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EMPLOYER COSTS FOR EMPLOYEE COMPENSATION - MARCH 1995

Employer costs for employee compensation in the United States (private industry and state and local governments) averaged \$18.38 per hour worked in March 1995, the U.S. Department of Labor's Bureau of Labor Statistics reported today. Straight-time wages and salaries (71.4 percent of the costs) averaged \$13.12 an hour, and benefit costs (the remaining 28.6 percent) averaged \$5.26.

Legally required benefits (e.g., social security, workers' compensation, unemployment insurance) averaged \$1.59 per hour worked--the largest cost to employers among the benefit categories. Legally required benefits accounted for 8.7 percent of total compensation costs and nearly one-third of all benefit costs. (See table 1.)

Other important benefit categories and their average costs per hour worked were: Insurance (\$1.29), paid leave (\$1.22), retirement and savings (71 cents), and supplemental pay (42 cents), which includes premium pay for overtime, shift pay, nonproduction bonuses, and lump-sum payments provided in lieu of wage increases.

Private industry

In private industry, March 1995 employer compensation costs averaged \$17.10 per hour worked, with straight-time wages and salaries averaging \$12.25 per hour and benefit costs averaging \$4.85 per hour. (See table 5.) Compensation costs varied widely by industry and occupational group, union status, part-time and full-time status, establishment employment size, and geographic region. (See chart B.) Highlights for private industry follow:

Compensation costs averaged more for workers in goods-producing industries (\$20.75 per hour worked) than for those in service-producing industries (\$15.88). (See table 10.) In goods-producing industries, compensation cost levels ranged from \$17.99 in nondurable goods manufacturing to \$22.29 in durable goods manufacturing. Among service-producing industries, compensation costs ranged from \$9.32 in retail trade to \$23.24 in transportation and public utilities.

For the first time, compensation costs for state and local government workers include data for substitute teachers. This inclusion also affects compensation costs of civilian workers.

March 1995 compensation costs also varied within industries. In health services, for example, where compensation costs averaged \$17.99 per hour worked, those costs were \$11.30 in nursing homes and \$21.06 in hospitals. (See table 15.)

Among occupational categories, average compensation costs were higher for white-collar occupations (\$20.50) than for blue-collar occupations (\$16.69) and service occupations (\$8.39). (See table 6.) The level of compensation varied considerably, however, by occupational group within the blue-collar and white-collar categories.

Benefits in private industry made up a larger proportion of compensation costs for blue-collar occupations (32.4 percent) than for white-collar occupations (27.0 percent) and service occupations (24.3 percent). (See table 10.) In goods-producing industries, benefits made up 34.5 percent of compensation costs for blue-collar occupations, compared with 29.7 percent for white-collar occupations. The corresponding proportions in service-producing industries were 29.1 percent and 26.3 percent. (See table 11.)

March 1995 compensation costs averaged more for union workers (\$22.40) in private industry than for nonunion workers (\$16.26). (See table 13.) In addition, benefits made up a larger proportion of compensation costs for union workers (35.7 percent) than for nonunion workers (26.8 percent). Union and nonunion cost levels reflect a variety of influences, including coverage by a collective bargaining agreement and variation in distribution of union and nonunion workers among occupations, industries, and establishment size groups.

Compensation costs in private industry increased with establishment employment size. (See table 8.) Compensation costs averaged \$14.58 per hour worked in establishments of under 100 employees, \$16.30 in establishments of 100 to 499 employees, and \$22.85 in establishments of 500 or more employees.

March 1995 compensation costs for full-time workers were more than double those for part-time workers. (See table 9.) Compensation costs averaged \$19.44 per hour worked for full-time workers, compared with \$8.98 for part-time workers. Benefit costs made up 29.5 percent of total compensation for full-time workers, and 20.1 percent for part-time workers. Employees in an establishment are classified as full-time or part-time in accordance with the practices of the establishment, rather than on the basis of the number of hours worked per week.

Compensation costs by region ranged from \$15.31 in the South to \$20.09 in the Northeast. The proportion of compensation costs made up of benefits ranged from 27.0 percent in the West to 29.1 in the Northeast and 29.2 percent in the Midwest. (See table 7.)

State and local governments

In state and local governments, March 1995 employer costs averaged \$24.86 per hour worked, with straight-time wages and salaries averaging \$17.31 and benefit costs averaging \$7.56. (See table 4.) Compensation costs varied widely by type of work activity and occupational group. Highlights for state and local governments follow:

Among work activities, average compensation costs were higher per hour worked in services (e.g., health and educational services) than in public administration (\$25.92 and \$22.82, respectively). Those two categories account for most state and local government employment.

Compensation costs in state and local governments averaged more for white-collar occupations (\$27.60) than for blue-collar (\$20.12) and service occupations (\$18.39). Service occupations include police and firefighters, as well as janitors, cooks, and nursing aides.

The relative importance of March 1995 employer costs for employee benefits also varied among occupational categories. Benefits accounted for 28.7 percent of compensation costs for white-collar occupations, compared with 35.4 percent for blue-collar and 36.0 percent for service occupations.

Notes

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

An article examining in more detail differences in compensation levels between private industry and state and local governments, "Cost of Employee Compensation in Public and Private Sectors," was in the May 1993 issue of the BLS publication, Monthly Labor Review.

The March 1995 levels of employer costs for employee compensation shown in this release were calculated using March 1995 employment patterns. Therefore, changes in cost levels over time reflect both changing rates of compensation and changes in relative employment among occupations and industries with different rates of compensation.

A measure of the change in rates of compensation that is not influenced by employment shifts among occupations and industries is provided by the Employment Cost Index (ECI), which is published quarterly by the Bureau of Labor Statistics.

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Employer costs for employee compensation

Chart A. Relative importance of employer costs for employee compensation, private industry and state and local government, March 1995

Measures	Private industry	State & local government
Wages and salaries	71.6	69.6
Benefits	28.4	30.4
Paid leave	6.4	7.9
Supplemental pay	2.8	0.9
Insurances	6.7	8.2
Health	6.2	7.8
Retirement/savings	3.0	7.1
Legally required	9.3	6.3
Other benefits	0.2	0.1

Chart B. Employer costs for employee compensation by various categories, private industry, March 1995

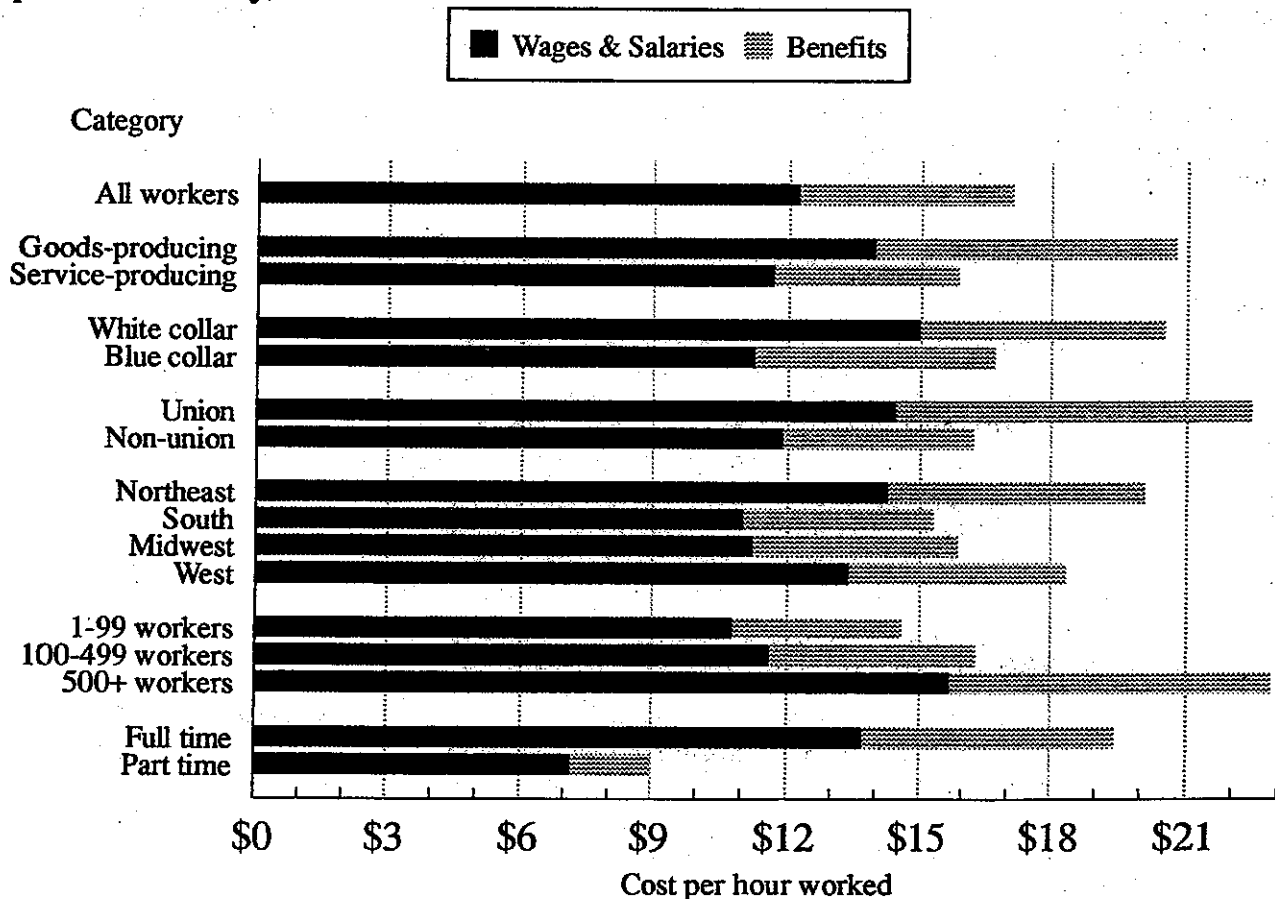


Table 1. CIVILIAN WORKERS BY BROAD OCCUPATIONAL CATEGORIES: Employer costs per hour worked for employee compensation and costs as a percent of total compensation, March 1995

Compensation component	Civilian workers		White-collar		Blue-collar		Service	
	Cost	Percent	Cost	Percent	Cost	Percent	Cost	Percent
Total compensation	\$18.38	100.0%	\$21.87	100.0%	\$16.92	100.0%	\$9.98	100.0%
Wages and salaries	13.12	71.4	15.94	72.9	11.39	67.3	7.21	72.2
Total benefits	5.26	28.6	5.93	27.1	5.53	32.7	2.77	27.8
Paid leave	1.22	6.6	1.54	7.0	1.00	5.9	.57	5.7
Vacations .....	.55	3.0	.66	3.0	.52	3.1	.26	2.6
Holidays .....	.41	2.3	.52	2.4	.35	2.1	.18	1.8
Sick leave .....	.19	1.0	.27	1.2	.09	.6	.10	1.0
Other leave .....	.06	.4	.09	.4	.04	.2	.03	.3
Supplemental pay .....	.42	2.3	.42	1.9	.59	3.5	.16	1.6
Premium pay .....	.17	.9	.09	.4	.39	2.3	.09	.9
Shift pay .....	.05	.3	.04	.2	.07	.4	.04	.4
Nonproduction bonuses .....	.20	1.1	.29	1.3	.13	.7	.04	.4
Insurance	1.29	7.0	1.46	6.7	1.38	8.1	.66	6.6
Life insurance .....	.05	.2	.06	.3	.04	.3	.02	.2
Health insurance	1.21	6.6	1.35	6.2	1.29	7.6	.63	6.3
Sickness and accident insurance .....	.04	.2	.05	.2	.04	.3	(¹)	(¹)
Retirement and savings .....	.71	3.9	.86	3.9	.65	3.8	.36	3.6
Legally required benefits ²	1.59	8.7	1.63	7.5	1.87	11.1	1.01	10.1
Social Security	1.06	5.8	1.25	5.7	.98	5.8	.59	6.0
Federal unemployment .....	.03	.1	.03	.1	.03	.2	.03	.3
State unemployment .....	.11	.6	.11	.5	.13	.8	.09	.9
Workers' compensation .....	.38	2.1	.24	1.1	.70	4.1	.30	3.0
Other benefits ³ .....	.03	.2	.03	.1	.04	.2	(¹)	(¹)

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

² Includes railroad retirement and supplemental retirement, railroad unemployment insurance, and other legally required

benefits in addition to those shown.

³ Includes severance pay and supplemental unemployment benefits.

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

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	\$18.38	\$13.12	\$5.26	\$1.22	\$0.42	\$1.29	\$0.71	\$1.59	\$0.03
Occupational group									
White-collar occupations	21.87	15.94	5.93	1.54	.42	1.46	.86	1.63	.03
Professional specialty and technical	29.07	21.42	7.65	1.95	.39	1.87	1.36	2.04	.04
Professional	30.17	22.36	7.81	1.95	.38	1.90	1.45	2.08	.04
Nurses	28.00	20.34	7.67	2.05	1.10	1.47	.74	2.29	.02
Teachers	30.26	23.06	7.20	1.42	.06	1.95	1.79	1.97	.02
Technical	23.87	16.97	6.90	1.91	.47	1.68	.96	1.83	.04
Executive, administrative, and managerial	32.34	23.14	9.20	2.77	.94	1.83	1.32	2.30	.05
Administrative support including clerical	14.86	10.51	4.36	1.10	.26	1.31	.50	1.17	.02
Blue-collar occupations	16.92	11.39	5.53	1.00	.59	1.38	.65	1.87	.04
Service occupations	9.98	7.21	2.77	.57	.16	.66	.36	1.01	(²)
Industry group									
Services	19.53	14.98	5.15	1.28	.25	1.32	.79	1.51	.02
Health services	19.59	13.90	5.69	1.59	.56	1.42	.56	1.55	(²)
Hospitals	21.14	14.83	6.31	1.81	.64	1.62	.62	1.60	.02
Educational services	24.99	18.51	6.48	1.49	.07	1.81	1.46	1.63	.02
Elementary and secondary education	24.57	18.27	6.30	1.34	.05	1.88	1.43	1.57	.02
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%	71.4%	28.6%	6.6%	2.3%	7.0%	3.9%	8.7%	0.2%
Occupational group									
White-collar occupations	100.0	72.9	27.1	7.0	1.9	6.7	3.9	7.5	.1
Professional specialty and technical	100.0	73.7	26.3	6.7	1.4	6.4	4.7	7.0	.1
Professional	100.0	74.1	25.9	6.5	1.3	6.3	4.8	6.9	.1
Nurses	100.0	72.6	27.4	7.3	3.9	5.3	2.6	8.2	.1
Teachers	100.0	76.2	23.8	4.7	.2	6.4	5.9	6.5	.1
Technical	100.0	71.1	28.9	8.0	2.0	7.0	4.0	7.7	.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	70.7	29.3	7.4	1.7	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	72.2	27.8	5.7	1.6	6.6	3.6	10.1	(²)
Industry group									
Services	100.0	73.6	28.4	6.5	1.3	6.7	4.1	7.7	.1
Health services	100.0	71.0	29.0	8.1	2.8	7.2	2.9	7.9	(²)
Hospitals	100.0	70.2	29.8	8.6	3.0	7.7	2.9	7.6	.1
Educational services	100.0	74.1	25.9	6.0	.3	7.2	5.8	6.5	.1
Elementary and secondary education	100.0	74.4	25.6	5.5	.2	7.7	5.8	6.4	.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.

Table 3. STATE AND LOCAL GOVERNMENT BY BROAD OCCUPATIONAL AND INDUSTRY CATEGORIES: Employer costs per hour worked for employee compensation, and costs as a percent of total compensation, March 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
Vacations .....	.68	2.7	.64	2.3	.72	3.9	.51	2.0
Holidays .....	.63	2.5	.66	2.4	.54	2.9	.59	2.3
Sick leave .....	.49	2.0	.55	2.0	.34	1.8	.52	2.0
Other leave .....	.16	.6	.18	.7	.11	.6	.17	.6
Supplemental pay .....	.22	.9	.14	.5	.40	2.2	.15	.6
Premium pay .....	.11	.4	.04	.2	.22	1.2	.05	.2
Shift pay .....	.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 insurance .....	.05	.2	.05	.2	.04	.2	.05	.2
Health insurance	1.95	7.8	2.05	7.4	1.66	9.0	1.95	7.5
Sickness and accident insurance .....	.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	1.55	6.3	1.67	6.0	1.19	6.5	1.57	6.0
Social Security	1.19	4.8	1.36	4.9	.76	4.1	1.29	5.0
Federal unemployment	(²)	(²)	(²)	(²)	(²)	(²)	(²)	(²)
State unemployment .....	.04	.2	.05	.2	.04	.2	.04	.2
Workers' compensation .....	.31	1.2	.26	.9	.38	2.1	.23	.9
Other benefits ³ .....	.02	.1	.03	.1	.03	.1	.02	.1

¹ Includes railroad retirement and supplemental retirement, railroad unemployment insurance, and other legally required benefits in addition to those shown.

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

³ Includes severance pay and supplemental unemployment benefits.

Table 4. STATE AND LOCAL GOVERNMENT: Employer costs per hour worked for employee compensation, and costs as a percent of total compensation, 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	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	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.

Table 5. PRIVATE INDUSTRY BY BROAD INDUSTRY CATEGORIES: Employer costs per hour worked for employee compensation, and costs as a percent of total compensation, March 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 pay .....	.54	3.1	.73	3.5	.47	3.0	.80	3.9	.47	2.9
Holiday pay .....	.37	2.2	.49	2.4	.33	2.1	.57	2.8	.33	2.0
Sick leave .....	.14	.8	.11	.5	.14	.9	.12	.6	.14	.8
Other leave pay .....	.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 pay .....	.19	1.1	.40	1.9	.12	.7	.40	2.0	.14	.8
Nonproduction bonuses .....	.23	1.3	.31	1.5	.20	1.3	.30	1.5	.21	1.3
Shift pay .....	.05	.3	.07	.3	.05	.3	.09	.4	.05	.3
Insurance	1.15	6.7	1.66	8.0	.98	6.2	1.72	8.4	1.02	6.2
Life insurance .....	.04	.3	.06	.3	.04	.2	.06	.3	.04	.2
Health insurance	1.06	6.2	1.53	7.4	.90	5.7	1.58	7.7	.94	5.8
Sickness and accident insurance .....	.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 ³	1.59	9.3	2.08	10.0	1.43	9.0	1.86	9.1	1.53	9.4
Social Security	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 ⁴ .....	.03	.2	.07	.4	(⁵)	(⁵)	.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 railroad retirement and supplemental retirement, railroad

unemployment insurance, and other legally required benefits in addition to those shown.

⁴ Includes severance pay and supplemental unemployment benefits.

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

Table 6. PRIVATE INDUSTRY BY BROAD OCCUPATIONAL CATEGORIES: Employer costs per hour worked for employee compensation, and costs as a percent of total compensation, March 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 pay .....	.54	3.1	.69	3.4	.50	3.0	.17	2.0
Holiday pay .....	.37	2.2	.49	2.4	.33	2.0	.11	1.3
Sick leave .....	.14	.8	.20	1.0	.07	.4	.06	.7
Other leave pay .....	.05	.3	.06	.3	.03	.2	.02	.2
Supplemental pay .....	.47	2.8	.52	2.5	.60	3.6	.13	1.5
Premium pay .....	.19	1.1	.11	.5	.40	2.4	.06	.7
Nonproduction bonuses .....	.23	1.3	.36	1.7	.13	.8	.03	.4
Shift pay .....	.05	.3	.05	.3	.07	.4	.03	.4
Insurance	1.15	6.7	1.29	6.3	1.34	8.0	.45	5.4
Life insurance .....	.04	.3	.06	.3	.04	.3	(¹)	(¹)
Health insurance	1.06	6.2	1.18	5.7	1.25	7.5	.43	5.1
Sickness and accident insurance .....	.04	.3	.06	.3	.05	.3	(¹)	(¹)
Retirement and savings .....	.52	3.0	.61	3.0	.60	3.6	.11	1.3
Legally required benefits ²	1.59	9.3	1.62	7.9	1.90	11.4	.99	11.8
Social Security	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	.8	.14	.8	.10	1.1
Workers' compensation .....	.39	2.3	.24	1.2	.72	4.3	.28	3.4
Other benefits ³ .....	.03	.2	.03	.2	.04	.2	(¹)	(¹)

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

² Includes railroad retirement and supplemental retirement, railroad unemployment insurance, and other legally required

benefits in addition to those shown.

³ Includes severance pay and supplemental unemployment benefits.

Table 7. PRIVATE INDUSTRY BY REGION AND BARGAINING STATUS: Employer costs per hour worked for employee compensation, and costs as a percent of total compensation, March 1995

Compensation component	Region								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 pay .....	.67	3.3	.46	3.0	.50	3.1	.56	3.0	.84	3.8	.49	3.0
Holiday pay .....	.48	2.4	.31	2.1	.36	2.2	.39	2.1	.49	2.2	.36	2.2
Sick leave .....	.19	.9	.11	.7	.11	.7	.15	.8	.16	.7	.13	.8
Other leave pay .....	.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 pay .....	.18	.9	.19	1.2	.21	1.3	.17	.9	.49	2.2	.14	.9
Nonproduction bonuses .....	.33	1.6	.19	1.2	.20	1.2	.22	1.2	.12	.5	.24	1.5
Shift pay .....	.06	.3	.04	.3	.06	.4	.06	.3	.12	.5	.04	.3
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 insurance .....	.05	.3	.04	.3	.04	.3	.04	.2	.07	.3	.04	.2
Health insurance	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 insurance .....	.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	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	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 ² .....	.03	.1	.02	.1	.04	.3	.03	.1	.08	.3	.02	.1

¹ Includes railroad retirement and supplemental retirement, railroad unemployment insurance, and other legally required benefits in addition to those shown.

² Includes severance pay and supplemental unemployment benefits.

Table 8. PRIVATE INDUSTRY BY ESTABLISHMENT EMPLOYMENT SIZE: Employer costs per hour worked for employee compensation, and costs as a percent of total compensation, March 1995

Compensation component	All workers in private industry		1-99 workers		100 workers or more					
	Cost	Percent	Cost	Percent	Total		-- 100-499 workers		500 workers or more	
					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
Vacations .....	.54	3.1	.37	2.5	.69	3.6	.49	3.0	.91	4.0
Holidays .....	.37	2.2	.27	1.9	.47	2.4	.35	2.2	.60	2.6
Sick leave .....	.14	.8	.10	.7	.17	.9	.12	.8	.22	1.0
Other leave .....	.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 pay .....	.19	1.1	.12	.9	.25	1.3	.23	1.4	.27	1.2
Shift pay .....	.05	.3	(¹)	(¹)	.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 insurance .....	.04	.3	.03	.2	.05	.3	.04	.3	.07	.3
Health insurance	1.06	6.2	.77	5.3	1.34	6.9	1.05	6.5	1.65	7.2
Sickness and accident insurance .....	.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 ²	1.59	9.3	1.48	10.2	1.69	8.7	1.53	9.4	1.87	8.2
Social Security	1.02	6.0	.91	6.2	1.13	5.8	.97	6.0	1.31	5.7
Federal unemployment .....	.03	.2	.03	.2	.03	.2	.03	.2	.03	.1
State unemployment .....	.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 ³ .....	.03	.2	(¹)	(¹)	.05	.3	.02	.1	.08	.3

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

² Includes railroad retirement and supplemental retirement, railroad unemployment insurance, and other legally required benefits in addition to those

shown.

³ Includes severance pay and supplemental unemployment benefits.

Table 9. PRIVATE INDUSTRY BY FULL-TIME AND PART-TIME STATUS: Employer costs per hour worked for employee compensation, and costs as a percent of total compensation, March 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 occupations	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	40.91	27.48	13.43	3.09	1.57	3.41	1.50	3.69	.16
Service-producing industries ⁴	18.70	13.52	5.18	1.30	.46	1.27	.54	1.60	.02
Transportation and public administration	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
Service industries	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 occupations	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 occupations	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	67.2	32.8	7.6	3.8	8.3	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 administration	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
Service industries	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 occupations	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)
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.

Table 10. PRIVATE INDUSTRY BY OCCUPATIONAL AND INDUSTRY CATEGORIES: Employer costs per hour worked for employee compensation, and costs as a percent of total compensation, March 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	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, managerial	32.43	23.36	9.06	2.67	1.11	1.73	1.12	2.37	.06
Sales occupations	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 industries	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	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, managerial	100.0	72.0	28.0	8.2	3.4	5.3	3.4	7.3	.2
Sales occupations	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 industries	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.

Table 11. PRIVATE GOODS-PRODUCING AND SERVICE-PRODUCING INDUSTRIES: Employer costs per hour worked for employee compensation, and costs as a percent of total compensation, March 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	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, 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	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, managerial	31.16	22.59	8.58	2.59	1.06	1.64	1.01	2.22	.05
Sales workers	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	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, 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	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, managerial	100.0	72.5	27.5	8.3	3.4	5.3	3.3	7.1	.2
Sales workers	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.

Table 12. PRIVATE MANUFACTURING AND NONMANUFACTURING INDUSTRIES: Employer costs per hour worked for employee compensation, and costs as a percent of total compensation, 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	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	.81	2.13	1.06	2.13	.11
Executive, administrative, 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	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, managerial	31.33	22.64	8.69	2.55	1.09	1.65	1.04	2.30	.05
Sales workers	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	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, 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	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, managerial	100.0	72.3	27.7	8.1	3.5	5.3	3.3	7.3	.2
Sales workers	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.

Table 13. PRIVATE INDUSTRY UNION AND NONUNION WORKERS: Employer costs per hour worked for employee compensation, and costs as a percent of total compensation, March 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	23.67	14.57	9.10	1.46	1.02	2.52	1.44	2.52	.14
Service-producing industries	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	19.72	13.75	5.96	1.34	.69	1.36	.60	1.92	.05
Service-producing industries	15.32	11.40	3.92	.93	.36	.88	.37	1.37	(²)
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	.02
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	100.0	61.6	38.4	6.2	4.3	10.6	6.1	10.6	.6
Service-producing industries	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	100.0	69.8	30.2	6.8	3.5	6.9	3.0	9.8	.3
Service-producing industries	100.0	74.4	25.6	6.1	2.3	5.7	2.4	9.0	(²)
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	.1

¹ Includes severance pay and supplemental unemployment benefits.

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

Table 14. PRIVATE INDUSTRY BY ESTABLISHMENT EMPLOYMENT SIZE: Employer costs per hour worked for employee compensation, and costs as a percent of total compensation, March 1995

Industry and occupational group, and employment size	Total compen- sation	Wages and salaries	Benefit costs						
			Total	Paid leave	Supple- mental pay	Insurance	Retirement and savings	Legally required benefits	Other benefits 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 workers or more	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 workers or more	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 workers or more	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 workers or more	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 workers or more	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 workers or more	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 workers or more	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 workers or more	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 workers or more	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 workers or more	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 workers or more	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 workers or more	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 workers or more	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 workers or more	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 workers or more	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 workers or more	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 workers or more	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 workers or more	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 workers or more	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 workers or more	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.

Table 15. PRIVATE INDUSTRY HEALTH SERVICES BY OCCUPATIONAL CATEGORIES: Employer costs per hour worked for employee compensation, and costs as a percent of total compensation, March 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 occupations	24.89	18.45	6.44	1.78	.74	1.33	.54	2.03	(²)
Professional occupations	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 occupations	19.73	14.63	5.10	1.24	.53	1.16	.45	1.71	(²)
Administrative support including clerical occupations	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 occupations	25.58	18.33	7.25	2.05	.98	1.63	.57	1.99	.02
Professional occupations	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 occupations	19.40	13.46	5.94	1.63	.68	1.68	.44	1.49	.02
Administrative support including clerical occupations	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 occupations	17.61	13.11	4.50	1.11	.42	.67	.20	2.10	(²)
Professional occupations	19.59	14.87	4.73	1.27	.36	.69	.20	2.21	(²)
Technical occupations	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 occupations	100.0	74.1	25.9	7.2	3.0	5.3	2.2	8.2	(²)
Professional occupations	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 occupations	100.0	74.1	25.9	6.3	2.7	5.9	2.3	8.7	(²)
Administrative support including clerical occupations	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 occupations	100.0	71.7	28.3	8.0	3.8	6.4	2.2	7.8	.1
Professional occupations	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 occupations	100.0	69.4	30.6	8.4	3.5	8.7	2.3	7.7	.1
Administrative support including clerical occupations	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 occupations	100.0	74.5	25.5	6.3	2.4	3.8	1.1	11.9	(²)
Professional occupations	100.0	75.9	24.1	6.5	1.8	3.5	1.0	11.3	(²)
Technical occupations	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.

Table 16. SPECIAL INDUSTRIES: Employer costs for employee compensation, and costs as a percent of total compensation, 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, 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	.88	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	39.2	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, 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	39.8	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	63.6	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: SIC refers to the 1987 Standard Industrial Classification System code as defined by the U.S. Office of Management and Budget.

EXPLANATORY NOTES

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

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

Benefits covered are: Paid leave—paid vacations, holidays, sick leave, and other leave; supplemental pay—premium pay for overtime and work on weekends and holidays, shift differentials, nonproduction bonuses, and lump-sum payments provided in lieu of wage increases; insurance benefits—life, health, and sickness and accident insurance; retirement and savings benefits—pension and other retirement plans and savings and thrift plans; legally required benefits—social security, railroad retirement and supplemental retirement, railroad unemployment insurance, Federal and state unemployment insurance, workers' compensation, and other benefits required by law, such as state temporary disability insurance; and other benefits—severance pay and supplemental unemployment plans.

The Survey

Employer costs for employee compensation cover all occupations in private industry, excluding farms and households, and state and local governments. These cost levels are published once a year with the payroll period including March 12th as the reference period.

The cost levels are based on compensation cost data collected for the Bureau of Labor Statistics Employment Cost Index (ECI), released quarterly. Cost data were collected from the ECI's March 1995 sample which consisted of about 22,000 occupations within 4,200 sample establishments in private industry and 6,000 occupations within 900 establishments in state and local governments. The sample establishments are classified in industry categories based on the 1987 Standard Industrial Classification (SIC) system, as defined by the U.S. Office of Management and Budget. Within an establishment, specific job categories are selected to represent broader major occupational groups such as professional specialty and technical occupations.

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

The March 1995 compensation cost levels were calculated with the March 1995 employment counts from the Bureau of Labor Statistics Current Employment Statistics program benchmarked to the 1994 universe of all private nonfarm establishments. For private industry, in most cases, the employment counts used were total employment estimates for 2-digit major industry groups (such as primary metal manufacturing or food stores) as defined by the SIC system. (For the aerospace industries, employment estimates for 4-digit industries such as aircraft manufacturing were used.) For state and local governments, the employment counts used ranged from those for

3-digit industries such as hospitals to those for major industry divisions, such as public administration.

The employment data from these 2-digit, 3-digit, or 4-digit industries were distributed to major occupational groups (such as executives, administrators, and managers or machine operators, assemblers, and inspectors), using the relative importance of the groups as estimated by the ECI sample. Because the ECI establishment sample is completely replaced, industry by industry, on a 4-year cycle, the major occupational group employment counts from the ECI are, on average, 2 to 3 years old. However, comparisons of cost level estimates showed that differences of a few years in the age of the occupation data within industries have a negligible impact on the estimates.

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

An annual bulletin is issued from the ECI program. The most recent bulletin, Employment Cost Indexes and Levels--1975-94 (Bulletin 2447), provides complete historical data on ECI indexes and levels, and measures of the precision of the two series through June 1994. It also includes an explanation of survey methods and discussion of the published information. The next annual bulletin, to be issued later this year, will include this material as well as complete historical ECI data and measures of precision through June 1995.

The Relative Standard Errors

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

The standard error defines a range (confidence interval) around the cost estimate. The approximate 95-percent confidence interval is the estimate plus or minus twice the standard error. The standard error can also be expressed as a percent of the cost estimate, or the relative standard error. For example, the 95-percent confidence interval for a cost estimate of \$10 with a relative standard error of 1.0 percent would be \$10.00 plus or minus 2.0 percent (2 times 1.0 percent) or \$9.80 to \$10.20. We can be 95 percent confident that the "true" cost falls within the confidence interval.

The relative standard error is shown with the cost estimates for some series in the appendix. Relative standard errors for all published estimates are available upon request. They also will appear in the 1995 ECI annual bulletin to be published later this year. A fuller explanation of the relative standard errors is provided in the article "Analyzing employers' costs for wages, salaries, and benefits" in the October 1987 issue of the Monthly Labor Review.

Appendix. Employer costs per hour worked for components of compensation, and relative standard errors,¹ by major industry and occupation categories, March 1995

Industry or Occupation Category	Total Compensation	Wages and salaries	Benefit costs						
			Total	Paid Leave	Supplemental pay	Insurance	Retirement and savings	Legally required benefits	Other benefits ²
Civilian workers									
Cost per hour worked	\$18.38	\$13.12	\$5.26	\$1.22	\$0.42	\$1.29	\$0.71	\$1.59	\$0.03
Relative Error .....	.8%	.9%	1.0%	1.4%	3.2%	1.2%	1.9%	.8%	8.1%
State and local government workers									
Cost per hour worked	\$24.86	\$17.31	\$7.56	\$1.95	\$.22	\$2.03	\$1.78	\$1.55	\$.02
Relative Error	1.1%	1.2%	1.2%	1.7%	4.8%	1.8%	2.2%	1.7%	9.7%
Private industry workers									
Cost per hour worked	\$17.10	\$12.25	\$4.85	\$1.09	\$.47	\$1.15	\$.52	\$1.59	\$.03
Relative Error	1.0%	1.0%	1.3%	1.8%	3.4%	1.4%	2.5%	.9%	9.5%
Goods-producing industries									
Cost per hour worked	\$20.75	\$13.97	\$6.78	\$1.37	\$.78	\$1.66	\$.82	\$2.08	\$.07
Relative Error	1.8%	1.7%	2.2%	2.4%	5.3%	2.6%	3.9%	2.0%	11.8%
Service-producing industries									
Cost per hour worked	\$15.88	\$11.67	\$4.20	\$1.00	\$.37	\$.98	\$.41	\$1.43	(³)
Relative Error	1.1%	1.1%	1.4%	2.2%	3.7%	1.4%	3.4%	.9%	(³)
Manufacturing									
Cost per hour worked	\$20.47	\$13.72	\$6.74	\$1.54	\$.80	\$1.72	\$.75	\$1.86	\$.09
Relative Error	2.1%	2.1%	2.5%	2.5%	6.0%	2.8%	3.9%	2.1%	12.6%
Nonmanufacturing									
Cost per hour worked	\$16.29	\$11.89	\$4.39	\$.98	\$.39	\$1.02	\$.46	\$1.53	\$.02
Relative Error	1.1%	1.1%	1.4%	2.3%	3.9%	1.5%	3.2%	1.0%	15.6%
White-collar occupations									
Cost per hour worked	\$20.50	\$14.98	\$5.53	\$1.45	\$.52	\$1.29	\$.61	\$1.82	\$.03
Relative Error	1.3%	1.3%	1.6%	2.1%	5.2%	1.7%	3.8%	1.1%	14.4%
Blue-collar occupations									
Cost per hour worked	\$16.69	\$11.28	\$5.42	\$.94	\$.60	\$1.34	\$.60	\$1.90	\$.04
Relative Error	1.4%	1.2%	1.9%	2.7%	2.8%	2.3%	3.9%	1.8%	8.4%
Service occupations									
Cost per hour worked	\$8.39	\$6.35	\$2.04	\$.36	\$.13	\$.45	\$.11	\$.99	(³)
Relative Error	1.2%	1.1%	2.4%	3.5%	7.0%	4.7%	6.8%	1.8%	(³)

¹ The relative error is the standard error expressed as a percent of the cost. We can be 95-percent confident that the interval around the cost estimate bounded by two times plus and two times minus the standard error contains the 'true' cost.

² Includes severance pay and supplemental unemployment benefits.

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