

# Employer Costs for Employee Compensation, 1986-98

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# Preface

This bulletin provides data on Employer Costs for Employee Compensation (ECEC), a major Bureau of Labor Statistics (BLS) compensation measure. It uses March 1998 ECEC data to examine the structure of compensation cost levels. All ECEC historical data from March 1986 to March 1998 are contained in the bulletin as well. Related articles originally published in the Bureau's *Monthly Labor Review* and *Compensation and Working Conditions* periodicals are reproduced in appendix C.

ECEC measures the average hourly cost that employers pay for wages and salaries plus the cost per hour worked for benefits. Computed from data collected for the Employment Cost Index (ECI), another BLS compensation measure, ECEC provides a snapshot of the structure of compensation at a specific point in time. The ECI, in contrast, is a fixed-employment-weighted index that tracks changes in labor costs, free from the influence of employment shifts among occupations and industries. ECI data are provided in a separate BLS publication *Employment Cost Indexes, 1975-1997*, BLS Bulletin 2504, July 1998.

Ann C. Foster and Wayne M. Shelly of the Office of Compensation and Working Conditions (OCWC), Division of Compensation Data Analysis and Planning (DCDAP), pre-

pared this bulletin; and Edward Yurish of the Division of Compensation and Data Estimation (DCDE) prepared the tables. The Statistical Methods Group was responsible for the survey sample design, nonresponse adjustments, sample error computations, and other statistical procedures. The Bureau's Assistant Regional Commissioners for Operations directed fieldwork for the survey. DCDAP also prepared collection procedures.

The Bureau also wishes to express its appreciation to the many employers for their continued cooperation in providing data on the costs of employee compensation. This study would not have been possible without them.

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The public may access ECEC data from the Bureau of Labor Statistics web site at <http://stats.bls.gov/ecthome.htm>. Questions about the data in this publication should be directed to ECEC staff at (202) 606-6199 or by e-mail: [ocltinfo@bls.gov](mailto:ocltinfo@bls.gov).

# Contents

Chapter	<i>Page</i>
I. Introduction .....	1
II. Employer costs for employee compensation—March 1998 .....	2
Overview .....	2
Civilian workers .....	2
Private industry .....	2
Compensation costs, 1986-98 .....	2
Cost levels by:	
Industry group .....	4
Occupational group .....	4
Occupation within industries .....	4
Establishment employment size .....	5
Full-time and part-time status .....	5
Bargaining status .....	6
Geographic region .....	6
State and local governments	
Compensation costs, 1991-98 .....	6
Cost levels by:	
Occupational group .....	7
Industry group .....	7
Appendix A. Description of the survey, estimation methods, and measures of data reliability .....	165
Appendix B. Classification by industry, occupation, geographic region, bargaining status, and area size .....	189
Appendix C. Survey data in BLS research articles .....	192
<b>Tables:</b>	
Employer costs per hour worked for employee compensation and costs as a percent of total compensation:	
March 1998	
Civilian workers by:	
1. Major occupational group .....	9
2. Occupational and industry group .....	10
State and local governments by:	
3. Selected characteristics .....	11
4. Occupational and industry group .....	12
Private industry workers:	
5. By major industry group .....	13
6. By major occupational group .....	14
7. By region and bargaining status .....	15
8. By establishment employment size .....	16
9. By major occupational and industry group, and full-time and part-time status .....	17
10. By occupational and industry group .....	18

## Contents—Continued

	<i>Page</i>
11. In goods-producing and service-producing industries, by occupational group .....	19
12. In manufacturing and nonmanufacturing industries, by occupational group .....	20
13. By bargaining status, and major industry and occupational group .....	21
14. By establishment employment size, and major industry and occupational group .....	22
15. In health services industries, by industry and occupational group .....	23
16. In transportation equipment manufacturing and public utilities workers, by industry and occupational group .....	24
 March 1997	
Civilian workers by:	
17. Major occupational group .....	25
18. Occupational and industry group .....	26
 State and local governments by:	
19. Selected characteristics .....	27
20. Occupational and industry group .....	28
 Private industry workers:	
21. By major industry group .....	29
22. By major occupational group .....	30
23. By region and bargaining status .....	31
24. By establishment employment size .....	32
25. By major occupational and industry group, and full-time and part-time status .....	33
26. By occupational and industry group .....	34
27. In goods-producing and service-producing industries, by occupational group .....	35
28. In manufacturing and nonmanufacturing industries, by occupational group .....	36
29. By bargaining status, and major industry and occupational group .....	37
30. By establishment employment size, and major industry and occupational group .....	38
31. In health services industries, by industry and occupational group .....	39
32. In transportation equipment manufacturing and public utilities industries, by industry and occupational group .....	40
 March 1996	
Civilian workers by:	
33. Major occupational group .....	41
34. Occupational and industry group .....	42
 State and local governments by:	
35. Selected characteristics .....	43
36. Occupational and industry group .....	44
 Private industry workers:	
37. By major industry group .....	45
38. By major occupational group .....	46
39. By region and bargaining status .....	47
40. By establishment employment size .....	48
41. By major occupational and industry group, and full-time and part-time status .....	49
42. By occupational and industry group .....	50
43. In goods-producing and service-producing industries, by occupational group .....	51

## Contents—Continued

	<i>Page</i>
44. In manufacturing and nonmanufacturing industries, by occupational group .....	52
45. By bargaining status, and major industry and occupational group .....	53
46. By establishment employment size, and major industry and occupational group .....	54
47. In health services industries, by industry and occupational group .....	55
48. In transportation equipment manufacturing and public utilities industries, by industry and occupational group .....	56
 March 1995	
Civilian workers by:	
49. Major occupational group .....	57
50. Occupational and industry group .....	58
 State and local governments by:	
51. Selected characteristics .....	59
52. Occupational and industry group .....	60
 Private industry workers:	
53. By major industry group .....	61
54. By major occupational group .....	62
55. By region and bargaining status .....	63
56. By establishment employment size .....	64
57. By major occupational and industry group, and full-time and part-time status .....	65
58. By occupational and industry group .....	66
59. In goods producing and service-producing industries, by occupational group .....	67
60. In manufacturing and nonmanufacturing industries, by occupational group .....	68
61. By bargaining status, and major industry and occupational group .....	69
62. By establishment employment size, and major industry and occupational group .....	70
63. In health services industries, by industry and occupational group .....	71
64. In transportation equipment manufacturing and public utilities industries, by industry and occupational group .....	72
 March 1994	
Civilian workers by:	
65. Major occupational group .....	73
66. Occupational and industry group .....	74
 State and local governments by:	
67. Selected characteristics .....	75
68. Occupational and industry group .....	76
 Private industry workers:	
69. By major industry group .....	77
70. By major occupational group .....	78
71. By region and bargaining status .....	79
72. By establishment employment size .....	80
73. By major occupational and industry group, and full-time and part-time status .....	81
74. By occupational and industry group .....	82
75. In goods producing and service-producing industries, by occupational group .....	83
76. In manufacturing and nonmanufacturing industries, by occupational group .....	84

## Contents—Continued

	<i>Page</i>
77. By bargaining status, and major industry and occupational group .....	85
78. By establishment employment size, and major industry and occupational group .....	86
79. In health services industries, by industry and occupational group .....	87
80. In transportation equipment manufacturing industries, by industry and occupational group .....	88
 March 1993	
Civilian workers by:	
81. Major occupational group .....	89
82. Occupational and industry group .....	90
 State and local governments by:	
83. Selected characteristics .....	91
84. Occupational and industry group .....	92
 Private industry workers:	
85. By major industry group .....	93
86. By major occupational group .....	94
87. By region and bargaining status .....	95
88. By establishment employment size .....	96
89. By major occupational and industry group, and full-time and part-time status .....	97
90. By occupational and industry group .....	98
91. In goods producing and service-producing industries, by occupational group .....	99
92. In manufacturing and nonmanufacturing industries, by occupational group .....	100
93. By bargaining status, and major industry and occupational group .....	101
94. By establishment employment size, and major industry and occupational group .....	102
95. In aircraft manufacturing industries, by occupational group .....	103
 March 1992	
Civilian workers by:	
96. Major occupational group .....	104
97. Occupational and industry group .....	105
 State and local governments by:	
98. Selected characteristics .....	106
99. Occupational and industry group .....	107
 Private industry workers:	
100. By major industry group .....	108
101. By major occupational group .....	109
102. By region and bargaining status .....	110
103. By establishment employment size .....	111
104. By occupational and industry group .....	112
105. In goods-producing and service-producing industries, by occupational group .....	113
106. In manufacturing and nonmanufacturing industries, by occupational group .....	114
107. By bargaining status, and major industry and occupational group .....	115
108. By establishment employment size, and major industry and occupational group .....	116
109. In aircraft manufacturing industries, by occupational group .....	117
 March 1991	
Civilian workers by:	
110. Major occupational group .....	118

## Contents—Continued

	<i>Page</i>
111. Occupational and industry group .....	119
State and local governments by:	
112. Selected characteristics .....	120
113. Occupational and industry group .....	121
Private industry workers:	
114. By major industry group .....	122
115. By major occupational group .....	123
116. By region and bargaining status .....	124
117. By establishment employment size .....	125
118. By occupational and industry group .....	126
119. In goods producing and service-producing industries, by occupational group .....	127
120. In manufacturing and nonmanufacturing industries, by occupational group .....	128
121. By bargaining status, and major industry and occupational group .....	129
121. By establishment employment size, and major industry and occupational group .....	130
123. In aircraft manufacturing industries, by occupational group .....	131
March 1990	
Private industry workers:	
124. By major industry group .....	132
125. By major occupational group .....	133
126. By region and bargaining status .....	134
127. By establishment employment size .....	135
128. By occupational and industry group .....	136
129. In goods producing and service-producing industries, by occupational group .....	137
130. In manufacturing and nonmanufacturing industries, by occupational group .....	138
131. By bargaining status, and major industry and occupational group .....	139
131. By establishment employment size, and major industry and occupational group .....	140
133. In aircraft manufacturing industries, by occupational group .....	141
March 1989	
Private industry workers:	
134. By major industry group .....	142
135. By major occupational group .....	143
136. By region and bargaining status .....	144
137. By occupational and industry group .....	145
138. In goods producing and service-producing industries, by occupational group .....	146
139. In manufacturing and nonmanufacturing industries, by occupational group .....	147
140. By bargaining status, and major industry and occupational group .....	148
141. In aircraft manufacturing industries, by occupational group .....	149
March 1988	
Private industry workers:	
142. By major industry group .....	150
143. By major occupational group .....	151
144. By region and bargaining status .....	152
145. By occupational and industry group .....	153

## Contents—Continued

	<i>Page</i>
146. In goods producing and service-producing industries, by occupational group .....	154
147. In manufacturing and nonmanufacturing industries, by occupational group .....	155
148. By bargaining status, and major industry and occupational group .....	156
March 1987	
Private industry workers by:	
149. Major industry group .....	157
150. Major occupational group .....	158
151. Occupational and industry group .....	159
152. Bargaining status, and major industry and occupational group .....	160
March 1986	
Private industry workers by:	
153. Major industry group .....	161
154. Major occupational group .....	162
155. Occupational and industry group .....	163
156. Bargaining status, and major industry and occupational group .....	164
<b>Appendix tables:</b>	
Relative errors for employer costs per hour worked for employee compensation:	
March 1998	
Civilian workers by:	
A-1. Major occupational group .....	168
A-2. Occupational and industry group .....	169
State and local governments by:	
A-3. Selected characteristics .....	170
A-4. Occupational and industry group .....	171
Private industry workers:	
A-5. By major industry group .....	172
A-6. By major occupational group .....	173
A-7. By region and bargaining status .....	174
A-8. By establishment employment size .....	175
A-9. By major occupational and industry group, and full-time and part-time status .....	176
A-10. By occupational and industry group .....	178
A-11. In goods-producing and service-producing industries, by occupational group .....	180
A-12. In manufacturing and nonmanufacturing industries, by occupational group .....	182
A-13. By bargaining status, and major industry and occupational group .....	184
A-14. By establishment employment size, and major industry and occupational group .....	185
A-15. In health services industries, by industry and occupational group .....	187
A-16. In transportation equipment manufacturing and public utilities industries, by industry and occupational group .....	188



# Chapter I. Introduction

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

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

ECEC data were first published for March 1987 and were originally limited to private industry.<sup>1</sup> The Bureau expanded the ECEC in 1988 to include compensation costs levels by bargaining status. In 1991, ECEC were published for civilian workers, State and local governments workers, and private industry establishment employment size. BLS further expanded the ECEC in 1994 to include data for full- and part-time workers and for detailed health industries. In 1997, ECEC for March 1986 became available.<sup>2</sup>

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

- Long-term disability insurance is now reported as a separate benefit. Previously it had been included in sickness and accident insurance.<sup>3</sup>
- Social Security is now divided into its Old-age, survivors, and disability insurance (OASDI) and Medicare components.

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

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

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

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

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

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

Chapter II provides a detailed examination of the 1998 ECEC.<sup>4</sup>

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

# Chapter II. Employer Costs For Employee Compensation March 1998

Employer Costs for Employee Compensation (ECEC) include wage and benefit data from private industry as well as State and local governments. Not included are the self-employed and farm, household, and Federal Government workers. The 1998 ECEC is based on a sample of about 19,600 occupations within approximately 4,600 establishments in private industry and about 4,300 occupations within approximately 800 establishments in State and local governments.<sup>5</sup>

## Civilian workers

In March 1998, total compensation costs for U.S. civilian workers (private industry and State and local governments) averaged \$19.76 per hour worked. Straight-time wages and salaries, which averaged \$14.30, accounted for approximately 72 percent of these costs, while benefits, which averaged \$5.47, accounted for the remaining 28 percent.

Legally required benefits, such as Social Security and workers' compensation, averaged \$1.63 per hour worked (8.2 percent of total compensation), representing the largest non-wage cost. Other benefit categories were: Insurance (\$1.25, 6.3 percent of total compensation); paid leave (\$1.30, 6.3 percent of total compensation); retirement and savings (75 cents, 3.8 percent of total compensation); and supplemental pay (51 cents, 2.6 percent of total compensation).

Compensation costs differed between private industry and State and local governments, as text table 1 shows. Total compensation costs were higher in State and local governments (\$27.28) than in private industry (\$18.50). Benefit costs in State and local governments were higher in both dollar amount (\$8.10) and as a percent of total compensation (29.7 percent) than in private industry (\$5.02 and 27.1 percent).

It should be noted that it is misleading to make direct comparisons between aggregate compensation cost levels in State and local governments and those in private industry. Differences between these sectors stem from variations in work activities and occupational structures. Manufacturing and sales, for example, make up a larger part of private industry work activities, but are rare in State and local governments. White-collar occupations (largely professional occupations, including teachers) account for two-thirds of the State and local government workforce, compared to one-half of private industry.<sup>6</sup>

## Private industry

**Compensation costs 1986-98.** In March 1998, employer costs for total benefits averaged \$5.02 per hour worked or 27.1 percent of total compensation, the lowest since 1988. (See text table 2.)

Text table 1. **Percent distribution of components of employer costs for employee compensation, March 1998**

Compensation component	Workers					
	Civilian		Private industry		State and local government	
	Cost	Percent	Cost	Percent	Cost	Percent
Total compensation .....	\$19.76	100.0	\$18.50	100.0	\$27.28	100.0
Wages and salaries .....	14.30	72.4	13.47	72.8	19.19	70.3
Total benefits .....	5.47	27.7	5.02	27.1	8.10	29.7
Paid leave .....	1.30	6.6	1.46	6.3	2.11	7.7
Supplemental pay .....	.51	2.6	.56	3.0	.23	.8
Insurance .....	1.25	6.3	1.10	5.9	2.15	7.9
Retirement and savings .....	.75	3.8	.55	3.0	1.94	7.1
Legally required benefits .....	1.63	8.2	1.63	8.8	1.63	6.0
Other benefits .....	.03	.2	.03	.2	.04	.1

<sup>5</sup> For additional information about survey methodology see Appendix A, pp XX

<sup>6</sup> For a more detailed examination of these factors, see Bradley R. Braden and Stephanie L. Hyland, "Cost of Compensation in Public and Private Sectors," *Monthly Labor Review*, May 1993, pp.14-21.

Text table 2. **Percent distribution of components of compensation costs, private industry, March 1986-98**

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

1 Data not available. 2 Less than 0.05 percent.

Text table 3. **Employer costs per hour worked for employee compensation by industry group, private industry, March 1998**

Industry group	Total compensation		Wages and salaries		Benefits	
	Cost	Percent	Cost	Percent	Cost	Percent
Private industry .....	\$18.50	100.0	\$13.47	72.8	\$5.02	27.1
Goods-producing .....	22.26	100.0	15.35	69.0	6.91	31.0
Construction .....	21.71	100.0	15.51	71.4	6.21	28.6
Manufacturing .....	22.29	100.0	15.22	68.3	7.07	31.7
Durables .....	24.03	100.0	16.17	67.3	7.85	32.7
Nondurables .....	19.74	100.0	13.82	70.0	5.91	29.9
Service-producing .....	17.31	100.0	12.88	74.4	4.42	25.5
Transportation and publicUtilities .....	23.46	100.0	16.26	69.3	7.20	30.7
Wholesale trade .....	20.88	100.0	15.20	72.8	5.68	27.2
Retail trade .....	10.33	100.0	8.17	79.1	2.16	20.9
Finance, insurance, and real estate .....	24.18	100.0	17.15	70.9	7.03	29.1
Service industries .....	18.38	100.0	13.14	75.3	4.54	24.7
Health services .....	18.90	100.0	14.01	74.1	4.89	25.9
Hospitals .....	22.15	100.0	15.85	71.6	6.31	28.5
Nursing homes .....	12.82	100.0	9.70	75.7	3.12	24.3

Legally required benefits averaged \$1.63 per hour and represented the largest benefit cost.

Social Security costs have influenced this pattern. Social Security accounted for 5.6 percent of total compensation in 1986 and 1987, but increased to 5.9 percent in 1988 when there was an increase in the Social Security tax. In 1990 there was another tax increase and there have been subsequent increases in the amount of earnings subject to Social Security taxes.<sup>7</sup> Employer outlays for Social Security, however, represented 5.9 percent or 6 percent of total compensation from 1989 to 1997, reaching 6.1 percent in 1998.

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

<sup>7</sup> For historical information on Social Security tax rates and annual maximum taxable earnings, see *Annual Statistical Supplement to the Social Security Bulletin, 1997*, Social Security Administration, September 1997.

State unemployment insurance accounted for 0.6 or 0.7 percent of total compensation from 1990 to 1998. It had ranged from 0.8 to 0.9 percent during the 1986-89 period. The proportion represented by Federal unemployment insurance has remained constant at 0.2 percent.

Insurance (life, health, short-term disability, and long-term disability) accounted for 5.9 percent of compensation in March 1998. As text table 2 indicates, the proportion of compensation accounted for by insurance costs increased from 1986 to 1993-94. In 1995, however, the cost of insurance began to decrease.

The influence of the components of insurance during the 1986 to 1998 period cannot be fully examined because estimates of the cost per hour worked for individual insurance benefits were not published until 1991. Health benefits account for most of private industry insurance costs. For this reason, changes in health benefit costs have substantial influence on total insurance costs.

Text table 4. Employer costs per hour worked for employee compensation by occupational group, private industry, March 1998

Occupational group	Total compensation		Wages and salaries		Benefits	
	Cost	Percent	Cost	Percent	Cost	Percent
All occupations .....	\$18.50	100.0	\$13.47	72.8	\$5.02	27.1
White-collar .....	22.38	100.0	16.54	73.9	5.84	26.1
Professional specialty and technical .....	29.54	100.0	21.80	73.8	7.75	26.2
Professional specialty .....	31.60	100.0	23.38	74.0	8.21	26.0
Technical .....	24.26	100.0	17.72	73.0	6.54	27.0
Executive, administrative, and managerial .....	34.37	100.0	25.02	72.8	9.35	27.2
Sales .....	15.56	100.0	12.19	78.3	3.38	21.7
Administrative support, including clerical .....	15.83	100.0	11.44	72.3	4.39	27.7
Blue-collar .....	17.56	100.0	12.15	69.2	5.41	30.8
Precision production, craft, and repair .....	23.06	100.0	16.01	69.4	7.04	30.5
Machine operators, assemblers, and inspectors .....	16.42	100.0	11.02	67.1	5.40	32.9
Transportation and material Moving .....	17.50	100.0	12.19	69.7	5.31	30.3
Handlers, equipment cleaners, helpers, and laborers .....	12.46	100.0	8.84	70.9	3.61	29.0
Service .....	9.37	100.0	7.25	77.4	2.12	22.6

Life insurance and short-term disability insurance (previously sickness and accident insurance) costs varied little between 1991 and 1998. Health benefit costs between 1991 and 1994 reflect the continuation of the steady rise in health care costs that began in the 1980s. However, these costs declined between 1994 and 1998.

Text table 2 shows that the proportion of costs represented by both paid leave and retirement and savings declined during the 1986-98 period. Paid leave declined from 7 percent of compensation in 1986 to 6.3 percent in 1998. Employer costs for retirement and savings was 3.8 percent in 1986 and 3 percent in 1998. Because employer payments into pension funds are affected by returns on investment funds, many pension funds tied to the rising stock market became overfunded resulting in reduced employer contributions.

**Cost levels by industry group.** Compensation costs per hour worked in March 1998 averaged more for workers in goods-producing industries (\$22.26) than in service-producing industries (\$17.31). (See text table 3.) Costs in service-producing industries ranged from \$10.33 in retail trade, to \$24.18 in finance, insurance, and real estate. In goods-producing industries, compensation costs ranged from \$19.74 in nondurables manufacturing to \$24.03 in durables manufacturing. Goods- and service-producing industries also varied in the proportion of compensation costs accounted for by benefits, ranging from 20.9 percent in retail trade to 32.7 percent in durables manufacturing. (See text table 3.)

**Cost levels by occupational group.** In private industry, total compensation was higher for white-collar workers (\$22.38) than for blue-collar workers (\$17.56) and service workers (\$9.37). As text table 4 shows, costs for white-collar occupations varied widely, ranging from \$15.56 for sales workers to \$34.37 for executive, administrative, and managerial occupations.

Costs for blue-collar workers ranged from \$12.46 for handlers, cleaners, helpers, and laborers to \$23.06 for precision production, craft, and repair occupations.

Text table 5. Percent distribution of components of benefit costs by major occupational group, private industry, March 1998

Benefit component	Occupational Group			
	All	White-collar	Blue-collar	Service
Total benefits .....	100.0	100.0	100.0	100.0
Paid leave .....	23.1	26.9	17.7	17.9
Supplemental pay .....	11.2	10.8	12.8	6.6
Premium pay .....	4.4	2.2	8.3	3.8
Shift pay .....	1.0	.7	1.3	1.4
Nonproduction bonuses ..	5.8	7.9	3.1	1.9
Insurance .....	21.9	21.2	23.5	20.3
Retirement and savings .....	11.0	11.3	11.5	6.1
Legally required benefits ....	32.5	29.3	33.8	49.1
Other benefits .....	.6	.5	.6	(1)

<sup>1</sup>Less than 0.05 percent.

Benefits made up 30.8 percent of compensation for blue-collar workers, 26.1 percent for white-collar, and 22.6 percent for service workers. No breakdown in compensation costs for individual service occupations (for example, janitors, waitresses and waiters, and nursing aides) is available.

Legally required benefits accounted for almost half of benefit costs for service workers, compared to a third for blue-collar and about three-tenths for white-collar workers. (See text table 5.)

**Cost levels by occupation within industries.** Group averages can be misleading. For example, although compensation costs for all occupations may be substantially higher in one industry than another, differences in compensation costs may be substantially smaller in some occupations and substantially larger

in others. Text table 6 shows the differences in compensation costs for individual occupational groups. For example, compensation costs for all occupations in goods-producing industries were nearly \$5 higher than in service-producing industries (\$22.26 compared with \$17.31). However, of six major occupational groups where comparisons were possible, the differences were \$1.16, \$2.13, \$2.44, \$3.22, \$7.27, and \$7.53. Of the three broad occupational groups, the differential in compensation costs between goods-producing and service-producing industries for white-collar occupations was \$8.46. Within white-collar occupations, compensation costs for professional-specialty occupations in goods-producing industries were \$8.68 higher than they were in service-producing industries. Compensation costs for service occupations showed a differential of \$7.27 (\$16.48 in goods-producing industries, compared with \$9.21 in service-producing industries). Blue-collar occupations showed a differential of \$4.10 with the differences for the various occupational groups falling within the \$2.13 to \$3.22 range.

Text table 6. **Total compensation costs per hour worked by occupational groups within industries, private industry, March 1998**

Occupational group	Total private	Goods producing	Service producing
All occupations .....	\$18.50	\$22.26	\$17.31
White collar .....	22.38	29.71	21.25
Professional specialty, and technical .....	29.54	35.69	28.16
Professional specialty ...	31.60	38.63	29.95
Technical .....	24.26	27.07	23.70
Executive, administrative, and managerial .....	34.37	40.03	32.96
Sales .....	15.56	(1)	15.28
Administrative support, including clerical .....	15.83	16.84	15.68
Blue collar .....	17.56	19.42	15.32
Precision production, craft, and repair .....	23.06	24.26	21.04
Machine operators, assemblers, and inspectors .....	16.42	17.36	(1)
Transportation and material moving .....	17.50	19.06	16.93
Handlers, equipment cleaners, helpers, and laborers .....	12.46	14.09	11.65
Service .....	9.37	16.48	9.21

<sup>1</sup>Data not available.

**Cost levels by establishment employment size.** Private industry compensation costs increased with establishment employment size. As shown in text table 7, compensation costs ranged from \$15.92 per hour worked for employees in establishments with fewer than 100 workers to \$25.56 per hour worked for employees in establishments with 500 or more workers. Benefits represented 24.6 percent of compensation in establish-

ments with fewer than 100 workers, 27.7 percent in establishments with 100-499 workers, and 30.4 percent in establishments with 500 or more workers. These patterns held for workers in goods-producing and service-producing industries and workers in white-collar and blue-collar occupations.

Text table 7. **Employer costs per hour worked for employee compensation and costs as a percent of total compensation, by establishment employment size, private industry, March 1998**

Industry and compensation	All establishments	1-99 employees	100 or more employees		
			Total	100-499 employees	500 or more
<b>Private industry</b>					
Compensation costs ...	\$18.50	\$15.92	\$21.20	\$17.52	\$25.56
Wages and salaries ....	13.47	12.01	15.01	12.67	17.78
Benefits .....	5.02	3.91	6.19	4.85	7.78
<b>Goods-producing industries</b>					
Compensation costs	22.26	18.54	24.70	20.61	28.63
Wages and salaries ..	15.35	13.40	16.62	14.10	19.05
Benefits .....	6.91	5.13	8.08	6.52	9.58
<b>Service-producing industries</b>					
Compensation costs	17.31	15.32	19.72	16.37	24.03
Wages and salaries ..	12.88	11.69	14.33	12.14	17.15
Benefits .....	4.42	1.07	5.37	4.24	6.89
<b>White-collar occupations</b>					
Compensation costs	22.38	19.18	25.54	21.22	29.53
Wages and salaries ..	16.54	14.57	18.48	15.61	21.14
Benefits .....	5.84	4.61	7.05	5.61	8.39
<b>Blue-collar occupations</b>					
Compensation costs	17.56	16.10	18.99	16.83	21.89
Wages and salaries ..	12.15	11.68	12.62	11.58	14.01
Benefits .....	5.41	4.42	6.37	5.25	7.88
	Percent of total compensation				
<b>Private industry</b>					
Compensation costs ...	100.0	100.0	100.0	100.0	100.0
Wages and salaries ....	72.8	75.4	70.8	72.3	69.6
Benefits .....	27.1	24.6	29.2	27.7	30.4
<b>Goods-producing industries</b>					
Compensation costs	100.0	100.0	100.0	100.0	100.0
Wages and salaries ..	69.0	72.3	67.3	68.4	66.5
Benefits .....	31.0	27.7	32.7	31.6	33.5
<b>Service-producing industries</b>					
Compensation costs	100.0	100.0	100.0	100.0	100.0
Wages and salaries ..	74.4	76.3	72.7	74.2	71.4
Benefits .....	25.5	23.7	27.3	25.9	28.7
<b>White-collar occupations</b>					
Compensation costs	100.0	100.0	100.0	100.0	100.0
Wages and salaries ..	73.9	76.0	72.4	73.6	71.6
Benefits .....	26.1	24.0	27.6	26.4	28.4
<b>Blue-collar occupations</b>					
Compensation costs	100.0	100.0	100.0	100.0	100.0
Wages and salaries ..	69.2	72.5	66.5	68.8	64.0
Benefits .....	30.8	27.5	33.5	31.2	36.0

**Cost levels by full- and part-time status.** In March 1998, compensation costs for all part-time workers in private industry averaged \$10.01, less than half of the \$20.95 for full-time work-

Text table 8. **Employer costs per hour worked for employee compensation and costs as a percent of total compensation, by full-time and part-time status, private industry, March 1998**

Series	Total compensation		Wages and salaries		Benefits	
	Cost	Percent	Cost	Percent	Cost	Percent
Full-time private industry workers .....	\$20.95	100.0	\$15.03	71.7	\$ 5.93	28.3
White-collar occupations .....	24.75	100.0	18.07	73.0	6.67	26.9
Sales .....	20.27	100.0	15.70	77.5	4.57	22.5
Administrative support, including clerical .....	16.66	100.0	11.89	71.4	4.76	28.6
Blue-collar occupations .....	18.48	100.0	12.70	68.7	5.77	31.2
Service occupations .....	11.39	100.0	8.38	73.6	3.02	26.5
Goods-producing industries .....	22.58	100.0	15.53	68.8	7.05	26.9
Service-producing industries .....	20.26	100.0	14.81	73.1	5.44	22.4
Retail trade .....	13.32	100.0	10.33	77.6	2.99	26.1
Service industries .....	20.42	100.0	15.10	73.9	5.32	26.1
Part-time private industry workers .....	10.01	100.0	8.10	80.9	1.90	19.0
White-collar occupations .....	12.52	100.0	10.14	81.0	2.38	19.0
Sales .....	8.03	100.0	6.57	81.8	1.46	18.2
Administrative support, including clerical .....	11.53	100.0	9.10	78.4	2.43	21.1
Blue-collar occupations .....	9.86	100.0	7.54	76.5	2.32	23.5
Service occupations .....	9.41	100.0	6.15	83.0	1.26	17.0
Goods-producing industries .....	12.21	100.0	9.52	78.0	2.69	22.0
Service-producing industries .....	9.93	100.0	8.06	81.2	1.88	18.9
Retail trade .....	7.37	100.0	6.04	82.0	1.33	18.0
Service industries .....	12.47	100.0	10.18	81.6	2.29	18.4

NOTE: Comparisons are limited to industries and occupations that employ large numbers of part-time workers.

ers. (See text table 8.) Sales occupations showed the widest gap, with part-time worker compensation averaging \$8.03, or 40 percent of the \$20.27 for full-time workers. For administrative support, including clerical, occupations part-time worker compensation averaged \$11.53, or 69 percent of the \$16.66 for full-time workers. Workers are classified as full time or part time according to the practices of surveyed establishments. Part-time workers are typically scheduled to work fewer hours than full-time workers in the same activity.

Benefits also represented a much smaller proportion of total compensation costs for part-time workers than for full-time workers (19 percent compared to 28.3 percent). For this reason, compensation disparities were much greater for benefits than for wages and salaries. For example, benefit costs for part-time workers averaged \$1.90, nearly one-third of the \$5.93 for full-time workers. Wages and salaries for part-time workers averaged \$8.10, 53.9 percent of the \$15.03 for full-time workers. This pattern held true for all occupations and industries.

**Cost levels by bargaining status.** As text table 9 indicates, private industry compensation costs for union workers were about one-third higher than those for nonunion workers (\$23.59 compared to \$17.80). Compensation costs for union and nonunion workers were similar in manufacturing (\$22.75 and

\$22.13, respectively). However, wages and salaries in manufacturing were lower for union workers than for nonunion workers (\$14.20 compared to \$15.56), while benefit costs were higher for union workers (\$8.55 compared to \$6.57 for nonunion workers). For all other categories, both wages and salaries and benefit costs were higher for union workers.

The proportion of compensation costs represented by benefits for union workers was 34.8 percent and for nonunion workers, it was 25.7 percent. Additionally, union and nonunion cost level differentials reflected a variety of influences, including variation in the distribution of union and nonunion workers among occupations and industries.

**Cost levels by geographic region.** In March 1998, compensation costs ranged from \$16.45 in the South to \$20.38 in the Northeast. The proportion of compensation costs represented by wages and salaries ranged from 74.0 percent in the West to 71.6 percent in the Midwest. (See text table 10.)

### State and local governments

**Compensation costs, 1991-98.** In March 1998, wages and salaries averaged \$19.19 or 70.3 percent of total compensation costs, while benefits averaged \$8.10 or 29.7 percent of compensation. (See text table 11.)

Text table 9. **Employer costs per hour worked and costs as a percent of compensation, by bargaining status and major industry and occupational group, private industry, March 1998**

Series	Total compensation		Wages and salaries		Benefits	
	Cost	Percent	Cost	Percent	Cost	Percent
Private industry						
Union workers .....	\$23.59	100.0	\$15.38	65.2	\$8.22	34.8
Blue-collar workers .....	24.86	100.0	15.75	63.4	9.12	36.7
Goods-producing industries .....	25.37	100.0	16.01	63.1	9.36	36.9
Service-producing industries .....	21.94	100.0	14.78	67.4	7.16	32.6
Manufacturing .....	22.75	100.0	14.20	62.4	8.55	37.6
Blue-collar workers .....	22.62	100.0	13.98	61.8	8.64	38.2
Nonmanufacturing .....	24.10	100.0	16.09	66.8	8.01	33.2
Nonunion workers .....	17.80	100.0	13.21	74.2	4.58	25.7
Blue-collar workers .....	15.13	100.0	10.96	72.4	4.17	27.6
Goods-producing industries .....	21.27	100.0	15.14	71.2	6.13	28.8
Service-producing industries .....	16.89	100.0	12.71	75.3	4.18	24.7
Manufacturing .....	22.13	100.0	15.56	70.3	6.57	29.7
Blue-collar workers .....	16.73	100.0	11.54	69.0	5.19	31.0
Nonmanufacturing .....	17.00	100.0	12.78	75.2	4.22	24.8

Text table 10. **Employer costs per hour worked for employee compensation and costs as a percent of total compensation, by geographic region, private industry, March 1998**

Series	Total compensation		Wages and salaries		Benefits	
	Cost	Percent	Cost	Percent	Cost	Percent
Northeast .....	\$20.38	100.0	\$14.70	72.1	\$5.68	27.9
South .....	16.45	100.0	12.14	73.8	4.31	26.2
Midwest .....	18.15	100.0	12.99	71.6	5.16	28.4
West .....	19.94	100.0	14.75	74.0	5.18	26.0

In 1998, insurance accounted for 7.9 percent of compensation costs, paid leave, 7.7 percent, and retirement and savings, 7.1 percent. The only other category accounting for more than 1 percent of compensation costs was legally required benefits (6.0 percent). As in the private sector, health benefit costs were the major cost component (7.5 percent) among insurance benefits, and Social Security was the primary cost component among legally required benefits (4.7 percent). In contrast, defined benefit costs was the major retirement component (6.6 percent) for State and local government workers while defined contributions was the primary retirement cost component in the private sector. (1.6 percent versus 1.3 percent for defined benefit.)

**Cost levels by occupational group.** State and local governments compensation costs differed by occupational group. (See text table 12.) As in private industry, total compensation costs were higher for white-collar occupations (\$30.34) than for blue-

collar (\$22.08) and service (\$20.10) occupations. The difference in total compensation between blue-collar and service occupations, however, was much smaller than that found in private industry. The smaller differential reflects the inclusion of police and firefighters in the State and local governments service category compared to private industry where lower compensated occupations, such as waiters and waitresses, janitors and nurses aides, were prevalent.

As in private industry, compensation costs for white-collar occupations varied widely, ranging from \$17.48 for administrative support, including clerical, occupations to \$35.76 for professional specialty and technical occupations. The largely professional workforce, including teachers with a total compensation cost of \$39.88, in the white-collar category is a contributing factor to higher total compensation costs compared to private industry. Another factor is the concentration of lower compensated sales workers in the private industry white-collar category.

Benefits made up 35.5 percent of compensation costs for service occupations, 34.9 percent for blue-collar, and 27.9 percent for white-collar occupations.

The share of benefit costs accounted for by individual benefits differed among occupations as text table 13 indicates. Supplemental pay accounted for a smaller proportion of benefit costs for white-collar occupations than for the other two occupational groups.

**Cost levels by industry group.** Compensation costs also varied by industry. As text table 14 indicates, compensation was higher in services (\$28.62) than in public administration

Text Table 11. Percent distribution of components of compensation costs, State and local governments, March 1991-98

	1991	1992	1993	1994	1995	1996	1997	1998
Total compensation .....	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Wages and salaries .....	69.6	69.8	69.6	69.5	69.6	69.8	70.0	70.3
Total benefits .....	30.4	30.2	30.4	30.5	30.4	30.2	30.0	29.7
Paid leave .....	7.8	7.7	7.6	7.7	7.9	7.8	7.7	7.7
Supplemental pay .....	.9	.9	.9	.8	.9	.9	.9	.8
Insurance .....	7.3	7.8	8.3	8.5	8.2	8.1	7.9	7.9
Retirement and savings .....	8.3	7.8	7.6	7.5	7.1	7.4	7.4	7.1
Legally required benefits .....	6.0	6.0	5.9	5.9	6.3	6.1	6.1	6.0
Other benefits .....	.1	.1	.1	.1	.1	.1	.1	.1

Text table 12. Employer costs per hour worked for employee compensation, and costs as a percent of compensation by occupation, State and local governments, March 1998

Series	Total compensation		Wages and salaries		Benefits	
	Cost	Percent	Cost	Percent	Cost	Percent
All occupations ...	\$27.28	100.0	\$19.19	70.3	\$8.10	29.7
White collar .....	30.34	100.0	21.89	72.1	8.45	27.9
Professional specialty and technical .....	35.76	100.0	26.54	74.2	9.22	25.8
Professional specialty .....	37.14	100.0	27.70	74.6	9.44	25.4
Teachers .....	39.88	100.0	30.13	75.6	9.75	24.4
Technical .....	22.02	100.0	14.95	67.9	7.06	32.1
Executive, administrative, and managerial .....	34.50	100.0	24.01	69.6	10.49	30.4
Administrative support, including clerical .....	17.48	100.0	11.60	66.4	5.88	33.6
Blue collar .....	22.08	100.0	14.38	65.1	7.70	34.9
Service .....	20.10	100.0	12.97	64.5	7.13	35.5

(\$24.73). Within the services group, compensation costs ranged from \$22.20 for health services to \$29.97 for educational services. The higher compensation costs for the services group reflect the fact that teaching professionals are in the educational services group.

Benefits accounted for a greater proportion of total compensation costs in public administration than in services (34.3 percent compared to 27.3 percent). Within the services group, however, benefit costs as a proportion of total compensation costs ranged from 26.5 percent for educational services to 32.7 percent for health services.

Text table 13. Percent distribution of components of benefit costs by major occupational group, State and local governments, March 1998

Benefit component	All	Occupational group		
		White collar	Blue collar	Service
Total benefits .....	100.0	100.0	100.0	100.0
Paid leave .....	26.0	25.9	27.1	25.9
Supplemental pay .....	2.8	1.7	5.1	6.3
Insurance .....	26.5	26.9	26.8	25.1
Retirement and savings .....	24.0	24.5	20.5	24.3
Legally required benefits .....	20.1	20.6	20.3	17.8
Other benefits .....	.5	.5	.4	.4

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

Industry group	Total compensation		Wages and salaries		Benefits	
	Cost	Percent	Cost	Percent	Cost	Percent
All workers .....	\$27.28	100.0	\$19.19	70.3	\$8.10	29.7
Industry group						
services .....	28.62	100.0	20.80	72.7	7.82	27.3
Health services .	22.20	100.0	14.95	67.3	7.25	32.7
Hospitals .....	22.81	100.0	15.43	67.6	7.38	32.4
Educational services .....	29.97	100.0	22.03	73.5	7.93	26.5
Elementary .....						
and secondary education .....	29.57	100.0	21.88	74.0	7.68	26.0
Higher education .....	31.53	100.0	22.86	72.5	8.66	27.5
Public administration .....	24.73	100.0	16.24	65.7	8.49	34.3



**Table 1. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Civilian workers, by major occupational group, March 1998**

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

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

<sup>2</sup> Cost per hour worked is \$0.01 or less.

<sup>3</sup> Short-term disability (previously, sickness and accident insurance) includes all insured, self-insured, and state-mandated plans that provide benefits for each disability, including unfunded plans.

<sup>4</sup> The total employer's cost for Social Security is comprised of an OASDI portion and a Medicare portion. OASDI is the abbreviation for Old-Age, Survivors, and Disability Insurance.

<sup>5</sup> Includes severance pay and supplemental unemployment benefits.

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

**Table 2. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Civilian workers, by occupational and industry group, March 1998**

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

<sup>1</sup> Includes severance pay and supplemental unemployment benefits.

<sup>2</sup> Cost per hour worked is \$0.01 or less.

<sup>3</sup> This series may be discontinued with the March 1999 news release.

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

**Table 3. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: State and local government, by selected characteristics,<sup>1</sup> March 1998**

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

<sup>1</sup> This table presents data for the two major occupational groups in State and local governments: White-collar occupations, largely professional occupations, including teachers; and service occupations, including police and firefighters; and one major industry group, services. The service industries, which include health and educational services, employ a large part of the State and local government workforce.

<sup>2</sup> Includes premium pay for work in addition to the regular work schedule (such as overtime, weekends, and holidays).

<sup>3</sup> Short-term disability (previously, sickness and accident insurance)

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

<sup>4</sup> Cost per hour worked is \$0.01 or less.

<sup>5</sup> The total employer's cost for Social Security is comprised of an OASDI portion and a Medicare portion. OASDI is the abbreviation for Old-Age, Survivors, and Disability Insurance.

<sup>6</sup> Includes severance pay and supplemental unemployment benefits.

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

**Table 4. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: State and local government, by occupational and industry group, March 1998**

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

<sup>1</sup> Includes severance pay and supplemental unemployment benefits.

<sup>2</sup> Cost per hour worked is \$0.01 or less.

<sup>3</sup> This series may be discontinued with the March 1999 news release.

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

**Table 5. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Private industry workers, by major industry group, March 1998**

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

<sup>1</sup> Includes mining, construction, and manufacturing.

<sup>2</sup> Includes transportation, communication, and public utilities; wholesale and retail trade; finance, insurance, and real estate; and service industries.

<sup>3</sup> Includes premium pay for work in addition to the regular work schedule (such as overtime, weekends, and holidays).

<sup>4</sup> Short-term disability (previously, sickness and accident insurance) includes all insured, self-insured, and state-mandated plans that provide benefits for each disability, including unfunded plans.

<sup>5</sup> The total employer's cost for Social Security is comprised of an OASDI portion and a Medicare portion. OASDI is the abbreviation for Old-Age, Survivors, and Disability Insurance.

<sup>6</sup> Includes severance pay and supplemental unemployment benefits.

<sup>7</sup> Cost per hour worked is \$0.01 or less.

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

**Table 6. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Private industry workers, by major occupational group, March 1998**

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

<sup>1</sup> This series may be discontinued with the March 1999 news release.

<sup>2</sup> Includes premium pay for work in addition to the regular work schedule (such as overtime, weekends, and holidays).

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

<sup>4</sup> Short-term disability (previously, sickness and accident insurance) includes all insured, self-insured, and state-mandated plans that provide benefits for each disability, including unfunded plans.

<sup>5</sup> The total employer's cost for Social Security is comprised of an OASDI portion and a Medicare portion. OASDI is the abbreviation for Old-Age, Survivors, and Disability Insurance.

<sup>6</sup> Includes severance pay and supplemental unemployment benefits.

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

**Table 7. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Private industry workers, by region and bargaining status, March 1998**

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

<sup>1</sup> The regional coverage is as follows: Northeast: Connecticut, Maine, Massachusetts, New Hampshire, New Jersey, New York, Pennsylvania, Rhode Island, and Vermont; South: Alabama, Arkansas, Delaware, District of Columbia, Florida, Georgia, Kentucky, Louisiana, Maryland, Mississippi, North Carolina, Oklahoma, South Carolina, Tennessee, Texas, Virginia, and West Virginia; Midwest: Illinois, Indiana, Iowa, Kansas, Michigan, Minnesota, Missouri, Nebraska, North Dakota, Ohio, South Dakota, and Wisconsin; and West: Alaska, Arizona, California, Colorado, Hawaii, Idaho, Montana, Nevada, New Mexico, Oregon, Utah, Washington, and Wyoming.

<sup>2</sup> Includes premium pay for work in addition to the regular work schedule (such as overtime, weekends, and holidays).

<sup>3</sup> Short-term disability (previously, sickness and accident insurance) includes all insured, self-insured, and state-mandated plans that provide benefits for each disability, including unfunded plans.

<sup>4</sup> The total employer's cost for Social Security is comprised of an OASDI portion and a Medicare portion. OASDI is the abbreviation for Old-Age, Survivors, and Disability Insurance.

<sup>5</sup> Includes severance pay and supplemental unemployment benefits.

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

**Table 8. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Private industry workers, by establishment employment size, March 1998**

Compensation component	All workers in private industry		1-99 workers		100 or more workers					
	Cost	Percent	Cost	Percent	Total		100-499 workers		500 or more workers	
					Cost	Percent	Cost	Percent	Cost	Percent
Total compensation .....	\$18.50	100.0	\$15.92	100.0	\$21.20	100.0	\$17.52	100.0	\$25.56	100.0
Wages and salaries .....	13.47	72.8	12.01	75.4	15.01	70.8	12.67	72.3	17.78	69.6
Total benefits .....	5.02	27.1	3.91	24.6	6.19	29.2	4.85	27.7	7.78	30.4
Paid leave .....	1.16	6.3	.81	5.1	1.53	7.2	1.08	6.2	2.07	8.1
Vacation .....	.58	3.1	.39	2.4	.77	3.6	.53	3.0	1.05	4.1
Holiday .....	.40	2.2	.29	1.8	.51	2.4	.37	2.1	.68	2.7
Sick .....	.14	.8	.09	.6	.18	.8	.13	.7	.24	.9
Other .....	.05	.3	.03	.2	.07	.3	.05	.3	.09	.4
Supplemental pay .....	.56	3.0	.43	2.7	.69	3.3	.57	3.3	.84	3.3
Premium <sup>1</sup> .....	.22	1.2	.15	.9	.29	1.4	.25	1.4	.34	1.3
Shift differential .....	.05	.3	( <sup>2</sup> )	( <sup>2</sup> )	.09	.4	.05	.3	.13	.5
Nonproduction bonuses .....	.29	1.6	.27	1.7	.32	1.5	.27	1.5	.37	1.4
Insurance .....	1.10	5.9	.80	5.0	1.42	6.7	1.11	6.3	1.78	7.0
Life .....	.04	.2	.03	.2	.06	.3	.04	.2	.07	.3
Health .....	1.00	5.4	.73	4.6	1.28	6.0	1.01	5.8	1.59	6.2
Short-term disability <sup>3</sup> .....	.04	.2	.02	.1	.05	.2	.04	.2	.08	.3
Long-term disability .....	.02	.1	( <sup>2</sup> )	( <sup>2</sup> )	.03	.1	.02	.1	.04	.2
Retirement and savings .....	.55	3.0	.35	2.2	.75	3.5	.51	2.9	1.04	4.1
Defined benefit .....	.24	1.3	.13	.8	.37	1.7	.20	1.1	.56	2.2
Defined contribution .....	.30	1.6	.23	1.4	.39	1.8	.31	1.8	.48	1.9
Legally required benefits .....	1.63	8.8	1.51	9.5	1.75	8.3	1.57	9.0	1.97	7.7
Social Security <sup>4</sup> .....	1.12	6.1	1.00	6.3	1.25	5.9	1.06	6.1	1.48	5.8
OASDI .....	.90	4.9	.80	5.0	1.01	4.8	.85	4.9	1.19	4.7
Medicare .....	.22	1.2	.20	1.3	.25	1.2	.21	1.2	.29	1.1
Federal unemployment insurance .....	.03	.2	.03	.2	.03	.1	.03	.2	.03	.1
State unemployment insurance .....	.11	.6	.11	.7	.11	.5	.12	.7	.10	.4
Workers' compensation .....	.36	1.9	.36	2.3	.35	1.7	.36	2.1	.35	1.4
Other benefits <sup>5</sup> .....	.03	.2	( <sup>2</sup> )	( <sup>2</sup> )	.05	.2	( <sup>2</sup> )	( <sup>2</sup> )	.08	.3

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

<sup>2</sup> Cost per hour worked is \$0.01 or less.

<sup>3</sup> Short-term disability (previously, sickness and accident insurance) includes all insured, self-insured, and state-mandated plans that provide benefits for each disability, including unfunded plans.

<sup>4</sup> The total employer's cost for Social Security is comprised of an OASDI portion and a Medicare portion. OASDI is the abbreviation for Old-Age, Survivors, and Disability Insurance.

<sup>5</sup> Includes severance pay and supplemental unemployment benefits.

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



**Table 9. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Private industry workers, by major occupational and industry group, and full-time and part-time status, March 1998**

Series	Total compensation	Wages and salaries	Benefit costs						
			Total	Paid leave	Supplemental pay	Insurance	Retirement and savings	Legally required benefits	Other benefits <sup>1</sup>
Cost per hour worked									
<b>All full-time workers in private industry</b> .....	\$20.95	\$15.03	\$5.93	\$1.42	\$0.68	\$1.34	\$0.67	\$1.78	\$0.03
White-collar occupations .....	24.75	18.07	6.67	1.85	.73	1.44	.78	1.84	.04
Sales <sup>2</sup> .....	20.27	15.70	4.57	.99	.56	.95	.46	1.60	.02
Administrative support, including clerical .....	16.66	11.89	4.76	1.22	.39	1.35	.51	1.27	.02
Blue-collar occupations .....	18.48	12.70	5.77	1.05	.75	1.38	.66	1.91	.04
Service occupations <sup>2</sup> .....	11.39	8.38	3.02	.63	.23	.77	.21	1.17	( <sup>3</sup> )
Goods-producing industries <sup>4</sup> .....	22.58	15.53	7.05	1.51	.87	1.66	.85	2.10	.07
Construction <sup>2</sup> .....	22.06	15.71	6.35	.70	.61	1.32	1.05	2.66	( <sup>3</sup> )
Manufacturing .....	22.60	15.40	7.19	1.72	.93	1.74	.78	1.93	.08
Service-producing industries <sup>5</sup> .....	20.26	14.81	5.44	1.38	.60	1.20	.59	1.65	.02
Transportation and public utilities <sup>6</sup> .....	25.33	17.49	7.84	1.90	.71	1.95	1.08	2.15	.04
Wholesale trade .....	21.63	15.68	5.95	1.37	.67	1.41	.65	1.83	.02
Retail trade .....	13.32	10.33	2.99	.64	.27	.62	.19	1.27	( <sup>3</sup> )
Finance, insurance, and real estate .....	25.56	18.02	7.54	1.89	1.27	1.64	.97	1.73	.05
Services .....	20.42	15.10	5.32	1.46	.52	1.13	.55	1.64	( <sup>3</sup> )
<b>All part-time workers in private industry</b> .....	10.01	8.10	1.90	.27	.15	.27	.14	1.08	( <sup>3</sup> )
White-collar occupations .....	12.52	10.14	2.38	.43	.20	.38	.18	1.18	( <sup>3</sup> )
Sales <sup>2</sup> .....	8.03	6.57	1.46	.19	.12	.20	.10	.84	( <sup>3</sup> )
Administrative support, including clerical .....	11.53	9.10	2.43	.43	.21	.57	.18	1.05	( <sup>3</sup> )
Blue-collar occupations .....	9.86	7.54	2.32	.22	.24	.40	.25	1.21	( <sup>3</sup> )
Service occupations <sup>2</sup> .....	7.41	6.15	1.26	.12	.06	.11	.05	.91	( <sup>3</sup> )
Goods-producing industries <sup>4</sup> .....	12.21	9.52	2.69	.25	.30	.27	.12	1.74	( <sup>3</sup> )
Service-producing industries <sup>5</sup> .....	9.93	8.06	1.88	.27	.14	.27	.14	1.05	( <sup>3</sup> )
Retail trade .....	7.37	6.04	1.33	.13	.08	.17	.07	.87	( <sup>3</sup> )
Service industries .....	12.47	10.18	2.29	.40	.19	.33	.16	1.22	( <sup>3</sup> )
Percent of total compensation									
<b>All full-time workers in private industry</b> .....	100.0	71.7	28.3	6.8	3.2	6.4	3.2	8.5	0.1
White-collar occupations .....	100.0	73.0	26.9	7.5	2.9	5.8	3.2	7.4	.2
Sales <sup>2</sup> .....	100.0	77.5	22.5	4.9	2.8	4.7	2.3	7.9	.1
Administrative support, including clerical .....	100.0	71.4	28.6	7.3	2.3	8.1	3.1	7.6	.1
Blue-collar occupations .....	100.0	68.7	31.2	5.7	4.1	7.5	3.6	10.3	.2
Service occupations <sup>2</sup> .....	100.0	73.6	26.5	5.5	2.0	6.8	1.8	10.3	( <sup>3</sup> )
Goods-producing industries <sup>4</sup> .....	100.0	68.8	31.2	6.7	3.9	7.4	3.8	9.3	.3
Construction <sup>2</sup> .....	100.0	71.2	28.8	3.2	2.8	6.0	4.8	12.1	( <sup>3</sup> )
Manufacturing .....	100.0	68.1	31.8	7.6	4.1	7.7	3.5	8.5	.4
Service-producing industries <sup>5</sup> .....	100.0	73.1	26.9	6.8	3.0	5.9	2.9	8.1	.1
Transportation and public utilities <sup>6</sup> .....	100.0	69.0	31.0	7.5	2.8	7.7	4.3	8.5	.2
Wholesale trade .....	100.0	72.5	27.5	6.3	3.1	6.5	3.0	8.5	.1
Retail trade .....	100.0	77.6	22.4	4.8	2.0	4.7	1.4	9.5	( <sup>3</sup> )
Finance, insurance, and real estate .....	100.0	70.5	29.5	7.4	5.0	6.4	3.8	6.8	.2
Services .....	100.0	73.9	26.1	7.1	2.5	5.5	2.7	8.0	( <sup>3</sup> )
<b>All part-time workers in private industry</b> .....	100.0	80.9	19.0	2.7	1.5	2.7	1.4	10.8	( <sup>3</sup> )
White-collar occupations .....	100.0	81.0	19.0	3.4	1.6	3.0	1.4	9.4	( <sup>3</sup> )
Sales <sup>2</sup> .....	100.0	81.8	18.2	2.4	1.5	2.5	1.2	10.5	( <sup>3</sup> )
Administrative support, including clerical .....	100.0	78.9	21.1	3.7	1.8	4.9	1.6	9.1	( <sup>3</sup> )
Blue-collar occupations .....	100.0	76.5	23.5	2.2	2.4	4.1	2.5	12.3	( <sup>3</sup> )
Service occupations <sup>2</sup> .....	100.0	83.0	17.0	1.6	.8	1.5	.7	12.3	( <sup>3</sup> )
Goods-producing industries <sup>4</sup> .....	100.0	78.0	22.0	2.0	2.5	2.2	1.0	14.3	( <sup>3</sup> )
Service-producing industries <sup>5</sup> .....	100.0	81.2	18.9	2.7	1.4	2.7	1.4	10.6	( <sup>3</sup> )
Retail trade .....	100.0	82.0	18.0	1.8	1.1	2.3	.9	11.8	( <sup>3</sup> )
Service industries .....	100.0	81.6	18.4	3.2	1.5	2.6	1.3	9.8	( <sup>3</sup> )

<sup>1</sup> Includes severance pay and supplemental unemployment benefits.

<sup>2</sup> This series may be discontinued with the March 1999 news release.

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

<sup>4</sup> Includes mining, construction, and manufacturing.

<sup>5</sup> Includes transportation, communication, and public utilities; wholesale and retail trade; finance, insurance, and real estate; and service industries.

<sup>6</sup> Estimates for transportation and public utilities, which were not published in 1997, are now available and reflect the changes in SIC coding. See Appendix A for further information.

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

**Table 10. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Private industry workers, by occupational and industry group, March 1998**

Series	Total compensation	Wages and salaries	Benefit costs						
			Total	Paid leave	Supplemental pay	Insurance	Retirement and savings	Legally required benefits	Other benefits <sup>1</sup>
Cost per hour worked									
All workers in private industry .....	\$18.50	\$13.47	\$5.02	\$1.16	\$0.56	\$1.10	\$0.55	\$1.63	\$0.03
<b>Occupational group</b>									
White-collar occupations .....	22.38	16.54	5.84	1.57	.63	1.24	.66	1.71	.03
Professional specialty and technical .....	29.54	21.80	7.75	2.17	.86	1.50	.93	2.24	.04
Professional specialty .....	31.60	23.38	8.21	2.33	.94	1.55	.98	2.37	.04
Technical .....	24.26	17.72	6.54	1.76	.64	1.38	.80	1.93	.04
Executive, administrative, and managerial .....	34.37	25.02	9.35	2.89	1.16	1.65	1.16	2.43	.06
Sales <sup>2</sup> .....	15.56	12.19	3.38	.68	.39	.66	.32	1.31	( <sup>3</sup> )
Administrative support, including clerical .....	15.83	11.44	4.39	1.09	.36	1.22	.45	1.24	.02
Blue-collar occupations .....	17.56	12.15	5.41	.96	.69	1.27	.62	1.83	.03
Precision production, craft, and repair .....	23.06	16.01	7.04	1.33	.84	1.58	.90	2.35	.05
Machine operators, assemblers, and inspectors .....	16.42	11.02	5.40	1.01	.84	1.40	.51	1.59	.05
Transportation and material moving .....	17.50	12.19	5.31	.88	.61	1.22	.61	1.97	( <sup>3</sup> )
Handlers, equipment cleaners, helpers, and laborers ....	12.46	8.84	3.61	.53	.43	.83	.40	1.41	( <sup>3</sup> )
Service occupations <sup>2</sup> .....	9.37	7.25	2.12	.38	.14	.43	.13	1.04	( <sup>3</sup> )
<b>Industry group</b>									
Goods-producing industries <sup>4</sup> .....	22.26	15.35	6.91	1.47	.85	1.62	.82	2.09	.07
Construction <sup>2</sup> .....	21.71	15.51	6.21	.68	.60	1.28	1.01	2.63	( <sup>3</sup> )
Manufacturing .....	22.29	15.22	7.07	1.68	.91	1.70	.76	1.93	.08
Durables .....	24.03	16.17	7.85	1.85	1.08	1.89	.84	2.08	.12
Nondurables .....	19.74	13.82	5.91	1.44	.67	1.43	.65	1.69	.02
Service-producing industries <sup>5</sup> .....	17.31	12.88	4.42	1.07	.47	.94	.46	1.48	( <sup>3</sup> )
Transportation and public utilities <sup>6</sup> .....	23.46	16.26	7.20	1.68	.65	1.76	1.01	2.05	.04
Wholesale trade .....	20.88	15.20	5.68	1.30	.63	1.33	.62	1.78	.02
Retail trade .....	10.33	8.17	2.16	.38	.18	.40	.13	1.07	( <sup>3</sup> )
Finance, insurance, and real estate .....	24.18	17.15	7.03	1.75	1.17	1.52	.90	1.66	.04
Services .....	18.38	13.84	4.54	1.19	.44	.92	.45	1.53	( <sup>3</sup> )
Percent of total compensation									
All workers in private industry .....	100.0	72.8	27.1	6.3	3.0	5.9	3.0	8.8	0.2
<b>Occupational group</b>									
White-collar occupations .....	100.0	73.9	26.1	7.0	2.8	5.5	2.9	7.6	.1
Professional specialty and technical .....	100.0	73.8	26.2	7.3	2.9	5.1	3.1	7.6	.1
Professional specialty .....	100.0	74.0	26.0	7.4	3.0	4.9	3.1	7.5	.1
Technical .....	100.0	73.0	27.0	7.3	2.6	5.7	3.3	8.0	.2
Executive, administrative, and managerial .....	100.0	72.8	27.2	8.4	3.4	4.8	3.4	7.1	.2
Sales <sup>2</sup> .....	100.0	78.3	21.7	4.4	2.5	4.2	2.1	8.4	( <sup>3</sup> )
Administrative support, including clerical .....	100.0	72.3	27.7	6.9	2.3	7.7	2.8	7.8	.1
Blue-collar occupations .....	100.0	69.2	30.8	5.5	3.9	7.2	3.5	10.4	.2
Precision production, craft, and repair .....	100.0	69.4	30.5	5.8	3.6	6.9	3.9	10.2	.2
Machine operators, assemblers, and inspectors .....	100.0	67.1	32.9	6.2	5.1	8.5	3.1	9.7	.3
Transportation and material moving .....	100.0	69.7	30.3	5.0	3.5	7.0	3.5	11.3	( <sup>3</sup> )
Handlers, equipment cleaners, helpers, and laborers ....	100.0	70.9	29.0	4.3	3.5	6.7	3.2	11.3	( <sup>3</sup> )
Service occupations <sup>2</sup> .....	100.0	77.4	22.6	4.1	1.5	4.6	1.4	11.1	( <sup>3</sup> )
<b>Industry group</b>									
Goods-producing industries <sup>4</sup> .....	100.0	69.0	31.0	6.6	3.8	7.3	3.7	9.4	.3
Construction <sup>2</sup> .....	100.0	71.4	28.6	3.1	2.8	5.9	4.7	12.1	( <sup>3</sup> )
Manufacturing .....	100.0	68.3	31.7	7.5	4.1	7.6	3.4	8.7	.4
Durables .....	100.0	67.3	32.7	7.7	4.5	7.9	3.5	8.7	.5
Nondurables .....	100.0	70.0	29.9	7.3	3.4	7.2	3.3	8.6	.1
Service-producing industries <sup>5</sup> .....	100.0	74.4	25.5	6.2	2.7	5.4	2.7	8.5	( <sup>3</sup> )
Transportation and public utilities <sup>6</sup> .....	100.0	69.3	30.7	7.2	2.8	7.5	4.3	8.7	.2
Wholesale trade .....	100.0	72.8	27.2	6.2	3.0	6.4	3.0	8.5	.1
Retail trade .....	100.0	79.1	20.9	3.7	1.7	3.9	1.3	10.4	( <sup>3</sup> )
Finance, insurance, and real estate .....	100.0	70.9	29.1	7.2	4.8	6.3	3.7	6.9	.2
Services .....	100.0	75.3	24.7	6.5	2.4	5.0	2.4	8.3	( <sup>3</sup> )

<sup>1</sup> Includes severance pay and supplemental unemployment benefits.

<sup>2</sup> This series may be discontinued with the March 1999 news release.

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

<sup>4</sup> Includes mining, construction, and manufacturing.

<sup>5</sup> Includes transportation, communication, and public utilities; wholesale and retail trade; finance, insurance, and real estate; and service industries.

<sup>6</sup> Estimates for transportation and public utilities, which were not published in 1997, are now available and reflect the changes in SIC coding. See Appendix A for further information.

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

**Table 11. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Private industry goods-producing and service-producing workers, by occupational group, March 1998**

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

<sup>1</sup> Includes severance pay and supplemental unemployment benefits.

<sup>2</sup> Includes mining, construction, and manufacturing.

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

<sup>4</sup> This series may be discontinued with the March 1999 news release.

<sup>5</sup> Includes transportation, communication, and public utilities; wholesale and retail trade; finance, insurance, and real estate; and service industries.

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

**Table 12. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Private industry manufacturing and nonmanufacturing workers, by occupational group, March 1998**

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

<sup>1</sup> Includes severance pay and supplemental unemployment benefits.  
<sup>2</sup> This series may be discontinued with the March 1999 news release.  
<sup>3</sup> Cost per hour worked is \$0.01 or less.

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

**Table 13. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Private industry workers, by bargaining status, and major industry and occupational group, March 1998**

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

<sup>1</sup> Includes severance pay and supplemental unemployment benefits.

<sup>2</sup> Includes mining, construction, and manufacturing.

<sup>3</sup> Includes transportation, communication, and public utilities; wholesale and retail trade; finance, insurance, and real estate; and service industries.

<sup>4</sup> Cost per hour worked is \$0.01 or less.

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

**Table 14. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Private industry workers, by establishment employment size, and major industry and occupational group, March 1998**

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

<sup>1</sup> Includes severance pay and supplemental unemployment benefits.

<sup>2</sup> Cost per hour worked is \$0.01 or less.

<sup>3</sup> Includes mining, construction, and manufacturing.

<sup>4</sup> Includes transportation, communication, and public utilities; wholesale and

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

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

**Table 15. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Private industry health services workers, by industry and occupational group, March 1998**

Series	Total compensation	Wages and salaries	Benefit costs						
			Total	Paid leave	Supplemental pay	Insurance	Retirement and savings	Legally required benefits	Other benefits <sup>1</sup>
Cost per hour worked									
<b>Health services</b> .....	\$18.90	\$14.01	\$4.89	\$1.37	\$0.45	\$1.06	\$0.48	\$1.51	( <sup>2</sup> )
Professional specialty and technical .....	25.90	19.36	6.54	1.91	.70	1.25	.66	2.02	( <sup>2</sup> )
Professional specialty .....	29.51	22.05	7.46	2.28	.82	1.34	.76	2.25	( <sup>2</sup> )
Nurses .....	28.21	20.72	7.48	2.22	1.04	1.33	.65	2.24	( <sup>2</sup> )
Technical .....	20.08	15.01	5.07	1.33	.50	1.10	.49	1.66	( <sup>2</sup> )
Administrative support, including clerical .....	15.57	10.97	4.60	1.20	.30	1.37	.54	1.17	( <sup>2</sup> )
Service occupations <sup>3</sup> .....	11.13	8.38	2.75	.64	.24	.64	.22	1.01	( <sup>2</sup> )
<b>Hospitals</b> .....	22.15	15.85	6.31	1.85	.69	1.48	.57	1.70	( <sup>2</sup> )
Professional specialty and technical .....	27.15	19.56	7.58	2.23	.99	1.57	.69	2.09	( <sup>2</sup> )
Professional specialty .....	29.79	21.64	8.15	2.42	1.12	1.56	.75	2.29	( <sup>2</sup> )
Nurses .....	29.78	21.42	8.36	2.44	1.33	1.54	.71	2.32	( <sup>2</sup> )
Technical .....	20.93	14.67	6.25	1.78	.67	1.60	.56	1.63	( <sup>2</sup> )
Administrative support, including clerical .....	15.69	11.01	4.68	1.37	.30	1.40	.43	1.18	( <sup>2</sup> )
Service occupations <sup>3</sup> .....	13.20	9.05	4.15	1.00	.43	1.34	.33	1.04	( <sup>2</sup> )
<b>Nursing homes</b> .....	12.82	9.70	3.12	.79	.27	.63	.16	1.27	( <sup>2</sup> )
Professional specialty and technical .....	18.86	14.45	4.40	1.14	.43	.73	.22	1.88	( <sup>2</sup> )
Professional specialty .....	20.85	16.16	4.68	1.24	.36	.78	.25	2.05	( <sup>2</sup> )
Technical .....	17.02	12.88	4.15	1.04	.50	.68	.19	1.72	( <sup>2</sup> )
Service occupations <sup>3</sup> .....	10.19	7.61	2.58	.60	.23	.58	.13	1.05	( <sup>2</sup> )
Percent of total compensation									
<b>Health services</b> .....	100.0	74.1	25.9	7.2	2.4	5.6	2.5	8.0	( <sup>2</sup> )
Professional specialty and technical .....	100.0	74.7	25.3	7.4	2.7	4.8	2.5	7.8	( <sup>2</sup> )
Professional specialty .....	100.0	74.7	25.3	7.7	2.8	4.5	2.6	7.6	( <sup>2</sup> )
Nurses .....	100.0	73.4	26.5	7.9	3.7	4.7	2.3	7.9	( <sup>2</sup> )
Technical .....	100.0	74.8	25.2	6.6	2.5	5.5	2.4	8.3	( <sup>2</sup> )
Administrative support, including clerical .....	100.0	70.5	29.5	7.7	1.9	8.8	3.5	7.5	( <sup>2</sup> )
Service occupations <sup>3</sup> .....	100.0	75.3	24.7	5.8	2.2	5.8	2.0	9.1	( <sup>2</sup> )
<b>Hospitals</b> .....	100.0	71.6	28.5	8.4	3.1	6.7	2.6	7.7	( <sup>2</sup> )
Professional specialty and technical .....	100.0	72.0	27.9	8.2	3.6	5.8	2.5	7.7	( <sup>2</sup> )
Professional specialty .....	100.0	72.6	27.4	8.1	3.8	5.2	2.5	7.7	( <sup>2</sup> )
Nurses .....	100.0	71.9	28.1	8.2	4.5	5.2	2.4	7.8	( <sup>2</sup> )
Technical .....	100.0	70.1	29.9	8.5	3.2	7.6	2.7	7.8	( <sup>2</sup> )
Administrative support, including clerical .....	100.0	70.2	29.8	8.7	1.9	8.9	2.7	7.5	( <sup>2</sup> )
Service occupations <sup>3</sup> .....	100.0	68.6	31.4	7.6	3.3	10.2	2.5	7.9	( <sup>2</sup> )
<b>Nursing homes</b> .....	100.0	75.7	24.3	6.2	2.1	4.9	1.2	9.9	( <sup>2</sup> )
Professional specialty and technical .....	100.0	76.6	23.3	6.0	2.3	3.9	1.2	10.0	( <sup>2</sup> )
Professional specialty .....	100.0	77.5	22.4	5.9	1.7	3.7	1.2	9.8	( <sup>2</sup> )
Technical .....	100.0	75.7	24.4	6.1	2.9	4.0	1.1	10.1	( <sup>2</sup> )
Service occupations <sup>3</sup> .....	100.0	74.7	25.3	5.9	2.3	5.7	1.3	10.3	( <sup>2</sup> )

<sup>1</sup> Includes severance pay and supplemental unemployment benefits.

<sup>2</sup> Cost per hour worked is \$0.01 or less.

<sup>3</sup> This series may be discontinued with the March 1999 news release.

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

**Table 16. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Private industry transportation equipment manufacturing and public utilities workers, by industry and occupational group, March 1998**

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

<sup>1</sup> Includes severance pay and supplemental unemployment benefits.  
<sup>2</sup> This series may be discontinued with the March 1999 news release.

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



**Table 17. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Civilian workers, by major occupational group, March 1997**

Compensation component	Civilian workers		White-collar		Blue-collar		Service	
	Cost	Percent	Cost	Percent	Cost	Percent	Cost	Percent
Total compensation .....	\$19.22	100.0	\$23.10	100.0	\$17.46	100.0	\$10.69	100.0
Wages and salaries .....	13.85	72.0	16.95	73.4	11.93	68.3	7.82	73.2
Total benefits .....	5.37	28.0	6.16	26.6	5.53	31.7	2.87	26.8
Paid leave .....	1.27	6.6	1.64	7.1	1.00	5.7	.60	5.6
Vacation .....	.58	3.0	.73	3.2	.52	3.0	.27	2.5
Holiday .....	.43	2.2	.56	2.4	.35	2.0	.19	1.8
Sick .....	.19	1.0	.27	1.2	.09	.5	.11	1.0
Other .....	.06	.3	.09	.4	.04	.2	.03	.3
Supplemental pay .....	.47	2.4	.48	2.1	.64	3.6	.19	1.8
Premium <sup>1</sup> .....	.19	1.0	.10	.4	.42	2.4	.10	.9
Shift differential .....	.05	.2	.04	.2	.06	.4	.04	.4
Nonproduction bonuses .....	.23	1.2	.34	1.5	.15	.8	.05	.5
Insurance .....	1.23	6.4	1.38	6.0	1.34	7.7	.64	6.0
Life .....	.05	.2	.06	.2	.05	.3	.02	.1
Health .....	1.13	5.9	1.26	5.5	1.23	7.1	.60	5.6
Sickness and accident .....	.03	.2	.03	.1	.04	.2	.02	.2
Long-term disability .....	.02	.1	.03	.1	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )
Retirement and savings .....	.75	3.9	.92	4.0	.68	3.9	.38	3.5
Defined benefit .....	.49	2.5	.55	2.4	.47	2.7	.32	3.0
Defined contribution .....	.27	1.4	.37	1.6	.21	1.2	.06	.5
Legally required benefits .....	1.62	8.4	1.70	7.3	1.84	10.5	1.06	9.9
Social Security <sup>3</sup> .....	1.11	5.8	1.32	5.7	1.01	5.8	.65	6.1
OASDI .....	.88	4.6	1.05	4.5	.82	4.7	.53	4.9
Medicare .....	.22	1.2	.27	1.2	.19	1.1	.13	1.2
Federal unemployment insurance .....	.03	.1	.03	.1	.03	.2	.03	.3
State unemployment insurance .....	.11	.6	.11	.5	.12	.7	.09	.8
Workers' compensation .....	.38	2.0	.25	1.1	.68	3.9	.29	2.7
Other benefits <sup>4</sup> .....	.03	.1	.03	.1	.03	.2	( <sup>2</sup> )	( <sup>2</sup> )

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

<sup>2</sup> Cost per hour worked is \$0.01 or less.

<sup>3</sup> The total employer's cost for Social Security is comprised of an OASDI portion and a Medicare portion. OASDI is the abbreviation for

Old-Age, Survivors, and Disability Insurance.

<sup>4</sup> Includes severance pay and supplemental unemployment benefits.

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

**Table 18. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Civilian workers, by occupational and industry group, March 1997**

Series	Total compensation	Wages and salaries	Benefit costs						
			Total	Paid leave	Supplemental pay	Insurance	Retirement and savings	Legally required benefits	Other benefits <sup>1</sup>
Cost per hour worked									
Civilian workers .....	\$19.22	\$13.85	\$5.37	\$1.27	\$0.47	\$1.23	\$0.75	\$1.62	\$0.03
<b>Occupational group</b>									
White-collar occupations .....	23.10	16.95	6.16	1.64	.48	1.38	.92	1.70	.03
Professional specialty and technical .....	31.08	22.87	8.21	2.14	.62	1.75	1.48	2.18	.05
Professional specialty .....	33.11	24.48	8.63	2.24	.64	1.85	1.61	2.24	.05
Nurses .....	28.41	20.54	7.87	2.32	.97	1.42	.85	2.31	( <sup>2</sup> )
Teachers .....	35.37	26.79	8.58	1.78	.06	2.19	2.40	2.09	.06
Technical .....	23.80	17.09	6.71	1.78	.52	1.42	1.01	1.94	.05
Executive, administrative, and managerial .....	33.12	24.04	9.07	2.87	.77	1.72	1.33	2.32	.05
Administrative support, including clerical .....	15.44	10.99	4.45	1.13	.29	1.27	.55	1.19	.02
Blue-collar occupations .....	17.46	11.93	5.53	1.00	.64	1.34	.68	1.84	.03
Service occupations .....	10.69	7.82	2.87	.60	.19	.64	.38	1.06	( <sup>2</sup> )
<b>Industry group</b>									
Services .....	20.27	15.03	5.24	1.33	.36	1.18	.80	1.55	.02
Health services .....	18.58	13.55	5.03	1.44	.43	1.08	.57	1.50	( <sup>2</sup> )
Hospitals .....	21.79	15.28	6.52	1.93	.67	1.55	.68	1.66	( <sup>2</sup> )
Educational services .....	28.57	21.03	7.54	1.77	.09	2.04	1.90	1.70	.04
Elementary and secondary education .....	28.26	20.84	7.43	1.58	.06	2.21	1.91	1.61	.06
Higher education .....	30.18	22.14	8.04	2.17	.15	1.80	2.01	1.91	( <sup>2</sup> )
Percent of total compensation									
Civilian workers .....	100.0	72.0	28.0	6.6	2.4	6.4	3.9	8.4	0.1
<b>Occupational group</b>									
White-collar occupations .....	100.0	73.4	26.6	7.1	2.1	6.0	4.0	7.3	.1
Professional specialty and technical .....	100.0	73.6	26.4	6.9	2.0	5.6	4.8	7.0	.2
Professional specialty .....	100.0	73.9	26.1	6.8	1.9	5.6	4.9	6.8	.2
Nurses .....	100.0	72.3	27.7	8.2	3.4	5.0	3.0	8.1	( <sup>2</sup> )
Teachers .....	100.0	75.8	24.2	5.0	.2	6.2	6.8	5.9	.2
Technical .....	100.0	71.8	28.2	7.5	2.2	6.0	4.3	8.1	.2
Executive, administrative, and managerial .....	100.0	72.6	27.4	8.7	2.3	5.2	4.0	7.0	.2
Administrative support, including clerical .....	100.0	71.2	28.8	7.3	1.9	8.2	3.6	7.7	.1
Blue-collar occupations .....	100.0	68.3	31.7	5.7	3.6	7.7	3.9	10.5	.2
Service occupations .....	100.0	73.2	26.8	5.6	1.8	6.0	3.5	9.9	( <sup>2</sup> )
<b>Industry group</b>									
Services .....	100.0	74.2	25.8	6.6	1.8	5.8	4.0	7.6	.1
Health services .....	100.0	72.9	27.1	7.8	2.3	5.8	3.1	8.1	( <sup>2</sup> )
Hospitals .....	100.0	70.1	29.9	8.9	3.1	7.1	3.1	7.6	( <sup>2</sup> )
Educational services .....	100.0	73.6	26.4	6.2	.3	7.1	6.6	6.0	.1
Elementary and secondary education .....	100.0	73.7	26.3	5.6	.2	7.8	6.7	5.7	.2
Higher education .....	100.0	73.4	26.6	7.2	.5	6.0	6.7	6.3	( <sup>2</sup> )

<sup>1</sup> Includes severance pay and supplemental unemployment benefits.

<sup>2</sup> Cost per hour worked is \$0.01 or less.

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

**Table 19. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: State and local government, by selected characteristics,<sup>1</sup> March 1997**

Compensation component	All workers in State and local governments		White-collar occupations		Service occupations		Service industries	
	Cost	Percent	Cost	Percent	Cost	Percent	Cost	Percent
Total compensation .....	\$26.58	100.0	\$29.54	100.0	\$19.50	100.0	\$27.88	100.0
Wages and salaries .....	18.61	70.0	21.21	71.8	12.51	64.1	20.15	72.3
Total benefits .....	7.97	30.0	8.33	28.2	6.99	35.9	7.73	27.7
Paid leave .....	2.06	7.7	2.14	7.3	1.78	9.1	1.87	6.7
Vacation .....	.70	2.6	.66	2.2	.75	3.9	.52	1.9
Holiday .....	.67	2.5	.71	2.4	.57	2.9	.63	2.3
Sick .....	.52	2.0	.59	2.0	.34	1.8	.55	2.0
Other .....	.16	.6	.18	.6	.12	.6	.17	.6
Supplemental pay .....	.23	.9	.14	.5	.44	2.3	.15	.5
Premium <sup>2</sup> .....	.11	.4	.04	.1	.23	1.2	.05	.2
Shift differential .....	.05	.2	.04	.1	.11	.6	.05	.2
Nonproduction bonuses .....	.06	.2	.06	.2	.10	.5	.05	.2
Insurance .....	2.09	7.9	2.20	7.5	1.74	8.9	2.11	7.6
Life .....	.05	.2	.05	.2	.04	.2	.05	.2
Health .....	1.99	7.5	2.10	7.1	1.65	8.5	2.01	7.2
Sickness and accident .....	.02	.1	.02	.1	.02	.1	.02	.1
Long-term disability .....	.03	.1	.03	.1	.02	.1	.03	.1
Retirement and savings .....	1.95	7.4	2.08	7.0	1.76	9.0	1.93	6.9
Defined benefit .....	1.82	6.8	1.91	6.5	1.70	8.7	1.77	6.3
Defined contribution .....	.14	.5	.17	.6	.05	.3	.16	.6
Legally required benefits .....	1.61	6.1	1.73	5.9	1.24	6.4	1.63	5.8
Social Security <sup>3</sup> .....	1.25	4.7	1.42	4.8	.80	4.1	1.35	4.8
OASDI .....	.98	3.7	1.11	3.8	.62	3.2	1.05	3.8
Medicare .....	.27	1.0	.31	1.1	.18	.9	.29	1.1
Federal unemployment insurance .....	( <sup>4</sup> )	( <sup>4</sup> )	( <sup>4</sup> )	( <sup>4</sup> )	( <sup>4</sup> )	( <sup>4</sup> )	( <sup>4</sup> )	( <sup>4</sup> )
State unemployment insurance .....	.05	.2	.05	.2	.05	.3	.05	.2
Workers' compensation .....	.30	1.1	.25	.9	.39	2.0	.23	.8
Other benefits <sup>5</sup> .....	.04	.1	.04	.1	.03	.2	.04	.2

<sup>1</sup> This table presents data for the two major occupational groups in State and local governments: White-collar occupations, largely professional occupations, including teachers; and service occupations, including police and firefighters; and one major industry group, services. The service industries, which include health and educational services, employ a large part of the State and local government workforce.

<sup>2</sup> Includes premium pay for work in addition to the regular work schedule (such as overtime, weekends, and holidays).

<sup>3</sup> The total employer's cost for Social Security is comprised of an OASDI portion and a Medicare portion. OASDI is the abbreviation for Old-Age, Survivors, and Disability Insurance.

<sup>4</sup> Cost per hour worked is \$0.01 or less.

<sup>5</sup> Includes severance pay and supplemental unemployment benefits.

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

**Table 20. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: State and local government, by occupational and industry group, March 1997**

Series	Total compensation	Wages and salaries	Benefit costs						
			Total	Paid leave	Supplemental pay	Insurance	Retirement and savings	Legally required benefits	Other benefits <sup>1</sup>
<b>Cost per hour worked</b>									
State and local government workers .....	\$26.58	\$18.61	\$7.97	\$2.06	\$0.23	\$2.09	\$1.95	\$1.61	\$0.04
<b>Occupational group</b>									
White-collar occupations .....	29.54	21.21	8.33	2.14	.14	2.20	2.08	1.73	.04
Professional specialty and technical .....	34.92	25.78	9.14	2.12	.15	2.33	2.49	1.99	.06
Professional speciality .....	36.25	26.89	9.36	2.13	.13	2.40	2.59	2.05	.06
Teachers .....	38.86	29.20	9.66	1.97	.06	2.54	2.89	2.13	.07
Executive, administrative, and managerial .....	33.78	23.43	10.35	3.40	.18	2.24	2.48	2.03	( <sup>2</sup> )
Administrative support, including clerical .....	17.04	11.28	5.76	1.55	.09	1.93	1.09	1.08	.02
Blue-collar occupations .....	21.50	13.93	7.57	2.03	.38	2.03	1.58	1.53	.03
Service occupations .....	19.50	12.51	6.99	1.78	.44	1.74	1.76	1.24	.03
<b>Industry group</b>									
Services .....	27.88	20.15	7.73	1.87	.15	2.11	1.93	1.63	.04
Health services .....	21.99	14.67	7.32	2.28	.58	1.71	1.14	1.59	.03
Hospitals .....	22.53	15.10	7.43	2.35	.56	1.68	1.19	1.62	.03
Educational services .....	29.21	21.37	7.84	1.79	.09	2.17	2.09	1.66	.05
Elementary and secondary education .....	28.94	21.29	7.66	1.63	.06	2.28	2.02	1.61	.06
Higher education .....	30.53	22.10	8.43	2.23	.17	1.90	2.31	1.81	( <sup>2</sup> )
Public administration .....	24.07	15.73	8.33	2.40	.33	1.99	2.10	1.49	.03
<b>Percent of total compensation</b>									
State and local government workers .....	100.0	70.0	30.0	7.7	0.9	7.9	7.4	6.1	0.1
<b>Occupational group</b>									
White-collar occupations .....	100.0	71.8	28.2	7.3	.5	7.5	7.0	5.9	.1
Professional specialty and technical .....	100.0	73.8	26.2	6.1	.4	6.7	7.1	5.7	.2
Professional speciality .....	100.0	74.2	25.8	5.9	.4	6.6	7.1	5.7	.2
Teachers .....	100.0	75.1	24.9	5.1	.1	6.5	7.4	5.5	.2
Executive, administrative, and managerial .....	100.0	69.4	30.6	10.1	.5	6.6	7.3	6.0	( <sup>2</sup> )
Administrative support, including clerical .....	100.0	66.2	33.8	9.1	.5	11.3	6.4	6.3	.1
Blue-collar occupations .....	100.0	64.8	35.2	9.4	1.7	9.4	7.3	7.1	.1
Service occupations .....	100.0	64.1	35.9	9.1	2.3	8.9	9.0	6.4	.2
<b>Industry group</b>									
Services .....	100.0	72.3	27.7	6.7	.5	7.6	6.9	5.8	.2
Health services .....	100.0	66.7	33.3	10.4	2.6	7.8	5.2	7.2	.1
Hospitals .....	100.0	67.0	33.0	10.4	2.5	7.5	5.3	7.2	.1
Educational services .....	100.0	73.2	26.8	6.1	.3	7.4	7.1	5.7	.2
Elementary and secondary education .....	100.0	73.5	26.5	5.6	.2	7.9	7.0	5.6	.2
Higher education .....	100.0	72.4	27.6	7.3	.6	6.2	7.6	5.9	( <sup>2</sup> )
Public administration .....	100.0	65.4	34.6	10.0	1.4	8.3	8.7	6.2	.1

<sup>1</sup> Includes severance pay and supplemental unemployment benefits.

<sup>2</sup> Cost per hour worked is \$0.01 or less.

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

**Table 21. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Private industry workers, by major industry group, March 1997**

Compensation component	All workers in private industry		Goods-producing <sup>1</sup>		Service-producing <sup>2</sup>		Manufacturing		Nonmanufacturing	
	Cost	Percent	Cost	Percent	Cost	Percent	Cost	Percent	Cost	Percent
Total compensation .....	\$17.97	100.0	\$21.86	100.0	\$16.73	100.0	\$21.84	100.0	\$17.10	100.0
Wages and salaries .....	13.04	72.5	14.92	68.2	12.44	74.3	14.79	67.7	12.64	73.9
Total benefits .....	4.94	27.5	6.94	31.8	4.29	25.7	7.05	32.3	4.46	26.1
Paid leave .....	1.14	6.3	1.45	6.6	1.04	6.2	1.66	7.6	1.02	6.0
Vacation .....	.57	3.2	.76	3.5	.50	3.0	.85	3.9	.50	2.9
Holiday .....	.39	2.2	.53	2.4	.35	2.1	.61	2.8	.34	2.0
Sick .....	.13	.7	.11	.5	.14	.8	.12	.6	.13	.8
Other .....	.05	.3	.05	.2	.05	.3	.07	.3	.04	.3
Supplemental pay .....	.51	2.9	.82	3.8	.42	2.5	.88	4.0	.43	2.5
Premium <sup>3</sup> .....	.21	1.1	.45	2.1	.13	.8	.45	2.1	.15	.9
Shift differential .....	.05	.3	.07	.3	.04	.2	.09	.4	.04	.2
Nonproduction bonuses .....	.26	1.4	.30	1.4	.25	1.5	.33	1.5	.24	1.4
Insurance .....	1.09	6.1	1.64	7.5	.92	5.5	1.70	7.8	.95	5.6
Life .....	.05	.3	.07	.3	.04	.2	.07	.3	.04	.2
Health .....	.99	5.5	1.49	6.8	.83	4.9	1.55	7.1	.86	5.0
Sickness and accident .....	.03	.2	.06	.3	.03	.2	.07	.3	.03	.2
Long-term disability .....	.02	.1	.02	.1	.02	.1	.02	.1	.02	.1
Retirement and savings .....	.55	3.0	.85	3.9	.45	2.7	.79	3.6	.49	2.9
Defined benefit .....	.26	1.4	.49	2.2	.19	1.1	.44	2.0	.22	1.3
Defined contribution .....	.29	1.6	.36	1.7	.26	1.6	.35	1.6	.27	1.6
Legally required benefits .....	1.62	9.0	2.11	9.7	1.46	8.7	1.94	8.9	1.55	9.1
Social Security <sup>4</sup> .....	1.08	6.0	1.27	5.8	1.03	6.1	1.27	5.8	1.04	6.1
OASDI .....	.87	4.8	1.02	4.7	.82	4.9	1.03	4.7	.83	4.9
Medicare .....	.21	1.2	.25	1.1	.20	1.2	.25	1.1	.21	1.2
Federal unemployment insurance .....	.03	.2	.03	.1	.03	.2	.03	.1	.03	.2
State unemployment insurance .....	.12	.6	.14	.7	.11	.6	.13	.6	.11	.7
Workers' compensation .....	.39	2.2	.68	3.1	.30	1.8	.51	2.4	.36	2.1
Other benefits <sup>5</sup> .....	.03	.1	.07	.3	( <sup>6</sup> )	( <sup>6</sup> )	.08	.4	( <sup>6</sup> )	( <sup>6</sup> )

<sup>1</sup> Includes mining, construction, and manufacturing.

<sup>2</sup> Includes transportation, communication, and public utilities; wholesale and retail trade; finance, insurance, and real estate; and service industries.

<sup>3</sup> Includes premium pay for work in addition to the regular work schedule (such as overtime, weekends, and holidays).

<sup>4</sup> The total employer's cost for Social Security is comprised of an OASDI

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

<sup>5</sup> Includes severance pay and supplemental unemployment benefits.

<sup>6</sup> Cost per hour worked is \$0.01 or less.

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

**Table 22. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Private industry workers, by major occupational group, March 1997**

Compensation component	All workers in private industry		White-collar		Blue-collar		Service	
	Cost	Percent	Cost	Percent	Cost	Percent	Cost	Percent
Total compensation .....	\$17.97	100.0	\$21.60	100.0	\$17.19	100.0	\$9.04	100.0
Wages and salaries .....	13.04	72.5	15.94	73.8	11.80	68.6	6.94	76.7
Total benefits .....	4.94	27.5	5.66	26.2	5.39	31.4	2.10	23.3
Paid leave .....	1.14	6.3	1.53	7.1	.93	5.4	.37	4.1
Vacation .....	.57	3.2	.75	3.5	.50	2.9	.18	2.0
Holiday .....	.39	2.2	.52	2.4	.34	1.9	.12	1.3
Sick .....	.13	.7	.19	.9	.07	.4	.06	.7
Other .....	.05	.3	.07	.3	.03	.2	.02	.2
Supplemental pay .....	.51	2.9	.56	2.6	.65	3.8	.14	1.6
Premium <sup>1</sup> .....	.21	1.1	.12	.5	.43	2.5	.07	.8
Shift differential .....	.05	.3	.04	.2	.06	.4	.03	.3
Nonproduction bonuses .....	.26	1.4	.40	1.9	.15	.9	.04	.5
Insurance .....	1.09	6.1	1.20	5.6	1.29	7.5	.44	4.8
Life .....	.05	.3	.06	.3	.05	.3	( <sup>2</sup> )	( <sup>2</sup> )
Health .....	.99	5.5	1.07	5.0	1.19	6.9	.40	4.5
Sickness and accident .....	.03	.2	.04	.2	.04	.2	.02	.2
Long-term disability .....	.02	.1	.03	.1	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )
Retirement and savings .....	.55	3.0	.65	3.0	.62	3.6	.12	1.3
Defined benefit .....	.26	1.4	.24	1.1	.40	2.4	.06	.6
Defined contribution .....	.29	1.6	.41	1.9	.22	1.3	.06	.6
Legally required benefits .....	1.62	9.0	1.69	7.8	1.86	10.8	1.03	11.4
Social Security <sup>3</sup> .....	1.08	6.0	1.29	6.0	1.01	5.9	.63	6.9
OASDI .....	.87	4.8	1.03	4.8	.82	4.8	.51	5.6
Medicare .....	.21	1.2	.26	1.2	.19	1.1	.12	1.3
Federal unemployment insurance .....	.03	.2	.03	.1	.03	.2	.03	.4
State unemployment insurance .....	.12	.6	.12	.5	.12	.7	.09	1.0
Workers' compensation .....	.39	2.2	.25	1.1	.70	4.1	.27	3.0
Other benefits <sup>4</sup> .....	.03	.1	.03	.1	.04	.2	( <sup>2</sup> )	( <sup>2</sup> )

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

<sup>2</sup> Cost per hour worked is \$0.01 or less.

<sup>3</sup> The total employer's cost for Social Security is comprised of an OASDI portion and a Medicare portion. OASDI is the abbreviation for

Old-Age, Survivors, and Disability Insurance.

<sup>4</sup> Includes severance pay and supplemental unemployment benefits.

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

**Table 23. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Private industry workers, by region and bargaining status, March 1997**

Compensation component	Region <sup>1</sup>								Bargaining status			
	Northeast		South		Midwest		West		Union		Nonunion	
	Cost	Percent	Cost	Percent	Cost	Percent	Cost	Percent	Cost	Percent	Cost	Percent
Total compensation .....	\$20.27	100.0	\$15.79	100.0	\$17.33	100.0	\$19.68	100.0	\$23.48	100.0	\$17.21	100.0
Wages and salaries .....	14.52	71.6	11.61	73.5	12.33	71.1	14.57	74.0	15.13	64.5	12.75	74.1
Total benefits .....	5.75	28.4	4.18	26.5	5.00	28.9	5.11	26.0	8.34	35.5	4.46	25.9
Paid leave .....	1.43	7.1	.92	5.8	1.08	6.2	1.23	6.2	1.56	6.6	1.08	6.3
Vacation .....	.68	3.4	.47	2.9	.56	3.2	.61	3.1	.86	3.7	.53	3.1
Holiday .....	.49	2.4	.31	2.0	.37	2.2	.42	2.1	.49	2.1	.38	2.2
Sick .....	.19	.9	.11	.7	.10	.6	.15	.8	.14	.6	.13	.8
Other .....	.06	.3	.04	.2	.04	.3	.05	.3	.06	.3	.05	.3
Supplemental pay .....	.53	2.6	.38	2.4	.67	3.9	.49	2.5	.91	3.9	.46	2.7
Premium <sup>2</sup> .....	.20	1.0	.19	1.2	.26	1.5	.18	.9	.59	2.5	.15	.9
Shift differential .....	.05	.3	.04	.2	.06	.3	.05	.2	.13	.6	.04	.2
Nonproduction bonuses .....	.28	1.4	.16	1.0	.36	2.1	.26	1.3	.19	.8	.27	1.6
Insurance .....	1.30	6.4	.95	6.0	1.12	6.5	1.03	5.2	2.19	9.3	.94	5.4
Life .....	.05	.3	.04	.3	.05	.3	.04	.2	.08	.4	.04	.2
Health .....	1.17	5.8	.86	5.4	1.02	5.9	.95	4.8	2.01	8.5	.85	4.9
Sickness and accident .....	.05	.3	.03	.2	.04	.2	.02	.1	.08	.3	.03	.2
Long-term disability .....	.02	.1	.02	.1	.02	.1	.02	.1	.02	.1	.02	.1
Retirement and savings .....	.63	3.1	.46	2.9	.58	3.4	.54	2.8	1.33	5.7	.44	2.5
Defined benefit .....	.29	1.4	.22	1.4	.29	1.7	.24	1.2	1.06	4.5	.15	.9
Defined contribution .....	.34	1.7	.24	1.5	.29	1.7	.31	1.6	.26	1.1	.29	1.7
Legally required benefits .....	1.84	9.1	1.46	9.2	1.51	8.7	1.80	9.1	2.27	9.7	1.53	8.9
Social Security <sup>3</sup> .....	1.20	5.9	.97	6.2	1.04	6.0	1.19	6.0	1.30	5.6	1.05	6.1
OASDI .....	.96	4.7	.78	5.0	.84	4.8	.95	4.8	1.06	4.5	.84	4.9
Medicare .....	.24	1.2	.19	1.2	.20	1.2	.24	1.2	.25	1.1	.21	1.2
Federal unemployment insurance .....	.03	.2	.03	.2	.03	.2	.03	.2	.03	.1	.03	.2
State unemployment insurance .....	.18	.9	.07	.4	.10	.6	.14	.7	.15	.6	.11	.6
Workers' compensation .....	.42	2.1	.38	2.4	.34	2.0	.43	2.2	.79	3.4	.34	2.0
Other benefits <sup>4</sup> .....	.03	.1	.02	.1	.04	.2	.02	.1	.08	.3	.02	.1

<sup>1</sup> The regional coverage is as follows: Northeast: Connecticut, Maine, Massachusetts, New Hampshire, New Jersey, New York, Pennsylvania, Rhode Island, and Vermont; South: Alabama, Arkansas, Delaware, District of Columbia, Florida, Georgia, Kentucky, Louisiana, Maryland, Mississippi, North Carolina, Oklahoma, South Carolina, Tennessee, Texas, Virginia, and West Virginia; Midwest: Illinois, Indiana, Iowa, Kansas, Michigan, Minnesota, Missouri, Nebraska, North Dakota, Ohio, South Dakota, and Wisconsin; and West: Alaska, Arizona, California, Colorado, Hawaii, Idaho, Montana, Nevada, New Mexico, Oregon, Utah, Washington, and Wyoming.

<sup>2</sup> Includes premium pay for work in addition to the regular work schedule (such as overtime, weekends, and holidays).

<sup>3</sup> The total employer's cost for Social Security is comprised of an OASDI portion and a Medicare portion. OASDI is the abbreviation for Old-Age, Survivors, and Disability Insurance.

<sup>4</sup> Includes severance pay and supplemental unemployment benefits.

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

**Table 24. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Private industry workers, by establishment employment size, March 1997**

Compensation component	All workers in private industry		1-99 workers		100 or more workers					
	Cost	Percent	Cost	Percent	Total		100-499 workers		500 or more workers	
					Cost	Percent	Cost	Percent	Cost	Percent
Total compensation .....	\$17.97	100.0	\$15.37	100.0	\$20.61	100.0	\$16.97	100.0	\$24.75	100.0
Wages and salaries .....	13.04	72.5	11.54	75.1	14.55	70.6	12.29	72.4	17.12	69.2
Total benefits .....	4.94	27.5	3.82	24.9	6.06	29.4	4.68	27.6	7.63	30.8
Paid leave .....	1.14	6.3	.78	5.1	1.50	7.3	1.06	6.2	2.00	8.1
Vacation .....	.57	3.2	.38	2.5	.75	3.7	.52	3.1	1.02	4.1
Holiday .....	.39	2.2	.28	1.8	.50	2.4	.36	2.1	.66	2.7
Sick .....	.13	.7	.09	.6	.18	.9	.13	.7	.24	1.0
Other .....	.05	.3	.03	.2	.07	.3	.05	.3	.09	.4
Supplemental pay .....	.51	2.9	.39	2.6	.64	3.1	.46	2.7	.83	3.4
Premium <sup>1</sup> .....	.21	1.1	.14	.9	.27	1.3	.23	1.3	.32	1.3
Shift differential .....	.05	.3	( <sup>2</sup> )	( <sup>2</sup> )	.09	.4	.04	.3	.14	.6
Nonproduction bonuses .....	.26	1.4	.24	1.6	.28	1.3	.19	1.1	.38	1.5
Insurance .....	1.09	6.1	.79	5.2	1.39	6.7	1.08	6.4	1.74	7.0
Life .....	.05	.3	.04	.2	.06	.3	.04	.3	.07	.3
Health .....	.99	5.5	.72	4.7	1.26	6.1	.98	5.8	1.57	6.3
Sickness and accident .....	.03	.2	.02	.1	.05	.2	.04	.2	.06	.3
Long-term disability .....	.02	.1	( <sup>2</sup> )	( <sup>2</sup> )	.03	.1	.02	.1	.04	.2
Retirement and savings .....	.55	3.0	.35	2.3	.74	3.6	.51	3.0	1.01	4.1
Defined benefit .....	.26	1.4	.14	.9	.38	1.9	.22	1.3	.58	2.3
Defined contribution .....	.29	1.6	.22	1.4	.36	1.7	.29	1.7	.43	1.7
Legally required benefits .....	1.62	9.0	1.50	9.7	1.75	8.5	1.56	9.2	1.97	7.9
Social Security <sup>3</sup> .....	1.08	6.0	.96	6.2	1.21	5.9	1.02	6.0	1.43	5.8
OASDI .....	.87	4.8	.77	5.0	.97	4.7	.82	4.8	1.15	4.6
Medicare .....	.21	1.2	.19	1.2	.24	1.2	.20	1.2	.29	1.2
Federal unemployment insurance .....	.03	.2	.03	.2	.03	.1	.03	.2	.03	.1
State unemployment insurance .....	.12	.6	.11	.7	.12	.6	.12	.7	.11	.5
Workers' compensation .....	.39	2.2	.39	2.6	.39	1.9	.38	2.3	.39	1.6
Other benefits <sup>4</sup> .....	.03	.1	( <sup>2</sup> )	( <sup>2</sup> )	.05	.2	.02	.1	.08	.3

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

<sup>2</sup> Cost per hour worked is \$0.01 or less.

<sup>3</sup> The total employer's cost for Social Security is comprised of an OASDI portion and a Medicare portion. OASDI is the abbreviation for Old-Age,

Survivors, and Disability Insurance.

<sup>4</sup> Includes severance pay and supplemental unemployment benefits.

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



**Table 25. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Private industry workers, by major occupational and industry group, and full-time and part-time status, March 1997**

Series	Total compensation	Wages and salaries	Benefit costs						
			Total	Paid leave	Supplemental pay	Insurance	Retirement and savings	Legally required benefits	Other benefits <sup>1</sup>
Cost per hour worked									
<b>All full-time workers in private industry</b> .....	\$20.37	\$14.55	\$5.82	\$1.38	\$0.62	\$1.33	\$0.66	\$1.79	\$0.03
White-collar occupations .....	24.04	17.53	6.51	1.81	.66	1.42	.77	1.82	.04
Sales .....	19.52	15.07	4.44	.98	.48	.96	.46	1.55	.02
Administrative support, including clerical .....	15.99	11.37	4.62	1.18	.36	1.32	.50	1.25	.02
Blue-collar occupations .....	18.02	12.29	5.73	1.01	.70	1.39	.66	1.93	.04
Service occupations .....	11.10	8.12	2.98	.62	.22	.75	.20	1.18	( <sup>2</sup> )
Goods-producing industries <sup>3</sup> .....	22.12	15.07	7.05	1.48	.84	1.67	.87	2.12	.07
Construction .....	21.78	15.31	6.47	.71	.59	1.39	1.07	2.72	( <sup>2</sup> )
Manufacturing .....	22.10	14.94	7.16	1.69	.89	1.74	.80	1.94	.08
Service-producing industries <sup>4</sup> .....	19.61	14.32	5.28	1.34	.53	1.18	.57	1.64	.02
Wholesale trade .....	20.77	15.09	5.68	1.31	.58	1.37	.61	1.79	.02
Retail trade .....	12.87	9.95	2.92	.60	.27	.62	.18	1.25	( <sup>2</sup> )
Finance, insurance, and real estate .....	24.15	17.21	6.95	1.83	.86	1.61	.93	1.67	.05
Services .....	19.80	14.59	5.21	1.42	.52	1.10	.53	1.63	.02
<b>All part-time workers in private industry</b> .....	9.60	7.75	1.85	.27	.14	.25	.13	1.04	( <sup>2</sup> )
White-collar occupations .....	11.89	9.64	2.25	.42	.19	.32	.17	1.15	( <sup>2</sup> )
Sales .....	7.68	6.25	1.42	.18	.12	.22	.10	.80	( <sup>2</sup> )
Administrative support, including clerical .....	10.98	8.82	2.16	.43	.16	.34	.17	1.05	( <sup>2</sup> )
Blue-collar occupations .....	9.66	7.32	2.35	.22	.23	.42	.31	1.17	( <sup>2</sup> )
Service occupations .....	6.94	5.73	1.21	.13	.06	.11	.03	.88	( <sup>2</sup> )
Goods-producing industries <sup>3</sup> .....	12.07	9.28	2.79	.29	.30	.28	.13	1.79	( <sup>2</sup> )
Service-producing industries <sup>4</sup> .....	9.53	7.71	1.82	.27	.14	.25	.13	1.02	( <sup>2</sup> )
Retail trade .....	6.99	5.68	1.31	.13	.08	.19	.07	.82	( <sup>2</sup> )
Service industries .....	12.13	9.88	2.26	.41	.19	.28	.15	1.22	( <sup>2</sup> )
Percent of total compensation									
<b>All full-time workers in private industry</b> .....	100.0	71.4	28.6	6.8	3.0	6.5	3.3	8.8	0.2
White-collar occupations .....	100.0	72.9	27.1	7.5	2.7	5.9	3.2	7.6	.2
Sales .....	100.0	77.2	22.8	5.0	2.4	4.9	2.3	7.9	.1
Administrative support, including clerical .....	100.0	71.1	28.9	7.4	2.3	8.2	3.1	7.8	.1
Blue-collar occupations .....	100.0	68.2	31.8	5.6	3.9	7.7	3.6	10.7	.2
Service occupations .....	100.0	73.2	26.8	5.6	2.0	6.8	1.8	10.6	( <sup>2</sup> )
Goods-producing industries <sup>3</sup> .....	100.0	68.1	31.9	6.7	3.8	7.6	3.9	9.6	.3
Construction .....	100.0	70.3	29.7	3.2	2.7	6.4	4.9	12.5	( <sup>2</sup> )
Manufacturing .....	100.0	67.6	32.4	7.6	4.0	7.9	3.6	8.8	.4
Service-producing industries <sup>4</sup> .....	100.0	73.1	26.9	6.8	2.7	6.0	2.9	8.4	.1
Wholesale trade .....	100.0	72.6	27.4	6.3	2.8	6.6	2.9	8.6	.1
Retail trade .....	100.0	77.3	22.7	4.6	2.1	4.8	1.4	9.7	( <sup>2</sup> )
Finance, insurance, and real estate .....	100.0	71.2	28.8	7.6	3.6	6.7	3.9	6.9	.2
Services .....	100.0	73.7	26.3	7.2	2.6	5.5	2.7	8.2	.1
<b>All part-time workers in private industry</b> .....	100.0	80.8	19.2	2.8	1.5	2.6	1.4	10.9	( <sup>2</sup> )
White-collar occupations .....	100.0	81.1	18.9	3.5	1.6	2.7	1.4	9.7	( <sup>2</sup> )
Sales .....	100.0	81.4	18.6	2.3	1.5	2.9	1.3	10.5	( <sup>2</sup> )
Administrative support, including clerical .....	100.0	80.3	19.7	3.9	1.4	3.1	1.6	9.6	( <sup>2</sup> )
Blue-collar occupations .....	100.0	75.7	24.3	2.2	2.4	4.4	3.2	12.1	( <sup>2</sup> )
Service occupations .....	100.0	82.6	17.4	1.8	.9	1.6	.5	12.6	( <sup>2</sup> )
Goods-producing industries <sup>3</sup> .....	100.0	76.8	23.2	2.4	2.5	2.4	1.0	14.8	( <sup>2</sup> )
Service-producing industries <sup>4</sup> .....	100.0	80.9	19.1	2.9	1.4	2.7	1.4	10.7	( <sup>2</sup> )
Retail trade .....	100.0	81.3	18.7	1.9	1.2	2.7	1.1	11.8	( <sup>2</sup> )
Service industries .....	100.0	81.4	18.6	3.4	1.5	2.3	1.2	10.1	( <sup>2</sup> )

<sup>1</sup> Includes severance pay and supplemental unemployment benefits.

<sup>2</sup> Cost per hour worked is \$0.01 or less.

<sup>3</sup> Includes mining, construction, and manufacturing.

<sup>4</sup> Includes transportation, communication, and public utilities; wholesale and

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

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

**Table 26. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Private industry workers, by occupational and industry group, March 1997**

Series	Total compensation	Wages and salaries	Benefit costs						
			Total	Paid leave	Supplemental pay	Insurance	Retirement and savings	Legally required benefits	Other benefits <sup>1</sup>
Cost per hour worked									
All workers in private industry .....	\$17.97	\$13.04	\$4.94	\$1.14	\$0.51	\$1.09	\$0.55	\$1.62	\$0.03
<b>Occupational group</b>									
White-collar occupations .....	21.60	15.94	5.66	1.53	.56	1.20	.65	1.69	.03
Professional specialty and technical .....	29.10	21.33	7.77	2.15	.87	1.47	.95	2.27	.05
Professional specialty .....	31.01	22.84	8.17	2.31	.99	1.50	.96	2.36	.04
Technical .....	24.15	17.43	6.72	1.76	.55	1.40	.93	2.02	.05
Executive, administrative, and managerial .....	32.98	24.17	8.81	2.77	.89	1.62	1.09	2.38	.06
Sales .....	14.79	11.55	3.24	.66	.33	.67	.32	1.25	( <sup>2</sup> )
Administrative support, including clerical .....	15.14	10.94	4.21	1.05	.33	1.15	.44	1.21	.02
Blue-collar occupations .....	17.19	11.80	5.39	.93	.65	1.29	.62	1.86	.04
Precision production, craft, and repair .....	22.33	15.41	6.92	1.27	.75	1.57	.88	2.39	.05
Machine operators, assemblers, and inspectors .....	16.00	10.61	5.39	1.00	.82	1.41	.51	1.60	.06
Transportation and material moving .....	16.88	11.71	5.17	.83	.56	1.25	.60	1.92	( <sup>2</sup> )
Handlers, equipment cleaners, helpers, and laborers .....	12.42	8.72	3.70	.53	.42	.86	.43	1.44	( <sup>2</sup> )
Service occupations .....	9.04	6.94	2.10	.37	.14	.44	.12	1.03	( <sup>2</sup> )
<b>Industry group</b>									
Goods-producing industries <sup>3</sup> .....	21.86	14.92	6.94	1.45	.82	1.64	.85	2.11	.07
Construction .....	21.47	15.13	6.34	.69	.58	1.35	1.04	2.69	( <sup>2</sup> )
Manufacturing .....	21.84	14.79	7.05	1.66	.88	1.70	.79	1.94	.08
Durables .....	23.49	15.68	7.81	1.82	1.04	1.88	.85	2.10	.13
Nondurables .....	19.48	13.52	5.96	1.43	.65	1.46	.69	1.71	.02
Service-producing industries <sup>4</sup> .....	16.73	12.44	4.29	1.04	.42	.92	.45	1.46	( <sup>2</sup> )
Wholesale trade .....	19.98	14.58	5.40	1.23	.55	1.29	.57	1.73	.02
Retail trade .....	9.92	7.81	2.11	.37	.18	.40	.13	1.03	( <sup>2</sup> )
Finance, insurance, and real estate .....	23.01	16.50	6.51	1.69	.80	1.49	.86	1.62	.04
Services .....	17.84	13.39	4.46	1.16	.43	.89	.44	1.52	( <sup>2</sup> )
Percent of total compensation									
All workers in private industry .....	100.0	72.5	27.5	6.3	2.9	6.1	3.0	9.0	0.1
<b>Occupational group</b>									
White-collar occupations .....	100.0	73.8	26.2	7.1	2.6	5.6	3.0	7.8	.1
Professional specialty and technical .....	100.0	73.3	26.7	7.4	3.0	5.1	3.3	7.8	.2
Professional specialty .....	100.0	73.6	26.4	7.4	3.2	4.8	3.1	7.6	.1
Technical .....	100.0	72.2	27.8	7.3	2.3	5.8	3.9	8.4	.2
Executive, administrative, and managerial .....	100.0	73.3	26.7	8.4	2.7	4.9	3.3	7.2	.2
Sales .....	100.0	78.1	21.9	4.5	2.3	4.5	2.1	8.5	( <sup>2</sup> )
Administrative support, including clerical .....	100.0	72.2	27.8	7.0	2.2	7.6	2.9	8.0	.1
Blue-collar occupations .....	100.0	68.6	31.4	5.4	3.8	7.5	3.6	10.8	.2
Precision production, craft, and repair .....	100.0	69.0	31.0	5.7	3.4	7.1	3.9	10.7	.2
Machine operators, assemblers, and inspectors .....	100.0	66.3	33.7	6.2	5.1	8.8	3.2	10.0	.4
Transportation and material moving .....	100.0	69.4	30.6	4.9	3.3	7.4	3.6	11.4	( <sup>2</sup> )
Handlers, equipment cleaners, helpers, and laborers .....	100.0	70.2	29.8	4.3	3.4	6.9	3.5	11.6	( <sup>2</sup> )
Service occupations .....	100.0	76.7	23.3	4.1	1.6	4.8	1.3	11.4	( <sup>2</sup> )
<b>Industry group</b>									
Goods-producing industries <sup>3</sup> .....	100.0	68.2	31.8	6.6	3.8	7.5	3.9	9.7	.3
Construction .....	100.0	70.5	29.5	3.2	2.7	6.3	4.8	12.5	( <sup>2</sup> )
Manufacturing .....	100.0	67.7	32.3	7.6	4.0	7.8	3.6	8.9	.4
Durables .....	100.0	66.8	33.2	7.7	4.4	8.0	3.6	8.9	.5
Nondurables .....	100.0	69.4	30.6	7.3	3.3	7.5	3.6	8.8	.1
Service-producing industries <sup>4</sup> .....	100.0	74.3	25.7	6.2	2.5	5.5	2.7	8.7	( <sup>2</sup> )
Wholesale trade .....	100.0	73.0	27.0	6.2	2.7	6.5	2.9	8.7	.1
Retail trade .....	100.0	78.7	21.3	3.7	1.8	4.1	1.3	10.4	( <sup>2</sup> )
Finance, insurance, and real estate .....	100.0	71.7	28.3	7.4	3.5	6.5	3.7	7.1	.2
Services .....	100.0	75.0	25.0	6.5	2.4	5.0	2.4	8.5	( <sup>2</sup> )

<sup>1</sup> Includes severance pay and supplemental unemployment benefits.

<sup>2</sup> Cost per hour worked is \$0.01 or less.

<sup>3</sup> Includes mining, construction, and manufacturing.

<sup>4</sup> Includes transportation, communication, and public utilities; wholesale and

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

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

**Table 27. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Private industry goods-producing and service-producing workers, by occupational group, March 1997**

Series	Total compensation	Wages and salaries	Benefit costs						
			Total	Paid leave	Supplemental pay	Insurance	Retirement and savings	Legally required benefits	Other benefits <sup>1</sup>
Cost per hour worked									
<b>All workers, goods-producing industries<sup>2</sup></b> .....	\$21.86	\$14.92	\$6.94	\$1.45	\$0.82	\$1.64	\$0.85	\$2.11	\$0.07
White-collar occupations .....	29.26	20.78	8.47	2.46	.77	1.83	1.06	2.25	.09
Professional specialty and technical .....	35.21	24.98	10.23	3.23	.84	2.14	1.23	2.64	.15
Professional specialty .....	38.21	27.28	10.93	3.56	.83	2.22	1.35	2.83	.14
Technical .....	26.65	18.41	8.23	2.31	.87	1.90	.91	2.07	.16
Executive, administrative, and managerial .....	39.62	28.19	11.43	3.40	1.10	2.13	1.73	2.97	.11
Administrative support, including clerical .....	16.52	11.60	4.91	1.15	.51	1.38	.47	1.39	.03
Blue-collar occupations .....	19.09	12.71	6.38	1.06	.84	1.56	.78	2.07	.06
Precision production, craft, and repair .....	23.68	15.93	7.75	1.27	.89	1.77	1.08	2.66	.07
Machine operators, assemblers, and inspectors .....	17.04	11.09	5.95	1.09	.93	1.59	.59	1.69	.07
Transportation and material moving .....	18.13	12.07	6.05	.92	.85	1.48	.71	2.09	( <sup>3</sup> )
Handlers, equipment cleaners, helpers, and laborers .....	14.21	9.73	4.47	.59	.53	1.09	.57	1.68	( <sup>3</sup> )
Service occupations .....	16.03	10.59	5.44	1.05	.80	1.42	.45	1.63	.08
<b>All workers, service-producing industries<sup>4</sup></b> .....	16.73	12.44	4.29	1.04	.42	.92	.45	1.46	( <sup>3</sup> )
White-collar occupations .....	20.44	15.21	5.23	1.39	.53	1.10	.59	1.60	.02
Professional specialty and technical .....	27.77	20.54	7.24	1.92	.88	1.33	.89	2.19	.02
Professional specialty .....	29.40	21.85	7.56	2.03	1.03	1.34	.88	2.26	.02
Technical .....	23.66	17.24	6.42	1.64	.49	1.31	.93	2.02	.03
Executive, administrative, and managerial .....	31.30	23.15	8.15	2.61	.84	1.49	.93	2.23	.05
Sales .....	14.51	11.36	3.16	.64	.33	.65	.31	1.23	( <sup>3</sup> )
Administrative support, including clerical .....	14.93	10.83	4.10	1.04	.30	1.12	.44	1.19	.02
Blue-collar occupations .....	14.85	10.67	4.18	.78	.42	.95	.43	1.59	( <sup>3</sup> )
Precision production, craft, and repair .....	20.01	14.52	5.49	1.26	.51	1.23	.53	1.94	( <sup>3</sup> )
Transportation and material moving .....	16.38	11.56	4.82	.80	.44	1.16	.56	1.86	( <sup>3</sup> )
Handlers, equipment cleaners, helpers, and laborers .....	11.50	8.20	3.30	.50	.37	.74	.36	1.32	( <sup>3</sup> )
Service occupations .....	8.87	6.85	2.02	.36	.13	.41	.11	1.01	( <sup>3</sup> )
Percent of total compensation									
<b>All workers, goods-producing industries<sup>2</sup></b> .....	100.0	68.2	31.8	6.6	3.8	7.5	3.9	9.7	0.3
White-collar occupations .....	100.0	71.0	29.0	8.4	2.6	6.3	3.6	7.7	.3
Professional specialty and technical .....	100.0	71.0	29.0	9.2	2.4	6.1	3.5	7.5	.4
Professional specialty .....	100.0	71.4	28.6	9.3	2.2	5.8	3.5	7.4	.4
Technical .....	100.0	69.1	30.9	8.7	3.3	7.1	3.4	7.8	.6
Executive, administrative, and managerial .....	100.0	71.2	28.8	8.6	2.8	5.4	4.4	7.5	.3
Administrative support, including clerical .....	100.0	70.3	29.7	6.9	3.1	8.3	2.8	8.4	.2
Blue-collar occupations .....	100.0	66.6	33.4	5.6	4.4	8.2	4.1	10.9	.3
Precision production, craft, and repair .....	100.0	67.3	32.7	5.4	3.8	7.5	4.6	11.2	.3
Machine operators, assemblers, and inspectors .....	100.0	65.1	34.9	6.4	5.4	9.3	3.5	9.9	.4
Transportation and material moving .....	100.0	66.6	33.4	5.1	4.7	8.1	3.9	11.5	( <sup>3</sup> )
Handlers, equipment cleaners, helpers, and laborers .....	100.0	68.5	31.5	4.1	3.7	7.7	4.0	11.8	( <sup>3</sup> )
Service occupations .....	100.0	66.1	33.9	6.5	5.0	8.9	2.8	10.2	.5
<b>All workers, service-producing industries<sup>4</sup></b> .....	100.0	74.3	25.7	6.2	2.5	5.5	2.7	8.7	( <sup>3</sup> )
White-collar occupations .....	100.0	74.4	25.6	6.8	2.6	5.4	2.9	7.8	.1
Professional specialty and technical .....	100.0	73.9	26.1	6.9	3.2	4.8	3.2	7.9	.1
Professional specialty .....	100.0	74.3	25.7	6.9	3.5	4.6	3.0	7.7	.1
Technical .....	100.0	72.9	27.1	7.0	2.1	5.5	4.0	8.5	.1
Executive, administrative, and managerial .....	100.0	74.0	26.0	8.3	2.7	4.8	3.0	7.1	.2
Sales .....	100.0	78.3	21.7	4.4	2.3	4.5	2.1	8.5	( <sup>3</sup> )
Administrative support, including clerical .....	100.0	72.6	27.4	7.0	2.0	7.5	2.9	8.0	.1
Blue-collar occupations .....	100.0	71.8	28.2	5.2	2.8	6.4	2.9	10.7	( <sup>3</sup> )
Precision production, craft, and repair .....	100.0	72.6	27.4	6.3	2.6	6.2	2.7	9.7	( <sup>3</sup> )
Transportation and material moving .....	100.0	70.6	29.4	4.9	2.7	7.1	3.4	11.3	( <sup>3</sup> )
Handlers, equipment cleaners, helpers, and laborers .....	100.0	71.3	28.7	4.3	3.2	6.5	3.2	11.5	( <sup>3</sup> )
Service occupations .....	100.0	77.2	22.8	4.0	1.4	4.7	1.2	11.4	( <sup>3</sup> )

<sup>1</sup> Includes severance pay and supplemental unemployment benefits.

<sup>2</sup> Includes mining, construction, and manufacturing.

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

<sup>4</sup> Includes transportation, communication, and public utilities; wholesale and

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

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

**Table 28. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Private industry manufacturing and nonmanufacturing workers, by occupational group, March 1997**

Series	Total compensation	Wages and salaries	Benefit costs						
			Total	Paid leave	Supplemental pay	Insurance	Retirement and savings	Legally required benefits	Other benefits <sup>1</sup>
Cost per hour worked									
<b>All workers, manufacturing industries</b> .....	\$21.84	\$14.79	\$7.05	\$1.66	\$0.88	\$1.70	\$0.79	\$1.94	\$0.08
White-collar occupations .....	29.79	21.10	8.68	2.60	.78	1.88	1.09	2.24	.10
Professional specialty and technical .....	35.25	25.00	10.25	3.27	.83	2.17	1.21	2.63	.15
Professional speciality .....	38.05	27.18	10.88	3.56	.82	2.24	1.31	2.81	.14
Technical .....	27.03	18.62	8.41	2.39	.89	1.95	.93	2.09	.17
Executive, administrative, and managerial .....	40.76	28.95	11.80	3.68	1.12	2.17	1.86	2.85	.13
Administrative support, including clerical .....	16.85	11.75	5.09	1.24	.51	1.41	.50	1.41	.03
Blue-collar occupations .....	18.28	11.96	6.32	1.23	.92	1.63	.65	1.81	.07
Precision production, craft, and repair .....	23.75	15.46	8.29	1.83	1.15	2.00	.92	2.27	.13
Machine operators, assemblers, and inspectors .....	16.94	11.02	5.92	1.10	.91	1.58	.58	1.68	.07
Transportation and material moving .....	17.45	11.78	5.67	1.01	.77	1.41	.54	1.92	( <sup>2</sup> )
Handlers, equipment cleaners, helpers, and laborers .....	13.96	9.36	4.60	.77	.62	1.25	.50	1.44	.02
Service occupations .....	16.95	11.05	5.90	1.16	.89	1.56	.50	1.72	.09
<b>All workers, nonmanufacturing industries</b> .....	17.10	12.64	4.46	1.02	.43	.95	.49	1.55	( <sup>2</sup> )
White-collar occupations .....	20.56	15.29	5.27	1.39	.53	1.11	.60	1.62	.02
Professional specialty and technical .....	27.86	20.59	7.27	1.93	.88	1.33	.90	2.20	.03
Professional speciality .....	29.53	21.93	7.61	2.05	1.03	1.35	.89	2.27	.02
Technical .....	23.63	17.22	6.41	1.64	.49	1.31	.93	2.01	.03
Executive, administrative, and managerial .....	31.53	23.27	8.25	2.60	.85	1.52	.95	2.29	.05
Sales .....	14.58	11.41	3.17	.64	.33	.65	.31	1.23	( <sup>2</sup> )
Administrative support, including clerical .....	14.93	10.83	4.09	1.03	.30	1.12	.44	1.19	.02
Blue-collar occupations .....	16.47	11.69	4.78	.74	.47	1.07	.60	1.89	( <sup>2</sup> )
Precision production, craft, and repair .....	21.69	15.39	6.30	1.01	.57	1.38	.87	2.45	( <sup>2</sup> )
Transportation and material moving .....	16.73	11.69	5.04	.79	.50	1.21	.61	1.92	( <sup>2</sup> )
Handlers, equipment cleaners, helpers, and laborers .....	12.02	8.55	3.47	.47	.37	.76	.42	1.45	( <sup>2</sup> )
Service occupations .....	8.87	6.85	2.02	.36	.13	.41	.11	1.01	( <sup>2</sup> )
Percent of total compensation									
<b>All workers, manufacturing industries</b> .....	100.0	67.7	32.3	7.6	4.0	7.8	3.6	8.9	0.4
White-collar occupations .....	100.0	70.8	29.2	8.7	2.6	6.3	3.7	7.5	.3
Professional specialty and technical .....	100.0	70.9	29.1	9.3	2.4	6.1	3.4	7.5	.4
Professional speciality .....	100.0	71.4	28.6	9.4	2.1	5.9	3.4	7.4	.4
Technical .....	100.0	68.9	31.1	8.8	3.3	7.2	3.4	7.7	.6
Executive, administrative, and managerial .....	100.0	71.0	29.0	9.0	2.7	5.3	4.6	7.0	.3
Administrative support, including clerical .....	100.0	69.8	30.2	7.3	3.0	8.4	2.9	8.4	.2
Blue-collar occupations .....	100.0	65.4	34.6	6.7	5.0	8.9	3.6	9.9	.4
Precision production, craft, and repair .....	100.0	65.1	34.9	7.7	4.8	8.4	3.9	9.5	.5
Machine operators, assemblers, and inspectors .....	100.0	65.1	34.9	6.5	5.4	9.3	3.4	9.9	.4
Transportation and material moving .....	100.0	67.5	32.5	5.8	4.4	8.1	3.1	11.0	( <sup>2</sup> )
Handlers, equipment cleaners, helpers, and laborers .....	100.0	67.1	32.9	5.5	4.4	9.0	3.6	10.3	.2
Service occupations .....	100.0	65.2	34.8	6.8	5.2	9.2	2.9	10.1	.5
<b>All workers, nonmanufacturing industries</b> .....	100.0	73.9	26.1	6.0	2.5	5.6	2.9	9.1	( <sup>2</sup> )
White-collar occupations .....	100.0	74.3	25.7	6.8	2.6	5.4	2.9	7.9	.1
Professional specialty and technical .....	100.0	73.9	26.1	6.9	3.2	4.8	3.2	7.9	.1
Professional speciality .....	100.0	74.2	25.8	6.9	3.5	4.6	3.0	7.7	.1
Technical .....	100.0	72.9	27.1	6.9	2.1	5.5	3.9	8.5	.1
Executive, administrative, and managerial .....	100.0	73.8	26.2	8.2	2.7	4.8	3.0	7.3	.2
Sales .....	100.0	78.2	21.8	4.4	2.2	4.5	2.1	8.5	( <sup>2</sup> )
Administrative support, including clerical .....	100.0	72.6	27.4	6.9	2.0	7.5	2.9	8.0	.1
Blue-collar occupations .....	100.0	71.0	29.0	4.5	2.9	6.5	3.7	11.5	( <sup>2</sup> )
Precision production, craft, and repair .....	100.0	71.0	29.0	4.7	2.6	6.4	4.0	11.3	( <sup>2</sup> )
Transportation and material moving .....	100.0	69.9	30.1	4.7	3.0	7.2	3.7	11.5	( <sup>2</sup> )
Handlers, equipment cleaners, helpers, and laborers .....	100.0	71.1	28.9	3.9	3.1	6.3	3.5	12.0	( <sup>2</sup> )
Service occupations .....	100.0	77.2	22.8	4.0	1.4	4.7	1.2	11.4	( <sup>2</sup> )

<sup>1</sup> Includes severance pay and supplemental unemployment benefits.

<sup>2</sup> Cost per hour worked is \$0.01 or less.

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

**Table 29. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Private industry workers, by bargaining status, and major industry and occupational group, March 1997**

Series	Total compensation	Wages and salaries	Benefit costs						
			Total	Paid leave	Supplemental pay	Insurance	Retirement and savings	Legally required benefits	Other benefits <sup>1</sup>
Cost per hour worked									
<b>All union workers, private industry</b> .....	\$23.48	\$15.13	\$8.34	\$1.56	\$0.91	\$2.19	\$1.33	\$2.27	\$0.08
Blue-collar occupations .....	24.07	15.16	8.91	1.51	1.06	2.35	1.48	2.42	.10
Goods-producing industries <sup>2</sup> .....	24.65	15.44	9.21	1.50	1.15	2.46	1.48	2.49	.13
Service-producing industries <sup>3</sup> .....	22.28	14.83	7.45	1.61	.67	1.92	1.17	2.06	.03
Manufacturing .....	21.87	13.54	8.33	1.64	1.26	2.20	1.00	2.08	.16
Blue-collar occupations .....	21.63	13.31	8.33	1.59	1.29	2.20	1.01	2.07	.16
Nonmanufacturing .....	24.48	16.13	8.35	1.51	.69	2.19	1.53	2.40	.03
<b>All nonunion workers, private industry</b> .....	17.21	12.75	4.46	1.08	.46	.94	.44	1.53	.02
Blue-collar occupations .....	14.75	10.60	4.14	.73	.51	.91	.32	1.66	( <sup>4</sup> )
Goods-producing industries <sup>2</sup> .....	20.91	14.74	6.17	1.43	.71	1.36	.64	1.99	.04
Service-producing industries <sup>3</sup> .....	16.25	12.23	4.02	.99	.39	.83	.39	1.41	( <sup>4</sup> )
Manufacturing .....	21.82	15.22	6.61	1.66	.75	1.54	.71	1.89	.05
Blue-collar occupations .....	16.55	11.27	5.28	1.05	.74	1.33	.46	1.67	.03
Nonmanufacturing .....	16.35	12.29	4.07	.97	.41	.83	.39	1.46	( <sup>4</sup> )
Percent of total compensation									
<b>All union workers, private industry</b> .....	100.0	64.5	35.5	6.6	3.9	9.3	5.7	9.7	0.3
Blue-collar occupations .....	100.0	63.0	37.0	6.3	4.4	9.8	6.2	10.0	.4
Goods-producing industries <sup>2</sup> .....	100.0	62.6	37.4	6.1	4.7	10.0	6.0	10.1	.5
Service-producing industries <sup>3</sup> .....	100.0	66.5	33.5	7.2	3.0	8.6	5.3	9.2	.1
Manufacturing .....	100.0	61.9	38.1	7.5	5.8	10.0	4.6	9.5	.7
Blue-collar occupations .....	100.0	61.5	38.5	7.4	5.9	10.2	4.7	9.6	.8
Nonmanufacturing .....	100.0	65.9	34.1	6.2	2.8	8.9	6.3	9.8	.1
<b>All nonunion workers, private industry</b> .....	100.0	74.1	25.9	6.3	2.7	5.4	2.5	8.9	.1
Blue-collar occupations .....	100.0	71.9	28.1	5.0	3.5	6.2	2.1	11.3	( <sup>4</sup> )
Goods-producing industries <sup>2</sup> .....	100.0	70.5	29.5	6.9	3.4	6.5	3.0	9.5	.2
Service-producing industries <sup>3</sup> .....	100.0	75.3	24.7	6.1	2.4	5.1	2.4	8.7	( <sup>4</sup> )
Manufacturing .....	100.0	69.7	30.3	7.6	3.4	7.0	3.3	8.7	.2
Blue-collar occupations .....	100.0	68.1	31.9	6.3	4.4	8.1	2.8	10.1	.2
Nonmanufacturing .....	100.0	75.1	24.9	5.9	2.5	5.1	2.4	8.9	( <sup>4</sup> )

<sup>1</sup> Includes severance pay and supplemental unemployment benefits.

<sup>2</sup> Includes mining, construction, and manufacturing.

<sup>3</sup> Includes transportation, communication, and public utilities; wholesale and retail trade; finance, insurance, and real estate; and service industries.

<sup>4</sup> Cost per hour worked is \$0.01 or less.

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

**Table 30. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Private industry workers, by establishment employment size, and major industry and occupational group, March 1997**

Industry and occupational group, and employment size	Total compen- sation	Wages and salaries	Benefit costs						
			Total	Paid leave	Supple- mental pay	Insur- ance	Retire- ment and savings	Legally required benefits	Other benefits <sup>1</sup>
Cost per hour worked									
All workers in private industry .....	\$17.97	\$13.04	\$4.94	\$1.14	\$0.51	\$1.09	\$0.55	\$1.62	\$0.03
1-99 workers .....	15.37	11.54	3.82	.78	.39	.79	.35	1.50	( <sup>2</sup> )
100 or more workers .....	20.61	14.55	6.06	1.50	.64	1.39	.74	1.75	.05
100-499 workers .....	16.97	12.29	4.68	1.06	.46	1.08	.51	1.56	.02
500 or more workers .....	24.75	17.12	7.63	2.00	.83	1.74	1.01	1.97	.08
Goods-producing industries <sup>3</sup> .....	21.86	14.92	6.94	1.45	.82	1.64	.85	2.11	.07
1-99 workers .....	18.48	13.16	5.32	.81	.50	1.16	.64	2.18	( <sup>2</sup> )
100 or more workers .....	23.91	15.98	7.93	1.84	1.02	1.92	.98	2.07	.10
100-499 workers .....	19.91	13.56	6.36	1.28	.79	1.59	.76	1.92	.02
500 or more workers .....	27.81	18.34	9.47	2.38	1.25	2.25	1.19	2.23	.18
Service-producing industries <sup>4</sup> .....	16.73	12.44	4.29	1.04	.42	.92	.45	1.46	( <sup>2</sup> )
1-99 workers .....	14.68	11.18	3.49	.78	.37	.71	.29	1.34	( <sup>2</sup> )
100 or more workers .....	19.18	13.93	5.25	1.35	.47	1.16	.64	1.61	.02
100-499 workers .....	15.83	11.80	4.03	.97	.34	.88	.41	1.42	.02
500 or more workers .....	23.25	16.52	6.73	1.81	.63	1.50	.91	1.84	.03
White-collar occupations .....	21.60	15.94	5.66	1.53	.56	1.20	.65	1.69	.03
1-99 workers .....	18.29	13.88	4.41	1.10	.49	.92	.42	1.48	( <sup>2</sup> )
100 or more workers .....	24.89	18.00	6.89	1.96	.63	1.48	.88	1.89	.05
100-499 workers .....	20.62	15.26	5.36	1.41	.48	1.17	.63	1.65	.03
500 or more workers .....	28.70	20.44	8.26	2.44	.77	1.76	1.11	2.11	.07
Blue-collar occupations .....	17.19	11.80	5.39	.93	.65	1.29	.62	1.86	.04
1-99 workers .....	15.81	11.36	4.45	.65	.45	.99	.45	1.91	( <sup>2</sup> )
100 or more workers .....	18.47	12.19	6.27	1.20	.84	1.57	.78	1.81	.06
100-499 workers .....	16.27	11.14	5.12	.94	.61	1.29	.58	1.70	( <sup>2</sup> )
500 or more workers .....	21.46	13.63	7.84	1.56	1.16	1.96	1.06	1.96	.13
Percent of total compensation									
All workers in private industry .....	100.0	72.5	27.5	6.3	2.9	6.1	3.0	9.0	0.1
1-99 workers .....	100.0	75.1	24.9	5.1	2.6	5.2	2.3	9.7	( <sup>2</sup> )
100 or more workers .....	100.0	70.6	29.4	7.3	3.1	6.7	3.6	8.5	.2
100-499 workers .....	100.0	72.4	27.6	6.2	2.7	6.4	3.0	9.2	.1
500 or more workers .....	100.0	69.2	30.8	8.1	3.4	7.0	4.1	7.9	.3
Goods-producing industries <sup>3</sup> .....	100.0	68.2	31.8	6.6	3.8	7.5	3.9	9.7	.3
1-99 workers .....	100.0	71.2	28.8	4.4	2.7	6.3	3.5	11.8	( <sup>2</sup> )
100 or more workers .....	100.0	66.8	33.2	7.7	4.3	8.0	4.1	8.7	.4
100-499 workers .....	100.0	68.1	31.9	6.5	3.9	8.0	3.8	9.6	.1
500 or more workers .....	100.0	66.0	34.0	8.6	4.5	8.1	4.3	8.0	.6
Service-producing industries <sup>4</sup> .....	100.0	74.3	25.7	6.2	2.5	5.5	2.7	8.7	( <sup>2</sup> )
1-99 workers .....	100.0	76.2	23.8	5.3	2.5	4.8	2.0	9.2	( <sup>2</sup> )
100 or more workers .....	100.0	72.6	27.4	7.0	2.5	6.0	3.3	8.4	.1
100-499 workers .....	100.0	74.5	25.5	6.1	2.1	5.6	2.6	8.9	.1
500 or more workers .....	100.0	71.1	28.9	7.8	2.7	6.4	3.9	7.9	.1
White-collar occupations .....	100.0	73.8	26.2	7.1	2.6	5.6	3.0	7.8	.1
1-99 workers .....	100.0	75.9	24.1	6.0	2.7	5.0	2.3	8.1	( <sup>2</sup> )
100 or more workers .....	100.0	72.3	27.7	7.9	2.5	5.9	3.5	7.6	.2
100-499 workers .....	100.0	74.0	26.0	6.8	2.3	5.7	3.0	8.0	.1
500 or more workers .....	100.0	71.2	28.8	8.5	2.7	6.1	3.9	7.3	.2
Blue-collar occupations .....	100.0	68.6	31.4	5.4	3.8	7.5	3.6	10.8	.2
1-99 workers .....	100.0	71.9	28.1	4.1	2.8	6.2	2.8	12.1	( <sup>2</sup> )
100 or more workers .....	100.0	66.0	34.0	6.5	4.6	8.5	4.2	9.8	.3
100-499 workers .....	100.0	68.5	31.5	5.8	3.7	7.9	3.6	10.4	( <sup>2</sup> )
500 or more workers .....	100.0	63.5	36.5	7.3	5.4	9.1	4.9	9.1	.6

<sup>1</sup> Includes severance pay and supplemental unemployment benefits.

<sup>2</sup> Cost per hour worked is \$0.01 or less.

<sup>3</sup> Includes mining, construction, and manufacturing.

<sup>4</sup> Includes transportation, communication, and public utilities; wholesale and

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

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

**Table 31. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Private industry health services workers, by industry and occupational group, March 1997**

Series	Total compensation	Wages and salaries	Benefit costs						
			Total	Paid leave	Supplemental pay	Insurance	Retirement and savings	Legally required benefits	Other benefits <sup>1</sup>
Cost per hour worked									
<b>Health services</b> .....	\$18.32	\$13.55	\$4.77	\$1.35	\$0.41	\$1.00	\$0.52	\$1.49	( <sup>2</sup> )
Professional specialty and technical .....	25.67	19.07	6.60	1.92	.68	1.26	.72	2.02	( <sup>2</sup> )
Professional specialty .....	29.26	21.65	7.61	2.34	.83	1.36	.85	2.23	( <sup>2</sup> )
Nurses .....	28.07	20.36	7.71	2.27	1.05	1.38	.73	2.27	( <sup>2</sup> )
Technical .....	19.84	14.87	4.96	1.25	.45	1.10	.50	1.67	( <sup>2</sup> )
Administrative support, including clerical .....	14.79	10.54	4.25	1.18	.25	1.07	.60	1.13	( <sup>2</sup> )
Service occupations .....	10.81	8.13	2.68	.62	.21	.63	.19	1.02	( <sup>2</sup> )
<b>Hospitals</b> .....	21.60	15.33	6.27	1.82	.71	1.51	.55	1.67	( <sup>2</sup> )
Professional specialty and technical .....	26.77	19.16	7.61	2.23	1.04	1.60	.65	2.08	( <sup>2</sup> )
Professional specialty .....	29.36	21.15	8.21	2.42	1.20	1.59	.71	2.28	( <sup>2</sup> )
Nurses .....	29.51	21.04	8.47	2.45	1.42	1.57	.70	2.32	( <sup>2</sup> )
Technical .....	20.24	14.14	6.10	1.75	.64	1.63	.51	1.56	( <sup>2</sup> )
Administrative support, including clerical .....	15.36	10.65	4.70	1.32	.30	1.48	.44	1.15	( <sup>2</sup> )
Service occupations .....	12.96	8.82	4.14	1.00	.42	1.37	.31	1.04	( <sup>2</sup> )
<b>Nursing homes</b> .....	12.26	9.21	3.06	.77	.24	.62	.13	1.29	( <sup>2</sup> )
Professional specialty and technical .....	18.14	13.78	4.36	1.12	.42	.67	.21	1.94	( <sup>2</sup> )
Professional specialty .....	20.36	15.63	4.73	1.25	.38	.72	.25	2.13	( <sup>2</sup> )
Technical .....	16.16	12.13	4.03	1.00	.45	.62	.17	1.78	( <sup>2</sup> )
Service occupations .....	9.82	7.29	2.53	.59	.20	.57	.11	1.07	( <sup>2</sup> )
Percent of total compensation									
<b>Health services</b> .....	100.0	73.9	26.1	7.4	2.2	5.5	2.8	8.1	( <sup>2</sup> )
Professional specialty and technical .....	100.0	74.3	25.7	7.5	2.7	4.9	2.8	7.9	( <sup>2</sup> )
Professional specialty .....	100.0	74.0	26.0	8.0	2.8	4.7	2.9	7.6	( <sup>2</sup> )
Nurses .....	100.0	72.5	27.5	8.1	3.7	4.9	2.6	8.1	( <sup>2</sup> )
Technical .....	100.0	75.0	25.0	6.3	2.2	5.5	2.5	8.4	( <sup>2</sup> )
Administrative support, including clerical .....	100.0	71.3	28.7	8.0	1.7	7.2	4.1	7.7	( <sup>2</sup> )
Service occupations .....	100.0	75.2	24.8	5.8	2.0	5.9	1.7	9.4	( <sup>2</sup> )
<b>Hospitals</b> .....	100.0	71.0	29.0	8.4	3.3	7.0	2.5	7.7	( <sup>2</sup> )
Professional specialty and technical .....	100.0	71.6	28.4	8.3	3.9	6.0	2.4	7.8	( <sup>2</sup> )
Professional specialty .....	100.0	72.0	28.0	8.2	4.1	5.4	2.4	7.8	( <sup>2</sup> )
Nurses .....	100.0	71.3	28.7	8.3	4.8	5.3	2.4	7.8	( <sup>2</sup> )
Technical .....	100.0	69.9	30.1	8.6	3.2	8.0	2.5	7.7	( <sup>2</sup> )
Administrative support, including clerical .....	100.0	69.4	30.6	8.6	2.0	9.7	2.9	7.5	( <sup>2</sup> )
Service occupations .....	100.0	68.1	31.9	7.7	3.3	10.6	2.4	8.0	( <sup>2</sup> )
<b>Nursing homes</b> .....	100.0	75.1	24.9	6.3	2.0	5.0	1.1	10.5	( <sup>2</sup> )
Professional specialty and technical .....	100.0	76.0	24.0	6.2	2.3	3.7	1.1	10.7	( <sup>2</sup> )
Professional specialty .....	100.0	76.8	23.2	6.2	1.9	3.5	1.2	10.4	( <sup>2</sup> )
Technical .....	100.0	75.1	24.9	6.2	2.8	3.8	1.1	11.0	( <sup>2</sup> )
Service occupations .....	100.0	74.2	25.8	6.0	2.0	5.8	1.1	10.9	( <sup>2</sup> )

<sup>1</sup> Includes severance pay and supplemental unemployment benefits.

<sup>2</sup> Cost per hour worked is \$0.01 or less.

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

**Table 32. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Private industry transportation equipment manufacturing and public utilities workers, by industry and occupational group, March 1997**

Series	Total compensation	Wages and salaries	Benefit costs						
			Total	Paid leave	Supplemental pay	Insurance	Retirement and savings	Legally required benefits	Other benefits <sup>1</sup>
Cost per hour worked									
<b>Transportation equipment manufacturing (SIC 37)</b> .....	\$31.06	\$19.00	\$12.06	\$2.67	\$1.75	\$2.92	\$1.56	\$2.79	\$0.37
White-collar occupations .....	36.48	24.74	11.74	3.57	.91	2.66	1.58	2.79	.23
Professional specialty and technical .....	41.59	28.67	12.92	4.08	.82	2.84	1.79	3.16	.24
Executive, administrative, and managerial .....	40.15	27.42	12.73	4.25	1.05	2.61	1.71	2.91	.20
Blue-collar occupations .....	28.22	16.10	12.13	2.20	2.15	3.05	1.54	2.77	.42
Service occupations .....	32.33	17.06	15.26	2.77	2.93	3.25	2.04	3.27	1.00
<b>Aircraft manufacturing (SIC 3721)</b> .....	33.98	22.63	11.35	3.07	1.05	2.75	1.58	2.81	.09
White-collar occupations .....	36.32	24.83	11.50	3.43	.72	2.66	1.71	2.90	.08
Blue-collar occupations .....	30.14	19.04	11.10	2.48	1.64	2.91	1.37	2.66	.05
<b>Public utilities (SIC's 48, 49)</b> .....	26.73	18.62	8.10	2.31	.73	2.07	.92	1.99	.07
White-collar occupations .....	26.54	18.74	7.80	2.27	.60	2.00	.89	1.96	.08
Blue-collar occupations .....	27.58	18.67	8.91	2.47	1.02	2.27	1.00	2.10	.05
<b>Communications (SIC 48)</b> .....	24.22	17.20	7.02	1.93	.64	1.87	.69	1.83	.06
White-collar occupations .....	23.81	17.07	6.74	1.89	.56	1.77	.64	1.81	.07
Blue-collar occupations .....	26.10	17.97	8.13	2.17	.91	2.25	.85	1.91	.04
<b>Electric, gas, and sanitary services (SIC 49)</b> .....	30.64	20.84	9.80	2.91	.88	2.39	1.28	2.25	.09
White-collar occupations .....	32.44	22.35	10.08	3.09	.70	2.49	1.42	2.27	.12
Blue-collar occupations .....	28.82	19.26	9.56	2.72	1.10	2.29	1.13	2.25	.06
Percent of total compensation									
<b>Transportation equipment manufacturing (SIC 37)</b> .....	100.0	61.2	38.8	8.6	5.6	9.4	5.0	9.0	1.2
White-collar occupations .....	100.0	67.8	32.2	9.8	2.5	7.3	4.3	7.6	.6
Professional specialty and technical .....	100.0	68.9	31.1	9.8	2.0	6.8	4.3	7.6	.6
Executive, administrative, and managerial .....	100.0	68.3	31.7	10.6	2.6	6.5	4.2	7.2	.5
Blue-collar occupations .....	100.0	57.0	43.0	7.8	7.6	10.8	5.5	9.8	1.5
Service occupations .....	100.0	52.8	47.2	8.6	9.1	10.1	6.3	10.1	3.1
<b>Aircraft manufacturing (SIC 3721)</b> .....	100.0	66.6	33.4	9.0	3.1	8.1	4.6	8.3	.3
White-collar occupations .....	100.0	68.4	31.6	9.4	2.0	7.3	4.7	8.0	.2
Blue-collar occupations .....	100.0	63.2	36.8	8.2	5.4	9.7	4.5	8.8	.2
<b>Public utilities (SIC's 48, 49)</b> .....	100.0	69.7	30.3	8.7	2.7	7.7	3.4	7.5	.3
White-collar occupations .....	100.0	70.6	29.4	8.5	2.3	7.5	3.3	7.4	.3
Blue-collar occupations .....	100.0	67.7	32.3	9.0	3.7	8.2	3.6	7.6	.2
<b>Communications (SIC 48)</b> .....	100.0	71.0	29.0	8.0	2.6	7.7	2.8	7.5	.2
White-collar occupations .....	100.0	71.7	28.3	7.9	2.4	7.4	2.7	7.6	.3
Blue-collar occupations .....	100.0	68.8	31.2	8.3	3.5	8.6	3.2	7.3	.1
<b>Electric, gas, and sanitary services (SIC 49)</b> .....	100.0	68.0	32.0	9.5	2.9	7.8	4.2	7.4	.3
White-collar occupations .....	100.0	68.9	31.1	9.5	2.1	7.7	4.4	7.0	.4
Blue-collar occupations .....	100.0	66.8	33.2	9.4	3.8	8.0	3.9	7.8	.2

<sup>1</sup> Includes severance pay and supplemental unemployment benefits.

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



**Table 33. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Civilian workers, by major occupational group, March 1996**

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

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

<sup>2</sup> Cost per hour worked is \$0.01 or less.

<sup>3</sup> The total employer's cost for Social Security is comprised of an OASDI portion and a Medicare portion. OASDI is the abbreviation for

Old-Age, Survivors, and Disability Insurance.

<sup>4</sup> Includes severance pay and supplemental unemployment benefits.

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

**Table 34. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Civilian workers, by occupational and industry group, March 1996**

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

<sup>1</sup> Includes severance pay and supplemental unemployment benefits.

<sup>2</sup> Cost per hour worked is \$0.01 or less.

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

**Table 35. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: State and local government, by selected characteristics,<sup>1</sup> March 1996**

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

<sup>1</sup> This table presents data for the two major occupational groups in State and local governments: White-collar occupations, largely professional occupations, including teachers; and service occupations, including police and firefighters; and one major industry group, services. The service industries, which include health and educational services, employ a large part of the State and local government workforce.

<sup>2</sup> Includes premium pay for work in addition to the regular work schedule (such as overtime, weekends, and holidays).

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

<sup>4</sup> The total employer's cost for Social Security is comprised of an OASDI portion and a Medicare portion. OASDI is the abbreviation for Old-Age, Survivors, and Disability Insurance.

<sup>5</sup> Includes severance pay and supplemental unemployment benefits.

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

**Table 36. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: State and local government, by occupational and industry group, March 1996**

Series	Total compensation	Wages and salaries	Benefit costs						
			Total	Paid leave	Supplemental pay	Insurance	Retirement and savings	Legally required benefits	Other benefits <sup>1</sup>
<b>Cost per hour worked</b>									
State and local government workers .....	\$25.73	\$17.95	\$7.77	\$1.99	\$0.22	\$2.07	\$1.90	\$1.56	\$0.03
<b>Occupational group</b>									
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 speciality .....	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	( <sup>2</sup> )
Administrative support, including clerical .....	16.55	10.93	5.61	1.51	.09	1.92	1.04	1.05	( <sup>2</sup> )
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
<b>Industry group</b>									
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	( <sup>2</sup> )
Public administration .....	23.39	15.24	8.15	2.31	.31	2.01	2.03	1.46	.03
<b>Percent of total compensation</b>									
State and local government workers .....	100.0	69.8	30.2	7.8	0.9	8.1	7.4	6.1	0.1
<b>Occupational group</b>									
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 speciality .....	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	( <sup>2</sup> )
Administrative support, including clerical .....	100.0	66.1	33.9	9.1	.5	11.6	6.3	6.3	( <sup>2</sup> )
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
<b>Industry group</b>									
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	( <sup>2</sup> )
Public administration .....	100.0	65.1	34.9	9.9	1.3	8.6	8.7	6.2	.1

<sup>1</sup> Includes severance pay and supplemental unemployment benefits.

<sup>2</sup> Cost per hour worked is \$0.01 or less.

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

**Table 37. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Private industry workers, by major industry group, March 1996**

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

<sup>1</sup> Includes mining, construction, and manufacturing.

<sup>2</sup> Includes transportation, communication, and public utilities; wholesale and retail trade; finance, insurance, and real estate; and service industries.

<sup>3</sup> Includes premium pay for work in addition to the regular work schedule (such as overtime, weekends, and holidays).

<sup>4</sup> The total employer's cost for Social Security is comprised of an OASDI

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

<sup>5</sup> Includes severance pay and supplemental unemployment benefits.

<sup>6</sup> Cost per hour worked is \$0.01 or less.

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

**Table 38. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Private industry workers, by major occupational group, March 1996**

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

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

<sup>2</sup> Cost per hour worked is \$0.01 or less.

<sup>3</sup> The total employer's cost for Social Security is comprised of an OASDI portion and a Medicare portion. OASDI is the abbreviation for

Old-Age, Survivors, and Disability Insurance.

<sup>4</sup> Includes severance pay and supplemental unemployment benefits.

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

**Table 39. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Private industry workers, by region and bargaining status, March 1996**

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

<sup>1</sup> The regional coverage is as follows: Northeast: Connecticut, Maine, Massachusetts, New Hampshire, New Jersey, New York, Pennsylvania, Rhode Island, and Vermont; South: Alabama, Arkansas, Delaware, District of Columbia, Florida, Georgia, Kentucky, Louisiana, Maryland, Mississippi, North Carolina, Oklahoma, South Carolina, Tennessee, Texas, Virginia, and West Virginia; Midwest: Illinois, Indiana, Iowa, Kansas, Michigan, Minnesota, Missouri, Nebraska, North Dakota, Ohio, South Dakota, and Wisconsin; and West: Alaska, Arizona, California, Colorado, Hawaii, Idaho, Montana, Nevada, New Mexico, Oregon, Utah, Washington, and Wyoming.

<sup>2</sup> Includes premium pay for work in addition to the regular work schedule (such as overtime, weekends, and holidays).

<sup>3</sup> The total employer's cost for Social Security is comprised of an OASDI portion and a Medicare portion. OASDI is the abbreviation for Old-Age, Survivors, and Disability Insurance.

<sup>4</sup> Includes severance pay and supplemental unemployment benefits.

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

**Table 40. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Private industry workers, by establishment employment size, March 1996**

Compensation component	All workers in private industry		1-99 workers		100 or more workers					
	Cost	Percent	Cost	Percent	Total		100-499 workers		500 or more workers	
					Cost	Percent	Cost	Percent	Cost	Percent
Total compensation .....	\$17.49	100.0	\$14.85	100.0	\$20.09	100.0	\$16.61	100.0	\$24.03	100.0
Wages and salaries .....	12.58	71.9	11.09	74.7	14.05	69.9	11.90	71.6	16.49	68.6
Total benefits .....	4.91	28.1	3.76	25.3	6.04	30.1	4.72	28.4	7.55	31.4
Paid leave .....	1.12	6.4	.77	5.2	1.46	7.2	1.03	6.2	1.94	8.1
Vacation .....	.55	3.2	.37	2.5	.73	3.6	.51	3.0	.98	4.1
Holiday .....	.38	2.2	.27	1.8	.48	2.4	.36	2.1	.63	2.6
Sick .....	.14	.8	.10	.6	.18	.9	.12	.7	.24	1.0
Other .....	.05	.3	.03	.2	.07	.3	.05	.3	.09	.4
Supplemental pay .....	.49	2.8	.36	2.4	.63	3.1	.50	3.0	.77	3.2
Premium <sup>1</sup> .....	.20	1.1	.13	.8	.27	1.3	.24	1.4	.31	1.3
Shift differential .....	.06	.3	( <sup>2</sup> )	( <sup>2</sup> )	.10	.5	.06	.4	.14	.6
Nonproduction bonuses .....	.24	1.4	.22	1.5	.26	1.3	.21	1.3	.32	1.3
Insurance .....	1.14	6.5	.80	5.4	1.47	7.3	1.15	6.9	1.82	7.6
Life .....	.04	.3	.03	.2	.06	.3	.04	.3	.07	.3
Health .....	1.04	5.9	.74	5.0	1.33	6.6	1.05	6.3	1.65	6.9
Sickness and accident .....	.03	.2	.02	.1	.05	.3	.04	.2	.06	.3
Long-term disability .....	.02	.1	( <sup>2</sup> )	( <sup>2</sup> )	.03	.1	.02	.1	.04	.2
Retirement and savings .....	.55	3.1	.34	2.3	.75	3.7	.49	3.0	1.03	4.3
Defined benefit .....	.30	1.7	.16	1.1	.43	2.2	.26	1.6	.63	2.6
Defined contribution .....	.25	1.4	.18	1.2	.31	1.6	.23	1.4	.41	1.7
Legally required benefits .....	1.59	9.1	1.48	10.0	1.70	8.5	1.52	9.1	1.90	7.9
Social Security <sup>3</sup> .....	1.05	6.0	.92	6.2	1.17	5.8	.98	5.9	1.38	5.7
OASDI .....	.84	4.8	.74	5.0	.94	4.7	.79	4.8	1.11	4.6
Medicare .....	.21	1.2	.18	1.2	.23	1.1	.19	1.2	.27	1.1
Federal unemployment insurance .....	.03	.2	.03	.2	.03	.1	.03	.2	.03	.1
State unemployment insurance .....	.12	.7	.12	.8	.12	.6	.12	.7	.11	.5
Workers' compensation .....	.40	2.3	.41	2.8	.38	1.9	.38	2.3	.38	1.6
Other benefits <sup>4</sup> .....	.03	.2	( <sup>2</sup> )	( <sup>2</sup> )	.05	.2	.02	.1	.08	.3

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

<sup>2</sup> Cost per hour worked is \$0.01 or less.

<sup>3</sup> The total employer's cost for Social Security is comprised of an OASDI portion and a Medicare portion. OASDI is the abbreviation for Old-Age,

Survivors, and Disability Insurance.

<sup>4</sup> Includes severance pay and supplemental unemployment benefits.

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



**Table 41. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Private industry workers, by major occupational and industry group, and full-time and part-time status, March 1996**

Series	Total compensation	Wages and salaries	Benefit costs						
			Total	Paid leave	Supplemental pay	Insurance	Retirement and savings	Legally required benefits	Other benefits <sup>1</sup>
Cost per hour worked									
<b>All full-time workers in private industry</b> .....	\$20.01	\$14.16	\$5.85	\$1.38	\$0.60	\$1.40	\$0.67	\$1.76	\$0.03
White-collar occupations .....	23.53	17.00	6.53	1.79	.63	1.52	.78	1.77	.04
Sales .....	18.89	14.45	4.44	.93	.57	1.01	.40	1.51	( <sup>2</sup> )
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	( <sup>2</sup> )
Goods-producing industries <sup>3</sup> .....	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	( <sup>2</sup> )
Manufacturing .....	21.25	14.28	6.97	1.63	.90	1.75	.72	1.88	.09
Service-producing industries <sup>4</sup> .....	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	( <sup>2</sup> )
Finance, insurance, and real estate .....	23.87	16.93	6.94	1.78	.95	1.63	.89	1.66	.04
Services .....	19.58	14.26	5.32	1.45	.43	1.23	.61	1.59	( <sup>2</sup> )
<b>All part-time workers in private industry</b> .....	9.19	7.38	1.82	.25	.15	.27	.13	1.03	( <sup>2</sup> )
White-collar occupations .....	11.71	9.41	2.30	.39	.22	.37	.17	1.15	( <sup>2</sup> )
Sales .....	7.79	6.25	1.54	.22	.13	.25	.11	.83	( <sup>2</sup> )
Administrative support, including clerical .....	10.19	8.18	2.01	.36	.13	.36	.16	.99	( <sup>2</sup> )
Blue-collar occupations .....	9.37	7.22	2.14	.21	.17	.34	.24	1.18	( <sup>2</sup> )
Service occupations .....	6.41	5.23	1.19	.11	.06	.14	.03	.84	( <sup>2</sup> )
Goods-producing industries <sup>3</sup> .....	10.92	8.61	2.32	.30	.21	.27	.12	1.41	( <sup>2</sup> )
Service-producing industries <sup>4</sup> .....	9.15	7.34	1.80	.25	.14	.27	.13	1.02	( <sup>2</sup> )
Retail trade .....	6.68	5.42	1.27	.13	.09	.17	.07	.80	( <sup>2</sup> )
Service industries .....	11.18	8.99	2.19	.34	.19	.32	.13	1.20	( <sup>2</sup> )
Percent of total compensation									
<b>All full-time workers in private industry</b> .....	100.0	70.8	29.2	6.9	3.0	7.0	3.4	8.8	0.2
White-collar occupations .....	100.0	72.3	27.7	7.6	2.7	6.4	3.3	7.5	.2
Sales .....	100.0	76.5	23.5	4.9	3.0	5.4	2.1	8.0	( <sup>2</sup> )
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	( <sup>2</sup> )
Goods-producing industries <sup>3</sup> .....	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	( <sup>2</sup> )
Manufacturing .....	100.0	67.2	32.8	7.7	4.2	8.3	3.4	8.8	.4
Service-producing industries <sup>4</sup> .....	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	( <sup>2</sup> )
Finance, insurance, and real estate .....	100.0	70.9	29.1	7.5	4.0	6.8	3.7	7.0	.2
Services .....	100.0	72.8	27.2	7.4	2.2	6.3	3.1	8.1	( <sup>2</sup> )
<b>All part-time workers in private industry</b> .....	100.0	80.2	19.8	2.7	1.6	2.9	1.4	11.2	( <sup>2</sup> )
White-collar occupations .....	100.0	80.4	19.6	3.3	1.9	3.1	1.5	9.8	( <sup>2</sup> )
Sales .....	100.0	80.2	19.8	2.9	1.7	3.2	1.4	10.6	( <sup>2</sup> )
Administrative support, including clerical .....	100.0	80.3	19.7	3.6	1.3	3.5	1.6	9.7	( <sup>2</sup> )
Blue-collar occupations .....	100.0	77.1	22.9	2.2	1.9	3.6	2.6	12.6	( <sup>2</sup> )
Service occupations .....	100.0	81.5	18.5	1.7	.9	2.2	.5	13.2	( <sup>2</sup> )
Goods-producing industries <sup>3</sup> .....	100.0	78.8	21.2	2.8	1.9	2.5	1.1	12.9	( <sup>2</sup> )
Service-producing industries <sup>4</sup> .....	100.0	80.3	19.7	2.7	1.6	2.9	1.4	11.1	( <sup>2</sup> )
Retail trade .....	100.0	81.1	18.9	2.0	1.4	2.5	1.0	12.0	( <sup>2</sup> )
Service industries .....	100.0	80.4	19.6	3.1	1.7	2.9	1.2	10.7	( <sup>2</sup> )

<sup>1</sup> Includes severance pay and supplemental unemployment benefits.

<sup>2</sup> Cost per hour worked is \$0.01 or less.

<sup>3</sup> Includes mining, construction, and manufacturing.

<sup>4</sup> Includes transportation, communication, and public utilities; wholesale and

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

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

**Table 42. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Private industry workers, by occupational and industry group, March 1996**

Series	Total compensation	Wages and salaries	Benefit costs						
			Total	Paid leave	Supplemental pay	Insurance	Retirement and savings	Legally required benefits	Other benefits <sup>1</sup>
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
<b>Occupational group</b>									
White-collar occupations .....	21.10	15.44	5.66	1.50	.54	1.28	.66	1.64	.03
Professional specialty and technical .....	29.19	21.25	7.94	2.17	.83	1.64	1.00	2.25	.05
Professional specialty .....	30.80	22.49	8.31	2.30	.95	1.68	1.01	2.32	.05
Technical .....	24.84	17.90	6.94	1.83	.52	1.54	.97	2.04	.05
Executive, administrative, and managerial .....	33.12	24.07	9.05	2.80	.90	1.75	1.16	2.38	.06
Sales .....	14.34	11.09	3.25	.64	.39	.70	.28	1.23	( <sup>2</sup> )
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	( <sup>2</sup> )
Handlers, equipment cleaners, helpers, and laborers .....	12.07	8.48	3.59	.50	.39	.85	.41	1.43	( <sup>2</sup> )
Service occupations .....	8.61	6.53	2.07	.36	.14	.45	.13	1.00	( <sup>2</sup> )
<b>Industry group</b>									
Goods-producing industries <sup>3</sup> .....	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	( <sup>2</sup> )
Manufacturing .....	20.99	14.13	6.86	1.60	.88	1.72	.71	1.86	.08
Durables .....	22.50	14.92	7.58	1.74	1.05	1.90	.75	2.01	.12
Nondurables .....	18.88	13.03	5.85	1.40	.65	1.47	.65	1.64	.03
Service-producing industries <sup>4</sup> .....	16.28	12.01	4.27	1.02	.38	.97	.47	1.44	( <sup>2</sup> )
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	( <sup>2</sup> )
Retail trade .....	9.54	7.50	2.04	.35	.16	.40	.12	1.00	( <sup>2</sup> )
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	( <sup>2</sup> )
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
<b>Occupational group</b>									
White-collar occupations .....	100.0	73.2	26.8	7.1	2.6	6.1	3.1	7.8	.1
Professional specialty and technical .....	100.0	72.8	27.2	7.4	2.9	5.6	3.4	7.7	.2
Professional specialty .....	100.0	73.0	27.0	7.5	3.1	5.4	3.3	7.5	.2
Technical .....	100.0	72.1	27.9	7.4	2.1	6.2	3.9	8.2	.2
Executive, administrative, and managerial .....	100.0	72.7	27.3	8.5	2.7	5.3	3.5	7.2	.2
Sales .....	100.0	77.3	22.7	4.5	2.7	4.9	2.0	8.6	( <sup>2</sup> )
Administrative support, including clerical .....	100.0	71.6	28.4	7.0	2.0	8.1	3.1	8.0	.1
Blue-collar occupations .....	100.0	68.1	31.9	5.6	3.7	7.8	3.6	11.0	.2
Precision production, craft, and repair .....	100.0	68.3	31.7	5.9	3.3	7.4	3.9	10.9	.2
Machine operators, assemblers, and inspectors .....	100.0	66.0	34.0	6.4	4.9	9.2	3.0	10.1	.3
Transportation and material moving .....	100.0	68.5	31.5	4.9	3.2	7.4	4.4	11.6	( <sup>2</sup> )
Handlers, equipment cleaners, helpers, and laborers .....	100.0	70.3	29.7	4.1	3.2	7.1	3.4	11.9	( <sup>2</sup> )
Service occupations .....	100.0	75.9	24.1	4.2	1.6	5.2	1.5	11.6	( <sup>2</sup> )
<b>Industry group</b>									
Goods-producing industries <sup>3</sup> .....	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	( <sup>2</sup> )
Manufacturing .....	100.0	67.3	32.7	7.6	4.2	8.2	3.4	8.9	.4
Durables .....	100.0	66.3	33.7	7.7	4.7	8.4	3.3	8.9	.5
Nondurables .....	100.0	69.0	31.0	7.4	3.4	7.8	3.5	8.7	.2
Service-producing industries <sup>4</sup> .....	100.0	73.7	26.3	6.2	2.3	5.9	2.9	8.8	( <sup>2</sup> )
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	( <sup>2</sup> )
Retail trade .....	100.0	78.6	21.4	3.7	1.6	4.2	1.3	10.5	( <sup>2</sup> )
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	( <sup>2</sup> )

<sup>1</sup> Includes severance pay and supplemental unemployment benefits.

<sup>2</sup> Cost per hour worked is \$0.01 or less.

<sup>3</sup> Includes mining, construction, and manufacturing.

<sup>4</sup> Includes transportation, communication, and public utilities; wholesale and

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

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

**Table 43. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Private industry goods-producing and service-producing workers, by occupational group, March 1996**

Series	Total compensation	Wages and salaries	Benefit costs						
			Total	Paid leave	Supplemental pay	Insurance	Retirement and savings	Legally required benefits	Other benefits <sup>1</sup>
Cost per hour worked									
<b>All workers, goods-producing industries<sup>2</sup></b> .....	\$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 specialty .....	37.51	26.18	11.32	3.38	1.55	2.34	1.27	2.65	.14
Technical .....	27.51	18.78	8.73	2.54	.83	2.10	.99	2.12	.15
Executive, administrative, and managerial .....	37.24	26.49	10.75	3.13	1.17	2.05	1.37	2.91	.12
Administrative support, including clerical .....	16.43	11.40	5.03	1.19	.50	1.45	.47	1.37	.06
Blue-collar occupations .....	18.59	12.28	6.31	1.06	.81	1.59	.74	2.05	.06
Precision production, craft, and repair .....	23.35	15.54	7.81	1.29	.87	1.81	1.06	2.70	.08
Machine operators, assemblers, and inspectors .....	16.25	10.57	5.69	1.07	.84	1.58	.52	1.61	.06
Transportation and material moving .....	18.36	12.03	6.32	.98	.88	1.59	.82	2.04	( <sup>3</sup> )
Handlers, equipment cleaners, helpers, and laborers .....	14.01	9.47	4.54	.57	.55	1.12	.57	1.72	( <sup>3</sup> )
Service occupations .....	14.43	9.58	4.85	.92	.77	1.21	.38	1.46	.10
<b>All workers, service-producing industries<sup>4</sup></b> .....	16.28	12.01	4.27	1.02	.38	.97	.47	1.44	( <sup>3</sup> )
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 specialty .....	29.31	21.67	7.64	2.05	.82	1.53	.96	2.25	.03
Technical .....	24.29	17.72	6.58	1.68	.46	1.42	.97	2.02	.03
Executive, administrative, and managerial .....	31.85	23.32	8.53	2.70	.81	1.66	1.09	2.22	.05
Sales .....	14.07	10.91	3.15	.61	.38	.67	.27	1.21	( <sup>3</sup> )
Administrative support, including clerical .....	14.71	10.59	4.11	1.03	.27	1.18	.46	1.17	( <sup>3</sup> )
Blue-collar occupations .....	15.08	10.75	4.33	.81	.40	1.00	.46	1.64	( <sup>3</sup> )
Precision production, craft, and repair .....	20.24	14.43	5.80	1.35	.54	1.39	.54	1.98	( <sup>3</sup> )
Transportation and material moving .....	16.44	11.46	4.98	.78	.42	1.12	.71	1.95	( <sup>3</sup> )
Handlers, equipment cleaners, helpers, and laborers .....	10.98	7.93	3.05	.46	.29	.70	.32	1.27	( <sup>3</sup> )
Service occupations .....	8.46	6.45	2.00	.35	.12	.43	.12	.98	( <sup>3</sup> )
Percent of total compensation									
<b>All workers, goods-producing industries<sup>2</sup></b> .....	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 specialty .....	100.0	69.8	30.2	9.0	4.1	6.2	3.4	7.1	.4
Technical .....	100.0	68.3	31.7	9.2	3.0	7.6	3.6	7.7	.5
Executive, administrative, and managerial .....	100.0	71.1	28.9	8.4	3.1	5.5	3.7	7.8	.3
Administrative support, including clerical .....	100.0	69.4	30.6	7.2	3.0	8.8	2.9	8.4	.4
Blue-collar occupations .....	100.0	66.1	33.9	5.7	4.3	8.6	4.0	11.0	.3
Precision production, craft, and repair .....	100.0	66.5	33.5	5.5	3.7	7.7	4.6	11.6	.3
Machine operators, assemblers, and inspectors .....	100.0	65.0	35.0	6.6	5.2	9.7	3.2	9.9	.4
Transportation and material moving .....	100.0	65.6	34.4	5.3	4.8	8.7	4.5	11.1	( <sup>3</sup> )
Handlers, equipment cleaners, helpers, and laborers .....	100.0	67.6	32.4	4.0	3.9	8.0	4.0	12.3	( <sup>3</sup> )
Service occupations .....	100.0	66.4	33.6	6.4	5.4	8.4	2.6	10.1	.7
<b>All workers, service-producing industries<sup>4</sup></b> .....	100.0	73.7	26.3	6.2	2.3	5.9	2.9	8.8	( <sup>3</sup> )
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 specialty .....	100.0	73.9	26.1	7.0	2.8	5.2	3.3	7.7	.1
Technical .....	100.0	72.9	27.1	6.9	1.9	5.9	4.0	8.3	.1
Executive, administrative, and managerial .....	100.0	73.2	26.8	8.5	2.6	5.2	3.4	7.0	.1
Sales .....	100.0	77.6	22.4	4.4	2.7	4.8	1.9	8.6	( <sup>3</sup> )
Administrative support, including clerical .....	100.0	72.0	28.0	7.0	1.9	8.0	3.1	8.0	( <sup>3</sup> )
Blue-collar occupations .....	100.0	71.3	28.7	5.4	2.7	6.6	3.1	10.9	( <sup>3</sup> )
Precision production, craft, and repair .....	100.0	71.3	28.7	6.7	2.7	6.9	2.7	9.8	( <sup>3</sup> )
Transportation and material moving .....	100.0	69.7	30.3	4.7	2.5	6.8	4.3	11.9	( <sup>3</sup> )
Handlers, equipment cleaners, helpers, and laborers .....	100.0	72.2	27.8	4.2	2.7	6.4	2.9	11.6	( <sup>3</sup> )
Service occupations .....	100.0	76.3	23.7	4.1	1.4	5.0	1.4	11.6	( <sup>3</sup> )

<sup>1</sup> Includes severance pay and supplemental unemployment benefits.

<sup>2</sup> Includes mining, construction, and manufacturing.

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

<sup>4</sup> Includes transportation, communication, and public utilities; wholesale and

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

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

**Table 44. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Private industry manufacturing and nonmanufacturing workers, by occupational group, March 1996**

Series	Total compensation	Wages and salaries	Benefit costs						
			Total	Paid leave	Supplemental pay	Insurance	Retirement and savings	Legally required benefits	Other benefits <sup>1</sup>
Cost per hour worked									
<b>All workers, manufacturing industries</b>	\$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 specialty	36.89	25.90	10.99	3.35	1.31	2.34	1.23	2.63	.13
Technical	27.90	19.04	8.86	2.62	.85	2.12	.97	2.15	.14
Executive, administrative, and managerial	37.72	26.91	10.81	3.37	1.07	2.05	1.41	2.75	.14
Administrative support, including clerical	16.69	11.54	5.15	1.27	.47	1.47	.48	1.39	.07
Blue-collar occupations	17.58	11.45	6.12	1.20	.89	1.63	.60	1.73	.07
Precision production, craft, and repair	22.67	14.71	7.96	1.73	1.12	1.95	.85	2.18	.13
Machine operators, assemblers, and inspectors	16.16	10.51	5.66	1.07	.83	1.58	.51	1.60	.06
Transportation and material moving	17.60	11.57	6.02	1.08	.89	1.65	.63	1.77	( <sup>2</sup> )
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
<b>All workers, nonmanufacturing industries</b>	16.69	12.23	4.46	1.00	.40	1.00	.51	1.53	( <sup>2</sup> )
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 specialty	29.50	21.76	7.74	2.07	.88	1.54	.97	2.26	.03
Technical	24.27	17.69	6.59	1.68	.46	1.43	.97	2.02	.03
Executive, administrative, and managerial	32.11	23.44	8.67	2.68	.86	1.68	1.10	2.30	.05
Sales	14.12	10.94	3.17	.62	.39	.67	.27	1.21	( <sup>2</sup> )
Administrative support, including clerical	14.72	10.59	4.12	1.02	.28	1.18	.45	1.17	( <sup>2</sup> )
Blue-collar occupations	16.67	11.71	4.96	.78	.45	1.12	.64	1.97	( <sup>2</sup> )
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	( <sup>2</sup> )
Handlers, equipment cleaners, helpers, and laborers	11.64	8.32	3.32	.43	.31	.74	.40	1.44	( <sup>2</sup> )
Service occupations	8.46	6.46	2.00	.35	.12	.43	.12	.99	( <sup>2</sup> )
Percent of total compensation									
<b>All workers, manufacturing industries</b>	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 specialty	100.0	70.2	29.8	9.1	3.5	6.4	3.3	7.1	.4
Technical	100.0	68.2	31.8	9.4	3.1	7.6	3.5	7.7	.5
Executive, administrative, and managerial	100.0	71.4	28.6	8.9	2.8	5.4	3.7	7.3	.4
Administrative support, including clerical	100.0	69.1	30.9	7.6	2.8	8.8	2.9	8.3	.4
Blue-collar occupations	100.0	65.2	34.8	6.8	5.0	9.3	3.4	9.9	.4
Precision production, craft, and repair	100.0	64.9	35.1	7.7	4.9	8.6	3.7	9.6	.6
Machine operators, assemblers, and inspectors	100.0	65.0	35.0	6.6	5.1	9.8	3.2	9.9	.4
Transportation and material moving	100.0	65.8	34.2	6.1	5.0	9.4	3.6	10.1	( <sup>2</sup> )
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
<b>All workers, nonmanufacturing industries</b>	100.0	73.3	26.7	6.0	2.4	6.0	3.0	9.2	( <sup>2</sup> )
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 specialty	100.0	73.8	26.2	7.0	3.0	5.2	3.3	7.7	.1
Technical	100.0	72.9	27.1	6.9	1.9	5.9	4.0	8.3	.1
Executive, administrative, and managerial	100.0	73.0	27.0	8.3	2.7	5.2	3.4	7.2	.1
Sales	100.0	77.5	22.5	4.4	2.8	4.8	1.9	8.6	( <sup>2</sup> )
Administrative support, including clerical	100.0	72.0	28.0	6.9	1.9	8.0	3.1	8.0	( <sup>2</sup> )
Blue-collar occupations	100.0	70.2	29.8	4.7	2.7	6.7	3.8	11.8	( <sup>2</sup> )
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	( <sup>2</sup> )
Handlers, equipment cleaners, helpers, and laborers	100.0	71.5	28.5	3.7	2.6	6.4	3.4	12.4	( <sup>2</sup> )
Service occupations	100.0	76.3	23.7	4.1	1.4	5.0	1.4	11.6	( <sup>2</sup> )

<sup>1</sup> Includes severance pay and supplemental unemployment benefits.

<sup>2</sup> Cost per hour worked is \$0.01 or less.

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

**Table 45. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Private industry workers, by bargaining status, and major industry and occupational group, March 1996**

Series	Total compensation	Wages and salaries	Benefit costs						
			Total	Paid leave	Supplemental pay	Insurance	Retirement and savings	Legally required benefits	Other benefits <sup>1</sup>
Cost per hour worked									
<b>All union workers, private industry</b> .....	\$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 <sup>2</sup> .....	23.91	14.85	9.06	1.47	1.13	2.44	1.40	2.50	.11
Service-producing industries <sup>3</sup> .....	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
<b>All nonunion workers, private industry</b> .....	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 <sup>2</sup> .....	20.35	14.21	6.14	1.41	.76	1.40	.59	1.93	.05
Service-producing industries <sup>3</sup> .....	15.63	11.71	3.93	.94	.36	.86	.39	1.37	( <sup>4</sup> )
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	( <sup>4</sup> )
Percent of total compensation									
<b>All union workers, private industry</b> .....	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 <sup>2</sup> .....	100.0	62.1	37.9	6.2	4.7	10.2	5.9	10.5	.5
Service-producing industries <sup>3</sup> .....	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
<b>All nonunion workers, private industry</b> .....	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 <sup>2</sup> .....	100.0	69.8	30.2	6.9	3.7	6.9	2.9	9.5	.3
Service-producing industries <sup>3</sup> .....	100.0	74.9	25.1	6.0	2.3	5.5	2.5	8.8	( <sup>4</sup> )
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	( <sup>4</sup> )

<sup>1</sup> Includes severance pay and supplemental unemployment benefits.

<sup>2</sup> Includes mining, construction, and manufacturing.

<sup>3</sup> Includes transportation, communication, and public utilities; wholesale and retail trade; finance, insurance, and real estate; and service industries.

<sup>4</sup> Cost per hour worked is \$0.01 or less.

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

**Table 46. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Private industry workers, by establishment employment size, and major industry and occupational group, March 1996**

Industry and occupational group, and employment size	Total compensation	Wages and salaries	Benefit costs						Other benefits <sup>1</sup>
			Total	Paid leave	Supplemental pay	Insurance	Retirement and savings	Legally required benefits	
Cost per hour worked									
All workers in private industry .....	\$17.49	\$12.58	\$4.91	\$1.12	\$0.49	\$1.14	\$0.55	\$1.59	\$0.03
1-99 workers .....	14.85	11.09	3.76	.77	.36	.80	.34	1.48	( <sup>2</sup> )
100 or more workers .....	20.09	14.05	6.04	1.46	.63	1.47	.75	1.70	.05
100-499 workers .....	16.61	11.90	4.72	1.03	.50	1.15	.49	1.52	.02
500 or more workers .....	24.03	16.49	7.55	1.94	.77	1.82	1.03	1.90	.08
Goods-producing industries <sup>3</sup> .....	21.27	14.38	6.89	1.43	.85	1.67	.80	2.08	.07
1-99 workers .....	18.56	13.02	5.54	.88	.60	1.16	.63	2.27	( <sup>2</sup> )
100 or more workers .....	22.73	15.11	7.62	1.72	.99	1.94	.89	1.98	.10
100-499 workers .....	19.49	13.13	6.36	1.26	.81	1.69	.68	1.88	.03
500 or more workers .....	26.11	17.18	8.94	2.21	1.17	2.21	1.11	2.07	.17
Service-producing industries <sup>4</sup> .....	16.28	12.01	4.27	1.02	.38	.97	.47	1.44	( <sup>2</sup> )
1-99 workers .....	14.08	10.69	3.39	.75	.31	.73	.28	1.32	( <sup>2</sup> )
100 or more workers .....	18.88	13.56	5.32	1.33	.46	1.25	.68	1.57	.02
100-499 workers .....	15.38	11.36	4.02	.93	.37	.92	.41	1.36	( <sup>2</sup> )
500 or more workers .....	23.02	16.15	6.87	1.81	.57	1.63	1.00	1.82	.04
White-collar occupations .....	21.10	15.44	5.66	1.50	.54	1.28	.66	1.64	.03
1-99 workers .....	18.09	13.64	4.45	1.10	.46	.98	.42	1.48	( <sup>2</sup> )
100 or more workers .....	23.95	17.15	6.80	1.88	.63	1.56	.88	1.80	.05
100-499 workers .....	19.88	14.61	5.27	1.34	.53	1.23	.58	1.57	.02
500 or more workers .....	27.60	19.42	8.17	2.35	.72	1.86	1.16	2.01	.08
Blue-collar occupations .....	17.04	11.61	5.44	.95	.63	1.33	.62	1.87	.03
1-99 workers .....	15.28	10.90	4.38	.65	.40	.95	.42	1.94	( <sup>2</sup> )
100 or more workers .....	18.58	12.22	6.36	1.21	.83	1.66	.79	1.81	.06
100-499 workers .....	16.37	11.06	5.31	.94	.65	1.40	.59	1.71	.02
500 or more workers .....	21.59	13.80	7.80	1.58	1.06	2.02	1.07	1.95	.11
Percent of total compensation									
All workers in private industry .....	100.0	71.9	28.1	6.4	2.8	6.5	3.1	9.1	0.2
1-99 workers .....	100.0	74.7	25.3	5.2	2.4	5.4	2.3	10.0	( <sup>2</sup> )
100 or more workers .....	100.0	69.9	30.1	7.2	3.1	7.3	3.7	8.5	.2
100-499 workers .....	100.0	71.6	28.4	6.2	3.0	6.9	3.0	9.1	.1
500 or more workers .....	100.0	68.6	31.4	8.1	3.2	7.6	4.3	7.9	.3
Goods-producing industries <sup>3</sup> .....	100.0	67.6	32.4	6.7	4.0	7.8	3.7	9.8	.3
1-99 workers .....	100.0	70.1	29.9	4.7	3.2	6.2	3.4	12.2	( <sup>2</sup> )
100 or more workers .....	100.0	66.5	33.5	7.6	4.4	8.6	3.9	8.7	.4
100-499 workers .....	100.0	67.4	32.6	6.5	4.2	8.7	3.5	9.7	.2
500 or more workers .....	100.0	65.8	34.2	8.5	4.5	8.5	4.2	7.9	.6
Service-producing industries <sup>4</sup> .....	100.0	73.7	26.3	6.2	2.3	5.9	2.9	8.8	( <sup>2</sup> )
1-99 workers .....	100.0	75.9	24.1	5.3	2.2	5.2	2.0	9.4	( <sup>2</sup> )
100 or more workers .....	100.0	71.8	28.2	7.1	2.5	6.6	3.6	8.3	.1
100-499 workers .....	100.0	73.9	26.1	6.0	2.4	6.0	2.7	8.9	( <sup>2</sup> )
500 or more workers .....	100.0	70.2	29.8	7.9	2.5	7.1	4.3	7.9	.2
White-collar occupations .....	100.0	73.2	26.8	7.1	2.6	6.1	3.1	7.8	.1
1-99 workers .....	100.0	75.4	24.6	6.1	2.5	5.4	2.3	8.2	( <sup>2</sup> )
100 or more workers .....	100.0	71.6	28.4	7.8	2.6	6.5	3.7	7.5	.2
100-499 workers .....	100.0	73.5	26.5	6.8	2.7	6.2	2.9	7.9	.1
500 or more workers .....	100.0	70.4	29.6	8.5	2.6	6.7	4.2	7.3	.3
Blue-collar occupations .....	100.0	68.1	31.9	5.6	3.7	7.8	3.6	11.0	.2
1-99 workers .....	100.0	71.3	28.7	4.3	2.6	6.2	2.8	12.7	( <sup>2</sup> )
100 or more workers .....	100.0	65.8	34.2	6.5	4.4	8.9	4.3	9.7	.3
100-499 workers .....	100.0	67.6	32.4	5.7	4.0	8.6	3.6	10.4	.1
500 or more workers .....	100.0	63.9	36.1	7.3	4.9	9.3	5.0	9.0	.5

<sup>1</sup> Includes severance pay and supplemental unemployment benefits.

<sup>2</sup> Cost per hour worked is \$0.01 or less.

<sup>3</sup> Includes mining, construction, and manufacturing.

<sup>4</sup> Includes transportation, communication, and public utilities; wholesale and

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

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

**Table 47. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Private industry health services workers, by industry and occupational group, March 1996**

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

<sup>1</sup> Includes severance pay and supplemental unemployment benefits.

<sup>2</sup> Cost per hour worked is \$0.01 or less.

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

**Table 48. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Private industry transportation equipment manufacturing and public utilities workers, by industry and occupational group, March 1996**

Series	Total compensation	Wages and salaries	Benefit costs						
			Total	Paid leave	Supplemental pay	Insurance	Retirement and savings	Legally required benefits	Other benefits <sup>1</sup>
Cost per hour worked									
<b>Transportation equipment manufacturing (SIC 37)</b> .....	\$29.81	\$18.11	\$11.69	\$2.55	\$1.70	\$2.92	\$1.47	\$2.71	\$0.35
White-collar occupations .....	35.76	23.67	12.08	3.48	1.13	2.72	1.71	2.79	.25
Professional specialty and technical .....	39.81	26.76	13.05	3.82	1.07	2.85	1.95	3.09	.27
Executive, administrative, and managerial .....	41.32	27.36	13.96	4.42	1.50	2.78	1.91	3.09	.25
Blue-collar occupations .....	26.64	15.29	11.35	2.05	1.96	3.00	1.32	2.66	.37
Service occupations .....	32.27	16.14	16.13	3.05	3.00	3.57	2.14	3.19	1.18
<b>Aircraft manufacturing (SIC 3721)</b> .....	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
<b>Public utilities (SIC's 48, 49)</b> .....	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
<b>Communications (SIC 48)</b> .....	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
<b>Electric, gas, and sanitary services (SIC 49)</b> .....	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									
<b>Transportation equipment manufacturing (SIC 37)</b> .....	100.0	60.8	39.2	8.6	5.7	9.8	4.9	9.1	1.2
White-collar occupations .....	100.0	66.2	33.8	9.7	3.2	7.6	4.8	7.8	.7
Professional specialty and technical .....	100.0	67.2	32.8	9.6	2.7	7.2	4.9	7.8	.7
Executive, administrative, and managerial .....	100.0	66.2	33.8	10.7	3.6	6.7	4.6	7.5	.6
Blue-collar occupations .....	100.0	57.4	42.6	7.7	7.3	11.3	4.9	10.0	1.4
Service occupations .....	100.0	50.0	50.0	9.5	9.3	11.1	6.6	9.9	3.7
<b>Aircraft manufacturing (SIC 3721)</b> .....	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
<b>Public utilities (SIC's 48, 49)</b> .....	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
<b>Communications (SIC 48)</b> .....	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
<b>Electric, gas, and sanitary services (SIC 49)</b> .....	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

<sup>1</sup> Includes severance pay and supplemental unemployment benefits.

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



**Table 49. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Civilian workers, by major occupational group, March 1995**

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

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

<sup>2</sup> Cost per hour worked is \$0.01 or less.

<sup>3</sup> The total employer's cost for Social Security is comprised of an OASDI portion and a Medicare portion. OASDI is the abbreviation for

Old-Age, Survivors, and Disability Insurance.

<sup>4</sup> Includes severance pay and supplemental unemployment benefits.

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

**Table 50. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Civilian workers, by occupational and industry group, March 1995**

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

<sup>1</sup> Includes severance pay and supplemental unemployment benefits.

<sup>2</sup> Cost per hour worked is \$0.01 or less.

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

**Table 51. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: State and local government, by selected characteristics,<sup>1</sup> March 1995**

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

<sup>1</sup> This table presents data for the two major occupational groups in State and local governments: White-collar occupations, largely professional occupations, including teachers; and service occupations, including police and firefighters; and one major industry group, services. The service industries, which include health and educational services, employ a large part of the State and local government workforce.

<sup>2</sup> Includes premium pay for work in addition to the regular work schedule (such as overtime, weekends, and holidays).

<sup>3</sup> The total employer's cost for Social Security is comprised of an OASDI portion and a Medicare portion. OASDI is the abbreviation for Old-Age, Survivors, and Disability Insurance.

<sup>4</sup> Cost per hour worked is \$0.01 or less.

<sup>5</sup> Includes severance pay and supplemental unemployment benefits.

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

**Table 52. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: State and local government, by occupational and industry group, March 1995**

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

<sup>1</sup> Includes severance pay and supplemental unemployment benefits.

<sup>2</sup> Cost per hour worked is \$0.01 or less.

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

**Table 53. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Private industry workers, by major industry group, March 1995**

Compensation component	All workers in private industry		Goods-producing <sup>1</sup>		Service-producing <sup>2</sup>		Manufacturing		Nonmanufacturing	
	Cost	Percent	Cost	Percent	Cost	Percent	Cost	Percent	Cost	Percent
Total compensation .....	\$17.10	100.0	\$20.75	100.0	\$15.88	100.0	\$20.47	100.0	\$16.29	100.0
Wages and salaries .....	12.25	71.6	13.97	67.3	11.67	73.5	13.72	67.0	11.89	73.0
Total benefits .....	4.85	28.4	6.78	32.7	4.20	26.5	6.74	33.0	4.39	27.0
Paid leave .....	1.09	6.4	1.37	6.6	1.00	6.3	1.54	7.5	.98	6.0
Vacation .....	.54	3.1	.73	3.5	.47	3.0	.80	3.9	.47	2.9
Holiday .....	.37	2.2	.49	2.4	.33	2.1	.57	2.8	.33	2.0
Sick .....	.14	.8	.11	.5	.14	.9	.12	.6	.14	.8
Other .....	.05	.3	.04	.2	.05	.3	.05	.2	.04	.3
Supplemental pay .....	.47	2.8	.78	3.7	.37	2.3	.80	3.9	.39	2.4
Premium <sup>3</sup> .....	.19	1.1	.40	1.9	.12	.7	.40	2.0	.14	.8
Shift differential .....	.05	.3	.07	.3	.05	.3	.09	.4	.05	.3
Nonproduction bonuses .....	.23	1.3	.31	1.5	.20	1.3	.30	1.5	.21	1.3
Insurance .....	1.15	6.7	1.66	8.0	.98	6.2	1.72	8.4	1.02	6.2
Life .....	.04	.3	.06	.3	.04	.2	.06	.3	.04	.2
Health .....	1.06	6.2	1.53	7.4	.90	5.7	1.58	7.7	.94	5.8
Sickness and accident .....	.04	.3	.07	.3	.04	.2	.07	.4	.04	.2
Retirement and savings .....	.52	3.0	.82	4.0	.41	2.6	.75	3.7	.46	2.8
Legally required benefits .....	1.59	9.3	2.08	10.0	1.43	9.0	1.86	9.1	1.53	9.4
Social Security <sup>4</sup> .....	1.02	6.0	1.21	5.8	.96	6.1	1.21	5.9	.98	6.0
Federal unemployment insurance .....	.03	.2	.03	.1	.03	.2	.03	.1	.03	.2
State unemployment insurance .....	.12	.7	.16	.8	.11	.7	.14	.7	.12	.7
Workers' compensation .....	.39	2.3	.67	3.2	.30	1.9	.48	2.3	.37	2.3
Other benefits <sup>5</sup> .....	.03	.2	.07	.4	( <sup>6</sup> )	( <sup>6</sup> )	.09	.4	.02	.1

<sup>1</sup> Includes mining, construction, and manufacturing.

<sup>2</sup> Includes transportation, communication, and public utilities; wholesale and retail trade; finance, insurance, and real estate; and service industries.

<sup>3</sup> Includes premium pay for work in addition to the regular work schedule (such as overtime, weekends, and holidays).

<sup>4</sup> The total employer's cost for Social Security is comprised of an OASDI

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

<sup>5</sup> Includes severance pay and supplemental unemployment benefits.

<sup>6</sup> Cost per hour worked is \$0.01 or less.

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

**Table 54. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Private industry workers, by major occupational group, March 1995**

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

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

<sup>2</sup> Cost per hour worked is \$0.01 or less.

<sup>3</sup> The total employer's cost for Social Security is comprised of an OASDI portion and a Medicare portion. OASDI is the abbreviation for

Old-Age, Survivors, and Disability Insurance.

<sup>4</sup> Includes severance pay and supplemental unemployment benefits.

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

**Table 55. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Private industry workers, by region and bargaining status, March 1995**

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

<sup>1</sup> The regional coverage is as follows: Northeast: Connecticut, Maine, Massachusetts, New Hampshire, New Jersey, New York, Pennsylvania, Rhode Island, and Vermont; South: Alabama, Arkansas, Delaware, District of Columbia, Florida, Georgia, Kentucky, Louisiana, Maryland, Mississippi, North Carolina, Oklahoma, South Carolina, Tennessee, Texas, Virginia, and West Virginia; Midwest: Illinois, Indiana, Iowa, Kansas, Michigan, Minnesota, Missouri, Nebraska, North Dakota, Ohio, South Dakota, and Wisconsin; and West: Alaska, Arizona, California, Colorado, Hawaii, Idaho, Montana, Nevada, New Mexico, Oregon, Utah, Washington, and Wyoming.

<sup>2</sup> Includes premium pay for work in addition to the regular work schedule (such as overtime, weekends, and holidays).

<sup>3</sup> The total employer's cost for Social Security is comprised of an OASDI portion and a Medicare portion. OASDI is the abbreviation for Old-Age, Survivors, and Disability Insurance.

<sup>4</sup> Includes severance pay and supplemental unemployment benefits.

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

**Table 56. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Private industry workers, by establishment employment size, March 1995**

Compensation component	All workers in private industry		1-99 workers		100 or more workers					
	Cost	Percent	Cost	Percent	Total		100-499 workers		500 or more workers	
					Cost	Percent	Cost	Percent	Cost	Percent
Total compensation .....	\$17.10	100.0	\$14.58	100.0	\$19.44	100.0	\$16.30	100.0	\$22.85	100.0
Wages and salaries .....	12.25	71.6	10.81	74.1	13.58	69.9	11.62	71.3	15.72	68.8
Total benefits .....	4.85	28.4	3.77	25.9	5.85	30.1	4.68	28.7	7.13	31.2
Paid leave .....	1.09	6.4	.77	5.3	1.39	7.2	1.01	6.2	1.81	7.9
Vacation .....	.54	3.1	.37	2.5	.69	3.6	.49	3.0	.91	4.0
Holiday .....	.37	2.2	.27	1.9	.47	2.4	.35	2.2	.60	2.6
Sick .....	.14	.8	.10	.7	.17	.9	.12	.8	.22	1.0
Other .....	.05	.3	.03	.2	.06	.3	.05	.3	.07	.3
Supplemental pay .....	.47	2.8	.35	2.4	.58	3.0	.51	3.1	.66	2.9
Premium <sup>1</sup> .....	.19	1.1	.12	.9	.25	1.3	.23	1.4	.27	1.2
Shift differential .....	.05	.3	( <sup>2</sup> )	( <sup>2</sup> )	.10	.5	.06	.3	.14	.6
Nonproduction bonuses .....	.23	1.3	.22	1.5	.24	1.2	.22	1.3	.25	1.1
Insurance .....	1.15	6.7	.82	5.7	1.45	7.5	1.14	7.0	1.80	7.9
Life .....	.04	.3	.03	.2	.05	.3	.04	.3	.07	.3
Health .....	1.06	6.2	.77	5.3	1.34	6.9	1.05	6.5	1.65	7.2
Sickness and accident .....	.04	.3	.03	.2	.06	.3	.05	.3	.08	.4
Retirement and savings .....	.52	3.0	.33	2.3	.69	3.5	.48	2.9	.91	4.0
Legally required benefits .....	1.59	9.3	1.48	10.2	1.69	8.7	1.53	9.4	1.87	8.2
Social Security <sup>3</sup> .....	1.02	6.0	.91	6.2	1.13	5.8	.97	6.0	1.31	5.7
Federal unemployment insurance .....	.03	.2	.03	.2	.03	.2	.03	.2	.03	.1
State unemployment insurance .....	.12	.7	.12	.8	.12	.6	.13	.8	.11	.5
Workers' compensation .....	.39	2.3	.42	2.8	.37	1.9	.39	2.4	.35	1.5
Other benefits <sup>4</sup> .....	.03	.2	( <sup>2</sup> )	( <sup>2</sup> )	.05	.3	.02	.1	.08	.3

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

<sup>2</sup> Cost per hour worked is \$0.01 or less.

<sup>3</sup> The total employer's cost for Social Security is comprised of an OASDI portion and a Medicare portion. OASDI is the abbreviation for Old-Age,

Survivors, and Disability Insurance.

<sup>4</sup> Includes severance pay and supplemental unemployment benefits.

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



**Table 57. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Private industry workers, by major occupational and industry group, and full-time and part-time status, March 1995**

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

<sup>1</sup> Includes severance pay and supplemental unemployment benefits.

<sup>2</sup> Cost per hour worked is \$0.01 or less.

<sup>3</sup> Includes mining, construction, and manufacturing.

<sup>4</sup> Includes transportation, communication, and public utilities; wholesale and

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

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

**Table 58. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Private industry workers, by occupational and industry group, March 1995**

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

<sup>1</sup> Includes severance pay and supplemental unemployment benefits.

<sup>2</sup> Cost per hour worked is \$0.01 or less.

<sup>3</sup> Includes mining, construction, and manufacturing.

<sup>4</sup> Includes transportation, communication, and public utilities; wholesale and

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

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

**Table 59. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Private industry goods-producing and service-producing workers, by occupational group, March 1995**

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

<sup>1</sup> Includes severance pay and supplemental unemployment benefits.

<sup>2</sup> Includes mining, construction, and manufacturing.

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

<sup>4</sup> Includes transportation, communication, and public utilities; wholesale and

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

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

**Table 60. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Private industry manufacturing and nonmanufacturing workers, by occupational group, March 1995**

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

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

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

**Table 61. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Private industry workers, by bargaining status, and major industry and occupational group, March 1995**

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

<sup>1</sup> Includes severance pay and supplemental unemployment benefits.  
<sup>2</sup> Includes mining, construction, and manufacturing.  
<sup>3</sup> Includes transportation, communication, and public utilities; wholesale and retail trade; finance, insurance, and real estate; and service industries.

<sup>4</sup> Cost per hour worked is \$0.01 or less.

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

**Table 62. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Private industry workers, by establishment employment size, and major industry and occupational group, March 1995**

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

<sup>1</sup> Includes severance pay and supplemental unemployment benefits.

<sup>2</sup> Cost per hour worked is \$0.01 or less.

<sup>3</sup> Includes mining, construction, and manufacturing.

<sup>4</sup> Includes transportation, communication, and public utilities; wholesale and

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

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

**Table 63. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Private industry health services workers, by industry and occupational group, March 1995**

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

<sup>1</sup> Includes severance pay and supplemental unemployment benefits.

<sup>2</sup> Cost per hour worked is \$0.01 or less.

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

**Table 64. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Private industry transportation equipment manufacturing and public utilities workers, by industry and occupational group, March 1995**

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

<sup>1</sup> Includes severance pay and supplemental unemployment benefits.

<sup>2</sup> Cost per hour worked is \$0.01 or less.

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



**Table 65. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Civilian workers, by major occupational group, March 1994**

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

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

<sup>2</sup> Cost per hour worked is \$0.01 or less.

<sup>3</sup> The total employer's cost for Social Security is comprised of an OASDI portion and a Medicare portion. OASDI is the abbreviation for

Old-Age, Survivors, and Disability Insurance.

<sup>4</sup> Includes severance pay and supplemental unemployment benefits.

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

**Table 66. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Civilian workers, by occupational and industry group, March 1994**

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

<sup>1</sup> Includes severance pay and supplemental unemployment benefits.

<sup>2</sup> Cost per hour worked is \$0.01 or less.

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

**Table 67. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: State and local government, by selected characteristics,<sup>1</sup> March 1994**

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

<sup>1</sup> This table presents data for the two major occupational groups in State and local governments: White-collar occupations, largely professional occupations, including teachers; and service occupations, including police and firefighters; and one major industry group, services. The service industries, which include health and educational services, employ a large part of the State and local government workforce.

<sup>2</sup> Includes premium pay for work in addition to the regular work schedule (such as overtime, weekends, and holidays).

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

<sup>4</sup> The total employer's cost for Social Security is comprised of an OASDI portion and a Medicare portion. OASDI is the abbreviation for Old-Age, Survivors, and Disability Insurance.

<sup>5</sup> Includes severance pay and supplemental unemployment benefits.

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

**Table 68. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: State and local government, by occupational and industry group, March 1994**

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

<sup>1</sup> Includes severance pay and supplemental unemployment benefits.

<sup>2</sup> Cost per hour worked is \$0.01 or less.

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

**Table 69. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Private industry workers, by major industry group, March 1994**

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

<sup>1</sup> Includes mining, construction, and manufacturing.

<sup>2</sup> Includes transportation, communication, and public utilities; wholesale and retail trade; finance, insurance, and real estate; and service industries.

<sup>3</sup> Includes premium pay for work in addition to the regular work schedule (such as overtime, weekends, and holidays).

<sup>4</sup> The total employer's cost for Social Security is comprised of an OASDI

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

<sup>5</sup> Includes severance pay and supplemental unemployment benefits.

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

**Table 70. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Private industry workers, by major occupational group, March 1994**

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

<sup>1</sup> Cost per hour worked is \$0.01 or less.

<sup>2</sup> Includes premium pay for work in addition to the regular work schedule (such as overtime, weekends, and holidays).

<sup>3</sup> The total employer's cost for Social Security is comprised of an OASDI portion and a Medicare portion. OASDI is the abbreviation for

Old-Age, Survivors, and Disability Insurance.

<sup>4</sup> Includes severance pay and supplemental unemployment benefits.

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

**Table 71. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Private industry workers, by region and bargaining status, March 1994**

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

<sup>1</sup> The regional coverage is as follows: Northeast: Connecticut, Maine, Massachusetts, New Hampshire, New Jersey, New York, Pennsylvania, Rhode Island, and Vermont; South: Alabama, Arkansas, Delaware, District of Columbia, Florida, Georgia, Kentucky, Louisiana, Maryland, Mississippi, North Carolina, Oklahoma, South Carolina, Tennessee, Texas, Virginia, and West Virginia; Midwest: Illinois, Indiana, Iowa, Kansas, Michigan, Minnesota, Missouri, Nebraska, North Dakota, Ohio, South Dakota, and Wisconsin; and West: Alaska, Arizona, California, Colorado, Hawaii, Idaho, Montana, Nevada, New Mexico, Oregon, Utah, Washington, and Wyoming.

<sup>2</sup> Includes premium pay for work in addition to the regular work schedule (such as overtime, weekends, and holidays).

<sup>3</sup> The total employer's cost for Social Security is comprised of an OASDI portion and a Medicare portion. OASDI is the abbreviation for Old-Age, Survivors, and Disability Insurance.

<sup>4</sup> Includes severance pay and supplemental unemployment benefits.

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

**Table 72. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Private industry workers, by establishment employment size, March 1994**

Compensation component	All workers in private industry		1-99 workers		100 or more workers					
	Cost	Percent	Cost	Percent	Total		100-499 workers		500 or more workers	
					Cost	Percent	Cost	Percent	Cost	Percent
Total compensation .....	\$17.08	100.0	\$14.58	100.0	\$19.45	100.0	\$15.88	100.0	\$23.35	100.0
Wages and salaries .....	12.14	71.1	10.72	73.5	13.48	69.3	11.37	71.6	15.79	67.6
Total benefits .....	4.94	28.9	3.86	26.5	5.97	30.7	4.51	28.4	7.56	32.4
Paid leave .....	1.11	6.5	.78	5.4	1.42	7.3	.99	6.2	1.89	8.1
Vacation .....	.54	3.2	.37	2.6	.70	3.6	.47	3.0	.95	4.1
Holiday .....	.38	2.2	.28	1.9	.48	2.5	.35	2.2	.62	2.7
Sick .....	.14	.8	.10	.7	.17	.9	.12	.8	.23	1.0
Other .....	.05	.3	.03	.2	.07	.3	.05	.3	.09	.4
Supplemental pay .....	.44	2.6	.34	2.3	.54	2.8	.40	2.5	.69	3.0
Premium <sup>1</sup> .....	.19	1.1	.13	.9	.24	1.3	.20	1.3	.29	1.2
Shift differential .....	.06	.3	( <sup>2</sup> )	( <sup>2</sup> )	.10	.5	.05	.3	.15	.6
Nonproduction bonuses .....	.20	1.2	.20	1.4	.20	1.0	.14	.9	.25	1.1
Insurance .....	1.23	7.2	.90	6.2	1.55	8.0	1.12	7.0	2.01	8.6
Life .....	.05	.3	.03	.2	.06	.3	.04	.3	.08	.3
Health .....	1.14	6.7	.84	5.7	1.42	7.3	1.03	6.5	1.84	7.9
Sickness and accident .....	.05	.3	.03	.2	.07	.3	.04	.3	.09	.4
Retirement and savings .....	.52	3.0	.33	2.3	.70	3.6	.45	2.8	.96	4.1
Pensions .....	.41	2.4	.27	1.9	.54	2.8	.34	2.1	.76	3.2
Savings and thrift .....	.11	.6	.06	.4	.16	.8	.11	.7	.21	.9
Legally required benefits .....	1.60	9.4	1.49	10.2	1.70	8.7	1.50	9.5	1.91	8.2
Social Security <sup>3</sup> .....	1.02	5.9	.90	6.1	1.13	5.8	.94	5.9	1.33	5.7
Federal unemployment insurance .....	.03	.2	.03	.2	.03	.2	.03	.2	.03	.1
State unemployment insurance .....	.13	.7	.13	.9	.12	.6	.13	.8	.12	.5
Workers' compensation .....	.41	2.4	.43	3.0	.38	2.0	.39	2.5	.37	1.6
Other benefits <sup>4</sup> .....	.04	.2	( <sup>2</sup> )	( <sup>2</sup> )	.07	.3	.05	.3	.09	.4

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

<sup>2</sup> Cost per hour worked is \$0.01 or less.

<sup>3</sup> The total employer's cost for Social Security is comprised of an OASDI portion and a Medicare portion. OASDI is the abbreviation for Old-Age,

Survivors, and Disability Insurance.

<sup>4</sup> Includes severance pay and supplemental unemployment benefits.

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



**Table 73. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Private industry workers, by major occupational and industry group, and full-time and part-time status, March 1994**

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

<sup>1</sup> Includes severance pay and supplemental unemployment benefits.

<sup>2</sup> Cost per hour worked is \$0.01 or less.

<sup>3</sup> Includes transportation, communication, and public utilities; wholesale and

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

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

**Table 74. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Private industry workers, by occupational and industry group, March 1994**

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

<sup>1</sup> Includes severance pay and supplemental unemployment benefits.

<sup>2</sup> Cost per hour worked is \$0.01 or less.

<sup>3</sup> Includes mining, construction, and manufacturing.

<sup>4</sup> Includes transportation, communication, and public utilities; wholesale and

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

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

**Table 75. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Private industry goods-producing and service-producing workers, by occupational group, March 1994**

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

<sup>1</sup> Includes severance pay and supplemental unemployment benefits.

<sup>2</sup> Includes mining, construction, and manufacturing.

<sup>3</sup> Includes transportation, communication, and public utilities; wholesale and retail trade; finance, insurance, and real estate; and service industries.

<sup>4</sup> Cost per hour worked is \$0.01 or less.

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

**Table 76. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Private industry manufacturing and nonmanufacturing workers, by occupational group, March 1994**

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

<sup>1</sup> Includes severance pay and supplemental unemployment benefits.

<sup>2</sup> Cost per hour worked is \$0.01 or less.

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

**Table 77. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Private industry workers, by bargaining status, and major industry and occupational group, March 1994**

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

<sup>1</sup> Includes severance pay and supplemental unemployment benefits.

<sup>2</sup> Includes mining, construction, and manufacturing.

<sup>3</sup> Includes transportation, communication, and public utilities; wholesale and retail trade; finance, insurance, and real estate; and service industries.

<sup>4</sup> Cost per hour worked is \$0.01 or less.

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

**Table 78. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Private industry workers, by establishment employment size, and major industry and occupational group, March 1994**

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

<sup>1</sup> Includes severance pay and supplemental unemployment benefits.

<sup>2</sup> Cost per hour worked is \$0.01 or less.

<sup>3</sup> Includes mining, construction, and manufacturing.

<sup>4</sup> Includes transportation, communication, and public utilities; wholesale and

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

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

**Table 79. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Private industry health services workers, by industry and occupational group, March 1994**

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

<sup>1</sup> Includes severance pay and supplemental unemployment benefits.

<sup>2</sup> Cost per hour worked is \$0.01 or less.

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

**Table 80. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Private industry transportation equipment manufacturing workers, by industry and occupational group, March 1994**

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

<sup>1</sup> Includes severance pay and supplemental unemployment benefits.

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



**Table 81. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Civilian workers, by major occupational group, March 1993**

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

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

<sup>2</sup> Cost per hour worked is \$0.01 or less.

<sup>3</sup> The total employer's cost for Social Security is comprised of an OASDI portion and a Medicare portion. OASDI is the abbreviation for

Old-Age, Survivors, and Disability Insurance.

<sup>4</sup> Includes severance pay and supplemental unemployment benefits.

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

**Table 82. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Civilian workers, by occupational and industry group, March 1993**

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

<sup>1</sup> Includes severance pay and supplemental unemployment benefits.

<sup>2</sup> Cost per hour worked is \$0.01 or less.

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

**Table 83. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: State and local government, by selected characteristics,<sup>1</sup> March 1993**

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

<sup>1</sup> This table presents data for the two major occupational groups in State and local governments: White-collar occupations, largely professional occupations, including teachers; and service occupations, including police and firefighters; and one major industry group, services. The service industries, which include health and educational services, employ a large part of the State and local government workforce.

<sup>2</sup> Includes premium pay for work in addition to the regular work schedule (such as overtime, weekends, and holidays).

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

<sup>4</sup> The total employer's cost for Social Security is comprised of an OASDI portion and a Medicare portion. OASDI is the abbreviation for Old-Age, Survivors, and Disability Insurance.

<sup>5</sup> Includes severance pay and supplemental unemployment benefits.

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

**Table 84. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: State and local government, by occupational and industry group, March 1993**

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

<sup>1</sup> Includes severance pay and supplemental unemployment benefits.

<sup>2</sup> Cost per hour worked is \$0.01 or less.

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

**Table 85. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Private industry workers, by major industry group, March 1993**

Compensation component	All workers in private industry		Goods-producing <sup>1</sup>		Service-producing <sup>2</sup>		Manufacturing		Nonmanufacturing	
	Cost	Percent	Cost	Percent	Cost	Percent	Cost	Percent	Cost	Percent
Total compensation .....	\$16.70	100.0	\$20.22	100.0	\$15.51	100.0	\$20.09	100.0	\$15.85	100.0
Wages and salaries .....	11.90	71.3	13.54	67.0	11.34	73.1	13.35	66.4	11.54	72.8
Total benefits .....	4.80	28.7	6.67	33.0	4.17	26.9	6.74	33.6	4.31	27.2
Paid leave .....	1.11	6.6	1.38	6.8	1.01	6.5	1.52	7.6	1.00	6.3
Vacation .....	.54	3.2	.72	3.5	.48	3.1	.78	3.9	.48	3.0
Holiday .....	.38	2.3	.50	2.5	.34	2.2	.56	2.8	.33	2.1
Sick .....	.14	.8	.11	.6	.15	1.0	.13	.6	.14	.9
Other .....	.05	.3	.05	.3	.05	.3	.06	.3	.05	.3
Supplemental pay .....	.42	2.5	.67	3.3	.34	2.2	.71	3.5	.35	2.2
Premium <sup>3</sup> .....	.19	1.1	.39	1.9	.12	.8	.39	1.9	.14	.9
Shift differential .....	.05	.3	.08	.4	.04	.3	.10	.5	.04	.3
Nonproduction bonuses .....	.19	1.1	.21	1.0	.18	1.2	.23	1.1	.18	1.1
Insurance .....	1.19	7.2	1.74	8.6	1.01	6.5	1.86	9.3	1.03	6.5
Life .....	.05	.3	.07	.3	.04	.3	.08	.4	.04	.3
Health .....	1.10	6.6	1.59	7.9	.93	6.0	1.69	8.4	.95	6.0
Sickness and accident .....	.05	.3	.08	.4	.04	.3	.09	.4	.04	.3
Retirement and savings .....	.48	2.9	.77	3.8	.39	2.5	.72	3.6	.43	2.7
Pensions .....	.38	2.3	.60	3.0	.31	2.0	.55	2.7	.34	2.1
Savings and thrift .....	.10	.6	.17	.8	.08	.5	.17	.9	.09	.5
Legally required benefits .....	1.55	9.3	1.99	9.8	1.40	9.0	1.79	8.9	1.49	9.4
Social Security <sup>4</sup> .....	.99	5.9	1.17	5.8	.93	6.0	1.16	5.8	.95	6.0
Federal unemployment insurance .....	.03	.2	.03	.2	.03	.2	.03	.2	.03	.2
State unemployment insurance .....	.11	.7	.15	.8	.10	.7	.14	.7	.11	.7
Workers' compensation .....	.39	2.3	.63	3.1	.31	2.0	.44	2.2	.38	2.4
Other benefits <sup>5</sup> .....	.04	.2	.12	.6	( <sup>6</sup> )	( <sup>6</sup> )	.14	.7	.02	.1

<sup>1</sup> Includes mining, construction, and manufacturing.  
<sup>2</sup> Includes transportation, communication, and public utilities; wholesale and retail trade; finance, insurance, and real estate; and service industries.  
<sup>3</sup> Includes premium pay for work in addition to the regular work schedule (such as overtime, weekends, and holidays).  
<sup>4</sup> The total employer's cost for Social Security is comprised of an OASDI

portion and a Medicare portion. OASDI is the abbreviation for Old-Age, Survivors, and Disability Insurance.  
<sup>5</sup> Includes severance pay and supplemental unemployment benefits.  
<sup>6</sup> Cost per hour worked is \$0.01 or less.  
 Note: The sum of individual items may not equal totals due to rounding.

**Table 86. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Private industry workers, by major occupational group, March 1993**

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

<sup>1</sup> Cost per hour worked is \$0.01 or less.

<sup>2</sup> Includes premium pay for work in addition to the regular work schedule (such as overtime, weekends, and holidays).

<sup>3</sup> The total employer's cost for Social Security is comprised of an OASDI portion and a Medicare portion. OASDI is the abbreviation for

Old-Age, Survivors, and Disability Insurance.

<sup>4</sup> Includes severance pay and supplemental unemployment benefits.

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

**Table 87. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Private industry workers, by region and bargaining status, March 1993**

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

<sup>1</sup> The regional coverage is as follows: Northeast: Connecticut, Maine, Massachusetts, New Hampshire, New Jersey, New York, Pennsylvania, Rhode Island, and Vermont; South: Alabama, Arkansas, Delaware, District of Columbia, Florida, Georgia, Kentucky, Louisiana, Maryland, Mississippi, North Carolina, Oklahoma, South Carolina, Tennessee, Texas, Virginia, and West Virginia; Midwest: Illinois, Indiana, Iowa, Kansas, Michigan, Minnesota, Missouri, Nebraska, North Dakota, Ohio, South Dakota, and Wisconsin; and West: Alaska, Arizona, California, Colorado, Hawaii, Idaho, Montana, Nevada, New Mexico, Oregon, Utah, Washington, and Wyoming.

<sup>2</sup> Includes premium pay for work in addition to the regular work schedule (such as overtime, weekends, and holidays).

<sup>3</sup> The total employer's cost for Social Security is comprised of an OASDI portion and a Medicare portion. OASDI is the abbreviation for Old-Age, Survivors, and Disability Insurance.

<sup>4</sup> Includes severance pay and supplemental unemployment benefits.

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

**Table 88. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Private industry workers, by establishment employment size, March 1993**

Compensation component	All workers in private industry		1-99 workers		100 or more workers					
	Cost	Percent	Cost	Percent	Total		100-499 workers		500 or more workers	
					Cost	Percent	Cost	Percent	Cost	Percent
Total compensation .....	\$16.70	100.0	\$14.56	100.0	\$18.52	100.0	\$15.21	100.0	\$21.92	100.0
Wages and salaries .....	11.90	71.3	10.75	73.8	12.88	69.5	10.92	71.8	14.89	68.0
Total benefits .....	4.80	28.7	3.81	26.2	5.64	30.5	4.29	28.2	7.02	32.0
Paid leave .....	1.11	6.6	.81	5.5	1.36	7.3	.96	6.3	1.78	8.1
Vacation .....	.54	3.2	.38	2.6	.67	3.6	.46	3.0	.89	4.1
Holiday .....	.38	2.3	.28	2.0	.46	2.5	.33	2.2	.58	2.7
Sick .....	.14	.8	.10	.7	.17	.9	.12	.8	.22	1.0
Other .....	.05	.3	.03	.2	.06	.3	.04	.3	.08	.4
Supplemental pay .....	.42	2.5	.33	2.2	.51	2.7	.36	2.4	.66	3.0
Premium <sup>1</sup> .....	.19	1.1	.13	.9	.24	1.3	.20	1.3	.27	1.2
Shift differential .....	.05	.3	( <sup>2</sup> )	( <sup>2</sup> )	.09	.5	.05	.3	.14	.6
Nonproduction bonuses .....	.19	1.1	.19	1.3	.18	1.0	.11	.7	.25	1.1
Insurance .....	1.19	7.2	.89	6.1	1.46	7.9	1.07	7.0	1.86	8.5
Life .....	.05	.3	.04	.2	.06	.3	.04	.3	.07	.3
Health .....	1.10	6.6	.82	5.6	1.33	7.2	.98	6.4	1.69	7.7
Sickness and accident .....	.05	.3	.03	.2	.07	.4	.04	.3	.09	.4
Retirement and savings .....	.48	2.9	.32	2.2	.63	3.4	.42	2.8	.83	3.8
Pensions .....	.38	2.3	.27	1.8	.48	2.6	.33	2.2	.63	2.9
Savings and thrift .....	.10	.6	.05	.4	.15	.8	.10	.6	.20	.9
Legally required benefits .....	1.55	9.3	1.47	10.1	1.62	8.7	1.44	9.5	1.80	8.2
Social Security <sup>3</sup> .....	.99	5.9	.89	6.1	1.08	5.8	.91	6.0	1.25	5.7
Federal unemployment insurance .....	.03	.2	.03	.2	.03	.2	.03	.2	.03	.1
State unemployment insurance .....	.11	.7	.12	.8	.11	.6	.12	.8	.11	.5
Workers' compensation .....	.39	2.3	.42	2.9	.37	2.0	.38	2.5	.35	1.6
Other benefits <sup>4</sup> .....	.04	.2	( <sup>2</sup> )	( <sup>2</sup> )	.07	.4	.04	.3	.10	.5

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

<sup>2</sup> Cost per hour worked is \$0.01 or less.

<sup>3</sup> The total employer's cost for Social Security is comprised of an OASDI portion and a Medicare portion. OASDI is the abbreviation for Old-Age, Survivors, and Disability Insurance.

Survivors, and Disability Insurance.

<sup>4</sup> Includes severance pay and supplemental unemployment benefits.

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



**Table 89. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Private industry workers, by major occupational and industry group, and full-time and part-time status, March 1993**

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

<sup>1</sup> Includes severance pay and supplemental unemployment benefits.

<sup>2</sup> Cost per hour worked is \$0.01 or less.

<sup>3</sup> Includes transportation, communication, and public utilities; wholesale and

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

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

**Table 90. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Private industry workers, by occupational and industry group, March 1993**

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

<sup>1</sup> Includes severance pay and supplemental unemployment benefits.

<sup>2</sup> Cost per hour worked is \$0.01 or less.

<sup>3</sup> Includes mining, construction, and manufacturing.

<sup>4</sup> Includes transportation, communication, and public utilities; wholesale and

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

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

**Table 91. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Private industry goods-producing and service-producing workers, by occupational group, March 1993**

Series	Total compensation	Wages and salaries	Benefit costs						
			Total	Paid leave	Supplemental pay	Insurance	Retirement and savings	Legally required benefits	Other benefits <sup>1</sup>
Cost per hour worked									
<b>All workers, goods-producing industries<sup>2</sup></b> .....	\$20.22	\$13.54	\$6.67	\$1.38	\$0.67	\$1.74	\$0.77	\$1.99	\$0.12
White-collar occupations .....	25.65	17.99	7.67	2.16	.56	1.98	.91	1.93	.13
Professional specialty and technical .....	29.35	20.29	9.06	2.63	.57	2.39	1.26	2.15	.06
Executive, administrative, and managerial .....	37.37	26.81	10.57	3.34	.80	2.12	1.24	2.67	.39
Administrative support, including clerical .....	15.75	10.74	5.01	1.13	.41	1.65	.47	1.31	.02
Blue-collar occupations .....	18.03	11.74	6.29	1.06	.73	1.65	.72	2.02	.11
Precision production, craft, and repair .....	22.61	14.88	7.73	1.28	.81	1.91	.99	2.64	.10
Machine operators, assemblers, and inspectors .....	16.20	10.37	5.84	1.08	.75	1.66	.56	1.64	.16
Transportation and material moving .....	18.29	11.77	6.51	.97	.77	1.63	.88	2.20	.07
Handlers, equipment cleaners, helpers, and laborers .....	13.30	8.86	4.44	.59	.47	1.15	.50	1.68	.05
Service occupations .....	15.27	10.18	5.09	.97	.45	1.43	.61	1.49	.14
<b>All workers, service-producing industries<sup>3</sup></b> .....	15.51	11.34	4.17	1.01	.34	1.01	.39	1.40	( <sup>4</sup> )
White-collar occupations .....	18.65	13.69	4.96	1.32	.42	1.20	.51	1.48	.02
Professional specialty and technical .....	26.65	19.65	7.00	2.00	.59	1.53	.79	2.06	.03
Executive, administrative, and managerial .....	28.36	20.73	7.63	2.32	.78	1.59	.85	2.05	.04
Sales .....	12.99	9.92	3.07	.63	.31	.71	.25	1.16	( <sup>4</sup> )
Administrative support, including clerical .....	13.85	9.89	3.96	1.00	.25	1.19	.39	1.11	.02
Blue-collar occupations .....	14.48	10.12	4.37	.87	.37	1.07	.36	1.68	( <sup>4</sup> )
Precision production, craft, and repair .....	18.92	13.29	5.62	1.32	.47	1.39	.46	1.97	.02
Transportation and material moving .....	15.65	10.65	5.01	.90	.38	1.14	.50	2.06	.02
Handlers, equipment cleaners, helpers, and laborers .....	10.95	7.74	3.21	.54	.28	.83	.24	1.30	( <sup>4</sup> )
Service occupations .....	8.37	6.39	1.98	.35	.11	.46	.09	.97	( <sup>4</sup> )
Percent of total compensation									
<b>All workers, goods-producing industries<sup>2</sup></b> .....	100.0	67.0	33.0	6.8	3.3	8.6	3.8	9.8	0.6
White-collar occupations .....	100.0	70.1	29.9	8.4	2.2	7.7	3.5	7.5	.5
Professional specialty and technical .....	100.0	69.1	30.9	9.0	1.9	8.1	4.3	7.3	.2
Executive, administrative, and managerial .....	100.0	71.7	28.3	8.9	2.1	5.7	3.3	7.2	1.1
Administrative support, including clerical .....	100.0	68.2	31.8	7.2	2.6	10.5	3.0	8.3	.2
Blue-collar occupations .....	100.0	65.1	34.9	5.9	4.0	9.2	4.0	11.2	.6
Precision production, craft, and repair .....	100.0	65.8	34.2	5.6	3.6	8.4	4.4	11.7	.4
Machine operators, assemblers, and inspectors .....	100.0	64.0	36.0	6.7	4.7	10.2	3.4	10.1	1.0
Transportation and material moving .....	100.0	64.4	35.6	5.3	4.2	8.9	4.8	12.0	.4
Handlers, equipment cleaners, helpers, and laborers .....	100.0	66.6	33.4	4.5	3.6	8.6	3.8	12.6	.4
Service occupations .....	100.0	66.7	33.3	6.3	3.0	9.4	4.0	9.8	.9
<b>All workers, service-producing industries<sup>3</sup></b> .....	100.0	73.1	26.9	6.5	2.2	6.5	2.5	9.0	( <sup>4</sup> )
White-collar occupations .....	100.0	73.4	26.6	7.1	2.3	6.5	2.7	7.9	.1
Professional specialty and technical .....	100.0	73.7	26.3	7.5	2.2	5.8	3.0	7.7	.1
Executive, administrative, and managerial .....	100.0	73.1	26.9	8.2	2.7	5.6	3.0	7.2	.2
Sales .....	100.0	76.4	23.6	4.8	2.4	5.5	1.9	9.0	( <sup>4</sup> )
Administrative support, including clerical .....	100.0	71.4	28.6	7.2	1.8	8.6	2.8	8.0	.1
Blue-collar occupations .....	100.0	69.8	30.2	6.0	2.5	7.4	2.5	11.6	( <sup>4</sup> )
Precision production, craft, and repair .....	100.0	70.3	29.7	7.0	2.5	7.4	2.4	10.4	.1
Transportation and material moving .....	100.0	68.0	32.0	5.8	2.4	7.3	3.2	13.2	.1
Handlers, equipment cleaners, helpers, and laborers .....	100.0	70.7	29.3	4.9	2.6	7.6	2.2	11.9	( <sup>4</sup> )
Service occupations .....	100.0	76.3	23.7	4.2	1.4	5.4	1.1	11.6	( <sup>4</sup> )

<sup>1</sup> Includes severance pay and supplemental unemployment benefits.

<sup>2</sup> Includes mining, construction, and manufacturing.

<sup>3</sup> Includes transportation, communication, and public utilities; wholesale and retail trade; finance, insurance, and real estate; and service industries.

<sup>4</sup> Cost per hour worked is \$0.01 or less.

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

**Table 92. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Private industry manufacturing and nonmanufacturing workers, by occupational group, March 1993**

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

<sup>1</sup> Includes severance pay and supplemental unemployment benefits.

<sup>2</sup> Cost per hour worked is \$0.01 or less.

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

**Table 93. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Private industry workers, by bargaining status, and major industry and occupational group, March 1993**

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

<sup>1</sup> Includes severance pay and supplemental unemployment benefits.

<sup>2</sup> Includes mining, construction, and manufacturing.

<sup>3</sup> Includes transportation, communication, and public utilities; wholesale and retail trade; finance, insurance, and real estate; and service industries.

<sup>4</sup> Cost per hour worked is \$0.01 or less.

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

**Table 94. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Private industry workers, by establishment employment size, and major industry and occupational group, March 1993**

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

<sup>1</sup> Includes severance pay and supplemental unemployment benefits.

<sup>2</sup> Cost per hour worked is \$0.01 or less.

<sup>3</sup> Includes mining, construction, and manufacturing.

<sup>4</sup> Includes transportation, communication, and public utilities; wholesale and

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

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

**Table 95. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Private industry aircraft manufacturing workers, by occupational group, March 1993**

Series	Total compensation	Wages and salaries	Benefit costs						
			Total	Paid leave	Supplemental pay	Insurance	Retirement and savings	Legally required benefits	Other benefits <sup>1</sup>
Cost per hour worked									
<b>Aircraft manufacturing (SIC 3721)</b> .....	\$28.62	\$18.68	\$9.94	\$2.45	\$1.43	\$2.64	\$1.23	\$2.15	\$0.04
White-collar occupations .....	29.62	19.81	9.81	2.70	.93	2.62	1.38	2.13	.06
Blue-collar occupations .....	27.32	17.09	10.23	2.08	2.23	2.66	1.02	2.21	.02
Percent of total compensation									
<b>Aircraft manufacturing (SIC 3721)</b> .....	100.0	65.3	34.7	8.6	5.0	9.2	4.3	7.5	0.1
White-collar occupations .....	100.0	66.9	33.1	9.1	3.1	8.8	4.7	7.2	.2
Blue-collar occupations .....	100.0	62.6	37.4	7.6	8.2	9.8	3.7	8.1	.1

<sup>1</sup> Includes severance pay and supplemental unemployment benefits.

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

**Table 96. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Civilian workers, by major occupational group, March 1992**

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

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

<sup>2</sup> Cost per hour worked is \$0.01 or less.

<sup>3</sup> The total employer's cost for Social Security is comprised of an OASDI portion and a Medicare portion. OASDI is the abbreviation for

Old-Age, Survivors, and Disability Insurance.

<sup>4</sup> Includes severance pay and supplemental unemployment benefits.

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



**Table 97. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Civilian workers, by occupational and industry group, March 1992**

Series	Total compensation	Wages and salaries	Benefit costs						
			Total	Paid leave	Supplemental pay	Insurance	Retirement and savings	Legally required benefits	Other benefits <sup>1</sup>
Cost per hour worked									
Civilian workers .....	\$17.27	\$12.33	\$4.94	\$1.20	\$0.36	\$1.23	\$0.67	\$1.46	\$0.02
<b>Occupational group</b>									
White-collar occupations .....	20.43	14.90	5.54	1.52	.33	1.37	.82	1.47	.02
Professional specialty and technical .....	27.49	20.13	7.35	1.97	.39	1.74	1.36	1.85	.03
Executive, administrative, and managerial .....	29.49	21.47	8.02	2.63	.52	1.63	1.19	2.02	.03
Administrative support, including clerical .....	13.90	9.77	4.13	1.07	.23	1.27	.47	1.07	( <sup>2</sup> )
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	( <sup>2</sup> )
<b>Industry group</b>									
Services .....	18.14	13.28	4.86	1.25	.26	1.18	.79	1.36	( <sup>2</sup> )
Health services .....	17.05	12.22	4.83	1.47	.43	1.07	.43	1.42	( <sup>2</sup> )
Hospitals .....	19.68	13.78	5.90	1.82	.64	1.37	.53	1.53	( <sup>2</sup> )
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	( <sup>2</sup> )
Percent of total compensation									
Civilian workers .....	100.0	71.4	28.6	7.0	2.1	7.1	3.9	8.5	0.1
<b>Occupational group</b>									
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	( <sup>2</sup> )
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	( <sup>2</sup> )
<b>Industry group</b>									
Services .....	100.0	73.2	26.8	6.9	1.5	6.5	4.4	7.5	( <sup>2</sup> )
Health services .....	100.0	71.7	28.3	8.6	2.5	6.3	2.5	8.3	( <sup>2</sup> )
Hospitals .....	100.0	70.0	30.0	9.3	3.3	6.9	2.7	7.8	( <sup>2</sup> )
Educational services .....	100.0	73.0	27.0	6.1	.3	7.4	7.4	5.7	.1
Elementary and secondary education .....	100.0	72.7	27.3	5.7	.3	8.0	7.8	5.4	.1
Higher education .....	100.0	73.6	26.4	6.8	.4	6.4	6.6	6.1	( <sup>2</sup> )

<sup>1</sup> Includes severance pay and supplemental unemployment benefits.

<sup>2</sup> Cost per hour worked is \$0.01 or less.

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

**Table 98. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: State and local government, by selected characteristics,<sup>1</sup> March 1992**

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

<sup>1</sup> This table presents data for the two major occupational groups in State and local governments: White-collar occupations, largely professional occupations, including teachers; and service occupations, including police and firefighters; and one major industry group, services. The service industries, which include health and educational services, employ a large part of the State and local government workforce.

<sup>2</sup> Includes premium pay for work in addition to the regular work schedule (such as overtime, weekends, and holidays).

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

<sup>4</sup> The total employer's cost for Social Security is comprised of an OASDI portion and a Medicare portion. OASDI is the abbreviation for Old-Age, Survivors, and Disability Insurance.

<sup>5</sup> Includes severance pay and supplemental unemployment benefits.

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

**Table 99. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: State and local government, by occupational and industry group, March 1992**

Series	Total compensation	Wages and salaries	Benefit costs						
			Total	Paid leave	Supplemental pay	Insurance	Retirement and savings	Legally required benefits	Other benefits <sup>1</sup>
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
<b>Occupational group</b>									
White-collar occupations .....	26.55	18.99	7.56	1.90	.14	1.96	2.03	1.50	.03
Professional specialty and technical .....	31.50	23.10	8.40	1.87	.16	2.14	2.48	1.71	.04
Executive, administrative, and managerial .....	29.86	20.84	9.02	2.98	.14	1.81	2.31	1.76	.02
Administrative support, including clerical .....	15.03	9.90	5.13	1.41	.09	1.68	.99	.95	( <sup>2</sup> )
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
<b>Industry group</b>									
Services .....	24.92	17.85	7.06	1.68	.15	1.92	1.90	1.40	.03
Health services .....	18.42	12.45	5.98	1.90	.49	1.32	.98	1.27	.02
Hospitals .....	18.80	12.77	6.02	1.94	.48	1.31	.98	1.29	.02
Educational services .....	26.55	19.25	7.30	1.63	.09	2.04	2.09	1.43	.03
Elementary and secondary education .....	26.73	19.38	7.35	1.53	.08	2.14	2.16	1.41	.04
Higher education .....	26.95	19.59	7.36	1.91	.12	1.82	1.96	1.54	( <sup>2</sup> )
Public administration .....	20.76	13.69	7.07	2.03	.28	1.64	1.77	1.32	.02
Percent of total compensation									
State and local government workers .....	100.0	69.8	30.2	7.7	0.9	7.8	7.8	6.0	0.1
<b>Occupational group</b>									
White-collar occupations .....	100.0	71.5	28.5	7.2	.5	7.4	7.6	5.7	.1
Professional specialty and technical .....	100.0	73.3	26.7	5.9	.5	6.8	7.9	5.4	.1
Executive, administrative, and managerial .....	100.0	69.8	30.2	10.0	.5	6.1	7.7	5.9	.1
Administrative support, including clerical .....	100.0	65.9	34.1	9.4	.6	11.2	6.6	6.3	( <sup>2</sup> )
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
<b>Industry group</b>									
Services .....	100.0	71.7	28.3	6.7	.6	7.7	7.6	5.6	.1
Health services .....	100.0	67.6	32.4	10.3	2.7	7.1	5.3	6.9	.1
Hospitals .....	100.0	68.0	32.0	10.3	2.6	7.0	5.2	6.9	.1
Educational services .....	100.0	72.5	27.5	6.1	.3	7.7	7.9	5.4	.1
Elementary and secondary education .....	100.0	72.5	27.5	5.7	.3	8.0	8.1	5.3	.2
Higher education .....	100.0	72.7	27.3	7.1	.4	6.8	7.3	5.7	( <sup>2</sup> )
Public administration .....	100.0	66.0	34.0	9.8	1.4	7.9	8.5	6.4	.1

<sup>1</sup> Includes severance pay and supplemental unemployment benefits.

<sup>2</sup> Cost per hour worked is \$0.01 or less.

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

**Table 100. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Private industry workers, by major industry group, March 1992**

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

<sup>1</sup> Includes mining, construction, and manufacturing.

<sup>2</sup> Includes transportation, communication, and public utilities; wholesale and retail trade; finance, insurance, and real estate; and service industries.

<sup>3</sup> Includes premium pay for work in addition to the regular work schedule (such as overtime, weekends, and holidays).

<sup>4</sup> The total employer's cost for Social Security is comprised of an OASDI

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

<sup>5</sup> Includes severance pay and supplemental unemployment benefits.

<sup>6</sup> Cost per hour worked is \$0.01 or less.

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

**Table 101. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Private industry workers, by major occupational group, March 1992**

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

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

<sup>2</sup> Cost per hour worked is \$0.01 or less.

<sup>3</sup> The total employer's cost for Social Security is comprised of an OASDI portion and a Medicare portion. OASDI is the abbreviation for

Old-Age, Survivors, and Disability Insurance.

<sup>4</sup> Includes severance pay and supplemental unemployment benefits.

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

**Table 102. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Private industry workers, by region and bargaining status, March 1992**

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

<sup>1</sup> The regional coverage is as follows: Northeast: Connecticut, Maine, Massachusetts, New Hampshire, New Jersey, New York, Pennsylvania, Rhode Island, and Vermont; South: Alabama, Arkansas, Delaware, District of Columbia, Florida, Georgia, Kentucky, Louisiana, Maryland, Mississippi, North Carolina, Oklahoma, South Carolina, Tennessee, Texas, Virginia, and West Virginia; Midwest: Illinois, Indiana, Iowa, Kansas, Michigan, Minnesota, Missouri, Nebraska, North Dakota, Ohio, South Dakota, and Wisconsin; and West: Alaska, Arizona, California, Colorado, Hawaii, Idaho, Montana, Nevada, New Mexico, Oregon, Utah, Washington, and Wyoming.  
<sup>2</sup> Includes premium pay for work in addition to the regular work schedule (such as

overtime, weekends, and holidays).

<sup>3</sup> The total employer's cost for Social Security is comprised of an OASDI portion and a Medicare portion. OASDI is the abbreviation for Old-Age, Survivors, and Disability Insurance.

<sup>4</sup> Includes severance pay and supplemental unemployment benefits.

<sup>5</sup> Cost per hour worked is \$0.01 or less.

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

**Table 103. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Private industry workers, by establishment employment size, March 1992**

Compensation component	All workers in private industry		1-99 workers		100 or more workers					
	Cost	Percent	Cost	Percent	Total		100-499 workers		500 or more workers	
					Cost	Percent	Cost	Percent	Cost	Percent
Total compensation .....	\$16.14	100.0	\$13.95	100.0	\$18.06	100.0	\$15.03	100.0	\$21.23	100.0
Wages and salaries .....	11.58	71.8	10.36	74.3	12.66	70.1	10.82	72.0	14.58	68.7
Total benefits .....	4.55	28.2	3.59	25.7	5.40	29.9	4.21	28.0	6.64	31.3
Paid leave .....	1.09	6.8	.77	5.6	1.37	7.6	.99	6.6	1.77	8.4
Vacation .....	.54	3.3	.37	2.6	.68	3.8	.48	3.2	.89	4.2
Holiday .....	.37	2.3	.27	1.9	.45	2.5	.34	2.3	.57	2.7
Sick .....	.14	.9	.10	.7	.17	1.0	.13	.8	.22	1.0
Other .....	.05	.3	.03	.3	.06	.4	.04	.3	.08	.4
Supplemental pay .....	.39	2.4	.30	2.2	.46	2.6	.34	2.3	.59	2.8
Premium <sup>1</sup> .....	.18	1.1	.12	.9	.23	1.3	.20	1.3	.27	1.3
Shift differential .....	.05	.3	( <sup>2</sup> )	( <sup>2</sup> )	.09	.5	.04	.3	.14	.6
Nonproduction bonuses .....	.15	1.0	.17	1.2	.14	.8	.10	.6	.19	.9
Insurance .....	1.12	6.9	.83	5.9	1.37	7.6	1.06	7.1	1.69	8.0
Life .....	.05	.3	.03	.2	.06	.3	.04	.3	.08	.4
Health .....	1.02	6.3	.76	5.5	1.25	6.9	.98	6.5	1.53	7.2
Sickness and accident .....	.05	.3	.03	.2	.06	.3	.04	.3	.08	.4
Retirement and savings .....	.46	2.9	.31	2.2	.60	3.3	.41	2.7	.80	3.8
Pensions .....	.36	2.3	.26	1.9	.45	2.5	.31	2.1	.60	2.8
Savings and thrift .....	.10	.6	.05	.3	.14	.8	.09	.6	.20	.9
Legally required benefits .....	1.47	9.1	1.37	9.8	1.56	8.6	1.40	9.3	1.73	8.2
Social Security <sup>3</sup> .....	.96	6.0	.85	6.1	1.06	5.8	.90	6.0	1.22	5.7
Federal unemployment insurance .....	.03	.2	.03	.2	.03	.2	.03	.2	.03	.1
State unemployment insurance .....	.10	.6	.10	.7	.10	.5	.10	.7	.09	.4
Workers' compensation .....	.36	2.2	.38	2.7	.34	1.9	.36	2.4	.33	1.5
Other benefits <sup>4</sup> .....	.02	.1	( <sup>2</sup> )	( <sup>2</sup> )	.03	.2	( <sup>2</sup> )	( <sup>2</sup> )	.06	.3

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

<sup>2</sup> Cost per hour worked is \$0.01 or less.

<sup>3</sup> The total employer's cost for Social Security is comprised of an OASDI portion and a Medicare portion. OASDI is the abbreviation for Old-Age,

Survivors, and Disability Insurance.

<sup>4</sup> Includes severance pay and supplemental unemployment benefits.

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

**Table 104. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Private industry workers, by occupational and industry group status, March 1992**

Series	Total compensation	Wages and salaries	Benefit costs						
			Total	Paid leave	Supplemental pay	Insurance	Retirement and savings	Legally required benefits	Other benefits <sup>1</sup>
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
<b>Occupational group</b>									
White-collar occupations .....	18.95	13.90	5.05	1.43	.37	1.23	.53	1.47	.02
Professional specialty and technical .....	25.20	18.45	6.75	2.03	.52	1.51	.73	1.93	.02
Executive, administrative, and managerial .....	29.42	21.62	7.81	2.56	.60	1.59	.94	2.08	.03
Sales .....	13.26	10.24	3.03	.66	.23	.72	.27	1.14	( <sup>2</sup> )
Administrative support, including clerical .....	13.69	9.74	3.95	1.01	.26	1.20	.38	1.09	( <sup>2</sup> )
Blue-collar occupations .....	15.88	10.74	5.13	.94	.56	1.29	.53	1.77	.04
Precision production, craft, and repair .....	20.30	13.86	6.44	1.26	.67	1.53	.73	2.21	.04
Machine operators, assemblers, and inspectors .....	14.98	9.79	5.19	.99	.68	1.46	.47	1.53	.07
Transportation and material moving .....	16.15	10.87	5.28	.92	.51	1.22	.57	2.04	.02
Handlers, equipment cleaners, helpers, and laborers .....	11.41	7.95	3.46	.54	.34	.87	.33	1.36	( <sup>2</sup> )
Service occupations .....	8.43	6.38	2.05	.39	.12	.45	.14	.94	( <sup>2</sup> )
<b>Industry group</b>									
Goods-producing industries <sup>3</sup> .....	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	( <sup>2</sup> )
Manufacturing .....	19.20	12.93	6.26	1.47	.67	1.70	.65	1.71	.06
Durables .....	20.77	13.77	7.00	1.64	.79	1.95	.73	1.80	.09
Nondurables .....	17.10	11.82	5.28	1.24	.51	1.37	.56	1.58	.02
Service-producing industries <sup>4</sup> .....	14.99	11.02	3.97	1.01	.30	.95	.38	1.33	( <sup>2</sup> )
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	( <sup>2</sup> )
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	( <sup>2</sup> )
Percent of total compensation									
All workers in private industry .....	100.0	71.8	28.2	6.8	2.4	6.9	2.9	9.1	0.1
<b>Occupational group</b>									
White-collar occupations .....	100.0	73.4	26.6	7.5	2.0	6.5	2.8	7.7	.1
Professional specialty and technical .....	100.0	73.2	26.8	8.0	2.1	6.0	2.9	7.7	.1
Executive, administrative, and managerial .....	100.0	73.5	26.5	8.7	2.0	5.4	3.2	7.1	.1
Sales .....	100.0	77.2	22.8	5.0	1.7	5.4	2.0	8.6	( <sup>2</sup> )
Administrative support, including clerical .....	100.0	71.2	28.8	7.4	1.9	8.8	2.8	7.9	( <sup>2</sup> )
Blue-collar occupations .....	100.0	67.7	32.3	5.9	3.5	8.1	3.3	11.2	.2
Precision production, craft, and repair .....	100.0	68.3	31.7	6.2	3.3	7.6	3.6	10.9	.2
Machine operators, assemblers, and inspectors .....	100.0	65.3	34.7	6.6	4.5	9.8	3.1	10.2	.4
Transportation and material moving .....	100.0	67.3	32.7	5.7	3.1	7.5	3.6	12.6	.1
Handlers, equipment cleaners, helpers, and laborers .....	100.0	69.7	30.3	4.7	2.9	7.7	2.9	12.0	( <sup>2</sup> )
Service occupations .....	100.0	75.7	24.3	4.6	1.5	5.4	1.6	11.1	( <sup>2</sup> )
<b>Industry group</b>									
Goods-producing industries <sup>3</sup> .....	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	( <sup>2</sup> )
Manufacturing .....	100.0	67.4	32.6	7.7	3.5	8.9	3.4	8.9	.3
Durables .....	100.0	66.3	33.7	7.9	3.8	9.4	3.5	8.7	.4
Nondurables .....	100.0	69.1	30.9	7.2	3.0	8.0	3.3	9.3	.1
Service-producing industries <sup>4</sup> .....	100.0	73.5	26.5	6.7	2.0	6.3	2.5	8.9	( <sup>2</sup> )
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	( <sup>2</sup> )
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	( <sup>2</sup> )

<sup>1</sup> Includes severance pay and supplemental unemployment benefits.

<sup>2</sup> Cost per hour worked is \$0.01 or less.

<sup>3</sup> Includes mining, construction, and manufacturing.

<sup>4</sup> Includes transportation, communication, and public utilities; wholesale and

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

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



**Table 105. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Private industry goods-producing and service-producing workers, by occupational group, March 1992**

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

<sup>1</sup> Includes severance pay and supplemental unemployment benefits.  
<sup>2</sup> Includes mining, construction, and manufacturing.  
<sup>3</sup> Includes transportation, communication, and public utilities; wholesale and retail trade; finance, insurance, and real estate; and service industries.

<sup>4</sup> Cost per hour worked is \$0.01 or less.

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

**Table 106. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Private industry manufacturing and nonmanufacturing workers, by occupational group, March 1992**

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

<sup>1</sup> Includes severance pay and supplemental unemployment benefits.

<sup>2</sup> Cost per hour worked is \$0.01 or less.

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

**Table 107. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Private industry workers, by bargaining status, and major industry and occupational group, March 1992**

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

<sup>1</sup> Includes severance pay and supplemental unemployment benefits.

<sup>2</sup> Includes mining, construction, and manufacturing.

<sup>3</sup> Includes transportation, communication, and public utilities; wholesale and retail trade; finance, insurance, and real estate; and service industries.

<sup>4</sup> Cost per hour worked is \$0.01 or less.

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

**Table 108. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Private industry workers, by establishment employment size, and major industry and occupational group, March 1992**

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

<sup>1</sup> Includes severance pay and supplemental unemployment benefits.

<sup>2</sup> Cost per hour worked is \$0.01 or less.

<sup>3</sup> Includes mining, construction, and manufacturing.

<sup>4</sup> Includes transportation, communication, and public utilities; wholesale and

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

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

**Table 109. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Private industry aircraft manufacturing workers, by occupational group, March 1992**

Series	Total compensation	Wages and salaries	Benefit costs						
			Total	Paid leave	Supplemental pay	Insurance	Retirement and savings	Legally required benefits	Other benefits <sup>1</sup>
Cost per hour worked									
<b>Aircraft manufacturing (SIC 3721)</b> .....	\$26.97	\$18.02	\$8.95	\$2.33	\$1.17	\$2.39	\$1.05	\$1.98	\$0.03
White-collar occupations .....	28.10	19.18	8.91	2.59	.77	2.34	1.20	1.98	.04
Blue-collar occupations .....	25.42	16.35	9.07	1.95	1.82	2.46	.82	2.00	.02
Percent of total compensation									
<b>Aircraft manufacturing (SIC 3721)</b> .....	100.0	66.8	33.2	8.6	4.3	8.9	3.9	7.3	0.1
White-collar occupations .....	100.0	68.3	31.7	9.2	2.7	8.3	4.3	7.0	.1
Blue-collar occupations .....	100.0	64.3	35.7	7.7	7.2	9.7	3.2	7.9	.1

<sup>1</sup> Includes severance pay and supplemental unemployment benefits.

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

**Table 110. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Civilian workers, by major occupational group, March 1991**

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

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

<sup>2</sup> The total employer's cost for Social Security is comprised of an OASDI portion and a Medicare portion. OASDI is the abbreviation for Old-Age, Survivors, and Disability Insurance.

<sup>3</sup> Includes severance pay and supplemental unemployment benefits.

<sup>4</sup> Cost per hour worked is \$0.01 or less.

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

**Table 111. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Civilian workers, by occupational and industry group, March 1991**

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

<sup>1</sup> Includes severance pay and supplemental unemployment benefits.

<sup>2</sup> Cost per hour worked is \$0.01 or less.

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

**Table 112. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: State and local government, by selected characteristics,<sup>1</sup> March 1991**

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

<sup>1</sup> This table presents data for the two major occupational groups in State and local governments: White-collar occupations, largely professional occupations, including teachers; and service occupations, including police and firefighters; and one major industry group, services. The service industries, which include health and educational services, employ a large part of the State and local government workforce.

<sup>2</sup> Includes premium pay for work in addition to the regular work schedule (such as overtime, weekends, and holidays).

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

<sup>4</sup> The total employer's cost for Social Security is comprised of an OASDI portion and a Medicare portion. OASDI is the abbreviation for Old-Age, Survivors, and Disability Insurance.

<sup>5</sup> Includes severance pay and supplemental unemployment benefits.

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



**Table 113. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: State and local government, by occupational and industry group, March 1991**

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

<sup>1</sup> Includes severance pay and supplemental unemployment benefits.

<sup>2</sup> Cost per hour worked is \$0.01 or less.

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

**Table 114. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Private industry workers, by major industry group, March 1991**

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

<sup>1</sup> Includes mining, construction, and manufacturing.

<sup>2</sup> Includes transportation, communication, and public utilities; wholesale and retail trade; finance, insurance, and real estate; and service industries.

<sup>3</sup> Includes premium pay for work in addition to the regular work schedule (such as overtime, weekends, and holidays).

<sup>4</sup> The total employer's cost for Social Security is comprised of an OASDI

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

<sup>5</sup> Includes severance pay and supplemental unemployment benefits.

<sup>6</sup> Cost per hour worked is \$0.01 or less.

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

**Table 115. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Private industry workers, by major occupational group, March 1991**

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

<sup>1</sup> Cost per hour worked is \$0.01 or less.

<sup>2</sup> Includes premium pay for work in addition to the regular work schedule (such as overtime, weekends, and holidays).

<sup>3</sup> The total employer's cost for Social Security is comprised of an OASDI portion and a Medicare portion. OASDI is the abbreviation for

Old-Age, Survivors, and Disability Insurance.

<sup>4</sup> Includes severance pay and supplemental unemployment benefits.

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

**Table 116. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Private industry workers, by region and bargaining status, March 1991**

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

<sup>1</sup> The regional coverage is as follows: Northeast: Connecticut, Maine, Massachusetts, New Hampshire, New Jersey, New York, Pennsylvania, Rhode Island, and Vermont; South: Alabama, Arkansas, Delaware, District of Columbia, Florida, Georgia, Kentucky, Louisiana, Maryland, Mississippi, North Carolina, Oklahoma, South Carolina, Tennessee, Texas, Virginia, and West Virginia; Midwest: Illinois, Indiana, Iowa, Kansas, Michigan, Minnesota, Missouri, Nebraska, North Dakota, Ohio, South Dakota, and Wisconsin; and West: Alaska, Arizona, California, Colorado, Hawaii, Idaho, Montana, Nevada, New Mexico, Oregon, Utah, Washington, and Wyoming.

<sup>2</sup> Includes premium pay for work in addition to the regular work schedule (such as

overtime, weekends, and holidays).

<sup>3</sup> The total employer's cost for Social Security is comprised of an OASDI portion and a Medicare portion. OASDI is the abbreviation for Old-Age, Survivors, and Disability Insurance.

<sup>4</sup> Includes severance pay and supplemental unemployment benefits.

<sup>5</sup> Cost per hour worked is \$0.01 or less.

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

**Table 117. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Private industry workers, by establishment employment size, March 1991**

Compensation component	All workers in private industry		1-99 workers		100 or more workers					
	Cost	Percent	Cost	Percent	Total		100-499 workers		500 or more workers	
					Cost	Percent	Cost	Percent	Cost	Percent
Total compensation .....	\$15.40	100.0	\$13.38	100.0	\$17.34	100.0	\$14.31	100.0	\$20.60	100.0
Wages and salaries .....	11.14	72.3	10.00	74.7	12.23	70.5	10.32	72.1	14.28	69.3
Total benefits .....	4.27	27.7	3.38	25.3	5.11	29.5	3.99	27.9	6.32	30.7
Paid leave .....	1.05	6.8	.77	5.7	1.32	7.6	.95	6.7	1.72	8.3
Vacation .....	.52	3.4	.38	2.8	.66	3.8	.46	3.2	.87	4.2
Holiday .....	.35	2.3	.27	2.0	.44	2.5	.33	2.3	.55	2.7
Sick .....	.13	.8	.09	.7	.17	1.0	.12	.9	.22	1.1
Other .....	.05	.3	.03	.2	.06	.3	.04	.3	.08	.4
Supplemental pay .....	.36	2.3	.26	1.9	.45	2.6	.32	2.3	.58	2.8
Premium <sup>1</sup> .....	.17	1.1	.12	.9	.23	1.3	.19	1.3	.27	1.3
Shift differential .....	.05	.3	( <sup>2</sup> )	( <sup>2</sup> )	.09	.5	.04	.3	.14	.7
Nonproduction bonuses .....	.13	.9	.14	1.0	.13	.7	.09	.6	.17	.8
Insurance .....	1.01	6.5	.74	5.5	1.26	7.3	.98	6.9	1.56	7.6
Life .....	.05	.3	.03	.3	.06	.3	.04	.3	.07	.4
Health .....	.92	6.0	.68	5.1	1.14	6.6	.90	6.3	1.40	6.8
Sickness and accident .....	.04	.3	.02	.2	.06	.3	.04	.3	.08	.4
Retirement and savings .....	.44	2.9	.32	2.4	.56	3.2	.40	2.8	.74	3.6
Pensions .....	.35	2.2	.28	2.1	.41	2.4	.29	2.0	.54	2.6
Savings and thrift .....	.10	.6	.04	.3	.15	.8	.10	.7	.19	.9
Legally required benefits .....	1.40	9.1	1.29	9.7	1.50	8.6	1.33	9.3	1.68	8.2
Social Security <sup>3</sup> .....	.92	6.0	.82	6.1	1.02	5.9	.87	6.1	1.19	5.8
Federal unemployment insurance .....	.03	.2	.03	.2	.03	.2	.03	.2	.03	.1
State unemployment insurance .....	.09	.6	.09	.7	.09	.5	.09	.6	.09	.4
Workers' compensation .....	.33	2.1	.34	2.5	.31	1.8	.33	2.3	.30	1.4
Other benefits <sup>4</sup> .....	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	.02	.1	( <sup>2</sup> )	( <sup>2</sup> )	.04	.2

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

<sup>2</sup> Cost per hour worked is \$0.01 or less.

<sup>3</sup> The total employer's cost for Social Security is comprised of an OASDI portion and a Medicare portion. OASDI is the abbreviation for Old-Age,

Survivors, and Disability Insurance.

<sup>4</sup> Includes severance pay and supplemental unemployment benefits.

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

**Table 118. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Private industry workers, by occupational and industry group, March 1991**

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

<sup>1</sup> Includes severance pay and supplemental unemployment benefits.

<sup>2</sup> Cost per hour worked is \$0.01 or less.

<sup>3</sup> Includes mining, construction, and manufacturing.

<sup>4</sup> Includes transportation, communication, and public utilities; wholesale and

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

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

**Table 119. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Private industry goods-producing and service-producing workers, by occupational group, March 1991**

Series	Total compensation	Wages and salaries	Benefit costs						
			Total	Paid leave	Supplemental pay	Insurance	Retirement and savings	Legally required benefits	Other benefits <sup>1</sup>
<b>Cost per hour worked</b>									
<b>All workers, goods-producing industries<sup>2</sup></b> .....	\$18.48	\$12.70	\$5.78	\$1.27	\$0.63	\$1.41	\$0.66	\$1.78	\$0.03
White-collar occupations .....	23.65	16.89	6.76	2.02	.52	1.63	.80	1.76	.03
Professional specialty and technical .....	26.40	18.71	7.70	2.36	.46	1.86	1.06	1.91	.05
Executive, administrative, and managerial .....	34.22	24.81	9.40	3.11	.88	1.79	1.17	2.42	.04
Administrative support, including clerical .....	14.59	10.14	4.46	1.09	.37	1.37	.42	1.19	.02
Blue-collar occupations .....	16.32	10.94	5.38	.95	.68	1.31	.59	1.81	.03
Precision production, craft, and repair .....	20.30	13.73	6.57	1.12	.77	1.44	.84	2.35	.04
Machine operators, assemblers, and inspectors .....	14.72	9.69	5.03	.99	.71	1.38	.43	1.48	.04
Transportation and material moving .....	16.67	11.08	5.59	.90	.71	1.28	.76	1.91	.02
Handlers, equipment cleaners, helpers, and laborers .....	12.40	8.52	3.88	.58	.41	.93	.43	1.52	( <sup>3</sup> )
Service occupations .....	14.12	9.56	4.56	.94	.48	1.21	.54	1.35	.03
<b>All workers, service-producing industries<sup>4</sup></b> .....	14.31	10.58	3.72	.97	.26	.86	.36	1.26	( <sup>3</sup> )
White-collar occupations .....	17.13	12.75	4.38	1.26	.29	1.03	.47	1.33	( <sup>3</sup> )
Professional specialty and technical .....	23.18	17.27	5.90	1.85	.38	1.23	.67	1.76	( <sup>3</sup> )
Executive, administrative, and managerial .....	26.12	19.52	6.59	2.20	.42	1.28	.82	1.85	.03
Sales .....	12.54	9.74	2.81	.62	.22	.64	.24	1.07	( <sup>3</sup> )
Administrative support, including clerical .....	12.89	9.27	3.63	.97	.22	1.07	.35	1.02	( <sup>3</sup> )
Blue-collar occupations .....	13.70	9.66	4.04	.85	.36	.95	.36	1.52	( <sup>3</sup> )
Precision production, craft, and repair .....	17.83	12.63	5.20	1.26	.46	1.21	.46	1.80	( <sup>3</sup> )
Transportation and material moving .....	15.10	10.39	4.72	.93	.39	1.06	.49	1.85	( <sup>3</sup> )
Handlers, equipment cleaners, helpers, and laborers .....	10.12	7.23	2.89	.50	.27	.71	.24	1.18	( <sup>3</sup> )
Service occupations .....	7.66	5.87	1.79	.34	.10	.37	.11	.87	( <sup>3</sup> )
<b>Percent of total compensation</b>									
<b>All workers, goods-producing industries<sup>2</sup></b> .....	100.0	68.7	31.3	6.9	3.4	7.6	3.6	9.7	0.2
White-collar occupations .....	100.0	71.4	28.6	8.5	2.2	6.9	3.4	7.4	.1
Professional specialty and technical .....	100.0	70.9	29.1	9.0	1.7	7.0	4.0	7.2	.2
Executive, administrative, and managerial .....	100.0	72.5	27.5	9.1	2.6	5.2	3.4	7.1	.1
Administrative support, including clerical .....	100.0	69.5	30.5	7.5	2.5	9.4	2.9	8.1	.1
Blue-collar occupations .....	100.0	67.0	33.0	5.8	4.2	8.1	3.6	11.1	.2
Precision production, craft, and repair .....	100.0	67.6	32.4	5.5	3.8	7.1	4.2	11.6	.2
Machine operators, assemblers, and inspectors .....	100.0	65.8	34.2	6.7	4.8	9.4	2.9	10.0	.3
Transportation and material moving .....	100.0	66.5	33.5	5.4	4.3	7.7	4.6	11.4	.1
Handlers, equipment cleaners, helpers, and laborers .....	100.0	68.7	31.3	4.7	3.3	7.5	3.5	12.2	( <sup>3</sup> )
Service occupations .....	100.0	67.7	32.3	6.7	3.4	8.6	3.8	9.5	.2
<b>All workers, service-producing industries<sup>4</sup></b> .....	100.0	74.0	26.0	6.8	1.8	6.0	2.5	8.8	( <sup>3</sup> )
White-collar occupations .....	100.0	74.4	25.6	7.4	1.7	6.0	2.7	7.7	( <sup>3</sup> )
Professional specialty and technical .....	100.0	74.5	25.5	8.0	1.7	5.3	2.9	7.6	( <sup>3</sup> )
Executive, administrative, and managerial .....	100.0	74.8	25.2	8.4	1.6	4.9	3.1	7.1	.1
Sales .....	100.0	77.6	22.4	5.0	1.8	5.1	1.9	8.5	( <sup>3</sup> )
Administrative support, including clerical .....	100.0	71.9	28.1	7.5	1.7	8.3	2.7	7.9	( <sup>3</sup> )
Blue-collar occupations .....	100.0	70.5	29.5	6.2	2.6	6.9	2.6	11.1	( <sup>3</sup> )
Precision production, craft, and repair .....	100.0	70.8	29.2	7.1	2.6	6.8	2.6	10.1	( <sup>3</sup> )
Transportation and material moving .....	100.0	68.8	31.2	6.2	2.6	7.0	3.2	12.2	( <sup>3</sup> )
Handlers, equipment cleaners, helpers, and laborers .....	100.0	71.4	28.6	4.9	2.6	7.0	2.3	11.6	( <sup>3</sup> )
Service occupations .....	100.0	76.7	23.3	4.4	1.3	4.9	1.5	11.3	( <sup>3</sup> )

<sup>1</sup> Includes severance pay and supplemental unemployment benefits.

<sup>2</sup> Includes mining, construction, and manufacturing.

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

<sup>4</sup> Includes transportation, communication, and public utilities; wholesale and

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

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

**Table 120. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Private industry manufacturing and nonmanufacturing workers, by occupational group, March 1991**

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

<sup>1</sup> Includes severance pay and supplemental unemployment benefits.

<sup>2</sup> Cost per hour worked is \$0.01 or less.

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



**Table 121. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Private industry workers, by bargaining status, and major industry and occupational group, March 1991**

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

<sup>1</sup> Includes severance pay and supplemental unemployment benefits.

<sup>2</sup> Includes mining, construction, and manufacturing.

<sup>3</sup> Includes transportation, communication, and public utilities; wholesale and retail trade; finance, insurance, and real estate; and service industries.

<sup>4</sup> Cost per hour worked is \$0.01 or less.

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

**Table 122. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Private industry workers, by establishment employment size, and major industry and occupational group, March 1991**

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

<sup>1</sup> Includes severance pay and supplemental unemployment benefits.

<sup>2</sup> Cost per hour worked is \$0.01 or less.

<sup>3</sup> Includes mining, construction, and manufacturing.

<sup>4</sup> Includes transportation, communication, and public utilities; wholesale and

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

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

**Table 123. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Private industry aircraft manufacturing workers, by occupational group, March 1991**

Series	Total compensation	Wages and salaries	Benefit costs						
			Total	Paid leave	Supplemental pay	Insurance	Retirement and savings	Legally required benefits	Other benefits <sup>1</sup>
Cost per hour worked									
<b>Aircraft manufacturing (SIC 3721)</b> .....	\$25.30	\$17.11	\$8.19	\$2.27	\$1.22	\$2.07	\$0.73	\$1.88	\$0.02
White-collar occupations .....	26.37	18.30	8.08	2.49	.83	2.01	.85	1.88	.02
Blue-collar occupations .....	23.78	15.35	8.43	1.92	1.87	2.16	.55	1.90	.02
Percent of total compensation									
<b>Aircraft manufacturing (SIC 3721)</b> .....	100.0	67.6	32.4	9.0	4.8	8.2	2.9	7.4	0.1
White-collar occupations .....	100.0	69.4	30.6	9.4	3.1	7.6	3.2	7.1	.1
Blue-collar occupations .....	100.0	64.6	35.4	8.1	7.9	9.1	2.3	8.0	.1

<sup>1</sup> Includes severance pay and supplemental unemployment benefits.

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

**Table 124. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Private industry workers, by major industry group, March 1990**

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

<sup>1</sup> Includes mining, construction, and manufacturing.

<sup>2</sup> Includes transportation, communication, and public utilities; wholesale and retail trade; finance, insurance, and real estate; and service industries.

<sup>3</sup> Includes premium pay for work in addition to the regular work schedule (such as overtime, weekends, and holidays).

<sup>4</sup> The total employer's cost for Social Security is comprised of an OASDI

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

<sup>5</sup> Includes severance pay and supplemental unemployment benefits.

<sup>6</sup> Cost per hour worked is \$0.01 or less.

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

**Table 125. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Private industry workers, by major occupational group, March 1990**

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

<sup>1</sup> Cost per hour worked is \$0.01 or less.

<sup>2</sup> Includes premium pay for work in addition to the regular work schedule (such as overtime, weekends, and holidays).

<sup>3</sup> The total employer's cost for Social Security is comprised of an OASDI portion and a Medicare portion. OASDI is the abbreviation for

Old-Age, Survivors, and Disability Insurance.

<sup>4</sup> Includes severance pay and supplemental unemployment benefits.

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

**Table 126. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Private industry workers, by region and bargaining status, March 1990**

Compensation component	Region <sup>1</sup>								Bargaining status			
	Northeast		South		Midwest		West		Union		Nonunion	
	Cost	Percent	Cost	Percent	Cost	Percent	Cost	Percent	Cost	Percent	Cost	Percent
Total compensation .....	\$17.02	100.0	\$13.22	100.0	\$14.62	100.0	\$15.73	100.0	\$18.78	100.0	\$14.22	100.0
Wages and salaries .....	12.27	72.1	9.73	73.6	10.38	71.0	11.48	73.0	12.47	66.4	10.52	74.0
Total benefits .....	4.75	27.9	3.49	26.4	4.24	29.0	4.25	27.0	6.30	33.6	3.70	26.0
Paid leave .....	1.28	7.5	.85	6.4	1.00	6.9	1.02	6.5	1.35	7.2	.96	6.8
Vacation .....	.60	3.5	.43	3.2	.53	3.6	.50	3.2	.73	3.9	.47	3.3
Holiday .....	.42	2.5	.29	2.2	.33	2.3	.36	2.3	.43	2.3	.33	2.3
Sick .....	.18	1.1	.10	.8	.10	.7	.13	.8	.14	.7	.13	.9
Other .....	.07	.4	.04	.3	.04	.2	.03	.2	.05	.3	.04	.3
Supplemental pay .....	.39	2.3	.30	2.3	.45	3.0	.36	2.3	.66	3.5	.31	2.2
Premium <sup>2</sup> .....	.17	1.0	.15	1.1	.19	1.3	.16	1.0	.44	2.3	.11	.8
Shift differential .....	.06	.4	.04	.3	.05	.3	.04	.2	.11	.6	.03	.2
Nonproduction bonuses .....	.16	.9	.12	.9	.20	1.4	.16	1.0	.12	.6	.16	1.1
Insurance .....	1.07	6.3	.77	5.8	.97	6.6	.92	5.8	1.56	8.3	.79	5.6
Retirement and savings .....	.54	3.2	.34	2.6	.48	3.3	.47	3.0	.84	4.5	.37	2.6
Pensions .....	.45	2.6	.25	1.9	.41	2.8	.37	2.3	.78	4.1	.28	2.0
Savings and thrift .....	.10	.6	.09	.7	.07	.5	.11	.7	.07	.4	.10	.7
Legally required benefits .....	1.45	8.5	1.22	9.2	1.32	9.0	1.46	9.3	1.83	9.8	1.25	8.8
Social Security <sup>3</sup> .....	1.00	5.9	.81	6.1	.87	5.9	.93	5.9	1.08	5.7	.86	6.0
Federal unemployment insurance .....	.03	.2	.03	.2	.03	.2	.03	.2	.03	.2	.03	.2
State unemployment insurance .....	.10	.6	.07	.5	.11	.7	.10	.6	.13	.7	.09	.6
Workers' compensation .....	.28	1.7	.29	2.2	.28	1.9	.40	2.5	.52	2.7	.27	1.9
Other benefits <sup>4</sup> .....	( <sup>5</sup> )	( <sup>5</sup> )	( <sup>5</sup> )	( <sup>5</sup> )	.02	.2	( <sup>5</sup> )	( <sup>5</sup> )	.05	.2	( <sup>5</sup> )	( <sup>5</sup> )

<sup>1</sup> The regional coverage is as follows: Northeast: Connecticut, Maine, Massachusetts, New Hampshire, New Jersey, New York, Pennsylvania, Rhode Island, and Vermont; South: Alabama, Arkansas, Delaware, District of Columbia, Florida, Georgia, Kentucky, Louisiana, Maryland, Mississippi, North Carolina, Oklahoma, South Carolina, Tennessee, Texas, Virginia, and West Virginia; Midwest: Illinois, Indiana, Iowa, Kansas, Michigan, Minnesota, Missouri, Nebraska, North Dakota, Ohio, South Dakota, and Wisconsin; and West: Alaska, Arizona, California, Colorado, Hawaii, Idaho, Montana, Nevada, New Mexico, Oregon, Utah, Washington, and Wyoming.

<sup>2</sup> Includes premium pay for work in addition to the regular work schedule (such as

overtime, weekends, and holidays).

<sup>3</sup> The total employer's cost for Social Security is comprised of an OASDI portion and a Medicare portion. OASDI is the abbreviation for Old-Age, Survivors, and Disability Insurance.

<sup>4</sup> Includes severance pay and supplemental unemployment benefits.

<sup>5</sup> Cost per hour worked is \$0.01 or less.

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

**Table 127. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Private industry workers, by establishment employment size, March 1990**

Compensation component	All workers in private industry		1-99 workers		100 or more workers					
	Cost	Percent	Cost	Percent	Total		100-499 workers		500 or more workers	
					Cost	Percent	Cost	Percent	Cost	Percent
Total compensation .....	\$14.96	100.0	\$13.08	100.0	\$16.82	100.0	\$13.82	100.0	\$20.02	100.0
Wages and salaries .....	10.84	72.4	9.77	74.7	11.89	70.7	10.02	72.5	13.90	69.4
Total benefits .....	4.13	27.6	3.31	25.3	4.93	29.3	3.81	27.5	6.12	30.6
Paid leave .....	1.03	6.9	.74	5.6	1.31	7.8	.94	6.8	1.70	8.5
Vacation .....	.51	3.4	.37	2.8	.65	3.9	.46	3.3	.86	4.3
Holiday .....	.34	2.3	.26	2.0	.43	2.6	.32	2.3	.55	2.7
Sick .....	.13	.8	.09	.7	.17	1.0	.12	.9	.22	1.1
Other .....	.04	.3	.03	.2	.06	.3	.04	.3	.08	.4
Supplemental pay .....	.37	2.5	.30	2.3	.44	2.6	.31	2.3	.57	2.9
Premium <sup>1</sup> .....	.17	1.1	.11	.9	.22	1.3	.18	1.3	.26	1.3
Shift differential .....	.05	.3	( <sup>2</sup> )	( <sup>2</sup> )	.08	.5	.04	.3	.13	.7
Nonproduction bonuses .....	.16	1.0	.18	1.3	.14	.8	.09	.6	.19	.9
Insurance .....	.92	6.1	.69	5.2	1.15	6.8	.88	6.3	1.44	7.2
Retirement and savings .....	.45	3.0	.33	2.6	.57	3.4	.39	2.8	.76	3.8
Pensions .....	.36	2.4	.29	2.2	.42	2.5	.29	2.1	.57	2.8
Savings and thrift .....	.09	.6	.04	.3	.14	.8	.10	.7	.19	1.0
Legally required benefits .....	1.35	9.0	1.25	9.6	1.44	8.6	1.28	9.3	1.61	8.0
Social Security <sup>3</sup> .....	.89	6.0	.80	6.1	.99	5.9	.84	6.0	1.15	5.7
Federal unemployment insurance .....	.03	.2	.03	.2	.03	.2	.03	.2	.03	.2
State unemployment insurance .....	.09	.6	.09	.7	.09	.6	.10	.7	.09	.5
Workers' compensation .....	.31	2.1	.32	2.5	.29	1.7	.31	2.2	.27	1.4
Other benefits <sup>4</sup> .....	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	.02	.1	( <sup>2</sup> )	( <sup>2</sup> )	.04	.2

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

<sup>2</sup> Cost per hour worked is \$0.01 or less.

<sup>3</sup> The total employer's cost for Social Security is comprised of an OASDI portion and a Medicare portion. OASDI is the abbreviation for Old-Age, Survivors, and Disability Insurance.

Survivors, and Disability Insurance.

<sup>4</sup> Includes severance pay and supplemental unemployment benefits.

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

**Table 128. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Private industry workers, by occupational and industry group, March 1990**

Series	Total compensation	Wages and salaries	Benefit costs						
			Total	Paid leave	Supplemental pay	Insurance	Retirement and savings	Legally required benefits	Other benefits <sup>1</sup>
Cost per hour worked									
All workers in private industry .....	\$14.96	\$10.84	\$4.13	\$1.03	\$0.37	\$0.92	\$0.45	\$1.35	( <sup>2</sup> )
<b>Occupational group</b>									
White-collar occupations .....	17.59	12.99	4.60	1.35	.34	1.02	.54	1.34	( <sup>2</sup> )
Professional specialty and technical .....	23.27	17.07	6.20	1.92	.44	1.29	.80	1.74	\$.02
Executive, administrative, and managerial .....	26.61	19.65	6.96	2.30	.61	1.29	.89	1.85	.02
Sales .....	12.12	9.46	2.66	.63	.17	.60	.24	1.01	( <sup>2</sup> )
Administrative support, including clerical .....	12.64	9.08	3.56	.95	.25	.98	.37	1.00	( <sup>2</sup> )
Blue-collar occupations .....	14.57	10.04	4.53	.86	.53	1.03	.47	1.62	.02
Precision production, craft, and repair .....	18.34	12.73	5.61	1.12	.62	1.18	.65	2.01	.03
Machine operators, assemblers, and inspectors .....	13.47	9.04	4.43	.88	.64	1.13	.38	1.36	.04
Transportation and material moving .....	15.41	10.62	4.79	.88	.46	1.03	.54	1.87	( <sup>2</sup> )
Handlers, equipment cleaners, helpers, and laborers .....	10.61	7.45	3.16	.51	.33	.73	.31	1.27	( <sup>2</sup> )
Service occupations .....	7.66	5.84	1.82	.36	.12	.38	.13	.82	( <sup>2</sup> )
<b>Industry group</b>									
Goods-producing industries <sup>3</sup> .....	17.55	12.14	5.41	1.19	.61	1.26	.61	1.70	.03
Construction .....	17.42	12.55	4.87	.63	.46	.83	.71	2.22	.02
Manufacturing .....	17.33	11.86	5.47	1.31	.65	1.37	.56	1.54	.04
Durables .....	18.56	12.54	6.02	1.45	.77	1.52	.60	1.64	.05
Nondurables .....	15.59	10.89	4.69	1.12	.48	1.15	.52	1.40	.02
Service-producing industries <sup>4</sup> .....	13.97	10.34	3.63	.96	.28	.79	.39	1.21	( <sup>2</sup> )
Transportation and public utilities .....	21.48	14.74	6.74	1.77	.43	1.55	.93	2.03	.02
Wholesale trade .....	17.45	12.65	4.80	1.23	.46	1.12	.51	1.47	.02
Retail trade .....	8.52	6.62	1.90	.37	.16	.38	.13	.86	( <sup>2</sup> )
Finance, insurance, and real estate .....	18.04	13.35	4.69	1.49	.25	1.16	.54	1.23	( <sup>2</sup> )
Services .....	14.41	10.75	3.67	1.02	.30	.74	.39	1.21	( <sup>2</sup> )
Percent of total compensation									
All workers in private industry .....	100.0	72.4	27.6	6.9	2.5	6.1	3.0	9.0	( <sup>2</sup> )
<b>Occupational group</b>									
White-collar occupations .....	100.0	73.8	26.2	7.7	1.9	5.8	3.1	7.6	( <sup>2</sup> )
Professional specialty and technical .....	100.0	73.3	26.7	8.2	1.9	5.5	3.5	7.5	.1
Executive, administrative, and managerial .....	100.0	73.9	26.1	8.6	2.3	4.8	3.3	7.0	.1
Sales .....	100.0	78.0	22.0	5.2	1.4	5.0	2.0	8.4	( <sup>2</sup> )
Administrative support, including clerical .....	100.0	71.8	28.2	7.5	2.0	7.8	2.9	7.9	( <sup>2</sup> )
Blue-collar occupations .....	100.0	68.9	31.1	5.9	3.6	7.0	3.2	11.1	.2
Precision production, craft, and repair .....	100.0	69.4	30.6	6.1	3.4	6.4	3.6	10.9	.2
Machine operators, assemblers, and inspectors .....	100.0	67.1	32.9	6.5	4.8	8.4	2.8	10.1	.3
Transportation and material moving .....	100.0	68.9	31.1	5.7	3.0	6.7	3.5	12.1	( <sup>2</sup> )
Handlers, equipment cleaners, helpers, and laborers .....	100.0	70.2	29.8	4.8	3.1	6.9	2.9	11.9	( <sup>2</sup> )
Service occupations .....	100.0	76.2	23.8	4.7	1.6	4.9	1.7	10.8	( <sup>2</sup> )
<b>Industry group</b>									
Goods-producing industries <sup>3</sup> .....	100.0	69.2	30.8	6.8	3.5	7.2	3.5	9.7	.2
Construction .....	100.0	72.0	28.0	3.6	2.6	4.8	4.1	12.7	.1
Manufacturing .....	100.0	68.4	31.6	7.6	3.7	7.9	3.3	8.9	.2
Durables .....	100.0	67.6	32.4	7.8	4.1	8.2	3.2	8.8	.3
Nondurables .....	100.0	69.9	30.1	7.2	3.1	7.4	3.9	9.0	.1
Service-producing industries <sup>4</sup> .....	100.0	74.0	26.0	6.9	2.0	5.6	2.8	8.7	( <sup>2</sup> )
Transportation and public utilities .....	100.0	68.6	31.4	8.3	2.0	7.2	4.3	9.5	.1
Wholesale trade .....	100.0	72.5	27.5	7.1	2.6	6.4	2.9	8.4	.1
Retail trade .....	100.0	77.7	22.3	4.3	1.8	4.5	1.5	10.1	( <sup>2</sup> )
Finance, insurance, and real estate .....	100.0	74.0	26.0	8.3	1.4	6.4	3.0	6.8	( <sup>2</sup> )
Services .....	100.0	74.6	25.4	7.0	2.1	5.2	2.7	8.4	( <sup>2</sup> )

<sup>1</sup> Includes severance pay and supplemental unemployment benefits.

<sup>2</sup> Cost per hour worked is \$0.01 or less.

<sup>3</sup> Includes mining, construction, and manufacturing.

<sup>4</sup> Includes transportation, communication, and public utilities; wholesale and

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

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



**Table 129. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Private industry goods-producing and service-producing workers, by occupational group, March 1990**

Series	Total compensation	Wages and salaries	Benefit costs						
			Total	Paid leave	Supplemental pay	Insurance	Retirement and savings	Legally required benefits	Other benefits <sup>1</sup>
Cost per hour worked									
<b>All workers, goods-producing industries<sup>2</sup></b> .....	\$17.55	\$12.14	\$5.41	\$1.19	\$0.61	\$1.26	\$0.61	\$1.70	\$0.03
White-collar occupations .....	22.44	16.06	6.38	1.91	.51	1.51	.77	1.67	.03
Professional specialty and technical .....	25.32	17.98	7.34	2.28	.40	1.76	.98	1.87	.04
Executive, administrative, and managerial .....	32.05	23.31	8.75	2.92	.81	1.67	1.12	2.21	.03
Administrative support, including clerical .....	14.02	9.74	4.28	1.03	.42	1.23	.42	1.15	.02
Blue-collar occupations .....	15.52	10.50	5.02	.89	.66	1.15	.55	1.73	.04
Precision production, craft, and repair .....	19.31	13.21	6.10	1.05	.74	1.26	.78	2.23	.04
Machine operators, assemblers, and inspectors .....	13.83	9.17	4.66	.92	.70	1.22	.40	1.38	.05
Transportation and material moving .....	16.30	10.93	5.36	.87	.68	1.18	.71	1.91	.02
Handlers, equipment cleaners, helpers, and laborers .....	11.88	8.23	3.65	.53	.41	.81	.38	1.51	( <sup>3</sup> )
Service occupations .....	13.49	9.15	4.34	.91	.50	1.14	.48	1.29	.03
<b>All workers, service-producing industries<sup>4</sup></b> .....	13.97	10.34	3.63	.96	.28	.79	.39	1.21	( <sup>3</sup> )
White-collar occupations .....	16.64	12.38	4.25	1.24	.31	.93	.49	1.27	( <sup>3</sup> )
Professional specialty and technical .....	22.79	16.85	5.94	1.83	.45	1.17	.76	1.70	( <sup>3</sup> )
Executive, administrative, and managerial .....	24.84	18.46	6.38	2.10	.55	1.16	.81	1.74	( <sup>3</sup> )
Sales .....	11.70	9.15	2.55	.60	.17	.57	.23	.98	( <sup>3</sup> )
Administrative support, including clerical .....	12.32	8.93	3.40	.93	.21	.93	.36	.97	( <sup>3</sup> )
Blue-collar occupations .....	13.33	9.44	3.89	.83	.36	.86	.37	1.47	( <sup>3</sup> )
Precision production, craft, and repair .....	16.94	12.03	4.91	1.24	.45	1.06	.47	1.68	( <sup>3</sup> )
Transportation and material moving .....	15.05	10.49	4.56	.89	.37	.97	.47	1.85	( <sup>3</sup> )
Handlers, equipment cleaners, helpers, and laborers .....	9.81	6.96	2.85	.49	.28	.69	.26	1.12	( <sup>3</sup> )
Service occupations .....	7.50	5.75	1.75	.35	.11	.35	.12	.81	( <sup>3</sup> )
Percent of total compensation									
<b>All workers, goods-producing industries<sup>2</sup></b> .....	100.0	69.2	30.8	6.8	3.5	7.2	3.5	9.7	0.2
White-collar occupations .....	100.0	71.6	28.4	8.5	2.3	6.7	3.4	7.4	.1
Professional specialty and technical .....	100.0	71.0	29.0	9.0	1.6	7.0	3.9	7.4	.2
Executive, administrative, and managerial .....	100.0	72.7	27.3	9.1	2.5	5.2	3.5	6.9	.1
Administrative support, including clerical .....	100.0	69.5	30.5	7.4	3.0	8.8	3.0	8.2	.1
Blue-collar occupations .....	100.0	67.7	32.3	5.7	4.2	7.4	3.5	11.2	.2
Precision production, craft, and repair .....	100.0	68.4	31.6	5.4	3.8	6.5	4.0	11.5	.2
Machine operators, assemblers, and inspectors .....	100.0	66.3	33.7	6.6	5.1	8.8	2.9	10.0	.3
Transportation and material moving .....	100.0	67.1	32.9	5.3	4.2	7.2	4.4	11.7	.1
Handlers, equipment cleaners, helpers, and laborers .....	100.0	69.3	30.7	4.5	3.5	6.8	3.2	12.7	( <sup>3</sup> )
Service occupations .....	100.0	67.8	32.2	6.7	3.7	8.4	3.6	9.5	.3
<b>All workers, service-producing industries<sup>4</sup></b> .....	100.0	74.0	26.0	6.9	2.0	5.6	2.8	8.7	( <sup>3</sup> )
White-collar occupations .....	100.0	74.4	25.6	7.5	1.9	5.6	3.0	7.6	( <sup>3</sup> )
Professional specialty and technical .....	100.0	73.9	26.1	8.0	2.0	5.2	3.3	7.5	( <sup>3</sup> )
Executive, administrative, and managerial .....	100.0	74.3	25.7	8.4	2.2	4.7	3.3	7.0	( <sup>3</sup> )
Sales .....	100.0	78.2	21.8	5.1	1.5	4.8	2.0	8.4	( <sup>3</sup> )
Administrative support, including clerical .....	100.0	72.4	27.6	7.5	1.7	7.5	2.9	7.9	( <sup>3</sup> )
Blue-collar occupations .....	100.0	70.8	29.2	6.2	2.7	6.4	2.8	11.0	( <sup>3</sup> )
Precision production, craft, and repair .....	100.0	71.0	29.0	7.3	2.6	6.3	2.7	9.9	( <sup>3</sup> )
Transportation and material moving .....	100.0	69.7	30.3	5.9	2.5	6.5	3.1	12.3	( <sup>3</sup> )
Handlers, equipment cleaners, helpers, and laborers .....	100.0	71.0	29.0	5.0	2.9	7.0	2.7	11.4	( <sup>3</sup> )
Service occupations .....	100.0	76.6	23.4	4.6	1.5	4.7	1.7	10.8	( <sup>3</sup> )

<sup>1</sup> Includes severance pay and supplemental unemployment benefits.

<sup>2</sup> Includes mining, construction, and manufacturing.

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

<sup>4</sup> Includes transportation, communication, and public utilities; wholesale and

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

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

**Table 130. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Private industry manufacturing and nonmanufacturing workers, by occupational group, March 1990**

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

<sup>1</sup> Includes severance pay and supplemental unemployment benefits.

<sup>2</sup> Cost per hour worked is \$0.01 or less.

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

**Table 131. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Private industry workers, by bargaining status, and major industry and occupational group, March 1990**

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

<sup>1</sup> Includes severance pay and supplemental unemployment benefits.

<sup>2</sup> Includes mining, construction, and manufacturing.

<sup>3</sup> Includes transportation, communication, and public utilities; wholesale and retail trade; finance, insurance, and real estate; and service industries.

<sup>4</sup> Cost per hour worked is \$0.01 or less.

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

**Table 132. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Private industry workers, by establishment size, and major industry and occupational group, March 1990**

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

<sup>1</sup> Includes severance pay and supplemental unemployment benefits.

<sup>2</sup> Cost per hour worked is \$0.01 or less.

<sup>3</sup> Includes mining, construction, and manufacturing.

<sup>4</sup> Includes transportation, communication, and public utilities; wholesale and

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

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

**Table 133. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Private industry aircraft manufacturing workers, by occupational group, March 1990**

Series	Total compensation	Wages and salaries	Benefit costs						
			Total	Paid leave	Supplemental pay	Insurance	Retirement and savings	Legally required benefits	Other benefits <sup>1</sup>
Cost per hour worked									
<b>Aircraft manufacturing (SIC 3721)</b> .....	\$24.17	\$16.32	\$7.84	\$2.16	\$1.27	\$1.84	\$0.76	\$1.79	( <sup>2</sup> )
White-collar occupations .....	25.51	17.71	7.80	2.40	.87	1.82	.89	1.81	( <sup>2</sup> )
Blue-collar occupations .....	22.22	14.26	7.96	1.80	1.93	1.88	.56	1.79	( <sup>2</sup> )
Percent of total compensation									
<b>Aircraft manufacturing (SIC 3721)</b> .....	100.0	67.5	32.4	8.9	5.3	7.6	3.1	7.4	( <sup>2</sup> )
White-collar occupations .....	100.0	69.4	30.6	9.4	3.4	7.1	3.5	7.1	( <sup>2</sup> )
Blue-collar occupations .....	100.0	64.2	35.8	8.1	8.7	8.5	2.5	8.1	( <sup>2</sup> )

<sup>1</sup> Includes severance pay and supplemental unemployment benefits.

<sup>2</sup> Cost per hour worked is \$0.01 or less.

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

**Table 134. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Private industry workers, by major industry group, March 1989**

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

<sup>1</sup> Includes mining, construction, and manufacturing.

<sup>2</sup> Includes transportation, communication, and public utilities; wholesale and retail trade; finance, insurance, and real estate; and service industries.

<sup>3</sup> Includes premium pay for work in addition to the regular work schedule (such as overtime, weekends, and holidays).

<sup>4</sup> The total employer's cost for Social Security is comprised of an OASDI

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

<sup>5</sup> Includes severance pay and supplemental unemployment benefits.

<sup>6</sup> Cost per hour worked is \$0.01 or less.

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

**Table 135. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Private industry workers, by major occupational group, March 1989**

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

<sup>1</sup> Cost per hour worked is \$0.01 or less.

<sup>2</sup> Includes premium pay for work in addition to the regular work schedule (such as overtime, weekends, and holidays).

<sup>3</sup> The total employer's cost for Social Security is comprised of an OASDI portion and a Medicare portion. OASDI is the abbreviation for

Old-Age, Survivors, and Disability Insurance.

<sup>4</sup> Includes severance pay and supplemental unemployment benefits.

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

**Table 136. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Private industry workers, by region and bargaining status, March 1989**

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

<sup>1</sup> The regional coverage is as follows: Northeast: Connecticut, Maine, Massachusetts, New Hampshire, New Jersey, New York, Pennsylvania, Rhode Island, and Vermont; South: Alabama, Arkansas, Delaware, District of Columbia, Florida, Georgia, Kentucky, Louisiana, Maryland, Mississippi, North Carolina, Oklahoma, South Carolina, Tennessee, Texas, Virginia, and West Virginia; Midwest: Illinois, Indiana, Iowa, Kansas, Michigan, Minnesota, Missouri, Nebraska, North Dakota, Ohio, South Dakota, and Wisconsin; and West: Alaska, Arizona, California, Colorado, Hawaii, Idaho, Montana, Nevada, New Mexico, Oregon, Utah, Washington, and Wyoming.  
<sup>2</sup> Includes premium pay for work in addition to the regular work schedule (such as

overtime, weekends, and holidays).  
<sup>3</sup> The total employer's cost for Social Security is comprised of an OASDI portion and a Medicare portion. OASDI is the abbreviation for Old-Age, Survivors, and Disability Insurance.  
<sup>4</sup> Includes severance pay and supplemental unemployment benefits.  
<sup>5</sup> Cost per hour worked is \$0.01 or less.

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



**Table 137. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Private industry workers, by occupational and industry group, March 1989**

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

<sup>1</sup> Includes severance pay and supplemental unemployment benefits.

<sup>2</sup> Cost per hour worked is \$0.01 or less.

<sup>3</sup> Includes mining, construction, and manufacturing.

<sup>4</sup> Includes transportation, communication, and public utilities; wholesale and

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

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

**Table 138. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Private industry goods-producing and service-producing workers, by occupational group, March 1989**

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

<sup>1</sup> Includes severance pay and supplemental unemployment benefits.

<sup>2</sup> Includes mining, construction, and manufacturing.

<sup>3</sup> Includes transportation, communication, and public utilities; wholesale and retail trade; finance, insurance, and real estate; and service industries.

<sup>4</sup> Cost per hour worked is \$0.01 or less.

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

**Table 139. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Private industry manufacturing and nonmanufacturing workers, by occupational group, March 1989**

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

<sup>1</sup> Includes severance pay and supplemental unemployment benefits.

<sup>2</sup> Cost per hour worked is \$0.01 or less.

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

**Table 140. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Private industry workers, by bargaining status, and major industry and occupational group, March 1989**

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

<sup>1</sup> Includes severance pay and supplemental unemployment benefits.

<sup>2</sup> Includes mining, construction, and manufacturing.

<sup>3</sup> Includes transportation, communication, and public utilities; wholesale and retail trade; finance, insurance, and real estate; and service industries.

<sup>4</sup> Cost per hour worked is \$0.01 or less.

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

**Table 141. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Private industry aircraft manufacturing workers, by occupational group, March 1989**

Series	Total compensation	Wages and salaries	Benefit costs						
			Total	Paid leave	Supplemental pay	Insurance	Retirement and savings	Legally required benefits	Other benefits <sup>1</sup>
Cost per hour worked									
<b>Aircraft manufacturing (SIC 3721)</b> .....	\$22.67	\$15.66	\$7.01	\$2.08	\$0.93	\$1.61	\$0.68	\$1.69	\$0.02
White-collar occupations .....	24.05	17.10	6.96	2.33	.50	1.61	.80	1.70	.02
Blue-collar occupations .....	20.64	13.50	7.14	1.71	1.62	1.62	.49	1.69	( <sup>2</sup> )
Percent of total compensation									
<b>Aircraft manufacturing (SIC 3721)</b> .....	100.0	69.1	30.9	9.2	4.1	7.1	3.0	7.5	0.1
White-collar occupations .....	100.0	71.1	28.9	9.7	2.1	6.7	3.3	7.1	.1
Blue-collar occupations .....	100.0	65.4	34.6	8.3	7.8	7.8	2.4	8.2	( <sup>2</sup> )

<sup>1</sup> Includes severance pay and supplemental unemployment benefits.

<sup>2</sup> Cost per hour worked is \$0.01 or less.

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

**Table 142. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Private industry workers, by major industry group, March 1988**

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

<sup>1</sup> Includes mining, construction, and manufacturing.

<sup>2</sup> Includes transportation, communication, and public utilities; wholesale and retail trade; finance, insurance, and real estate; and service industries.

<sup>3</sup> Includes premium pay for work in addition to the regular work schedule (such as overtime, weekends, and holidays).

<sup>4</sup> The total employer's cost for Social Security is comprised of an OASDI

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

<sup>5</sup> Includes severance pay and supplemental unemployment benefits.

<sup>6</sup> Cost per hour worked is \$0.01 or less.

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

**Table 143. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Private industry workers, by major occupational group, March 1988**

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

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

<sup>2</sup> The total employer's cost for Social Security is comprised of an OASDI portion and a Medicare portion. OASDI is the abbreviation for Old-Age, Survivors, and Disability Insurance.

<sup>3</sup> Includes severance pay and supplemental unemployment benefits.

<sup>4</sup> Cost per hour worked is \$0.01 or less.

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

**Table 144. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Private industry workers, by region and bargaining status, March 1988**

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

<sup>1</sup> The regional coverage is as follows: Northeast: Connecticut, Maine, Massachusetts, New Hampshire, New Jersey, New York, Pennsylvania, Rhode Island, and Vermont; South: Alabama, Arkansas, Delaware, District of Columbia, Florida, Georgia, Kentucky, Louisiana, Maryland, Mississippi, North Carolina, Oklahoma, South Carolina, Tennessee, Texas, Virginia, and West Virginia; Midwest: Illinois, Indiana, Iowa, Kansas, Michigan, Minnesota, Missouri, Nebraska, North Dakota, Ohio, South Dakota, and Wisconsin; and West: Alaska, Arizona, California, Colorado, Hawaii, Idaho, Montana, Nevada, New Mexico, Oregon, Utah, Washington, and Wyoming.

<sup>2</sup> Includes premium pay for work in addition to the regular work schedule (such as

overtime, weekends, and holidays).

<sup>3</sup> The total employer's cost for Social Security is comprised of an OASDI portion and a Medicare portion. OASDI is the abbreviation for Old-Age, Survivors, and Disability Insurance.

<sup>4</sup> Includes severance pay and supplemental unemployment benefits.

<sup>5</sup> Cost per hour worked is \$0.01 or less.

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



**Table 145. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Private industry workers, by occupational and industry group, March 1988**

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

<sup>1</sup> Includes severance pay and supplemental unemployment benefits.

<sup>2</sup> Cost per hour worked is \$0.01 or less.

<sup>3</sup> Includes mining, construction, and manufacturing.

<sup>4</sup> Includes transportation, communication, and public utilities; wholesale and

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

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

**Table 146. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Private industry goods-producing and service-producing workers, by occupational group, March 1988**

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

<sup>1</sup> Includes severance pay and supplemental unemployment benefits.

<sup>2</sup> Includes mining, construction, and manufacturing.

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

<sup>4</sup> Includes transportation, communication, and public utilities; wholesale and

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

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

**Table 147. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Private industry manufacturing and nonmanufacturing workers, by occupational group, March 1988**

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

<sup>1</sup> Includes severance pay and supplemental unemployment benefits.

<sup>2</sup> Cost per hour worked is \$0.01 or less.

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

**Table 148. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Private industry workers, by bargaining status, and major industry and occupational group, March 1988**

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

<sup>1</sup> Includes severance pay and supplemental unemployment benefits.

<sup>2</sup> Includes mining, construction, and manufacturing.

<sup>3</sup> Includes transportation, communication, and public utilities; wholesale and retail trade; finance, insurance, and real estate; and service industries.

<sup>4</sup> Cost per hour worked is \$0.01 or less.

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

**Table 149. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Private industry workers, by major industry group, March 1987**

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

<sup>1</sup> Includes mining, construction, and manufacturing.

<sup>2</sup> Includes transportation, communication, and public utilities; wholesale and retail trade; finance, insurance, and real estate; and service industries.

<sup>3</sup> Includes premium pay for work in addition to the regular work schedule (such as overtime, weekends, and holidays).

<sup>4</sup> The total employer's cost for Social Security is comprised of an OASDI

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

<sup>5</sup> Includes severance pay and supplemental unemployment benefits.

<sup>6</sup> Cost per hour worked is \$0.01 or less.

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

**Table 150. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Private industry workers, by major occupational group, March 1987**

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

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

<sup>2</sup> Cost per hour worked is \$0.01 or less.

<sup>3</sup> The total employer's cost for Social Security is comprised of an OASDI portion and a Medicare portion. OASDI is the abbreviation for

Old-Age, Survivors, and Disability Insurance.

<sup>4</sup> Includes severance pay and supplemental unemployment benefits.

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

**Table 151. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Private industry workers, by occupational and industry group, March 1987**

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

<sup>1</sup> Includes severance pay and supplemental unemployment benefits.

<sup>2</sup> Cost per hour worked is \$0.01 or less.

<sup>3</sup> Includes mining, construction, and manufacturing.

<sup>4</sup> Includes transportation, communication, and public utilities; wholesale and

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

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

**Table 152. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Private industry workers, by bargaining status, and major industry and occupational group, March 1987**

Series	Total compensation	Wages and salaries	Benefit costs						
			Total	Paid leave	Supplemental pay	Insurance	Retirement and savings	Legally required benefits	Other benefits <sup>1</sup>
Cost per hour worked									
<b>All union workers, private industry</b> .....	\$17.58	\$11.83	\$5.75	\$1.27	\$0.58	\$1.32	\$0.90	\$1.63	\$0.05
Blue-collar occupations .....	18.23	12.06	6.17	1.26	.70	1.41	.95	1.79	.07
Goods-producing industries <sup>2</sup> .....	18.44	12.18	6.26	1.20	.78	1.46	.95	1.79	.09
Manufacturing .....	16.99	11.09	5.91	1.35	.81	1.41	.67	1.56	.10
Blue-collar occupations .....	16.94	11.04	5.89	1.34	.83	1.41	.65	1.57	.10
<b>All nonunion workers, private industry</b> .....	12.54	9.40	3.14	.86	.26	.60	.39	1.03	( <sup>3</sup> )
Blue-collar occupations .....	10.60	7.80	2.81	.55	.34	.54	.24	1.12	( <sup>3</sup> )
Goods-producing industries <sup>2</sup> .....	14.73	10.66	4.07	1.04	.42	.82	.51	1.27	( <sup>3</sup> )
Manufacturing .....	14.83	10.63	4.20	1.15	.39	.90	.54	1.20	( <sup>3</sup> )
Blue-collar occupations .....	11.01	7.84	3.17	.69	.43	.70	.29	1.05	( <sup>3</sup> )
Percent of total compensation									
<b>All union workers, private industry</b> .....	100.0	67.3	32.7	7.2	3.3	7.5	5.1	9.3	0.3
Blue-collar occupations .....	100.0	66.1	33.9	6.9	3.8	7.7	5.2	9.8	.4
Goods-producing industries <sup>2</sup> .....	100.0	66.0	34.0	6.5	4.2	7.9	5.2	9.7	.5
Manufacturing .....	100.0	65.2	34.8	8.0	4.8	8.3	3.9	9.2	.6
Blue-collar occupations .....	100.0	65.2	34.8	7.9	4.9	8.3	3.8	9.3	.6
<b>All nonunion workers, private industry</b> .....	100.0	75.0	25.0	6.8	2.1	4.7	3.1	8.2	( <sup>3</sup> )
Blue-collar occupations .....	100.0	73.5	26.5	5.2	3.2	5.1	2.3	10.5	( <sup>3</sup> )
Goods-producing industries <sup>2</sup> .....	100.0	72.4	27.6	7.0	2.8	5.6	3.4	8.6	( <sup>3</sup> )
Manufacturing .....	100.0	71.7	28.3	7.8	2.6	6.1	3.7	8.1	( <sup>3</sup> )
Blue-collar occupations .....	100.0	71.2	28.8	6.3	3.9	6.4	2.6	9.6	( <sup>3</sup> )

<sup>1</sup> Includes severance pay and supplemental unemployment benefits.

<sup>2</sup> Includes mining, construction, and manufacturing.

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

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



**Table 153. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Private industry workers, by major industry group, March 1986**

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

<sup>1</sup> Includes mining, construction, and manufacturing.

<sup>2</sup> Includes transportation, communication, and public utilities; wholesale and retail trade; finance, insurance, and real estate; and service industries.

<sup>3</sup> Includes premium pay for work in addition to the regular work schedule (such as overtime, weekends, and holidays).

<sup>4</sup> The total employer's cost for Social Security is comprised of an OASDI

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

<sup>5</sup> Includes severance pay and supplemental unemployment benefits.

<sup>6</sup> Cost per hour worked is \$0.01 or less.

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

**Table 154. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Private industry workers, by major occupational group, March 1986**

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

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

<sup>2</sup> The total employer's cost for Social Security is comprised of an OASDI portion and a Medicare portion. OASDI is the abbreviation for Old-Age, Survivors, and Disability Insurance.

<sup>3</sup> Includes severance pay and supplemental unemployment benefits.

<sup>4</sup> Cost per hour worked is \$0.01 or less.

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

**Table 155. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Private industry workers, by occupational and industry group, March 1986**

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

<sup>1</sup> Includes severance pay and supplemental unemployment benefits.

<sup>2</sup> Cost per hour worked is \$0.01 or less.

<sup>3</sup> Includes mining, construction, and manufacturing.

<sup>4</sup> Includes transportation, communication, and public utilities; wholesale and

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

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

**Table 156. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Private industry workers, by bargaining status, and major industry and occupational group, March 1986**

Series	Total compensation	Wages and salaries	Benefit costs						
			Total	Paid leave	Supplemental pay	Insurance	Retirement and savings	Legally required benefits	Other benefits <sup>1</sup>
Cost per hour worked									
<b>All union workers, private industry</b> .....	\$16.79	\$11.32	\$5.47	\$1.23	\$0.54	\$1.24	\$0.87	\$1.54	\$0.05
Blue-collar occupations .....	17.70	11.75	5.95	1.27	.67	1.35	.92	1.69	.06
Goods-producing industries <sup>2</sup> .....	17.92	11.78	6.15	1.20	.76	1.43	.97	1.70	.09
Manufacturing .....	16.64	10.80	5.84	1.34	.79	1.39	.73	1.48	.10
Blue-collar occupations .....	16.56	10.75	5.82	1.33	.81	1.39	.70	1.49	.10
<b>All nonunion workers, private industry</b> .....	12.39	9.26	3.12	.85	.24	.61	.41	1.00	( <sup>3</sup> )
Blue-collar occupations .....	10.32	7.60	2.71	.53	.34	.54	.22	1.08	( <sup>3</sup> )
Goods-producing industries <sup>2</sup> .....	14.56	10.53	4.03	1.04	.39	.81	.54	1.24	( <sup>3</sup> )
Manufacturing .....	14.69	10.51	4.17	1.15	.37	.89	.56	1.19	( <sup>3</sup> )
Blue-collar occupations .....	10.77	7.66	3.11	.67	.42	.69	.29	1.04	( <sup>3</sup> )
Percent of total compensation									
<b>All union workers, private industry</b> .....	100.0	67.4	32.6	7.4	3.2	7.4	5.2	9.2	0.3
Blue-collar occupations .....	100.0	66.4	33.6	7.2	3.8	7.6	5.2	9.5	.4
Goods-producing industries <sup>2</sup> .....	100.0	65.7	34.3	6.7	4.3	8.0	5.4	9.5	.5
Manufacturing .....	100.0	64.9	35.1	8.1	4.8	8.4	4.4	8.9	.6
Blue-collar occupations .....	100.0	64.9	35.1	8.0	4.9	8.4	4.3	9.0	.6
<b>All nonunion workers, private industry</b> .....	100.0	74.8	25.2	6.9	1.9	4.9	3.3	8.1	( <sup>3</sup> )
Blue-collar occupations .....	100.0	73.7	26.3	5.1	3.3	5.3	2.2	10.4	( <sup>3</sup> )
Goods-producing industries <sup>2</sup> .....	100.0	72.3	27.7	7.1	2.7	5.6	3.7	8.5	( <sup>3</sup> )
Manufacturing .....	100.0	71.6	28.4	7.8	2.5	6.1	3.8	8.1	( <sup>3</sup> )
Blue-collar occupations .....	100.0	71.1	28.9	6.2	3.9	6.4	2.7	9.7	( <sup>3</sup> )

<sup>1</sup> Includes severance pay and supplemental unemployment benefits.

<sup>2</sup> Includes mining, construction, and manufacturing.

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

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

# Appendix A. Description of the Survey, Estimation Methods, and Measures of Data Reliability

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

## Sample design

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

The sample will be completely replaced over approximately a 5-year period in order to reduce respondent burden and to keep the sample frame current. The total sample replacement is gradual, with portions replaced on a continual basis. In addition, a sample of newly created establishments will be selected annually to represent establishments that have recently come into existence.

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

Occupational sampling is completed by a BLS representative during a personal visit in which initial wage and salary and benefit information is collected. A specific number of narrowly defined occupations (between four and eight) is selected,

depending on establishment employment size. Each occupation selected is classified into one of the following 10 major occupational groups: Professional specialty; technical; executive, administrative, and managerial; sales; administrative support, including clerical; precision production, craft, and repair; machine operators, assemblers, and inspectors; transportation and material moving; handlers, equipment cleaners, helpers, and laborers; and service occupations.

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

## Collection methods

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

### Computation of employer costs for employee compensation

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

To compute average current cost level estimates at higher levels of industry and occupation aggregation, current industry and occupational employment weights are required. To compute the March 1998 cost levels, for example, March 1998 industry employment figures from the BLS Current Employment Statistics (CES) program were used in conjunction with the sample weights of the establishment occupations in the March 1998 ECI sample. (Employment figures from the CES sample survey were adjusted using data from a complete count of establishments: First quarter 1997 Employment, Wages, and Contributions Report, known as the ES-202 Report.) Sample weights are ECI estimates of the occupational employment, reflecting both employment in each establishment occupation

surveyed and the probability of selection of that establishment occupation.

For the March 1997 estimates, Standard Industrial Classification (SIC) coding changes that were introduced with the 1996 CES benchmark were not incorporated into estimates for that year. Some establishments in Motor freight transportation and warehousing (SIC 42), Transportation by air (SIC 45), and Transportation services (SIC 47), were reclassified into Air courier services (SIC 4513). The employment estimates used reflect the employment counts as they would have been if the SIC coding changes had not been made. This was done so that the employment counts would be consistent with the weighted costs (which could not be converted to the new coding structure that year) used in the calculation of these costs levels. Because of the potential impact on the 1997 estimate for the transportation and public utilities series, that series was not published in 1997. However, these data were used in the calculation of higher level series service-producing industries, nonmanufacturing, and all workers. These SIC coding changes were introduced into the ECEC with the March 1998 estimates.

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

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

$$\bar{Y}_{b,k,o} = \frac{\sum_j (Y_{b,k,o,j} * SW_j)}{\sum_j (SW_j)}$$

where:

$\bar{Y}_{b,k,o}$  is the cost level estimate for wages or a specific benefit b in industry group k, occupation group o (weighted with sample weights);

$\sum_j$  is the sum of all establishments;

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

$SW_j$  is the sample weight of the establishment occupation.

The second step allocates the industry weights from the CES program over the major occupational groups, using the em-

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

The formula for the second step is:

$$C_{b,k,o} = \frac{\sum (IE_{k,o} * Y_{b,k,o})}{\sum IE_{k,o}}$$

where:

$C_{b,k,o}$  is the weighted cost level estimate of a benefit for an occupation in industry k (weighted with both ECI sample weights and CES industry employment);

$IE_{k,o}$  is industry/occupation employment data from CES and ECI; the occupational employment within an industry is estimated by using the ECI sample data to allocate the occupational distribution of CES industry employment; and

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

### Reliability of the estimates

There are two types of errors—sampling and nonsampling—possible in the estimates from the ECEC, as well as in any other sample survey.

**Sampling errors.** These are differences that occur between the results computed from a sample of observations and those computed from all observations in the population. The estimates derived from different samples selected using the same sample design may differ from each other.

A measure of the variation among these differing estimates is the standard error. The standard error can be used to measure the precision with which an estimate from a particular sample approximates the expected result of all possible samples. Chances are about 68 out of 100 that an estimate from the survey differs from a complete population figure by less than the standard error. Chances are about 90 out of 100 that this difference will be less than 1.6 times the standard error. Statements of comparisons appearing in this publication are significant at a 1.6 standard error level or better, unless otherwise indicated. This means that for differences cited, the estimated difference is greater than 1.6 times the standard error of the difference. Standard errors (expressed as ratios to the cost estimate, or relative errors) for all 1998 published estimates of employer costs for employee compensation are provided in tables A-1 through A-16.

For information on using ECEC data to measure changes over time, see Albert E. Schwenk, "Measuring Trends in the Structure of Levels of Employer Costs for Employee Compensation" and Michael K. Lettau, Mark A. Lowenstein, and Aaron T. Cushner, "Explaining the Differential Growth Rates of the ECI and the ECEC," *Compensation and Working Con-*

*ditions*, Summer 1997, pp. 3-14 and pp. 15-23; and Martha A. C. Walker and Bruce J. Bergman, "Analyzing Year-to-Year Changes in Employer Costs for Employee Compensation," *Compensation and Working Conditions*, Spring 1998, pp. 17-27. These articles are reprinted in Appendix C of this bulletin.

The method used for computing the standard errors for the ECEC is called "balanced repeated replication". Each industry sample is divided into a number of variance strata, and the sample in each variance stratum is divided into half-samples. The cost level or percent change estimates are replicated 64 times, using the data from one half-sample from each stratum instead of the data from both half-samples.

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

$$VAR X = \frac{\sum_{i=1}^{64} [x_i - x_0]^2}{64}$$

where:

X is cost levels estimate

i is the replicate

$x_i$  is the ith half-sample estimate for the same cell, and

$x_0$  is the full sample level estimate for some cell.

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

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

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

**Table A-1. Relative errors<sup>1</sup> for employer costs per hour worked for employee compensation: Civilian workers, by major occupational group, March 1998**

(Relative error in percent)

Compensation component	Civilian workers		White-collar		Blue-collar		Service	
	Cost	Relative error	Cost	Relative error	Cost	Relative error	Cost	Relative error
Total compensation .....	\$19.76	0.7	\$23.84	0.9	\$17.85	1.2	\$11.03	1.7
Wages and salaries .....	14.30	.7	17.52	.9	12.29	1.0	8.13	1.5
Total benefits .....	5.47	1.0	6.32	1.1	5.55	1.7	2.90	2.9
Paid leave .....	1.30	1.4	1.69	1.6	1.03	2.0	.60	4.1
Vacation pay .....	.60	1.5	.75	1.8	.52	2.4	.27	5.0
Holiday pay .....	.44	1.7	.57	2.1	.36	2.0	.20	4.1
Sick leave .....	.19	1.6	.28	1.7	.10	4.4	.10	4.3
Other leave pay .....	.07	2.1	.09	2.4	.04	7.2	.03	6.6
Supplemental pay .....	.51	5.0	.54	9.1	.67	3.1	.19	7.1
Premium pay .....	.20	2.7	.11	5.9	.44	3.1	.10	5.9
Shift pay .....	.05	5.0	.04	5.7	.07	5.4	.04	15.5
Nonproduction bonuses .....	.26	9.9	.39	12.6	.16	7.8	.05	10.5
Insurance .....	1.25	1.3	1.43	1.5	1.32	2.5	.64	3.7
Life insurance .....	.05	2.4	.06	2.5	.05	5.2	( <sup>2</sup> )	5.7
Health insurance .....	1.15	1.3	1.31	1.5	1.22	2.5	.60	3.7
Sickness and accident insurance .....	.03	3.6	.04	5.2	.04	4.3	.02	11.6
Long-term disability insurance .....	.02	3.8	.03	4.1	.02	8.8	( <sup>2</sup> )	10.1
Retirement and savings .....	.75	2.0	.92	2.1	.68	4.5	.37	6.5
Defined benefit plans .....	.47	2.8	.53	2.7	.46	5.9	.31	7.7
Defined contribution plans .....	.28	3.1	.39	3.5	.22	5.1	.06	10.0
Legally required benefits .....	1.63	.7	1.72	.8	1.82	1.3	1.08	2.0
Social Security .....	1.15	.8	1.36	.9	1.04	1.1	.69	2.0
OASDI <sup>3</sup> .....	.92	.8	1.08	.9	.84	1.1	.55	2.0
Medicare .....	.23	.8	.28	1.0	.20	1.0	.14	1.8
Federal unemployment insurance .....	.03	.7	.03	1.1	.03	.8	.03	2.5
State unemployment insurance .....	.10	2.1	.10	3.0	.12	2.8	.09	5.8
Workers' compensation .....	.35	2.0	.23	3.0	.63	2.8	.27	3.5
Other benefits <sup>4</sup> .....	.03	11.4	.03	15.9	.03	10.5	( <sup>2</sup> )	17.6

<sup>1</sup> The relative error is the standard error expressed as a percent of the cost. One can be 90-percent confident that the interval around the cost estimate bounded by 1.6 times plus and 1.6 times minus the standard error contains the "true" cost.

<sup>2</sup> Cost per hour worked is \$0.01 or less.

<sup>3</sup> The total employer's cost for Social Security is comprised of an OASDI portion and a Medicare portion. OASDI is the abbreviation for Old-Age, Survivors, and Disability Insurance.

<sup>4</sup> Includes severance pay and supplemental unemployment benefits.



**Table A-2. Relative errors<sup>1</sup> for employer costs per hour worked for employee compensation: Civilian workers, by occupational and industry group, March 1998**

(Relative error in percent)

Series	Total compensation	Wages and salaries	Benefit costs						
			Total	Paid leave	Supplemental pay	Insurance	Retirement and savings	Legally required benefits	Other benefits <sup>2</sup>
Civilian workers .....	\$19.76	\$14.30	\$5.47	\$1.30	\$0.51	\$1.25	\$0.75	\$1.63	\$0.03
Relative error .....	.7	.7	1.0	1.4	5.0	1.3	2.0	.7	11.4
<b>Occupational group</b>									
White-collar occupations .....	\$23.84	\$17.52	\$6.32	\$1.69	\$.54	\$1.43	\$.92	\$1.72	\$.03
Relative error .....	.9	.9	1.1	1.6	9.1	1.5	2.1	.8	15.9
Professional specialty and technical .....	\$31.56	\$23.34	\$8.22	\$2.16	\$.63	\$1.80	\$1.42	\$2.16	\$.05
Relative error .....	1.5	1.4	2.3	2.2	24.7	1.8	3.3	1.5	20.2
Professional .....	\$33.69	\$25.01	\$8.68	\$2.27	\$.64	\$1.90	\$1.57	\$2.25	\$.05
Relative error .....	1.6	1.6	2.4	2.7	31.4	2.3	4.1	1.8	25.0
Nurses .....	\$28.59	\$20.88	\$7.71	\$2.29	\$.97	\$1.39	\$.78	\$2.27	( <sup>3</sup> )
Relative error .....	1.7	1.6	3.0	4.3	8.9	6.2	6.6	2.8	28.8
Teachers .....	\$36.24	\$27.57	\$8.67	\$1.82	\$.08	\$2.25	\$2.37	\$2.09	\$.06
Relative error .....	2.7	2.8	3.0	4.9	13.3	3.2	4.8	3.2	36.7
Technical .....	\$23.96	\$17.34	\$6.61	\$1.79	\$.60	\$1.43	\$.89	\$1.86	\$.04
Relative error .....	2.3	2.6	2.5	3.0	6.9	3.5	5.9	2.3	19.0
Executive, administrative, and managerial .....	\$34.39	\$24.85	\$9.54	\$2.99	\$.99	\$1.77	\$1.38	\$2.36	\$.05
Relative error .....	1.7	1.8	2.0	2.5	9.0	2.6	4.7	1.6	24.6
Administrative support, including clerical .....	\$16.09	\$11.47	\$4.62	\$1.17	\$.32	\$1.34	\$.56	\$1.22	\$.02
Relative error .....	.9	.8	1.5	1.6	6.1	3.1	3.1	.9	11.3
Blue-collar occupations .....	\$17.85	\$12.29	\$5.55	\$1.03	\$.67	\$1.32	\$.68	\$1.82	\$.03
Relative error .....	1.2	1.0	1.7	2.0	3.1	2.5	4.5	1.3	10.5
Service occupations .....	\$11.03	\$8.13	\$2.90	\$.60	\$.19	\$.64	\$.37	\$1.08	( <sup>3</sup> )
Relative error .....	1.7	1.5	2.9	4.1	7.1	3.7	6.5	2.0	17.6
<b>Industry group</b>									
Services .....	\$20.81	\$15.49	\$5.32	\$1.36	\$.37	\$1.22	\$.79	\$1.56	\$.02
Relative error .....	1.5	1.4	2.0	2.9	16.3	2.2	3.0	1.1	18.8
Health services .....	\$19.25	\$14.11	\$5.14	\$1.47	\$.47	\$1.13	\$.55	\$1.52	( <sup>3</sup> )
Relative error .....	3.1	2.9	4.1	4.3	8.9	7.0	8.7	2.3	20.8
Hospitals .....	\$22.29	\$15.76	\$6.53	\$1.95	\$.66	\$1.52	\$.69	\$1.68	\$.02
Relative error .....	1.9	1.9	2.3	2.7	3.7	3.7	4.8	1.8	24.3
Educational services .....	\$29.40	\$21.73	\$7.67	\$1.83	\$.10	\$2.09	\$1.89	\$1.72	\$.04
Relative error .....	1.5	1.6	1.6	2.5	8.4	2.2	3.0	2.1	30.1
Elementary and secondary education .....	\$28.82	\$21.38	\$7.45	\$1.61	\$.07	\$2.25	\$1.83	\$1.62	\$.06
Relative error .....	1.8	1.8	2.2	4.1	15.6	2.8	4.1	3.0	34.0
Higher education .....	\$31.46	\$23.10	\$8.36	\$2.29	\$.15	\$1.85	\$2.10	\$1.96	( <sup>3</sup> )
Relative error .....	2.8	3.3	2.1	3.2	7.7	2.1	3.9	2.6	16.6

<sup>1</sup> The relative error is the standard error expressed as a percent of the cost. One can be 90-percent confident that the interval around the cost estimate bounded by 1.6 times plus and 1.6 times minus the standard error contains the "true" cost.

<sup>2</sup> Includes severance pay and supplemental unemployment benefits.

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

**Table A-3. Relative errors<sup>1</sup> for employer costs per hour worked for employee compensation: State and local government workers, by selected characteristics,<sup>2</sup> March 1998**

(Relative error in percent)

Compensation component	All workers in State and local governments		White-collar occupations		Service occupations		Service industries	
	Cost	Relative error	Cost	Relative error	Cost	Relative error	Cost	Relative error
Total compensation .....	\$27.28	1.4	\$30.34	1.6	\$20.10	3.6	\$28.62	1.6
Wages and salaries .....	19.19	1.4	21.89	1.6	12.97	3.0	20.80	1.7
Total benefits .....	8.10	1.9	8.45	1.7	7.13	4.9	7.82	1.6
Paid leave .....	2.11	1.9	2.19	2.3	1.85	4.9	1.91	2.4
Vacation pay .....	.72	2.3	.67	2.9	.78	6.1	.52	3.2
Holiday pay .....	.69	3.2	.73	4.4	.60	4.5	.65	5.1
Sick leave .....	.53	2.1	.61	2.3	.35	3.8	.57	2.5
Other leave pay .....	.16	3.3	.18	3.2	.12	9.4	.17	3.5
Supplemental pay .....	.23	7.1	.14	5.7	.45	13.6	.15	5.3
Premium pay .....	.11	7.0	.04	8.8	.24	11.6	.05	7.1
Shift pay .....	.05	12.6	.04	10.7	.12	23.4	.05	8.3
Nonproduction bonuses .....	.07	8.8	.06	10.1	.09	18.0	.05	12.0
Insurance .....	2.15	2.1	2.27	2.3	1.79	4.2	2.17	2.4
Life insurance .....	.05	3.6	.06	4.9	.04	6.3	.05	5.7
Health insurance .....	2.05	2.2	2.17	2.3	1.71	4.2	2.08	2.4
Sickness and accident insurance .....	.02	11.8	.02	11.6	.03	29.1	.02	12.6
Long-term disability insurance .....	.03	11.5	.03	13.3	( <sup>3</sup> )	18.9	.03	15.8
Retirement and savings .....	1.94	3.0	2.07	3.0	1.73	7.2	1.90	3.0
Defined benefit plans .....	1.80	2.9	1.90	2.8	1.67	7.5	1.74	2.8
Defined contribution plans .....	.14	9.7	.17	10.0	.06	25.4	.15	10.4
Legally required benefits .....	1.63	2.1	1.74	2.4	1.27	3.8	1.64	2.3
Social Security .....	1.28	2.4	1.46	2.7	.83	4.5	1.38	2.8
OASDI <sup>4</sup> .....	1.00	2.7	1.13	3.1	.64	5.0	1.08	3.2
Medicare .....	.28	1.7	.32	2.0	.19	3.7	.30	2.0
Federal unemployment insurance .....	( <sup>3</sup> )	18.9	( <sup>3</sup> )	21.5	( <sup>3</sup> )	20.5	( <sup>3</sup> )	20.2
State unemployment insurance .....	.04	5.7	.04	6.2	.05	12.3	.03	7.9
Workers' compensation .....	.30	3.0	.25	3.1	.39	5.4	.22	2.9
Other benefits <sup>5</sup> .....	.04	23.0	.04	27.5	.03	24.4	.05	29.5

<sup>1</sup> The relative error is the standard error expressed as a percent of the cost. One can be 90-percent confident that the interval around the cost estimate bounded by 1.6 times plus and 1.6 times minus the standard error contains the "true" cost.

<sup>2</sup> This table presents data for the two major occupational groups in State and local governments: White-collar occupations, largely professional occupations, including teachers; and service occupations, including police and firefighters; and one major industry group, services. The

service industries, which include health and educational services, employ a large part of the State and local government workforce.

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

<sup>4</sup> The total employer's cost for Social Security is comprised of an OASDI portion and a Medicare portion. OASDI is the abbreviation for Old-Age, Survivors, and Disability Insurance.

<sup>5</sup> Includes severance pay and supplemental unemployment benefits.

**Table A-4. Relative errors<sup>1</sup> for employer costs per hour worked for employee compensation: State and local government workers, by occupational and industry group, March 1998**

(Relative error in percent)

Series	Total compensation	Wages and salaries	Benefit costs						
			Total	Paid leave	Supplemental pay	Insurance	Retirement and savings	Legally required benefits	Other benefits <sup>2</sup>
State and local government workers .....	\$27.28	\$19.19	\$8.10	\$2.11	\$0.23	\$2.15	\$1.94	\$1.63	\$0.04
Relative error .....	1.4	1.4	1.9	1.9	7.1	2.1	3.0	2.1	23.0
<b>Occupational group</b>									
White-collar occupations .....	\$30.34	\$21.89	\$8.45	\$2.19	\$ .14	\$2.27	\$2.07	\$1.74	\$ .04
Relative error .....	1.6	1.6	1.7	2.3	5.7	2.3	3.0	2.4	27.5
Professional specialty and technical .....	\$35.76	\$26.54	\$9.22	\$2.15	\$ .16	\$2.41	\$2.45	\$2.00	\$ .06
Relative error .....	1.8	1.8	2.4	3.9	7.4	2.4	4.0	3.2	29.9
Professional .....	\$37.14	\$27.70	\$9.44	\$2.16	\$ .14	\$2.47	\$2.54	\$2.05	\$ .07
Relative error .....	1.8	1.8	2.4	4.2	9.7	2.5	4.1	3.3	31.1
Teachers .....	\$39.88	\$30.13	\$9.75	\$2.01	\$ .07	\$2.62	\$2.84	\$2.14	\$ .08
Relative error .....	1.5	1.6	2.1	4.9	16.3	2.6	3.7	3.4	37.4
Executive, administrative, and managerial .....	\$34.50	\$24.01	\$10.49	\$3.47	\$ .17	\$2.33	\$2.47	\$2.03	( <sup>3</sup> )
Relative error .....	2.6	2.8	2.5	4.6	12.6	4.9	4.6	3.0	21.6
Administrative support, including clerical .....	\$17.48	\$11.60	\$5.88	\$1.59	\$ .09	\$1.98	\$1.10	\$1.10	\$ .02
Relative error .....	1.4	1.4	1.8	3.0	9.1	3.2	3.7	2.4	25.1
Blue-collar occupations .....	\$22.08	\$14.38	\$7.70	\$2.09	\$ .39	\$2.06	\$1.58	\$1.56	\$ .03
Relative error .....	2.7	2.4	3.8	4.6	7.6	4.6	7.8	5.3	17.5
Service occupations .....	\$20.10	\$12.97	\$7.13	\$1.85	\$ .45	\$1.79	\$1.73	\$1.27	\$ .03
Relative error .....	3.6	3.0	4.9	4.9	13.6	4.2	7.2	3.8	24.4
<b>Industry group</b>									
Services .....	\$28.62	\$20.80	\$7.82	\$1.91	\$ .15	\$2.17	\$1.90	\$1.64	\$ .05
Relative error .....	1.6	1.7	1.6	2.4	5.3	2.4	3.0	2.3	29.5
Health services .....	\$22.20	\$14.95	\$7.25	\$2.26	\$ .57	\$1.72	\$1.10	\$1.57	\$ .03
Relative error .....	3.3	3.2	3.7	4.2	7.1	8.4	8.0	4.6	19.1
Hospitals .....	\$22.81	\$15.43	\$7.38	\$2.35	\$ .55	\$1.70	\$1.14	\$1.61	\$ .03
Relative error .....	3.0	3.0	3.3	4.4	7.6	4.3	6.6	4.3	21.8
Educational services .....	\$29.97	\$22.03	\$7.93	\$1.84	\$ .09	\$2.23	\$2.06	\$1.67	\$ .05
Relative error .....	1.7	1.9	1.8	2.9	8.9	2.6	3.4	2.6	32.8
Elementary and secondary education .....	\$29.57	\$21.88	\$7.68	\$1.67	\$ .06	\$2.34	\$1.94	\$1.61	\$ .06
Relative error .....	1.9	1.9	2.3	4.3	15.3	3.0	4.3	3.3	34.1
Higher education .....	\$31.53	\$22.86	\$8.66	\$2.31	\$ .17	\$1.94	\$2.39	\$1.85	( <sup>3</sup> )
Relative error .....	4.1	4.9	2.7	3.6	9.9	3.3	5.2	4.2	34.6
Public administration .....	\$24.73	\$16.24	\$8.49	\$2.46	\$ .34	\$2.05	\$2.10	\$1.52	\$ .03
Relative error .....	3.0	2.7	4.1	3.8	14.8	4.0	6.1	4.6	24.5

<sup>1</sup> The relative error is the standard error expressed as a percent of the cost. One can be 90-percent confident that the interval around the cost estimate bounded by 1.6 times plus and 1.6 times minus the standard error contains the "true" cost.

<sup>2</sup> Includes severance pay and supplemental unemployment benefits.

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

**Table A-5. Relative errors<sup>1</sup> for employer costs per hour worked for employee compensation: Private industry workers, by major industry group, March 1998**

(Relative error in percent)

Compensation component	All workers in private industry		Goods-producing <sup>2</sup>		Service-producing <sup>3</sup>		Manufacturing		Nonmanufacturing	
	Cost	Relative error	Cost	Relative error	Cost	Relative error	Cost	Relative error	Cost	Relative error
Total compensation .....	\$18.50	0.9	\$22.26	1.5	\$17.31	1.1	\$22.29	1.8	\$17.66	1.0
Wages and salaries .....	13.47	.9	15.35	1.3	12.88	1.1	15.22	1.7	13.09	1.0
Total benefits .....	5.02	1.2	6.91	2.0	4.42	1.5	7.07	2.2	4.57	1.5
Paid leave .....	1.16	1.7	1.47	2.2	1.07	2.2	1.68	2.6	1.05	2.2
Vacation pay .....	.58	1.7	.76	2.5	.52	2.3	.86	2.6	.51	2.3
Holiday pay .....	.40	2.0	.53	2.3	.36	2.7	.62	2.7	.35	2.6
Sick leave .....	.14	2.5	.11	5.3	.14	2.6	.13	6.5	.14	2.5
Other leave pay .....	.05	3.0	.06	4.8	.05	4.0	.07	4.9	.05	3.9
Supplemental pay .....	.56	5.5	.85	4.4	.47	8.1	.91	5.2	.48	7.4
Premium pay .....	.22	2.9	.47	4.0	.14	4.0	.48	4.6	.16	3.6
Shift pay .....	.05	4.8	.07	5.7	.04	6.6	.09	5.8	.04	6.6
Nonproduction bonuses .....	.29	10.3	.30	9.8	.29	13.3	.34	11.1	.28	12.6
Insurance .....	1.10	1.6	1.62	2.7	.94	1.9	1.70	2.7	.97	2.0
Life insurance .....	.04	2.9	.06	4.4	.04	4.0	.06	4.4	.04	3.7
Health insurance .....	1.00	1.6	1.48	2.8	.85	1.9	1.54	2.8	.88	2.0
Sickness and accident insurance .....	.04	3.7	.06	6.2	.03	4.6	.07	5.4	.03	4.9
Long-term disability insurance .....	.02	4.1	.02	7.2	.02	4.7	.02	7.5	.02	4.6
Retirement and savings .....	.55	2.9	.82	5.4	.46	3.4	.76	5.9	.50	3.4
Defined benefit plans .....	.24	4.8	.45	8.1	.18	5.1	.40	9.5	.21	5.1
Defined contribution plans .....	.30	3.4	.37	5.3	.28	4.4	.36	5.6	.29	4.2
Legally required benefits .....	1.63	.7	2.09	1.6	1.48	.8	1.93	1.8	1.56	.7
Social Security .....	1.12	.8	1.30	1.3	1.07	1.0	1.30	1.6	1.08	.9
OASDI <sup>4</sup> .....	.90	.7	1.05	1.3	.86	.9	1.05	1.6	.87	.9
Medicare .....	.22	.9	.25	1.3	.21	1.2	.25	1.7	.21	1.1
Federal unemployment insurance .....	.03	.7	.03	.7	.03	.9	.03	.8	.03	.8
State unemployment insurance .....	.11	2.2	.14	4.2	.10	2.6	.12	3.9	.11	2.5
Workers' compensation .....	.36	2.2	.63	4.1	.28	2.0	.48	4.6	.33	2.3
Other benefits <sup>5</sup> .....	.03	12.5	.07	19.6	( <sup>6</sup> )	8.9	.08	20.6	( <sup>6</sup> )	8.8

<sup>1</sup> The relative error is the standard error expressed as a percent of the cost. One can be 90-percent confident that the interval around the cost estimate bounded by 1.6 times plus and 1.6 times minus the standard error contains the "true" cost.

<sup>2</sup> Includes mining, construction, and manufacturing.

<sup>3</sup> Includes transportation, communication, and public utilities; wholesale and retail trade; finance, insurance, and real estate; and

service industries.

<sup>4</sup> The total employer's cost for Social Security is comprised of an OASDI portion and a Medicare portion. OASDI is the abbreviation for Old-Age, Survivors, and Disability Insurance.

<sup>5</sup> Includes severance pay and supplemental unemployment benefits.

<sup>6</sup> Cost per hour worked is \$0.01 or less.

**Table A-6. Relative errors<sup>1</sup> for employer costs per hour worked for employee compensation: Private industry workers, by major occupational group, March 1998**

(Relative error in percent)

Compensation component	All workers in private industry		White-collar		Blue-collar		Service	
	Cost	Relative error	Cost	Relative error	Cost	Relative error	Cost	Relative error
Total compensation .....	\$18.50	0.9	\$22.38	1.2	\$17.56	1.3	\$9.37	1.8
Wages and salaries .....	13.47	.9	16.54	1.2	12.15	1.1	7.25	1.7
Total benefits .....	5.02	1.2	5.84	1.5	5.41	1.9	2.12	3.0
Paid leave .....	1.16	1.7	1.57	2.1	.96	2.4	.38	5.3
Vacation pay .....	.58	1.7	.77	2.1	.50	2.7	.18	6.2
Holiday pay .....	.40	2.0	.54	2.5	.34	2.3	.12	5.8
Sick leave .....	.14	2.5	.20	2.7	.07	4.8	.06	7.5
Other leave pay .....	.05	3.0	.07	3.6	.04	8.4	.02	7.9
Supplemental pay .....	.56	5.5	.63	9.6	.69	3.1	.14	5.4
Premium pay .....	.22	2.9	.13	6.2	.45	3.1	.08	6.4
Shift pay .....	.05	4.8	.04	6.6	.07	5.5	.03	12.9
Nonproduction bonuses ....	.29	10.3	.46	13.0	.17	7.9	.04	12.1
Insurance .....	1.10	1.6	1.24	1.9	1.27	2.8	.43	5.7
Life insurance .....	.04	2.9	.06	3.2	.05	5.5	( <sup>2</sup> )	8.4
Health insurance .....	1.00	1.6	1.11	2.0	1.17	2.9	.40	5.7
Sickness and accident insurance .....	.04	3.7	.04	5.5	.04	4.4	.02	12.0
Long-term disability insurance .....	.02	4.1	.03	4.2	.02	9.4	( <sup>2</sup> )	10.6
Retirement and savings .....	.55	2.9	.66	3.1	.62	5.3	.13	8.0
Defined benefit plans .....	.24	4.8	.22	5.4	.39	7.4	.06	11.0
Defined contribution plans .....	.30	3.4	.44	3.8	.23	5.3	.06	11.5
Legally required benefits ....	1.63	.7	1.71	.7	1.83	1.3	1.04	2.2
Social Security .....	1.12	.8	1.34	1.0	1.04	1.1	.66	2.0
OASDI <sup>3</sup> .....	.90	.7	1.07	.9	.84	1.1	.53	2.0
Medicare .....	.22	.9	.27	1.2	.20	1.1	.13	2.1
Federal unemployment insurance .....	.03	.7	.03	.9	.03	.8	.04	2.4
State unemployment insurance .....	.11	2.2	.11	3.1	.12	2.8	.10	5.9
Workers' compensation ....	.36	2.2	.23	3.7	.64	2.8	.24	4.3
Other benefits <sup>4</sup> .....	.03	12.5	.03	17.8	.03	11.0	( <sup>2</sup> )	19.7

<sup>1</sup> The relative error is the standard error expressed as a percent of the cost. One can be 90-percent confident that the interval around the cost estimate bounded by 1.6 times plus and 1.6 times minus the standard error contains the "true" cost.

<sup>2</sup> Cost per hour worked is \$0.01 or less.

<sup>3</sup> The total employer's cost for Social Security is comprised of an OASDI portion and a Medicare portion. OASDI is the abbreviation for Old-Age, Survivors, and Disability Insurance.

<sup>4</sup> Includes severance pay and supplemental unemployment benefits.

**Table A-7. Relative errors<sup>1</sup> for employer costs per hour worked for employee compensation: Private industry workers, by region and bargaining status, March 1998**

(Relative error in percent)

Compensation component	Region <sup>2</sup>								Bargaining status			
	Northeast		South		Midwest		West		Union		Nonunion	
	Cost	Relative error	Cost	Relative error	Cost	Relative error	Cost	Relative error	Cost	Relative error	Cost	Relative error
Total compensation .....	\$20.38	2.5	\$16.45	1.7	\$18.15	2.4	\$19.94	2.8	\$23.59	2.5	\$17.80	1.1
Wages and salaries .....	14.70	2.3	12.14	1.6	12.99	2.0	14.75	2.8	15.38	2.3	13.21	1.0
Total benefits .....	5.68	3.3	4.31	2.2	5.16	4.0	5.18	3.2	8.22	3.1	4.58	1.4
Paid leave .....	1.40	4.3	.97	2.7	1.13	3.4	1.23	5.8	1.57	3.8	1.11	2.0
Vacation pay .....	.67	4.2	.49	3.0	.58	3.9	.60	5.8	.85	4.3	.54	2.1
Holiday pay .....	.49	5.2	.33	2.9	.39	3.0	.43	6.4	.51	3.9	.39	2.3
Sick leave .....	.19	4.6	.12	4.2	.11	5.8	.15	7.0	.14	8.3	.14	2.5
Other leave pay .....	.06	5.6	.04	4.0	.05	5.4	.05	11.3	.07	6.3	.05	3.5
Supplemental pay .....	.58	6.7	.42	5.4	.70	17.6	.56	6.9	.95	5.1	.51	7.2
Premium pay .....	.20	6.7	.21	5.7	.27	5.3	.19	6.4	.60	4.9	.17	3.7
Shift pay .....	.05	10.3	.03	8.9	.06	7.0	.05	12.3	.14	8.0	.04	5.2
Nonproduction bonuses .....	.33	11.3	.18	9.2	.36	33.0	.33	10.8	.21	10.3	.30	11.5
Insurance .....	1.28	4.5	.96	3.2	1.14	3.4	1.05	4.8	2.15	3.3	.96	1.9
Life insurance .....	.05	8.7	.04	4.6	.05	4.5	.04	7.1	.08	4.5	.04	3.5
Health insurance .....	1.15	4.4	.87	3.3	1.04	3.4	.97	4.8	1.97	3.3	.86	1.9
Sickness and accident insurance .....	.06	8.3	.03	7.2	.04	6.0	.02	14.1	.08	6.3	.03	4.3
Long-term disability insurance .....	.02	9.2	.02	7.6	.02	8.4	.02	9.7	.02	10.8	.02	4.2
Retirement and savings .....	.60	6.9	.48	5.5	.60	5.9	.54	7.0	1.29	5.5	.45	3.1
Defined benefit plans .....	.24	9.7	.22	9.8	.29	8.2	.23	9.8	1.00	6.3	.14	5.3
Defined contribution plans .....	.35	6.3	.26	5.6	.31	6.8	.31	8.9	.29	8.7	.31	3.8
Legally required benefits .....	1.80	1.9	1.46	1.5	1.55	1.8	1.78	1.9	2.18	2.4	1.55	.8
Social Security .....	1.21	2.0	1.02	1.6	1.10	1.9	1.21	2.2	1.33	2.3	1.09	.9
OASDI <sup>3</sup> .....	.97	2.0	.82	1.6	.88	1.8	.97	2.1	1.07	2.3	.88	.9
Medicare .....	.24	2.2	.20	1.6	.21	2.5	.24	2.6	.25	2.4	.22	1.1
Federal unemployment insurance .....	.03	1.5	.03	1.1	.03	2.1	.03	2.2	.03	1.3	.03	.8
State unemployment insurance .....	.17	2.9	.06	3.8	.10	4.9	.13	5.6	.14	3.6	.11	2.3
Workers' compensation .....	.38	4.9	.34	4.7	.32	4.4	.41	5.4	.69	4.7	.31	2.6
Other benefits <sup>4</sup> .....	.03	23.7	.02	27.5	.04	11.5	.02	15.0	.08	16.3	.02	14.4

<sup>1</sup> The relative error is the standard error expressed as a percent of the cost. One can be 90-percent confident that the interval around the cost estimate bounded by 1.6 times plus and 1.6 times minus the standard error contains the "true" cost.

<sup>2</sup> The regional coverage is as follows: Northeast: Connecticut, Maine, Massachusetts, New Hampshire, New Jersey, New York, Pennsylvania, Rhode Island, and Vermont; South: Alabama, Arkansas, Delaware, District of Columbia, Florida, Georgia, Kentucky, Louisiana, Maryland, Mississippi, North Carolina, Oklahoma, South Carolina, Tennessee,

Texas, Virginia, and West Virginia; Midwest: Illinois, Indiana, Iowa, Kansas, Michigan, Minnesota, Missouri, Nebraska, North Dakota, Ohio, South Dakota, and Wisconsin; and West: Alaska, Arizona, California, Colorado, Hawaii, Idaho, Montana, Nevada, New Mexico, Oregon, Utah, Washington, and Wyoming.

<sup>3</sup> The total employer's cost for Social Security is comprised of an OASDI portion and a Medicare portion. OASDI is the abbreviation for Old-Age, Survivors, and Disability Insurance.

<sup>4</sup> Includes severance pay and supplemental unemployment benefits.

**Table A-8. Relative errors<sup>1</sup> for employer costs per hour worked for employee compensation: Private industry workers, by establishment employment size, March 1998**

(Relative error in percent)

Compensation component	All workers in private industry		1-99 workers		100 or more workers					
	Cost	Relative error	Cost	Relative error	Total		100-499 workers		500 or more workers	
					Cost	Relative error	Cost	Relative error	Cost	Relative error
Total compensation .....	\$18.50	0.9	\$15.92	1.5	\$21.20	1.4	\$17.52	2.1	\$25.56	1.9
Wages and salaries .....	13.47	.9	12.01	1.3	15.01	1.3	12.67	1.8	17.78	1.9
Total benefits .....	5.02	1.2	3.91	2.4	6.19	1.8	4.85	3.1	7.78	2.1
Paid leave .....	1.16	1.7	.81	2.6	1.53	2.3	1.08	3.7	2.07	2.6
Vacation pay .....	.58	1.7	.39	2.9	.77	2.4	.53	3.9	1.05	2.7
Holiday pay .....	.40	2.0	.29	3.4	.51	2.4	.37	3.7	.68	2.9
Sick leave .....	.14	2.5	.09	3.6	.18	3.2	.13	5.7	.24	3.5
Other leave pay .....	.05	3.0	.03	5.7	.07	3.8	.05	9.0	.09	3.2
Supplemental pay .....	.56	5.5	.43	13.5	.69	3.9	.57	8.4	.84	5.3
Premium pay .....	.22	2.9	.15	5.0	.29	3.4	.25	6.2	.34	3.7
Shift pay .....	.05	4.8	( <sup>2</sup> )	10.7	.09	5.0	.05	10.8	.13	4.4
Nonproduction bonuses ....	.29	10.3	.27	21.2	.32	7.8	.27	16.4	.37	11.5
Insurance .....	1.10	1.6	.80	3.0	1.42	2.3	1.11	4.0	1.78	2.4
Life insurance .....	.04	2.9	.03	5.4	.06	3.2	.04	4.8	.07	3.6
Health insurance .....	1.00	1.6	.73	3.0	1.28	2.3	1.01	4.1	1.59	2.4
Sickness and accident insurance .....	.04	3.7	.02	7.1	.05	5.0	.04	7.4	.08	5.7
Long-term disability insurance .....	.02	4.1	( <sup>2</sup> )	6.8	.03	5.4	.02	8.9	.04	6.7
Retirement and savings .....	.55	2.9	.35	5.1	.75	3.8	.51	6.2	1.04	4.3
Defined benefit plans .....	.24	4.8	.13	7.6	.37	6.6	.20	10.8	.56	7.3
Defined contribution plans .....	.30	3.4	.23	6.2	.39	4.3	.31	6.6	.48	5.1
Legally required benefits ....	1.63	.7	1.51	1.3	1.75	1.2	1.57	2.1	1.97	1.4
Social Security .....	1.12	.8	1.00	1.2	1.25	1.2	1.06	2.0	1.48	1.6
OASDI <sup>3</sup> .....	.90	.7	.80	1.2	1.01	1.2	.85	2.0	1.19	1.5
Medicare .....	.22	.9	.20	1.5	.25	1.3	.21	2.2	.29	1.9
Federal unemployment insurance .....	.03	.7	.03	1.2	.03	1.1	.03	1.5	.03	1.3
State unemployment insurance .....	.11	2.2	.11	2.8	.11	3.7	.12	6.0	.10	2.8
Workers' compensation ....	.36	2.2	.36	3.7	.35	3.3	.36	5.0	.35	3.6
Other benefits <sup>4</sup> .....	.03	12.5	( <sup>2</sup> )	16.3	.05	14.4	( <sup>2</sup> )	13.9	.08	16.6

<sup>1</sup> The relative error is the standard error expressed as a percent of the cost. One can be 90-percent confident that the interval around the cost estimate bounded by 1.6 times plus and 1.6 times minus the standard error contains the "true" cost.

<sup>2</sup> Cost per hour worked is \$0.01 or less.

<sup>3</sup> The total employer's cost for Social Security is comprised of an OASDI portion and a Medicare portion. OASDI is the abbreviation for Old-Age, Survivors, and Disability Insurance.

<sup>4</sup> Includes severance pay and supplemental unemployment benefits.

**Table A-9. Relative errors<sup>1</sup> for employer costs per hour worked for employee compensation: Private industry workers, by major occupational and industry group, and full-time and part-time status, March 1998**

(Relative error in percent)

Series	Total compensation	Wages and salaries	Benefit costs						
			Total	Paid leave	Supplemental pay	Insurance	Retirement and savings	Legally required benefits	Other benefits <sup>2</sup>
<b>All full-time workers in private industry ...</b>	\$20.95	\$15.03	\$5.93	\$1.42	\$0.68	\$1.34	\$0.67	\$1.78	\$0.03
Relative error .....	.9	.9	1.2	1.6	6.0	1.4	2.7	.8	12.5
White-collar occupations .....	\$24.75	\$18.07	\$6.67	\$1.85	\$.73	\$1.44	\$.78	\$1.84	\$.04
Relative error .....	1.3	1.3	1.7	2.0	10.5	1.7	3.2	.9	17.9
Sales .....	\$20.27	\$15.70	\$4.57	\$.99	\$.56	\$.95	\$.46	\$1.60	\$.02
Relative error .....	2.7	2.9	3.3	4.1	13.9	4.0	7.7	1.8	26.7
Administrative support, including clerical ..	\$16.66	\$11.89	\$4.76	\$1.22	\$.39	\$1.35	\$.51	\$1.27	\$.02
Relative error .....	1.0	1.0	1.6	1.9	6.3	2.3	4.3	1.0	12.6
Blue-collar occupations .....	\$18.48	\$12.70	\$5.77	\$1.05	\$.75	\$1.38	\$.66	\$1.91	\$.04
Relative error .....	1.3	1.1	1.9	2.2	3.1	2.8	4.9	1.4	11.1
Service occupations .....	\$11.39	\$.838	\$3.02	\$.63	\$.23	\$.77	\$.21	\$1.17	( <sup>3</sup> )
Relative error .....	2.3	2.0	3.5	5.0	5.4	5.8	8.4	2.3	20.5
Goods-producing industries <sup>4</sup> .....	\$22.58	\$15.53	\$7.05	\$1.51	\$.87	\$1.66	\$.85	\$2.10	\$.07
Relative error .....	1.5	1.4	2.1	2.3	4.5	2.7	5.4	1.6	19.6
Construction .....	\$22.06	\$15.71	\$6.35	\$.70	\$.61	\$1.32	\$1.05	\$2.66	( <sup>3</sup> )
Relative error .....	4.2	3.7	6.2	10.0	8.5	9.9	12.4	4.3	47.1
Manufacturing .....	\$22.60	\$15.40	\$7.19	\$1.72	\$.93	\$1.74	\$.78	\$1.93	\$.08
Relative error .....	1.8	1.8	2.2	2.6	5.2	2.7	5.9	1.7	20.5
Service-producing industries <sup>5</sup> .....	\$20.26	\$14.81	\$5.44	\$1.38	\$.60	\$1.20	\$.59	\$1.65	\$.02
Relative error .....	1.2	1.2	1.5	2.0	9.1	1.4	3.1	.9	8.9
Transportation and public utilities .....	\$25.33	\$17.49	\$7.84	\$1.90	\$.71	\$1.95	\$1.08	\$2.15	\$.04
Relative error .....	2.8	2.9	3.0	5.0	5.9	3.1	5.4	2.9	11.0
Wholesale trade .....	\$21.63	\$15.68	\$5.95	\$1.37	\$.67	\$1.41	\$.65	\$1.83	\$.02
Relative error .....	3.5	3.9	3.9	4.8	8.3	4.7	7.9	3.3	31.8
Retail trade .....	\$13.32	\$10.33	\$2.99	\$.64	\$.27	\$.62	\$.19	\$1.27	( <sup>3</sup> )
Relative error .....	1.9	1.9	2.9	3.5	11.1	4.8	7.2	1.9	50.1
Finance, insurance, and real estate .....	\$25.56	\$18.02	\$7.54	\$1.89	\$1.27	\$1.64	\$.97	\$1.73	\$.05
Relative error .....	2.2	2.4	2.8	2.7	13.5	2.6	4.7	1.6	12.3
Services .....	\$20.42	\$15.10	\$5.32	\$1.46	\$.52	\$1.13	\$.55	\$1.64	( <sup>3</sup> )
Relative error .....	2.3	2.1	3.1	3.7	20.7	2.3	5.6	1.2	19.1
<b>All part-time workers in private industry ..</b>	\$10.01	\$.810	\$1.90	\$.27	\$.15	\$.27	\$.14	\$1.08	( <sup>3</sup> )
Relative error .....	2.0	1.8	3.7	7.0	8.0	12.1	11.9	1.8	21.8
White-collar occupations .....	\$12.52	\$10.14	\$2.38	\$.43	\$.20	\$.38	\$.18	\$1.18	( <sup>3</sup> )
Relative error .....	2.5	2.3	4.8	7.9	9.8	17.5	9.2	2.4	23.4
Sales .....	\$.803	\$.657	\$1.46	\$.19	\$.12	\$.20	\$.10	\$.84	( <sup>3</sup> )
Relative error .....	1.9	1.7	4.4	7.8	9.1	13.5	13.7	1.9	55.2
Administrative support, including clerical ..	\$11.53	\$9.10	\$2.43	\$.43	\$.21	\$.57	\$.18	\$1.05	( <sup>3</sup> )
Relative error .....	3.8	2.5	11.4	10.0	26.1	39.1	14.2	3.0	39.6
Blue-collar occupations .....	\$.986	\$.754	\$2.32	\$.22	\$.24	\$.40	\$.25	\$1.21	( <sup>3</sup> )
Relative error .....	3.1	2.5	6.7	10.2	10.5	13.8	27.1	4.3	45.7

See footnotes at end of tables.



**Table A-9. Relative errors<sup>1</sup> for employer costs per hour worked for employee compensation: Private industry workers, by major occupational and industry group, and full-time and part-time status, March 1998 — Continued**

(Relative error in percent)

Series	Total compensation	Wages and salaries	Benefit costs						
			Total	Paid leave	Supplemental pay	Insurance	Retirement and savings	Legally required benefits	Other benefits <sup>2</sup>
<b>Part-time workers in private industry</b>									
Service occupations .....	\$7.41	\$6.15	\$1.26	\$0.12	\$0.06	\$0.11	\$0.05	\$0.91	( <sup>3</sup> )
Relative error .....	3.1	3.2	3.8	11.7	11.2	14.8	25.3	3.3	60.9
Goods-producing industries <sup>4</sup> .....	\$12.21	\$9.52	\$2.69	\$0.25	\$0.30	\$0.27	\$0.12	\$1.74	( <sup>3</sup> )
Relative error .....	9.7	8.0	17.2	32.3	59.6	32.4	41.8	15.4	69.1
Service-producing industries <sup>5</sup> .....	\$9.93	\$8.06	\$1.88	\$0.27	\$0.14	\$0.27	\$0.14	\$1.05	( <sup>3</sup> )
Relative error .....	2.0	1.9	3.6	7.2	7.2	12.5	12.1	1.7	23.7
Retail trade .....	\$7.37	\$6.04	\$1.33	\$0.13	\$0.08	\$0.17	\$0.07	\$0.87	( <sup>3</sup> )
Relative error .....	2.6	2.6	4.0	7.1	10.5	13.5	13.1	2.8	57.2
Service industries .....	\$12.47	\$10.18	\$2.29	\$0.40	\$0.19	\$0.33	\$0.16	\$1.22	( <sup>3</sup> )
Relative error .....	3.1	2.7	6.1	10.4	10.1	23.1	15.3	2.5	34.0

<sup>1</sup> The relative error is the standard error expressed as a percent of the cost. One can be 90-percent confident that the interval around the cost estimate bounded by 1.6 times plus and 1.6 times minus the standard error contains the "true" cost.

<sup>2</sup> Includes severance pay and supplemental unemployment benefits.

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

<sup>4</sup> Includes mining, construction, and manufacturing.

<sup>5</sup> Includes transportation, communication, and public utilities; wholesale and retail trade; finance, insurance, and real estate; and service industries.

**Table A-10. Relative errors<sup>1</sup> for employer costs per hour worked for employee compensation: Private industry workers, by occupational and industry groups, March 1998**

(Relative error in percent)

Series	Total compensation	Wages and salaries	Benefit costs						
			Total	Paid leave	Supplemental pay	Insurance	Retirement and savings	Legally required benefits	Other benefits <sup>2</sup>
All workers in private industry .....	\$18.50	\$13.47	\$5.02	\$1.16	\$0.56	\$1.10	\$0.55	\$1.63	\$0.03
Relative error .....	.9	.9	1.2	1.7	5.5	1.6	2.9	.7	12.5
<b>Occupational group</b>									
White-collar occupations .....	\$22.38	\$16.54	\$5.84	\$1.57	\$.63	\$1.24	\$.66	\$1.71	\$.03
Relative error .....	1.2	1.2	1.5	2.1	9.6	1.9	3.1	.7	17.8
Professional specialty and technical .....	\$29.54	\$21.80	\$7.75	\$2.17	\$.86	\$1.50	\$.93	\$2.24	\$.04
Relative error .....	2.0	1.8	3.4	2.7	26.9	2.3	3.8	1.7	26.1
Professional .....	\$31.60	\$23.38	\$8.21	\$2.33	\$.94	\$1.55	\$.98	\$2.37	\$.04
Relative error .....	2.3	2.2	3.9	3.3	33.8	3.2	4.6	2.2	33.1
Technical .....	\$24.26	\$17.72	\$6.54	\$1.76	\$.64	\$1.38	\$.80	\$1.93	\$.04
Relative error .....	2.7	2.9	2.9	3.5	7.3	4.0	6.9	2.5	20.5
Executive, administrative, and managerial .....	\$34.37	\$25.02	\$9.35	\$2.89	\$1.16	\$1.65	\$1.16	\$2.43	\$.06
Relative error .....	2.0	2.1	2.4	2.8	9.3	2.8	6.6	1.9	26.1
Sales .....	\$15.56	\$12.19	\$3.38	\$.68	\$.39	\$.66	\$.32	\$1.31	( <sup>3</sup> )
Relative error .....	2.4	2.5	3.3	4.2	12.6	4.3	6.4	1.8	25.2
Administrative support, including clerical .....	\$15.83	\$11.44	\$4.39	\$1.09	\$.36	\$1.22	\$.45	\$1.24	\$.02
Relative error .....	1.0	.9	1.8	1.8	6.4	3.8	4.1	1.0	12.4
Blue-collar occupations .....	\$17.56	\$12.15	\$5.41	\$.96	\$.69	\$1.27	\$.62	\$1.83	\$.03
Relative error .....	1.3	1.1	1.9	2.4	3.1	2.8	5.3	1.3	11.0
Precision production, craft, and repair ..	\$23.06	\$16.01	\$7.04	\$1.33	\$.84	\$1.58	\$.90	\$2.35	\$.05
Relative error .....	2.0	1.7	2.9	3.4	4.5	4.6	6.8	1.8	11.2
Machine operators, assemblers, and inspectors .....	\$16.42	\$11.02	\$5.40	\$1.01	\$.84	\$1.40	\$.51	\$1.59	\$.05
Relative error .....	2.3	1.9	3.5	4.3	5.2	4.2	7.6	2.4	20.4
Transportation and material moving .....	\$17.50	\$12.19	\$5.31	\$.88	\$.61	\$1.22	\$.61	\$1.97	( <sup>3</sup> )
Relative error .....	3.3	3.0	4.4	5.3	6.9	5.8	12.4	3.6	21.3
Handlers, equipment cleaners, helpers, and laborers .....	\$12.46	\$8.84	\$3.61	\$.53	\$.43	\$.83	\$.40	\$1.41	( <sup>3</sup> )
Relative error .....	2.2	1.8	3.7	5.2	6.6	5.2	10.9	2.5	26.3
Service occupations .....	\$9.37	\$7.25	\$2.12	\$.38	\$.14	\$.43	\$.13	\$1.04	( <sup>3</sup> )
Relative error .....	1.8	1.7	3.0	5.3	5.4	5.7	8.0	2.2	19.7
<b>Industry group</b>									
Goods-producing industries <sup>4</sup> .....	\$22.26	\$15.35	\$6.91	\$1.47	\$.85	\$1.62	\$.82	\$2.09	\$.07
Relative error .....	1.5	1.3	2.0	2.2	4.4	2.7	5.4	1.6	19.6
Construction .....	\$21.71	\$15.51	\$6.21	\$.68	\$.60	\$1.28	\$1.01	\$2.63	( <sup>3</sup> )
Relative error .....	4.1	3.6	6.0	9.7	8.5	9.8	12.3	4.2	47.1
Manufacturing .....	\$22.29	\$15.22	\$7.07	\$1.68	\$.91	\$1.70	\$.76	\$1.93	\$.08
Relative error .....	1.8	1.7	2.2	2.6	5.2	2.7	5.9	1.8	20.6
Durables .....	\$24.03	\$16.17	\$7.85	\$1.85	\$1.08	\$1.89	\$.84	\$2.08	\$.12
Relative error .....	2.2	2.3	2.6	3.5	6.1	3.3	8.1	2.1	23.1
Nondurables .....	\$19.74	\$13.82	\$5.91	\$1.44	\$.67	\$1.43	\$.65	\$1.69	\$.02
Relative error .....	3.3	2.9	4.3	4.0	10.5	5.3	7.7	3.4	21.1

See footnotes at end of tables.

**Table A-10. Relative errors<sup>1</sup> for employer costs per hour worked for employee compensation: Private industry workers, by occupational and industry groups, March 1998 — Continued**

(Relative error in percent)

Series	Total compensation	Wages and salaries	Benefit costs						
			Total	Paid leave	Supplemental pay	Insurance	Retirement and savings	Legally required benefits	Other benefits <sup>2</sup>
<b>Industry group</b>									
Service-producing industries <sup>5</sup> .....	\$17.31	\$12.88	\$4.42	\$1.07	\$0.47	\$0.94	\$0.46	\$1.48	( <sup>3</sup> )
Relative error .....	1.1	1.1	1.5	2.2	8.1	1.9	3.4	.8	8.9
Transportation and public utilities .....	\$23.46	\$16.26	\$7.20	\$1.68	\$.65	\$1.76	\$1.01	\$2.05	\$.04
Relative error .....	2.6	2.9	2.5	4.4	5.6	2.5	7.2	2.9	10.7
Wholesale trade .....	\$20.88	\$15.20	\$5.68	\$1.30	\$.63	\$1.33	\$.62	\$1.78	\$.02
Relative error .....	3.5	3.9	3.8	4.9	8.1	4.5	7.8	3.2	31.4
Retail trade .....	\$10.33	\$8.17	\$2.16	\$.38	\$.18	\$.40	\$.13	\$1.07	( <sup>3</sup> )
Relative error .....	1.6	1.5	2.6	3.5	9.5	5.3	6.3	1.7	46.6
Finance, insurance, and real estate .....	\$24.18	\$17.15	\$7.03	\$1.75	\$1.17	\$1.52	\$.90	\$1.66	\$.04
Relative error .....	2.1	2.2	2.8	2.7	13.3	2.7	4.7	1.5	12.3
Services .....	\$18.38	\$13.84	\$4.54	\$1.19	\$.44	\$.92	\$.45	\$1.53	( <sup>3</sup> )
Relative error .....	2.1	1.9	3.0	4.1	18.1	3.5	5.8	1.1	19.3

<sup>1</sup> The relative error is the standard error expressed as a percent of the cost. One can be 90-percent confident that the interval around the cost estimate bounded by 1.6 times plus and 1.6 times minus the standard error contains the "true" cost.

<sup>2</sup> Includes severance pay and supplemental unemployment benefits.

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

<sup>4</sup> Includes mining, construction, and manufacturing.

<sup>5</sup> Includes transportation, communication, and public utilities; wholesale and retail trade; finance, insurance, and real estate; and service industries.

**Table A-11. Relative errors<sup>1</sup> for employer costs per hour worked for employee compensation: Goods-producing and service-producing industry workers, by occupational group, March 1998**

(Relative error in percent)

Series	Total compensation	Wages and salaries	Benefit costs						
			Total	Paid leave	Supplemental pay	Insurance	Retirement and savings	Legally required benefits	Other benefits <sup>2</sup>
<b>All workers, goods-producing industries<sup>3</sup></b>	\$22.26	\$15.35	\$6.91	\$1.47	\$0.85	\$1.62	\$0.82	\$2.09	\$0.07
Relative error .....	1.5	1.3	2.0	2.2	4.4	2.7	5.4	1.6	19.6
White-collar occupations .....	\$29.71	\$21.27	\$8.44	\$2.47	\$0.75	\$1.86	\$1.01	\$2.25	\$0.09
Relative error .....	2.4	2.4	2.9	3.2	12.8	3.5	9.1	2.9	41.5
Professional specialty and technical .....	\$35.69	\$25.62	\$10.07	\$3.21	\$0.77	\$2.20	\$1.12	\$2.63	\$0.13
Relative error .....	2.3	2.4	2.5	3.0	20.3	3.8	6.3	3.2	41.9
Professional .....	\$38.63	\$27.93	\$10.70	\$3.54	\$0.73	\$2.31	\$1.19	\$2.81	\$0.13
Relative error .....	2.8	2.9	3.1	3.5	23.7	4.5	7.9	4.1	53.2
Technical .....	\$27.07	\$18.86	\$8.21	\$2.25	\$0.90	\$1.90	\$0.93	\$2.09	\$0.14
Relative error .....	2.6	2.5	3.9	5.7	15.0	3.8	8.2	3.0	27.5
Executive, administrative, and managerial .....	\$40.03	\$28.54	\$11.49	\$3.41	\$1.13	\$2.14	\$1.74	\$2.96	\$0.11
Relative error .....	4.5	4.5	5.7	5.9	20.7	5.6	18.3	5.0	62.0
Administrative support, including clerical .....	\$16.84	\$11.95	\$4.89	\$1.17	\$0.49	\$1.40	\$0.42	\$1.38	\$0.04
Relative error .....	3.3	2.8	5.2	5.7	16.8	6.6	8.0	3.8	34.2
Blue-collar occupations .....	\$19.42	\$13.09	\$6.33	\$1.07	\$0.89	\$1.53	\$0.76	\$2.04	\$0.05
Relative error .....	1.9	1.6	2.6	3.1	4.0	3.4	6.1	2.0	12.3
Precision production, craft, and repair .....	\$24.26	\$16.48	\$7.78	\$1.30	\$0.99	\$1.74	\$1.06	\$2.61	\$0.07
Relative error .....	2.4	2.0	3.5	4.7	5.5	5.6	8.0	2.3	13.3
Machine operators, assemblers, and inspectors .....	\$17.36	\$11.48	\$5.88	\$1.10	\$0.94	\$1.55	\$0.58	\$1.66	\$0.06
Relative error .....	2.5	2.1	3.7	4.6	5.2	4.3	8.2	2.7	20.7
Transportation and material moving .....	\$19.06	\$12.75	\$6.30	\$0.99	\$0.93	\$1.47	\$0.74	\$2.15	( <sup>4</sup> )
Relative error .....	5.7	4.9	7.8	11.1	9.0	10.4	20.9	6.2	35.4
Handlers, equipment cleaners, helpers, and laborers .....	\$14.09	\$9.77	\$4.32	\$0.57	\$0.52	\$1.02	\$0.53	\$1.66	\$0.02
Relative error .....	3.9	3.0	6.3	7.4	9.9	8.3	15.6	4.9	24.8
Service occupations .....	\$16.48	\$10.86	\$5.62	\$1.09	\$0.86	\$1.39	\$0.53	\$1.68	\$0.08
Relative error .....	9.2	7.6	13.3	15.4	21.2	15.9	26.0	9.2	38.9
<b>All workers, service-producing industries<sup>5</sup></b>	\$17.31	\$12.88	\$4.42	\$1.07	\$0.47	\$0.94	\$0.46	\$1.48	( <sup>4</sup> )
Relative error .....	1.1	1.1	1.5	2.2	8.1	1.9	3.4	.8	8.9
White-collar occupations .....	\$21.25	\$15.81	\$5.44	\$1.43	\$0.61	\$1.14	\$0.61	\$1.63	\$0.02
Relative error .....	1.4	1.3	1.8	2.6	10.9	2.2	3.4	.8	9.8
Professional specialty and technical .....	\$28.16	\$20.94	\$7.23	\$1.94	\$0.88	\$1.35	\$0.88	\$2.16	\$0.02
Relative error .....	2.5	2.1	4.4	3.5	32.0	2.7	4.7	2.0	22.3
Professional .....	\$29.95	\$22.32	\$7.63	\$2.05	\$0.99	\$1.38	\$0.93	\$2.26	\$0.02
Relative error .....	2.9	2.7	5.2	4.4	39.1	3.8	5.7	2.5	24.2
Technical .....	\$23.70	\$17.49	\$6.21	\$1.66	\$0.58	\$1.28	\$0.77	\$1.90	\$0.02
Relative error .....	3.2	3.5	3.3	4.0	8.2	4.4	8.6	3.0	23.3
Executive, administrative, and managerial .....	\$32.96	\$24.15	\$8.81	\$2.76	\$1.16	\$1.53	\$1.01	\$2.29	\$0.05
Relative error .....	2.6	2.7	2.8	3.5	10.6	3.4	4.4	2.3	14.5

See footnotes at end of tables.

**Table A-11. Relative errors<sup>1</sup> for employer costs per hour worked for employee compensation: Goods-producing and service-producing industry workers, by occupational group, March 1998 — Continued**

(Relative error in percent)

Series	Total compensation	Wages and salaries	Benefit costs						
			Total	Paid leave	Supplemental pay	Insurance	Retirement and savings	Legally required benefits	Other benefits <sup>2</sup>
<b>Service-producing industries<sup>5</sup></b>									
Sales .....	\$15.28	\$11.99	\$3.29	\$0.66	\$0.38	\$0.64	\$0.31	\$1.28	( <sup>4</sup> )
Relative error .....	2.4	2.5	3.4	4.3	13.1	4.4	6.5	1.8	26.6
Administrative support, including clerical	\$15.68	\$11.37	\$4.31	\$1.08	\$0.34	\$1.20	\$0.46	\$1.22	\$.02
Relative error .....	1.1	1.0	2.0	2.1	7.3	4.2	4.8	1.0	11.8
Blue-collar occupations .....	\$15.32	\$11.03	\$4.29	\$0.82	\$0.46	\$0.97	\$0.45	\$1.59	( <sup>4</sup> )
Relative error .....	1.6	1.4	2.5	3.1	4.2	3.5	9.1	1.7	21.2
Precision production, craft, and repair ....	\$21.04	\$15.23	\$5.81	\$1.38	\$0.58	\$1.30	\$0.63	\$1.92	\$.02
Relative error .....	2.4	2.4	3.0	3.2	5.0	4.5	9.3	2.2	16.2
Transportation and material moving .....	\$16.93	\$11.99	\$4.94	\$0.83	\$0.50	\$1.13	\$0.57	\$1.91	( <sup>4</sup> )
Relative error .....	3.9	3.6	5.2	6.2	8.9	7.0	13.3	4.1	30.7
Handlers, equipment cleaners, helpers, and laborers .....	\$11.65	\$8.38	\$3.27	\$0.51	\$0.38	\$0.74	\$0.34	\$1.28	( <sup>4</sup> )
Relative error .....	2.5	2.0	4.7	6.6	8.9	6.2	15.3	2.7	44.7
Service occupations .....	\$9.21	\$7.16	\$2.04	\$0.36	\$0.13	\$0.41	\$0.12	\$1.03	( <sup>4</sup> )
Relative error .....	1.9	1.7	3.1	5.6	6.7	6.0	8.4	2.3	20.5

<sup>1</sup> The relative error is the standard error expressed as a percent of the cost. One can be 90-percent confident that the interval around the cost estimate bounded by 1.6 times plus and 1.6 times minus the standard error contains the "true" cost.

<sup>2</sup> Includes severance pay and supplemental unemployment benefits.

<sup>3</sup> Includes mining, construction, and manufacturing.

<sup>4</sup> Cost per hour worked is \$0.01 or less.

<sup>5</sup> Includes transportation, communication, and public utilities; wholesale and retail trade; finance, insurance, and real estate; and service industries.

**Table A-12. Relative errors<sup>1</sup> for employer costs per hour worked for employee compensation: Manufacturing and nonmanufacturing industry workers, by occupational group, March 1998**

(Relative error in percent)

Series	Total compensation	Wages and salaries	Benefit costs						
			Total	Paid leave	Supplemental pay	Insurance	Retirement and savings	Legally required benefits	Other benefits <sup>2</sup>
<b>All workers, manufacturing industries</b> .....	\$22.29	\$15.22	\$7.07	\$1.68	\$0.91	\$1.70	\$0.76	\$1.93	\$0.08
Relative error .....	1.8	1.7	2.2	2.6	5.2	2.7	5.9	1.8	20.6
White-collar occupations .....	\$30.31	\$21.59	\$8.72	\$2.63	\$.78	\$1.93	\$1.05	\$2.23	\$.10
Relative error .....	2.9	2.9	3.3	3.6	14.5	3.8	9.8	3.1	44.3
Professional specialty and technical .....	\$35.75	\$25.57	\$10.18	\$3.25	\$.79	\$2.24	\$1.13	\$2.63	\$.14
Relative error .....	2.4	2.5	2.5	3.0	21.5	3.8	6.0	3.4	43.3
Professional .....	\$38.45	\$27.70	\$10.75	\$3.55	\$.74	\$2.33	\$1.19	\$2.80	\$.14
Relative error .....	2.9	3.0	3.2	3.6	25.1	4.6	7.6	4.4	55.8
Technical .....	\$27.64	\$19.17	\$8.46	\$2.35	\$.93	\$1.96	\$.96	\$2.12	\$.14
Relative error .....	2.7	2.6	4.1	6.0	15.9	3.7	8.6	3.2	28.2
Executive, administrative, and managerial .....	\$41.78	\$29.67	\$12.11	\$3.78	\$1.23	\$2.23	\$1.91	\$2.83	\$.14
Relative error .....	5.5	5.6	6.6	6.9	23.6	5.6	20.6	4.3	69.1
Administrative support, including clerical .....	\$17.15	\$12.07	\$5.09	\$1.26	\$.49	\$1.44	\$.45	\$1.40	\$.05
Relative error .....	3.7	3.1	5.9	6.4	14.0	7.7	9.1	4.4	34.6
Blue-collar occupations .....	\$18.65	\$12.34	\$6.31	\$1.25	\$.97	\$1.60	\$.63	\$1.79	\$.07
Relative error .....	1.9	1.7	2.6	3.2	4.4	3.3	5.3	2.1	12.7
Precision production, craft, and repair .....	\$24.39	\$15.93	\$8.45	\$1.91	\$1.31	\$1.96	\$.87	\$2.27	\$.13
Relative error .....	2.4	2.4	3.0	4.0	6.7	3.8	5.5	2.2	14.0
Machine operators, assemblers, and inspectors .....	\$17.27	\$11.42	\$5.85	\$1.10	\$.93	\$1.54	\$.57	\$1.64	\$.06
Relative error .....	2.5	2.1	3.7	4.6	5.2	4.3	8.2	2.6	20.8
Transportation and material moving .....	\$18.30	\$12.40	\$5.90	\$1.09	\$.84	\$1.45	\$.57	\$1.93	\$.02
Relative error .....	6.7	6.0	8.9	13.9	12.3	12.1	21.9	7.9	40.9
Handlers, equipment cleaners, helpers, and laborers .....	\$14.12	\$9.57	\$4.56	\$.76	\$.60	\$1.25	\$.50	\$1.41	\$.03
Relative error .....	4.4	3.3	7.2	8.4	12.6	9.4	14.1	3.8	25.8
Service occupations .....	\$17.67	\$11.45	\$6.22	\$1.25	\$.97	\$1.55	\$.59	\$1.78	\$.09
Relative error .....	9.4	8.0	13.0	14.7	21.2	15.6	26.2	9.1	38.8
<b>All workers, nonmanufacturing industries</b> .....	\$17.66	\$13.09	\$4.57	\$1.05	\$.48	\$.97	\$.50	\$1.56	( <sup>3</sup> )
Relative error .....	1.0	1.0	1.5	2.2	7.4	2.0	3.4	.7	8.8
White-collar occupations .....	\$21.37	\$15.90	\$5.48	\$1.44	\$.61	\$1.15	\$.61	\$1.65	\$.02
Relative error .....	1.3	1.3	1.7	2.5	10.6	2.2	3.3	.8	9.5
Professional specialty and technical .....	\$28.27	\$21.02	\$7.25	\$1.95	\$.87	\$1.35	\$.89	\$2.16	\$.02
Relative error .....	2.5	2.1	4.4	3.5	31.6	2.7	4.6	2.0	21.3
Professional .....	\$30.12	\$22.45	\$7.67	\$2.07	\$.99	\$1.38	\$.93	\$2.27	\$.02
Relative error .....	2.8	2.6	5.1	4.3	38.7	3.8	5.6	2.5	22.9
Technical .....	\$23.65	\$17.45	\$6.20	\$1.65	\$.58	\$1.27	\$.77	\$1.90	\$.03
Relative error .....	3.1	3.4	3.3	3.9	8.0	4.4	8.5	3.0	22.5
Executive, administrative, and managerial .....	\$33.06	\$24.20	\$8.86	\$2.74	\$1.14	\$1.55	\$1.02	\$2.36	\$.04
Relative error .....	2.4	2.5	2.7	3.3	10.2	3.4	4.9	2.3	13.7

See footnotes at end of tables.

**Table A-12. Relative errors<sup>1</sup> for employer costs per hour worked for employee compensation: Manufacturing and nonmanufacturing industry workers, by occupational group, March 1998 — Continued**

(Relative error in percent)

Series	Total compensation	Wages and salaries	Benefit costs						
			Total	Paid leave	Supplemental pay	Insurance	Retirement and savings	Legally required benefits	Other benefits <sup>2</sup>
<b>Nonmanufacturing industries</b>									
Sales .....	\$15.34	\$12.03	\$3.30	\$0.66	\$0.38	\$0.65	\$0.31	\$1.29	( <sup>3</sup> )
Relative error .....	2.4	2.5	3.3	4.3	13.0	4.4	6.6	1.8	25.9
Administrative support, including clerical .....	\$15.67	\$11.37	\$4.30	\$1.07	\$0.34	\$1.20	\$0.46	\$1.22	( <sup>3</sup> )
Relative error .....	1.1	1.0	1.9	2.0	7.1	4.1	4.6	1.0	11.7
Blue-collar occupations .....	\$16.86	\$12.04	\$4.82	\$0.77	\$0.51	\$1.06	\$0.61	\$1.86	( <sup>3</sup> )
Relative error .....	1.7	1.4	2.7	3.2	3.9	4.5	8.0	1.6	18.9
Precision production, craft, and repair .....	\$22.47	\$16.04	\$6.42	\$1.07	\$0.63	\$1.41	\$0.92	\$2.38	\$0.02
Relative error .....	2.6	2.1	4.2	5.1	6.0	7.0	9.2	2.3	22.3
Transportation and material moving .....	\$17.32	\$12.15	\$5.17	\$0.83	\$0.56	\$1.17	\$0.62	\$1.98	( <sup>3</sup> )
Relative error .....	3.8	3.4	5.1	5.7	8.0	6.9	13.4	4.1	26.3
Handlers, equipment cleaners, helpers, and laborers .....	\$12.05	\$8.67	\$3.39	\$0.48	\$0.39	\$0.73	\$0.38	\$1.40	( <sup>3</sup> )
Relative error .....	2.6	2.0	4.5	6.4	7.5	6.4	14.2	2.9	42.7
Service occupations .....	\$9.21	\$7.16	\$2.04	\$0.36	\$0.13	\$0.41	\$0.12	\$1.03	( <sup>3</sup> )
Relative error .....	1.9	1.7	3.1	5.5	6.6	6.0	8.3	2.3	20.5

<sup>1</sup> The relative error is the standard error expressed as a percent of the cost. One can be 90-percent confident that the interval around the cost estimate bounded by 1.6 times plus and 1.6 times minus the standard error contains the "true" cost.

<sup>2</sup> Includes severance pay and supplemental unemployment benefits.

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

**Table A-13. Relative errors<sup>1</sup> for employer costs per hour worked for employee compensation: Private industry workers, by bargaining status, and major industry and occupational group, March 1998**

(Relative error in percent)

Series	Total compensation	Wages and salaries	Benefit costs						
			Total	Paid leave	Supplemental pay	Insurance	Retirement and savings	Legally required benefits	Other benefits <sup>2</sup>
<b>All union workers, private industry</b> .....	\$23.59	\$15.38	\$8.22	\$1.57	\$0.95	\$2.15	\$1.29	\$2.18	\$0.08
Relative error .....	2.5	2.3	3.1	3.8	5.1	3.3	5.5	2.4	16.3
Blue-collar occupations .....	\$24.86	\$15.75	\$9.12	\$1.58	\$1.15	\$2.35	\$1.54	\$2.40	\$ .10
Relative error .....	2.2	2.0	2.8	3.4	5.4	2.9	5.8	2.5	16.5
Goods-producing industries .....	\$25.37	\$16.01	\$9.36	\$1.58	\$1.22	\$2.46	\$1.50	\$2.46	\$ .13
Relative error .....	3.2	3.1	3.8	5.4	6.2	3.7	6.9	3.3	19.0
Service-producing industries .....	\$21.94	\$14.78	\$7.16	\$1.56	\$.69	\$1.86	\$1.09	\$1.93	\$ .03
Relative error .....	3.7	3.5	4.5	5.8	8.5	4.8	8.0	3.2	19.4
Manufacturing .....	\$22.75	\$14.20	\$8.55	\$1.74	\$1.33	\$2.22	\$1.00	\$2.10	\$ .16
Relative error .....	3.6	3.4	4.6	5.6	6.9	4.3	8.3	3.4	19.6
Blue-collar occupations .....	\$22.62	\$13.98	\$8.64	\$1.69	\$1.40	\$2.22	\$1.04	\$2.12	\$ .17
Relative error .....	3.3	2.7	4.7	5.5	7.1	4.6	8.1	3.4	19.5
Nonmanufacturing .....	\$24.10	\$16.09	\$8.01	\$1.47	\$.71	\$2.10	\$1.46	\$2.23	\$ .03
Relative error .....	3.5	3.2	4.3	5.3	7.8	4.6	7.1	3.4	18.7
<b>All nonunion workers, private industry</b> ....	\$17.80	\$13.21	\$4.58	\$1.11	\$.51	\$.96	\$.45	\$1.55	\$ .02
Relative error .....	1.1	1.0	1.4	2.0	7.2	1.9	3.1	.8	14.4
Blue-collar occupations .....	\$15.13	\$10.96	\$4.17	\$.75	\$.54	\$.91	\$.31	\$1.64	( <sup>3</sup> )
Relative error .....	1.5	1.3	2.3	3.5	4.5	3.7	5.3	1.7	27.7
Goods-producing industries .....	\$21.27	\$15.14	\$6.13	\$1.43	\$.73	\$1.35	\$.61	\$1.97	\$ .04
Relative error .....	1.9	1.9	2.4	3.2	6.8	3.1	6.9	2.0	29.2
Service-producing industries .....	\$16.89	\$12.71	\$4.18	\$1.02	\$.45	\$.85	\$.41	\$1.44	( <sup>3</sup> )
Relative error .....	1.2	1.2	1.7	2.4	9.5	2.2	3.7	.8	9.8
Manufacturing .....	\$22.13	\$15.56	\$6.57	\$1.66	\$.77	\$1.53	\$.69	\$1.87	\$ .05
Relative error .....	2.5	2.5	2.9	3.8	8.2	3.5	7.8	2.3	31.8
Blue-collar occupations .....	\$16.73	\$11.54	\$5.19	\$1.04	\$.76	\$1.30	\$.43	\$1.62	\$ .03
Relative error .....	2.4	2.2	3.4	4.5	7.2	4.8	6.3	2.5	36.0
Nonmanufacturing .....	\$17.00	\$12.78	\$4.22	\$1.00	\$.46	\$.85	\$.40	\$1.49	( <sup>3</sup> )
Relative error .....	1.1	1.1	1.6	2.3	8.8	2.1	3.5	.9	9.7

<sup>1</sup> The relative error is the standard error expressed as a percent of the cost. One can be 90-percent confident that the interval around the cost estimate bounded by 1.6 times plus and 1.6 times minus the standard error contains the "true" cost.

<sup>2</sup> Includes severance pay and supplemental unemployment benefits.

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



**Table A-14. Relative errors<sup>1</sup> for employer costs per hour worked for employee compensation: Private industry workers, by establishment employment size, and major industry and occupational group, March 1998**

(Relative error in percent)

Industry and occupational group, and employment size	Total compensation	Wages and salaries	Benefit costs						
			Total	Paid leave	Supplemental pay	Insurance	Retirement and savings	Legally required benefits	Other benefits <sup>2</sup>
All workers in private industry .....	\$18.50	\$13.47	\$5.02	\$1.16	\$0.56	\$1.10	\$0.55	\$1.63	\$0.03
Relative error .....	.9	.9	1.2	1.7	5.5	1.6	2.9	.7	12.5
1-99 workers .....	\$15.92	\$12.01	\$3.91	\$.81	\$.43	\$.80	\$.35	\$1.51	( <sup>3</sup> )
Relative error .....	1.5	1.3	2.4	2.6	13.5	3.0	5.1	1.3	16.3
100 or more workers .....	\$21.20	\$15.01	\$6.19	\$1.53	\$.69	\$1.42	\$.75	\$1.75	\$.05
Relative error .....	1.4	1.3	1.8	2.3	3.9	2.3	3.8	1.2	14.4
100-499 workers .....	\$17.52	\$12.67	\$4.85	\$1.08	\$.57	\$1.11	\$.51	\$1.57	( <sup>3</sup> )
Relative error .....	2.1	1.8	3.1	3.7	8.4	4.0	6.2	2.1	13.9
500 or more workers .....	\$25.56	\$17.78	\$7.78	\$2.07	\$.84	\$1.78	\$1.04	\$1.97	\$.08
Relative error .....	1.9	1.9	2.1	2.6	5.3	2.4	4.3	1.4	16.6
Goods-producing industries <sup>4</sup> .....	\$22.26	\$15.35	\$6.91	\$1.47	\$.85	\$1.62	\$.82	\$2.09	\$.07
Relative error .....	1.5	1.3	2.0	2.2	4.4	2.7	5.4	1.6	19.6
1-99 workers .....	\$18.54	\$13.40	\$5.13	\$.80	\$.54	\$1.10	\$.58	\$2.10	( <sup>3</sup> )
Relative error .....	3.2	2.7	4.9	5.8	8.5	7.6	12.0	3.4	37.1
100 or more workers .....	\$24.70	\$16.62	\$8.08	\$1.90	\$1.05	\$1.96	\$.99	\$2.09	\$.10
Relative error .....	1.9	1.8	2.4	2.8	4.8	2.9	6.7	1.9	21.4
100-499 workers .....	\$20.61	\$14.10	\$6.52	\$1.32	\$.88	\$1.62	\$.74	\$1.94	\$.02
Relative error .....	3.8	3.4	5.0	5.9	8.9	5.3	10.8	3.8	25.7
500 or more workers .....	\$28.63	\$19.05	\$9.58	\$2.46	\$1.21	\$2.29	\$1.22	\$2.23	\$.18
Relative error .....	2.8	2.9	2.9	3.9	5.5	3.0	8.5	2.3	22.6
Service-producing industries <sup>5</sup> .....	\$17.31	\$12.88	\$4.42	\$1.07	\$.47	\$.94	\$.46	\$1.48	( <sup>3</sup> )
Relative error .....	1.1	1.1	1.5	2.2	8.1	1.9	3.4	.8	8.9
1-99 workers .....	\$15.32	\$11.69	\$3.63	\$.81	\$.41	\$.73	\$.30	\$1.37	( <sup>3</sup> )
Relative error .....	1.6	1.5	2.7	2.8	17.4	2.7	5.6	1.4	19.4
100 or more workers .....	\$19.72	\$14.33	\$5.39	\$1.38	\$.54	\$1.19	\$.66	\$1.61	\$.02
Relative error .....	1.8	1.7	2.2	3.1	5.4	3.0	4.2	1.3	10.6
100-499 workers .....	\$16.37	\$12.14	\$4.24	\$.99	\$.45	\$.92	\$.43	\$1.43	( <sup>3</sup> )
Relative error .....	2.6	2.3	3.9	4.8	12.5	5.3	7.2	2.3	15.3
500 or more workers .....	\$24.03	\$17.15	\$6.89	\$1.88	\$.66	\$1.53	\$.95	\$1.84	\$.04
Relative error .....	2.4	2.5	2.7	3.5	7.5	3.0	3.7	1.9	14.0
White-collar occupations .....	\$22.38	\$16.54	\$5.84	\$1.57	\$.63	\$1.24	\$.66	\$1.71	\$.03
Relative error .....	1.2	1.2	1.5	2.1	9.6	1.9	3.1	.7	17.8
1-99 workers .....	\$19.18	\$14.57	\$4.61	\$1.15	\$.55	\$.95	\$.44	\$1.52	( <sup>3</sup> )
Relative error .....	1.9	1.7	3.2	3.0	21.4	3.2	5.4	1.4	18.1
100 or more workers .....	\$25.54	\$18.48	\$7.05	\$1.99	\$.71	\$1.52	\$.88	\$1.90	\$.05
Relative error .....	1.6	1.6	1.8	2.6	7.2	2.5	4.1	1.1	21.6
100-499 workers .....	\$21.22	\$15.61	\$5.61	\$1.43	\$.65	\$1.24	\$.60	\$1.67	\$.02
Relative error .....	2.6	2.4	3.8	4.5	14.0	4.8	7.5	2.2	15.1
500 or more workers .....	\$29.53	\$21.14	\$8.39	\$2.50	\$.76	\$1.79	\$1.14	\$2.12	\$.07
Relative error .....	2.0	2.1	2.2	2.7	10.2	2.7	4.4	1.5	27.1

See footnotes at end of tables.

**Table A-14. Relative errors<sup>1</sup> for employer costs per hour worked for employee compensation: Private industry workers, by establishment employment size, and major industry and occupational group, March 1998 — Continued**

(Relative error in percent)

Industry and occupational group, and employment size	Total compensation	Wages and salaries	Benefit costs						
			Total	Paid leave	Supplemental pay	Insurance	Retirement and savings	Legally required benefits	Other benefits <sup>2</sup>
Blue-collar occupations .....	\$17.56	\$12.15	\$5.41	\$0.96	\$0.69	\$1.27	\$0.62	\$1.83	\$0.03
Relative error .....	1.3	1.1	1.9	2.4	3.1	2.8	5.3	1.3	11.0
1-99 workers .....	\$16.10	\$11.68	\$4.42	\$0.67	\$0.49	\$0.96	\$0.43	\$1.86	( <sup>3</sup> )
Relative error .....	2.2	1.7	3.6	4.1	5.1	5.9	9.8	2.4	30.9
100 or more workers .....	\$18.99	\$12.62	\$6.37	\$1.24	\$0.89	\$1.57	\$0.80	\$1.80	\$0.06
Relative error .....	2.0	1.6	2.9	3.1	4.3	3.4	6.4	1.9	12.4
100-499 workers .....	\$16.83	\$11.58	\$5.25	\$0.96	\$0.67	\$1.29	\$0.60	\$1.71	( <sup>3</sup> )
Relative error .....	2.9	2.4	4.3	5.2	6.0	5.2	9.4	3.0	23.9
500 or more workers .....	\$21.89	\$14.01	\$7.88	\$1.61	\$1.18	\$1.96	\$1.07	\$1.93	\$0.13
Relative error .....	2.6	2.2	3.6	3.8	5.0	4.1	7.3	2.2	13.7

<sup>1</sup> The relative error is the standard error expressed as a percent of the cost. One can be 90-percent confident that the interval around the cost estimate bounded by 1.6 times plus and 1.6 times minus the standard error contains the "true" cost.

<sup>2</sup> Includes severance pay and supplemental unemployment benefits.

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

<sup>4</sup> Includes mining, construction, and manufacturing.

<sup>5</sup> Includes transportation, communication, and public utilities; wholesale and retail trade; finance, insurance, and real estate; and service industries.

**Table A-15. Relative errors<sup>1</sup> for employer costs per hour worked for employee compensation: Private industry health services workers, by industry and occupational group, March 1998**

(Relative error in percent)

Series	Total compensation	Wages and salaries	Benefit costs						
			Total	Paid leave	Supplemental pay	Insurance	Retirement and savings	Legally required benefits	Other benefits <sup>2</sup>
<b>Health services</b> .....	\$18.90	\$14.01	\$4.89	\$1.37	\$0.45	\$1.06	\$0.48	\$1.51	( <sup>3</sup> )
Relative error .....	3.5	3.2	4.8	5.1	10.2	8.3	10.7	2.5	32.7
Professional specialty and technical .....	\$25.90	\$19.36	\$6.54	\$1.91	\$0.70	\$1.25	\$0.66	\$2.02	( <sup>3</sup> )
Relative error .....	3.1	3.2	3.4	5.3	7.7	5.0	12.7	1.6	41.5
Professional .....	\$29.51	\$22.05	\$7.46	\$2.28	\$0.82	\$1.34	\$0.76	\$2.25	( <sup>3</sup> )
Relative error .....	3.9	4.1	4.5	7.2	8.5	6.3	15.0	1.8	38.7
Nurses .....	\$28.21	\$20.72	\$7.48	\$2.22	\$1.04	\$1.33	\$0.65	\$2.24	( <sup>3</sup> )
Relative error .....	1.9	1.8	3.1	4.3	8.0	6.2	8.7	1.5	39.7
Technical .....	\$20.08	\$15.01	\$5.07	\$1.33	\$0.50	\$1.10	\$0.49	\$1.66	( <sup>3</sup> )
Relative error .....	2.8	2.9	4.3	6.2	11.3	7.1	20.7	2.5	57.7
Administrative support, including clerical .....	\$15.57	\$10.97	\$4.60	\$1.20	\$0.30	\$1.37	\$0.54	\$1.17	( <sup>3</sup> )
Relative error .....	3.8	2.5	8.9	5.7	20.5	25.9	15.7	2.5	48.8
Service occupations .....	\$11.13	\$8.38	\$2.75	\$0.64	\$0.24	\$0.64	\$0.22	\$1.01	( <sup>3</sup> )
Relative error .....	2.9	2.0	7.1	9.9	10.2	10.2	18.6	3.1	38.4
<b>Hospitals</b> .....	\$22.15	\$15.85	\$6.31	\$1.85	\$0.69	\$1.48	\$0.57	\$1.70	( <sup>3</sup> )
Relative error .....	2.3	2.2	2.7	3.3	4.5	4.7	6.0	1.9	39.7
Professional specialty and technical .....	\$27.15	\$19.56	\$7.58	\$2.23	\$0.99	\$1.57	\$0.69	\$2.09	( <sup>3</sup> )
Relative error .....	2.4	2.3	3.1	3.5	5.6	5.9	7.0	1.9	43.2
Professional .....	\$29.79	\$21.64	\$8.15	\$2.42	\$1.12	\$1.56	\$0.75	\$2.29	( <sup>3</sup> )
Relative error .....	2.4	2.3	3.1	3.8	6.0	6.8	7.8	1.9	39.3
Nurses .....	\$29.78	\$21.42	\$8.36	\$2.44	\$1.33	\$1.54	\$0.71	\$2.32	( <sup>3</sup> )
Relative error .....	1.9	1.8	2.5	3.1	6.0	6.3	7.0	1.8	40.3
Technical .....	\$20.93	\$14.67	\$6.25	\$1.78	\$0.67	\$1.60	\$0.56	\$1.63	( <sup>3</sup> )
Relative error .....	2.9	2.8	3.8	5.9	6.0	6.5	8.7	2.5	65.1
Administrative support, including clerical .....	\$15.69	\$11.01	\$4.68	\$1.37	\$0.30	\$1.40	\$0.43	\$1.18	( <sup>3</sup> )
Relative error .....	1.9	1.7	2.9	5.0	8.1	4.5	4.8	2.0	50.6
Service occupations .....	\$13.20	\$9.05	\$4.15	\$1.00	\$0.43	\$1.34	\$0.33	\$1.04	( <sup>3</sup> )
Relative error .....	2.1	2.0	3.4	3.5	7.6	5.9	6.0	2.1	54.1
<b>Nursing homes</b> .....	\$12.82	\$9.70	\$3.12	\$0.79	\$0.27	\$0.63	\$0.16	\$1.27	( <sup>3</sup> )
Relative error .....	2.0	1.9	2.6	3.6	6.3	5.6	9.3	1.8	44.2
Professional specialty and technical .....	\$18.86	\$14.45	\$4.40	\$1.14	\$0.43	\$0.73	\$0.22	\$1.88	( <sup>3</sup> )
Relative error .....	2.3	2.4	3.0	5.3	9.0	5.2	13.1	2.3	57.6
Professional .....	\$20.85	\$16.16	\$4.68	\$1.24	\$0.36	\$0.78	\$0.25	\$2.05	( <sup>3</sup> )
Relative error .....	3.3	3.6	4.7	8.3	14.3	10.0	18.7	3.4	62.1
Technical .....	\$17.02	\$12.88	\$4.15	\$1.04	\$0.50	\$0.68	\$0.19	\$1.72	( <sup>3</sup> )
Relative error .....	2.1	2.0	3.9	6.5	8.8	9.6	14.1	2.9	81.9
Service occupations .....	\$10.19	\$7.61	\$2.58	\$0.60	\$0.23	\$0.58	\$0.13	\$1.05	( <sup>3</sup> )
Relative error .....	1.6	1.5	2.6	3.5	6.1	6.1	12.3	1.7	52.7

<sup>1</sup> The relative error is the standard error expressed as a percent of the cost. One can be 90-percent confident that the interval around the cost estimate bounded by 1.6 times plus and 1.6 times minus the standard error contains the "true" cost.

<sup>2</sup> Includes severance pay and supplemental unemployment benefits.

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

**Table A-16. Relative errors<sup>1</sup> for employer costs per hour worked for employee compensation: Transportation equipment manufacturing and public utilities workers, by industry and occupational group, March 1998**

(Relative error in percent)

Series	Total compensation	Wages and salaries	Benefit costs						
			Total	Paid leave	Supplemental pay	Insurance	Retirement and savings	Legally required benefits	Other benefits <sup>2</sup>
<b>Transportation equipment manufacturing (SIC 37)</b> .....	\$32.34	\$20.23	\$12.11	\$2.83	\$1.78	\$2.85	\$1.57	\$2.76	\$0.32
Relative error .....	3.6	3.1	4.8	4.0	9.1	5.3	7.9	2.0	16.9
White-collar occupations .....	\$37.68	\$25.95	\$11.73	\$3.72	\$ .89	\$2.63	\$1.50	\$2.80	\$ .19
Relative error .....	5.4	5.9	5.5	6.4	10.0	4.5	7.6	4.5	11.8
Professional specialty and technical .....	\$42.58	\$29.81	\$12.77	\$4.17	\$ .90	\$2.74	\$1.63	\$3.15	\$ .18
Relative error .....	4.3	6.1	1.9	3.5	10.5	2.6	4.5	1.8	13.0
Executive, administrative, and managerial .....	\$41.90	\$28.95	\$12.95	\$4.45	\$ .95	\$2.66	\$1.71	\$3.00	\$ .19
Relative error .....	7.4	8.0	6.8	7.7	16.7	4.7	11.8	3.6	24.5
Blue-collar occupations .....	\$29.22	\$17.02	\$12.20	\$2.30	\$2.25	\$2.96	\$1.60	\$2.71	\$ .38
Relative error .....	4.1	2.7	6.2	5.6	8.3	6.9	10.0	4.3	20.3
Service occupations .....	\$34.69	\$18.45	\$16.24	\$3.17	\$3.27	\$3.31	\$2.16	\$3.40	\$ .93
Relative error .....	5.4	5.2	6.3	10.0	13.3	6.4	16.0	8.6	33.1
<b>Aircraft manufacturing (SIC 3721)</b> ..	\$34.27	\$23.32	\$10.95	\$3.23	\$1.08	\$2.48	\$1.42	\$2.69	\$ .04
Relative error .....	1.5	1.7	1.8	2.6	5.4	2.1	5.6	1.5	15.5
White-collar occupations .....	\$36.97	\$25.68	\$11.30	\$3.52	\$ .77	\$2.48	\$1.61	\$2.88	\$ .04
Relative error .....	1.8	1.9	2.4	2.4	9.4	2.1	6.3	1.9	20.2
Blue-collar occupations .....	\$29.56	\$19.24	\$10.32	\$2.72	\$1.63	\$2.49	\$1.08	\$2.35	\$ .05
Relative error .....	1.9	1.9	2.4	3.2	4.2	3.2	10.6	1.8	20.5
<b>Public utilities (SIC's 48, 49)</b> .....	\$27.72	\$19.11	\$8.61	\$2.36	\$ .81	\$2.24	\$1.13	\$1.98	\$ .08
Relative error .....	2.2	2.3	2.7	3.2	5.3	4.4	6.4	1.7	12.9
White-collar occupations .....	\$27.57	\$19.20	\$8.37	\$2.34	\$ .67	\$2.19	\$1.11	\$1.96	\$ .11
Relative error .....	2.9	2.9	3.3	3.9	9.7	5.2	4.2	2.4	13.6
Blue-collar occupations .....	\$28.44	\$19.19	\$9.25	\$2.46	\$1.09	\$2.41	\$1.19	\$2.04	\$ .05
Relative error .....	1.8	1.7	3.3	2.6	4.7	4.2	12.6	2.2	16.3
<b>Communications (SIC 48)</b> .....	\$25.14	\$17.64	\$7.51	\$2.01	\$ .69	\$2.04	\$ .87	\$1.81	\$ .09
Relative error .....	3.8	3.7	4.2	5.6	8.9	3.1	7.8	2.9	19.5
White-collar occupations .....	\$24.69	\$17.44	\$7.25	\$1.97	\$ .61	\$1.96	\$ .81	\$1.81	\$ .10
Relative error .....	4.2	3.8	5.0	6.2	12.9	4.3	7.4	3.2	19.4
Blue-collar occupations .....	\$26.85	\$18.43	\$8.41	\$2.18	\$ .93	\$2.35	\$1.06	\$1.85	\$ .05
Relative error .....	2.6	3.1	3.5	3.9	5.0	4.2	8.0	4.1	24.6
<b>Electric, gas, and sanitary services (SIC 49)</b> .....	\$32.15	\$21.64	\$10.51	\$2.98	\$1.00	\$2.59	\$1.58	\$2.28	\$ .08
Relative error .....	1.1	1.9	3.0	2.6	4.4	9.3	9.8	1.3	9.5
White-collar occupations .....	\$34.00	\$23.12	\$10.88	\$3.17	\$ .80	\$2.70	\$1.79	\$2.31	\$ .11
Relative error .....	2.7	4.1	1.8	2.9	13.4	11.1	3.6	3.2	13.0
Blue-collar occupations .....	\$30.16	\$20.01	\$10.14	\$2.77	\$1.26	\$2.48	\$1.34	\$2.25	\$ .05
Relative error .....	2.8	1.6	5.7	2.7	8.0	7.4	22.8	1.8	21.9

<sup>1</sup> The relative error is the standard error expressed as a percent of the cost. One can be 90-percent confident that the interval around the cost estimate bounded by 1.6 times plus and 1.6 times

minus the standard error contains the "true" cost.

<sup>2</sup> Includes severance pay and supplemental unemployment benefits.

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

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

## Industry

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

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

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

Industry category	SIC codes
Civilian .....	10-94
State and local governments .....	10-94
Private industry .....	10-89
Goods-producing industries .....	10-39
Construction .....	15-17
Manufacturing .....	20-39
Durables .....	24,25,32-39
Aircraft manufacturing .....	3721
Nondurables .....	20-23,26-31
Service-producing industries .....	40-89
Transportation and public utilities .....	40-49
Transportation .....	40-47
Public utilities .....	48-49
Communications .....	48
Electric, gas, and sanitary services .....	49
Wholesale and retail trade .....	50-59
Wholesale trade .....	50-51
Retail trade .....	52-59
General merchandise stores .....	53
Food stores .....	54
Finance, insurance and real estate .....	60-67
Banking, savings and loan, other credit	
Agencies .....	60-61
Insurance .....	63-64
Service industries .....	70-89
Business services .....	73
Health services .....	80
Nursing homes .....	805
Hospitals .....	806
Educational services .....	82
Schools .....	821,822
Elementary and secondary education .....	821
Higher education .....	822
Public administration .....	90-95

## Occupation

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

### Professional specialty occupations

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

### Technical occupations

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

### Executive, administrative, and managerial occupations

#### Sales occupations

- Sales workers
- Sales representatives
- Cashiers

#### Administrative support including clerical occupations

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

#### Precision production, craft, and repair occupations

- Mechanics and repairers
- Construction trades occupations

- Extractive occupations
- Precision metalworking, woodworking, textile, apparel, and other materials occupations
- Precision inspectors, testers, and related occupations
- Plant and system operators

### Machine operators, assemblers, and inspectors

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

### Transportation and material moving occupations

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

### Handlers, equipment cleaners, helpers, and laborers

#### Service occupations

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

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

### Geographic region

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

*Northeast*—Connecticut, Maine, Massachusetts, New Hampshire, New Jersey, New York, Pennsylvania, Rhode Island, and Vermont; *South*—Alabama, Arkansas, Delaware, District of Columbia, Florida, Georgia, Kentucky, Louisiana, Maryland, Mississippi, North Carolina, Oklahoma, South Carolina, Tennessee, Texas, Virginia, and West Virginia; *Midwest*—Illinois,

Indiana, Iowa, Kansas, Michigan, Minnesota, Missouri, Nebraska, North Dakota, Ohio, South Dakota, and Wisconsin; and *West*—Alaska, Arizona, California, Colorado, Hawaii, Idaho, Montana, Nevada, New Mexico, Oregon, Utah, Washington, and Wyoming.

### **Bargaining status**

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

- A labor organization is recognized as the bargaining agent for workers in the occupation.

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

### **Area size**

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

## Appendix C. Survey Data in BLS Research Articles

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

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

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

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

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

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

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