

News

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EMPLOYER COSTS FOR EMPLOYEE COMPENSATION - MARCH 1992

Employer costs for employee compensation in the U.S. economy (private industry and State and local governments) averaged \$17.27 per hour worked in March 1992, 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 \$12.33 an hour, while benefit costs (the remaining 28.6 percent) averaged \$4.94.

This release covers, for the first time, employer compensation costs for State and local government employees, as well as for private industry workers.

Legally required benefits (e.g., social security, workers' compensation, unemployment insurance) averaged \$1.46 per hour worked--the largest cost to employers among the benefit categories. Legally required benefits accounted for 8.5 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 (\$1.23), paid leave (\$1.20), retirement and savings (67 cents), and supplemental pay (36 cents), which includes premium pay for overtime, shift pay, nonproduction bonuses, and lump-sum payments provided in lieu of wage increases.

Private industry

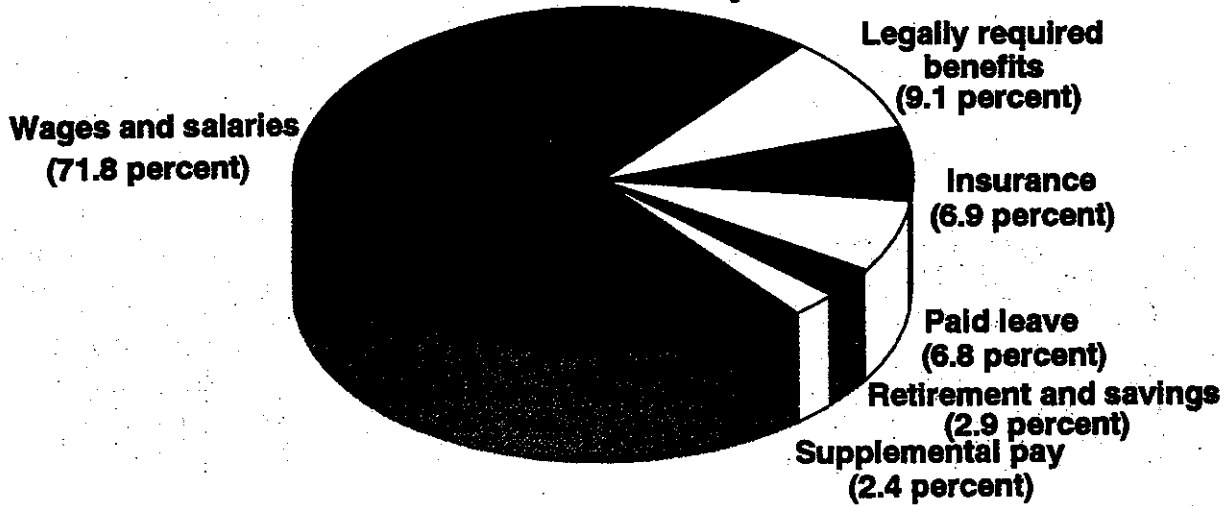
In private industry, March 1992 employer costs averaged \$16.14 per hour worked, straight-time wages and salaries \$11.58 per hour, and benefit costs \$4.55 per hour. (See table 3.) Compensation costs varied widely by industry and occupational group, union status, establishment employment size, and geographic region. Highlights for private industry follow:

Compensation costs averaged more for workers in goods-producing industries (\$19.38 per hour worked) than for those in service-producing industries (\$14.99). (See table 7.) In goods-producing industries, compensation cost levels ranged from \$17.10 in nondurable goods manufacturing to \$20.77 in durable goods manufacturing. Among service-producing industries, compensation costs ranged from \$9.07 in retail trade to \$22.91 in transportation and public utilities.

Among occupational categories, average compensation costs were higher for white-collar occupations (\$18.95) than for blue-collar occupations (\$15.88) and service

Relative importance of employer cost for employee compensation, private industry and state and local government, March 1992

Private industry



State and local government

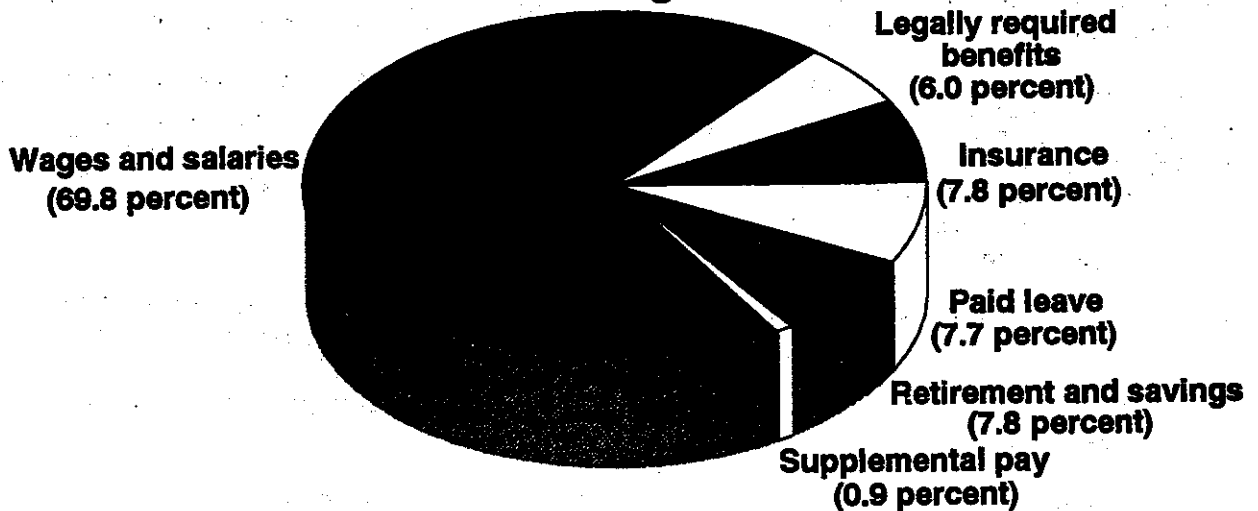


Table 1. CIVILIAN WORKERS: Employer costs per hour worked for employee compensation, and costs as a percent of total compensation, by occupational and industry group, March 1992

Series	Total compensation	Wages and salaries	Benefit costs					Total	Paid Leave	Supplemental pay	Insurance	Retirement and savings	Legally required	Other benefits/
			Total	Cost per hour worked	Supplemental pay	Insurance	Retirement and savings							
Civilian workers.....	\$17.27	\$12.33	\$4.94	\$1.20	\$0.36	\$1.23	\$0.67	\$1.46	\$0.02					
Occupational group:														
White-collar occupations.....	20.43	14.90	5.54	1.52	.33	1.37	.82	1.47	.02					
Professional, specialty and technical.....	27.49	20.13	7.35	1.97	.39	1.74	1.36	1.85	.03					
Executive, administrative, and managerial.....	29.69	21.67	8.02	2.63	.52	1.63	1.19	2.02	.03					
Administrative support including clerical.....	13.90	9.77	4.13	1.07	.23	1.27	.47	1.07	(2)					
Blue-collar occupations.....	16.01	10.80	5.21	.99	.55	1.32	.57	1.75	.03					
Service occupations.....	9.87	7.12	2.75	.59	.17	.65	.37	.96	(2)					
Industry group:														
Services.....	18.14	13.28	4.86	1.25	.26	1.18	.79	1.36	(2)					
Health services.....	17.05	12.22	4.83	1.47	.43	1.07	.43	1.42	(2)					
Hospitals.....	19.68	13.78	5.90	1.82	.64	1.37	.53	1.53	(2)					
Educational services.....	25.73	18.80	6.94	1.57	.08	1.91	1.89	1.46	.03					
Elementary and secondary education.....	26.07	18.97	7.11	1.48	.08	2.07	2.03	1.41	.04					
Higher education.....	26.23	19.30	6.93	1.80	.10	1.68	1.74	1.61	(2)					
Civilian workers.....	100.0	71.4	28.6	7.0	2.1	7.1	3.9	8.5	0.1					
Occupational group:														
White-collar occupations.....	100.0	72.9	27.1	7.4	1.6	6.7	4.0	7.2	.1					
Professional, specialty and technical.....	100.0	73.2	26.8	7.2	1.4	6.3	5.0	6.7	.1					
Executive, administrative, and managerial.....	100.0	72.8	27.2	8.9	1.7	5.5	4.0	6.9	.1					
Administrative support including clerical.....	100.0	70.3	29.7	7.7	1.7	9.2	3.4	7.7	(2)					
Blue-collar occupations.....	100.0	67.4	32.6	6.2	3.4	8.2	3.6	10.9	.2					
Service occupations.....	100.0	72.2	27.8	6.0	1.7	6.6	3.8	9.8	(2)					
Industry group:														
Services.....	100.0	73.2	26.8	6.9	1.5	6.5	4.4	7.5	(2)					
Health services.....	100.0	71.7	28.3	8.6	2.5	6.3	2.7	8.3	(2)					
Hospitals.....	100.0	70.0	30.0	9.3	3.3	7.4	2.5	7.8	(2)					
Educational services.....	100.0	73.0	27.0	6.1	.3	7.4	7.4	5.7	.1					
Elementary and secondary education.....	100.0	72.7	27.3	5.7	.4	8.0	7.8	5.4	.1					
Higher education.....	100.0	73.6	26.4	6.8	.4	6.4	6.6	6.1	(2)					

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

Table 2. 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 1992

Series	Total compensation	Wages and salaries	Benefit costs					Other benefits/pts/	
			Total	Paid leave	Supplemental pay	Insurance	Retirement and savings		Legally required
			Cost per hour worked						
State and local government workers.....	\$23.49	\$16.39	\$7.09	\$1.80	\$0.21	\$1.84	\$1.82	\$1.40	\$0.02
Occupational group:									
White-collar occupations.....	26.55	18.99	7.56	1.90	.14	1.96	2.03	1.50	.03
Professional specialty and technical.....	31.50	23.10	8.40	1.87	.16	2.14	2.48	1.71	.04
Teachers.....	34.42	25.74	8.68	1.65	.08	2.31	2.82	1.78	.04
Executive, administrative, and managerial.....	29.86	20.84	9.02	2.98	.14	1.81	2.31	1.76	.02
Administrative support including clerical.....	15.03	9.90	5.13	1.41	.09	1.68	.99	.95	(2)
Blue-collar occupations.....	18.06	11.69	6.38	1.67	.34	1.70	1.26	1.39	.02
Service occupations.....	16.52	10.54	5.99	1.53	.36	1.53	1.46	1.09	.02
Industry group:									
Services.....	24.92	17.85	7.06	1.68	.15	1.92	1.90	1.40	.03
Health services.....	18.42	12.45	5.98	1.90	.49	1.32	.98	1.27	.02
Hospitals.....	18.80	12.77	6.02	1.94	.48	1.31	.98	1.29	.02
Educational services.....	26.55	19.25	7.30	1.63	.09	2.09	2.09	1.43	.03
Elementary and secondary education.....	26.73	19.38	7.35	1.53	.08	2.14	2.16	1.41	.04
Higher education.....	26.95	19.59	7.36	1.91	.12	1.82	1.96	1.54	.04
Public administration.....	20.76	13.69	7.07	2.03	.28	1.64	1.77	1.52	(2)
State and local government workers.....	100.0	69.8	30.2	7.7	0.9	7.8	7.8	6.0	0.1
Occupational group:									
White-collar occupations.....	100.0	71.5	28.5	7.2	.5	7.4	7.6	5.7	.1
Professional specialty and technical.....	100.0	73.3	26.7	5.9	.5	6.8	7.9	5.4	.1
Teachers.....	100.0	74.8	25.2	4.8	.2	6.7	8.2	5.2	.1
Executive, administrative, and managerial.....	100.0	69.8	30.2	10.0	.5	6.1	7.7	5.9	.1
Administrative support including clerical.....	100.0	65.9	34.1	9.4	.6	11.2	6.6	6.3	(2)
Blue-collar occupations.....	100.0	64.7	35.3	9.2	1.9	9.4	7.0	7.7	.1
Service occupations.....	100.0	63.8	36.2	9.3	2.2	9.2	8.8	6.6	.1
Industry group:									
Services.....	100.0	71.7	28.3	6.7	.6	7.7	7.6	5.6	.1
Health services.....	100.0	67.6	32.4	10.3	2.7	7.1	5.3	6.9	.1
Hospitals.....	100.0	68.0	32.0	10.3	2.6	7.0	5.2	6.9	.1
Educational services.....	100.0	72.5	27.5	6.1	.3	7.7	7.9	5.4	.1
Elementary and secondary education.....	100.0	72.5	27.5	5.7	.3	8.0	8.1	5.3	.2
Higher education.....	100.0	72.7	27.3	7.1	1.4	6.8	7.3	5.7	(2)
Public administration.....	100.0	66.0	34.0	9.8	1.4	7.9	8.5	6.4	.1

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

Table 3. PRIVATE INDUSTRY BY BROAD INDUSTRY CATEGORIES: Employer costs per hour worked for employee compensation, and costs as a percent of total compensation, March 1992

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

1/ Includes mining, construction, and manufacturing utilities; wholesale and retail trade; finance, insurance, and real estate; and service industries.

2/ Cost per hour worked is \$0.01 or less. NOTE: See the explanatory note for a definition of compensation components.

Table 4. PRIVATE INDUSTRY BY BROAD OCCUPATIONAL CATEGORIES: Employer costs per hour worked for employee compensation, and costs as a percent of total compensation, March 1992

Compensation Component	All workers in private industry		White-collar workers		Blue-collar workers		Service workers	
	Cost	Percent	Cost	Percent	Cost	Percent	Cost	Percent
Total compensation.....	\$16.14	100.0%	\$18.95	100.0%	\$15.88	100.0%	\$8.43	100.0%
Wage rate.....	11.58	71.8	13.90	73.4	10.74	67.7	6.38	75.7
Total benefits.....	4.55	28.2	5.05	26.6	5.13	32.3	2.05	24.3
Paid leave.....	1.09	6.8	1.43	7.5	.94	5.9	.39	4.6
Vacations.....	.54	3.3	.68	3.6	.49	3.1	.20	2.4
Holidays.....	.37	2.3	.48	2.5	.34	2.1	.11	1.4
Sick leave.....	.14	.9	.21	1.1	.08	.5	.06	.7
Other leave.....	.05	.3	.07	.4	.04	.3	.02	.2
Supplemental pay.....	.39	2.4	.37	2.0	.56	3.5	.12	1.5
Premium pay.....	.18	1.1	.10	.5	.38	2.4	.06	.7
Shift pay.....	.05	.3	.05	.2	.07	.4	.03	.4
Nonproduction bonuses.....	.15	1.0	.22	1.2	.11	.7	.03	.3
Insurance.....	1.12	6.9	1.23	6.5	1.29	8.1	.45	5.4
Life.....	.05	.3	.06	.3	.05	3.3	*.42	5.0
Health.....	1.02	6.3	1.12	5.9	1.19	7.5	.02	.2
Sickness and accident.....	.05	.3	.05	.3	.06	.4	.02	.2
Retirement and savings.....	.66	2.9	.53	2.8	.53	3.3	.14	1.6
Pensions.....	.36	2.3	.39	2.1	.45	2.9	.12	1.5
Savings and thrift.....	.10	.6	.14	.7	.07	.5	*.02	.2
Legally required.....	1.47	9.1	1.47	7.7	1.77	11.2	.94	11.1
Social security.....	.96	6.0	1.12	5.9	.93	5.9	.54	6.4
Federal unemployment.....	.03	.2	.03	2.2	.03	.2	.04	.4
State unemployment.....	.10	.6	.09	.5	.12	.8	.08	.9
Workers' compensation.....	.36	2.2	.20	1.1	.64	4.1	.28	3.3
Other benefits.....	.02	.1	.02	.1	.04	.2	*.02	.2

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

Table 3. PRIVATE INDUSTRY BY BROAD INDUSTRY CATEGORIES: Employer costs per hour worked for employee compensation, and costs as a percent of total compensation, March 1992

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

1/ Includes mining, construction, and manufacturing utilities; wholesale and retail trade; finance, insurance, and real estate; and service industries.
 2/ Includes mining, construction, and manufacturing utilities; transportation, communication, and public utilities; wholesale and retail trade; finance, insurance, and real estate; and service industries.
 * Cost per hour worked is \$0.01 or less.
 NOTE: See the explanatory note for a definition of compensation components.

Table 4. PRIVATE INDUSTRY BY BROAD OCCUPATIONAL CATEGORIES: Employer costs per hour worked for employee compensation, and costs as a percent of total compensation, March 1992

Compensation component	All workers in private industry		White-collar workers		Blue-collar workers		Service workers	
	Cost	Percent	Cost	Percent	Cost	Percent	Cost	Percent
Total compensation.....	\$16.14	100.0%	\$18.95	100.0%	\$15.88	100.0%	\$8.43	100.0%
Wage rate.....	11.58	71.8	13.90	73.4	10.74	67.7	6.38	75.7
Total benefits.....	4.55	28.2	5.05	26.6	5.13	32.3	2.05	24.3
Paid leave.....	1.09	6.8	1.43	7.5	.94	5.9	.39	4.6
Vacations.....	.54	3.3	.68	3.6	.49	3.1	.20	2.4
Holidays.....	.37	2.3	.48	2.5	.34	2.1	.11	1.4
Sick leave.....	.14	.9	.21	1.1	.08	.5	.06	.7
Other leave.....	.05	.3	.07	.4	.04	.3	.02	.2
Supplemental pay.....	.39	2.4	.37	2.0	.56	3.5	.12	1.5
Premium pay.....	.18	1.1	.10	.5	.38	2.4	.06	.7
Shift pay.....	.05	.3	.05	.2	.07	.4	.03	.4
Nonproduction bonuses.....	.15	1.0	.22	1.2	.11	.7	.03	.3
Insurance.....	1.12	6.9	1.23	6.5	1.29	8.1	.45	5.4
Life.....	.05	.3	.06	.3	.05	.3	×	×
Health.....	1.02	6.3	1.12	5.9	1.19	7.5	.42	5.0
Sickness and accident.....	.05	.3	.05	.3	.06	.4	.02	.2
Retirement and savings.....	.66	2.9	.53	2.8	.53	3.3	.14	1.6
Pensions.....	.36	2.3	.39	2.1	.45	2.9	.12	1.5
Savings and thrift.....	.10	.6	.14	.7	.07	.5	×	×
Legally required.....	1.47	9.1	1.47	7.7	1.77	11.2	.94	11.1
Social security.....	.96	6.0	1.12	5.9	.93	5.9	.54	6.4
Federal unemployment.....	.03	.2	.03	.2	.03	.2	.04	.4
State unemployment.....	.10	.6	.09	.5	.12	.8	.08	.9
Workers' compensation.....	.36	2.2	.20	1.1	.64	4.1	.28	3.3
Other benefits.....	.02	.1	.02	.1	.04	.2	×	×

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

Table 5. PRIVATE INDUSTRY BY REGION AND UNION STATUS: Employer costs per hour worked for employee compensation, and costs as a percent of total compensation, March 1992

Compensation component	Region						Midwest		West		Union status	
	Northeast		South		Midwest		West		Union		Nonunion	
	Cost	Percent	Cost	Percent	Cost	Percent	Cost	Percent	Cost	Percent	Cost	Percent
Total compensation	\$18.84	100.0%	\$14.52	100.0%	\$15.47	100.0%	\$16.26	100.0%	\$21.09	100.0%	\$15.22	100.0%
Wage rate	13.41	71.2	10.58	72.8	10.93	70.6	11.82	72.7	13.63	64.6	11.21	73.6
Total benefits	5.43	28.8	3.94	27.2	4.54	29.4	4.45	27.3	7.46	35.4	4.01	26.4
Paid leave	1.42	7.6	.94	6.5	1.01	6.5	1.05	6.4	1.56	7.4	1.01	6.6
Vacations	.67	3.5	.47	3.2	.51	3.3	.51	3.1	.83	4.0	.48	3.2
Holidays	.47	2.5	.31	2.2	.55	2.2	.56	2.2	.49	2.3	.35	2.3
Sick leave	.21	1.1	.11	.8	.11	.7	.14	.8	.16	.8	.14	.9
Other leave	.08	.4	.04	.3	.04	.3	.04	.3	.07	.3	.05	.3
Supplemental pay	.43	2.3	.32	2.2	.43	2.8	.38	2.3	.73	3.5	.32	2.1
Premium pay	.18	1.0	.17	1.1	.20	1.3	.18	1.1	.48	2.3	.13	.8
Shift pay	.07	.4	.04	.3	.05	.3	.04	.3	.12	.6	.04	.2
Nonproduction bonuses	.18	1.0	.11	.8	.18	1.2	.15	.9	.12	.6	.16	1.0
Insurance	1.36	7.2	.94	6.5	1.15	7.4	1.04	6.4	2.06	9.8	.94	6.2
Life	.06	.3	.04	3.3	.05	3.3	.04	3.3	.07	4.4	.04	3.3
Health	1.25	6.6	.86	5.9	1.05	6.8	.96	5.9	1.89	9.0	.86	5.7
Sickness and accident	.05	.3	.04	.3	.06	.4	.04	.2	.10	.5	.04	.2
Retirement and savings	.55	2.9	.38	2.6	.49	3.2	.44	2.7	.99	4.7	.36	2.4
Pensions	.46	2.4	.29	2.0	.40	2.6	.32	2.0	.89	4.2	.27	1.7
Savings and thrift	.09	.5	.10	.7	.09	.6	.12	.7	.09	.4	.10	.6
Legally required	1.65	8.8	1.36	9.3	1.42	9.2	1.53	9.4	2.05	9.7	1.37	9.0
Social security	1.09	5.8	.88	6.1	.93	6.0	.97	6.0	1.18	5.6	.92	6.0
Federal unemployment	.03	.2	.03	2.0	.04	.2	.03	2.0	.03	.2	.03	2.0
State unemployment	.12	.6	.08	.5	.11	.7	.10	.6	.14	.6	.09	.6
Workers' compensation	.36	1.9	.34	2.3	.32	2.1	.43	2.6	.62	3.0	.31	2.0
Other benefits	.02	.1	.02	.1	.03	.2	.03	.2	.07	.3	.03	.2

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

Table 6. PRIVATE INDUSTRY BY ESTABLISHMENT EMPLOYMENT SIZE: Employer costs per hour worked for employee compensation, and costs as a percent of total compensation, March 1992

Compensation component	Total Private		1-99 workers		100-499 workers		500 workers or more	
	Cost	Percent	Cost	Percent	Cost	Percent	Cost	Percent
Total compensation	\$16.14	100.0	\$13.95	100.0	\$15.03	100.0	\$21.23	100.0
Wages and salaries	11.58	71.8	10.36	74.3	10.82	72.0	14.58	68.7
Total benefits	4.55	28.2	3.59	25.7	4.21	28.0	6.64	31.3
Paid leave	1.09	6.8	.77	5.6	.99	6.6	1.77	8.4
Vacations	.54	3.3	.37	2.6	.48	3.2	.89	4.2
Holidays	.37	2.3	.27	1.9	.34	2.3	.57	2.7
Sick leave	.14	.9	.10	.7	.13	.8	.22	1.0
Other leave	.05	.3	.03	.3	.04	.3	.08	.4
Supplemental pay	.39	2.4	.30	2.2	.46	2.6	.59	2.8
Premium pay	.18	1.1	.12	.9	.23	1.3	.27	1.3
Shift pay	.05	1.3	(1)	(1)	.09	.5	.14	.6
Nonproduction bonuses	.15	1.0	.17	1.2	.14	.8	.19	.9
Insurance	1.12	6.9	.83	5.9	1.06	7.1	1.69	8.0
Life insurance	.05	.3	.03	.2	.04	.3	.08	.4
Health insurance	1.02	6.3	.76	5.5	1.25	6.9	1.53	7.2
Sickness and Accident insurance	.05	.3	.03	.2	.04	.3	.08	.4
Retirement and savings	.46	2.9	.31	2.2	.60	3.3	.80	3.8
Pensions	.36	2.3	.26	1.9	.45	2.5	.60	2.8
Savings and thrift	.10	.6	.05	.3	.14	.8	.20	.9
Legally required ^{2/}	1.47	9.1	1.37	9.8	1.56	8.6	1.73	8.2
Social Security	.96	6.0	.85	6.1	1.06	5.8	1.22	5.7
Federal unemployment	.03	.2	.03	.2	.03	.2	.03	.1
State unemployment	.10	.6	.10	.7	.10	.5	.09	.4
Workers' compensation	.36	2.2	.38	2.7	.34	1.9	.33	1.5
Other benefits ^{3/}	.02	.1	(1)	(1)	.03	.2	.06	.3

1/ Cost per hour worked is \$0.01 or less.
 2/ Includes railroad retirement, railroad unemployment, railroad supplemental unemployment, and other legally required in addition to benefits shown.
 3/ Includes severance pay and supplemental unemployment benefits.

Table 7. PRIVATE INDUSTRY BY INDUSTRY CATEGORIES: Employer costs per hour worked for employee compensation, and costs as a percent of total compensation, March 1992

Industry Group	Total compensation	Wage and salaries	Total	Benefit costs				Legally required	Other benefits
				Paid leave	Supplemental pay	Insurance	Retirement and savings		
				Cost per hour worked					
All workers in private industry.....	\$16.14	\$11.58	\$4.55	\$1.09	\$0.39	\$1.12	\$0.46	\$1.47	\$0.02
Goods-producing industries 1/.....	19.38	13.17	6.21	1.33	.64	1.60	.70	1.89	.05
Construction.....	18.91	13.34	5.56	.62	.50	1.10	.81	2.54	*
Manufacturing industries.....	19.20	12.93	6.26	1.47	.67	1.70	.65	1.71	.06
Durables.....	20.77	13.77	7.00	1.64	.79	1.95	.73	1.80	.09
Nondurables.....	17.10	11.82	5.28	1.24	.51	1.37	.56	1.58	.02
Service-producing industries 2/.....	14.99	11.02	3.97	1.01	.30	.95	.38	1.33	*
Transportation and public utilities.....	22.91	15.72	7.19	1.87	.50	1.81	.83	2.15	.03
Wholesale trade.....	17.67	12.70	4.97	1.15	.48	1.29	.44	1.59	.02
Retail trade.....	9.07	7.00	2.07	.38	.17	.44	.12	.95	*
Finance, insurance, and real estate.....	19.95	14.58	5.38	1.57	.31	1.48	.65	1.35	.02
Services.....	15.59	11.56	4.03	1.09	.30	.90	.38	1.35	*
All workers in private industry.....	100.0%	71.8%	28.2%	6.8%	2.4%	6.9%	2.9%	9.1%	0.1%
Goods-producing industries 1/.....	100.0	68.0	32.0	6.9	3.3	8.2	3.6	9.7	.3
Construction.....	100.0	70.6	29.4	3.3	2.6	5.8	4.3	13.4	*
Manufacturing industries.....	100.0	67.4	32.6	7.7	3.5	8.9	3.4	8.9	.3
Durables.....	100.0	66.3	33.7	7.9	3.8	9.4	3.5	8.7	.4
Nondurables.....	100.0	69.1	30.9	7.2	3.0	8.0	3.3	9.3	.1
Service-producing industries 2/.....	100.0	73.5	26.5	6.7	2.0	6.3	2.5	8.9	*
Transportation and public utilities.....	100.0	68.6	31.4	8.2	2.2	7.9	3.6	9.4	.1
Wholesale trade.....	100.0	71.9	28.1	6.5	2.7	7.3	2.5	9.0	.1
Retail trade.....	100.0	77.2	22.8	4.2	1.8	4.9	1.3	10.5	*
Finance, insurance, and real estate.....	100.0	73.1	26.9	7.9	1.5	7.4	3.2	6.8	.1
Services.....	100.0	74.2	25.8	7.0	2.0	5.8	2.4	8.7	*

* Cost per hour worked is \$0.01 or less.
NOTE: See footnotes at end of table 3.

Table 8. PRIVATE INDUSTRY BY OCCUPATIONAL CATEGORIES: Employer costs per hour worked for employee compensation, and costs as a percent of total compensation, March 1992

Occupational group	Total compensation	Wage and salaries	Total	Benefit costs				Other benefits	
				Paid Leave	Supplemental pay	Insurance	Retirement and savings		Legally required
			Cost per hour worked						
All workers in private industry.....	\$16.14	\$11.58	\$4.55	\$1.09	\$0.39	\$1.12	\$0.46	\$1.47	\$0.02
White-collar workers.....	18.95	13.90	5.05	1.43	.37	1.23	.53	1.47	.02
Professional specialty and technical.....	25.20	18.45	6.75	2.03	.52	1.51	.73	1.93	.02
Executive, administrative, managerial.....	29.42	21.62	7.81	2.56	.60	1.59	.94	2.08	.03
Sales workers.....	13.26	10.24	3.03	.66	.23	.72	.27	1.14	*
Administrative support, including clerical.....	13.69	9.74	3.95	1.01	.26	1.20	.38	1.09	*
Blue-collar workers.....	15.88	10.74	5.13	.94	.56	1.29	.53	1.77	.04
Precision production, craft, repair.....	20.30	13.86	6.44	1.26	.67	1.53	.73	2.21	.04
Machine operators, assemblers, inspectors.....	14.98	9.79	5.19	.99	.68	1.46	.47	1.53	.07
Transportation and material moving.....	16.15	10.87	5.28	.92	.51	1.22	.57	2.04	.02
Handlers, cleaners, helpers, laborers.....	11.41	7.95	3.46	.54	.34	.87	.33	1.36	*
Service workers.....	8.43	6.38	2.05	.39	.12	.45	.14	.94	*
All workers in private industry.....	100.0%	71.82%	28.2%	6.8%	2.4%	6.9%	2.9%	9.1%	0.1%
White-collar workers.....	100.0	73.4	26.6	7.5	2.0	6.5	2.8	7.7	.1
Professional specialty and technical.....	100.0	73.2	26.8	8.0	2.1	6.0	2.9	7.7	.1
Executive, administrative, managerial.....	100.0	73.5	26.5	8.7	2.0	5.4	3.2	7.1	.1
Sales workers.....	100.0	77.2	22.8	5.0	1.7	5.4	2.0	8.6	*
Administrative support, including clerical.....	100.0	71.2	28.8	7.4	1.9	8.8	2.8	7.9	*
Blue-collar workers.....	100.0	67.7	32.3	5.9	3.5	8.1	3.3	11.2	.2
Precision production, craft, repair.....	100.0	68.3	31.7	6.2	3.3	7.6	3.6	10.9	.2
Machine operators, assemblers, inspectors.....	100.0	65.3	34.7	6.6	4.5	9.8	3.1	10.2	.4
Transportation and material moving.....	100.0	67.3	32.7	5.7	3.1	7.5	3.6	12.6	.1
Handlers, cleaners, helpers, laborers.....	100.0	69.7	30.3	4.7	2.9	7.7	2.9	12.0	*
Service workers.....	100.0	75.7	24.3	4.6	1.5	5.4	1.6	11.1	*

* Cost per hour worked is \$0.01 or less.
NOTE: See footnotes at end of table 3.

Table 9. PRIVATE GOODS-PRODUCING INDUSTRIES; Employer costs per hour worked for employee compensation, and costs as a percent of total compensation, by occupational categories, March 1992

Occupational group	Total compensation	Wage and salaries	Total	Benefit costs					Legally required	Other benefits
				Paid leave	Supplemental pay	Insurance	Retirement and savings	Cost per hour worked		
Goods-producing industries 1/.....	\$19.38	\$13.17	\$6.21	\$1.33	\$0.64	\$1.60	\$0.70	\$1.89	\$0.05	
White-collar workers.....	24.51	17.43	7.08	2.07	.49	1.80	.83	1.86	.04	
Professional specialty and technical... ..	27.87	19.60	8.27	2.51	.48	2.11	1.07	2.04	.06	
Executive, administrative, managerial... ..	35.15	25.57	9.58	3.16	.71	1.93	1.16	2.58	.05	
Administrative support, including clerical.....	15.15	10.43	4.72	1.10	.37	1.52	.45	1.25	.02	
Blue-collar workers.....	17.22	11.36	5.86	1.02	.71	1.51	.65	1.91	.05	
Precision production, craft, repair... ..	21.61	14.44	7.17	1.24	.81	1.70	.91	2.46	.05	
Machine operators, assemblers, inspectors.....	15.52	10.04	5.49	1.04	.73	1.56	.51	1.57	.07	
Transportation and material moving....	17.55	11.39	6.16	.95	.78	1.51	.80	2.09	.03	
Handlers, cleaners, helpers, laborers....	12.86	8.70	4.16	.58	.45	1.05	.45	1.61	.02	
Service workers.....	14.55	9.78	4.77	.95	.46	1.36	.55	1.39	.05	
				Percent of total compensation						
Goods-producing industries 1/.....	100.0%	68.0%	32.0%	6.9%	3.3%	8.2%	3.6%	9.7%	0.3%	
White-collar workers.....	100.0	71.1	28.9	8.4	2.0	7.3	3.4	7.6	.2	
Professional specialty and technical... ..	100.0	70.3	29.7	9.0	1.7	7.6	3.8	7.3	.2	
Executive, administrative, managerial... ..	100.0	72.7	27.3	9.0	2.0	5.5	3.3	7.3	.1	
Administrative support, including clerical.....	100.0	68.8	31.2	7.3	2.4	10.1	3.0	8.2	.2	
Blue-collar workers.....	100.0	66.0	34.0	5.9	4.1	8.8	3.8	11.1	.3	
Precision production, craft, repair... ..	100.0	66.8	33.2	5.7	3.7	7.9	4.2	11.4	.2	
Machine operators, assemblers, inspectors.....	100.0	64.7	35.3	6.7	4.7	10.1	3.3	10.1	.5	
Transportation and material moving....	100.0	64.9	35.1	5.4	4.5	8.6	4.5	11.9	.2	
Handlers, cleaners, helpers, laborers....	100.0	67.7	32.3	4.5	3.5	8.1	3.5	12.6	.1	
Service workers.....	100.0	67.2	32.8	6.5	3.2	9.4	3.8	9.5	.3	

NOTE: See footnotes at end of table 3.

Table 10. PRIVATE SERVICE-PRODUCING INDUSTRIES; Employer costs per hour worked for employee compensation, and costs as a percent of total compensation, by occupational categories, March 1992

Occupational group	Total compensation	Wage and salaries	Total	Benefit costs					Legally required	Other benefits
				Paid leave	Supplemental pay	Insurance	Retirement and savings	Cost per hour worked		
Service-producing industries 1/.....	\$14.99	\$11.02	\$3.97	\$1.01	\$0.30	\$0.95	\$0.38	\$1.33	*	
White-collar workers.....	17.92	13.25	4.67	1.31	.35	1.13	.48	1.40	*	
Professional specialty and technical..	24.60	18.19	6.41	1.92	.53	1.38	.66	1.91	*	
Executive, administrative, managerial..	27.46	20.27	7.20	2.36	.56	1.47	.87	1.91	\$0.03	
Sales workers.....	12.92	9.99	2.92	.63	.23	.69	.25	1.12	*	
Administrative support, including clerical.....	13.40	9.61	3.79	.99	.24	1.14	.36	1.06	*	
Blue-collar workers.....	14.18	9.96	4.22	.85	.37	1.01	.37	1.60	*	
Precision production, craft, repair....	18.46	13.04	5.41	1.29	.47	1.30	.47	1.86	.02	
Transportation and material moving....	15.59	10.67	4.92	.91	.40	1.10	.49	2.01	*	
Handlers, cleaners, helpers, laborers..	10.56	7.51	3.04	.52	.27	.77	.26	1.22	*	
Service workers.....	8.27	6.30	1.98	.38	.11	.43	.13	.93	*	
Percent of total compensation										
Service-producing industries 1/.....	100.0	73.5	26.5	6.7	2.0	6.3	2.5	8.9	*	
White-collar workers.....	100.0	73.9	26.1	7.3	1.9	6.3	2.7	7.8	*	
Professional specialty and technical..	100.0	74.0	26.0	7.8	2.1	5.6	2.7	7.8	*	
Executive, administrative, managerial..	100.0	73.8	26.2	8.6	2.0	5.4	3.2	7.0	0.1	
Sales workers.....	100.0	77.4	22.6	4.9	1.7	5.4	2.0	8.7	*	
Administrative support, including clerical.....	100.0	71.7	28.3	7.4	1.8	8.5	2.7	7.9	*	
Blue-collar workers.....	100.0	70.2	29.8	6.0	2.6	7.2	2.6	11.3	*	
Precision production, craft, repair....	100.0	70.7	29.3	7.0	2.6	7.0	2.5	10.1	.1	
Transportation and material moving....	100.0	68.4	31.6	5.8	2.5	7.1	3.1	12.9	*	
Handlers, cleaners, helpers, laborers..	100.0	71.2	28.8	4.9	2.5	7.3	2.4	11.5	*	
Service workers.....	100.0	76.1	23.9	4.6	1.4	5.2	1.5	11.2	*	

* Cost per hour worked is \$0.01 or less.
NOTE: See footnotes at end of table 3.

Table 11. PRIVATE MANUFACTURING INDUSTRIES: Employer costs per hour worked for employee compensation, and costs as a percent of total compensation, by occupational categories, March 1992

Occupational group	Total compensation	Wage and salaries	Total	Benefit costs				Other benefits	
				Paid leave	Supplemental pay	Insurance	Retirement and savings		Legally required
Cost per hour worked								Percent of total compensation	
Manufacturing industries	\$19.20	\$12.93	\$6.26	\$1.47	\$0.67	\$1.70	\$0.65	\$1.71	\$0.06
White-collar workers	24.44	17.30	7.15	2.14	.49	1.88	.79	1.80	.04
Professional specialty and technical	27.45	19.27	8.18	2.50	.46	2.13	1.03	2.00	.06
Executive, administrative, managerial	35.59	25.83	9.76	3.39	.74	2.08	1.08	2.44	.04
Administrative support, including clerical	15.47	10.56	4.91	1.17	.38	1.61	.46	1.26	.03
Blue-collar workers	16.75	10.89	5.87	1.15	.77	1.62	.59	1.67	.07
Precision production, craft, repair	22.02	14.31	7.71	1.70	1.01	2.01	.86	2.05	.09
Machine operators, assemblers, inspectors	15.50	10.01	5.48	1.04	.73	1.57	.51	1.56	.08
Transportation and material moving	17.22	11.25	5.98	1.08	.76	1.55	.72	1.82	.05
Handlers, cleaners, helpers, laborers	12.66	8.41	4.25	.73	.51	1.23	.38	1.37	.03
Service workers	15.18	10.10	5.09	1.03	.51	1.47	.60	1.43	.06
								Percent of total compensation	
Manufacturing industries	100.0%	67.4%	32.6%	7.7%	3.5%	8.9%	3.4%	8.9%	0.3%
White-collar workers	100.0	70.8	29.2	8.8	2.0	7.7	3.2	7.4	.2
Professional specialty and technical	100.0	70.2	29.8	9.1	1.7	7.8	3.8	7.3	.2
Executive, administrative, managerial	100.0	72.6	27.4	9.5	2.1	5.8	3.0	6.8	.1
Administrative support, including clerical	100.0	68.2	31.8	7.6	2.5	10.4	3.0	8.2	.2
Blue-collar workers	100.0	65.0	35.0	6.9	4.6	9.7	3.5	10.0	.4
Precision production, craft, repair	100.0	65.0	35.0	7.7	4.6	9.1	3.9	9.3	.4
Machine operators, assemblers, inspectors	100.0	64.6	35.4	6.7	4.7	10.1	3.3	10.1	.5
Transportation and material moving	100.0	65.3	34.7	6.3	4.4	9.0	4.2	10.6	.3
Handlers, cleaners, helpers, laborers	100.0	66.4	33.6	5.7	4.1	9.7	3.0	10.8	.2
Service workers	100.0	66.5	33.5	6.8	3.3	9.7	4.0	9.4	.4

NOTE: See footnotes at end of table 3.

Table 12. PRIVATE NONMANUFACTURING INDUSTRIES: Employer costs per hour worked for employee compensation, and costs as a percent of total compensation, by occupational categories, March 1992

Occupational group	Total compensation	Wage and salaries	Total	Benefit costs				Legally required	Other benefits	
				Paid leave	Supplemental pay	Insurance	Retirement and savings			
			Cost per hour worked							
Nonmanufacturing industries	\$15.34	\$11.23	\$4.11	\$1.00	\$0.31	\$0.96	\$0.41	\$1.41	x	
White-collar workers	18.12	13.39	4.73	1.32	.35	1.13	.49	1.42	x	
Professional specialty and technical	24.74	18.28	6.46	1.93	.53	1.39	.67	1.92	\$0.02	
Executive, administrative, managerial	27.95	20.61	7.34	2.36	.56	1.47	.91	2.00	.03	
Sales workers	12.98	10.04	2.94	.63	.23	.70	.26	1.13	x	
Administrative support, including clerical	13.41	9.62	3.79	.99	.24	1.13	.36	1.06	x	
Blue-collar workers	15.22	10.63	4.59	.79	.49	1.05	.48	1.85	x	
Precision production, craft, repair	19.47	13.64	5.83	1.05	.51	1.30	.66	2.29	.02	
Transportation and material moving	15.88	10.78	5.10	.88	.45	1.14	.54	2.09	x	
Handlers, cleaners, helpers, laborers	11.00	7.80	3.20	.48	.28	.76	.31	1.36	x	
Service workers	8.28	6.30	1.98	.38	.11	.43	.13	.93	x	
			Percent of total compensation							
Nonmanufacturing industries	100.0%	73.2%	26.8%	6.5%	2.0%	5.3%	2.7%	9.2%	x	
White-collar workers	100.0	73.9	26.1	7.3	1.9	6.3	2.7	7.8	x	
Professional specialty and technical	100.0	73.9	26.1	7.8	2.1	5.6	2.7	7.8	0.1%	
Executive, administrative, managerial	100.0	73.8	26.2	8.5	2.0	5.3	3.3	7.1	.1	
Sales workers	100.0	77.3	22.7	4.9	1.8	5.4	2.0	8.7	x	
Administrative support, including clerical	100.0	71.7	28.3	7.3	1.8	8.5	2.7	7.9	x	
Blue-collar workers	100.0	69.8	30.2	5.2	2.7	6.9	3.2	12.2	x	
Precision production, craft, repair	100.0	70.1	29.9	5.4	2.6	6.7	3.4	11.8	.1	
Transportation and material moving	100.0	67.9	32.1	5.5	2.8	7.2	3.4	13.2	x	
Handlers, cleaners, helpers, laborers	100.0	70.9	29.1	4.4	2.5	6.9	2.8	12.4	x	
Service workers	100.0	76.1	23.9	4.6	1.4	5.2	1.5	11.2	x	

x Cost per hour worked is \$0.01 or less.
NOTE: See footnotes at end of table 3.

Table 13. PRIVATE INDUSTRY UNION WORKERS: Employer costs per hour worked for employee compensation, and costs as a percent of total compensation, by occupational and industry group, March 1992

Union status, by industry and occupational group	Total compensation	Wage and salaries	Total	Benefit costs				Retirement and savings	Legally required	Other benefits
				Paid leaves	Supplemental pay	Insurance	Cost per hour worked			
All union workers, private industry.....	\$21.09	\$13.63	\$7.46	\$1.56	\$0.73	\$2.86	\$0.99	\$2.05	\$0.07	
Blue-collar workers.....	22.03	13.83	8.19	1.52	.90	2.22	1.14	2.30	.10	
Goods-producing industries.....	23.01	14.23	8.78	1.55	1.04	2.42	1.27	2.36	.14	
Service-producing industries.....	19.57	13.16	6.42	1.56	.48	1.77	.76	1.81	.02	
Manufacturing.....	21.62	13.20	8.42	1.68	1.11	2.41	1.01	2.04	.16	
Blue-collar workers.....	21.67	13.17	8.50	1.67	1.14	2.44	1.01	2.07	.17	
Nonmanufacturing.....	20.80	13.87	6.93	1.49	.52	1.87	.98	2.06	.02	
All union workers, private industry.....	100.0%	64.6%	35.4%	7.4%	3.5%	9.8%	4.7%	9.7%	0.3%	
Blue-collar workers.....	100.0	62.8	37.2	6.9	4.1	10.1	5.2	10.5	.5	
Goods-producing industries.....	100.0	61.8	38.2	6.7	4.5	10.5	5.5	10.3	.6	
Service-producing industries.....	100.0	67.2	32.8	8.0	2.5	9.1	3.9	9.3	.1	
Manufacturing.....	100.0	61.0	39.0	7.8	5.1	11.2	4.7	9.5	.8	
Blue-collar workers.....	100.0	60.8	39.2	7.7	5.3	11.2	4.6	9.6	.8	
Nonmanufacturing.....	100.0	66.7	33.3	7.1	2.5	9.0	4.7	9.9	.1	

Table 16. AEROSPACE INDUSTRY: Employer costs per hour worked for employee compensation, and costs as a percent of total compensation, by aerospace/ industry group, March 1992

Industry and occupation group	Total compensation	Wages and salaries	Total	Paid leave	Supplemental pay	Benefit costs			Other bene fits ^{2/}
						Insurance	Retirement and savings	Legally required	
Cost per hour worked									
Aircraft and parts manufacturing (SIC 372)	\$26.36	\$17.72	\$8.65	\$2.25	\$1.13	\$2.33	\$0.91	\$1.95	\$0.08
White-collar workers.....	28.84	19.94	8.90	2.63	.76	2.35	1.07	1.99	.10
Professional and technical workers.....	30.08	20.97	9.11	2.77	.67	2.34	1.09	2.12	.12
Blue-collar workers.....	23.31	14.95	8.36	1.78	1.59	2.32	.70	1.91	.06
Precision production, craft, and repair	24.37	15.87	8.49	1.90	1.57	2.31	.68	1.98	.06
Machine operators, inspectors, and assemblers.....	21.94	13.77	8.17	1.61	1.61	2.31	.74	1.84	.06
Aircraft manufacturing (SIC 3721).....	26.97	18.02	8.95	2.33	1.17	2.39	1.05	1.98	.03
White-collar workers.....	28.10	19.18	8.91	2.59	.77	2.34	1.20	1.98	.04
Blue-collar workers.....	25.42	16.35	9.07	1.95	1.82	2.46	.82	2.00	.02
Aircraft engines and parts manufacturing (SIC 3724).....	25.66	16.74	8.92	2.23	1.16	2.70	.59	1.99	.24
Aircraft parts and equipment manufacturing, not elsewhere classified (SIC 3728)	23.27	15.89	7.38	1.77	1.19	1.83	.69	1.82	.07
Guided missiles and space vehicles manufacturing (SIC 3761).....	29.73	20.53	9.20	2.71	.87	2.41	1.19	2.00	.03
Percent of total compensation									
Aircraft and parts manufacturing (SIC 372)	100.0%	67.2%	32.8%	8.5%	4.3%	8.8%	3.4%	7.4%	0.3%
White-collar workers.....	100.0	69.2	30.8	9.1	2.6	8.1	3.7	6.9	.3
Professional and technical workers.....	100.0	69.7	30.3	9.2	2.2	7.8	3.6	7.0	.4
Blue-collar workers.....	100.0	64.1	35.9	7.6	6.8	9.9	3.0	8.2	.3
Precision production, craft, and repair	100.0	65.1	34.9	7.8	6.5	9.5	2.8	8.1	.2
Machine operators, inspectors, and assemblers.....	100.0	62.8	37.2	7.3	7.4	10.5	3.4	8.4	.3
Aircraft manufacturing (SIC 3721).....	100.0	66.8	33.2	8.6	4.3	8.9	3.9	7.3	.1
White-collar workers.....	100.0	68.3	31.7	9.2	2.7	8.3	4.3	7.0	.2
Blue-collar workers.....	100.0	64.3	35.7	7.7	7.2	9.7	3.2	7.9	.1
Aircraft engines and parts manufacturing (SIC 3724).....	100.0	65.2	34.8	8.7	4.5	10.5	2.3	7.8	.9
Aircraft parts and equipment manufacturing, not elsewhere classified (SIC 3728)	100.0	68.3	31.7	7.6	5.1	7.9	3.0	7.8	.3
Guided missiles and space vehicles manufacturing (SIC 3761).....	100.0	69.1	30.9	9.1	2.9	8.1	4.0	6.7	.1

^{1/} Funds for the development and maintenance of these series are provided by the Aerospace Industries Association (AIA). The series are published in this release for the convenience of all users.

^{2/} Cost per hour worked is \$0.01 or less. NOTE: See the explanatory note for a definition of compensation components.

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 1992 sample which consisted of about 23,000 occupations within 4,500 sample establishments in private industry and 7,000 occupations within 1,000 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 employment counts from the 1980 Census 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 1992 compensation cost levels were calculated with the March 1992 employment counts from the Bureau of Labor Statistics Current Employment Statistics program benchmarked to the 1991 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--1975-91 (Bulletin 2389), provides complete historical data on ECI indexes and levels, and measures of the precision of the two series through June 1991. 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 1992.

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 1992 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 1992

Industry or Occupation Category	Total Compensation	Wages and salaries	Total	Benefit costs					Legally required	Other benefits ^{2/}
				Paid Leave	Supplemental pay	Insurance	Retirement and savings	Other		
Civilian workers	\$17.27	\$12.33	\$4.94	\$1.20	\$0.36	\$1.23	\$0.67	\$1.46	\$0.02	
Cost per hour worked.....	.7%	.7%	.8%	1.3%	2.6%	1.0%	1.9%	.6%	6.5%	
Relative Error.....										
State and local government workers	\$23.49	\$16.39	\$7.09	\$1.80	\$.21	\$1.84	\$1.82	\$1.40	\$.02	
Cost per hour worked.....	.9%	.9%	1.0%	1.6%	3.5%	1.2%	1.5%	1.5%	8.6%	
Relative Error.....										
Private industry workers	\$16.14	\$11.58	\$4.55	\$1.09	\$.39	\$1.12	\$.46	\$1.47	\$.02	
Cost per hour worked.....	.8%	.8%	1.0%	1.5%	2.8%	1.2%	3.0%	.7%	7.4%	
Relative Error.....										
Goods-producing industries	\$19.38	\$13.17	\$6.21	\$1.33	\$.64	\$1.60	\$.70	\$1.89	\$.05	
Cost per hour worked.....	1.4%	1.3%	1.7%	1.9%	3.5%	2.1%	4.1%	1.3%	10.3%	
Relative Error.....										
Service-producing industries	\$14.99	\$11.02	\$3.97	\$1.01	\$.30	\$.95	\$.38	\$1.33	(3)	
Cost per hour worked.....	1.0%	1.0%	1.2%	1.8%	4.1%	1.4%	4.1%	.9%	(3)	
Relative Error.....										
Manufacturing	\$19.20	\$12.93	\$6.26	\$1.47	\$.67	\$1.70	\$.65	\$1.71	\$.06	
Cost per hour worked.....	1.4%	1.4%	1.6%	1.9%	3.7%	2.0%	4.3%	1.2%	11.0%	
Relative Error.....										
Nonmanufacturing	\$15.34	\$11.23	\$4.11	\$1.00	\$.31	\$.96	\$.41	\$1.41	(3)	
Cost per hour worked.....	1.0%	1.0%	1.2%	1.8%	4.0%	1.4%	3.7%	.8%	(3)	
Relative Error.....										
White-collar workers	\$18.95	\$13.90	\$5.05	\$1.43	\$.37	\$1.23	\$.53	\$1.47	\$.02	
Cost per hour worked.....	1.3%	1.3%	1.4%	2.0%	4.7%	1.5%	3.8%	1.1%	8.1%	
Relative Error.....										
Blue-collar workers	\$15.88	\$10.74	\$5.13	\$.94	\$.56	\$1.29	\$.53	\$1.77	\$.04	
Cost per hour worked.....	.9%	.8%	1.4%	1.9%	2.4%	2.0%	3.8%	1.0%	11.4%	
Relative Error.....										
Service workers	\$8.43	\$6.38	\$2.05	\$.39	\$.12	\$.45	\$.14	\$.94	(3)	
Cost per hour worked.....	1.6%	1.5%	3.0%	5.4%	5.6%	5.3%	17.3%	1.6%	(3)	
Relative Error.....										

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 relative error contains the true cost.

2/ Includes severance pay and supplemental unemployment benefits.

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