

# News

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## EMPLOYER COSTS FOR EMPLOYEE COMPENSATION - MARCH 1999

In March 1999, employer costs for employee compensation for civilian workers (private industry and State and local government) in the United States averaged \$20.29 per hour worked, the U.S. Department of Labor's Bureau of Labor Statistics reported today. Wages and salaries, which averaged \$14.72, accounted for 72.5 percent of these costs, while benefits, which averaged \$5.58, accounted for the remaining 27.5 percent. (See table 1.)

Legally required benefits averaged \$1.65 per hour (8.1 percent of total compensation), representing the largest non-wage employer cost. Employer costs for paid leave benefits averaged \$1.34 (6.6 percent), insurance benefits averaged \$1.29 (6.4 percent), and retirement and savings benefits averaged 76 cents (3.7 percent) per hour worked.

### Private Industry

In March 1999, private industry employer compensation costs averaged \$19.00 per hour worked. Wages and salaries averaged \$13.87 per hour (73 percent), while benefits averaged \$5.13 (27 percent). (See table 5.)

Compensation costs varied by industry, occupational group, region, establishment size, and worker characteristics (bargaining status and full-/part-time status).

Average employer compensation costs were \$22.86 per hour in goods-producing and \$17.82 per hour in service-producing industries. Among industry groups, average compensation costs ranged from \$10.64 in retail trade to \$25.11 in finance, insurance, and real estate. (See table 10.)

Average compensation costs were \$23.02 per hour for white-collar occupations, \$17.98 for blue-collar occupations, and \$9.58 for service occupations. Benefits, however, accounted for a greater proportion of compensation costs for blue-collar occupations (30.5 percent) than for white-collar (26.1 percent) and service occupations (22.3 percent). (See table 6.)

In March 1999, average employer compensation costs were \$24.75 per hour for union workers and \$18.20 for nonunion workers. Benefits represented a greater proportion of compensation costs for union workers (34.5 percent) than for nonunion workers (25.6 percent). These compensation cost differences reflect variations in the distribution of union and nonunion workers among occupations, industries, and establishment size, as well as union/nonunion status. (See table 13.)

Among the four regions, compensation costs ranged from \$16.97 per hour in the South to \$20.94 in the Northeast. The proportion of compensation represented by benefits ranged from 25.9 percent in the West to 28.1 percent in the Midwest. (See table 7.)

Compensation costs increased with establishment size. These costs ranged from an average of \$16.27 per hour in establishments with fewer than 100 workers to \$26.37 in establishments with 500 or more workers. The proportion of compensation costs represented by benefits also increased with establishment size, from 24.5 percent in establishments with fewer than 100 workers to 30.3 percent in establishments with 500 or more workers. (See table 8.)

Compensation costs for full-time workers averaged \$21.55 per hour compared with \$10.20 for part-time workers. Benefit costs represented a greater proportion of compensation costs for full-time workers than for part-time workers (28.2 percent compared with 18.7 percent). (See table 9.) Workers are classified as full time or part time according to the practices of surveyed establishments. Part-time employees are typically scheduled to work fewer hours than full-time employees in the same work activity.

#### Health benefit costs in private industry

In March 1999, private industry health benefit costs averaged \$1.03 per hour, or 5.4 percent of total compensation. Employer health benefit costs varied by industry, occupation, bargaining status, region, and establishment size.

In goods-producing industries, health benefit costs were \$1.52 per hour (6.6 percent of total compensation) compared with 88 cents (4.9 percent of total compensation) for service-producing industries. (See table 5.)

Employer costs for health benefits ranged from 40 cents, or 4.2 percent of total compensation, for service occupations to \$1.20 per hour, or 6.7 percent of total compensation, for blue-collar occupations. In white-collar occupations, employer costs for health benefits averaged \$1.15, or 5.0 percent of compensation. (See table 6.)

Employer costs for health benefits were higher for union workers, averaging \$2.02 per hour (8.2 percent), than for nonunion workers, averaging 89 cents (4.9 percent). (See table 7.)

Among the four regions, costs for health benefits ranged from 89 cents per hour in the South to \$1.19 in the Northeast. (See table 7.) Health benefit costs increased, both in average dollar amount and as a proportion of total compensation, with establishment size. Establishments with fewer than 100 workers averaged 77 cents (4.7 percent), those with 100-499 employees averaged \$1.01 (5.6 percent), and those with 500 or more employees averaged \$1.64 (6.2 percent). (See table 8.)

#### Retirement and savings benefit costs in private industry

In March 1999, the average cost for retirement and savings benefits was 57 cents per hour in private industry (3.0 percent of total compensation). Included in this amount were employer costs for defined benefit

plans, which averaged 25 cents (1.3 percent), and for defined contribution plans, which averaged 32 cents (1.7 percent). Defined benefit plans specify a formula for determining future benefits, while defined contribution plans specify employer contributions, but do not guarantee future benefits.

Employer retirement and savings costs varied by industry, occupation, bargaining status, region, and establishment size.

Retirement and savings costs were higher in goods-producing (84 cents per hour, or 3.7 percent of total compensation) than in service-producing (49 cents per hour, or 2.7 percent of total compensation) industries. Defined benefit plan costs represented a greater proportion of employer costs (relative to defined contribution plans) in goods-producing than in service-producing industries. (See table 5.)

The average cost per hour worked for retirement and savings was 69 cents for white-collar occupations, 64 cents for blue-collar occupations, and 13 cents for service occupations. The proportion of total compensation represented by retirement and savings benefits was 3.6 percent among blue-collar occupations, 3.0 percent for white-collar occupations, and 1.4 percent for service occupations. (See table 6.)

Retirement and savings costs were higher, both in average dollar amount per hour and as a proportion of total compensation, for union workers (\$1.37, or 5.5 percent of total compensation) than for nonunion workers (46 cents, or 2.5 percent of total compensation). Defined benefit plan costs represented a greater proportion of employer costs (relative to defined contribution plans) for union workers than for nonunion workers. (See table 7.)

Retirement and savings costs ranged from 48 cents per hour in the South to 63 cents in the Northeast. The proportion of total compensation represented by retirement and savings varied slightly among regions. (See table 7.)

Retirement and savings costs increased, both in average dollar amount per hour and as a proportion of total compensation, with establishment size. Establishments with fewer than 100 employees averaged 39 cents (2.4 percent), establishments with 100-499 employees averaged 53 cents (2.9 percent), and establishments with 500 or more employees averaged \$1.05 (4.0 percent). (See table 8.)

### State and local government

In March 1999, employer costs in State and local governments averaged \$28.00 per hour worked. Wages and salaries, which accounted for 71 percent of the total, averaged \$19.78, while benefits, which accounted for the remaining 29 percent, averaged \$8.22. (See table 3.)

Average hourly compensation costs were higher for white-collar occupations (\$30.99) than for blue-collar (\$21.94) and service occupations (\$21.23). (See table 4.) Benefits accounted for about the same proportion of total compensation in blue-collar occupations (34.0 percent) and service occupations (35.3 percent); for white-collar occupations, benefits represented 27.6 percent of total compensation.

## Notes

BLS is evaluating Employment Cost Index (ECI) and Employer Costs for Employee Compensation (ECEC) publication standards. The first phase of this evaluation, a review of the statistical reliability of the ECI series, is complete. To improve the quality of the ECI and ECEC estimates, the sample size is being increased and other initiatives, such as revising collection procedures, are being explored. All series will continue to be published until further notice. Employer Costs for Employee Compensation standard errors for major industry and occupational categories are available in the appendix of this release.

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Chart A. Relative importance of employer costs for employee compensation, March 1999

	Civilian workers	State and local government	Private industry
Wages and salaries	72.5%	70.6%	73.0%
Benefits	27.5	29.4	27.0
Paid leave	6.6	7.8	6.3
Supplemental pay	2.5	0.9	2.9
Insurance	6.4	7.9	5.9
Health benefits	5.8	7.6	5.4
Retirement/savings	3.7	6.8	3.0
Defined benefit	2.3	6.2	1.3
Defined contrib.	1.5	0.6	1.7
Legally required	8.1	5.9	8.7
Other benefits	0.1	0.1	0.2

Chart B. Employer costs for retirement and savings benefits, private industry, March 1999

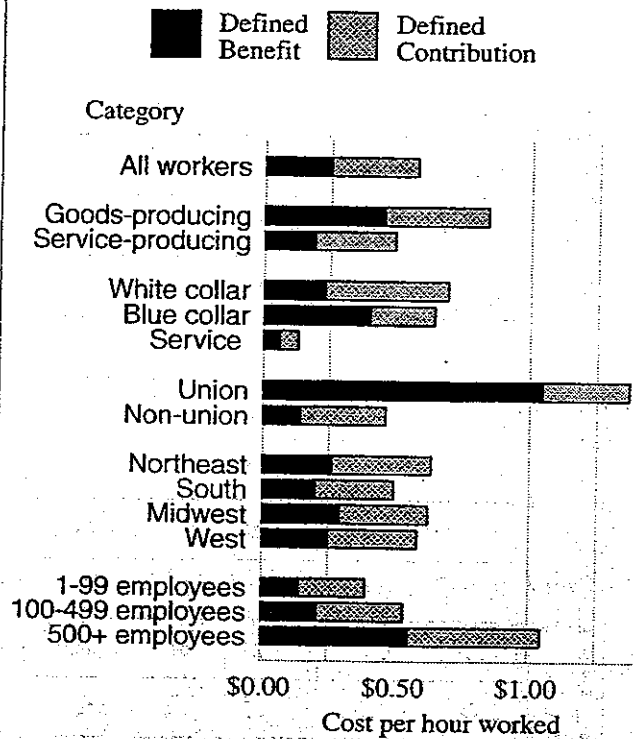
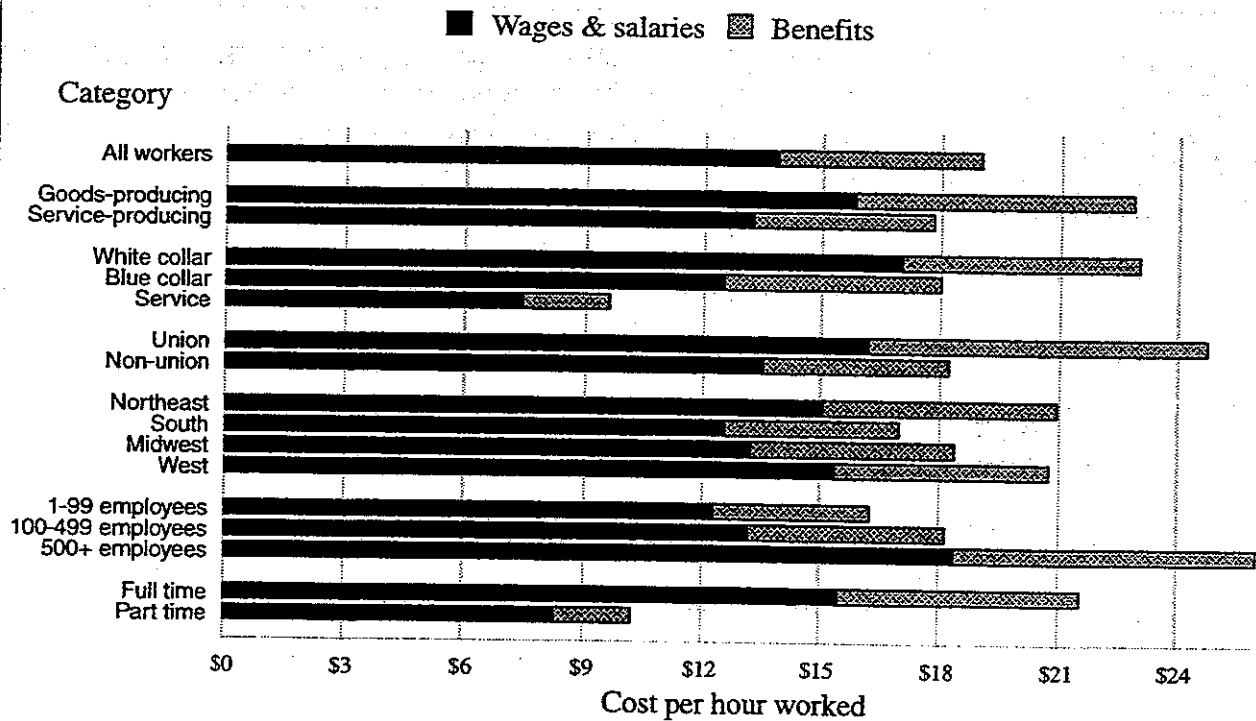


Chart C. Employer costs for employee compensation, private industry, March 1999



**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 1999**

Compensation component	Civilian workers		White-collar		Blue-collar		Service	
	Cost	Percent	Cost	Percent	Cost	Percent	Cost	Percent
Total compensation .....	\$20.29	100.0	\$24.50	100.0	\$18.20	100.0	\$11.46	100.0
Wages and salaries .....	14.72	72.5	18.02	73.6	12.61	69.3	8.45	73.7
Total benefits .....	5.58	27.5	6.47	26.4	5.58	30.7	3.00	26.2
Paid leave .....	1.34	6.6	1.74	7.1	1.04	5.7	.64	5.6
Vacation .....	.62	3.1	.78	3.2	.53	2.9	.29	2.5
Holiday .....	.46	2.3	.59	2.4	.37	2.0	.21	1.8
Sick .....	.20	1.0	.29	1.2	.10	.5	.11	1.0
Other .....	.07	.3	.09	.4	.04	.2	.03	.3
Supplemental pay .....	.51	2.5	.52	2.1	.67	3.7	.21	1.8
Premium <sup>1</sup> .....	.21	1.0	.11	.4	.46	2.5	.11	1.0
Shift differentials .....	.05	.2	.04	.2	.07	.4	.04	.3
Nonproduction bonuses .....	.25	1.2	.37	1.5	.14	.8	.06	.5
Insurance .....	1.29	6.4	1.48	6.0	1.34	7.4	.66	5.8
Life .....	.05	.2	.06	.2	.05	.3	.02	.2
Health .....	1.18	5.8	1.35	5.5	1.24	6.8	.62	5.4
Short-term disability <sup>2</sup> .....	.03	.1	.04	.2	.04	.2	.02	.2
Long-term disability .....	.03	.1	.04	.2	.02	.1	( <sup>3</sup> )	( <sup>4</sup> )
Retirement and savings .....	.76	3.7	.93	3.8	.68	3.7	.40	3.5
Defined benefit .....	.46	2.3	.52	2.1	.44	2.4	.32	2.8
Defined contribution .....	.30	1.5	.41	1.7	.24	1.3	.07	.6
Legally required benefits .....	1.65	8.1	1.76	7.2	1.82	10.0	1.09	9.5
Social Security <sup>5</sup> .....	1.18	5.8	1.41	5.8	1.07	5.9	.70	6.1
OASDI .....	.94	4.6	1.12	4.6	.86	4.7	.56	4.9
Medicare .....	.24	1.2	.29	1.2	.20	1.1	.14	1.2
Federal unemployment insurance .....	.03	.1	.03	.1	.03	.2	.03	.3
State unemployment insurance .....	.09	.4	.09	.4	.12	.7	.08	.7
Workers' compensation .....	.35	1.7	.24	1.0	.61	3.4	.28	2.4
Other benefits <sup>6</sup> .....	.03	.1	.04	.2	.03	.2	( <sup>3</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> 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>3</sup> Cost per hour worked is \$0.01 or less.

<sup>4</sup> Less than .05 percent.

<sup>5</sup> The total employer's cost for Social Security is comprised of an OASDI portion and a Medicare portion. OASDI is the acronym 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 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 1999

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 .....	\$20.29	\$14.72	\$5.58	\$1.34	\$0.51	\$1.29	\$0.76	\$1.65	\$0.03
Occupational group									
White-collar occupations .....	24.50	18.02	6.47	1.74	.52	1.48	.93	1.76	.04
Professional specialty and technical .....	32.42	24.04	8.38	2.27	.50	1.89	1.45	2.21	.06
Professional specialty .....	34.31	25.58	8.73	2.36	.48	2.00	1.57	2.27	.06
Nurses .....	29.37	21.53	7.85	2.34	.94	1.49	.77	2.30	( <sup>2</sup> )
Teachers .....	36.88	28.13	8.75	1.88	.07	2.33	2.31	2.11	.06
Technical .....	25.72	18.59	7.14	1.95	.58	1.52	1.02	2.01	.06
Executive, administrative, and managerial .....	35.18	25.31	9.87	3.05	1.14	1.86	1.36	2.41	.05
Administrative support, including clerical .....	16.63	11.90	4.73	1.21	.31	1.37	.58	1.25	.02
Blue-collar occupations .....	18.20	12.61	5.58	1.04	.67	1.34	.68	1.82	.03
Service occupations .....	11.46	8.45	3.00	.64	.21	.66	.40	1.09	( <sup>2</sup> )
Industry group									
Services .....	21.23	15.87	5.37	1.40	.33	1.26	.78	1.58	.02
Health services .....	19.44	14.30	5.14	1.47	.44	1.13	.54	1.55	( <sup>2</sup> )
Hospitals .....	22.90	16.15	6.75	2.04	.65	1.63	.70	1.72	( <sup>2</sup> )
Educational services .....	30.13	22.34	7.79	1.88	.09	2.19	1.83	1.75	.05
Elementary and secondary education .....	29.52	21.88	7.63	1.66	.07	2.37	1.84	1.63	.06
Higher education .....	32.39	23.99	8.40	2.38	.14	1.94	1.92	2.02	( <sup>2</sup> )
Percent of total compensation									
Civilian workers .....	100.0	72.5	27.5	6.6	2.5	6.4	3.7	8.1	0.1
Occupational group									
White-collar occupations .....	100.0	73.6	26.4	7.1	2.1	6.0	3.8	7.2	.2
Professional specialty and technical .....	100.0	74.2	25.8	7.0	1.5	5.8	4.5	6.8	.2
Professional specialty .....	100.0	74.6	25.4	6.9	1.4	5.8	4.6	6.6	.2
Nurses .....	100.0	73.3	26.7	8.0	3.2	5.1	2.6	7.8	( <sup>3</sup> )
Teachers .....	100.0	76.3	23.7	5.1	.2	6.3	6.3	5.7	.2
Technical .....	100.0	72.3	27.8	7.6	2.3	5.9	4.0	7.8	.2
Executive, administrative, and managerial .....	100.0	71.9	28.1	8.7	3.2	5.3	3.9	6.9	.1
Administrative support, including clerical .....	100.0	71.6	28.4	7.3	1.9	8.2	3.5	7.5	.1
Blue-collar occupations .....	100.0	69.3	30.7	5.7	3.7	7.4	3.7	10.0	.2
Service occupations .....	100.0	73.7	26.2	5.6	1.8	5.8	3.5	9.5	( <sup>3</sup> )
Industry group									
Services .....	100.0	74.8	25.3	6.6	1.6	5.9	3.7	7.4	.1
Health services .....	100.0	73.6	26.4	7.6	2.3	5.8	2.8	8.0	( <sup>3</sup> )
Hospitals .....	100.0	70.5	29.5	8.9	2.8	7.1	3.1	7.5	( <sup>3</sup> )
Educational services .....	100.0	74.1	25.9	6.2	.3	7.3	6.1	5.8	.2
Elementary and secondary education .....	100.0	74.1	25.8	5.6	.2	8.0	6.2	5.5	.2
Higher education .....	100.0	74.1	25.9	7.3	.4	6.0	5.9	6.2	( <sup>3</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> Less than .05 percent.

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 1999

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 .....	\$28.00	100.0	\$30.99	100.0	\$21.23	100.0	\$29.45	100.0
Wages and salaries .....	19.78	70.6	22.44	72.4	13.74	64.7	21.50	73.0
Total benefits .....	8.22	29.4	8.55	27.6	7.49	35.3	7.95	27.0
Paid leave .....	2.17	7.8	2.24	7.2	1.98	9.3	1.96	6.7
Vacation .....	.74	2.6	.69	2.2	.84	4.0	.53	1.8
Holiday .....	.71	2.5	.74	2.4	.63	3.0	.66	2.2
Sick .....	.55	2.0	.62	2.0	.37	1.7	.59	2.0
Other .....	.17	.6	.19	.6	.13	.6	.18	.6
Supplemental pay .....	.24	.9	.14	.5	.51	2.4	.15	.5
Premium <sup>2</sup> .....	.11	.4	.04	.1	.25	1.2	.05	.2
Shift differentials .....	.06	.2	.04	.1	.13	.6	.05	.2
Nonproduction bonuses .....	.07	.2	.06	.2	.13	.6	.05	.2
Insurance .....	2.22	7.9	2.35	7.6	1.84	8.7	2.27	7.7
Life .....	.05	.2	.06	.2	.04	.2	.05	.2
Health .....	2.12	7.6	2.25	7.3	1.76	8.3	2.17	7.4
Short-term disability <sup>3</sup> .....	.02	.1	.02	.1	.03	.1	.02	.1
Long-term disability .....	.03	.1	.03	.1	.02	.1	.03	.1
Retirement and savings .....	1.91	6.8	2.02	6.5	1.80	8.5	1.86	6.3
Defined benefit .....	1.73	6.2	1.82	5.9	1.72	8.1	1.69	5.7
Defined contribution .....	.18	.6	.20	.6	.08	.4	.17	.6
Legally required benefits .....	1.64	5.9	1.76	5.7	1.33	6.3	1.66	5.6
Social Security <sup>4</sup> .....	1.31	4.7	1.48	4.8	.86	4.1	1.42	4.8
OASDI .....	1.01	3.6	1.15	3.7	.66	3.1	1.10	3.7
Medicare .....	.29	1.0	.33	1.1	.20	.9	.31	1.1
Federal unemployment insurance .....	( <sup>5</sup> )	( <sup>6</sup> )	( <sup>5</sup> )	( <sup>6</sup> )	( <sup>5</sup> )	( <sup>6</sup> )	( <sup>5</sup> )	( <sup>6</sup> )
State unemployment insurance .....	.03	.1	.03	.1	.04	.2	.03	.1
Workers' compensation .....	.30	1.1	.24	.8	.43	2.0	.21	.7
Other benefits <sup>7</sup> .....	.04	.1	.05	.2	.04	.2	.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> The total employer's cost for Social Security is comprised of an OASDI portion and a Medicare portion. OASDI is the acronym for Old-Age, Survivors, and Disability Insurance.

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

<sup>6</sup> Less than .05 percent.

<sup>7</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 1999

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 .....	\$28.00	\$19.78	\$8.22	\$2.17	\$0.24	\$2.22	\$1.91	\$1.64	\$0.04
<b>Occupational group</b>									
White-collar occupations .....	30.99	22.44	8.55	2.24	.14	2.35	2.02	1.76	.05
Professional specialty and technical .....	36.67	27.30	9.36	2.21	.15	2.51	2.41	2.02	.07
Professional specialty .....	38.03	28.45	9.58	2.22	.13	2.58	2.51	2.07	.07
Teachers .....	40.83	30.94	9.89	2.08	.06	2.73	2.80	2.14	.08
Technical .....	22.88	15.70	7.17	2.14	.35	1.76	1.36	1.54	.03
Executive, administrative, and managerial .....	35.08	24.58	10.51	3.52	.17	2.42	2.37	2.02	( <sup>2</sup> )
Administrative support, including clerical .....	17.88	11.91	5.97	1.63	.10	2.02	1.09	1.11	.02
Blue-collar occupations .....	21.94	14.47	7.47	2.09	.34	2.09	1.41	1.53	.02
Service occupations .....	21.23	13.74	7.49	1.98	.51	1.84	1.80	1.33	.04
<b>Industry group</b>									
Services .....	29.45	21.50	7.95	1.96	.15	2.27	1.86	1.66	.05
Health services .....	22.95	15.52	7.43	2.35	.58	1.72	1.15	1.60	.03
Hospitals .....	23.48	15.89	7.59	2.41	.58	1.75	1.19	1.63	.03
Educational services .....	30.67	22.64	8.03	1.89	.09	2.34	1.98	1.68	.05
Elementary and secondary education .....	30.25	22.38	7.87	1.71	.06	2.46	1.96	1.61	.07
Higher education .....	32.35	23.80	8.55	2.41	.16	2.01	2.08	1.89	( <sup>2</sup> )
Public administration .....	25.39	16.78	8.61	2.53	.37	2.10	2.03	1.55	.03
Percent of total compensation									
State and local government workers .....	100.0	70.6	29.4	7.8	0.9	7.9	6.8	5.9	0.1
<b>Occupational group</b>									
White-collar occupations .....	100.0	72.4	27.6	7.2	.5	7.6	6.5	5.7	.2
Professional specialty and technical .....	100.0	74.4	25.5	6.0	.4	6.8	6.6	5.5	.2
Professional specialty .....	100.0	74.8	25.2	5.8	.3	6.8	6.6	5.4	.2
Teachers .....	100.0	75.8	24.2	5.1	.1	6.7	6.9	5.2	.2
Technical .....	100.0	68.6	31.3	9.4	1.5	7.7	5.9	6.7	.1
Executive, administrative, and managerial .....	100.0	70.1	30.0	10.0	.5	6.9	6.8	5.8	( <sup>3</sup> )
Administrative support, including clerical .....	100.0	66.6	33.4	9.1	.6	11.3	6.1	6.2	.1
Blue-collar occupations .....	100.0	66.0	34.0	9.5	1.5	9.5	6.4	7.0	.1
Service occupations .....	100.0	64.7	35.3	9.3	2.4	8.7	8.5	6.3	.2
<b>Industry group</b>									
Services .....	100.0	73.0	27.0	6.7	.5	7.7	6.3	5.6	.2
Health services .....	100.0	67.6	32.4	10.2	2.5	7.5	5.0	7.0	.1
Hospitals .....	100.0	67.7	32.3	10.3	2.5	7.5	5.1	6.9	.1
Educational services .....	100.0	73.8	26.2	6.2	.3	7.6	6.5	5.5	.2
Elementary and secondary education .....	100.0	74.0	26.0	5.7	.2	8.1	6.5	5.3	.2
Higher education .....	100.0	73.6	26.4	7.4	.5	6.2	6.4	5.8	( <sup>3</sup> )
Public administration .....	100.0	66.1	33.9	10.0	1.5	8.3	8.0	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> Less than .05 percent.

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 1999

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 .....	\$19.00	100.0	\$22.86	100.0	\$17.82	100.0	\$22.77	100.0	\$18.20	100.0
Wages and salaries .....	13.87	73.0	15.84	69.3	13.26	74.4	15.66	68.8	13.49	74.1
Total benefits .....	5.13	27.0	7.02	30.7	4.55	25.5	7.11	31.2	4.71	25.9
Paid leave .....	1.20	6.3	1.50	6.6	1.11	6.2	1.73	7.6	1.09	6.0
Vacation .....	.59	3.1	.78	3.4	.54	3.0	.89	3.9	.53	2.9
Holiday .....	.41	2.2	.55	2.4	.37	2.1	.64	2.8	.37	2.0
Sick .....	.14	.7	.11	.5	.15	.8	.13	.6	.14	.8
Other .....	.05	.3	.06	.3	.05	.3	.07	.3	.04	.2
Supplemental pay .....	.55	2.9	.85	3.7	.46	2.6	.89	3.9	.48	2.6
Premium <sup>3</sup> .....	.23	1.2	.49	2.1	.14	.8	.50	2.2	.17	.9
Shift differentials .....	.05	.3	.07	.3	.04	.2	.10	.4	.04	.2
Nonproduction bonuses .....	.28	1.5	.28	1.2	.28	1.6	.29	1.3	.28	1.5
Insurance .....	1.13	5.9	1.66	7.3	.97	5.4	1.74	7.6	1.01	5.5
Life .....	.04	.2	.06	.3	.04	.2	.06	.3	.04	.2
Health .....	1.03	5.4	1.52	6.6	.88	4.9	1.58	6.9	.91	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	.03	.1	.02	.1
Retirement and savings .....	.57	3.0	.84	3.7	.49	2.7	.75	3.3	.53	2.9
Defined benefit .....	.25	1.3	.45	2.0	.19	1.1	.38	1.7	.22	1.2
Defined contribution .....	.32	1.7	.39	1.7	.30	1.7	.38	1.7	.31	1.7
Legally required benefits .....	1.65	8.7	2.11	9.2	1.51	8.5	1.93	8.5	1.59	8.7
Social Security <sup>5</sup> .....	1.16	6.1	1.34	5.9	1.10	6.2	1.34	5.9	1.12	6.2
OASDI .....	.93	4.9	1.08	4.7	.89	5.0	1.08	4.7	.90	4.9
Medicare .....	.23	1.2	.26	1.1	.22	1.2	.26	1.1	.22	1.2
Federal unemployment insurance .....	.03	.2	.03	.1	.03	.2	.03	.1	.03	.2
State unemployment insurance .....	.10	.5	.13	.6	.09	.5	.11	.5	.10	.5
Workers' compensation .....	.36	1.9	.61	2.7	.28	1.6	.44	1.9	.34	1.9
Other benefits <sup>6</sup> .....	.03	.2	.06	.3	.02	.1	.08	.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> 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 acronym 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 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 1999

Compensation component	All workers		White-collar		Blue-collar		Service	
	Cost	Percent	Cost	Percent	Cost	Percent	Cost	Percent
Total compensation .....	\$19.00	100.0	\$23.02	100.0	\$17.98	100.0	\$9.58	100.0
Wages and salaries .....	13.87	73.0	17.02	73.9	12.51	69.6	7.44	77.7
Total benefits .....	5.13	27.0	6.00	26.1	5.48	30.5	2.14	22.3
Paid leave .....	1.20	6.3	1.63	7.1	.98	5.5	.38	4.0
Vacation .....	.59	3.1	.79	3.4	.51	2.8	.18	1.9
Holiday .....	.41	2.2	.55	2.4	.35	1.9	.13	1.4
Sick .....	.14	.7	.21	.9	.08	.4	.06	.6
Other .....	.05	.3	.07	.3	.04	.2	.02	.2
Supplemental pay .....	.55	2.9	.61	2.6	.69	3.8	.16	1.7
Premium <sup>1</sup> .....	.23	1.2	.13	.6	.47	2.6	.08	.8
Shift differentials .....	.05	.3	.04	.2	.07	.4	.03	.3
Nonproduction bonuses .....	.28	1.5	.44	1.9	.15	.8	.05	.5
Insurance .....	1.13	5.9	1.28	5.6	1.30	7.2	.43	4.5
Life .....	.04	.2	.06	.3	.05	.3	( <sup>2</sup> )	( <sup>3</sup> )
Health .....	1.03	5.4	1.15	5.0	1.20	6.7	.40	4.2
Short-term disability <sup>4</sup> .....	.04	.2	.04	.2	.04	.2	( <sup>2</sup> )	( <sup>3</sup> )
Long-term disability .....	.02	.1	.04	.2	.02	.1	( <sup>2</sup> )	( <sup>3</sup> )
Retirement and savings .....	.57	3.0	.69	3.0	.64	3.6	.13	1.4
Defined benefit .....	.25	1.3	.23	1.0	.40	2.2	.06	.6
Defined contribution .....	.32	1.7	.46	2.0	.24	1.3	.07	.7
Legally required benefits .....	1.65	8.7	1.76	7.6	1.84	10.2	1.04	10.9
Social Security <sup>5</sup> .....	1.16	6.1	1.39	6.0	1.07	6.0	.67	7.0
OASDI .....	.93	4.9	1.11	4.8	.87	4.8	.55	5.7
Medicare .....	.23	1.2	.28	1.2	.20	1.1	.13	1.4
Federal unemployment insurance .....	.03	.2	.03	.1	.03	.2	.04	.4
State unemployment insurance .....	.10	.5	.10	.4	.12	.7	.09	.9
Workers' compensation .....	.36	1.9	.24	1.0	.62	3.4	.25	2.6
Other benefits <sup>6</sup> .....	.03	.2	.03	.1	.03	.2	( <sup>2</sup> )	( <sup>3</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> Less than .05 percent.

<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 acronym 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 1999

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 .....	\$20.94	100.0	\$16.97	100.0	\$18.36	100.0	\$20.74	100.0	\$24.75	100.0	\$18.20	100.0
Wages and salaries .....	15.08	72.0	12.55	74.0	13.21	71.9	15.36	74.1	16.21	65.5	13.54	74.4
Total benefits .....	5.86	28.0	4.42	26.0	5.15	28.1	5.38	25.9	8.53	34.5	4.66	25.6
Paid leave .....	1.44	6.9	1.01	6.0	1.14	6.2	1.29	6.2	1.66	6.7	1.13	6.2
Vacation .....	.69	3.3	.51	3.0	.58	3.2	.63	3.0	.90	3.6	.55	3.0
Holiday .....	.50	2.4	.34	2.0	.40	2.2	.45	2.2	.53	2.1	.40	2.2
Sick .....	.19	.9	.12	.7	.11	.6	.16	.8	.16	.6	.14	.8
Other .....	.06	.3	.04	.2	.05	.3	.05	.2	.07	.3	.05	.3
Supplemental pay .....	.63	3.0	.43	2.5	.62	3.4	.56	2.7	.94	3.8	.50	2.7
Premium <sup>2</sup> .....	.21	1.0	.21	1.2	.28	1.5	.20	1.0	.62	2.5	.17	.9
Shift differentials .....	.05	.2	.03	.2	.06	.3	.04	.2	.14	.6	.03	.2
Nonproduction bonuses .....	.38	1.8	.18	1.1	.28	1.5	.32	1.5	.17	.7	.30	1.6
Insurance .....	1.33	6.4	.98	5.8	1.18	6.4	1.09	5.3	2.21	8.9	.98	5.4
Life .....	.05	.2	.04	.2	.05	.3	.04	.2	.08	.3	.04	.2
Health .....	1.19	5.7	.89	5.2	1.07	5.8	1.00	4.8	2.02	8.2	.89	4.9
Short-term disability <sup>3</sup> .....	.05	.2	.03	.2	.04	.2	.02	.1	.08	.3	.03	.2
Long-term disability .....	.03	.1	.03	.2	.02	.1	.03	.1	.03	.1	.02	.1
Retirement and savings .....	.63	3.0	.48	2.8	.62	3.4	.58	2.8	1.37	5.5	.46	2.5
Defined benefit .....	.26	1.2	.20	1.2	.29	1.6	.25	1.2	1.05	4.2	.14	.8
Defined contribution .....	.37	1.8	.29	1.7	.33	1.8	.33	1.6	.32	1.3	.32	1.8
Legally required benefits .....	1.81	8.6	1.49	8.8	1.56	8.5	1.84	8.9	2.26	9.1	1.57	8.6
Social Security <sup>4</sup> .....	1.25	6.0	1.06	6.2	1.12	6.1	1.26	6.1	1.40	5.7	1.12	6.2
OASDI .....	1.00	4.8	.85	5.0	.90	4.9	1.01	4.9	1.13	4.6	.90	4.9
Medicare .....	.25	1.2	.20	1.2	.22	1.2	.25	1.2	.27	1.1	.22	1.2
Federal unemployment insurance .....	.03	.1	.03	.2	.03	.2	.03	.1	.03	.1	.03	.2
State unemployment insurance .....	.16	.8	.06	.4	.09	.5	.12	.6	.14	.6	.10	.5
Workers' compensation .....	.37	1.8	.34	2.0	.32	1.7	.42	2.0	.69	2.8	.31	1.7
Other benefits <sup>5</sup> .....	.03	.1	.02	.1	.04	.2	.02	.1	.09	.4	.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 acronym 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 1999

Compensation component	All workers in private industry		1-99 workers		100 workers or more		100-499 workers		500 or more workers	
	Cost	Percent	Cost	Percent	Cost	Percent	Cost	Percent	Cost	Percent
Total compensation .....	\$19.00	100.0	\$16.27	100.0	\$21.88	100.0	\$18.14	100.0	\$26.37	100.0
Wages and salaries .....	13.87	73.0	12.29	75.5	15.54	71.0	13.17	72.6	18.37	69.7
Total benefits .....	5.13	27.0	3.98	24.5	6.35	29.0	4.97	27.4	8.00	30.3
Paid leave .....	1.20	6.3	.83	5.1	1.58	7.2	1.11	6.1	2.15	8.2
Vacation .....	.59	3.1	.40	2.5	.80	3.7	.55	3.0	1.09	4.1
Holiday .....	.41	2.2	.30	1.8	.53	2.4	.38	2.1	.71	2.7
Sick .....	.14	.7	.10	.6	.19	.9	.14	.8	.25	.9
Other .....	.05	.3	.03	.2	.07	.3	.05	.3	.10	.4
Supplemental pay .....	.55	2.9	.40	2.5	.71	3.2	.58	3.2	.87	3.3
Premium <sup>1</sup> .....	.23	1.2	.16	1.0	.30	1.4	.25	1.4	.35	1.3
Shift differentials .....	.05	.3	( <sup>2</sup> )	( <sup>3</sup> )	.09	.4	.05	.3	.13	.5
Nonproduction bonuses .....	.28	1.5	.23	1.4	.33	1.5	.28	1.5	.39	1.5
Insurance .....	1.13	5.9	.84	5.2	1.44	6.6	1.12	6.2	1.83	6.9
Life .....	.04	.2	.03	.2	.06	.3	.04	.2	.07	.3
Health .....	1.03	5.4	.77	4.7	1.30	5.9	1.01	5.6	1.64	6.2
Short-term disability <sup>4</sup> .....	.04	.2	.02	.1	.05	.2	.04	.2	.07	.3
Long-term disability .....	.02	.1	.02	.1	.03	.1	.02	.1	.05	.2
Retirement and savings .....	.57	3.0	.39	2.4	.76	3.5	.53	2.9	1.05	4.0
Defined benefit .....	.25	1.3	.14	.9	.36	1.6	.21	1.2	.55	2.1
Defined contribution .....	.32	1.7	.25	1.5	.40	1.8	.32	1.8	.50	1.9
Legally required benefits .....	1.65	8.7	1.51	9.3	1.80	8.2	1.62	8.9	2.01	7.6
Social Security <sup>5</sup> .....	1.16	6.1	1.02	6.3	1.30	5.9	1.10	6.1	1.54	5.8
OASDI .....	.93	4.9	.83	5.1	1.04	4.8	.89	4.9	1.23	4.7
Medicare .....	.23	1.2	.20	1.2	.26	1.2	.22	1.2	.31	1.2
Federal unemployment insurance .....	.03	.2	.03	.2	.03	.1	.03	.2	.03	.1
State unemployment insurance .....	.10	.5	.10	.6	.10	.5	.11	.6	.10	.4
Workers' compensation .....	.36	1.9	.35	2.2	.36	1.6	.38	2.1	.34	1.3
Other benefits <sup>6</sup> .....	.03	.2	( <sup>2</sup> )	( <sup>3</sup> )	.05	.2	.02	.1	.09	.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> Less than .05 percent.

<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 acronym 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 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 1999

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 full-time workers in private industry	\$21.55	\$15.48	\$6.07	\$1.46	\$0.67	\$1.39	\$0.69	\$1.82	\$0.03
White-collar occupations	25.42	18.57	6.85	1.90	.71	1.51	.81	1.88	.04
Sales	20.97	16.22	4.75	1.01	.63	.95	.50	1.63	.02
Administrative support, including clerical	17.25	12.33	4.92	1.26	.38	1.41	.53	1.31	.03
Blue-collar occupations	19.00	13.12	5.88	1.07	.74	1.42	.69	1.92	.04
Service occupations	11.77	8.70	3.07	.64	.25	.76	.20	1.21	( <sup>2</sup> )
Goods-producing industries <sup>3</sup>	23.20	16.04	7.16	1.54	.86	1.70	.86	2.13	.07
Construction	22.96	16.32	6.63	.73	.68	1.41	1.12	2.69	( <sup>2</sup> )
Manufacturing	23.11	15.85	7.26	1.77	.91	1.78	.77	1.95	.08
Service-producing industries <sup>4</sup>	20.87	15.25	5.61	1.43	.59	1.26	.62	1.69	.02
Transportation and public utilities	26.64	18.34	8.30	2.02	.79	1.97	1.21	2.24	.07
Wholesale trade	21.91	15.75	6.16	1.38	.73	1.50	.73	1.81	.02
Retail trade	13.78	10.66	3.12	.67	.27	.63	.20	1.34	( <sup>2</sup> )
Finance, insurance, and real estate	26.52	18.69	7.83	1.95	1.35	1.72	1.00	1.77	.05
Services	20.90	15.51	5.39	1.51	.45	1.20	.56	1.67	( <sup>2</sup> )
All part-time workers in private industry	10.20	8.29	1.91	.28	.15	.25	.15	1.08	( <sup>2</sup> )
White-collar occupations	12.89	10.49	2.40	.46	.20	.33	.19	1.21	( <sup>2</sup> )
Sales	8.42	6.94	1.48	.18	.12	.19	.11	.87	( <sup>2</sup> )
Administrative support, including clerical	11.71	9.48	2.22	.43	.17	.35	.18	1.08	( <sup>2</sup> )
Blue-collar occupations	10.02	7.70	2.32	.22	.23	.38	.29	1.20	( <sup>2</sup> )
Service occupations	7.46	6.22	1.24	.13	.07	.11	.05	.88	( <sup>2</sup> )
Goods-producing industries <sup>3</sup>	11.78	9.39	2.39	.23	.24	.30	.11	1.51	( <sup>2</sup> )
Service-producing industries <sup>4</sup>	10.15	8.26	1.89	.29	.15	.24	.15	1.06	( <sup>2</sup> )
Retail trade	7.46	6.13	1.33	.13	.09	.16	.09	.86	( <sup>2</sup> )
Service industries	12.62	10.33	2.29	.42	.19	.28	.17	1.23	( <sup>2</sup> )
Percent of total compensation									
All full-time workers in private industry	100.0	71.8	28.2	6.8	3.1	6.5	3.2	8.4	0.1
White-collar occupations	100.0	73.1	26.9	7.5	2.8	5.9	3.2	7.4	.2
Sales	100.0	77.3	22.7	4.8	3.0	4.5	2.4	7.8	.1
Administrative support, including clerical	100.0	71.5	28.5	7.3	2.2	8.2	3.1	7.6	.2
Blue-collar occupations	100.0	69.1	30.9	5.6	3.9	7.5	3.6	10.1	.2
Service occupations	100.0	73.9	26.1	5.4	2.1	6.5	1.7	10.3	( <sup>5</sup> )
Goods-producing industries <sup>3</sup>	100.0	69.1	30.9	6.6	3.7	7.3	3.7	9.2	.3
Construction	100.0	71.1	28.9	3.2	3.0	6.1	4.9	11.7	( <sup>5</sup> )
Manufacturing	100.0	68.6	31.4	7.7	3.9	7.7	3.3	8.4	.3
Service-producing industries <sup>4</sup>	100.0	73.1	26.9	6.9	2.8	6.0	3.0	8.1	.1
Transportation and public utilities	100.0	68.8	31.2	7.6	3.0	7.4	4.5	8.4	.3
Wholesale trade	100.0	71.9	28.1	6.3	3.3	6.8	3.3	8.3	.1
Retail trade	100.0	77.4	22.6	4.9	2.0	4.6	1.5	9.7	( <sup>5</sup> )
Finance, insurance, and real estate	100.0	70.5	29.5	7.4	5.1	6.5	3.8	6.7	.2
Services	100.0	74.2	25.8	7.2	2.2	5.7	2.7	8.0	( <sup>5</sup> )
All part-time workers in private industry	100.0	81.3	18.7	2.7	1.5	2.5	1.5	10.6	( <sup>5</sup> )
White-collar occupations	100.0	81.4	18.6	3.6	1.6	2.6	1.5	9.4	( <sup>5</sup> )
Sales	100.0	82.4	17.6	2.1	1.4	2.3	1.3	10.3	( <sup>5</sup> )
Administrative support, including clerical	100.0	81.0	19.0	3.7	1.5	3.0	1.5	9.2	( <sup>5</sup> )
Blue-collar occupations	100.0	76.8	23.2	2.2	2.3	3.8	2.9	12.0	( <sup>5</sup> )
Service occupations	100.0	83.4	16.6	1.7	.9	1.5	.7	11.8	( <sup>5</sup> )
Goods-producing industries <sup>3</sup>	100.0	79.7	20.3	2.0	2.0	2.5	.9	12.8	( <sup>5</sup> )
Service-producing industries <sup>4</sup>	100.0	81.4	18.6	2.9	1.5	2.4	1.5	10.4	( <sup>5</sup> )
Retail trade	100.0	82.2	17.8	1.7	1.2	2.1	1.2	11.5	( <sup>5</sup> )
Service industries	100.0	81.9	18.1	3.3	1.5	2.2	1.3	9.7	( <sup>5</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.

<sup>5</sup> Less than .05 percent.

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 1999

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 .....	\$19.00	\$13.87	\$5.13	\$1.20	\$0.55	\$1.13	\$0.57	\$1.65	\$0.03
Occupational group									
White-collar occupations .....	23.02	17.02	6.00	1.63	.61	1.28	.69	1.76	.03
Professional specialty and technical .....	30.38	22.47	7.91	2.30	.67	1.60	.99	2.31	.05
Professional specialty .....	32.05	23.83	8.22	2.44	.69	1.64	.99	2.40	.05
Technical .....	26.16	19.02	7.13	1.92	.62	1.48	.97	2.08	.07
Executive, administrative, and managerial .....	35.20	25.47	9.73	2.95	1.35	1.74	1.14	2.49	.06
Sales .....	16.13	12.64	3.49	.69	.44	.66	.35	1.34	( <sup>2</sup> )
Administrative support, including clerical .....	16.39	11.89	4.50	1.13	.35	1.25	.48	1.27	.02
Blue-collar occupations .....	17.98	12.51	5.48	.98	.69	1.30	.64	1.84	.03
Precision production, craft, and repair .....	24.12	16.78	7.34	1.40	.86	1.66	.96	2.40	.05
Machine operators, assemblers, and inspectors .....	16.90	11.41	5.49	1.04	.82	1.46	.50	1.61	.05
Transportation and material moving .....	17.64	12.37	5.28	.85	.61	1.23	.63	1.94	( <sup>2</sup> )
Handlers, equipment cleaners, helpers, and laborers .....	12.67	9.06	3.61	.53	.42	.82	.43	1.40	( <sup>2</sup> )
Service occupations .....	9.58	7.44	2.14	.38	.16	.43	.13	1.04	( <sup>2</sup> )
Industry group									
Goods-producing industries <sup>3</sup> .....	22.86	15.84	7.02	1.50	.85	1.66	.84	2.11	.06
Construction .....	22.64	16.13	6.51	.72	.67	1.37	1.08	2.66	( <sup>2</sup> )
Manufacturing .....	22.77	15.66	7.11	1.73	.89	1.74	.75	1.93	.08
Durables .....	24.66	16.75	7.91	1.91	1.05	1.93	.80	2.10	.12
Nondurables .....	19.98	14.04	5.94	1.46	.65	1.45	.69	1.67	.02
Service-producing industries <sup>4</sup> .....	17.82	13.26	4.55	1.11	.46	.97	.49	1.51	.02
Transportation and public utilities .....	24.65	17.05	7.60	1.79	.73	1.77	1.12	2.13	.06
Wholesale trade .....	21.17	15.30	5.87	1.30	.69	1.41	.69	1.77	.02
Retail trade .....	10.64	8.41	2.23	.40	.18	.40	.15	1.10	( <sup>2</sup> )
Finance, insurance, and real estate .....	25.11	17.81	7.30	1.80	1.24	1.59	.92	1.71	.04
Services .....	18.76	14.17	4.59	1.22	.38	.96	.45	1.55	( <sup>2</sup> )
Percent of total compensation									
All workers in private industry .....	100.0	73.0	27.0	6.3	2.9	5.9	3.0	8.7	0.2
Occupational group									
White-collar occupations .....	100.0	73.9	26.1	7.1	2.6	5.6	3.0	7.6	.1
Professional specialty and technical .....	100.0	74.0	26.0	7.6	2.2	5.3	3.3	7.6	.2
Professional specialty .....	100.0	74.4	25.6	7.6	2.2	5.1	3.1	7.5	.2
Technical .....	100.0	72.7	27.3	7.3	2.4	5.7	3.7	8.0	.3
Executive, administrative, and managerial .....	100.0	72.4	27.6	8.4	3.8	4.9	3.2	7.1	.2
Sales .....	100.0	78.4	21.6	4.3	2.7	4.1	2.2	8.3	( <sup>5</sup> )
Administrative support, including clerical .....	100.0	72.5	27.5	6.9	2.1	7.6	2.9	7.7	.1
Blue-collar occupations .....	100.0	69.6	30.5	5.5	3.8	7.2	3.6	10.2	.2
Precision production, craft, and repair .....	100.0	69.6	30.4	5.8	3.6	6.9	4.0	10.0	.2
Machine operators, assemblers, and inspectors .....	100.0	67.5	32.5	6.2	4.9	8.6	3.0	9.5	.3
Transportation and material moving .....	100.0	70.1	29.9	4.8	3.5	7.0	3.6	11.0	( <sup>5</sup> )
Handlers, equipment cleaners, helpers, and laborers .....	100.0	71.5	28.5	4.2	3.3	6.5	3.4	11.0	( <sup>5</sup> )
Service occupations .....	100.0	77.7	22.3	4.0	1.7	4.5	1.4	10.9	( <sup>5</sup> )
Industry group									
Goods-producing industries <sup>3</sup> .....	100.0	69.3	30.7	6.6	3.7	7.3	3.7	9.2	.3
Construction .....	100.0	71.2	28.8	3.2	3.0	6.1	4.8	11.7	( <sup>5</sup> )
Manufacturing .....	100.0	68.8	31.2	7.6	3.9	7.6	3.3	8.5	.4
Durables .....	100.0	67.9	32.1	7.7	4.3	7.8	3.2	8.5	.5
Nondurables .....	100.0	70.3	29.7	7.3	3.3	7.3	3.5	8.4	.1
Service-producing industries <sup>4</sup> .....	100.0	74.4	25.5	6.2	2.6	5.4	2.7	8.5	.1
Transportation and public utilities .....	100.0	69.2	30.8	7.3	3.0	7.2	4.5	8.6	.2
Wholesale trade .....	100.0	72.3	27.7	6.1	3.3	6.7	3.3	8.4	.1
Retail trade .....	100.0	79.0	21.0	3.8	1.7	3.8	1.4	10.3	( <sup>5</sup> )
Finance, insurance, and real estate .....	100.0	70.9	29.1	7.2	4.9	6.3	3.7	6.8	.2
Services .....	100.0	75.5	24.5	6.5	2.0	5.1	2.4	8.3	( <sup>5</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.

<sup>5</sup> Less than .05 percent.

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 1999

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>	\$22.86	\$15.84	\$7.02	\$1.50	\$0.85	\$1.66	\$0.84	\$2.11	\$0.06
White-collar occupations	30.77	22.09	8.68	2.58	.79	1.91	1.01	2.29	.09
Professional specialty and technical	36.89	26.55	10.34	3.34	.72	2.24	1.24	2.66	.13
Professional specialty	39.88	28.91	10.97	3.69	.67	2.32	1.33	2.82	.14
Technical	28.17	19.66	8.51	2.33	.88	2.01	.99	2.21	.09
Executive, administrative, and managerial	42.12	30.04	12.08	3.66	1.41	2.20	1.59	3.11	.12
Administrative support, including clerical	17.17	12.27	4.90	1.18	.45	1.47	.41	1.36	.05
Blue-collar occupations	19.93	13.52	6.41	1.09	.87	1.57	.78	2.05	.05
Precision production, craft, and repair	25.12	17.18	7.95	1.33	.95	1.83	1.14	2.64	.07
Machine operators, assemblers, and inspectors	17.91	11.92	5.99	1.14	.92	1.61	.57	1.69	.06
Transportation and material moving	19.11	12.88	6.23	.93	1.02	1.45	.73	2.09	( <sup>3</sup> )
Handlers, equipment cleaners, helpers, and laborers	14.25	9.97	4.28	.55	.53	.99	.53	1.66	( <sup>3</sup> )
Service occupations	16.77	11.05	5.72	1.08	.82	1.56	.50	1.71	.06
<b>All workers, service-producing industries<sup>4</sup></b>	17.82	13.26	4.55	1.11	.46	.97	.49	1.51	.02
White-collar occupations	21.89	16.28	5.61	1.49	.59	1.19	.64	1.68	.02
Professional specialty and technical	28.93	21.56	7.37	2.06	.66	1.45	.93	2.23	.03
Professional specialty	30.22	22.65	7.57	2.15	.70	1.48	.91	2.30	.02
Technical	25.76	18.90	6.86	1.84	.57	1.37	.97	2.05	.06
Executive, administrative, and managerial	33.63	24.43	9.20	2.79	1.34	1.64	1.04	2.35	.04
Sales	15.86	12.45	3.41	.67	.43	.65	.34	1.32	( <sup>3</sup> )
Administrative support, including clerical	16.28	11.84	4.44	1.12	.33	1.21	.49	1.26	.02
Blue-collar occupations	15.76	11.34	4.41	.85	.48	1.00	.48	1.59	( <sup>3</sup> )
Precision production, craft, and repair	22.45	16.13	6.32	1.53	.72	1.39	.68	1.99	.02
Transportation and material moving	17.17	12.20	4.97	.83	.48	1.16	.60	1.89	( <sup>3</sup> )
Handlers, equipment cleaners, helpers, and laborers	11.91	8.62	3.29	.52	.37	.74	.38	1.28	( <sup>3</sup> )
Service occupations	9.42	7.36	2.06	.37	.14	.40	.12	1.03	( <sup>3</sup> )
Percent of total compensation									
<b>All workers, goods-producing industries<sup>2</sup></b>	100.0	69.3	30.7	6.6	3.7	7.3	3.7	9.2	0.3
White-collar occupations	100.0	71.8	28.2	8.4	2.6	6.2	3.3	7.4	.3
Professional specialty and technical	100.0	72.0	28.0	9.1	2.0	6.1	3.4	7.2	.4
Professional specialty	100.0	72.5	27.5	9.3	1.7	5.8	3.3	7.1	.4
Technical	100.0	69.8	30.2	8.3	3.1	7.1	3.5	7.8	.3
Executive, administrative, and managerial	100.0	71.3	28.7	8.7	3.3	5.2	3.8	7.4	.3
Administrative support, including clerical	100.0	71.5	28.5	6.9	2.6	8.6	2.4	7.9	.3
Blue-collar occupations	100.0	67.8	32.2	5.5	4.4	7.9	3.9	10.3	.3
Precision production, craft, and repair	100.0	68.4	31.6	5.3	3.8	7.3	4.5	10.5	.3
Machine operators, assemblers, and inspectors	100.0	66.6	33.4	6.4	5.1	9.0	3.2	9.4	.3
Transportation and material moving	100.0	67.4	32.6	4.9	5.3	7.6	3.8	10.9	( <sup>5</sup> )
Handlers, equipment cleaners, helpers, and laborers	100.0	70.0	30.0	3.9	3.7	6.9	3.7	11.6	( <sup>5</sup> )
Service occupations	100.0	65.9	34.1	6.4	4.9	9.3	3.0	10.2	.4
<b>All workers, service-producing industries<sup>4</sup></b>	100.0	74.4	25.5	6.2	2.6	5.4	2.7	8.5	.1
White-collar occupations	100.0	74.4	25.6	6.8	2.7	5.4	2.9	7.7	.1
Professional specialty and technical	100.0	74.5	25.5	7.1	2.3	5.0	3.2	7.7	.1
Professional specialty	100.0	75.0	25.0	7.1	2.3	4.9	3.0	7.6	.1
Technical	100.0	73.4	26.6	7.1	2.2	5.3	3.8	8.0	.2
Executive, administrative, and managerial	100.0	72.6	27.4	8.3	4.0	4.9	3.1	7.0	.1
Sales	100.0	78.5	21.5	4.2	2.7	4.1	2.1	8.3	( <sup>5</sup> )
Administrative support, including clerical	100.0	72.7	27.3	6.9	2.0	7.4	3.0	7.7	.1
Blue-collar occupations	100.0	72.0	28.0	5.4	3.0	6.3	3.0	10.1	( <sup>5</sup> )
Precision production, craft, and repair	100.0	71.8	28.2	6.8	3.2	6.2	3.0	8.9	.1
Transportation and material moving	100.0	71.1	28.9	4.8	2.8	6.8	3.5	11.0	( <sup>5</sup> )
Handlers, equipment cleaners, helpers, and laborers	100.0	72.4	27.6	4.4	3.1	6.2	3.2	10.7	( <sup>5</sup> )
Service occupations	100.0	78.1	21.9	3.9	1.5	4.2	1.3	10.9	( <sup>5</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.

<sup>5</sup> Less than .05 percent.

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 1999

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, manufacturing industries .....	\$22.77	\$15.66	\$7.11	\$1.73	\$0.89	\$1.74	\$0.75	\$1.93	\$0.08
White-collar occupations .....	31.25	22.37	8.88	2.73	.77	1.97	1.06	2.25	.11
Professional specialty and technical .....	36.92	26.47	10.45	3.39	.72	2.27	1.27	2.66	.13
Professional specialty .....	39.66	28.65	11.01	3.72	.65	2.34	1.35	2.80	.15
Technical .....	28.80	20.00	8.80	2.44	.91	2.08	1.02	2.25	.10
Executive, administrative, and managerial .....	43.71	31.23	12.47	4.06	1.40	2.28	1.69	2.90	.15
Administrative support, including clerical .....	17.39	12.36	5.03	1.26	.42	1.50	.43	1.36	.06
Blue-collar occupations .....	18.99	12.66	6.32	1.28	.94	1.63	.62	1.79	.07
Precision production, craft, and repair .....	25.15	16.59	8.56	2.00	1.24	2.04	.88	2.27	.13
Machine operators, assemblers, and inspectors .....	17.80	11.84	5.95	1.14	.91	1.60	.56	1.67	.07
Transportation and material moving .....	17.84	12.21	5.63	.99	.93	1.38	.45	1.86	.02
Handlers, equipment cleaners, helpers, and laborers .....	14.16	9.72	4.44	.74	.60	1.18	.48	1.42	.02
Service occupations .....	17.76	11.55	6.22	1.21	.89	1.72	.54	1.79	.07
All workers, nonmanufacturing industries .....	18.20	13.49	4.71	1.09	.48	1.01	.53	1.59	.02
White-collar occupations .....	22.03	16.38	5.66	1.49	.59	1.20	.64	1.70	.02
Professional specialty and technical .....	29.05	21.66	7.39	2.07	.66	1.46	.93	2.24	.03
Professional specialty .....	30.42	22.80	7.62	2.17	.70	1.49	.92	2.32	.02
Technical .....	25.69	18.85	6.84	1.83	.57	1.37	.96	2.05	.06
Executive, administrative, and managerial .....	33.86	24.56	9.30	2.78	1.34	1.66	1.05	2.43	.04
Sales .....	15.92	12.50	3.41	.67	.43	.65	.34	1.32	( <sup>2</sup> )
Administrative support, including clerical .....	16.27	11.84	4.44	1.12	.34	1.22	.48	1.26	.02
Blue-collar occupations .....	17.38	12.41	4.97	.80	.53	1.11	.66	1.87	( <sup>2</sup> )
Precision production, craft, and repair .....	23.70	16.86	6.84	1.16	.71	1.51	1.00	2.45	( <sup>2</sup> )
Transportation and material moving .....	17.61	12.39	5.21	.83	.55	1.21	.67	1.95	( <sup>2</sup> )
Handlers, equipment cleaners, helpers, and laborers .....	12.32	8.90	3.41	.48	.38	.74	.41	1.40	( <sup>2</sup> )
Service occupations .....	9.41	7.35	2.06	.36	.14	.40	.12	1.03	( <sup>2</sup> )
Percent of total compensation									
All workers, manufacturing industries .....	100.0	68.8	31.2	7.6	3.9	7.6	3.3	8.5	0.4
White-collar occupations .....	100.0	71.6	28.4	8.7	2.5	6.3	3.4	7.2	.4
Professional specialty and technical .....	100.0	71.7	28.3	9.2	2.0	6.1	3.4	7.2	.4
Professional specialty .....	100.0	72.2	27.8	9.4	1.6	5.9	3.4	7.1	.4
Technical .....	100.0	69.4	30.6	8.5	3.2	7.2	3.5	7.8	.3
Executive, administrative, and managerial .....	100.0	71.4	28.5	9.3	3.2	5.2	3.9	6.6	.3
Administrative support, including clerical .....	100.0	71.1	28.9	7.2	2.4	8.6	2.5	7.8	.3
Blue-collar occupations .....	100.0	66.7	33.3	6.7	4.9	8.6	3.3	9.4	.4
Precision production, craft, and repair .....	100.0	66.0	34.0	8.0	4.9	8.1	3.5	9.0	.5
Machine operators, assemblers, and inspectors .....	100.0	66.5	33.4	6.4	5.1	9.0	3.1	9.4	.4
Transportation and material moving .....	100.0	68.4	31.6	5.5	5.2	7.7	2.5	10.4	.1
Handlers, equipment cleaners, helpers, and laborers .....	100.0	68.6	31.4	5.2	4.2	8.3	3.4	10.0	.1
Service occupations .....	100.0	65.0	35.0	6.8	5.0	9.7	3.0	10.1	.4
All workers, nonmanufacturing industries .....	100.0	74.1	25.9	6.0	2.6	5.5	2.9	8.7	.1
White-collar occupations .....	100.0	74.4	25.7	6.8	2.7	5.4	2.9	7.7	.1
Professional specialty and technical .....	100.0	74.6	25.4	7.1	2.3	5.0	3.2	7.7	.1
Professional specialty .....	100.0	75.0	25.0	7.1	2.3	4.9	3.0	7.6	.1
Technical .....	100.0	73.4	26.6	7.1	2.2	5.3	3.7	8.0	.2
Executive, administrative, and managerial .....	100.0	72.5	27.5	8.2	4.0	4.9	3.1	7.2	.1
Sales .....	100.0	78.5	21.4	4.2	2.7	4.1	2.1	8.3	( <sup>3</sup> )
Administrative support, including clerical .....	100.0	72.8	27.3	6.9	2.1	7.5	3.0	7.7	.1
Blue-collar occupations .....	100.0	71.4	28.6	4.6	3.0	6.4	3.8	10.8	( <sup>3</sup> )
Precision production, craft, and repair .....	100.0	71.1	28.9	4.9	3.0	6.4	4.2	10.3	( <sup>3</sup> )
Transportation and material moving .....	100.0	70.4	29.6	4.7	3.1	6.9	3.8	11.1	( <sup>3</sup> )
Handlers, equipment cleaners, helpers, and laborers .....	100.0	72.2	27.7	3.9	3.1	6.0	3.3	11.4	( <sup>3</sup> )
Service occupations .....	100.0	78.1	21.9	3.8	1.5	4.3	1.3	10.9	( <sup>3</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> Less than .05 percent.

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 1999

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 union workers, private industry .....	\$24.75	\$16.21	\$8.53	\$1.66	\$0.94	\$2.21	\$1.37	\$2.26	\$0.09
Blue-collar occupations .....	25.76	16.41	9.35	1.64	1.13	2.43	1.60	2.45	.10
Goods-producing industries <sup>2</sup> .....	26.33	16.74	9.59	1.62	1.19	2.57	1.56	2.51	.13
Service-producing industries <sup>3</sup> .....	23.37	15.75	7.62	1.70	.72	1.89	1.21	2.04	.05
Manufacturing .....	23.21	14.60	8.61	1.78	1.29	2.30	.96	2.12	.17
Blue-collar occupations .....	23.06	14.38	8.68	1.72	1.36	2.30	1.00	2.13	.17
Nonmanufacturing .....	25.61	17.12	8.49	1.59	.74	2.16	1.61	2.34	.04
All nonunion workers, private industry .....	18.20	13.54	4.66	1.13	.50	.98	.46	1.57	.02
Blue-collar occupations .....	15.39	11.20	4.18	.76	.54	.92	.32	1.63	( <sup>4</sup> )
Goods-producing industries <sup>2</sup> .....	21.75	15.56	6.20	1.46	.73	1.37	.61	1.98	.04
Service-producing industries <sup>3</sup> .....	17.29	13.03	4.27	1.05	.44	.88	.42	1.46	( <sup>4</sup> )
Manufacturing .....	22.62	16.01	6.61	1.71	.75	1.55	.68	1.86	.05
Blue-collar occupations .....	16.99	11.82	5.16	1.06	.74	1.30	.43	1.62	.02
Nonmanufacturing .....	17.42	13.11	4.32	1.03	.45	.88	.42	1.51	( <sup>4</sup> )
Percent of total compensation									
All union workers, private industry .....	100.0	65.5	34.5	6.7	3.8	8.9	5.5	9.1	0.4
Blue-collar occupations .....	100.0	63.7	36.3	6.4	4.4	9.4	6.2	9.5	.4
Goods-producing industries <sup>2</sup> .....	100.0	63.6	36.4	6.2	4.5	9.8	5.9	9.5	.5
Service-producing industries <sup>3</sup> .....	100.0	67.4	32.6	7.3	3.1	8.1	5.2	8.7	.2
Manufacturing .....	100.0	62.9	37.1	7.7	5.6	9.9	4.1	9.1	.7
Blue-collar occupations .....	100.0	62.4	37.6	7.5	5.9	10.0	4.3	9.2	.7
Nonmanufacturing .....	100.0	66.8	33.2	6.2	2.9	8.4	6.3	9.1	.2
All nonunion workers, private industry .....	100.0	74.4	25.6	6.2	2.7	5.4	2.5	8.6	.1
Blue-collar occupations .....	100.0	72.8	27.2	4.9	3.5	6.0	2.1	10.6	( <sup>5</sup> )
Goods-producing industries <sup>2</sup> .....	100.0	71.5	28.5	6.7	3.4	6.3	2.8	9.1	.2
Service-producing industries <sup>3</sup> .....	100.0	75.4	24.7	6.1	2.5	5.1	2.4	8.4	( <sup>5</sup> )
Manufacturing .....	100.0	70.8	29.2	7.6	3.3	6.9	3.0	8.2	.2
Blue-collar occupations .....	100.0	69.6	30.4	6.2	4.4	7.7	2.5	9.5	.1
Nonmanufacturing .....	100.0	75.3	24.8	5.9	2.6	5.1	2.4	8.7	( <sup>5</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.

<sup>5</sup> Less than .05 percent.

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 1999

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 .....	\$19.00	\$13.87	\$5.13	\$1.20	\$0.55	\$1.13	\$0.57	\$1.65	\$0.03
1-99 workers .....	16.27	12.29	3.98	.83	.40	.84	.39	1.51	( <sup>2</sup> )
100 or more workers .....	21.88	15.54	6.35	1.58	.71	1.44	.76	1.80	.05
100-499 workers .....	18.14	13.17	4.97	1.11	.58	1.12	.53	1.62	.02
500 or more workers .....	26.37	18.37	8.00	2.15	.87	1.83	1.05	2.01	.09
Goods-producing industries <sup>3</sup> .....	22.86	15.84	7.02	1.50	.85	1.66	.84	2.11	.06
1-99 workers .....	18.98	13.79	5.19	.81	.52	1.14	.62	2.10	( <sup>2</sup> )
100 or more workers .....	25.50	17.24	8.26	1.97	1.07	2.02	.99	2.12	.10
100-499 workers .....	21.58	14.80	6.79	1.39	.94	1.65	.79	1.99	.02
500 or more workers .....	29.39	19.66	9.73	2.55	1.19	2.38	1.19	2.24	.18
Service-producing industries <sup>4</sup> .....	17.82	13.26	4.55	1.11	.46	.97	.49	1.51	.02
1-99 workers .....	15.65	11.95	3.71	.84	.38	.77	.34	1.38	( <sup>2</sup> )
100 or more workers .....	20.42	14.85	5.57	1.43	.57	1.21	.67	1.67	.03
100-499 workers .....	16.91	12.59	4.32	1.01	.45	.92	.43	1.48	.02
500 or more workers .....	24.97	17.77	7.19	1.97	.71	1.58	.98	1.90	.04
White-collar occupations .....	23.02	17.02	6.00	1.63	.61	1.28	.69	1.76	.03
1-99 workers .....	19.58	14.87	4.71	1.18	.49	1.01	.48	1.54	( <sup>2</sup> )
100 or more workers .....	26.39	19.13	7.26	2.06	.74	1.55	.90	1.97	.05
100-499 workers .....	21.99	16.21	5.78	1.48	.65	1.24	.64	1.74	.03
500 or more workers .....	30.56	21.89	8.67	2.61	.82	1.84	1.14	2.18	.08
Blue-collar occupations .....	17.98	12.51	5.48	.98	.69	1.30	.64	1.84	.03
1-99 workers .....	16.51	12.01	4.49	.68	.49	1.00	.47	1.84	( <sup>2</sup> )
100 or more workers .....	19.48	13.01	6.47	1.28	.88	1.61	.81	1.83	.06
100-499 workers .....	17.34	12.02	5.32	.99	.68	1.29	.60	1.75	( <sup>2</sup> )
500 or more workers .....	22.40	14.36	8.05	1.66	1.15	2.05	1.10	1.95	.13
Percent of total compensation									
All workers in private industry .....	100.0	73.0	27.0	6.3	2.9	5.9	3.0	8.7	0.2
1-99 workers .....	100.0	75.5	24.5	5.1	2.5	5.2	2.4	9.3	( <sup>5</sup> )
100 or more workers .....	100.0	71.0	29.0	7.2	3.2	6.6	3.5	8.2	.2
100-499 workers .....	100.0	72.6	27.4	6.1	3.2	6.2	2.9	8.9	.1
500 or more workers .....	100.0	69.7	30.3	8.2	3.3	6.9	4.0	7.6	.3
Goods-producing industries <sup>3</sup> .....	100.0	69.3	30.7	6.6	3.7	7.3	3.7	9.2	.3
1-99 workers .....	100.0	72.7	27.3	4.3	2.7	6.0	3.3	11.1	( <sup>5</sup> )
100 or more workers .....	100.0	67.6	32.4	7.7	4.2	7.9	3.9	8.3	.4
100-499 workers .....	100.0	68.6	31.5	6.4	4.4	7.6	3.7	9.2	.1
500 or more workers .....	100.0	66.9	33.1	8.7	4.0	8.1	4.0	7.6	.6
Service-producing industries <sup>4</sup> .....	100.0	74.4	25.5	6.2	2.6	5.4	2.7	8.5	.1
1-99 workers .....	100.0	76.4	23.7	5.4	2.4	4.9	2.2	8.8	( <sup>5</sup> )
100 or more workers .....	100.0	72.7	27.3	7.0	2.8	5.9	3.3	8.2	.1
100-499 workers .....	100.0	74.5	25.5	6.0	2.7	5.4	2.5	8.8	.1
500 or more workers .....	100.0	71.2	28.8	7.9	2.8	6.3	3.9	7.6	.2
White-collar occupations .....	100.0	73.9	26.1	7.1	2.6	5.6	3.0	7.6	.1
1-99 workers .....	100.0	75.9	24.1	6.0	2.5	5.2	2.5	7.9	( <sup>5</sup> )
100 or more workers .....	100.0	72.5	27.5	7.8	2.8	5.9	3.4	7.5	.2
100-499 workers .....	100.0	73.7	26.3	6.7	3.0	5.6	2.9	7.9	.1
500 or more workers .....	100.0	71.6	28.4	8.5	2.7	6.0	3.7	7.1	.3
Blue-collar occupations .....	100.0	69.6	30.5	5.5	3.8	7.2	3.6	10.2	.2
1-99 workers .....	100.0	72.7	27.2	4.1	3.0	6.1	2.8	11.1	( <sup>5</sup> )
100 or more workers .....	100.0	66.8	33.2	6.6	4.5	8.3	4.2	9.4	.3
100-499 workers .....	100.0	69.3	30.7	5.7	3.9	7.4	3.5	10.1	( <sup>5</sup> )
500 or more workers .....	100.0	64.1	35.9	7.4	5.1	9.2	4.9	8.7	.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.

<sup>5</sup> Less than .05 percent.

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 1999

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									
Health services .....	\$19.05	\$14.16	\$4.88	\$1.37	\$0.42	\$1.07	\$0.47	\$1.54	( <sup>2</sup> )
Professional specialty and technical .....	26.01	19.40	6.61	1.89	.69	1.36	.59	2.08	( <sup>2</sup> )
Professional specialty .....	29.44	21.97	7.47	2.22	.79	1.47	.66	2.32	( <sup>2</sup> )
Nurses .....	29.21	21.48	7.73	2.30	1.00	1.47	.64	2.32	( <sup>2</sup> )
Technical .....	20.60	15.35	5.25	1.37	.52	1.18	.47	1.70	( <sup>2</sup> )
Administrative support, including clerical .....	15.81	11.41	4.40	1.27	.23	1.11	.57	1.21	( <sup>2</sup> )
Service occupations .....	11.40	8.61	2.80	.65	.23	.65	.22	1.03	( <sup>2</sup> )
Hospitals .....	22.75	16.21	6.54	1.94	.67	1.60	.58	1.74	( <sup>2</sup> )
Professional specialty and technical .....	27.82	19.97	7.85	2.34	.96	1.71	.69	2.14	( <sup>2</sup> )
Professional specialty .....	30.67	22.17	8.49	2.57	1.10	1.71	.74	2.36	( <sup>2</sup> )
Nurses .....	30.85	22.12	8.72	2.62	1.30	1.67	.73	2.39	( <sup>2</sup> )
Technical .....	21.39	15.01	6.38	1.81	.64	1.69	.58	1.65	( <sup>2</sup> )
Administrative support, including clerical .....	16.17	11.26	4.92	1.40	.28	1.58	.44	1.21	( <sup>2</sup> )
Service occupations .....	13.52	9.25	4.27	1.06	.43	1.39	.33	1.05	( <sup>2</sup> )
Nursing homes .....	13.29	10.06	3.23	.83	.27	.68	.15	1.30	( <sup>2</sup> )
Professional specialty and technical .....	19.45	14.92	4.53	1.18	.45	.77	.22	1.92	( <sup>2</sup> )
Professional specialty .....	21.57	16.74	4.83	1.27	.37	.84	.25	2.10	( <sup>2</sup> )
Technical .....	17.51	13.25	4.26	1.09	.52	.70	.19	1.76	( <sup>2</sup> )
Service occupations .....	10.57	7.91	2.66	.63	.23	.62	.12	1.07	( <sup>2</sup> )
Percent of total compensation									
Health services .....	100.0	74.3	25.6	7.2	2.2	5.6	2.5	8.1	( <sup>3</sup> )
Professional specialty and technical .....	100.0	74.6	25.4	7.3	2.7	5.2	2.3	8.0	( <sup>3</sup> )
Professional specialty .....	100.0	74.6	25.4	7.5	2.7	5.0	2.2	7.9	( <sup>3</sup> )
Nurses .....	100.0	73.5	26.5	7.9	3.4	5.0	2.2	7.9	( <sup>3</sup> )
Technical .....	100.0	74.5	25.5	6.7	2.5	5.7	2.3	8.3	( <sup>3</sup> )
Administrative support, including clerical .....	100.0	72.2	27.8	8.0	1.5	7.0	3.6	7.7	( <sup>3</sup> )
Service occupations .....	100.0	75.5	24.6	5.7	2.0	5.7	1.9	9.0	( <sup>3</sup> )
Hospitals .....	100.0	71.3	28.7	8.5	2.9	7.0	2.5	7.6	( <sup>3</sup> )
Professional specialty and technical .....	100.0	71.8	28.2	8.4	3.5	6.1	2.5	7.7	( <sup>3</sup> )
Professional specialty .....	100.0	72.3	27.7	8.4	3.6	5.6	2.4	7.7	( <sup>3</sup> )
Nurses .....	100.0	71.7	28.3	8.5	4.2	5.4	2.4	7.7	( <sup>3</sup> )
Technical .....	100.0	70.2	29.8	8.5	3.0	7.9	2.7	7.7	( <sup>3</sup> )
Administrative support, including clerical .....	100.0	69.6	30.4	8.7	1.7	9.8	2.7	7.5	( <sup>3</sup> )
Service occupations .....	100.0	68.4	31.6	7.8	3.2	10.3	2.4	7.8	( <sup>3</sup> )
Nursing homes .....	100.0	75.7	24.3	6.2	2.0	5.1	1.1	9.8	( <sup>3</sup> )
Professional specialty and technical .....	100.0	76.7	23.3	6.1	2.3	4.0	1.1	9.9	( <sup>3</sup> )
Professional specialty .....	100.0	77.6	22.4	5.9	1.7	3.9	1.2	9.7	( <sup>3</sup> )
Technical .....	100.0	75.7	24.3	6.2	3.0	4.0	1.1	10.1	( <sup>3</sup> )
Service occupations .....	100.0	74.8	25.2	6.0	2.2	5.9	1.1	10.1	( <sup>3</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> Less than .05 percent.

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 1999

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									
Transportation equipment manufacturing (SIC 37) .....	\$33.21	\$21.03	\$12.18	\$2.91	\$1.62	\$3.04	\$1.45	\$2.79	\$0.37
White-collar occupations .....	38.81	27.03	11.79	3.84	.85	2.72	1.31	2.80	.27
Professional specialty and technical .....	44.07	31.22	12.86	4.36	.77	2.80	1.46	3.18	.29
Executive, administrative, and managerial .....	43.55	30.47	13.08	4.60	1.07	2.82	1.42	2.92	.25
Blue-collar occupations .....	30.11	17.81	12.30	2.39	2.01	3.20	1.52	2.77	.40
Service occupations .....	34.75	19.06	15.68	3.12	2.83	3.44	1.98	3.52	.80
Aircraft manufacturing (SIC 3721) .....	35.33	24.28	11.05	3.34	1.19	2.60	.97	2.77	.18
White-collar occupations .....	38.12	26.88	11.24	3.71	.71	2.60	1.12	2.87	.24
Blue-collar occupations .....	30.56	19.84	10.72	2.70	2.02	2.60	.73	2.58	.09
Public utilities (SIC's 48, 49) .....	28.72	19.72	8.99	2.52	.97	2.23	1.07	2.06	.14
White-collar occupations .....	28.50	19.73	8.77	2.45	.86	2.17	1.05	2.04	.20
Blue-collar occupations .....	29.67	20.03	9.63	2.72	1.17	2.41	1.13	2.15	.05
Communications (SIC 48) .....	26.15	18.18	7.97	2.18	.91	1.98	.88	1.90	.12
White-collar occupations .....	25.60	17.94	7.66	2.08	.85	1.87	.82	1.88	.17
Blue-collar occupations .....	28.11	19.14	8.98	2.50	1.07	2.32	1.07	1.98	.04
Electric, gas, and sanitary services (SIC 49) .....	33.28	22.46	10.82	3.13	1.07	2.69	1.40	2.36	.17
White-collar occupations .....	35.00	23.76	11.24	3.29	.87	2.85	1.58	2.39	.27
Blue-collar occupations .....	31.53	21.11	10.42	2.98	1.28	2.53	1.21	2.35	.06
Percent of total compensation									
Transportation equipment manufacturing (SIC 37) .....	100.0	63.3	36.7	8.8	4.9	9.2	4.4	8.4	1.1
White-collar occupations .....	100.0	69.6	30.4	9.9	2.2	7.0	3.4	7.2	.7
Professional specialty and technical .....	100.0	70.8	29.2	9.9	1.7	6.4	3.3	7.2	.7
Executive, administrative, and managerial .....	100.0	70.0	30.0	10.6	2.5	6.5	3.3	6.7	.6
Blue-collar occupations .....	100.0	59.1	40.9	7.9	6.7	10.6	5.0	9.2	1.3
Service occupations .....	100.0	54.8	45.1	9.0	8.1	9.9	5.7	10.1	2.3
Aircraft manufacturing (SIC 3721) .....	100.0	68.7	31.3	9.5	3.4	7.4	2.7	7.8	.5
White-collar occupations .....	100.0	70.5	29.5	9.7	1.9	6.8	2.9	7.5	.6
Blue-collar occupations .....	100.0	64.9	35.1	8.8	6.6	8.5	2.4	8.4	.3
Public utilities (SIC's 48, 49) .....	100.0	68.7	31.3	8.8	3.4	7.8	3.7	7.2	.5
White-collar occupations .....	100.0	69.2	30.8	8.6	3.0	7.6	3.7	7.2	.7
Blue-collar occupations .....	100.0	67.5	32.5	9.2	3.9	8.1	3.8	7.2	.2
Communications (SIC 48) .....	100.0	69.5	30.5	8.3	3.5	7.6	3.4	7.3	.5
White-collar occupations .....	100.0	70.1	29.9	8.1	3.3	7.3	3.2	7.3	.7
Blue-collar occupations .....	100.0	68.1	31.9	8.9	3.8	8.3	3.8	7.0	.1
Electric, gas, and sanitary services (SIC 49) .....	100.0	67.5	32.5	9.4	3.2	8.1	4.2	7.1	.5
White-collar occupations .....	100.0	67.9	32.1	9.4	2.5	8.1	4.5	6.8	.8
Blue-collar occupations .....	100.0	67.0	33.0	9.5	4.1	8.0	3.8	7.5	.2

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

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

## EXPLANATORY NOTES

Employer Costs for Employee Compensation measures the average cost per employee hour worked that employers pay for wages and salaries and benefits.

Wages and salaries are defined as the hourly straight-time wage rate. For workers not paid on an hourly basis, straight-time earnings are divided by the hours worked. Straight-time wage and salary rates are total earnings before payroll deductions and include production bonuses, incentive pay, commissions, and cost-of-living allowances. Not included in straight-time earnings are nonproduction bonuses, such as lump-sum payments provided in place of wage increases, shift differentials, and premium pay for overtime and weekend work; these payments are included in the benefits component.

Benefits include: paid leave--vacations, holidays, sick leave, and other leave; supplemental pay--premium pay for work in addition to the regular work schedule (such as overtime, weekends, and holidays), shift differentials, nonproduction bonuses, and 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 plans; legally required benefits--Social Security, Federal and State unemployment insurance, and workers' compensation; and other benefits--severance pay and supplemental unemployment benefits.

### The 1999 Survey

Employer Costs for Employee Compensation include data from both private industry and State and local government. Not included are the self-employed and farm, household, and Federal government workers. Survey data are published annually with the payroll period that includes March 12 as the reference period.

The cost levels in this release are based on a sample of about 17,300 occupations within approximately 4,200 establishments in private industry and about 4,100 occupations within approximately 800 establishments in State and local government. Sample establishments are classified by industry categories based on the 1987 Standard Industrial Classification (SIC) system, as defined by the U.S. Office of Management and Budget. Within a sample establishment, specific job categories are selected to represent broader major occupational groups such as professional specialty and technical occupations.

Current employment weights are used to calculate cost levels. The March 1999 cost levels were calculated using the March 1999 employment counts from the Bureau of Labor Statistics Current Employment Statistics (CES) program, benchmarked to the 1998 universe of all private nonfarm establishments. In most instances, private industry employment counts were total employment estimates for 2-digit major industry groups, such as primary metal manufacturing or food stores, as defined by the SIC system. In a few cases, 3- and 4-digit industry employment counts were used. These include the 4-digit aircraft manufacturing industry (3721) and the 3-digit health care and educational industries. In transportation and public utilities, Standard Industrial Classification (SIC) coding changes that were introduced with the 1996 CES benchmark were not incorporated into the 1997 estimates. However, they were incorporated into the 1998 and 1999 estimates. The effect of this coding change was not analyzed for years prior to 1997, but is thought to be minimal. 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. For State and local governments, employment counts ranged from those for 3-digit industries, such as education and health care, to those for major industry divisions, such as public administration.

Employment data from these 2-, 3-, and 4-digit industries were distributed to major occupational groups (such as executives, administrators, and managers or machine operators, assemblers, and inspectors) using the relative importance of the groups in the Employment Cost Index (ECI) sample. Because the ECI establishment sample is completely replaced over a period of several years, major occupational group employment counts from the ECI are affected by the age of the sample. However, a few years difference in the age of the occupational data within industries is likely to have a small impact on the estimates.

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

More information on the cost levels, including how costs are calculated, appears in "Analyzing employers' costs for wages, salaries, and benefits," Monthly Labor Review, October 1987.

### Relative Standard Errors

Because the ECEC 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. 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. All the 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.

The relative standard error is shown with the cost estimates for some series in the appendix. For a more detailed explanation of relative standard errors, see "Analyzing employer's costs for wages, salaries, and benefits," in the October 1987 issue of the Monthly Labor Review. 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. This article supplements two articles from the Summer 1997 issue of Compensation and Working Conditions which focus on trends in the ECI and ECEC. "Measuring Trends in the Structure and Levels for Employer Costs for Employee Compensation" discussed trends in the distribution of employer costs among compensation components at different points in time. "Explaining the Differential Growth Rates of the ECI and ECEC" examined how differences in the construction of these measures contribute to differing trends.

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.

### Comparing private and public sector data

Aggregate compensation cost levels in State and local government should not be directly compared with those in private industry. Differences between these sectors stem from factors such as variation in work activities and occupational structures. Manufacturing and sales, for example, make up a large part of private industry work activities, but are rare in State and local government. White-collar occupations (largely professional occupations including teachers) account for two-thirds of the State and local government workforce, compared with one-half of private industry.

A detailed examination of differences in compensation levels between private industry and State and local government may be found in "Cost of Employee Compensation in Public and Private Sectors," Monthly Labor Review, May 1993.

### Obtaining information

Articles, bulletins, and other information may be obtained by calling (202) 606-6199, sending an e-mail message to [ocltinfo@bls.gov](mailto:ocltinfo@bls.gov), or visiting the Employment Cost Trends site (<http://stats.bls.gov/ecthome.htm>).



Appendix. Employer costs per hour worked for components of compensational, and relative standard errors,<sup>1</sup> by major industry and occupational categories, March 1999

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 <sup>2</sup>	
Civilian workers										
Cost per hour worked .....	\$20.29	\$14.72	\$5.58	\$1.34	\$0.51	\$1.29	\$0.76	\$1.65	\$0.03	
Relative error .....	.7%	.7%	1.0%	1.4%	3.0%	1.2%	2.2%	.8%	11.3%	
State and local government workers										
Cost per hour worked .....	\$28.00	\$19.78	\$8.22	\$2.17	\$.24	\$2.22	\$1.91	\$1.64	\$.04	
Relative error .....	1.5%	1.5%	2.0%	1.9%	7.6%	2.1%	3.4%	2.3%	25.2%	
Private industry workers										
Cost per hour worked .....	\$19.00	\$13.87	\$5.13	\$1.20	\$.55	\$1.13	\$.57	\$1.65	\$.03	
Relative error .....	.9%	.9%	1.2%	1.8%	3.4%	1.6%	3.0%	.9%	11.6%	
Goods-producing industries <sup>3</sup>										
Cost per hour worked .....	\$22.86	\$15.84	\$7.02	\$1.50	\$.85	\$1.66	\$.84	\$2.11	\$.06	
Relative error .....	1.6%	1.4%	2.1%	2.3%	4.7%	3.0%	5.9%	1.7%	19.3%	
Service-producing industries <sup>4</sup>										
Cost per hour worked .....	\$17.82	\$13.26	\$4.55	\$1.11	\$.46	\$.97	\$.49	\$1.51	\$.02	
Relative error .....	1.0%	1.0%	1.3%	2.2%	4.5%	1.8%	3.4%	1.0%	10.2%	
Manufacturing										
Cost per hour worked .....	\$22.77	\$15.66	\$7.11	\$1.73	\$.89	\$1.74	\$.75	\$1.93	\$.08	
Relative error .....	1.9%	1.9%	2.3%	2.8%	5.5%	3.0%	6.5%	1.8%	19.9%	
Nonmanufacturing										
Cost per hour worked .....	\$18.20	\$13.49	\$4.71	\$1.09	\$.48	\$1.01	\$.53	\$1.59	\$.02	
Relative error .....	1.0%	1.0%	1.4%	2.2%	4.2%	2.0%	3.3%	1.0%	9.8%	
White-collar workers										
Cost per hour worked .....	\$23.02	\$17.02	\$6.00	\$1.63	\$.61	\$1.28	\$.69	\$1.76	\$.03	
Relative error .....	1.2%	1.2%	1.5%	2.2%	5.8%	1.9%	3.3%	1.0%	15.7%	
Blue-collar workers										
Cost per hour worked .....	\$17.98	\$12.51	\$5.48	\$.98	\$.69	\$1.30	\$.64	\$1.84	\$.03	
Relative error .....	1.4%	1.2%	2.1%	2.4%	2.9%	3.0%	5.7%	1.5%	11.6%	
Service workers										
Cost per hour worked .....	\$9.58	\$7.44	\$2.14	\$.38	\$.16	\$.43	\$.13	\$1.04	( <sup>5</sup> )	
Relative error .....	1.8%	1.5%	3.2%	5.2%	9.3%	5.7%	8.6%	2.3%	( <sup>6</sup> )	

<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> Includes transportation, communication, and public utilities; wholesale and

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

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

<sup>6</sup> Relative error is suppressed because cost per hour worked is less than \$0.01.

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