

Employer Costs for Employee Compensation Relative Standard Errors

Because the Employer Costs for Employee Compensation is a sample survey, it is subject to sampling errors. Sampling errors are differences that occur between the results computed from a sample of observations and those computed from all observations in the population. The estimates derived from different samples selected using the same sample design may differ from each other. A measure of the variation among these differing estimates is the standard error. The relative standard error is the standard error expressed as a percent of the cost. It can be used to measure the precision with which an estimate from a particular sample approximates the expected result of all possible samples. The chances are about 68 out of 100 that an estimate from the survey differs from a complete population figure by less than the standard error. The chances are about 90 out of 100 that this difference would be less than 1.6 times the standard error. Footnotes have been added for estimates with relative standard errors greater than 30 percent.

For a more detailed explanation of relative standard errors, see “Measuring Trends in the Structure and Levels of Employer Costs for Employee Compensation”, (<https://www.bls.gov/opub/mlr/cwc/measuring-trends-in-the-structure-and-levels-of-employer-costs-for-employee-compensation.pdf>) Compensation and Working Conditions, Summer 1997. 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” (<https://www.bls.gov/opub/mlr/cwc/analyzing-year-to-year-changes-in-employer-costs-for-employee-compensation.pdf>). This article supplements an article from the Summer 1997 issue of Compensation and Working Conditions, “Explaining the Differential Growth Rates of the ECI and ECEC” (<https://www.bls.gov/opub/mlr/cwc/explaining-the-differential-growth-rates-of-the-eci-and-ecec.pdf>), which 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.

Obtaining information

Articles, bulletins, and other information may be obtained through the Employer Costs for Employee Compensation webpage by contacting us by email at NCSinfo@bls.gov or calling (202) 691-6199. If you are deaf, hard of hearing, or have a speech disability, please dial 7-1-1 to access telecommunications relay services.



Table 1. Employer Costs for Employee Compensation by ownership

[Dec. 2023]

Compensation component	Civilian workers ¹		Private industry workers		State and local government workers	
	Cost (\$)	Relative standard error	Cost (\$)	Relative standard error	Cost (\$)	Relative standard error
Total compensation ²	45.42	1.1	43.11	1.3	60.56	0.8
Wages and salaries.....	31.29	1.0	30.33	1.2	37.53	0.8
Total benefits.....	14.13	1.4	12.77	1.8	23.03	0.9
Paid leave.....	3.41	1.8	3.26	2.2	4.43	1.6
Vacation.....	1.67	2.0	1.67	2.3	1.65	2.4
Holiday.....	1.00	1.9	0.96	2.2	1.28	2.1
Sick.....	0.52	1.6	0.43	2.2	1.14	1.3
Personal.....	0.22	2.6	0.20	3.3	0.35	2.5
Supplemental pay.....	1.56	3.6	1.71	3.8	0.59	3.9
Overtime and premium ³	0.40	2.1	0.43	2.2	0.26	4.7
Shift differentials.....	0.08	4.5	0.08	5.0	0.05	6.6
Nonproduction bonuses.....	1.08	5.0	1.20	5.2	0.27	5.4
Insurance.....	3.61	1.5	3.14	1.9	6.72	1.0
Life.....	0.05	2.5	0.05	2.9	0.09	3.7
Health.....	3.42	1.5	2.94	1.9	6.55	1.0
Short-term disability.....	0.09	2.9	0.10	3.0	0.03	4.0
Long-term disability.....	0.05	3.1	0.05	3.4	0.05	3.9
Retirement and savings.....	2.37	1.8	1.50	2.7	8.07	1.4
Defined benefit.....	1.36	2.3	0.42	5.4	7.51	1.4
Defined contribution.....	1.00	3.0	1.07	3.2	0.55	4.8
Legally Required benefits.....	3.18	0.8	3.17	0.9	3.23	1.3
Social Security and Medicare.....	2.57	0.9	2.57	1.1	2.58	1.3
Social Security ⁴	2.05	0.9	2.06	1.0	1.97	1.5
Medicare.....	0.52	1.2	0.51	1.4	0.62	0.8
Federal unemployment insurance.....	0.02	4.4	0.03	4.4	— ⁵	— ⁶
State unemployment insurance.....	0.13	2.6	0.14	2.8	0.07	9.1
Workers' compensation.....	0.45	1.6	0.43	1.8	0.58	2.7

¹ Includes workers in the private nonfarm economy except those in private households, and workers in the public sector, except the federal government.

² Includes costs for wages and salaries and benefits.

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

⁴ Social Security refers to the Old-Age, Survivors, and Disability Insurance (OASDI) program.

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

⁶ The relative standard error is not available as the cost per hour worked is \$0.01 or less.

Table 2. Employer Costs for Employee Compensation for civilian workers by occupational and industry group

[Dec. 2023]

Series	Total compensation ¹		Wages and salaries		Total benefits		Paid leave		Supplemental pay		Insurance		Retirement and savings		Legally required benefits	
	Cost (\$)	RSE ²	Cost (\$)	RSE ²	Cost (\$)	RSE ²	Cost (\$)	RSE ²	Cost (\$)	RSE ²	Cost (\$)	RSE ²	Cost (\$)	RSE ²	Cost (\$)	RSE ²
Civilian workers ³	45.42	1.1	31.29	1.0	14.13	1.4	3.41	1.8	1.56	3.6	3.61	1.5	2.37	1.8	3.18	0.8
Occupational group																
Management, professional, and related.....	72.02	1.7	48.90	1.6	23.12	2.1	6.33	2.5	2.58	6.0	5.46	2.0	4.33	2.4	4.42	1.2
Management, business and financial.....	82.10	2.4	55.29	2.3	26.81	2.8	7.97	3.3	4.01	8.2	5.87	2.4	4.02	3.6	4.95	1.4
Professional and related.....	67.50	1.8	46.03	1.8	21.46	2.3	5.60	2.8	1.94	6.3	5.28	2.2	4.47	2.9	4.17	1.4
Teachers ⁴	72.93	3.8	49.50	4.1	23.43	3.4	4.01	7.0	0.36	9.1	6.52	3.6	8.82	4.0	3.71	2.9
Primary, secondary, and special education school teachers.....	69.68	3.4	45.83	3.2	23.85	4.0	3.23	5.8	0.28	6.7	7.13	4.4	9.97	5.1	3.24	3.5
Registered nurses.....	72.48	2.9	48.01	2.8	24.47	3.6	7.14	5.2	3.18	6.8	5.49	2.5	3.72	6.3	4.93	3.1
Sales and office.....	33.15	1.4	23.58	1.5	9.57	1.6	2.30	2.2	0.89	3.2	2.82	2.0	1.18	3.1	2.39	1.1
Sales and related.....	31.96	3.2	24.40	3.1	7.57	3.6	1.94	5.7	0.84	5.8	1.65	3.4	0.73	6.6	2.40	2.3
Office and administrative support....	33.98	1.0	23.00	0.8	10.98	1.8	2.56	1.7	0.92	4.0	3.64	2.5	1.49	4.2	2.38	0.8
Service.....	24.62	1.6	17.89	1.4	6.74	2.6	1.29	3.0	0.58	5.6	1.66	3.9	1.14	5.8	2.06	1.4
Natural resources, construction, and maintenance.....	45.02	1.5	30.31	1.3	14.71	2.8	2.55	2.8	1.71	4.4	3.86	3.4	2.79	8.3	3.80	1.8
Construction, extraction, farming, fishing, and forestry.....	43.81	2.8	29.68	2.0	14.13	4.6	1.90	4.1	1.69	4.8	3.74	5.4	2.82	10.1	3.98	3.7
Installation, maintenance, and repair.....	46.30	2.3	30.98	2.4	15.33	3.8	3.23	3.4	1.73	6.0	3.99	4.4	2.77	12.0	3.61	2.2
Production, transportation, and material moving.....	34.76	2.1	23.58	2.0	11.18	2.6	2.11	3.6	1.57	3.6	3.33	3.0	1.32	5.5	2.85	1.5
Production.....	34.53	2.1	22.87	1.8	11.66	3.1	2.17	3.0	2.16	5.3	3.63	4.0	0.98	5.3	2.73	1.8
Transportation and material moving.....	34.89	3.1	23.99	3.0	10.90	3.7	2.08	5.5	1.22	3.9	3.15	4.2	1.52	7.5	2.93	2.0
Industry group																
Education and health services.....	51.65	2.3	35.14	2.2	16.51	2.7	4.02	3.4	1.00	6.6	4.46	3.0	3.80	3.7	3.24	1.5
Educational services.....	62.10	1.2	40.82	1.0	21.28	1.8	4.01	1.9	0.35	5.4	6.23	2.4	7.43	2.5	3.27	1.2
Elementary and secondary schools.....	60.69	1.1	39.32	0.9	21.37	1.8	3.16	4.3	0.26	3.8	6.61	2.3	8.38	2.1	2.97	1.7
Junior colleges, colleges, and universities.....	70.52	1.7	46.33	1.5	24.19	2.3	6.26	4.9	0.48	5.5	6.55	2.8	6.97	3.2	3.92	1.6
Health care and social assistance....	45.81	3.7	31.96	3.6	13.85	4.3	4.02	5.2	1.36	7.5	3.47	4.6	1.77	7.5	3.22	2.3
Hospitals.....	64.57	4.7	42.62	5.2	21.95	4.0	6.19	6.2	2.71	6.1	5.47	3.4	3.43	6.6	4.15	2.9

¹ Includes costs for wages and salaries and benefits.

² The relative standard error (RSE) is the standard error expressed as a percent of the cost.

³ Includes workers in the private nonfarm economy except those in private households, and workers in the public sector, except the federal government.

⁴ Includes postsecondary teachers; primary, secondary, and special education teachers; and other teachers and instructors.

Table 3. Employer Costs for Employee Compensation for state and local government workers by occupational and industry group
 [Dec. 2023]

Series	Total compensation ¹		Wages and salaries		Total benefits		Paid leave		Supplemental pay		Insurance		Retirement and savings		Legally required benefits	
	Cost (\$)	RSE ²	Cost (\$)	RSE ²	Cost (\$)	RSE ²	Cost (\$)	RSE ²	Cost (\$)	RSE ²	Cost (\$)	RSE ²	Cost (\$)	RSE ²	Cost (\$)	RSE ²
State and local government workers. . . .	60.56	0.8	37.53	0.8	23.03	0.9	4.43	1.6	0.59	3.9	6.72	1.0	8.07	1.4	3.23	1.3
Occupational group																
Management, professional, and related.....	72.08	1.0	46.10	1.1	25.97	1.2	4.89	2.1	0.45	4.9	7.30	1.2	9.73	1.5	3.61	1.6
Professional and related.....	69.93	1.0	45.03	1.1	24.90	1.1	4.33	2.1	0.43	5.0	7.26	1.2	9.39	1.5	3.48	1.6
Teachers ³	78.97	1.2	52.09	1.3	26.88	1.3	3.72	3.0	0.30	5.9	7.78	1.4	11.42	1.5	3.66	2.0
Primary, secondary, and special education school teachers.....	78.16	1.2	50.73	1.2	27.42	1.5	3.36	3.2	0.28	5.0	8.24	2.0	12.12	2.1	3.42	2.2
Sales and office.....	42.11	1.7	24.33	1.9	17.78	2.0	3.67	2.2	0.36	8.2	6.38	2.2	4.91	3.5	2.46	2.0
Office and administrative support....	42.31	1.8	24.38	2.0	17.92	2.1	3.69	2.1	0.36	8.2	6.46	2.3	4.95	3.6	2.46	2.1
Service.....	45.34	2.5	26.03	2.1	19.30	3.0	3.77	3.4	0.98	6.8	5.35	2.1	6.48	5.0	2.71	2.4
Industry group																
Education and health services.....	63.05	0.8	40.29	0.8	22.76	1.1	3.99	2.3	0.41	4.7	6.86	1.2	8.36	1.4	3.14	1.6
Educational services.....	64.50	0.8	41.40	0.7	23.10	1.1	3.79	2.4	0.30	5.2	6.96	1.2	8.93	1.4	3.13	1.6
Elementary and secondary schools.....	62.47	0.9	40.10	0.9	22.38	1.4	3.12	2.8	0.26	3.7	6.95	1.6	9.09	1.8	2.95	1.5
Junior colleges, colleges, and universities.....	70.36	2.1	45.14	2.3	25.22	2.3	5.74	3.9	0.38	12.8	6.97	3.2	8.50	3.9	3.62	2.9
Health care and social assistance....	54.25	3.8	33.55	4.0	20.70	4.1	5.21	5.7	1.09	8.1	6.28	4.6	4.90	6.0	3.23	4.8
Hospitals.....	56.76	4.4	35.82	4.6	20.93	4.6	5.41	6.1	1.24	8.5	6.23	5.3	4.70	9.9	3.36	5.6
Public administration.....	58.91	1.9	34.15	2.1	24.76	1.8	5.43	2.2	0.90	6.3	6.69	1.7	8.28	3.1	3.46	2.4

¹ Includes costs for wages and salaries and benefits.

² The relative standard error (RSE) is the standard error expressed as a percent of the cost.

³ Includes postsecondary teachers; primary, secondary, and special education teachers; and other teachers and instructors.

Table 4. Employer Costs for Employee Compensation for private industry workers by occupational and industry group

[Dec. 2023]

Series	Total compensation ¹		Wages and salaries		Total benefits		Paid leave		Supplemental pay		Insurance		Retirement and savings		Legally required benefits	
	Cost (\$)	RSE ²	Cost (\$)	RSE ²	Cost (\$)	RSE ²	Cost (\$)	RSE ²	Cost (\$)	RSE ²	Cost (\$)	RSE ²	Cost (\$)	RSE ²	Cost (\$)	RSE ²
Private industry workers.....	43.11	1.3	30.33	1.2	12.77	1.8	3.26	2.2	1.71	3.8	3.14	1.9	1.50	2.7	3.17	0.9
Occupational group																
Management, professional, and related occupations.....	72.00	2.2	49.72	2.0	22.28	2.8	6.76	3.0	3.21	6.2	4.92	2.9	2.74	4.1	4.65	1.5
Management, business, and financial occupations.....	81.72	2.6	55.56	2.5	26.15	3.2	7.92	3.6	4.40	8.3	5.68	2.9	3.13	4.7	5.02	1.6
Professional and related occupations.....	66.53	2.5	46.43	2.4	20.09	3.3	6.10	3.8	2.53	6.8	4.49	3.3	2.51	4.9	4.45	1.8
Sales and office occupations.....	32.30	1.6	23.50	1.7	8.80	1.8	2.18	2.5	0.94	3.4	2.48	2.4	0.83	4.2	2.38	1.3
Sales and related occupations.....	31.94	3.2	24.41	3.1	7.53	3.6	1.93	5.8	0.84	5.8	1.64	3.3	0.72	6.5	2.40	2.3
Office and administrative support occupations.....	32.60	1.1	22.77	0.9	9.83	2.1	2.37	2.0	1.02	4.2	3.17	3.1	0.91	5.8	2.36	1.0
Service occupations.....	21.55	1.9	16.68	1.7	4.87	3.2	0.92	4.6	0.52	6.5	1.12	5.3	0.35	9.0	1.96	1.7
Natural resources, construction, and maintenance occupations.....	44.47	1.6	30.30	1.4	14.18	3.0	2.38	3.2	1.77	4.5	3.63	3.9	2.56	9.3	3.85	1.9
Construction, extraction, farming, fishing, and forestry occupations..	43.19	3.1	29.66	2.2	13.54	5.2	1.68	5.4	1.77	4.8	3.46	6.3	2.58	11.5	4.04	3.9
Installation, maintenance, and repair occupations.....	45.82	2.5	30.97	2.6	14.85	4.2	3.11	3.7	1.77	6.2	3.80	4.7	2.53	14.0	3.64	2.3
Production, transportation, and material moving occupations.....	34.34	2.1	23.45	2.1	10.89	2.6	2.07	3.7	1.59	3.7	3.22	3.1	1.17	6.0	2.84	1.5
Production occupations.....	34.20	2.2	22.72	1.8	11.48	3.1	2.12	3.0	2.17	5.3	3.57	4.1	0.89	5.4	2.72	1.8
Transportation and material moving occupations.....	34.43	3.2	23.89	3.1	10.54	3.8	2.04	5.7	1.24	4.1	3.00	4.3	1.35	8.4	2.92	2.1
Industry and occupational group																
Goods-producing industries ³	44.75	1.5	30.31	1.4	14.44	2.0	2.82	2.8	2.37	3.9	3.88	2.8	1.82	4.3	3.55	1.4
Management, professional, and related occupations.....	71.24	2.9	48.75	2.2	22.49	4.8	6.15	3.8	3.62	13.4	4.96	3.4	2.97	7.5	4.79	2.0
Management, business, and financial occupations.....	74.56	3.7	51.77	2.6	22.80	6.5	6.31	4.9	3.83	19.4	4.90	4.7	2.76	9.4	5.00	2.3
Professional and related occupations.....	66.96	3.0	44.85	2.8	22.10	3.8	5.95	3.7	3.36	8.2	5.03	2.9	3.24	6.5	4.52	2.6
Sales and office occupations.....	41.55	4.3	30.10	5.0	11.44	4.3	2.61	5.9	1.57	11.4	3.23	4.2	0.97	6.2	3.06	2.9
Office and administrative support occupations.....	34.77	1.5	24.68	1.5	10.09	2.4	2.19	2.8	1.32	5.7	3.11	4.4	0.79	7.2	2.67	1.9
Natural resources, construction, and maintenance occupations.....	44.39	2.2	30.12	1.6	14.27	3.6	1.96	4.8	2.06	5.2	3.65	5.5	2.60	7.1	4.00	2.4
Construction, extraction, farming, fishing and forestry occupations.....	42.90	3.1	29.50	2.2	13.40	5.3	1.62	5.8	1.83	4.7	3.40	6.8	2.55	11.7	4.01	3.7
Installation, maintenance, and repair occupations.....	49.01	5.2	32.06	3.6	16.95	8.7	3.02	6.5	2.79	8.8	4.42	9.6	2.76	21.5	3.96	3.7
Production, transportation, and material moving occupations.....	35.53	1.8	23.29	1.6	12.24	2.6	2.19	2.2	2.33	4.9	3.85	3.7	1.01	5.2	2.86	1.4
Production occupations.....	35.54	2.1	23.13	1.8	12.40	3.2	2.25	2.5	2.44	5.5	3.96	4.5	0.95	5.5	2.80	1.6

See footnotes at end of table.

Table 4. Employer Costs for Employee Compensation for private industry workers by occupational and industry group — Continued
 [Dec. 2023]

Series	Total compensation ¹		Wages and salaries		Total benefits		Paid leave		Supplemental pay		Insurance		Retirement and savings		Legally required benefits	
	Cost (\$)	RSE ²	Cost (\$)	RSE ²	Cost (\$)	RSE ²	Cost (\$)	RSE ²	Cost (\$)	RSE ²	Cost (\$)	RSE ²	Cost (\$)	RSE ²	Cost (\$)	RSE ²
Transportation and material moving occupations.....	35.51	2.6	23.89	2.7	11.61	3.7	1.97	3.7	1.88	7.6	3.42	4.8	1.25	14.2	3.09	2.5
Construction industry.....	46.50	2.5	32.66	2.4	13.84	3.0	2.22	5.1	1.93	8.9	3.38	4.5	2.25	8.2	4.07	2.3
Manufacturing industry.....	43.68	1.9	28.91	1.6	14.76	2.7	3.22	3.2	2.60	3.9	4.17	3.3	1.55	6.0	3.23	1.5
Management, professional, and related occupations.....	72.69	2.7	49.09	2.2	23.61	4.0	6.59	3.6	3.55	9.1	5.33	2.7	3.39	7.2	4.75	2.2
Management, business, and financial occupations.....	77.56	3.3	53.10	2.7	24.46	4.8	7.03	4.7	3.67	10.3	5.49	3.4	3.28	9.5	4.99	3.0
Professional and related occupations.....	68.47	3.4	45.60	3.2	22.86	4.3	6.21	4.0	3.44	9.6	5.18	3.3	3.49	7.0	4.54	2.9
Sales and office occupations.....	39.58	4.8	27.58	4.6	12.01	5.6	2.94	8.2	1.76	12.4	3.40	3.3	1.11	9.3	2.81	4.1
Office and administrative support occupations.....	34.40	2.6	23.80	2.5	10.60	3.4	2.41	4.1	1.47	9.2	3.36	3.6	0.92	9.7	2.44	3.0
Natural resources, construction, and maintenance occupations..	48.72	4.0	31.23	2.8	17.48	7.2	3.32	5.4	3.19	8.4	5.03	11.0	2.19	13.2	3.76	2.9
Installation, maintenance, and repair occupations.....	49.17	3.4	31.74	2.2	17.43	6.5	3.56	5.1	3.10	7.1	5.00	10.4	2.01	13.4	3.76	2.6
Production, transportation, and material moving occupations....	34.89	1.7	22.68	1.2	12.22	2.8	2.22	2.4	2.38	5.0	3.88	3.8	0.97	5.4	2.77	1.3
Production occupations.....	35.15	1.9	22.74	1.4	12.41	3.2	2.26	2.5	2.49	5.5	3.97	4.4	0.95	5.6	2.75	1.3
Transportation and material moving occupations.....	33.66	3.2	22.37	2.8	11.29	4.5	2.04	4.5	1.90	5.9	3.46	5.9	1.06	13.6	2.84	3.1
Aircraft manufacturing industry....	75.86	2.8	47.20	2.8	28.66	3.0	6.86	3.8	4.63	4.1	7.50	2.4	4.62	4.2	5.05	2.1
Service-providing industries ⁴	42.78	1.6	30.34	1.4	12.44	2.1	3.34	2.5	1.58	4.8	2.99	2.2	1.43	3.2	3.09	1.1
Management, professional, and related occupations.....	72.08	2.4	49.83	2.2	22.25	3.1	6.82	3.3	3.16	6.8	4.92	3.2	2.71	4.6	4.64	1.6
Management, business, and financial occupations.....	82.98	3.0	56.23	2.9	26.75	3.5	8.21	4.1	4.50	9.1	5.82	3.3	3.20	5.4	5.02	1.8
Professional and related occupations.....	66.50	2.7	46.55	2.6	19.95	3.6	6.11	4.0	2.48	7.4	4.45	3.6	2.46	5.3	4.45	2.0
Sales and office occupations.....	31.59	1.7	22.99	1.8	8.60	1.9	2.14	2.7	0.89	3.5	2.42	2.6	0.81	4.5	2.33	1.3
Sales and related occupations....	30.73	3.3	23.50	3.2	7.23	3.8	1.85	6.1	0.79	5.3	1.57	3.5	0.68	7.0	2.33	2.4
Office and administrative support occupations.....	32.34	1.2	22.54	1.0	9.80	2.3	2.40	2.2	0.98	4.7	3.18	3.4	0.93	6.5	2.32	1.1
Service occupations.....	21.56	1.9	16.69	1.7	4.87	3.2	0.92	4.6	0.52	6.5	1.12	5.3	0.35	9.1	1.96	1.8
Natural resources, construction, and maintenance occupations.....	44.60	2.4	30.56	2.5	14.03	5.1	3.02	5.5	1.32	5.6	3.60	3.8	2.49	21.4	3.61	2.6
Installation, maintenance, and repair occupations.....	44.42	2.6	30.49	3.3	13.93	3.8	3.15	4.5	1.33	5.9	3.53	4.0	2.43	17.8	3.50	2.8
Production, transportation, and material moving occupations.....	33.66	3.2	23.54	3.1	10.12	3.8	2.00	5.7	1.17	4.6	2.86	4.3	1.27	8.3	2.83	2.2
Production occupations.....	29.88	5.5	21.37	4.8	8.50	8.0	1.71	10.7	1.28	14.8	2.34	8.4	0.70	13.1	2.48	4.8
Transportation and material moving occupations.....	34.28	3.6	23.89	3.5	10.39	4.3	2.04	6.5	1.15	4.6	2.94	4.9	1.36	9.3	2.89	2.4
Trade, transportation, and utilities industry.....	35.91	2.5	25.78	2.4	10.13	2.9	2.34	4.3	1.08	2.8	2.58	3.1	1.32	6.0	2.82	1.8

See footnotes at end of table.

Table 4. Employer Costs for Employee Compensation for private industry workers by occupational and industry group — Continued
 [Dec. 2023]

Series	Total compensation ¹		Wages and salaries		Total benefits		Paid leave		Supplemental pay		Insurance		Retirement and savings		Legally required benefits	
	Cost (\$)	RSE ²	Cost (\$)	RSE ²	Cost (\$)	RSE ²	Cost (\$)	RSE ²	Cost (\$)	RSE ²	Cost (\$)	RSE ²	Cost (\$)	RSE ²	Cost (\$)	RSE ²
Management, professional, and related occupations.....	67.72	3.5	48.17	3.5	19.55	3.8	5.93	4.5	2.26	8.3	4.20	4.8	2.62	5.3	4.53	2.9
Management, business, and financial occupations.....	78.92	3.8	55.67	3.7	23.25	4.3	7.18	5.3	3.02	10.0	4.99	5.1	2.97	6.8	5.10	3.1
Professional and related occupations.....	56.85	4.0	40.90	4.0	15.96	4.6	4.72	5.3	1.53	8.2	3.43	5.2	2.29	8.3	3.98	3.5
Sales and office occupations.....	27.48	2.8	20.90	2.7	6.58	3.2	1.54	5.3	0.64	4.3	1.60	3.7	0.64	5.9	2.16	2.0
Sales and related occupations..	26.15	3.5	20.40	3.3	5.75	4.3	1.35	7.9	0.59	5.9	1.20	4.1	0.52	9.1	2.09	2.4
Office and administrative support occupations.....	32.39	2.6	22.73	2.3	9.66	4.0	2.25	4.4	0.82	5.7	3.05	6.0	1.09	9.1	2.44	2.3
Service occupations.....	22.39	2.8	17.03	2.0	5.36	6.0	0.96	8.2	0.60	11.1	1.24	8.6	0.58	13.1	1.98	3.3
Natural resources, construction, and maintenance occupations...	50.79	7.3	34.40	7.4	16.38	7.6	3.79	10.7	1.70	6.4	4.03	7.4	2.91	12.5	3.95	5.6
Installation, maintenance, and repair occupations.....	50.89	7.8	34.61	7.8	16.28	8.2	3.81	11.3	1.70	6.8	3.98	7.9	2.84	14.0	3.95	5.9
Production, transportation, and material moving occupations....	36.60	3.5	25.27	3.5	11.32	3.8	2.27	6.3	1.23	4.0	3.19	4.3	1.59	8.6	3.04	2.2
Transportation and material moving occupations.....	36.72	3.7	25.36	3.7	11.36	4.0	2.27	6.7	1.21	4.3	3.20	4.4	1.63	9.1	3.05	2.3
Wholesale trade industry.....	48.43	3.9	34.33	4.0	14.10	4.0	3.77	6.7	1.78	5.1	3.39	4.0	1.61	7.9	3.55	3.1
Sales and office occupations. ...	49.49	7.7	36.20	8.1	13.28	6.9	3.74	11.5	1.31	9.4	3.23	5.9	1.54	13.1	3.46	6.3
Office and administrative support occupations.....	33.15	3.8	23.65	3.6	9.50	5.5	2.39	7.3	0.92	13.1	2.92	6.3	0.81	11.9	2.47	4.4
Production, transportation, and material moving occupations.....	31.81	2.9	22.00	2.4	9.81	5.0	1.96	4.7	1.33	7.4	2.83	7.8	0.90	11.7	2.79	2.9
Transportation and material moving occupations.....	31.71	3.9	21.91	3.2	9.80	6.5	1.93	5.8	1.29	8.6	2.79	9.8	0.98	13.5	2.81	3.7
Retail trade industry.....	25.08	2.0	19.30	1.8	5.78	3.0	1.27	4.4	0.61	5.1	1.35	4.4	0.48	5.2	2.07	1.7
Sales and office occupations. ...	21.97	1.3	17.37	1.2	4.60	2.2	0.97	3.1	0.48	5.4	1.00	4.9	0.32	5.0	1.83	1.0
Sales and related occupations.....	21.39	1.0	17.05	1.0	4.34	1.9	0.89	2.9	0.46	6.5	0.90	4.7	0.30	5.0	1.80	0.8
Office and administrative support occupations.....	27.71	3.6	20.55	2.9	7.16	6.1	1.76	8.0	0.68	13.1	2.02	9.0	0.58	11.5	2.12	3.4
Production, transportation, and material moving occupations.....	23.65	1.3	17.47	1.0	6.18	2.7	1.18	4.0	0.70	6.0	1.66	3.6	0.60	5.9	2.05	1.1
Transportation and material moving occupations.....	23.36	1.3	17.27	1.0	6.09	2.7	1.15	4.0	0.70	5.8	1.63	3.7	0.59	6.2	2.02	1.1
Transportation and warehousing industry.....	47.45	5.7	32.02	5.8	15.43	6.1	3.26	9.5	1.49	6.5	4.36	6.2	2.55	11.2	3.77	3.9
Utilities industry.....	76.91	2.0	47.95	2.2	28.96	2.1	7.15	2.7	2.42	8.1	7.36	2.4	6.77	3.5	5.26	1.9
Information industry.....	74.85	3.5	48.25	3.4	26.60	4.3	7.66	4.8	3.65	8.6	6.67	3.6	3.94	14.3	4.67	2.9
Management, professional, and related occupations.....	92.94	4.5	60.84	4.5	32.11	5.0	10.18	4.5	5.03	12.8	7.55	4.3	3.64	5.4	5.70	3.2

See footnotes at end of table.

Table 4. Employer Costs for Employee Compensation for private industry workers by occupational and industry group — Continued
 [Dec. 2023]

Series	Total compensation ¹		Wages and salaries		Total benefits		Paid leave		Supplemental pay		Insurance		Retirement and savings		Legally required benefits	
	Cost (\$)	RSE ²	Cost (\$)	RSE ²	Cost (\$)	RSE ²	Cost (\$)	RSE ²	Cost (\$)	RSE ²	Cost (\$)	RSE ²	Cost (\$)	RSE ²	Cost (\$)	RSE ²
Professional and related occupations.....	88.91	4.9	58.29	5.1	30.62	4.9	9.75	5.5	4.55	11.9	7.31	3.7	3.44	6.3	5.57	3.5
Sales and office occupations.....	49.88	6.6	32.43	7.0	17.44	8.6	4.39	7.7	1.96	11.9	5.37	9.5	2.53 ⁵	30.4	3.21	6.0
Financial activities industry.....	58.15	2.2	38.47	2.1	19.67	2.8	5.35	3.1	3.62	8.1	4.97	2.2	2.08	3.9	3.66	1.7
Management, professional, and related occupations.....	86.12	1.7	56.00	1.7	30.12	2.5	8.53	2.3	6.45	8.8	6.62	1.9	3.39	3.4	5.13	1.3
Management, business, and financial occupations.....	86.70	2.1	56.47	2.1	30.22	3.2	8.50	3.2	6.78	10.8	6.56	2.4	3.30	3.5	5.09	1.5
Professional and related occupations.....	84.17	3.4	54.41	3.2	29.76	3.8	8.65	3.8	5.34	7.2	6.83	2.5	3.70	5.9	5.24	2.6
Sales and office occupations.....	40.15	2.2	27.06	2.0	13.09	3.0	3.35	4.2	1.74	7.6	4.06	3.0	1.32	5.6	2.62	1.6
Sales and related occupations..	49.97	7.0	35.30	6.9	14.67	8.2	4.21	11.1	2.21	18.7	3.35	10.0	1.71	13.9	3.20	5.3
Office and administrative support occupations.....	36.48	1.3	23.98	1.1	12.50	2.1	3.02	2.2	1.57	6.4	4.32	2.2	1.18	4.6	2.41	1.2
Finance and insurance industry. ...	66.20	2.2	43.00	2.2	23.21	2.7	6.34	2.5	4.53	8.8	5.74	1.4	2.62	3.3	3.97	1.8
Credit intermediation and related activities industry.....	60.36	2.8	39.50	3.0	20.86	2.8	5.90	2.9	3.56	8.3	5.38	1.3	2.35	3.9	3.68	2.3
Insurance carriers and related activities industry.....	60.57	3.1	39.38	3.2	21.19	3.3	5.57	3.7	3.77	6.6	5.67	2.5	2.39	5.4	3.79	2.6
Real estate and rental and leasing industry.....	37.07	4.6	26.64	4.2	10.43	6.4	2.74	8.2	1.22	14.6	2.96	7.3	0.68	13.1	2.82	4.2
Professional and business services industry.....	56.06	3.9	39.42	3.6	16.65	5.4	4.67	6.6	2.70	11.0	3.82	5.2	1.65	8.0	3.81	3.1
Management, professional, and related occupations.....	82.41	4.2	56.92	3.7	25.49	5.9	7.75	6.7	4.43	11.7	5.33	6.0	2.78	9.5	5.19	2.9
Management, business, and financial occupations.....	89.78	4.5	60.46	4.3	29.32	5.7	8.98	6.2	5.67	15.9	6.09	5.2	3.20	8.3	5.39	3.1
Professional and related occupations.....	77.57	4.9	54.59	4.4	22.97	7.5	6.95	8.8	3.62	13.4	4.84	8.0	2.51	12.0	5.06	3.7
Sales and office occupations.....	36.95	4.0	26.82	4.4	10.13	4.0	2.65	6.4	1.16	9.3	2.95	5.9	0.77	6.6	2.60	2.8
Office and administrative support occupations.....	32.31	2.4	23.05	2.3	9.26	3.9	2.27	5.1	1.16	9.4	2.88	5.8	0.65	7.5	2.30	2.2
Service occupations.....	26.14	5.8	19.89	5.8	6.25	8.2	1.17	10.8	0.88	16.9	1.70	13.0	0.22	15.7	2.28	5.9
Production, transportation, and material moving occupations....	27.32	5.0	19.94	4.1	7.39	8.0	1.23	13.1	1.26	15.0	2.14	8.8	0.43	21.3	2.32	4.1
Transportation and material moving occupations.....	27.05	4.2	19.79	3.6	7.27	7.7	1.13	12.0	1.21	16.5	2.21	9.8	0.35 ⁵	30.9	2.36	4.1
Professional, scientific, and technical services industry.....	72.68	5.1	50.32	4.6	22.36	6.8	6.66	6.4	3.82	14.7	4.83	5.9	2.44	9.7	4.60	4.0
Administrative and waste services industry.....	33.26	7.6	24.69	8.0	8.57	6.9	1.80	6.0	1.22	10.3	2.25	5.8	0.56	19.6	2.74	9.6
Education and health services industry.....	46.28	3.5	32.71	3.3	13.57	4.3	4.03	5.1	1.28	7.7	3.33	4.5	1.65	7.7	3.28	2.2
Management, professional, and related occupations.....	62.01	4.6	43.61	4.5	18.40	5.2	5.82	6.0	1.76	9.7	4.23	4.7	2.44	8.1	4.16	3.0

See footnotes at end of table.

Table 4. Employer Costs for Employee Compensation for private industry workers by occupational and industry group — Continued
 [Dec. 2023]

Series	Total compensation ¹		Wages and salaries		Total benefits		Paid leave		Supplemental pay		Insurance		Retirement and savings		Legally required benefits	
	Cost (\$)	RSE ²	Cost (\$)	RSE ²	Cost (\$)	RSE ²	Cost (\$)	RSE ²	Cost (\$)	RSE ²	Cost (\$)	RSE ²	Cost (\$)	RSE ²	Cost (\$)	RSE ²
Management, business, and financial occupations.....	74.34	16.4	52.25	16.8	22.09	15.7	7.88	20.7	1.45	26.2	5.12	8.1	3.20	23.1	4.44	9.2
Professional and related occupations.....	60.44	4.0	42.52	4.0	17.93	4.8	5.55	5.6	1.80	9.4	4.12	4.8	2.34	7.3	4.12	2.9
Sales and office occupations.....	30.34	2.9	21.63	2.2	8.70	5.8	2.33	5.9	0.47	12.4	2.84	10.2	0.75	9.0	2.31	2.4
Office and administrative support occupations.....	30.30	2.9	21.61	2.2	8.69	5.8	2.33	6.0	0.47	12.5	2.84	10.3	0.75	9.1	2.31	2.4
Service occupations.....	26.04	3.7	18.67	3.1	7.37	5.8	1.66	6.2	0.82	7.3	2.01	7.9	0.70	16.6	2.18	3.3
Educational services industry.....	54.20	4.2	38.92	3.4	15.28	6.7	4.70	9.0	0.51	15.6	3.84	8.2	2.51	9.0	3.71	3.5
Management, professional, and related occupations.....	58.99	4.3	42.52	3.5	16.46	6.8	5.19	9.0	0.53	18.3	4.03	8.7	2.71	9.0	4.00	3.5
Management, business, and financial occupations.....	67.77	8.5	47.99	7.8	19.78	10.9	7.36	13.0	0.57	14.5	4.46	13.3	3.16	12.5	4.23	5.8
Professional and related occupations.....	56.99	4.0	41.28	3.6	15.71	6.3	4.70	8.7	0.52	22.1	3.93	8.4	2.61	9.3	3.94	3.5
Sales and office occupations. ...	31.62	7.8	22.31	5.3	9.31	15.0	2.50	17.9	0.31	15.5	2.88	20.2	1.37	21.6	2.24	6.1
Office and administrative support occupations.....	31.60	8.0	22.29	5.4	9.31	15.1	2.51	18.1	0.31	15.7	2.88	20.3	1.38	21.7	2.24	6.2
Service occupations.....	32.58	11.4	22.91	12.6	9.67	14.0	2.22	16.8	0.41	22.4	2.81	17.2	1.60	25.6	2.63	17.0
Junior colleges, colleges, universities and professional schools industry.....	70.84	3.3	48.66	2.6	22.18	5.6	7.29	12.5	0.65	8.8	5.74	4.1	3.99	4.9	4.51	3.2
Health care and social assistance industry.....	45.16	4.0	31.84	3.8	13.32	4.9	3.93	5.8	1.38	8.1	3.25	5.0	1.53	9.3	3.22	2.5
Registered nurse occupations...	73.49	3.5	48.82	3.2	24.68	4.7	7.37	6.1	3.40	7.5	5.40	2.9	3.41	9.8	5.09	3.5
Management, professional, and related occupations.....	62.70	5.5	43.86	5.5	18.84	6.1	5.96	7.0	2.03	10.3	4.27	5.4	2.38	9.9	4.19	3.6
Professional and related occupations.....	61.15	4.8	42.77	4.8	18.38	5.5	5.73	6.4	2.06	9.9	4.15	5.5	2.29	8.7	4.16	3.4
Sales and office occupations. ...	30.20	3.2	21.56	2.4	8.64	6.3	2.31	6.3	0.49	13.5	2.84	11.1	0.68	10.0	2.32	2.6
Office and administrative support occupations.....	30.16	3.2	21.54	2.4	8.62	6.3	2.31	6.4	0.49	13.5	2.83	11.3	0.68	10.1	2.32	2.5
Service occupations.....	25.85	3.7	18.55	3.1	7.30	6.0	1.64	6.4	0.83	7.5	1.99	8.2	0.67	17.5	2.17	3.3
Hospitals industry.....	66.05	5.5	43.91	5.9	22.14	4.7	6.33	7.2	2.99	6.3	5.32	3.8	3.19	7.5	4.30	3.1
Management, professional, and related occupations....	78.86	6.8	52.84	7.4	26.02	5.7	7.78	8.5	3.55	7.7	5.81	4.0	3.84	9.0	5.04	3.3
Registered nurse occupations.....	74.57	1.7	48.61	1.7	25.96	2.3	7.31	3.3	3.94	6.6	5.90	2.9	3.74	5.6	5.07	1.8
Service occupations.....	33.80	2.4	21.50	1.8	12.30	4.2	2.57	3.4	1.86	5.2	3.72	7.6	1.68	11.3	2.47	2.3
Nursing and residential care facilities industry.....	30.98	2.4	22.70	2.3	8.28	3.5	2.20	5.1	0.85	7.6	2.28	4.6	0.45	12.4	2.50	1.9
Management, professional, and related occupations....	46.23	3.0	33.81	3.0	12.42	4.8	3.77	6.9	1.19	10.2	3.10	6.4	0.88	12.4	3.48	2.6
Service occupations.....	23.98	1.4	17.63	1.2	6.34	2.7	1.44	4.3	0.76	6.3	1.83	5.3	0.25	13.2	2.06	1.2
Nursing care facilities industry..	33.02	2.8	24.33	2.7	8.69	4.6	2.26	5.6	0.95	13.6	2.44	5.5	0.42	14.6	2.63	2.5

See footnotes at end of table.

Table 4. Employer Costs for Employee Compensation for private industry workers by occupational and industry group — Continued
 [Dec. 2023]

Series	Total compensation ¹		Wages and salaries		Total benefits		Paid leave		Supplemental pay		Insurance		Retirement and savings		Legally required benefits	
	Cost (\$)	RSE ²	Cost (\$)	RSE ²	Cost (\$)	RSE ²	Cost (\$)	RSE ²	Cost (\$)	RSE ²	Cost (\$)	RSE ²	Cost (\$)	RSE ²	Cost (\$)	RSE ²
Management, professional, and related occupations.	46.72	3.6	35.02	3.0	11.70	6.9	3.39	8.1	1.26	18.3	2.82	7.6	0.63	18.4	3.60	3.2
Service occupations.	25.31	2.7	18.33	2.4	6.98	4.2	1.59	4.9	0.87	9.3	2.11	6.6	0.30	13.7	2.11	2.9
Leisure and hospitality industry.	19.42	2.8	15.81	2.4	3.61	6.0	0.63	12.7	0.29	10.6	0.65	12.9	0.22	15.8	1.84	2.3
Sales and office occupations.	19.17	7.7	15.66	5.9	3.51	17.8	0.70	26.6	0.27 ⁵	32.2	0.81	28.5	0.18 ⁵	45.6	1.56	6.7
Service occupations.	17.37	2.1	14.36	2.0	3.02	4.5	0.41	12.0	0.26	10.0	0.45	12.1	0.17	15.4	1.72	2.4
Accommodation and food services industry.	17.81	2.3	14.60	2.0	3.21	5.2	0.49	10.8	0.29	12.0	0.53	12.6	0.17	12.3	1.74	2.5
Other services industry.	38.94	7.2	28.83	6.7	10.11	9.2	2.85	12.1	0.56	16.6	2.29	12.3	1.52	23.7	2.89	4.4

¹ Includes costs for wages and salaries and benefits.

² The relative standard error (RSE) is the standard error expressed as a percent of the cost.

³ Includes mining, construction, and manufacturing. The agriculture, forestry, farming, and hunting sector is excluded.

⁴ Includes utilities; wholesale trade; retail trade; transportation and warehousing; information; finance and insurance; real estate and rental and leasing; professional, scientific, 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.

⁵ The relative standard error for this estimate is equal to or greater than 30 percent.

Table 5. Employer Costs for Employee Compensation for private industry workers by bargaining and work status

[Dec. 2023]

Series	Total compensation ¹		Wages and salaries		Total benefits		Paid leave		Supplemental pay		Insurance		Retirement and savings		Legally required benefits	
	Cost (\$)	RSE ²	Cost (\$)	RSE ²	Cost (\$)	RSE ²	Cost (\$)	RSE ²	Cost (\$)	RSE ²	Cost (\$)	RSE ²	Cost (\$)	RSE ²	Cost (\$)	RSE ²
Union workers.....	56.80	3.3	34.41	3.4	22.39	3.4	4.06	5.5	2.37	5.3	7.00	2.1	4.79	6.9	4.16	2.7
Goods-producing industries ³	57.25	2.9	33.48	2.4	23.76	4.4	3.14	5.6	3.24	9.5	8.00	4.0	5.05	9.8	4.35	2.9
Manufacturing industry.....	49.69	3.6	28.33	2.8	21.36	5.1	3.44	5.4	3.89	9.4	7.79	5.0	2.60	10.4	3.65	3.0
Service-providing industries ⁴	56.60	4.7	34.83	4.8	21.77	4.8	4.48	7.0	1.99	6.8	6.56	2.4	4.68	9.1	4.07	3.8
Trade, transportation, and utilities industry.....	55.94	6.0	34.86	6.5	21.08	5.5	4.08	8.2	1.84	6.5	6.33	3.9	4.75	8.8	4.09	3.6
Retail trade industry.....	27.20	1.5	17.46	1.7	9.73	2.0	1.58	3.9	0.73	5.6	3.37	4.3	1.87	4.6	2.19	1.8
Transportation and warehousing industry.....	65.62	8.3	41.26	8.8	24.36	7.6	4.87	11.2	2.17	10.1	7.06	5.0	5.57	11.5	4.69	4.8
Education and health services industry.....	66.41	7.4	40.81	7.3	25.60	7.8	6.24	11.2	2.69	13.9	7.19	4.2	4.90	12.4	4.58	7.1
Health care and social assistance industry.....	66.26	8.0	40.45	8.0	25.81	8.4	6.31	12.0	2.90	13.8	7.11	4.4	4.91	13.5	4.59	7.7
Nonunion workers.....	41.86	1.4	29.96	1.2	11.90	2.0	3.18	2.4	1.65	4.2	2.79	2.2	1.20	3.3	3.08	0.9
Goods-producing industries ³	42.43	1.6	29.72	1.5	12.71	2.0	2.77	2.9	2.21	4.0	3.11	2.5	1.22	4.1	3.40	1.1
Manufacturing industries.....	42.63	2.0	29.02	1.8	13.62	2.6	3.18	3.4	2.37	3.9	3.55	2.7	1.37	5.6	3.16	1.5
Service-providing industries ⁴	41.76	1.6	30.01	1.4	11.75	2.3	3.26	2.7	1.55	5.2	2.73	2.6	1.19	3.9	3.02	1.1
Trade, transportation, and utilities industries.....	33.06	2.4	24.49	2.3	8.58	2.8	2.09	4.7	0.97	3.3	2.04	3.0	0.83	5.1	2.64	1.7
Retail trade industries.....	24.95	2.1	19.41	1.9	5.54	3.1	1.25	4.7	0.60	5.4	1.23	4.8	0.40	5.6	2.06	1.8
Transportation and warehousing industries.....	38.21	8.0	27.32	8.7	10.90	6.9	2.45	15.8	1.15	7.2	2.99	8.3	1.02	11.7	3.30	4.9
Education and health services industries.....	44.62	3.7	32.05	3.5	12.57	4.7	3.85	5.6	1.16	8.6	3.01	5.3	1.39	8.9	3.18	2.2
Health care and social assistance industries.....	43.35	4.3	31.10	4.1	12.25	5.4	3.73	6.4	1.25	9.1	2.92	6.0	1.24	10.9	3.11	2.5
Full-time workers.....	49.25	1.4	33.89	1.4	15.36	1.7	4.00	2.1	2.10	3.8	3.94	1.6	1.85	2.7	3.47	1.0
Occupational group																
Management, professional and related occupations.....	74.16	2.3	50.65	2.2	23.51	2.7	7.15	2.8	3.41	6.3	5.35	2.5	2.91	3.9	4.70	1.6
Management, business, and financial occupations.....	82.59	2.7	56.06	2.6	26.53	3.2	8.04	3.7	4.47	8.3	5.78	2.9	3.18	4.8	5.06	1.6
Professional and related occupations.....	68.64	2.7	47.10	2.6	21.54	3.2	6.57	3.4	2.71	7.2	5.07	2.8	2.73	4.3	4.46	2.0
Sales and office occupations.....	37.47	1.8	26.44	1.9	11.03	1.7	2.83	2.4	1.19	3.6	3.30	2.0	1.07	4.2	2.63	1.5
Sales and related occupations.....	43.16	3.8	31.87	3.9	11.29	3.8	3.15	5.6	1.30	7.1	2.70	3.1	1.14	6.3	3.00	3.0
Office and administrative support occupations.....	34.40	1.2	23.52	1.0	10.88	2.0	2.66	1.9	1.13	4.0	3.62	2.6	1.04	6.0	2.43	1.1
Service occupations.....	25.57	2.1	18.74	1.9	6.83	3.3	1.45	4.4	0.80	5.0	1.93	4.7	0.53	8.3	2.11	2.2
Natural resources, construction, and maintenance occupations.....	45.29	1.6	30.64	1.4	14.65	3.0	2.46	3.0	1.83	4.4	3.80	3.6	2.68	9.4	3.88	2.0
Construction, extraction, farming, fishing, and forestry occupations.....	43.62	3.1	29.78	2.3	13.84	5.1	1.71	5.0	1.79	4.8	3.60	6.0	2.67	11.5	4.06	4.1

See footnotes at end of table.

Table 5. Employer Costs for Employee Compensation for private industry workers by bargaining and work status — Continued

[Dec. 2023]

Series	Total compensation ¹		Wages and salaries		Total benefits		Paid leave		Supplemental pay		Insurance		Retirement and savings		Legally required benefits	
	Cost (\$)	RSE ²	Cost (\$)	RSE ²	Cost (\$)	RSE ²	Cost (\$)	RSE ²	Cost (\$)	RSE ²	Cost (\$)	RSE ²	Cost (\$)	RSE ²	Cost (\$)	RSE ²
Installation, maintenance, and repair occupations.....	47.07	2.5	31.55	2.5	15.52	4.1	3.27	3.3	1.87	5.9	4.01	4.3	2.68	14.3	3.69	2.3
Production, transportation, and material moving occupations.....	37.06	2.2	24.92	2.3	12.14	2.5	2.34	3.6	1.84	3.7	3.67	2.8	1.33	6.1	2.97	1.5
Production occupations.....	34.87	2.1	23.05	1.8	11.82	3.1	2.19	2.9	2.23	5.3	3.71	3.9	0.93	5.4	2.76	1.8
Transportation and material moving occupations.....	38.86	3.6	26.45	3.7	12.41	3.9	2.46	6.2	1.51	4.2	3.64	4.0	1.65	9.0	3.14	2.3
Industry group																
Goods-producing industries ³	45.33	1.6	30.59	1.4	14.73	2.0	2.89	2.9	2.42	3.9	3.98	2.8	1.87	4.3	3.57	1.5
Construction industry.....	47.23	2.5	33.01	2.4	14.21	3.0	2.29	5.1	1.96	9.2	3.52	4.3	2.35	8.1	4.09	2.3
Manufacturing industry.....	44.21	1.9	29.19	1.6	15.01	2.8	3.28	3.3	2.64	3.9	4.26	3.3	1.58	6.0	3.26	1.6
Service-providing industries ⁴	50.30	1.7	34.77	1.7	15.53	2.1	4.30	2.4	2.01	4.9	3.93	1.8	1.85	3.2	3.44	1.2
Trade, transportation, and utilities industry.....	43.98	2.6	30.76	2.7	13.22	2.7	3.25	4.0	1.43	3.1	3.48	2.8	1.80	5.7	3.26	1.8
Information industry.....	78.90	3.5	50.58	3.5	28.33	4.1	8.18	4.6	3.88	9.3	7.15	3.4	4.22	13.9	4.89	2.9
Financial activities industry.....	60.13	2.0	39.56	1.9	20.57	2.6	5.61	2.7	3.81	8.0	5.22	2.1	2.18	3.6	3.74	1.6
Professional and business services industry.....	59.18	4.4	41.07	4.0	18.11	5.5	5.17	6.3	2.92	11.3	4.27	4.8	1.85	7.5	3.91	3.2
Education and health services industry.....	48.99	3.6	33.87	3.6	15.12	3.9	4.50	4.7	1.40	7.5	4.02	3.5	1.88	7.3	3.33	2.2
Leisure and hospitality industry. . .	25.19	3.0	19.35	2.7	5.84	5.7	1.24	10.9	0.53	9.0	1.49	8.4	0.45	15.4	2.13	3.1
Other services industry.....	46.04	7.6	33.17	7.2	12.87	9.2	3.77	12.2	0.71	16.3	3.08	11.5	2.05	24.0	3.25	4.3
Part-time workers.....	23.87	3.1	19.20	3.2	4.67	4.2	0.93	8.3	0.49	8.3	0.63	8.1	0.39	9.8	2.22	2.8
Occupational group																
Management, professional and related occupations.....	54.18	6.7	42.09	6.6	12.09	9.7	3.55	14.7	1.56	11.7	1.37	16.4	1.31	17.8	4.29	7.1
Professional and related occupations.....	55.26	7.0	42.88	6.9	12.38	10.1	3.64	15.4	1.61	11.6	1.40	16.9	1.35	18.7	4.38	7.3
Sales and office occupations.....	19.20	1.2	16.05	1.0	3.15	3.0	0.51	5.9	0.29	11.0	0.40	12.8	0.20	7.6	1.75	1.1
Sales and related occupations. . .	17.65	1.1	14.91	1.0	2.74	2.3	0.38	5.0	0.25	12.7	0.28	9.4	0.18	8.5	1.64	0.9
Office and administrative support occupations.....	22.78	2.9	18.68	2.3	4.10	7.1	0.80	10.3	0.38	19.0	0.68	20.7	0.24	13.3	2.01	2.6
Service occupations.....	17.44	2.3	14.57	2.3	2.87	4.1	0.38	9.6	0.24	14.1	0.28	14.3	0.17	17.6	1.80	2.2
Production, transportation, and material moving occupations.....	23.60	3.4	17.65	2.3	5.95	6.9	0.99	8.0	0.61	8.4	1.42	12.7	0.57	17.3	2.35	3.2
Transportation and material moving occupations.....	23.91	3.4	17.82	2.4	6.09	6.9	1.03	7.9	0.59	9.1	1.48	12.6	0.61	16.8	2.38	3.4
Industry group																
Service-providing industries ⁴	23.82	3.2	19.16	3.3	4.66	4.3	0.94	8.4	0.48	8.6	0.63	8.3	0.39	9.8	2.21	2.9
Trade, transportation, and utilities industry.....	21.14	2.4	16.66	1.6	4.48	5.8	0.68	7.2	0.44	8.5	0.92	10.7	0.43	13.3	2.00	2.5

See footnotes at end of table.

Table 5. Employer Costs for Employee Compensation for private industry workers by bargaining and work status — Continued
 [Dec. 2023]

Series	Total compensation ¹		Wages and salaries		Total benefits		Paid leave		Supplemental pay		Insurance		Retirement and savings		Legally required benefits	
	Cost (\$)	RSE ²	Cost (\$)	RSE ²	Cost (\$)	RSE ²	Cost (\$)	RSE ²	Cost (\$)	RSE ²	Cost (\$)	RSE ²	Cost (\$)	RSE ²	Cost (\$)	RSE ²
Professional and business services industry.....	32.60	17.7	26.99	18.7	5.61	14.4	0.91	24.5	1.07	25.0	0.39 ⁵	31.0	0.20	29.2	3.05	18.9
Education and health services industry.....	37.90	8.1	29.15	7.6	8.76	10.6	2.57	14.8	0.90	13.4	1.17	14.8	0.97	15.5	3.15	6.6
Leisure and hospitality industry. ...	15.60	2.8	13.46	2.9	2.14	3.1	0.21	12.6	0.13	22.3	0.09	20.1	0.07	15.4	1.65	2.8

¹ Includes costs for wages and salaries and benefits.

² The relative standard error (RSE) is the standard error expressed as a percent of the cost.

³ Includes mining, construction, and manufacturing. The agriculture, forestry, farming, and hunting sector is excluded.

⁴ 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.

⁵ The relative standard error for this estimate is equal to or greater than 30 percent.

Table 6. Employer Costs for Employee Compensation for private industry workers by establishment size and industry group

[Dec. 2023]

Series	Total compensation ¹		Wages and salaries		Total benefits		Paid leave		Supplemental pay		Insurance		Retirement and savings		Legally required benefits	
	Cost (\$)	RSE ²	Cost (\$)	RSE ²	Cost (\$)	RSE ²	Cost (\$)	RSE ²	Cost (\$)	RSE ²	Cost (\$)	RSE ²	Cost (\$)	RSE ²	Cost (\$)	RSE ²
All workers.....	43.11	1.3	30.33	1.2	12.77	1.8	3.26	2.2	1.71	3.8	3.14	1.9	1.50	2.7	3.17	0.9
1-99 workers.....	34.71	1.3	25.80	1.3	8.90	1.9	2.17	2.6	1.01	4.8	2.12	2.9	0.84	6.1	2.76	1.0
1-49 workers.....	33.98	1.7	25.53	1.6	8.45	2.6	2.07	3.4	0.93	7.2	1.96	3.6	0.76	7.3	2.73	1.3
50-99 workers.....	36.99	3.2	26.67	3.1	10.32	4.0	2.48	5.2	1.25	7.1	2.61	4.3	1.12	11.1	2.87	2.3
100 workers or more.....	52.95	1.9	35.64	1.9	17.30	2.3	4.53	2.8	2.53	4.1	4.34	2.2	2.26	3.7	3.64	1.4
100-499 workers.....	45.32	2.7	31.54	2.7	13.78	2.9	3.65	4.3	1.76	4.8	3.54	2.6	1.61	5.7	3.22	1.8
500 workers or more.....	62.73	2.3	40.90	2.5	21.82	2.7	5.67	3.4	3.51	4.9	5.36	2.7	3.10	4.7	4.19	2.1
Goods-producing industries ³	44.75	1.5	30.31	1.4	14.44	2.0	2.82	2.8	2.37	3.9	3.88	2.8	1.82	4.3	3.55	1.4
1-99 workers.....	39.09	2.1	28.22	1.6	10.87	3.5	1.96	3.1	1.57	7.4	2.63	4.8	1.28	13.3	3.43	2.0
1-49 workers.....	38.26	3.0	27.94	2.4	10.32	5.3	1.83	4.5	1.42	13.6	2.38	5.7	1.22	19.8	3.46	2.6
50-99 workers.....	41.00	3.1	28.87	2.5	12.13	5.2	2.27	6.7	1.91	7.2	3.21	8.5	1.40	12.2	3.35	2.7
100 workers or more.....	49.60	2.3	32.10	2.1	17.51	3.0	3.56	4.0	3.07	3.8	4.94	3.4	2.28	6.9	3.65	2.0
100-499 workers.....	45.30	2.3	30.39	2.3	14.91	2.7	3.09	4.2	2.22	3.1	4.25	3.3	1.87	8.0	3.47	2.3
500 workers or more.....	55.63	3.5	34.49	3.2	21.14	4.4	4.22	6.2	4.25	4.9	5.91	4.6	2.86	10.1	3.90	3.2
Manufacturing industry.....	43.68	1.9	28.91	1.6	14.76	2.7	3.22	3.2	2.60	3.9	4.17	3.3	1.55	6.0	3.23	1.5
1-99 workers.....	34.90	2.5	25.22	2.1	9.68	3.9	2.22	3.3	1.28	7.2	2.70	6.8	0.62	11.2	2.87	1.9
1-49 workers.....	32.92	3.2	24.25	3.0	8.67	4.6	2.06	6.2	1.02	9.0	2.32	7.7	0.49	12.9	2.78	2.7
50-99 workers.....	37.98	4.9	26.73	4.2	11.26	7.3	2.45	7.7	1.67	9.9	3.29	9.8	0.83	18.6	3.01	3.7
100 workers or more.....	48.27	2.4	30.85	2.2	17.43	3.1	3.74	4.1	3.29	4.1	4.94	3.4	2.03	6.7	3.42	2.2
100-499 workers.....	42.13	2.0	28.13	2.1	14.00	2.3	3.17	3.4	2.25	4.4	4.01	2.6	1.43	7.1	3.13	1.6
500 workers or more.....	55.21	3.5	33.92	3.4	21.29	4.1	4.38	6.3	4.45	5.0	6.00	4.5	2.71	8.3	3.75	3.6
Service-providing industries ⁴	42.78	1.6	30.34	1.4	12.44	2.1	3.34	2.5	1.58	4.8	2.99	2.2	1.43	3.2	3.09	1.1
1-99 workers.....	33.99	1.5	25.41	1.4	8.58	2.1	2.20	2.9	0.92	5.7	2.03	3.3	0.77	6.8	2.65	1.1
1-49 workers.....	33.34	1.9	25.17	1.8	8.17	2.8	2.11	3.8	0.86	8.2	1.90	4.1	0.69	7.5	2.62	1.4
50-99 workers.....	36.13	3.9	26.20	3.7	9.93	4.9	2.52	6.1	1.11	9.0	2.48	4.9	1.06	13.8	2.77	2.7
100 workers or more.....	53.74	2.3	36.49	2.3	17.25	2.7	4.76	3.3	2.40	5.3	4.19	2.5	2.26	4.2	3.64	1.7
100-499 workers.....	45.32	3.3	31.83	3.3	13.50	3.7	3.78	5.0	1.65	6.3	3.36	3.2	1.55	7.2	3.16	2.2
500 workers or more.....	64.32	2.7	42.34	2.9	21.98	3.1	5.99	3.8	3.34	6.2	5.24	3.0	3.15	5.2	4.25	2.4
Trade, transportation, and utilities industry.....	35.91	2.5	25.78	2.4	10.13	2.9	2.34	4.3	1.08	2.8	2.58	3.1	1.32	6.0	2.82	1.8
1-99 workers.....	32.21	3.6	24.36	3.3	7.85	4.5	1.87	6.9	0.75	5.6	1.91	4.8	0.70	8.3	2.62	2.7
1-49 workers.....	31.77	4.3	24.37	4.0	7.40	5.3	1.79	9.0	0.69	8.5	1.72	5.2	0.61	8.7	2.58	3.2
50-99 workers.....	33.74	4.2	24.34	3.7	9.40	6.0	2.13	7.3	0.94	9.6	2.55	9.1	1.03	13.8	2.75	3.7
100 workers or more.....	40.13	3.3	27.40	3.1	12.74	4.1	2.88	5.4	1.46	4.9	3.33	4.2	2.01	7.8	3.05	2.1
100-499 workers.....	33.69	3.1	23.79	2.9	9.90	3.9	2.24	6.0	1.18	5.7	2.62	4.1	1.20	6.9	2.66	2.0
500 workers or more.....	55.12	5.2	35.79	5.4	19.33	5.1	4.36	7.1	2.12	5.9	5.00	4.3	3.90	9.2	3.95	3.5
Wholesale trade industry.....	48.43	3.9	34.33	4.0	14.10	4.0	3.77	6.7	1.78	5.1	3.39	4.0	1.61	7.9	3.55	3.1
1-99 workers.....	45.36	3.8	32.82	3.5	12.54	4.8	3.29	6.3	1.47	7.4	3.09	5.5	1.27	7.1	3.42	3.2
1-49 workers.....	45.07	4.5	33.07	4.3	12.01	5.6	3.15	7.1	1.34	10.9	2.90	6.4	1.22	7.8	3.40	3.6
100 workers or more.....	54.14	8.2	37.14	8.5	17.00	7.8	4.64	12.6	2.37	10.2	3.96	4.9	2.24	14.4	3.77	6.3

See footnotes at end of table.

Table 6. Employer Costs for Employee Compensation for private industry workers by establishment size and industry group — Continued
 [Dec. 2023]

Series	Total compensation ¹		Wages and salaries		Total benefits		Paid leave		Supplemental pay		Insurance		Retirement and savings		Legally required benefits	
	Cost (\$)	RSE ²	Cost (\$)	RSE ²	Cost (\$)	RSE ²	Cost (\$)	RSE ²	Cost (\$)	RSE ²	Cost (\$)	RSE ²	Cost (\$)	RSE ²	Cost (\$)	RSE ²
100-499 workers.....	52.06	9.6	36.28	9.6	15.79	9.7	4.29	14.9	2.10	13.1	3.71	6.1	1.98	15.5	3.70	7.1
Retail trade industry.....	25.08	2.0	19.30	1.8	5.78	3.0	1.27	4.4	0.61	5.1	1.35	4.4	0.48	5.2	2.07	1.7
1-99 workers.....	24.27	2.8	19.35	2.6	4.92	4.3	1.09	6.5	0.40	9.9	1.05	8.2	0.32	8.5	2.05	2.2
1-49 workers.....	24.06	3.5	19.31	3.0	4.75	5.7	1.06	7.8	0.39	12.4	0.99	10.9	0.28	12.0	2.03	2.7
50-99 workers.....	25.09	3.8	19.53	3.8	5.55	4.9	1.24	7.1	0.42	9.6	1.27	8.1	0.50	12.6	2.13	3.8
100 workers or more.....	26.25	2.1	19.22	1.8	7.03	2.8	1.52	4.2	0.92	5.1	1.79	2.8	0.71	4.9	2.09	1.8
100-499 workers.....	25.74	1.6	18.89	1.5	6.84	2.1	1.46	3.3	0.87	3.5	1.77	2.7	0.69	4.6	2.06	1.4
Transportation and warehousing industry.....	47.45	5.7	32.02	5.8	15.43	6.1	3.26	9.5	1.49	6.5	4.36	6.2	2.55	11.2	3.77	3.9
1-99 workers.....	41.29	14.7	30.13	15.4	11.16	13.5	2.44	29.5	0.95	8.1	3.24	11.9	1.00	24.3	3.51	9.5
1-49 workers.....	41.89	21.0	31.54	21.7	10.35	19.5	2.50 ⁵	44.7	0.81	16.1	2.72	13.0	0.76 ⁵	31.5	3.57	13.0
100 workers or more.....	50.33	6.5	32.90	6.2	17.43	7.3	3.65	9.5	1.74	7.6	4.88	7.0	3.28	12.4	3.88	4.0
100-499 workers.....	39.21	6.5	26.49	5.7	12.72	8.7	2.57	11.8	1.29	9.4	3.84	10.6	1.62	19.0	3.40	4.0
Information industry.....	74.85	3.5	48.25	3.4	26.60	4.3	7.66	4.8	3.65	8.6	6.67	3.6	3.94	14.3	4.67	2.9
1-99 workers.....	56.34	7.4	37.33	5.1	19.00	12.9	5.07	10.4	1.76	12.5	5.10	5.2	3.28 ⁵	44.3	3.79	5.7
100 workers or more.....	93.27	4.9	59.12	4.9	34.15	5.5	10.23	5.4	5.53	9.8	8.23	3.9	4.60	13.2	5.55	4.0
100-499 workers.....	74.94	7.3	48.51	8.3	26.42	6.8	7.70	8.6	3.47	9.3	7.10	6.2	3.55	21.5	4.60	6.7
500 workers or more.....	108.34	5.7	67.84	5.9	40.50	6.8	12.31	6.0	7.23	11.7	9.17	4.7	5.46	17.4	6.34	4.5
Financial activities industry.....	58.15	2.2	38.47	2.1	19.67	2.8	5.35	3.1	3.62	8.1	4.97	2.2	2.08	3.9	3.66	1.7
1-99 workers.....	48.40	3.6	33.43	3.4	14.98	5.0	4.16	5.3	2.25	16.8	4.02	4.1	1.34	7.1	3.21	2.8
1-49 workers.....	46.38	3.7	32.27	3.3	14.11	5.4	3.88	5.4	2.14	19.8	3.76	5.0	1.21	8.7	3.12	2.7
100 workers or more.....	71.83	2.5	45.56	2.2	26.27	3.3	7.02	3.1	5.54	8.9	6.31	2.6	3.12	4.3	4.28	1.9
100-499 workers.....	65.61	5.0	42.14	4.3	23.47	7.1	6.17	6.3	4.98	21.6	5.77	5.0	2.61	8.1	3.94	3.8
500 workers or more.....	75.78	2.5	47.73	2.4	28.05	2.9	7.56	2.6	5.90	6.8	6.65	2.8	3.45	3.9	4.50	1.8
Professional and business services industry.....	56.06	3.9	39.42	3.6	16.65	5.4	4.67	6.6	2.70	11.0	3.82	5.2	1.65	8.0	3.81	3.1
1-99 workers.....	47.99	2.8	34.99	2.6	13.00	4.1	3.47	4.8	1.93	14.2	3.00	6.5	1.10	7.9	3.51	2.3
1-49 workers.....	46.15	3.9	33.80	3.6	12.35	5.7	3.23	6.6	1.83	20.6	2.85	8.6	0.99	9.5	3.45	3.5
50-99 workers.....	53.09	9.4	38.28	9.0	14.81	11.2	4.12	13.0	2.20	21.8	3.41	10.7	1.40	21.8	3.67	7.5
100 workers or more.....	63.20	5.6	43.33	5.3	19.87	7.1	5.74	8.8	3.38	12.6	4.54	5.4	2.14	11.0	4.07	4.7
100-499 workers.....	57.67	6.0	40.30	5.9	17.36	6.7	5.21	9.3	2.39	12.3	4.32	4.8	1.74	13.0	3.70	5.1
500 workers or more.....	69.34	6.7	46.69	7.1	22.65	8.6	6.32	11.2	4.48	14.6	4.79	7.9	2.58	13.6	4.47	6.6
Education and health services industry.....	46.28	3.5	32.71	3.3	13.57	4.3	4.03	5.1	1.28	7.7	3.33	4.5	1.65	7.7	3.28	2.2
1-99 workers.....	32.86	4.3	24.87	3.8	7.99	6.9	2.32	7.3	0.49	12.3	1.98	11.5	0.64	18.3	2.56	3.4
1-49 workers.....	31.70	5.2	24.28	4.5	7.42	8.8	2.14	9.9	0.44	16.7	1.76	14.7	0.56	24.6	2.51	4.1
50-99 workers.....	37.56	8.5	27.29	8.3	10.27	9.3	3.02	12.1	0.71	19.6	2.88	6.6	0.93	19.4	2.75	7.1
100 workers or more.....	57.96	4.8	39.54	4.9	18.42	4.9	5.52	6.3	1.96	7.0	4.49	4.3	2.54	7.1	3.92	3.5
100-499 workers.....	51.47	10.8	36.71	10.8	14.76	11.5	4.70	14.0	1.25	14.4	3.53	10.0	1.77	23.1	3.50	6.4
500 workers or more.....	63.06	3.6	41.76	3.5	21.30	4.1	6.16	5.2	2.51	8.3	5.25	3.0	3.14	6.4	4.24	3.7

See footnotes at end of table.

Table 6. Employer Costs for Employee Compensation for private industry workers by establishment size and industry group — Continued
 [Dec. 2023]

Series	Total compensation ¹		Wages and salaries		Total benefits		Paid leave		Supplemental pay		Insurance		Retirement and savings		Legally required benefits	
	Cost (\$)	RSE ²	Cost (\$)	RSE ²	Cost (\$)	RSE ²	Cost (\$)	RSE ²	Cost (\$)	RSE ²	Cost (\$)	RSE ²	Cost (\$)	RSE ²	Cost (\$)	RSE ²
Educational services industry.....	54.20	4.2	38.92	3.4	15.28	6.7	4.70	9.0	0.51	15.6	3.84	8.2	2.51	9.0	3.71	3.5
1-99 workers.....	39.58	7.9	30.80	6.2	8.78	14.8	2.15	17.0	0.38 ⁵	40.7	2.01	25.4	1.23	21.9	3.00	6.6
100 workers or more.....	65.00	3.2	44.92	3.0	20.08	4.0	6.59	7.6	0.60	9.8	5.20	4.7	3.45	6.7	4.24	2.4
100-499 workers.....	50.43	6.8	36.37	5.7	14.06	11.6	4.59	18.4	0.22 ⁵	33.5	3.79	12.8	1.81	27.0	3.64	6.6
500 workers or more.....	75.66	4.2	51.17	3.8	24.49	5.8	8.05	13.7	0.87	8.7	6.23	2.9	4.65	4.5	4.68	4.2
Health care and social assistance industry.....	45.16	4.0	31.84	3.8	13.32	4.9	3.93	5.8	1.38	8.1	3.25	5.0	1.53	9.3	3.22	2.5
1-99 workers.....	32.01	4.9	24.12	4.4	7.89	7.6	2.34	7.9	0.51	12.9	1.98	12.5	0.56	23.3	2.50	3.7
1-49 workers.....	31.02	6.0	23.63	5.3	7.39	9.8	2.19	10.6	0.44	17.9	1.79	15.8	0.51 ⁵	30.7	2.46	4.7
50-99 workers.....	35.93	9.7	26.06	9.5	9.87	10.7	2.94	13.5	0.75	20.1	2.75	7.6	0.76	23.9	2.66	8.0
100 workers or more.....	56.89	5.6	38.71	5.8	18.17	5.7	5.35	7.4	2.16	7.2	4.39	5.0	2.40	8.6	3.87	4.0
100-499 workers.....	51.63	12.3	36.76	12.4	14.87	13.0	4.72	15.7	1.40	14.5	3.49	11.4	1.77	26.2	3.48	7.4
500 workers or more.....	61.06	4.2	40.27	4.1	20.80	4.8	5.86	5.7	2.77	8.5	5.09	3.5	2.90	8.0	4.17	4.3
Leisure and hospitality industry.....	19.42	2.8	15.81	2.4	3.61	6.0	0.63	12.7	0.29	10.6	0.65	12.9	0.22	15.8	1.84	2.3
1-99 workers.....	17.64	2.4	14.70	2.1	2.94	5.7	0.38	12.4	0.24	12.9	0.47	17.6	0.11	16.9	1.75	2.2
1-49 workers.....	17.80	2.9	14.92	2.5	2.88	5.9	0.40	10.4	0.22	13.0	0.43	19.0	0.10	24.0	1.73	2.9
50-99 workers.....	17.25	3.4	14.17	3.2	3.08	9.0	0.34	24.6	0.27	19.2	0.56	25.6	0.13	19.7	1.77	4.3
100 workers or more.....	25.80	5.7	19.77	5.7	6.04	6.9	1.50	12.8	0.46	13.7	1.28	10.1	0.62	16.7	2.18	5.6
100-499 workers.....	24.19	7.4	18.83	7.5	5.37	9.6	1.32	17.8	0.46	15.2	1.05	14.5	0.47	18.9	2.06	7.9
500 workers or more.....	29.80	8.3	22.09	8.3	7.71	9.4	1.95	17.2	0.47 ⁵	31.4	1.84	13.3	1.00	25.5	2.46	7.3

¹ Includes costs for wages and salaries and benefits.

² The relative standard error (RSE) is the standard error expressed as a percent of the cost.

³ Includes mining, construction, and manufacturing. The agriculture, forestry, farming, and hunting sector is excluded.

⁴ 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.

⁵ The relative standard error for this estimate is equal to or greater than 30 percent.

Table 7. Employer Costs for Employee Compensation for private industry workers by census region and division

[Dec. 2023]

Area ¹	Total compensation ²		Wages and salaries		Total benefits		Paid leave		Supplemental pay		Insurance		Retirement and savings		Legally required benefits	
	Cost (\$)	RSE ³	Cost (\$)	RSE ³	Cost (\$)	RSE ³	Cost (\$)	RSE ³	Cost (\$)	RSE ³	Cost (\$)	RSE ³	Cost (\$)	RSE ³	Cost (\$)	RSE ³
Northeast.....	52.32	3.2	36.11	3.1	16.21	4.1	4.31	5.5	2.03	9.6	3.97	5.3	2.11	5.7	3.80	2.0
New England.....	51.73	3.4	35.15	3.7	16.58	3.6	4.24	6.9	2.71	18.0	4.04	6.6	1.96	8.4	3.64	2.9
Middle Atlantic.....	52.53	4.3	36.44	4.0	16.09	5.7	4.34	7.5	1.79	11.4	3.94	6.9	2.16	7.1	3.86	2.4
South.....	38.48	1.8	27.64	1.5	10.83	2.9	2.83	2.9	1.45	6.0	2.61	3.2	1.17	5.3	2.77	1.6
South Atlantic.....	40.34	1.6	28.91	1.4	11.43	2.6	3.10	2.8	1.43	4.4	2.73	4.1	1.25	6.7	2.92	1.5
East South Central.....	31.82	4.6	22.92	4.2	8.89	5.9	2.06	6.7	1.26	9.3	2.46	4.7	0.81	13.3	2.32	4.0
West South Central.....	38.33	4.6	27.63	3.5	10.70	7.7	2.73	7.2	1.59	16.1	2.47	7.2	1.19	9.8	2.72	3.9
Midwest.....	40.81	3.0	28.26	2.6	12.54	4.0	2.94	5.7	1.87	7.1	3.33	3.5	1.46	6.3	2.94	2.2
East North Central.....	41.90	3.9	29.01	3.5	12.89	5.0	3.05	7.2	1.94	8.4	3.31	3.9	1.60	7.7	3.00	2.8
West North Central.....	38.45	4.0	26.65	3.2	11.80	6.0	2.71	8.2	1.71	12.5	3.37	7.3	1.17	8.5	2.83	3.0
West.....	45.15	3.0	31.95	2.8	13.20	3.5	3.39	4.4	1.68	7.9	3.09	3.3	1.55	5.3	3.49	1.9
Mountain.....	37.88	2.6	27.24	2.2	10.64	3.7	2.62	5.4	1.41	5.4	2.59	3.8	1.15	12.0	2.87	2.2
Pacific.....	49.03	3.8	34.46	3.7	14.57	4.3	3.80	5.4	1.82	10.7	3.36	4.2	1.76	5.3	3.83	2.3

¹ The census divisions are defined as follows: New England: Connecticut, Maine, Massachusetts, New Hampshire, Rhode Island and Vermont; Middle Atlantic: New Jersey, New York, and Pennsylvania; South Atlantic: Delaware, District of Columbia, Florida, Georgia, Maryland, North Carolina, South Carolina, Virginia, and West Virginia; East South Central: Alabama, Kentucky, Mississippi, and Tennessee; West South Central: Arkansas, Louisiana, Oklahoma, and Texas; East North Central: Illinois, Indiana, Michigan, Ohio, and Wisconsin; West North Central: Iowa, Kansas, Minnesota, Missouri, Nebraska, North Dakota, and South Dakota; Mountain: Arizona, Colorado, Idaho, Montana, Nevada, New Mexico, Utah, and Wyoming; and Pacific: Alaska, California, Hawaii, Oregon, and Washington.

² Includes costs for wages and salaries and benefits.

³ The relative standard error (RSE) is the standard error expressed as a percent of the cost.