

Employer Costs for Employee Compensation, 1986-99



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Preface

This bulletin provides data on Employer Costs for Employee Compensation (ECEC), a major Bureau of Labor Statistics (BLS) compensation measure. It uses March 1999 ECEC data to examine the structure of compensation cost levels. All ECEC historical data from March 1986 to March 1999 are included in this bulletin. Related articles originally published in the Bureau's *Monthly Labor Review* and *Compensation and Working Conditions* are reproduced in appendix C.

ECEC measures the average hourly cost that employers pay for wages and salaries plus the cost per hour worked for benefits. Computed from data collected for the Employment Cost Index (ECI), another BLS compensation measure, ECEC provides a snapshot of the structure of compensation at a specific point in time. The ECI, in contrast, is a fixed-employment-weighted index that tracks changes in labor costs, free from the influence of employment shifts among

occupations and industries. ECI data are provided in a separate BLS publication *Employment Cost Indexes, 1975-1998*, BLS Bulletin 2514, October 1999.

The Bureau also wishes to express its appreciation to the many employers for their continued cooperation in providing data for the ECEC program. Without their cooperation this bulletin would not have been possible.

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The public may access ECEC data from the Bureau of Labor Statistics' Internet site at <http://stats.bls.gov/ecthome.htm>. Questions about the data in this publication should be directed to staff at (202) 691-6199 or by e-mail at: ocltinfo@bls.gov.

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Chapter I. Introduction

A comprehensive analysis of employee compensation requires data on labor cost changes from period to period as well as information on dollar costs at a given point in time. At the behest of Congress, BLS developed the Employment Cost Index (ECI) in the early 1970s to measure the rate of change in employee compensation, which includes wages and salaries and employer costs for employee benefits. ECI statistics were first published for September-December 1975 but were limited to private industry wage and salary changes. Over time new series have been added.

The Bureau used ECI data to develop the Employer Costs for Employee Compensation (ECEC) in 1987. ECEC cost levels are calculated by applying current, rather than fixed, employment weights to wage and salary and benefit cost data from the establishments in the ECI survey. Estimates are published annually using payroll data that includes March 12th as the reference period.

ECEC data were first published for March 1987 and were originally limited to private industry.¹ The Bureau expanded the ECEC in 1988 to include compensation costs levels by bargaining status, more detailed major industry group, and region. In 1991, ECEC were published for civilian workers, State and local governments workers, and private industry workers by establishment employment size. BLS further expanded the ECEC in 1993 to include data for full- and part-time workers in private industry. In 1997, ECEC for March 1986 became available.²

Some benefit definitions were changed in 1996 to improve data quality and to better reflect terminology and definitions used in the compensation community. These changes are:

- Long-term disability insurance is now reported as a separate benefit. Previously it had been included in sickness and accident insurance.³
- Social Security is now divided into Old-age, Survivors, and Disability Insurance (OASDI) and Medicare components.

¹ For more information see Felicia Nathan, "Analyzing Employer Costs for Wages, Salaries, and Benefits," *Monthly Labor Review*, October 1987, pp. 3-11.

² For more information see "Employer Costs for Employee Compensation, 1986," *Compensation and Working Conditions*, Summer 1997, pp. 112-117.

³ In the 1998 ECEC, the sickness and accident insurance component was renamed short-term disability. It includes all insured, self-insured, and State-mandated plans that provide benefits for each disability, including unfunded plans.

- The pension and savings and thrift benefits in the retirement and savings category were changed to defined benefit and defined contribution plans. All pension and savings and thrift plans within existing sample units were examined to determine if they were defined benefit or defined contribution plans; they were then reclassified. Although the old divisions cannot be compared with the new divisions, the overall category of retirement and savings remains comparable.
- Railroad benefit costs have been reclassified into the benefits that match their intended purpose. For example, Railroad Retirement, Tier 1, is now in the Social Security component; Railroad Retirement, Tier 2, and Railroad Supplemental Retirement are now in the defined benefit plan category. Previously, all railroad benefits were included in the legally required benefits category.

Like the ECI, the ECEC defines wages and salaries as the hourly straight-time wage rate. For workers paid on an hourly basis, the wage rate is the cost per hour paid. For workers not paid on an hourly basis, straight-time earnings are divided by the scheduled hours corresponding to the earnings. Straight-time wage and salary rates are total earnings before payroll deductions and include production bonuses, incentive pay, commissions, and cost-of-living allowances.

Benefits include: Paid leave (vacations, holidays, sick leave, and other paid leave); supplemental pay (overtime, weekends, and holidays; shift differentials; and nonproduction bonuses, such as 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); legally required benefits (Social Security—OASDI and Medicare, Federal and State unemployment insurance, and workers' compensation); and other benefits (severance pay and supplemental unemployment benefits).

Chapter II provides a detailed examination of the 1999 ECEC.⁴

⁴ This bulletin includes corrected historical data for civilian workers for 1994-1996 and for full-time workers in manufacturing (private industry) for 1996. These corrected data were first published in the October 21, 1997 news release, "Employer Costs for Employee Compensation - March 1997," USDL 97-371.

Chapter II. Employer Costs For Employee Compensation March 1999

Employer Costs for Employee Compensation (ECEC) include wage and benefit data from private industry and State and local government. Not included are the self-employed, farm, household, and Federal Government workers. The 1999 ECEC is based on a sample of about 17,200 occupations in some 4,200 establishments in private industry. The sample also includes about 4,100 occupations in approximately 800 State and local government establishments.¹

Civilian workers

In March 1999, employer costs for employee compensation for U.S. civilian workers (private industry and State and local government) averaged \$20.29 per hour worked. Wages and salaries, which averaged \$14.72, accounted for 72.5 percent of these costs. Benefits, which averaged \$5.58 per hour worked, accounted for the remaining 27.5 percent.

Legally required benefits, such as Social Security and workers' compensation, averaged \$1.65 per hour worked (8.1 percent of total compensation), representing the largest non-wage cost. Paid leave, with an average cost of \$1.34 per hour worked, accounted for 6.6 percent of total compensation, followed by insurance (\$1.29, 6.4 percent), retirement and savings (76 cents, 3.7 percent), and supplemental pay (51 cents, 2.5 percent).

Compensation costs differed between private industry and State and local government (text table 1). Total compensation costs were higher in State and local governments (\$28.00) than in private industry (\$19.00). Benefit costs in State and local

¹ For additional information about survey methodology see appendix A, pp. 181-204.

governments were higher in both dollar amount (\$8.22) and as a percent of total compensation (29.4 percent) than in private industry (\$5.13 and 27 percent, respectively).

It is misleading to make direct comparisons between aggregate compensation cost levels in State and local government and those in private industry. Differences between these sectors stem from variations in work activities and occupational structure. Manufacturing and sales, for example, make up a large part of private industry activities but are rare in State and local governments. White-collar occupations (largely professional occupations, including teachers) account for two-thirds of the State and local government workforce, compared with one-half in private industry.²

Private industry

Costs of legally required benefits averaged \$1.65 per hour worked and were the largest benefit costs.

Social Security costs have influenced this pattern. Social Security accounted for 5.6 percent of total compensation in 1986 and 1987 but increased to 5.9 percent in 1988, when the Social Security tax was raised. In 1990, the tax was further increased and, subsequently, the amount of earnings subject to Social Security taxes was also raised in several steps.³ Employer outlays for Social Security ranged from 5.9 percent to 6

² For a more detailed examination of these factors, see Bradley R. Braden and Stephanie L. Hyland, "Cost of Employee Compensation in Public and Private Sectors," *Monthly Labor Review*, May 1993, pp. 14-21.

³ For historical information on Social Security tax rates and annual maximum taxable earnings, see *Annual Statistical Supplement to the Social Security Bulletin, 1998*, Social Security Administration, 1998.

Text table 1. Employer costs per hour worked and percent distribution of components of total compensation, selected workers, March 1999

Compensation component	Workers					
	All civilian		Private industry		State and local government	
	Cost	Percent	Cost	Percent	Cost	Percent
Total compensation	\$20.29	100.0	\$19.00	100.0	\$28.00	100.0
Wages and salaries	14.72	72.5	13.87	73.0	19.78	70.6
Benefits	5.58	27.5	5.13	27.0	8.22	29.4
Paid leave	1.34	6.6	1.20	6.3	2.17	7.8
Supplemental pay .....	.51	2.5	.55	2.9	.24	.9
Insurance	1.29	6.4	1.13	5.9	2.22	7.9
Retirement and savings .....	.76	3.7	.57	3.0	1.91	6.8
Legally required benefits	1.65	8.1	1.65	8.7	1.64	5.9
Other benefits .....	.03	.1	.03	.2	.04	.1

NOTE: Due to rounding, the sums of individual items may not equal totals.

Text table 2. Percent distribution of components of compensation costs, private industry, March 1986-99

Compensation component	Year													
	1986	1987	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999
Total compensation	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Wages and salaries	73.0	73.2	72.7	72.7	72.4	72.3	71.8	71.3	71.1	71.6	71.9	72.5	72.8	73.0
Benefits	27.0	26.8	27.3	27.3	27.6	27.7	28.2	28.7	28.9	28.4	28.1	27.5	27.1	27.0
Paid leave	7.0	6.9	7.0	7.0	6.9	6.8	6.8	6.6	6.5	6.4	6.4	6.3	6.3	6.3
Supplemental pay	2.3	2.4	2.4	2.4	2.5	2.3	2.4	2.5	2.6	2.8	2.8	2.9	3.0	2.9
Insurance	5.5	5.4	5.6	6.0	6.1	6.5	6.9	7.2	7.2	6.7	6.5	6.1	5.9	5.9
Health	(1)	(1)	(1)	(1)	(1)	6.0	6.3	6.6	6.7	6.2	5.9	5.5	5.4	5.4
Retirement and savings	3.8	3.6	3.3	2.9	3.0	2.9	2.9	3.0	3.0	3.0	3.1	3.0	3.0	3.0
Legally required benefits	8.4	8.4	8.8	8.9	9.0	9.1	9.1	9.3	9.4	9.3	9.1	9.0	8.8	8.7
Social Security	5.6	5.6	5.9	5.9	5.9	6.0	5.9	5.9	6.0	6.0	6.0	6.0	6.1	6.1
Federal unemployment insurance .....	.2	.2	.2	.2	.2	.2	.2	.2	.2	.2	.2	.2	.2	.2
State unemployment insurance .....	.9	.9	.8	.8	.6	.6	.6	.7	.7	.7	.7	.6	.6	.5
Workers' compensation	1.5	1.6	1.7	1.9	2.1	2.1	2.2	2.3	2.4	2.3	2.3	2.2	1.9	1.9
Other benefits .....	.1	.1	.2	.1	(2)	(2)	.1	.2	.2	.2	.2	.1	.2	.2

¹Data not available.

²Less than 0.05 percent.

NOTE: Due to rounding, the sums of individual items may not equal totals.

Text table 3. Employer costs per hour worked for employee compensation by industry group, private industry, March 1999

Industry group	Total compensation		Wages and salaries		Benefits	
	Cost	Percent	Cost	Percent	Cost	Percent
Private industry	\$19.00	100	\$13.87	73.0	\$5.13	27.0
Goods-producing	22.86	100	15.84	69.3	7.02	30.7
Construction	22.64	100	16.13	71.2	6.51	28.8
Manufacturing	22.77	100	15.66	68.8	7.11	31.2
Durables	24.66	100	16.75	67.9	7.91	32.1
Nondurables	19.98	100	14.04	70.3	5.94	29.7
Service-producing	17.82	100	13.26	74.4	4.55	25.5
Transportation and public utilities	24.65	100	17.05	69.2	7.60	30.8
Wholesale trade	21.17	100	15.30	72.3	5.87	27.7
Retail trade	10.64	100	8.41	79.0	2.23	21.0
Finance, insurance, and real estate	25.11	100	17.81	70.9	7.30	29.1
Service industries	18.76	100	14.17	75.5	4.59	24.5
Health services	19.05	100	14.16	74.3	4.88	25.6
Hospitals	22.75	100	16.21	71.3	6.54	28.7
Nursing homes	13.29	100	10.06	75.7	3.23	24.3

NOTE: Due to rounding, the sums of individual items may not equal totals.

percent of total compensation between 1988 and 1997; they reached 6.1 percent in 1998 and again in 1999. (See text table 2.)

Workers' compensation costs have followed the same pattern as legally required benefits. In 1986, they were 1.5 percent of total compensation; in 1994, 2.4 percent, and in 1998 and 1999, 1.9 percent.

In 1999, State unemployment insurance costs accounted for 0.5 percent of total compensation, the lowest proportion ever. During the 1986-89 period, these costs were 0.8 or 0.9 percent, and from 1990 to 1998, 0.6 or 0.7 percent of total compensation. The proportion represented by Federal unemployment insurance remained constant at 0.2 percent during the entire 1986-99 period.

Insurance (life, health, and short- and long-term disability) accounted for 5.9 percent of compensation in March 1999. As text table 2 shows, the proportion of compensation accounted

for by insurance costs increased from 1986 to 1993, leveled off for one year, and began to decrease in 1995.

The influence of the components of insurance during the 1986-99 period cannot be fully examined because estimates of the cost per hour worked for individual insurance benefits were not published until 1991. Since health insurance costs account for most of private industry insurance costs, they substantially influence total insurance costs. The increase in the proportion of total benefits accounted for by health insurance between 1991 and 1994 reflects the continuation in the steady rise in health care costs that began in the 1980s. Since 1994, the deceleration in health care cost increases has been reflected in the declining proportion of total benefits accounted for by both total insurance and health insurance costs.

Text table 2 also shows that the proportion of costs represented by paid leave and retirement and savings declined

Text table 4. **Employer costs per hour worked and percent distribution of components of total compensation by occupational group, private industry, March 1999**

Occupational group	Total compensation		Wages and salaries		Benefits	
	Cost	Percent	Cost	Percent	Cost	Percent
All private industry	\$19.00	100	\$13.87	73.0	\$5.13	27.0
White collar	23.02	100	17.02	73.9	6.00	26.1
Professional specialty and technical	30.38	100	22.47	74.0	7.91	26.0
Professional specialty	32.05	100	23.83	74.4	8.22	25.6
Technical	26.16	100	19.02	72.7	7.13	27.3
Executive, administrative, and managerial	35.20	100	25.47	72.4	9.73	27.6
Sales	16.13	100	12.64	78.4	3.49	21.6
Administrative support, including clerical	16.39	100	11.89	72.5	4.50	27.5
Blue collar	17.98	100	12.51	69.6	5.48	30.5
Precision production, craft, and repair	24.12	100	16.78	69.6	7.34	30.4
Machine operators, assemblers, and inspectors	16.90	100	11.41	67.5	5.49	32.5
Transportation and material moving	17.64	100	12.37	70.1	5.28	29.9
Handlers, equipment cleaners, helpers, and laborers	12.67	100	9.06	71.5	3.61	28.5
Service	9.58	100	7.44	77.7	2.14	22.3

NOTE: Due to rounding, the sums of individual items may not equal totals.

during the 1986-99 period. Paid leave was 7 percent of compensation in 1986 and 6.3 percent in 1999. Employer costs per hour worked for retirement and savings were 3.8 percent of total compensation in 1986 and 3 percent in 1999. Because employer payments into pension funds are affected by returns on investments, many pension funds tied to the rising stock market became overfunded. This subsequently resulted in reduced employer contributions to defined benefit plans.

Cost levels by industry group. In March 1999, total compensation costs averaged more for workers in goods-producing industries (\$22.86) than in service-producing industries (\$17.82). (See text table 3.) In goods-producing industries, compensation costs ranged from \$19.98 in nondurables manufacturing to \$24.66 in durables manufacturing. Costs in service-producing industries ranged from \$10.64 in retail trade to \$25.11 in finance, insurance, and real estate.

The industries also varied in the proportion of compensation costs accounted for by benefits: 30.7 percent in goods-producing and 25.5 percent in service-producing industries. Service-producing industries ranged the most, from 21 percent of total compensation costs in retail trade to 30.8 percent in transportation and public utilities. In goods-producing industries, the proportion of benefit costs ranged from 28.8 percent in construction to 32.1 percent in durable goods manufacturing.

Cost levels by occupational group. In March 1999, total compensation in private industry was higher for white-collar workers (\$23.02) than for blue-collar workers (\$17.98) and service workers (\$9.58). As text table 4 shows, total compensation costs for white-collar occupations ranged from \$16.13 for sales workers to \$35.20 for executive, administrative, and managerial occupations. Costs for blue-collar workers ranged from \$12.67 for handlers, equipment cleaners, helpers, and laborers to \$24.12 for precision production, craft, and repair occupations. No breakdown in compensation costs for individual

Text table 5. **Percent distribution of components of benefit costs by major occupational group, private industry, March 1999**

Benefit component	Occupational group			
	All	White-collar	Blue-collar	Service
Total benefits	100.0	100.0	100.0	100.0
Paid leave	23.4	27.2	17.9	17.8
Supplemental pay	10.7	10.2	12.6	7.5
Premium pay	4.5	2.2	8.6	3.7
Shift pay	1.0	.7	1.3	1.4
Nonproduction bonuses	5.5	7.3	2.7	2.3
Insurance	22.0	21.3	23.7	20.1
Retirement and savings	11.1	11.5	11.7	6.1
Legally required benefits	32.2	29.3	33.6	48.6
Other benefits .....	.6	.5	.6	(¹)

¹Less than 0.05 percent.

NOTE: Due to rounding, the sums of individual items may not equal totals

service occupations, such as janitors, is available.

Benefit costs made up 30.5 percent of total compensation costs for blue-collar workers, 26.1 percent for white-collar, and 22.3 percent for service workers. The proportion of costs of individual benefits to total compensation costs varied among occupational groups. (See text table 5.) Paid leave and non-production bonuses made up a higher proportion of total costs for white-collar workers, while premium pay, shift differentials, and insurance had proportionately higher costs for blue-collar workers. Legally required benefits made up a much greater proportion of total costs for service workers, accounting for almost half of their benefit costs, compared with a third for blue-collar and about three-tenths for white-collar workers.

Cost levels by occupation within industries. Group averages can be misleading. For example, although compensation costs

for all occupations may be significantly higher in one industry than in another, differences in compensation costs may be substantially smaller in some occupations and substantially larger in others. (See text table 6.) For example, the differential between compensation costs for all occupations in goods-producing industries and in service-producing industries was \$5.04 (these costs were \$22.86 in goods-producing and \$17.82 in service-producing industries). Of the three broad occupational groups, the differential in compensation costs between goods-producing and service-producing industries was the greatest, \$8.88, for white-collar occupations. Within white-collar occupations, compensation costs differentials ranged from 89 cents for administrative support, including clerical to \$9.66 for professional specialty occupations. Blue-collar occupations showed an overall differential of \$4.17, with differentials for the various occupational groups ranging from \$1.94 to \$2.67. Compensation costs for service occupations showed a differential of \$7.35 (\$16.77 in goods-producing industries, compared with \$9.42 in service-producing industries).

Cost levels by establishment employment size. Private industry compensation costs increased with establishment employment size. As shown in text table 7, compensation costs ranged from \$16.27 per hour worked for employees in establishments with fewer than 100 workers to \$26.37 in establishments with 500 or more workers. Benefit costs represented 24.5 percent of total compensation in establishments with fewer than 100 work-

ers, 27.4 percent in establishments with 100-499 workers, and 30.3 percent in establishments with 500 or more workers. These patterns held for workers regardless of occupational or industry group.

Cost levels by full- and part-time status. In March 1999, total compensation costs for all part-time workers in private industry averaged \$10.20, less than half of the \$21.55 for full-time workers. (See text table 8.) Sales occupations showed the widest gap, with part-time worker compensation averaging \$8.42, or 40.2 percent of the \$20.97 earned by their full-time counterparts. The gap was the smallest between the earnings of administrative support, including clerical, occupations; part-time worker compensation averaged \$11.71 or 67.9 percent of the \$17.25 for full-time workers. (Workers are classified as full- or part-time according to the practices of surveyed establishments.)

Benefits also represented a much smaller proportion of total compensation costs for part-time workers than for full-time workers (18.7 percent compared with 28.2 percent). Benefit costs for part-time workers averaged \$1.91, 31.5 percent of the \$6.07 for full-time workers. Wages and salaries for part-time workers averaged \$8.29, 53.6 percent of the \$15.48 for full-time workers. These patterns held for all occupations and industries.

Cost levels by bargaining status. As text table 9 indicates, private industry compensation costs for nonunion workers were 73.5 percent of those for union workers (\$18.20 compared with \$24.75). Compensation costs for union and nonunion workers were closer in manufacturing, \$23.21 and \$22.62, respectively. However, wages and salaries in manufacturing were lower for union workers than for nonunion workers (\$14.60 compared with \$16.01), whereas benefit costs were higher for union workers than for nonunion workers, \$8.61 and \$6.61, respectively. For all other categories, both wages and salaries and benefit costs were higher for union workers.

The proportion of compensation costs represented by benefits was 34.5 percent for all union workers and 25.6 percent for all nonunion workers. Union and nonunion cost level differentials reflect a variety of influences, including variation in the distribution of union and nonunion workers among occupations and industries.

Cost levels by region. In March 1999, compensation costs per hour worked ranged from \$16.97 in the South to \$20.94 in the Northeast. The proportion of compensation costs represented by wages and salaries ranged from 71.9 percent in the Midwest to 74.1 percent in the West. (See text table 10.)

State and local government

Compensation costs, 1991-99. In March 1999, wages and salaries averaged \$19.78 or 70.6 percent of total compensation costs, whereas benefit costs averaged \$8.22 or 29.4 percent. (See text table 11).

In 1999, insurance accounted for 7.9 percent of total compensation costs as it did in 1997 and 1998. Insurance costs were 7.3 percent of total compensation costs in 1991, increas-

Text table 6. Total compensation costs per hour worked by occupational groups within industries, private industry, March 1999

Occupational group	Total private industry	Goods producing	Service producing	Differential ²
All occupations	\$19.00	\$22.86	\$17.82	\$5.04
White collar	23.02	30.77	21.89	8.88
Professional specialty and technical	30.38	36.89	28.93	7.96
Professional specialty ..	32.05	39.88	30.22	9.66
Technical	26.16	28.17	25.76	2.41
Executive, administrative, and managerial	35.20	42.12	33.63	8.49
Sales	16.13	(¹)	15.86	(¹)
Administrative support, including clerical	16.39	17.17	16.28	.89
Blue collar	17.98	19.93	15.76	4.17
Precision production, craft, and repair	24.12	25.12	22.45	2.67
Machine operators, assemblers, and inspectors	16.90	17.91	(¹)	(¹)
Transportation and material moving	17.64	19.11	17.17	1.94
Handlers, equipment cleaners, helpers, and laborers	12.67	14.25	11.91	2.34
Service	9.58	16.77	9.42	7.35

¹ Data not available.

² Due to weighting and unavailable data, aggregate differentials may appear to be disproportionate.

Text table 7. **Employer costs per hour worked for employee compensation and costs as a percent of total compensation, by establishment employment size, private industry, March 1999**

Industry, occupational group, and compensation	Costs per hour worked by establishment employment size					Percent of total compensation by establishment employment size				
	All establishments	1-99	100 or more			All establishments	1-99	100 or more		
			Total	100-499	500 or more			Total	100-499	500 or more
Total private industry										
Compensation costs	\$19.00	\$16.27	\$21.88	\$18.14	\$26.37	100.0	100.0	100.0	100.0	100.0
Wages and Salaries	13.87	12.29	15.54	13.17	18.37	73.0	75.5	71.0	72.6	69.7
Benefits	5.13	3.98	6.35	4.97	8.00	27.0	24.5	29.0	27.4	30.3
Goods-producing industries										
Compensation costs	22.86	18.98	25.50	21.58	29.39	100.0	100.0	100.0	100.0	100.0
Wages and salaries	15.84	13.79	17.24	14.80	19.66	69.3	72.7	67.6	68.6	66.9
Benefits	7.02	5.19	8.26	6.79	9.73	30.7	27.3	32.4	31.5	33.1
Service-producing industries										
Compensation costs	17.82	15.65	20.42	16.91	24.97	100.0	100.0	100.0	100.0	100.0
Wages and salaries	13.26	11.95	14.85	12.59	17.77	74.4	76.4	72.7	74.5	71.2
Benefits	4.55	3.71	5.57	4.32	7.19	25.5	23.7	27.3	25.5	28.8
White-collar occupations										
Compensation costs	23.02	19.58	26.39	21.99	30.56	100.0	100.0	100.0	100.0	100.0
Wages and salaries	17.02	14.87	19.13	16.21	21.89	73.9	75.9	72.5	73.7	71.6
Benefits	6.00	4.71	7.26	5.78	8.67	26.1	24.1	27.5	26.3	28.4
Blue-collar occupations										
Compensation costs	17.98	16.51	19.48	17.34	22.40	100.0	100.0	100.0	100.0	100.0
Wages and salaries	12.51	12.01	13.01	12.02	14.36	69.6	72.7	66.8	69.3	64.1
Benefits	5.48	4.49	6.47	5.32	8.05	30.5	27.2	33.2	30.7	35.9

NOTE: Due to rounding, the sums of individual items may not equal totals.

Text table 8. **Employer costs per hour worked for employee compensation and costs as a percent of total compensation, by full-time and part-time status, private industry, March 1999**

Full- and part-time status, occupational group, and industry	Total compensation		Wages and salaries		Benefits	
	Cost	Percent	Cost	Percent	Cost	Percent
Full time	\$21.55	100	\$15.48	71.8	\$6.07	28.2
White-collar occupations	25.42	100	18.57	73.1	6.85	26.9
Sales	20.97	100	16.22	77.3	4.75	22.7
Administrative support, including clerical	17.25	100	12.33	71.5	4.92	28.5
Blue-collar occupations	19.00	100	13.12	69.1	5.88	30.9
Service occupations	11.77	100	8.70	73.9	3.07	26.1
Goods-producing industries	23.20	100	16.04	69.1	7.16	30.9
Service-producing industries	20.87	100	15.25	73.1	5.61	26.9
Retail trade	13.78	100	10.66	77.4	3.12	22.6
Services	20.90	100	15.51	74.2	5.39	25.8
Part time	\$10.20	100	8.29	81.3	1.91	18.7
White-collar occupations	12.89	100	10.49	81.4	2.40	18.6
Sales	8.42	100	6.94	82.4	1.48	17.6
Administrative support, including clerical	11.71	100	9.48	81.0	2.22	19.0
Blue-collar occupations	10.02	100	7.70	76.8	2.32	23.2
Service occupations	7.46	100	6.22	83.4	1.24	16.6
Goods-producing industries	11.78	100	9.39	79.7	2.39	20.3
Service-producing industries	10.15	100	8.26	81.4	1.89	18.6
Retail trade	7.46	100	6.13	82.2	1.33	17.8
Services	12.62	100	10.33	81.9	2.29	18.1

NOTE: Data are limited to industries and occupations that employ large numbers of part-time workers. Due to rounding, the sums of individual items may not equal totals.

Text table 9. **Employer costs per hour worked and costs as a percent of total compensation, by bargaining status and major industry and occupational group, private industry, March 1999**

Industry, occupational group and union status	Compensation		Wages and salaries		Benefits	
	Cost	Percent	Cost	Percent	Cost	Percent
All workers	\$10.99	100	\$13.87	73.0	\$5.13	27.0
Union workers	\$24.75	100	\$16.21	65.5	\$8.53	34.5
Blue-collar workers	25.75	100	16.41	63.7	9.35	36.3
Goods-producing industries	26.33	100	16.74	63.6	9.59	36.4
Service-producing industries	23.37	100	15.75	67.4	7.62	32.6
Manufacturing	23.21	100	14.60	62.9	8.61	37.1
Blue-collar workers	23.06	100	14.38	62.4	8.68	37.6
Nonmanufacturing	25.61	100	17.12	66.8	8.49	33.2
Nonunion workers	18.20	100	13.54	74.4	4.66	25.6
Blue-collar workers	15.39	100	11.20	72.8	4.18	27.2
Goods-producing industries	21.75	100	15.56	71.5	6.20	28.5
Service-producing industries	17.29	100	13.03	75.4	4.27	24.7
Manufacturing	22.62	100	16.01	70.8	6.61	29.2
Blue-collar workers	16.99	100	11.82	69.6	5.16	30.4
Nonmanufacturing	17.42	100	13.11	75.3	4.32	24.8

NOTE: Due to rounding, the sum of individual items may not equal totals.

Text table 10. **Employer costs per hour worked for employee compensation and costs as a percent of total compensation, by geographic region, private industry, March 1999**

Region	Compensation		Wages and salaries		Benefits	
	Cost	Percent	Cost	Percent	Cost	Percent
Midwest	\$18.36	100	\$13.21	71.9	\$5.15	28.1
Northeast	20.94	100	15.08	72.0	5.86	28.0
South	16.97	100	12.55	74.0	4.42	26.0
West	20.74	100	15.37	74.1	5.38	25.9

ing to 8.5 percent in 1994. Insurance costs were 8.2 percent in 1995 and 8.1 percent in 1996.

As in private industry, health insurance costs have influenced the direction of total insurance costs. Health insurance costs were 6.9 percent of total compensation in 1991, increasing to 8.2 percent in 1994. They then began to decline, first to 7.8 percent in 1995, then to 7.5 percent in 1997 and 1998. In 1999, health insurance costs represented 7.6 percent of total compensation.

In 1999, paid leave accounted for 7.8 percent, retirement and savings for 6.8 percent, and legally required benefits, for 5.9 percent of total compensation costs. As in the private sector, Social Security costs accounted for the majority of the cost of legally required benefits. As may be seen, the share of Social Security costs declined from 4.6 percent of total compensation in 1991 to 4.4 percent in 1994 and then increased to 4.8 percent in 1995. Social Security costs have been 4.7 percent of total compensation since 1996. The proportion of Federal unemployment insurance costs remained below 0.5 percent of total compensation over the 1991-99 period. In contrast, State unemployment insurance costs averaged less than 0.2 percent over the same period. Workers' compensation costs hovered around 1.2 percent of total

compensation over the 1991-99 period.

Cost levels by occupational group. State and local government compensation costs differed by occupational group. (See text table 12.) As in private industry, total compensation costs were higher for white-collar occupations (\$30.99) than for blue-collar (\$21.94) and service (\$21.23) occupations. The difference in total compensation between blue-collar and service occupations, however, was much smaller than that found in private industry. The smaller differential reflects the inclusion of police and firefighters in the State and local government service category; in private industry, occupations commanding low pay, such as waiters and waitresses and janitors are common.

As in private industry, compensation costs for white-collar occupations varied widely, ranging from \$17.88 for administrative support, including clerical, occupations to \$36.67 for professional specialty and technical occupations. The prevalence of professional occupations, including teachers, in State and local government is a contributing factor to higher total compensation costs when compared with private industry. Another factor is the concentration of lower compensated sales workers in private industry.

Benefits made up 27.6 percent of compensation costs for white-collar occupations, 34 percent for blue-collar occupations, and 35.3 percent for service workers.

The share of benefit costs accounted for by individual benefits differed among occupations as text table 13 indicates. Supplemental pay accounted for a smaller proportion of benefit costs for white-collar occupations than for the other two occupational groups. Retirement and savings accounted for a smaller proportion of benefit costs for blue-collar occupations than for the other groups. Insurance and legally required benefits made up a smaller proportion of total compensation costs for service workers than for workers in the two other groups.

Text table 11. Percent distribution of components of total compensation costs, State and local governments, March 1991-99

Compensation component	1991	1992	1993	1994	1995	1996	1997	1998	1999
Total compensation	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Wages and salaries	69.6	69.8	69.6	69.5	69.6	69.8	70.0	70.3	70.6
Benefits	30.4	30.2	30.4	30.5	30.4	30.2	30.0	29.7	29.4
Paid leave	7.8	7.7	7.6	7.7	7.9	7.8	7.7	7.7	7.8
Supplemental pay .....	.9	.9	.9	.8	.9	.9	.9	.8	.9
Insurance	7.3	7.8	8.3	8.5	8.2	8.1	7.9	7.9	7.9
Health	6.9	7.4	7.9	8.2	7.8	7.7	7.5	7.5	7.6
Retirement and savings	8.3	7.8	7.6	7.5	7.1	7.4	7.4	7.1	6.8
Legally required benefits	6.0	6.0	5.9	5.9	6.3	6.1	6.1	6.0	5.9
Social security	4.6	4.6	4.5	4.4	4.8	4.7	4.7	4.7	4.7
Federal unemployment insurance	(¹)	(¹)	(¹)	(¹)	(¹)	(¹)	(¹)	(¹)	(¹)
State unemployment insurance .....	.1	.1	.2	.2	.2	.2	.2	.1	.1
Workers' compensation	1.2	1.2	1.2	1.2	1.2	1.2	1.1	1.1	1.1
Other benefits .....	.1	.1	.1	.1	.1	.1	.1	.1	.1

Text table 12. Employer costs per hour worked for employee compensation, and costs as a percent of total compensation by occupation, State and local governments, March 1999

Occupational group	Total compensation		Wages and salaries		Benefits	
	Cost	Percent	Cost	Percent	Cost	Percent
All occupations ..	\$28.00	100	\$19.78	70.6	\$8.22	29.4
White collar	30.99	100	22.44	72.4	8.55	27.6
Professional specialty and technical	36.67	100	27.30	74.4	9.36	25.5
Professional specialty	38.03	100	28.45	74.8	9.58	25.2
Teachers	40.83	100	30.94	75.8	9.89	24.2
Technical	22.88	100	15.70	68.6	7.17	31.3
Executive, administrative, and managerial	35.08	100	24.58	70.1	10.51	30.0
Administrative support, including clerical	17.88	100	11.91	66.6	5.97	33.4
Blue collar	21.94	100	14.47	66.0	7.47	34.0
Service	22.23	100	13.74	64.7	7.49	35.3

NOTE: Due to rounding, the sums of individual items may not equal totals.

Cost levels by industry group. Compensation costs also varied by industry. As text table 14 indicates, compensation was higher in services (\$29.45) than in public administration (\$25.39). Within the services group, compensation costs ranged from \$22.95 for health services to \$30.67 for educational services. The higher compensation costs for the services group reflects the inclusion of teachers in the educational services group.

Benefits accounted for a greater proportion of total compensation costs in public administration than in services (33.9 percent and 27 percent, respectively). Within the services group benefit costs as a proportion of total compensation costs ranged from 26 percent for employees in elementary and secondary education to 32.4 percent for those in health services.

Text table 13. Percent distribution of components of benefit costs by major occupational group, State and local governments, March 1999

Benefit component	All	Occupational group		
		White collar	Blue collar	Service
Total benefits	100.0	100.0	100.0	100.0
Paid leave	26.4	26.2	28.0	26.4
Supplemental pay	2.9	1.6	4.6	6.8
Insurance	27.0	27.5	28.0	24.6
Retirement and savings	23.2	23.6	18.9	24.0
Legally required benefits ...	20.0	20.6	20.5	17.8
Other benefits .....	.5	.6	.3	.5

NOTE: Due to rounding, the sums of individual items may not equal totals.

Text table 14. Employer costs per hour worked for employee compensation, and costs as a percent of total compensation by industry group, State and local governments, March 1998

Industry group	Total compensation		Wages and salaries		Benefits	
	Cost	Percent	Cost	Percent	Cost	Percent
All workers ...	\$28.00	100	\$19.78	70.6	\$8.22	29.4
Services	29.45	100	21.50	73.0	7.95	27.0
Health	22.95	100	15.52	67.6	7.43	32.4
Hospitals	23.48	100	15.89	67.7	7.59	32.3
Education	30.67	100	22.64	73.8	8.03	26.2
Elementary						
and secondary education	30.25	100	22.38	74.0	7.87	26.0
Higher education	32.35	100	23.80	73.6	8.55	26.4
Public administration	25.39	100	16.78	66.1	8.61	33.9

Table 1. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Civilian workers, by major occupational group, March 1999

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

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

² 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.

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

⁴ Less than .05 percent.

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

⁶ Includes severance pay and supplemental unemployment benefits.

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

Table 2. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Civilian workers, by occupational and industry group, March 1999

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

¹ Includes severance pay and supplemental unemployment benefits.

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

³ Less than .05 percent.

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

Table 3. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: State and local government, by selected characteristics,¹ March 1999

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

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

⁶ Less than .05 percent.

⁷ Includes severance pay and supplemental unemployment benefits.

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

Table 4. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: State and local government, by occupational and industry group, March 1999

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

¹ Includes severance pay and supplemental unemployment benefits.

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

³ Less than .05 percent.

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

Table 5. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Private industry workers, by major industry group, March 1999

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

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 acronym 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 6. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Private industry workers, by major occupational group, March 1999

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

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 acronym 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 1999

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

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

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 acronym 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 9. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Private industry workers, by major occupational and industry group, and full-time and part-time status, March 1999

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

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.

⁵ Less than .05 percent.

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

Table 10. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Private industry workers, by occupational and industry group, March 1999

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

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.

⁵ Less than .05 percent.

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

Table 11. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Private industry goods-producing and service-producing workers, by occupational group, March 1999

Series	Total compensation	Wages and salaries	Benefit costs						
			Total	Paid leave	Supplemental pay	Insurance	Retirement and savings	Legally required benefits	Other benefits ¹
Cost per hour worked									
All workers, goods-producing industries²	\$22.86	\$15.84	\$7.02	\$1.50	\$0.85	\$1.66	\$0.84	\$2.11	\$0.06
White-collar occupations	30.77	22.09	8.68	2.58	.79	1.91	1.01	2.29	.09
Professional specialty and technical	36.89	26.55	10.34	3.34	.72	2.24	1.24	2.66	.13
Professional specialty	39.88	28.91	10.97	3.69	.67	2.32	1.33	2.82	.14
Technical	28.17	19.66	8.51	2.33	.88	2.01	.99	2.21	.09
Executive, administrative, and managerial	42.12	30.04	12.08	3.66	1.41	2.20	1.59	3.11	.12
Administrative support, including clerical	17.17	12.27	4.90	1.18	.45	1.47	.41	1.36	.05
Blue-collar occupations	19.93	13.52	6.41	1.09	.87	1.57	.78	2.05	.05
Precision production, craft, and repair	25.12	17.18	7.95	1.33	.95	1.83	1.14	2.64	.07
Machine operators, assemblers, and inspectors	17.91	11.92	5.99	1.14	.92	1.61	.57	1.69	.06
Transportation and material moving	19.11	12.88	6.23	.93	1.02	1.45	.73	2.09	(³)
Handlers, equipment cleaners, helpers, and laborers	14.25	9.97	4.28	.55	.53	.99	.53	1.66	(³)
Service occupations	16.77	11.05	5.72	1.08	.82	1.56	.50	1.71	.06
All workers, service-producing industries⁴	17.82	13.26	4.55	1.11	.46	.97	.49	1.51	.02
White-collar occupations	21.89	16.28	5.61	1.49	.59	1.19	.64	1.68	.02
Professional specialty and technical	28.93	21.56	7.37	2.06	.66	1.45	.93	2.23	.03
Professional specialty	30.22	22.65	7.57	2.15	.70	1.48	.91	2.30	.02
Technical	25.76	18.90	6.86	1.84	.57	1.37	.97	2.05	.06
Executive, administrative, and managerial	33.63	24.43	9.20	2.79	1.34	1.64	1.04	2.35	.04
Sales	15.86	12.45	3.41	.67	.43	.65	.34	1.32	(³)
Administrative support, including clerical	16.28	11.84	4.44	1.12	.33	1.21	.49	1.26	.02
Blue-collar occupations	15.76	11.34	4.41	.85	.48	1.00	.48	1.59	(³)
Precision production, craft, and repair	22.45	16.13	6.32	1.53	.72	1.39	.68	1.99	.02
Transportation and material moving	17.17	12.20	4.97	.83	.48	1.16	.60	1.89	(³)
Handlers, equipment cleaners, helpers, and laborers	11.91	8.62	3.29	.52	.37	.74	.38	1.28	(³)
Service occupations	9.42	7.36	2.06	.37	.14	.40	.12	1.03	(³)
Percent of total compensation									
All workers, goods-producing industries²	100.0	69.3	30.7	6.6	3.7	7.3	3.7	9.2	0.3
White-collar occupations	100.0	71.8	28.2	8.4	2.6	6.2	3.3	7.4	.3
Professional specialty and technical	100.0	72.0	28.0	9.1	2.0	6.1	3.4	7.2	.4
Professional specialty	100.0	72.5	27.5	9.3	1.7	5.8	3.3	7.1	.4
Technical	100.0	69.8	30.2	8.3	3.1	7.1	3.5	7.8	.3
Executive, administrative, and managerial	100.0	71.3	28.7	8.7	3.3	5.2	3.8	7.4	.3
Administrative support, including clerical	100.0	71.5	28.5	6.9	2.6	8.6	2.4	7.9	.3
Blue-collar occupations	100.0	67.8	32.2	5.5	4.4	7.9	3.9	10.3	.3
Precision production, craft, and repair	100.0	68.4	31.6	5.3	3.8	7.3	4.5	10.5	.3
Machine operators, assemblers, and inspectors	100.0	66.6	33.4	6.4	5.1	9.0	3.2	9.4	.3
Transportation and material moving	100.0	67.4	32.6	4.9	5.3	7.6	3.8	10.9	(⁵)
Handlers, equipment cleaners, helpers, and laborers	100.0	70.0	30.0	3.9	3.7	6.9	3.7	11.6	(⁵)
Service occupations	100.0	65.9	34.1	6.4	4.9	9.3	3.0	10.2	.4
All workers, service-producing industries⁴	100.0	74.4	25.5	6.2	2.6	5.4	2.7	8.5	.1
White-collar occupations	100.0	74.4	25.6	6.8	2.7	5.4	2.9	7.7	.1
Professional specialty and technical	100.0	74.5	25.5	7.1	2.3	5.0	3.2	7.7	.1
Professional specialty	100.0	75.0	25.0	7.1	2.3	4.9	3.0	7.6	.1
Technical	100.0	73.4	26.6	7.1	2.2	5.3	3.8	8.0	.2
Executive, administrative, and managerial	100.0	72.6	27.4	8.3	4.0	4.9	3.1	7.0	.1
Sales	100.0	78.5	21.5	4.2	2.7	4.1	2.1	8.3	(⁵)
Administrative support, including clerical	100.0	72.7	27.3	6.9	2.0	7.4	3.0	7.7	.1
Blue-collar occupations	100.0	72.0	28.0	5.4	3.0	6.3	3.0	10.1	(⁵)
Precision production, craft, and repair	100.0	71.8	28.2	6.8	3.2	6.2	3.0	8.9	.1
Transportation and material moving	100.0	71.1	28.9	4.8	2.8	6.8	3.5	11.0	(⁵)
Handlers, equipment cleaners, helpers, and laborers	100.0	72.4	27.6	4.4	3.1	6.2	3.2	10.7	(⁵)
Service occupations	100.0	78.1	21.9	3.9	1.5	4.2	1.3	10.9	(⁵)

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 Includes transportation, communication, and public utilities; wholesale and

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

⁵ Less than .05 percent.

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

Table 12. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Private industry manufacturing and nonmanufacturing workers, by occupational group, March 1999

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

¹ Includes severance pay and supplemental unemployment benefits.

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

³ Less than .05 percent.

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

Table 13. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Private industry workers, by bargaining status, and major industry and occupational group, March 1999

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

¹ Includes severance pay and supplemental unemployment benefits.

² Includes mining, construction, and manufacturing.

³ Includes transportation, communication, and public utilities; wholesale and retail trade; finance, insurance, and real estate; and service industries.

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

⁵ Less than .05 percent.

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

Table 14. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Private industry workers, by establishment employment size, and major industry and occupational group, March 1999

Industry and occupational group, and employment size	Total 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	\$19.00	\$13.87	\$5.13	\$1.20	\$0.55	\$1.13	\$0.57	\$1.65	\$0.03
1-99 workers	16.27	12.29	3.98	.83	.40	.84	.39	1.51	(²)
100 or more workers	21.88	15.54	6.35	1.58	.71	1.44	.76	1.80	.05
100-499 workers	18.14	13.17	4.97	1.11	.58	1.12	.53	1.62	.02
500 or more workers	26.37	18.37	8.00	2.15	.87	1.83	1.05	2.01	.09
Goods-producing industries³	22.86	15.84	7.02	1.50	.85	1.66	.84	2.11	.06
1-99 workers	18.98	13.79	5.19	.81	.52	1.14	.62	2.10	(²)
100 or more workers	25.50	17.24	8.26	1.97	1.07	2.02	.99	2.12	.10
100-499 workers	21.58	14.80	6.79	1.39	.94	1.65	.79	1.99	.02
500 or more workers	29.39	19.66	9.73	2.55	1.19	2.38	1.19	2.24	.18
Service-producing industries⁴	17.82	13.26	4.55	1.11	.46	.97	.49	1.51	.02
1-99 workers	15.65	11.95	3.71	.84	.38	.77	.34	1.38	(²)
100 or more workers	20.42	14.85	5.57	1.43	.57	1.21	.67	1.67	.03
100-499 workers	16.91	12.59	4.32	1.01	.45	.92	.43	1.48	.02
500 or more workers	24.97	17.77	7.19	1.97	.71	1.58	.98	1.90	.04
White-collar occupations	23.02	17.02	6.00	1.63	.61	1.28	.69	1.76	.03
1-99 workers	19.58	14.87	4.71	1.18	.49	1.01	.48	1.54	(²)
100 or more workers	26.39	19.13	7.26	2.06	.74	1.55	.90	1.97	.05
100-499 workers	21.99	16.21	5.78	1.48	.65	1.24	.64	1.74	.03
500 or more workers	30.56	21.89	8.67	2.61	.82	1.84	1.14	2.18	.08
Blue-collar occupations	17.98	12.51	5.48	.98	.69	1.30	.64	1.84	.03
1-99 workers	16.51	12.01	4.49	.68	.49	1.00	.47	1.84	(²)
100 or more workers	19.48	13.01	6.47	1.28	.88	1.61	.81	1.83	.06
100-499 workers	17.34	12.02	5.32	.99	.68	1.29	.60	1.75	(²)
500 or more workers	22.40	14.36	8.05	1.66	1.15	2.05	1.10	1.95	.13
Percent of total compensation									
All workers in private industry	100.0	73.0	27.0	6.3	2.9	5.9	3.0	8.7	0.2
1-99 workers	100.0	75.5	24.5	5.1	2.5	5.2	2.4	9.3	(⁵)
100 or more workers	100.0	71.0	29.0	7.2	3.2	6.6	3.5	8.2	.2
100-499 workers	100.0	72.6	27.4	6.1	3.2	6.2	2.9	8.9	.1
500 or more workers	100.0	69.7	30.3	8.2	3.3	6.9	4.0	7.6	.3
Goods-producing industries³	100.0	69.3	30.7	6.6	3.7	7.3	3.7	9.2	.3
1-99 workers	100.0	72.7	27.3	4.3	2.7	6.0	3.3	11.1	(⁵)
100 or more workers	100.0	67.6	32.4	7.7	4.2	7.9	3.9	8.3	.4
100-499 workers	100.0	68.6	31.5	6.4	4.4	7.6	3.7	9.2	.1
500 or more workers	100.0	66.9	33.1	8.7	4.0	8.1	4.0	7.6	.6
Service-producing industries⁴	100.0	74.4	25.5	6.2	2.6	5.4	2.7	8.5	.1
1-99 workers	100.0	76.4	23.7	5.4	2.4	4.9	2.2	8.8	(⁵)
100 or more workers	100.0	72.7	27.3	7.0	2.8	5.9	3.3	8.2	.1
100-499 workers	100.0	74.5	25.5	6.0	2.7	5.4	2.5	8.8	.1
500 or more workers	100.0	71.2	28.8	7.9	2.8	6.3	3.9	7.6	.2
White-collar occupations	100.0	73.9	26.1	7.1	2.6	5.6	3.0	7.6	.1
1-99 workers	100.0	75.9	24.1	6.0	2.5	5.2	2.5	7.9	(⁵)
100 or more workers	100.0	72.5	27.5	7.8	2.8	5.9	3.4	7.5	.2
100-499 workers	100.0	73.7	26.3	6.7	3.0	5.6	2.9	7.9	.1
500 or more workers	100.0	71.6	28.4	8.5	2.7	6.0	3.7	7.1	.3
Blue-collar occupations	100.0	69.6	30.5	5.5	3.8	7.2	3.6	10.2	.2
1-99 workers	100.0	72.7	27.2	4.1	3.0	6.1	2.8	11.1	(⁵)
100 or more workers	100.0	66.8	33.2	6.6	4.5	8.3	4.2	9.4	.3
100-499 workers	100.0	69.3	30.7	5.7	3.9	7.4	3.5	10.1	(⁵)
500 or more workers	100.0	64.1	35.9	7.4	5.1	9.2	4.9	8.7	.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.

⁵ Less than .05 percent.

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

Table 15. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Private industry health services workers, by industry and occupational group, March 1999

Series	Total compensation	Wages and salaries	Benefit costs						
			Total	Paid leave	Supplemental pay	Insurance	Retirement and savings	Legally required benefits	Other benefits ¹
Cost per hour worked									
Health services	\$19.05	\$14.16	\$4.88	\$1.37	\$0.42	\$1.07	\$0.47	\$1.54	(²)
Professional specialty and technical	26.01	19.40	6.61	1.89	.69	1.36	.59	2.08	(²)
Professional specialty	29.44	21.97	7.47	2.22	.79	1.47	.66	2.32	(²)
Nurses	29.21	21.48	7.73	2.30	1.00	1.47	.64	2.32	(²)
Technical	20.60	15.35	5.25	1.37	.52	1.18	.47	1.70	(²)
Administrative support, including clerical	15.81	11.41	4.40	1.27	.23	1.11	.57	1.21	(²)
Service occupations	11.40	8.61	2.80	.65	.23	.65	.22	1.03	(²)
Hospitals	22.75	16.21	6.54	1.94	.67	1.60	.58	1.74	(²)
Professional specialty and technical	27.82	19.97	7.85	2.34	.96	1.71	.69	2.14	(²)
Professional specialty	30.67	22.17	8.49	2.57	1.10	1.71	.74	2.36	(²)
Nurses	30.85	22.12	8.72	2.62	1.30	1.67	.73	2.39	(²)
Technical	21.39	15.01	6.38	1.81	.64	1.69	.58	1.65	(²)
Administrative support, including clerical	16.17	11.26	4.92	1.40	.28	1.58	.44	1.21	(²)
Service occupations	13.52	9.25	4.27	1.06	.43	1.39	.33	1.05	(²)
Nursing homes	13.29	10.06	3.23	.83	.27	.68	.15	1.30	(²)
Professional specialty and technical	19.45	14.92	4.53	1.18	.45	.77	.22	1.92	(²)
Professional specialty	21.57	16.74	4.83	1.27	.37	.84	.25	2.10	(²)
Technical	17.51	13.25	4.26	1.09	.52	.70	.19	1.76	(²)
Service occupations	10.57	7.91	2.66	.63	.23	.62	.12	1.07	(²)
Percent of total compensation									
Health services	100.0	74.3	25.6	7.2	2.2	5.6	2.5	8.1	(³)
Professional specialty and technical	100.0	74.6	25.4	7.3	2.7	5.2	2.3	8.0	(³)
Professional specialty	100.0	74.6	25.4	7.5	2.7	5.0	2.2	7.9	(³)
Nurses	100.0	73.5	26.5	7.9	3.4	5.0	2.2	7.9	(³)
Technical	100.0	74.5	25.5	6.7	2.5	5.7	2.3	8.3	(³)
Administrative support, including clerical	100.0	72.2	27.8	8.0	1.5	7.0	3.6	7.7	(³)
Service occupations	100.0	75.5	24.6	5.7	2.0	5.7	1.9	9.0	(³)
Hospitals	100.0	71.3	28.7	8.5	2.9	7.0	2.5	7.6	(³)
Professional specialty and technical	100.0	71.8	28.2	8.4	3.5	6.1	2.5	7.7	(³)
Professional specialty	100.0	72.3	27.7	8.4	3.6	5.6	2.4	7.7	(³)
Nurses	100.0	71.7	28.3	8.5	4.2	5.4	2.4	7.7	(³)
Technical	100.0	70.2	29.8	8.5	3.0	7.9	2.7	7.7	(³)
Administrative support, including clerical	100.0	69.6	30.4	8.7	1.7	9.8	2.7	7.5	(³)
Service occupations	100.0	68.4	31.6	7.8	3.2	10.3	2.4	7.8	(³)
Nursing homes	100.0	75.7	24.3	6.2	2.0	5.1	1.1	9.8	(³)
Professional specialty and technical	100.0	76.7	23.3	6.1	2.3	4.0	1.1	9.9	(³)
Professional specialty	100.0	77.6	22.4	5.9	1.7	3.9	1.2	9.7	(³)
Technical	100.0	75.7	24.3	6.2	3.0	4.0	1.1	10.1	(³)
Service occupations	100.0	74.8	25.2	6.0	2.2	5.9	1.1	10.1	(³)

¹ Includes severance pay and supplemental unemployment benefits.

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

³ Less than .05 percent.

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

Table 16. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Private industry transportation equipment manufacturing and public utilities workers, by industry and occupational group, March 1999

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

¹ Includes severance pay and supplemental unemployment benefits.

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

Table 17. 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 acronym 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 18. 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	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	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.

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

Table 19. 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 acronym 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 20. 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	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	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.

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

Table 21. 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 acronym 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 22. 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	
	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 ¹ .....	.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	(²)	(²)
Health	1.00	5.4	1.11	5.0	1.17	6.7	.40	4.3
Short-term disability ³ .....	.04	.2	.04	.2	.04	.2	.02	.2
Long-term disability .....	.02	.1	.03	.1	.02	.1	(²)	(²)
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 ⁴	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 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 acronym 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 23. 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 acronym 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 24. 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 acronym 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 25. 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	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	11.39	8.38	3.02	.63	.23	.77	.21	1.17	(²)
Goods-producing industries ³	22.58	15.53	7.05	1.51	.87	1.66	.85	2.10	.07
Construction	22.06	15.71	6.35	.70	.61	1.32	1.05	2.66	(²)
Manufacturing	22.60	15.40	7.19	1.72	.93	1.74	.78	1.93	.08
Service-producing industries ⁴	20.26	14.81	5.44	1.38	.60	1.20	.59	1.65	.02
Transportation and public utilities	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	(²)
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	(²)
All part-time workers in private industry	10.01	8.10	1.90	.27	.15	.27	.14	1.08	(²)
White-collar occupations	12.52	10.14	2.38	.43	.20	.38	.18	1.18	(²)
Sales	8.03	6.57	1.46	.19	.12	.20	.10	.84	(²)
Administrative support, including clerical	11.53	9.10	2.43	.43	.21	.57	.18	1.05	(²)
Blue-collar occupations	9.86	7.54	2.32	.22	.24	.40	.25	1.21	(²)
Service occupations	7.41	6.15	1.26	.12	.06	.11	.05	.91	(²)
Goods-producing industries ³	12.21	9.52	2.69	.25	.30	.27	.12	1.74	(²)
Service-producing industries ⁴	9.93	8.06	1.88	.27	.14	.27	.14	1.05	(²)
Retail trade	7.37	6.04	1.33	.13	.08	.17	.07	.87	(²)
Service industries	12.47	10.18	2.29	.40	.19	.33	.16	1.22	(²)
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	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	100.0	73.6	26.5	5.5	2.0	6.8	1.8	10.3	(²)
Goods-producing industries ³	100.0	68.8	31.2	6.7	3.9	7.4	3.8	9.3	.3
Construction	100.0	71.2	28.8	3.2	2.8	6.0	4.8	12.1	(²)
Manufacturing	100.0	68.1	31.8	7.6	4.1	7.7	3.5	8.5	.4
Service-producing industries ⁴	100.0	73.1	26.9	6.8	3.0	5.9	2.9	8.1	.1
Transportation and public utilities	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	(²)
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	(²)
All part-time workers in private industry	100.0	80.9	19.0	2.7	1.5	2.7	1.4	10.8	(²)
White-collar occupations	100.0	81.0	19.0	3.4	1.6	3.0	1.4	9.4	(²)
Sales	100.0	81.8	18.2	2.4	1.5	2.5	1.2	10.5	(²)
Administrative support, including clerical	100.0	78.9	21.1	3.7	1.8	4.9	1.6	9.1	(²)
Blue-collar occupations	100.0	76.5	23.5	2.2	2.4	4.1	2.5	12.3	(²)
Service occupations	100.0	83.0	17.0	1.6	.8	1.5	.7	12.3	(²)
Goods-producing industries ³	100.0	78.0	22.0	2.0	2.5	2.2	1.0	14.3	(²)
Service-producing industries ⁴	100.0	81.2	18.9	2.7	1.4	2.7	1.4	10.6	(²)
Retail trade	100.0	82.0	18.0	1.8	1.1	2.3	.9	11.8	(²)
Service industries	100.0	81.6	18.4	3.2	1.5	2.6	1.3	9.8	(²)

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 26. 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	15.56	12.19	3.38	.68	.39	.66	.32	1.31	(²)
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	(²)
Handlers, equipment cleaners, helpers, and laborers	12.46	8.84	3.61	.53	.43	.83	.40	1.41	(²)
Service occupations	9.37	7.25	2.12	.38	.14	.43	.13	1.04	(²)
Industry group									
Goods-producing industries ³	22.26	15.35	6.91	1.47	.85	1.62	.82	2.09	.07
Construction	21.71	15.51	6.21	.68	.60	1.28	1.01	2.63	(²)
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 ⁴	17.31	12.88	4.42	1.07	.47	.94	.46	1.48	(²)
Transportation and public utilities	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	(²)
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	(²)
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	100.0	78.3	21.7	4.4	2.5	4.2	2.1	8.4	(²)
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	(²)
Handlers, equipment cleaners, helpers, and laborers	100.0	70.9	29.0	4.3	3.5	6.7	3.2	11.3	(²)
Service occupations	100.0	77.4	22.6	4.1	1.5	4.6	1.4	11.1	(²)
Industry group									
Goods-producing industries ³	100.0	69.0	31.0	6.6	3.8	7.3	3.7	9.4	.3
Construction	100.0	71.4	28.6	3.1	2.8	5.9	4.7	12.1	(²)
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 ⁴	100.0	74.4	25.5	6.2	2.7	5.4	2.7	8.5	(²)
Transportation and public utilities	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	(²)
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	(²)

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 27. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Private industry goods-producing and service-producing workers, by occupational group, March 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	16.48	10.86	5.62	1.09	.86	1.39	.53	1.68	.08
All workers, service-producing industries⁴	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	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	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	100.0	65.9	34.1	6.6	5.2	8.4	3.2	10.2	.5
All workers, service-producing industries⁴	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	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	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 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 28. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Private industry manufacturing and nonmanufacturing workers, by occupational group, March 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	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	(²)
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	15.34	12.03	3.30	.66	.38	.65	.31	1.29	(²)
Administrative support, including clerical	15.67	11.37	4.30	1.07	.34	1.20	.46	1.22	(²)
Blue-collar occupations	16.86	12.04	4.82	.77	.51	1.06	.61	1.86	(²)
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	(²)
Handlers, equipment cleaners, helpers, and laborers	12.05	8.67	3.39	.48	.39	.73	.38	1.40	(²)
Service occupations	9.21	7.16	2.04	.36	.13	.41	.12	1.03	(²)
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	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	(²)
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	100.0	78.4	21.5	4.3	2.5	4.2	2.0	8.4	(²)
Administrative support, including clerical	100.0	72.6	27.4	6.8	2.2	7.7	2.9	7.8	(²)
Blue-collar occupations	100.0	71.4	28.6	4.6	3.0	6.3	3.6	11.0	(²)
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	(²)
Handlers, equipment cleaners, helpers, and laborers	100.0	72.0	28.1	4.0	3.2	6.1	3.2	11.6	(²)
Service occupations	100.0	77.7	22.1	3.9	1.4	4.5	1.3	11.2	(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 29. 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 ²	25.37	16.01	9.36	1.58	1.22	2.46	1.50	2.46	.13
Service-producing industries ³	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	(⁴)
Goods-producing industries ²	21.27	15.14	6.13	1.43	.73	1.35	.61	1.97	.04
Service-producing industries ³	16.89	12.71	4.18	1.02	.45	.85	.41	1.44	(⁴)
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	(⁴)
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 ²	100.0	63.1	36.9	6.2	4.8	9.7	5.9	9.7	.5
Service-producing industries ³	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	(⁴)
Goods-producing industries ²	100.0	71.2	28.8	6.7	3.4	6.3	2.9	9.3	.2
Service-producing industries ³	100.0	75.3	24.7	6.0	2.7	5.0	2.4	8.5	(⁴)
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	(⁴)

¹ Includes severance pay and supplemental unemployment benefits.

² Includes mining, construction, and manufacturing.

³ Includes transportation, communication, and public utilities; wholesale and retail trade; finance, insurance, and real estate; and service industries.

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

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

Table 30. 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 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
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 31. 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 occupations	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 occupations	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 occupations	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 occupations	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 occupations	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 occupations	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.

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

Table 32. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Private industry transportation equipment manufacturing and public utilities workers, by industry and occupational group, March 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	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	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	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	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.

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

Table 33. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Civilian workers, by major occupational group, March 1997

Compensation component	Civilian workers		White-collar		Blue-collar		Service	
	Cost	Percent	Cost	Percent	Cost	Percent	Cost	Percent
Total compensation	\$19.22	100.0	\$23.10	100.0	\$17.46	100.0	\$10.69	100.0
Wages and salaries	13.85	72.0	16.95	73.4	11.93	68.3	7.82	73.2
Total benefits	5.37	28.0	6.16	26.6	5.53	31.7	2.87	26.8
Paid leave	1.27	6.6	1.64	7.1	1.00	5.7	.60	5.6
Vacation .....	.58	3.0	.73	3.2	.52	3.0	.27	2.5
Holiday .....	.43	2.2	.56	2.4	.35	2.0	.19	1.8
Sick .....	.19	1.0	.27	1.2	.09	.5	.11	1.0
Other .....	.06	.3	.09	.4	.04	.2	.03	.3
Supplemental pay .....	.47	2.4	.48	2.1	.64	3.6	.19	1.8
Premium ¹ .....	.19	1.0	.10	.4	.42	2.4	.10	.9
Shift differential .....	.05	.2	.04	.2	.06	.4	.04	.4
Nonproduction bonuses .....	.23	1.2	.34	1.5	.15	.8	.05	.5
Insurance	1.23	6.4	1.38	6.0	1.34	7.7	.64	6.0
Life .....	.05	.2	.06	.2	.05	.3	.02	.1
Health	1.13	5.9	1.26	5.5	1.23	7.1	.60	5.6
Sickness and accident .....	.03	.2	.03	.1	.04	.2	.02	.2
Long-term disability .....	.02	.1	.03	.1	(²)	(²)	(²)	(²)
Retirement and savings .....	.75	3.9	.92	4.0	.68	3.9	.38	3.5
Defined benefit .....	.49	2.5	.55	2.4	.47	2.7	.32	3.0
Defined contribution .....	.27	1.4	.37	1.6	.21	1.2	.06	.5
Legally required benefits	1.62	8.4	1.70	7.3	1.84	10.5	1.06	9.9
Social Security ³	1.11	5.8	1.32	5.7	1.01	5.8	.65	6.1
OASDI .....	.88	4.6	1.05	4.5	.82	4.7	.53	4.9
Medicare .....	.22	1.2	.27	1.2	.19	1.1	.13	1.2
Federal unemployment insurance .....	.03	.1	.03	.1	.03	.2	.03	.3
State unemployment insurance .....	.11	.6	.11	.5	.12	.7	.09	.8
Workers' compensation .....	.38	2.0	.25	1.1	.68	3.9	.29	2.7
Other benefits ⁴ .....	.03	.1	.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 The total employer's cost for Social Security is comprised of an OASDI portion and a Medicare portion. OASDI is the acronym for

Old-Age, Survivors, and Disability Insurance.

⁴ Includes severance pay and supplemental unemployment benefits.

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

Table 34. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Civilian workers, by occupational and industry group, March 1997

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	\$19.22	\$13.85	\$5.37	\$1.27	\$0.47	\$1.23	\$0.75	\$1.62	\$0.03
Occupational group									
White-collar occupations	23.10	16.95	6.16	1.64	.48	1.38	.92	1.70	.03
Professional specialty and technical	31.08	22.87	8.21	2.14	.62	1.75	1.48	2.18	.05
Professional speciality	33.11	24.48	8.63	2.24	.64	1.85	1.61	2.24	.05
Nurses	28.41	20.54	7.87	2.32	.97	1.42	.85	2.31	(²)
Teachers	35.37	26.79	8.58	1.78	.06	2.19	2.40	2.09	.06
Technical	23.80	17.09	6.71	1.78	.52	1.42	1.01	1.94	.05
Executive, administrative, and managerial	33.12	24.04	9.07	2.87	.77	1.72	1.33	2.32	.05
Administrative support, including clerical	15.44	10.99	4.45	1.13	.29	1.27	.55	1.19	.02
Blue-collar occupations	17.46	11.93	5.53	1.00	.64	1.34	.68	1.84	.03
Service occupations	10.69	7.82	2.87	.60	.19	.64	.38	1.06	(²)
Industry group									
Services	20.27	15.03	5.24	1.33	.36	1.18	.80	1.55	.02
Health services	18.58	13.55	5.03	1.44	.43	1.08	.57	1.50	(²)
Hospitals	21.79	15.28	6.52	1.93	.67	1.55	.68	1.66	(²)
Educational services	28.57	21.03	7.54	1.77	.09	2.04	1.90	1.70	.04
Elementary and secondary education	28.26	20.84	7.43	1.58	.06	2.21	1.91	1.61	.06
Higher education	30.18	22.14	8.04	2.17	.15	1.80	2.01	1.91	(²)
Percent of total compensation									
Civilian workers	100.0	72.0	28.0	6.6	2.4	6.4	3.9	8.4	0.1
Occupational group									
White-collar occupations	100.0	73.4	26.6	7.1	2.1	6.0	4.0	7.3	.1
Professional specialty and technical	100.0	73.6	26.4	6.9	2.0	5.6	4.8	7.0	.2
Professional speciality	100.0	73.9	26.1	6.8	1.9	5.6	4.9	6.8	.2
Nurses	100.0	72.3	27.7	8.2	3.4	5.0	3.0	8.1	(²)
Teachers	100.0	75.8	24.2	5.0	.2	6.2	6.8	5.9	.2
Technical	100.0	71.8	28.2	7.5	2.2	6.0	4.3	8.1	.2
Executive, administrative, and managerial	100.0	72.6	27.4	8.7	2.3	5.2	4.0	7.0	.2
Administrative support, including clerical	100.0	71.2	28.8	7.3	1.9	8.2	3.6	7.7	.1
Blue-collar occupations	100.0	68.3	31.7	5.7	3.6	7.7	3.9	10.5	.2
Service occupations	100.0	73.2	26.8	5.6	1.8	6.0	3.5	9.9	(²)
Industry group									
Services	100.0	74.2	25.8	6.6	1.8	5.8	4.0	7.6	.1
Health services	100.0	72.9	27.1	7.8	2.3	5.8	3.1	8.1	(²)
Hospitals	100.0	70.1	29.9	8.9	3.1	7.1	3.1	7.6	(²)
Educational services	100.0	73.6	26.4	6.2	.3	7.1	6.6	6.0	.1
Elementary and secondary education	100.0	73.7	26.3	5.6	.2	7.8	6.7	5.7	.2
Higher education	100.0	73.4	26.6	7.2	.5	6.0	6.7	6.3	(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 35. 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 1997

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	\$26.58	100.0	\$29.54	100.0	\$19.50	100.0	\$27.88	100.0
Wages and salaries	18.61	70.0	21.21	71.8	12.51	64.1	20.15	72.3
Total benefits	7.97	30.0	8.33	28.2	6.99	35.9	7.73	27.7
Paid leave	2.06	7.7	2.14	7.3	1.78	9.1	1.87	6.7
Vacation .....	.70	2.6	.66	2.2	.75	3.9	.52	1.9
Holiday .....	.67	2.5	.71	2.4	.57	2.9	.63	2.3
Sick .....	.52	2.0	.59	2.0	.34	1.8	.55	2.0
Other .....	.16	.6	.18	.6	.12	.6	.17	.6
Supplemental pay .....	.23	.9	.14	.5	.44	2.3	.15	.5
Premium ² .....	.11	.4	.04	.1	.23	1.2	.05	.2
Shift differential .....	.05	.2	.04	.1	.11	.6	.05	.2
Nonproduction bonuses .....	.06	.2	.06	.2	.10	.5	.05	.2
Insurance	2.09	7.9	2.20	7.5	1.74	8.9	2.11	7.6
Life .....	.05	.2	.05	.2	.04	.2	.05	.2
Health	1.99	7.5	2.10	7.1	1.65	8.5	2.01	7.2
Sickness and accident .....	.02	.1	.02	.1	.02	.1	.02	.1
Long-term disability .....	.03	.1	.03	.1	.02	.1	.03	.1
Retirement and savings	1.95	7.4	2.08	7.0	1.76	9.0	1.93	6.9
Defined benefit	1.82	6.8	1.91	6.5	1.70	8.7	1.77	6.3
Defined contribution .....	.14	.5	.17	.6	.05	.3	.16	.6
Legally required benefits	1.61	6.1	1.73	5.9	1.24	6.4	1.63	5.8
Social Security ³	1.25	4.7	1.42	4.8	.80	4.1	1.35	4.8
OASDI .....	.98	3.7	1.11	3.8	.62	3.2	1.05	3.8
Medicare .....	.27	1.0	.31	1.1	.18	.9	.29	1.1
Federal unemployment insurance	(⁴)	(⁴)	(⁴)	(⁴)	(⁴)	(⁴)	(⁴)	(⁴)
State unemployment insurance .....	.05	.2	.05	.2	.05	.3	.05	.2
Workers' compensation .....	.30	1.1	.25	.9	.39	2.0	.23	.8
Other benefits ⁵ .....	.04	.1	.04	.1	.03	.2	.04	.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 The total employer's cost for Social Security is comprised of an OASDI portion and a Medicare portion. OASDI is the acronym for Old-Age, Survivors, and Disability Insurance.

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

⁵ Includes severance pay and supplemental unemployment benefits.

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

Table 36. 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 1997

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	\$26.58	\$18.61	\$7.97	\$2.06	\$0.23	\$2.09	\$1.95	\$1.61	\$0.04
Occupational group									
White-collar occupations	29.54	21.21	8.33	2.14	.14	2.20	2.08	1.73	.04
Professional specialty and technical	34.92	25.78	9.14	2.12	.15	2.33	2.49	1.99	.06
Professional specialty	36.25	26.89	9.36	2.13	.13	2.40	2.59	2.05	.06
Teachers	38.86	29.20	9.66	1.97	.06	2.54	2.89	2.13	.07
Executive, administrative, and managerial	33.78	23.43	10.35	3.40	.18	2.24	2.48	2.03	(²)
Administrative support, including clerical	17.04	11.28	5.76	1.55	.09	1.93	1.09	1.08	.02
Blue-collar occupations	21.50	13.93	7.57	2.03	.38	2.03	1.58	1.53	.03
Service occupations	19.50	12.51	6.99	1.78	.44	1.74	1.76	1.24	.03
Industry group									
Services	27.88	20.15	7.73	1.87	.15	2.11	1.93	1.63	.04
Health services	21.99	14.67	7.32	2.28	.58	1.71	1.14	1.59	.03
Hospitals	22.53	15.10	7.43	2.35	.56	1.68	1.19	1.62	.03
Educational services	29.21	21.37	7.84	1.79	.09	2.17	2.09	1.66	.05
Elementary and secondary education	28.94	21.29	7.66	1.63	.06	2.28	2.02	1.61	.06
Higher education	30.53	22.10	8.43	2.23	.17	1.90	2.31	1.81	(²)
Public administration	24.07	15.73	8.33	2.40	.33	1.99	2.10	1.49	.03
Percent of total compensation									
State and local government workers	100.0	70.0	30.0	7.7	0.9	7.9	7.4	6.1	0.1
Occupational group									
White-collar occupations	100.0	71.8	28.2	7.3	.5	7.5	7.0	5.9	.1
Professional specialty and technical	100.0	73.8	26.2	6.1	.4	6.7	7.1	5.7	.2
Professional specialty	100.0	74.2	25.8	5.9	.4	6.6	7.1	5.7	.2
Teachers	100.0	75.1	24.9	5.1	.1	6.5	7.4	5.5	.2
Executive, administrative, and managerial	100.0	69.4	30.6	10.1	.5	6.6	7.3	6.0	(²)
Administrative support, including clerical	100.0	66.2	33.8	9.1	.5	11.3	6.4	6.3	.1
Blue-collar occupations	100.0	64.8	35.2	9.4	1.7	9.4	7.3	7.1	.1
Service occupations	100.0	64.1	35.9	9.1	2.3	8.9	9.0	6.4	.2
Industry group									
Services	100.0	72.3	27.7	6.7	.5	7.6	6.9	5.8	.2
Health services	100.0	66.7	33.3	10.4	2.6	7.8	5.2	7.2	.1
Hospitals	100.0	67.0	33.0	10.4	2.5	7.5	5.3	7.2	.1
Educational services	100.0	73.2	26.8	6.1	.3	7.4	7.1	5.7	.2
Elementary and secondary education	100.0	73.5	26.5	5.6	.2	7.9	7.0	5.6	.2
Higher education	100.0	72.4	27.6	7.3	.6	6.2	7.6	5.9	(²)
Public administration	100.0	65.4	34.6	10.0	1.4	8.3	8.7	6.2	.1

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 37. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Private industry workers, by major industry group, March 1997

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	\$17.97	100.0	\$21.86	100.0	\$16.73	100.0	\$21.84	100.0	\$17.10	100.0
Wages and salaries	13.04	72.5	14.92	68.2	12.44	74.3	14.79	67.7	12.64	73.9
Total benefits	4.94	27.5	6.94	31.8	4.29	25.7	7.05	32.3	4.46	26.1
Paid leave	1.14	6.3	1.45	6.6	1.04	6.2	1.66	7.6	1.02	6.0
Vacation .....	.57	3.2	.76	3.5	.50	3.0	.85	3.9	.50	2.9
Holiday .....	.39	2.2	.53	2.4	.35	2.1	.61	2.8	.34	2.0
Sick .....	.13	.7	.11	.5	.14	.8	.12	.6	.13	.8
Other .....	.05	.3	.05	.2	.05	.3	.07	.3	.04	.3
Supplemental pay .....	.51	2.9	.82	3.8	.42	2.5	.88	4.0	.43	2.5
Premium ³ .....	.21	1.1	.45	2.1	.13	.8	.45	2.1	.15	.9
Shift differential .....	.05	.3	.07	.3	.04	.2	.09	.4	.04	.2
Nonproduction bonuses .....	.26	1.4	.30	1.4	.25	1.5	.33	1.5	.24	1.4
Insurance	1.09	6.1	1.64	7.5	.92	5.5	1.70	7.8	.95	5.6
Life .....	.05	.3	.07	.3	.04	.2	.07	.3	.04	.2
Health .....	.99	5.5	1.49	6.8	.83	4.9	1.55	7.1	.86	5.0
Sickness and accident .....	.03	.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	.85	3.9	.45	2.7	.79	3.6	.49	2.9
Defined benefit .....	.26	1.4	.49	2.2	.19	1.1	.44	2.0	.22	1.3
Defined contribution .....	.29	1.6	.36	1.7	.26	1.6	.35	1.6	.27	1.6
Legally required benefits	1.62	9.0	2.11	9.7	1.46	8.7	1.94	8.9	1.55	9.1
Social Security ⁴	1.08	6.0	1.27	5.8	1.03	6.1	1.27	5.8	1.04	6.1
OASDI .....	.87	4.8	1.02	4.7	.82	4.9	1.03	4.7	.83	4.9
Medicare .....	.21	1.2	.25	1.1	.20	1.2	.25	1.1	.21	1.2
Federal unemployment insurance .....	.03	.2	.03	.1	.03	.2	.03	.1	.03	.2
State unemployment insurance .....	.12	.6	.14	.7	.11	.6	.13	.6	.11	.7
Workers' compensation .....	.39	2.2	.68	3.1	.30	1.8	.51	2.4	.36	2.1
Other benefits ⁵ .....	.03	.1	.07	.3	(⁶)	(⁶)	.08	.4	(⁶)	(⁶)

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 The total employer's cost for Social Security is comprised of an OASDI

portion and a Medicare portion. OASDI is the acronym for Old-Age, Survivors, and Disability Insurance.
⁵ Includes severance pay and supplemental unemployment benefits.
⁶ Cost per hour worked is \$0.01 or less.
 Note: The sum of individual items may not equal totals due to rounding.

Table 38. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Private industry workers, by major occupational group, March 1997

Compensation component	All workers in private industry		White-collar		Blue-collar		Service	
	Cost	Percent	Cost	Percent	Cost	Percent	Cost	Percent
Total compensation	\$17.97	100.0	\$21.60	100.0	\$17.19	100.0	\$9.04	100.0
Wages and salaries	13.04	72.5	15.94	73.8	11.80	68.6	6.94	76.7
Total benefits	4.94	27.5	5.66	26.2	5.39	31.4	2.10	23.3
Paid leave	1.14	6.3	1.53	7.1	.93	5.4	.37	4.1
Vacation .....	.57	3.2	.75	3.5	.50	2.9	.18	2.0
Holiday .....	.39	2.2	.52	2.4	.34	1.9	.12	1.3
Sick .....	.13	.7	.19	.9	.07	.4	.06	.7
Other .....	.05	.3	.07	.3	.03	.2	.02	.2
Supplemental pay .....	.51	2.9	.56	2.6	.65	3.8	.14	1.6
Premium ¹ .....	.21	1.1	.12	.5	.43	2.5	.07	.8
Shift differential .....	.05	.3	.04	.2	.06	.4	.03	.3
Nonproduction bonuses .....	.26	1.4	.40	1.9	.15	.9	.04	.5
Insurance	1.09	6.1	1.20	5.6	1.29	7.5	.44	4.8
Life .....	.05	.3	.06	.3	.05	.3	(²)	(²)
Health .....	.99	5.5	1.07	5.0	1.19	6.9	.40	4.5
Sickness and accident .....	.03	.2	.04	.2	.04	.2	.02	.2
Long-term disability .....	.02	.1	.03	.1	(²)	(²)	(²)	(²)
Retirement and savings .....	.55	3.0	.65	3.0	.62	3.6	.12	1.3
Defined benefit .....	.26	1.4	.24	1.1	.40	2.4	.06	.6
Defined contribution .....	.29	1.6	.41	1.9	.22	1.3	.06	.6
Legally required benefits	1.62	9.0	1.69	7.8	1.86	10.8	1.03	11.4
Social Security ³	1.08	6.0	1.29	6.0	1.01	5.9	.63	6.9
OASDI .....	.87	4.8	1.03	4.8	.82	4.8	.51	5.6
Medicare .....	.21	1.2	.26	1.2	.19	1.1	.12	1.3
Federal unemployment insurance .....	.03	.2	.03	.1	.03	.2	.03	.4
State unemployment insurance .....	.12	.6	.12	.5	.12	.7	.09	1.0
Workers' compensation .....	.39	2.2	.25	1.1	.70	4.1	.27	3.0
Other benefits ⁴ .....	.03	.1	.03	.1	.04	.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 The total employer's cost for Social Security is comprised of an OASDI portion and a Medicare portion. OASDI is the acronym for

Old-Age, Survivors, and Disability Insurance.

⁴ Includes severance pay and supplemental unemployment benefits.

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

Table 39. 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 1997

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	\$20.27	100.0	\$15.79	100.0	\$17.33	100.0	\$19.68	100.0	\$23.48	100.0	\$17.21	100.0
Wages and salaries	14.52	71.6	11.61	73.5	12.33	71.1	14.57	74.0	15.13	64.5	12.75	74.1
Total benefits	5.75	28.4	4.18	26.5	5.00	28.9	5.11	26.0	8.34	35.5	4.46	25.9
Paid leave	1.43	7.1	.92	5.8	1.08	6.2	1.23	6.2	1.56	6.6	1.08	6.3
Vacation .....	.68	3.4	.47	2.9	.56	3.2	.61	3.1	.86	3.7	.53	3.1
Holiday .....	.49	2.4	.31	2.0	.37	2.2	.42	2.1	.49	2.1	.38	2.2
Sick .....	.19	.9	.11	.7	.10	.6	.15	.8	.14	.6	.13	.8
Other .....	.06	.3	.04	.2	.04	.3	.05	.3	.06	.3	.05	.3
Supplemental pay .....	.53	2.6	.38	2.4	.67	3.9	.49	2.5	.91	3.9	.46	2.7
Premium ² .....	.20	1.0	.19	1.2	.26	1.5	.18	.9	.59	2.5	.15	.9
Shift differential .....	.05	.3	.04	.2	.06	.3	.05	.2	.13	.6	.04	.2
Nonproduction bonuses .....	.28	1.4	.16	1.0	.36	2.1	.26	1.3	.19	.8	.27	1.6
Insurance	1.30	6.4	.95	6.0	1.12	6.5	1.03	5.2	2.19	9.3	.94	5.4
Life .....	.05	.3	.04	.3	.05	.3	.04	.2	.08	.4	.04	.2
Health	1.17	5.8	.86	5.4	1.02	5.9	.95	4.8	2.01	8.5	.85	4.9
Sickness and accident .....	.05	.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 .....	.63	3.1	.46	2.9	.58	3.4	.54	2.8	1.33	5.7	.44	2.5
Defined benefit .....	.29	1.4	.22	1.4	.29	1.7	.24	1.2	1.06	4.5	.15	.9
Defined contribution .....	.34	1.7	.24	1.5	.29	1.7	.31	1.6	.26	1.1	.29	1.7
Legally required benefits	1.84	9.1	1.46	9.2	1.51	8.7	1.80	9.1	2.27	9.7	1.53	8.9
Social Security ³	1.20	5.9	.97	6.2	1.04	6.0	1.19	6.0	1.30	5.6	1.05	6.1
OASDI .....	.96	4.7	.78	5.0	.84	4.8	.95	4.8	1.06	4.5	.84	4.9
Medicare .....	.24	1.2	.19	1.2	.20	1.2	.24	1.2	.25	1.1	.21	1.2
Federal unemployment insurance .....	.03	.2	.03	.2	.03	.2	.03	.2	.03	.1	.03	.2
State unemployment insurance .....	.18	.9	.07	.4	.10	.6	.14	.7	.15	.6	.11	.6
Workers' compensation .....	.42	2.1	.38	2.4	.34	2.0	.43	2.2	.79	3.4	.34	2.0
Other benefits ⁴ .....	.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 The total employer's cost for Social Security is comprised of an OASDI portion and a Medicare portion. OASDI is the acronym for Old-Age, Survivors, and Disability Insurance.

⁴ Includes severance pay and supplemental unemployment benefits.

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

Table 40. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Private industry workers, by establishment employment size, March 1997

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	\$17.97	100.0	\$15.37	100.0	\$20.61	100.0	\$16.97	100.0	\$24.75	100.0
Wages and salaries	13.04	72.5	11.54	75.1	14.55	70.6	12.29	72.4	17.12	69.2
Total benefits	4.94	27.5	3.82	24.9	6.06	29.4	4.68	27.6	7.63	30.8
Paid leave	1.14	6.3	.78	5.1	1.50	7.3	1.06	6.2	2.00	8.1
Vacation .....	.57	3.2	.38	2.5	.75	3.7	.52	3.1	1.02	4.1
Holiday .....	.39	2.2	.28	1.8	.50	2.4	.36	2.1	.66	2.7
Sick .....	.13	.7	.09	.6	.18	.9	.13	.7	.24	1.0
Other .....	.05	.3	.03	.2	.07	.3	.05	.3	.09	.4
Supplemental pay .....	.51	2.9	.39	2.6	.64	3.1	.46	2.7	.83	3.4
Premium ¹ .....	.21	1.1	.14	.9	.27	1.3	.23	1.3	.32	1.3
Shift differential .....	.05	.3	(²)	(²)	.09	.4	.04	.3	.14	.6
Nonproduction bonuses .....	.26	1.4	.24	1.6	.28	1.3	.19	1.1	.38	1.5
Insurance	1.09	6.1	.79	5.2	1.39	6.7	1.08	6.4	1.74	7.0
Life .....	.05	.3	.04	.2	.06	.3	.04	.3	.07	.3
Health .....	.99	5.5	.72	4.7	1.26	6.1	.98	5.8	1.57	6.3
Sickness and accident .....	.03	.2	.02	.1	.05	.2	.04	.2	.06	.3
Long-term disability .....	.02	.1	(²)	(²)	.03	.1	.02	.1	.04	.2
Retirement and savings .....	.55	3.0	.35	2.3	.74	3.6	.51	3.0	1.01	4.1
Defined benefit .....	.26	1.4	.14	.9	.38	1.9	.22	1.3	.58	2.3
Defined contribution .....	.29	1.6	.22	1.4	.36	1.7	.29	1.7	.43	1.7
Legally required benefits	1.62	9.0	1.50	9.7	1.75	8.5	1.56	9.2	1.97	7.9
Social Security ³	1.08	6.0	.96	6.2	1.21	5.9	1.02	6.0	1.43	5.8
OASDI .....	.87	4.8	.77	5.0	.97	4.7	.82	4.8	1.15	4.6
Medicare .....	.21	1.2	.19	1.2	.24	1.2	.20	1.2	.29	1.2
Federal unemployment insurance .....	.03	.2	.03	.2	.03	.1	.03	.2	.03	.1
State unemployment insurance .....	.12	.6	.11	.7	.12	.6	.12	.7	.11	.5
Workers' compensation .....	.39	2.2	.39	2.6	.39	1.9	.38	2.3	.39	1.6
Other benefits ⁴ .....	.03	.1	(²)	(²)	.05	.2	.02	.1	.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 The total employer's cost for Social Security is comprised of an OASDI portion and a Medicare portion. OASDI is the acronym for Old-Age, Survivors,

and Disability Insurance.

⁴ Includes severance pay and supplemental unemployment benefits.

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

Table 41. 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 1997

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	\$20.37	\$14.55	\$5.82	\$1.38	\$0.62	\$1.33	\$0.66	\$1.79	\$0.03
White-collar occupations	24.04	17.53	6.51	1.81	.66	1.42	.77	1.82	.04
Sales	19.52	15.07	4.44	.98	.48	.96	.46	1.55	.02
Administrative support, including clerical	15.99	11.37	4.62	1.18	.36	1.32	.50	1.25	.02
Blue-collar occupations	18.02	12.29	5.73	1.01	.70	1.39	.66	1.93	.04
Service occupations	11.10	8.12	2.98	.62	.22	.75	.20	1.18	(²)
Goods-producing industries ³	22.12	15.07	7.05	1.48	.84	1.67	.87	2.12	.07
Construction	21.78	15.31	6.47	.71	.59	1.39	1.07	2.72	(²)
Manufacturing	22.10	14.94	7.16	1.69	.89	1.74	.80	1.94	.08
Service-producing industries ⁴	19.61	14.32	5.28	1.34	.53	1.18	.57	1.64	.02
Wholesale trade	20.77	15.09	5.68	1.31	.58	1.37	.61	1.79	.02
Retail trade	12.87	9.95	2.92	.60	.27	.62	.18	1.25	(²)
Finance, insurance, and real estate	24.15	17.21	6.95	1.83	.86	1.61	.93	1.67	.05
Services	19.80	14.59	5.21	1.42	.52	1.10	.53	1.63	.02
All part-time workers in private industry	9.60	7.75	1.85	.27	.14	.25	.13	1.04	(²)
White-collar occupations	11.89	9.64	2.25	.42	.19	.32	.17	1.15	(²)
Sales	7.68	6.25	1.42	.18	.12	.22	.10	.80	(²)
Administrative support, including clerical	10.98	8.82	2.16	.43	.16	.34	.17	1.05	(²)
Blue-collar occupations	9.66	7.32	2.35	.22	.23	.42	.31	1.17	(²)
Service occupations	6.94	5.73	1.21	.13	.06	.11	.03	.88	(²)
Goods-producing industries ³	12.07	9.28	2.79	.29	.30	.28	.13	1.79	(²)
Service-producing industries ⁴	9.53	7.71	1.82	.27	.14	.25	.13	1.02	(²)
Retail trade	6.99	5.68	1.31	.13	.08	.19	.07	.82	(²)
Service industries	12.13	9.88	2.26	.41	.19	.28	.15	1.22	(²)
Percent of total compensation									
All full-time workers in private industry	100.0	71.4	28.6	6.8	3.0	6.5	3.3	8.8	0.2
White-collar occupations	100.0	72.9	27.1	7.5	2.7	5.9	3.2	7.6	.2
Sales	100.0	77.2	22.8	5.0	2.4	4.9	2.3	7.9	.1
Administrative support, including clerical	100.0	71.1	28.9	7.4	2.3	8.2	3.1	7.8	.1
Blue-collar occupations	100.0	68.2	31.8	5.6	3.9	7.7	3.6	10.7	.2
Service occupations	100.0	73.2	26.8	5.6	2.0	6.8	1.8	10.6	(²)
Goods-producing industries ³	100.0	68.1	31.9	6.7	3.8	7.6	3.9	9.6	.3
Construction	100.0	70.3	29.7	3.2	2.7	6.4	4.9	12.5	(²)
Manufacturing	100.0	67.6	32.4	7.6	4.0	7.9	3.6	8.8	.4
Service-producing industries ⁴	100.0	73.1	26.9	6.8	2.7	6.0	2.9	8.4	.1
Wholesale trade	100.0	72.6	27.4	6.3	2.8	6.6	2.9	8.6	.1
Retail trade	100.0	77.3	22.7	4.6	2.1	4.8	1.4	9.7	(²)
Finance, insurance, and real estate	100.0	71.2	28.8	7.6	3.6	6.7	3.9	6.9	.2
Services	100.0	73.7	26.3	7.2	2.6	5.5	2.7	8.2	.1
All part-time workers in private industry	100.0	80.8	19.2	2.8	1.5	2.6	1.4	10.9	(²)
White-collar occupations	100.0	81.1	18.9	3.5	1.6	2.7	1.4	9.7	(²)
Sales	100.0	81.4	18.6	2.3	1.5	2.9	1.3	10.5	(²)
Administrative support, including clerical	100.0	80.3	19.7	3.9	1.4	3.1	1.6	9.6	(²)
Blue-collar occupations	100.0	75.7	24.3	2.2	2.4	4.4	3.2	12.1	(²)
Service occupations	100.0	82.6	17.4	1.8	.9	1.6	.5	12.6	(²)
Goods-producing industries ³	100.0	76.8	23.2	2.4	2.5	2.4	1.0	14.8	(²)
Service-producing industries ⁴	100.0	80.9	19.1	2.9	1.4	2.7	1.4	10.7	(²)
Retail trade	100.0	81.3	18.7	1.9	1.2	2.7	1.1	11.8	(²)
Service industries	100.0	81.4	18.6	3.4	1.5	2.3	1.2	10.1	(²)

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 42. 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 1997

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	\$17.97	\$13.04	\$4.94	\$1.14	\$0.51	\$1.09	\$0.55	\$1.62	\$0.03
Occupational group									
White-collar occupations	21.60	15.94	5.66	1.53	.56	1.20	.65	1.69	.03
Professional specialty and technical	29.10	21.33	7.77	2.15	.87	1.47	.95	2.27	.05
Professional specialty	31.01	22.84	8.17	2.31	.99	1.50	.96	2.36	.04
Technical	24.15	17.43	6.72	1.76	.55	1.40	.93	2.02	.05
Executive, administrative, and managerial	32.98	24.17	8.81	2.77	.89	1.62	1.09	2.38	.06
Sales	14.79	11.55	3.24	.66	.33	.67	.32	1.25	(²)
Administrative support, including clerical	15.14	10.94	4.21	1.05	.33	1.15	.44	1.21	.02
Blue-collar occupations	17.19	11.80	5.39	.93	.65	1.29	.62	1.86	.04
Precision production, craft, and repair	22.33	15.41	6.92	1.27	.75	1.57	.88	2.39	.05
Machine operators, assemblers, and inspectors	16.00	10.61	5.39	1.00	.82	1.41	.51	1.60	.06
Transportation and material moving	16.88	11.71	5.17	.83	.56	1.25	.60	1.92	(²)
Handlers, equipment cleaners, helpers, and laborers	12.42	8.72	3.70	.53	.42	.86	.43	1.44	(²)
Service occupations	9.04	6.94	2.10	.37	.14	.44	.12	1.03	(²)
Industry group									
Goods-producing industries ³	21.86	14.92	6.94	1.45	.82	1.64	.85	2.11	.07
Construction	21.47	15.13	6.34	.69	.58	1.35	1.04	2.69	(²)
Manufacturing	21.84	14.79	7.05	1.66	.88	1.70	.79	1.94	.08
Durables	23.49	15.68	7.81	1.82	1.04	1.88	.85	2.10	.13
Nondurables	19.48	13.52	5.96	1.43	.65	1.46	.69	1.71	.02
Service-producing industries ⁴	16.73	12.44	4.29	1.04	.42	.92	.45	1.46	(²)
Wholesale trade	19.98	14.58	5.40	1.23	.55	1.29	.57	1.73	.02
Retail trade	9.92	7.81	2.11	.37	.18	.40	.13	1.03	(²)
Finance, insurance, and real estate	23.01	16.50	6.51	1.69	.80	1.49	.86	1.62	.04
Services	17.84	13.39	4.46	1.16	.43	.89	.44	1.52	(²)
Percent of total compensation									
All workers in private industry	100.0	72.5	27.5	6.3	2.9	6.1	3.0	9.0	0.1
Occupational group									
White-collar occupations	100.0	73.8	26.2	7.1	2.6	5.6	3.0	7.8	.1
Professional specialty and technical	100.0	73.3	26.7	7.4	3.0	5.1	3.3	7.8	.2
Professional specialty	100.0	73.6	26.4	7.4	3.2	4.8	3.1	7.6	.1
Technical	100.0	72.2	27.8	7.3	2.3	5.8	3.9	8.4	.2
Executive, administrative, and managerial	100.0	73.3	26.7	8.4	2.7	4.9	3.3	7.2	.2
Sales	100.0	78.1	21.9	4.5	2.3	4.5	2.1	8.5	(²)
Administrative support, including clerical	100.0	72.2	27.8	7.0	2.2	7.6	2.9	8.0	.1
Blue-collar occupations	100.0	68.6	31.4	5.4	3.8	7.5	3.6	10.8	.2
Precision production, craft, and repair	100.0	69.0	31.0	5.7	3.4	7.1	3.9	10.7	.2
Machine operators, assemblers, and inspectors	100.0	66.3	33.7	6.2	5.1	8.8	3.2	10.0	.4
Transportation and material moving	100.0	69.4	30.6	4.9	3.3	7.4	3.6	11.4	(²)
Handlers, equipment cleaners, helpers, and laborers	100.0	70.2	29.8	4.3	3.4	6.9	3.5	11.6	(²)
Service occupations	100.0	76.7	23.3	4.1	1.6	4.8	1.3	11.4	(²)
Industry group									
Goods-producing industries ³	100.0	68.2	31.8	6.6	3.8	7.5	3.9	9.7	.3
Construction	100.0	70.5	29.5	3.2	2.7	6.3	4.8	12.5	(²)
Manufacturing	100.0	67.7	32.3	7.6	4.0	7.8	3.6	8.9	.4
Durables	100.0	66.8	33.2	7.7	4.4	8.0	3.6	8.9	.5
Nondurables	100.0	69.4	30.6	7.3	3.3	7.5	3.6	8.8	.1
Service-producing industries ⁴	100.0	74.3	25.7	6.2	2.5	5.5	2.7	8.7	(²)
Wholesale trade	100.0	73.0	27.0	6.2	2.7	6.5	2.9	8.7	.1
Retail trade	100.0	78.7	21.3	3.7	1.8	4.1	1.3	10.4	(²)
Finance, insurance, and real estate	100.0	71.7	28.3	7.4	3.5	6.5	3.7	7.1	.2
Services	100.0	75.0	25.0	6.5	2.4	5.0	2.4	8.5	(²)

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 43. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Private industry goods-producing and service-producing workers, by occupational group, March 1997

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	\$21.86	\$14.92	\$6.94	\$1.45	\$0.82	\$1.64	\$0.85	\$2.11	\$0.07
White-collar occupations	29.26	20.78	8.47	2.46	.77	1.83	1.06	2.25	.09
Professional specialty and technical	35.21	24.98	10.23	3.23	.84	2.14	1.23	2.64	.15
Professional speciality	38.21	27.28	10.93	3.56	.83	2.22	1.35	2.83	.14
Technical	26.65	18.41	8.23	2.31	.87	1.90	.91	2.07	.16
Executive, administrative, and managerial	39.62	28.19	11.43	3.40	1.10	2.13	1.73	2.97	.11
Administrative support, including clerical	16.52	11.60	4.91	1.15	.51	1.38	.47	1.39	.03
Blue-collar occupations	19.09	12.71	6.38	1.06	.84	1.56	.78	2.07	.06
Precision production, craft, and repair	23.68	15.93	7.75	1.27	.89	1.77	1.08	2.66	.07
Machine operators, assemblers, and inspectors	17.04	11.09	5.95	1.09	.93	1.59	.59	1.69	.07
Transportation and material moving	18.13	12.07	6.05	.92	.85	1.48	.71	2.09	(³)
Handlers, equipment cleaners, helpers, and laborers	14.21	9.73	4.47	.59	.53	1.09	.57	1.68	(³)
Service occupations	16.03	10.59	5.44	1.05	.80	1.42	.45	1.63	.08
All workers, service-producing industries⁴	16.73	12.44	4.29	1.04	.42	.92	.45	1.46	(³)
White-collar occupations	20.44	15.21	5.23	1.39	.53	1.10	.59	1.60	.02
Professional specialty and technical	27.77	20.54	7.24	1.92	.88	1.33	.89	2.19	.02
Professional speciality	29.40	21.85	7.56	2.03	1.03	1.34	.88	2.26	.02
Technical	23.66	17.24	6.42	1.64	.49	1.31	.93	2.02	.03
Executive, administrative, and managerial	31.30	23.15	8.15	2.61	.84	1.49	.93	2.23	.05
Sales	14.51	11.36	3.16	.64	.33	.65	.31	1.23	(³)
Administrative support, including clerical	14.93	10.83	4.10	1.04	.30	1.12	.44	1.19	.02
Blue-collar occupations	14.85	10.67	4.18	.78	.42	.95	.43	1.59	(³)
Precision production, craft, and repair	20.01	14.52	5.49	1.26	.51	1.23	.53	1.94	(³)
Transportation and material moving	16.38	11.56	4.82	.80	.44	1.16	.56	1.86	(³)
Handlers, equipment cleaners, helpers, and laborers	11.50	8.20	3.30	.50	.37	.74	.36	1.32	(³)
Service occupations	8.87	6.85	2.02	.36	.13	.41	.11	1.01	(³)
Percent of total compensation									
All workers, goods-producing industries²	100.0	68.2	31.8	6.6	3.8	7.5	3.9	9.7	0.3
White-collar occupations	100.0	71.0	29.0	8.4	2.6	6.3	3.6	7.7	.3
Professional specialty and technical	100.0	71.0	29.0	9.2	2.4	6.1	3.5	7.5	.4
Professional speciality	100.0	71.4	28.6	9.3	2.2	5.8	3.5	7.4	.4
Technical	100.0	69.1	30.9	8.7	3.3	7.1	3.4	7.8	.6
Executive, administrative, and managerial	100.0	71.2	28.8	8.6	2.8	5.4	4.4	7.5	.3
Administrative support, including clerical	100.0	70.3	29.7	6.9	3.1	8.3	2.8	8.4	.2
Blue-collar occupations	100.0	66.6	33.4	5.6	4.4	8.2	4.1	10.9	.3
Precision production, craft, and repair	100.0	67.3	32.7	5.4	3.8	7.5	4.6	11.2	.3
Machine operators, assemblers, and inspectors	100.0	65.1	34.9	6.4	5.4	9.3	3.5	9.9	.4
Transportation and material moving	100.0	66.6	33.4	5.1	4.7	8.1	3.9	11.5	(³)
Handlers, equipment cleaners, helpers, and laborers	100.0	68.5	31.5	4.1	3.7	7.7	4.0	11.8	(³)
Service occupations	100.0	66.1	33.9	6.5	5.0	8.9	2.8	10.2	.5
All workers, service-producing industries⁴	100.0	74.3	25.7	6.2	2.5	5.5	2.7	8.7	(³)
White-collar occupations	100.0	74.4	25.6	6.8	2.6	5.4	2.9	7.8	.1
Professional specialty and technical	100.0	73.9	26.1	6.9	3.2	4.8	3.2	7.9	.1
Professional speciality	100.0	74.3	25.7	6.9	3.5	4.6	3.0	7.7	.1
Technical	100.0	72.9	27.1	7.0	2.1	5.5	4.0	8.5	.1
Executive, administrative, and managerial	100.0	74.0	26.0	8.3	2.7	4.8	3.0	7.1	.2
Sales	100.0	78.3	21.7	4.4	2.3	4.5	2.1	8.5	(³)
Administrative support, including clerical	100.0	72.6	27.4	7.0	2.0	7.5	2.9	8.0	.1
Blue-collar occupations	100.0	71.8	28.2	5.2	2.8	6.4	2.9	10.7	(³)
Precision production, craft, and repair	100.0	72.6	27.4	6.3	2.6	6.2	2.7	9.7	(³)
Transportation and material moving	100.0	70.6	29.4	4.9	2.7	7.1	3.4	11.3	(³)
Handlers, equipment cleaners, helpers, and laborers	100.0	71.3	28.7	4.3	3.2	6.5	3.2	11.5	(³)
Service occupations	100.0	77.2	22.8	4.0	1.4	4.7	1.2	11.4	(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 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 44. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Private industry manufacturing and nonmanufacturing workers, by occupational group, March 1997

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	\$21.84	\$14.79	\$7.05	\$1.66	\$0.88	\$1.70	\$0.79	\$1.94	\$0.08
White-collar occupations	29.79	21.10	8.68	2.60	.78	1.88	1.09	2.24	.10
Professional specialty and technical	35.25	25.00	10.25	3.27	.83	2.17	1.21	2.63	.15
Professional speciality	38.05	27.18	10.88	3.56	.82	2.24	1.31	2.81	.14
Technical	27.03	18.62	8.41	2.39	.89	1.95	.93	2.09	.17
Executive, administrative, and managerial	40.76	28.95	11.80	3.68	1.12	2.17	1.86	2.85	.13
Administrative support, including clerical	16.85	11.75	5.09	1.24	.51	1.41	.50	1.41	.03
Blue-collar occupations	18.28	11.96	6.32	1.23	.92	1.63	.65	1.81	.07
Precision production, craft, and repair	23.75	15.46	8.29	1.83	1.15	2.00	.92	2.27	.13
Machine operators, assemblers, and inspectors	16.94	11.02	5.92	1.10	.91	1.58	.58	1.68	.07
Transportation and material moving	17.45	11.78	5.67	1.01	.77	1.41	.54	1.92	(²)
Handlers, equipment cleaners, helpers, and laborers	13.96	9.36	4.60	.77	.62	1.25	.50	1.44	.02
Service occupations	16.95	11.05	5.90	1.16	.89	1.56	.50	1.72	.09
All workers, nonmanufacturing industries	17.10	12.64	4.46	1.02	.43	.95	.49	1.55	(²)
White-collar occupations	20.56	15.29	5.27	1.39	.53	1.11	.60	1.62	.02
Professional specialty and technical	27.86	20.59	7.27	1.93	.88	1.33	.90	2.20	.03
Professional speciality	29.53	21.93	7.61	2.05	1.03	1.35	.89	2.27	.02
Technical	23.63	17.22	6.41	1.64	.49	1.31	.93	2.01	.03
Executive, administrative, and managerial	31.53	23.27	8.25	2.60	.85	1.52	.95	2.29	.05
Sales	14.58	11.41	3.17	.64	.33	.65	.31	1.23	(²)
Administrative support, including clerical	14.93	10.83	4.09	1.03	.30	1.12	.44	1.19	.02
Blue-collar occupations	16.47	11.69	4.78	.74	.47	1.07	.60	1.89	(²)
Precision production, craft, and repair	21.69	15.39	6.30	1.01	.57	1.38	.87	2.45	(²)
Transportation and material moving	16.73	11.69	5.04	.79	.50	1.21	.61	1.92	(²)
Handlers, equipment cleaners, helpers, and laborers	12.02	8.55	3.47	.47	.37	.76	.42	1.45	(²)
Service occupations	8.87	6.85	2.02	.36	.13	.41	.11	1.01	(²)
Percent of total compensation									
All workers, manufacturing industries	100.0	67.7	32.3	7.6	4.0	7.8	3.6	8.9	0.4
White-collar occupations	100.0	70.8	29.2	8.7	2.6	6.3	3.7	7.5	.3
Professional specialty and technical	100.0	70.9	29.1	9.3	2.4	6.1	3.4	7.5	.4
Professional speciality	100.0	71.4	28.6	9.4	2.1	5.9	3.4	7.4	.4
Technical	100.0	68.9	31.1	8.8	3.3	7.2	3.4	7.7	.6
Executive, administrative, and managerial	100.0	71.0	29.0	9.0	2.7	5.3	4.6	7.0	.3
Administrative support, including clerical	100.0	69.8	30.2	7.3	3.0	8.4	2.9	8.4	.2
Blue-collar occupations	100.0	65.4	34.6	6.7	5.0	8.9	3.6	9.9	.4
Precision production, craft, and repair	100.0	65.1	34.9	7.7	4.8	8.4	3.9	9.5	.5
Machine operators, assemblers, and inspectors	100.0	65.1	34.9	6.5	5.4	9.3	3.4	9.9	.4
Transportation and material moving	100.0	67.5	32.5	5.8	4.4	8.1	3.1	11.0	(²)
Handlers, equipment cleaners, helpers, and laborers	100.0	67.1	32.9	5.5	4.4	9.0	3.6	10.3	.2
Service occupations	100.0	65.2	34.8	6.8	5.2	9.2	2.9	10.1	.5
All workers, nonmanufacturing industries	100.0	73.9	26.1	6.0	2.5	5.6	2.9	9.1	(²)
White-collar occupations	100.0	74.3	25.7	6.8	2.6	5.4	2.9	7.9	.1
Professional specialty and technical	100.0	73.9	26.1	6.9	3.2	4.8	3.2	7.9	.1
Professional speciality	100.0	74.2	25.8	6.9	3.5	4.6	3.0	7.7	.1
Technical	100.0	72.9	27.1	6.9	2.1	5.5	3.9	8.5	.1
Executive, administrative, and managerial	100.0	73.8	26.2	8.2	2.7	4.8	3.0	7.3	.2
Sales	100.0	78.2	21.8	4.4	2.2	4.5	2.1	8.5	(²)
Administrative support, including clerical	100.0	72.6	27.4	6.9	2.0	7.5	2.9	8.0	.1
Blue-collar occupations	100.0	71.0	29.0	4.5	2.9	6.5	3.7	11.5	(²)
Precision production, craft, and repair	100.0	71.0	29.0	4.7	2.6	6.4	4.0	11.3	(²)
Transportation and material moving	100.0	69.9	30.1	4.7	3.0	7.2	3.7	11.5	(²)
Handlers, equipment cleaners, helpers, and laborers	100.0	71.1	28.9	3.9	3.1	6.3	3.5	12.0	(²)
Service occupations	100.0	77.2	22.8	4.0	1.4	4.7	1.2	11.4	(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 45. 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 1997

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	\$23.48	\$15.13	\$8.34	\$1.56	\$0.91	\$2.19	\$1.33	\$2.27	\$0.08
Blue-collar occupations	24.07	15.16	8.91	1.51	1.06	2.35	1.48	2.42	.10
Goods-producing industries ²	24.65	15.44	9.21	1.50	1.15	2.46	1.48	2.49	.13
Service-producing industries ³	22.28	14.83	7.45	1.61	.67	1.92	1.17	2.06	.03
Manufacturing	21.87	13.54	8.33	1.64	1.26	2.20	1.00	2.08	.16
Blue-collar occupations	21.63	13.31	8.33	1.59	1.29	2.20	1.01	2.07	.16
Nonmanufacturing	24.48	16.13	8.35	1.51	.69	2.19	1.53	2.40	.03
All nonunion workers, private industry	17.21	12.75	4.46	1.08	.46	.94	.44	1.53	.02
Blue-collar occupations	14.75	10.60	4.14	.73	.51	.91	.32	1.66	(⁴)
Goods-producing industries ²	20.91	14.74	6.17	1.43	.71	1.36	.64	1.99	.04
Service-producing industries ³	16.25	12.23	4.02	.99	.39	.83	.39	1.41	(⁴)
Manufacturing	21.82	15.22	6.61	1.66	.75	1.54	.71	1.89	.05
Blue-collar occupations	16.55	11.27	5.28	1.05	.74	1.33	.46	1.67	.03
Nonmanufacturing	16.35	12.29	4.07	.97	.41	.83	.39	1.46	(⁴)
Percent of total compensation									
All union workers, private industry	100.0	64.5	35.5	6.6	3.9	9.3	5.7	9.7	0.3
Blue-collar occupations	100.0	63.0	37.0	6.3	4.4	9.8	6.2	10.0	.4
Goods-producing industries ²	100.0	62.6	37.4	6.1	4.7	10.0	6.0	10.1	.5
Service-producing industries ³	100.0	66.5	33.5	7.2	3.0	8.6	5.3	9.2	.1
Manufacturing	100.0	61.9	38.1	7.5	5.8	10.0	4.6	9.5	.7
Blue-collar occupations	100.0	61.5	38.5	7.4	5.9	10.2	4.7	9.6	.8
Nonmanufacturing	100.0	65.9	34.1	6.2	2.8	8.9	6.3	9.8	.1
All nonunion workers, private industry	100.0	74.1	25.9	6.3	2.7	5.4	2.5	8.9	.1
Blue-collar occupations	100.0	71.9	28.1	5.0	3.5	6.2	2.1	11.3	(⁴)
Goods-producing industries ²	100.0	70.5	29.5	6.9	3.4	6.5	3.0	9.5	.2
Service-producing industries ³	100.0	75.3	24.7	6.1	2.4	5.1	2.4	8.7	(⁴)
Manufacturing	100.0	69.7	30.3	7.6	3.4	7.0	3.3	8.7	.2
Blue-collar occupations	100.0	68.1	31.9	6.3	4.4	8.1	2.8	10.1	.2
Nonmanufacturing	100.0	75.1	24.9	5.9	2.5	5.1	2.4	8.9	(⁴)

¹ Includes severance pay and supplemental unemployment benefits.

² Includes mining, construction, and manufacturing.

³ Includes transportation, communication, and public utilities; wholesale and retail trade; finance, insurance, and real estate; and service industries.

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

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

Table 46. 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 1997

Industry and occupational group, and employment size	Total compensation	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	\$17.97	\$13.04	\$4.94	\$1.14	\$0.51	\$1.09	\$0.55	\$1.62	\$0.03
1-99 workers	15.37	11.54	3.82	.78	.39	.79	.35	1.50	(²)
100 or more workers	20.61	14.55	6.06	1.50	.64	1.39	.74	1.75	.05
100-499 workers	16.97	12.29	4.68	1.06	.46	1.08	.51	1.56	.02
500 or more workers	24.75	17.12	7.63	2.00	.83	1.74	1.01	1.97	.08
Goods-producing industries ³	21.86	14.92	6.94	1.45	.82	1.64	.85	2.11	.07
1-99 workers	18.48	13.16	5.32	.81	.50	1.16	.64	2.18	(²)
100 or more workers	23.91	15.98	7.93	1.84	1.02	1.92	.98	2.07	.10
100-499 workers	19.91	13.56	6.36	1.28	.79	1.59	.76	1.92	.02
500 or more workers	27.81	18.34	9.47	2.38	1.25	2.25	1.19	2.23	.18
Service-producing industries ⁴	16.73	12.44	4.29	1.04	.42	.92	.45	1.46	(²)
1-99 workers	14.68	11.18	3.49	.78	.37	.71	.29	1.34	(²)
100 or more workers	19.18	13.93	5.25	1.35	.47	1.16	.64	1.61	.02
100-499 workers	15.83	11.80	4.03	.97	.34	.88	.41	1.42	.02
500 or more workers	23.25	16.52	6.73	1.81	.63	1.50	.91	1.84	.03
White-collar occupations	21.60	15.94	5.66	1.53	.56	1.20	.65	1.69	.03
1-99 workers	18.29	13.88	4.41	1.10	.49	.92	.42	1.48	(²)
100 or more workers	24.89	18.00	6.89	1.96	.63	1.48	.88	1.89	.05
100-499 workers	20.62	15.26	5.36	1.41	.48	1.17	.63	1.65	.03
500 or more workers	28.70	20.44	8.26	2.44	.77	1.76	1.11	2.11	.07
Blue-collar occupations	17.19	11.80	5.39	.93	.65	1.29	.62	1.86	.04
1-99 workers	15.81	11.36	4.45	.65	.45	.99	.45	1.91	(²)
100 or more workers	18.47	12.19	6.27	1.20	.84	1.57	.78	1.81	.06
100-499 workers	16.27	11.14	5.12	.94	.61	1.29	.58	1.70	(²)
500 or more workers	21.46	13.63	7.84	1.56	1.16	1.96	1.06	1.96	.13
Percent of total compensation									
All workers in private industry	100.0	72.5	27.5	6.3	2.9	6.1	3.0	9.0	0.1
1-99 workers	100.0	75.1	24.9	5.1	2.6	5.2	2.3	9.7	(²)
100 or more workers	100.0	70.6	29.4	7.3	3.1	6.7	3.6	8.5	.2
100-499 workers	100.0	72.4	27.6	6.2	2.7	6.4	3.0	9.2	.1
500 or more workers	100.0	69.2	30.8	8.1	3.4	7.0	4.1	7.9	.3
Goods-producing industries ³	100.0	68.2	31.8	6.6	3.8	7.5	3.9	9.7	.3
1-99 workers	100.0	71.2	28.8	4.4	2.7	6.3	3.5	11.8	(²)
100 or more workers	100.0	66.8	33.2	7.7	4.3	8.0	4.1	8.7	.4
100-499 workers	100.0	68.1	31.9	6.5	3.9	8.0	3.8	9.6	.1
500 or more workers	100.0	66.0	34.0	8.6	4.5	8.1	4.3	8.0	.6
Service-producing industries ⁴	100.0	74.3	25.7	6.2	2.5	5.5	2.7	8.7	(²)
1-99 workers	100.0	76.2	23.8	5.3	2.5	4.8	2.0	9.2	(²)
100 or more workers	100.0	72.6	27.4	7.0	2.5	6.0	3.3	8.4	.1
100-499 workers	100.0	74.5	25.5	6.1	2.1	5.6	2.6	8.9	.1
500 or more workers	100.0	71.1	28.9	7.8	2.7	6.4	3.9	7.9	.1
White-collar occupations	100.0	73.8	26.2	7.1	2.6	5.6	3.0	7.8	.1
1-99 workers	100.0	75.9	24.1	6.0	2.7	5.0	2.3	8.1	(²)
100 or more workers	100.0	72.3	27.7	7.9	2.5	5.9	3.5	7.6	.2
100-499 workers	100.0	74.0	26.0	6.8	2.3	5.7	3.0	8.0	.1
500 or more workers	100.0	71.2	28.8	8.5	2.7	6.1	3.9	7.3	.2
Blue-collar occupations	100.0	68.6	31.4	5.4	3.8	7.5	3.6	10.8	.2
1-99 workers	100.0	71.9	28.1	4.1	2.8	6.2	2.8	12.1	(²)
100 or more workers	100.0	66.0	34.0	6.5	4.6	8.5	4.2	9.8	.3
100-499 workers	100.0	68.5	31.5	5.8	3.7	7.9	3.6	10.4	(²)
500 or more workers	100.0	63.5	36.5	7.3	5.4	9.1	4.9	9.1	.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 47. 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 1997

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	\$18.32	\$13.55	\$4.77	\$1.35	\$0.41	\$1.00	\$0.52	\$1.49	(²)
Professional specialty and technical	25.67	19.07	6.60	1.92	.68	1.26	.72	2.02	(²)
Professional speciality	29.26	21.65	7.61	2.34	.83	1.36	.85	2.23	(²)
Nurses	28.07	20.36	7.71	2.27	1.05	1.38	.73	2.27	(²)
Technical	19.84	14.87	4.96	1.25	.45	1.10	.50	1.67	(²)
Administrative support, including clerical	14.79	10.54	4.25	1.18	.25	1.07	.60	1.13	(²)
Service occupations	10.81	8.13	2.68	.62	.21	.63	.19	1.02	(²)
Hospitals	21.60	15.33	6.27	1.82	.71	1.51	.55	1.67	(²)
Professional specialty and technical	26.77	19.16	7.61	2.23	1.04	1.60	.65	2.08	(²)
Professional speciality	29.36	21.15	8.21	2.42	1.20	1.59	.71	2.28	(²)
Nurses	29.51	21.04	8.47	2.45	1.42	1.57	.70	2.32	(²)
Technical	20.24	14.14	6.10	1.75	.64	1.63	.51	1.56	(²)
Administrative support, including clerical	15.36	10.65	4.70	1.32	.30	1.48	.44	1.15	(²)
Service occupations	12.96	8.82	4.14	1.00	.42	1.37	.31	1.04	(²)
Nursing homes	12.26	9.21	3.06	.77	.24	.62	.13	1.29	(²)
Professional specialty and technical	18.14	13.78	4.36	1.12	.42	.67	.21	1.94	(²)
Professional speciality	20.36	15.63	4.73	1.25	.38	.72	.25	2.13	(²)
Technical	16.16	12.13	4.03	1.00	.45	.62	.17	1.78	(²)
Service occupations	9.82	7.29	2.53	.59	.20	.57	.11	1.07	(²)
Percent of total compensation									
Health services	100.0	73.9	26.1	7.4	2.2	5.5	2.8	8.1	(²)
Professional specialty and technical	100.0	74.3	25.7	7.5	2.7	4.9	2.8	7.9	(²)
Professional speciality	100.0	74.0	26.0	8.0	2.8	4.7	2.9	7.6	(²)
Nurses	100.0	72.5	27.5	8.1	3.7	4.9	2.6	8.1	(²)
Technical	100.0	75.0	25.0	6.3	2.2	5.5	2.5	8.4	(²)
Administrative support, including clerical	100.0	71.3	28.7	8.0	1.7	7.2	4.1	7.7	(²)
Service occupations	100.0	75.2	24.8	5.8	2.0	5.9	1.7	9.4	(²)
Hospitals	100.0	71.0	29.0	8.4	3.3	7.0	2.5	7.7	(²)
Professional specialty and technical	100.0	71.6	28.4	8.3	3.9	6.0	2.4	7.8	(²)
Professional speciality	100.0	72.0	28.0	8.2	4.1	5.4	2.4	7.8	(²)
Nurses	100.0	71.3	28.7	8.3	4.8	5.3	2.4	7.8	(²)
Technical	100.0	69.9	30.1	8.6	3.2	8.0	2.5	7.7	(²)
Administrative support, including clerical	100.0	69.4	30.6	8.6	2.0	9.7	2.9	7.5	(²)
Service occupations	100.0	68.1	31.9	7.7	3.3	10.6	2.4	8.0	(²)
Nursing homes	100.0	75.1	24.9	6.3	2.0	5.0	1.1	10.5	(²)
Professional specialty and technical	100.0	76.0	24.0	6.2	2.3	3.7	1.1	10.7	(²)
Professional speciality	100.0	76.8	23.2	6.2	1.9	3.5	1.2	10.4	(²)
Technical	100.0	75.1	24.9	6.2	2.8	3.8	1.1	11.0	(²)
Service occupations	100.0	74.2	25.8	6.0	2.0	5.8	1.1	10.9	(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 48. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Private industry transportation equipment manufacturing and public utilities workers, by industry and occupational group, March 1997

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)	\$31.06	\$19.00	\$12.06	\$2.67	\$1.75	\$2.92	\$1.56	\$2.79	\$0.37
White-collar occupations	36.48	24.74	11.74	3.57	.91	2.66	1.58	2.79	.23
Professional specialty and technical	41.59	28.67	12.92	4.08	.82	2.84	1.79	3.16	.24
Executive, administrative, and managerial	40.15	27.42	12.73	4.25	1.05	2.61	1.71	2.91	.20
Blue-collar occupations	28.22	16.10	12.13	2.20	2.15	3.05	1.54	2.77	.42
Service occupations	32.33	17.06	15.26	2.77	2.93	3.25	2.04	3.27	1.00
Aircraft manufacturing (SIC 3721)	33.98	22.63	11.35	3.07	1.05	2.75	1.58	2.81	.09
White-collar occupations	36.32	24.83	11.50	3.43	.72	2.66	1.71	2.90	.08
Blue-collar occupations	30.14	19.04	11.10	2.48	1.64	2.91	1.37	2.66	.05
Public utilities (SIC's 48, 49)	26.73	18.62	8.10	2.31	.73	2.07	.92	1.99	.07
White-collar occupations	26.54	18.74	7.80	2.27	.60	2.00	.89	1.96	.08
Blue-collar occupations	27.58	18.67	8.91	2.47	1.02	2.27	1.00	2.10	.05
Communications (SIC 48)	24.22	17.20	7.02	1.93	.64	1.87	.69	1.83	.06
White-collar occupations	23.81	17.07	6.74	1.89	.56	1.77	.64	1.81	.07
Blue-collar occupations	26.10	17.97	8.13	2.17	.91	2.25	.85	1.91	.04
Electric, gas, and sanitary services (SIC 49)	30.64	20.84	9.80	2.91	.88	2.39	1.28	2.25	.09
White-collar occupations	32.44	22.35	10.08	3.09	.70	2.49	1.42	2.27	.12
Blue-collar occupations	28.82	19.26	9.56	2.72	1.10	2.29	1.13	2.25	.06
Percent of total compensation									
Transportation equipment manufacturing (SIC 37)	100.0	61.2	38.8	8.6	5.6	9.4	5.0	9.0	1.2
White-collar occupations	100.0	67.8	32.2	9.8	2.5	7.3	4.3	7.6	.6
Professional specialty and technical	100.0	68.9	31.1	9.8	2.0	6.8	4.3	7.6	.6
Executive, administrative, and managerial	100.0	68.3	31.7	10.6	2.6	6.5	4.2	7.2	.5
Blue-collar occupations	100.0	57.0	43.0	7.8	7.6	10.8	5.5	9.8	1.5
Service occupations	100.0	52.8	47.2	8.6	9.1	10.1	6.3	10.1	3.1
Aircraft manufacturing (SIC 3721)	100.0	66.6	33.4	9.0	3.1	8.1	4.6	8.3	.3
White-collar occupations	100.0	68.4	31.6	9.4	2.0	7.3	4.7	8.0	.2
Blue-collar occupations	100.0	63.2	36.8	8.2	5.4	9.7	4.5	8.8	.2
Public utilities (SIC's 48, 49)	100.0	69.7	30.3	8.7	2.7	7.7	3.4	7.5	.3
White-collar occupations	100.0	70.6	29.4	8.5	2.3	7.5	3.3	7.4	.3
Blue-collar occupations	100.0	67.7	32.3	9.0	3.7	8.2	3.6	7.6	.2
Communications (SIC 48)	100.0	71.0	29.0	8.0	2.6	7.7	2.8	7.5	.2
White-collar occupations	100.0	71.7	28.3	7.9	2.4	7.4	2.7	7.6	.3
Blue-collar occupations	100.0	68.8	31.2	8.3	3.5	8.6	3.2	7.3	.1
Electric, gas, and sanitary services (SIC 49)	100.0	68.0	32.0	9.5	2.9	7.8	4.2	7.4	.3
White-collar occupations	100.0	68.9	31.1	9.5	2.1	7.7	4.4	7.0	.4
Blue-collar occupations	100.0	66.8	33.2	9.4	3.8	8.0	3.9	7.8	.2

¹ Includes severance pay and supplemental unemployment benefits.

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

Table 49. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Civilian workers, by major occupational group, March 1996

Compensation component	Civilian workers		White-collar		Blue-collar		Service	
	Cost	Percent	Cost	Percent	Cost	Percent	Cost	Percent
Total compensation	\$18.68	100.0	\$22.52	100.0	\$17.28	100.0	\$10.17	100.0
Wages and salaries	13.36	71.5	16.40	72.8	11.73	67.9	7.38	72.6
Total benefits	5.32	28.5	6.12	27.2	5.56	32.1	2.79	27.4
Paid leave	1.24	6.6	1.61	7.1	1.02	5.9	.57	5.6
Vacation .....	.57	3.0	.70	3.1	.53	3.0	.26	2.5
Holiday .....	.42	2.2	.54	2.4	.35	2.0	.18	1.7
Sick .....	.19	1.0	.27	1.2	.09	.5	.10	1.0
Other .....	.06	.3	.09	.4	.04	.2	.03	.3
Supplemental pay .....	.45	2.4	.46	2.1	.61	3.5	.18	1.8
Premium ¹ .....	.18	1.0	.10	.4	.40	2.3	.09	.9
Shift differential .....	.05	.3	.05	.2	.07	.4	.04	.4
Nonproduction bonuses .....	.21	1.1	.31	1.4	.14	.8	.04	.4
Insurance	1.27	6.8	1.45	6.4	1.37	7.9	.64	6.2
Life .....	.05	.2	.06	.2	.05	.3	.02	.2
Health	1.17	6.3	1.33	5.9	1.27	7.4	.60	5.9
Sickness and accident .....	.03	.2	.03	.1	.04	.2	.02	.2
Long-term disability .....	.02	.1	.03	.1	(²)	(²)	(²)	(²)
Retirement and savings .....	.75	4.0	.92	4.1	.68	3.9	.37	3.6
Defined benefit .....	.51	2.7	.60	2.7	.49	2.8	.31	3.1
Defined contribution .....	.23	1.3	.32	1.4	.19	1.1	.05	.5
Legally required benefits	1.59	8.5	1.65	7.3	1.85	10.7	1.03	10.1
Social Security ³	1.07	5.7	1.27	5.7	.99	5.7	.61	6.0
OASDI .....	.86	4.6	1.01	4.5	.80	4.7	.49	4.8
Medicare .....	.21	1.1	.26	1.2	.19	1.1	.12	1.2
Federal unemployment insurance .....	.03	.1	.03	.1	.03	.2	.03	.3
State unemployment insurance .....	.11	.6	.10	.5	.13	.7	.09	.9
Workers' compensation .....	.38	2.1	.25	1.1	.70	4.1	.30	3.0
Other benefits ⁴ .....	.03	.1	.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 The total employer's cost for Social Security is comprised of an OASDI portion and a Medicare portion. OASDI is the acronym for

Old-Age, Survivors, and Disability Insurance.

⁴ Includes severance pay and supplemental unemployment benefits.

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

Table 50. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Civilian workers, by occupational and industry group, March 1996

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	\$18.68	\$13.36	\$5.32	\$1.24	\$0.45	\$1.27	\$0.75	\$1.59	\$0.03
Occupational group									
White-collar occupations	22.52	16.40	6.12	1.61	.46	1.45	.92	1.65	.03
Professional specialty and technical	30.82	22.55	8.27	2.12	.58	1.87	1.51	2.14	.05
Professional specialty	32.60	23.95	8.65	2.21	.61	1.96	1.64	2.19	.05
Nurses	28.69	20.87	7.82	2.13	1.08	1.46	.78	2.36	(²)
Teachers	35.50	26.82	8.68	1.75	.07	2.28	2.46	2.08	.04
Technical	24.24	17.36	6.88	1.83	.48	1.53	1.05	1.94	.05
Executive, administrative, and managerial	33.05	23.81	9.24	2.89	.76	1.84	1.39	2.30	.05
Administrative support, including clerical	15.17	10.73	4.44	1.12	.27	1.32	.55	1.17	.02
Blue-collar occupations	17.28	11.73	5.56	1.02	.61	1.37	.68	1.85	.03
Service occupations	10.17	7.38	2.79	.57	.18	.64	.37	1.03	(²)
Industry group									
Services	19.54	14.37	5.16	1.29	.30	1.23	.83	1.50	(²)
Health services	18.34	13.21	5.12	1.39	.45	1.20	.56	1.51	(²)
Hospitals	21.71	15.10	6.61	1.91	.68	1.65	.71	1.64	.02
Educational services	27.70	20.34	7.37	1.73	.09	2.02	1.85	1.65	.03
Elementary and secondary education	27.33	20.12	7.21	1.53	.06	2.16	1.88	1.54	.04
Higher education	29.29	21.38	7.91	2.13	.15	1.83	1.92	1.88	(²)
Percent of total compensation									
Civilian workers	100.0	71.5	28.5	6.6	2.4	6.8	4.0	8.5	0.1
Occupational group									
White-collar occupations	100.0	72.8	27.2	7.1	2.1	6.4	4.1	7.3	.1
Professional specialty and technical	100.0	73.2	26.8	6.9	1.9	6.1	4.9	6.9	.2
Professional specialty	100.0	73.5	26.5	6.8	1.9	6.0	5.0	6.7	.1
Nurses	100.0	72.7	27.3	7.4	3.8	5.1	2.7	8.2	(²)
Teachers	100.0	75.6	24.4	4.9	.2	6.4	6.9	5.9	.1
Technical	100.0	71.6	28.4	7.5	2.0	6.3	4.3	8.0	.2
Executive, administrative, and managerial	100.0	72.0	28.0	8.7	2.3	5.6	4.2	7.0	.2
Administrative support, including clerical	100.0	70.7	29.3	7.4	1.8	8.7	3.6	7.7	.1
Blue-collar occupations	100.0	67.9	32.1	5.9	3.5	7.9	3.9	10.7	.2
Service occupations	100.0	72.6	27.4	5.6	1.8	6.2	3.6	10.1	(²)
Industry group									
Services	100.0	73.6	26.4	6.6	1.5	6.3	4.2	7.7	(²)
Health services	100.0	72.1	27.9	7.6	2.4	6.5	3.1	8.2	(²)
Hospitals	100.0	69.6	30.4	8.8	3.1	7.6	3.3	7.6	.1
Educational services	100.0	73.4	26.6	6.2	.3	7.3	6.7	6.0	.1
Elementary and secondary education	100.0	73.6	26.4	5.6	.2	7.9	6.9	5.7	.1
Higher education	100.0	73.0	27.0	7.3	.5	6.2	6.5	6.4	(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 51. 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 1996

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	\$25.73	100.0	\$28.56	100.0	\$18.92	100.0	\$26.98	100.0
Wages and salaries	17.95	69.8	20.43	71.5	12.09	63.9	19.43	72.0
Total benefits	7.77	30.2	8.13	28.5	6.83	36.1	7.55	28.0
Paid leave	1.99	7.8	2.08	7.3	1.72	9.1	1.83	6.8
Vacation .....	.68	2.7	.65	2.3	.73	3.8	.51	1.9
Holiday .....	.65	2.5	.69	2.4	.55	2.9	.62	2.3
Sick .....	.51	2.0	.57	2.0	.33	1.7	.54	2.0
Other .....	.15	.6	.17	.6	.11	.6	.16	.6
Supplemental pay .....	.22	.9	.14	.5	.42	2.2	.15	.6
Premium ² .....	.11	.4	.04	.1	.22	1.2	.05	.2
Shift differential .....	.05	.2	.04	.1	.11	.6	.05	.2
Nonproduction bonuses .....	.06	.2	.06	.2	.09	.5	.05	.2
Insurance	2.07	8.1	2.19	7.7	1.73	9.2	2.09	7.7
Life .....	.05	.2	.05	.2	.04	.2	.05	.2
Health	1.98	7.7	2.09	7.3	1.66	8.8	2.00	7.4
Sickness and accident .....	.02	.1	.02	.1	.02	.1	(³)	(³)
Long-term disability .....	.02	.1	.03	.1	(³)	(³)	.02	.1
Retirement and savings	1.90	7.4	2.02	7.1	1.71	9.0	1.88	7.0
Defined benefit	1.76	6.9	1.86	6.5	1.65	8.7	1.72	6.4
Defined contribution .....	.13	.5	.16	.6	.06	.3	.15	.6
Legally required benefits	1.56	6.1	1.67	5.8	1.22	6.4	1.58	5.8
Social Security ⁴	1.21	4.7	1.37	4.8	.78	4.1	1.30	4.8
OASDI .....	.95	3.7	1.07	3.7	.61	3.2	1.02	3.8
Medicare .....	.26	1.0	.30	1.0	.17	.9	.28	1.0
Federal unemployment insurance	(³)	(³)	(³)	(³)	(³)	(³)	(³)	(³)
State unemployment insurance .....	.04	.2	.04	.1	.05	.3	.04	.1
Workers' compensation .....	.31	1.2	.26	.9	.38	2.0	.24	.9
Other benefits ⁵ .....	.03	.1	.03	.1	.03	.1	.03	.1

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 Cost per hour worked is \$0.01 or less.

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

⁵ Includes severance pay and supplemental unemployment benefits.

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

Table 52. 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 1996

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	\$25.73	\$17.95	\$7.77	\$1.99	\$0.22	\$2.07	\$1.90	\$1.56	\$0.03
Occupational group									
White-collar occupations	28.56	20.43	8.13	2.08	.14	2.19	2.02	1.67	.03
Professional specialty and technical	33.81	24.86	8.95	2.07	.16	2.32	2.44	1.92	.04
Professional specialty	35.14	25.97	9.17	2.08	.13	2.39	2.55	1.98	.04
Teachers	37.56	28.14	9.43	1.92	.06	2.52	2.84	2.05	.05
Executive, administrative, and managerial	32.81	22.72	10.09	3.29	.18	2.25	2.40	1.96	(²)
Administrative support, including clerical	16.55	10.93	5.61	1.51	.09	1.92	1.04	1.05	(²)
Blue-collar occupations	20.88	13.56	7.32	1.95	.36	1.97	1.51	1.50	.03
Service occupations	18.92	12.09	6.83	1.72	.42	1.73	1.71	1.22	.03
Industry group									
Services	26.98	19.43	7.55	1.83	.15	2.09	1.88	1.58	.03
Health services	21.86	14.49	7.37	2.26	.57	1.79	1.18	1.56	.02
Hospitals	22.29	14.88	7.41	2.32	.55	1.74	1.21	1.56	.03
Educational services	28.21	20.59	7.62	1.74	.09	2.13	2.03	1.60	.03
Elementary and secondary education	28.04	20.58	7.45	1.59	.06	2.23	1.99	1.55	.04
Higher education	29.25	21.08	8.17	2.16	.17	1.89	2.17	1.77	(²)
Public administration	23.39	15.24	8.15	2.31	.31	2.01	2.03	1.46	.03
Percent of total compensation									
State and local government workers	100.0	69.8	30.2	7.8	0.9	8.1	7.4	6.1	0.1
Occupational group									
White-collar occupations	100.0	71.5	28.5	7.3	.5	7.7	7.1	5.8	.1
Professional specialty and technical	100.0	73.5	26.5	6.1	.5	6.9	7.2	5.7	.1
Professional specialty	100.0	73.9	26.1	5.9	.4	6.8	7.2	5.6	.1
Teachers	100.0	74.9	25.1	5.1	.2	6.7	7.6	5.4	.1
Executive, administrative, and managerial	100.0	69.2	30.8	10.0	.5	6.8	7.3	6.0	(²)
Administrative support, including clerical	100.0	66.1	33.9	9.1	.5	11.6	6.3	6.3	(²)
Blue-collar occupations	100.0	64.9	35.1	9.3	1.7	9.4	7.2	7.2	.1
Service occupations	100.0	63.9	36.1	9.1	2.2	9.2	9.0	6.4	.1
Industry group									
Services	100.0	72.0	28.0	6.8	.6	7.7	7.0	5.8	.1
Health services	100.0	66.3	33.7	10.3	2.6	8.2	5.4	7.1	.1
Hospitals	100.0	66.8	33.2	10.4	2.5	7.8	5.4	7.0	.1
Educational services	100.0	73.0	27.0	6.2	.3	7.6	7.2	5.7	.1
Elementary and secondary education	100.0	73.4	26.6	5.7	.2	8.0	7.1	5.5	.1
Higher education	100.0	72.1	27.9	7.4	.6	6.5	7.4	6.1	(²)
Public administration	100.0	65.1	34.9	9.9	1.3	8.6	8.7	6.2	.1

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 53. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Private industry workers, by major industry group, March 1996

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	\$17.49	100.0	\$21.27	100.0	\$16.28	100.0	\$20.99	100.0	\$16.69	100.0
Wages and salaries	12.58	71.9	14.38	67.6	12.01	73.7	14.13	67.3	12.23	73.3
Total benefits	4.91	28.1	6.89	32.4	4.27	26.3	6.86	32.7	4.46	26.7
Paid leave	1.12	6.4	1.43	6.7	1.02	6.2	1.60	7.6	1.00	6.0
Vacation .....	.55	3.2	.76	3.6	.49	3.0	.83	4.0	.49	2.9
Holiday .....	.38	2.2	.51	2.4	.34	2.1	.58	2.8	.33	2.0
Sick .....	.14	.8	.11	.5	.15	.9	.12	.6	.14	.8
Other .....	.05	.3	.05	.2	.05	.3	.06	.3	.05	.3
Supplemental pay .....	.49	2.8	.85	4.0	.38	2.3	.88	4.2	.40	2.4
Premium ³ .....	.20	1.1	.42	2.0	.13	.8	.42	2.0	.15	.9
Shift differential .....	.06	.3	.07	.3	.05	.3	.09	.4	.05	.3
Nonproduction bonuses .....	.24	1.4	.36	1.7	.20	1.2	.37	1.8	.21	1.3
Insurance	1.14	6.5	1.67	7.8	.97	5.9	1.72	8.2	1.00	6.0
Life .....	.04	.3	.06	.3	.04	.2	.06	.3	.04	.2
Health	1.04	5.9	1.52	7.2	.88	5.4	1.56	7.5	.92	5.5
Sickness and accident .....	.03	.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	3.1	.80	3.7	.47	2.9	.71	3.4	.51	3.0
Defined benefit .....	.30	1.7	.48	2.3	.24	1.5	.42	2.0	.27	1.6
Defined contribution .....	.25	1.4	.32	1.5	.23	1.4	.29	1.4	.24	1.4
Legally required benefits	1.59	9.1	2.08	9.8	1.44	8.8	1.86	8.9	1.53	9.2
Social Security ⁴	1.05	6.0	1.22	5.8	.99	6.1	1.22	5.8	1.01	6.0
OASDI .....	.84	4.8	.99	4.6	.79	4.9	.98	4.7	.81	4.8
Medicare .....	.21	1.2	.24	1.1	.20	1.2	.24	1.1	.20	1.2
Federal unemployment insurance .....	.03	.2	.03	.1	.03	.2	.03	.1	.03	.2
State unemployment insurance .....	.12	.7	.16	.7	.11	.6	.13	.6	.11	.7
Workers' compensation .....	.40	2.3	.67	3.2	.31	1.9	.48	2.3	.38	2.3
Other benefits ⁵ .....	.03	.2	.07	.3	(⁶)	(⁶)	.08	.4	(⁶)	(⁶)

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 The total employer's cost for Social Security is comprised of an OASDI

portion and a Medicare portion. OASDI is the acronym for Old-Age, Survivors, and Disability Insurance.
⁵ Includes severance pay and supplemental unemployment benefits.
⁶ Cost per hour worked is \$0.01 or less.
 Note: The sum of individual items may not equal totals due to rounding.

Table 54. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Private industry workers, by major occupational group, March 1996

Compensation component	All workers in private industry		White-collar		Blue-collar		Service	
	Cost	Percent	Cost	Percent	Cost	Percent	Cost	Percent
Total compensation	\$17.49	100.0	\$21.10	100.0	\$17.04	100.0	\$8.61	100.0
Wages and salaries	12.58	71.9	15.44	73.2	11.61	68.1	6.53	75.9
Total benefits	4.91	28.1	5.66	26.8	5.44	31.9	2.07	24.1
Paid leave	1.12	6.4	1.50	7.1	.95	5.6	.36	4.2
Vacation .....	.55	3.2	.72	3.4	.51	3.0	.18	2.1
Holiday .....	.38	2.2	.51	2.4	.34	2.0	.11	1.3
Sick .....	.14	.8	.20	1.0	.07	.4	.06	.7
Other .....	.05	.3	.07	.3	.04	.2	.02	.2
Supplemental pay .....	.49	2.8	.54	2.6	.63	3.7	.14	1.6
Premium ¹ .....	.20	1.1	.12	.6	.41	2.4	.07	.8
Shift differential .....	.06	.3	.06	.3	.07	.4	.03	.4
Nonproduction bonuses .....	.24	1.4	.37	1.8	.15	.9	.04	.4
Insurance	1.14	6.5	1.28	6.1	1.33	7.8	.45	5.2
Life .....	.04	.3	.06	.3	.05	.3	(²)	(²)
Health	1.04	5.9	1.16	5.5	1.23	7.2	.41	4.8
Sickness and accident .....	.03	.2	.04	.2	.04	.2	.02	.2
Long-term disability .....	.02	.1	.03	.2	(²)	(²)	(²)	(²)
Retirement and savings .....	.55	3.1	.66	3.1	.62	3.6	.13	1.5
Defined benefit .....	.30	1.7	.30	1.4	.42	2.5	.08	.9
Defined contribution .....	.25	1.4	.36	1.7	.20	1.2	.05	.6
Legally required benefits	1.59	9.1	1.64	7.8	1.87	11.0	1.00	11.6
Social Security ³	1.05	6.0	1.25	5.9	.99	5.8	.58	6.8
OASDI .....	.84	4.8	1.00	4.7	.80	4.7	.47	5.5
Medicare .....	.21	1.2	.25	1.2	.19	1.1	.11	1.3
Federal unemployment insurance .....	.03	.2	.03	.1	.03	.2	.03	.4
State unemployment insurance .....	.12	.7	.12	.6	.13	.8	.09	1.1
Workers' compensation .....	.40	2.3	.24	1.1	.72	4.2	.29	3.3
Other benefits ⁴ .....	.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 The total employer's cost for Social Security is comprised of an OASDI portion and a Medicare portion. OASDI is the acronym for

Old-Age, Survivors, and Disability Insurance.

⁴ Includes severance pay and supplemental unemployment benefits.

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

Table 55. 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 1996

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	\$20.57	100.0	\$15.62	100.0	\$16.30	100.0	\$18.78	100.0	\$23.31	100.0	\$16.61	100.0
Wages and salaries	14.58	70.9	11.36	72.7	11.59	71.1	13.72	73.1	14.93	64.1	12.23	73.6
Total benefits	5.98	29.1	4.26	27.3	4.71	28.9	5.06	26.9	8.38	35.9	4.39	26.4
Paid leave	1.45	7.1	.93	6.0	1.02	6.2	1.18	6.3	1.63	7.0	1.04	6.3
Vacation .....	.69	3.3	.47	3.0	.52	3.2	.58	3.1	.89	3.8	.50	3.0
Holiday .....	.49	2.4	.32	2.0	.35	2.2	.40	2.1	.49	2.1	.36	2.2
Sick .....	.20	1.0	.11	.7	.11	.6	.15	.8	.17	.7	.13	.8
Other .....	.07	.4	.04	.3	.04	.2	.05	.3	.07	.3	.05	.3
Supplemental pay .....	.61	3.0	.38	2.4	.51	3.2	.52	2.8	.84	3.6	.44	2.7
Premium ² .....	.19	.9	.18	1.2	.23	1.4	.19	1.0	.54	2.3	.15	.9
Shift differential .....	.06	.3	.04	.2	.07	.4	.07	.4	.13	.5	.04	.3
Nonproduction bonuses .....	.36	1.7	.16	1.0	.22	1.3	.27	1.4	.17	.7	.25	1.5
Insurance	1.42	6.9	1.01	6.5	1.12	6.9	1.05	5.6	2.24	9.6	.97	5.8
Life .....	.05	.3	.04	.3	.04	.3	.04	.2	.08	.4	.04	.2
Health	1.28	6.2	.92	5.9	1.03	6.3	.97	5.2	2.05	8.8	.88	5.3
Sickness and accident .....	.06	.3	.03	.2	.03	.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 .....	.63	3.1	.50	3.2	.55	3.3	.53	2.8	1.32	5.7	.43	2.6
Defined benefit .....	.30	1.5	.27	1.7	.32	2.0	.29	1.5	1.06	4.5	.18	1.1
Defined contribution .....	.33	1.6	.23	1.5	.22	1.4	.24	1.3	.27	1.1	.25	1.5
Legally required benefits	1.85	9.0	1.42	9.1	1.48	9.1	1.75	9.3	2.28	9.8	1.49	9.0
Social Security ³	1.20	5.8	.94	6.0	.98	6.0	1.14	6.1	1.28	5.5	1.01	6.1
OASDI .....	.96	4.7	.76	4.9	.79	4.9	.91	4.9	1.04	4.4	.81	4.9
Medicare .....	.24	1.2	.19	1.2	.19	1.2	.22	1.2	.25	1.1	.20	1.2
Federal unemployment insurance .....	.03	.2	.03	.2	.03	.2	.03	.2	.03	.1	.03	.2
State unemployment insurance .....	.18	.9	.07	.5	.11	.7	.13	.7	.16	.7	.11	.7
Workers' compensation .....	.44	2.1	.37	2.4	.36	2.2	.45	2.4	.81	3.5	.33	2.0
Other benefits ⁴ .....	.03	.1	.02	.1	.03	.2	.03	.1	.07	.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 The total employer's cost for Social Security is comprised of an OASDI portion and a Medicare portion. OASDI is the acronym for Old-Age, Survivors, and Disability Insurance.

⁴ Includes severance pay and supplemental unemployment benefits.

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

Table 56. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Private industry workers, by establishment employment size, March 1996

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	\$17.49	100.0	\$14.85	100.0	\$20.09	100.0	\$16.61	100.0	\$24.03	100.0
Wages and salaries	12.58	71.9	11.09	74.7	14.05	69.9	11.90	71.6	16.49	68.6
Total benefits	4.91	28.1	3.76	25.3	6.04	30.1	4.72	28.4	7.55	31.4
Paid leave	1.12	6.4	.77	5.2	1.46	7.2	1.03	6.2	1.94	8.1
Vacation .....	.55	3.2	.37	2.5	.73	3.6	.51	3.0	.98	4.1
Holiday .....	.38	2.2	.27	1.8	.48	2.4	.36	2.1	.63	2.6
Sick .....	.14	.8	.10	.6	.18	.9	.12	.7	.24	1.0
Other .....	.05	.3	.03	.2	.07	.3	.05	.3	.09	.4
Supplemental pay .....	.49	2.8	.36	2.4	.63	3.1	.50	3.0	.77	3.2
Premium ¹ .....	.20	1.1	.13	.8	.27	1.3	.24	1.4	.31	1.3
Shift differential .....	.06	.3	(²)	(²)	.10	.5	.06	.4	.14	.6
Nonproduction bonuses .....	.24	1.4	.22	1.5	.26	1.3	.21	1.3	.32	1.3
Insurance	1.14	6.5	.80	5.4	1.47	7.3	1.15	6.9	1.82	7.6
Life .....	.04	.3	.03	.2	.06	.3	.04	.3	.07	.3
Health	1.04	5.9	.74	5.0	1.33	6.6	1.05	6.3	1.65	6.9
Sickness and accident .....	.03	.2	.02	.1	.05	.3	.04	.2	.06	.3
Long-term disability .....	.02	.1	(²)	(²)	.03	.1	.02	.1	.04	.2
Retirement and savings .....	.55	3.1	.34	2.3	.75	3.7	.49	3.0	1.03	4.3
Defined benefit .....	.30	1.7	.16	1.1	.43	2.2	.26	1.6	.63	2.6
Defined contribution .....	.25	1.4	.18	1.2	.31	1.6	.23	1.4	.41	1.7
Legally required benefits	1.59	9.1	1.48	10.0	1.70	8.5	1.52	9.1	1.90	7.9
Social Security ³	1.05	6.0	.92	6.2	1.17	5.8	.98	5.9	1.38	5.7
OASDI .....	.84	4.8	.74	5.0	.94	4.7	.79	4.8	1.11	4.6
Medicare .....	.21	1.2	.18	1.2	.23	1.1	.19	1.2	.27	1.1
Federal unemployment insurance .....	.03	.2	.03	.2	.03	.1	.03	.2	.03	.1
State unemployment insurance .....	.12	.7	.12	.8	.12	.6	.12	.7	.11	.5
Workers' compensation .....	.40	2.3	.41	2.8	.38	1.9	.38	2.3	.38	1.6
Other benefits ⁴ .....	.03	.2	(²)	(²)	.05	.2	.02	.1	.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 The total employer's cost for Social Security is comprised of an OASDI portion and a Medicare portion. OASDI is the acronym for Old-Age, Survivors,

and Disability Insurance.

⁴ Includes severance pay and supplemental unemployment benefits.

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

Table 57. 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 1996

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	\$20.01	\$14.16	\$5.85	\$1.38	\$0.60	\$1.40	\$0.67	\$1.76	\$0.03
White-collar occupations	23.53	17.00	6.53	1.79	.63	1.52	.78	1.77	.04
Sales	18.89	14.45	4.44	.93	.57	1.01	.40	1.51	(²)
Administrative support, including clerical	15.88	11.20	4.68	1.18	.34	1.38	.52	1.24	.02
Blue-collar occupations	17.96	12.13	5.83	1.04	.68	1.45	.67	1.96	.04
Service occupations	10.87	7.88	2.99	.63	.22	.76	.22	1.15	(²)
Goods-producing industries ³	21.54	14.53	7.01	1.46	.87	1.70	.81	2.10	.07
Construction	21.88	15.01	6.87	.73	.71	1.46	1.08	2.89	(²)
Manufacturing	21.25	14.28	6.97	1.63	.90	1.75	.72	1.88	.09
Service-producing industries ⁴	19.33	14.00	5.33	1.35	.48	1.27	.61	1.61	.02
Transportation and public utilities	25.82	17.42	8.40	2.01	.64	2.17	1.23	2.31	.03
Wholesale trade	19.88	14.53	5.35	1.24	.49	1.35	.51	1.74	.02
Retail trade	12.43	9.60	2.82	.58	.22	.63	.18	1.21	(²)
Finance, insurance, and real estate	23.87	16.93	6.94	1.78	.95	1.63	.89	1.66	.04
Services	19.58	14.26	5.32	1.45	.43	1.23	.61	1.59	(²)
All part-time workers in private industry	9.19	7.38	1.82	.25	.15	.27	.13	1.03	(²)
White-collar occupations	11.71	9.41	2.30	.39	.22	.37	.17	1.15	(²)
Sales	7.79	6.25	1.54	.22	.13	.25	.11	.83	(²)
Administrative support, including clerical	10.19	8.18	2.01	.36	.13	.36	.16	.99	(²)
Blue-collar occupations	9.37	7.22	2.14	.21	.17	.34	.24	1.18	(²)
Service occupations	6.41	5.23	1.19	.11	.06	.14	.03	.84	(²)
Goods-producing industries ³	10.92	8.61	2.32	.30	.21	.27	.12	1.41	(²)
Service-producing industries ⁴	9.15	7.34	1.80	.25	.14	.27	.13	1.02	(²)
Retail trade	6.68	5.42	1.27	.13	.09	.17	.07	.80	(²)
Service industries	11.18	8.99	2.19	.34	.19	.32	.13	1.20	(²)
Percent of total compensation									
All full-time workers in private industry	100.0	70.8	29.2	6.9	3.0	7.0	3.4	8.8	0.2
White-collar occupations	100.0	72.3	27.7	7.6	2.7	6.4	3.3	7.5	.2
Sales	100.0	76.5	23.5	4.9	3.0	5.4	2.1	8.0	(²)
Administrative support, including clerical	100.0	70.5	29.5	7.5	2.1	8.7	3.3	7.8	.1
Blue-collar occupations	100.0	67.5	32.5	5.8	3.8	8.1	3.7	10.9	.2
Service occupations	100.0	72.5	27.5	5.8	2.0	7.0	2.0	10.6	(²)
Goods-producing industries ³	100.0	67.4	32.6	6.8	4.0	7.9	3.8	9.7	.3
Construction	100.0	68.6	31.4	3.3	3.2	6.7	4.9	13.2	(²)
Manufacturing	100.0	67.2	32.8	7.7	4.2	8.3	3.4	8.8	.4
Service-producing industries ⁴	100.0	72.4	27.6	7.0	2.5	6.5	3.2	8.3	.1
Transportation and public utilities	100.0	67.5	32.5	7.8	2.5	8.4	4.8	8.9	.1
Wholesale trade	100.0	73.1	26.9	6.2	2.5	6.8	2.6	8.8	.1
Retail trade	100.0	77.3	22.7	4.6	1.8	5.0	1.5	9.7	(²)
Finance, insurance, and real estate	100.0	70.9	29.1	7.5	4.0	6.8	3.7	7.0	.2
Services	100.0	72.8	27.2	7.4	2.2	6.3	3.1	8.1	(²)
All part-time workers in private industry	100.0	80.2	19.8	2.7	1.6	2.9	1.4	11.2	(²)
White-collar occupations	100.0	80.4	19.6	3.3	1.9	3.1	1.5	9.8	(²)
Sales	100.0	80.2	19.8	2.9	1.7	3.2	1.4	10.6	(²)
Administrative support, including clerical	100.0	80.3	19.7	3.6	1.3	3.5	1.6	9.7	(²)
Blue-collar occupations	100.0	77.1	22.9	2.2	1.9	3.6	2.6	12.6	(²)
Service occupations	100.0	81.5	18.5	1.7	.9	2.2	.5	13.2	(²)
Goods-producing industries ³	100.0	78.8	21.2	2.8	1.9	2.5	1.1	12.9	(²)
Service-producing industries ⁴	100.0	80.3	19.7	2.7	1.6	2.9	1.4	11.1	(²)
Retail trade	100.0	81.1	18.9	2.0	1.4	2.5	1.0	12.0	(²)
Service industries	100.0	80.4	19.6	3.1	1.7	2.9	1.2	10.7	(²)

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 58. 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 1996

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	\$17.49	\$12.58	\$4.91	\$1.12	\$0.49	\$1.14	\$0.55	\$1.59	\$0.03
Occupational group									
White-collar occupations	21.10	15.44	5.66	1.50	.54	1.28	.66	1.64	.03
Professional specialty and technical	29.19	21.25	7.94	2.17	.83	1.64	1.00	2.25	.05
Professional specialty	30.80	22.49	8.31	2.30	.95	1.68	1.01	2.32	.05
Technical	24.84	17.90	6.94	1.83	.52	1.54	.97	2.04	.05
Executive, administrative, and managerial	33.12	24.07	9.05	2.80	.90	1.75	1.16	2.38	.06
Sales	14.34	11.09	3.25	.64	.39	.70	.28	1.23	(²)
Administrative support, including clerical	14.93	10.69	4.23	1.05	.30	1.21	.46	1.20	.02
Blue-collar occupations	17.04	11.61	5.44	.95	.63	1.33	.62	1.87	.03
Precision production, craft, and repair	22.12	15.10	7.02	1.31	.74	1.64	.86	2.41	.05
Machine operators, assemblers, and inspectors	15.48	10.22	5.27	.99	.76	1.43	.47	1.56	.05
Transportation and material moving	16.96	11.62	5.34	.83	.54	1.25	.74	1.97	(²)
Handlers, equipment cleaners, helpers, and laborers	12.07	8.48	3.59	.50	.39	.85	.41	1.43	(²)
Service occupations	8.61	6.53	2.07	.36	.14	.45	.13	1.00	(²)
Industry group									
Goods-producing industries ³	21.27	14.38	6.89	1.43	.85	1.67	.80	2.08	.07
Construction	21.59	14.86	6.73	.71	.69	1.41	1.05	2.86	(²)
Manufacturing	20.99	14.13	6.86	1.60	.88	1.72	.71	1.86	.08
Durables	22.50	14.92	7.58	1.74	1.05	1.90	.75	2.01	.12
Nondurables	18.88	13.03	5.85	1.40	.65	1.47	.65	1.64	.03
Service-producing industries ⁴	16.28	12.01	4.27	1.02	.38	.97	.47	1.44	(²)
Transportation and public utilities	24.22	16.51	7.71	1.79	.58	1.97	1.15	2.20	.03
Wholesale trade	19.04	13.98	5.06	1.16	.47	1.25	.48	1.68	(²)
Retail trade	9.54	7.50	2.04	.35	.16	.40	.12	1.00	(²)
Finance, insurance, and real estate	22.59	16.12	6.48	1.64	.86	1.51	.82	1.61	.04
Services	17.18	12.76	4.42	1.13	.36	.97	.48	1.48	(²)
Percent of total compensation									
All workers in private industry	100.0	71.9	28.1	6.4	2.8	6.5	3.1	9.1	0.2
Occupational group									
White-collar occupations	100.0	73.2	26.8	7.1	2.6	6.1	3.1	7.8	.1
Professional specialty and technical	100.0	72.8	27.2	7.4	2.9	5.6	3.4	7.7	.2
Professional specialty	100.0	73.0	27.0	7.5	3.1	5.4	3.3	7.5	.2
Technical	100.0	72.1	27.9	7.4	2.1	6.2	3.9	8.2	.2
Executive, administrative, and managerial	100.0	72.7	27.3	8.5	2.7	5.3	3.5	7.2	.2
Sales	100.0	77.3	22.7	4.5	2.7	4.9	2.0	8.6	(²)
Administrative support, including clerical	100.0	71.6	28.4	7.0	2.0	8.1	3.1	8.0	.1
Blue-collar occupations	100.0	68.1	31.9	5.6	3.7	7.8	3.6	11.0	.2
Precision production, craft, and repair	100.0	68.3	31.7	5.9	3.3	7.4	3.9	10.9	.2
Machine operators, assemblers, and inspectors	100.0	66.0	34.0	6.4	4.9	9.2	3.0	10.1	.3
Transportation and material moving	100.0	68.5	31.5	4.9	3.2	7.4	4.4	11.6	(²)
Handlers, equipment cleaners, helpers, and laborers	100.0	70.3	29.7	4.1	3.2	7.1	3.4	11.9	(²)
Service occupations	100.0	75.9	24.1	4.2	1.6	5.2	1.5	11.6	(²)
Industry group									
Goods-producing industries ³	100.0	67.6	32.4	6.7	4.0	7.8	3.7	9.8	.3
Construction	100.0	68.8	31.2	3.3	3.2	6.5	4.9	13.2	(²)
Manufacturing	100.0	67.3	32.7	7.6	4.2	8.2	3.4	8.9	.4
Durables	100.0	66.3	33.7	7.7	4.7	8.4	3.3	8.9	.5
Nondurables	100.0	69.0	31.0	7.4	3.4	7.8	3.5	8.7	.2
Service-producing industries ⁴	100.0	73.7	26.3	6.2	2.3	5.9	2.9	8.8	(²)
Transportation and public utilities	100.0	68.2	31.8	7.4	2.4	8.1	4.7	9.1	.1
Wholesale trade	100.0	73.4	26.6	6.1	2.5	6.6	2.5	8.8	(²)
Retail trade	100.0	78.6	21.4	3.7	1.6	4.2	1.3	10.5	(²)
Finance, insurance, and real estate	100.0	71.3	28.7	7.2	3.8	6.7	3.6	7.1	.2
Services	100.0	74.3	25.7	6.6	2.1	5.6	2.8	8.6	(²)

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 59. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Private industry goods-producing and service-producing workers, by occupational group, March 1996

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	\$21.27	\$14.38	\$6.89	\$1.43	\$0.85	\$1.67	\$0.80	\$2.08	\$0.07
White-collar occupations	28.52	20.01	8.51	2.39	.97	1.90	.96	2.19	.10
Professional specialty and technical	34.93	24.28	10.66	3.17	1.37	2.28	1.19	2.51	.14
Professional speciality	37.51	26.18	11.32	3.38	1.55	2.34	1.27	2.65	.14
Technical	27.51	18.78	8.73	2.54	.83	2.10	.99	2.12	.15
Executive, administrative, and managerial	37.24	26.49	10.75	3.13	1.17	2.05	1.37	2.91	.12
Administrative support, including clerical	16.43	11.40	5.03	1.19	.50	1.45	.47	1.37	.06
Blue-collar occupations	18.59	12.28	6.31	1.06	.81	1.59	.74	2.05	.06
Precision production, craft, and repair	23.35	15.54	7.81	1.29	.87	1.81	1.06	2.70	.08
Machine operators, assemblers, and inspectors	16.25	10.57	5.69	1.07	.84	1.58	.52	1.61	.06
Transportation and material moving	18.36	12.03	6.32	.98	.88	1.59	.82	2.04	(³)
Handlers, equipment cleaners, helpers, and laborers	14.01	9.47	4.54	.57	.55	1.12	.57	1.72	(³)
Service occupations	14.43	9.58	4.85	.92	.77	1.21	.38	1.46	.10
All workers, service-producing industries⁴	16.28	12.01	4.27	1.02	.38	.97	.47	1.44	(³)
White-collar occupations	19.95	14.73	5.21	1.36	.48	1.18	.61	1.56	.02
Professional specialty and technical	27.93	20.58	7.35	1.95	.72	1.50	.96	2.19	.03
Professional speciality	29.31	21.67	7.64	2.05	.82	1.53	.96	2.25	.03
Technical	24.29	17.72	6.58	1.68	.46	1.42	.97	2.02	.03
Executive, administrative, and managerial	31.85	23.32	8.53	2.70	.81	1.66	1.09	2.22	.05
Sales	14.07	10.91	3.15	.61	.38	.67	.27	1.21	(³)
Administrative support, including clerical	14.71	10.59	4.11	1.03	.27	1.18	.46	1.17	(³)
Blue-collar occupations	15.08	10.75	4.33	.81	.40	1.00	.46	1.64	(³)
Precision production, craft, and repair	20.24	14.43	5.80	1.35	.54	1.39	.54	1.98	(³)
Transportation and material moving	16.44	11.46	4.98	.78	.42	1.12	.71	1.95	(³)
Handlers, equipment cleaners, helpers, and laborers	10.98	7.93	3.05	.46	.29	.70	.32	1.27	(³)
Service occupations	8.46	6.45	2.00	.35	.12	.43	.12	.98	(³)
Percent of total compensation									
All workers, goods-producing industries²	100.0	67.6	32.4	6.7	4.0	7.8	3.7	9.8	0.3
White-collar occupations	100.0	70.2	29.8	8.4	3.4	6.7	3.4	7.7	.4
Professional specialty and technical	100.0	69.5	30.5	9.1	3.9	6.5	3.4	7.2	.4
Professional speciality	100.0	69.8	30.2	9.0	4.1	6.2	3.4	7.1	.4
Technical	100.0	68.3	31.7	9.2	3.0	7.6	3.6	7.7	.5
Executive, administrative, and managerial	100.0	71.1	28.9	8.4	3.1	5.5	3.7	7.8	.3
Administrative support, including clerical	100.0	69.4	30.6	7.2	3.0	8.8	2.9	8.4	.4
Blue-collar occupations	100.0	66.1	33.9	5.7	4.3	8.6	4.0	11.0	.3
Precision production, craft, and repair	100.0	66.5	33.5	5.5	3.7	7.7	4.6	11.6	.3
Machine operators, assemblers, and inspectors	100.0	65.0	35.0	6.6	5.2	9.7	3.2	9.9	.4
Transportation and material moving	100.0	65.6	34.4	5.3	4.8	8.7	4.5	11.1	(³)
Handlers, equipment cleaners, helpers, and laborers	100.0	67.6	32.4	4.0	3.9	8.0	4.0	12.3	(³)
Service occupations	100.0	66.4	33.6	6.4	5.4	8.4	2.6	10.1	.7
All workers, service-producing industries⁴	100.0	73.7	26.3	6.2	2.3	5.9	2.9	8.8	(³)
White-collar occupations	100.0	73.9	26.1	6.8	2.4	5.9	3.1	7.8	.1
Professional specialty and technical	100.0	73.7	26.3	7.0	2.6	5.4	3.4	7.8	.1
Professional speciality	100.0	73.9	26.1	7.0	2.8	5.2	3.3	7.7	.1
Technical	100.0	72.9	27.1	6.9	1.9	5.9	4.0	8.3	.1
Executive, administrative, and managerial	100.0	73.2	26.8	8.5	2.6	5.2	3.4	7.0	.1
Sales	100.0	77.6	22.4	4.4	2.7	4.8	1.9	8.6	(³)
Administrative support, including clerical	100.0	72.0	28.0	7.0	1.9	8.0	3.1	8.0	(³)
Blue-collar occupations	100.0	71.3	28.7	5.4	2.7	6.6	3.1	10.9	(³)
Precision production, craft, and repair	100.0	71.3	28.7	6.7	2.7	6.9	2.7	9.8	(³)
Transportation and material moving	100.0	69.7	30.3	4.7	2.5	6.8	4.3	11.9	(³)
Handlers, equipment cleaners, helpers, and laborers	100.0	72.2	27.8	4.2	2.7	6.4	2.9	11.6	(³)
Service occupations	100.0	76.3	23.7	4.1	1.4	5.0	1.4	11.6	(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 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 60. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Private industry manufacturing and nonmanufacturing workers, by occupational group, March 1996

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	\$20.99	\$14.13	\$6.86	\$1.60	\$0.88	\$1.72	\$0.71	\$1.86	\$0.08
White-collar occupations	28.75	20.20	8.55	2.50	.88	1.93	.97	2.16	.11
Professional specialty and technical	34.65	24.19	10.46	3.17	1.19	2.29	1.16	2.51	.13
Professional speciality	36.89	25.90	10.99	3.35	1.31	2.34	1.23	2.63	.13
Technical	27.90	19.04	8.86	2.62	.85	2.12	.97	2.15	.14
Executive, administrative, and managerial	37.72	26.91	10.81	3.37	1.07	2.05	1.41	2.75	.14
Administrative support, including clerical	16.69	11.54	5.15	1.27	.47	1.47	.48	1.39	.07
Blue-collar occupations	17.58	11.45	6.12	1.20	.89	1.63	.60	1.73	.07
Precision production, craft, and repair	22.67	14.71	7.96	1.73	1.12	1.95	.85	2.18	.13
Machine operators, assemblers, and inspectors	16.16	10.51	5.66	1.07	.83	1.58	.51	1.60	.06
Transportation and material moving	17.60	11.57	6.02	1.08	.89	1.65	.63	1.77	(²)
Handlers, equipment cleaners, helpers, and laborers	13.65	9.08	4.57	.75	.68	1.25	.46	1.41	.02
Service occupations	15.55	10.09	5.46	1.07	.90	1.39	.45	1.52	.12
All workers, nonmanufacturing industries	16.69	12.23	4.46	1.00	.40	1.00	.51	1.53	(²)
White-collar occupations	20.11	14.82	5.28	1.37	.50	1.20	.62	1.58	.02
Professional specialty and technical	28.06	20.64	7.42	1.96	.76	1.51	.97	2.19	.03
Professional speciality	29.50	21.76	7.74	2.07	.88	1.54	.97	2.26	.03
Technical	24.27	17.69	6.59	1.68	.46	1.43	.97	2.02	.03
Executive, administrative, and managerial	32.11	23.44	8.67	2.68	.86	1.68	1.10	2.30	.05
Sales	14.12	10.94	3.17	.62	.39	.67	.27	1.21	(²)
Administrative support, including clerical	14.72	10.59	4.12	1.02	.28	1.18	.45	1.17	(²)
Blue-collar occupations	16.67	11.71	4.96	.78	.45	1.12	.64	1.97	(²)
Precision production, craft, and repair	21.87	15.28	6.59	1.12	.57	1.50	.86	2.52	.02
Transportation and material moving	16.82	11.63	5.19	.78	.47	1.16	.76	2.02	(²)
Handlers, equipment cleaners, helpers, and laborers	11.64	8.32	3.32	.43	.31	.74	.40	1.44	(²)
Service occupations	8.46	6.46	2.00	.35	.12	.43	.12	.99	(²)
Percent of total compensation									
All workers, manufacturing industries	100.0	67.3	32.7	7.6	4.2	8.2	3.4	8.9	0.4
White-collar occupations	100.0	70.3	29.7	8.7	3.0	6.7	3.4	7.5	.4
Professional specialty and technical	100.0	69.8	30.2	9.1	3.4	6.6	3.4	7.2	.4
Professional speciality	100.0	70.2	29.8	9.1	3.5	6.4	3.3	7.1	.4
Technical	100.0	68.2	31.8	9.4	3.1	7.6	3.5	7.7	.5
Executive, administrative, and managerial	100.0	71.4	28.6	8.9	2.8	5.4	3.7	7.3	.4
Administrative support, including clerical	100.0	69.1	30.9	7.6	2.8	8.8	2.9	8.3	.4
Blue-collar occupations	100.0	65.2	34.8	6.8	5.0	9.3	3.4	9.9	.4
Precision production, craft, and repair	100.0	64.9	35.1	7.7	4.9	8.6	3.7	9.6	.6
Machine operators, assemblers, and inspectors	100.0	65.0	35.0	6.6	5.1	9.8	3.2	9.9	.4
Transportation and material moving	100.0	65.8	34.2	6.1	5.0	9.4	3.6	10.1	(²)
Handlers, equipment cleaners, helpers, and laborers	100.0	66.5	33.5	5.5	5.0	9.2	3.3	10.3	.1
Service occupations	100.0	64.9	35.1	6.9	5.8	8.9	2.9	9.8	.8
All workers, nonmanufacturing industries	100.0	73.3	26.7	6.0	2.4	6.0	3.0	9.2	(²)
White-collar occupations	100.0	73.7	26.3	6.8	2.5	5.9	3.1	7.9	.1
Professional specialty and technical	100.0	73.5	26.5	7.0	2.7	5.4	3.5	7.8	.1
Professional speciality	100.0	73.8	26.2	7.0	3.0	5.2	3.3	7.7	.1
Technical	100.0	72.9	27.1	6.9	1.9	5.9	4.0	8.3	.1
Executive, administrative, and managerial	100.0	73.0	27.0	8.3	2.7	5.2	3.4	7.2	.1
Sales	100.0	77.5	22.5	4.4	2.8	4.8	1.9	8.6	(²)
Administrative support, including clerical	100.0	72.0	28.0	6.9	1.9	8.0	3.1	8.0	(²)
Blue-collar occupations	100.0	70.2	29.8	4.7	2.7	6.7	3.8	11.8	(²)
Precision production, craft, and repair	100.0	69.9	30.1	5.1	2.6	6.9	3.9	11.5	.1
Transportation and material moving	100.0	69.1	30.9	4.6	2.8	6.9	4.5	12.0	(²)
Handlers, equipment cleaners, helpers, and laborers	100.0	71.5	28.5	3.7	2.6	6.4	3.4	12.4	(²)
Service occupations	100.0	76.3	23.7	4.1	1.4	5.0	1.4	11.6	(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 61. 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 1996

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	\$23.31	\$14.93	\$8.38	\$1.63	\$0.84	\$2.24	\$1.32	\$2.28	\$0.07
Blue-collar occupations	23.70	14.90	8.80	1.51	1.00	2.32	1.42	2.47	.08
Goods-producing industries ²	23.91	14.85	9.06	1.47	1.13	2.44	1.40	2.50	.11
Service-producing industries ³	22.75	15.00	7.76	1.77	.57	2.05	1.25	2.08	.03
Manufacturing	21.22	13.08	8.14	1.62	1.24	2.22	.92	2.01	.14
Blue-collar occupations	21.12	12.93	8.18	1.57	1.28	2.23	.94	2.03	.14
Nonmanufacturing	24.48	15.97	8.51	1.63	.62	2.25	1.55	2.43	.03
All nonunion workers, private industry	16.61	12.23	4.39	1.04	.44	.97	.43	1.49	.02
Blue-collar occupations	14.47	10.33	4.14	.74	.48	.95	.31	1.64	.02
Goods-producing industries ²	20.35	14.21	6.14	1.41	.76	1.40	.59	1.93	.05
Service-producing industries ³	15.63	11.71	3.93	.94	.36	.86	.39	1.37	(⁴)
Manufacturing	20.91	14.49	6.42	1.59	.77	1.55	.64	1.81	.06
Blue-collar occupations	15.85	10.73	5.11	1.02	.70	1.35	.43	1.58	.04
Nonmanufacturing	15.79	11.79	4.00	.93	.38	.86	.39	1.43	(⁴)
Percent of total compensation									
All union workers, private industry	100.0	64.1	35.9	7.0	3.6	9.6	5.7	9.8	0.3
Blue-collar occupations	100.0	62.9	37.1	6.4	4.2	9.8	6.0	10.4	.3
Goods-producing industries ²	100.0	62.1	37.9	6.2	4.7	10.2	5.9	10.5	.5
Service-producing industries ³	100.0	65.9	34.1	7.8	2.5	9.0	5.5	9.1	.1
Manufacturing	100.0	61.6	38.4	7.6	5.8	10.4	4.3	9.5	.7
Blue-collar occupations	100.0	61.2	38.8	7.4	6.1	10.5	4.4	9.6	.7
Nonmanufacturing	100.0	65.2	34.8	6.7	2.5	9.2	6.3	9.9	.1
All nonunion workers, private industry	100.0	73.6	26.4	6.3	2.7	5.8	2.6	9.0	.1
Blue-collar occupations	100.0	71.4	28.6	5.1	3.3	6.5	2.1	11.3	.1
Goods-producing industries ²	100.0	69.8	30.2	6.9	3.7	6.9	2.9	9.5	.3
Service-producing industries ³	100.0	74.9	25.1	6.0	2.3	5.5	2.5	8.8	(⁴)
Manufacturing	100.0	69.3	30.7	7.6	3.7	7.4	3.1	8.6	.3
Blue-collar occupations	100.0	67.7	32.3	6.4	4.4	8.5	2.7	10.0	.2
Nonmanufacturing	100.0	74.7	25.3	5.9	2.4	5.4	2.5	9.0	(⁴)

¹ Includes severance pay and supplemental unemployment benefits.

² Includes mining, construction, and manufacturing.

³ Includes transportation, communication, and public utilities; wholesale and retail trade; finance, insurance, and real estate; and service industries.

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

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

Table 62. 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 1996

Industry and occupational group, and employment size	Total compensation	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	\$17.49	\$12.58	\$4.91	\$1.12	\$0.49	\$1.14	\$0.55	\$1.59	\$0.03
1-99 workers	14.85	11.09	3.76	.77	.36	.80	.34	1.48	(²)
100 or more workers	20.09	14.05	6.04	1.46	.63	1.47	.75	1.70	.05
100-499 workers	16.61	11.90	4.72	1.03	.50	1.15	.49	1.52	.02
500 or more workers	24.03	16.49	7.55	1.94	.77	1.82	1.03	1.90	.08
Goods-producing industries ³	21.27	14.38	6.89	1.43	.85	1.67	.80	2.08	.07
1-99 workers	18.56	13.02	5.54	.88	.60	1.16	.63	2.27	(²)
100 or more workers	22.73	15.11	7.62	1.72	.99	1.94	.89	1.98	.10
100-499 workers	19.49	13.13	6.36	1.26	.81	1.69	.68	1.88	.03
500 or more workers	26.11	17.18	8.94	2.21	1.17	2.21	1.11	2.07	.17
Service-producing industries ⁴	16.28	12.01	4.27	1.02	.38	.97	.47	1.44	(²)
1-99 workers	14.08	10.69	3.39	.75	.31	.73	.28	1.32	(²)
100 or more workers	18.88	13.56	5.32	1.33	.46	1.25	.68	1.57	.02
100-499 workers	15.38	11.36	4.02	.93	.37	.92	.41	1.36	(²)
500 or more workers	23.02	16.15	6.87	1.81	.57	1.63	1.00	1.82	.04
White-collar occupations	21.10	15.44	5.66	1.50	.54	1.28	.66	1.64	.03
1-99 workers	18.09	13.64	4.45	1.10	.46	.98	.42	1.48	(²)
100 or more workers	23.95	17.15	6.80	1.88	.63	1.56	.88	1.80	.05
100-499 workers	19.88	14.61	5.27	1.34	.53	1.23	.58	1.57	.02
500 or more workers	27.60	19.42	8.17	2.35	.72	1.86	1.16	2.01	.08
Blue-collar occupations	17.04	11.61	5.44	.95	.63	1.33	.62	1.87	.03
1-99 workers	15.28	10.90	4.38	.65	.40	.95	.42	1.94	(²)
100 or more workers	18.58	12.22	6.36	1.21	.83	1.66	.79	1.81	.06
100-499 workers	16.37	11.06	5.31	.94	.65	1.40	.59	1.71	.02
500 or more workers	21.59	13.80	7.80	1.58	1.06	2.02	1.07	1.95	.11
Percent of total compensation									
All workers in private industry	100.0	71.9	28.1	6.4	2.8	6.5	3.1	9.1	0.2
1-99 workers	100.0	74.7	25.3	5.2	2.4	5.4	2.3	10.0	(²)
100 or more workers	100.0	69.9	30.1	7.2	3.1	7.3	3.7	8.5	.2
100-499 workers	100.0	71.6	28.4	6.2	3.0	6.9	3.0	9.1	.1
500 or more workers	100.0	68.6	31.4	8.1	3.2	7.6	4.3	7.9	.3
Goods-producing industries ³	100.0	67.6	32.4	6.7	4.0	7.8	3.7	9.8	.3
1-99 workers	100.0	70.1	29.9	4.7	3.2	6.2	3.4	12.2	(²)
100 or more workers	100.0	66.5	33.5	7.6	4.4	8.6	3.9	8.7	.4
100-499 workers	100.0	67.4	32.6	6.5	4.2	8.7	3.5	9.7	.2
500 or more workers	100.0	65.8	34.2	8.5	4.5	8.5	4.2	7.9	.6
Service-producing industries ⁴	100.0	73.7	26.3	6.2	2.3	5.9	2.9	8.8	(²)
1-99 workers	100.0	75.9	24.1	5.3	2.2	5.2	2.0	9.4	(²)
100 or more workers	100.0	71.8	28.2	7.1	2.5	6.6	3.6	8.3	.1
100-499 workers	100.0	73.9	26.1	6.0	2.4	6.0	2.7	8.9	(²)
500 or more workers	100.0	70.2	29.8	7.9	2.5	7.1	4.3	7.9	.2
White-collar occupations	100.0	73.2	26.8	7.1	2.6	6.1	3.1	7.8	.1
1-99 workers	100.0	75.4	24.6	6.1	2.5	5.4	2.3	8.2	(²)
100 or more workers	100.0	71.6	28.4	7.8	2.6	6.5	3.7	7.5	.2
100-499 workers	100.0	73.5	26.5	6.8	2.7	6.2	2.9	7.9	.1
500 or more workers	100.0	70.4	29.6	8.5	2.6	6.7	4.2	7.3	.3
Blue-collar occupations	100.0	68.1	31.9	5.6	3.7	7.8	3.6	11.0	.2
1-99 workers	100.0	71.3	28.7	4.3	2.6	6.2	2.8	12.7	(²)
100 or more workers	100.0	65.8	34.2	6.5	4.4	8.9	4.3	9.7	.3
100-499 workers	100.0	67.6	32.4	5.7	4.0	8.6	3.6	10.4	.1
500 or more workers	100.0	63.9	36.1	7.3	4.9	9.3	5.0	9.0	.5

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 63. 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 1996

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	\$18.24	\$13.34	\$4.90	\$1.30	\$0.43	\$1.14	\$0.51	\$1.51	(²)
Professional specialty and technical	25.36	18.71	6.65	1.82	.73	1.37	.66	2.06	(²)
Professional speciality	28.91	21.25	7.66	2.21	.93	1.51	.71	2.28	(²)
Nurses	28.38	20.46	7.92	2.21	1.12	1.55	.71	2.32	(²)
Technical	20.23	15.04	5.19	1.26	.45	1.16	.58	1.73	(²)
Administrative support, including clerical	14.46	10.30	4.16	1.05	.27	1.15	.56	1.13	(²)
Service occupations	11.25	8.18	3.06	.71	.25	.78	.24	1.08	(²)
Hospitals	21.55	15.16	6.39	1.80	.71	1.63	.57	1.66	\$.02
Professional specialty and technical	26.48	18.78	7.70	2.19	1.06	1.69	.68	2.06	.02
Professional speciality	28.88	20.57	8.31	2.38	1.22	1.72	.72	2.26	.02
Nurses	29.48	20.86	8.62	2.39	1.42	1.74	.74	2.32	(²)
Technical	20.14	14.04	6.09	1.70	.66	1.60	.56	1.55	.02
Administrative support, including clerical	15.30	10.53	4.77	1.25	.29	1.59	.45	1.17	.02
Service occupations	13.56	9.22	4.34	1.05	.42	1.49	.32	1.06	(²)
Nursing homes	11.54	8.58	2.96	.71	.22	.60	.12	1.30	(²)
Professional specialty and technical	17.91	13.43	4.48	1.16	.41	.69	.21	2.01	(²)
Professional speciality	20.24	15.35	4.89	1.35	.36	.74	.22	2.22	(²)
Technical	15.99	11.86	4.13	1.00	.46	.64	.20	1.83	(²)
Service occupations	9.43	6.93	2.50	.54	.19	.56	.09	1.11	(²)
Percent of total compensation									
Health services	100.0	73.1	26.9	7.1	2.4	6.2	2.8	8.3	(²)
Professional specialty and technical	100.0	73.8	26.2	7.2	2.9	5.4	2.6	8.1	(²)
Professional speciality	100.0	73.5	26.5	7.7	3.2	5.2	2.5	7.9	(²)
Nurses	100.0	72.1	27.9	7.8	4.0	5.5	2.5	8.2	(²)
Technical	100.0	74.4	25.6	6.2	2.2	5.8	2.8	8.5	(²)
Administrative support, including clerical	100.0	71.3	28.7	7.2	1.8	7.9	3.9	7.8	(²)
Service occupations	100.0	72.8	27.2	6.3	2.2	7.0	2.1	9.6	(²)
Hospitals	100.0	70.4	29.6	8.3	3.3	7.6	2.6	7.7	.1
Professional specialty and technical	100.0	70.9	29.1	8.3	4.0	6.4	2.6	7.8	.1
Professional speciality	100.0	71.2	28.8	8.2	4.2	5.9	2.5	7.8	.1
Nurses	100.0	70.8	29.2	8.1	4.8	5.9	2.5	7.9	(²)
Technical	100.0	69.7	30.3	8.4	3.3	8.0	2.8	7.7	.1
Administrative support, including clerical	100.0	68.8	31.2	8.1	1.9	10.4	3.0	7.6	.1
Service occupations	100.0	68.0	32.0	7.7	3.1	11.0	2.4	7.8	(²)
Nursing homes	100.0	74.4	25.6	6.1	1.9	5.2	1.0	11.3	(²)
Professional specialty and technical	100.0	75.0	25.0	6.5	2.3	3.8	1.1	11.2	(²)
Professional speciality	100.0	75.8	24.2	6.7	1.8	3.7	1.1	11.0	(²)
Technical	100.0	74.2	25.8	6.3	2.9	4.0	1.2	11.5	(²)
Service occupations	100.0	73.5	26.5	5.7	2.0	5.9	.9	11.8	(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 64. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Private industry transportation equipment manufacturing and public utilities workers, by industry and occupational group, March 1996

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)	\$29.81	\$18.11	\$11.69	\$2.55	\$1.70	\$2.92	\$1.47	\$2.71	\$0.35
White-collar occupations	35.76	23.67	12.08	3.48	1.13	2.72	1.71	2.79	.25
Professional specialty and technical	39.81	26.76	13.05	3.82	1.07	2.85	1.95	3.09	.27
Executive, administrative, and managerial	41.32	27.36	13.96	4.42	1.50	2.78	1.91	3.09	.25
Blue-collar occupations	26.64	15.29	11.35	2.05	1.96	3.00	1.32	2.66	.37
Service occupations	32.27	16.14	16.13	3.05	3.00	3.57	2.14	3.19	1.18
Aircraft manufacturing (SIC 3721)	34.09	21.79	12.30	3.13	1.68	2.86	1.82	2.72	.10
White-collar occupations	36.23	23.72	12.51	3.49	1.34	2.72	2.09	2.80	.06
Blue-collar occupations	30.52	18.60	11.92	2.53	2.29	3.10	1.36	2.57	.08
Public utilities (SIC's 48, 49)	27.12	18.30	8.82	2.51	.82	2.49	.98	1.96	.06
White-collar occupations	26.86	18.42	8.44	2.50	.66	2.42	.92	1.87	.07
Blue-collar occupations	28.01	18.44	9.57	2.59	1.07	2.65	1.09	2.13	.04
Communications (SIC 48)	25.92	17.61	8.31	2.42	.85	2.46	.69	1.82	.07
White-collar occupations	25.27	17.42	7.85	2.31	.73	2.31	.67	1.75	.08
Blue-collar occupations	28.12	18.49	9.63	2.77	1.14	2.89	.76	2.01	.06
Electric, gas, and sanitary services (SIC 49)	28.97	19.36	9.61	2.65	.78	2.54	1.42	2.19	.04
White-collar occupations	30.53	20.71	9.82	2.94	.51	2.66	1.48	2.16	.06
Blue-collar occupations	27.91	18.40	9.51	2.44	1.00	2.44	1.37	2.24	.02
Percent of total compensation									
Transportation equipment manufacturing (SIC 37)	100.0	60.8	39.2	8.6	5.7	9.8	4.9	9.1	1.2
White-collar occupations	100.0	66.2	33.8	9.7	3.2	7.6	4.8	7.8	.7
Professional specialty and technical	100.0	67.2	32.8	9.6	2.7	7.2	4.9	7.8	.7
Executive, administrative, and managerial	100.0	66.2	33.8	10.7	3.6	6.7	4.6	7.5	.6
Blue-collar occupations	100.0	57.4	42.6	7.7	7.3	11.3	4.9	10.0	1.4
Service occupations	100.0	50.0	50.0	9.5	9.3	11.1	6.6	9.9	3.7
Aircraft manufacturing (SIC 3721)	100.0	63.9	36.1	9.2	4.9	8.4	5.3	8.0	.3
White-collar occupations	100.0	65.5	34.5	9.6	3.7	7.5	5.8	7.7	.2
Blue-collar occupations	100.0	60.9	39.1	8.3	7.5	10.2	4.5	8.4	.3
Public utilities (SIC's 48, 49)	100.0	67.5	32.5	9.3	3.0	9.2	3.6	7.2	.2
White-collar occupations	100.0	68.6	31.4	9.3	2.5	9.0	3.4	7.0	.3
Blue-collar occupations	100.0	65.8	34.2	9.3	3.8	9.5	3.9	7.6	.1
Communications (SIC 48)	100.0	67.9	32.1	9.3	3.3	9.5	2.7	7.0	.3
White-collar occupations	100.0	69.0	31.0	9.1	2.9	9.1	2.7	6.9	.3
Blue-collar occupations	100.0	65.8	34.2	9.8	4.1	10.3	2.7	7.1	.2
Electric, gas, and sanitary services (SIC 49)	100.0	66.8	33.2	9.2	2.7	8.8	4.9	7.6	.1
White-collar occupations	100.0	67.8	32.2	9.6	1.7	8.7	4.8	7.1	.2
Blue-collar occupations	100.0	65.9	34.1	8.8	3.6	8.7	4.9	8.0	.1

¹ Includes severance pay and supplemental unemployment benefits.

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

Table 65. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Civilian workers, by major occupational group, March 1995

Compensation component	Civilian workers		White-collar		Blue-collar		Service	
	Cost	Percent	Cost	Percent	Cost	Percent	Cost	Percent
Total compensation	\$18.21	100.0	\$21.83	100.0	\$16.91	100.0	\$9.98	100.0
Wages and salaries	12.98	71.2	15.87	72.7	11.39	67.3	7.22	72.3
Total benefits	5.24	28.8	5.97	27.3	5.53	32.7	2.76	27.7
Paid leave	1.21	6.7	1.56	7.1	1.00	5.9	.57	5.7
Vacation .....	.55	3.0	.68	3.1	.52	3.1	.26	2.6
Holiday .....	.41	2.3	.52	2.4	.35	2.1	.18	1.8
Sick .....	.19	1.0	.27	1.2	.09	.6	.10	1.0
Other .....	.06	.3	.09	.4	.04	.2	.03	.3
Supplemental pay .....	.43	2.4	.44	2.0	.59	3.5	.17	1.7
Premium ¹ .....	.18	1.0	.09	.4	.39	2.3	.09	.9
Shift differential .....	.05	.3	.05	.2	.07	.4	.04	.4
Nonproduction bonuses .....	.20	1.1	.30	1.4	.13	.7	.04	.4
Insurance	1.28	7.0	1.45	6.6	1.38	8.1	.65	6.5
Life .....	.04	.2	.06	.3	.04	.3	.02	.2
Health	1.19	6.5	1.34	6.1	1.29	7.6	.62	6.2
Sickness and accident .....	.04	.2	.05	.2	.04	.3	(²)	(²)
Retirement and savings .....	.70	3.9	.86	3.9	.65	3.8	.34	3.4
Legally required benefits	1.58	8.7	1.63	7.5	1.87	11.1	1.02	10.2
Social Security ³	1.05	5.7	1.24	5.7	.98	5.8	.60	6.0
Federal unemployment insurance .....	.03	.2	.03	.1	.03	.2	.03	.3
State unemployment insurance .....	.11	.6	.11	.5	.13	.8	.09	.9
Workers' compensation .....	.38	2.1	.24	1.1	.70	4.1	.30	3.0
Other benefits ⁴ .....	.03	.2	.03	.1	.04	.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 The total employer's cost for Social Security is comprised of an OASDI portion and a Medicare portion. OASDI is the acronym for

Old-Age, Survivors, and Disability Insurance.

⁴ Includes severance pay and supplemental unemployment benefits.

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

Table 66. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Civilian workers, by occupational and industry group, March 1995

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	\$18.21	\$12.98	\$5.24	\$1.21	\$0.43	\$1.28	\$0.70	\$1.58	\$0.03
Occupational group									
White-collar occupations	21.83	15.87	5.97	1.56	.44	1.45	.86	1.63	.03
Professional specialty and technical	29.77	21.83	7.93	2.06	.45	1.88	1.42	2.09	.05
Professional specialty	31.59	23.28	8.31	2.13	.44	1.97	1.57	2.15	.05
Nurses	27.58	20.12	7.46	1.99	1.03	1.41	.71	2.30	(²)
Teachers	34.07	25.72	8.35	1.63	.07	2.20	2.34	2.08	.03
Technical	23.29	16.71	6.58	1.79	.47	1.56	.89	1.84	.04
Executive, administrative, and managerial	32.32	23.12	9.21	2.77	.94	1.82	1.32	2.30	.05
Administrative support, including clerical	14.84	10.48	4.36	1.09	.26	1.31	.50	1.17	.02
Blue-collar occupations	16.91	11.39	5.53	1.00	.59	1.38	.65	1.87	.04
Service occupations	9.98	7.22	2.76	.57	.17	.65	.34	1.02	(²)
Industry group									
Services	19.10	14.01	5.09	1.27	.27	1.27	.77	1.49	.02
Health services	18.01	13.00	5.00	1.36	.47	1.18	.48	1.50	(²)
Hospitals	21.14	14.83	6.31	1.81	.64	1.62	.62	1.60	.02
Educational services	26.64	19.50	7.14	1.65	.08	1.98	1.76	1.64	.02
Elementary and secondary education	26.37	19.36	7.01	1.48	.06	2.10	1.79	1.56	.03
Higher education	28.11	20.43	7.68	2.05	.12	1.85	1.83	1.82	(²)
Percent of total compensation									
Civilian workers	100.0	71.2	28.8	6.7	2.4	7.0	3.9	8.7	0.2
Occupational group									
White-collar occupations	100.0	72.7	27.3	7.1	2.0	6.6	3.9	7.5	.1
Professional specialty and technical	100.0	73.4	26.6	6.9	1.5	6.3	4.8	7.0	.2
Professional specialty	100.0	73.7	26.3	6.7	1.4	6.2	5.0	6.8	.2
Nurses	100.0	73.0	27.0	7.2	3.7	5.1	2.6	8.3	(²)
Teachers	100.0	75.5	24.5	4.8	.2	6.5	6.9	6.1	.1
Technical	100.0	71.8	28.2	7.7	2.0	6.7	3.8	7.9	.2
Executive, administrative, and managerial	100.0	71.5	28.5	8.6	2.9	5.6	4.1	7.1	.2
Administrative support, including clerical	100.0	70.6	29.4	7.3	1.8	8.8	3.4	7.9	.1
Blue-collar occupations	100.0	67.3	32.7	5.9	3.5	8.1	3.8	11.1	.2
Service occupations	100.0	72.3	27.7	5.7	1.7	6.5	3.4	10.2	(²)
Industry group									
Services	100.0	73.4	26.6	6.7	1.4	6.7	4.0	7.8	.1
Health services	100.0	72.2	27.8	7.5	2.6	6.6	2.7	8.4	(²)
Hospitals	100.0	70.2	29.8	8.6	3.0	7.7	2.9	7.6	.1
Educational services	100.0	73.2	26.8	6.2	.3	7.4	6.6	6.2	.1
Elementary and secondary education	100.0	73.4	26.6	5.6	.2	7.9	6.8	5.9	.1
Higher education	100.0	72.7	27.3	7.3	.4	6.6	6.5	6.5	(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 67. 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 1995

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	\$24.86	100.0	\$27.60	100.0	\$18.39	100.0	\$25.92	100.0
Wages and salaries	17.31	69.6	19.69	71.3	11.77	64.0	18.60	71.7
Total benefits	7.56	30.4	7.91	28.7	6.62	36.0	7.32	28.3
Paid leave	1.95	7.9	2.03	7.4	1.70	9.3	1.78	6.9
Vacation .....	.68	2.7	.64	2.3	.72	3.9	.51	2.0
Holiday .....	.63	2.5	.66	2.4	.54	2.9	.59	2.3
Sick .....	.49	2.0	.55	2.0	.34	1.8	.52	2.0
Other .....	.16	.6	.18	.7	.11	.6	.17	.6
Supplemental pay .....	.22	.9	.14	.5	.40	2.2	.15	.6
Premium ² .....	.11	.4	.04	.2	.22	1.2	.05	.2
Shift differential .....	.05	.2	.03	.1	.10	.5	.04	.2
Nonproduction bonuses .....	.06	.3	.06	.2	.08	.5	.06	.2
Insurance	2.03	8.2	2.14	7.8	1.72	9.4	2.04	7.9
Life .....	.05	.2	.05	.2	.04	.2	.05	.2
Health	1.95	7.8	2.05	7.4	1.66	9.0	1.95	7.5
Sickness and accident .....	.04	.1	.04	.1	.03	.2	.03	.1
Retirement and savings	1.78	7.1	1.90	6.9	1.57	8.6	1.77	6.8
Legally required benefits	1.55	6.3	1.67	6.0	1.19	6.5	1.57	6.0
Social Security ³	1.19	4.8	1.36	4.9	.76	4.1	1.29	5.0
Federal unemployment insurance	(⁴)	(⁴)	(⁴)	(⁴)	(⁴)	(⁴)	(⁴)	(⁴)
State unemployment insurance .....	.04	.2	.05	.2	.04	.2	.04	.2
Workers' compensation .....	.31	1.2	.26	.9	.38	2.1	.23	.9
Other benefits ⁵ .....	.02	.1	.03	.1	.03	.1	.02	.1

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

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

⁵ Includes severance pay and supplemental unemployment benefits.

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

Table 68. 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 1995

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	\$24.86	\$17.31	\$7.56	\$1.95	\$0.22	\$2.03	\$1.78	\$1.55	\$0.02
Occupational group									
White-collar occupations	27.60	19.69	7.91	2.03	.14	2.14	1.90	1.67	.03
Professional specialty and technical	32.63	23.91	8.72	2.01	.15	2.27	2.32	1.93	.04
Professional specialty	33.88	24.95	8.93	2.02	.13	2.33	2.41	1.99	.04
Teachers	36.30	27.11	9.19	1.82	.07	2.46	2.73	2.07	.04
Executive, administrative, and managerial	32.02	22.08	9.94	3.28	.18	2.25	2.26	1.97	(²)
Administrative support, including clerical	15.99	10.59	5.40	1.47	.09	1.84	.95	1.03	(²)
Blue-collar occupations	20.12	12.99	7.13	1.92	.36	1.93	1.39	1.51	.02
Service occupations	18.39	11.77	6.62	1.70	.40	1.72	1.57	1.19	.03
Industry group									
Services	25.92	18.60	7.32	1.78	.15	2.04	1.77	1.57	.02
Health services	21.11	14.13	6.98	2.16	.51	1.71	1.08	1.50	.02
Hospitals	21.42	14.46	6.96	2.20	.49	1.65	1.09	1.51	.02
Educational services	27.09	19.67	7.41	1.70	.08	2.09	1.91	1.60	.03
Elementary and secondary education	26.89	19.67	7.22	1.52	.06	2.16	1.89	1.56	.03
Higher education	28.29	20.17	8.12	2.22	.15	1.93	2.04	1.77	(²)
Public administration	22.82	14.94	7.89	2.27	.31	1.97	1.88	1.43	.03
Percent of total compensation									
State and local government workers	100.0	69.6	30.4	7.9	0.9	8.2	7.1	6.3	0.1
Occupational group									
White-collar occupations	100.0	71.3	28.7	7.4	.5	7.8	6.9	6.0	.1
Professional specialty and technical	100.0	73.3	26.7	6.2	.5	6.9	7.1	5.9	.1
Professional specialty	100.0	73.6	26.4	6.0	.4	6.9	7.1	5.9	.1
Teachers	100.0	74.7	25.3	5.0	.2	6.8	7.5	5.7	.1
Executive, administrative, and managerial	100.0	69.0	31.0	10.2	.6	7.0	7.1	6.1	(²)
Administrative support, including clerical	100.0	66.2	33.8	9.2	.5	11.5	5.9	6.4	(²)
Blue-collar occupations	100.0	64.6	35.4	9.6	1.8	9.6	6.9	7.5	.1
Service occupations	100.0	64.0	36.0	9.3	2.2	9.4	8.6	6.5	.1
Industry group									
Services	100.0	71.7	28.3	6.9	.6	7.9	6.8	6.0	.1
Health services	100.0	66.9	33.1	10.2	2.4	8.1	5.1	7.1	.1
Hospitals	100.0	67.5	32.5	10.3	2.3	7.7	5.1	7.1	.1
Educational services	100.0	72.6	27.4	6.3	.3	7.7	7.1	5.9	.1
Elementary and secondary education	100.0	73.2	26.8	5.7	.2	8.0	7.0	5.8	.1
Higher education	100.0	71.3	28.7	7.9	.5	6.8	7.2	6.2	(²)
Public administration	100.0	65.5	34.5	10.0	1.3	8.6	8.2	6.3	.1

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 69. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Private industry workers, by major industry group, March 1995

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	\$17.10	100.0	\$20.75	100.0	\$15.88	100.0	\$20.47	100.0	\$16.29	100.0
Wages and salaries	12.25	71.6	13.97	67.3	11.67	73.5	13.72	67.0	11.89	73.0
Total benefits	4.85	28.4	6.78	32.7	4.20	26.5	6.74	33.0	4.39	27.0
Paid leave	1.09	6.4	1.37	6.6	1.00	6.3	1.54	7.5	.98	6.0
Vacation .....	.54	3.1	.73	3.5	.47	3.0	.80	3.9	.47	2.9
Holiday .....	.37	2.2	.49	2.4	.33	2.1	.57	2.8	.33	2.0
Sick .....	.14	.8	.11	.5	.14	.9	.12	.6	.14	.8
Other .....	.05	.3	.04	.2	.05	.3	.05	.2	.04	.3
Supplemental pay .....	.47	2.8	.78	3.7	.37	2.3	.80	3.9	.39	2.4
Premium ³ .....	.19	1.1	.40	1.9	.12	.7	.40	2.0	.14	.8
Shift differential .....	.05	.3	.07	.3	.05	.3	.09	.4	.05	.3
Nonproduction bonuses .....	.23	1.3	.31	1.5	.20	1.3	.30	1.5	.21	1.3
Insurance	1.15	6.7	1.66	8.0	.98	6.2	1.72	8.4	1.02	6.2
Life .....	.04	.3	.06	.3	.04	.2	.06	.3	.04	.2
Health	1.06	6.2	1.53	7.4	.90	5.7	1.58	7.7	.94	5.8
Sickness and accident .....	.04	.3	.07	.3	.04	.2	.07	.4	.04	.2
Retirement and savings .....	.52	3.0	.82	4.0	.41	2.6	.75	3.7	.46	2.8
Legally required benefits	1.59	9.3	2.08	10.0	1.43	9.0	1.86	9.1	1.53	9.4
Social Security ⁴	1.02	6.0	1.21	5.8	.96	6.1	1.21	5.9	.98	6.0
Federal unemployment insurance .....	.03	.2	.03	.1	.03	.2	.03	.1	.03	.2
State unemployment insurance .....	.12	.7	.16	.8	.11	.7	.14	.7	.12	.7
Workers' compensation .....	.39	2.3	.67	3.2	.30	1.9	.48	2.3	.37	2.3
Other benefits ⁵ .....	.03	.2	.07	.4	(⁶)	(⁶)	.09	.4	.02	.1

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 The total employer's cost for Social Security is comprised of an OASDI portion and a Medicare portion. OASDI is the acronym for Old-Age, Survivors, and Disability Insurance.
⁵ Includes severance pay and supplemental unemployment benefits.
⁶ Cost per hour worked is \$0.01 or less.

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

Table 70. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Private industry workers, by major occupational group, March 1995

Compensation component	All workers in private industry		White-collar		Blue-collar		Service	
	Cost	Percent	Cost	Percent	Cost	Percent	Cost	Percent
Total compensation	\$17.10	100.0	\$20.50	100.0	\$16.69	100.0	\$8.39	100.0
Wages and salaries	12.25	71.6	14.98	73.0	11.28	67.6	6.35	75.7
Total benefits	4.85	28.4	5.53	27.0	5.42	32.4	2.04	24.3
Paid leave	1.09	6.4	1.45	7.1	.94	5.6	.36	4.2
Vacation .....	.54	3.1	.69	3.4	.50	3.0	.17	2.0
Holiday .....	.37	2.2	.49	2.4	.33	2.0	.11	1.3
Sick .....	.14	.8	.20	1.0	.07	.4	.06	.7
Other .....	.05	.3	.06	.3	.03	.2	.02	.2
Supplemental pay .....	.47	2.8	.52	2.5	.60	3.6	.13	1.5
Premium ¹ .....	.19	1.1	.11	.5	.40	2.4	.06	.7
Shift differential .....	.05	.3	.05	.3	.07	.4	.03	.4
Nonproduction bonuses .....	.23	1.3	.36	1.7	.13	.8	.03	.4
Insurance	1.15	6.7	1.29	6.3	1.34	8.0	.45	5.4
Life .....	.04	.3	.06	.3	.04	.3	(²)	(²)
Health	1.06	6.2	1.18	5.7	1.25	7.5	.43	5.1
Sickness and accident .....	.04	.3	.06	.3	.05	.3	(²)	(²)
Retirement and savings .....	.52	3.0	.61	3.0	.60	3.6	.11	1.3
Legally required benefits	1.59	9.3	1.62	7.9	1.90	11.4	.99	11.8
Social Security ³	1.02	6.0	1.22	6.0	.98	5.9	.57	6.7
Federal unemployment insurance .....	.03	.2	.03	.2	.03	.2	.04	.4
State unemployment insurance .....	.12	.7	.12	.6	.14	.8	.10	1.1
Workers' compensation .....	.39	2.3	.24	1.2	.72	4.3	.28	3.4
Other benefits ⁴ .....	.03	.2	.03	.2	.04	.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 The total employer's cost for Social Security is comprised of an OASDI portion and a Medicare portion. OASDI is the acronym for

Old-Age, Survivors, and Disability Insurance.

⁴ Includes severance pay and supplemental unemployment benefits.

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

Table 71. 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 1995

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	\$20.09	100.0	\$15.31	100.0	\$15.89	100.0	\$18.35	100.0	\$22.40	100.0	\$16.26	100.0
Wages and salaries	14.25	70.9	11.04	72.1	11.24	70.8	13.39	73.0	14.42	64.3	11.90	73.2
Total benefits	5.84	29.1	4.27	27.9	4.65	29.2	4.96	27.0	7.99	35.7	4.35	26.8
Paid leave	1.40	7.0	.93	6.1	.99	6.2	1.14	6.2	1.55	6.9	1.02	6.3
Vacation .....	.67	3.3	.46	3.0	.50	3.1	.56	3.0	.84	3.8	.49	3.0
Holiday .....	.48	2.4	.31	2.1	.35	2.2	.39	2.1	.49	2.2	.36	2.2
Sick .....	.19	.9	.11	.7	.11	.7	.15	.8	.16	.7	.13	.8
Other .....	.07	.4	.04	.3	.04	.2	.04	.2	.06	.3	.04	.3
Supplemental pay .....	.57	2.8	.42	2.7	.47	2.9	.45	2.5	.73	3.3	.43	2.6
Premium ² .....	.18	.9	.19	1.2	.21	1.3	.17	.9	.49	2.2	.14	.9
Shift differential .....	.06	.3	.04	.3	.06	.4	.06	.3	.12	.5	.04	.3
Nonproduction bonuses .....	.33	1.6	.19	1.2	.20	1.2	.22	1.2	.12	.5	.24	1.5
Insurance	1.39	6.9	1.01	6.6	1.15	7.3	1.11	6.0	2.24	10.0	.98	6.0
Life .....	.05	.3	.04	.3	.04	.3	.04	.2	.07	.3	.04	.2
Health	1.29	6.4	.92	6.0	1.06	6.7	1.03	5.6	2.09	9.3	.90	5.5
Sickness and accident .....	.05	.2	.04	.3	.05	.3	.04	.2	.08	.4	.04	.2
Retirement and savings .....	.62	3.1	.46	3.0	.49	3.1	.51	2.8	1.15	5.1	.42	2.6
Legally required benefits	1.82	9.1	1.44	9.4	1.50	9.4	1.72	9.4	2.24	10.0	1.49	9.2
Social Security ³	1.17	5.8	.93	6.1	.96	6.1	1.11	6.0	1.23	5.5	.99	6.1
Federal unemployment insurance .....	.03	.2	.03	.2	.03	.2	.03	.2	.03	.1	.03	.2
State unemployment insurance .....	.18	.9	.08	.5	.12	.8	.13	.7	.16	.7	.12	.7
Workers' compensation .....	.41	2.0	.38	2.5	.36	2.3	.44	2.4	.72	3.2	.34	2.1
Other benefits ⁴ .....	.03	.1	.02	.1	.04	.3	.03	.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 The total employer's cost for Social Security is comprised of an OASDI portion and a Medicare portion. OASDI is the acronym for Old-Age, Survivors, and Disability Insurance.

⁴ Includes severance pay and supplemental unemployment benefits.

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

Table 72. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Private industry workers, by establishment employment size, March 1995

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	\$17.10	100.0	\$14.58	100.0	\$19.44	100.0	\$16.30	100.0	\$22.85	100.0
Wages and salaries	12.25	71.6	10.81	74.1	13.58	69.9	11.62	71.3	15.72	68.8
Total benefits	4.85	28.4	3.77	25.9	5.85	30.1	4.68	28.7	7.13	31.2
Paid leave	1.09	6.4	.77	5.3	1.39	7.2	1.01	6.2	1.81	7.9
Vacation .....	.54	3.1	.37	2.5	.69	3.6	.49	3.0	.91	4.0
Holiday .....	.37	2.2	.27	1.9	.47	2.4	.35	2.2	.60	2.6
Sick .....	.14	.8	.10	.7	.17	.9	.12	.8	.22	1.0
Other .....	.05	.3	.03	.2	.06	.3	.05	.3	.07	.3
Supplemental pay .....	.47	2.8	.35	2.4	.58	3.0	.51	3.1	.66	2.9
Premium ¹ .....	.19	1.1	.12	.9	.25	1.3	.23	1.4	.27	1.2
Shift differential .....	.05	.3	(²)	(²)	.10	.5	.06	.3	.14	.6
Nonproduction bonuses .....	.23	1.3	.22	1.5	.24	1.2	.22	1.3	.25	1.1
Insurance	1.15	6.7	.82	5.7	1.45	7.5	1.14	7.0	1.80	7.9
Life .....	.04	.3	.03	.2	.05	.3	.04	.3	.07	.3
Health	1.06	6.2	.77	5.3	1.34	6.9	1.05	6.5	1.65	7.2
Sickness and accident .....	.04	.3	.03	.2	.06	.3	.05	.3	.08	.4
Retirement and savings .....	.52	3.0	.33	2.3	.69	3.5	.48	2.9	.91	4.0
Legally required benefits	1.59	9.3	1.48	10.2	1.69	8.7	1.53	9.4	1.87	8.2
Social Security ³	1.02	6.0	.91	6.2	1.13	5.8	.97	6.0	1.31	5.7
Federal unemployment insurance .....	.03	.2	.03	.2	.03	.2	.03	.2	.03	.1
State unemployment insurance .....	.12	.7	.12	.8	.12	.6	.13	.8	.11	.5
Workers' compensation .....	.39	2.3	.42	2.8	.37	1.9	.39	2.4	.35	1.5
Other benefits ⁴ .....	.03	.2	(²)	(²)	.05	.3	.02	.1	.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 The total employer's cost for Social Security is comprised of an OASDI portion and a Medicare portion. OASDI is the acronym for Old-Age, Survivors,

and Disability Insurance.

⁴ Includes severance pay and supplemental unemployment benefits.

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

Table 73. 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 1995

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	\$19.44	\$13.71	\$5.73	\$1.33	\$0.57	\$1.40	\$0.63	\$1.76	\$0.04
White-collar occupations	22.84	16.49	6.35	1.72	.59	1.52	.73	1.75	.04
Sales	17.86	13.54	4.32	.91	.50	1.03	.38	1.49	.02
Administrative support, including clerical	15.55	10.95	4.60	1.16	.33	1.39	.47	1.24	.02
Blue-collar occupations	17.51	11.74	5.78	1.02	.65	1.44	.64	1.98	.05
Service occupations	10.49	7.60	2.89	.60	.20	.77	.20	1.12	(²)
Goods-producing industries ³	21.07	14.14	6.92	1.41	.79	1.70	.84	2.10	.08
Construction	21.38	14.62	6.76	.68	.68	1.43	1.00	2.95	(²)
Manufacturing	20.78	13.90	6.88	1.57	.82	1.76	.77	1.88	.09
Service-producing industries ⁴	18.70	13.52	5.18	1.30	.46	1.27	.54	1.60	.02
Transportation and public utilities	24.66	16.75	7.92	1.96	.65	2.05	.91	2.32	.02
Wholesale trade	19.46	14.08	5.38	1.25	.51	1.33	.56	1.70	.02
Retail trade	12.25	9.40	2.85	.58	.24	.63	.17	1.23	(²)
Finance, insurance, and real estate	22.69	15.96	6.73	1.68	1.00	1.58	.81	1.62	.04
Services	18.85	13.75	5.10	1.37	.36	1.26	.54	1.56	.02
All part-time workers in private industry	8.98	7.17	1.81	.25	.14	.28	.10	1.02	(²)
White-collar occupations	11.34	9.05	2.29	.39	.22	.39	.15	1.14	(²)
Sales	7.57	6.07	1.50	.22	.11	.25	.08	.84	(²)
Administrative support, including clerical	10.21	8.12	2.09	.36	.16	.40	.17	1.00	(²)
Blue-collar occupations	9.16	7.06	2.11	.20	.16	.38	.19	1.16	(²)
Service occupations	6.24	5.08	1.16	.11	.05	.13	.02	.85	(²)
Goods-producing industries ³	10.80	8.37	2.43	.26	.27	.44	.10	1.36	(²)
Service-producing industries ⁴	8.91	7.13	1.78	.25	.14	.28	.10	1.01	(²)
Retail trade	6.52	5.29	1.23	.13	.07	.17	.05	.81	(²)
Service industries	11.27	8.98	2.29	.38	.21	.36	.12	1.21	(²)
Percent of total compensation									
All full-time workers in private industry	100.0	70.5	29.5	6.9	2.9	7.2	3.3	9.0	0.2
White-collar occupations	100.0	72.2	27.8	7.5	2.6	6.7	3.2	7.7	.2
Sales	100.0	75.8	24.2	5.1	2.8	5.8	2.1	8.3	.1
Administrative support, including clerical	100.0	70.4	29.6	7.4	2.1	8.9	3.0	8.0	.1
Blue-collar occupations	100.0	67.0	33.0	5.8	3.7	8.2	3.7	11.3	.3
Service occupations	100.0	72.4	27.6	5.7	1.9	7.3	1.9	10.7	(²)
Goods-producing industries ³	100.0	67.1	32.9	6.7	3.8	8.1	4.0	10.0	.4
Construction	100.0	68.4	31.6	3.2	3.2	6.7	4.7	13.8	(²)
Manufacturing	100.0	66.9	33.1	7.6	3.9	8.5	3.7	9.0	.4
Service-producing industries ⁴	100.0	72.3	27.7	7.0	2.5	6.8	2.9	8.5	.1
Transportation and public utilities	100.0	67.9	32.1	7.9	2.6	8.3	3.7	9.4	.1
Wholesale trade	100.0	72.4	27.6	6.4	2.6	6.8	2.9	8.8	.1
Retail trade	100.0	76.7	23.3	4.7	1.9	5.2	1.4	10.0	(²)
Finance, insurance, and real estate	100.0	70.3	29.7	7.4	4.4	7.0	3.6	7.1	.2
Services	100.0	72.9	27.1	7.3	1.9	6.7	2.8	8.3	.1
All part-time workers in private industry	100.0	79.9	20.1	2.8	1.6	3.2	1.2	11.4	(²)
White-collar occupations	100.0	79.8	20.2	3.4	1.9	3.5	1.3	10.1	(²)
Sales	100.0	80.2	19.8	3.0	1.4	3.3	1.0	11.1	(²)
Administrative support, including clerical	100.0	79.5	20.5	3.5	1.6	4.0	1.7	9.8	(²)
Blue-collar occupations	100.0	77.0	23.0	2.2	1.7	4.2	2.1	12.7	(²)
Service occupations	100.0	81.4	18.6	1.7	.9	2.0	.4	13.6	(²)
Goods-producing industries ³	100.0	77.5	22.5	2.4	2.5	4.1	.9	12.6	(²)
Service-producing industries ⁴	100.0	80.0	20.0	2.8	1.6	3.1	1.2	11.4	(²)
Retail trade	100.0	81.1	18.9	2.0	1.1	2.6	.8	12.4	(²)
Service industries	100.0	79.7	20.3	3.4	1.9	3.2	1.1	10.7	(²)

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 74. 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 1995

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	\$17.10	\$12.25	\$4.85	\$1.09	\$0.47	\$1.15	\$0.52	\$1.59	\$0.03
Occupational group									
White-collar occupations	20.50	14.98	5.53	1.45	.52	1.29	.61	1.62	.03
Professional specialty and technical	28.19	20.65	7.54	2.10	.63	1.67	.91	2.17	.05
Professional specialty	29.95	22.04	7.91	2.22	.68	1.71	.96	2.27	.06
Technical	23.76	17.15	6.60	1.78	.50	1.57	.79	1.92	.04
Executive, administrative, and managerial	32.43	23.36	9.06	2.67	1.11	1.73	1.12	2.37	.06
Sales	13.63	10.47	3.16	.63	.34	.71	.26	1.22	(²)
Administrative support, including clerical	14.64	10.47	4.17	1.02	.30	1.22	.42	1.20	.02
Blue-collar occupations	16.69	11.28	5.42	.94	.60	1.34	.60	1.90	.04
Precision production, craft, and repair	21.70	14.72	6.98	1.28	.72	1.67	.82	2.44	.06
Machine operators, assemblers, and inspectors	15.22	9.93	5.29	.97	.70	1.43	.53	1.58	.07
Transportation and material moving	16.97	11.42	5.55	.88	.56	1.31	.65	2.14	(²)
Handlers, equipment cleaners, helpers, and laborers	11.62	8.18	3.44	.48	.36	.83	.35	1.41	(²)
Service occupations	8.39	6.35	2.04	.36	.13	.45	.11	.99	(²)
Industry group									
Goods-producing industries ³	20.75	13.97	6.78	1.37	.78	1.66	.82	2.08	.07
Construction	21.03	14.42	6.61	.66	.67	1.41	.96	2.90	(²)
Manufacturing	20.47	13.72	6.74	1.54	.80	1.72	.75	1.86	.09
Durables	22.29	14.64	7.65	1.68	.95	2.00	.86	2.03	.13
Nondurables	17.99	12.48	5.51	1.33	.59	1.33	.60	1.62	.03
Service-producing industries ⁴	15.88	11.67	4.20	1.00	.37	.98	.41	1.43	(²)
Transportation and public utilities	23.24	15.91	7.33	1.76	.59	1.88	.86	2.22	.02
Wholesale trade	18.60	13.54	5.06	1.16	.49	1.23	.52	1.65	(²)
Retail trade	9.32	7.30	2.02	.35	.15	.40	.11	1.01	(²)
Finance, insurance, and real estate	21.39	15.15	6.24	1.54	.90	1.45	.74	1.56	.04
Services	16.92	12.53	4.39	1.12	.32	1.03	.43	1.47	(²)
Percent of total compensation									
All workers in private industry	100.0	71.6	28.4	6.4	2.8	6.7	3.0	9.3	0.2
Occupational group									
White-collar occupations	100.0	73.0	27.0	7.1	2.5	6.3	3.0	7.9	.2
Professional specialty and technical	100.0	73.3	26.7	7.4	2.2	5.9	3.2	7.7	.2
Professional specialty	100.0	73.6	26.4	7.4	2.3	5.7	3.2	7.6	.2
Technical	100.0	72.2	27.8	7.5	2.1	6.6	3.3	8.1	.2
Executive, administrative, and managerial	100.0	72.0	28.0	8.2	3.4	5.3	3.4	7.3	.2
Sales	100.0	76.8	23.2	4.6	2.5	5.2	1.9	9.0	(²)
Administrative support, including clerical	100.0	71.5	28.5	7.0	2.0	8.3	2.9	8.2	.1
Blue-collar occupations	100.0	67.6	32.4	5.6	3.6	8.0	3.6	11.4	.2
Precision production, craft, and repair	100.0	67.8	32.2	5.9	3.3	7.7	3.8	11.2	.3
Machine operators, assemblers, and inspectors	100.0	65.2	34.8	6.4	4.6	9.4	3.5	10.4	.5
Transportation and material moving	100.0	67.3	32.7	5.2	3.3	7.7	3.8	12.6	(²)
Handlers, equipment cleaners, helpers, and laborers	100.0	70.4	29.6	4.2	3.1	7.2	3.0	12.1	(²)
Service occupations	100.0	75.7	24.3	4.2	1.5	5.4	1.3	11.8	(²)
Industry group									
Goods-producing industries ³	100.0	67.3	32.7	6.6	3.7	8.0	4.0	10.0	.4
Construction	100.0	68.6	31.4	3.1	3.2	6.7	4.6	13.8	(²)
Manufacturing	100.0	67.0	33.0	7.5	3.9	8.4	3.7	9.1	.4
Durables	100.0	65.7	34.3	7.6	4.3	9.0	3.9	9.1	.6
Nondurables	100.0	69.4	30.6	7.4	3.3	7.4	3.3	9.0	.2
Service-producing industries ⁴	100.0	73.5	26.5	6.3	2.3	6.2	2.6	9.0	(²)
Transportation and public utilities	100.0	68.5	31.5	7.6	2.5	8.1	3.7	9.6	.1
Wholesale trade	100.0	72.8	27.2	6.2	2.6	6.6	2.8	8.9	(²)
Retail trade	100.0	78.3	21.7	3.7	1.6	4.3	1.2	10.9	(²)
Finance, insurance, and real estate	100.0	70.8	29.2	7.2	4.2	6.8	3.5	7.3	.2
Services	100.0	74.1	25.9	6.6	1.9	6.1	2.5	8.7	(²)

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 75. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Private industry goods-producing and service-producing workers, by occupational group, March 1995

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	\$20.75	\$13.97	\$6.78	\$1.37	\$0.78	\$1.66	\$0.82	\$2.08	\$0.07
White-collar occupations	27.37	19.25	8.13	2.24	.83	1.83	.99	2.13	.09
Professional specialty and technical	33.21	23.18	10.03	2.99	.99	2.25	1.23	2.43	.14
Professional speciality	35.66	25.06	10.59	3.21	1.12	2.30	1.27	2.55	.15
Technical	26.54	18.06	8.48	2.38	.63	2.10	1.14	2.12	.12
Executive, administrative, and managerial	36.39	25.79	10.60	2.95	1.25	2.03	1.43	2.84	.09
Administrative support, including clerical	15.97	11.12	4.85	1.14	.43	1.36	.51	1.36	.05
Blue-collar occupations	18.24	11.95	6.29	1.03	.76	1.60	.76	2.07	.07
Precision production, craft, and repair	23.23	15.34	7.90	1.27	.85	1.87	1.06	2.74	.09
Machine operators, assemblers, and inspectors	15.97	10.27	5.69	1.04	.76	1.57	.60	1.64	.08
Transportation and material moving	18.05	11.61	6.45	.95	.87	1.65	.80	2.15	.03
Handlers, equipment cleaners, helpers, and laborers	13.41	9.09	4.32	.53	.51	1.07	.49	1.71	(³)
Service occupations	14.32	9.47	4.86	.88	.62	1.36	.50	1.41	.09
All workers, service-producing industries⁴	15.88	11.67	4.20	1.00	.37	.98	.41	1.43	(³)
White-collar occupations	19.39	14.29	5.10	1.32	.46	1.20	.55	1.54	.02
Professional specialty and technical	27.06	20.08	6.98	1.90	.55	1.54	.84	2.11	.03
Professional speciality	28.64	21.35	7.29	1.99	.58	1.58	.89	2.20	.04
Technical	23.18	16.97	6.21	1.66	.47	1.47	.72	1.88	.02
Executive, administrative, and managerial	31.16	22.59	8.58	2.59	1.06	1.64	1.01	2.22	.05
Sales	13.36	10.29	3.07	.60	.33	.68	.25	1.20	(³)
Administrative support, including clerical	14.43	10.37	4.07	1.00	.28	1.20	.40	1.17	(³)
Blue-collar occupations	14.66	10.39	4.27	.81	.40	1.00	.39	1.67	(³)
Precision production, craft, and repair	19.39	13.78	5.61	1.30	.51	1.35	.46	1.98	(³)
Transportation and material moving	16.52	11.35	5.18	.85	.43	1.17	.59	2.14	(³)
Handlers, equipment cleaners, helpers, and laborers	10.57	7.64	2.93	.45	.28	.69	.27	1.23	(³)
Service occupations	8.24	6.28	1.97	.34	.12	.43	.10	.98	(³)
Percent of total compensation									
All workers, goods-producing industries²	100.0	67.3	32.7	6.6	3.7	8.0	4.0	10.0	0.4
White-collar occupations	100.0	70.3	29.7	8.2	3.0	6.7	3.6	7.8	.3
Professional specialty and technical	100.0	69.8	30.2	9.0	3.0	6.8	3.7	7.3	.4
Professional speciality	100.0	70.3	29.7	9.0	3.1	6.5	3.6	7.1	.4
Technical	100.0	68.1	31.9	9.0	2.4	7.9	4.3	8.0	.4
Executive, administrative, and managerial	100.0	70.9	29.1	8.1	3.4	5.6	3.9	7.8	.2
Administrative support, including clerical	100.0	69.6	30.4	7.1	2.7	8.5	3.2	8.5	.3
Blue-collar occupations	100.0	65.5	34.5	5.7	4.2	8.8	4.2	11.4	.4
Precision production, craft, and repair	100.0	66.0	34.0	5.5	3.7	8.1	4.6	11.8	.4
Machine operators, assemblers, and inspectors	100.0	64.3	35.7	6.5	4.8	9.8	3.8	10.3	.5
Transportation and material moving	100.0	64.3	35.7	5.2	4.8	9.1	4.4	11.9	.1
Handlers, equipment cleaners, helpers, and laborers	100.0	67.8	32.2	4.0	3.8	8.0	3.6	12.7	(³)
Service occupations	100.0	66.1	33.9	6.1	4.3	9.5	3.5	9.9	.6
All workers, service-producing industries⁴	100.0	73.5	26.5	6.3	2.3	6.2	2.6	9.0	(³)
White-collar occupations	100.0	73.7	26.3	6.8	2.4	6.2	2.8	8.0	.1
Professional specialty and technical	100.0	74.2	25.8	7.0	2.0	5.7	3.1	7.8	.1
Professional speciality	100.0	74.5	25.5	7.0	2.0	5.5	3.1	7.7	.1
Technical	100.0	73.2	26.8	7.2	2.0	6.3	3.1	8.1	.1
Executive, administrative, and managerial	100.0	72.5	27.5	8.3	3.4	5.3	3.3	7.1	.2
Sales	100.0	77.0	23.0	4.5	2.5	5.1	1.9	9.0	(³)
Administrative support, including clerical	100.0	71.8	28.2	7.0	1.9	8.3	2.8	8.1	(³)
Blue-collar occupations	100.0	70.9	29.1	5.6	2.7	6.8	2.6	11.4	(³)
Precision production, craft, and repair	100.0	71.1	28.9	6.7	2.6	7.0	2.4	10.2	(³)
Transportation and material moving	100.0	68.7	31.3	5.1	2.6	7.1	3.6	12.9	(³)
Handlers, equipment cleaners, helpers, and laborers	100.0	72.3	27.7	4.3	2.6	6.6	2.6	11.6	(³)
Service occupations	100.0	76.1	23.9	4.2	1.4	5.2	1.2	11.8	(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 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 76. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Private industry manufacturing and nonmanufacturing workers, by occupational group, March 1995

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	\$20.47	\$13.72	\$6.74	\$1.54	\$0.80	\$1.72	\$0.75	\$1.86	\$0.09
White-collar occupations	27.62	19.47	8.15	2.36	.75	1.87	.97	2.10	.09
Professional specialty and technical	32.80	23.01	9.79	2.98	.85	2.26	1.14	2.43	.12
Professional speciality	35.00	24.74	10.26	3.18	.94	2.31	1.18	2.53	.13
Technical	26.62	18.16	8.46	2.43	.61	2.13	1.06	2.13	.11
Executive, administrative, and managerial	37.42	26.63	10.79	3.26	1.16	2.11	1.46	2.69	.11
Administrative support, including clerical	16.19	11.27	4.92	1.23	.40	1.35	.52	1.37	.06
Blue-collar occupations	17.34	11.20	6.14	1.17	.82	1.65	.66	1.76	.08
Precision production, craft, and repair	22.82	14.70	8.12	1.73	1.06	2.04	.92	2.22	.14
Machine operators, assemblers, and inspectors	15.90	10.22	5.68	1.05	.76	1.57	.60	1.63	.08
Transportation and material moving	17.48	11.23	6.25	1.04	.89	1.72	.66	1.90	.04
Handlers, equipment cleaners, helpers, and laborers	12.94	8.65	4.29	.70	.60	1.21	.42	1.34	.02
Service occupations	15.37	9.96	5.41	1.01	.70	1.56	.58	1.46	.10
All workers, nonmanufacturing industries	16.29	11.89	4.39	.98	.39	1.02	.46	1.53	.02
White-collar occupations	19.55	14.38	5.18	1.33	.48	1.21	.56	1.56	.02
Professional specialty and technical	27.22	20.16	7.06	1.91	.58	1.55	.87	2.12	.04
Professional speciality	28.85	21.46	7.40	2.01	.63	1.58	.92	2.21	.04
Technical	23.21	16.96	6.25	1.66	.48	1.47	.74	1.88	.02
Executive, administrative, and managerial	31.33	22.64	8.69	2.55	1.09	1.65	1.04	2.30	.05
Sales	13.38	10.30	3.08	.60	.33	.68	.25	1.20	(²)
Administrative support, including clerical	14.45	10.37	4.08	1.00	.29	1.20	.41	1.18	(²)
Blue-collar occupations	16.22	11.33	4.89	.77	.44	1.11	.56	2.00	(²)
Precision production, craft, and repair	21.18	14.72	6.45	1.07	.55	1.49	.78	2.54	(²).02
Transportation and material moving	16.84	11.47	5.37	.84	.48	1.20	.65	2.20	(²)
Handlers, equipment cleaners, helpers, and laborers	11.24	8.04	3.20	.42	.30	.72	.33	1.43	(²)
Service occupations	8.24	6.28	1.97	.34	.12	.43	.10	.98	(²)
Percent of total compensation									
All workers, manufacturing industries	100.0	67.0	33.0	7.5	3.9	8.4	3.7	9.1	0.4
White-collar occupations	100.0	70.5	29.5	8.6	2.7	6.8	3.5	7.6	.3
Professional specialty and technical	100.0	70.2	29.8	9.1	2.6	6.9	3.5	7.4	.4
Professional speciality	100.0	70.7	29.3	9.1	2.7	6.6	3.4	7.2	.4
Technical	100.0	68.2	31.8	9.1	2.3	8.0	4.0	8.0	.4
Executive, administrative, and managerial	100.0	71.2	28.8	8.7	3.1	5.6	3.9	7.2	.3
Administrative support, including clerical	100.0	69.6	30.4	7.6	2.5	8.3	3.2	8.5	.4
Blue-collar occupations	100.0	64.6	35.4	6.8	4.7	9.5	3.8	10.1	.5
Precision production, craft, and repair	100.0	64.4	35.6	7.6	4.7	9.0	4.0	9.7	.6
Machine operators, assemblers, and inspectors	100.0	64.3	35.7	6.6	4.8	9.8	3.7	10.2	.5
Transportation and material moving	100.0	64.3	35.7	6.0	5.1	9.8	3.8	10.9	.2
Handlers, equipment cleaners, helpers, and laborers	100.0	66.8	33.2	5.4	4.6	9.4	3.2	10.4	.2
Service occupations	100.0	64.8	35.2	6.6	4.6	10.1	3.8	9.5	.7
All workers, nonmanufacturing industries	100.0	73.0	27.0	6.0	2.4	6.2	2.8	9.4	.1
White-collar occupations	100.0	73.5	26.5	6.8	2.5	6.2	2.9	8.0	.1
Professional specialty and technical	100.0	74.1	25.9	7.0	2.1	5.7	3.2	7.8	.1
Professional speciality	100.0	74.4	25.6	7.0	2.2	5.5	3.2	7.7	.2
Technical	100.0	73.1	26.9	7.1	2.0	6.3	3.2	8.1	.1
Executive, administrative, and managerial	100.0	72.3	27.7	8.1	3.5	5.3	3.3	7.3	.2
Sales	100.0	77.0	23.0	4.5	2.5	5.1	1.9	9.0	(²)
Administrative support, including clerical	100.0	71.8	28.2	6.9	2.0	8.3	2.8	8.1	(²)
Blue-collar occupations	100.0	69.9	30.1	4.7	2.7	6.9	3.4	12.3	(²)
Precision production, craft, and repair	100.0	69.5	30.5	5.1	2.6	7.0	3.7	12.0	.1
Transportation and material moving	100.0	68.1	31.9	5.0	2.8	7.1	3.8	13.1	(²)
Handlers, equipment cleaners, helpers, and laborers	100.0	71.5	28.5	3.7	2.6	6.4	3.0	12.7	(²)
Service occupations	100.0	76.2	23.8	4.1	1.4	5.2	1.2	11.8	(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 77. 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 1995

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	\$22.40	\$14.42	\$7.99	\$1.55	\$0.73	\$2.24	\$1.15	\$2.24	\$0.08
Blue-collar occupations	23.07	14.43	8.64	1.47	.91	2.34	1.31	2.51	.10
Goods-producing industries ²	23.67	14.57	9.10	1.46	1.02	2.52	1.44	2.52	.14
Service-producing industries ³	21.23	14.27	6.96	1.63	.47	1.99	.87	1.98	.02
Manufacturing	21.40	13.00	8.41	1.63	1.11	2.36	1.09	2.05	.18
Blue-collar occupations	21.28	12.75	8.53	1.58	1.17	2.40	1.11	2.08	.19
Nonmanufacturing	22.98	15.23	7.75	1.51	.52	2.17	1.18	2.35	.02
All nonunion workers, private industry	16.26	11.90	4.35	1.02	.43	.98	.42	1.49	.02
Blue-collar occupations	14.14	10.01	4.13	.72	.48	.94	.31	1.66	.02
Goods-producing industries ²	19.72	13.75	5.96	1.34	.69	1.36	.60	1.92	.05
Service-producing industries ³	15.32	11.40	3.92	.93	.36	.88	.37	1.37	(⁴)
Manufacturing	20.14	13.97	6.17	1.51	.69	1.49	.64	1.79	.06
Blue-collar occupations	15.39	10.44	4.96	.97	.65	1.28	.43	1.60	.03
Nonmanufacturing	15.48	11.49	3.99	.92	.38	.88	.37	1.43	(⁴)
Percent of total compensation									
All union workers, private industry	100.0	64.3	35.7	6.9	3.3	10.0	5.1	10.0	0.3
Blue-collar occupations	100.0	62.5	37.5	6.4	3.9	10.2	5.7	10.9	.4
Goods-producing industries ²	100.0	61.6	38.4	6.2	4.3	10.6	6.1	10.6	.6
Service-producing industries ³	100.0	67.2	32.8	7.7	2.2	9.4	4.1	9.3	.1
Manufacturing	100.0	60.7	39.3	7.6	5.2	11.0	5.1	9.6	.8
Blue-collar occupations	100.0	59.9	40.1	7.4	5.5	11.3	5.2	9.8	.9
Nonmanufacturing	100.0	66.3	33.7	6.6	2.3	9.5	5.1	10.2	.1
All nonunion workers, private industry	100.0	73.2	26.8	6.3	2.6	6.0	2.6	9.2	.1
Blue-collar occupations	100.0	70.8	29.2	5.1	3.4	6.6	2.2	11.7	.1
Goods-producing industries ²	100.0	69.8	30.2	6.8	3.5	6.9	3.0	9.8	.3
Service-producing industries ³	100.0	74.4	25.6	6.1	2.3	5.7	2.4	9.0	(⁴)
Manufacturing	100.0	69.4	30.6	7.5	3.4	7.4	3.2	8.9	.3
Blue-collar occupations	100.0	67.8	32.2	6.3	4.2	8.3	2.8	10.4	.2
Nonmanufacturing	100.0	74.2	25.8	6.0	2.4	5.7	2.4	9.2	(⁴)

¹ Includes severance pay and supplemental unemployment benefits.

² Includes mining, construction, and manufacturing.

³ Includes transportation, communication, and public utilities; wholesale and retail trade; finance, insurance, and real estate; and service industries.

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

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

Table 78. 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 1995

Industry and occupational group, and employment size	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	\$17.10	\$12.25	\$4.85	\$1.09	\$0.47	\$1.15	\$0.52	\$1.59	\$0.03
1-99 workers	14.58	10.81	3.77	.77	.35	.82	.33	1.48	(²)
100 or more workers	19.44	13.58	5.85	1.39	.58	1.45	.69	1.69	.05
100-499 workers	16.30	11.62	4.68	1.01	.51	1.14	.48	1.53	.02
500 or more workers	22.85	15.72	7.13	1.81	.66	1.80	.91	1.87	.08
Goods-producing industries ³	20.75	13.97	6.78	1.37	.78	1.66	.82	2.08	.07
1-99 workers	17.94	12.56	5.38	.82	.56	1.15	.60	2.24	.02
100 or more workers	22.26	14.72	7.54	1.67	.89	1.94	.94	1.99	.10
100-499 workers	19.06	12.79	6.27	1.23	.81	1.61	.69	1.89	.03
500 or more workers	25.37	16.60	8.77	2.10	.97	2.26	1.18	2.09	.17
Service-producing industries ⁴	15.88	11.67	4.20	1.00	.37	.98	.41	1.43	(²)
1-99 workers	13.83	10.42	3.41	.76	.31	.75	.27	1.32	(²)
100 or more workers	18.14	13.06	5.08	1.26	.44	1.23	.57	1.55	.02
100-499 workers	15.12	11.12	4.01	.92	.38	.94	.38	1.38	.02
500 or more workers	21.59	15.28	6.31	1.66	.51	1.57	.78	1.75	.03
White-collar occupations	20.50	14.98	5.53	1.45	.52	1.29	.61	1.62	.03
1-99 workers	17.66	13.24	4.42	1.09	.43	1.01	.42	1.47	(²)
100 or more workers	23.01	16.51	6.49	1.77	.59	1.54	.78	1.76	.05
100-499 workers	19.55	14.30	5.26	1.32	.56	1.22	.55	1.58	.03
500 or more workers	26.03	18.45	7.58	2.16	.62	1.82	.99	1.92	.06
Blue-collar occupations	16.69	11.28	5.42	.94	.60	1.34	.60	1.90	.04
1-99 workers	14.96	10.59	4.37	.64	.42	.96	.40	1.93	(²)
100 or more workers	18.19	11.87	6.32	1.19	.76	1.66	.77	1.87	.07
100-499 workers	15.91	10.71	5.20	.91	.62	1.36	.57	1.73	.02
500 or more workers	21.21	13.40	7.80	1.57	.94	2.06	1.03	2.06	.14
Percent of total compensation									
All workers in private industry	100.0	71.6	28.4	6.4	2.8	6.7	3.0	9.3	0.2
1-99 workers	100.0	74.1	25.9	5.3	2.4	5.7	2.3	10.2	(²)
100 or more workers	100.0	69.9	30.1	7.2	3.0	7.5	3.5	8.7	.3
100-499 workers	100.0	71.3	28.7	6.2	3.1	7.0	2.9	9.4	.1
500 or more workers	100.0	68.8	31.2	7.9	2.9	7.9	4.0	8.2	.3
Goods-producing industries ³	100.0	67.3	32.7	6.6	3.7	8.0	4.0	10.0	.4
1-99 workers	100.0	70.0	30.0	4.5	3.1	6.4	3.3	12.5	.1
100 or more workers	100.0	66.1	33.9	7.5	4.0	8.7	4.2	9.0	.5
100-499 workers	100.0	67.1	32.9	6.4	4.3	8.5	3.6	9.9	.2
500 or more workers	100.0	65.4	34.6	8.3	3.8	8.9	4.6	8.2	.7
Service-producing industries ⁴	100.0	73.5	26.5	6.3	2.3	6.2	2.6	9.0	(²)
1-99 workers	100.0	75.3	24.7	5.5	2.2	5.4	2.0	9.5	(²)
100 or more workers	100.0	72.0	28.0	7.0	2.4	6.8	3.1	8.6	.1
100-499 workers	100.0	73.5	26.5	6.1	2.5	6.2	2.5	9.1	.1
500 or more workers	100.0	70.8	29.2	7.7	2.3	7.3	3.6	8.1	.1
White-collar occupations	100.0	73.0	27.0	7.1	2.5	6.3	3.0	7.9	.2
1-99 workers	100.0	75.0	25.0	6.2	2.4	5.7	2.4	8.3	(²)
100 or more workers	100.0	71.8	28.2	7.7	2.6	6.7	3.4	7.6	.2
100-499 workers	100.0	73.1	26.9	6.8	2.8	6.3	2.8	8.1	.2
500 or more workers	100.0	70.9	29.1	8.3	2.4	7.0	3.8	7.4	.2
Blue-collar occupations	100.0	67.6	32.4	5.6	3.6	8.0	3.6	11.4	.2
1-99 workers	100.0	70.8	29.2	4.3	2.8	6.4	2.7	12.9	(²)
100 or more workers	100.0	65.3	34.7	6.5	4.2	9.1	4.2	10.3	.4
100-499 workers	100.0	67.3	32.7	5.7	3.9	8.5	3.6	10.9	.1
500 or more workers	100.0	63.2	36.8	7.4	4.4	9.7	4.9	9.7	.7

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 79. 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 1995

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	\$17.99	\$13.17	\$4.82	\$1.27	\$0.47	\$1.13	\$0.43	\$1.51	(²)
Professional specialty and technical	24.89	18.45	6.44	1.78	.74	1.33	.54	2.03	(²)
Professional speciality	28.27	20.96	7.31	2.13	.88	1.44	.60	2.24	\$.02
Nurses	27.41	19.98	7.43	2.04	1.09	1.46	.58	2.25	.02
Technical	19.73	14.63	5.10	1.24	.53	1.16	.45	1.71	(²)
Administrative support, including clerical	14.17	10.00	4.17	1.01	.35	1.20	.50	1.10	(²)
Service occupations	11.06	8.03	3.04	.68	.28	.77	.19	1.11	(²)
Hospitals	21.06	14.93	6.12	1.70	.68	1.61	.48	1.63	.02
Professional specialty and technical	25.58	18.33	7.25	2.05	.98	1.63	.57	1.99	.02
Professional speciality	27.90	20.17	7.74	2.21	1.10	1.62	.61	2.18	.02
Nurses	28.35	20.40	7.95	2.18	1.28	1.63	.61	2.23	.02
Technical	19.40	13.46	5.94	1.63	.68	1.68	.44	1.49	.02
Administrative support, including clerical	14.91	10.33	4.58	1.18	.30	1.55	.39	1.13	(²)
Service occupations	13.24	8.93	4.31	.99	.40	1.56	.29	1.06	(²)
Nursing homes	11.30	8.33	2.96	.69	.23	.58	.12	1.34	(²)
Professional specialty and technical	17.61	13.11	4.50	1.11	.42	.67	.20	2.10	(²)
Professional speciality	19.59	14.87	4.73	1.27	.36	.69	.20	2.21	(²)
Technical	15.95	11.65	4.30	.98	.47	.64	.20	2.01	(²)
Service occupations	9.19	6.70	2.49	.52	.20	.54	.09	1.14	(²)
Percent of total compensation									
Health services	100.0	73.2	26.8	7.1	2.6	6.3	2.4	8.4	(²)
Professional specialty and technical	100.0	74.1	25.9	7.2	3.0	5.3	2.2	8.2	(²)
Professional speciality	100.0	74.1	25.9	7.6	3.1	5.1	2.1	7.9	.1
Nurses	100.0	72.9	27.1	7.4	4.0	5.3	2.1	8.2	.1
Technical	100.0	74.1	25.9	6.3	2.7	5.9	2.3	8.7	(²)
Administrative support, including clerical	100.0	70.6	29.4	7.1	2.5	8.5	3.5	7.8	(²)
Service occupations	100.0	72.5	27.5	6.2	2.5	6.9	1.8	10.0	(²)
Hospitals	100.0	70.9	29.1	8.1	3.2	7.7	2.3	7.7	.1
Professional specialty and technical	100.0	71.7	28.3	8.0	3.8	6.4	2.2	7.8	.1
Professional speciality	100.0	72.3	27.7	7.9	3.9	5.8	2.2	7.8	.1
Nurses	100.0	72.0	28.0	7.7	4.5	5.7	2.1	7.9	.1
Technical	100.0	69.4	30.6	8.4	3.5	8.7	2.3	7.7	.1
Administrative support, including clerical	100.0	69.3	30.7	7.9	2.0	10.4	2.6	7.6	(²)
Service occupations	100.0	67.5	32.5	7.5	3.0	11.8	2.2	8.0	(²)
Nursing homes	100.0	73.8	26.2	6.1	2.1	5.2	1.1	11.8	(²)
Professional specialty and technical	100.0	74.5	25.5	6.3	2.4	3.8	1.1	11.9	(²)
Professional speciality	100.0	75.9	24.1	6.5	1.8	3.5	1.0	11.3	(²)
Technical	100.0	73.0	27.0	6.1	3.0	4.0	1.2	12.6	(²)
Service occupations	100.0	72.9	27.1	5.7	2.2	5.9	.9	12.4	(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 80. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Private industry transportation equipment manufacturing and public utilities workers, by industry and occupational group, March 1995

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)	\$31.37	\$18.07	\$13.29	\$2.60	\$1.58	\$3.67	\$2.14	\$2.87	\$0.43
White-collar occupations	32.94	22.02	10.92	3.03	.78	3.08	1.36	2.59	.08
Professional specialty and technical	34.27	23.13	11.14	3.18	.64	3.10	1.40	2.75	.07
Executive, administrative, and managerial	39.94	27.80	12.14	3.85	.63	3.41	1.29	2.91	.05
Blue-collar occupations	30.70	16.40	14.30	2.42	1.93	3.92	2.47	2.99	.58
Service occupations	30.61	16.22	14.39	2.30	1.77	4.24	2.56	2.72	.79
Aircraft manufacturing (SIC 3721)	30.66	20.28	10.38	2.72	.89	2.83	1.38	2.53	.03
White-collar occupations	31.78	21.52	10.26	2.98	.46	2.78	1.52	2.48	.04
Blue-collar occupations	29.06	18.47	10.59	2.32	1.57	2.88	1.19	2.60	.02
Public utilities (SIC's 48, 49)	26.51	17.97	8.54	2.47	.79	2.39	.89	1.96	.04
White-collar occupations	26.55	18.23	8.33	2.47	.72	2.35	.85	1.89	.05
Blue-collar occupations	27.12	18.00	9.13	2.55	.93	2.53	.98	2.12	.02
Communications (SIC 48)	25.38	17.28	8.10	2.36	.85	2.34	.68	1.83	.05
White-collar occupations	25.03	17.20	7.83	2.25	.84	2.26	.65	1.79	.05
Blue-collar occupations	27.27	18.13	9.14	2.73	.94	2.68	.77	1.99	.03
Electric, gas, and sanitary services (SIC 49)	28.18	18.99	9.20	2.65	.70	2.46	1.21	2.15	.03
White-collar occupations	29.91	20.49	9.43	2.97	.47	2.54	1.28	2.11	.05
Blue-collar occupations	27.00	17.88	9.12	2.40	.92	2.40	1.16	2.22	(²)
Percent of total compensation									
Transportation equipment manufacturing (SIC 37)	100.0	57.6	42.4	8.3	5.0	11.7	6.8	9.1	1.4
White-collar occupations	100.0	66.8	33.2	9.2	2.4	9.3	4.1	7.9	.2
Professional specialty and technical	100.0	67.5	32.5	9.3	1.9	9.0	4.1	8.0	.2
Executive, administrative, and managerial	100.0	69.6	30.4	9.7	1.6	8.5	3.2	7.3	.1
Blue-collar occupations	100.0	53.4	46.6	7.9	6.3	12.8	8.0	9.7	1.9
Service occupations	100.0	53.0	47.0	7.5	5.8	13.8	8.4	8.9	2.6
Aircraft manufacturing (SIC 3721)	100.0	66.2	33.8	8.9	2.9	9.2	4.5	8.2	.1
White-collar occupations	100.0	67.7	32.3	9.4	1.5	8.8	4.8	7.8	.1
Blue-collar occupations	100.0	63.5	36.4	8.0	5.4	9.9	4.1	9.0	.1
Public utilities (SIC's 48, 49)	100.0	67.8	32.2	9.3	3.0	9.0	3.4	7.4	.1
White-collar occupations	100.0	68.6	31.4	9.3	2.7	8.8	3.2	7.1	.2
Blue-collar occupations	100.0	66.3	33.7	9.4	3.4	9.3	3.6	7.8	.1
Communications (SIC 48)	100.0	68.1	31.9	9.3	3.4	9.2	2.7	7.2	.2
White-collar occupations	100.0	68.7	31.3	9.0	3.3	9.0	2.6	7.1	.2
Blue-collar occupations	100.0	66.5	33.5	10.0	3.4	9.8	2.8	7.3	.1
Electric, gas, and sanitary services (SIC 49)	100.0	67.4	32.6	9.4	2.5	8.7	4.3	7.6	.1
White-collar occupations	100.0	68.5	31.5	9.9	1.6	8.5	4.3	7.1	.2
Blue-collar occupations	100.0	66.2	33.8	8.9	3.4	8.9	4.3	8.2	(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 81. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Civilian workers, by major occupational group, March 1994

Compensation component	Civilian workers		White-collar		Blue-collar		Service	
	Cost	Percent	Cost	Percent	Cost	Percent	Cost	Percent
Total compensation	\$18.30	100.0	\$21.87	100.0	\$17.08	100.0	\$9.96	100.0
Wages and salaries	12.95	70.8	15.82	72.3	11.38	66.6	7.17	72.0
Total benefits	5.35	29.2	6.05	27.7	5.70	33.4	2.79	28.0
Paid leave	1.23	6.7	1.57	7.2	1.02	6.0	.58	5.8
Vacation .....	.56	3.0	.68	3.1	.52	3.1	.26	2.6
Holiday .....	.42	2.3	.53	2.4	.36	2.1	.18	1.8
Sick .....	.19	1.1	.28	1.3	.10	.6	.10	1.0
Other .....	.07	.4	.09	.4	.05	.3	.03	.3
Supplemental pay .....	.40	2.2	.40	1.8	.57	3.3	.16	1.6
Premium ¹ .....	.17	1.0	.09	.4	.39	2.3	.08	.9
Shift differential .....	.05	.3	.05	.2	.07	.4	.04	.4
Nonproduction bonuses .....	.18	1.0	.26	1.2	.11	.7	.03	.3
Insurance	1.37	7.5	1.54	7.1	1.48	8.7	.68	6.8
Life .....	.05	.3	.06	.3	.05	.3	.02	.2
Health	1.27	7.0	1.43	6.6	1.38	8.1	.65	6.6
Sickness and accident .....	.05	.3	.05	.2	.05	.3	(²)	(²)
Retirement and savings .....	.73	4.0	.89	4.1	.67	3.9	.36	3.6
Pensions .....	.63	3.5	.76	3.5	.59	3.4	.34	3.4
Savings and thrift .....	.09	.5	.13	.6	.08	.5	(²)	(²)
Legally required benefits	1.58	8.6	1.60	7.3	1.91	11.2	1.01	10.1
Social Security ³	1.03	5.6	1.21	5.5	.98	5.7	.59	5.9
Federal unemployment insurance .....	.03	.1	.03	.1	.03	.2	.03	.3
State unemployment insurance .....	.11	.6	.11	.5	.14	.8	.08	.8
Workers' compensation .....	.39	2.1	.24	1.1	.72	4.2	.30	3.0
Other benefits ⁴ .....	.04	.2	.04	.2	.05	.3	(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 The total employer's cost for Social Security is comprised of an OASDI portion and a Medicare portion. OASDI is the acronym for

Old-Age, Survivors, and Disability Insurance.

⁴ Includes severance pay and supplemental unemployment benefits.

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

Table 82. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Civilian workers, by occupational and industry group, March 1994

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	\$18.30	\$12.95	\$5.35	\$1.23	\$0.40	\$1.37	\$0.73	\$1.58	\$0.04
Occupational group									
White-collar occupations	21.87	15.82	6.05	1.57	.40	1.54	.89	1.60	.04
Professional specialty and technical	30.02	21.91	8.11	2.07	.42	2.02	1.54	2.01	.05
Professional specialty	31.91	23.40	8.51	2.13	.42	2.12	1.73	2.07	.05
Nurses	27.17	19.65	7.52	1.99	1.02	1.46	.82	2.21	.02
Teachers	34.76	26.16	8.61	1.61	.04	2.44	2.55	1.92	.04
Technical	23.42	16.71	6.71	1.88	.45	1.68	.85	1.81	.03
Executive, administrative, and managerial	31.24	22.41	8.83	2.69	.72	1.84	1.21	2.24	.14
Administrative support, including clerical	14.87	10.38	4.49	1.12	.26	1.41	.51	1.17	.02
Blue-collar occupations	17.08	11.38	5.70	1.02	.57	1.48	.67	1.91	.05
Service occupations	9.96	7.17	2.79	.58	.16	.68	.36	1.01	(²)
Industry group									
Services	19.36	14.11	5.24	1.29	.28	1.36	.83	1.47	.02
Health services	17.99	12.95	5.04	1.36	.44	1.23	.51	1.48	(²)
Hospitals	20.57	14.37	6.20	1.75	.62	1.63	.60	1.58	.02
Educational services	27.73	20.19	7.54	1.69	.06	2.21	1.97	1.57	.03
Elementary and secondary education	28.10	20.40	7.70	1.60	.04	2.39	2.11	1.51	.04
Higher education	28.14	20.60	7.54	1.91	.11	1.97	1.83	1.72	(²)
Percent of total compensation									
Civilian workers	100.0	70.8	29.2	6.7	2.2	7.5	4.0	8.6	0.2
Occupational group									
White-collar occupations	100.0	72.3	27.7	7.2	1.8	7.1	4.1	7.3	.2
Professional specialty and technical	100.0	73.0	27.0	6.9	1.4	6.7	5.1	6.7	.2
Professional specialty	100.0	73.3	26.7	6.7	1.3	6.6	5.4	6.5	.2
Nurses	100.0	72.3	27.7	7.3	3.7	5.4	3.0	8.1	.1
Teachers	100.0	75.2	24.8	4.6	.1	7.0	7.3	5.5	.1
Technical	100.0	71.4	28.6	8.0	1.9	7.2	3.6	7.7	.1
Executive, administrative, and managerial	100.0	71.7	28.3	8.6	2.3	5.9	3.9	7.2	.4
Administrative support, including clerical	100.0	69.8	30.2	7.5	1.7	9.5	3.4	7.8	.1
Blue-collar occupations	100.0	66.6	33.4	6.0	3.3	8.7	3.9	11.2	.3
Service occupations	100.0	72.0	28.0	5.8	1.6	6.8	3.6	10.1	(²)
Industry group									
Services	100.0	72.9	27.1	6.6	1.4	7.0	4.3	7.6	.1
Health services	100.0	72.0	28.0	7.6	2.5	6.8	2.8	8.3	(²)
Hospitals	100.0	69.8	30.2	8.5	3.0	7.9	2.9	7.7	.1
Educational services	100.0	72.8	27.2	6.1	.2	8.0	7.1	5.7	.1
Elementary and secondary education	100.0	72.6	27.4	5.7	.2	8.5	7.5	5.4	.1
Higher education	100.0	73.2	26.8	6.8	.4	7.0	6.5	6.1	(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 83. 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 1994

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	\$25.27	100.0	\$28.60	100.0	\$17.71	100.0	\$26.94	100.0
Wages and salaries	17.57	69.5	20.38	71.2	11.25	63.6	19.25	71.5
Total benefits	7.71	30.5	8.22	28.8	6.45	36.4	7.69	28.5
Paid leave	1.94	7.7	2.05	7.2	1.66	9.4	1.80	6.7
Vacation .....	.65	2.6	.61	2.1	.70	4.0	.48	1.8
Holiday .....	.62	2.5	.67	2.3	.51	2.9	.59	2.2
Sick .....	.50	2.0	.57	2.0	.33	1.9	.54	2.0
Other .....	.17	.7	.20	.7	.11	.6	.19	.7
Supplemental pay .....	.20	.8	.12	.4	.39	2.2	.14	.5
Premium ² .....	.11	.4	.04	.1	.21	1.2	.05	.2
Shift differential .....	.05	.2	.03	.1	.11	.6	.04	.2
Nonproduction bonuses .....	.05	.2	.05	.2	.07	.4	.04	.2
Insurance	2.15	8.5	2.31	8.1	1.73	9.8	2.24	8.3
Life .....	.05	.2	.05	.2	.04	.2	.05	.2
Health	2.06	8.2	2.22	7.7	1.67	9.4	2.16	8.0
Sickness and accident .....	.04	.1	.04	.1	.02	.1	.04	.1
Retirement and savings	1.90	7.5	2.11	7.4	1.53	8.6	1.97	7.3
Pensions	1.88	7.4	2.09	7.3	1.52	8.6	1.96	7.3
Savings and thrift .....	.02	.1	.02	.1	(³)	(³)	.02	.1
Legally required benefits	1.49	5.9	1.60	5.6	1.12	6.3	1.50	5.6
Social Security ⁴	1.12	4.4	1.28	4.5	.71	4.0	1.20	4.5
Federal unemployment insurance	(³)	(³)	(³)	(³)	(³)	(³)	(³)	(³)
State unemployment insurance .....	.04	.2	.05	.2	.04	.2	.04	.2
Workers' compensation .....	.31	1.2	.27	.9	.36	2.1	.25	.9
Other benefits ⁵ .....	.03	.1	.03	.1	.02	.1	.03	.1

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 Cost per hour worked is \$0.01 or less.

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

⁵ Includes severance pay and supplemental unemployment benefits.

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

Table 84. 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 1994

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	\$25.27	\$17.57	\$7.71	\$1.94	\$0.20	\$2.15	\$1.90	\$1.49	\$0.03
Occupational group									
White-collar occupations	28.60	20.38	8.22	2.05	.12	2.31	2.11	1.60	.03
Professional specialty and technical	34.04	24.90	9.15	2.03	.13	2.52	2.60	1.83	.04
Professional specialty	35.31	25.93	9.38	2.04	.10	2.60	2.72	1.88	.05
Teachers	37.22	27.77	9.45	1.78	.04	2.72	2.97	1.90	.04
Executive, administrative, and managerial	31.81	22.04	9.77	3.19	.15	2.20	2.37	1.85	.02
Administrative support, including clerical	16.10	10.53	5.58	1.50	.09	1.94	1.01	1.02	(²)
Blue-collar occupations	19.42	12.49	6.93	1.78	.36	1.94	1.34	1.49	.02
Service occupations	17.71	11.25	6.45	1.66	.39	1.73	1.53	1.12	.02
Industry group									
Services	26.94	19.25	7.69	1.80	.14	2.24	1.97	1.50	.03
Health services	20.03	13.37	6.65	2.05	.52	1.60	1.08	1.39	.02
Hospitals	20.28	13.64	6.64	2.08	.50	1.56	1.07	1.41	.02
Educational services	28.60	20.67	7.93	1.75	.07	2.37	2.17	1.54	.03
Elementary and secondary education	28.78	20.82	7.96	1.65	.05	2.48	2.23	1.51	.05
Higher education	28.94	20.91	8.03	2.03	.13	2.15	2.07	1.65	(²)
Public administration	22.11	14.47	7.64	2.19	.29	1.90	1.86	1.37	.02
Percent of total compensation									
State and local government workers	100.0	69.5	30.5	7.7	0.8	8.5	7.5	5.9	0.1
Occupational group									
White-collar occupations	100.0	71.2	28.8	7.2	.4	8.1	7.4	5.6	.1
Professional specialty and technical	100.0	73.1	26.9	6.0	.4	7.4	7.6	5.4	.1
Professional specialty	100.0	73.4	26.6	5.8	.3	7.4	7.7	5.3	.1
Teachers	100.0	74.6	25.4	4.8	.1	7.3	8.0	5.1	.1
Executive, administrative, and managerial	100.0	69.3	30.7	10.0	.5	6.9	7.4	5.8	.1
Administrative support, including clerical	100.0	65.4	34.6	9.3	.6	12.1	6.3	6.3	(²)
Blue-collar occupations	100.0	64.3	35.7	9.2	1.9	10.0	6.9	7.7	.1
Service occupations	100.0	63.6	36.4	9.4	2.2	9.8	8.6	6.3	.1
Industry group									
Services	100.0	71.5	28.5	6.7	.5	8.3	7.3	5.6	.1
Health services	100.0	66.8	33.2	10.2	2.6	8.0	5.4	7.0	.1
Hospitals	100.0	67.3	32.7	10.2	2.5	7.7	5.3	7.0	.1
Educational services	100.0	72.3	27.7	6.1	.2	8.3	7.6	5.4	.1
Elementary and secondary education	100.0	72.4	27.6	5.7	.2	8.6	7.8	5.3	.2
Higher education	100.0	72.3	27.7	7.0	.4	7.4	7.1	5.7	(²)
Public administration	100.0	65.5	34.5	9.9	1.3	8.6	8.4	6.2	.1

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 85. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Private industry workers, by major industry group, March 1994

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	\$17.08	100.0	\$20.85	100.0	\$15.82	100.0	\$20.72	100.0	\$16.19	100.0
Wages and salaries	12.14	71.1	13.87	66.5	11.56	73.1	13.69	66.1	11.76	72.6
Total benefits	4.94	28.9	6.98	33.5	4.26	26.9	7.03	33.9	4.43	27.4
Paid leave	1.11	6.5	1.38	6.6	1.02	6.4	1.55	7.5	1.00	6.2
Vacation .....	.54	3.2	.72	3.5	.48	3.1	.79	3.8	.48	3.0
Holiday .....	.38	2.2	.50	2.4	.34	2.2	.57	2.7	.33	2.1
Sick .....	.14	.8	.11	.5	.15	.9	.13	.6	.14	.9
Other .....	.05	.3	.05	.3	.05	.3	.06	.3	.05	.3
Supplemental pay .....	.44	2.6	.71	3.4	.36	2.2	.72	3.5	.38	2.3
Premium ³ .....	.19	1.1	.40	1.9	.12	.7	.40	1.9	.14	.8
Shift differential .....	.06	.3	.08	.4	.05	.3	.10	.5	.04	.3
Nonproduction bonuses .....	.20	1.2	.23	1.1	.19	1.2	.22	1.1	.19	1.2
Insurance	1.23	7.2	1.85	8.9	1.03	6.5	1.96	9.5	1.06	6.5
Life .....	.05	.3	.07	.4	.04	.2	.08	.4	.04	.2
Health	1.14	6.7	1.70	8.1	.95	6.0	1.79	8.6	.98	6.0
Sickness and accident .....	.05	.3	.08	.4	.04	.2	.09	.4	.04	.2
Retirement and savings .....	.52	3.0	.85	4.1	.41	2.6	.81	3.9	.45	2.8
Pensions .....	.41	2.4	.68	3.3	.32	2.0	.63	3.1	.35	2.2
Savings and thrift .....	.11	.6	.17	.8	.09	.6	.17	.8	.09	.6
Legally required benefits	1.60	9.4	2.08	10.0	1.44	9.1	1.87	9.0	1.53	9.5
Social Security ⁴	1.02	5.9	1.20	5.8	.95	6.0	1.20	5.8	.97	6.0
Federal unemployment insurance .....	.03	.2	.03	.1	.03	.2	.03	.1	.03	.2
State unemployment insurance .....	.13	.7	.17	.8	.11	.7	.16	.8	.12	.7
Workers' compensation .....	.41	2.4	.68	3.2	.32	2.0	.48	2.3	.39	2.4
Other benefits ⁵ .....	.04	.2	.11	.5	.02	.1	.12	.6	.02	.1

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 The total employer's cost for Social Security is comprised of an OASDI

portion and a Medicare portion. OASDI is the acronym for Old-Age, Survivors, and Disability Insurance.

⁵ Includes severance pay and supplemental unemployment benefits.

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

Table 86. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Private industry workers, by major occupational group, March 1994

Compensation component	All workers in private industry		White-collar		Blue-collar		Service	
	Cost	Percent	Cost	Percent	Cost	Percent	Cost	Percent
Total compensation	\$17.08	100.0	\$20.26	100.0	\$16.92	100.0	\$8.38	100.0
Wages and salaries	12.14	71.1	14.72	72.7	11.31	66.8	6.33	75.5
Total benefits	4.94	28.9	5.54	27.3	5.62	33.2	2.05	24.5
Paid leave	1.11	6.5	1.46	7.2	.97	5.7	.36	4.3
Vacation .....	.54	3.2	.70	3.4	.51	3.0	.17	2.0
Holiday .....	.38	2.2	.49	2.4	.35	2.1	.12	1.4
Sick .....	.14	.8	.21	1.0	.08	.5	.06	.7
Other .....	.05	.3	.07	.3	.04	.2	(¹)	(¹)
Supplemental pay .....	.44	2.6	.47	2.3	.58	3.4	.12	1.4
Premium ² .....	.19	1.1	.10	.5	.39	2.3	.06	.7
Shift differential .....	.06	.3	.05	.3	.07	.4	.03	.4
Nonproduction bonuses .....	.20	1.2	.31	1.5	.12	.7	.02	.3
Insurance	1.23	7.2	1.36	6.7	1.45	8.6	.47	5.6
Life .....	.05	.3	.06	.3	.05	.3	(¹)	(¹)
Health	1.14	6.7	1.25	6.2	1.35	8.0	.45	5.4
Sickness and accident .....	.05	.3	.06	.3	.06	.3	(¹)	(¹)
Retirement and savings .....	.52	3.0	.59	2.9	.63	3.7	.12	1.4
Pensions .....	.41	2.4	.44	2.2	.54	3.2	.10	1.2
Savings and thrift .....	.11	.6	.15	.8	.09	.5	(¹)	(¹)
Legally required benefits	1.60	9.4	1.60	7.9	1.94	11.4	.98	11.7
Social Security ³	1.02	5.9	1.20	5.9	.98	5.8	.56	6.7
Federal unemployment insurance .....	.03	.2	.03	.2	.03	.2	.04	.4
State unemployment insurance .....	.13	.7	.12	.6	.15	.9	.09	1.1
Workers' compensation .....	.41	2.4	.24	1.2	.74	4.4	.29	3.4
Other benefits ⁴ .....	.04	.2	.05	.2	.05	.3	(¹)	(¹)

¹ Cost per hour worked is \$0.01 or less.

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

³ The total employer's cost for Social Security is comprised of an OASDI portion and a Medicare portion. OASDI is the acronym for

Old-Age, Survivors, and Disability Insurance.

⁴ Includes severance pay and supplemental unemployment benefits.

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

Table 87. 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 1994

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	\$20.03	100.0	\$15.05	100.0	\$16.26	100.0	\$18.08	100.0	\$23.26	100.0	\$16.04	100.0
Wages and salaries	14.13	70.5	10.85	72.1	11.34	69.8	13.01	72.0	14.76	63.4	11.70	72.9
Total benefits	5.90	29.5	4.20	27.9	4.91	30.2	5.06	28.0	8.51	36.6	4.34	27.1
Paid leave	1.43	7.1	.94	6.3	1.03	6.4	1.12	6.2	1.66	7.1	1.02	6.3
Vacation .....	.68	3.4	.46	3.1	.52	3.2	.55	3.0	.90	3.9	.48	3.0
Holiday .....	.49	2.4	.32	2.1	.36	2.2	.38	2.1	.53	2.3	.36	2.2
Sick .....	.19	.9	.12	.8	.11	.7	.15	.8	.16	.7	.14	.8
Other .....	.07	.4	.04	.3	.04	.3	.04	.2	.08	.3	.04	.3
Supplemental pay .....	.53	2.6	.36	2.4	.46	2.8	.46	2.5	.75	3.2	.39	2.4
Premium ² .....	.19	.9	.17	1.1	.21	1.3	.19	1.1	.50	2.1	.14	.8
Shift differential .....	.06	.3	.04	.3	.06	.4	.06	.3	.14	.6	.04	.3
Nonproduction bonuses .....	.28	1.4	.15	1.0	.19	1.2	.21	1.1	.11	.5	.21	1.3
Insurance	1.48	7.4	1.04	6.9	1.29	7.9	1.18	6.5	2.46	10.6	1.03	6.4
Life .....	.06	.3	.04	.3	.05	.3	.04	.2	.08	.3	.04	.3
Health	1.37	6.9	.95	6.3	1.19	7.3	1.10	6.1	2.28	9.8	.94	5.9
Sickness and accident .....	.05	.3	.05	.3	.05	.3	.04	.2	.10	.4	.04	.2
Retirement and savings .....	.61	3.0	.42	2.8	.55	3.4	.52	2.9	1.23	5.3	.40	2.5
Pensions .....	.49	2.5	.32	2.2	.46	2.8	.39	2.1	1.12	4.8	.29	1.8
Savings and thrift .....	.12	.6	.10	.7	.09	.6	.13	.7	.12	.5	.11	.7
Legally required benefits	1.83	9.1	1.42	9.4	1.53	9.4	1.72	9.5	2.30	9.9	1.48	9.2
Social Security ³	1.16	5.8	.91	6.0	.97	5.9	1.08	6.0	1.27	5.5	.97	6.1
Federal unemployment insurance .....	.03	.2	.03	.2	.03	.2	.03	.2	.03	.1	.03	.2
State unemployment insurance .....	.18	.9	.09	.6	.12	.8	.13	.7	.17	.7	.12	.7
Workers' compensation .....	.42	2.1	.38	2.5	.38	2.3	.48	2.7	.75	3.2	.35	2.2
Other benefits ⁴ .....	.03	.1	.02	.1	.06	.3	.07	.4	.11	.5	.03	.2

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

⁴ Includes severance pay and supplemental unemployment benefits.

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

Table 88. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Private industry workers, by establishment employment size, March 1994

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	\$17.08	100.0	\$14.58	100.0	\$19.45	100.0	\$15.88	100.0	\$23.35	100.0
Wages and salaries	12.14	71.1	10.72	73.5	13.48	69.3	11.37	71.6	15.79	67.6
Total benefits	4.94	28.9	3.86	26.5	5.97	30.7	4.51	28.4	7.56	32.4
Paid leave	1.11	6.5	.78	5.4	1.42	7.3	.99	6.2	1.89	8.1
Vacation .....	.54	3.2	.37	2.6	.70	3.6	.47	3.0	.95	4.1
Holiday .....	.38	2.2	.28	1.9	.48	2.5	.35	2.2	.62	2.7
Sick .....	.14	.8	.10	.7	.17	.9	.12	.8	.23	1.0
Other .....	.05	.3	.03	.2	.07	.3	.05	.3	.09	.4
Supplemental pay .....	.44	2.6	.34	2.3	.54	2.8	.40	2.5	.69	3.0
Premium ¹ .....	.19	1.1	.13	.9	.24	1.3	.20	1.3	.29	1.2
Shift differential .....	.06	.3	(²)	(²)	.10	.5	.05	.3	.15	.6
Nonproduction bonuses .....	.20	1.2	.20	1.4	.20	1.0	.14	.9	.25	1.1
Insurance	1.23	7.2	.90	6.2	1.55	8.0	1.12	7.0	2.01	8.6
Life .....	.05	.3	.03	.2	.06	.3	.04	.3	.08	.3
Health	1.14	6.7	.84	5.7	1.42	7.3	1.03	6.5	1.84	7.9
Sickness and accident .....	.05	.3	.03	.2	.07	.3	.04	.3	.09	.4
Retirement and savings .....	.52	3.0	.33	2.3	.70	3.6	.45	2.8	.96	4.1
Pensions .....	.41	2.4	.27	1.9	.54	2.8	.34	2.1	.76	3.2
Savings and thrift .....	.11	.6	.06	.4	.16	.8	.11	.7	.21	.9
Legally required benefits	1.60	9.4	1.49	10.2	1.70	8.7	1.50	9.5	1.91	8.2
Social Security ³	1.02	5.9	.90	6.1	1.13	5.8	.94	5.9	1.33	5.7
Federal unemployment insurance .....	.03	.2	.03	.2	.03	.2	.03	.2	.03	.1
State unemployment insurance .....	.13	.7	.13	.9	.12	.6	.13	.8	.12	.5
Workers' compensation .....	.41	2.4	.43	3.0	.38	2.0	.39	2.5	.37	1.6
Other benefits ⁴ .....	.04	.2	(²)	(²)	.07	.3	.05	.3	.09	.4

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

and Disability Insurance.

⁴ Includes severance pay and supplemental unemployment benefits.

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

Table 89. 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 1994

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	\$19.28	\$13.52	\$5.77	\$1.33	\$0.52	\$1.48	\$0.63	\$1.75	\$0.05
White-collar occupations	22.42	16.12	6.30	1.71	.54	1.59	.69	1.72	.06
Sales	18.20	13.73	4.48	.94	.53	1.10	.40	1.49	(²)
Administrative support, including clerical	15.47	10.80	4.67	1.17	.32	1.47	.46	1.23	.02
Blue-collar occupations	17.68	11.74	5.95	1.05	.62	1.55	.67	2.01	.05
Service occupations	10.43	7.57	2.86	.58	.18	.79	.19	1.11	(²)
Service-producing industries ³	18.48	13.30	5.18	1.30	.44	1.30	.52	1.60	.02
Retail trade	11.89	9.09	2.80	.59	.21	.63	.15	1.20	(²)
Services	18.65	13.53	5.11	1.36	.37	1.28	.53	1.56	.02
All part-time workers in private industry	8.80	6.97	1.83	.27	.14	.30	.11	1.02	(²)
White-collar occupations	10.99	8.72	2.27	.41	.20	.40	.15	1.11	(²)
Sales	7.40	5.92	1.48	.23	.10	.25	.08	.81	(²)
Administrative support, including clerical	9.90	7.79	2.11	.37	.12	.44	.16	1.00	(²)
Blue-collar occupations	9.40	7.06	2.33	.24	.17	.47	.20	1.25	(²)
Service occupations	6.18	5.00	1.18	.11	.05	.13	.03	.85	(²)
Service-producing industries ³	8.72	6.91	1.81	.26	.13	.29	.11	1.01	(²)
Retail trade	6.35	5.12	1.23	.14	.07	.16	.06	.80	(²)
Service industries	11.10	8.79	2.31	.38	.21	.39	.13	1.20	(²)
Percent of total compensation									
All full-time workers in private industry	100.0	70.1	29.9	6.9	2.7	7.7	3.2	9.1	0.3
White-collar occupations	100.0	71.9	28.1	7.6	2.4	7.1	3.1	7.7	.2
Sales	100.0	75.4	24.6	5.2	2.9	6.0	2.2	8.2	(²)
Administrative support, including clerical	100.0	69.8	30.2	7.5	2.1	9.5	3.0	7.9	.1
Blue-collar occupations	100.0	66.4	33.6	5.9	3.5	8.8	3.8	11.4	.3
Service occupations	100.0	72.6	27.4	5.6	1.7	7.5	1.9	10.7	(²)
Service-producing industries ³	100.0	72.0	28.0	7.0	2.4	7.0	2.8	8.6	.1
Retail trade	100.0	76.4	23.6	4.9	1.8	5.3	1.3	10.1	(²)
Services	100.0	72.6	27.4	7.3	2.0	6.9	2.8	8.4	.1
All part-time workers in private industry	100.0	79.2	20.8	3.0	1.5	3.4	1.2	11.6	(²)
White-collar occupations	100.0	79.3	20.7	3.7	1.8	3.6	1.4	10.1	(²)
Sales	100.0	80.0	20.0	3.2	1.3	3.4	1.1	11.0	(²)
Administrative support, including clerical	100.0	78.7	21.3	3.8	1.2	4.5	1.6	10.1	(²)
Blue-collar occupations	100.0	75.2	24.8	2.6	1.8	5.0	2.1	13.3	(²)
Service occupations	100.0	80.9	19.1	1.9	.9	2.1	.5	13.7	(²)
Service-producing industries ³	100.0	79.2	20.8	3.0	1.5	3.4	1.2	11.6	(²)
Retail trade	100.0	80.6	19.4	2.1	1.1	2.5	.9	12.7	(²)
Service industries	100.0	79.2	20.8	3.5	1.8	3.5	1.2	10.8	(²)

¹ Includes severance pay and supplemental unemployment benefits.

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

³ 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 90. 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 1994

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	\$17.08	\$12.14	\$4.94	\$1.11	\$0.44	\$1.23	\$0.52	\$1.60	\$0.04
Occupational group									
White-collar occupations	20.26	14.72	5.54	1.46	.47	1.36	.59	1.60	.05
Professional specialty and technical	27.66	20.14	7.52	2.10	.61	1.74	.91	2.11	.05
Professional specialty	29.25	21.40	7.85	2.20	.67	1.75	.97	2.21	.06
Technical	23.95	17.19	6.76	1.89	.47	1.71	.78	1.89	.03
Executive, administrative, and managerial	31.13	22.50	8.63	2.59	.84	1.76	.95	2.33	.16
Sales	13.82	10.56	3.26	.65	.36	.75	.27	1.22	(²)
Administrative support, including clerical	14.66	10.36	4.29	1.05	.29	1.32	.42	1.19	.02
Blue-collar occupations	16.92	11.31	5.62	.97	.58	1.45	.63	1.94	.05
Precision production, craft, and repair	21.74	14.63	7.11	1.30	.70	1.75	.84	2.46	.05
Machine operators, assemblers, and inspectors	16.04	10.30	5.74	1.04	.71	1.64	.61	1.65	.09
Transportation and material moving	17.08	11.41	5.67	.93	.49	1.38	.67	2.17	.03
Handlers, equipment cleaners, helpers, and laborers	11.96	8.29	3.67	.54	.35	.93	.36	1.48	(²)
Service occupations	8.38	6.33	2.05	.36	.12	.47	.12	.98	(²)
Industry group									
Goods-producing industries ³	20.85	13.87	6.98	1.38	.71	1.85	.85	2.08	.11
Construction	20.59	14.14	6.45	.64	.61	1.38	.91	2.91	(²)
Manufacturing	20.72	13.69	7.03	1.55	.72	1.96	.81	1.87	.12
Durables	22.47	14.52	7.95	1.72	.83	2.25	.94	2.01	.19
Nondurables	18.42	12.60	5.82	1.32	.57	1.58	.64	1.70	.03
Service-producing industries ⁴	15.82	11.56	4.26	1.02	.36	1.03	.41	1.44	.02
Transportation and public utilities	24.58	16.68	7.89	1.96	.54	2.08	.94	2.34	.03
Wholesale trade	18.42	13.11	5.31	1.20	.48	1.42	.47	1.72	.02
Retail trade	9.17	7.14	2.03	.37	.14	.40	.11	1.01	(²)
Finance, insurance, and real estate	21.02	15.04	5.99	1.50	.81	1.43	.68	1.52	.05
Services	16.79	12.37	4.42	1.12	.33	1.06	.43	1.47	.02
Percent of total compensation									
All workers in private industry	100.0	71.1	28.9	6.5	2.6	7.2	3.0	9.4	0.2
Occupational group									
White-collar occupations	100.0	72.7	27.3	7.2	2.3	6.7	2.9	7.9	.2
Professional specialty and technical	100.0	72.8	27.2	7.6	2.2	6.3	3.3	7.6	.2
Professional specialty	100.0	73.2	26.8	7.5	2.3	6.0	3.3	7.6	.2
Technical	100.0	71.8	28.2	7.9	2.0	7.1	3.3	7.9	.1
Executive, administrative, and managerial	100.0	72.3	27.7	8.3	2.7	5.7	3.1	7.5	.5
Sales	100.0	76.4	23.6	4.7	2.6	5.4	2.0	8.8	(²)
Administrative support, including clerical	100.0	70.7	29.3	7.2	2.0	9.0	2.9	8.2	.1
Blue-collar occupations	100.0	66.8	33.2	5.7	3.4	8.6	3.7	11.4	.3
Precision production, craft, and repair	100.0	67.3	32.7	6.0	3.2	8.1	3.9	11.3	.2
Machine operators, assemblers, and inspectors	100.0	64.2	35.8	6.5	4.5	10.2	3.8	10.3	.6
Transportation and material moving	100.0	66.8	33.2	5.5	2.9	8.1	3.9	12.7	.2
Handlers, equipment cleaners, helpers, and laborers	100.0	69.3	30.7	4.5	2.9	7.8	3.0	12.4	(²)
Service occupations	100.0	75.5	24.5	4.3	1.4	5.6	1.4	11.7	(²)
Industry group									
Goods-producing industries ³	100.0	66.5	33.5	6.6	3.4	8.9	4.1	10.0	.5
Construction	100.0	68.7	31.3	3.1	3.0	6.7	4.4	14.1	(²)
Manufacturing	100.0	66.1	33.9	7.5	3.5	9.5	3.9	9.0	.6
Durables	100.0	64.6	35.4	7.7	3.7	10.0	4.2	8.9	.9
Nondurables	100.0	68.4	31.6	7.2	3.1	8.6	3.4	9.2	.1
Service-producing industries ⁴	100.0	73.1	26.9	6.4	2.2	6.5	2.6	9.1	.1
Transportation and public utilities	100.0	67.9	32.1	8.0	2.2	8.5	3.8	9.5	.1
Wholesale trade	100.0	71.2	28.8	6.5	2.6	7.7	2.6	9.4	.1
Retail trade	100.0	77.9	22.1	4.0	1.6	4.4	1.2	11.0	(²)
Finance, insurance, and real estate	100.0	71.5	28.5	7.1	3.8	6.8	3.2	7.2	.2
Services	100.0	73.6	26.4	6.7	2.0	6.3	2.6	8.8	.1

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 91. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Private industry goods-producing and service-producing workers, by occupational group, March 1994

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	\$20.85	\$13.87	\$6.98	\$1.38	\$0.71	\$1.85	\$0.85	\$2.08	\$0.11
White-collar occupations	26.29	18.32	7.98	2.16	.62	2.08	.90	2.04	.17
Professional specialty and technical	30.23	20.75	9.48	2.68	.75	2.44	1.29	2.24	.09
Professional specialty	33.29	23.06	10.22	2.95	.84	2.52	1.43	2.38	.11
Technical	24.30	16.25	8.04	2.16	.57	2.29	1.00	1.95	.06
Executive, administrative, and managerial	37.34	26.52	10.81	3.20	.79	2.32	1.17	2.84	.50
Administrative support, including clerical	16.23	11.03	5.20	1.15	.44	1.73	.49	1.37	.03
Blue-collar occupations	18.75	12.14	6.62	1.08	.75	1.77	.83	2.12	.08
Precision production, craft, and repair	23.69	15.51	8.18	1.31	.84	2.04	1.13	2.77	.08
Machine operators, assemblers, and inspectors	16.98	10.75	6.22	1.12	.79	1.80	.70	1.71	.11
Transportation and material moving	18.81	12.04	6.77	1.01	.76	1.77	.92	2.23	.08
Handlers, equipment cleaners, helpers, and laborers	13.59	9.04	4.55	.58	.47	1.18	.52	1.77	.03
Service occupations	15.47	10.36	5.11	.97	.42	1.45	.68	1.52	.07
All workers, service-producing industries³	15.82	11.56	4.26	1.02	.36	1.03	.41	1.44	.02
White-collar occupations	19.26	14.13	5.14	1.35	.45	1.24	.54	1.53	.03
Professional specialty and technical	27.13	20.01	7.12	1.99	.58	1.59	.84	2.09	.04
Professional specialty	28.48	21.09	7.40	2.05	.64	1.60	.88	2.18	.05
Technical	23.87	17.41	6.46	1.82	.45	1.57	.73	1.87	.02
Executive, administrative, and managerial	29.26	21.29	7.97	2.40	.86	1.59	.89	2.17	.06
Sales	13.44	10.29	3.15	.62	.35	.72	.26	1.19	(⁴)
Administrative support, including clerical	14.38	10.25	4.13	1.03	.26	1.25	.41	1.16	(⁴)
Blue-collar occupations	14.70	10.30	4.40	.84	.38	1.07	.38	1.72	(⁴)
Precision production, craft, and repair	19.10	13.44	5.66	1.28	.51	1.37	.45	2.04	(⁴)
Transportation and material moving	16.38	11.15	5.23	.90	.38	1.23	.56	2.14	(⁴)
Handlers, equipment cleaners, helpers, and laborers	11.01	7.85	3.16	.52	.28	.79	.27	1.31	(⁴)
Service occupations	8.21	6.23	1.97	.34	.11	.45	.10	.97	(⁴)
Percent of total compensation									
All workers, goods-producing industries²	100.0	66.5	33.5	6.6	3.4	8.9	4.1	10.0	0.5
White-collar occupations	100.0	69.7	30.3	8.2	2.4	7.9	3.4	7.8	.7
Professional specialty and technical	100.0	68.6	31.4	8.9	2.5	8.1	4.3	7.4	.3
Professional specialty	100.0	69.3	30.7	8.9	2.5	7.6	4.3	7.2	.3
Technical	100.0	66.9	33.1	8.9	2.4	9.4	4.1	8.0	.3
Executive, administrative, and managerial	100.0	71.0	29.0	8.6	2.1	6.2	3.1	7.6	1.3
Administrative support, including clerical	100.0	68.0	32.0	7.1	2.7	10.7	3.0	8.4	.2
Blue-collar occupations	100.0	64.7	35.3	5.7	4.0	9.4	4.4	11.3	.4
Precision production, craft, and repair	100.0	65.5	34.5	5.5	3.6	8.6	4.8	11.7	.4
Machine operators, assemblers, and inspectors	100.0	63.3	36.7	6.6	4.6	10.6	4.1	10.1	.6
Transportation and material moving	100.0	64.0	36.0	5.4	4.0	9.4	4.9	11.9	.4
Handlers, equipment cleaners, helpers, and laborers	100.0	66.5	33.5	4.2	3.4	8.7	3.9	13.0	.2
Service occupations	100.0	67.0	33.0	6.3	2.7	9.4	4.4	9.8	.5
All workers, service-producing industries³	100.0	73.1	26.9	6.4	2.2	6.5	2.6	9.1	.1
White-collar occupations	100.0	73.3	26.7	7.0	2.3	6.5	2.8	7.9	.1
Professional specialty and technical	100.0	73.8	26.2	7.3	2.1	5.9	3.1	7.7	.1
Professional specialty	100.0	74.0	26.0	7.2	2.2	5.6	3.1	7.6	.2
Technical	100.0	72.9	27.1	7.6	1.9	6.6	3.0	7.8	.1
Executive, administrative, and managerial	100.0	72.8	27.2	8.2	2.9	5.4	3.0	7.4	.2
Sales	100.0	76.6	23.4	4.6	2.6	5.4	1.9	8.9	(⁴)
Administrative support, including clerical	100.0	71.3	28.7	7.2	1.8	8.7	2.8	8.1	(⁴)
Blue-collar occupations	100.0	70.1	29.9	5.7	2.6	7.3	2.6	11.7	(⁴)
Precision production, craft, and repair	100.0	70.3	29.7	6.7	2.6	7.2	2.4	10.7	(⁴)
Transportation and material moving	100.0	68.1	31.9	5.5	2.3	7.5	3.4	13.1	(⁴)
Handlers, equipment cleaners, helpers, and laborers	100.0	71.3	28.7	4.7	2.5	7.1	2.4	11.9	(⁴)
Service occupations	100.0	75.9	24.1	4.2	1.3	5.4	1.2	11.8	(⁴)

¹ Includes severance pay and supplemental unemployment benefits.

² Includes mining, construction, and manufacturing.

³ Includes transportation, communication, and public utilities; wholesale and retail trade; finance, insurance, and real estate; and service industries.

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

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

Table 92. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Private industry manufacturing and nonmanufacturing workers, by occupational group, March 1994

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	\$20.72	\$13.69	\$7.03	\$1.55	\$0.72	\$1.96	\$0.81	\$1.87	\$0.12
White-collar occupations	26.45	18.40	8.05	2.27	.56	2.15	.90	1.98	.19
Professional specialty and technical	29.46	20.35	9.10	2.65	.50	2.48	1.20	2.21	.07
Professional specialty	32.23	22.53	9.70	2.91	.48	2.56	1.34	2.35	.07
Technical	24.12	16.17	7.95	2.15	.55	2.32	.94	1.94	.05
Executive, administrative, and managerial	39.36	27.83	11.53	3.62	.87	2.45	1.26	2.68	.64
Administrative support, including clerical	16.47	11.15	5.33	1.22	.43	1.78	.49	1.38	.03
Blue-collar occupations	18.21	11.60	6.60	1.23	.80	1.88	.76	1.83	.09
Precision production, craft, and repair	24.13	15.38	8.76	1.82	1.04	2.40	1.08	2.31	.10
Machine operators, assemblers, and inspectors	16.98	10.75	6.22	1.13	.78	1.80	.70	1.71	.11
Transportation and material moving	18.60	11.93	6.67	1.15	.72	1.89	.85	1.98	.08
Handlers, equipment cleaners, helpers, and laborers	13.32	8.70	4.63	.74	.53	1.37	.47	1.49	.04
Service occupations	16.11	10.66	5.45	1.06	.45	1.58	.75	1.54	.08
All workers, nonmanufacturing industries	16.19	11.76	4.43	1.00	.38	1.06	.45	1.53	.02
White-collar occupations	19.41	14.22	5.19	1.35	.46	1.26	.55	1.55	.03
Professional specialty and technical	27.32	20.09	7.22	2.00	.63	1.60	.86	2.09	.04
Professional specialty	28.73	21.20	7.52	2.07	.71	1.61	.90	2.19	.05
Technical	23.92	17.42	6.50	1.83	.45	1.58	.74	1.88	.02
Executive, administrative, and managerial	29.37	21.36	8.01	2.37	.83	1.61	.89	2.25	.06
Sales	13.50	10.33	3.17	.62	.35	.73	.26	1.20	(²)
Administrative support, including clerical	14.39	10.25	4.14	1.03	.27	1.25	.41	1.17	(²)
Blue-collar occupations	16.03	11.10	4.93	.79	.42	1.15	.53	2.01	.02
Precision production, craft, and repair	20.70	14.31	6.39	1.07	.55	1.47	.74	2.53	.03
Transportation and material moving	16.71	11.28	5.43	.88	.43	1.26	.62	2.22	.02
Handlers, equipment cleaners, helpers, and laborers	11.54	8.17	3.37	.48	.29	.80	.33	1.48	(²)
Service occupations	8.21	6.23	1.97	.34	.11	.45	.10	.97	(²)
Percent of total compensation									
All workers, manufacturing industries	100.0	66.1	33.9	7.5	3.5	9.5	3.9	9.0	0.6
White-collar occupations	100.0	69.6	30.4	8.6	2.1	8.1	3.4	7.5	.7
Professional specialty and technical	100.0	69.1	30.9	9.0	1.7	8.4	4.1	7.5	.2
Professional specialty	100.0	69.9	30.1	9.0	1.5	7.9	4.2	7.3	.2
Technical	100.0	67.0	33.0	8.9	2.3	9.6	3.9	8.0	.2
Executive, administrative, and managerial	100.0	70.7	29.3	9.2	2.2	6.2	3.2	6.8	1.6
Administrative support, including clerical	100.0	67.7	32.3	7.4	2.6	10.8	3.0	8.4	.2
Blue-collar occupations	100.0	63.7	36.3	6.8	4.4	10.3	4.2	10.1	.5
Precision production, craft, and repair	100.0	63.7	36.3	7.6	4.3	9.9	4.5	9.6	.4
Machine operators, assemblers, and inspectors	100.0	63.3	36.7	6.6	4.6	10.6	4.1	10.1	.6
Transportation and material moving	100.0	64.1	35.9	6.2	3.9	10.2	4.6	10.7	.4
Handlers, equipment cleaners, helpers, and laborers	100.0	65.3	34.7	5.5	4.0	10.3	3.5	11.2	.3
Service occupations	100.0	66.2	33.8	6.6	2.8	9.8	4.7	9.5	.5
All workers, nonmanufacturing industries	100.0	72.6	27.4	6.2	2.3	6.5	2.8	9.5	.1
White-collar occupations	100.0	73.2	26.8	7.0	2.4	6.5	2.8	8.0	.1
Professional specialty and technical	100.0	73.6	26.4	7.3	2.3	5.8	3.1	7.7	.2
Professional specialty	100.0	73.8	26.2	7.2	2.5	5.6	3.1	7.6	.2
Technical	100.0	72.8	27.2	7.6	1.9	6.6	3.1	7.8	.1
Executive, administrative, and managerial	100.0	72.7	27.3	8.1	2.8	5.5	3.0	7.7	.2
Sales	100.0	76.5	23.5	4.6	2.6	5.4	1.9	8.9	(²)
Administrative support, including clerical	100.0	71.2	28.8	7.1	1.9	8.7	2.9	8.1	(²)
Blue-collar occupations	100.0	69.3	30.7	4.9	2.6	7.2	3.3	12.5	.1
Precision production, craft, and repair	100.0	69.1	30.9	5.2	2.7	7.1	3.6	12.2	.2
Transportation and material moving	100.0	67.5	32.5	5.3	2.6	7.5	3.7	13.3	.1
Handlers, equipment cleaners, helpers, and laborers	100.0	70.8	29.2	4.1	2.5	6.9	2.9	12.8	(²)
Service occupations	100.0	75.9	24.1	4.2	1.3	5.4	1.2	11.8	(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 93. 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 1994

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	\$23.26	\$14.76	\$8.51	\$1.66	\$0.75	\$2.46	\$1.23	\$2.30	\$0.11
Blue-collar occupations	24.18	14.84	9.35	1.63	.92	2.65	1.42	2.59	.14
Goods-producing industries ²	25.19	15.22	9.98	1.62	1.01	2.90	1.60	2.64	.20
Service-producing industries ³	21.50	14.34	7.17	1.68	.51	2.06	.90	1.99	.03
Manufacturing	23.68	14.10	9.58	1.80	1.10	2.88	1.33	2.25	.22
Blue-collar occupations	23.77	14.05	9.72	1.80	1.13	2.93	1.35	2.28	.23
Nonmanufacturing	23.01	15.15	7.86	1.57	.54	2.21	1.18	2.33	.04
All nonunion workers, private industry	16.04	11.70	4.34	1.02	.39	1.03	.40	1.48	.03
Blue-collar occupations	13.74	9.76	3.98	.68	.43	.92	.28	1.65	(⁴)
Goods-producing industries ²	19.20	13.36	5.84	1.29	.59	1.45	.56	1.87	.08
Service-producing industries ³	15.19	11.25	3.94	.94	.34	.91	.35	1.38	.02
Manufacturing	19.59	13.54	6.06	1.45	.57	1.61	.61	1.73	.09
Blue-collar occupations	14.87	10.13	4.73	.89	.60	1.25	.41	1.57	(⁴)
Nonmanufacturing	15.34	11.33	4.00	.93	.36	.91	.36	1.43	.02
Percent of total compensation									
All union workers, private industry	100.0	63.4	36.6	7.1	3.2	10.6	5.3	9.9	0.5
Blue-collar occupations	100.0	61.3	38.7	6.7	3.8	11.0	5.9	10.7	.6
Goods-producing industries ²	100.0	60.4	39.6	6.4	4.0	11.5	6.3	10.5	.8
Service-producing industries ³	100.0	66.7	33.3	7.8	2.3	9.6	4.2	9.2	.1
Manufacturing	100.0	59.5	40.5	7.6	4.6	12.2	5.6	9.5	.9
Blue-collar occupations	100.0	59.1	40.9	7.6	4.8	12.3	5.7	9.6	1.0
Nonmanufacturing	100.0	65.8	34.2	6.8	2.3	9.6	5.1	10.1	.2
All nonunion workers, private industry	100.0	72.9	27.1	6.3	2.4	6.4	2.5	9.2	.2
Blue-collar occupations	100.0	71.0	29.0	5.0	3.1	6.7	2.0	12.0	(⁴)
Goods-producing industries ²	100.0	69.6	30.4	6.7	3.1	7.6	2.9	9.7	.4
Service-producing industries ³	100.0	74.1	25.9	6.2	2.2	6.0	2.3	9.1	.1
Manufacturing	100.0	69.1	30.9	7.4	2.9	8.2	3.1	8.8	.4
Blue-collar occupations	100.0	68.2	31.8	6.0	4.0	8.4	2.8	10.6	(⁴)
Nonmanufacturing	100.0	73.9	26.1	6.1	2.3	5.9	2.3	9.3	.1

¹ Includes severance pay and supplemental unemployment benefits.

² Includes mining, construction, and manufacturing.

³ Includes transportation, communication, and public utilities; wholesale and retail trade; finance, insurance, and real estate; and service industries.

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

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

Table 94. 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 1994

Industry and occupational group, and employment size	Total compensation	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	\$17.08	\$12.14	\$4.94	\$1.11	\$0.44	\$1.23	\$0.52	\$1.60	\$0.04
1-99 workers	14.58	10.72	3.86	.78	.34	.90	.33	1.49	(²)
100 or more workers	19.45	13.48	5.97	1.42	.54	1.55	.70	1.70	.07
100-499 workers	15.88	11.37	4.51	.99	.40	1.12	.45	1.50	.05
500 or more workers	23.35	15.79	7.56	1.89	.69	2.01	.96	1.91	.09
Goods-producing industries ³	20.85	13.87	6.98	1.38	.71	1.85	.85	2.08	.11
1-99 workers	18.17	12.60	5.57	.83	.57	1.31	.59	2.24	.03
100 or more workers	22.26	14.54	7.72	1.68	.77	2.14	.98	2.00	.15
100-499 workers	18.35	12.50	5.85	1.15	.57	1.57	.63	1.82	.11
500 or more workers	26.11	16.55	9.56	2.19	.97	2.70	1.32	2.18	.19
Service-producing industries ⁴	15.82	11.56	4.26	1.02	.36	1.03	.41	1.44	.02
1-99 workers	13.80	10.31	3.49	.77	.29	.81	.27	1.33	(²)
100 or more workers	18.13	12.99	5.15	1.30	.43	1.27	.56	1.56	.03
100-499 workers	14.80	10.88	3.92	.91	.33	.92	.37	1.37	.02
500 or more workers	21.94	15.40	6.55	1.74	.55	1.67	.78	1.78	.04
White-collar occupations	20.26	14.72	5.54	1.46	.47	1.36	.59	1.60	.05
1-99 workers	17.68	13.17	4.51	1.12	.42	1.09	.40	1.47	(²)
100 or more workers	22.49	16.06	6.43	1.76	.52	1.60	.76	1.72	.07
100-499 workers	18.70	13.71	4.98	1.27	.40	1.22	.50	1.50	.09
500 or more workers	25.94	18.20	7.74	2.20	.63	1.93	1.00	1.92	.06
Blue-collar occupations	16.92	11.31	5.62	.97	.58	1.45	.63	1.94	.05
1-99 workers	14.79	10.37	4.42	.65	.40	1.04	.41	1.91	.02
100 or more workers	18.94	12.19	6.75	1.28	.75	1.84	.84	1.96	.08
100-499 workers	15.82	10.72	5.10	.90	.55	1.31	.56	1.76	(²)
500 or more workers	22.86	14.03	8.83	1.75	1.00	2.51	1.18	2.21	.18
Percent of total compensation									
All workers in private industry	100.0	71.1	28.9	6.5	2.6	7.2	3.0	9.4	0.2
1-99 workers	100.0	73.5	26.5	5.4	2.3	6.2	2.3	10.2	(²)
100 or more workers	100.0	69.3	30.7	7.3	2.8	8.0	3.6	8.7	.3
100-499 workers	100.0	71.6	28.4	6.2	2.5	7.0	2.8	9.5	.3
500 or more workers	100.0	67.6	32.4	8.1	3.0	8.6	4.1	8.2	.4
Goods-producing industries ³	100.0	66.5	33.5	6.6	3.4	8.9	4.1	10.0	.5
1-99 workers	100.0	69.3	30.7	4.6	3.2	7.2	3.2	12.3	.2
100 or more workers	100.0	65.3	34.7	7.5	3.5	9.6	4.4	9.0	.7
100-499 workers	100.0	68.1	31.9	6.3	3.1	8.5	3.5	9.9	.6
500 or more workers	100.0	63.4	36.6	8.4	3.7	10.3	5.1	8.4	.7
Service-producing industries ⁴	100.0	73.1	26.9	6.4	2.2	6.5	2.6	9.1	.1
1-99 workers	100.0	74.7	25.3	5.6	2.1	5.9	2.0	9.7	(²)
100 or more workers	100.0	71.6	28.4	7.2	2.4	7.0	3.1	8.6	.2
100-499 workers	100.0	73.5	26.5	6.2	2.2	6.2	2.5	9.2	.1
500 or more workers	100.0	70.2	29.8	7.9	2.5	7.6	3.6	8.1	.2
White-collar occupations	100.0	72.7	27.3	7.2	2.3	6.7	2.9	7.9	.2
1-99 workers	100.0	74.5	25.5	6.3	2.4	6.2	2.2	8.3	(²)
100 or more workers	100.0	71.4	28.6	7.8	2.3	7.1	3.4	7.6	.3
100-499 workers	100.0	73.3	26.7	6.8	2.1	6.5	2.7	8.0	.5
500 or more workers	100.0	70.2	29.8	8.5	2.4	7.5	3.8	7.4	.2
Blue-collar occupations	100.0	66.8	33.2	5.7	3.4	8.6	3.7	11.4	.3
1-99 workers	100.0	70.1	29.9	4.4	2.7	7.0	2.7	12.9	.1
100 or more workers	100.0	64.4	35.6	6.7	4.0	9.7	4.4	10.4	.4
100-499 workers	100.0	67.8	32.2	5.7	3.5	8.3	3.5	11.1	(²)
500 or more workers	100.0	61.4	38.6	7.7	4.4	11.0	5.2	9.7	.8

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 95. 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 1994

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	\$18.01	\$13.06	\$4.94	\$1.31	\$0.46	\$1.23	\$0.43	\$1.51	(²)
Professional specialty and technical	24.95	18.28	6.67	1.86	.77	1.43	.57	2.02	\$.02
Professional speciality	28.39	20.86	7.53	2.18	.91	1.55	.64	2.22	.03
Nurses	27.21	19.66	7.55	2.01	1.09	1.52	.67	2.24	.02
Technical	18.96	13.78	5.18	1.29	.51	1.22	.46	1.68	(²)
Administrative support, including clerical	13.90	9.76	4.14	.99	.26	1.34	.46	1.08	(²)
Service occupations	10.81	7.76	3.05	.67	.25	.84	.19	1.09	(²)
Hospitals	20.65	14.57	6.08	1.66	.65	1.65	.47	1.63	.02
Professional specialty and technical	25.08	17.92	7.16	2.00	.95	1.64	.55	2.00	.02
Professional speciality	27.25	19.66	7.59	2.14	1.05	1.62	.59	2.16	.02
Nurses	27.77	19.95	7.82	2.11	1.24	1.62	.60	2.23	.02
Technical	19.15	13.18	5.97	1.62	.69	1.67	.43	1.55	.02
Administrative support, including clerical	14.82	10.13	4.69	1.19	.29	1.67	.39	1.14	.02
Service occupations	13.14	8.80	4.33	.97	.39	1.59	.29	1.07	.02
Nursing homes	11.06	8.15	2.91	.66	.23	.57	.10	1.34	(²)
Professional specialty and technical	17.41	12.96	4.45	1.10	.43	.63	.16	2.12	(²)
Professional speciality	19.50	14.86	4.64	1.24	.39	.59	.17	2.24	(²)
Technical	15.68	11.38	4.29	.98	.46	.66	.16	2.03	(²)
Service occupations	8.87	6.45	2.41	.49	.19	.53	.08	1.12	(²)
Percent of total compensation									
Health services	100.0	72.5	27.5	7.2	2.5	6.8	2.4	8.4	(²)
Professional specialty and technical	100.0	73.3	26.7	7.4	3.1	5.7	2.3	8.1	.1
Professional speciality	100.0	73.5	26.5	7.7	3.2	5.5	2.3	7.8	.1
Nurses	100.0	72.3	27.7	7.4	4.0	5.6	2.4	8.2	.1
Technical	100.0	72.7	27.3	6.8	2.7	6.4	2.4	8.9	(²)
Administrative support, including clerical	100.0	70.2	29.8	7.1	1.9	9.6	3.3	7.8	(²)
Service occupations	100.0	71.8	28.2	6.2	2.3	7.7	1.7	10.1	(²)
Hospitals	100.0	70.6	29.4	8.0	3.2	8.0	2.3	7.9	.1
Professional specialty and technical	100.0	71.5	28.5	8.0	3.8	6.5	2.2	8.0	.1
Professional speciality	100.0	72.1	27.9	7.9	3.8	6.0	2.2	7.9	.1
Nurses	100.0	71.8	28.2	7.6	4.5	5.9	2.2	8.0	.1
Technical	100.0	68.8	31.2	8.5	3.6	8.7	2.2	8.1	.1
Administrative support, including clerical	100.0	68.4	31.6	8.0	2.0	11.2	2.6	7.7	.1
Service occupations	100.0	67.0	33.0	7.4	3.0	12.1	2.2	8.1	.2
Nursing homes	100.0	73.7	26.3	6.0	2.1	5.1	.9	12.1	(²)
Professional specialty and technical	100.0	74.4	25.6	6.3	2.5	3.6	.9	12.2	(²)
Professional speciality	100.0	76.2	23.8	6.4	2.0	3.0	.9	11.5	(²)
Technical	100.0	72.6	27.4	6.3	3.0	4.2	1.0	12.9	(²)
Service occupations	100.0	72.8	27.2	5.5	2.2	5.9	.9	12.7	(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 96. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Private industry transportation equipment manufacturing workers, by industry and occupational group, March 1994

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)	\$30.67	\$17.78	\$12.89	\$2.48	\$1.52	\$3.78	\$2.17	\$2.57	\$0.38
White-collar occupations	31.98	21.37	10.61	2.90	.73	2.95	1.53	2.38	.11
Professional specialty and technical	33.29	22.64	10.65	3.04	.57	2.91	1.50	2.52	.10
Executive, administrative, and managerial	38.66	26.70	11.96	3.63	.54	3.17	1.83	2.71	.07
Blue-collar occupations	30.13	16.12	14.01	2.30	1.91	4.15	2.48	2.66	.51
Service occupations	28.51	15.72	12.79	2.05	1.30	4.54	2.06	2.39	.45
Aircraft manufacturing (SIC 3721)	29.34	19.53	9.82	2.54	1.05	2.70	1.27	2.23	.03
White-collar occupations	30.33	20.67	9.67	2.80	.55	2.65	1.42	2.20	.04
Blue-collar occupations	28.01	17.91	10.10	2.14	1.83	2.75	1.06	2.30	.02
Percent of total compensation									
Transportation equipment manufacturing (SIC 37)	100.0	58.0	42.0	8.1	4.9	12.3	7.1	8.4	1.2
White-collar occupations	100.0	66.8	33.2	9.1	2.3	9.2	4.8	7.5	.4
Professional specialty and technical	100.0	68.0	32.0	9.1	1.7	8.7	4.5	7.6	.3
Executive, administrative, and managerial	100.0	69.1	30.9	9.4	1.4	8.2	4.7	7.0	.2
Blue-collar occupations	100.0	53.5	46.5	7.6	6.3	13.8	8.2	8.8	1.7
Service occupations	100.0	55.1	44.9	7.2	4.6	15.9	7.2	8.4	1.6
Aircraft manufacturing (SIC 3721)	100.0	66.5	33.5	8.6	3.6	9.2	4.3	7.6	.1
White-collar occupations	100.0	68.1	31.9	9.2	1.8	8.8	4.7	7.2	.1
Blue-collar occupations	100.0	63.9	36.1	7.6	6.5	9.8	3.8	8.2	.1

¹ Includes severance pay and supplemental unemployment benefits.

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

Table 97. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Civilian workers, by major occupational group, March 1993

Compensation component	Civilian workers		White-collar		Blue-collar		Service	
	Cost	Percent	Cost	Percent	Cost	Percent	Cost	Percent
Total compensation	\$17.88	100.0	\$21.23	100.0	\$16.58	100.0	\$10.04	100.0
Wages and salaries	12.68	70.9	15.38	72.4	11.08	66.8	7.25	72.2
Total benefits	5.20	29.1	5.86	27.6	5.50	33.2	2.79	27.8
Paid leave	1.22	6.8	1.55	7.3	1.02	6.1	.58	5.8
Vacation .....	.55	3.1	.67	3.1	.52	3.1	.26	2.6
Holiday .....	.41	2.3	.52	2.4	.36	2.2	.18	1.8
Sick .....	.19	1.1	.27	1.3	.10	.6	.11	1.0
Other .....	.07	.4	.09	.4	.05	.3	.03	.3
Supplemental pay .....	.39	2.2	.38	1.8	.55	3.3	.17	1.7
Premium ¹ .....	.17	1.0	.09	.4	.38	2.3	.09	.9
Shift differential .....	.05	.3	.04	.2	.06	.4	.05	.5
Nonproduction bonuses .....	.17	.9	.25	1.2	.11	.7	.03	.3
Insurance	1.32	7.4	1.48	7.0	1.42	8.6	.69	6.8
Life .....	.05	.3	.06	.3	.05	.3	.02	.2
Health	1.22	6.8	1.37	6.5	1.31	7.9	.65	6.5
Sickness and accident .....	.05	.3	.05	.3	.06	.4	.02	.2
Retirement and savings .....	.70	3.9	.87	4.1	.61	3.7	.35	3.5
Pensions .....	.61	3.4	.74	3.5	.53	3.2	.34	3.4
Savings and thrift .....	.09	.5	.12	.6	.08	.5	(²)	(²)
Legally required benefits	1.53	8.6	1.54	7.3	1.84	11.1	1.00	10.0
Social Security ³	1.00	5.6	1.17	5.5	.96	5.8	.58	5.8
Federal unemployment insurance .....	.03	.2	.03	.1	.03	.2	.03	.3
State unemployment insurance .....	.10	.6	.10	.4	.13	.8	.08	.8
Workers' compensation .....	.38	2.1	.24	1.1	.68	4.1	.30	3.0
Other benefits ⁴ .....	.04	.2	.04	.2	.06	.4	(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 The total employer's cost for Social Security is comprised of an OASDI portion and a Medicare portion. OASDI is the acronym for

Old-Age, Survivors, and Disability Insurance.

⁴ Includes severance pay and supplemental unemployment benefits.

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

Table 98. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Civilian workers, by occupational and industry group, March 1993

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	\$17.88	\$12.68	\$5.20	\$1.22	\$0.39	\$1.32	\$0.70	\$1.53	\$0.04
Occupational group									
White-collar occupations	21.23	15.38	5.86	1.55	.38	1.48	.87	1.54	.04
Professional specialty and technical	29.33	21.41	7.92	2.05	.42	1.94	1.51	1.96	.04
Executive, administrative, and managerial	30.48	21.98	8.50	2.65	.67	1.76	1.19	2.13	.10
Administrative support, including clerical	14.36	10.05	4.31	1.08	.25	1.35	.50	1.12	.02
Blue-collar occupations	16.58	11.08	5.50	1.02	.55	1.42	.61	1.84	.06
Service occupations	10.04	7.25	2.79	.58	.17	.69	.35	1.00	(²)
Industry group									
Services	18.91	13.80	5.11	1.26	.27	1.29	.83	1.43	.02
Health services	17.55	12.66	4.88	1.36	.44	1.16	.49	1.42	(²)
Hospitals	19.74	13.83	5.91	1.69	.60	1.54	.56	1.51	(²)
Educational services	26.87	19.56	7.32	1.63	.08	2.09	1.95	1.53	.03
Elementary and secondary education	27.24	19.78	7.46	1.54	.08	2.25	2.09	1.47	.04
Higher education	27.39	20.02	7.37	1.86	.10	1.91	1.81	1.68	(²)
Percent of total compensation									
Civilian workers	100.0	70.9	29.1	6.8	2.2	7.4	3.9	8.6	0.2
Occupational group									
White-collar occupations	100.0	72.4	27.6	7.3	1.8	7.0	4.1	7.3	.2
Professional specialty and technical	100.0	73.0	27.0	7.0	1.4	6.6	5.1	6.7	.1
Executive, administrative, and managerial	100.0	72.1	27.9	8.7	2.2	5.8	3.9	7.0	.3
Administrative support, including clerical	100.0	70.0	30.0	7.5	1.7	9.4	3.4	7.8	.1
Blue-collar occupations	100.0	66.8	33.2	6.1	3.3	8.6	3.7	11.1	.4
Service occupations	100.0	72.2	27.8	5.8	1.7	6.8	3.5	10.0	(²)
Industry group									
Services	100.0	73.0	27.0	6.7	1.4	6.8	4.4	7.6	.1
Health services	100.0	72.2	27.8	7.8	2.5	6.6	2.8	8.1	(²)
Hospitals	100.0	70.0	30.0	8.6	3.0	7.8	2.8	7.7	(²)
Educational services	100.0	72.8	27.2	6.1	.3	7.8	7.3	5.7	.1
Elementary and secondary education	100.0	72.6	27.4	5.7	.3	8.3	7.7	5.4	.1
Higher education	100.0	73.1	26.9	6.8	.4	7.0	6.6	6.2	(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 99. 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 1993

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	\$24.44	100.0	\$27.67	100.0	\$17.04	100.0	\$26.02	100.0
Wages and salaries	17.00	69.6	19.72	71.3	10.83	63.5	18.58	71.4
Total benefits	7.44	30.4	7.95	28.7	6.21	36.5	7.44	28.6
Paid leave	1.86	7.6	1.98	7.1	1.58	9.3	1.74	6.7
Vacation .....	.62	2.5	.59	2.1	.66	3.9	.47	1.8
Holiday .....	.60	2.5	.64	2.3	.49	2.9	.57	2.2
Sick .....	.48	2.0	.55	2.0	.32	1.9	.52	2.0
Other .....	.16	.7	.19	.7	.11	.6	.18	.7
Supplemental pay .....	.21	.9	.14	.5	.37	2.2	.16	.6
Premium ² .....	.10	.4	.04	.2	.20	1.2	.05	.2
Shift differential .....	.04	.2	.03	.1	.10	.6	.04	.2
Nonproduction bonuses .....	.07	.3	.07	.2	.07	.4	.07	.3
Insurance	2.02	8.3	2.17	7.8	1.65	9.7	2.12	8.1
Life .....	.05	.2	.06	.2	.04	.2	.05	.2
Health	1.93	7.9	2.07	7.5	1.59	9.3	2.03	7.8
Sickness and accident .....	.04	.2	.05	.2	.03	.2	.04	.2
Retirement and savings	1.87	7.6	2.08	7.5	1.50	8.8	1.95	7.5
Pensions	1.85	7.6	2.06	7.4	1.49	8.7	1.94	7.5
Savings and thrift .....	.02	.1	.02	.1	(³)	(³)	(³)	(³)
Legally required benefits	1.44	5.9	1.55	5.6	1.09	6.4	1.45	5.6
Social Security ⁴	1.09	4.5	1.25	4.5	.69	4.1	1.16	4.5
Federal unemployment insurance	(³)	(³)	(³)	(³)	(³)	(³)	(³)	(³)
State unemployment insurance .....	.04	.2	.05	.2	.04	.2	.04	.2
Workers' compensation .....	.30	1.2	.26	.9	.35	2.1	.25	.9
Other benefits ⁵ .....	.03	.1	.03	.1	.02	.1	.03	.1

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 Cost per hour worked is \$0.01 or less.

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

⁵ Includes severance pay and supplemental unemployment benefits.

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

Table 100. 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 1993

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	\$24.44	\$17.00	\$7.44	\$1.86	\$0.21	\$2.02	\$1.87	\$1.44	\$0.03
Occupational group									
White-collar occupations	27.67	19.72	7.95	1.98	.14	2.17	2.08	1.55	.03
Professional specialty and technical	32.91	24.07	8.83	1.95	.16	2.37	2.54	1.77	.04
Executive, administrative, and managerial	30.66	21.26	9.39	3.07	.15	2.02	2.35	1.80	.02
Administrative support, including clerical	15.59	10.18	5.41	1.44	.09	1.85	1.01	.99	.02
Blue-collar occupations	18.78	12.13	6.65	1.71	.35	1.84	1.32	1.42	(²)
Service occupations	17.04	10.83	6.21	1.58	.37	1.65	1.50	1.09	.02
Industry group									
Services	26.02	18.58	7.44	1.74	.16	2.12	1.95	1.45	.03
Health services	19.31	12.91	6.41	1.97	.50	1.56	1.02	1.33	.02
Hospitals	19.60	13.20	6.40	2.01	.49	1.53	1.02	1.34	.02
Educational services	27.68	20.00	7.68	1.69	.09	2.24	2.15	1.49	.03
Elementary and secondary education	27.88	20.18	7.70	1.59	.08	2.32	2.21	1.46	.04
Higher education	28.13	20.29	7.84	1.97	.12	2.07	2.06	1.61	(²)
Public administration	21.35	14.02	7.33	2.10	.28	1.79	1.80	1.32	.03
Percent of total compensation									
State and local government workers	100.0	69.6	30.4	7.6	0.9	8.3	7.6	5.9	0.1
Occupational group									
White-collar occupations	100.0	71.3	28.7	7.1	.5	7.8	7.5	5.6	.1
Professional specialty and technical	100.0	73.2	26.8	5.9	.5	7.2	7.7	5.4	.1
Executive, administrative, and managerial	100.0	69.4	30.6	10.0	.5	6.6	7.7	5.9	.1
Administrative support, including clerical	100.0	65.3	34.7	9.3	.6	11.9	6.5	6.3	.1
Blue-collar occupations	100.0	64.6	35.4	9.1	1.9	9.8	7.0	7.6	(²)
Service occupations	100.0	63.5	36.5	9.3	2.2	9.7	8.8	6.4	.1
Industry group									
Services	100.0	71.4	28.6	6.7	.6	8.1	7.5	5.6	.1
Health services	100.0	66.8	33.2	10.2	2.6	8.1	5.3	6.9	.1
Hospitals	100.0	67.3	32.7	10.2	2.5	7.8	5.2	6.8	.1
Educational services	100.0	72.2	27.8	6.1	.3	8.1	7.8	5.4	.1
Elementary and secondary education	100.0	72.4	27.6	5.7	.3	8.3	7.9	5.3	.1
Higher education	100.0	72.1	27.9	7.0	.4	7.4	7.3	5.7	(²)
Public administration	100.0	65.7	34.3	9.8	1.3	8.4	8.4	6.2	.1

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 101. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Private industry workers, by major industry group, March 1993

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	\$16.70	100.0	\$20.22	100.0	\$15.51	100.0	\$20.09	100.0	\$15.85	100.0
Wages and salaries	11.90	71.3	13.54	67.0	11.34	73.1	13.35	66.4	11.54	72.8
Total benefits	4.80	28.7	6.67	33.0	4.17	26.9	6.74	33.6	4.31	27.2
Paid leave	1.11	6.6	1.38	6.8	1.01	6.5	1.52	7.6	1.00	6.3
Vacation .....	.54	3.2	.72	3.5	.48	3.1	.78	3.9	.48	3.0
Holiday .....	.38	2.3	.50	2.5	.34	2.2	.56	2.8	.33	2.1
Sick .....	.14	.8	.11	.6	.15	1.0	.13	.6	.14	.9
Other .....	.05	.3	.05	.3	.05	.3	.06	.3	.05	.3
Supplemental pay .....	.42	2.5	.67	3.3	.34	2.2	.71	3.5	.35	2.2
Premium ³ .....	.19	1.1	.39	1.9	.12	.8	.39	1.9	.14	.9
Shift differential .....	.05	.3	.08	.4	.04	.3	.10	.5	.04	.3
Nonproduction bonuses .....	.19	1.1	.21	1.0	.18	1.2	.23	1.1	.18	1.1
Insurance	1.19	7.2	1.74	8.6	1.01	6.5	1.86	9.3	1.03	6.5
Life .....	.05	.3	.07	.3	.04	.3	.08	.4	.04	.3
Health	1.10	6.6	1.59	7.9	.93	6.0	1.69	8.4	.95	6.0
Sickness and accident .....	.05	.3	.08	.4	.04	.3	.09	.4	.04	.3
Retirement and savings .....	.48	2.9	.77	3.8	.39	2.5	.72	3.6	.43	2.7
Pensions .....	.38	2.3	.60	3.0	.31	2.0	.55	2.7	.34	2.1
Savings and thrift .....	.10	.6	.17	.8	.08	.5	.17	.9	.09	.5
Legally required benefits	1.55	9.3	1.99	9.8	1.40	9.0	1.79	8.9	1.49	9.4
Social Security ⁴ .....	.99	5.9	1.17	5.8	.93	6.0	1.16	5.8	.95	6.0
Federal unemployment insurance .....	.03	.2	.03	.2	.03	.2	.03	.2	.03	.2
State unemployment insurance .....	.11	.7	.15	.8	.10	.7	.14	.7	.11	.7
Workers' compensation .....	.39	2.3	.63	3.1	.31	2.0	.44	2.2	.38	2.4
Other benefits ⁵ .....	.04	.2	.12	.6	(⁶)	(⁶)	.14	.7	.02	.1

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 The total employer's cost for Social Security is comprised of an OASDI

portion and a Medicare portion. OASDI is the acronym for Old-Age, Survivors, and Disability Insurance.

⁵ Includes severance pay and supplemental unemployment benefits.

⁶ Cost per hour worked is \$0.01 or less.

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

Table 102. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Private industry workers, by major occupational group, March 1993

Compensation component	All workers in private industry		White-collar		Blue-collar		Service	
	Cost	Percent	Cost	Percent	Cost	Percent	Cost	Percent
Total compensation	\$16.70	100.0	\$19.67	100.0	\$16.43	100.0	\$8.54	100.0
Wages and salaries	11.90	71.3	14.32	72.8	11.01	67.0	6.48	75.9
Total benefits	4.80	28.7	5.35	27.2	5.42	33.0	2.06	24.1
Paid leave	1.11	6.6	1.44	7.3	.97	5.9	.36	4.3
Vacation .....	.54	3.2	.69	3.5	.50	3.1	.18	2.1
Holiday .....	.38	2.3	.49	2.5	.35	2.1	.12	1.3
Sick .....	.14	.8	.21	1.1	.08	.5	.06	.7
Other .....	.05	.3	.06	.3	.04	.3	(¹)	(¹)
Supplemental pay .....	.42	2.5	.44	2.2	.56	3.4	.12	1.4
Premium ² .....	.19	1.1	.10	.5	.38	2.3	.07	.8
Shift differential .....	.05	.3	.05	.2	.07	.4	.03	.4
Nonproduction bonuses .....	.19	1.1	.29	1.5	.11	.7	.02	.3
Insurance	1.19	7.2	1.32	6.7	1.39	8.5	.48	5.6
Life .....	.05	.3	.06	.3	.05	.3	(¹)	(¹)
Health	1.10	6.6	1.20	6.1	1.28	7.8	.45	5.3
Sickness and accident .....	.05	.3	.06	.3	.06	.4	(¹)	(¹)
Retirement and savings .....	.48	2.9	.57	2.9	.56	3.4	.11	1.2
Pensions .....	.38	2.3	.42	2.2	.47	2.9	.09	1.1
Savings and thrift .....	.10	.6	.15	.7	.09	.5	(¹)	(¹)
Legally required benefits	1.55	9.3	1.54	7.8	1.87	11.4	.98	11.5
Social Security ³ .....	.99	5.9	1.16	5.9	.96	5.8	.56	6.5
Federal unemployment insurance .....	.03	.2	.03	.2	.03	.2	.03	.4
State unemployment insurance .....	.11	.7	.11	.5	.14	.9	.09	1.1
Workers' compensation .....	.39	2.3	.23	1.2	.70	4.3	.29	3.4
Other benefits ⁴ .....	.04	.2	.04	.2	.07	.4	(¹)	(¹)

¹ Cost per hour worked is \$0.01 or less.

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

³ The total employer's cost for Social Security is comprised of an OASDI portion and a Medicare portion. OASDI is the acronym for

Old-Age, Survivors, and Disability Insurance.

⁴ Includes severance pay and supplemental unemployment benefits.

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

Table 103. 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 1993

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	\$19.44	100.0	\$14.81	100.0	\$15.93	100.0	\$17.43	100.0	\$21.86	100.0	\$15.76	100.0
Wages and salaries	13.78	70.9	10.74	72.5	11.09	69.6	12.55	72.0	13.98	64.0	11.52	73.1
Total benefits	5.66	29.1	4.07	27.5	4.84	30.4	4.87	28.0	7.88	36.0	4.24	26.9
Paid leave	1.40	7.2	.94	6.4	1.04	6.6	1.09	6.3	1.58	7.2	1.02	6.5
Vacation .....	.66	3.4	.47	3.2	.52	3.3	.53	3.1	.84	3.9	.48	3.1
Holiday .....	.48	2.5	.32	2.1	.36	2.3	.37	2.1	.51	2.3	.35	2.2
Sick .....	.20	1.0	.11	.8	.12	.7	.15	.8	.16	.7	.14	.9
Other .....	.07	.4	.04	.3	.04	.3	.04	.2	.07	.3	.04	.3
Supplemental pay .....	.50	2.6	.33	2.2	.48	3.0	.42	2.4	.73	3.3	.37	2.3
Premium ² .....	.18	.9	.17	1.1	.21	1.3	.19	1.1	.48	2.2	.13	.8
Shift differential .....	.06	.3	.04	.3	.06	.4	.05	.3	.13	.6	.04	.2
Nonproduction bonuses .....	.26	1.3	.12	.8	.21	1.3	.18	1.0	.13	.6	.20	1.3
Insurance	1.42	7.3	.99	6.7	1.26	7.9	1.17	6.7	2.25	10.3	1.00	6.4
Life .....	.06	.3	.04	.3	.05	.3	.05	.3	.08	.4	.04	.3
Health	1.31	6.7	.91	6.1	1.15	7.2	1.08	6.2	2.07	9.5	.92	5.8
Sickness and accident .....	.05	.3	.04	.3	.06	.4	.04	.2	.10	.5	.04	.3
Retirement and savings .....	.58	3.0	.41	2.7	.49	3.1	.49	2.8	1.03	4.7	.38	2.4
Pensions .....	.48	2.4	.31	2.1	.40	2.5	.36	2.1	.93	4.3	.28	1.8
Savings and thrift .....	.11	.6	.10	.7	.09	.6	.13	.7	.11	.5	.10	.7
Legally required benefits	1.73	8.9	1.38	9.3	1.50	9.4	1.66	9.5	2.14	9.8	1.44	9.1
Social Security ³	1.12	5.8	.89	6.0	.95	6.0	1.04	6.0	1.22	5.6	.95	6.0
Federal unemployment insurance .....	.03	.2	.03	.2	.03	.2	.03	.2	.03	.1	.03	.2
State unemployment insurance .....	.16	.8	.08	.6	.12	.7	.12	.7	.16	.7	.11	.7
Workers' compensation .....	.39	2.0	.36	2.5	.37	2.3	.47	2.7	.67	3.1	.34	2.2
Other benefits ⁴ .....	.03	.1	.02	.1	.08	.5	.05	.3	.14	.7	.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 The total employer's cost for Social Security is comprised of an OASDI portion and a Medicare portion. OASDI is the acronym for Old-Age, Survivors, and Disability Insurance.

⁴ Includes severance pay and supplemental unemployment benefits.

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

Table 104. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Private industry workers, by establishment employment size, March 1993

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	\$16.70	100.0	\$14.56	100.0	\$18.52	100.0	\$15.21	100.0	\$21.92	100.0
Wages and salaries	11.90	71.3	10.75	73.8	12.88	69.5	10.92	71.8	14.89	68.0
Total benefits	4.80	28.7	3.81	26.2	5.64	30.5	4.29	28.2	7.02	32.0
Paid leave	1.11	6.6	.81	5.5	1.36	7.3	.96	6.3	1.78	8.1
Vacation .....	.54	3.2	.38	2.6	.67	3.6	.46	3.0	.89	4.1
Holiday .....	.38	2.3	.28	2.0	.46	2.5	.33	2.2	.58	2.7
Sick .....	.14	.8	.10	.7	.17	.9	.12	.8	.22	1.0
Other .....	.05	.3	.03	.2	.06	.3	.04	.3	.08	.4
Supplemental pay .....	.42	2.5	.33	2.2	.51	2.7	.36	2.4	.66	3.0
Premium ¹ .....	.19	1.1	.13	.9	.24	1.3	.20	1.3	.27	1.2
Shift differential .....	.05	.3	(²)	(²)	.09	.5	.05	.3	.14	.6
Nonproduction bonuses .....	.19	1.1	.19	1.3	.18	1.0	.11	.7	.25	1.1
Insurance	1.19	7.2	.89	6.1	1.46	7.9	1.07	7.0	1.86	8.5
Life .....	.05	.3	.04	.2	.06	.3	.04	.3	.07	.3
Health	1.10	6.6	.82	5.6	1.33	7.2	.98	6.4	1.69	7.7
Sickness and accident .....	.05	.3	.03	.2	.07	.4	.04	.3	.09	.4
Retirement and savings .....	.48	2.9	.32	2.2	.63	3.4	.42	2.8	.83	3.8
Pensions .....	.38	2.3	.27	1.8	.48	2.6	.33	2.2	.63	2.9
Savings and thrift .....	.10	.6	.05	.4	.15	.8	.10	.6	.20	.9
Legally required benefits	1.55	9.3	1.47	10.1	1.62	8.7	1.44	9.5	1.80	8.2
Social Security ³ .....	.99	5.9	.89	6.1	1.08	5.8	.91	6.0	1.25	5.7
Federal unemployment insurance .....	.03	.2	.03	.2	.03	.2	.03	.2	.03	.1
State unemployment insurance .....	.11	.7	.12	.8	.11	.6	.12	.8	.11	.5
Workers' compensation .....	.39	2.3	.42	2.9	.37	2.0	.38	2.5	.35	1.6
Other benefits ⁴ .....	.04	.2	(²)	(²)	.07	.4	.04	.3	.10	.5

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

and Disability Insurance.

⁴ Includes severance pay and supplemental unemployment benefits.

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

Table 105. 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 1993

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	\$18.54	\$13.04	\$5.50	\$1.30	\$0.49	\$1.41	\$0.57	\$1.68	\$0.05
White-collar occupations	21.60	15.57	6.03	1.67	.49	1.53	.66	1.64	.04
Sales	17.08	12.88	4.21	.91	.45	1.05	.36	1.42	(²)
Administrative support, including clerical	14.88	10.40	4.49	1.13	.30	1.41	.45	1.17	.02
Blue-collar occupations	17.08	11.38	5.70	1.03	.60	1.47	.59	1.93	.07
Service occupations	10.14	7.44	2.69	.54	.16	.72	.16	1.10	(²)
Service-producing industries ³	17.71	12.78	4.93	1.25	.40	1.24	.48	1.53	.02
Retail trade	11.34	8.62	2.72	.55	.22	.64	.14	1.17	(²)
Services	18.01	13.12	4.89	1.31	.34	1.20	.51	1.51	.02
All part-time workers in private industry	9.00	7.12	1.89	.30	.16	.31	.11	1.01	(²)
White-collar occupations	10.99	8.71	2.28	.44	.22	.37	.15	1.10	(²)
Sales	7.10	5.66	1.44	.24	.09	.23	.09	.79	(²)
Administrative support, including clerical	9.94	7.91	2.03	.38	.12	.41	.14	.97	(²)
Blue-collar occupations	9.38	6.97	2.42	.28	.18	.53	.19	1.24	(²)
Service occupations	6.36	5.17	1.20	.13	.07	.15	.03	.81	(²)
Service-producing industries ³	8.88	7.02	1.86	.29	.16	.31	.11	.99	(²)
Retail trade	6.57	5.28	1.30	.17	.08	.19	.06	.79	(²)
Service industries	11.09	8.78	2.32	.41	.24	.37	.12	1.17	(²)
Percent of total compensation									
All full-time workers in private industry	100.0	70.4	29.6	7.0	2.6	7.6	3.1	9.0	0.3
White-collar occupations	100.0	72.1	27.9	7.7	2.3	7.1	3.1	7.6	.2
Sales	100.0	75.4	24.6	5.3	2.6	6.2	2.1	8.3	(²)
Administrative support, including clerical	100.0	69.8	30.2	7.6	2.0	9.5	3.0	7.9	.1
Blue-collar occupations	100.0	66.6	33.4	6.1	3.5	8.6	3.5	11.3	.4
Service occupations	100.0	73.4	26.6	5.3	1.6	7.1	1.6	10.9	(²)
Service-producing industries ³	100.0	72.2	27.8	7.1	2.3	7.0	2.7	8.7	.1
Retail trade	100.0	76.0	24.0	4.8	2.0	5.6	1.2	10.3	(²)
Services	100.0	72.8	27.2	7.3	1.9	6.7	2.8	8.4	.1
All part-time workers in private industry	100.0	79.1	20.9	3.3	1.7	3.4	1.2	11.2	(²)
White-collar occupations	100.0	79.2	20.8	4.0	2.0	3.4	1.3	10.0	(²)
Sales	100.0	79.6	20.4	3.4	1.3	3.2	1.3	11.2	(²)
Administrative support, including clerical	100.0	79.6	20.4	3.8	1.2	4.1	1.4	9.8	(²)
Blue-collar occupations	100.0	74.3	25.7	3.0	1.9	5.6	2.0	13.2	(²)
Service occupations	100.0	81.2	18.8	2.0	1.0	2.4	.5	12.8	(²)
Service-producing industries ³	100.0	79.0	21.0	3.3	1.8	3.5	1.2	11.2	(²)
Retail trade	100.0	80.3	19.7	2.6	1.2	2.9	1.0	12.0	(²)
Service industries	100.0	79.1	20.9	3.7	2.2	3.3	1.1	10.6	(²)

¹ Includes severance pay and supplemental unemployment benefits.

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

³ 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 106. 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 1993

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	\$16.70	\$11.90	\$4.80	\$1.11	\$0.42	\$1.19	\$0.48	\$1.55	\$0.04
Occupational group									
White-collar occupations	19.67	14.32	5.35	1.44	.44	1.32	.57	1.54	.04
Professional specialty and technical	27.13	19.76	7.37	2.11	.59	1.69	.88	2.07	.03
Executive, administrative, and managerial	30.45	22.14	8.31	2.55	.78	1.71	.94	2.20	.12
Sales	13.32	10.15	3.17	.66	.31	.74	.26	1.18	(²)
Administrative support, including clerical	14.14	10.02	4.12	1.02	.28	1.26	.40	1.14	.02
Blue-collar occupations	16.43	11.01	5.42	.97	.56	1.39	.56	1.87	.07
Precision production, craft, and repair	21.05	14.21	6.84	1.29	.67	1.69	.77	2.36	.07
Machine operators, assemblers, and inspectors	15.50	10.03	5.47	1.02	.69	1.54	.50	1.59	.13
Transportation and material moving	16.40	10.96	5.43	.92	.49	1.28	.61	2.10	.03
Handlers, equipment cleaners, helpers, and laborers	11.78	8.14	3.64	.56	.35	.94	.34	1.44	.02
Service occupations	8.54	6.48	2.06	.36	.12	.48	.11	.98	(²)
Industry group									
Goods-producing industries ³	20.22	13.54	6.67	1.38	.67	1.74	.77	1.99	.12
Construction	19.71	13.64	6.07	.63	.53	1.22	.89	2.78	(²)
Manufacturing	20.09	13.35	6.74	1.52	.71	1.86	.72	1.79	.14
Durables	21.88	14.21	7.67	1.72	.82	2.18	.81	1.91	.24
Nondurables	17.75	12.23	5.53	1.27	.56	1.44	.60	1.63	.02
Service-producing industries ⁴	15.51	11.34	4.17	1.01	.34	1.01	.39	1.40	(²)
Transportation and public utilities	24.07	16.39	7.68	1.96	.53	2.04	.84	2.28	.03
Wholesale trade	18.12	12.92	5.20	1.19	.45	1.41	.44	1.67	.03
Retail trade	9.28	7.18	2.10	.38	.16	.45	.11	1.00	(²)
Finance, insurance, and real estate	20.27	14.52	5.75	1.51	.71	1.44	.64	1.43	.03
Services	16.34	12.07	4.27	1.10	.32	1.00	.42	1.43	(²)
Percent of total compensation									
All workers in private industry	100.0	71.3	28.7	6.6	2.5	7.2	2.9	9.3	0.2
Occupational group									
White-collar occupations	100.0	72.8	27.2	7.3	2.2	6.7	2.9	7.8	.2
Professional specialty and technical	100.0	72.8	27.2	7.8	2.2	6.2	3.2	7.6	.1
Executive, administrative, and managerial	100.0	72.7	27.3	8.4	2.6	5.6	3.1	7.2	.4
Sales	100.0	76.2	23.8	5.0	2.4	5.6	2.0	8.9	(²)
Administrative support, including clerical	100.0	70.9	29.1	7.2	2.0	8.9	2.8	8.1	.1
Blue-collar occupations	100.0	67.0	33.0	5.9	3.4	8.5	3.4	11.4	.4
Precision production, craft, and repair	100.0	67.5	32.5	6.1	3.2	8.0	3.6	11.2	.3
Machine operators, assemblers, and inspectors	100.0	64.7	35.3	6.6	4.4	9.9	3.2	10.3	.9
Transportation and material moving	100.0	66.9	33.1	5.6	3.0	7.8	3.7	12.8	.2
Handlers, equipment cleaners, helpers, and laborers	100.0	69.1	30.9	4.7	3.0	8.0	2.8	12.2	.2
Service occupations	100.0	75.9	24.1	4.3	1.4	5.6	1.2	11.5	(²)
Industry group									
Goods-producing industries ³	100.0	67.0	33.0	6.8	3.3	8.6	3.8	9.8	.6
Construction	100.0	69.2	30.8	3.2	2.7	6.2	4.5	14.1	(²)
Manufacturing	100.0	66.4	33.6	7.6	3.5	9.3	3.6	8.9	.7
Durables	100.0	64.9	35.1	7.9	3.8	10.0	3.7	8.7	1.1
Nondurables	100.0	68.9	31.1	7.2	3.2	8.1	3.4	9.2	.1
Service-producing industries ⁴	100.0	73.1	26.9	6.5	2.2	6.5	2.5	9.0	(²)
Transportation and public utilities	100.0	68.1	31.9	8.2	2.2	8.5	3.5	9.5	.1
Wholesale trade	100.0	71.3	28.7	6.6	2.5	7.8	2.4	9.2	.2
Retail trade	100.0	77.3	22.7	4.1	1.7	4.8	1.2	10.8	(²)
Finance, insurance, and real estate	100.0	71.6	28.4	7.5	3.5	7.1	3.1	7.0	.1
Services	100.0	73.9	26.1	6.7	1.9	6.1	2.5	8.7	(²)

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 107. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Private industry goods-producing and service-producing workers, by occupational group, March 1993

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	\$20.22	\$13.54	\$6.67	\$1.38	\$0.67	\$1.74	\$0.77	\$1.99	\$0.12
White-collar occupations	25.65	17.99	7.67	2.16	.56	1.98	.91	1.93	.13
Professional specialty and technical	29.35	20.29	9.06	2.63	.57	2.39	1.26	2.15	.06
Executive, administrative, and managerial	37.37	26.81	10.57	3.34	.80	2.12	1.24	2.67	.39
Administrative support, including clerical	15.75	10.74	5.01	1.13	.41	1.65	.47	1.31	.02
Blue-collar occupations	18.03	11.74	6.29	1.06	.73	1.65	.72	2.02	.11
Precision production, craft, and repair	22.61	14.88	7.73	1.28	.81	1.91	.99	2.64	.10
Machine operators, assemblers, and inspectors	16.20	10.37	5.84	1.08	.75	1.66	.56	1.64	.16
Transportation and material moving	18.29	11.77	6.51	.97	.77	1.63	.88	2.20	.07
Handlers, equipment cleaners, helpers, and laborers	13.30	8.86	4.44	.59	.47	1.15	.50	1.68	.05
Service occupations	15.27	10.18	5.09	.97	.45	1.43	.61	1.49	.14
All workers, service-producing industries³	15.51	11.34	4.17	1.01	.34	1.01	.39	1.40	(⁴)
White-collar occupations	18.65	13.69	4.96	1.32	.42	1.20	.51	1.48	.02
Professional specialty and technical	26.65	19.65	7.00	2.00	.59	1.53	.79	2.06	.03
Executive, administrative, and managerial	28.36	20.73	7.63	2.32	.78	1.59	.85	2.05	.04
Sales	12.99	9.92	3.07	.63	.31	.71	.25	1.16	(⁴)
Administrative support, including clerical	13.85	9.89	3.96	1.00	.25	1.19	.39	1.11	.02
Blue-collar occupations	14.48	10.12	4.37	.87	.37	1.07	.36	1.68	(⁴)
Precision production, craft, and repair	18.92	13.29	5.62	1.32	.47	1.39	.46	1.97	.02
Transportation and material moving	15.65	10.65	5.01	.90	.38	1.14	.50	2.06	.02
Handlers, equipment cleaners, helpers, and laborers	10.95	7.74	3.21	.54	.28	.83	.24	1.30	(⁴)
Service occupations	8.37	6.39	1.98	.35	.11	.46	.09	.97	(⁴)
Percent of total compensation									
All workers, goods-producing industries²	100.0	67.0	33.0	6.8	3.3	8.6	3.8	9.8	0.6
White-collar occupations	100.0	70.1	29.9	8.4	2.2	7.7	3.5	7.5	.5
Professional specialty and technical	100.0	69.1	30.9	9.0	1.9	8.1	4.3	7.3	.2
Executive, administrative, and managerial	100.0	71.7	28.3	8.9	2.1	5.7	3.3	7.2	1.1
Administrative support, including clerical	100.0	68.2	31.8	7.2	2.6	10.5	3.0	8.3	.2
Blue-collar occupations	100.0	65.1	34.9	5.9	4.0	9.2	4.0	11.2	.6
Precision production, craft, and repair	100.0	65.8	34.2	5.6	3.6	8.4	4.4	11.7	.4
Machine operators, assemblers, and inspectors	100.0	64.0	36.0	6.7	4.7	10.2	3.4	10.1	1.0
Transportation and material moving	100.0	64.4	35.6	5.3	4.2	8.9	4.8	12.0	.4
Handlers, equipment cleaners, helpers, and laborers	100.0	66.6	33.4	4.5	3.6	8.6	3.8	12.6	.4
Service occupations	100.0	66.7	33.3	6.3	3.0	9.4	4.0	9.8	.9
All workers, service-producing industries³	100.0	73.1	26.9	6.5	2.2	6.5	2.5	9.0	(⁴)
White-collar occupations	100.0	73.4	26.6	7.1	2.3	6.5	2.7	7.9	.1
Professional specialty and technical	100.0	73.7	26.3	7.5	2.2	5.8	3.0	7.7	.1
Executive, administrative, and managerial	100.0	73.1	26.9	8.2	2.7	5.6	3.0	7.2	.2
Sales	100.0	76.4	23.6	4.8	2.4	5.5	1.9	9.0	(⁴)
Administrative support, including clerical	100.0	71.4	28.6	7.2	1.8	8.6	2.8	8.0	.1
Blue-collar occupations	100.0	69.8	30.2	6.0	2.5	7.4	2.5	11.6	(⁴)
Precision production, craft, and repair	100.0	70.3	29.7	7.0	2.5	7.4	2.4	10.4	.1
Transportation and material moving	100.0	68.0	32.0	5.8	2.4	7.3	3.2	13.2	.1
Handlers, equipment cleaners, helpers, and laborers	100.0	70.7	29.3	4.9	2.6	7.6	2.2	11.9	(⁴)
Service occupations	100.0	76.3	23.7	4.2	1.4	5.4	1.1	11.6	(⁴)

¹ Includes severance pay and supplemental unemployment benefits.

² Includes mining, construction, and manufacturing.

³ Includes transportation, communication, and public utilities; wholesale and retail trade; finance, insurance, and real estate; and service industries.

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

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

Table 108. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Private industry manufacturing and nonmanufacturing workers, by occupational group, March 1993

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	\$20.09	\$13.35	\$6.74	\$1.52	\$0.71	\$1.86	\$0.72	\$1.79	\$0.14
White-collar occupations	25.82	18.00	7.82	2.24	.56	2.08	.90	1.89	.15
Professional specialty and technical	28.97	20.03	8.94	2.62	.49	2.42	1.22	2.13	.05
Executive, administrative, and managerial	38.66	27.52	11.14	3.63	.90	2.35	1.22	2.53	.50
Administrative support, including clerical	16.02	10.85	5.18	1.20	.43	1.72	.48	1.32	.03
Blue-collar occupations	17.52	11.24	6.28	1.20	.79	1.76	.64	1.75	.14
Precision production, craft, and repair	23.02	14.73	8.29	1.76	1.02	2.27	.91	2.16	.17
Machine operators, assemblers, and inspectors	16.19	10.34	5.84	1.08	.75	1.66	.56	1.63	.16
Transportation and material moving	17.86	11.61	6.24	1.11	.73	1.68	.74	1.89	.09
Handlers, equipment cleaners, helpers, and laborers	13.10	8.56	4.54	.74	.55	1.33	.42	1.43	.07
Service occupations	15.97	10.53	5.44	1.05	.50	1.56	.67	1.52	.16
All workers, nonmanufacturing industries	15.85	11.54	4.31	1.00	.35	1.03	.43	1.49	.02
White-collar occupations	18.80	13.80	5.00	1.33	.42	1.21	.52	1.49	.02
Professional specialty and technical	26.76	19.71	7.06	2.01	.61	1.54	.81	2.06	.03
Executive, administrative, and managerial	28.70	21.00	7.71	2.32	.76	1.57	.88	2.13	.04
Sales	13.00	9.93	3.07	.63	.31	.71	.25	1.16	(²)
Administrative support, including clerical	13.86	9.90	3.96	.99	.25	1.19	.39	1.12	.02
Blue-collar occupations	15.65	10.84	4.81	.81	.40	1.12	.50	1.96	(²)
Precision production, craft, and repair	20.13	13.96	6.16	1.07	.50	1.42	.70	2.45	.02
Transportation and material moving	16.02	10.80	5.22	.87	.43	1.17	.57	2.16	.02
Handlers, equipment cleaners, helpers, and laborers	11.38	8.01	3.37	.50	.29	.82	.31	1.44	(²)
Service occupations	8.37	6.39	1.98	.35	.11	.46	.09	.97	(²)
Percent of total compensation									
All workers, manufacturing industries	100.0	66.4	33.6	7.6	3.5	9.3	3.6	8.9	0.7
White-collar occupations	100.0	69.7	30.3	8.7	2.2	8.1	3.5	7.3	.6
Professional specialty and technical	100.0	69.1	30.9	9.1	1.7	8.3	4.2	7.4	.2
Executive, administrative, and managerial	100.0	71.2	28.8	9.4	2.3	6.1	3.2	6.5	1.3
Administrative support, including clerical	100.0	67.7	32.3	7.5	2.7	10.8	3.0	8.2	.2
Blue-collar occupations	100.0	64.2	35.8	6.8	4.5	10.1	3.6	10.0	.8
Precision production, craft, and repair	100.0	64.0	36.0	7.7	4.4	9.8	3.9	9.4	.7
Machine operators, assemblers, and inspectors	100.0	63.9	36.1	6.7	4.7	10.3	3.4	10.0	1.0
Transportation and material moving	100.0	65.0	35.0	6.2	4.1	9.4	4.2	10.6	.5
Handlers, equipment cleaners, helpers, and laborers	100.0	65.3	34.7	5.6	4.2	10.2	3.2	10.9	.5
Service occupations	100.0	65.9	34.1	6.6	3.1	9.8	4.2	9.5	1.0
All workers, nonmanufacturing industries	100.0	72.8	27.2	6.3	2.2	6.5	2.7	9.4	.1
White-collar occupations	100.0	73.4	26.6	7.1	2.3	6.4	2.8	7.9	.1
Professional specialty and technical	100.0	73.6	26.4	7.5	2.3	5.8	3.0	7.7	.1
Executive, administrative, and managerial	100.0	73.1	26.9	8.1	2.6	5.5	3.1	7.4	.2
Sales	100.0	76.4	23.6	4.8	2.4	5.5	1.9	9.0	(²)
Administrative support, including clerical	100.0	71.4	28.6	7.1	1.8	8.6	2.8	8.1	.1
Blue-collar occupations	100.0	69.3	30.7	5.2	2.6	7.2	3.2	12.5	(²)
Precision production, craft, and repair	100.0	69.4	30.6	5.3	2.5	7.1	3.5	12.2	.1
Transportation and material moving	100.0	67.4	32.6	5.5	2.7	7.3	3.6	13.5	.1
Handlers, equipment cleaners, helpers, and laborers	100.0	70.4	29.6	4.4	2.5	7.2	2.7	12.6	(²)
Service occupations	100.0	76.3	23.7	4.2	1.4	5.4	1.1	11.6	(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 109. 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 1993

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	\$21.86	\$13.98	\$7.88	\$1.58	\$0.73	\$2.25	\$1.03	\$2.14	\$0.14
Blue-collar occupations	23.16	14.31	8.85	1.61	.92	2.47	1.22	2.44	.20
Goods-producing industries ²	24.21	14.70	9.51	1.62	1.06	2.70	1.37	2.47	.28
Service-producing industries ³	20.02	13.42	6.60	1.54	.47	1.89	.77	1.89	.03
Manufacturing	22.84	13.66	9.18	1.77	1.14	2.70	1.08	2.13	.35
Blue-collar occupations	22.94	13.64	9.30	1.77	1.18	2.74	1.08	2.16	.37
Nonmanufacturing	21.32	14.15	7.17	1.47	.51	2.00	1.01	2.15	.03
All nonunion workers, private industry	15.76	11.52	4.24	1.02	.37	1.00	.38	1.44	.02
Blue-collar occupations	13.35	9.49	3.85	.68	.40	.90	.26	1.61	(⁴)
Goods-producing industries ²	18.75	13.12	5.63	1.29	.53	1.39	.55	1.81	.06
Service-producing industries ³	14.92	11.07	3.85	.94	.32	.89	.34	1.34	(⁴)
Manufacturing	19.07	13.23	5.84	1.43	.55	1.55	.58	1.66	.07
Blue-collar occupations	14.36	9.84	4.51	.87	.56	1.20	.37	1.50	(⁴)
Nonmanufacturing	15.07	11.17	3.90	.93	.33	.89	.34	1.39	(⁴)
Percent of total compensation									
All union workers, private industry	100.0	64.0	36.0	7.2	3.3	10.3	4.7	9.8	0.7
Blue-collar occupations	100.0	61.8	38.2	6.9	4.0	10.7	5.3	10.5	.9
Goods-producing industries ²	100.0	60.7	39.3	6.7	4.4	11.2	5.7	10.2	1.2
Service-producing industries ³	100.0	67.0	33.0	7.7	2.4	9.4	3.8	9.4	.2
Manufacturing	100.0	59.8	40.2	7.8	5.0	11.8	4.7	9.3	1.5
Blue-collar occupations	100.0	59.5	40.5	7.7	5.1	11.9	4.7	9.4	1.6
Nonmanufacturing	100.0	66.4	33.6	6.9	2.4	9.4	4.7	10.1	.2
All nonunion workers, private industry	100.0	73.1	26.9	6.5	2.3	6.4	2.4	9.1	.1
Blue-collar occupations	100.0	71.1	28.9	5.1	3.0	6.7	1.9	12.0	(⁴)
Goods-producing industries ²	100.0	70.0	30.0	6.9	2.8	7.4	2.9	9.6	.3
Service-producing industries ³	100.0	74.2	25.8	6.3	2.2	6.0	2.3	9.0	(⁴)
Manufacturing	100.0	69.4	30.6	7.5	2.9	8.1	3.1	8.7	.4
Blue-collar occupations	100.0	68.6	31.4	6.0	3.9	8.3	2.6	10.5	(⁴)
Nonmanufacturing	100.0	74.1	25.9	6.2	2.2	5.9	2.3	9.2	(⁴)

¹ Includes severance pay and supplemental unemployment benefits.

² Includes mining, construction, and manufacturing.

³ Includes transportation, communication, and public utilities; wholesale and retail trade; finance, insurance, and real estate; and service industries.

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

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

Table 110. 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 1993

Industry and occupational group, and employment size	Total compensation	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	\$16.70	\$11.90	\$4.80	\$1.11	\$0.42	\$1.19	\$0.48	\$1.55	\$0.04
1-99 workers	14.56	10.75	3.81	.81	.33	.89	.32	1.47	(²)
100 or more workers	18.52	12.88	5.64	1.36	.51	1.46	.63	1.62	.07
100-499 workers	15.21	10.92	4.29	.96	.36	1.07	.42	1.44	.04
500 or more workers	21.92	14.89	7.02	1.78	.66	1.86	.83	1.80	.10
Goods-producing industries ³	20.22	13.54	6.67	1.38	.67	1.74	.77	1.99	.12
1-99 workers	17.18	12.12	5.07	.79	.47	1.17	.51	2.12	(²)
100 or more workers	21.71	14.25	7.46	1.67	.78	2.03	.90	1.92	.17
100-499 workers	17.66	12.06	5.60	1.11	.56	1.48	.60	1.76	.09
500 or more workers	25.46	16.27	9.18	2.18	.98	2.53	1.18	2.07	.25
Service-producing industries ⁴	15.51	11.34	4.17	1.01	.34	1.01	.39	1.40	(²)
1-99 workers	13.98	10.45	3.53	.81	.30	.82	.27	1.32	(²)
100 or more workers	17.07	12.26	4.81	1.22	.39	1.20	.50	1.48	.02
100-499 workers	14.17	10.43	3.74	.89	.28	.89	.35	1.31	.02
500 or more workers	20.18	14.22	5.96	1.58	.50	1.53	.66	1.66	.03
White-collar occupations	19.67	14.32	5.35	1.44	.44	1.32	.57	1.54	.04
1-99 workers	17.46	13.03	4.43	1.13	.40	1.07	.39	1.43	(²)
100 or more workers	21.46	15.36	6.10	1.70	.48	1.52	.71	1.63	.06
100-499 workers	17.81	13.11	4.70	1.23	.33	1.16	.48	1.43	.08
500 or more workers	24.64	17.33	7.31	2.11	.61	1.83	.92	1.81	.04
Blue-collar occupations	16.43	11.01	5.42	.97	.56	1.39	.56	1.87	.07
1-99 workers	14.17	10.02	4.16	.63	.36	.97	.36	1.83	(²)
100 or more workers	18.41	11.87	6.53	1.27	.74	1.76	.73	1.91	.12
100-499 workers	15.38	10.42	4.96	.89	.53	1.27	.53	1.73	(²)
500 or more workers	21.98	13.59	8.39	1.71	.99	2.34	.98	2.12	.26
Percent of total compensation									
All workers in private industry	100.0	71.3	28.7	6.6	2.5	7.2	2.9	9.3	0.2
1-99 workers	100.0	73.8	26.2	5.5	2.2	6.1	2.2	10.1	(²)
100 or more workers	100.0	69.5	30.5	7.3	2.7	7.9	3.4	8.7	.4
100-499 workers	100.0	71.8	28.2	6.3	2.4	7.0	2.8	9.5	.3
500 or more workers	100.0	68.0	32.0	8.1	3.0	8.5	3.8	8.2	.5
Goods-producing industries ³	100.0	67.0	33.0	6.8	3.3	8.6	3.8	9.8	.6
1-99 workers	100.0	70.5	29.5	4.6	2.7	6.8	3.0	12.3	(²)
100 or more workers	100.0	65.6	34.4	7.7	3.6	9.3	4.1	8.8	.8
100-499 workers	100.0	68.3	31.7	6.3	3.2	8.4	3.4	10.0	.5
500 or more workers	100.0	63.9	36.1	8.6	3.8	9.9	4.6	8.1	1.0
Service-producing industries ⁴	100.0	73.1	26.9	6.5	2.2	6.5	2.5	9.0	(²)
1-99 workers	100.0	74.7	25.3	5.8	2.1	5.9	2.0	9.5	(²)
100 or more workers	100.0	71.8	28.2	7.2	2.3	7.0	2.9	8.7	.1
100-499 workers	100.0	73.6	26.4	6.3	2.0	6.3	2.5	9.2	.1
500 or more workers	100.0	70.5	29.5	7.8	2.5	7.6	3.3	8.2	.2
White-collar occupations	100.0	72.8	27.2	7.3	2.2	6.7	2.9	7.8	.2
1-99 workers	100.0	74.6	25.4	6.5	2.3	6.1	2.3	8.2	(²)
100 or more workers	100.0	71.6	28.4	7.9	2.2	7.1	3.3	7.6	.3
100-499 workers	100.0	73.6	26.4	6.9	1.8	6.5	2.7	8.0	.4
500 or more workers	100.0	70.3	29.7	8.5	2.5	7.4	3.7	7.4	.2
Blue-collar occupations	100.0	67.0	33.0	5.9	3.4	8.5	3.4	11.4	.4
1-99 workers	100.0	70.7	29.3	4.5	2.5	6.9	2.5	12.9	(²)
100 or more workers	100.0	64.5	35.5	6.9	4.0	9.6	4.0	10.4	.7
100-499 workers	100.0	67.7	32.3	5.8	3.5	8.3	3.4	11.2	(²)
500 or more workers	100.0	61.8	38.2	7.8	4.5	10.7	4.4	9.6	1.2

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 111. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Private industry aircraft manufacturing workers, by occupational group, March 1993

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									
Aircraft manufacturing (SIC 3721)	\$28.62	\$18.68	\$9.94	\$2.45	\$1.43	\$2.64	\$1.23	\$2.15	\$0.04
White-collar occupations	29.62	19.81	9.81	2.70	.93	2.62	1.38	2.13	.06
Blue-collar occupations	27.32	17.09	10.23	2.08	2.23	2.66	1.02	2.21	.02
Percent of total compensation									
Aircraft manufacturing (SIC 3721)	100.0	65.3	34.7	8.6	5.0	9.2	4.3	7.5	0.1
White-collar occupations	100.0	66.9	33.1	9.1	3.1	8.8	4.7	7.2	.2
Blue-collar occupations	100.0	62.6	37.4	7.6	8.2	9.8	3.7	8.1	.1

¹ Includes severance pay and supplemental unemployment benefits.

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

Table 112. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Civilian workers, by major occupational group, March 1992

Compensation component	Civilian workers		White-collar		Blue-collar		Service	
	Cost	Percent	Cost	Percent	Cost	Percent	Cost	Percent
Total compensation	\$17.27	100.0	\$20.43	100.0	\$16.01	100.0	\$9.87	100.0
Wages and salaries	12.33	71.4	14.90	72.9	10.80	67.4	7.12	72.2
Total benefits	4.94	28.6	5.54	27.1	5.21	32.6	2.75	27.8
Paid leave	1.20	7.0	1.52	7.4	.99	6.2	.59	6.0
Vacation .....	.55	3.2	.66	3.2	.50	3.1	.28	2.8
Holiday .....	.40	2.3	.51	2.5	.35	2.2	.18	1.8
Sick .....	.19	1.1	.27	1.3	.09	.6	.10	1.0
Other .....	.07	.4	.09	.4	.05	.3	.03	.3
Supplemental pay .....	.36	2.1	.33	1.6	.55	3.4	.17	1.7
Premium ¹ .....	.17	1.0	.09	.4	.37	2.3	.08	.9
Shift differential .....	.05	.3	.04	.2	.06	.4	.05	.5
Nonproduction bonuses .....	.14	.8	.19	.9	.11	.7	.03	.3
Insurance	1.23	7.1	1.37	6.7	1.32	8.2	.65	6.6
Life .....	.05	.3	.06	.3	.05	.3	.02	.2
Health	1.13	6.6	1.27	6.2	1.22	7.6	.61	6.2
Sickness and accident .....	.05	.3	.05	.2	.06	.3	.02	.2
Retirement and savings .....	.67	3.9	.82	4.0	.57	3.6	.37	3.8
Pensions .....	.59	3.4	.71	3.5	.50	3.1	.36	3.6
Savings and thrift .....	.08	.5	.12	.6	.07	.4	(²)	(²)
Legally required benefits	1.46	8.5	1.47	7.2	1.75	10.9	.96	9.8
Social Security ³ .....	.98	5.7	1.14	5.6	.93	5.8	.57	5.7
Federal unemployment insurance .....	.03	.2	.03	.1	.03	.2	.03	.3
State unemployment insurance .....	.09	.5	.08	.4	.12	.7	.07	.7
Workers' compensation .....	.35	2.0	.21	1.0	.63	3.9	.29	3.0
Other benefits ⁴ .....	.02	.1	.02	.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 The total employer's cost for Social Security is comprised of an OASDI portion and a Medicare portion. OASDI is the acronym for

Old-Age, Survivors, and Disability Insurance.

⁴ Includes severance pay and supplemental unemployment benefits.

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

Table 113. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Civilian workers, by occupational and industry group, March 1992

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	\$17.27	\$12.33	\$4.94	\$1.20	\$0.36	\$1.23	\$0.67	\$1.46	\$0.02
Occupational group									
White-collar occupations	20.43	14.90	5.54	1.52	.33	1.37	.82	1.47	.02
Professional specialty and technical	27.49	20.13	7.35	1.97	.39	1.74	1.36	1.85	.03
Executive, administrative, and managerial	29.49	21.47	8.02	2.63	.52	1.63	1.19	2.02	.03
Administrative support, including clerical	13.90	9.77	4.13	1.07	.23	1.27	.47	1.07	(²)
Blue-collar occupations	16.01	10.80	5.21	.99	.55	1.32	.57	1.75	.03
Service occupations	9.87	7.12	2.75	.59	.17	.65	.37	.96	(²)
Industry group									
Services	18.14	13.28	4.86	1.25	.26	1.18	.79	1.36	(²)
Health services	17.05	12.22	4.83	1.47	.43	1.07	.43	1.42	(²)
Hospitals	19.68	13.78	5.90	1.82	.64	1.37	.53	1.53	(²)
Educational services	25.73	18.80	6.94	1.57	.08	1.91	1.89	1.46	.03
Elementary and secondary education	26.07	18.97	7.11	1.48	.08	2.07	2.03	1.41	.04
Higher education	26.23	19.30	6.93	1.80	.10	1.68	1.74	1.61	(²)
Percent of total compensation									
Civilian workers	100.0	71.4	28.6	7.0	2.1	7.1	3.9	8.5	0.1
Occupational group									
White-collar occupations	100.0	72.9	27.1	7.4	1.6	6.7	4.0	7.2	.1
Professional specialty and technical	100.0	73.2	26.8	7.2	1.4	6.3	5.0	6.7	.1
Executive, administrative, and managerial	100.0	72.8	27.2	8.9	1.7	5.5	4.0	6.9	.1
Administrative support, including clerical	100.0	70.3	29.7	7.7	1.7	9.2	3.4	7.7	(²)
Blue-collar occupations	100.0	67.4	32.6	6.2	3.4	8.2	3.6	10.9	.2
Service occupations	100.0	72.2	27.8	6.0	1.7	6.6	3.8	9.8	(²)
Industry group									
Services	100.0	73.2	26.8	6.9	1.5	6.5	4.4	7.5	(²)
Health services	100.0	71.7	28.3	8.6	2.5	6.3	2.5	8.3	(²)
Hospitals	100.0	70.0	30.0	9.3	3.3	6.9	2.7	7.8	(²)
Educational services	100.0	73.0	27.0	6.1	.3	7.4	7.4	5.7	.1
Elementary and secondary education	100.0	72.7	27.3	5.7	.3	8.0	7.8	5.4	.1
Higher education	100.0	73.6	26.4	6.8	.4	6.4	6.6	6.1	(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 114. 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 1992

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	\$23.49	100.0	\$26.55	100.0	\$16.52	100.0	\$24.92	100.0
Wages and salaries	16.39	69.8	18.99	71.5	10.54	63.8	17.85	71.7
Total benefits	7.09	30.2	7.56	28.5	5.99	36.2	7.06	28.3
Paid leave	1.80	7.7	1.90	7.2	1.53	9.3	1.68	6.7
Vacation .....	.60	2.6	.57	2.1	.65	3.9	.46	1.8
Holiday .....	.58	2.5	.62	2.3	.47	2.9	.55	2.2
Sick .....	.47	2.0	.53	2.0	.31	1.9	.50	2.0
Other .....	.15	.7	.18	.7	.11	.6	.17	.7
Supplemental pay .....	.21	.9	.14	.5	.36	2.2	.15	.6
Premium ² .....	.10	.4	.04	.2	.20	1.2	.05	.2
Shift differential .....	.04	.2	.03	.1	.10	.6	.04	.2
Nonproduction bonuses .....	.07	.3	.07	.3	.06	.4	.06	.3
Insurance	1.84	7.8	1.96	7.4	1.53	9.2	1.92	7.7
Life .....	.05	.2	.06	.2	.04	.3	.05	.2
Health	1.75	7.4	1.86	7.0	1.46	8.8	1.83	7.3
Sickness and accident .....	.04	.2	.04	.2	.03	.2	.04	.1
Retirement and savings	1.82	7.8	2.03	7.6	1.46	8.8	1.90	7.6
Pensions	1.81	7.7	2.02	7.6	1.44	8.7	1.89	7.6
Savings and thrift	(³)	(³)	(³)	(³)	(³)	(³)	(³)	(³)
Legally required benefits	1.40	6.0	1.50	5.7	1.09	6.6	1.40	5.6
Social Security ⁴	1.07	4.6	1.22	4.6	.69	4.2	1.14	4.6
Federal unemployment insurance	(³)	(³)	(³)	(³)	(³)	(³)	(³)	(³)
State unemployment insurance .....	.04	.1	.04	.1	.03	.2	.03	.1
Workers' compensation .....	.28	1.2	.24	.9	.36	2.2	.22	.9
Other benefits ⁵ .....	.02	.1	.03	.1	.02	.1	.03	.1

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 Cost per hour worked is \$0.01 or less.

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

⁵ Includes severance pay and supplemental unemployment benefits.

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

Table 115. 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 1992

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	\$23.49	\$16.39	\$7.09	\$1.80	\$0.21	\$1.84	\$1.82	\$1.40	\$0.02
Occupational group									
White-collar occupations	26.55	18.99	7.56	1.90	.14	1.96	2.03	1.50	.03
Professional specialty and technical	31.50	23.10	8.40	1.87	.16	2.14	2.48	1.71	.04
Executive, administrative, and managerial	29.86	20.84	9.02	2.98	.14	1.81	2.31	1.76	.02
Administrative support, including clerical	15.03	9.90	5.13	1.41	.09	1.68	.99	.95	(²)
Blue-collar occupations	18.06	11.69	6.38	1.67	.34	1.70	1.26	1.39	.02
Service occupations	16.52	10.54	5.99	1.53	.36	1.53	1.46	1.09	.02
Industry group									
Services	24.92	17.85	7.06	1.68	.15	1.92	1.90	1.40	.03
Health services	18.42	12.45	5.98	1.90	.49	1.32	.98	1.27	.02
Hospitals	18.80	12.77	6.02	1.94	.48	1.31	.98	1.29	.02
Educational services	26.55	19.25	7.30	1.63	.09	2.04	2.09	1.43	.03
Elementary and secondary education	26.73	19.38	7.35	1.53	.08	2.14	2.16	1.41	.04
Higher education	26.95	19.59	7.36	1.91	.12	1.82	1.96	1.54	(²)
Public administration	20.76	13.69	7.07	2.03	.28	1.64	1.77	1.32	.02
Percent of total compensation									
State and local government workers	100.0	69.8	30.2	7.7	0.9	7.8	7.8	6.0	0.1
Occupational group									
White-collar occupations	100.0	71.5	28.5	7.2	.5	7.4	7.6	5.7	.1
Professional specialty and technical	100.0	73.3	26.7	5.9	.5	6.8	7.9	5.4	.1
Executive, administrative, and managerial	100.0	69.8	30.2	10.0	.5	6.1	7.7	5.9	.1
Administrative support, including clerical	100.0	65.9	34.1	9.4	.6	11.2	6.6	6.3	(²)
Blue-collar occupations	100.0	64.7	35.3	9.2	1.9	9.4	7.0	7.7	.1
Service occupations	100.0	63.8	36.2	9.3	2.2	9.2	8.8	6.6	.1
Industry group									
Services	100.0	71.7	28.3	6.7	.6	7.7	7.6	5.6	.1
Health services	100.0	67.6	32.4	10.3	2.7	7.1	5.3	6.9	.1
Hospitals	100.0	68.0	32.0	10.3	2.6	7.0	5.2	6.9	.1
Educational services	100.0	72.5	27.5	6.1	.3	7.7	7.9	5.4	.1
Elementary and secondary education	100.0	72.5	27.5	5.7	.3	8.0	8.1	5.3	.2
Higher education	100.0	72.7	27.3	7.1	.4	6.8	7.3	5.7	(²)
Public administration	100.0	66.0	34.0	9.8	1.4	7.9	8.5	6.4	.1

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 116. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Private industry workers, by major industry group, March 1992

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	\$16.14	100.0	\$19.38	100.0	\$14.99	100.0	\$19.20	100.0	\$15.34	100.0
Wages and salaries	11.58	71.8	13.17	68.0	11.02	73.5	12.93	67.4	11.23	73.2
Total benefits	4.55	28.2	6.21	32.0	3.97	26.5	6.26	32.6	4.11	26.8
Paid leave	1.09	6.8	1.33	6.9	1.01	6.7	1.47	7.7	1.00	6.5
Vacation .....	.54	3.3	.69	3.6	.48	3.2	.75	3.9	.48	3.1
Holiday .....	.37	2.3	.48	2.5	.33	2.2	.54	2.8	.32	2.1
Sick .....	.14	.9	.11	.6	.15	1.0	.12	.6	.14	.9
Other .....	.05	.3	.05	.3	.05	.3	.06	.3	.05	.3
Supplemental pay .....	.39	2.4	.64	3.3	.30	2.0	.67	3.5	.31	2.0
Premium ³ .....	.18	1.1	.37	1.9	.12	.8	.37	1.9	.13	.9
Shift differential .....	.05	.3	.08	.4	.04	.3	.10	.5	.04	.3
Nonproduction bonuses .....	.15	1.0	.19	1.0	.14	.9	.20	1.1	.14	.9
Insurance	1.12	6.9	1.60	8.2	.95	6.3	1.70	8.9	.96	6.3
Life .....	.05	.3	.07	.4	.04	.3	.07	.4	.04	.3
Health	1.02	6.3	1.45	7.5	.87	5.8	1.55	8.1	.88	5.8
Sickness and accident .....	.05	.3	.07	.4	.04	.2	.08	.4	.04	.2
Retirement and savings .....	.46	2.9	.70	3.6	.38	2.5	.65	3.4	.41	2.7
Pensions .....	.36	2.3	.55	2.8	.30	2.0	.49	2.6	.33	2.2
Savings and thrift .....	.10	.6	.16	.8	.08	.5	.16	.8	.08	.5
Legally required benefits	1.47	9.1	1.89	9.7	1.33	8.9	1.71	8.9	1.41	9.2
Social Security ⁴ .....	.96	6.0	1.13	5.8	.90	6.0	1.13	5.9	.92	6.0
Federal unemployment insurance .....	.03	.2	.03	.2	.03	.2	.03	.2	.03	.2
State unemployment insurance .....	.10	.6	.13	.7	.09	.6	.12	.6	.09	.6
Workers' compensation .....	.36	2.2	.58	3.0	.28	1.9	.42	2.2	.34	2.2
Other benefits ⁵ .....	.02	.1	.05	.3	(⁶)	(⁶)	.06	.3	(⁶)	(⁶)

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 The total employer's cost for Social Security is comprised of an OASDI

portion and a Medicare portion. OASDI is the acronym for Old-Age, Survivors, and Disability Insurance.

⁵ Includes severance pay and supplemental unemployment benefits.

⁶ Cost per hour worked is \$0.01 or less.

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

Table 117. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Private industry workers, by major occupational group, March 1992

Compensation component	All workers in private industry		White-collar		Blue-collar		Service	
	Cost	Percent	Cost	Percent	Cost	Percent	Cost	Percent
Total compensation	\$16.14	100.0	\$18.95	100.0	\$15.88	100.0	\$8.43	100.0
Wages and salaries	11.58	71.8	13.90	73.4	10.74	67.7	6.38	75.7
Total benefits	4.55	28.2	5.05	26.6	5.13	32.3	2.05	24.3
Paid leave	1.09	6.8	1.43	7.5	.94	5.9	.39	4.6
Vacation .....	.54	3.3	.68	3.6	.49	3.1	.20	2.4
Holiday .....	.37	2.3	.48	2.5	.34	2.1	.11	1.4
Sick .....	.14	.9	.21	1.1	.08	.5	.06	.7
Other .....	.05	.3	.07	.4	.04	.3	.02	.2
Supplemental pay .....	.39	2.4	.37	2.0	.56	3.5	.12	1.5
Premium ¹ .....	.18	1.1	.10	.5	.38	2.4	.06	.7
Shift differential .....	.05	.3	.05	.2	.07	.4	.03	.4
Nonproduction bonuses .....	.15	1.0	.22	1.2	.11	.7	.03	.3
Insurance	1.12	6.9	1.23	6.5	1.29	8.1	.45	5.4
Life .....	.05	.3	.06	.3	.05	.3	(²)	(²)
Health	1.02	6.3	1.12	5.9	1.19	7.5	.42	5.0
Sickness and accident .....	.05	.3	.05	.3	.06	.4	.02	.2
Retirement and savings .....	.46	2.9	.53	2.8	.53	3.3	.14	1.6
Pensions .....	.36	2.3	.39	2.1	.45	2.9	.12	1.5
Savings and thrift .....	.10	.6	.14	.7	.07	.5	(²)	(²)
Legally required benefits	1.47	9.1	1.47	7.7	1.77	11.2	.94	11.1
Social Security ³ .....	.96	6.0	1.12	5.9	.93	5.9	.54	6.4
Federal unemployment insurance .....	.03	.2	.03	.2	.03	.2	.04	.4
State unemployment insurance .....	.10	.6	.09	.5	.12	.8	.08	.9
Workers' compensation .....	.36	2.2	.20	1.1	.64	4.1	.28	3.3
Other benefits ⁴ .....	.02	.1	.02	.1	.04	.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 The total employer's cost for Social Security is comprised of an OASDI portion and a Medicare portion. OASDI is the acronym for

Old-Age, Survivors, and Disability Insurance.

⁴ Includes severance pay and supplemental unemployment benefits.

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

Table 118. 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 1992

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	\$18.84	100.0	\$14.52	100.0	\$15.47	100.0	\$16.26	100.0	\$21.09	100.0	\$15.22	100.0
Wages and salaries	13.41	71.2	10.58	72.8	10.93	70.6	11.82	72.7	13.63	64.6	11.21	73.6
Total benefits	5.43	28.8	3.94	27.2	4.54	29.4	4.45	27.3	7.46	35.4	4.01	26.4
Paid leave	1.42	7.6	.94	6.5	1.01	6.5	1.05	6.4	1.56	7.4	1.01	6.6
Vacation .....	.67	3.5	.47	3.2	.51	3.3	.51	3.1	.83	4.0	.48	3.2
Holiday .....	.47	2.5	.31	2.2	.35	2.2	.36	2.2	.49	2.3	.35	2.3
Sick .....	.21	1.1	.11	.8	.11	.7	.14	.8	.16	.8	.14	.9
Other .....	.08	.4	.04	.3	.04	.3	.04	.3	.07	.3	.05	.3
Supplemental pay .....	.43	2.3	.32	2.2	.43	2.8	.38	2.3	.73	3.5	.32	2.1
Premium ² .....	.18	1.0	.17	1.1	.20	1.3	.18	1.1	.48	2.3	.13	.8
Shift differential .....	.07	.4	.04	.3	.05	.3	.04	.3	.12	.6	.04	.2
Nonproduction bonuses .....	.18	1.0	.11	.8	.18	1.2	.15	.9	.12	.6	.16	1.0
Insurance	1.36	7.2	.94	6.5	1.15	7.4	1.04	6.4	2.06	9.8	.94	6.2
Life .....	.06	.3	.04	.3	.05	.3	.04	.3	.07	.4	.04	.3
Health	1.25	6.6	.86	5.9	1.05	6.8	.96	5.9	1.89	9.0	.86	5.7
Sickness and accident .....	.05	.3	.04	.3	.06	.4	.04	.2	.10	.5	.04	.2
Retirement and savings .....	.55	2.9	.38	2.6	.49	3.2	.44	2.7	.99	4.7	.36	2.4
Pensions .....	.46	2.4	.29	2.0	.40	2.6	.32	2.0	.89	4.2	.27	1.7
Savings and thrift .....	.09	.5	.10	.7	.09	.6	.12	.7	.09	.4	.10	.6
Legally required benefits	1.65	8.8	1.34	9.3	1.42	9.2	1.53	9.4	2.05	9.7	1.37	9.0
Social Security ³	1.09	5.8	.88	6.1	.93	6.0	.97	6.0	1.18	5.6	.92	6.0
Federal unemployment insurance .....	.03	.2	.03	.2	.04	.2	.03	.2	.03	.2	.03	.2
State unemployment insurance .....	.12	.6	.08	.5	.11	.7	.10	.6	.14	.6	.09	.6
Workers' compensation .....	.36	1.9	.34	2.3	.32	2.1	.43	2.6	.62	3.0	.31	2.0
Other benefits ⁴ .....	.02	.1	.02	.1	.03	.2	(⁵)	(⁵)	.07	.3	(⁵)	(⁵)

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

⁴ Includes severance pay and supplemental unemployment benefits.

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

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

Table 119. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Private industry workers, by establishment employment size, March 1992

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	\$16.14	100.0	\$13.95	100.0	\$18.06	100.0	\$15.03	100.0	\$21.23	100.0
Wages and salaries	11.58	71.8	10.36	74.3	12.66	70.1	10.82	72.0	14.58	68.7
Total benefits	4.55	28.2	3.59	25.7	5.40	29.9	4.21	28.0	6.64	31.3
Paid leave	1.09	6.8	.77	5.6	1.37	7.6	.99	6.6	1.77	8.4
Vacation .....	.54	3.3	.37	2.6	.68	3.8	.48	3.2	.89	4.2
Holiday .....	.37	2.3	.27	1.9	.45	2.5	.34	2.3	.57	2.7
Sick .....	.14	.9	.10	.7	.17	1.0	.13	.8	.22	1.0
Other .....	.05	.3	.03	.3	.06	.4	.04	.3	.08	.4
Supplemental pay .....	.39	2.4	.30	2.2	.46	2.6	.34	2.3	.59	2.8
Premium ¹ .....	.18	1.1	.12	.9	.23	1.3	.20	1.3	.27	1.3
Shift differential .....	.05	.3	(²)	(²)	.09	.5	.04	.3	.14	.6
Nonproduction bonuses .....	.15	1.0	.17	1.2	.14	.8	.10	.6	.19	.9
Insurance	1.12	6.9	.83	5.9	1.37	7.6	1.06	7.1	1.69	8.0
Life .....	.05	.3	.03	.2	.06	.3	.04	.3	.08	.4
Health	1.02	6.3	.76	5.5	1.25	6.9	.98	6.5	1.53	7.2
Sickness and accident .....	.05	.3	.03	.2	.06	.3	.04	.3	.08	.4
Retirement and savings .....	.46	2.9	.31	2.2	.60	3.3	.41	2.7	.80	3.8
Pensions .....	.36	2.3	.26	1.9	.45	2.5	.31	2.1	.60	2.8
Savings and thrift .....	.10	.6	.05	.3	.14	.8	.09	.6	.20	.9
Legally required benefits	1.47	9.1	1.37	9.8	1.56	8.6	1.40	9.3	1.73	8.2
Social Security ³ .....	.96	6.0	.85	6.1	1.06	5.8	.90	6.0	1.22	5.7
Federal unemployment insurance .....	.03	.2	.03	.2	.03	.2	.03	.2	.03	.1
State unemployment insurance .....	.10	.6	.10	.7	.10	.5	.10	.7	.09	.4
Workers' compensation .....	.36	2.2	.38	2.7	.34	1.9	.36	2.4	.33	1.5
Other benefits ⁴ .....	.02	.1	(²)	(²)	.03	.2	(²)	(²)	.06	.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 The total employer's cost for Social Security is comprised of an OASDI portion and a Medicare portion. OASDI is the acronym for Old-Age, Survivors,

and Disability Insurance.

⁴ Includes severance pay and supplemental unemployment benefits.

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

Table 120. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Private industry workers, by occupational and industry group status, March 1992

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	\$16.14	\$11.58	\$4.55	\$1.09	\$0.39	\$1.12	\$0.46	\$1.47	\$0.02
Occupational group									
White-collar occupations	18.95	13.90	5.05	1.43	.37	1.23	.53	1.47	.02
Professional specialty and technical	25.20	18.45	6.75	2.03	.52	1.51	.73	1.93	.02
Executive, administrative, and managerial	29.42	21.62	7.81	2.56	.60	1.59	.94	2.08	.03
Sales	13.26	10.24	3.03	.66	.23	.72	.27	1.14	(²)
Administrative support, including clerical	13.69	9.74	3.95	1.01	.26	1.20	.38	1.09	(²)
Blue-collar occupations	15.88	10.74	5.13	.94	.56	1.29	.53	1.77	.04
Precision production, craft, and repair	20.30	13.86	6.44	1.26	.67	1.53	.73	2.21	.04
Machine operators, assemblers, and inspectors	14.98	9.79	5.19	.99	.68	1.46	.47	1.53	.07
Transportation and material moving	16.15	10.87	5.28	.92	.51	1.22	.57	2.04	.02
Handlers, equipment cleaners, helpers, and laborers	11.41	7.95	3.46	.54	.34	.87	.33	1.36	(²)
Service occupations	8.43	6.38	2.05	.39	.12	.45	.14	.94	(²)
Industry group									
Goods-producing industries ³	19.38	13.17	6.21	1.33	.64	1.60	.70	1.89	.05
Construction	18.91	13.34	5.56	.62	.50	1.10	.81	2.54	(²)
Manufacturing	19.20	12.93	6.26	1.47	.67	1.70	.65	1.71	.06
Durables	20.77	13.77	7.00	1.64	.79	1.95	.73	1.80	.09
Nondurables	17.10	11.82	5.28	1.24	.51	1.37	.56	1.58	.02
Service-producing industries ⁴	14.99	11.02	3.97	1.01	.30	.95	.38	1.33	(²)
Transportation and public utilities	22.91	15.72	7.19	1.87	.50	1.81	.83	2.15	.03
Wholesale trade	17.67	12.70	4.97	1.15	.48	1.29	.44	1.59	.02
Retail trade	9.07	7.00	2.07	.38	.17	.44	.12	.95	(²)
Finance, insurance, and real estate	19.95	14.58	5.38	1.57	.31	1.48	.65	1.35	.02
Services	15.59	11.56	4.03	1.09	.30	.90	.38	1.35	(²)
Percent of total compensation									
All workers in private industry	100.0	71.8	28.2	6.8	2.4	6.9	2.9	9.1	0.1
Occupational group									
White-collar occupations	100.0	73.4	26.6	7.5	2.0	6.5	2.8	7.7	.1
Professional specialty and technical	100.0	73.2	26.8	8.0	2.1	6.0	2.9	7.7	.1
Executive, administrative, and managerial	100.0	73.5	26.5	8.7	2.0	5.4	3.2	7.1	.1
Sales	100.0	77.2	22.8	5.0	1.7	5.4	2.0	8.6	(²)
Administrative support, including clerical	100.0	71.2	28.8	7.4	1.9	8.8	2.8	7.9	(²)
Blue-collar occupations	100.0	67.7	32.3	5.9	3.5	8.1	3.3	11.2	.2
Precision production, craft, and repair	100.0	68.3	31.7	6.2	3.3	7.6	3.6	10.9	.2
Machine operators, assemblers, and inspectors	100.0	65.3	34.7	6.6	4.5	9.8	3.1	10.2	.4
Transportation and material moving	100.0	67.3	32.7	5.7	3.1	7.5	3.6	12.6	.1
Handlers, equipment cleaners, helpers, and laborers	100.0	69.7	30.3	4.7	2.9	7.7	2.9	12.0	(²)
Service occupations	100.0	75.7	24.3	4.6	1.5	5.4	1.6	11.1	(²)
Industry group									
Goods-producing industries ³	100.0	68.0	32.0	6.9	3.3	8.2	3.6	9.7	.3
Construction	100.0	70.6	29.4	3.3	2.6	5.8	4.3	13.4	(²)
Manufacturing	100.0	67.4	32.6	7.7	3.5	8.9	3.4	8.9	.3
Durables	100.0	66.3	33.7	7.9	3.8	9.4	3.5	8.7	.4
Nondurables	100.0	69.1	30.9	7.2	3.0	8.0	3.3	9.3	.1
Service-producing industries ⁴	100.0	73.5	26.5	6.7	2.0	6.3	2.5	8.9	(²)
Transportation and public utilities	100.0	68.6	31.4	8.2	2.2	7.9	3.6	9.4	.1
Wholesale trade	100.0	71.9	28.1	6.5	2.7	7.3	2.5	9.0	.1
Retail trade	100.0	77.2	22.8	4.2	1.8	4.9	1.3	10.5	(²)
Finance, insurance, and real estate	100.0	73.1	26.9	7.9	1.5	7.4	3.2	6.8	.1
Services	100.0	74.2	25.8	7.0	2.0	5.8	2.4	8.7	(²)

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 121. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Private industry goods-producing and service-producing workers, by occupational group, March 1992

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	\$19.38	\$13.17	\$6.21	\$1.33	\$0.64	\$1.60	\$0.70	\$1.89	\$0.05
White-collar occupations	24.51	17.43	7.08	2.07	.49	1.80	.83	1.86	.04
Professional specialty and technical	27.87	19.60	8.27	2.51	.48	2.11	1.07	2.04	.06
Executive, administrative, and managerial	35.15	25.57	9.58	3.16	.71	1.93	1.16	2.58	.05
Administrative support, including clerical	15.15	10.43	4.72	1.10	.37	1.52	.45	1.25	.02
Blue-collar occupations	17.22	11.36	5.86	1.02	.71	1.51	.65	1.91	.05
Precision production, craft, and repair	21.61	14.44	7.17	1.24	.81	1.70	.91	2.46	.05
Machine operators, assemblers, and inspectors	15.52	10.04	5.49	1.04	.73	1.56	.51	1.57	.07
Transportation and material moving	17.55	11.39	6.16	.95	.78	1.51	.80	2.09	.03
Handlers, equipment cleaners, helpers, and laborers	12.86	8.70	4.16	.58	.45	1.05	.45	1.61	.02
Service occupations	14.55	9.78	4.77	.95	.46	1.36	.55	1.39	.05
All workers, service-producing industries³	14.99	11.02	3.97	1.01	.30	.95	.38	1.33	(⁴)
White-collar occupations	17.92	13.25	4.67	1.31	.35	1.13	.48	1.40	(⁴)
Professional specialty and technical	24.60	18.19	6.41	1.92	.53	1.38	.66	1.91	(⁴)
Executive, administrative, and managerial	27.46	20.27	7.20	2.36	.56	1.47	.87	1.91	.03
Sales	12.92	9.99	2.92	.63	.23	.69	.25	1.12	(⁴)
Administrative support, including clerical	13.40	9.61	3.79	.99	.24	1.14	.36	1.06	(⁴)
Blue-collar occupations	14.18	9.96	4.22	.85	.37	1.01	.37	1.60	(⁴)
Precision production, craft, and repair	18.46	13.04	5.41	1.29	.47	1.30	.47	1.86	.02
Transportation and material moving	15.59	10.67	4.92	.91	.40	1.10	.49	2.01	(⁴)
Handlers, equipment cleaners, helpers, and laborers	10.56	7.51	3.04	.52	.27	.77	.26	1.22	(⁴)
Service occupations	8.27	6.30	1.98	.38	.11	.43	.13	.93	(⁴)
Percent of total compensation									
All workers, goods-producing industries²	100.0	68.0	32.0	6.9	3.3	8.2	3.6	9.7	0.3
White-collar occupations	100.0	71.1	28.9	8.4	2.0	7.3	3.4	7.6	.2
Professional specialty and technical	100.0	70.3	29.7	9.0	1.7	7.6	3.8	7.3	.2
Executive, administrative, and managerial	100.0	72.7	27.3	9.0	2.0	5.5	3.3	7.3	.1
Administrative support, including clerical	100.0	68.8	31.2	7.3	2.4	10.1	3.0	8.2	.2
Blue-collar occupations	100.0	66.0	34.0	5.9	4.1	8.8	3.8	11.1	.3
Precision production, craft, and repair	100.0	66.8	33.2	5.7	3.7	7.9	4.2	11.4	.2
Machine operators, assemblers, and inspectors	100.0	64.7	35.3	6.7	4.7	10.1	3.3	10.1	.5
Transportation and material moving	100.0	64.9	35.1	5.4	4.5	8.6	4.5	11.9	.2
Handlers, equipment cleaners, helpers, and laborers	100.0	67.7	32.3	4.5	3.5	8.1	3.5	12.6	.1
Service occupations	100.0	67.2	32.8	6.5	3.2	9.4	3.8	9.5	.3
All workers, service-producing industries³	100.0	73.5	26.5	6.7	2.0	6.3	2.5	8.9	(⁴)
White-collar occupations	100.0	73.9	26.1	7.3	1.9	6.3	2.7	7.8	(⁴)
Professional specialty and technical	100.0	74.0	26.0	7.8	2.1	5.6	2.7	7.8	(⁴)
Executive, administrative, and managerial	100.0	73.8	26.2	8.6	2.0	5.4	3.2	7.0	.1
Sales	100.0	77.4	22.6	4.9	1.7	5.4	2.0	8.7	(⁴)
Administrative support, including clerical	100.0	71.7	28.3	7.4	1.8	8.5	2.7	7.9	(⁴)
Blue-collar occupations	100.0	70.2	29.8	6.0	2.6	7.2	2.6	11.3	(⁴)
Precision production, craft, and repair	100.0	70.7	29.3	7.0	2.6	7.0	2.5	10.1	.1
Transportation and material moving	100.0	68.4	31.6	5.8	2.5	7.1	3.1	12.9	(⁴)
Handlers, equipment cleaners, helpers, and laborers	100.0	71.2	28.8	4.9	2.5	7.3	2.4	11.5	(⁴)
Service occupations	100.0	76.1	23.9	4.6	1.4	5.2	1.5	11.2	(⁴)

¹ Includes severance pay and supplemental unemployment benefits.

² Includes mining, construction, and manufacturing.

³ Includes transportation, communication, and public utilities; wholesale and retail trade; finance, insurance, and real estate; and service industries.

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

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

Table 122. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Private industry manufacturing and nonmanufacturing workers, by occupational group, March 1992

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	\$19.20	\$12.93	\$6.26	\$1.47	\$0.67	\$1.70	\$0.65	\$1.71	\$0.06
White-collar occupations	24.44	17.30	7.15	2.14	.49	1.88	.79	1.80	.04
Professional specialty and technical	27.45	19.27	8.18	2.50	.46	2.13	1.03	2.00	.06
Executive, administrative, and managerial	35.59	25.83	9.76	3.39	.74	2.08	1.08	2.44	.04
Administrative support, including clerical	15.47	10.56	4.91	1.17	.38	1.61	.46	1.26	.03
Blue-collar occupations	16.75	10.89	5.87	1.15	.77	1.62	.59	1.67	.07
Precision production, craft, and repair	22.02	14.31	7.71	1.70	1.01	2.01	.86	2.05	.09
Machine operators, assemblers, and inspectors	15.50	10.01	5.48	1.04	.73	1.57	.51	1.56	.08
Transportation and material moving	17.22	11.25	5.98	1.08	.76	1.55	.72	1.82	.05
Handlers, equipment cleaners, helpers, and laborers	12.66	8.41	4.25	.73	.51	1.23	.38	1.37	.03
Service occupations	15.18	10.10	5.09	1.03	.51	1.47	.60	1.43	.06
All workers, nonmanufacturing industries	15.34	11.23	4.11	1.00	.31	.96	.41	1.41	(²)
White-collar occupations	18.12	13.39	4.73	1.32	.35	1.13	.49	1.42	(²)
Professional specialty and technical	24.74	18.28	6.46	1.93	.53	1.39	.67	1.92	.02
Executive, administrative, and managerial	27.95	20.61	7.34	2.36	.56	1.47	.91	2.00	.03
Sales	12.98	10.04	2.94	.63	.23	.70	.26	1.13	(²)
Administrative support, including clerical	13.41	9.62	3.79	.99	.24	1.13	.36	1.06	(²)
Blue-collar occupations	15.22	10.63	4.59	.79	.40	1.05	.48	1.85	(²)
Precision production, craft, and repair	19.47	13.64	5.83	1.05	.51	1.30	.66	2.29	.02
Transportation and material moving	15.88	10.78	5.10	.88	.45	1.14	.54	2.09	(²)
Handlers, equipment cleaners, helpers, and laborers	11.00	7.80	3.20	.48	.28	.76	.31	1.36	(²)
Service occupations	8.28	6.30	1.98	.38	.11	.43	.13	.93	(²)
Percent of total compensation									
All workers, manufacturing industries	100.0	67.4	32.6	7.7	3.5	8.9	3.4	8.9	0.3
White-collar occupations	100.0	70.8	29.2	8.8	2.0	7.7	3.2	7.4	.2
Professional specialty and technical	100.0	70.2	29.8	9.1	1.7	7.8	3.8	7.3	.2
Executive, administrative, and managerial	100.0	72.6	27.4	9.5	2.1	5.8	3.0	6.8	.1
Administrative support, including clerical	100.0	68.2	31.8	7.6	2.5	10.4	3.0	8.2	.2
Blue-collar occupations	100.0	65.0	35.0	6.9	4.6	9.7	3.5	10.0	.4
Precision production, craft, and repair	100.0	65.0	35.0	7.7	4.6	9.1	3.9	9.3	.4
Machine operators, assemblers, and inspectors	100.0	64.6	35.4	6.7	4.7	10.1	3.3	10.1	.5
Transportation and material moving	100.0	65.3	34.7	6.3	4.4	9.0	4.2	10.6	.3
Handlers, equipment cleaners, helpers, and laborers	100.0	66.4	33.6	5.7	4.1	9.7	3.0	10.8	.2
Service occupations	100.0	66.5	33.5	6.8	3.3	9.7	4.0	9.4	.4
All workers, nonmanufacturing industries	100.0	73.2	26.8	6.5	2.0	6.3	2.7	9.2	(²)
White-collar occupations	100.0	73.9	26.1	7.3	1.9	6.3	2.7	7.8	(²)
Professional specialty and technical	100.0	73.9	26.1	7.8	2.1	5.6	2.7	7.8	.1
Executive, administrative, and managerial	100.0	73.8	26.2	8.5	2.0	5.3	3.3	7.1	.1
Sales	100.0	77.3	22.7	4.9	1.8	5.4	2.0	8.7	(²)
Administrative support, including clerical	100.0	71.7	28.3	7.3	1.8	8.5	2.7	7.9	(²)
Blue-collar occupations	100.0	69.8	30.2	5.2	2.7	6.9	3.2	12.2	(²)
Precision production, craft, and repair	100.0	70.1	29.9	5.4	2.6	6.7	3.4	11.8	.1
Transportation and material moving	100.0	67.9	32.1	5.5	2.8	7.2	3.4	13.2	(²)
Handlers, equipment cleaners, helpers, and laborers	100.0	70.9	29.1	4.4	2.5	6.9	2.8	12.4	(²)
Service occupations	100.0	76.1	23.9	4.6	1.4	5.2	1.5	11.2	(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 123. 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 1992

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	\$21.09	\$13.63	\$7.46	\$1.56	\$0.73	\$2.06	\$0.99	\$2.05	\$0.07
Blue-collar occupations	22.03	13.83	8.19	1.52	.90	2.22	1.14	2.30	.10
Goods-producing industries ²	23.01	14.23	8.78	1.55	1.04	2.42	1.27	2.36	.14
Service-producing industries ³	19.57	13.16	6.42	1.56	.48	1.77	.76	1.81	.02
Manufacturing	21.62	13.20	8.42	1.68	1.11	2.41	1.01	2.04	.16
Blue-collar occupations	21.67	13.17	8.50	1.67	1.14	2.44	1.01	2.07	.17
Nonmanufacturing	20.80	13.87	6.93	1.49	.52	1.87	.98	2.06	.02
All nonunion workers, private industry	15.22	11.21	4.01	1.01	.32	.94	.36	1.37	(⁴)
Blue-collar occupations	13.01	9.30	3.71	.67	.40	.86	.24	1.53	(⁴)
Goods-producing industries ²	18.08	12.79	5.29	1.26	.50	1.30	.50	1.72	.02
Service-producing industries ³	14.38	10.74	3.64	.94	.27	.83	.32	1.26	(⁴)
Manufacturing	18.31	12.84	5.47	1.39	.51	1.44	.52	1.58	.02
Blue-collar occupations	13.86	9.54	4.31	.85	.55	1.14	.34	1.43	(⁴)
Nonmanufacturing	14.55	10.85	3.70	.93	.28	.83	.33	1.32	(⁴)
Percent of total compensation									
All union workers, private industry	100.0	64.6	35.4	7.4	3.5	9.8	4.7	9.7	0.3
Blue-collar occupations	100.0	62.8	37.2	6.9	4.1	10.1	5.2	10.5	.5
Goods-producing industries ²	100.0	61.8	38.2	6.7	4.5	10.5	5.5	10.3	.6
Service-producing industries ³	100.0	67.2	32.8	8.0	2.5	9.1	3.9	9.3	.1
Manufacturing	100.0	61.0	39.0	7.8	5.1	11.2	4.7	9.5	.8
Blue-collar occupations	100.0	60.8	39.2	7.7	5.3	11.2	4.6	9.6	.8
Nonmanufacturing	100.0	66.7	33.3	7.1	2.5	9.0	4.7	9.9	.1
All nonunion workers, private industry	100.0	73.6	26.4	6.6	2.1	6.2	2.4	9.0	(⁴)
Blue-collar occupations	100.0	71.5	28.5	5.2	3.1	6.6	1.9	11.7	(⁴)
Goods-producing industries ²	100.0	70.7	29.3	6.9	2.7	7.2	2.8	9.5	.1
Service-producing industries ³	100.0	74.7	25.3	6.5	1.9	5.8	2.3	8.8	(⁴)
Manufacturing	100.0	70.1	29.9	7.6	2.8	7.9	2.9	8.6	.1
Blue-collar occupations	100.0	68.9	31.1	6.1	3.9	8.2	2.5	10.3	(⁴)
Nonmanufacturing	100.0	74.6	25.4	6.4	2.0	5.7	2.3	9.1	(⁴)

¹ Includes severance pay and supplemental unemployment benefits.

² Includes mining, construction, and manufacturing.

³ Includes transportation, communication, and public utilities; wholesale and retail trade; finance, insurance, and real estate; and service industries.

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

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

Table 124. 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 1992

Industry and occupational group, and employment size	Total compensation	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	\$16.14	\$11.58	\$4.55	\$1.09	\$0.39	\$1.12	\$0.46	\$1.47	\$0.02
1-99 workers	13.95	10.36	3.59	.77	.30	.83	.31	1.37	(²)
100 or more workers	18.06	12.66	5.40	1.37	.46	1.37	.60	1.56	.03
100-499 workers	15.03	10.82	4.21	.99	.34	1.06	.41	1.40	(²)
500 or more workers	21.23	14.58	6.64	1.77	.59	1.69	.80	1.73	.06
Goods-producing industries ³	19.38	13.17	6.21	1.33	.64	1.60	.70	1.89	.05
1-99 workers	16.50	11.76	4.74	.76	.45	1.07	.48	1.96	(²)
100 or more workers	20.86	13.89	6.97	1.63	.74	1.86	.82	1.85	.07
100-499 workers	16.99	11.72	5.27	1.09	.55	1.40	.54	1.69	(²)
500 or more workers	24.40	15.88	8.52	2.12	.91	2.29	1.07	1.99	.13
Service-producing industries ⁴	14.99	11.02	3.97	1.01	.30	.95	.38	1.33	(²)
1-99 workers	13.35	10.03	3.32	.78	.27	.77	.27	1.23	(²)
100 or more workers	16.71	12.06	4.65	1.25	.33	1.13	.49	1.42	(²)
100-499 workers	14.18	10.43	3.75	.95	.25	.92	.35	1.27	(²)
500 or more workers	19.55	13.89	5.65	1.59	.42	1.37	.65	1.59	.02
White-collar occupations	18.95	13.90	5.05	1.43	.37	1.23	.53	1.47	.02
1-99 workers	16.58	12.48	4.11	1.06	.34	.99	.36	1.35	(²)
100 or more workers	20.89	15.07	5.82	1.73	.40	1.43	.67	1.57	.02
100-499 workers	17.58	12.97	4.61	1.30	.29	1.17	.46	1.39	(²)
500 or more workers	23.86	16.96	6.90	2.12	.50	1.66	.87	1.73	.03
Blue-collar occupations	15.88	10.74	5.13	.94	.56	1.29	.53	1.77	.04
1-99 workers	13.79	9.80	3.99	.63	.37	.91	.35	1.71	(²)
100 or more workers	17.70	11.56	6.14	1.22	.72	1.62	.68	1.83	.06
100-499 workers	14.94	10.20	4.74	.86	.53	1.21	.49	1.64	(²)
500 or more workers	21.04	13.21	7.84	1.65	.96	2.13	.92	2.06	.13
Percent of total compensation									
All workers in private industry	100.0	71.8	28.2	6.8	2.4	6.9	2.9	9.1	0.1
1-99 workers	100.0	74.3	25.7	5.6	2.2	5.9	2.2	9.8	(²)
100 or more workers	100.0	70.1	29.9	7.6	2.6	7.6	3.3	8.6	.2
100-499 workers	100.0	72.0	28.0	6.6	2.3	7.1	2.7	9.3	(²)
500 or more workers	100.0	68.7	31.3	8.4	2.8	8.0	3.8	8.2	.3
Goods-producing industries ³	100.0	68.0	32.0	6.9	3.3	8.2	3.6	9.7	.3
1-99 workers	100.0	71.3	28.7	4.6	2.8	6.5	2.9	11.9	(²)
100 or more workers	100.0	66.6	33.4	7.8	3.5	8.9	3.9	8.9	.4
100-499 workers	100.0	69.0	31.0	6.4	3.2	8.3	3.2	9.9	(²)
500 or more workers	100.0	65.1	34.9	8.7	3.7	9.4	4.4	8.2	.5
Service-producing industries ⁴	100.0	73.5	26.5	6.7	2.0	6.3	2.5	8.9	(²)
1-99 workers	100.0	75.2	24.8	5.8	2.0	5.7	2.0	9.2	(²)
100 or more workers	100.0	72.2	27.8	7.5	2.0	6.8	2.9	8.5	(²)
100-499 workers	100.0	73.5	26.4	6.7	1.8	6.5	2.5	9.0	(²)
500 or more workers	100.0	71.1	28.9	8.1	2.2	7.0	3.3	8.2	.1
White-collar occupations	100.0	73.4	26.6	7.5	2.0	6.5	2.8	7.7	.1
1-99 workers	100.0	75.2	24.8	6.4	2.1	6.0	2.2	8.1	(²)
100 or more workers	100.0	72.1	27.9	8.3	1.9	6.8	3.2	7.5	.1
100-499 workers	100.0	73.8	26.2	7.4	1.6	6.7	2.6	7.9	(²)
500 or more workers	100.0	71.1	28.9	8.9	2.1	7.0	3.6	7.2	.1
Blue-collar occupations	100.0	67.7	32.3	5.9	3.5	8.1	3.3	11.2	.2
1-99 workers	100.0	71.1	28.9	4.6	2.7	6.6	2.6	12.4	(²)
100 or more workers	100.0	65.3	34.7	6.9	4.1	9.2	3.8	10.3	.4
100-499 workers	100.0	68.3	31.7	5.8	3.5	8.1	3.3	11.0	(²)
500 or more workers	100.0	62.8	37.2	7.8	4.6	10.1	4.4	9.8	.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 125. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Private industry aircraft manufacturing workers, by occupational group, March 1992

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									
Aircraft manufacturing (SIC 3721)	\$26.97	\$18.02	\$8.95	\$2.33	\$1.17	\$2.39	\$1.05	\$1.98	\$0.03
White-collar occupations	28.10	19.18	8.91	2.59	.77	2.34	1.20	1.98	.04
Blue-collar occupations	25.42	16.35	9.07	1.95	1.82	2.46	.82	2.00	.02
Percent of total compensation									
Aircraft manufacturing (SIC 3721)	100.0	66.8	33.2	8.6	4.3	8.9	3.9	7.3	0.1
White-collar occupations	100.0	68.3	31.7	9.2	2.7	8.3	4.3	7.0	.1
Blue-collar occupations	100.0	64.3	35.7	7.7	7.2	9.7	3.2	7.9	.1

¹ Includes severance pay and supplemental unemployment benefits.

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

Table 126. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Civilian workers, by major occupational group, March 1991

Compensation component	Civilian workers		White-collar		Blue-collar		Service	
	Cost	Percent	Cost	Percent	Cost	Percent	Cost	Percent
Total compensation	\$16.45	100.0	\$19.50	100.0	\$15.31	100.0	\$9.31	100.0
Wages and salaries	11.81	71.8	14.28	73.2	10.44	68.2	6.75	72.5
Total benefits	4.65	28.2	5.23	26.8	4.87	31.8	2.56	27.5
Paid leave	1.16	7.0	1.47	7.5	.95	6.2	.56	6.0
Vacation .....	.53	3.2	.65	3.3	.49	3.2	.26	2.8
Holiday .....	.38	2.3	.49	2.5	.33	2.2	.17	1.8
Sick .....	.18	1.1	.25	1.3	.09	.6	.10	1.1
Other .....	.06	.4	.08	.4	.04	.3	.03	.3
Supplemental pay .....	.33	2.0	.29	1.5	.52	3.4	.16	1.7
Premium ¹ .....	.16	1.0	.08	.4	.36	2.3	.08	.9
Shift differential .....	.05	.3	.04	.2	.06	.4	.04	.4
Nonproduction bonuses .....	.12	.8	.16	.8	.10	.7	.04	.4
Insurance	1.10	6.7	1.24	6.3	1.17	7.7	.57	6.1
Life .....	.05	.3	.06	.3	.04	.3	.02	.2
Health	1.01	6.1	1.13	5.8	1.08	7.1	.53	5.7
Sickness and accident .....	.04	.3	.04	.2	.05	.3	.02	.2
Retirement and savings .....	.65	4.0	.81	4.2	.54	3.5	.37	4.0
Pensions .....	.57	3.5	.70	3.6	.47	3.1	.35	3.8
Savings and thrift .....	.08	.5	.11	.6	.07	.4	.02	.2
Legally required benefits	1.39	8.4	1.40	7.2	1.66	10.8	.90	9.7
Social Security ² .....	.94	5.7	1.10	5.6	.90	5.9	.53	5.7
Federal unemployment insurance .....	.03	.2	.03	.1	.03	.2	.03	.3
State unemployment insurance .....	.08	.5	.08	.4	.10	.7	.07	.7
Workers' compensation .....	.32	1.9	.19	1.0	.59	3.8	.26	2.8
Other benefits ³ .....	.02	.1	(⁴)	(⁴)	.02	.1	(⁴)	(⁴)

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

² The total employer's cost for Social Security is comprised of an OASDI portion and a Medicare portion. OASDI is the acronym for Old-Age, Survivors, and Disability Insurance.

³ Includes severance pay and supplemental unemployment benefits.

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

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

Table 127. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Civilian workers, by occupational and industry group, March 1991

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	\$16.45	\$11.81	\$4.65	\$1.16	\$0.33	\$1.10	\$0.65	\$1.39	\$0.02
Occupational group									
White-collar occupations	19.50	14.28	5.23	1.47	.29	1.24	.81	1.40	(²)
Professional specialty and technical	25.96	19.09	6.87	1.90	.32	1.54	1.35	1.74	.02
Executive, administrative, and managerial	28.23	20.66	7.57	2.52	.46	1.46	1.18	1.93	.03
Administrative support, including clerical	13.38	9.44	3.94	1.04	.22	1.17	.47	1.02	(²)
Blue-collar occupations	15.31	10.44	4.87	.95	.52	1.17	.54	1.66	.02
Service occupations	9.31	6.75	2.56	.56	.16	.57	.37	.90	(²)
Industry group									
Services	17.02	12.53	4.49	1.18	.22	1.05	.76	1.28	(²)
Health services	16.75	12.00	4.76	1.52	.41	.99	.50	1.33	(²)
Hospitals	18.63	13.12	5.51	1.72	.62	1.22	.52	1.42	(²)
Educational services	24.58	18.01	6.57	1.48	.09	1.70	1.88	1.40	.02
Elementary and secondary education	25.03	18.29	6.74	1.40	.08	1.84	2.05	1.34	.03
Higher education	24.74	18.22	6.52	1.69	.11	1.51	1.65	1.55	(²)
Percent of total compensation									
Civilian workers	100.0	71.8	28.2	7.0	2.0	6.7	4.0	8.4	0.1
Occupational group									
White-collar occupations	100.0	73.2	26.8	7.5	1.5	6.3	4.2	7.2	(²)
Professional specialty and technical	100.0	73.5	26.5	7.3	1.2	5.9	5.2	6.7	.1
Executive, administrative, and managerial	100.0	73.2	26.8	8.9	1.6	5.2	4.2	6.8	.1
Administrative support, including clerical	100.0	70.6	29.4	7.8	1.6	8.8	3.5	7.6	(²)
Blue-collar occupations	100.0	68.2	31.8	6.2	3.4	7.7	3.5	10.8	.1
Service occupations	100.0	72.5	27.5	6.0	1.7	6.1	4.0	9.7	(²)
Industry group									
Services	100.0	73.6	26.4	6.9	1.3	6.2	4.5	7.5	(²)
Health services	100.0	71.6	28.4	9.1	2.4	5.9	3.0	8.0	(²)
Hospitals	100.0	70.4	29.6	9.2	3.3	6.6	2.8	7.6	(²)
Educational services	100.0	73.3	26.7	6.0	.4	6.9	7.6	5.7	.1
Elementary and secondary education	100.0	73.1	26.9	5.6	.3	7.3	8.2	5.4	.1
Higher education	100.0	73.7	26.3	6.8	.5	6.1	6.7	6.3	(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 128. 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 1991

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	\$22.31	100.0	\$25.07	100.0	\$16.02	100.0	\$23.69	100.0
Wages and salaries	15.52	69.6	17.86	71.2	10.30	64.3	16.96	71.6
Total benefits	6.79	30.4	7.21	28.8	5.72	35.7	6.73	28.4
Paid leave	1.75	7.8	1.85	7.4	1.49	9.3	1.59	6.7
Vacation .....	.60	2.7	.58	2.3	.62	3.9	.44	1.9
Holiday .....	.55	2.5	.59	2.4	.46	2.8	.52	2.2
Sick .....	.44	2.0	.50	2.0	.31	1.9	.47	2.0
Other .....	.15	.7	.17	.7	.10	.6	.17	.7
Supplemental pay .....	.21	.9	.14	.5	.37	2.3	.16	.7
Premium ² .....	.10	.4	.04	.2	.20	1.2	.05	.2
Shift differential .....	.04	.2	.03	.1	.09	.6	.04	.2
Nonproduction bonuses .....	.07	.3	.07	.3	.08	.5	.07	.3
Insurance	1.63	7.3	1.73	6.9	1.34	8.3	1.72	7.2
Life .....	.05	.2	.06	.2	.04	.2	.05	.2
Health	1.54	6.9	1.63	6.5	1.27	7.9	1.64	6.9
Sickness and accident .....	.03	.1	.04	.1	.03	.2	.03	.1
Retirement and savings	1.85	8.3	2.04	8.2	1.49	9.3	1.92	8.1
Pensions	1.84	8.2	2.03	8.1	1.48	9.2	1.91	8.1
Savings and thrift	(³)	(³)	(³)	(³)	(³)	(³)	(³)	(³)
Legally required benefits	1.34	6.0	1.43	5.7	1.03	6.4	1.32	5.6
Social Security ⁴	1.04	4.6	1.18	4.7	.67	4.2	1.09	4.6
Federal unemployment insurance	(³)	(³)	(³)	(³)	(³)	(³)	(³)	(³)
State unemployment insurance .....	.03	.1	.03	.1	.02	.2	.03	.1
Workers' compensation .....	.26	1.2	.21	.8	.33	2.0	.20	.8
Other benefits ⁵ .....	.02	.1	.02	.1	.02	.1	.02	.1

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 Cost per hour worked is \$0.01 or less.

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

⁵ Includes severance pay and supplemental unemployment benefits.

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

Table 129. 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 1991

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	\$22.31	\$15.52	\$6.79	\$1.75	\$0.21	\$1.63	\$1.85	\$1.34	\$0.02
Occupational group									
White-collar occupations	25.07	17.86	7.21	1.85	.14	1.73	2.04	1.43	.02
Professional specialty and technical	21.06	13.13	7.93	2.11	.63	1.48	2.38	1.31	.03
Professional specialty	20.11	13.32	6.79	2.02	.26	1.41	1.81	1.26	.02
Executive, administrative, and managerial	28.36	19.66	8.70	2.85	.12	1.65	2.36	1.70	.02
Administrative support, including clerical	14.37	9.54	4.82	1.33	.09	1.46	1.03	.90	(²)
Blue-collar occupations	17.66	11.39	6.27	1.61	.35	1.56	1.35	1.38	(²)
Service occupations	16.02	10.30	5.72	1.49	.37	1.34	1.49	1.03	.02
Industry group									
Services	23.69	16.96	6.73	1.59	.16	1.72	1.92	1.32	.02
Health services	17.87	12.03	5.84	1.82	.45	1.26	1.09	1.20	(²)
Hospitals	18.17	12.32	5.85	1.86	.45	1.22	1.08	1.21	.02
Educational services	25.40	18.45	6.94	1.53	.10	1.83	2.10	1.37	.02
Elementary and secondary education	25.70	18.72	6.98	1.45	.08	1.89	2.18	1.35	.03
Higher education	25.42	18.38	7.03	1.79	.15	1.67	1.94	1.49	(²)
Public administration	20.11	13.32	6.79	2.02	.26	1.41	1.81	1.26	.02
Percent of total compensation									
State and local government workers	100.0	69.6	30.4	7.8	0.9	7.3	8.3	6.0	0.1
Occupational group									
White-collar occupations	100.0	71.2	28.8	7.4	.5	6.9	8.2	5.7	.1
Professional specialty and technical	100.0	62.3	37.7	10.0	3.0	7.0	11.3	6.2	.1
Professional specialty	100.0	66.2	33.8	10.0	1.3	7.0	9.0	6.3	.1
Executive, administrative, and managerial	100.0	69.3	30.7	10.1	.4	5.8	8.3	6.0	.1
Administrative support, including clerical	100.0	66.4	33.6	9.2	.6	10.2	7.2	6.3	(²)
Blue-collar occupations	100.0	64.5	35.5	9.1	2.0	8.8	7.6	7.8	(²)
Service occupations	100.0	64.3	35.7	9.3	2.3	8.3	9.3	6.4	.1
Industry group									
Services	100.0	71.6	28.4	6.7	.7	7.2	8.1	5.6	.1
Health services	100.0	67.3	32.7	10.2	2.5	7.1	6.1	6.7	(²)
Hospitals	100.0	67.8	32.2	10.2	2.5	6.7	6.0	6.7	.1
Educational services	100.0	72.7	27.3	6.0	.4	7.2	8.3	5.4	.1
Elementary and secondary education	100.0	72.8	27.2	5.6	.3	7.4	8.5	5.2	.1
Higher education	100.0	72.3	27.7	7.0	.6	6.6	7.6	5.9	(²)
Public administration	100.0	66.2	33.8	10.0	1.3	7.0	9.0	6.3	.1

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 130. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Private industry workers, by major industry group, March 1991

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	\$15.40	100.0	\$18.48	100.0	\$14.31	100.0	\$18.22	100.0	\$14.67	100.0
Wages and salaries	11.14	72.3	12.70	68.7	10.58	74.0	12.40	68.1	10.81	73.7
Total benefits	4.27	27.7	5.78	31.3	3.72	26.0	5.81	31.9	3.86	26.3
Paid leave	1.05	6.8	1.27	6.9	.97	6.8	1.38	7.6	.96	6.6
Vacation .....	.52	3.4	.66	3.6	.47	3.3	.71	3.9	.47	3.2
Holiday .....	.35	2.3	.46	2.5	.32	2.2	.50	2.8	.31	2.1
Sick .....	.13	.8	.11	.6	.14	1.0	.12	.7	.13	.9
Other .....	.05	.3	.05	.3	.05	.3	.05	.3	.04	.3
Supplemental pay .....	.36	2.3	.63	3.4	.26	1.8	.67	3.7	.28	1.9
Premium ³ .....	.17	1.1	.35	1.9	.11	.8	.36	2.0	.13	.9
Shift differential .....	.05	.3	.08	.4	.04	.3	.09	.5	.04	.3
Nonproduction bonuses .....	.13	.9	.20	1.1	.11	.8	.21	1.2	.11	.8
Insurance	1.01	6.5	1.41	7.6	.86	6.0	1.51	8.3	.88	6.0
Life .....	.05	.3	.06	.3	.04	.3	.07	.4	.04	.3
Health .....	.92	6.0	1.28	6.9	.79	5.5	1.37	7.5	.80	5.5
Sickness and accident .....	.04	.3	.07	.4	.03	.2	.07	.4	.03	.2
Retirement and savings .....	.44	2.9	.66	3.6	.36	2.5	.60	3.3	.40	2.7
Pensions .....	.35	2.2	.50	2.7	.29	2.0	.44	2.4	.32	2.2
Savings and thrift .....	.10	.6	.15	.8	.07	.5	.16	.9	.08	.5
Legally required benefits	1.40	9.1	1.78	9.7	1.26	8.8	1.62	8.9	1.34	9.1
Social Security ⁴ .....	.92	6.0	1.09	5.9	.86	6.0	1.08	5.9	.88	6.0
Federal unemployment insurance .....	.03	.2	.03	.2	.03	.2	.03	.2	.03	.2
State unemployment insurance .....	.09	.6	.12	.6	.08	.6	.11	.6	.09	.6
Workers' compensation .....	.33	2.1	.54	2.9	.25	1.8	.39	2.2	.31	2.1
Other benefits ⁵	(⁶)	(⁶)	.03	.2	(⁶)	(⁶)	.04	.2	(⁶)	(⁶)

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 The total employer's cost for Social Security is comprised of an OASDI

portion and a Medicare portion. OASDI is the acronym for Old-Age, Survivors, and Disability Insurance.

⁵ Includes severance pay and supplemental unemployment benefits.

⁶ Cost per hour worked is \$0.01 or less.

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

Table 131. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Private industry workers, by major occupational group, March 1991

Compensation component	All workers in private industry		White-collar		Blue-collar		Service	
	Cost	Percent	Cost	Percent	Cost	Percent	Cost	Percent
Total compensation	\$15.40	100.0	\$18.15	100.0	\$15.15	100.0	\$7.82	100.0
Wages and salaries	11.14	72.3	13.40	73.8	10.37	68.4	5.96	76.3
Total benefits	4.27	27.7	4.75	26.2	4.78	31.6	1.85	23.7
Paid leave	1.05	6.8	1.38	7.6	.91	6.0	.35	4.5
Vacation .....	.52	3.4	.67	3.7	.47	3.1	.18	2.3
Holiday .....	.35	2.3	.46	2.5	.32	2.1	.10	1.3
Sick .....	.13	.8	.19	1.1	.07	.5	.05	.7
Other .....	.05	.3	.06	.3	.04	.3	(¹)	(¹)
Supplemental pay .....	.36	2.3	.32	1.8	.54	3.5	.11	1.4
Premium ² .....	.17	1.1	.09	.5	.36	2.4	.05	.7
Shift differential .....	.05	.3	.05	.3	.06	.4	.03	.4
Nonproduction bonuses .....	.13	.9	.18	1.0	.11	.7	.03	.3
Insurance	1.01	6.5	1.12	6.2	1.15	7.6	.39	5.0
Life .....	.05	.3	.06	.3	.04	.3	(¹)	(¹)
Health .....	.92	6.0	1.02	5.6	1.06	7.0	.36	4.6
Sickness and accident .....	.04	.3	.05	.3	.05	.3	.02	.2
Retirement and savings .....	.44	2.9	.52	2.9	.49	3.2	.12	1.6
Pensions .....	.35	2.2	.38	2.1	.42	2.8	.10	1.3
Savings and thrift .....	.10	.6	.14	.8	.07	.5	.02	.3
Legally required benefits	1.40	9.1	1.39	7.7	1.68	11.1	.88	11.2
Social Security ³ .....	.92	6.0	1.08	5.9	.90	5.9	.51	6.5
Federal unemployment insurance .....	.03	.2	.03	.2	.03	.2	.03	.4
State unemployment insurance .....	.09	.6	.09	.5	.11	.7	.08	1.0
Workers' compensation .....	.33	2.1	.18	1.0	.60	3.9	.25	3.2
Other benefits ⁴	(¹)	(¹)	(¹)	(¹)	.02	.2	(¹)	(¹)

¹ Cost per hour worked is \$0.01 or less.

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

³ The total employer's cost for Social Security is comprised of an OASDI portion and a Medicare portion. OASDI is the acronym for

Old-Age, Survivors, and Disability Insurance.

⁴ Includes severance pay and supplemental unemployment benefits.

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

Table 132. 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 1991

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	\$17.56	100.0	\$13.68	100.0	\$15.05	100.0	\$15.97	100.0	\$19.76	100.0	\$14.56	100.0
Wages and salaries	12.65	72.1	10.03	73.3	10.70	71.1	11.62	72.8	13.02	65.9	10.78	74.0
Total benefits	4.91	27.9	3.65	26.7	4.35	28.9	4.34	27.2	6.75	34.1	3.79	26.0
Paid leave	1.31	7.4	.87	6.4	1.03	6.9	1.04	6.5	1.43	7.2	.98	6.7
Vacation .....	.61	3.5	.44	3.2	.55	3.6	.51	3.2	.77	3.9	.47	3.2
Holiday .....	.44	2.5	.29	2.1	.34	2.3	.36	2.3	.45	2.3	.33	2.3
Sick .....	.19	1.1	.10	.8	.10	.7	.13	.8	.15	.8	.13	.9
Other .....	.07	.4	.04	.3	.04	.3	.03	.2	.06	.3	.04	.3
Supplemental pay .....	.39	2.2	.30	2.2	.40	2.7	.35	2.2	.69	3.5	.29	2.0
Premium ² .....	.18	1.0	.16	1.1	.20	1.3	.17	1.0	.47	2.4	.12	.8
Shift differential .....	.06	.4	.04	.3	.05	.4	.04	.3	.11	.6	.04	.3
Nonproduction bonuses .....	.15	.8	.10	.7	.15	1.0	.14	.9	.10	.5	.14	1.0
Insurance	1.18	6.7	.83	6.1	1.05	7.0	1.01	6.3	1.78	9.0	.86	5.9
Life .....	.05	.3	.04	.3	.05	.3	.04	.3	.07	.3	.04	.3
Health	1.08	6.2	.76	5.5	.95	6.3	.92	5.8	1.63	8.2	.78	5.4
Sickness and accident .....	.04	.2	.03	.3	.06	.4	.04	.3	.09	.4	.03	.2
Retirement and savings .....	.50	2.8	.35	2.6	.49	3.3	.45	2.8	.87	4.4	.36	2.5
Pensions .....	.41	2.3	.25	1.8	.41	2.7	.33	2.1	.78	4.0	.26	1.8
Savings and thrift .....	.09	.5	.10	.8	.08	.6	.11	.7	.09	.4	.10	.7
Legally required benefits	1.52	8.7	1.28	9.4	1.35	9.0	1.49	9.3	1.93	9.8	1.30	8.9
Social Security ³	1.04	5.9	.84	6.1	.90	6.0	.96	6.0	1.13	5.7	.88	6.1
Federal unemployment insurance .....	.03	.2	.03	.2	.03	.2	.03	.2	.03	.2	.03	.2
State unemployment insurance .....	.11	.6	.07	.5	.10	.7	.10	.6	.12	.6	.09	.6
Workers' compensation .....	.31	1.8	.33	2.4	.29	1.9	.40	2.5	.55	2.8	.28	1.9
Other benefits ⁴ .....	.02	.1	(⁵)	(⁵)	.02	.1	(⁵)	(⁵)	.05	.2	(⁵)	(⁵)

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

⁴ Includes severance pay and supplemental unemployment benefits.

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

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

Table 133. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Private industry workers, by establishment employment size, March 1991

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	\$15.40	100.0	\$13.38	100.0	\$17.34	100.0	\$14.31	100.0	\$20.60	100.0
Wages and salaries	11.14	72.3	10.00	74.7	12.23	70.5	10.32	72.1	14.28	69.3
Total benefits	4.27	27.7	3.38	25.3	5.11	29.5	3.99	27.9	6.32	30.7
Paid leave	1.05	6.8	.77	5.7	1.32	7.6	.95	6.7	1.72	8.3
Vacation .....	.52	3.4	.38	2.8	.66	3.8	.46	3.2	.87	4.2
Holiday .....	.35	2.3	.27	2.0	.44	2.5	.33	2.3	.55	2.7
Sick .....	.13	.8	.09	.7	.17	1.0	.12	.9	.22	1.1
Other .....	.05	.3	.03	.2	.06	.3	.04	.3	.08	.4
Supplemental pay .....	.36	2.3	.26	1.9	.45	2.6	.32	2.3	.58	2.8
Premium ¹ .....	.17	1.1	.12	.9	.23	1.3	.19	1.3	.27	1.3
Shift differential .....	.05	.3	(²)	(²)	.09	.5	.04	.3	.14	.7
Nonproduction bonuses .....	.13	.9	.14	1.0	.13	.7	.09	.6	.17	.8
Insurance	1.01	6.5	.74	5.5	1.26	7.3	.98	6.9	1.56	7.6
Life .....	.05	.3	.03	.3	.06	.3	.04	.3	.07	.4
Health .....	.92	6.0	.68	5.1	1.14	6.6	.90	6.3	1.40	6.8
Sickness and accident .....	.04	.3	.02	.2	.06	.3	.04	.3	.08	.4
Retirement and savings .....	.44	2.9	.32	2.4	.56	3.2	.40	2.8	.74	3.6
Pensions .....	.35	2.2	.28	2.1	.41	2.4	.29	2.0	.54	2.6
Savings and thrift .....	.10	.6	.04	.3	.15	.8	.10	.7	.19	.9
Legally required benefits	1.40	9.1	1.29	9.7	1.50	8.6	1.33	9.3	1.68	8.2
Social Security ³ .....	.92	6.0	.82	6.1	1.02	5.9	.87	6.1	1.19	5.8
Federal unemployment insurance .....	.03	.2	.03	.2	.03	.2	.03	.2	.03	.1
State unemployment insurance .....	.09	.6	.09	.7	.09	.5	.09	.6	.09	.4
Workers' compensation .....	.33	2.1	.34	2.5	.31	1.8	.33	2.3	.30	1.4
Other benefits ⁴	(²)	(²)	(²)	(²)	.02	.1	(²)	(²)	.04	.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 The total employer's cost for Social Security is comprised of an OASDI portion and a Medicare portion. OASDI is the acronym for Old-Age, Survivors,

and Disability Insurance.

⁴ Includes severance pay and supplemental unemployment benefits.

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

Table 134. 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 1991

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	\$15.40	\$11.14	\$4.27	\$1.05	\$0.36	\$1.01	\$0.44	\$1.40	(²)
Occupational group									
White-collar occupations	18.15	13.40	4.75	1.38	.32	1.12	.52	1.39	(²)
Professional specialty and technical	23.79	17.54	6.24	1.95	.40	1.35	.74	1.79	\$.02
Executive, administrative, and managerial	28.15	20.85	7.30	2.43	.53	1.41	.90	1.99	.03
Sales	12.90	10.00	2.90	.65	.23	.67	.25	1.10	(²)
Administrative support, including clerical	13.17	9.41	3.76	.99	.24	1.12	.36	1.04	(²)
Blue-collar occupations	15.15	10.37	4.78	.91	.54	1.15	.49	1.68	.02
Precision production, craft, and repair	19.24	13.26	5.98	1.18	.64	1.34	.68	2.11	.03
Machine operators, assemblers, and inspectors	14.24	9.46	4.78	.94	.66	1.30	.41	1.44	.04
Transportation and material moving	15.56	10.59	4.97	.92	.48	1.12	.57	1.86	(²)
Handlers, equipment cleaners, helpers, and laborers	10.94	7.69	3.25	.53	.32	.79	.31	1.30	(²)
Service occupations	7.82	5.96	1.85	.35	.11	.39	.12	.88	(²)
Industry group									
Goods-producing industries ³	18.48	12.70	5.78	1.27	.63	1.41	.66	1.78	.03
Construction	18.32	13.08	5.23	.68	.47	.94	.77	2.36	.02
Manufacturing	18.22	12.40	5.81	1.38	.67	1.51	.60	1.62	.04
Durables	19.59	13.18	6.41	1.54	.77	1.70	.65	1.71	.05
Nondurables	16.36	11.36	5.00	1.18	.52	1.25	.54	1.49	.02
Service-producing industries ⁴	14.31	10.58	3.72	.97	.26	.86	.36	1.26	(²)
Transportation and public utilities	22.09	15.14	6.95	1.83	.43	1.71	.85	2.10	.02
Wholesale trade	17.10	12.37	4.72	1.12	.45	1.18	.45	1.51	.02
Retail trade	8.81	6.82	1.98	.38	.16	.41	.12	.92	(²)
Finance, insurance, and real estate	19.04	14.02	5.01	1.54	.30	1.29	.57	1.29	.02
Services	14.70	10.98	3.72	1.03	.24	.82	.36	1.26	(²)
Percent of total compensation									
All workers in private industry	100.0	72.3	27.7	6.8	2.3	6.5	2.9	9.1	(²)
Occupational group									
White-collar occupations	100.0	73.8	26.2	7.6	1.8	6.2	2.9	7.7	(²)
Professional specialty and technical	100.0	73.8	26.2	8.2	1.7	5.7	3.1	7.5	.1
Executive, administrative, and managerial	100.0	74.1	25.9	8.6	1.9	5.0	3.2	7.1	.1
Sales	100.0	77.5	22.5	5.1	1.8	5.2	1.9	8.5	(²)
Administrative support, including clerical	100.0	71.4	28.6	7.5	1.8	8.5	2.8	7.9	(²)
Blue-collar occupations	100.0	68.4	31.6	6.0	3.5	7.6	3.2	11.1	.2
Precision production, craft, and repair	100.0	68.9	31.1	6.2	3.3	7.0	3.5	11.0	.2
Machine operators, assemblers, and inspectors	100.0	66.4	33.6	6.6	4.6	9.1	2.9	10.1	.3
Transportation and material moving	100.0	68.0	32.0	5.9	3.1	7.2	3.6	12.0	(²)
Handlers, equipment cleaners, helpers, and laborers	100.0	70.3	29.7	4.8	2.9	7.2	2.8	11.9	(²)
Service occupations	100.0	76.3	23.7	4.5	1.4	5.0	1.6	11.2	(²)
Industry group									
Goods-producing industries ³	100.0	68.7	31.3	6.9	3.4	7.6	3.6	9.7	.2
Construction	100.0	71.4	28.6	3.7	2.6	5.1	4.2	12.9	.1
Manufacturing	100.0	68.1	31.9	7.6	3.7	8.3	3.3	8.9	.2
Durables	100.0	67.3	32.7	7.9	4.0	8.7	3.3	8.7	.2
Nondurables	100.0	69.4	30.6	7.2	3.2	7.7	3.3	9.1	.1
Service-producing industries ⁴	100.0	74.0	26.0	6.8	1.8	6.0	2.5	8.8	(²)
Transportation and public utilities	100.0	68.5	31.5	8.3	2.0	7.7	3.9	9.5	.1
Wholesale trade	100.0	72.4	27.6	6.5	2.6	6.9	2.7	8.8	.1
Retail trade	100.0	77.5	22.5	4.3	1.8	4.7	1.3	10.4	(²)
Finance, insurance, and real estate	100.0	73.7	26.3	8.1	1.6	6.8	3.0	6.8	.1
Services	100.0	74.7	25.3	7.0	1.6	5.6	2.5	8.6	(²)

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 135. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Private industry goods-producing and service-producing workers, by occupational group, March 1991

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	\$18.48	\$12.70	\$5.78	\$1.27	\$0.63	\$1.41	\$0.66	\$1.78	\$0.03
White-collar occupations	23.65	16.89	6.76	2.02	.52	1.63	.80	1.76	.03
Professional specialty and technical	26.40	18.71	7.70	2.36	.46	1.86	1.06	1.91	.05
Executive, administrative, and managerial	34.22	24.81	9.40	3.11	.88	1.79	1.17	2.42	.04
Administrative support, including clerical	14.59	10.14	4.46	1.09	.37	1.37	.42	1.19	.02
Blue-collar occupations	16.32	10.94	5.38	.95	.68	1.31	.59	1.81	.03
Precision production, craft, and repair	20.30	13.73	6.57	1.12	.77	1.44	.84	2.35	.04
Machine operators, assemblers, and inspectors	14.72	9.69	5.03	.99	.71	1.38	.43	1.48	.04
Transportation and material moving	16.67	11.08	5.59	.90	.71	1.28	.76	1.91	.02
Handlers, equipment cleaners, helpers, and laborers	12.40	8.52	3.88	.58	.41	.93	.43	1.52	(³)
Service occupations	14.12	9.56	4.56	.94	.48	1.21	.54	1.35	.03
All workers, service-producing industries⁴	14.31	10.58	3.72	.97	.26	.86	.36	1.26	(³)
White-collar occupations	17.13	12.75	4.38	1.26	.29	1.03	.47	1.33	(³)
Professional specialty and technical	23.18	17.27	5.90	1.85	.38	1.23	.67	1.76	(³)
Executive, administrative, and managerial	26.12	19.52	6.59	2.20	.42	1.28	.82	1.85	.03
Sales	12.54	9.74	2.81	.62	.22	.64	.24	1.07	(³)
Administrative support, including clerical	12.89	9.27	3.63	.97	.22	1.07	.35	1.02	(³)
Blue-collar occupations	13.70	9.66	4.04	.85	.36	.95	.36	1.52	(³)
Precision production, craft, and repair	17.83	12.63	5.20	1.26	.46	1.21	.46	1.80	(³)
Transportation and material moving	15.10	10.39	4.72	.93	.39	1.06	.49	1.85	(³)
Handlers, equipment cleaners, helpers, and laborers	10.12	7.23	2.89	.50	.27	.71	.24	1.18	(³)
Service occupations	7.66	5.87	1.79	.34	.10	.37	.11	.87	(³)
Percent of total compensation									
All workers, goods-producing industries²	100.0	68.7	31.3	6.9	3.4	7.6	3.6	9.7	0.2
White-collar occupations	100.0	71.4	28.6	8.5	2.2	6.9	3.4	7.4	.1
Professional specialty and technical	100.0	70.9	29.1	9.0	1.7	7.0	4.0	7.2	.2
Executive, administrative, and managerial	100.0	72.5	27.5	9.1	2.6	5.2	3.4	7.1	.1
Administrative support, including clerical	100.0	69.5	30.5	7.5	2.5	9.4	2.9	8.1	.1
Blue-collar occupations	100.0	67.0	33.0	5.8	4.2	8.1	3.6	11.1	.2
Precision production, craft, and repair	100.0	67.6	32.4	5.5	3.8	7.1	4.2	11.6	.2
Machine operators, assemblers, and inspectors	100.0	65.8	34.2	6.7	4.8	9.4	2.9	10.0	.3
Transportation and material moving	100.0	66.5	33.5	5.4	4.3	7.7	4.6	11.4	.1
Handlers, equipment cleaners, helpers, and laborers	100.0	68.7	31.3	4.7	3.3	7.5	3.5	12.2	(³)
Service occupations	100.0	67.7	32.3	6.7	3.4	8.6	3.8	9.5	.2
All workers, service-producing industries⁴	100.0	74.0	26.0	6.8	1.8	6.0	2.5	8.8	(³)
White-collar occupations	100.0	74.4	25.6	7.4	1.7	6.0	2.7	7.7	(³)
Professional specialty and technical	100.0	74.5	25.5	8.0	1.7	5.3	2.9	7.6	(³)
Executive, administrative, and managerial	100.0	74.8	25.2	8.4	1.6	4.9	3.1	7.1	.1
Sales	100.0	77.6	22.4	5.0	1.8	5.1	1.9	8.5	(³)
Administrative support, including clerical	100.0	71.9	28.1	7.5	1.7	8.3	2.7	7.9	(³)
Blue-collar occupations	100.0	70.5	29.5	6.2	2.6	6.9	2.6	11.1	(³)
Precision production, craft, and repair	100.0	70.8	29.2	7.1	2.6	6.8	2.6	10.1	(³)
Transportation and material moving	100.0	68.8	31.2	6.2	2.6	7.0	3.2	12.2	(³)
Handlers, equipment cleaners, helpers, and laborers	100.0	71.4	28.6	4.9	2.6	7.0	2.3	11.6	(³)
Service occupations	100.0	76.7	23.3	4.4	1.3	4.9	1.5	11.3	(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 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 136. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Private industry manufacturing and nonmanufacturing workers, by occupational group, March 1991

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	\$18.22	\$12.40	\$5.81	\$1.38	\$0.67	\$1.51	\$0.60	\$1.62	\$0.04
White-collar occupations	23.38	16.63	6.75	2.02	.53	1.69	.78	1.71	.03
Professional specialty and technical	25.80	18.28	7.53	2.33	.47	1.83	.98	1.88	.04
Executive, administrative, and managerial	34.34	24.89	9.45	3.18	.86	1.91	1.14	2.31	.04
Administrative support, including clerical	14.71	10.10	4.61	1.12	.39	1.45	.44	1.19	.02
Blue-collar occupations	15.83	10.43	5.39	1.09	.74	1.43	.52	1.58	.04
Precision production, craft, and repair	20.67	13.59	7.08	1.60	.96	1.77	.77	1.94	.05
Machine operators, assemblers, and inspectors	14.69	9.67	5.02	.99	.71	1.38	.43	1.47	.04
Transportation and material moving	16.38	10.78	5.60	1.02	.72	1.37	.69	1.77	.03
Handlers, equipment cleaners, helpers, and laborers	12.17	8.15	4.03	.69	.50	1.11	.37	1.35	.02
Service occupations	14.26	9.64	4.62	.97	.48	1.24	.56	1.34	.03
All workers, nonmanufacturing industries	14.67	10.81	3.86	.96	.28	.88	.40	1.34	(²)
White-collar occupations	17.36	12.91	4.45	1.29	.29	1.04	.48	1.35	(²)
Professional specialty and technical	23.37	17.39	5.97	1.87	.38	1.25	.69	1.77	(²)
Executive, administrative, and managerial	26.68	19.89	6.79	2.26	.45	1.29	.85	1.91	.03
Sales	12.60	9.79	2.82	.62	.22	.65	.25	1.08	(²)
Administrative support, including clerical	12.93	9.30	3.63	.97	.22	1.07	.35	1.02	(²)
Blue-collar occupations	14.66	10.32	4.34	.78	.39	.95	.47	1.75	(²)
Precision production, craft, and repair	18.62	13.11	5.51	1.01	.50	1.16	.64	2.18	.02
Transportation and material moving	15.34	10.54	4.81	.90	.42	1.06	.54	1.89	(²)
Handlers, equipment cleaners, helpers, and laborers	10.57	7.56	3.01	.48	.26	.69	.29	1.29	(²)
Service occupations	7.66	5.87	1.79	.34	.10	.37	.11	.87	(²)
Percent of total compensation									
All workers, manufacturing industries	100.0	68.1	31.9	7.6	3.7	8.3	3.3	8.9	0.2
White-collar occupations	100.0	71.1	28.9	8.6	2.3	7.2	3.3	7.3	.1
Professional specialty and technical	100.0	70.8	29.2	9.0	1.8	7.1	3.8	7.3	.2
Executive, administrative, and managerial	100.0	72.5	27.5	9.2	2.5	5.6	3.3	6.7	.1
Administrative support, including clerical	100.0	68.7	31.3	7.6	2.7	9.8	3.0	8.1	.1
Blue-collar occupations	100.0	65.9	34.1	6.9	4.7	9.0	3.3	10.0	.2
Precision production, craft, and repair	100.0	65.7	34.3	7.7	4.6	8.5	3.7	9.4	.2
Machine operators, assemblers, and inspectors	100.0	65.8	34.2	6.7	4.9	9.4	2.9	10.0	.3
Transportation and material moving	100.0	65.8	34.2	6.2	4.4	8.4	4.2	10.8	.2
Handlers, equipment cleaners, helpers, and laborers	100.0	66.9	33.1	5.6	4.1	9.1	3.0	11.1	.1
Service occupations	100.0	67.6	32.4	6.8	3.4	8.7	3.9	9.4	.2
All workers, nonmanufacturing industries	100.0	73.7	26.3	6.6	1.9	6.0	2.7	9.1	(²)
White-collar occupations	100.0	74.4	25.6	7.4	1.7	6.0	2.8	7.7	(²)
Professional specialty and technical	100.0	74.4	25.6	8.0	1.6	5.3	3.0	7.6	(²)
Executive, administrative, and managerial	100.0	74.6	25.4	8.5	1.7	4.8	3.2	7.2	.1
Sales	100.0	77.6	22.4	5.0	1.8	5.1	1.9	8.5	(²)
Administrative support, including clerical	100.0	71.9	28.1	7.5	1.7	8.2	2.7	7.9	(²)
Blue-collar occupations	100.0	70.4	29.6	5.3	2.6	6.5	3.2	11.9	(²)
Precision production, craft, and repair	100.0	70.4	29.6	5.4	2.7	6.2	3.4	11.7	.1
Transportation and material moving	100.0	68.7	31.3	5.8	2.7	6.9	3.5	12.3	(²)
Handlers, equipment cleaners, helpers, and laborers	100.0	71.5	28.5	4.6	2.5	6.5	2.7	12.2	(²)
Service occupations	100.0	76.7	23.3	4.4	1.3	4.9	1.5	11.3	(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 137. 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 1991

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	\$19.76	\$13.02	\$6.75	\$1.43	\$0.69	\$1.78	\$0.87	\$1.93	\$0.05
Blue-collar occupations	21.11	13.50	7.61	1.47	.87	1.99	1.05	2.18	.06
Goods-producing industries ²	21.85	13.85	7.99	1.46	1.00	2.12	1.14	2.19	.08
Service-producing industries ³	18.23	12.41	5.83	1.41	.45	1.54	.68	1.74	.02
Manufacturing	20.26	12.66	7.60	1.59	1.06	2.09	.85	1.93	.09
Blue-collar occupations	20.29	12.62	7.67	1.58	1.08	2.12	.85	1.95	.09
Nonmanufacturing	19.51	13.20	6.30	1.35	.49	1.62	.88	1.93	.02
All nonunion workers, private industry	14.56	10.78	3.79	.98	.29	.86	.36	1.30	(⁴)
Blue-collar occupations	12.40	8.93	3.48	.65	.38	.76	.23	1.45	(⁴)
Goods-producing industries ²	17.30	12.29	5.00	1.20	.50	1.16	.49	1.64	.02
Service-producing industries ³	13.74	10.32	3.42	.91	.23	.77	.32	1.19	(⁴)
Manufacturing	17.47	12.31	5.16	1.31	.52	1.30	.51	1.50	.02
Blue-collar occupations	13.24	9.17	4.07	.80	.54	1.03	.33	1.37	(⁴)
Nonmanufacturing	13.92	10.44	3.49	.90	.24	.76	.32	1.25	(⁴)
Percent of total compensation									
All union workers, private industry	100.0	65.9	34.1	7.2	3.5	9.0	4.4	9.8	0.2
Blue-collar occupations	100.0	64.0	36.0	6.9	4.1	9.4	5.0	10.3	.3
Goods-producing industries ²	100.0	63.4	36.6	6.7	4.6	9.7	5.2	10.0	.4
Service-producing industries ³	100.0	68.0	32.0	7.7	2.5	8.4	3.7	9.5	.1
Manufacturing	100.0	62.5	37.5	7.8	5.2	10.3	4.2	9.5	.4
Blue-collar occupations	100.0	62.2	37.8	7.8	5.3	10.4	4.2	9.6	.4
Nonmanufacturing	100.0	67.7	32.3	6.9	2.5	8.3	4.5	9.9	.1
All nonunion workers, private industry	100.0	74.0	26.0	6.7	2.0	5.9	2.5	8.9	(⁴)
Blue-collar occupations	100.0	72.0	28.0	5.2	3.1	6.2	1.9	11.7	(⁴)
Goods-producing industries ²	100.0	71.1	28.9	7.0	2.9	6.7	2.8	9.5	.1
Service-producing industries ³	100.0	75.1	24.9	6.6	1.7	5.6	2.3	8.7	(⁴)
Manufacturing	100.0	70.4	29.6	7.5	3.0	7.4	2.9	8.6	.1
Blue-collar occupations	100.0	69.2	30.8	6.1	4.1	7.8	2.5	10.3	(⁴)
Nonmanufacturing	100.0	75.0	25.0	6.5	1.7	5.5	2.3	9.0	(⁴)

¹ Includes severance pay and supplemental unemployment benefits.

² Includes mining, construction, and manufacturing.

³ Includes transportation, communication, and public utilities; wholesale and retail trade; finance, insurance, and real estate; and service industries.

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

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

Table 138. 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 1991

Industry and occupational group, and employment size	Total compensation	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	\$15.40	\$11.14	\$4.27	\$1.05	\$0.36	\$1.01	\$0.44	\$1.40	(²)
1-99 workers	13.38	10.00	3.38	.77	.26	.74	.32	1.29	(²)
100 or more workers	17.34	12.23	5.11	1.32	.45	1.26	.56	1.50	\$.02
100-499 workers	14.31	10.32	3.99	.95	.32	.98	.40	1.33	(²)
500 or more workers	20.60	14.28	6.32	1.72	.58	1.56	.74	1.68	.04
Goods-producing industries ³	18.48	12.70	5.78	1.27	.63	1.41	.66	1.78	.03
1-99 workers	15.66	11.23	4.44	.74	.47	.88	.48	1.85	(²)
100 or more workers	20.01	13.50	6.51	1.56	.72	1.69	.75	1.75	.05
100-499 workers	16.27	11.34	4.94	1.05	.50	1.29	.49	1.59	(²)
500 or more workers	23.41	15.46	7.95	2.02	.91	2.05	.99	1.89	.08
Service-producing industries ⁴	14.31	10.58	3.72	.97	.26	.86	.36	1.26	(²)
1-99 workers	12.85	9.71	3.14	.77	.21	.71	.28	1.16	(²)
100 or more workers	16.00	11.59	4.41	1.21	.31	1.04	.46	1.37	(²)
100-499 workers	13.43	9.86	3.57	.91	.24	.84	.35	1.21	(²)
500 or more workers	19.00	13.61	5.39	1.55	.40	1.27	.59	1.56	.02
White-collar occupations	18.15	13.40	4.75	1.38	.32	1.12	.52	1.39	(²)
1-99 workers	15.93	12.08	3.86	1.06	.26	.90	.38	1.26	(²)
100 or more workers	20.14	14.59	5.56	1.67	.38	1.32	.64	1.51	.02
100-499 workers	17.11	12.61	4.50	1.28	.28	1.11	.46	1.35	(²)
500 or more workers	22.79	16.31	6.48	2.01	.47	1.51	.80	1.65	.03
Blue-collar occupations	15.15	10.37	4.78	.91	.54	1.15	.49	1.68	.02
1-99 workers	13.30	9.51	3.79	.62	.37	.80	.37	1.63	(²)
100 or more workers	16.88	11.17	5.71	1.17	.69	1.48	.61	1.72	.04
100-499 workers	14.08	9.68	4.40	.82	.49	1.10	.45	1.53	(²)
500 or more workers	20.25	12.96	7.28	1.60	.93	1.93	.79	1.96	.08
Percent of total compensation									
All workers in private industry	100.0	72.3	27.7	6.8	2.3	6.5	2.9	9.1	(²)
1-99 workers	100.0	74.7	25.3	5.7	1.9	5.5	2.4	9.7	(²)
100 or more workers	100.0	70.5	29.5	7.6	2.6	7.3	3.2	8.6	.1
100-499 workers	100.0	72.1	27.9	6.7	2.3	6.9	2.8	9.3	(²)
500 or more workers	100.0	69.3	30.7	8.3	2.8	7.6	3.6	8.2	.2
Goods-producing industries ³	100.0	68.7	31.3	6.9	3.4	7.6	3.6	9.7	.2
1-99 workers	100.0	71.7	28.3	4.8	3.0	5.6	3.1	11.8	(²)
100 or more workers	100.0	67.5	32.5	7.8	3.6	8.5	3.8	8.7	.2
100-499 workers	100.0	69.7	30.3	6.4	3.1	8.0	3.0	9.8	(²)
500 or more workers	100.0	66.0	34.0	8.6	3.9	8.8	4.2	8.1	.4
Service-producing industries ⁴	100.0	74.0	26.0	6.8	1.8	6.0	2.5	8.8	(²)
1-99 workers	100.0	75.6	24.4	6.0	1.6	5.5	2.2	9.0	(²)
100 or more workers	100.0	72.4	27.6	7.5	2.0	6.5	2.9	8.6	(²)
100-499 workers	100.0	73.4	26.6	6.8	1.8	6.3	2.6	9.0	(²)
500 or more workers	100.0	71.6	28.4	8.1	2.1	6.7	3.1	8.2	.1
White-collar occupations	100.0	73.8	26.2	7.6	1.8	6.2	2.9	7.7	(²)
1-99 workers	100.0	75.8	24.2	6.7	1.6	5.6	2.4	7.9	(²)
100 or more workers	100.0	72.4	27.6	8.3	1.9	6.6	3.2	7.5	.1
100-499 workers	100.0	73.7	26.3	7.5	1.6	6.5	2.7	7.9	(²)
500 or more workers	100.0	71.6	28.4	8.8	2.1	6.6	3.5	7.3	.1
Blue-collar occupations	100.0	68.4	31.6	6.0	3.5	7.6	3.2	11.1	.2
1-99 workers	100.0	71.5	28.5	4.7	2.8	6.0	2.7	12.2	(²)
100 or more workers	100.0	66.2	33.8	6.9	4.1	8.7	3.6	10.2	.2
100-499 workers	100.0	68.8	31.2	5.8	3.5	7.8	3.2	10.9	(²)
500 or more workers	100.0	64.0	36.0	7.9	4.6	9.5	3.9	9.7	.4

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 139. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Private industry aircraft manufacturing workers, by occupational group, March 1991

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									
Aircraft manufacturing (SIC 3721)	\$25.30	\$17.11	\$8.19	\$2.27	\$1.22	\$2.07	\$0.73	\$1.88	\$0.02
White-collar occupations	26.37	18.30	8.08	2.49	.83	2.01	.85	1.88	.02
Blue-collar occupations	23.78	15.35	8.43	1.92	1.87	2.16	.55	1.90	.02
Percent of total compensation									
Aircraft manufacturing (SIC 3721)	100.0	67.6	32.4	9.0	4.8	8.2	2.9	7.4	0.1
White-collar occupations	100.0	69.4	30.6	9.4	3.1	7.6	3.2	7.1	.1
Blue-collar occupations	100.0	64.6	35.4	8.1	7.9	9.1	2.3	8.0	.1

¹ Includes severance pay and supplemental unemployment benefits.

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

Table 140. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Private industry workers, by major industry group, March 1990

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	\$14.96	100.0	\$17.55	100.0	\$13.97	100.0	\$17.33	100.0	\$14.32	100.0
Wages and salaries	10.84	72.4	12.14	69.2	10.34	74.0	11.86	68.4	10.56	73.7
Total benefits	4.13	27.6	5.41	30.8	3.63	26.0	5.47	31.6	3.76	26.3
Paid leave	1.03	6.9	1.19	6.8	.96	6.9	1.31	7.6	.95	6.6
Vacation .....	.51	3.4	.62	3.5	.47	3.3	.67	3.9	.47	3.3
Holiday .....	.34	2.3	.43	2.4	.31	2.2	.48	2.7	.31	2.2
Sick .....	.13	.8	.10	.6	.14	1.0	.12	.7	.13	.9
Other .....	.04	.3	.04	.2	.05	.3	.05	.3	.04	.3
Supplemental pay .....	.37	2.5	.61	3.5	.28	2.0	.65	3.7	.29	2.0
Premium ³ .....	.17	1.1	.34	1.9	.10	.7	.34	2.0	.12	.8
Shift differential .....	.05	.3	.07	.4	.04	.3	.09	.5	.03	.2
Nonproduction bonuses .....	.16	1.0	.20	1.2	.14	1.0	.22	1.3	.14	1.0
Insurance .....	.92	6.1	1.26	7.2	.79	5.6	1.37	7.9	.80	5.6
Retirement and savings .....	.45	3.0	.61	3.5	.39	2.8	.56	3.3	.42	2.9
Pensions .....	.36	2.4	.48	2.7	.31	2.2	.42	2.4	.34	2.4
Savings and thrift .....	.09	.6	.14	.8	.07	.5	.14	.8	.08	.5
Legally required benefits	1.35	9.0	1.70	9.7	1.21	8.7	1.54	8.9	1.29	9.0
Social Security ⁴ .....	.89	6.0	1.03	5.9	.84	6.0	1.02	5.9	.86	6.0
Federal unemployment insurance .....	.03	.2	.03	.2	.03	.2	.03	.2	.03	.2
State unemployment insurance .....	.09	.6	.13	.8	.08	.6	.12	.7	.09	.6
Workers' compensation .....	.31	2.1	.50	2.8	.23	1.7	.36	2.1	.29	2.0
Other benefits ⁵	(⁶)	(⁶)	.03	.2	(⁶)	(⁶)	.04	.2	(⁶)	(⁶)

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 The total employer's cost for Social Security is comprised of an OASDI

portion and a Medicare portion. OASDI is the acronym for Old-Age, Survivors, and Disability Insurance.

⁵ Includes severance pay and supplemental unemployment benefits.

⁶ Cost per hour worked is \$0.01 or less.

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

Table 141. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Private industry workers, by major occupational group, March 1990

Compensation component	All workers in private industry		White-collar		Blue-collar		Service	
	Cost	Percent	Cost	Percent	Cost	Percent	Cost	Percent
Total compensation	\$14.96	100.0	\$17.59	100.0	\$14.57	100.0	\$7.66	100.0
Wages and salaries	10.84	72.4	12.99	73.8	10.04	68.9	5.84	76.2
Total benefits	4.13	27.6	4.60	26.2	4.53	31.1	1.82	23.8
Paid leave	1.03	6.9	1.35	7.7	.86	5.9	.36	4.7
Vacation .....	.51	3.4	.65	3.7	.46	3.1	.19	2.4
Holiday .....	.34	2.3	.45	2.6	.30	2.1	.11	1.4
Sick .....	.13	.8	.19	1.1	.07	.5	.06	.7
Other .....	.04	.3	.06	.4	.03	.2	(¹)	(¹)
Supplemental pay .....	.37	2.5	.34	1.9	.53	3.6	.12	1.6
Premium ² .....	.17	1.1	.09	.5	.34	2.3	.05	.7
Shift differential .....	.05	.3	.04	.2	.06	.4	.03	.4
Nonproduction bonuses .....	.16	1.0	.21	1.2	.13	.9	.04	.5
Insurance .....	.92	6.1	1.02	5.8	1.03	7.0	.38	4.9
Retirement and savings .....	.45	3.0	.54	3.1	.47	3.2	.13	1.7
Pensions .....	.36	2.4	.40	2.3	.41	2.8	.11	1.4
Savings and thrift .....	.09	.6	.14	.8	.06	.4	.02	.3
Legally required benefits	1.35	9.0	1.34	7.6	1.62	11.1	.82	10.8
Social Security ³ .....	.89	6.0	1.04	5.9	.87	6.0	.49	6.5
Federal unemployment insurance .....	.03	.2	.03	.2	.03	.2	.03	.4
State unemployment insurance .....	.09	.6	.09	.5	.12	.8	.07	.9
Workers' compensation .....	.31	2.1	.16	.9	.56	3.9	.22	2.9
Other benefits ⁴	(¹)	(¹)	(¹)	(¹)	.02	.2	(¹)	(¹)

¹ Cost per hour worked is \$0.01 or less.

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

³ The total employer's cost for Social Security is comprised of an OASDI portion and a Medicare portion. OASDI is the acronym for

Old-Age, Survivors, and Disability Insurance.

⁴ Includes severance pay and supplemental unemployment benefits.

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

Table 142. 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 1990

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	\$17.02	100.0	\$13.22	100.0	\$14.62	100.0	\$15.73	100.0	\$18.78	100.0	\$14.22	100.0
Wages and salaries	12.27	72.1	9.73	73.6	10.38	71.0	11.48	73.0	12.47	66.4	10.52	74.0
Total benefits	4.75	27.9	3.49	26.4	4.24	29.0	4.25	27.0	6.30	33.6	3.70	26.0
Paid leave	1.28	7.5	.85	6.4	1.00	6.9	1.02	6.5	1.35	7.2	.96	6.8
Vacation .....	.60	3.5	.43	3.2	.53	3.6	.50	3.2	.73	3.9	.47	3.3
Holiday .....	.42	2.5	.29	2.2	.33	2.3	.36	2.3	.43	2.3	.33	2.3
Sick .....	.18	1.1	.10	.8	.10	.7	.13	.8	.14	.7	.13	.9
Other .....	.07	.4	.04	.3	.04	.2	.03	.2	.05	.3	.04	.3
Supplemental pay .....	.39	2.3	.30	2.3	.45	3.0	.36	2.3	.66	3.5	.31	2.2
Premium ² .....	.17	1.0	.15	1.1	.19	1.3	.16	1.0	.44	2.3	.11	.8
Shift differential .....	.06	.4	.04	.3	.05	.3	.04	.2	.11	.6	.03	.2
Nonproduction bonuses .....	.16	.9	.12	.9	.20	1.4	.16	1.0	.12	.6	.16	1.1
Insurance	1.07	6.3	.77	5.8	.97	6.6	.92	5.8	1.56	8.3	.79	5.6
Retirement and savings .....	.54	3.2	.34	2.6	.48	3.3	.47	3.0	.84	4.5	.37	2.6
Pensions .....	.45	2.6	.25	1.9	.41	2.8	.37	2.3	.78	4.1	.28	2.0
Savings and thrift .....	.10	.6	.09	.7	.07	.5	.11	.7	.07	.4	.10	.7
Legally required benefits	1.45	8.5	1.22	9.2	1.32	9.0	1.46	9.3	1.83	9.8	1.25	8.8
Social Security ³	1.00	5.9	.81	6.1	.87	5.9	.93	5.9	1.08	5.7	.86	6.0
Federal unemployment insurance .....	.03	.2	.03	.2	.03	.2	.03	.2	.03	.2	.03	.2
State unemployment insurance .....	.10	.6	.07	.5	.11	.7	.10	.6	.13	.7	.09	.6
Workers' compensation .....	.28	1.7	.29	2.2	.28	1.9	.40	2.5	.52	2.7	.27	1.9
Other benefits ⁴	(⁵)	(⁵)	(⁵)	(⁵)	.02	.2	(⁵)	(⁵)	.05	.2	(⁵)	(⁵)

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

⁴ Includes severance pay and supplemental unemployment benefits.

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

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

Table 143. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Private industry workers, by establishment employment size, March 1990

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	\$14.96	100.0	\$13.08	100.0	\$16.82	100.0	\$13.82	100.0	\$20.02	100.0
Wages and salaries	10.84	72.4	9.77	74.7	11.89	70.7	10.02	72.5	13.90	69.4
Total benefits	4.13	27.6	3.31	25.3	4.93	29.3	3.81	27.5	6.12	30.6
Paid leave	1.03	6.9	.74	5.6	1.31	7.8	.94	6.8	1.70	8.5
Vacation .....	.51	3.4	.37	2.8	.65	3.9	.46	3.3	.86	4.3
Holiday .....	.34	2.3	.26	2.0	.43	2.6	.32	2.3	.55	2.7
Sick .....	.13	.8	.09	.7	.17	1.0	.12	.9	.22	1.1
Other .....	.04	.3	.03	.2	.06	.3	.04	.3	.08	.4
Supplemental pay .....	.37	2.5	.30	2.3	.44	2.6	.31	2.3	.57	2.9
Premium ¹ .....	.17	1.1	.11	.9	.22	1.3	.18	1.3	.26	1.3
Shift differential .....	.05	.3	(²)	(²)	.08	.5	.04	.3	.13	.7
Nonproduction bonuses .....	.16	1.0	.18	1.3	.14	.8	.09	.6	.19	.9
Insurance .....	.92	6.1	.69	5.2	1.15	6.8	.88	6.3	1.44	7.2
Retirement and savings .....	.45	3.0	.33	2.6	.57	3.4	.39	2.8	.76	3.8
Pensions .....	.36	2.4	.29	2.2	.42	2.5	.29	2.1	.57	2.8
Savings and thrift .....	.09	.6	.04	.3	.14	.8	.10	.7	.19	1.0
Legally required benefits	1.35	9.0	1.25	9.6	1.44	8.6	1.28	9.3	1.61	8.0
Social Security ³ .....	.89	6.0	.80	6.1	.99	5.9	.84	6.0	1.15	5.7
Federal unemployment insurance .....	.03	.2	.03	.2	.03	.2	.03	.2	.03	.2
State unemployment insurance .....	.09	.6	.09	.7	.09	.6	.10	.7	.09	.5
Workers' compensation .....	.31	2.1	.32	2.5	.29	1.7	.31	2.2	.27	1.4
Other benefits ⁴	(²)	(²)	(²)	(²)	.02	.1	(²)	(²)	.04	.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 The total employer's cost for Social Security is comprised of an OASDI portion and a Medicare portion. OASDI is the acronym for Old-Age, Survivors,

and Disability Insurance.

⁴ Includes severance pay and supplemental unemployment benefits.

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

Table 144. 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 1990

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	\$14.96	\$10.84	\$4.13	\$1.03	\$0.37	\$0.92	\$0.45	\$1.35	(²)
Occupational group									
White-collar occupations	17.59	12.99	4.60	1.35	.34	1.02	.54	1.34	(²)
Professional specialty and technical	23.27	17.07	6.20	1.92	.44	1.29	.80	1.74	\$.02
Executive, administrative, and managerial	26.61	19.65	6.96	2.30	.61	1.29	.89	1.85	.02
Sales	12.12	9.46	2.66	.63	.17	.60	.24	1.01	(²)
Administrative support, including clerical	12.64	9.08	3.56	.95	.25	.98	.37	1.00	(²)
Blue-collar occupations	14.57	10.04	4.53	.86	.53	1.03	.47	1.62	.02
Precision production, craft, and repair	18.34	12.73	5.61	1.12	.62	1.18	.65	2.01	.03
Machine operators, assemblers, and inspectors	13.47	9.04	4.43	.88	.64	1.13	.38	1.36	.04
Transportation and material moving	15.41	10.62	4.79	.88	.46	1.03	.54	1.87	(²)
Handlers, equipment cleaners, helpers, and laborers	10.61	7.45	3.16	.51	.33	.73	.31	1.27	(²)
Service occupations	7.66	5.84	1.82	.36	.12	.38	.13	.82	(²)
Industry group									
Goods-producing industries ³	17.55	12.14	5.41	1.19	.61	1.26	.61	1.70	.03
Construction	17.42	12.55	4.87	.63	.46	.83	.71	2.22	.02
Manufacturing	17.33	11.86	5.47	1.31	.65	1.37	.56	1.54	.04
Durables	18.56	12.54	6.02	1.45	.77	1.52	.60	1.64	.05
Nondurables	15.59	10.89	4.69	1.12	.48	1.15	.52	1.40	.02
Service-producing industries ⁴	13.97	10.34	3.63	.96	.28	.79	.39	1.21	(²)
Transportation and public utilities	21.48	14.74	6.74	1.77	.43	1.55	.93	2.03	.02
Wholesale trade	17.45	12.65	4.80	1.23	.46	1.12	.51	1.47	.02
Retail trade	8.52	6.62	1.90	.37	.16	.38	.13	.86	(²)
Finance, insurance, and real estate	18.04	13.35	4.69	1.49	.25	1.16	.54	1.23	(²)
Services	14.41	10.75	3.67	1.02	.30	.74	.39	1.21	(²)
Percent of total compensation									
All workers in private industry	100.0	72.4	27.6	6.9	2.5	6.1	3.0	9.0	(²)
Occupational group									
White-collar occupations	100.0	73.8	26.2	7.7	1.9	5.8	3.1	7.6	(²)
Professional specialty and technical	100.0	73.3	26.7	8.2	1.9	5.5	3.5	7.5	.1
Executive, administrative, and managerial	100.0	73.9	26.1	8.6	2.3	4.8	3.3	7.0	.1
Sales	100.0	78.0	22.0	5.2	1.4	5.0	2.0	8.4	(²)
Administrative support, including clerical	100.0	71.8	28.2	7.5	2.0	7.8	2.9	7.9	(²)
Blue-collar occupations	100.0	68.9	31.1	5.9	3.6	7.0	3.2	11.1	.2
Precision production, craft, and repair	100.0	69.4	30.6	6.1	3.4	6.4	3.6	10.9	.2
Machine operators, assemblers, and inspectors	100.0	67.1	32.9	6.5	4.8	8.4	2.8	10.1	.3
Transportation and material moving	100.0	68.9	31.1	5.7	3.0	6.7	3.5	12.1	(²)
Handlers, equipment cleaners, helpers, and laborers	100.0	70.2	29.8	4.8	3.1	6.9	2.9	11.9	(²)
Service occupations	100.0	76.2	23.8	4.7	1.6	4.9	1.7	10.8	(²)
Industry group									
Goods-producing industries ³	100.0	69.2	30.8	6.8	3.5	7.2	3.5	9.7	.2
Construction	100.0	72.0	28.0	3.6	2.6	4.8	4.1	12.7	.1
Manufacturing	100.0	68.4	31.6	7.6	3.7	7.9	3.3	8.9	.2
Durables	100.0	67.6	32.4	7.8	4.1	8.2	3.2	8.8	.3
Nondurables	100.0	69.9	30.1	7.2	3.1	7.4	3.3	9.0	.1
Service-producing industries ⁴	100.0	74.0	26.0	6.9	2.0	5.6	2.8	8.7	(²)
Transportation and public utilities	100.0	68.6	31.4	8.3	2.0	7.2	4.3	9.5	.1
Wholesale trade	100.0	72.5	27.5	7.1	2.6	6.4	2.9	8.4	.1
Retail trade	100.0	77.7	22.3	4.3	1.8	4.5	1.5	10.1	(²)
Finance, insurance, and real estate	100.0	74.0	26.0	8.3	1.4	6.4	3.0	6.8	(²)
Services	100.0	74.6	25.4	7.0	2.1	5.2	2.7	8.4	(²)

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 145. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Private industry goods-producing and service-producing workers, by occupational group, March 1990

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	\$17.55	\$12.14	\$5.41	\$1.19	\$0.61	\$1.26	\$0.61	\$1.70	\$0.03
White-collar occupations	22.44	16.06	6.38	1.91	.51	1.51	.77	1.67	.03
Professional specialty and technical	25.32	17.98	7.34	2.28	.40	1.76	.98	1.87	.04
Executive, administrative, and managerial	32.05	23.31	8.75	2.92	.81	1.67	1.12	2.21	.03
Administrative support, including clerical	14.02	9.74	4.28	1.03	.42	1.23	.42	1.15	.02
Blue-collar occupations	15.52	10.50	5.02	.89	.66	1.15	.55	1.73	.04
Precision production, craft, and repair	19.31	13.21	6.10	1.05	.74	1.26	.78	2.23	.04
Machine operators, assemblers, and inspectors	13.83	9.17	4.66	.92	.70	1.22	.40	1.38	.05
Transportation and material moving	16.30	10.93	5.36	.87	.68	1.18	.71	1.91	.02
Handlers, equipment cleaners, helpers, and laborers	11.88	8.23	3.65	.53	.41	.81	.38	1.51	(³)
Service occupations	13.49	9.15	4.34	.91	.50	1.14	.48	1.29	.03
All workers, service-producing industries⁴	13.97	10.34	3.63	.96	.28	.79	.39	1.21	(³)
White-collar occupations	16.64	12.38	4.25	1.24	.31	.93	.49	1.27	(³)
Professional specialty and technical	22.79	16.85	5.94	1.83	.45	1.17	.76	1.70	(³)
Executive, administrative, and managerial	24.84	18.46	6.38	2.10	.55	1.16	.81	1.74	(³)
Sales	11.70	9.15	2.55	.60	.17	.57	.23	.98	(³)
Administrative support, including clerical	12.32	8.93	3.40	.93	.21	.93	.36	.97	(³)
Blue-collar occupations	13.33	9.44	3.89	.83	.36	.86	.37	1.47	(³)
Precision production, craft, and repair	16.94	12.03	4.91	1.24	.45	1.06	.47	1.68	(³)
Transportation and material moving	15.05	10.49	4.56	.89	.37	.97	.47	1.85	(³)
Handlers, equipment cleaners, helpers, and laborers	9.81	6.96	2.85	.49	.28	.69	.26	1.12	(³)
Service occupations	7.50	5.75	1.75	.35	.11	.35	.12	.81	(³)
Percent of total compensation									
All workers, goods-producing industries²	100.0	69.2	30.8	6.8	3.5	7.2	3.5	9.7	0.2
White-collar occupations	100.0	71.6	28.4	8.5	2.3	6.7	3.4	7.4	.1
Professional specialty and technical	100.0	71.0	29.0	9.0	1.6	7.0	3.9	7.4	.2
Executive, administrative, and managerial	100.0	72.7	27.3	9.1	2.5	5.2	3.5	6.9	.1
Administrative support, including clerical	100.0	69.5	30.5	7.4	3.0	8.8	3.0	8.2	.1
Blue-collar occupations	100.0	67.7	32.3	5.7	4.2	7.4	3.5	11.2	.2
Precision production, craft, and repair	100.0	68.4	31.6	5.4	3.8	6.5	4.0	11.5	.2
Machine operators, assemblers, and inspectors	100.0	66.3	33.7	6.6	5.1	8.8	2.9	10.0	.3
Transportation and material moving	100.0	67.1	32.9	5.3	4.2	7.2	4.4	11.7	.1
Handlers, equipment cleaners, helpers, and laborers	100.0	69.3	30.7	4.5	3.5	6.8	3.2	12.7	(³)
Service occupations	100.0	67.8	32.2	6.7	3.7	8.4	3.6	9.5	.3
All workers, service-producing industries⁴	100.0	74.0	26.0	6.9	2.0	5.6	2.8	8.7	(³)
White-collar occupations	100.0	74.4	25.6	7.5	1.9	5.6	3.0	7.6	(³)
Professional specialty and technical	100.0	73.9	26.1	8.0	2.0	5.2	3.3	7.5	(³)
Executive, administrative, and managerial	100.0	74.3	25.7	8.4	2.2	4.7	3.3	7.0	(³)
Sales	100.0	78.2	21.8	5.1	1.5	4.8	2.0	8.4	(³)
Administrative support, including clerical	100.0	72.4	27.6	7.5	1.7	7.5	2.9	7.9	(³)
Blue-collar occupations	100.0	70.8	29.2	6.2	2.7	6.4	2.8	11.0	(³)
Precision production, craft, and repair	100.0	71.0	29.0	7.3	2.6	6.3	2.7	9.9	(³)
Transportation and material moving	100.0	69.7	30.3	5.9	2.5	6.5	3.1	12.3	(³)
Handlers, equipment cleaners, helpers, and laborers	100.0	71.0	29.0	5.0	2.9	7.0	2.7	11.4	(³)
Service occupations	100.0	76.6	23.4	4.6	1.5	4.7	1.7	10.8	(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 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 146. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Private industry manufacturing and nonmanufacturing workers, by occupational group, March 1990

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	\$17.33	\$11.86	\$5.47	\$1.31	\$0.65	\$1.37	\$0.56	\$1.54	\$0.04
White-collar occupations	22.44	15.97	6.46	1.94	.51	1.58	.76	1.64	.03
Professional specialty and technical	25.03	17.76	7.27	2.27	.41	1.76	.93	1.86	.04
Executive, administrative, and managerial	32.53	23.59	8.93	3.02	.79	1.81	1.14	2.13	.03
Administrative support, including clerical	14.19	9.72	4.47	1.08	.47	1.31	.44	1.16	.02
Blue-collar occupations	14.94	9.92	5.02	1.02	.72	1.27	.47	1.50	.04
Precision production, craft, and repair	19.36	12.86	6.50	1.49	.92	1.54	.68	1.83	.05
Machine operators, assemblers, and inspectors	13.81	9.15	4.66	.92	.70	1.22	.39	1.38	.05
Transportation and material moving	16.00	10.61	5.39	.99	.69	1.28	.64	1.77	.02
Handlers, equipment cleaners, helpers, and laborers	11.66	7.82	3.84	.65	.50	1.01	.33	1.33	.02
Service occupations	13.65	9.23	4.42	.94	.49	1.17	.49	1.29	.04
All workers, nonmanufacturing industries	14.32	10.56	3.76	.95	.29	.80	.42	1.29	(²)
White-collar occupations	16.82	12.52	4.31	1.26	.32	.94	.50	1.29	(²)
Professional specialty and technical	22.90	16.92	5.98	1.85	.45	1.18	.78	1.71	(²)
Executive, administrative, and managerial	25.25	18.75	6.50	2.13	.57	1.17	.83	1.79	(²)
Sales	11.77	9.20	2.57	.60	.17	.57	.24	.99	(²)
Administrative support, including clerical	12.36	8.96	3.40	.92	.21	.93	.36	.98	(²)
Blue-collar occupations	14.30	10.13	4.17	.75	.39	.85	.47	1.70	(²)
Precision production, craft, and repair	17.89	12.67	5.22	.97	.49	1.02	.64	2.08	.02
Transportation and material moving	15.26	10.62	4.64	.86	.40	.97	.51	1.89	(²)
Handlers, equipment cleaners, helpers, and laborers	10.27	7.33	2.94	.46	.28	.64	.30	1.25	(²)
Service occupations	7.50	5.75	1.75	.35	.11	.35	.12	.81	(²)
Percent of total compensation									
All workers, manufacturing industries	100.0	68.4	31.6	7.6	3.7	7.9	3.3	8.9	0.2
White-collar occupations	100.0	71.2	28.8	8.7	2.3	7.0	3.4	7.3	.1
Professional specialty and technical	100.0	71.0	29.0	9.1	1.6	7.0	3.7	7.4	.2
Executive, administrative, and managerial	100.0	72.5	27.5	9.3	2.4	5.6	3.5	6.6	.1
Administrative support, including clerical	100.0	68.5	31.5	7.6	3.3	9.2	3.1	8.2	.1
Blue-collar occupations	100.0	66.4	33.6	6.8	4.8	8.5	3.1	10.1	.3
Precision production, craft, and repair	100.0	66.4	33.6	7.7	4.7	7.9	3.5	9.5	.3
Machine operators, assemblers, and inspectors	100.0	66.3	33.7	6.7	5.1	8.9	2.9	10.0	.3
Transportation and material moving	100.0	66.3	33.7	6.2	4.3	8.0	4.0	11.1	.1
Handlers, equipment cleaners, helpers, and laborers	100.0	67.1	32.9	5.6	4.3	8.7	2.8	11.4	.1
Service occupations	100.0	67.6	32.4	6.9	3.6	8.6	3.6	9.5	.3
All workers, nonmanufacturing industries	100.0	73.7	26.3	6.6	2.0	5.6	2.9	9.0	(²)
White-collar occupations	100.0	74.4	25.6	7.5	1.9	5.6	3.0	7.6	(²)
Professional specialty and technical	100.0	73.9	26.1	8.1	2.0	5.2	3.4	7.5	(²)
Executive, administrative, and managerial	100.0	74.2	25.8	8.5	2.3	4.6	3.3	7.1	(²)
Sales	100.0	78.2	21.8	5.1	1.5	4.8	2.0	8.4	(²)
Administrative support, including clerical	100.0	72.5	27.5	7.5	1.7	7.5	2.9	7.9	(²)
Blue-collar occupations	100.0	70.8	29.2	5.2	2.7	6.0	3.3	11.9	(²)
Precision production, craft, and repair	100.0	70.8	29.2	5.4	2.7	5.7	3.6	11.6	.1
Transportation and material moving	100.0	69.6	30.4	5.6	2.6	6.3	3.4	12.4	(²)
Handlers, equipment cleaners, helpers, and laborers	100.0	71.4	28.6	4.5	2.7	6.3	2.9	12.1	(²)
Service occupations	100.0	76.6	23.4	4.6	1.5	4.7	1.7	10.8	(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 147. 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 1990

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	\$18.78	\$12.47	\$6.30	\$1.35	\$0.66	\$1.56	\$0.84	\$1.83	\$0.05
Blue-collar occupations	20.05	12.94	7.11	1.38	.84	1.75	1.00	2.07	.07
Goods-producing industries ²	20.61	13.20	7.41	1.36	.97	1.85	1.06	2.08	.09
Service-producing industries ³	17.39	11.93	5.46	1.35	.43	1.34	.68	1.64	(⁴)
Manufacturing	19.07	12.03	7.04	1.49	1.03	1.83	.77	1.82	.10
Blue-collar occupations	19.05	11.97	7.07	1.47	1.04	1.85	.77	1.84	.10
Nonmanufacturing	18.62	12.71	5.92	1.28	.47	1.42	.88	1.84	.02
All nonunion workers, private industry	14.22	10.52	3.70	.96	.31	.79	.37	1.25	(⁴)
Blue-collar occupations	12.12	8.75	3.37	.63	.39	.70	.24	1.41	(⁴)
Goods-producing industries ²	16.52	11.78	4.73	1.14	.49	1.06	.46	1.58	(⁴)
Service-producing industries ³	13.47	10.10	3.36	.90	.25	.71	.35	1.15	(⁴)
Manufacturing	16.72	11.80	4.92	1.25	.52	1.20	.49	1.44	.02
Blue-collar occupations	12.63	8.77	3.86	.76	.54	.94	.30	1.31	(⁴)
Nonmanufacturing	13.64	10.22	3.42	.89	.26	.70	.35	1.21	(⁴)
Percent of total compensation									
All union workers, private industry	100.0	66.4	33.6	7.2	3.5	8.3	4.5	9.8	0.2
Blue-collar occupations	100.0	64.5	35.5	6.9	4.2	8.7	5.0	10.3	.3
Goods-producing industries ²	100.0	64.0	36.0	6.6	4.7	9.0	5.1	10.1	.4
Service-producing industries ³	100.0	68.6	31.4	7.8	2.5	7.7	3.9	9.5	(⁴)
Manufacturing	100.0	63.1	36.9	7.8	5.4	9.6	4.1	9.6	.5
Blue-collar occupations	100.0	62.9	37.1	7.7	5.4	9.7	4.0	9.7	.5
Nonmanufacturing	100.0	68.2	31.8	6.9	2.5	7.6	4.7	9.9	.1
All nonunion workers, private industry	100.0	74.0	26.0	6.8	2.2	5.6	2.6	8.8	(⁴)
Blue-collar occupations	100.0	72.2	27.8	5.2	3.2	5.8	1.9	11.7	(⁴)
Goods-producing industries ²	100.0	71.3	28.7	6.9	3.0	6.4	2.8	9.6	(⁴)
Service-producing industries ³	100.0	75.0	25.0	6.7	1.9	5.3	2.6	8.5	(⁴)
Manufacturing	100.0	70.6	29.4	7.5	3.1	7.2	2.9	8.6	.1
Blue-collar occupations	100.0	69.4	30.6	6.0	4.3	7.5	2.4	10.4	(⁴)
Nonmanufacturing	100.0	74.9	25.1	6.6	1.9	5.1	2.5	8.9	(⁴)

¹ Includes severance pay and supplemental unemployment benefits.

² Includes mining, construction, and manufacturing.

³ Includes transportation, communication, and public utilities; wholesale and retail trade; finance, insurance, and real estate; and service industries.

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

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

Table 148. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Private industry workers, by establishment size, and major industry and occupational group, March 1990

Industry and occupational group, and employment size	Total compensation	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	\$14.96	\$10.84	\$4.13	\$1.03	\$0.37	\$0.92	\$0.45	\$1.35	(²)
1-99 workers	13.08	9.77	3.31	.74	.30	.69	.33	1.25	(²)
100 or more workers	16.82	11.89	4.93	1.31	.44	1.15	.57	1.44	\$.02
100-499 workers	13.82	10.02	3.81	.94	.31	.88	.39	1.28	(²)
500 or more workers	20.02	13.90	6.12	1.70	.57	1.44	.76	1.61	.04
Goods-producing industries ³	17.55	12.14	5.41	1.19	.61	1.26	.61	1.70	.03
1-99 workers	15.13	10.92	4.21	.70	.44	.82	.46	1.77	(²)
100 or more workers	18.93	12.83	6.09	1.47	.71	1.51	.70	1.67	.05
100-499 workers	15.66	10.94	4.72	1.02	.50	1.17	.48	1.55	(²)
500 or more workers	22.03	14.63	7.40	1.90	.90	1.83	.90	1.78	.09
Service-producing industries ⁴	13.97	10.34	3.63	.96	.28	.79	.39	1.21	(²)
1-99 workers	12.56	9.48	3.09	.75	.26	.65	.30	1.12	(²)
100 or more workers	15.68	11.38	4.30	1.22	.30	.96	.49	1.32	(²)
100-499 workers	12.91	9.56	3.35	.91	.22	.73	.34	1.15	(²)
500 or more workers	18.83	13.46	5.37	1.58	.38	1.21	.67	1.51	.02
White-collar occupations	17.59	12.99	4.60	1.35	.34	1.02	.54	1.34	(²)
1-99 workers	15.52	11.73	3.79	1.03	.32	.82	.40	1.22	(²)
100 or more workers	19.50	14.15	5.35	1.65	.36	1.21	.67	1.44	.02
100-499 workers	16.39	12.15	4.24	1.26	.26	.97	.46	1.28	(²)
500 or more workers	22.22	15.90	6.32	1.99	.45	1.42	.85	1.58	.02
Blue-collar occupations	14.57	10.04	4.53	.86	.53	1.03	.47	1.62	.02
1-99 workers	12.97	9.33	3.64	.59	.37	.73	.37	1.57	(²)
100 or more workers	16.15	10.75	5.40	1.13	.68	1.32	.57	1.66	.04
100-499 workers	13.62	9.41	4.21	.81	.49	1.00	.41	1.50	(²)
500 or more workers	19.20	12.36	6.83	1.52	.92	1.70	.76	1.85	.09
Percent of total compensation									
All workers in private industry	100.0	72.4	27.6	6.9	2.5	6.1	3.0	9.0	(²)
1-99 workers	100.0	74.7	25.3	5.6	2.3	5.2	2.6	9.6	(²)
100 or more workers	100.0	70.7	29.3	7.8	2.6	6.8	3.4	8.6	.1
100-499 workers	100.0	72.5	27.5	6.8	2.3	6.3	2.8	9.3	(²)
500 or more workers	100.0	69.4	30.6	8.5	2.9	7.2	3.8	8.0	.2
Goods-producing industries ³	100.0	69.2	30.8	6.8	3.5	7.2	3.5	9.7	.2
1-99 workers	100.0	72.2	27.8	4.6	2.9	5.4	3.1	11.7	(²)
100 or more workers	100.0	67.8	32.2	7.8	3.7	8.0	3.7	8.8	.3
100-499 workers	100.0	69.9	30.1	6.5	3.2	7.4	3.1	9.9	(²)
500 or more workers	100.0	66.4	33.6	8.6	4.1	8.3	4.1	8.1	.4
Service-producing industries ⁴	100.0	74.0	26.0	6.9	2.0	5.6	2.8	8.7	(²)
1-99 workers	100.0	75.4	24.6	6.0	2.1	5.2	2.4	8.9	(²)
100 or more workers	100.0	72.6	27.4	7.8	1.9	6.1	3.2	8.4	(²)
100-499 workers	100.0	74.0	26.0	7.0	1.7	5.7	2.6	8.9	(²)
500 or more workers	100.0	71.5	28.5	8.4	2.0	6.4	3.6	8.0	.1
White-collar occupations	100.0	73.8	26.2	7.7	1.9	5.8	3.1	7.6	(²)
1-99 workers	100.0	75.6	24.4	6.6	2.1	5.3	2.6	7.8	(²)
100 or more workers	100.0	72.6	27.4	8.5	1.9	6.2	3.4	7.4	.1
100-499 workers	100.0	74.1	25.9	7.7	1.6	5.9	2.8	7.8	(²)
500 or more workers	100.0	71.6	28.4	9.0	2.0	6.4	3.8	7.1	.1
Blue-collar occupations	100.0	68.9	31.1	5.9	3.6	7.0	3.2	11.1	.2
1-99 workers	100.0	71.9	28.1	4.6	2.8	5.6	2.9	12.1	(²)
100 or more workers	100.0	66.5	33.5	7.0	4.2	8.2	3.5	10.3	.3
100-499 workers	100.0	69.1	30.9	5.9	3.6	7.3	3.0	11.0	(²)
500 or more workers	100.0	64.4	35.6	7.9	4.8	8.9	4.0	9.6	.4

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 149. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Private industry aircraft manufacturing workers, by occupational group, March 1990

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									
Aircraft manufacturing (SIC 3721)	\$24.17	\$16.32	\$7.84	\$2.16	\$1.27	\$1.84	\$0.76	\$1.79	(²)
White-collar occupations	25.51	17.71	7.80	2.40	.87	1.82	.89	1.81	(²)
Blue-collar occupations	22.22	14.26	7.96	1.80	1.93	1.88	.56	1.79	(²)
Percent of total compensation									
Aircraft manufacturing (SIC 3721)	100.0	67.5	32.4	8.9	5.3	7.6	3.1	7.4	(²)
White-collar occupations	100.0	69.4	30.6	9.4	3.4	7.1	3.5	7.1	(²)
Blue-collar occupations	100.0	64.2	35.8	8.1	8.7	8.5	2.5	8.1	(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 150. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Private industry workers, by major industry group, March 1989

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	\$14.28	100.0	\$17.21	100.0	\$13.12	100.0	\$17.16	100.0	\$13.46	100.0
Wages and salaries	10.38	72.7	11.90	69.2	9.78	74.5	11.71	68.2	10.00	74.3
Total benefits	3.90	27.3	5.30	30.8	3.35	25.5	5.45	31.8	3.46	25.7
Paid leave	1.00	7.0	1.20	7.0	.92	7.0	1.33	7.7	.91	6.8
Vacation .....	.50	3.5	.62	3.6	.45	3.4	.68	3.9	.45	3.3
Holiday .....	.34	2.4	.43	2.5	.30	2.3	.49	2.8	.30	2.2
Sick .....	.12	.9	.10	.6	.13	1.0	.12	.7	.13	.9
Other .....	.04	.3	.04	.2	.04	.3	.04	.3	.04	.3
Supplemental pay .....	.34	2.4	.60	3.5	.23	1.8	.65	3.8	.25	1.8
Premium ³ .....	.17	1.2	.37	2.2	.09	.7	.40	2.3	.11	.8
Shift differential .....	.05	.3	.08	.5	.03	.3	.10	.6	.03	.2
Nonproduction bonuses .....	.12	.8	.15	.8	.10	.8	.15	.9	.11	.8
Insurance .....	.85	6.0	1.28	7.4	.68	5.2	1.40	8.1	.70	5.2
Retirement and savings .....	.42	2.9	.57	3.3	.36	2.7	.54	3.2	.39	2.9
Pensions .....	.34	2.4	.45	2.6	.30	2.3	.41	2.4	.32	2.4
Savings and thrift .....	.08	.6	.12	.7	.06	.5	.13	.8	.07	.5
Legally required benefits	1.27	8.9	1.61	9.3	1.14	8.7	1.48	8.6	1.21	9.0
Social Security ⁴ .....	.84	5.9	1.00	5.8	.77	5.9	1.00	5.9	.79	5.9
Federal unemployment insurance .....	.03	.2	.03	.2	.03	.2	.03	.2	.03	.2
State unemployment insurance .....	.11	.8	.16	.9	.09	.7	.15	.9	.10	.7
Workers' compensation .....	.27	1.9	.41	2.4	.21	1.6	.29	1.7	.26	1.9
Other benefits ⁵ .....	.02	.1	.05	.3	(⁶)	(⁶)	.05	.3	(⁶)	(⁶)

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 The total employer's cost for Social Security is comprised of an OASDI

portion and a Medicare portion. OASDI is the acronym for Old-Age, Survivors, and Disability Insurance.

⁵ Includes severance pay and supplemental unemployment benefits.

⁶ Cost per hour worked is \$0.01 or less.

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

Table 151. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Private industry workers, by major occupational group, March 1989

Compensation component	All workers in private industry		White-collar		Blue-collar		Service	
	Cost	Percent	Cost	Percent	Cost	Percent	Cost	Percent
Total compensation	\$14.28	100.0	\$16.57	100.0	\$14.35	100.0	\$7.16	100.0
Wages and salaries	10.38	72.7	12.29	74.2	9.91	69.1	5.50	76.8
Total benefits	3.90	27.3	4.28	25.8	4.44	30.9	1.66	23.2
Paid leave	1.00	7.0	1.31	7.9	.87	6.1	.34	4.8
Vacation .....	.50	3.5	.63	3.8	.46	3.2	.18	2.5
Holiday .....	.34	2.4	.43	2.6	.31	2.2	.10	1.4
Sick .....	.12	.9	.19	1.1	.07	.5	.05	.7
Other .....	.04	.3	.06	.3	.03	.2	(¹)	(¹)
Supplemental pay .....	.34	2.4	.29	1.7	.53	3.7	.10	1.4
Premium ² .....	.17	1.2	.09	.5	.37	2.5	.05	.7
Shift differential .....	.05	.3	.04	.2	.07	.5	.03	.4
Nonproduction bonuses .....	.12	.8	.16	1.0	.09	.6	.02	.3
Insurance .....	.85	6.0	.92	5.5	1.02	7.1	.32	4.5
Retirement and savings .....	.42	2.9	.50	3.0	.45	3.1	.11	1.6
Pensions .....	.34	2.4	.38	2.3	.40	2.8	.09	1.3
Savings and thrift .....	.08	.6	.12	.7	.05	.4	.02	.3
Legally required benefits	1.27	8.9	1.25	7.6	1.53	10.7	.78	10.9
Social Security ³ .....	.84	5.9	.96	5.8	.84	5.9	.46	6.4
Federal unemployment insurance .....	.03	.2	.03	.2	.03	.2	.03	.4
State unemployment insurance .....	.11	.8	.10	.6	.14	.9	.08	1.2
Workers' compensation .....	.27	1.9	.15	.9	.48	3.4	.20	2.8
Other benefits ⁴ .....	.02	.1	(¹)	(¹)	.03	.2	(¹)	(¹)

¹ Cost per hour worked is \$0.01 or less.

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

³ The total employer's cost for Social Security is comprised of an OASDI portion and a Medicare portion. OASDI is the acronym for

Old-Age, Survivors, and Disability Insurance.

⁴ Includes severance pay and supplemental unemployment benefits.

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

Table 152. 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 1989

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	\$16.18	100.0	\$12.53	100.0	\$14.28	100.0	\$14.98	100.0	\$18.24	100.0	\$13.48	100.0
Wages and salaries	11.69	72.3	9.24	73.7	10.16	71.2	11.02	73.6	12.10	66.4	10.03	74.4
Total benefits	4.48	27.7	3.29	26.3	4.12	28.8	3.96	26.4	6.13	33.6	3.45	25.6
Paid leave	1.26	7.8	.82	6.5	1.00	7.0	1.01	6.7	1.32	7.3	.94	7.0
Vacation .....	.59	3.7	.41	3.3	.53	3.7	.50	3.3	.71	3.9	.46	3.4
Holiday .....	.42	2.6	.28	2.2	.33	2.3	.35	2.3	.44	2.4	.32	2.4
Sick .....	.18	1.1	.10	.8	.10	.7	.14	.9	.12	.7	.13	.9
Other .....	.07	.4	.03	.3	.03	.2	.03	.2	.05	.3	.04	.3
Supplemental pay .....	.38	2.3	.28	2.3	.41	2.9	.29	1.9	.68	3.8	.27	2.0
Premium ² .....	.18	1.1	.16	1.2	.22	1.5	.15	1.0	.46	2.5	.11	.9
Shift differential .....	.06	.4	.04	.3	.05	.4	.04	.3	.12	.7	.03	.2
Nonproduction bonuses .....	.14	.8	.09	.7	.14	1.0	.10	.7	.10	.5	.12	.9
Insurance .....	.98	6.1	.71	5.6	.94	6.6	.83	5.5	1.52	8.3	.72	5.3
Retirement and savings .....	.49	3.0	.35	2.8	.45	3.1	.44	2.9	.76	4.2	.35	2.6
Pensions .....	.40	2.5	.26	2.1	.38	2.7	.35	2.3	.69	3.8	.27	2.0
Savings and thrift .....	.09	.5	.09	.7	.07	.5	.08	.6	.07	.4	.08	.6
Legally required benefits	1.36	8.4	1.13	9.0	1.28	9.0	1.40	9.3	1.77	9.7	1.17	8.7
Social Security ³ .....	.93	5.8	.75	6.0	.84	5.9	.87	5.8	1.03	5.7	.80	5.9
Federal unemployment insurance .....	.03	.2	.03	.2	.03	.2	.03	.2	.03	.2	.03	.2
State unemployment insurance .....	.12	.7	.09	.7	.13	.9	.12	.8	.15	.8	.10	.7
Workers' compensation .....	.25	1.5	.24	1.9	.24	1.7	.37	2.5	.48	2.6	.23	1.7
Other benefits ⁴ .....	.02	.1	(⁵)	(⁵)	.04	.3	(⁵)	(⁵)	.06	.3	(⁵)	(⁵)

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

⁴ Includes severance pay and supplemental unemployment benefits.

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

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

Table 153. 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 1989

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	\$14.28	\$10.38	\$3.90	\$1.00	\$0.34	\$0.85	\$0.42	\$1.27	\$0.02
Occupational group									
White-collar occupations	16.57	12.29	4.28	1.31	.29	.92	.50	1.25	(²)
Professional specialty and technical	21.79	16.11	5.67	1.83	.37	1.14	.69	1.63	.02
Executive, administrative, and managerial	25.22	18.75	6.48	2.24	.46	1.19	.82	1.74	.02
Sales	11.39	8.91	2.48	.60	.16	.51	.24	.96	(²)
Administrative support, including clerical	12.03	8.64	3.38	.93	.22	.89	.38	.95	(²)
Blue-collar occupations	14.35	9.91	4.44	.87	.53	1.02	.45	1.53	.03
Precision production, craft, and repair	17.70	12.40	5.30	1.10	.62	1.12	.57	1.84	.04
Machine operators, assemblers, and inspectors	13.59	9.04	4.55	.93	.65	1.21	.40	1.31	.05
Transportation and material moving	15.06	10.42	4.64	.89	.43	.97	.53	1.80	(²)
Handlers, equipment cleaners, helpers, and laborers	10.51	7.40	3.11	.52	.33	.69	.31	1.25	(²)
Service occupations	7.16	5.50	1.66	.34	.10	.32	.11	.78	(²)
Industry group									
Goods-producing industries ³	17.21	11.90	5.30	1.20	.60	1.28	.57	1.61	.05
Construction	16.70	12.20	4.50	.62	.40	.75	.67	2.05	.02
Manufacturing	17.16	11.71	5.45	1.33	.65	1.40	.54	1.48	.05
Durables	18.42	12.44	5.98	1.44	.73	1.60	.55	1.58	.08
Nondurables	15.33	10.65	4.68	1.16	.54	1.10	.53	1.34	.02
Service-producing industries ⁴	13.12	9.78	3.35	.92	.23	.68	.36	1.14	(²)
Transportation and public utilities	20.20	13.97	6.23	1.65	.43	1.35	.84	1.94	.03
Wholesale trade	16.50	12.10	4.41	1.16	.41	.97	.47	1.37	.02
Retail trade	8.10	6.31	1.79	.36	.14	.33	.13	.83	(²)
Finance, insurance, and real estate	17.11	12.76	4.35	1.39	.28	.98	.53	1.16	(²)
Services	13.44	10.09	3.35	1.01	.20	.66	.36	1.12	(²)
Percent of total compensation									
All workers in private industry	100.0	72.7	27.3	7.0	2.4	6.0	2.9	8.9	0.1
Occupational group									
White-collar occupations	100.0	74.2	25.8	7.9	1.7	5.5	3.0	7.6	(²)
Professional specialty and technical	100.0	74.0	26.0	8.4	1.7	5.2	3.2	7.5	.1
Executive, administrative, and managerial	100.0	74.3	25.7	8.9	1.8	4.7	3.3	6.9	.1
Sales	100.0	78.3	21.7	5.3	1.4	4.5	2.1	8.4	(²)
Administrative support, including clerical	100.0	71.9	28.1	7.7	1.8	7.4	3.2	7.9	(²)
Blue-collar occupations	100.0	69.1	30.9	6.1	3.7	7.1	3.1	10.7	.2
Precision production, craft, and repair	100.0	70.1	29.9	6.2	3.5	6.4	3.2	10.4	.2
Machine operators, assemblers, and inspectors	100.0	66.6	33.4	6.8	4.8	8.9	3.0	9.6	.4
Transportation and material moving	100.0	69.2	30.8	5.9	2.9	6.4	3.5	11.9	(²)
Handlers, equipment cleaners, helpers, and laborers	100.0	70.4	29.6	5.0	3.2	6.6	2.9	11.9	(²)
Service occupations	100.0	76.8	23.2	4.8	1.4	4.5	1.6	10.9	(²)
Industry group									
Goods-producing industries ³	100.0	69.2	30.8	7.0	3.5	7.4	3.3	9.3	.3
Construction	100.0	73.1	26.9	3.7	2.4	4.5	4.0	12.3	.1
Manufacturing	100.0	68.2	31.8	7.7	3.8	8.1	3.2	8.6	.3
Durables	100.0	67.5	32.5	7.8	3.9	8.7	3.0	8.6	.4
Nondurables	100.0	69.5	30.5	7.5	3.5	7.2	3.5	8.7	.1
Service-producing industries ⁴	100.0	74.5	25.5	7.0	1.8	5.2	2.7	8.7	(²)
Transportation and public utilities	100.0	69.2	30.8	8.1	2.1	6.7	4.1	9.6	.1
Wholesale trade	100.0	73.3	26.7	7.1	2.5	5.9	2.8	8.3	.1
Retail trade	100.0	77.9	22.1	4.4	1.7	4.1	1.6	10.2	(²)
Finance, insurance, and real estate	100.0	74.6	25.4	8.1	1.6	5.7	3.1	6.8	(²)
Services	100.0	75.1	24.9	7.5	1.5	4.9	2.7	8.4	(²)

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 154. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Private industry goods-producing and service-producing workers, by occupational group, March 1989

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	\$17.21	\$11.90	\$5.30	\$1.20	\$0.60	\$1.28	\$0.57	\$1.61	\$0.05
White-collar occupations	21.36	15.29	6.07	1.85	.43	1.44	.71	1.59	.04
Professional specialty and technical	23.92	17.06	6.86	2.18	.43	1.64	.78	1.77	.06
Executive, administrative, and managerial	28.63	20.90	7.73	2.55	.66	1.51	.94	2.03	.04
Administrative support, including clerical	13.75	9.49	4.27	1.08	.31	1.26	.48	1.10	.03
Blue-collar occupations	15.46	10.48	4.98	.92	.67	1.20	.52	1.62	.05
Precision production, craft, and repair	18.56	12.84	5.71	1.02	.75	1.23	.66	1.99	.06
Machine operators, assemblers, and inspectors	14.03	9.26	4.77	.96	.70	1.30	.42	1.33	.06
Transportation and material moving	16.44	11.01	5.43	.91	.69	1.21	.69	1.89	.04
Handlers, equipment cleaners, helpers, and laborers	12.28	8.46	3.81	.58	.44	.87	.41	1.50	.02
Service occupations	13.24	8.56	4.68	.94	.62	1.41	.46	1.20	.06
All workers, service-producing industries³	13.12	9.78	3.35	.92	.23	.68	.36	1.14	(⁴)
White-collar occupations	15.59	11.68	3.91	1.19	.25	.81	.46	1.18	(⁴)
Professional specialty and technical	21.14	15.83	5.32	1.73	.35	.98	.66	1.58	(⁴)
Executive, administrative, and managerial	24.05	18.01	6.04	2.13	.39	1.08	.78	1.65	.02
Sales	11.06	8.68	2.38	.57	.16	.48	.22	.93	(⁴)
Administrative support, including clerical	11.68	8.47	3.21	.90	.20	.82	.36	.92	(⁴)
Blue-collar occupations	12.82	9.13	3.69	.82	.33	.76	.36	1.41	(⁴)
Precision production, craft, and repair	16.37	11.71	4.65	1.22	.42	.96	.42	1.61	.02
Transportation and material moving	14.56	10.20	4.35	.89	.34	.88	.48	1.76	(⁴)
Handlers, equipment cleaners, helpers, and laborers	9.49	6.79	2.71	.49	.27	.59	.25	1.10	(⁴)
Service occupations	7.02	5.43	1.59	.33	.09	.30	.11	.77	(⁴)
Percent of total compensation									
All workers, goods-producing industries²	100.0	69.2	30.8	7.0	3.5	7.4	3.3	9.3	0.3
White-collar occupations	100.0	71.6	28.4	8.7	2.0	6.7	3.3	7.5	.2
Professional specialty and technical	100.0	71.3	28.7	9.1	1.8	6.9	3.3	7.4	.2
Executive, administrative, and managerial	100.0	73.0	27.0	8.9	2.3	5.3	3.3	7.1	.1
Administrative support, including clerical	100.0	69.0	31.0	7.9	2.3	9.1	3.5	8.0	.2
Blue-collar occupations	100.0	67.8	32.2	5.9	4.4	7.8	3.4	10.5	.3
Precision production, craft, and repair	100.0	69.2	30.8	5.5	4.1	6.6	3.6	10.7	.3
Machine operators, assemblers, and inspectors	100.0	66.0	34.0	6.9	5.0	9.3	3.0	9.5	.4
Transportation and material moving	100.0	67.0	33.0	5.6	4.2	7.4	4.2	11.5	.2
Handlers, equipment cleaners, helpers, and laborers	100.0	68.9	31.1	4.7	3.6	7.1	3.3	12.3	.1
Service occupations	100.0	64.6	35.4	7.1	4.6	10.6	3.5	9.1	.5
All workers, service-producing industries³	100.0	74.5	25.5	7.0	1.8	5.2	2.7	8.7	(⁴)
White-collar occupations	100.0	74.9	25.1	7.7	1.6	5.2	3.0	7.6	(⁴)
Professional specialty and technical	100.0	74.9	25.1	8.2	1.7	4.6	3.1	7.5	(⁴)
Executive, administrative, and managerial	100.0	74.9	25.1	8.9	1.6	4.5	3.3	6.8	.1
Sales	100.0	78.5	21.5	5.2	1.5	4.4	2.0	8.4	(⁴)
Administrative support, including clerical	100.0	72.5	27.5	7.7	1.7	7.0	3.1	7.8	(⁴)
Blue-collar occupations	100.0	71.2	28.8	6.4	2.6	6.0	2.8	11.0	(⁴)
Precision production, craft, and repair	100.0	71.6	28.4	7.4	2.6	5.8	2.6	9.9	.1
Transportation and material moving	100.0	70.1	29.9	6.1	2.3	6.0	3.3	12.1	(⁴)
Handlers, equipment cleaners, helpers, and laborers	100.0	71.5	28.5	5.1	2.9	6.2	2.6	11.6	(⁴)
Service occupations	100.0	77.4	22.6	4.7	1.2	4.2	1.5	11.0	(⁴)

¹ Includes severance pay and supplemental unemployment benefits.

² Includes mining, construction, and manufacturing.

³ Includes transportation, communication, and public utilities; wholesale and retail trade; finance, insurance, and real estate; and service industries.

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

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

Table 155. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Private industry manufacturing and nonmanufacturing workers, by occupational group, March 1989

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	\$17.16	\$11.71	\$5.45	\$1.33	\$0.65	\$1.40	\$0.54	\$1.48	\$0.05
White-collar occupations	21.54	15.32	6.23	1.92	.43	1.51	.74	1.58	.05
Professional specialty and technical	23.81	16.96	6.85	2.19	.42	1.64	.78	1.76	.06
Executive, administrative, and managerial	28.92	21.02	7.90	2.67	.64	1.57	1.00	1.96	.05
Administrative support, including clerical	13.93	9.42	4.51	1.12	.35	1.37	.53	1.10	.03
Blue-collar occupations	15.13	10.04	5.09	1.05	.75	1.34	.45	1.44	.06
Precision production, craft, and repair	18.83	12.62	6.20	1.37	1.00	1.53	.54	1.69	.08
Machine operators, assemblers, and inspectors	14.02	9.24	4.78	.97	.70	1.31	.42	1.33	.06
Transportation and material moving	16.17	10.67	5.50	1.13	.68	1.42	.53	1.70	.05
Handlers, equipment cleaners, helpers, and laborers	12.21	8.15	4.06	.74	.52	1.10	.36	1.32	.03
Service occupations	13.44	8.61	4.83	.98	.64	1.47	.48	1.20	.07
All workers, nonmanufacturing industries	13.46	10.00	3.46	.91	.25	.70	.39	1.21	(²)
White-collar occupations	15.75	11.79	3.95	1.20	.26	.82	.46	1.20	(²)
Professional specialty and technical	21.23	15.88	5.35	1.73	.36	1.00	.67	1.59	(²)
Executive, administrative, and managerial	24.30	18.18	6.12	2.13	.41	1.09	.78	1.69	.02
Sales	11.12	8.73	2.39	.57	.16	.49	.22	.94	(²)
Administrative support, including clerical	11.74	8.53	3.21	.90	.20	.82	.36	.92	(²)
Blue-collar occupations	13.74	9.81	3.93	.74	.36	.76	.45	1.60	(²)
Precision production, craft, and repair	17.12	12.29	4.84	.96	.43	.92	.58	1.92	.03
Transportation and material moving	14.83	10.37	4.46	.85	.38	.87	.53	1.82	(²)
Handlers, equipment cleaners, helpers, and laborers	10.04	7.19	2.85	.46	.28	.58	.29	1.23	(²)
Service occupations	7.02	5.43	1.59	.33	.09	.30	.11	.77	(²)
Percent of total compensation									
All workers, manufacturing industries	100.0	68.2	31.8	7.7	3.8	8.1	3.2	8.6	0.3
White-collar occupations	100.0	71.1	28.9	8.9	2.0	7.0	3.4	7.3	.2
Professional specialty and technical	100.0	71.2	28.8	9.2	1.8	6.9	3.3	7.4	.2
Executive, administrative, and managerial	100.0	72.7	27.3	9.2	2.2	5.4	3.5	6.8	.2
Administrative support, including clerical	100.0	67.6	32.4	8.1	2.5	9.9	3.8	7.9	.2
Blue-collar occupations	100.0	66.4	33.6	6.9	5.0	8.9	3.0	9.5	.4
Precision production, craft, and repair	100.0	67.0	33.0	7.3	5.3	8.1	2.9	9.0	.4
Machine operators, assemblers, and inspectors	100.0	65.9	34.1	6.9	5.0	9.3	3.0	9.5	.4
Transportation and material moving	100.0	66.0	34.0	7.0	4.2	8.8	3.3	10.5	.3
Handlers, equipment cleaners, helpers, and laborers	100.0	66.7	33.3	6.1	4.2	9.0	2.9	10.8	.2
Service occupations	100.0	64.1	35.9	7.3	4.8	10.9	3.6	8.9	.5
All workers, nonmanufacturing industries	100.0	74.3	25.7	6.8	1.8	5.2	2.9	9.0	(²)
White-collar occupations	100.0	74.9	25.1	7.6	1.7	5.2	2.9	7.6	(²)
Professional specialty and technical	100.0	74.8	25.2	8.2	1.7	4.7	3.1	7.5	(²)
Executive, administrative, and managerial	100.0	74.8	25.2	8.8	1.7	4.5	3.2	7.0	.1
Sales	100.0	78.5	21.5	5.2	1.5	4.4	2.0	8.4	(²)
Administrative support, including clerical	100.0	72.6	27.4	7.7	1.7	6.9	3.1	7.9	(²)
Blue-collar occupations	100.0	71.4	28.6	5.4	2.6	5.6	3.3	11.7	(²)
Precision production, craft, and repair	100.0	71.8	28.2	5.6	2.5	5.4	3.4	11.2	.2
Transportation and material moving	100.0	69.9	30.1	5.7	2.6	5.9	3.6	12.3	(²)
Handlers, equipment cleaners, helpers, and laborers	100.0	71.6	28.4	4.6	2.8	5.7	2.9	12.2	(²)
Service occupations	100.0	77.4	22.6	4.7	1.2	4.2	1.5	11.0	(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 156. 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 1989

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	\$18.24	\$12.10	\$6.13	\$1.32	\$0.68	\$1.52	\$0.76	\$1.77	\$0.06
Blue-collar occupations	19.44	12.60	6.84	1.36	.85	1.70	.87	1.98	.08
Goods-producing industries ²	19.78	12.72	7.06	1.33	.95	1.85	.89	1.94	.11
Service-producing industries ³	16.70	11.49	5.21	1.32	.42	1.20	.64	1.61	.02
Manufacturing	18.54	11.79	6.75	1.42	1.01	1.85	.63	1.72	.12
Blue-collar occupations	18.52	11.77	6.75	1.41	1.02	1.85	.63	1.73	.12
Nonmanufacturing	18.02	12.33	5.70	1.26	.46	1.29	.85	1.82	.03
All nonunion workers, private industry	13.48	10.03	3.45	.94	.27	.72	.35	1.17	(⁴)
Blue-collar occupations	11.70	8.51	3.19	.62	.37	.66	.23	1.30	(⁴)
Goods-producing industries ²	16.12	11.56	4.57	1.14	.45	1.04	.44	1.47	.02
Service-producing industries ³	12.65	9.55	3.10	.87	.21	.62	.32	1.07	(⁴)
Manufacturing	16.52	11.67	4.85	1.28	.48	1.19	.50	1.37	.03
Blue-collar occupations	12.40	8.65	3.75	.76	.54	.93	.30	1.21	(⁴)
Nonmanufacturing	12.80	9.66	3.14	.86	.22	.61	.32	1.12	(⁴)
Percent of total compensation									
All union workers, private industry	100.0	66.4	33.6	7.3	3.8	8.3	4.2	9.7	0.3
Blue-collar occupations	100.0	64.8	35.2	7.0	4.4	8.8	4.5	10.2	.4
Goods-producing industries ²	100.0	64.3	35.7	6.7	4.8	9.3	4.5	9.8	.6
Service-producing industries ³	100.0	68.8	31.2	7.9	2.5	7.2	3.8	9.6	.1
Manufacturing	100.0	63.6	36.4	7.7	5.4	10.0	3.4	9.3	.6
Blue-collar occupations	100.0	63.5	36.5	7.6	5.5	10.0	3.4	9.3	.6
Nonmanufacturing	100.0	68.4	31.6	7.0	2.5	7.1	4.7	10.1	.1
All nonunion workers, private industry	100.0	74.4	25.6	7.0	2.0	5.3	2.6	8.7	(⁴)
Blue-collar occupations	100.0	72.7	27.3	5.3	3.1	5.6	2.0	11.1	(⁴)
Goods-producing industries ²	100.0	71.7	28.3	7.1	2.8	6.4	2.8	9.1	.1
Service-producing industries ³	100.0	75.5	24.5	6.9	1.6	4.9	2.6	8.5	(⁴)
Manufacturing	100.0	70.7	29.3	7.8	2.9	7.2	3.0	8.3	.2
Blue-collar occupations	100.0	69.8	30.2	6.1	4.3	7.5	2.4	9.7	(⁴)
Nonmanufacturing	100.0	75.5	24.5	6.7	1.7	4.8	2.5	8.8	(⁴)

¹ Includes severance pay and supplemental unemployment benefits.

² Includes mining, construction, and manufacturing.

³ Includes transportation, communication, and public utilities; wholesale and retail trade; finance, insurance, and real estate; and service industries.

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

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

Table 157. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Private industry aircraft manufacturing workers, by occupational group, March 1989

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									
Aircraft manufacturing (SIC 3721)	\$22.67	\$15.66	\$7.01	\$2.08	\$0.93	\$1.61	\$0.68	\$1.69	\$0.02
White-collar occupations	24.05	17.10	6.96	2.33	.50	1.61	.80	1.70	.02
Blue-collar occupations	20.64	13.50	7.14	1.71	1.62	1.62	.49	1.69	(²)
Percent of total compensation									
Aircraft manufacturing (SIC 3721)	100.0	69.1	30.9	9.2	4.1	7.1	3.0	7.5	0.1
White-collar occupations	100.0	71.1	28.9	9.7	2.1	6.7	3.3	7.1	.1
Blue-collar occupations	100.0	65.4	34.6	8.3	7.8	7.8	2.4	8.2	(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 158. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Private industry workers, by major industry group, March 1988

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	\$13.79	100.0	\$16.42	100.0	\$12.72	100.0	\$16.26	100.0	\$13.08	100.0
Wages and salaries	10.02	72.7	11.42	69.6	9.45	74.3	11.18	68.8	9.69	74.1
Total benefits	3.77	27.3	5.00	30.4	3.27	25.7	5.07	31.2	3.39	25.9
Paid leave .....	.97	7.0	1.13	6.9	.91	7.1	1.25	7.7	.89	6.8
Vacation .....	.48	3.5	.58	3.5	.44	3.5	.63	3.9	.44	3.4
Holiday .....	.33	2.4	.42	2.5	.29	2.3	.47	2.9	.29	2.2
Sick .....	.12	.9	.10	.6	.13	1.0	.11	.7	.12	.9
Other .....	.04	.3	.04	.2	.04	.3	.04	.2	.04	.3
Supplemental pay .....	.33	2.4	.55	3.3	.24	1.9	.58	3.5	.25	1.9
Premium ³ .....	.17	1.2	.35	2.1	.10	.8	.36	2.2	.11	.9
Shift differential .....	.04	.3	.07	.4	.03	.2	.09	.5	.03	.2
Nonproduction bonuses .....	.12	.8	.13	.8	.11	.9	.13	.8	.11	.9
Insurance .....	.78	5.6	1.11	6.8	.64	5.0	1.20	7.4	.66	5.0
Retirement and savings .....	.45	3.3	.61	3.7	.39	3.0	.57	3.5	.42	3.2
Pensions .....	.38	2.8	.51	3.1	.33	2.6	.46	2.8	.36	2.7
Savings and thrift .....	.07	.5	.10	.6	.06	.4	.11	.7	.06	.4
Legally required benefits	1.22	8.8	1.55	9.5	1.08	8.5	1.43	8.8	1.16	8.9
Social Security ⁴ .....	.81	5.9	.96	5.8	.75	5.9	.95	5.9	.76	5.8
Federal unemployment insurance .....	.03	.2	.03	.2	.03	.3	.03	.2	.03	.3
State unemployment insurance .....	.12	.8	.18	1.1	.09	.7	.18	1.1	.10	.7
Workers' compensation .....	.24	1.7	.37	2.3	.18	1.5	.26	1.6	.23	1.8
Other benefits ⁵ .....	.02	.2	.04	.3	(⁶)	(⁶)	.05	.3	(⁶)	(⁶)

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 The total employer's cost for Social Security is comprised of an OASDI

portion and a Medicare portion. OASDI is the acronym for Old-Age, Survivors, and Disability Insurance.

⁵ Includes severance pay and supplemental unemployment benefits.

⁶ Cost per hour worked is \$0.01 or less.

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

Table 159. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Private industry workers, by major occupational group, March 1988

Compensation component	All workers in private industry		White-collar		Blue-collar		Service	
	Cost	Percent	Cost	Percent	Cost	Percent	Cost	Percent
Total compensation	\$13.79	100.0	\$15.97	100.0	\$13.87	100.0	\$6.76	100.0
Wages and salaries	10.02	72.7	11.84	74.1	9.59	69.2	5.20	76.9
Total benefits	3.77	27.3	4.13	25.9	4.27	30.8	1.56	23.1
Paid leave .....	.97	7.0	1.26	7.9	.85	6.1	.32	4.8
Vacation .....	.48	3.5	.61	3.8	.44	3.2	.17	2.5
Holiday .....	.33	2.4	.41	2.6	.31	2.2	.10	1.4
Sick .....	.12	.9	.18	1.1	.07	.5	.04	.7
Other .....	.04	.3	.05	.3	.03	.2	.02	.2
Supplemental pay .....	.33	2.4	.29	1.8	.50	3.6	.09	1.3
Premium ¹ .....	.17	1.2	.08	.5	.36	2.6	.04	.6
Shift differential .....	.04	.3	.03	.2	.06	.5	.02	.3
Nonproduction bonuses .....	.12	.8	.17	1.1	.08	.6	.02	.4
Insurance .....	.78	5.6	.83	5.2	.93	6.7	.30	4.4
Retirement and savings .....	.45	3.3	.54	3.4	.48	3.4	.11	1.6
Pensions .....	.38	2.8	.43	2.7	.44	3.1	.09	1.4
Savings and thrift .....	.07	.5	.10	.7	.04	.3	.02	.2
Legally required benefits	1.22	8.8	1.20	7.5	1.48	10.7	.74	11.0
Social Security ² .....	.81	5.9	.92	5.8	.82	5.9	.43	6.4
Federal unemployment insurance .....	.03	.2	.03	.2	.03	.2	.03	.5
State unemployment insurance .....	.12	.8	.10	.6	.15	1.1	.09	1.3
Workers' compensation .....	.24	1.7	.13	.8	.44	3.2	.18	2.7
Other benefits ³ .....	.02	.2	.02	.1	.03	.2	(⁴)	(⁴)

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

² The total employer's cost for Social Security is comprised of an OASDI portion and a Medicare portion. OASDI is the acronym for Old-Age, Survivors, and Disability Insurance.

³ Includes severance pay and supplemental unemployment benefits.

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

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

Table 160. 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 1988

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	\$15.50	100.0	\$12.23	100.0	\$13.71	100.0	\$14.59	100.0	\$18.16	100.0	\$12.90	100.0
Wages and salaries	11.19	72.2	9.06	74.1	9.75	71.1	10.69	73.2	12.04	66.3	9.61	74.5
Total benefits	4.31	27.8	3.17	25.9	3.96	28.9	3.90	26.8	6.12	33.7	3.29	25.5
Paid leave	1.18	7.6	.80	6.6	.98	7.1	1.00	6.9	1.35	7.4	.89	6.9
Vacation .....	.57	3.6	.40	3.3	.51	3.7	.49	3.4	.72	4.0	.43	3.4
Holiday .....	.40	2.6	.27	2.2	.33	2.4	.34	2.3	.44	2.4	.30	2.4
Sick .....	.16	1.0	.10	.8	.10	.7	.14	.9	.12	.7	.12	.9
Other .....	.06	.4	.03	.2	.03	.2	.03	.2	.06	.3	.03	.3
Supplemental pay .....	.38	2.4	.27	2.2	.39	2.8	.28	1.9	.64	3.5	.26	2.0
Premium ² .....	.17	1.1	.15	1.2	.22	1.6	.15	1.0	.45	2.5	.11	.9
Shift differential .....	.05	.3	.03	.3	.05	.3	.03	.2	.10	.6	.03	.2
Nonproduction bonuses .....	.16	1.0	.09	.7	.13	.9	.10	.7	.08	.4	.12	1.0
Insurance .....	.86	5.5	.64	5.2	.87	6.4	.81	5.5	1.45	8.0	.64	5.0
Retirement and savings .....	.55	3.5	.37	3.0	.46	3.3	.45	3.1	.86	4.8	.36	2.8
Pensions .....	.46	3.0	.31	2.5	.40	2.9	.38	2.6	.81	4.4	.29	2.3
Savings and thrift .....	.08	.5	.07	.5	.06	.4	.07	.5	.06	.3	.07	.6
Legally required benefits	1.33	8.6	1.08	8.8	1.22	8.9	1.35	9.3	1.76	9.7	1.11	8.6
Social Security ³ .....	.88	5.7	.73	6.0	.81	5.9	.85	5.8	1.02	5.6	.76	5.9
Federal unemployment insurance .....	.04	.3	.03	.2	.03	.2	.03	.2	.04	.2	.03	.3
State unemployment insurance .....	.13	.8	.09	.7	.14	1.0	.12	.8	.17	.9	.10	.8
Workers' compensation .....	.24	1.5	.22	1.8	.20	1.5	.34	2.3	.43	2.4	.20	1.6
Other benefits ⁴ .....	.02	.1	(⁵)	(⁵)	.04	.3	(⁵)	(⁵)	.06	.3	(⁵)	(⁵)

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

⁴ Includes severance pay and supplemental unemployment benefits.

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

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

Table 161. 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 1988

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	\$13.79	\$10.02	\$3.77	\$0.97	\$0.33	\$0.78	\$0.45	\$1.22	\$0.02
Occupational group									
White-collar occupations	15.97	11.84	4.13	1.26	.29	.83	.54	1.20	.02
Professional specialty and technical	20.85	15.36	5.49	1.77	.38	.98	.81	1.52	.02
Executive, administrative, and managerial	23.74	17.69	6.05	2.07	.46	1.05	.81	1.64	.02
Sales	10.86	8.42	2.44	.59	.16	.52	.24	.90	.02
Administrative support, including clerical	11.53	8.32	3.21	.89	.21	.79	.38	.92	.02
Blue-collar occupations	13.87	9.59	4.27	.85	.50	.93	.48	1.48	.03
Precision production, craft, and repair	17.32	12.14	5.18	1.05	.61	1.05	.63	1.81	.04
Machine operators, assemblers, and inspectors	12.95	8.69	4.26	.90	.59	1.06	.41	1.26	.05
Transportation and material moving	14.40	9.96	4.44	.87	.41	.91	.53	1.71	.02
Handlers, equipment cleaners, helpers, and laborers	10.14	7.11	3.03	.52	.31	.66	.34	1.19	(²)
Service occupations	6.76	5.20	1.56	.32	.09	.30	.11	.74	(²)
Industry group									
Goods-producing industries ³	16.42	11.42	5.00	1.13	.55	1.11	.61	1.55	.04
Construction	16.23	11.90	4.33	.57	.41	.70	.65	1.98	.02
Manufacturing	16.26	11.18	5.07	1.25	.58	1.20	.57	1.43	.05
Durables	17.44	11.85	5.60	1.36	.64	1.38	.61	1.54	.07
Nondurables	14.55	10.23	4.32	1.10	.49	.94	.51	1.26	.02
Service-producing industries ⁴	12.72	9.45	3.27	.91	.24	.64	.39	1.08	(²)
Transportation and public utilities	20.50	13.90	6.60	1.81	.46	1.44	1.03	1.83	.03
Wholesale trade	15.72	11.59	4.13	1.10	.37	.86	.47	1.32	(²)
Retail trade	8.00	6.18	1.82	.38	.14	.36	.14	.79	.02
Finance, insurance, and real estate	16.00	11.91	4.09	1.31	.29	.84	.52	1.12	(²)
Services	12.98	9.78	3.20	.96	.22	.57	.37	1.08	(²)
Percent of total compensation									
All workers in private industry	100.0	72.7	27.3	7.0	2.4	5.6	3.3	8.8	0.2
Occupational group									
White-collar occupations	100.0	74.1	25.9	7.9	1.8	5.2	3.4	7.5	.1
Professional specialty and technical	100.0	73.7	26.3	8.5	1.8	4.7	3.9	7.3	.1
Executive, administrative, and managerial	100.0	74.5	25.5	8.7	2.0	4.4	3.4	6.9	.1
Sales	100.0	77.5	22.5	5.4	1.5	4.8	2.2	8.3	.2
Administrative support, including clerical	100.0	72.2	27.8	7.7	1.8	6.9	3.3	8.0	.1
Blue-collar occupations	100.0	69.2	30.8	6.1	3.6	6.7	3.4	10.7	.2
Precision production, craft, and repair	100.0	70.1	29.9	6.0	3.5	6.1	3.6	10.4	.3
Machine operators, assemblers, and inspectors	100.0	67.1	32.9	6.9	4.6	8.2	3.1	9.7	.4
Transportation and material moving	100.0	69.2	30.8	6.0	2.8	6.3	3.7	11.9	.1
Handlers, equipment cleaners, helpers, and laborers	100.0	70.1	29.9	5.1	3.1	6.5	3.3	11.7	(²)
Service occupations	100.0	76.9	23.1	4.8	1.3	4.4	1.6	11.0	(²)
Industry group									
Goods-producing industries ³	100.0	69.6	30.4	6.9	3.3	6.8	3.7	9.5	.3
Construction	100.0	73.3	26.7	3.5	2.5	4.3	4.0	12.2	.1
Manufacturing	100.0	68.8	31.2	7.7	3.5	7.4	3.5	8.8	.3
Durables	100.0	67.9	32.1	7.8	3.6	7.9	3.5	8.8	.4
Nondurables	100.0	70.3	29.7	7.5	3.4	6.5	3.5	8.7	.1
Service-producing industries ⁴	100.0	74.3	25.7	7.1	1.9	5.0	3.0	8.5	(²)
Transportation and public utilities	100.0	67.8	32.2	8.8	2.3	7.0	5.0	8.9	.2
Wholesale trade	100.0	73.7	26.3	7.0	2.4	5.5	3.0	8.4	(²)
Retail trade	100.0	77.2	22.8	4.7	1.7	4.5	1.8	9.8	.2
Finance, insurance, and real estate	100.0	74.5	25.5	8.2	1.8	5.2	3.3	7.0	(²)
Services	100.0	75.4	24.6	7.4	1.7	4.4	2.9	8.3	(²)

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 162. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Private industry goods-producing and service-producing workers, by occupational group, March 1988

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	\$16.42	\$11.42	\$5.00	\$1.13	\$0.55	\$1.11	\$0.61	\$1.55	\$0.04
White-collar occupations	20.41	14.70	5.71	1.75	.39	1.23	.79	1.52	.04
Professional specialty and technical	22.76	16.28	6.48	2.03	.39	1.40	.93	1.67	.06
Executive, administrative, and managerial	27.24	19.91	7.32	2.43	.59	1.33	1.01	1.92	.04
Administrative support, including clerical	12.91	9.01	3.90	1.00	.27	1.05	.51	1.06	.03
Blue-collar occupations	14.76	10.06	4.70	.87	.62	1.06	.53	1.58	.05
Precision production, craft, and repair	17.83	12.36	5.48	.95	.71	1.11	.71	1.95	.05
Machine operators, assemblers, and inspectors	13.25	8.84	4.41	.92	.62	1.12	.42	1.28	.05
Transportation and material moving	15.93	10.69	5.24	.88	.64	1.13	.69	1.86	.04
Handlers, equipment cleaners, helpers, and laborers	11.80	8.17	3.63	.56	.41	.79	.40	1.46	(³)
Service occupations	12.33	8.14	4.19	.85	.51	1.17	.44	1.15	.07
All workers, service-producing industries⁴	12.72	9.45	3.27	.91	.24	.64	.39	1.08	(³)
White-collar occupations	15.04	11.24	3.80	1.16	.27	.74	.49	1.13	.02
Professional specialty and technical	20.28	15.09	5.19	1.69	.37	.86	.77	1.48	(³)
Executive, administrative, and managerial	22.58	16.95	5.63	1.95	.42	.96	.74	1.54	.02
Sales	10.47	8.12	2.35	.55	.17	.50	.23	.88	.02
Administrative support, including clerical	11.23	8.17	3.06	.86	.19	.74	.36	.89	(³)
Blue-collar occupations	12.57	8.91	3.65	.81	.33	.75	.40	1.34	(³)
Precision production, craft, and repair	16.49	11.80	4.69	1.21	.43	.95	.50	1.58	.03
Transportation and material moving	13.81	9.68	4.13	.86	.32	.83	.47	1.65	(³)
Handlers, equipment cleaners, helpers, and laborers	9.10	6.45	2.65	.49	.25	.58	.30	1.02	(³)
Service occupations	6.61	5.12	1.50	.31	.08	.27	.10	.73	(³)
Percent of total compensation									
All workers, goods-producing industries²	100.0	69.6	30.4	6.9	3.3	6.8	3.7	9.5	0.3
White-collar occupations	100.0	72.0	28.0	8.6	1.9	6.0	3.9	7.4	.2
Professional specialty and technical	100.0	71.5	28.5	8.9	1.7	6.1	4.1	7.3	.3
Executive, administrative, and managerial	100.0	73.1	26.9	8.9	2.2	4.9	3.7	7.1	.2
Administrative support, including clerical	100.0	69.8	30.2	7.7	2.1	8.1	3.9	8.2	.2
Blue-collar occupations	100.0	68.2	31.8	5.9	4.2	7.2	3.6	10.7	.3
Precision production, craft, and repair	100.0	69.3	30.7	5.3	4.0	6.2	4.0	10.9	.3
Machine operators, assemblers, and inspectors	100.0	66.7	33.3	6.9	4.7	8.4	3.1	9.7	.4
Transportation and material moving	100.0	67.1	32.9	5.5	4.0	7.1	4.4	11.7	.2
Handlers, equipment cleaners, helpers, and laborers	100.0	69.2	30.8	4.7	3.5	6.7	3.4	12.4	(³)
Service occupations	100.0	66.0	34.0	6.9	4.2	9.5	3.5	9.4	.5
All workers, service-producing industries⁴	100.0	74.3	25.7	7.1	1.9	5.0	3.0	8.5	(³)
White-collar occupations	100.0	74.7	25.3	7.7	1.8	4.9	3.2	7.5	.1
Professional specialty and technical	100.0	74.4	25.6	8.4	1.8	4.3	3.8	7.3	(³)
Executive, administrative, and managerial	100.0	75.1	24.9	8.6	1.9	4.2	3.3	6.8	.1
Sales	100.0	77.6	22.4	5.3	1.6	4.8	2.2	8.4	.2
Administrative support, including clerical	100.0	72.7	27.3	7.7	1.7	6.6	3.2	8.0	(³)
Blue-collar occupations	100.0	70.9	29.1	6.5	2.7	6.0	3.2	10.6	(³)
Precision production, craft, and repair	100.0	71.5	28.5	7.3	2.6	5.7	3.1	9.6	.2
Transportation and material moving	100.0	70.1	29.9	6.2	2.3	6.0	3.4	11.9	(³)
Handlers, equipment cleaners, helpers, and laborers	100.0	70.9	29.1	5.4	2.7	6.4	3.3	11.2	(³)
Service occupations	100.0	77.4	22.6	4.7	1.2	4.1	1.6	11.0	(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 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 163. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Private industry manufacturing and nonmanufacturing workers, by occupational group, March 1988

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	\$16.26	\$11.18	\$5.07	\$1.25	\$0.58	\$1.20	\$0.57	\$1.43	\$0.05
White-collar occupations	20.53	14.67	5.86	1.80	.39	1.28	.83	1.51	.04
Professional specialty and technical	22.44	15.99	6.45	2.02	.39	1.40	.92	1.65	.06
Executive, administrative, and managerial	27.66	20.11	7.55	2.56	.58	1.38	1.11	1.87	.04
Administrative support, including clerical	13.08	8.96	4.12	1.04	.29	1.14	.55	1.07	.03
Blue-collar occupations	14.30	9.58	4.72	1.00	.67	1.16	.44	1.39	.05
Precision production, craft, and repair	17.81	12.04	5.78	1.30	.89	1.35	.53	1.64	.07
Machine operators, assemblers, and inspectors	13.25	8.83	4.42	.92	.62	1.12	.42	1.28	.05
Transportation and material moving	15.55	10.36	5.18	1.08	.61	1.27	.53	1.65	.05
Handlers, equipment cleaners, helpers, and laborers	11.78	7.94	3.84	.72	.46	.97	.35	1.31	.02
Service occupations	12.48	8.19	4.30	.88	.53	1.22	.45	1.15	.07
All workers, nonmanufacturing industries	13.08	9.69	3.39	.89	.25	.66	.42	1.16	(²)
White-collar occupations	15.21	11.37	3.84	1.17	.27	.75	.49	1.15	.02
Professional specialty and technical	20.43	15.20	5.24	1.71	.37	.88	.78	1.49	(²)
Executive, administrative, and managerial	22.79	17.10	5.69	1.95	.44	.97	.73	1.58	.02
Sales	10.54	8.18	2.36	.55	.17	.50	.23	.88	.02
Administrative support, including clerical	11.28	8.21	3.06	.86	.19	.74	.36	.90	(²)
Blue-collar occupations	13.52	9.60	3.92	.72	.37	.75	.51	1.55	.02
Precision production, craft, and repair	17.08	12.20	4.88	.92	.46	.90	.68	1.89	.03
Transportation and material moving	14.14	9.87	4.27	.82	.36	.83	.53	1.72	(²)
Handlers, equipment cleaners, helpers, and laborers	9.63	6.86	2.78	.45	.26	.57	.33	1.15	(²)
Service occupations	6.62	5.12	1.50	.31	.08	.27	.10	.73	(²)
Percent of total compensation									
All workers, manufacturing industries	100.0	68.8	31.2	7.7	3.5	7.4	3.5	8.8	0.3
White-collar occupations	100.0	71.5	28.5	8.8	1.9	6.2	4.1	7.3	.2
Professional specialty and technical	100.0	71.3	28.7	9.0	1.7	6.2	4.1	7.4	.3
Executive, administrative, and managerial	100.0	72.7	27.3	9.3	2.1	5.0	4.0	6.8	.2
Administrative support, including clerical	100.0	68.5	31.5	7.9	2.2	8.7	4.2	8.2	.3
Blue-collar occupations	100.0	67.0	33.0	7.0	4.7	8.1	3.1	9.7	.4
Precision production, craft, and repair	100.0	67.6	32.4	7.3	5.0	7.6	3.0	9.2	.4
Machine operators, assemblers, and inspectors	100.0	66.6	33.4	7.0	4.7	8.5	3.1	9.7	.4
Transportation and material moving	100.0	66.6	33.3	6.9	3.9	8.2	3.4	10.6	.3
Handlers, equipment cleaners, helpers, and laborers	100.0	67.4	32.6	6.1	3.9	8.2	3.0	11.2	.2
Service occupations	100.0	65.6	34.4	7.0	4.3	9.7	3.6	9.2	.6
All workers, nonmanufacturing industries	100.0	74.1	25.9	6.8	1.9	5.0	3.2	8.9	(²)
White-collar occupations	100.0	74.7	25.3	7.7	1.8	4.9	3.2	7.6	.1
Professional specialty and technical	100.0	74.4	25.6	8.4	1.8	4.3	3.8	7.3	(²)
Executive, administrative, and managerial	100.0	75.0	25.0	8.6	1.9	4.3	3.2	6.9	.1
Sales	100.0	77.6	22.4	5.3	1.6	4.8	2.2	8.4	.2
Administrative support, including clerical	100.0	72.8	27.2	7.7	1.7	6.6	3.2	8.0	(²)
Blue-collar occupations	100.0	71.0	29.0	5.4	2.7	5.5	3.8	11.5	.1
Precision production, craft, and repair	100.0	71.4	28.6	5.4	2.7	5.3	4.0	11.1	.2
Transportation and material moving	100.0	69.8	30.2	5.8	2.6	5.9	3.7	12.2	(²)
Handlers, equipment cleaners, helpers, and laborers	100.0	71.2	28.8	4.7	2.7	5.9	3.5	11.9	(²)
Service occupations	100.0	77.4	22.6	4.7	1.2	4.1	1.6	11.0	(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 164. 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 1988

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	\$18.16	\$12.04	\$6.12	\$1.35	\$0.64	\$1.45	\$0.86	\$1.76	\$0.06
Blue-collar occupations	18.91	12.23	6.68	1.34	.79	1.59	.94	1.93	.08
Goods-producing industries ²	19.31	12.42	6.89	1.29	.89	1.69	.96	1.95	.10
Service-producing industries ³	17.03	11.66	5.37	1.40	.39	1.22	.77	1.57	.02
Manufacturing	17.91	11.46	6.45	1.38	.91	1.67	.66	1.71	.11
Blue-collar occupations	17.87	11.42	6.45	1.36	.93	1.67	.64	1.72	.11
Nonmanufacturing	18.34	12.44	5.90	1.33	.44	1.30	1.01	1.79	.03
All nonunion workers, private industry	12.90	9.61	3.29	.89	.26	.64	.36	1.11	(⁴)
Blue-collar occupations	11.13	8.16	2.97	.58	.35	.58	.23	1.24	(⁴)
Goods-producing industries ²	15.23	11.01	4.22	1.07	.41	.88	.46	1.39	.02
Service-producing industries ³	12.13	9.15	2.98	.84	.22	.56	.33	1.02	(⁴)
Manufacturing	15.52	11.06	4.46	1.19	.42	.99	.52	1.30	.02
Blue-collar occupations	11.54	8.16	3.38	.71	.46	.77	.29	1.14	(⁴)
Nonmanufacturing	12.29	9.28	3.02	.82	.23	.56	.33	1.07	(⁴)
Percent of total compensation									
All union workers, private industry	100.0	66.3	33.7	7.4	3.5	8.0	4.8	9.7	0.3
Blue-collar occupations	100.0	64.7	35.3	7.1	4.2	8.4	5.0	10.2	.4
Goods-producing industries ²	100.0	64.3	35.7	6.7	4.6	8.8	5.0	10.1	.5
Service-producing industries ³	100.0	68.5	31.5	8.2	2.3	7.1	4.5	9.2	.1
Manufacturing	100.0	64.0	36.0	7.7	5.1	9.3	3.7	9.6	.6
Blue-collar occupations	100.0	63.9	36.1	7.6	5.2	9.4	3.6	9.6	.6
Nonmanufacturing	100.0	67.8	32.2	7.2	2.4	7.1	5.5	9.8	.2
All nonunion workers, private industry	100.0	74.5	25.5	6.9	2.0	5.0	2.8	8.6	(⁴)
Blue-collar occupations	100.0	73.3	26.7	5.2	3.1	5.2	2.0	11.1	(⁴)
Goods-producing industries ²	100.0	72.3	27.7	7.0	2.7	5.8	3.0	9.1	.1
Service-producing industries ³	100.0	75.4	24.6	6.9	1.8	4.6	2.7	8.4	(⁴)
Manufacturing	100.0	71.3	28.7	7.7	2.7	6.4	3.4	8.4	.2
Blue-collar occupations	100.0	70.7	29.3	6.2	4.0	6.7	2.5	9.9	(⁴)
Nonmanufacturing	100.0	75.5	24.5	6.7	1.8	4.5	2.7	8.7	(⁴)

¹ Includes severance pay and supplemental unemployment benefits.

² Includes mining, construction, and manufacturing.

³ Includes transportation, communication, and public utilities; wholesale and retail trade; finance, insurance, and real estate; and service industries.

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

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

Table 165. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Private industry workers, by major industry group, March 1987

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	\$13.42	100.0	\$15.86	100.0	\$12.41	100.0	\$15.51	100.0	\$12.80	100.0
Wages and salaries	9.83	73.2	11.12	70.1	9.29	74.8	10.77	69.5	9.55	74.6
Total benefits	3.60	26.8	4.74	29.9	3.12	25.2	4.73	30.5	3.26	25.4
Paid leave .....	.93	6.9	1.09	6.8	.87	7.0	1.21	7.8	.85	6.6
Vacation .....	.46	3.5	.55	3.5	.43	3.4	.61	4.0	.42	3.3
Holiday .....	.31	2.3	.40	2.5	.28	2.2	.45	2.9	.27	2.1
Sick .....	.12	.9	.10	.6	.12	1.0	.11	.7	.12	.9
Other .....	.03	.3	.03	.2	.04	.3	.04	.2	.03	.3
Supplemental pay .....	.32	2.4	.53	3.3	.23	1.8	.52	3.4	.25	2.0
Premium ³ .....	.16	1.2	.33	2.1	.09	.7	.34	2.2	.11	.8
Shift differential .....	.04	.3	.07	.4	.02	.2	.08	.5	.02	.2
Nonproduction bonuses .....	.12	.9	.13	.8	.11	.9	.10	.7	.12	1.0
Insurance .....	.72	5.4	1.02	6.4	.60	4.8	1.06	6.8	.62	4.8
Retirement and savings .....	.48	3.6	.64	4.1	.41	3.3	.58	3.8	.45	3.5
Pensions .....	.42	3.1	.56	3.5	.36	2.9	.49	3.2	.40	3.1
Savings and thrift .....	.06	.5	.08	.5	.05	.4	.09	.6	.05	.4
Legally required benefits	1.13	8.4	1.43	9.0	1.01	8.1	1.31	8.5	1.08	8.4
Social Security ⁴ .....	.75	5.6	.88	5.6	.69	5.6	.87	5.6	.71	5.6
Federal unemployment insurance .....	.03	.2	.03	.2	.03	.3	.03	.2	.03	.2
State unemployment insurance .....	.12	.9	.18	1.1	.10	.8	.17	1.1	.10	.8
Workers' compensation .....	.21	1.6	.32	2.0	.16	1.3	.23	1.5	.20	1.6
Other benefits ⁵ .....	.02	.1	.04	.2	(⁶)	(⁶)	.04	.3	(⁶)	(⁶)

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 The total employer's cost for Social Security is comprised of an OASDI

portion and a Medicare portion. OASDI is the acronym for Old-Age, Survivors, and Disability Insurance.

⁵ Includes severance pay and supplemental unemployment benefits.

⁶ Cost per hour worked is \$0.01 or less.

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

Table 166. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Private industry workers, by major occupational group, March 1987

Compensation component	All workers in private industry		White-collar		Blue-collar		Service	
	Cost	Percent	Cost	Percent	Cost	Percent	Cost	Percent
Total compensation	\$13.42	100.0	\$15.56	100.0	\$13.43	100.0	\$6.43	100.0
Wages and salaries	9.83	73.2	11.61	74.6	9.38	69.8	4.96	77.2
Total benefits	3.60	26.8	3.95	25.4	4.05	30.2	1.47	22.8
Paid leave .....	.93	6.9	1.20	7.7	.82	6.1	.30	4.7
Vacation .....	.46	3.5	.58	3.8	.43	3.2	.15	2.4
Holiday .....	.31	2.3	.39	2.5	.30	2.2	.09	1.4
Sick .....	.12	.9	.17	1.1	.06	.5	.04	.7
Other .....	.03	.3	.05	.3	.03	.2	.02	.2
Supplemental pay .....	.32	2.4	.28	1.8	.47	3.5	.08	1.3
Premium ¹ .....	.16	1.2	.08	.5	.34	2.5	.04	.7
Shift differential .....	.04	.3	.03	.2	.06	.5	.02	.3
Nonproduction bonuses .....	.12	.9	.18	1.1	.07	.5	.02	.3
Insurance .....	.72	5.4	.77	4.9	.87	6.4	.27	4.2
Retirement and savings .....	.48	3.6	.57	3.7	.50	3.7	.12	1.9
Pensions .....	.42	3.1	.48	3.1	.47	3.5	.11	1.7
Savings and thrift .....	.06	.5	.10	.6	.03	.2	(²)	(²)
Legally required benefits	1.13	8.4	1.12	7.2	1.37	10.2	.69	10.7
Social Security ³ .....	.75	5.6	.85	5.5	.75	5.6	.39	6.1
Federal unemployment insurance .....	.03	.2	.03	.2	.03	.2	.03	.5
State unemployment insurance .....	.12	.9	.11	.7	.15	1.1	.10	1.5
Workers' compensation .....	.21	1.6	.11	.7	.39	2.9	.16	2.5
Other benefits ⁴ .....	.02	.1	.02	.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 The total employer's cost for Social Security is comprised of an OASDI portion and a Medicare portion. OASDI is the acronym for

Old-Age, Survivors, and Disability Insurance.

⁴ Includes severance pay and supplemental unemployment benefits.

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

Table 167. 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 1987

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	\$13.42	\$9.83	\$3.60	\$0.93	\$0.32	\$0.72	\$0.48	\$1.13	\$0.02
Occupational group									
White-collar occupations	15.56	11.61	3.95	1.20	.28	.77	.57	1.12	.02
Professional specialty and technical	19.81	14.66	5.15	1.66	.32	.92	.85	1.40	(²)
Executive, administrative, and managerial	23.81	17.86	5.95	1.99	.54	.98	.88	1.55	.02
Administrative support, including clerical	10.94	7.91	3.04	.85	.20	.72	.42	.85	(²)
Blue-collar occupations	13.43	9.38	4.05	.82	.47	.87	.50	1.37	.03
Precision production, craft, and repair	16.85	11.92	4.93	.98	.57	.99	.69	1.67	.04
Machine operators, assemblers, and inspectors	12.44	8.44	4.00	.89	.55	.93	.42	1.17	.04
Transportation and material moving	13.83	9.65	4.17	.85	.39	.84	.50	1.58	(²)
Handlers, equipment cleaners, helpers, and laborers	9.81	6.93	2.89	.51	.29	.63	.36	1.08	(²)
Service occupations	6.43	4.96	1.47	.30	.08	.27	.12	.69	(²)
Industry group									
Goods-producing industries ³	15.86	11.12	4.74	1.09	.53	1.02	.64	1.43	.04
Manufacturing	15.51	10.77	4.73	1.21	.52	1.06	.58	1.31	.04
Durables	16.75	11.51	5.24	1.33	.57	1.21	.65	1.41	.06
Nondurables	13.72	9.72	4.01	1.04	.46	.84	.49	1.17	(²)
Service-producing industries ⁴	12.41	9.29	3.12	.87	.23	.60	.41	1.01	(²)
Transportation and public utilities	20.24	13.77	6.47	1.75	.51	1.32	1.17	1.70	.03
Wholesale trade	15.15	11.24	3.91	1.05	.35	.80	.49	1.21	(²)
Retail trade	7.85	6.07	1.78	.37	.15	.35	.14	.74	.02
Services	12.34	9.34	3.00	.91	.19	.53	.37	1.00	(²)
Percent of total compensation									
All workers in private industry	100.0	73.2	26.8	6.9	2.4	5.4	3.6	8.4	0.1
Occupational group									
White-collar occupations	100.0	74.6	25.4	7.7	1.8	4.9	3.7	7.2	.1
Professional specialty and technical	100.0	74.0	26.0	8.4	1.6	4.6	4.3	7.0	(²)
Executive, administrative, and managerial	100.0	75.0	25.0	8.4	2.3	4.1	3.7	6.5	.1
Administrative support, including clerical	100.0	72.3	27.7	7.7	1.8	6.5	3.8	7.8	(²)
Blue-collar occupations	100.0	69.8	30.2	6.1	3.5	6.4	3.7	10.2	.2
Precision production, craft, and repair	100.0	70.8	29.2	5.8	3.4	5.9	4.1	9.9	.2
Machine operators, assemblers, and inspectors	100.0	67.9	32.1	7.1	4.4	7.5	3.3	9.4	.3
Transportation and material moving	100.0	69.8	30.2	6.1	2.8	6.1	3.6	11.5	(²)
Handlers, equipment cleaners, helpers, and laborers	100.0	70.6	29.4	5.2	3.0	6.5	3.7	11.0	(²)
Service occupations	100.0	77.2	22.8	4.7	1.3	4.2	1.9	10.7	(²)
Industry group									
Goods-producing industries ³	100.0	70.1	29.9	6.8	3.3	6.4	4.1	9.0	.2
Manufacturing	100.0	69.5	30.5	7.8	3.4	6.8	3.8	8.5	.3
Durables	100.0	68.7	31.3	8.0	3.4	7.3	3.9	8.4	.4
Nondurables	100.0	70.8	29.2	7.6	3.3	6.1	3.5	8.6	(²)
Service-producing industries ⁴	100.0	74.8	25.2	7.0	1.8	4.8	3.3	8.1	(²)
Transportation and public utilities	100.0	68.0	32.0	8.6	2.5	6.5	5.8	8.4	.1
Wholesale trade	100.0	74.2	25.8	6.9	2.3	5.3	3.3	8.0	(²)
Retail trade	100.0	77.3	22.7	4.8	1.9	4.5	1.8	9.5	.2
Services	100.0	75.7	24.3	7.4	1.5	4.3	3.0	8.1	(²)

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 168. 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 1987

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	\$17.58	\$11.83	\$5.75	\$1.27	\$0.58	\$1.32	\$0.90	\$1.63	\$0.05
Blue-collar occupations	18.23	12.06	6.17	1.26	.70	1.41	.95	1.79	.07
Goods-producing industries ²	18.44	12.18	6.26	1.20	.78	1.46	.95	1.79	.09
Manufacturing	16.99	11.09	5.91	1.35	.81	1.41	.67	1.56	.10
Blue-collar occupations	16.94	11.04	5.89	1.34	.83	1.41	.65	1.57	.10
All nonunion workers, private industry	12.54	9.40	3.14	.86	.26	.60	.39	1.03	(³)
Blue-collar occupations	10.60	7.80	2.81	.55	.34	.54	.24	1.12	(³)
Goods-producing industries ²	14.73	10.66	4.07	1.04	.42	.82	.51	1.27	(³)
Manufacturing	14.83	10.63	4.20	1.15	.39	.90	.54	1.20	(³)
Blue-collar occupations	11.01	7.84	3.17	.69	.43	.70	.29	1.05	(³)
Percent of total compensation									
All union workers, private industry	100.0	67.3	32.7	7.2	3.3	7.5	5.1	9.3	0.3
Blue-collar occupations	100.0	66.1	33.9	6.9	3.8	7.7	5.2	9.8	.4
Goods-producing industries ²	100.0	66.0	34.0	6.5	4.2	7.9	5.2	9.7	.5
Manufacturing	100.0	65.2	34.8	8.0	4.8	8.3	3.9	9.2	.6
Blue-collar occupations	100.0	65.2	34.8	7.9	4.9	8.3	3.8	9.3	.6
All nonunion workers, private industry	100.0	75.0	25.0	6.8	2.1	4.7	3.1	8.2	(³)
Blue-collar occupations	100.0	73.5	26.5	5.2	3.2	5.1	2.3	10.5	(³)
Goods-producing industries ²	100.0	72.4	27.6	7.0	2.8	5.6	3.4	8.6	(³)
Manufacturing	100.0	71.7	28.3	7.8	2.6	6.1	3.7	8.1	(³)
Blue-collar occupations	100.0	71.2	28.8	6.3	3.9	6.4	2.6	9.6	(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.

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

Table 169. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Private industry workers, by major industry group, March 1986

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	\$13.25	100.0	\$15.58	100.0	\$12.25	100.0	\$15.30	100.0	\$12.62	100.0
Wages and salaries	9.67	73.0	10.91	70.0	9.13	74.6	10.60	69.3	9.38	74.3
Total benefits	3.58	27.0	4.67	30.0	3.11	25.4	4.69	30.7	3.24	25.7
Paid leave .....	.93	7.0	1.09	7.0	.86	7.0	1.21	7.9	.84	6.6
Vacation .....	.46	3.5	.56	3.6	.42	3.4	.61	4.0	.41	3.3
Holiday .....	.32	2.4	.40	2.6	.29	2.3	.45	3.0	.28	2.2
Sick .....	.11	.9	.10	.6	.12	1.0	.11	.7	.11	.9
Other .....	.03	.2	.03	.2	.03	.3	.04	.2	.03	.2
Supplemental pay .....	.30	2.3	.50	3.2	.21	1.7	.50	3.3	.24	1.9
Premium ³ .....	.16	1.2	.31	2.0	.10	.8	.32	2.1	.11	.9
Shift differential .....	.04	.3	.07	.4	.03	.2	.08	.5	.03	.2
Nonproduction bonuses .....	.10	.7	.13	.8	.08	.7	.10	.7	.10	.8
Insurance .....	.73	5.5	1.00	6.4	.62	5.1	1.05	6.8	.64	5.0
Retirement and savings .....	.50	3.8	.67	4.3	.43	3.5	.61	4.0	.46	3.7
Legally required benefits	1.11	8.4	1.38	8.9	.99	8.1	1.28	8.4	1.05	8.3
Social Security ⁴ .....	.74	5.6	.86	5.5	.68	5.6	.85	5.6	.70	5.6
Federal unemployment insurance .....	.03	.2	.03	.2	.03	.2	.03	.2	.03	.2
State unemployment insurance .....	.12	.9	.18	1.2	.10	.8	.18	1.2	.11	.8
Workers' compensation .....	.19	1.5	.29	1.9	.15	1.2	.22	1.4	.19	1.5
Other benefits ⁵ .....	.02	.1	.03	.2	(⁶)	(⁶)	.04	.3	(⁶)	(⁶)

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 The total employer's cost for Social Security is comprised of an OASDI portion and a Medicare portion. OASDI is the acronym for Old-Age, Survivors, and Disability Insurance.
⁵ Includes severance pay and supplemental unemployment benefits.
⁶ Cost per hour worked is \$0.01 or less.

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

Table 170. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Private industry workers, by major occupational group, March 1986

Compensation component	All workers in private industry		White-collar		Blue-collar		Service	
	Cost	Percent	Cost	Percent	Cost	Percent	Cost	Percent
Total compensation	\$13.25	100.0	\$15.34	100.0	\$13.34	100.0	\$6.59	100.0
Wages and salaries	9.67	73.0	11.41	74.4	9.30	69.7	5.01	76.0
Total benefits	3.58	27.0	3.93	25.6	4.04	30.3	1.58	24.0
Paid leave .....	.93	7.0	1.18	7.7	.83	6.2	.34	5.1
Vacation .....	.46	3.5	.57	3.7	.44	3.3	.15	2.3
Holiday .....	.32	2.4	.40	2.6	.30	2.3	.11	1.7
Sick .....	.11	.9	.16	1.1	.07	.5	.06	.9
Other .....	.03	.2	.04	.3	.02	.2	.02	.3
Supplemental pay .....	.30	2.3	.25	1.6	.47	3.6	.10	1.5
Premium ¹ .....	.16	1.2	.09	.6	.34	2.5	.05	.7
Shift differential .....	.04	.3	.03	.2	.06	.5	.03	.4
Nonproduction bonuses .....	.10	.7	.14	.9	.07	.5	.02	.4
Insurance .....	.73	5.5	.77	5.0	.87	6.5	.33	5.0
Retirement and savings .....	.50	3.8	.62	4.0	.51	3.8	.12	1.8
Legally required benefits	1.11	8.4	1.10	7.2	1.33	10.0	.69	10.5
Social Security ² .....	.74	5.6	.84	5.5	.75	5.6	.40	6.1
Federal unemployment insurance .....	.03	.2	.03	.2	.03	.2	.03	.4
State unemployment insurance .....	.12	.9	.11	.7	.16	1.2	.10	1.6
Workers' compensation .....	.19	1.5	.10	.7	.35	2.6	.15	2.3
Other benefits ³ .....	.02	.1	.02	.1	.03	.2	(⁴)	(⁴)

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

² The total employer's cost for Social Security is comprised of an OASDI portion and a Medicare portion. OASDI is the acronym for Old-Age, Survivors, and Disability Insurance.

³ Includes severance pay and supplemental unemployment benefits.

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

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

Table 171. 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 1986

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	\$13.25	\$9.67	\$3.58	\$0.93	\$0.30	\$0.73	\$0.50	\$1.11	\$0.02
Occupational group									
White-collar occupations	15.34	11.41	3.93	1.18	.25	.77	.62	1.10	.02
Professional specialty and technical	19.72	14.53	5.19	1.61	.30	.97	.94	1.36	.02
Executive, administrative, and managerial	22.23	16.82	5.42	1.86	.40	.87	.80	1.47	.02
Administrative support, including clerical	10.31	7.40	2.91	.78	.18	.69	.43	.81	(²)
Blue-collar occupations	13.34	9.30	4.04	.83	.47	.87	.51	1.33	.03
Precision production, craft, and repair	16.66	11.83	4.83	1.00	.56	.97	.65	1.62	.03
Machine operators, assemblers, and inspectors	11.72	7.99	3.72	.79	.49	.85	.44	1.13	.04
Transportation and material moving	12.84	8.99	3.84	.79	.36	.84	.47	1.36	(²)
Handlers, equipment cleaners, helpers, and laborers	10.69	7.37	3.32	.62	.35	.75	.41	1.17	.02
Service occupations	6.59	5.01	1.58	.34	.10	.33	.12	.69	(²)
Industry group									
Goods-producing industries ³	15.58	10.91	4.67	1.09	.50	1.00	.67	1.38	.03
Manufacturing	15.30	10.60	4.69	1.21	.50	1.05	.61	1.28	.04
Durables	16.54	11.30	5.25	1.33	.56	1.21	.70	1.38	.06
Nondurables	13.48	9.59	3.89	1.03	.42	.81	.48	1.14	(²)
Service-producing industries ⁴	12.25	9.13	3.11	.86	.21	.62	.43	.99	(²)
Transportation and public utilities	19.87	13.56	6.32	1.72	.47	1.22	1.21	1.67	.02
Wholesale trade	15.40	11.39	4.01	1.03	.29	.93	.51	1.23	.02
Retail trade	7.82	6.04	1.77	.38	.14	.35	.15	.74	.02
Services	12.26	9.23	3.04	.91	.19	.58	.38	.96	(²)
Percent of total compensation									
All workers in private industry	100.0	73.0	27.0	7.0	2.3	5.5	3.8	8.4	0.1
Occupational group									
White-collar occupations	100.0	74.4	25.6	7.7	1.6	5.0	4.0	7.2	.1
Professional specialty and technical	100.0	73.7	26.3	8.2	1.5	4.9	4.7	6.9	.1
Executive, administrative, and managerial	100.0	75.6	24.4	8.3	1.8	3.9	3.6	6.6	.1
Administrative support, including clerical	100.0	71.8	28.2	7.5	1.8	6.7	4.2	7.9	(²)
Blue-collar occupations	100.0	69.7	30.3	6.2	3.6	6.5	3.8	10.0	.2
Precision production, craft, and repair	100.0	71.0	29.0	6.0	3.3	5.8	3.9	9.7	.2
Machine operators, assemblers, and inspectors	100.0	68.2	31.8	6.7	4.2	7.2	3.7	9.6	.3
Transportation and material moving	100.0	70.1	29.9	6.1	2.8	6.6	3.7	10.6	(²)
Handlers, equipment cleaners, helpers, and laborers	100.0	69.0	31.0	5.8	3.3	7.0	3.9	10.9	.1
Service occupations	100.0	76.0	24.0	5.1	1.5	5.0	1.8	10.5	(²)
Industry group									
Goods-producing industries ³	100.0	70.0	30.0	7.0	3.2	6.4	4.3	8.9	.2
Manufacturing	100.0	69.3	30.7	7.9	3.3	6.8	4.0	8.4	.3
Durables	100.0	68.3	31.7	8.0	3.4	7.3	4.3	8.3	.4
Nondurables	100.0	71.1	28.9	7.6	3.1	6.0	3.6	8.5	(²)
Service-producing industries ⁴	100.0	74.6	25.4	7.0	1.7	5.1	3.5	8.1	(²)
Transportation and public utilities	100.0	68.2	31.8	8.6	2.4	6.2	6.1	8.4	.1
Wholesale trade	100.0	74.0	26.0	6.7	1.9	6.0	3.3	8.0	.1
Retail trade	100.0	77.3	22.7	4.9	1.8	4.5	1.9	9.4	.2
Services	100.0	75.3	24.7	7.4	1.5	4.8	3.1	7.9	(²)

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 172. 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 1986

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	\$16.79	\$11.32	\$5.47	\$1.23	\$0.54	\$1.24	\$0.87	\$1.54	\$0.05
Blue-collar occupations	17.70	11.75	5.95	1.27	.67	1.35	.92	1.69	.06
Goods-producing industries ²	17.92	11.78	6.15	1.20	.76	1.43	.97	1.70	.09
Manufacturing	16.64	10.80	5.84	1.34	.79	1.39	.73	1.48	.10
Blue-collar occupations	16.56	10.75	5.82	1.33	.81	1.39	.70	1.49	.10
All nonunion workers, private industry	12.39	9.26	3.12	.85	.24	.61	.41	1.00	(³)
Blue-collar occupations	10.32	7.60	2.71	.53	.34	.54	.22	1.08	(³)
Goods-producing industries ²	14.56	10.53	4.03	1.04	.39	.81	.54	1.24	(³)
Manufacturing	14.69	10.51	4.17	1.15	.37	.89	.56	1.19	(³)
Blue-collar occupations	10.77	7.66	3.11	.67	.42	.69	.29	1.04	(³)
Percent of total compensation									
All union workers, private industry	100.0	67.4	32.6	7.4	3.2	7.4	5.2	9.2	0.3
Blue-collar occupations	100.0	66.4	33.6	7.2	3.8	7.6	5.2	9.5	.4
Goods-producing industries ²	100.0	65.7	34.3	6.7	4.3	8.0	5.4	9.5	.5
Manufacturing	100.0	64.9	35.1	8.1	4.8	8.4	4.4	8.9	.6
Blue-collar occupations	100.0	64.9	35.1	8.0	4.9	8.4	4.3	9.0	.6
All nonunion workers, private industry	100.0	74.8	25.2	6.9	1.9	4.9	3.3	8.1	(³)
Blue-collar occupations	100.0	73.7	26.3	5.1	3.3	5.3	2.2	10.4	(³)
Goods-producing industries ²	100.0	72.3	27.7	7.1	2.7	5.6	3.7	8.5	(³)
Manufacturing	100.0	71.6	28.4	7.8	2.5	6.1	3.8	8.1	(³)
Blue-collar occupations	100.0	71.1	28.9	6.2	3.9	6.4	2.7	9.7	(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.

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

Appendix A.

Description of the Survey, Estimation Methods, and Measures of Data Reliability

The Employer Costs for Employee Compensation (ECEC) estimates are based on data collected for the Employment Cost Index (ECI) survey. Unlike the ECI, ECEC estimates are weighted by the most recently available industry and occupational employment mix.

Sample design

Establishment sample. Beginning in 1997, the method of selecting samples changed from an industry-based sample to a cross-area- and cross-industry-based sample. The sample of establishments for the 1986-96 ECEC surveys was drawn on a probability basis by industry from State unemployment insurance and supplementary files. In 1997, the majority of the sample was industry based; however, a small portion was cross-area and cross-industry based. Each year the sample proportion that is cross-area and cross-industry based will increase until the new sample design is fully implemented. Establishments were classified in industry categories, based on the 1987 Standard Industrial Classification (SIC), as defined by the U.S. Office of Management and Budget. In most cases, establishments were categorized at the 2-digit SIC level, such as business services or electrical machinery manufacturing. Establishments were systematically selected with probability of selection proportionate to their relative employment size within the industry. Wages and salaries and benefits data were collected from each establishment.

The sample will be completely replaced over approximately a 5-year period in order to reduce respondent burden and to have the sample reflect the current sample frame. The total sample replacement is gradual, with portions replaced on a continual basis.

Occupational sample. After the sample of establishments is selected, occupations at the most narrowly defined level are sampled in each establishment. The occupations within establishments are sampled on a probability-proportionate-to-employment basis.

Occupational sampling is completed by a BLS representative during a personal visit in which initial wages and salaries and benefits data are collected. A specific number of narrowly defined occupations (between four and eight) is selected, depending on establishment employment size. Each occupation selected is classified into 1 of the following 10 major occupa-

tional groups: Professional specialty; technical; executive, administrative, and managerial; sales; administrative support, including clerical; precision production, craft, and repair; machine operators, assemblers, and inspectors; transportation and material moving; handlers, equipment cleaners, helpers, and laborers; and service occupations.

The survey's occupational classification system was originally based on the classification system used in the 1970 Census of Population. Beginning in June 1986, occupations were redefined, according to the classification system used in the 1980 census, which is based on the Standard Occupational Classification (SOC) system.⁸

Collection methods

BLS representatives initiate data collection during a visit to the sample reporting unit. Wage and salary and benefit information is summarized in a report that is sent to the respondent each quarter for review and changes. Changes are usually reported by mail, fax, or telephone. Data are collected for the pay period including the 12th day of the survey months—March, June, September, and December. The data for March of each year are used for the ECEC estimates.

Collecting wage and salary data. During the initial visit and in each subsequent quarterly update that an establishment is in the ECI sample, BLS representatives collect the average hourly straight-time wage rate of each of the sampled occupations.

Collecting benefit cost data. Benefit costs are measured as a cost at a particular point in time, rather than in the form of a past expenditure.⁹ The ECI uses the current-cost approach. That is, annual costs are calculated based on the current price of

⁸ For a discussion of the change in the classification system and the effect of the change on ECI estimates, see Albert E. Schwenk, "Introducing New Weights for the Employment Cost Index," *Monthly Labor Review*, June 1985, pp. 22-27. When 1990 weights were introduced in March 1995, there were essentially no changes in the occupational classification system. See Albert E. Schwenk, "Introducing 1990 Weights for the Employment Cost Index," *Compensation and Working Conditions*, June 1995, pp. 1-5.

⁹ See Felicia Nathan, "Analyzing Employer Costs for Wages, Salaries, and Benefits," *Monthly Labor Review*, October 1987, pp. 3-11.

benefits and current plan provisions. The annual cost is then divided by the annual hours worked to yield the cost per hour worked for each benefit.

The information needed to calculate benefit costs depends on the specific benefit plan. For example, the following illustrations explain, for some basic plans, what type of information is collected and how the costs are calculated.

Example 1. Each employee in the selected occupation receives 10 paid holidays, with 8 hours of straight-time pay for each holiday. The hourly wage is \$10. All employees work 2,000 hours per year.

The annualized current cost in this example is the number of paid holidays provided under current plan provisions (10) times the rate at which each holiday is paid (8 hours of straight-time pay). This annualized current cost is then divided by the annual hours worked (2,000) to yield the current cost per hour worked. Thus, the current cost is:

$$10 \times (8 \times \$10) = \$800;$$

$$\$800 / 2,000 = \$.40 \text{ per hour worked}$$

Example 2. A health benefits plan is provided to all employees in the selected occupation. The monthly premium, paid entirely by the company, is \$120 per employee. Each employee works 2,000 hours per year.

The annualized current cost in this example is the monthly premium (\$120) times 12 months. This annualized current cost is then divided by the number of annual hours worked (2,000) to yield the current cost per hour worked. Thus, the current cost is:

$$\$120 \times 12 = \$1,440;$$

$$\$1,440 / 2,000 = \$.72 \text{ per hour worked}$$

Computation of employer costs for employee compensation

Prior to computing the average cost level estimates at the aggregate levels, wages and salaries are converted to a straight-time hourly rate, and benefit costs are converted to the cost per hour worked. (See the section on collecting benefit cost data.)

To compute average current cost level estimates at higher levels of industry and occupation aggregation, current industry and occupational employment weights are required. To compute the March 1999 cost levels, for example, March 1999 industry employment figures from the BLS Current Employment Statistics (CES) program were used in conjunction with the sample weights of the establishment occupations in the March 1999 ECI sample. (Employment figures from the CES sample survey were adjusted using data from a complete count of establishments: First quarter 1998 Employment, Wages, and Contributions Report, known as the ES-202 Report.) Sample weights are ECI estimates of the occupational employment, reflecting both probability of selection of each establishment surveyed and the probability of selection of that establishment occupation.

For the March 1999 estimates, Standard Industrial Classification (SIC) coding changes that were introduced with the 1996 CES benchmark were not incorporated into estimates for that year. Some establishments in motor freight transportation and warehousing (SIC 42), transportation by air (SIC 45), and transportation services (SIC 47) were reclassified into air courier services (SIC 4513). The employment estimates used reflect the employment counts as they would have been if the SIC coding changes had not been made. This was done so employment counts would be consistent with the weighted costs (which could not be converted to the new coding structure that year) used in the calculation of these costs levels. Because of the potential impact on the 1997 estimate for the transportation and public utilities series, that series was not published in 1997. However, these data were used in the calculation of higher level series—service-producing industries, nonmanufacturing, and all workers. These SIC coding changes were introduced into the ECEC with the March 1998 estimates.

For more information on the SIC coding changes, see “BLS Establishment Estimates Revised to Incorporate March 1996 Benchmarks” in the June 1997, or any subsequent, issue of *Employment and Earnings*.

The procedure for estimating the compensation costs at aggregate levels involves two steps. The first step applies the ECEC sample weights to compute a cost for each benefit in each major occupational group within every 2-digit industry (for example, paid vacations for sales workers in transportation equipment manufacturing). The formula for the first step is:

$$\bar{Y}_{bko} = \frac{\sum_{j,q} (Y_{bkojq} * SW_{kojq})}{\sum_{j,q} (SW_{kojq})}$$

where:

\bar{Y}_{bko} is the weighted cost level estimate of a benefit b in industry group k, occupational group o (weighted with sample weights);

Y_{bkojq} is the average wage rate or cost per hour worked for a benefit b, industry group k, occupational group o, occupation q, establishment j; and

SW_{kojq} is the sample weight for occupation q in establishment j, occupational group o, and industry k.

The second step allocates the industry weights from the CES program over the major occupational groups, using the employment of the groups as estimated from the ECI sample. The second step is applied as the costs at the detailed levels (for example, major occupational group/2-digit industry) are aggregated to calculate the published costs.

The formula for the second step is:

$$C_{bko} = \frac{(E_{ko} * \bar{Y}_{bko})}{\sum_{j,q} SW_{kojq}}$$

where:

\bar{C}_{bko} is the weighted cost level estimate of a benefit b for an occupational group o in industry k (weighted with both ECI sample weights and CES industry employment);

E_{ko} is industry/occupation employment data from CES and ECI; the occupational employment within an industry is estimated by using the ECI sample data to allocate the occupational distribution of CES industry employment; and

\bar{Y}_{bko} is the weighted cost level estimate for a benefit in industry k , for occupational group o (weighted with sample weights).

Reliability of the estimates

There are two types of errors possible in any sample survey—sampling and nonsampling.

Sampling errors. These 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 standard error can be used to measure the precision with which an estimate from a particular sample approximates the expected result of all possible samples. 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. Chances are about 90 out of 100 that this difference will be less than 1.6 times the standard error. 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. Relative standard errors (expressed as ratios of the standard error to the cost estimate) for all 1999 published estimates of employer costs for employee compensation are provided in tables A-1 through A-16.

For information on using ECEC data to measure changes over time, see Albert E. Schwenk, “Measuring Trends in the Structure of Levels of Employer Costs for Employee Compensation” and Michael K. Lettau, Mark A. Lowenstein, and Aaron T. Cushner, “Explaining the Differential Growth Rates of the ECI and the ECEC,” *Compensation and Working Conditions*, Summer 1997, pp. 3-14 and pp. 15-23. See also, Martha A. C. Walker and Bruce J. Bergman, “Analyzing Year-to-Year Changes in Employer Costs for Employee Compensation,” *Compensation and Working Conditions*, Spring 1998, pp. 17-27. These

articles are reprinted in appendix C of this bulletin.

The method used for computing the standard errors for the ECEC is called “balanced repeated replication.” Each industry sample is divided into a number of variance strata, and the sample in each variance stratum is divided into half-samples. The cost level or percent change estimates are replicated 128 times, using the data from one half-sample from each stratum instead of the data from both half-samples.

The formula used for calculating the variances and, in turn, the standard errors, is:

$$\text{VAR } X = \sum_{i=1}^{128} [x_i - x_0]^2 / 128$$

where:

X is the cost levels estimate

i is the replicate

x_i is the i th half-sample estimate for some cell, and

x_0 is the full sample level estimate for some cell.

Nonsampling errors. These errors have a number of potential sources. The primary sources are (1) survey nonresponse and (2) data collection and processing errors, such as incorrect information provided by respondents; definitional difficulties; and errors in recording, coding, and processing data obtained.

Nonsampling errors are not measured. However, procedures for reducing nonsampling errors are in place, through several quality assurance programs. Quality assurance programs include the use of data collection reinterviews, observed interviews, computer edits of the data, and systematic professional review of the reports on which the data are recorded. These programs serve as a training device to provide feedback to the field staff on errors. They also provide information on sources of error that can be remedied by improved collection instructions or data processing edits. BLS also thoroughly trains field economists to maintain high data collection standards.

Because not all sample units respond to the ECI survey, nonresponse adjustment is required. For permanent refusals identified during initial data collection, weights of responding units are adjusted to reflect nonresponse by similar establishments. For temporary nonresponses for wage data during update quarters, or if some data are missing, missing data are imputed on the basis of information provided by similar establishments.

Appendix B. Classification by Industry, Occupation, Geographic Region, Bargaining Status, and Area Size

BLS and other Federal agencies follow common systems to classify establishments and occupations by industry and occupational group, geographic region, bargaining status, and area size. This appendix briefly describes these classification systems, as they apply to the ECI and ECEC.

Industry

Establishments in the ECI survey are classified in industry categories on the basis of the 1987 *Standard Industrial Clas-*

sification (SIC) Manual maintained by the Office of Management and Budget. An establishment is an economic unit, usually at a single physical location, where business is conducted or where services or industrial operations are performed. SIC designation is normally based on the primary activity of the establishment.

The industry categories for which data are available from the ECI are composed of the following groups of industries, as defined by the SIC manual:

Industry category	SIC codes
Civilian	10-96
State and local governments	10-96
Private industry	10-89
Goods-producing industries	10-39
Construction	15-17
Manufacturing	20-39
Durables	24,25,32-39
Aircraft manufacturing	3721
Nondurables	20-23,26-31
Service-producing industries	40-89
Transportation and public utilities	40-49
Transportation	40-47
Public utilities	48-49
Communications	48
Electric, gas, and sanitary services	49
Wholesale and retail trade	50-59
Wholesale trade	50-51
Retail trade	52-59
General merchandise stores	53
Food stores	54
Finance, insurance and real estate	60-67
Banking, savings and loan, other credit agencies	60-61
Insurance	63-64
Service industries	70-89
Business services	73
Health services	80
Nursing homes	805
Hospitals	806
Educational services	82
Schools	821,822
Elementary and secondary education	821
Higher education	822
Public administration	90-96

Occupations

In March 1995, the ECI began to classify occupations into categories defined for the 1990 Census of Population, which in turn uses Standard Occupational Classification (SOC) occupational groupings. (Prior to March 1995, all occupations in the ECI were classified in categories defined for the 1980 Census, also using SOC groupings.) The following table shows the types of occupations that comprise each of the major occupational groups. (In all cases, supervisors are included with the occupation supervised.)

Professional specialty

- Engineers, architects, and surveyors
- Mathematical and computer scientists
- Natural scientists
- Health diagnosing occupations (physicians, dentists, etc.)
- Health assessment and treating occupations (registered nurses, pharmacists, physical therapists, etc.)
- Teachers
- Librarians, archivists, and curators
- Social scientists and urban planners
- Social, recreation, and religious workers
- Lawyers and judges
- Writers, authors, entertainers, and athletes

Technical

- Health technologists and technicians
- Engineering and related technologists and technicians
- Science technicians
- Miscellaneous technicians

Executive, administrative, and managerial

Sales

- Sales workers
- Sales representatives
- Cashiers

Administrative support including clerical

- Computer equipment operators
- Secretaries, stenographers, and typists
- Information clerks
- Records processing clerks
- Duplicating, mail, and other office machine operators
- Material recording, scheduling, and distribution clerks
- Adjusters and investigators

Precision production, craft, and repair

- Mechanics and repairers
- Construction trades occupations
- Extractive occupations
- Precision metalworking, woodworking, textile, apparel, and other materials occupations

- Precision inspectors, testers, and related occupations
- Plant and system operators

Machine operators, assemblers, and inspectors

- Metalworking, plastic working, and woodworking machine operators
- Printing machine operators
- Textile, apparel, and finishing machine operators
- Machine operators, other materials
- Fabricators, assemblers, and hand working occupations
- Production inspectors, testers, samplers, and weighers

Transportation and material moving

- Motor vehicle operators
- Railroad and water transportation operators
- Moving equipment operators

Handlers, equipment cleaners, helpers, and laborers

Service

- Protective service occupations
- Food service occupations
- Health service occupations (e.g., health aides and nursing aides)
- Cleaning and building service occupations
- Personal service occupations (e.g., barbers, hairdressers, and ushers)

NOTE: *White collar* includes the following: Professional specialty; technical; executive, administrative, and managerial; sales; and administrative support, including clerical. *Blue collar* includes: Precision production, craft, and repair; machine operators, assemblers, and inspectors; transportation and material moving; and handlers, equipment cleaners, helpers, and laborers. *Production and nonsupervisory* includes all workers except white collar in goods-producing industries and executive, administrative, and managerial in service-producing industries.

Geographic region

The four regions for which ECEC data are published correspond to the four census regions. The State composition of those regions 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.

Bargaining status

Union status is determined separately for each occupation in an establishment. An occupation is considered union if all of the following conditions are met:

- A labor organization is recognized as the bargaining agent for workers in the occupation.
- Wage and salary rates are determined through collective

bargaining or negotiations.

- Settlement terms, which must include wage provisions and may include benefit provisions, are embodied in a signed, mutually binding collective bargaining agreement. (Not all employees of the respective occupation need to belong to the union.)

Area size

Each establishment is classified as within or outside a metropolitan area. This classification is based on the metropolitan area definitions of the U.S. Office of Management and Budget.

Appendix C. Survey Data in BLS Research Articles

The tables published in this bulletin present the major findings of the Employer Costs for Employee Compensation data series. Survey data are also available in BLS research articles, news releases, special bulletins and reports, and electronic media. Articles based on the ECI and the ECEC data are published in the Bureau's *Monthly Labor Review* and *Compensation and Working Conditions* periodicals. The following articles about the ECEC are presented here:

Nathan, Felicia, "Analyzing Employers' Costs for Wages, Salaries, and Benefits," *Monthly Labor Review*, October 1987, pp. 3-11.

Shelly, Wayne, "Compensation Cost Levels by Establishment Employment Size," *Compensation and Working Conditions*, August 1991, pp. 1-7.

Braden, Bradley R. and Hyland, Stephanie L., "Costs of Employee Compensation in Public and Private Sectors," *Monthly Labor Review*, May 1993.

Brinkley, Mark A., "Employer Costs for Employee Compensation to Include Information on Part-time and Full-time Workers," *Compensation and Working Conditions*, June 1994, pp. 1-11.

Schwenk, Albert E., "Introducing 1990 Weights for the Employment Cost Index," *Compensation and Working Conditions*, June 1995, pp. 1-5.

Schwenk, Albert E., "Measuring Trends in the Structure and Levels of Employer Costs for Employee Compensation," *Compensation and Working Conditions*, Summer 1997, pp. 3-14.

Lettau, Michael K., Lowenstein, Mark A., and Cushner, Aaron T., "Explaining the Differential Growth Rates of the ECI and ECEC," *Compensation and Working Conditions*, Summer 1997, pp. 15-23.

Walker, Martha A.C., and Bergman, Bruce J., "Analyzing Year-to-Year Changes in Employer Costs for Employee Compensation," *Compensation and Working Conditions*, Spring 1998, pp. 17-27.

Wiatrowski, William J., "Tracking Changes in Benefit Costs," *Compensation and Working Conditions*, Spring 1999, pp. 32-37.

Schwenk, Albert E., "Compensation Cost Trends in Private Industry and State and Local Governments," *Compensation and Working Conditions*, Fall 1999, pp. 13-18.