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Technical contact:
Wayne Shelly (202) 606-6199

USDL: 96-424-

Media contact:
Kathryn Hoyle (202) 606-5902

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EMPLOYER COSTS FOR EMPLOYEE COMPENSATION - MARCH 1996

Employer costs for employee compensation in the United States (private industry and state and local governments) averaged \$18.82 per hour worked in March 1996, the U.S. Department of Labor's Bureau of Labor Statistics reported today. Straight-time wages and salaries (71.6 percent of the costs) averaged \$13.48 an hour, and benefit costs (the remaining 28.4 percent) averaged \$5.34.

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 8.5 percent of total compensation costs and nearly three-tenths of all benefit costs. (See table 1.)

Other important benefit categories and their average costs per hour worked were: insurance (\$1.29), paid leave (\$1.24), retirement and savings (75 cents), and supplemental pay (44 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, employer compensation costs in March 1996 averaged \$17.49 per hour worked, with straight-time wages and salaries averaging \$12.58 per hour and benefit costs averaging \$4.91 per hour. (See table 5.) Compensation costs by industry and occupational group, union status, part-time and full-time status, establishment employment size, and geographic region are displayed in chart B. Highlights for private industry follow:

Compensation costs averaged more for workers in goods-producing industries (\$21.27 per hour worked) than for those in service-producing industries (\$16.28). (See table 10.) In goods-producing industries, compensation cost levels ranged from \$18.88 in nondurable goods manufacturing to \$22.50 in durable goods manufacturing. Among service-producing industries, compensation costs ranged from \$9.54 in retail trade to \$24.22 in transportation and public utilities.

March 1996 compensation costs also varied within industries. In health services, for example, where compensation costs averaged \$18.24 per hour worked, those costs were \$11.54 in nursing homes and \$21.55 in hospitals. (See table 15.)

Among occupational categories in private industry, average compensation costs were higher for white-collar occupations (\$21.10) than for blue-collar occupations (\$17.04) and service occupations (\$8.61). (See

table 6.) The level of compensation varied by occupational group within the blue-collar and white-collar categories. (See table 10.)

Benefits in private industry made up a larger proportion of compensation costs for blue-collar occupations (31.9 percent) than for white-collar occupations (26.8 percent) and service occupations (24.1 percent). (See table 10.) In goods-producing industries, benefits made up 33.9 percent of compensation costs for blue-collar occupations, compared with 29.8 percent for white-collar occupations. The corresponding proportions in service-producing industries were 28.7 percent and 26.1 percent, respectively. (See table 11.)

March 1996 compensation costs averaged more for union workers (\$23.31) in private industry than for nonunion workers (\$16.61). (See table 13.) In addition, benefits made up a larger proportion of compensation costs for union workers (35.9 percent) than for nonunion workers (26.4 percent). Union and nonunion cost levels reflect a variety of influences, including variation in the 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 \$14.85 per hour worked in establishments of under 100 employees, \$16.61 in establishments of 100 to 499 employees, and \$24.03 in establishments of 500 or more employees.

March 1996 compensation costs for full-time workers (\$20.01 per hour) were more than double those for part-time workers (\$9.19). (See table 9.) Benefit costs made up 29.2 percent of total compensation for full-time workers and 19.8 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 among the four census regions ranged from \$15.62 to \$20.57. This range of \$4.95 was statistically significant. The proportion of compensation costs made up of benefits ranged from 26.9 percent in the West to 29.1 in the Northeast. (See table 7.)

State and local governments

In state and local governments, employer costs in March 1996 averaged \$25.73 per hour worked, with straight-time wages and salaries averaging \$17.95 and benefit costs averaging \$7.77. (See table 4.) Compensation costs varied 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 (\$26.98 and \$23.39, 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 (\$28.56) than for blue-collar (\$20.88) and service occupations (\$18.92). Service occupations include police and firefighters, as well as janitors, cooks, and nursing aides.

The relative importance of March 1996 employer costs for employee benefits in state and local governments also varied among occupational categories. Benefits accounted for 28.5 percent of compensation costs for white-collar occupations, compared with 35.1 percent for blue-collar and 36.1 percent for service occupations.

Note:

This release reflects changes in the way some benefits were categorized. As part of a comprehensive revision of the BLS compensation series, called COMP2000, changes were made to improve the quality of the data and to reflect some basic changes in the way benefits are viewed in the compensation community. The changes are:

1. Social security was divided into its components: old-age, survivors, and disability insurance (OASDI) and Medicare.
2. Long-term disability insurance was included with sickness and accident insurance prior to March 1996. Now, it is reported as a separate benefit.
3. The pension and savings and thrift benefits under Retirement and Savings were changed to defined benefit and defined contribution plans. All pension and savings and thrift plans within existing sample units were examined to determine if they were defined benefit or defined contribution plans, and then reclassified. Although these old and new categories are not comparable with each other, the overall category of retirement and savings remains comparable.
4. Railroad retirement and unemployment insurance benefits were previously included with the legally required benefits category. Now, railroad benefit costs have been reclassified into the benefits that match their intended purpose (social security, retirement and savings, sickness and accident insurance, and state unemployment insurance).

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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 1996

	Private industry	State and local government
Wages and salaries	71.9	69.8
Benefits	28.1	30.2
Paid leave	6.4	7.8
Supplemental pay	2.8	0.9
Insurances	6.5	8.1
Health benefits	5.9	7.7
Retirement/savings	3.1	7.4
Legally required	9.1	6.1
Other benefits	0.2	0.1

Chart B. Employer costs for employee compensation by various categories, private industry, March 1996

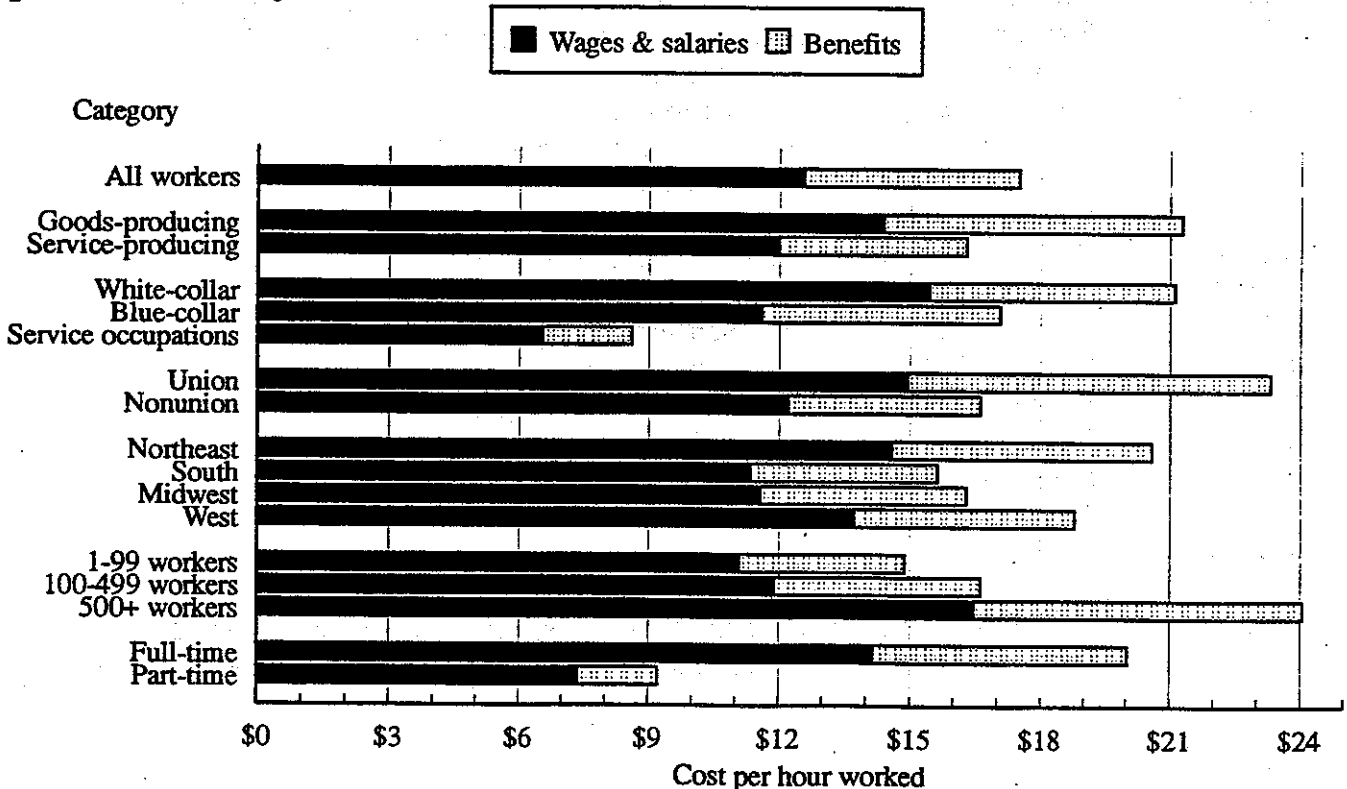


Table 1. CIVILIAN WORKERS BY BROAD OCCUPATIONAL CATEGORIES: Employer costs per hour worked for employee compensation and costs as a percent of total compensation, March 1996

Compensation component	Civilian workers		White-collar		Blue-collar		Service	
	Cost	Percent	Cost	Percent	Cost	Percent	Cost	Percent
Total compensation	\$18.82	100.0%	\$22.52	100.0%	\$17.28	100.0%	\$10.17	100.0%
Wages and salaries	13.48	71.6	16.43	72.9	11.72	67.8	7.37	72.5
Total benefits	5.34	28.4	6.09	27.1	5.56	32.2	2.80	27.5
Paid leave	1.24	6.6	1.59	7.0	1.02	5.9	.57	5.6
Vacations .....	.56	3.0	.68	3.0	.53	3.0	.26	2.5
Holidays .....	.42	2.2	.54	2.4	.35	2.0	.18	1.7
Sick leave .....	.19	1.0	.28	1.2	.09	.5	.10	1.0
Other leave .....	.07	.3	.09	.4	.04	.2	.03	.3
Supplemental pay .....	.44	2.4	.45	2.0	.61	3.5	.18	1.7
Premium pay .....	.18	1.0	.10	.4	.40	2.3	.09	.9
Shift pay .....	.05	.3	.05	.2	.07	.4	.04	.4
Nonproduction bonuses .....	.21	1.1	.31	1.4	.14	.8	.04	.4
Insurance	1.29	6.8	1.46	6.5	1.37	7.9	.64	6.3
Life insurance .....	.05	.2	.06	.2	.05	.3	.02	.2
Health insurance	1.19	6.3	1.34	6.0	1.27	7.4	.60	5.9
Sickness and accident insurance .....	.03	.2	.03	.1	.04	.2	.02	.2
Long-term disability insurance .....	.02	.1	.03	.1	(¹)	(¹)	(¹)	(¹)
Retirement and savings .....	.75	4.0	.91	4.1	.68	3.9	.38	3.7
Defined benefit plans .....	.52	2.7	.59	2.6	.49	2.8	.33	3.2
Defined contribution plans .....	.23	1.2	.32	1.4	.19	1.1	.05	.5
Legally required benefits	1.59	8.5	1.65	7.3	1.85	10.7	1.03	10.1
Social Security	1.08	5.7	1.28	5.7	.99	5.7	.61	6.0
OASDI ² .....	.86	4.6	1.02	4.5	.80	4.7	.49	4.8
Medicare .....	.22	1.1	.26	1.2	.19	1.1	.12	1.2
Federal unemployment .....	.03	.1	.02	.1	.03	.2	.03	.3
State unemployment .....	.11	.6	.10	.5	.13	.7	.09	.9
Workers' compensation .....	.38	2.0	.24	1.1	.70	4.1	.30	2.9
Other benefits ³ .....	.03	.1	.03	.1	.03	.2	(¹)	(¹)

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

² OASDI is the abbreviation for Old-Age, Survivors, and Disability Insurance. The total employer's cost for Social Security is

comprised of an OASDI portion and a medicare portion.

³ Includes severance pay and supplemental unemployment benefits.

Table 2. CIVILIAN WORKERS BY OCCUPATIONAL AND INDUSTRY GROUP: Employer costs per hour worked for employee compensation, and costs as a percent of total compensation, by occupational and industry group, March 1996

Series	Total compensation	Wages and salaries	Benefit costs						
			Total	Paid leave	Supplemental pay	Insurance	Retirement and savings	Legally required benefits	Other benefits ¹
Cost per hour worked									
Civilian workers	\$18.82	\$13.48	\$5.34	\$1.24	\$0.44	\$1.29	\$0.75	\$1.59	\$0.03
Occupational group									
White-collar occupations	22.52	16.43	6.09	1.59	.45	1.46	.91	1.65	.03
Professional specialty and technical	30.09	22.10	7.99	2.01	.54	1.86	1.45	2.09	.04
Professional	31.14	23.00	8.14	2.02	.55	1.90	1.51	2.12	.04
Nurses	29.16	21.10	8.07	2.18	1.18	1.52	.81	2.36	(²)
Teachers	31.46	23.94	7.52	1.49	.08	2.03	1.92	1.98	.03
Technical	24.94	17.69	7.25	1.96	.51	1.64	1.13	1.96	.05
Executive, administrative, and managerial	32.90	23.71	9.20	2.88	.75	1.84	1.38	2.30	.05
Administrative support including clerical	15.17	10.72	4.45	1.12	.26	1.33	.54	1.17	.02
Blue-collar occupations	17.28	11.72	5.56	1.02	.61	1.37	.68	1.85	.03
Service occupations	10.17	7.37	2.80	.57	.18	.64	.38	1.03	(²)
Industry group									
Services	19.90	14.67	5.23	1.29	.29	1.28	.84	1.51	(²)
Health services	20.04	14.14	5.91	1.66	.57	1.44	.64	1.58	(²)
Hospitals	21.71	15.10	6.61	1.91	.68	1.65	.71	1.64	.02
Educational services	25.57	18.95	6.62	1.53	.09	1.83	1.52	1.63	.02
Elementary and secondary education	24.80	18.45	6.35	1.34	.06	1.91	1.47	1.54	.03
Higher education	29.29	21.38	7.91	2.13	.15	1.83	1.92	1.88	(²)
Percent of total compensation									
Civilian workers	100.0%	71.6%	28.4%	6.6%	2.4%	6.8%	4.0%	8.5%	0.1%
Occupational group									
White-collar occupations	100.0	72.9	27.1	7.0	2.0	6.5	4.1	7.3	.1
Professional specialty and technical	100.0	73.4	26.6	6.7	1.8	6.2	4.8	7.0	.1
Professional	100.0	73.8	26.2	6.5	1.8	6.1	4.9	6.8	.1
Nurses	100.0	72.3	27.7	7.5	4.0	5.2	2.8	8.1	(²)
Teachers	100.0	76.1	23.9	4.7	.3	6.4	6.1	6.3	.1
Technical	100.0	70.9	29.1	7.9	2.0	6.6	4.5	7.9	.2
Executive, administrative, and managerial	100.0	72.0	28.0	8.8	2.3	5.6	4.2	7.0	.2
Administrative support including clerical	100.0	70.7	29.3	7.4	1.7	8.8	3.6	7.7	.1
Blue-collar occupations	100.0	67.8	32.2	5.9	3.5	7.9	3.9	10.7	.2
Service occupations	100.0	72.5	27.5	5.6	1.7	6.3	3.7	10.1	(²)
Industry group									
Services	100.0	73.7	26.3	6.5	1.4	6.4	4.2	7.6	(²)
Health services	100.0	70.5	29.5	8.3	2.8	7.2	3.2	7.9	(²)
Hospitals	100.0	69.6	30.4	8.8	3.1	7.6	3.3	7.6	.1
Educational services	100.0	74.1	25.9	6.0	.4	7.2	5.9	6.4	.1
Elementary and secondary education	100.0	74.4	25.6	5.4	.3	7.7	5.9	6.2	.1
Higher education	100.0	73.0	27.0	7.3	.5	6.2	6.5	6.4	(²)

¹ Includes severance pay and supplemental unemployment benefits.

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

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 1996

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

Cost per hour worked is \$0.01 or less.

² OASDI is the abbreviation for Old-Age, Survivors, and Disability Insurance. The total employer's cost for Social Security is comprised of an

OASDI portion and a medicare portion.

³ Includes severance pay and supplemental unemployment benefits.

Table 4. STATE AND LOCAL GOVERNMENT BY OCCUPATIONAL AND INDUSTRY GROUP: Employer costs per hour worked for employee compensation, and costs as a percent of total compensation, by occupational and industry group, March 1996

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

¹ Includes severance pay and supplemental unemployment benefits.

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

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 1996

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

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 OASDI is the abbreviation for Old-Age, Survivors, and Disability Insurance.

The total employer's cost for Social Security is comprised of an OASDI portion and a medicare portion.

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 1996

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

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

² OASDI is the abbreviation for Old-Age, Survivors, and Disability Insurance. The total employer's cost for Social Security is

comprised of an OASDI portion and a medicare portion.

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 1996

Compensation component	Region								Bargaining status			
	Northeast		South		Midwest		West		Union		Nonunion	
	Cost	Percent	Cost	Percent	Cost	Percent	Cost	Percent	Cost	Percent	Cost	Percent
Total ¹ compensation	\$20.57	100.0%	\$15.62	100.0%	\$16.30	100.0%	\$13.78	100.0%	\$23.31	100.0%	\$16.61	100.0%
Wages and salaries	14.58	70.9	11.36	72.7	11.59	71.1	13.72	73.1	14.93	64.1	12.23	73.6
Total benefits	5.98	29.1	4.26	27.3	4.71	28.9	5.06	26.9	8.38	35.9	4.39	26.4
Paid leave	1.45	7.1	.93	6.0	1.02	6.2	1.18	6.3	1.63	7.0	1.04	6.3
Vacation pay .....	.69	3.3	.47	3.0	.52	3.2	.58	3.1	.89	3.8	.50	3.0
Holiday pay .....	.49	2.4	.32	2.0	.35	2.2	.40	2.1	.49	2.1	.36	2.2
Sick leave .....	.20	1.0	.11	.7	.11	.6	.15	.8	.17	.7	.13	.8
Other leave pay .....	.07	.4	.04	.3	.04	.2	.05	.3	.07	.3	.05	.3
Supplemental pay .....	.61	3.0	.38	2.4	.51	3.2	.52	2.8	.84	3.6	.44	2.7
Premium pay .....	.19	.9	.18	1.2	.23	1.4	.19	1.0	.54	2.3	.15	.9
Nonproduction bonuses .....	.36	1.7	.16	1.0	.22	1.3	.27	1.4	.17	.7	.25	1.5
Shift pay .....	.06	.3	.04	.2	.07	.4	.07	.4	.13	.5	.04	.3
Insurance	1.42	6.9	1.01	6.5	1.12	6.9	1.05	5.6	2.24	9.6	.97	5.8
Life insurance .....	.05	.3	.04	.3	.04	.3	.04	.2	.08	.4	.04	.2
Health insurance	1.28	6.2	.92	5.9	1.03	6.3	.97	5.2	2.05	8.8	.88	5.3
Sickness and accident insurance .....	.06	.3	.03	.2	.03	.2	.02	.1	.08	.3	.03	.2
Long-term disability insurance .....	.02	.1	.02	.1	.02	.1	.02	.1	.02	.1	.02	.1
Retirement and savings .....	.63	3.1	.50	3.2	.55	3.3	.53	2.8	1.32	5.7	.43	2.6
Defined benefit plans .....	.30	1.5	.27	1.7	.32	2.0	.29	1.5	1.06	4.5	.18	1.1
Defined contribution plans .....	.33	1.6	.23	1.5	.22	1.4	.24	1.3	.27	1.1	.25	1.5
Legally required benefits	1.85	9.0	1.42	9.1	1.48	9.1	1.75	9.3	2.28	9.8	1.49	9.0
Social Security	1.20	5.8	.94	6.0	.98	6.0	1.14	6.1	1.28	5.5	1.01	6.1
OASDI ¹ .....	.96	4.7	.76	4.9	.79	4.9	.91	4.9	1.04	4.4	.81	4.9
Medicare .....	.24	1.2	.19	1.2	.19	1.2	.22	1.2	.25	1.1	.20	1.2
Federal unemployment insurance .....	.03	.2	.03	.2	.03	.2	.03	.2	.03	.1	.03	.2
State unemployment insurance .....	.18	.9	.07	.5	.11	.7	.13	.7	.16	.7	.11	.7
Workers' compensation .....	.44	2.1	.37	2.4	.36	2.2	.45	2.4	.81	3.5	.33	2.0
Other benefits ² .....	.03	.1	.02	.1	.03	.2	.03	.1	.07	.3	.02	.1

¹ OASDI is the abbreviation for Old-Age, Survivors, and Disability Insurance. The total employer's cost for Social Security is comprised of an

OASDI portion and a Medicare portion.

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 1996

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	\$17.49	100.0%	\$14.85	100.0%	\$20.09	100.0%	\$16.61	100.0%	\$24.03	100.0%
Wages and salaries	12.58	71.9	11.09	74.7	14.05	69.9	11.90	71.6	16.49	68.6
Total benefits	4.91	28.1	3.76	25.3	6.04	30.1	4.72	28.4	7.55	31.4
Paid leave	1.12	6.4	0.77	5.2	1.46	7.2	1.03	6.2	1.94	8.1
Vacations	0.55	3.2	0.37	2.5	0.73	3.6	0.51	3.0	0.98	4.1
Holidays	0.38	2.2	0.27	1.8	0.48	2.4	0.36	2.1	0.63	2.6
Sick leave	0.14	0.8	0.10	0.6	0.18	0.9	0.12	0.7	0.24	1.0
Other leave	0.05	0.3	0.03	0.2	0.07	0.3	0.05	0.3	0.09	0.4
Supplemental pay	0.49	2.8	0.36	2.4	0.63	3.1	0.50	3.0	0.77	3.2
Premium pay	0.20	1.1	0.13	0.8	0.27	1.3	0.24	1.4	0.31	1.3
Shift pay	0.06	0.3	(¹)	(¹)	0.10	0.5	0.06	0.4	0.14	0.6
Nonproduction bonuses	0.24	1.4	0.22	1.5	0.26	1.3	0.21	1.3	0.32	1.3
Insurance	1.14	6.5	0.80	5.4	1.47	7.3	1.15	6.9	1.82	7.6
Life insurance	0.04	0.3	0.03	0.2	0.06	0.3	0.04	0.3	0.07	0.3
Health insurance	1.04	5.9	0.74	5.0	1.33	6.6	1.05	6.3	1.65	6.9
Sickness and accident insurance	0.03	0.2	0.02	0.1	0.05	0.3	0.04	0.2	0.06	0.3
Long-term disability insurance	0.02	0.1	(¹)	(¹)	0.03	0.1	0.02	0.1	0.04	0.2
Retirement and savings	0.55	3.1	0.34	2.3	0.75	3.7	0.49	3.0	1.03	4.3
Defined benefit plans	0.30	1.7	0.16	1.1	0.43	2.2	0.26	1.6	0.63	2.6
Defined contribution plans	0.25	1.4	0.18	1.2	0.31	1.6	0.23	1.4	0.41	1.7
Legally required benefits	1.59	9.1	1.48	10.0	1.70	8.5	1.52	9.1	1.90	7.9
Social Security	1.05	6.0	0.92	6.2	1.17	5.8	0.98	5.9	1.38	5.7
OASDI ²	0.84	4.8	0.74	5.0	0.94	4.7	0.79	4.8	1.11	4.6
Medicare	0.21	1.2	0.18	1.2	0.23	1.1	0.19	1.2	0.27	1.1
Federal unemployment	0.03	0.2	0.03	0.2	0.03	0.1	0.03	0.2	0.03	0.1
State unemployment	0.12	0.7	0.12	0.8	0.12	0.6	0.12	0.7	0.11	0.5
Workers' compensation	0.40	2.3	0.41	2.8	0.38	1.9	0.38	2.3	0.38	1.6
Other benefits ³	0.03	0.2	(¹)	(¹)	0.05	0.2	0.02	0.1	0.08	0.3

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

² OASDI is the abbreviation for Old-Age, Survivors, and Disability Insurance. The total employer's cost for Social Security is comprised of

an OASDI portion and a medicare portion.

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 1996

Series	Total compensation	Wages and salaries	Benefit costs						
			Total	Paid leave	Supplemental pay	Insurance	Retirement and savings	Legally required benefits	Other benefits ¹
Cost per hour worked									
All full-time workers in private industry	\$20.01	\$14.16	\$5.85	\$1.38	\$0.60	\$1.40	\$0.67	\$1.76	\$0.03
White-collar occupations	23.53	17.00	6.53	1.79	.63	1.52	.78	1.77	.04
Sales occupations	18.89	14.45	4.44	.93	.57	1.01	.40	1.51	(²)
Administrative support, including clerical	15.88	11.20	4.68	1.18	.34	1.38	.52	1.24	.02
Blue-collar occupations	17.96	12.13	5.83	1.04	.68	1.45	.67	1.96	.04
Service occupations	10.87	7.88	2.99	.63	.22	.76	.22	1.15	(²)
Goods-producing industries ³	21.54	14.53	7.01	1.46	.87	1.70	.81	2.10	.07
Construction	21.88	15.01	6.87	.73	.71	1.46	1.08	2.89	(²)
Manufacturing	20.00	13.46	6.54	1.19	.99	1.69	.79	1.79	.09
Service-producing industries ⁴	19.33	14.00	5.33	1.35	.48	1.27	.61	1.61	.02
Transportation and public utilities	25.82	17.42	8.40	2.01	.64	2.17	1.23	2.31	.03
Wholesale trade	19.88	14.53	5.35	1.24	.49	1.35	.51	1.74	.02
Retail trade	12.43	9.60	2.82	.58	.22	.63	.18	1.21	(²)
Finance, insurance, and real estate	23.87	16.93	6.94	1.78	.95	1.63	.89	1.66	.04
Service industries	19.58	14.26	5.32	1.45	.43	1.23	.61	1.59	(²)
All part-time workers in private industry	9.19	7.38	1.82	.25	.15	.27	.13	1.03	(²)
White-collar occupations	11.71	9.41	2.30	.39	.22	.37	.17	1.15	(²)
Sales occupations	7.79	6.25	1.54	.22	.13	.25	.11	.83	(²)
Administrative support, including clerical	10.19	8.18	2.01	.36	.13	.36	.16	.99	(²)
Blue-collar occupations	9.37	7.22	2.14	.21	.17	.34	.24	1.18	(²)
Service occupations	6.41	5.23	1.19	.11	.06	.14	.03	.84	(²)
Goods-producing industries ³	10.92	8.61	2.32	.30	.21	.27	.12	1.41	(²)
Service-producing industries ⁴	9.15	7.34	1.80	.25	.14	.27	.13	1.02	(²)
Retail trade	6.68	5.42	1.27	.13	.09	.17	.07	.80	(²)
Service industries	11.18	8.99	2.19	.34	.19	.32	.13	1.20	(²)
Percent of total compensation									
All full-time workers in private industry	100.0%	70.8%	29.2%	6.9%	3.0%	7.0%	3.4%	8.8%	0.2%
White-collar occupations	100.0	72.3	27.7	7.6	2.7	6.4	3.3	7.5	.2
Sales occupations	100.0	76.5	23.5	4.9	3.0	5.4	2.1	8.0	(²)
Administrative support, including clerical	100.0	70.5	29.5	7.5	2.1	8.7	3.3	7.8	.1
Blue-collar occupations	100.0	67.5	32.5	5.8	3.8	8.1	3.7	10.9	.2
Service occupations	100.0	72.5	27.5	5.8	2.0	7.0	2.0	10.6	(²)
Goods-producing industries ³	100.0	67.4	32.6	6.8	4.0	7.9	3.8	9.7	.3
Construction	100.0	68.6	31.4	3.3	3.2	6.7	4.9	13.2	(²)
Manufacturing	100.0	67.3	32.7	6.0	5.0	8.4	3.9	9.0	.4
Service-producing industries ⁴	100.0	72.4	27.6	7.0	2.5	6.5	3.2	8.3	.1
Transportation and public utilities	100.0	67.5	32.5	7.8	2.5	8.4	4.8	8.9	.1
Wholesale trade	100.0	73.1	26.9	6.2	2.5	6.8	2.6	8.8	.1
Retail trade	100.0	77.3	22.7	4.6	1.8	5.0	1.5	9.7	(²)
Finance, insurance, and real estate	100.0	70.9	29.1	7.5	4.0	6.8	3.7	7.0	.2
Service industries	100.0	72.8	27.2	7.4	2.2	6.3	3.1	8.1	(²)
All part-time workers in private industry	100.0	80.2	19.8	2.7	1.6	2.9	1.4	11.2	(²)
White-collar occupations	100.0	80.4	19.6	3.3	1.9	3.1	1.5	9.8	(²)
Sales occupations	100.0	80.2	19.8	2.9	1.7	3.2	1.4	10.6	(²)
Administrative support, including clerical	100.0	80.3	19.7	3.6	1.3	3.5	1.6	9.7	(²)
Blue-collar occupations	100.0	77.1	22.9	2.2	1.9	3.6	2.6	12.6	(²)
Service occupations	100.0	81.5	18.5	1.7	.9	2.2	.5	13.2	(²)
Goods-producing industries ³	100.0	78.8	21.2	2.8	1.9	2.5	1.1	12.9	(²)
Service-producing industries ⁴	100.0	80.3	19.7	2.7	1.6	2.9	1.4	11.1	(²)
Retail trade	100.0	81.1	18.9	2.0	1.4	2.5	1.0	12.0	(²)
Service industries	100.0	80.4	19.6	3.1	1.7	2.9	1.2	10.7	(²)

¹ Includes severance pay and supplemental unemployment benefits.

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

³ Includes mining, construction, and manufacturing.

⁴ Includes transportation, communication, and public utilities; wholesale and retail trade; finance, insurance, and real estate; and service industries.

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

¹ Includes severance pay and supplemental unemployment benefits.

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

³ Includes mining, construction, and manufacturing.

⁴ Includes transportation, communication, and public utilities; wholesale and retail trade; finance, insurance, and real estate; and service industries.

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 1996

Series	Total compensation	Wages and salaries	Benefit costs						
			Total	Paid leave	Supplemental pay	Insurance	Retirement and savings	Legally required benefits	Other benefits ¹
Cost per hour worked									
All workers, goods-producing industries ²	\$21.27	\$14.38	\$6.89	\$1.43	\$0.85	\$1.67	\$0.80	\$2.08	\$0.07
White-collar occupations	28.52	20.01	8.51	2.39	.97	1.90	.96	2.19	.10
Professional specialty and technical	34.93	24.28	10.66	3.17	1.37	2.28	1.19	2.51	.14
Professional	37.51	26.18	11.32	3.38	1.55	2.34	1.27	2.65	.14
Technical	27.51	18.78	8.73	2.54	.83	2.10	.99	2.12	.15
Executive, administrative, managerial	37.24	26.49	10.75	3.13	1.17	2.05	1.37	2.91	.12
Administrative support including clerical	16.43	11.40	5.03	1.19	.50	1.45	.47	1.37	.06
Blue-collar occupations	18.59	12.28	6.31	1.06	.81	1.59	.74	2.05	.06
Precision production, craft, and repair	23.35	15.54	7.81	1.29	.87	1.81	1.06	2.70	.08
Machine operators, assemblers, and inspectors	16.25	10.57	5.69	1.07	.84	1.58	.52	1.61	.06
Transportation and material moving	18.36	12.03	6.32	.98	.88	1.59	.82	2.04	(³)
Handlers, equipment cleaners, helpers, and laborers	14.01	9.47	4.54	.57	.55	1.12	.57	1.72	(³)
Service occupations	14.43	9.58	4.85	.92	.77	1.21	.38	1.46	.10
All workers, service-producing industries ⁴	16.28	12.01	4.27	1.02	.38	.97	.47	1.44	(³)
White-collar occupations	19.95	14.73	5.21	1.36	.48	1.18	.61	1.56	.02
Professional specialty and technical	27.93	20.58	7.35	1.95	.72	1.50	.96	2.19	.03
Professional	29.31	21.67	7.64	2.05	.82	1.53	.96	2.25	.03
Technical	24.29	17.72	6.58	1.68	.46	1.42	.97	2.02	.03
Executive, administrative, managerial	31.85	23.32	8.53	2.70	.81	1.66	1.09	2.22	.05
Sales workers	14.07	10.91	3.15	.61	.38	.67	.27	1.21	(³)
Administrative support including clerical	14.71	10.59	4.11	1.03	.27	1.18	.46	1.17	(³)
Blue-collar occupations	15.08	10.75	4.33	.81	.40	1.00	.46	1.64	(³)
Precision production, craft, and repair	20.24	14.43	5.80	1.35	.54	1.39	.54	1.98	(³)
Machine operators, assemblers, and inspectors	16.44	11.46	4.98	.78	.42	1.12	.71	1.95	(³)
Transportation and material moving	10.98	7.93	3.05	.46	.29	.70	.32	1.27	(³)
Handlers, equipment cleaners, helpers, and laborers	10.98	7.93	3.05	.46	.29	.70	.32	1.27	(³)
Service occupations	8.46	6.45	2.00	.35	.12	.43	.12	.98	(³)
Percent of total compensation									
All workers, goods-producing industries ²	100.0%	67.6%	32.4%	6.7%	4.0%	7.8%	3.7%	9.8%	0.3%
White-collar occupations	100.0	70.2	29.8	8.4	3.4	6.7	3.4	7.7	.4
Professional specialty and technical	100.0	69.5	30.5	9.1	3.9	6.5	3.4	7.2	.4
Professional	100.0	69.8	30.2	9.0	4.1	6.2	3.4	7.1	.4
Technical	100.0	68.3	31.7	9.2	3.0	7.6	3.6	7.7	.5
Executive, administrative, managerial	100.0	71.1	28.9	8.4	3.1	5.5	3.7	7.8	.3
Administrative support including clerical	100.0	69.4	30.6	7.2	3.0	8.8	2.9	8.4	.4
Blue-collar occupations	100.0	66.1	33.9	5.7	4.3	8.6	4.0	11.0	.3
Precision production, craft, and repair	100.0	65.5	33.5	5.5	3.7	7.7	4.6	11.6	.3
Machine operators, assemblers, and inspectors	100.0	65.0	35.0	6.6	5.2	8.7	3.2	9.9	.4
Transportation and material moving	100.0	65.6	34.4	5.3	4.8	8.7	4.5	11.1	(³)
Handlers, equipment cleaners, helpers, and laborers	100.0	67.6	32.4	4.0	3.9	8.0	4.0	12.3	(³)
Service occupations	100.0	66.4	33.6	6.4	5.4	8.4	2.6	10.1	.7
All workers, service-producing industries ⁴	100.0	73.7	26.3	6.2	2.3	5.9	2.9	8.8	(³)
White-collar occupations	100.0	73.9	26.1	6.8	2.4	5.9	3.1	7.8	.1
Professional specialty and technical	100.0	73.7	26.3	7.0	2.6	5.4	3.4	7.8	.1
Professional	100.0	73.9	26.1	7.0	2.8	5.2	3.3	7.7	.1
Technical	100.0	72.9	27.1	6.9	1.9	5.9	4.0	8.3	.1
Executive, administrative, managerial	100.0	73.2	26.8	8.5	2.6	5.2	3.4	7.0	.1
Sales workers	100.0	77.6	22.4	4.4	2.7	4.8	1.9	8.6	(³)
Administrative support including clerical	100.0	72.0	28.0	7.0	1.9	8.0	3.1	8.0	(³)
Blue-collar occupations	100.0	71.3	28.7	5.4	2.7	6.6	3.1	10.9	(³)
Precision production, craft, and repair	100.0	71.3	28.7	6.7	2.7	6.9	2.7	9.8	(³)
Machine operators, assemblers, and inspectors	100.0	69.7	30.3	4.7	2.5	6.8	4.3	11.9	(³)
Transportation and material moving	100.0	72.2	27.8	4.2	2.7	6.4	2.9	11.6	(³)
Handlers, equipment cleaners, helpers, and laborers	100.0	72.2	27.8	4.2	2.7	6.4	2.9	11.6	(³)
Service occupations	100.0	76.3	23.7	4.1	1.4	5.0	1.4	11.6	(³)

¹ Includes severance pay and supplemental unemployment benefits.

² Includes mining, construction, and manufacturing.

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

⁴ Includes transportation, communication, and public utilities; wholesale and retail trade; finance, insurance, and real estate; and service industries.

Table *2. PRIVATE MANUFACTURING AND NONMANUFACTURING INDUSTRIES: Employer costs per hour worked for employee compensation, and costs as a percent of total compensation, March 1996

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

¹ Includes severance pay and supplemental unemployment benefits.

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

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 1996

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

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 1996

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	\$17.49	\$12.58	\$4.91	\$1.12	\$0.49	\$1.14	\$0.55	\$1.59	\$0.03
1-99 workers	14.85	11.09	3.76	0.77	0.36	0.80	0.34	1.48	(²)
100 workers or more	20.09	14.05	6.04	1.46	0.63	1.47	0.75	1.70	0.05
100-499 workers	16.61	11.90	4.72	1.03	0.50	1.15	0.49	1.52	0.02
500 workers or more	24.03	16.49	7.55	1.94	0.77	1.82	1.03	1.90	0.08
Goods-producing industries ³	21.27	14.38	6.89	1.43	0.85	1.67	0.80	2.08	0.07
1-99 workers	18.56	13.02	5.54	0.88	0.60	1.16	0.63	2.27	(²)
100 workers or more	22.73	15.11	7.62	1.72	0.99	1.94	0.89	1.98	0.10
100-499 workers	19.49	13.13	6.36	1.26	0.81	1.69	0.68	1.88	0.03
500 workers or more	26.11	17.18	8.94	2.21	1.17	2.21	1.11	2.07	0.17
Service-producing industries ⁴	16.28	12.01	4.27	1.02	0.38	0.97	0.47	1.44	(²)
1-99 workers	14.08	10.69	3.39	0.75	0.31	0.73	0.28	1.32	(²)
100 workers or more	18.88	13.56	5.32	1.33	0.46	1.25	0.68	1.57	0.02
100-99 workers	15.38	11.36	4.02	0.93	0.37	0.92	0.41	1.36	(²)
500 workers or more	23.02	16.15	6.87	1.81	0.57	1.63	1.00	1.82	0.04
White-collar occupations	21.10	15.44	5.66	1.50	0.54	1.28	0.66	1.64	0.03
1-99 workers	18.09	13.64	4.45	1.10	0.46	0.98	0.42	1.48	(²)
100 workers or more	23.95	17.15	6.80	1.88	0.63	1.56	0.88	1.80	0.05
100-499 workers	19.88	14.61	5.27	1.34	0.53	1.23	0.58	1.57	0.02
500 workers or more	27.60	19.42	8.17	2.35	0.72	1.86	1.16	2.01	0.08
Blue-collar occupations	17.04	11.61	5.44	0.95	0.63	1.33	0.62	1.87	0.03
1-99 workers	15.28	10.90	4.38	0.65	0.40	0.95	0.42	1.94	(²)
100 workers or more	18.58	12.22	6.36	1.21	0.83	1.66	0.79	1.81	0.06
100-499 workers	16.37	11.06	5.31	0.94	0.65	1.40	0.59	1.71	0.02
500 workers or more	21.59	13.80	7.80	1.58	1.06	2.02	1.07	1.95	0.11
Percent of total compensation									
All workers in private industry	100.0%	71.9%	28.1%	6.4%	2.8%	6.5%	3.1%	9.1%	0.2%
1-99 workers	100.0	74.7	25.3	5.2	2.4	5.4	2.3	10.0	(²)
100 workers or more	100.0	69.9	30.1	7.2	3.1	7.3	3.7	8.5	0.2
100-499 workers	100.0	71.6	28.4	6.2	3.0	6.9	3.0	9.1	0.1
500 workers or more	100.0	68.6	31.4	8.1	3.2	7.6	4.3	7.9	0.3
Goods-producing industries ³	100.0	67.6	32.4	6.7	4.0	7.8	3.7	9.8	0.3
1-99 workers	100.0	70.1	29.9	4.7	3.2	6.2	3.4	12.2	(²)
100 workers or more	100.0	66.5	33.5	7.6	4.4	8.6	3.9	8.7	0.4
100-499 workers	100.0	67.4	32.6	6.5	4.2	8.7	3.5	8.7	0.2
500 workers or more	100.0	65.8	34.2	8.5	4.5	8.5	4.2	7.9	0.6
Service-producing industries ⁴	100.0	73.7	26.3	6.2	2.3	5.9	2.9	8.8	(²)
1-99 workers	100.0	75.9	24.1	5.3	2.2	5.2	2.0	9.4	(²)
100 workers or more	100.0	71.8	28.2	7.1	2.5	6.6	3.6	8.3	0.1
100-499 workers	100.0	73.9	26.1	6.0	2.4	6.0	2.7	8.9	(²)
500 workers or more	100.0	70.2	29.8	7.9	2.5	7.1	4.3	7.9	0.2
White-collar occupations	100.0	73.2	26.8	7.1	2.6	6.1	3.1	7.8	0.1
1-99 workers	100.0	75.4	24.6	6.1	2.5	5.4	2.3	8.2	(²)
100 workers or more	100.0	71.6	28.4	7.8	2.6	6.5	3.7	7.5	0.2
100-499 workers	100.0	73.5	26.5	6.8	2.7	6.2	2.9	7.9	0.1
500 workers or more	100.0	70.4	29.6	8.5	2.6	6.7	4.2	7.3	0.3
Blue-collar occupations	100.0	68.1	31.9	5.6	3.7	7.8	3.6	11.0	0.2
1-99 workers	100.0	71.3	28.7	4.3	2.6	6.2	2.8	12.7	(²)
100 workers or more	100.0	65.8	34.2	6.5	4.4	8.9	4.3	9.7	0.3
100-499 workers	100.0	67.6	32.4	5.7	4.0	8.6	3.6	10.4	0.1
500 workers or more	100.0	63.9	36.1	7.3	4.9	9.3	5.0	9.0	0.5

¹ Includes severance pay and supplemental unemployment benefits.

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

³ Includes mining, construction, and manufacturing.

⁴ Includes transportation, communication, and public utilities; wholesale and retail trade; finance, insurance, and real estate; and service industries.

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	\$18.24	\$13.34	\$4.90	\$1.30	\$0.43	\$1.14	\$0.51	\$1.51	(²)
Professional specialty and technical occupations	25.36	18.71	6.65	1.82	.73	1.37	.66	2.06	(²)
Professional occupations	28.91	21.25	7.66	2.21	.93	1.51	.71	2.28	(²)
Nurses	28.38	20.46	7.92	2.21	1.12	1.55	.71	2.32	(²)
Technical occupations	20.23	15.04	5.19	1.26	.45	1.16	.58	1.73	(²)
Administrative support including clerical occupations	14.46	10.30	4.16	1.05	.27	1.15	.56	1.13	(²)
Service occupations	11.25	8.18	3.06	.71	.25	.78	.24	1.08	(²)
Hospitals	21.55	15.16	6.39	1.80	.71	1.63	.57	1.66	\$0.02
Professional specialty and technical occupations	26.48	18.78	7.70	2.19	1.06	1.69	.68	2.06	.02
Professional occupations	28.88	20.57	8.31	2.38	1.22	1.72	.72	2.26	.02
Nurses	29.48	20.86	8.62	2.39	1.42	1.74	.74	2.32	(²)
Technical occupations	20.14	14.04	6.09	1.70	.66	1.60	.56	1.55	.02
Administrative support including clerical occupations	15.30	10.53	4.77	1.25	.29	1.59	.45	1.17	.02
Service occupations	13.56	9.22	4.34	1.05	.42	1.49	.32	1.06	(²)
Nursing Homes	11.54	8.58	2.96	.71	.22	.60	.12	1.30	(²)
Professional specialty and technical occupations	17.91	13.43	4.48	1.16	.41	.69	.21	2.01	(²)
Professional occupations	20.24	15.35	4.89	1.35	.36	.74	.22	2.22	(²)
Technical occupations	15.99	11.86	4.13	1.00	.46	.64	.20	1.83	(²)
Service occupations	9.43	6.93	2.50	.54	.19	.56	.09	1.11	(²)
Percent of total compensation									
Health services	100.0%	73.1%	26.9%	7.1%	2.4%	6.2%	2.8%	8.3%	(²)
Professional specialty and technical occupations	100.0	73.8	26.2	7.2	2.9	5.4	2.6	8.1	(²)
Professional occupations	100.0	73.5	26.5	7.7	3.2	5.2	2.5	7.9	(²)
Nurses	100.0	72.1	27.9	7.8	4.0	5.5	2.5	8.2	(²)
Technical occupations	100.0	74.4	25.6	6.2	2.2	5.8	2.8	8.5	(²)
Administrative support including clerical occupations	100.0	71.3	28.7	7.2	1.8	7.9	3.9	7.8	(²)
Service occupations	100.0	72.8	27.2	6.3	2.2	7.0	2.1	9.6	(²)
Hospitals	100.0	70.4	29.6	8.3	3.3	7.6	2.6	7.7	.1%
Professional specialty and technical occupations	100.0	70.9	29.1	8.3	4.0	6.4	2.6	7.8	.1
Professional occupations	100.0	71.2	28.8	8.2	4.2	5.9	2.5	7.8	.1
Nurses	100.0	70.8	29.2	8.1	4.8	5.9	2.5	7.9	(²)
Technical occupations	100.0	69.7	30.3	8.4	3.3	8.0	2.8	7.7	.1
Administrative support including clerical occupations	100.0	68.8	31.2	8.1	1.9	10.4	3.0	7.6	.1
Service occupations	100.0	68.0	32.0	7.7	3.1	11.0	2.4	7.8	(²)
Nursing Homes	100.0	74.4	25.6	6.1	1.9	5.2	1.0	11.3	(²)
Professional specialty and technical occupations	100.0	75.0	25.0	6.5	2.3	3.8	1.1	11.2	(²)
Professional occupations	100.0	75.8	24.2	6.7	1.8	3.7	1.1	11.0	(²)
Technical occupations	100.0	74.2	25.8	6.3	2.9	4.0	1.2	11.5	(²)
Service occupations	100.0	73.5	26.5	5.7	2.0	5.9	.9	11.8	(²)

¹ Includes severance pay and supplemental unemployment benefits.

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

Table 16. SPECIAL INDUSTRIES: Employer costs for employee compensation, and costs as a percent of total compensation, March 1996

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

¹ Includes severance pay and supplemental unemployment benefits.

NOTE: 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, sickness and accident insurance and long-term disability insurance; retirement and savings benefits--defined benefit and defined contribution plans; legally required benefits--social security (OASDI and Medicare), 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 covers all occupations in private industry and state and local governments, but exclude farms and households. These cost levels are published once a year with the payroll period including March 12 as the reference period.

The cost levels published in this release are based on a sample of about 20,500 occupations within 4,800 sample establishments in private industry and 4,600 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. The March 1996 compensation cost levels were calculated using the March 1996 employment counts from the Bureau of Labor Statistics Current Employment Statistics program benchmarked to the 1995 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 Employment Cost Index (ECI) sample. Because the ECI establishment sample is completely replaced, industry by industry, on a 4- to 5- 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 occupational employment data within industries have a negligible impact on the estimates.

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

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--1975-95 (Bulletin 2466), provides historical data on ECI indexes as well as employer costs for employee compensation data for March 1993, March 1994, and March 1995. Measures of the precision of both the Employment Cost Index and the employer costs for employee compensation, an explanation of survey methods, and a discussion of the published information are also included. The next annual bulletin will include this material updated through June 1996.

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 also can 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. One 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 1996 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.

Comparing Private and Public Sector Data

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.

Appendix Employer costs per hour worked for components of compensation, and relative standard errors,¹ by major industry and occupation categories, March 1996

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	\$18.82	\$13.48	\$5.34	\$1.24	\$0.44	\$1.29	\$0.75	\$1.59	\$0.03
Relative Error .....	.8%	.8%	1.0%	1.5%	3.4%	1.1%	1.9%	.9%	8.4%
State and local government workers									
Cost per hour worked	\$25.73	\$17.95	\$7.77	\$1.99	\$2.22	\$2.07	\$1.90	\$1.56	\$0.03
Relative Error	1.1%	1.2%	1.2%	1.5%	4.6%	1.9%	2.1%	1.7%	9.7%
Private industry workers									
Cost per hour worked	\$17.49	\$12.58	\$4.91	\$1.12	\$0.49	\$1.14	\$0.55	\$1.59	\$0.03
Relative Error	1.0%	.9%	1.3%	1.8%	3.6%	1.4%	3.0%	.9%	9.7%
Good-producing industries									
Cost per hour worked	\$21.27	\$14.38	\$6.89	\$1.43	\$0.85	\$1.67	\$0.80	\$2.08	\$0.07
Relative Error	2.0%	2.0%	2.4%	2.8%	5.6%	2.7%	4.8%	2.1%	13.5%
Service-producing industries									
Cost per hour worked	\$16.28	\$12.01	\$4.27	\$1.02	\$0.38	\$0.97	\$0.47	\$1.44	(³)
Relative Error	1.1%	1.0%	1.5%	2.1%	4.3%	1.4%	4.0%	1.0%	(³)
Manufacturing									
Cost per hour worked	\$20.99	\$14.13	\$6.86	\$1.60	\$0.88	\$1.72	\$0.71	\$1.86	\$0.08
Relative Error	2.4%	2.4%	2.7%	3.0%	5.7%	2.9%	5.3%	2.3%	14.4%
Nonmanufacturing									
Cost per hour worked	\$16.69	\$12.23	\$4.46	\$1.00	\$0.40	\$1.00	\$0.51	\$1.53	(³)
Relative Error	1.1%	1.0%	1.5%	2.2%	4.5%	1.4%	3.4%	1.1%	(³)
White-collar occupations									
Cost per hour worked	\$21.10	\$15.44	\$5.66	\$1.50	\$0.54	\$1.28	\$0.66	\$1.64	\$0.03
Relative Error	1.4%	1.4%	1.9%	2.3%	5.7%	1.7%	4.4%	1.2%	13.3%
Blue-collar occupations									
Cost per hour worked	\$17.04	\$11.61	\$5.44	\$0.95	\$0.63	\$1.33	\$0.62	\$1.87	\$0.03
Relative Error	1.3%	1.1%	1.9%	2.4%	3.0%	2.4%	4.4%	1.7%	12.4%
Service occupations									
Cost per hour worked	\$8.61	\$6.53	\$2.07	\$0.36	\$0.14	\$0.45	\$0.13	\$1.00	(³)
Relative Error	1.1%	1.0%	2.0%	2.9%	5.1%	4.2%	5.8%	1.6%	(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.