

News

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EMPLOYER COSTS FOR EMPLOYEE COMPENSATION - MARCH 1998

In March 1998, employer costs for employee compensation for civilian workers (private industry and state and local government) in the United States averaged \$19.76 per hour worked, the U.S. Department of Labor's Bureau of Labor Statistics reported today. Wages and salaries, which averaged \$14.30, accounted for approximately 72 percent of these costs, while benefits, which averaged \$5.47, accounted for the remaining 28 percent. (See table 1.)

Legally required benefits averaged \$1.63 per hour (8.2 percent of total compensation), representing the largest non-wage employer cost. Employer costs for paid leave benefits averaged \$1.30 (6.6 percent), insurance benefits averaged \$1.25 (6.3 percent), and retirement and savings benefits averaged 75 cents (3.8 percent) per hour worked.

Private Industry

In March 1998, private industry employer compensation costs averaged \$18.50 per hour worked. Wages and salaries averaged \$13.47 per hour (73 percent), while benefits averaged \$5.02 (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 \$22.26 in goods-producing and \$17.31 in service-producing industries. Among industry groups, average compensation costs ranged from \$10.33 in retail trade to \$24.18 in finance, insurance, and real estate. (See table 10.)

Average compensation costs were \$22.38 for white-collar occupations, \$17.56 for blue-collar occupations, and \$9.37 for service occupations. Benefits, however, accounted for a greater proportion of compensation costs for blue-collar occupations (30.8 percent) than for white-collar (26.1 percent) and service occupations (22.6 percent). (See table 6.)

In March 1998, average employer compensation costs were \$23.59 for union workers and \$17.80 for nonunion workers. Benefits represented a greater proportion of compensation costs for union workers (34.8 percent) than for nonunion workers (25.7 percent). These compensation cost differences reflect variation in the distribution of union and nonunion workers among occupations, industries, and establishment size. (See table 13.)

Among the four regions, compensation costs ranged from \$16.45 per hour in the South to \$20.38 per hour in the Northeast. The proportion of compensation represented by benefits ranged from 26.0 percent in the West to 28.4 percent in the Midwest. (See table 7.)

Compensation costs increased with establishment size. These costs ranged from an average of \$15.92 per hour in establishments with less than 100 workers to \$25.56 per hour in establishments with 500 or more workers. The proportion of compensation costs represented by benefits also increased with establishment size, from 24.6 percent in establishments with less than 100 workers to 30.4 percent in establishments with 500 or more workers. (See table 8.)

Compensation costs for full-time workers averaged \$20.95 per hour compared with \$10.01 for part-time workers. Benefit costs represented a greater proportion of compensation costs for full-time workers than for part-time workers (28.3 percent compared with 19.0 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 1998, private industry health benefit costs averaged \$1.00 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 \$1.48 per hour (6.6 percent of total compensation) compared with 85 cents per hour (4.9 percent of total compensation) for service-producing industries. (See table 5.)

Employer costs for health benefits ranged from \$1.17 per hour and 6.7 percent of total compensation for blue-collar occupations to 40 cents per hour and 4.3 percent of total compensation for service occupations. In white-collar occupations, employer costs for health benefits averaged \$1.11 (5.0 percent). (See table 6.)

Employer costs for health benefits were higher for union workers, averaging \$1.97 (8.4 percent), than for nonunion workers, averaging 86 cents per hour (4.8 percent). (See table 7.)

Among the four regions, costs for health benefits ranged from 87 cents in the South to \$1.15 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 73 cents (4.6 percent), those with 100-499 employees averaged \$1.01 (5.8 percent), and those with 500 or more employees averaged \$1.59 (6.2 percent). (See table 8.)

Retirement and savings benefit costs in private industry

In March 1998, the average cost for retirement and savings benefits was 55 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 24 cents (1.3 percent), and for defined contribution plans, which averaged 30 cents (1.6

percent). Defined benefit plans specify a formula for determining future benefits, while defined contribution plans specify employer and employee 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 (82 cents per hour and 3.7 percent of total compensation) than in service-producing (46 cents per hour and 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 66 cents per hour for white-collar occupations, 62 cents for blue-collar occupations, and 13 cents for service occupations. The proportion of total compensation represented by retirement and savings benefits was 3.5 percent among blue-collar occupations, 2.9 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 and as a proportion of total compensation, for union workers (\$1.29 and 5.5 percent of total compensation) than for nonunion workers (45 cents and 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 60 cents in the Northeast and Midwest. 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 and as a proportion of total compensation, with establishment size. Establishments with fewer than 100 employees averaged 35 cents (2.2 percent), establishments with 100-499 employees averaged 51 cents (2.9 percent), and establishments with 500 or more employees averaged \$1.04 (4.1 percent). (See table 8.)

State and local government

In March 1998, employer costs in state and local governments averaged \$27.28 per hour worked. Wages and salaries, which accounted for 70 percent of the total, averaged \$19.19, while benefits, which accounted for the remaining 30 percent, averaged \$8.10. (See table 3.)

Average compensation costs were higher for white-collar occupations (\$30.34) than for blue-collar (\$22.08) and service occupations (\$20.10). (See table 4.) Benefits accounted for about the same proportion of total compensation in blue-collar occupations (34.9 percent) and service occupations (35.5 percent); for white-collar occupations, benefits represented 27.9 percent of total compensation.

Notes

BLS is evaluating published Employment Cost Index (ECI) and Employer Costs for Employee Compensation (ECEC) series to ensure that they meet statistical standards for reliability. Preliminary research has targeted 37 ECI series for elimination from the news release, some of which are also ECEC series. These series are marked with a footnote in the accompanying tables. Series that fail reliability standards will be removed from the news release beginning with the September 1998 release for ECI and the March 1999 release for ECEC and will be available only upon request.

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Chart A. Percent distribution of employer costs for employee compensation, March 1998

	Civilian workers	State and local government	Private industry
Wages and salaries	72.4%	70.3%	72.8%
Benefits	27.7	29.7	27.1
Paid leave	6.6	7.7	6.3
Supplemental pay	2.6	0.8	3.0
Insurances	6.3	7.9	5.9
Health benefits	5.8	7.5	5.4
Retirement/savings	3.8	7.1	3.0
Defined Benefit	2.4	6.6	1.3
Defined Contrib.	1.4	0.5	1.6
Legally required	8.2	6.0	8.8
Other benefits	0.2	0.1	0.2

Chart B. Employer costs for retirement and savings benefits, private industry, March 1998

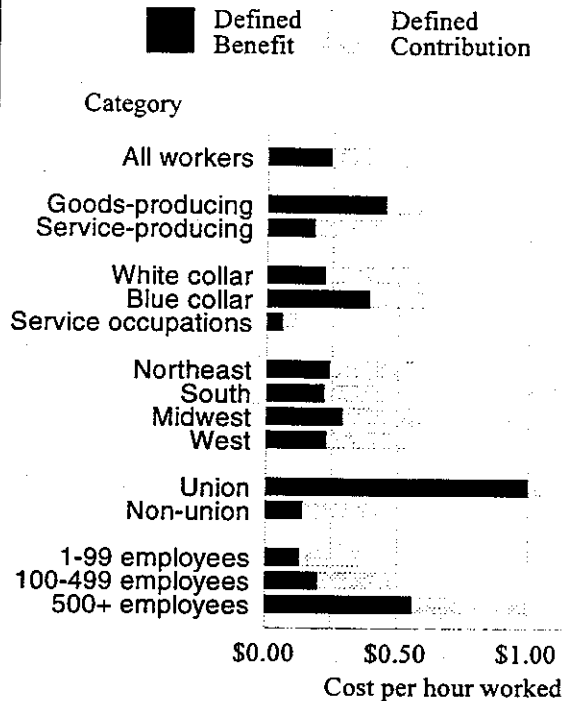


Chart C. Employer costs for employee compensation, private industry, March 1998

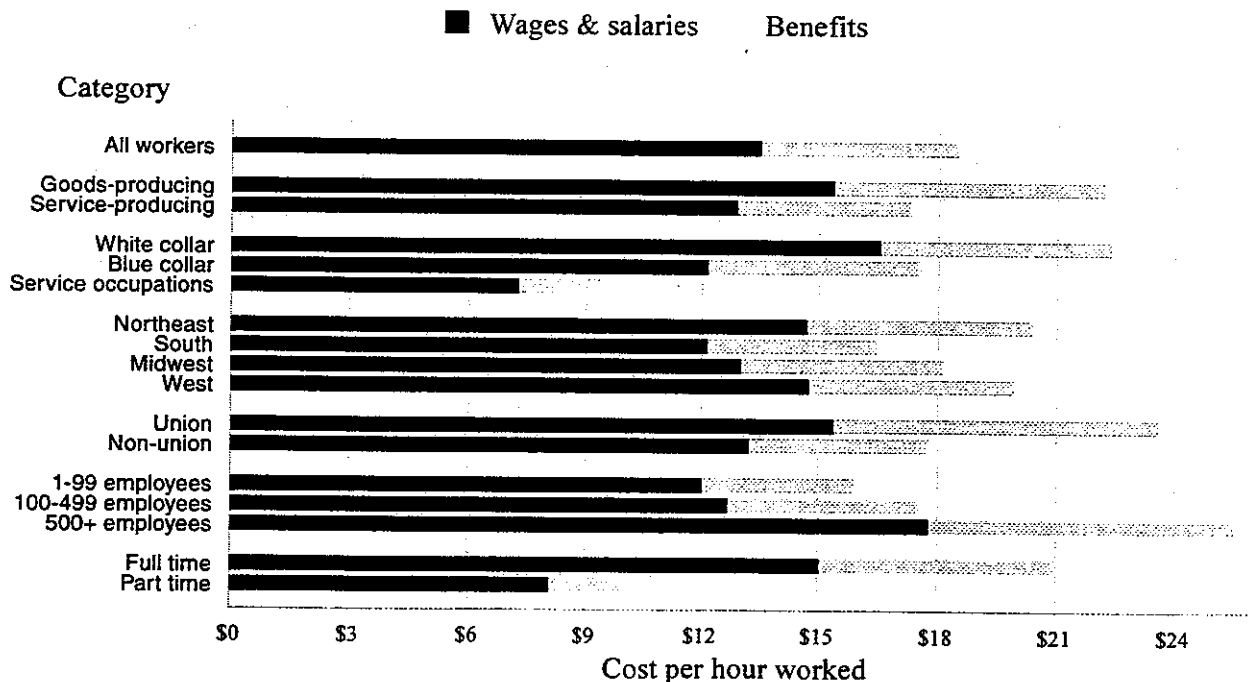


Table 1. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Civilian workers, by major occupational group, March 1998

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

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

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

³ 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.

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

⁵ Includes severance pay and supplemental unemployment benefits.

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

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

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

¹ Includes severance pay and supplemental unemployment benefits.

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

³ This series may be discontinued with the March 1999 news release.

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

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

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

¹ 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.

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

³ 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.

⁴ Cost per hour worked is \$0.01 or less.

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

⁶ Includes severance pay and supplemental unemployment benefits.

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

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

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

¹ Includes severance pay and supplemental unemployment benefits.

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

³ This series may be discontinued with the March 1999 news release.

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

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

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

¹ Includes mining, construction, and manufacturing.

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

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

⁴ 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.

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

⁶ Includes severance pay and supplemental unemployment benefits.

⁷ Cost per hour worked is \$0.01 or less.

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

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

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

¹ This series may be discontinued with the March 1999 news release.

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

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

⁴ 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.

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

⁶ Includes severance pay and supplemental unemployment benefits.

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

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

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

¹ 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.

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

³ 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.

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

⁵ Includes severance pay and supplemental unemployment benefits.

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

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

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

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

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

³ 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.

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

⁵ Includes severance pay and supplemental unemployment benefits.

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

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

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

¹ Includes severance pay and supplemental unemployment benefits.

² This series may be discontinued with the March 1999 news release.

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

⁴ Includes mining, construction, and manufacturing.

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

⁶ Estimates for transportation and public utilities, which were not published in 1997, are now available and reflect the changes in SIC coding. See Explanatory Notes for further information.

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

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

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

¹ Includes severance pay and supplemental unemployment benefits.

² This series may be discontinued with the March 1999 news release.

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

⁴ Includes mining, construction, and manufacturing.

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

⁶ Estimates for transportation and public utilities, which were not published in 1997, are now available and reflect the changes in SIC coding. See Explanatory Notes for further information.

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

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

Series	Total compensation	Wages and salaries	Benefit costs						
			Total	Paid leave	Supplemental pay	Insurance	Retirement and savings	Legally required benefits	Other benefits ¹
Cost per hour worked									
All workers, goods-producing industries²	\$22.26	\$15.35	\$6.91	\$1.47	\$0.85	\$1.62	\$0.82	\$2.09	\$0.07
White-collar occupations	29.71	21.27	8.44	2.47	.75	1.86	1.01	2.25	.09
Professional specialty and technical	35.69	25.62	10.07	3.21	.77	2.20	1.12	2.63	.13
Professional specialty	38.63	27.93	10.70	3.54	.73	2.31	1.19	2.81	.13
Technical	27.07	18.86	8.21	2.25	.90	1.90	.93	2.09	.14
Executive, administrative, and managerial	40.03	28.54	11.49	3.41	1.13	2.14	1.74	2.96	.11
Administrative support, including clerical	16.84	11.95	4.89	1.17	.49	1.40	.42	1.38	.04
Blue-collar occupations	19.42	13.09	6.33	1.07	.89	1.53	.76	2.04	.05
Precision production, craft, and repair	24.26	16.48	7.78	1.30	.99	1.74	1.06	2.61	.07
Machine operators, assemblers, and inspectors	17.36	11.48	5.88	1.10	.94	1.55	.58	1.66	.06
Transportation and material moving	19.06	12.75	6.30	.99	.93	1.47	.74	2.15	(³)
Handlers, equipment cleaners, helpers, and laborers	14.09	9.77	4.32	.57	.52	1.02	.53	1.66	.02
Service occupations ⁴	16.48	10.86	5.62	1.09	.86	1.39	.53	1.68	.08
All workers, service-producing industries⁵	17.31	12.88	4.42	1.07	.47	.94	.46	1.48	(³)
White-collar occupations	21.25	15.81	5.44	1.43	.61	1.14	.61	1.63	.02
Professional specialty and technical	28.16	20.94	7.23	1.94	.88	1.35	.88	2.16	.02
Professional specialty	29.95	22.32	7.63	2.05	.99	1.38	.93	2.26	.02
Technical	23.70	17.49	6.21	1.66	.58	1.28	.77	1.90	.02
Executive, administrative, and managerial	32.96	24.15	8.81	2.76	1.16	1.53	1.01	2.29	.05
Sales ⁴	15.28	11.99	3.29	.66	.38	.64	.31	1.28	(³)
Administrative support, including clerical	15.68	11.37	4.31	1.08	.34	1.20	.46	1.22	.02
Blue-collar occupations	15.32	11.03	4.29	.82	.46	.97	.45	1.59	(³)
Precision production, craft, and repair	21.04	15.23	5.81	1.38	.58	1.30	.63	1.92	.02
Transportation and material moving	16.93	11.99	4.94	.83	.50	1.13	.57	1.91	(³)
Handlers, equipment cleaners, helpers, and laborers	11.65	8.38	3.27	.51	.38	.74	.34	1.28	(³)
Service occupations ⁴	9.21	7.16	2.04	.36	.13	.41	.12	1.03	(³)
Percent of total compensation									
All workers, goods-producing industries²	100.0%	69.0%	31.0%	6.6%	3.8%	7.3%	3.7%	9.4%	0.3%
White-collar occupations	100.0	71.6	28.4	8.3	2.5	6.3	3.4	7.6	.3
Professional specialty and technical	100.0	71.8	28.2	9.0	2.2	6.2	3.1	7.4	.4
Professional specialty	100.0	72.3	27.7	9.2	1.9	6.0	3.1	7.3	.3
Technical	100.0	69.7	30.3	8.3	3.3	7.0	3.4	7.7	.5
Executive, administrative, and managerial	100.0	71.3	28.7	8.5	2.8	5.3	4.3	7.4	.3
Administrative support, including clerical	100.0	71.0	29.0	6.9	2.9	8.3	2.5	8.2	.2
Blue-collar occupations	100.0	67.4	32.6	5.5	4.6	7.9	3.9	10.5	.3
Precision production, craft, and repair	100.0	67.9	32.1	5.4	4.1	7.2	4.4	10.8	.3
Machine operators, assemblers, and inspectors	100.0	66.1	33.9	6.3	5.4	8.9	3.3	9.6	.3
Transportation and material moving	100.0	66.9	33.1	5.2	4.9	7.7	3.9	11.3	(³)
Handlers, equipment cleaners, helpers, and laborers	100.0	69.3	30.7	4.0	3.7	7.2	3.8	11.8	.1
Service occupations ⁴	100.0	65.9	34.1	6.6	5.2	8.4	3.2	10.2	.5
All workers, service-producing industries⁵	100.0	74.4	25.5	6.2	2.7	5.4	2.7	8.5	(³)
White-collar occupations	100.0	74.4	25.6	6.7	2.9	5.4	2.9	7.7	.1
Professional specialty and technical	100.0	74.4	25.7	6.9	3.1	4.8	3.1	7.7	.1
Professional specialty	100.0	74.5	25.5	6.8	3.3	4.6	3.1	7.5	.1
Technical	100.0	73.8	26.2	7.0	2.4	5.4	3.2	8.0	.1
Executive, administrative, and managerial	100.0	73.3	26.7	8.4	3.5	4.6	3.1	6.9	.2
Sales ⁴	100.0	78.5	21.5	4.3	2.5	4.2	2.0	8.4	(³)
Administrative support, including clerical	100.0	72.5	27.5	6.9	2.2	7.7	2.9	7.8	.1
Blue-collar occupations	100.0	72.0	28.0	5.4	3.0	6.3	2.9	10.4	(³)
Precision production, craft, and repair	100.0	72.4	27.6	6.6	2.8	6.2	3.0	9.1	.1
Transportation and material moving	100.0	70.8	29.2	4.9	3.0	6.7	3.4	11.3	(³)
Handlers, equipment cleaners, helpers, and laborers	100.0	71.9	28.1	4.4	3.3	6.4	2.9	11.0	(³)
Service occupations ⁴	100.0	77.7	22.1	3.9	1.4	4.5	1.3	11.2	(³)

¹ Includes severance pay and supplemental unemployment benefits.

² Includes mining, construction, and manufacturing.

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

⁴ This series may be discontinued with the March 1999 news release.

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

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

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

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

¹ Includes severance pay and supplemental unemployment benefits.

² This series may be discontinued with the March 1999 news release.

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

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

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

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

¹ Includes severance pay and supplemental unemployment benefits.

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

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

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

Industry and occupational group, and employment size	Total compen- sation	Wages and salaries	Benefit costs						
			Total	Paid leave	Supple- mental pay	Insurance	Retirement and savings	Legally required benefits	Other benefits ¹
Cost per hour worked									
All workers in private industry	\$18.50	\$13.47	\$5.02	\$1.16	\$0.56	\$1.10	\$0.55	\$1.63	\$0.03
1-99 workers	15.92	12.01	3.91	.81	.43	.80	.35	1.51	(²)
100 or more workers	21.20	15.01	6.19	1.53	.69	1.42	.75	1.75	.05
100-499 workers	17.52	12.67	4.85	1.08	.57	1.11	.51	1.57	(²)
500 or more workers	25.56	17.78	7.78	2.07	.84	1.78	1.04	1.97	.08
Goods-producing industries³	22.26	15.35	6.91	1.47	.85	1.62	.82	2.09	.07
1-99 workers	18.54	13.40	5.13	.80	.54	1.10	.58	2.10	(²)
100 or more workers	24.70	16.62	8.08	1.90	1.05	1.96	.99	2.09	.10
100-499 workers	20.61	14.10	6.52	1.32	.88	1.62	.74	1.94	.02
500 or more workers	28.63	19.05	9.58	2.46	1.21	2.29	1.22	2.23	.18
Service-producing industries⁴	17.31	12.88	4.42	1.07	.47	.94	.46	1.48	(²)
1-99 workers	15.32	11.69	3.63	.81	.41	.73	.30	1.37	(²)
100 or more workers	19.72	14.33	5.39	1.38	.54	1.19	.66	1.61	.02
100-499 workers	16.37	12.14	4.24	.99	.45	.92	.43	1.43	(²)
500 or more workers	24.03	17.15	6.89	1.88	.66	1.53	.95	1.84	.04
White-collar occupations	22.38	16.54	5.84	1.57	.63	1.24	.66	1.71	.03
1-99 workers	19.18	14.57	4.61	1.15	.55	.95	.44	1.52	(²)
100 or more workers	25.54	18.48	7.05	1.99	.71	1.52	.88	1.90	.05
100-499 workers	21.22	15.61	5.61	1.43	.65	1.24	.60	1.67	.02
500 or more workers	29.53	21.14	8.39	2.50	.76	1.79	1.14	2.12	.07
Blue-collar occupations	17.56	12.15	5.41	.96	.69	1.27	.62	1.83	.03
1-99 workers	16.10	11.68	4.42	.67	.49	.96	.43	1.86	(²)
100 or more workers	18.99	12.62	6.37	1.24	.89	1.57	.80	1.80	.06
100-499 workers	16.83	11.58	5.25	.96	.67	1.29	.60	1.71	(²)
500 or more workers	21.89	14.01	7.88	1.61	1.18	1.96	1.07	1.93	.13
Percent of total compensation									
All workers in private industry	100.0%	72.8%	27.1%	6.3%	3.0%	5.9%	3.0%	8.8%	0.2%
1-99 workers	100.0	75.4	24.6	5.1	2.7	5.0	2.2	9.5	(²)
100 or more workers	100.0	70.8	29.2	7.2	3.3	6.7	3.5	8.3	.2
100-499 workers	100.0	72.3	27.7	6.2	3.3	6.3	2.9	9.0	(²)
500 or more workers	100.0	69.6	30.4	8.1	3.3	7.0	4.1	7.7	.3
Goods-producing industries³	100.0	69.0	31.0	6.6	3.8	7.3	3.7	9.4	.3
1-99 workers	100.0	72.3	27.7	4.3	2.9	5.9	3.1	11.3	(²)
100 or more workers	100.0	67.3	32.7	7.7	4.3	7.9	4.0	8.5	.4
100-499 workers	100.0	68.4	31.6	6.4	4.3	7.9	3.6	9.4	.1
500 or more workers	100.0	66.5	33.5	8.6	4.2	8.0	4.3	7.8	.6
Service-producing industries⁴	100.0	74.4	25.5	6.2	2.7	5.4	2.7	8.5	(²)
1-99 workers	100.0	76.3	23.7	5.3	2.7	4.8	2.0	8.9	(²)
100 or more workers	100.0	72.7	27.3	7.0	2.7	6.0	3.3	8.2	.1
100-499 workers	100.0	74.2	25.9	6.0	2.7	5.6	2.6	8.7	(²)
500 or more workers	100.0	71.4	28.7	7.8	2.7	6.4	4.0	7.7	.2
White-collar occupations	100.0	73.9	26.1	7.0	2.8	5.5	2.9	7.6	.1
1-99 workers	100.0	76.0	24.0	6.0	2.9	5.0	2.3	7.9	(²)
100 or more workers	100.0	72.4	27.6	7.8	2.8	6.0	3.4	7.4	.2
100-499 workers	100.0	73.6	26.4	6.7	3.1	5.8	2.8	7.9	.1
500 or more workers	100.0	71.6	28.4	8.5	2.6	6.1	3.9	7.2	.2
Blue-collar occupations	100.0	69.2	30.8	5.5	3.9	7.2	3.5	10.4	.2
1-99 workers	100.0	72.5	27.5	4.2	3.0	6.0	2.7	11.6	(²)
100 or more workers	100.0	66.5	33.5	6.5	4.7	8.3	4.2	9.5	.3
100-499 workers	100.0	68.8	31.2	5.7	4.0	7.7	3.6	10.2	(²)
500 or more workers	100.0	64.0	36.0	7.4	5.4	9.0	4.9	8.8	.6

¹ Includes severance pay and supplemental unemployment benefits.

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

³ Includes mining, construction, and manufacturing.

⁴ Includes transportation, communication, and public utilities; wholesale and

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

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

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

Series	Total compensation	Wages and salaries	Benefit costs						
			Total	Paid leave	Supplemental pay	Insurance	Retirement and savings	Legally required benefits	Other benefits ¹
Cost per hour worked									
Health services	\$18.90	\$14.01	\$4.89	\$1.37	\$0.45	\$1.06	\$0.48	\$1.51	(2)
Professional specialty and technical	25.90	19.36	6.54	1.91	.70	1.25	.66	2.02	(2)
Professional specialty	29.51	22.05	7.46	2.28	.82	1.34	.76	2.25	(2)
Nurses	28.21	20.72	7.48	2.22	1.04	1.33	.65	2.24	(2)
Technical	20.08	15.01	5.07	1.33	.50	1.10	.49	1.66	(2)
Administrative support, including clerical	15.57	10.97	4.60	1.20	.30	1.37	.54	1.17	(2)
Service occupations³	11.13	8.38	2.75	.64	.24	.64	.22	1.01	(2)
Hospitals	22.15	15.85	6.31	1.85	.69	1.48	.57	1.70	(2)
Professional specialty and technical	27.15	19.56	7.58	2.23	.99	1.57	.69	2.09	(2)
Professional specialty	29.79	21.64	8.15	2.42	1.12	1.56	.75	2.29	(2)
Nurses	29.78	21.42	8.36	2.44	1.33	1.54	.71	2.32	(2)
Technical	20.93	14.67	6.25	1.78	.67	1.60	.56	1.63	(2)
Administrative support, including clerical	15.69	11.01	4.68	1.37	.30	1.40	.43	1.18	(2)
Service occupations³	13.20	9.05	4.15	1.00	.43	1.34	.33	1.04	(2)
Nursing homes	12.82	9.70	3.12	.79	.27	.63	.16	1.27	(2)
Professional specialty and technical	18.86	14.45	4.40	1.14	.43	.73	.22	1.88	(2)
Professional specialty	20.85	16.16	4.68	1.24	.36	.78	.25	2.05	(2)
Technical	17.02	12.88	4.15	1.04	.50	.68	.19	1.72	(2)
Service occupations³	10.19	7.61	2.58	.60	.23	.58	.13	1.05	(2)
Percent of total compensation									
Health services	100.0%	74.1%	25.9%	7.2%	2.4%	5.6%	2.5%	8.0%	(2)
Professional specialty and technical	100.0	74.7	25.3	7.4	2.7	4.8	2.5	7.8	(2)
Professional specialty	100.0	74.7	25.3	7.7	2.8	4.5	2.6	7.6	(2)
Nurses	100.0	73.4	26.5	7.9	3.7	4.7	2.3	7.9	(2)
Technical	100.0	74.8	25.2	6.6	2.5	5.5	2.4	8.3	(2)
Administrative support, including clerical	100.0	70.5	29.5	7.7	1.9	8.8	3.5	7.5	(2)
Service occupations³	100.0	75.3	24.7	5.8	2.2	5.8	2.0	9.1	(2)
Hospitals	100.0	71.6	28.5	8.4	3.1	6.7	2.6	7.7	(2)
Professional specialty and technical	100.0	72.0	27.9	8.2	3.6	5.8	2.5	7.7	(2)
Professional specialty	100.0	72.6	27.4	8.1	3.8	5.2	2.5	7.7	(2)
Nurses	100.0	71.9	28.1	8.2	4.5	5.2	2.4	7.8	(2)
Technical	100.0	70.1	29.9	8.5	3.2	7.6	2.7	7.8	(2)
Administrative support, including clerical	100.0	70.2	29.8	8.7	1.9	8.9	2.7	7.5	(2)
Service occupations³	100.0	68.6	31.4	7.6	3.3	10.2	2.5	7.9	(2)
Nursing homes	100.0	75.7	24.3	6.2	2.1	4.9	1.2	9.9	(2)
Professional specialty and technical	100.0	76.6	23.3	6.0	2.3	3.9	1.2	10.0	(2)
Professional specialty	100.0	77.5	22.4	5.9	1.7	3.7	1.2	9.8	(2)
Technical	100.0	75.7	24.4	6.1	2.9	4.0	1.1	10.1	(2)
Service occupations³	100.0	74.7	25.3	5.9	2.3	5.7	1.3	10.3	(2)

¹ Includes severance pay and supplemental unemployment benefits.

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

³ This series may be discontinued with the March 1999 news release.

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

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

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

¹ Includes severance pay and supplemental unemployment benefits.

² This series may be discontinued with the March 1999 news release.

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 1998 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 19,600 occupations within approximately 4,600 establishments in private industry and about 4,300 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 1998 cost levels were calculated using the March 1998 employment counts from the Bureau of Labor Statistics Current Employment Statistics (CES) program, benchmarked to the 1997 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 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. The published March 1987 cost levels also appear in the article.

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. Relative standard errors for all published estimates are available on request. 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, or visiting the Employment Cost Trends site at <http://stats.bls.gov/ecthome.htm>.

Appendix. Employer costs per hour worked for components of compensation, and relative standard errors,¹ by major industry and occupation categories, March 1998

Industry or occupation category	Total compensation	Wages and salaries	Benefit costs							
			Total	Paid leave	Supplemental pay	Insurance	Retirement and savings	Legally required benefits	Other benefits ²	
Civilian workers										
Cost per hour worked	\$19.76	\$14.30	\$5.47	\$1.30	\$0.51	\$1.25	\$0.75	\$1.63	\$0.03	
Relative error .....	.7%	.7%	1.0%	1.4%	5.0%	1.3%	2.0%	.7%	11.4%	
State and local government workers										
Cost per hour worked	\$27.28	\$19.19	\$8.10	\$2.11	\$.23	\$2.15	\$1.94	\$1.63	\$.04	
Relative error	1.4%	1.4%	1.9%	1.9%	7.1%	2.1%	3.0%	2.1%	23.0%	
Private industry workers										
Cost per hour worked	\$18.50	\$13.47	\$5.02	\$1.16	\$.56	\$1.10	\$.55	\$1.63	\$.03	
Relative error .....	.9%	.9%	1.2%	1.7%	5.5%	1.6%	2.9%	.7%	12.5%	
Goods-producing industries										
Cost per hour worked	\$22.26	\$15.35	\$6.91	\$1.47	\$.85	\$1.62	\$.82	\$2.09	\$.07	
Relative error	1.5%	1.3%	2.0%	2.2%	4.4%	2.7%	5.4%	1.6%	19.6%	
Service-producing industries										
Cost per hour worked	\$17.31	\$12.88	\$4.42	\$1.07	\$.47	\$.94	\$.46	\$1.48	(³)	
Relative error	1.1%	1.1%	1.5%	2.2%	8.1%	1.9%	3.4%	.8%	(³)	
Manufacturing										
Cost per hour worked	\$22.29	\$15.22	\$7.07	\$1.68	\$.91	\$1.70	\$.76	\$1.93	\$.08	
Relative error	1.8%	1.7%	2.2%	2.6%	5.2%	2.7%	5.9%	1.8%	20.6%	
Nonmanufacturing										
Cost per hour worked	\$17.66	\$13.09	\$4.57	\$1.05	\$.48	\$.97	\$.50	\$1.56	(³)	
Relative error	1.0%	1.0%	1.5%	2.2%	7.4%	2.0%	3.4%	.7%	(³)	
White-collar workers										
Cost per hour worked	\$22.38	\$16.54	\$5.84	\$1.57	\$.63	\$1.24	\$.66	\$1.71	\$.03	
Relative error	1.2%	1.2%	1.5%	2.1%	9.6%	1.9%	3.1%	.7%	17.8%	
Blue-collar workers										
Cost per hour worked	\$17.56	\$12.15	\$5.41	\$.96	\$.69	\$1.27	\$.62	\$1.83	\$.03	
Relative error	1.3%	1.1%	1.9%	2.4%	3.1%	2.8%	5.3%	1.3%	11.0%	
Service workers										
Cost per hour worked	\$9.37	\$7.25	\$2.12	\$.38	\$.14	\$.43	\$.13	\$1.04	(³)	
Relative error	1.8%	1.7%	3.0%	5.3%	5.4%	5.7%	8.0%	2.2%	(³)	

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

² Includes severance pay and supplemental unemployment benefits.

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

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