

RELATIVE STANDARD ERRORS FOR ESTIMATES PUBLISHED IN EMPLOYER COSTS FOR EMPLOYEE COMPENSATION SUPPLEMENTARY TABLES SEPTEMBER 2016

The following tables provide the relative standard errors for all cost estimates published in the Employer Costs for Employee Compensation – September 2016 supplementary tables.

Because the Employer Costs for Employee Compensation is a sample survey, it is subject to sampling errors. Sampling errors 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 relative standard error is the standard error expressed as a percent of the cost. It can be used to measure the precision with which an estimate from a particular sample approximates the expected result of all possible samples. The 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. The chances are about 90 out of 100 that this difference would be less than 1.6 times the standard error.

For a more detailed explanation of relative standard errors, see “Measuring Trends in the Structure and Levels of Employer Costs for Employee Compensation,” Compensation and Working Conditions, Summer 1997 and is available online at www.bls.gov/opub/mlr/cwc/measuring-trends-in-the-structure-and-levels-of-employer-costs-for-employee-compensation.pdf. For a detailed explanation of how to use standard error data to analyze differences in year-to-year changes, see “Analyzing Year-to-Year Changes in Employer Costs for Employee Compensation,” Compensation and Working Conditions, Spring 1998 and is available online at www.bls.gov/opub/mlr/cwc/analyzing-year-to-year-changes-in-employer-costs-for-employee-compensation.pdf. This article supplements an article from the Summer 1997 issue of Compensation and Working Conditions, “Explaining the Differential Growth Rates of the ECI and ECEC,” which examined how differences in the construction of these measures contribute to differing trends and is available online at www.bls.gov/opub/mlr/cwc/explaining-the-differential-growth-rates-of-the-eci-and-ecec.pdf.

Standard errors relate to differences that occur from sampling errors, but not from nonsampling errors. Sampling errors are differences between the results computed from a sample of observations and those computed from all observations in the population. Nonsampling errors are not measured and include survey nonresponse and data collection and processing errors. Survey nonresponse is when sample members are unwilling or unable to participate in the survey. Data collection errors include provision of inaccurate data by respondents and definitional difficulties. Processing errors include errors in recording, coding, and entering data. Although nonsampling errors are not measured, BLS quality assurance programs contain procedures for reducing such errors. These procedures include data collection reinterviews, observed interviews, computer data edits, and systematic review of reports on which data are recorded. Extensive field economist training also is conducted to maintain high data collection standards.

Obtaining information

Articles, bulletins, and other information may be obtained by contacting us by one of the methods listed below. Information will be made available to sensory impaired individuals upon request. Voice phone: (202) 691-5200; Federal Relay Service Number: 1-800-877-8339.



Supplementary table 1. Employer costs per hour worked for employee compensation and the relative standard error: private industry workers in goods-producing industries, by occupational group, September 2016

(Relative standard error in percent)

Series	Total compensation	Wages and salaries	Benefit costs					
			Total	Paid leave	Supplemental pay	Insurance	Retirement and savings	Legally required benefits
Cost per hour worked								
All workers in goods-producing industries ¹	\$38.99	\$25.90	\$13.09	\$2.52	\$1.50	\$3.65	\$2.12	\$3.29
Occupational group								
Management, professional, and related	69.14	46.31	22.83	5.96	2.53	5.15	4.72	4.47
Management, business, and financial	69.70	48.06	21.65	6.03	2.19	4.85	3.99	4.58
Professional and related	68.62	44.67	23.95	5.89	2.84	5.43	5.41	4.37
Sales and office	33.30	22.94	10.35	2.31	1.03	3.21	1.21	2.59
Office and administrative support	29.18	19.77	9.41	1.90	0.94	3.11	1.13	2.33
Natural resources, construction, and maintenance	37.02	24.60	12.42	1.52	1.22	3.39	2.38	3.91
Construction, extraction, farming, fishing, and forestry ²	37.00	24.69	12.31	1.28	1.08	3.22	2.60	4.12
Installation, maintenance, and repair	37.07	24.36	12.72	2.19	1.62	3.84	1.75	3.33
Production, transportation, and material moving	28.42	18.48	9.93	1.72	1.35	3.31	1.02	2.53
Production	28.45	18.51	9.94	1.78	1.37	3.32	1.01	2.46
Transportation and material moving	28.24	18.35	9.89	1.43	1.27	3.28	1.05	2.86
Relative standard error								
All workers in goods-producing industries ¹	2.3	2.1	3.0	4.4	5.7	2.0	8.6	1.3
Occupational group								
Management, professional, and related	3.5	2.8	5.7	5.1	14.9	3.0	16.7	2.2
Management, business, and financial	4.4	3.8	6.3	7.0	16.2	3.9	18.4	2.0
Professional and related	3.6	2.6	6.2	4.8	18.3	3.8	16.1	2.8
Sales and office	5.6	5.5	6.4	10.5	9.2	5.2	12.0	4.0
Office and administrative support	2.8	2.0	4.8	4.8	8.5	4.8	13.6	2.0
Natural resources, construction, and maintenance	2.5	2.1	3.6	3.7	5.1	4.8	7.8	1.9
Construction, extraction, farming, fishing, and forestry ²	3.0	2.4	4.4	5.9	7.3	6.0	9.1	2.0
Installation, maintenance, and repair	3.0	2.6	4.0	3.3	4.3	5.5	9.8	3.0
Production, transportation, and material moving	1.4	1.1	2.2	2.7	4.4	2.9	5.8	1.2
Production	1.7	1.4	2.6	3.2	5.3	3.3	7.1	1.2
Transportation and material moving	2.7	2.1	4.0	3.3	7.0	5.3	13.1	3.5

¹ Includes mining, construction, and manufacturing. The agriculture, forestry, farming, and hunting sector is excluded.

² Farming, fishing, and forestry occupations were combined with construction and extraction occupational group as of December 2006.

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

Supplementary table 2. Employer costs per hour worked for employee compensation and the relative standard error: private industry workers in manufacturing industries, by occupational group, establishment size and bargaining status, September 2016

(Relative standard error in percent)

Series	Total compensation	Wages and salaries	Benefit costs					
			Total	Paid leave	Supplemental pay	Insurance	Retirement and savings	Legally required benefits
Cost per hour worked								
All workers in manufacturing	\$39.22	\$25.53	\$13.69	\$2.96	\$1.68	\$3.97	\$2.13	\$2.95
Occupational group								
Management, professional, and related	71.55	46.94	24.62	6.44	2.70	5.59	5.45	4.44
Management, business, and financial	74.48	49.98	24.50	6.98	2.35	5.54	5.02	4.59
Professional and related	69.71	45.01	24.69	6.09	2.91	5.62	5.71	4.35
Sales and office	35.73	24.10	11.63	2.68	1.16	3.68	1.49	2.62
Office and administrative support	30.70	20.16	10.54	2.13	1.04	3.65	1.43	2.29
Natural resources, construction, and maintenance	39.36	24.54	14.82	2.74	2.04	4.60	2.28	3.17
Installation, maintenance, and repair	39.70	24.77	14.93	2.81	2.06	4.65	2.27	3.14
Production, transportation, and material moving	28.19	18.19	10.00	1.78	1.36	3.40	1.01	2.45
Production	28.41	18.37	10.04	1.82	1.38	3.39	1.02	2.43
Transportation and material moving	26.83	17.07	9.76	1.57	1.18	3.44	0.96	2.61
Establishment size								
1-99 workers	30.22	21.27	8.94	1.89	0.87	2.64	0.88	2.65
1-49 workers	29.19	20.81	8.39	1.75	0.77	2.37	0.86	2.64
50-99 workers	32.13	22.14	9.99	2.16	1.07	3.16	0.92	2.69
100 workers or more	43.94	27.76	16.17	3.52	2.10	4.67	2.78	3.11
100-499 workers	37.69	24.71	12.98	2.88	1.51	4.12	1.58	2.90
500 workers or more	52.36	31.88	20.48	4.39	2.89	5.42	4.40	3.39
Bargaining status								
Union	41.54	23.57	17.97	2.95	2.38	6.47	3.03	3.15
Nonunion	38.86	25.84	13.01	2.96	1.56	3.58	1.98	2.92
Relative standard error								
All workers in manufacturing	3.2	2.9	4.0	5.3	6.4	1.9	12.5	2.0
Occupational group								
Management, professional, and related	4.3	3.6	6.3	6.2	15.5	3.4	17.6	2.9
Management, business, and financial	6.5	6.0	7.8	9.4	13.1	4.3	20.8	3.3
Professional and related	3.8	2.8	6.4	5.1	19.4	4.0	16.5	2.9
Sales and office	7.0	7.3	7.3	12.5	10.8	4.9	13.5	5.8
Office and administrative support	3.6	2.6	5.8	6.1	10.8	4.8	15.8	2.7
Natural resources, construction, and maintenance	2.4	2.1	3.3	3.1	4.8	4.4	8.9	1.7
Installation, maintenance, and repair	2.7	2.4	3.6	2.8	3.6	4.3	9.5	1.9
Production, transportation, and material moving	1.5	1.3	2.1	2.4	4.7	2.7	5.4	1.2
Production	1.8	1.5	2.5	3.0	5.3	3.1	6.5	1.3
Transportation and material moving	3.2	2.5	4.6	5.3	10.1	5.5	12.4	4.4
Establishment size								
1-99 workers	3.2	3.5	3.4	5.7	8.5	3.9	15.5	2.5
1-49 workers	5.1	5.5	5.4	7.8	12.7	6.7	25.4	3.9
50-99 workers	4.7	4.7	5.3	8.0	9.5	6.9	15.1	3.1
100 workers or more	3.9	3.7	4.4	5.7	6.5	2.0	14.4	2.3
100-499 workers	3.0	2.9	3.5	4.9	5.6	3.6	8.6	2.1
500 workers or more	6.4	6.0	7.0	8.8	10.3	2.6	19.4	4.3
Bargaining status								
Union	2.9	2.8	3.3	4.2	11.2	2.5	6.9	2.1
Nonunion	3.6	3.2	4.8	5.9	7.9	2.3	14.8	2.2

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

Supplementary table 3. Employer costs per hour worked for employee compensation and the relative standard error: private industry workers in service-providing industries, by occupational group, September 2016

(Relative standard error in percent)

Series	Total compensation	Wages and salaries	Benefit costs					
			Total	Paid leave	Supplemental pay	Insurance	Retirement and savings	Legally required benefits
Cost per hour worked								
All workers in service providing industries ¹	\$30.87	\$21.82	\$9.06	\$2.15	\$1.09	\$2.37	\$1.06	\$2.39
Occupational group								
Management, professional, and related	55.44	38.42	17.02	4.63	2.61	3.98	2.17	3.63
Management, business, and financial	69.84	46.71	23.13	6.18	5.50	4.49	2.80	4.15
Professional and related	48.46	34.40	14.06	3.88	1.21	3.73	1.87	3.37
Sales and office	23.74	17.08	6.65	1.51	0.59	2.06	0.68	1.82
Sales and related	23.36	17.59	5.78	1.32	0.61	1.48	0.58	1.80
Office and administrative support	24.01	16.72	7.29	1.64	0.57	2.49	0.75	1.84
Service	15.06	11.54	3.52	0.56	0.23	0.89	0.24	1.60
Natural resources, construction, and maintenance	31.06	21.69	9.36	1.96	0.86	2.62	1.18	2.74
Installation, maintenance, and repair	31.06	21.69	9.37	1.99	0.89	2.66	1.13	2.70
Production, transportation, and material moving	26.24	17.63	8.61	1.51	0.75	2.56	1.23	2.56
Production	22.01	15.94	6.08	1.15	0.62	1.62	0.59	2.09
Transportation and material moving	27.61	18.17	9.43	1.63	0.79	2.86	1.44	2.71
Relative standard error								
All workers in service providing industries ¹	1.6	1.2	3.1	2.3	20.4	2.1	3.6	1.1
Occupational group								
Management, professional, and related	2.8	1.8	5.4	2.5	30.5	2.0	4.1	1.2
Management, business, and financial	5.9	3.3	11.5	3.2	44.2	1.6	5.1	2.1
Professional and related	1.7	1.6	2.3	2.9	5.1	2.7	4.6	1.2
Sales and office	2.1	1.9	2.8	3.7	4.1	3.1	6.5	1.5
Sales and related	4.4	4.3	5.4	8.2	5.5	5.3	13.3	3.0
Office and administrative support	1.3	1.0	2.3	2.5	5.7	3.2	5.3	1.1
Service	1.7	1.6	2.7	5.3	4.3	5.9	7.3	3.7
Natural resources, construction, and maintenance	2.1	1.7	3.3	3.6	5.8	4.0	8.5	1.8
Installation, maintenance, and repair	2.0	1.7	3.4	3.5	6.4	4.4	8.9	1.8
Production, transportation, and material moving	3.1	3.0	4.1	5.4	5.1	5.7	7.4	2.4
Production	4.4	3.8	6.6	8.6	12.3	8.6	17.7	3.0
Transportation and material moving	4.7	4.4	6.0	7.7	6.3	7.7	9.4	3.4

¹ Includes utilities; wholesale trade; retail trade; transportation and warehousing; information; finance and insurance; real estate and rental and leasing; professional and technical services; management of companies and enterprises; administrative and waste services; educational services; health care and social assistance; arts, entertainment and recreation; accommodation and food services; other services, except public administration; and public administration.

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

Supplementary table 4. Employer costs per hour worked for employee compensation and the relative standard error: private industry workers in trade, transportation, and utilities industries, by occupational group, establishment size and bargaining status, September 2016

(Relative standard error in percent)

Series	Total compensation	Wages and salaries	Benefit costs					
			Total	Paid leave	Supplemental pay	Insurance	Retirement and savings	Legally required benefits
Cost per hour worked								
All workers in trade, transportation, and utilities	\$26.80	\$18.83	\$7.97	\$1.68	\$0.72	\$2.27	\$1.04	\$2.27
Occupational group								
Management, professional, and related	56.05	39.86	16.19	4.77	1.61	3.72	2.26	3.82
Management, business, and financial	62.72	44.40	18.32	5.45	2.14	4.06	2.53	4.14
Professional and related	47.78	34.23	13.55	3.93	0.97	3.30	1.93	3.43
Sales and office	20.03	14.84	5.19	1.05	0.45	1.53	0.50	1.66
Sales and related	19.20	14.65	4.55	0.92	0.39	1.24	0.39	1.60
Office and administrative support	21.71	15.21	6.50	1.32	0.56	2.10	0.74	1.78
Service	17.08	12.33	4.74	0.75	0.38	1.47	0.57	1.57
Natural resources, construction, and maintenance	33.23	22.73	10.50	2.15	1.01	2.79	1.65	2.90
Installation, maintenance, and repair	32.85	22.60	10.26	2.12	1.01	2.71	1.54	2.87
Production, transportation, and material moving	30.97	20.16	10.81	1.97	0.95	3.28	1.65	2.95
Transportation and material moving	31.58	20.41	11.17	2.02	0.95	3.41	1.75	3.04
Establishment size								
1-99 workers	23.50	17.38	6.12	1.28	0.51	1.62	0.62	2.09
1-49 workers	23.10	17.33	5.77	1.24	0.50	1.47	0.51	2.05
50-99 workers	24.71	17.53	7.18	1.40	0.54	2.08	0.96	2.20
100 workers or more	31.51	20.89	10.61	2.25	1.02	3.18	1.64	2.52
100-499 workers	25.51	17.42	8.09	1.67	0.74	2.51	1.05	2.13
500 workers or more	51.17	32.29	18.88	4.17	1.93	5.39	3.58	3.81
Bargaining status								
Union	43.81	25.87	17.94	3.35	1.27	6.17	3.71	3.44
Nonunion	24.32	17.80	6.52	1.44	0.64	1.70	0.65	2.10
Relative standard error								
All workers in trade, transportation, and utilities	2.2	1.9	3.1	3.5	5.7	4.0	5.4	1.7
Occupational group								
Management, professional, and related	2.4	2.2	3.4	3.8	11.3	3.8	5.3	1.6
Management, business, and financial	3.0	3.0	4.0	4.3	13.9	3.8	7.1	2.5
Professional and related	3.9	4.2	4.1	5.8	10.8	6.1	5.6	3.1
Sales and office	2.7	2.7	3.0	4.4	7.7	3.2	5.1	2.0
Sales and related	4.2	4.1	4.6	7.5	7.4	5.1	8.0	3.0
Office and administrative support	1.9	1.5	3.1	3.3	15.2	3.2	6.0	1.8
Service	2.8	2.5	4.5	6.7	8.6	7.9	10.5	2.2
Natural resources, construction, and maintenance	2.7	2.4	3.7	3.6	6.9	4.6	9.3	2.5
Installation, maintenance, and repair	3.1	2.9	4.2	4.0	7.5	5.2	10.6	2.7
Production, transportation, and material moving	4.0	3.9	4.7	6.1	5.8	6.4	8.0	2.9
Transportation and material moving	4.6	4.6	5.4	7.2	6.3	7.2	8.8	3.3
Establishment size								
1-99 workers	2.0	1.9	2.9	3.9	9.4	3.6	6.6	1.5
1-49 workers	2.1	2.2	2.9	3.9	10.3	3.9	8.7	1.7
50-99 workers	5.0	4.3	7.2	8.6	14.0	8.6	12.2	3.3
100 workers or more	3.4	3.1	4.2	5.0	7.1	4.9	6.8	2.8
100-499 workers	2.5	2.0	4.1	4.4	5.5	6.7	6.5	2.0
500 workers or more	7.1	7.1	7.7	8.9	13.2	7.8	11.5	5.6
Bargaining status								
Union	5.5	6.2	4.7	6.8	10.0	4.9	6.0	4.4
Nonunion	1.7	1.6	2.5	3.0	6.6	2.8	5.0	1.4

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

Supplementary table 5. Employer costs per hour worked for employee compensation and the relative standard error: private industry workers in wholesale trade industries, by occupational group and establishment size, September 2016

(Relative standard error in percent)

Series	Total compensation	Wages and salaries	Benefit costs					
			Total	Paid leave	Supplemental pay	Insurance	Retirement and savings	Legally required benefits
Cost per hour worked								
All workers in wholesale trade	\$35.79	\$25.29	\$10.50	\$2.59	\$1.05	\$2.95	\$1.14	\$2.78
Occupational group								
Sales and office	35.28	25.30	9.98	2.47	1.02	2.97	0.96	2.56
Office and administrative support	25.02	17.36	7.66	1.67	0.93	2.56	0.58	1.93
Production, transportation, and material moving	24.49	16.74	7.75	1.38	0.81	2.41	0.77	2.38
Transportation and material moving	25.08	16.85	8.23	1.40	0.89	2.58	0.90	2.46
Establishment size								
1-99 workers	34.86	25.00	9.87	2.40	1.00	2.76	0.93	2.76
1-49 workers	35.65	25.64	10.01	2.47	1.06	2.72	0.93	2.83
100 workers or more	37.56	25.84	11.72	2.94	1.14	3.31	1.53	2.80
100-499 workers	36.02	24.98	11.05	2.77	0.93	3.20	1.41	2.74
Relative standard error								
All workers in wholesale trade	3.7	3.8	3.9	4.6	10.5	3.9	7.6	2.6
Occupational group								
Sales and office	7.7	8.3	6.6	9.2	20.5	5.1	11.1	5.5
Office and administrative support	3.7	2.5	6.9	5.8	36.2	8.0	9.1	2.8
Production, transportation, and material moving	3.9	2.9	6.4	7.1	9.3	7.0	17.9	3.7
Transportation and material moving	3.6	2.7	5.8	5.5	10.4	5.7	19.0	3.7
Establishment size								
1-99 workers	4.8	4.8	5.2	7.2	14.9	5.1	9.0	3.2
1-49 workers	5.2	5.3	5.3	7.7	16.6	5.4	9.6	3.5
100 workers or more	5.2	5.4	5.3	6.6	11.4	5.1	11.1	3.6
100-499 workers	6.7	7.0	6.8	8.6	14.9	6.1	12.7	4.9

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

Supplementary table 6. Employer costs per hour worked for employee compensation and the relative standard error: private industry workers in retail trade industries, by occupational group, establishment size and bargaining status, September 2016

(Relative standard error in percent)

Series	Total compensation	Wages and salaries	Benefit costs					
			Total	Paid leave	Supplemental pay	Insurance	Retirement and savings	Legally required benefits
Cost per hour worked								
All workers in retail trade	\$18.48	\$13.98	\$4.50	\$0.88	\$0.38	\$1.24	\$0.39	\$1.62
Occupational group								
Sales and office	16.42	12.54	3.88	0.71	0.32	1.11	0.32	1.42
Sales and related	16.13	12.47	3.66	0.65	0.32	1.00	0.27	1.41
Office and administrative support	17.36	12.77	4.59	0.89	0.32	1.44	0.48	1.45
Production, transportation, and material moving	16.90	12.32	4.57	0.69	0.29	1.37	0.39	1.84
Transportation and material moving	16.26	11.82	4.44	0.64	0.27	1.32	0.38	1.83
Establishment size								
1-99 workers	17.65	13.79	3.86	0.74	0.26	0.97	0.29	1.60
1-49 workers	17.26	13.63	3.63	0.71	0.27	0.86	0.23	1.57
50-99 workers	18.98	14.32	4.66	0.85	0.26	1.38	0.49	1.68
100 workers or more	19.92	14.31	5.61	1.12	0.57	1.71	0.57	1.65
100-499 workers	19.44	13.87	5.58	1.08	0.57	1.73	0.57	1.63
Bargaining status								
Union	21.40	12.97	8.43	1.21	0.31	3.53	1.50	1.88
Nonunion	18.25	14.06	4.19	0.85	0.38	1.06	0.30	1.60
Relative standard error								
All workers in retail trade	1.5	1.3	2.3	3.3	4.1	3.7	4.9	1.1
Occupational group								
Sales and office	1.3	1.2	2.0	3.2	4.5	3.9	3.9	1.0
Sales and related	1.5	1.4	2.4	3.9	5.1	5.1	4.9	1.2
Office and administrative support	1.6	1.6	2.1	3.6	5.3	3.3	5.8	1.5
Production, transportation, and material moving	2.8	2.2	5.5	6.0	13.1	7.7	19.3	2.3
Transportation and material moving	2.9	2.2	5.8	6.4	14.3	8.2	23.3	1.9
Establishment size								
1-99 workers	2.2	1.9	3.9	5.5	9.4	7.4	8.3	1.7
1-49 workers	2.5	2.2	4.3	6.3	11.2	8.2	12.9	2.0
50-99 workers	4.3	4.4	5.4	6.9	12.4	8.7	8.3	3.6
100 workers or more	2.4	2.6	2.5	4.3	4.7	3.6	6.1	1.4
100-499 workers	1.7	1.8	2.4	3.6	4.3	3.8	6.5	1.3
Bargaining status								
Union	2.5	2.7	3.4	4.7	8.6	3.9	10.2	3.8
Nonunion	1.6	1.4	2.5	3.6	4.4	3.8	5.1	1.3

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

Supplementary table 7. Employer costs per hour worked for employee compensation and the relative standard error: private industry workers in transportation and warehousing industries, by establishment size and bargaining status, September 2016

(Relative standard error in percent)

Series	Total compensation	Wages and salaries	Benefit costs					
			Total	Paid leave	Supplemental pay	Insurance	Retirement and savings	Legally required benefits
Cost per hour worked								
All workers in transportation and warehousing	\$38.96	\$24.88	\$14.08	\$2.77	\$1.23	\$4.23	\$2.35	\$3.50
Establishment size								
1-99 workers	28.52	19.78	8.74	1.53	0.61	2.35	1.11	3.14
1-49 workers	27.44	19.73	7.71	1.34	0.48	2.00	0.75	3.14
100 workers or more	45.41	28.03	17.38	3.53	1.61	5.39	3.13	3.72
100-499 workers	32.70	20.45	12.25	2.25	0.91	4.20	1.84	3.05
Bargaining status								
Union	57.83	34.06	23.77	4.75	1.81	7.85	4.91	4.45
Nonunion	29.92	20.48	9.43	1.82	0.95	2.50	1.13	3.04
Relative standard error								
All workers in transportation and warehousing	5.0	5.0	5.7	7.2	9.0	7.5	9.3	3.4
Establishment size								
1-99 workers	8.0	6.7	12.0	15.8	27.2	14.0	26.5	4.3
1-49 workers	9.0	8.7	11.8	20.7	26.6	14.3	32.6	6.7
100 workers or more	5.8	6.2	5.7	7.2	10.4	7.4	8.9	4.3
100-499 workers	6.1	4.3	9.9	11.4	9.7	16.8	14.7	2.7
Bargaining status								
Union	8.1	9.3	6.8	9.6	12.7	7.4	8.2	6.3
Nonunion	5.9	5.3	7.8	10.8	17.4	9.0	15.4	2.5

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

Supplementary table 8. Employer costs per hour worked for employee compensation and the relative standard error: private industry workers in information industries, by occupational group and establishment size, September 2016

(Relative standard error in percent)

Series	Total compensation	Wages and salaries	Benefit costs					
			Total	Paid leave	Supplemental pay	Insurance	Retirement and savings	Legally required benefits
Cost per hour worked								
All workers in information	\$53.20	\$35.35	\$17.85	\$4.83	\$2.39	\$4.99	\$2.17	\$3.48
Occupational group								
Management, professional, and related	65.72	44.13	21.59	6.23	3.17	5.48	2.57	4.14
Professional and related	59.27	39.84	19.43	5.50	2.51	5.26	2.29	3.87
Sales and office	36.57	24.35	12.22	2.94	1.22	4.18	1.39	2.50
Establishment size								
1-99 workers	44.69	30.64	14.05	3.88	1.52	3.99	1.56	3.11
100 workers or more	58.23	38.14	20.09	5.39	2.90	5.57	2.53	3.69
100-499 workers	53.14	34.71	18.43	4.58	2.89	5.19	2.23	3.54
500 workers or more	62.26	40.86	21.41	6.03	2.91	5.88	2.77	3.82
Relative standard error								
All workers in information	4.4	4.4	4.9	5.9	6.7	4.3	9.5	3.6
Occupational group								
Management, professional, and related	4.0	4.1	4.4	5.4	7.2	4.5	10.4	3.1
Professional and related	4.2	4.1	4.7	5.0	9.4	4.2	9.3	3.6
Sales and office	7.1	7.2	7.9	9.7	9.1	7.0	16.6	6.9
Establishment size								
1-99 workers	7.5	7.6	8.7	8.6	16.8	7.3	22.8	5.5
100 workers or more	4.3	4.4	4.4	5.9	8.2	3.8	8.9	3.7
100-499 workers	6.3	6.6	6.7	8.2	13.9	7.4	10.9	6.7
500 workers or more	4.7	4.7	5.1	7.3	10.2	4.3	10.9	3.6

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

Supplementary table 9. Employer costs per hour worked for employee compensation and the relative standard error: private industry workers in financial activities industries, by occupational group and establishment size, September 2016

(Relative standard error in percent)

Series	Total compensation	Wages and salaries	Benefit costs					
			Total	Paid leave	Supplemental pay	Insurance	Retirement and savings	Legally required benefits
Cost per hour worked								
All workers in financial activities	\$46.89	\$30.84	\$16.05	\$3.96	\$3.42	\$3.89	\$1.86	\$2.92
Occupational group								
Management, professional, and related	72.68	46.83	25.84	6.58	7.04	5.02	3.04	4.15
Management, business, and financial	74.84	47.83	27.01	6.67	8.20	4.96	3.02	4.16
Professional and related	64.86	43.23	21.63	6.26	2.87	5.27	3.12	4.11
Sales and office	32.74	22.07	10.67	2.59	1.39	3.32	1.22	2.15
Sales and related	48.93	34.32	14.61	4.04	2.73	3.04	1.92	2.88
Office and administrative support	27.95	18.45	9.50	2.16	0.99	3.41	1.01	1.94
Establishment size								
1-99 workers	41.56	27.66	13.90	3.16	3.70	3.20	1.20	2.63
1-49 workers	35.53	25.07	10.46	2.69	1.19	3.05	1.05	2.48
100 workers or more	54.19	35.19	19.00	5.06	3.04	4.82	2.76	3.31
100-499 workers	49.83	33.47	16.36	4.65	2.04	4.38	2.17	3.12
500 workers or more	57.63	36.54	21.09	5.39	3.83	5.17	3.23	3.47
Relative standard error								
All workers in financial activities	4.1	2.2	8.6	3.6	39.0	2.1	5.4	1.5
Occupational group								
Management, professional, and related	6.9	2.9	14.6	4.6	49.4	1.3	3.8	2.1
Management, business, and financial	8.2	3.2	17.6	5.4	53.6	1.3	4.1	2.3
Professional and related	2.4	2.4	2.8	3.5	8.4	2.5	5.1	2.1
Sales and office	3.1	3.4	2.8	5.4	5.3	2.3	5.8	1.8
Sales and related	7.7	8.2	7.1	13.4	9.5	5.8	12.1	4.7
Office and administrative support	0.9	0.7	1.6	1.5	5.7	2.1	3.5	0.8
Establishment size								
1-99 workers	9.2	4.2	20.3	7.7	68.6	2.5	7.0	2.5
1-49 workers	2.3	2.8	2.6	4.1	14.6	3.3	6.1	2.1
100 workers or more	2.7	2.1	4.2	3.1	10.6	2.8	7.5	1.7
100-499 workers	3.8	3.7	4.3	6.0	10.5	3.6	7.1	2.5
500 workers or more	5.1	3.9	7.3	5.4	16.0	4.8	10.4	3.0

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

Supplementary table 10. Employer costs per hour worked for employee compensation and the relative standard error: private industry workers in professional and business services industries, by occupational group and establishment size, September 2016

(Relative standard error in percent)

Series	Total compensation	Wages and salaries	Benefit costs					
			Total	Paid leave	Supplemental pay	Insurance	Retirement and savings	Legally required benefits
Cost per hour worked								
All workers in professional and business services	\$39.64	\$28.33	\$11.31	\$2.83	\$1.95	\$2.41	\$1.22	\$2.91
Occupational group								
Management, professional, and related	63.02	43.98	19.05	5.04	3.94	3.79	2.26	4.02
Management, business, and financial	76.16	50.54	25.62	6.39	7.81	4.25	2.82	4.36
Professional and related	54.94	39.94	15.01	4.21	1.57	3.51	1.91	3.81
Sales and office	27.04	19.91	7.13	1.76	0.59	2.05	0.70	2.03
Office and administrative support	23.97	17.42	6.55	1.54	0.53	2.03	0.56	1.88
Service	16.01	12.46	3.55	0.53	0.27	0.47	0.14	2.14
Production, transportation, and material moving	17.86	13.72	4.15	0.64	0.39	0.96	0.23	1.93
Transportation and material moving	17.96	13.64	4.32	0.58	0.35	1.11	0.24	2.04
Establishment size								
1-99 workers	38.98	28.05	10.93	2.39	2.78	2.06	0.77	2.93
1-49 workers	40.69	29.10	11.59	2.38	3.39	2.07	0.72	3.03
50-99 workers	32.48	24.04	8.44	2.45	0.46	2.04	0.94	2.56
100 workers or more	40.27	28.60	11.67	3.23	1.18	2.74	1.64	2.88
100-499 workers	39.06	28.20	10.86	3.00	1.08	2.50	1.40	2.88
500 workers or more	41.96	29.15	12.81	3.56	1.31	3.09	1.96	2.88
Relative standard error								
All workers in professional and business services	4.6	3.0	9.7	5.0	50.4	3.7	9.3	2.9
Occupational group								
Management, professional, and related	6.6	3.8	13.6	5.2	58.8	3.8	9.4	2.4
Management, business, and financial	13.6	7.8	25.6	6.9	77.5	3.8	12.5	4.9
Professional and related	3.0	2.7	4.6	6.1	11.6	5.2	11.4	2.1
Sales and office	6.5	6.1	8.3	11.6	15.0	7.9	25.3	4.6
Office and administrative support	2.4	2.1	4.2	4.3	12.5	7.3	16.5	2.1
Service	4.1	3.6	11.5	15.2	17.8	16.1	31.3	19.1
Production, transportation, and material moving	6.6	5.8	9.9	19.5	14.8	17.7	28.5	3.6
Transportation and material moving	9.3	7.5	15.5	28.0	11.2	29.6	35.4	5.5
Establishment size								
1-99 workers	9.6	5.7	21.0	9.7	72.2	6.3	18.8	5.6
1-49 workers	11.2	6.4	24.5	10.7	74.0	7.8	21.8	6.6
50-99 workers	12.0	10.8	16.4	21.0	17.6	14.4	43.5	7.6
100 workers or more	4.0	3.9	4.6	5.6	7.5	5.0	10.1	2.9
100-499 workers	6.9	6.5	8.2	10.2	9.7	8.3	18.4	4.8
500 workers or more	7.4	7.3	7.7	10.8	13.5	9.4	12.3	5.7

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

Supplementary table 11. Employer costs per hour worked for employee compensation and the relative standard error: private industry workers in education and health services industries, by occupational group, establishment size and bargaining status, September 2016

(Relative standard error in percent)

Series	Total compensation	Wages and salaries	Benefit costs					
			Total	Paid leave	Supplemental pay	Insurance	Retirement and savings	Legally required benefits
Cost per hour worked								
All workers in education and health services	\$33.25	\$23.49	\$9.76	\$2.57	\$0.64	\$2.90	\$1.19	\$2.47
Occupational group								
Management, professional, and related	45.08	31.81	13.27	3.70	0.86	3.73	1.83	3.14
Management, business, and financial	55.61	38.71	16.90	5.73	0.62	4.30	2.61	3.63
Professional and related	43.90	31.04	12.86	3.47	0.89	3.66	1.75	3.09
Sales and office	23.71	16.42	7.29	1.77	0.32	2.76	0.67	1.77
Office and administrative support	23.91	16.53	7.38	1.79	0.33	2.80	0.69	1.78
Service	18.81	13.53	5.28	1.11	0.43	1.64	0.39	1.71
Establishment size								
1-99 workers	27.22	20.36	6.86	1.74	0.34	1.89	0.71	2.18
1-49 workers	27.27	20.42	6.85	1.81	0.32	1.88	0.67	2.17
50-99 workers	27.09	20.23	6.86	1.56	0.37	1.92	0.81	2.20
100 workers or more	37.71	25.80	11.91	3.17	0.86	3.65	1.54	2.69
100-499 workers	30.34	21.47	8.87	2.35	0.50	2.76	0.95	2.31
500 workers or more	44.50	29.79	14.72	3.94	1.19	4.47	2.08	3.04
Bargaining status								
Union	48.66	30.08	18.58	4.36	1.39	6.53	2.98	3.33
Nonunion	32.01	22.96	9.05	2.42	0.58	2.61	1.04	2.40
Relative standard error								
All workers in education and health services	2.3	2.0	3.4	3.7	5.9	4.2	6.0	1.7
Occupational group								
Management, professional, and related	2.3	2.2	3.0	3.6	6.3	3.8	5.4	1.8
Management, business, and financial	3.7	4.0	4.3	6.2	17.9	4.6	10.2	3.2
Professional and related	2.6	2.4	3.3	3.9	6.5	4.2	5.6	1.9
Sales and office	2.7	2.0	4.8	5.7	10.7	6.5	11.9	1.8
Office and administrative support	2.8	2.0	5.0	5.9	11.0	6.6	12.1	1.9
Service	2.7	2.5	5.3	6.5	7.9	8.2	12.5	2.3
Establishment size								
1-99 workers	6.2	5.8	7.7	10.3	18.6	9.6	13.2	4.1
1-49 workers	7.8	7.3	10.0	13.0	26.5	13.2	18.7	5.3
50-99 workers	7.2	7.0	9.3	13.6	12.9	13.9	16.9	5.2
100 workers or more	2.3	2.2	3.3	3.1	5.6	3.9	5.9	2.3
100-499 workers	5.3	4.7	7.7	7.6	13.0	7.9	17.8	4.8
500 workers or more	2.3	2.2	3.3	3.6	5.8	4.3	4.6	1.9
Bargaining status								
Union	6.4	6.1	7.4	6.6	10.0	6.6	12.4	7.9
Nonunion	2.1	1.9	2.9	3.5	6.2	3.9	4.6	1.5

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

Supplementary table 12. Employer costs per hour worked for employee compensation and the relative standard error: private industry workers in educational services industries, by occupational group and establishment size, September 2016

(Relative standard error in percent)

Series	Total compensation	Wages and salaries	Benefit costs					
			Total	Paid leave	Supplemental pay	Insurance	Retirement and savings	Legally required benefits
Cost per hour worked								
All workers in educational services	\$43.81	\$31.70	\$12.11	\$3.12	\$0.23	\$3.63	\$2.05	\$3.07
Occupational group								
Management, professional, and related	48.63	35.60	13.03	3.37	0.23	3.76	2.30	3.36
Management, business, and financial	64.00	44.41	19.59	7.19	0.43	4.56	3.32	4.09
Professional and related	46.06	34.12	11.94	2.73	0.20	3.63	2.13	3.24
Sales and office	29.39	19.88	9.50	2.55	0.13	3.42	1.25	2.14
Office and administrative support	29.66	20.00	9.67	2.58	0.13	3.47	1.32	2.16
Service	23.33	15.62	7.71	1.75	0.24	2.81	1.04	1.86
Establishment size								
1-99 workers	33.52	25.61	7.91	1.70	0.12	2.35	1.17	2.56
100 workers or more	49.38	34.99	14.39	3.89	0.28	4.33	2.53	3.35
100-499 workers	42.69	30.86	11.83	3.18	0.20	3.54	1.84	3.06
500 workers or more	53.28	37.40	15.88	4.30	0.33	4.79	2.93	3.52
Relative standard error								
All workers in educational services	3.2	2.7	4.6	6.5	12.3	4.9	7.8	2.9
Occupational group								
Management, professional, and related	3.5	3.0	5.0	6.9	14.6	5.4	8.1	3.3
Management, business, and financial	4.9	5.0	5.4	6.4	25.7	6.3	7.6	3.6
Professional and related	3.6	3.2	5.5	7.5	17.1	6.0	9.8	3.5
Sales and office	5.3	3.7	9.5	11.3	25.0	10.4	18.7	3.1
Office and administrative support	5.8	4.0	10.1	12.1	26.8	11.0	19.1	3.4
Service	4.5	3.5	8.6	10.2	17.7	11.4	11.8	6.3
Establishment size								
1-99 workers	6.4	6.2	8.2	19.0	26.8	9.1	19.4	7.8
100 workers or more	4.0	3.2	6.0	7.1	15.9	6.6	9.5	2.4
100-499 workers	5.5	4.6	9.0	8.7	37.6	13.1	15.0	5.4
500 workers or more	5.9	4.9	8.5	10.1	16.9	8.4	12.5	3.4

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

Supplementary table 13. Employer costs per hour worked for employee compensation and the relative standard error: private industry workers in health care and social assistance industries, by occupational group, establishment size and bargaining status, September 2016

(Relative standard error in percent)

Series	Total compensation	Wages and salaries	Benefit costs					
			Total	Paid leave	Supplemental pay	Insurance	Retirement and savings	Legally required benefits
Cost per hour worked								
All workers in health care and social assistance	\$31.62	\$22.22	\$9.40	\$2.48	\$0.70	\$2.79	\$1.05	\$2.38
Occupational group								
Management, professional, and related	44.19	30.87	13.32	3.78	1.02	3.72	1.72	3.09
Professional and related	43.40	30.32	13.08	3.65	1.05	3.67	1.66	3.05
Sales and office	22.91	15.93	6.98	1.66	0.35	2.67	0.58	1.72
Office and administrative support	23.13	16.06	7.07	1.68	0.35	2.70	0.60	1.73
Service	18.67	13.47	5.21	1.09	0.43	1.61	0.37	1.70
Establishment size								
1-99 workers	26.44	19.71	6.73	1.74	0.36	1.83	0.66	2.13
1-49 workers	26.86	20.02	6.84	1.82	0.35	1.88	0.65	2.14
50-99 workers	25.31	18.89	6.42	1.54	0.41	1.70	0.68	2.09
100 workers or more	35.63	24.16	11.47	3.05	0.96	3.53	1.36	2.57
100-499 workers	28.72	20.24	8.48	2.24	0.54	2.66	0.83	2.21
500 workers or more	42.54	28.08	14.46	3.86	1.38	4.40	1.89	2.93
Bargaining status								
Union	47.53	29.10	18.43	4.48	1.50	6.37	2.82	3.27
Nonunion	30.26	21.63	8.63	2.31	0.63	2.48	0.90	2.30
Relative standard error								
All workers in health care and social assistance	2.7	2.3	3.8	4.1	6.2	4.8	7.4	2.0
Occupational group								
Management, professional, and related	2.8	2.7	3.4	3.9	6.5	4.4	6.6	2.1
Professional and related	3.1	3.0	3.8	4.3	6.6	4.8	6.7	2.2
Sales and office	2.9	2.1	5.3	6.2	11.1	7.6	13.5	2.1
Office and administrative support	3.0	2.2	5.4	6.3	11.3	7.7	13.7	2.2
Service	2.8	2.6	5.5	6.7	8.1	8.6	13.3	2.4
Establishment size								
1-99 workers	7.0	6.6	8.7	11.4	19.4	11.1	15.6	4.5
1-49 workers	8.6	8.1	11.0	14.1	27.1	14.4	21.2	5.7
50-99 workers	8.6	8.2	11.2	15.5	13.0	18.4	20.3	5.8
100 workers or more	2.6	2.5	3.5	3.2	5.8	4.2	7.1	2.7
100-499 workers	6.2	5.5	8.9	9.1	13.5	9.0	22.7	5.4
500 workers or more	2.9	2.9	3.8	4.0	5.9	4.9	5.6	2.3
Bargaining status								
Union	7.1	6.7	8.1	6.9	10.0	7.2	14.4	8.7
Nonunion	2.5	2.3	3.4	4.2	6.6	4.6	5.9	1.6

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

Supplementary table 14. Employer costs per hour worked for employee compensation and the relative standard error: private industry workers in leisure and hospitality industries, by occupational group and establishment size, September 2016

(Relative standard error in percent)

Series	Total compensation	Wages and salaries	Benefit costs					
			Total	Paid leave	Supplemental pay	Insurance	Retirement and savings	Legally required benefits
Cost per hour worked								
All workers in leisure and hospitality	\$13.95	\$10.99	\$2.96	\$0.41	\$0.13	\$0.73	\$0.20	\$1.49
Occupational group								
Sales and office	17.00	13.06	3.94	0.69	0.16	1.31	0.29	1.49
Service	12.50	10.01	2.48	0.26	0.11	0.55	0.14	1.42
Establishment size								
1-99 workers	11.99	9.90	2.09	0.21	0.08	0.37	0.07	1.37
1-49 workers	12.04	9.98	2.06	0.21	0.06	0.33	0.05	1.40
50-99 workers	11.83	9.66	2.17	0.19	0.11	0.45	0.11	1.30
100 workers or more	20.50	14.63	5.87	1.07	0.31	1.96	0.65	1.88
100-499 workers	17.56	13.28	4.29	0.68	0.19	1.36	0.30	1.76
500 workers or more	28.36	18.26	10.10	2.11	0.64	3.55	1.58	2.22
Relative standard error								
All workers in leisure and hospitality	2.5	2.3	4.1	8.8	7.9	9.0	14.2	2.3
Occupational group								
Sales and office	5.6	4.5	10.8	13.3	22.4	16.7	36.6	4.4
Service	2.7	2.5	5.0	10.7	9.3	12.0	16.5	3.0
Establishment size								
1-99 workers	3.1	3.0	4.5	15.3	9.7	12.5	30.2	2.8
1-49 workers	4.0	4.0	4.8	18.3	16.5	14.6	45.1	3.7
50-99 workers	3.8	3.8	7.4	12.8	13.4	20.0	29.0	5.5
100 workers or more	4.6	4.6	6.2	11.7	11.5	9.7	16.3	4.2
100-499 workers	6.8	6.5	8.8	21.9	20.3	13.6	26.4	5.3
500 workers or more	7.6	7.6	7.8	10.8	12.3	8.8	19.3	8.1

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