

Employer Costs for Employee Compensation

Supplementary Tables

National Compensation Survey

June 2016

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Supplementary table 1. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Private industry workers in goods-producing industries, by occupational group, June 2016

Series	Total compensation	Wages and salaries	Benefit costs					
			Total	Paid leave	Supplemental pay	Insurance	Retirement and savings	Legally required benefits
Cost per hour worked								
All workers in goods-producing industries ¹	\$38.59	\$25.64	\$12.95	\$2.50	\$1.50	\$3.59	\$2.09	\$3.26
Occupational group								
Management, professional, and related	69.19	46.13	23.06	6.02	2.58	5.18	4.81	4.47
Management, business, and financial	69.94	47.97	21.97	6.10	2.30	4.89	4.09	4.59
Professional and related	68.50	44.43	24.07	5.94	2.85	5.44	5.47	4.37
Sales and office	33.29	22.98	10.31	2.32	1.01	3.21	1.18	2.59
Office and administrative support	28.96	19.66	9.30	1.88	0.90	3.09	1.10	2.32
Natural resources, construction, and maintenance	36.39	24.36	12.03	1.48	1.20	3.23	2.26	3.87
Construction, extraction, farming, fishing, and forestry ²	36.12	24.35	11.77	1.21	1.04	3.01	2.44	4.07
Installation, maintenance, and repair	37.12	24.39	12.72	2.18	1.63	3.82	1.76	3.33
Production, transportation, and material moving	28.18	18.31	9.87	1.71	1.36	3.26	1.03	2.51
Production	28.26	18.37	9.89	1.78	1.38	3.27	1.02	2.44
Transportation and material moving	27.79	18.03	9.76	1.41	1.25	3.23	1.05	2.81
Percent of total compensation								
All workers in goods-producing industries ¹	100.0	66.4	33.6	6.5	3.9	9.3	5.4	8.5
Occupational group								
Management, professional, and related	100.0	66.7	33.3	8.7	3.7	7.5	6.9	6.5
Management, business, and financial	100.0	68.6	31.4	8.7	3.3	7.0	5.9	6.6
Professional and related	100.0	64.9	35.1	8.7	4.2	7.9	8.0	6.4
Sales and office	100.0	69.0	31.0	7.0	3.0	9.6	3.5	7.8
Office and administrative support	100.0	67.9	32.1	6.5	3.1	10.7	3.8	8.0
Natural resources, construction, and maintenance	100.0	66.9	33.1	4.1	3.3	8.9	6.2	10.6
Construction, extraction, farming, fishing, and forestry ²	100.0	67.4	32.6	3.4	2.9	8.3	6.8	11.3
Installation, maintenance, and repair	100.0	65.7	34.3	5.9	4.4	10.3	4.7	9.0
Production, transportation, and material moving	100.0	65.0	35.0	6.1	4.8	11.6	3.6	8.9
Production	100.0	65.0	35.0	6.3	4.9	11.6	3.6	8.6
Transportation and material moving	100.0	64.9	35.1	5.1	4.5	11.6	3.8	10.1

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

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

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

Supplementary table 2. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Private industry workers in manufacturing industries, by occupational group, establishment size and bargaining status, June 2016

Series	Total compensation	Wages and salaries	Benefit costs					
			Total	Paid leave	Supplemental pay	Insurance	Retirement and savings	Legally required benefits
Cost per hour worked								
All workers in manufacturing	\$39.10	\$25.42	\$13.69	\$2.97	\$1.69	\$3.96	\$2.13	\$2.94
Occupational group								
Management, professional, and related	71.49	46.83	24.66	6.47	2.68	5.60	5.46	4.45
Management, business, and financial	74.57	49.92	24.65	6.98	2.43	5.56	5.08	4.60
Professional and related	69.50	44.83	24.67	6.14	2.84	5.62	5.71	4.36
Sales and office	35.97	24.27	11.70	2.73	1.14	3.71	1.48	2.64
Office and administrative support	30.65	20.13	10.52	2.15	1.01	3.68	1.41	2.29
Natural resources, construction, and maintenance	39.39	24.46	14.93	2.74	2.09	4.64	2.30	3.15
Installation, maintenance, and repair	39.74	24.68	15.06	2.81	2.11	4.70	2.30	3.13
Production, transportation, and material moving	28.01	18.05	9.96	1.78	1.38	3.36	1.02	2.43
Production	28.23	18.23	10.00	1.81	1.40	3.35	1.03	2.41
Transportation and material moving	26.63	16.89	9.73	1.56	1.21	3.43	0.95	2.58
Establishment size								
1-99 workers	30.18	21.21	8.98	1.91	0.92	2.64	0.87	2.63
1-49 workers	29.17	20.77	8.40	1.77	0.82	2.33	0.86	2.61
50-99 workers	31.97	21.97	10.00	2.15	1.10	3.18	0.90	2.67
100 workers or more	43.44	27.46	15.97	3.49	2.06	4.60	2.74	3.09
100-499 workers	37.52	24.62	12.89	2.87	1.49	4.09	1.55	2.90
500 workers or more	50.95	31.06	19.89	4.27	2.78	5.24	4.26	3.33
Bargaining status								
Union	43.79	24.65	19.14	3.21	2.37	6.37	3.97	3.22
Nonunion	38.32	25.54	12.78	2.93	1.57	3.56	1.83	2.90
Percent of total compensation								
All workers in manufacturing	100.0	65.0	35.0	7.6	4.3	10.1	5.5	7.5
Occupational group								
Management, professional, and related	100.0	65.5	34.5	9.1	3.7	7.8	7.6	6.2
Management, business, and financial	100.0	66.9	33.1	9.4	3.3	7.5	6.8	6.2
Professional and related	100.0	64.5	35.5	8.8	4.1	8.1	8.2	6.3
Sales and office	100.0	67.5	32.5	7.6	3.2	10.3	4.1	7.3
Office and administrative support	100.0	65.7	34.3	7.0	3.3	12.0	4.6	7.5
Natural resources, construction, and maintenance	100.0	62.1	37.9	7.0	5.3	11.8	5.8	8.0
Installation, maintenance, and repair	100.0	62.1	37.9	7.1	5.3	11.8	5.8	7.9
Production, transportation, and material moving	100.0	64.4	35.6	6.4	4.9	12.0	3.6	8.7
Production	100.0	64.6	35.4	6.4	5.0	11.9	3.6	8.5
Transportation and material moving	100.0	63.4	36.6	5.9	4.5	12.9	3.6	9.7
Establishment size								
1-99 workers	100.0	70.3	29.7	6.3	3.1	8.7	2.9	8.7
1-49 workers	100.0	71.2	28.8	6.1	2.8	8.0	2.9	9.0
50-99 workers	100.0	68.7	31.3	6.7	3.4	9.9	2.8	8.4
100 workers or more	100.0	63.2	36.8	8.0	4.7	10.6	6.3	7.1
100-499 workers	100.0	65.6	34.4	7.6	4.0	10.9	4.1	7.7
500 workers or more	100.0	61.0	39.0	8.4	5.5	10.3	8.4	6.5
Bargaining status								
Union	100.0	56.3	43.7	7.3	5.4	14.5	9.1	7.4
Nonunion	100.0	66.7	33.3	7.6	4.1	9.3	4.8	7.6

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

Supplementary table 3. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Private industry workers in service-providing industries, by occupational group, June 2016

Series	Total compensation	Wages and salaries	Benefit costs					
			Total	Paid leave	Supplemental pay	Insurance	Retirement and savings	Legally required benefits
Cost per hour worked								
All workers in service providing industries ¹	\$31.01	\$21.89	\$9.13	\$2.16	\$1.09	\$2.38	\$1.10	\$2.39
Occupational group								
Management, professional, and related	55.82	38.65	17.18	4.67	2.61	3.96	2.29	3.64
Management, business, and financial	69.25	46.38	22.88	6.11	5.48	4.43	2.70	4.15
Professional and related	49.24	34.86	14.38	3.97	1.20	3.74	2.09	3.39
Sales and office	23.54	16.96	6.58	1.47	0.58	2.07	0.65	1.81
Sales and related	23.10	17.43	5.67	1.26	0.60	1.49	0.55	1.78
Office and administrative support	23.86	16.63	7.24	1.63	0.57	2.48	0.72	1.83
Service	15.07	11.49	3.58	0.58	0.24	0.92	0.26	1.59
Natural resources, construction, and maintenance	31.53	21.88	9.65	2.03	0.85	2.77	1.25	2.75
Installation, maintenance, and repair	31.67	21.93	9.74	2.08	0.87	2.84	1.23	2.72
Production, transportation, and material moving	26.11	17.52	8.59	1.51	0.74	2.53	1.24	2.57
Production	21.77	15.75	6.02	1.14	0.60	1.62	0.57	2.08
Transportation and material moving	27.50	18.09	9.42	1.63	0.79	2.83	1.45	2.73
Percent of total compensation								
All workers in service providing industries ¹	100.0	70.6	29.4	7.0	3.5	7.7	3.5	7.7
Occupational group								
Management, professional, and related	100.0	69.2	30.8	8.4	4.7	7.1	4.1	6.5
Management, business, and financial	100.0	67.0	33.0	8.8	7.9	6.4	3.9	6.0
Professional and related	100.0	70.8	29.2	8.1	2.4	7.6	4.2	6.9
Sales and office	100.0	72.1	27.9	6.3	2.5	8.8	2.7	7.7
Sales and related	100.0	75.4	24.6	5.4	2.6	6.4	2.4	7.7
Office and administrative support	100.0	69.7	30.3	6.8	2.4	10.4	3.0	7.7
Service	100.0	76.2	23.8	3.8	1.6	6.1	1.7	10.6
Natural resources, construction, and maintenance	100.0	69.4	30.6	6.5	2.7	8.8	4.0	8.7
Installation, maintenance, and repair	100.0	69.2	30.8	6.6	2.8	9.0	3.9	8.6
Production, transportation, and material moving	100.0	67.1	32.9	5.8	2.8	9.7	4.7	9.8
Production	100.0	72.3	27.7	5.2	2.8	7.4	2.6	9.6
Transportation and material moving	100.0	65.8	34.2	5.9	2.9	10.3	5.3	9.9

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

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

Supplementary table 4. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Private industry workers in trade, transportation, and utilities industries, by occupational group, establishment size and bargaining status, June 2016

Series	Total compensation	Wages and salaries	Benefit costs					
			Total	Paid leave	Supplemental pay	Insurance	Retirement and savings	Legally required benefits
Cost per hour worked								
All workers in trade, transportation, and utilities	\$26.60	\$18.68	\$7.92	\$1.66	\$0.72	\$2.25	\$1.03	\$2.26
Occupational group								
Management, professional, and related	55.77	39.71	16.06	4.72	1.64	3.66	2.23	3.82
Management, business, and financial	62.25	44.15	18.10	5.36	2.18	3.97	2.47	4.12
Professional and related	47.50	34.04	13.46	3.90	0.95	3.27	1.92	3.42
Sales and office	19.90	14.72	5.18	1.04	0.45	1.54	0.50	1.65
Sales and related	19.10	14.55	4.54	0.91	0.40	1.26	0.38	1.59
Office and administrative support	21.51	15.06	6.45	1.30	0.56	2.10	0.73	1.77
Service	17.15	12.31	4.83	0.76	0.38	1.49	0.62	1.59
Natural resources, construction, and maintenance	32.83	22.43	10.40	2.12	1.00	2.77	1.64	2.86
Installation, maintenance, and repair	32.49	22.31	10.18	2.10	1.00	2.69	1.55	2.84
Production, transportation, and material moving	30.82	20.04	10.78	1.96	0.94	3.26	1.66	2.96
Transportation and material moving	31.51	20.34	11.18	2.01	0.95	3.39	1.77	3.06
Establishment size								
1-99 workers	23.59	17.41	6.18	1.28	0.52	1.64	0.64	2.10
1-49 workers	22.99	17.22	5.78	1.22	0.50	1.48	0.52	2.05
50-99 workers	25.42	18.00	7.42	1.45	0.58	2.14	0.99	2.25
100 workers or more	30.66	20.40	10.27	2.17	0.98	3.08	1.57	2.47
100-499 workers	25.05	17.12	7.93	1.62	0.72	2.45	1.03	2.10
500 workers or more	50.36	31.90	18.47	4.10	1.89	5.26	3.45	3.77
Bargaining status								
Union	42.91	25.33	17.58	3.25	1.22	6.06	3.64	3.40
Nonunion	24.19	17.70	6.49	1.42	0.64	1.69	0.65	2.09
Percent of total compensation								
All workers in trade, transportation, and utilities	100.0	70.2	29.8	6.2	2.7	8.5	3.9	8.5
Occupational group								
Management, professional, and related	100.0	71.2	28.8	8.5	2.9	6.6	4.0	6.8
Management, business, and financial	100.0	70.9	29.1	8.6	3.5	6.4	4.0	6.6
Professional and related	100.0	71.7	28.3	8.2	2.0	6.9	4.0	7.2
Sales and office	100.0	74.0	26.0	5.2	2.3	7.7	2.5	8.3
Sales and related	100.0	76.2	23.8	4.8	2.1	6.6	2.0	8.3
Office and administrative support	100.0	70.0	30.0	6.0	2.6	9.8	3.4	8.2
Service	100.0	71.8	28.2	4.4	2.2	8.7	3.6	9.2
Natural resources, construction, and maintenance	100.0	68.3	31.7	6.5	3.1	8.4	5.0	8.7
Installation, maintenance, and repair	100.0	68.7	31.3	6.5	3.1	8.3	4.8	8.7
Production, transportation, and material moving	100.0	65.0	35.0	6.3	3.1	10.6	5.4	9.6
Transportation and material moving	100.0	64.5	35.5	6.4	3.0	10.8	5.6	9.7
Establishment size								
1-99 workers	100.0	73.8	26.2	5.4	2.2	7.0	2.7	8.9
1-49 workers	100.0	74.9	25.1	5.3	2.2	6.4	2.3	8.9
50-99 workers	100.0	70.8	29.2	5.7	2.3	8.4	3.9	8.9
100 workers or more	100.0	66.5	33.5	7.1	3.2	10.0	5.1	8.1
100-499 workers	100.0	68.3	31.7	6.5	2.9	9.8	4.1	8.4
500 workers or more	100.0	63.3	36.7	8.1	3.8	10.5	6.8	7.5
Bargaining status								
Union	100.0	59.0	41.0	7.6	2.9	14.1	8.5	7.9
Nonunion	100.0	73.2	26.8	5.9	2.7	7.0	2.7	8.6

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

Supplementary table 5. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Private industry workers in wholesale trade industries, by occupational group and establishment size, June 2016

Series	Total compensation	Wages and salaries	Benefit costs					
			Total	Paid leave	Supplemental pay	Insurance	Retirement and savings	Legally required benefits
Cost per hour worked								
All workers in wholesale trade	\$35.45	\$25.08	\$10.37	\$2.53	\$1.05	\$2.90	\$1.12	\$2.76
Occupational group								
Sales and office	34.72	25.01	9.71	2.36	1.01	2.89	0.93	2.51
Office and administrative support	24.96	17.32	7.64	1.67	0.93	2.54	0.57	1.93
Production, transportation, and material moving	24.40	16.66	7.74	1.37	0.81	2.38	0.76	2.41
Transportation and material moving	25.01	16.83	8.19	1.39	0.90	2.52	0.89	2.50
Establishment size								
1-99 workers	34.88	25.06	9.82	2.37	1.04	2.72	0.91	2.77
1-49 workers	35.07	25.28	9.80	2.38	1.06	2.66	0.91	2.80
100 workers or more	36.51	25.12	11.39	2.83	1.08	3.22	1.51	2.75
100-499 workers	34.85	24.16	10.69	2.66	0.87	3.11	1.38	2.67
Percent of total compensation								
All workers in wholesale trade	100.0	70.8	29.2	7.1	3.0	8.2	3.2	7.8
Occupational group								
Sales and office	100.0	72.0	28.0	6.8	2.9	8.3	2.7	7.2
Office and administrative support	100.0	69.4	30.6	6.7	3.7	10.2	2.3	7.7
Production, transportation, and material moving	100.0	68.3	31.7	5.6	3.3	9.8	3.1	9.9
Transportation and material moving	100.0	67.3	32.7	5.5	3.6	10.1	3.5	10.0
Establishment size								
1-99 workers	100.0	71.9	28.1	6.8	3.0	7.8	2.6	8.0
1-49 workers	100.0	72.1	27.9	6.8	3.0	7.6	2.6	8.0
100 workers or more	100.0	68.8	31.2	7.8	3.0	8.8	4.1	7.5
100-499 workers	100.0	69.3	30.7	7.6	2.5	8.9	4.0	7.7

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

Supplementary table 6. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Private industry workers in retail trade industries, by occupational group, establishment size and bargaining status, June 2016

Series	Total compensation	Wages and salaries	Benefit costs					
			Total	Paid leave	Supplemental pay	Insurance	Retirement and savings	Legally required benefits
Cost per hour worked								
All workers in retail trade	\$18.49	\$13.94	\$4.54	\$0.89	\$0.38	\$1.26	\$0.40	\$1.62
Occupational group								
Sales and office	16.41	12.48	3.93	0.71	0.33	1.14	0.33	1.43
Sales and related	16.12	12.41	3.71	0.66	0.32	1.03	0.28	1.42
Office and administrative support	17.33	12.70	4.63	0.89	0.33	1.48	0.49	1.45
Production, transportation, and material moving	16.85	12.28	4.56	0.69	0.29	1.35	0.39	1.84
Transportation and material moving	16.16	11.74	4.42	0.63	0.27	1.30	0.39	1.83
Establishment size								
1-99 workers	17.68	13.79	3.89	0.75	0.26	0.99	0.29	1.60
1-49 workers	17.18	13.55	3.64	0.70	0.27	0.86	0.23	1.57
50-99 workers	19.36	14.60	4.77	0.88	0.26	1.43	0.49	1.70
100 workers or more	19.78	14.20	5.58	1.11	0.57	1.70	0.56	1.65
100-499 workers	19.29	13.75	5.54	1.07	0.57	1.71	0.56	1.63
Bargaining status								
Union	21.45	12.97	8.48	1.23	0.31	3.57	1.49	1.88
Nonunion	18.25	14.02	4.23	0.86	0.39	1.08	0.31	1.60
Percent of total compensation								
All workers in retail trade	100.0	75.4	24.6	4.8	2.1	6.8	2.1	8.8
Occupational group								
Sales and office	100.0	76.0	24.0	4.4	2.0	6.9	2.0	8.7
Sales and related	100.0	77.0	23.0	4.1	2.0	6.4	1.7	8.8
Office and administrative support	100.0	73.3	26.7	5.1	1.9	8.5	2.8	8.4
Production, transportation, and material moving	100.0	72.9	27.1	4.1	1.7	8.0	2.3	10.9
Transportation and material moving	100.0	72.7	27.3	3.9	1.7	8.0	2.4	11.3
Establishment size								
1-99 workers	100.0	78.0	22.0	4.2	1.5	5.6	1.6	9.1
1-49 workers	100.0	78.8	21.2	4.1	1.5	5.0	1.3	9.2
50-99 workers	100.0	75.4	24.6	4.6	1.3	7.4	2.5	8.8
100 workers or more	100.0	71.8	28.2	5.6	2.9	8.6	2.8	8.3
100-499 workers	100.0	71.3	28.7	5.5	2.9	8.9	2.9	8.4
Bargaining status								
Union	100.0	60.5	39.5	5.7	1.5	16.6	7.0	8.8
Nonunion	100.0	76.8	23.2	4.7	2.1	5.9	1.7	8.8

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

Supplementary table 7. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Private industry workers in transportation and warehousing industries, by establishment size and bargaining status, June 2016

Series	Total compensation	Wages and salaries	Benefit costs					
			Total	Paid leave	Supplemental pay	Insurance	Retirement and savings	Legally required benefits
Cost per hour worked								
All workers in transportation and warehousing	\$38.82	\$24.73	\$14.09	\$2.75	\$1.22	\$4.23	\$2.37	\$3.51
Establishment size								
1-99 workers	28.78	19.69	9.10	1.55	0.63	2.46	1.27	3.18
1-49 workers	27.30	19.39	7.91	1.31	0.45	2.11	0.86	3.18
100 workers or more	45.05	27.86	17.19	3.50	1.58	5.33	3.06	3.72
100-499 workers	32.11	20.15	11.96	2.18	0.89	4.10	1.76	3.04
Bargaining status								
Union	56.40	33.21	23.18	4.59	1.73	7.66	4.80	4.40
Nonunion	29.92	20.44	9.48	1.83	0.96	2.50	1.15	3.06
Percent of total compensation								
All workers in transportation and warehousing	100.0	63.7	36.3	7.1	3.1	10.9	6.1	9.0
Establishment size								
1-99 workers	100.0	68.4	31.6	5.4	2.2	8.6	4.4	11.0
1-49 workers	100.0	71.0	29.0	4.8	1.7	7.7	3.1	11.6
100 workers or more	100.0	61.9	38.1	7.8	3.5	11.8	6.8	8.3
100-499 workers	100.0	62.8	37.2	6.8	2.8	12.8	5.5	9.5
Bargaining status								
Union	100.0	58.9	41.1	8.1	3.1	13.6	8.5	7.8
Nonunion	100.0	68.3	31.7	6.1	3.2	8.3	3.8	10.2

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

Supplementary table 8. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Private industry workers in information industries, by occupational group and establishment size, June 2016

Series	Total compensation	Wages and salaries	Benefit costs					
			Total	Paid leave	Supplemental pay	Insurance	Retirement and savings	Legally required benefits
Cost per hour worked								
All workers in information	\$53.50	\$35.35	\$18.15	\$4.92	\$2.25	\$5.14	\$2.31	\$3.53
Occupational group								
Management, professional, and related	65.96	43.99	21.96	6.38	3.09	5.56	2.73	4.21
Professional and related	59.31	39.66	19.65	5.58	2.43	5.29	2.43	3.92
Sales and office	37.26	24.79	12.47	3.02	1.17	4.28	1.46	2.54
Establishment size								
1-99 workers	46.40	31.40	15.00	4.07	1.52	4.38	1.81	3.22
100 workers or more	58.27	38.01	20.26	5.49	2.74	5.65	2.64	3.74
100-499 workers	55.07	35.86	19.21	4.99	2.64	5.44	2.49	3.65
500 workers or more	62.15	40.61	21.53	6.09	2.86	5.90	2.84	3.85
Percent of total compensation								
All workers in information	100.0	66.1	33.9	9.2	4.2	9.6	4.3	6.6
Occupational group								
Management, professional, and related	100.0	66.7	33.3	9.7	4.7	8.4	4.1	6.4
Professional and related	100.0	66.9	33.1	9.4	4.1	8.9	4.1	6.6
Sales and office	100.0	66.5	33.5	8.1	3.1	11.5	3.9	6.8
Establishment size								
1-99 workers	100.0	67.7	32.3	8.8	3.3	9.4	3.9	6.9
100 workers or more	100.0	65.2	34.8	9.4	4.7	9.7	4.5	6.4
100-499 workers	100.0	65.1	34.9	9.1	4.8	9.9	4.5	6.6
500 workers or more	100.0	65.4	34.6	9.8	4.6	9.5	4.6	6.2

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

Supplementary table 9. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Private industry workers in financial activities industries, by occupational group and establishment size, June 2016

Series	Total compensation	Wages and salaries	Benefit costs					
			Total	Paid leave	Supplemental pay	Insurance	Retirement and savings	Legally required benefits
Cost per hour worked								
All workers in financial activities	\$46.02	\$30.36	\$15.66	\$3.86	\$3.34	\$3.85	\$1.70	\$2.91
Occupational group								
Management, professional, and related	71.57	46.41	25.16	6.46	6.80	4.90	2.85	4.14
Management, business, and financial	73.58	47.42	26.16	6.54	7.86	4.80	2.81	4.15
Professional and related	64.07	42.64	21.43	6.20	2.85	5.27	3.01	4.10
Sales and office	31.70	21.35	10.35	2.46	1.37	3.32	1.07	2.13
Sales and related	45.35	31.82	13.53	3.56	2.68	3.00	1.51	2.79
Office and administrative support	27.76	18.34	9.43	2.14	0.99	3.42	0.94	1.94
Establishment size								
1-99 workers	40.37	26.98	13.40	3.01	3.56	3.15	1.05	2.62
1-49 workers	35.30	25.06	10.24	2.66	1.16	3.01	0.92	2.50
100 workers or more	54.08	35.19	18.89	5.08	3.02	4.84	2.64	3.31
100-499 workers	49.64	33.41	16.23	4.67	1.97	4.41	2.07	3.10
500 workers or more	57.55	36.58	20.97	5.39	3.84	5.17	3.09	3.47
Percent of total compensation								
All workers in financial activities	100.0	66.0	34.0	8.4	7.3	8.4	3.7	6.3
Occupational group								
Management, professional, and related	100.0	64.8	35.2	9.0	9.5	6.8	4.0	5.8
Management, business, and financial	100.0	64.4	35.6	8.9	10.7	6.5	3.8	5.6
Professional and related	100.0	66.6	33.4	9.7	4.5	8.2	4.7	6.4
Sales and office	100.0	67.4	32.6	7.8	4.3	10.5	3.4	6.7
Sales and related	100.0	70.2	29.8	7.8	5.9	6.6	3.3	6.1
Office and administrative support	100.0	66.0	34.0	7.7	3.6	12.3	3.4	7.0
Establishment size								
1-99 workers	100.0	66.8	33.2	7.5	8.8	7.8	2.6	6.5
1-49 workers	100.0	71.0	29.0	7.5	3.3	8.5	2.6	7.1
100 workers or more	100.0	65.1	34.9	9.4	5.6	8.9	4.9	6.1
100-499 workers	100.0	67.3	32.7	9.4	4.0	8.9	4.2	6.3
500 workers or more	100.0	63.6	36.4	9.4	6.7	9.0	5.4	6.0

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

Supplementary table 10. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Private industry workers in professional and business services industries, by occupational group and establishment size, June 2016

Series	Total compensation	Wages and salaries	Benefit costs					
			Total	Paid leave	Supplemental pay	Insurance	Retirement and savings	Legally required benefits
Cost per hour worked								
All workers in professional and business services	\$39.39	\$28.20	\$11.18	\$2.76	\$2.00	\$2.35	\$1.18	\$2.89
Occupational group								
Management, professional, and related	62.28	43.48	18.80	4.90	4.07	3.66	2.16	4.00
Management, business, and financial	75.37	49.92	25.45	6.28	7.99	4.16	2.69	4.34
Professional and related	54.02	39.43	14.60	4.03	1.60	3.35	1.83	3.78
Sales and office	27.09	20.13	6.95	1.71	0.57	1.99	0.67	2.01
Office and administrative support	23.81	17.36	6.44	1.53	0.53	1.98	0.54	1.87
Service	15.91	12.40	3.52	0.54	0.27	0.46	0.14	2.12
Production, transportation, and material moving	17.31	13.37	3.94	0.63	0.38	0.83	0.21	1.90
Transportation and material moving	17.03	13.12	3.91	0.53	0.34	0.83	0.21	1.99
Establishment size								
1-99 workers	39.22	28.30	10.92	2.39	2.80	2.04	0.76	2.93
1-49 workers	40.74	29.21	11.53	2.35	3.44	2.02	0.71	3.01
50-99 workers	33.59	24.92	8.67	2.51	0.44	2.10	0.97	2.66
100 workers or more	39.56	28.11	11.45	3.16	1.16	2.67	1.61	2.85
100-499 workers	39.30	28.29	11.00	3.06	1.12	2.49	1.45	2.88
500 workers or more	40.05	27.77	12.28	3.34	1.24	3.00	1.90	2.80
Percent of total compensation								
All workers in professional and business services	100.0	71.6	28.4	7.0	5.1	6.0	3.0	7.3
Occupational group								
Management, professional, and related	100.0	69.8	30.2	7.9	6.5	5.9	3.5	6.4
Management, business, and financial	100.0	66.2	33.8	8.3	10.6	5.5	3.6	5.8
Professional and related	100.0	73.0	27.0	7.5	3.0	6.2	3.4	7.0
Sales and office	100.0	74.3	25.7	6.3	2.1	7.3	2.5	7.4
Office and administrative support	100.0	72.9	27.1	6.4	2.2	8.3	2.3	7.9
Service	100.0	77.9	22.1	3.4	1.7	2.9	0.9	13.3
Production, transportation, and material moving	100.0	77.2	22.8	3.6	2.2	4.8	1.2	11.0
Transportation and material moving	100.0	77.0	23.0	3.1	2.0	4.9	1.3	11.7
Establishment size								
1-99 workers	100.0	72.1	27.9	6.1	7.1	5.2	1.9	7.5
1-49 workers	100.0	71.7	28.3	5.8	8.4	5.0	1.7	7.4
50-99 workers	100.0	74.2	25.8	7.5	1.3	6.2	2.9	7.9
100 workers or more	100.0	71.1	28.9	8.0	2.9	6.7	4.1	7.2
100-499 workers	100.0	72.0	28.0	7.8	2.9	6.3	3.7	7.3
500 workers or more	100.0	69.3	30.7	8.3	3.1	7.5	4.7	7.0

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

Supplementary table 11. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Private industry workers in education and health services industries, by occupational group, establishment size and bargaining status, June 2016

Series	Total compensation	Wages and salaries	Benefit costs					
			Total	Paid leave	Supplemental pay	Insurance	Retirement and savings	Legally required benefits
Cost per hour worked								
All workers in education and health services	\$34.09	\$23.99	\$10.10	\$2.66	\$0.62	\$2.94	\$1.38	\$2.49
Occupational group								
Management, professional, and related	46.72	32.81	13.91	3.88	0.84	3.80	2.21	3.18
Management, business, and financial	55.11	38.44	16.67	5.62	0.59	4.27	2.57	3.62
Professional and related	45.80	32.19	13.61	3.69	0.87	3.74	2.17	3.13
Sales and office	23.56	16.32	7.24	1.76	0.32	2.75	0.64	1.77
Office and administrative support	23.77	16.44	7.33	1.78	0.33	2.78	0.66	1.78
Service	18.70	13.43	5.27	1.12	0.43	1.64	0.39	1.70
Establishment size								
1-99 workers	30.01	22.06	7.94	2.07	0.32	2.07	1.24	2.24
1-49 workers	27.59	20.64	6.95	1.86	0.31	1.92	0.68	2.18
50-99 workers	36.00	25.60	10.40	2.58	0.36	2.44	2.62	2.40
100 workers or more	37.17	25.44	11.73	3.11	0.85	3.60	1.49	2.67
100-499 workers	30.13	21.33	8.80	2.30	0.51	2.74	0.93	2.32
500 workers or more	44.23	29.57	14.66	3.93	1.19	4.45	2.05	3.03
Bargaining status								
Union	61.89	38.46	23.43	5.75	1.30	7.02	5.73	3.63
Nonunion	31.72	22.76	8.96	2.40	0.57	2.59	1.01	2.39
Percent of total compensation								
All workers in education and health services	100.0	70.4	29.6	7.8	1.8	8.6	4.1	7.3
Occupational group								
Management, professional, and related	100.0	70.2	29.8	8.3	1.8	8.1	4.7	6.8
Management, business, and financial	100.0	69.7	30.3	10.2	1.1	7.7	4.7	6.6
Professional and related	100.0	70.3	29.7	8.1	1.9	8.2	4.7	6.8
Sales and office	100.0	69.3	30.7	7.5	1.4	11.7	2.7	7.5
Office and administrative support	100.0	69.2	30.8	7.5	1.4	11.7	2.8	7.5
Service	100.0	71.8	28.2	6.0	2.3	8.8	2.1	9.1
Establishment size								
1-99 workers	100.0	73.5	26.5	6.9	1.1	6.9	4.1	7.5
1-49 workers	100.0	74.8	25.2	6.7	1.1	7.0	2.5	7.9
50-99 workers	100.0	71.1	28.9	7.2	1.0	6.8	7.3	6.7
100 workers or more	100.0	68.5	31.5	8.4	2.3	9.7	4.0	7.2
100-499 workers	100.0	70.8	29.2	7.6	1.7	9.1	3.1	7.7
500 workers or more	100.0	66.9	33.1	8.9	2.7	10.1	4.6	6.9
Bargaining status								
Union	100.0	62.1	37.9	9.3	2.1	11.3	9.3	5.9
Nonunion	100.0	71.7	28.3	7.6	1.8	8.2	3.2	7.5

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

Supplementary table 12. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Private industry workers in educational services industries, by occupational group and establishment size, June 2016

Series	Total compensation	Wages and salaries	Benefit costs					
			Total	Paid leave	Supplemental pay	Insurance	Retirement and savings	Legally required benefits
Cost per hour worked								
All workers in educational services	\$42.38	\$30.84	\$11.54	\$2.96	\$0.21	\$3.44	\$1.92	\$3.02
Occupational group								
Management, professional, and related	46.99	34.57	12.42	3.19	0.22	3.57	2.15	3.30
Management, business, and financial	63.14	44.00	19.14	7.02	0.40	4.45	3.22	4.06
Professional and related	44.28	32.99	11.30	2.55	0.19	3.42	1.97	3.17
Sales and office	28.46	19.37	9.09	2.42	0.14	3.24	1.19	2.11
Office and administrative support	28.62	19.41	9.21	2.43	0.13	3.28	1.25	2.12
Service	22.65	15.46	7.19	1.62	0.22	2.55	0.97	1.83
Establishment size								
1-99 workers	33.12	25.20	7.92	1.79	0.10	2.38	1.19	2.46
100 workers or more	47.77	34.12	13.65	3.64	0.28	4.05	2.34	3.34
100-499 workers	41.63	30.54	11.08	2.88	0.19	3.18	1.69	3.15
500 workers or more	51.95	36.55	15.39	4.15	0.33	4.65	2.78	3.48
Percent of total compensation								
All workers in educational services	100.0	72.8	27.2	7.0	0.5	8.1	4.5	7.1
Occupational group								
Management, professional, and related	100.0	73.6	26.4	6.8	0.5	7.6	4.6	7.0
Management, business, and financial	100.0	69.7	30.3	11.1	0.6	7.0	5.1	6.4
Professional and related	100.0	74.5	25.5	5.8	0.4	7.7	4.4	7.2
Sales and office	100.0	68.1	31.9	8.5	0.5	11.4	4.2	7.4
Office and administrative support	100.0	67.8	32.2	8.5	0.5	11.5	4.4	7.4
Service	100.0	68.3	31.7	7.2	1.0	11.3	4.3	8.1
Establishment size								
1-99 workers	100.0	76.1	23.9	5.4	0.3	7.2	3.6	7.4
100 workers or more	100.0	71.4	28.6	7.6	0.6	8.5	4.9	7.0
100-499 workers	100.0	73.4	26.6	6.9	0.5	7.6	4.1	7.6
500 workers or more	100.0	70.4	29.6	8.0	0.6	8.9	5.4	6.7

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

Supplementary table 13. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Private industry workers in health care and social assistance industries, by occupational group, establishment size and bargaining status, June 2016

Series	Total compensation	Wages and salaries	Benefit costs					
			Total	Paid leave	Supplemental pay	Insurance	Retirement and savings	Legally required benefits
Cost per hour worked								
All workers in health care and social assistance	\$32.85	\$22.97	\$9.88	\$2.62	\$0.69	\$2.86	\$1.30	\$2.41
Occupational group								
Management, professional, and related	46.65	32.39	14.26	4.05	0.99	3.85	2.23	3.15
Professional and related	46.14	32.02	14.12	3.95	1.02	3.82	2.22	3.12
Sales and office	22.90	15.91	6.99	1.67	0.35	2.68	0.57	1.73
Office and administrative support	23.15	16.06	7.08	1.69	0.35	2.71	0.59	1.74
Service	18.58	13.37	5.21	1.10	0.43	1.61	0.37	1.69
Establishment size								
1-99 workers	29.62	21.67	7.95	2.10	0.35	2.03	1.25	2.22
1-49 workers	27.13	20.20	6.93	1.87	0.34	1.92	0.64	2.16
50-99 workers	36.17	25.55	10.62	2.72	0.39	2.32	2.83	2.38
100 workers or more	35.39	23.99	11.40	3.03	0.95	3.52	1.35	2.56
100-499 workers	28.61	20.12	8.50	2.22	0.55	2.69	0.83	2.21
500 workers or more	42.63	28.12	14.51	3.89	1.37	4.41	1.90	2.94
Bargaining status								
Union	61.95	38.29	23.66	5.95	1.37	6.92	5.82	3.60
Nonunion	30.18	21.56	8.62	2.32	0.62	2.49	0.89	2.30
Percent of total compensation								
All workers in health care and social assistance	100.0	69.9	30.1	8.0	2.1	8.7	4.0	7.3
Occupational group								
Management, professional, and related	100.0	69.4	30.6	8.7	2.1	8.3	4.8	6.8
Professional and related	100.0	69.4	30.6	8.6	2.2	8.3	4.8	6.8
Sales and office	100.0	69.5	30.5	7.3	1.5	11.7	2.5	7.5
Office and administrative support	100.0	69.4	30.6	7.3	1.5	11.7	2.5	7.5
Service	100.0	71.9	28.1	5.9	2.3	8.7	2.0	9.1
Establishment size								
1-99 workers	100.0	73.2	26.8	7.1	1.2	6.9	4.2	7.5
1-49 workers	100.0	74.5	25.5	6.9	1.2	7.1	2.4	7.9
50-99 workers	100.0	70.6	29.4	7.5	1.1	6.4	7.8	6.6
100 workers or more	100.0	67.8	32.2	8.6	2.7	9.9	3.8	7.2
100-499 workers	100.0	70.3	29.7	7.8	1.9	9.4	2.9	7.7
500 workers or more	100.0	66.0	34.0	9.1	3.2	10.3	4.5	6.9
Bargaining status								
Union	100.0	61.8	38.2	9.6	2.2	11.2	9.4	5.8
Nonunion	100.0	71.4	28.6	7.7	2.1	8.3	2.9	7.6

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

Supplementary table 14. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Private industry workers in leisure and hospitality industries, by occupational group and establishment size, June 2016

Series	Total compensation	Wages and salaries	Benefit costs					
			Total	Paid leave	Supplemental pay	Insurance	Retirement and savings	Legally required benefits
Cost per hour worked								
All workers in leisure and hospitality	\$14.32	\$11.16	\$3.16	\$0.47	\$0.14	\$0.80	\$0.24	\$1.51
Occupational group								
Sales and office	17.11	13.01	4.10	0.73	0.18	1.39	0.30	1.49
Service	12.60	10.01	2.60	0.29	0.12	0.60	0.17	1.41
Establishment size								
1-99 workers	12.09	9.94	2.14	0.24	0.08	0.37	0.08	1.37
1-49 workers	12.04	9.92	2.11	0.25	0.07	0.34	0.08	1.38
50-99 workers	12.23	10.00	2.23	0.21	0.11	0.44	0.11	1.36
100 workers or more	20.60	14.58	6.02	1.12	0.34	2.01	0.68	1.88
100-499 workers	17.05	12.93	4.12	0.66	0.18	1.29	0.28	1.71
500 workers or more	28.47	18.25	10.22	2.15	0.67	3.60	1.57	2.24
Percent of total compensation								
All workers in leisure and hospitality	100.0	77.9	22.1	3.3	1.0	5.6	1.7	10.5
Occupational group								
Sales and office	100.0	76.1	23.9	4.3	1.0	8.1	1.8	8.7
Service	100.0	79.4	20.6	2.3	0.9	4.8	1.4	11.2
Establishment size								
1-99 workers	100.0	82.3	17.7	2.0	0.6	3.1	0.7	11.4
1-49 workers	100.0	82.5	17.5	2.0	0.5	2.9	0.6	11.5
50-99 workers	100.0	81.8	18.2	1.7	0.9	3.6	0.9	11.1
100 workers or more	100.0	70.8	29.2	5.4	1.6	9.7	3.3	9.1
100-499 workers	100.0	75.8	24.2	3.9	1.1	7.5	1.6	10.1
500 workers or more	100.0	64.1	35.9	7.5	2.4	12.6	5.5	7.9

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