3.0	3.2	3.2	4.8	8.4	3.0	5.9	1.8
100 workers or more	4.4	4.3	4.9	7.5	13.1	1.8	2.9	1.9
100-499 workers	3.4	3.1	5.5	3.9	24.2	2.5	6.1	2.5
500 workers or more	5.7	5.7	6.0	9.8	14.1	2.1	3.2	2.2

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

Supplementary table 10. Employer costs per hour worked for employee compensation and the relative standard error: Private industry workers in professional and business services industries, by occupational group and establishment size, December 2008

(Relative standard error in percent)

Series	Total compensation	Wages and salaries	Benefit costs					
			Total	Paid leave	Supplemental pay	Insurance	Retirement and savings	Legally required benefits
Cost per hour worked								
All workers in professional and business services	\$33.00	\$24.15	\$8.85	\$2.33	\$0.95	\$2.04	\$0.99	\$2.53
Occupational group								
Management, professional, and related	52.78	38.28	14.50	4.25	1.71	3.06	1.85	3.62
Management, business, and financial	57.12	40.86	16.26	5.02	2.00	3.27	2.19	3.78
Professional and related	51.02	37.23	13.79	3.94	1.60	2.97	1.72	3.56
Sales and office	23.37	17.28	6.09	1.51	0.45	1.75	0.56	1.83
Office and administrative support	22.87	16.78	6.09	1.49	0.45	1.79	0.58	1.79
Service	14.76	11.33	3.43	0.54	0.38	0.79	0.17	1.56
Production, transportation, and material moving	15.57	11.72	3.85	0.57	0.47	0.83	0.24	1.74
Transportation and material moving	15.36	11.54	3.81	0.51	0.44	0.82	0.22	1.82
Establishment size								
1-99 workers	30.24	22.62	7.62	1.90	1.03	1.74	0.53	2.42
1-49 workers	29.38	22.11	7.27	1.79	0.91	1.68	0.50	2.38
50-99 workers	32.75	24.10	8.64	2.21	1.36	1.90	0.62	2.55
100 workers or more	35.42	25.49	9.92	2.71	0.89	2.31	1.40	2.62
100-499 workers	31.90	23.56	8.34	2.24	0.89	1.87	0.91	2.43
500 workers or more	39.43	27.70	11.73	3.25	0.89	2.80	1.96	2.83
Relative standard error								
All workers in professional and business services	2.2	2.1	3.2	3.5	10.7	3.7	8.6	1.8
Occupational group								
Management, professional, and related	2.0	2.0	3.0	3.1	14.5	3.3	7.8	1.7
Management, business, and financial	2.9	2.9	3.3	4.2	13.0	3.2	8.1	2.2
Professional and related	2.7	2.6	4.2	4.3	22.0	4.3	9.9	2.2
Sales and office	2.9	2.8	3.9	5.2	7.0	5.8	9.8	2.2
Office and administrative support	2.3	2.0	3.8	4.5	7.2	5.8	10.4	1.9
Service	4.9	3.5	10.1	17.7	13.6	18.0	33.9	3.7
Production, transportation, and material moving	4.9	3.8	8.6	13.8	11.0	15.9	28.9	4.0
Transportation and material moving	6.4	5.2	10.8	18.2	15.5	20.1	32.9	5.8
Establishment size								
1-99 workers	3.8	3.6	5.2	5.6	21.1	6.0	8.7	2.8
1-49 workers	4.4	4.2	5.7	6.5	18.2	7.6	11.2	3.2
50-99 workers	7.5	6.8	11.7	11.9	51.3	12.6	13.6	5.2
100 workers or more	3.2	2.9	4.5	5.0	6.9	4.8	10.9	2.6
100-499 workers	5.3	5.2	6.3	8.9	12.7	6.8	13.2	3.7
500 workers or more	4.8	4.1	6.9	7.9	10.6	7.4	13.9	4.2

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

Supplementary table 11. Employer costs per hour worked for employee compensation and the relative standard error: Private industry workers in education and health services industries, by occupational group, establishment size and bargaining status, December 2008

(Relative standard error in percent)

Series	Total compensation	Wages and salaries	Benefit costs					
			Total	Paid leave	Supplemental pay	Insurance	Retirement and savings	Legally required benefits
Cost per hour worked								
All workers in education and health services	\$29.28	\$21.07	\$8.21	\$2.22	\$0.56	\$2.25	\$0.93	\$2.25
Occupational group								
Management, professional, and related	41.08	29.84	11.25	3.26	0.78	2.77	1.41	3.02
Management, business, and financial	43.49	31.19	12.30	4.36	0.25	3.09	1.49	3.11
Professional and related	40.76	29.65	11.10	3.11	0.85	2.73	1.40	3.01
Sales and office	21.47	15.01	6.46	1.64	0.33	2.16	0.69	1.65
Office and administrative support	21.36	14.92	6.44	1.63	0.33	2.16	0.68	1.64
Service	16.12	11.46	4.66	0.99	0.37	1.52	0.34	1.44
Establishment size								
1-99 workers	23.90	18.21	5.69	1.52	0.31	1.37	0.53	1.96
1-49 workers	22.58	17.29	5.30	1.43	0.30	1.25	0.47	1.83
50-99 workers	27.89	21.01	6.88	1.78	0.34	1.74	0.69	2.33
100 workers or more	32.47	22.77	9.70	2.64	0.71	2.77	1.16	2.43
100-499 workers	27.90	20.16	7.74	2.07	0.46	2.19	0.78	2.24
500 workers or more	36.57	25.10	11.47	3.14	0.93	3.29	1.50	2.60
Bargaining status								
Union	33.75	21.79	11.96	3.25	0.85	3.75	1.52	2.60
Nonunion	28.81	21.00	7.81	2.11	0.53	2.09	0.86	2.22
Relative standard error								
All workers in education and health services	2.2	2.3	2.2	2.9	4.3	2.9	4.7	1.6
Occupational group								
Management, professional, and related	2.6	2.8	2.5	3.4	4.5	2.9	5.3	1.9
Management, business, and financial	4.2	4.3	4.2	5.8	11.8	4.9	6.5	3.3
Professional and related	2.9	3.1	2.8	3.8	4.2	3.2	5.9	2.0
Sales and office	2.5	2.3	3.4	4.3	8.0	5.6	7.6	1.8
Office and administrative support	2.5	2.3	3.5	4.4	8.0	5.7	7.9	1.8
Service	1.9	1.6	3.3	3.8	5.8	5.1	6.9	2.0
Establishment size								
1-99 workers	4.3	4.3	4.8	7.6	12.4	6.1	12.1	3.9
1-49 workers	3.9	3.9	4.8	7.0	14.8	8.1	13.4	3.1
50-99 workers	11.3	11.3	11.8	19.8	18.8	9.3	26.5	10.3
100 workers or more	2.4	2.5	2.4	3.0	4.5	2.9	5.0	1.6
100-499 workers	5.3	5.5	5.2	7.0	8.1	6.5	13.1	3.0
500 workers or more	1.8	1.7	2.0	2.8	4.5	2.0	2.6	1.8
Bargaining status								
Union	6.0	5.6	7.1	7.5	12.3	8.4	8.9	4.9
Nonunion	2.4	2.5	2.4	3.2	4.2	3.2	5.2	1.8

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

Supplementary table 12. Employer costs per hour worked for employee compensation and the relative standard error: Private industry workers in educational services industries, by occupational group and establishment size, December 2008

(Relative standard error in percent)

Series	Total compensation	Wages and salaries	Benefit costs					
			Total	Paid leave	Supplemental pay	Insurance	Retirement and savings	Legally required benefits
Cost per hour worked								
All workers in educational services	\$39.27	\$28.89	\$10.38	\$2.76	\$0.13	\$2.99	\$1.70	\$2.80
Occupational group								
Management, professional, and related	46.25	34.54	11.71	3.14	0.12	3.14	2.04	3.26
Management, business, and financial	50.03	35.49	14.54	5.40	0.21	3.19	2.34	3.41
Professional and related	45.57	34.37	11.20	2.73	0.11	3.13	1.99	3.24
Sales and office	25.01	16.90	8.11	2.14	0.12	3.03	1.10	1.72
Office and administrative support	25.39	17.06	8.33	2.20	0.12	3.13	1.14	1.74
Service	18.98	13.22	5.76	1.30	0.18	2.07	0.58	1.62
Establishment size								
1-99 workers	29.69	23.29	6.40	1.42	0.09	1.87	0.54	2.48
100 workers or more	44.26	31.81	12.45	3.45	0.15	3.57	2.31	2.97
100-499 workers	38.20	27.20	11.00	2.89	0.10	3.53	1.78	2.70
500 workers or more	48.18	34.79	13.39	3.81	0.19	3.59	2.66	3.14
Relative standard error								
All workers in educational services	2.0	1.8	3.6	5.0	7.5	6.5	5.0	2.0
Occupational group								
Management, professional, and related	2.1	1.7	4.1	6.3	11.4	6.9	5.5	1.8
Management, business, and financial	2.5	2.3	3.8	4.7	16.7	4.5	7.9	2.2
Professional and related	2.3	1.9	4.7	7.1	13.9	8.1	5.8	2.0
Sales and office	2.7	2.1	4.8	4.2	14.5	8.8	7.5	2.3
Office and administrative support	2.5	2.0	4.6	3.7	14.7	8.8	7.5	2.1
Service	4.0	3.1	8.8	12.8	12.1	12.6	15.4	4.3
Establishment size								
1-99 workers	3.4	3.5	4.5	7.8	23.1	9.1	13.5	4.4
100 workers or more	2.0	2.0	3.3	4.2	9.1	7.1	4.0	1.6
100-499 workers	4.0	2.9	9.2	9.6	19.3	18.0	11.4	2.4
500 workers or more	2.2	2.4	2.1	4.1	9.7	2.1	3.6	1.9

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

Supplementary table 13. Employer costs per hour worked for employee compensation and the relative standard error: Private industry workers in health care and social assistance industries, by occupational group, establishment size and bargaining status, December 2008

(Relative standard error in percent)

Series	Total compensation	Wages and salaries	Benefit costs					
			Total	Paid leave	Supplemental pay	Insurance	Retirement and savings	Legally required benefits
Cost per hour worked								
All workers in health care and social assistance	\$27.72	\$19.85	\$7.87	\$2.14	\$0.63	\$2.13	\$0.80	\$2.17
Occupational group								
Management, professional, and related	39.83	28.69	11.14	3.29	0.94	2.69	1.25	2.96
Professional and related	39.64	28.56	11.08	3.20	1.03	2.64	1.26	2.96
Sales and office	20.98	14.75	6.23	1.57	0.36	2.04	0.63	1.64
Office and administrative support	20.82	14.63	6.19	1.55	0.36	2.03	0.62	1.63
Service	15.98	11.37	4.61	0.98	0.38	1.49	0.33	1.43
Establishment size								
1-99 workers	23.08	17.49	5.59	1.53	0.34	1.30	0.53	1.88
1-49 workers	22.09	16.86	5.23	1.44	0.33	1.20	0.47	1.79
50-99 workers	26.57	19.72	6.85	1.84	0.41	1.65	0.72	2.23
100 workers or more	30.53	21.27	9.25	2.50	0.80	2.64	0.97	2.34
100-499 workers	26.53	19.22	7.30	1.96	0.51	2.01	0.65	2.18
500 workers or more	34.31	23.21	11.09	3.01	1.07	3.23	1.27	2.50
Bargaining status								
Union	33.31	21.39	11.92	3.26	0.89	3.68	1.50	2.60
Nonunion	27.08	19.67	7.41	2.01	0.60	1.96	0.72	2.12
Relative standard error								
All workers in health care and social assistance	2.6	2.7	2.6	3.3	4.6	3.0	6.2	1.8
Occupational group								
Management, professional, and related	3.3	3.5	3.1	4.0	4.7	3.2	7.5	2.3
Professional and related	3.7	3.9	3.5	4.7	4.4	3.6	8.1	2.5
Sales and office	2.7	2.5	3.7	5.0	8.3	5.8	8.9	2.1
Office and administrative support	2.7	2.5	3.8	5.1	8.3	5.9	9.1	2.1
Service	1.9	1.6	3.3	3.9	6.0	5.3	7.1	2.0
Establishment size								
1-99 workers	4.8	4.8	5.5	8.3	12.8	7.2	13.5	4.2
1-49 workers	4.2	4.2	5.3	7.4	15.0	9.4	14.5	3.4
50-99 workers	15.2	15.5	14.9	23.4	20.2	11.6	32.7	13.5
100 workers or more	2.9	3.1	2.9	3.6	4.6	3.0	7.1	2.0
100-499 workers	6.3	6.6	6.0	8.1	8.2	6.1	18.6	3.7
500 workers or more	2.1	2.1	2.4	3.4	4.7	2.3	3.4	2.2
Bargaining status								
Union	6.5	6.0	7.7	8.1	13.1	9.0	9.6	5.2
Nonunion	2.9	3.0	2.8	3.8	4.4	3.3	7.2	2.1

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

Supplementary table 14. Employer costs per hour worked for employee compensation and the relative standard error: Private industry workers in leisure and hospitality industries, by occupational group and establishment size, December 2008

(Relative standard error in percent)

Series	Total compensation	Wages and salaries	Benefit costs					
			Total	Paid leave	Supplemental pay	Insurance	Retirement and savings	Legally required benefits
Cost per hour worked								
All workers in leisure and hospitality	\$11.86	\$9.36	\$2.50	\$0.38	\$0.14	\$0.62	\$0.11	\$1.26
Occupational group								
Sales and office	14.66	11.36	3.30	0.64	0.19	0.98	0.15	1.34
Service	10.51	8.37	2.14	0.27	0.11	0.51	0.08	1.18
Establishment size								
1-99 workers	10.41	8.60	1.81	0.20	0.10	0.32	0.05	1.14
1-49 workers	10.18	8.54	1.64	0.18	0.09	0.23	0.04	1.11
50-99 workers	11.08	8.77	2.32	0.27	0.16	0.58	0.07	1.24
100 workers or more	15.11	11.06	4.05	0.79	0.21	1.29	0.25	1.51
100-499 workers	14.33	10.81	3.52	0.60	0.19	1.04	0.19	1.50
500 workers or more	15.83	11.30	4.54	0.97	0.23	1.53	0.30	1.51
Relative standard error								
All workers in leisure and hospitality	2.4	1.7	6.4	11.4	9.6	13.1	10.8	1.9
Occupational group								
Sales and office	4.2	3.1	8.8	15.5	20.9	13.1	16.8	2.7
Service	2.1	1.3	6.6	13.2	8.8	14.3	12.1	2.1
Establishment size								
1-99 workers	2.3	2.0	4.2	10.1	13.4	11.3	12.9	1.8
1-49 workers	2.6	2.4	4.4	12.5	15.9	13.3	17.1	1.9
50-99 workers	5.3	4.6	9.4	20.1	22.5	18.8	18.6	4.3
100 workers or more	2.8	3.1	4.6	6.8	9.7	8.5	10.1	2.8
100-499 workers	4.7	4.1	7.4	12.7	20.2	11.0	20.0	4.4
500 workers or more	5.0	5.8	4.5	6.4	8.6	6.4	16.0	3.8

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