

Employer Costs for Employee Compensation, 1986

The Bureau of Labor Statistics has been publishing data on Employer Costs for Employee Compensation annually since 1987. These data, with a reference period of March of each year, show the cost per hour worked to employers for wages, salaries, and employee benefits. Data are now available for March 1986, and are presented in tables F-1 to F-4. To aid in assessing the precision of these data, relative errors for selected industry and occupation categories are shown in table F-5.

It is not possible to publish cost level data prior to 1986. That year was the starting point of a substantial expansion

in the ECI sample resulting from a Government-wide initiative to develop more information on the service-producing sector of the economy. This larger sample provided cost level data that met publication criteria.

For additional information on Employer Costs for Employee Compensation, contact the Division of Compensation Data Analysis and Planning, Bureau of Labor Statistics, Room 4175, 2 Massachusetts Ave., NE, Washington, DC 20212-0001. Telephone: (202) 606-6199. E-mail: ocltinfo@bls.gov and World Wide Web access: <http://stats.bls.gov>

Table F-1. Employer costs per hour worked for employee compensation, and costs as a percent of total compensation, private industry by broad industry categories, March 1986

Compensation component	All workers in private industry		Goods-producing ¹		Service-producing ²		Manufacturing		Nonmanufacturing	
	Cost	Percent	Cost	Percent	Cost	Percent	Cost	Percent	Cost	Percent
Total compensation	\$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 pay .....	.46	3.5	.56	3.6	.42	3.4	.61	4.0	.41	3.3
Holiday pay .....	.32	2.4	.40	2.6	.29	2.3	.45	3.0	.28	2.2
Sick leave .....	.11	.9	.10	.6	.12	1.0	.11	.7	.11	.9
Other leave pay .....	.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 pay .....	.16	1.2	.31	2.0	.10	.8	.32	2.1	.11	.9
Nonproduction bonuses .....	.10	.7	.13	.8	.08	.7	.10	.7	.10	.8
Shift pay .....	.04	.3	.07	.4	.03	.2	.08	.5	.03	.2
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 ³	1.11	8.4	1.38	8.9	.99	8.1	1.28	8.4	1.05	8.3
Social Security .....	.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	.9
Workers' compensation .....	.19	1.5	.29	1.9	.15	1.2	.22	1.4	.19	1.5
Other benefits ⁴ .....	.02	.1	.03	.2	(⁵)	(⁵)	.04	.3	(⁵)	(⁵)

¹ Includes mining, construction, and manufacturing.

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

³ Includes railroad retirement and supplemental retirement, railroad

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

⁴ Includes severance pay and supplemental unemployment benefits.

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

Table F-2. Employer costs per hour worked for employee compensation, and costs as a percent of total compensation, private industry by broad occupational categories, 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 pay .....	.46	3.5	.57	3.7	.44	3.3	.15	2.3
Holiday pay .....	.32	2.4	.40	2.6	.30	2.3	.11	1.7
Sick leave .....	.11	.9	.16	1.1	.07	.5	.06	.9
Other leave pay .....	.03	.2	.04	.3	.02	.2	.02	.3
Supplemental pay .....	.30	2.3	.25	1.6	.47	3.6	.10	1.5
Premium pay .....	.16	1.2	.09	.6	.34	2.5	.05	.7
Nonproduction bonuses .....	.10	.7	.14	.9	.07	.5	.02	.4
Shift pay .....	.04	.3	.03	.2	.06	.5	.03	.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	1.11	8.4	1.10	7.2	1.33	10.0	.69	10.5
Social Security .....	.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 ² .....	.02	.1	.02	.1	.03	.2	(³)	(³)

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

² Includes severance pay and supplemental unemployment benefits.

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

Table F-3. Employer costs per hour worked for employee compensation, and costs as a percent of total compensation, private industry by industry and occupational categories, March 1986

Series	Total compensation	Wages and salaries	Benefit costs						
			Total	Paid leave	Supplemental pay	Insurance	Retirement and savings	Legally required benefits	Other benefits ¹
Cost per hour worked									
All workers in private industry	\$13.25	\$9.67	\$3.58	\$0.93	\$0.30	\$0.73	\$0.50	\$1.11	\$0.02
Occupational group									
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, 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	(²)
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	(²)
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	(²)
Industry group									
Goods-producing industries ³	15.58	10.91	4.67	1.09	.50	1.00	.67	1.38	.03
Manufacturing industries	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	(²)
Service-producing industries ⁴	12.25	9.13	3.11	.86	.21	.62	.43	.99	(²)
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	(²)
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
Occupational group									
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, 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	(²)
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	(²)
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	(²)
Industry group									
Goods-producing industries ³	100.0	70.0	30.0	7.0	3.2	6.4	4.3	8.9	.2
Manufacturing industries	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	(²)
Service-producing industries ⁴	100.0	74.6	25.4	7.0	1.7	5.1	3.5	8.1	(²)
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	(²)

¹ Includes severance pay and supplemental unemployment benefits.
² Cost per hour worked is \$0.01 or less or percent is negligible.
³ Includes mining, construction, and manufacturing.

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

Table F-4. Employer costs per hour worked for employee compensation, and costs as a percent of total compensation, private industry union and nonunion workers, March 1986

Series	Total compensation	Wages and salaries	Benefit costs						
			Total	Paid leave	Supplemental pay	Insurance	Retirement and savings	Legally required benefits	Other benefits ¹
Cost per hour worked									
All union workers, private industry	\$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	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
All nonunion workers, private industry	12.39	9.26	3.12	.85	.24	.61	.41	1.00	(²)
Blue-collar occupations	10.32	7.60	2.71	.53	.34	.54	.22	1.08	(²)
Goods-producing industries	14.56	10.53	4.03	1.04	.39	.81	.54	1.24	(²)
Manufacturing	14.69	10.51	4.17	1.15	.37	.89	.56	1.19	(²)
Blue-collar occupations	10.77	7.66	3.11	.67	.42	.69	.29	1.04	(²)
Percent of total compensation									
All union workers, private industry	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	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
All nonunion workers, private industry	100.0	74.8	25.2	6.9	1.9	4.9	3.3	8.1	(²)
Blue-collar occupations	100.0	73.7	26.3	5.1	3.3	5.3	2.2	10.4	(²)
Goods-producing industries	100.0	72.3	27.7	7.1	2.7	5.6	3.7	8.5	(²)
Manufacturing	100.0	71.6	28.4	7.8	2.5	6.1	3.8	8.1	(²)
Blue-collar occupations	100.0	71.1	28.9	6.2	3.9	6.4	2.7	9.7	(²)

¹ Includes severance pay and supplemental unemployment benefits.

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

Table F-5. Employer costs per hour worked for components of compensation, and relative standard errors,¹ by major industry and occupation categories, March 1986
(Relative error in percent)

Industry or Occupation Category	Total Compensation	Wages and salaries	Benefit costs						
			Total	Paid leave	Supplemental pay	Insurance	Retirement and savings	Legally required benefits	Other benefits ²
Private industry workers									
Cost per hour worked	\$13.25	\$9.67	\$3.58	\$0.93	\$0.30	\$0.73	\$0.50	\$1.11	\$0.02
Relative error	1.5	1.6	1.7	2.4	2.9	2.1	3.2	1.2	8.0
Goods-producing industries									
Cost per hour worked	\$15.58	\$10.91	\$4.67	\$1.09	\$0.50	\$1.00	\$0.67	\$1.38	\$0.03
Relative error	1.6	1.4	2.1	2.3	3.6	2.7	4.5	1.8	11.3
Service-producing industries									
Cost per hour worked	\$12.25	\$9.13	\$3.11	\$0.86	\$0.21	\$0.62	\$0.43	\$0.99	(³)
Relative error	2.4	2.4	2.7	4.0	4.5	3.3	5.3	1.8	(³)
Manufacturing									
Cost per hour worked	\$15.30	\$10.60	\$4.69	\$1.21	\$0.50	\$1.05	\$0.61	\$1.28	\$0.04
Relative error	1.4	1.3	1.9	2.2	4.1	2.6	3.8	1.4	9.2
Nonmanufacturing									
Cost per hour worked	\$12.62	\$9.38	\$3.24	\$0.84	\$0.24	\$0.64	\$0.46	\$1.05	(³)
Relative error	2.1	2.2	2.4	3.8	3.9	2.9	4.6	1.6	(³)
White-collar occupations									
Cost per hour worked	\$15.34	\$11.41	\$3.93	\$1.18	\$0.25	\$0.77	\$0.62	\$1.10	\$0.02
Relative error	2.2	2.2	2.3	2.9	4.5	2.7	4.5	1.5	14.9
Blue-collar occupations									
Cost per hour worked	\$13.34	\$9.30	\$4.04	\$0.83	\$0.47	\$0.87	\$0.51	\$1.33	\$0.03
Relative error	1.4	1.2	1.9	2.6	3.7	2.6	3.8	1.6	8.1
Service occupations									
Cost per hour worked	\$6.59	\$5.01	\$1.58	\$0.34	\$0.10	\$0.33	\$0.12	\$0.69	(³)
Relative error	3.4	2.9	5.5	7.8	11.3	9.7	12.9	3.7	(³)

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

² Includes severance pay and supplemental unemployment benefits.

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