

# Employer Costs for Employee Compensation Historical Listing (Annual), 1986-2001

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## **EMPLOYER COSTS FOR EMPLOYEE COMPENSATION, 1986-2001**

The following tables provide data on Employer Costs for Employee Compensation (ECEC), a Bureau of Labor Statistics (BLS) compensation measure. The 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), a principal Federal economic indicator published by BLS, the 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. Both the ECEC and the ECI are part of the BLS National Compensation Survey, which also provides information on occupational wage rates by locality and the incidence and provisions of employee benefits.

The ECEC is calculated by applying current, rather than fixed, employment weights to salary and benefit cost data from the establishments in the ECI survey. Estimates were published annually from 1986 through 2001 using payroll data that include March 12th as the reference period. Beginning in March 2002, data are available quarterly.

ECEC data were first published for March 1986 and were limited to private industry. In 1988, the ECEC expanded to include data by bargaining status, more detailed major industry groups, and geographic regions. In 1991, ECEC data were published for civilian workers, State and local government 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.

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

- Long-term disability insurance was reported as a separate benefit. Previously it had been included in the sickness and accident insurance component.
- Social Security was divided into Old-age, Survivors, and Disability Insurance (OASDI) and Medicare components.
- The pension and savings and thrift benefits in the retirement and savings category were reclassified into either defined benefit or defined contribution plans. Although the individual retirement components were no longer comparable, the overall category of retirement and savings remained comparable over time.
- Railroad benefit costs were reclassified into the benefit category that matched their intended purpose. For example, Railroad Retirement, Tier 1, is included in the Social Security component; Railroad Retirement, Tier 2, and Railroad Supplemental Retirement are now in the defined benefit category. Previously,

all railroad benefits had been included in the legally required benefits category.

In 1998, the sickness and accident insurance component was renamed short-term disability and the definition was expanded to include all insured, self-insured, and State-mandated plans that provided benefits for each disability, including unfunded plans. In 2001, the definition of nonproduction bonuses was expanded to include, in addition to the traditional types of nonproduction bonuses such as attendance bonuses and lump sum payments, hiring and referral bonuses.

The ECEC, like the ECI, 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. Not included in straight-time earnings are nonproduction bonuses such as lump-sum payments provided in place of wage increases, shift differentials, and premium pay for overtime and weekend work; these payments are included in the benefits component.

Benefits include: Paid leave--vacations, holidays, sick leave, and other leave; supplemental pay--premium pay for work in addition to the regular work schedule (such as overtime, weekends, and holidays), shift differentials, and nonproduction bonuses (such as referral bonuses and lump-sum payments provided in place of wage increases); insurance benefits--life, health, short-term disability, and long-term disability; retirement and savings benefits--defined benefit and defined contribution plans; legally required benefits--social security, medicare, Federal and State unemployment insurance, and workers' compensation; and other benefits--severance pay and supplemental unemployment plans.

In comparing changes in the ECEC over time, users should be aware of several limitations of the data. Until 1996, the ECI sample, the source of these data, was systematically replaced by industry over a four to five year cycle. Now, a cross-industry sample replacement process is in place. Changes over time in the ECEC are, therefore, affected both by changes in the employer costs for samples that continue from previous periods, and by changes in the samples of establishments. Sampling changes may have an impact on cost changes estimated over a short time interval. Consequently, BLS advises caution in interpreting short-term comparisons of costs per hour worked.

The levels of employer costs for employee compensation shown in the following tables were calculated using different employment patterns for each successive time period. For example, the cost levels calculated in 1986 reflect employment patterns for that year, whereas the 2001 data reflect 2001 employment patterns. Therefore, changes in cost levels over time reflect both changing rates of compensation and changes in relative employment among occupations and industries with different rates of compensation. A

measure of the change in rates of compensation that is not influenced by employment shifts among occupations and industries is provided by the Employment Cost Index.

Information on the ECEC is available from several sources. Information on how costs are calculated appears in “Measuring Trends in the Structure and Levels of Employer Costs for Employee Compensation,” Compensation and Working Conditions, Summer 1997. A detailed explanation on how to analyze differences in year-to-year changes is available from “Analyzing Year-to-Year Changes in Employer Costs for Employee Compensation,” Compensation and Working Conditions, Spring 1998. This article supplements an article from the Summer 1997 issue of Compensation and Working Conditions, “Explaining the Differential Growth Rates of the ECI and ECEC,” which examined how differences in the construction of these measures contribute to differing trends.

Articles and other information on the ECEC may be obtained by calling (202) 691-6199, sending an e-mail message to [ocltinfo@bls.gov](mailto:ocltinfo@bls.gov), or visiting the Internet site <http://www.bls.gov/ncs/ect/home.htm>. Information will be made to sensory impaired individuals upon request. Voice phone: (202) 691-5200; Federal Relay Service Number: 1-800-877-8339.

Beginning with March 2002, estimates for the Employer Costs for Employee Compensation series are available on a quarterly basis. Information is available on the Internet site <http://www.bls.gov/ncs/ect/home.htm>, or by request.

**Table 1. Civilian workers, by broad occupational group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 1991-2001**

All workers

Compensation component	Cost per hour worked by year										
	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation .....	\$16.45	\$17.27	\$17.88	\$18.30	\$18.21	\$18.68	\$19.22	\$19.76	\$20.29	\$21.16	\$22.15
Wages and salaries .....	11.81	12.33	12.68	12.95	12.98	13.36	13.85	14.30	14.72	15.36	16.07
Total benefits .....	4.65	4.94	5.20	5.35	5.24	5.32	5.37	5.47	5.58	5.80	6.08
Paid leave .....	1.16	1.20	1.22	1.23	1.21	1.24	1.27	1.30	1.34	1.42	1.51
Vacation .....	.53	.55	.55	.56	.55	.57	.58	.60	.62	.65	.70
Holiday .....	.38	.40	.41	.42	.41	.42	.43	.44	.46	.48	.51
Sick .....	.18	.19	.19	.19	.19	.19	.19	.19	.20	.21	.23
Other .....	.06	.07	.07	.07	.06	.06	.06	.07	.07	.07	.08
Supplemental pay .....	.33	.36	.39	.40	.43	.45	.47	.51	.51	.55	.56
Premium <sup>1</sup> .....	.16	.17	.17	.17	.18	.18	.19	.20	.21	.22	.22
Shift differential .....	.05	.05	.05	.05	.05	.05	.05	.05	.05	.05	.05
Nonproduction bonuses .....	.12	.14	.17	.18	.20	.21	.23	.26	.25	.28	.29
Insurance .....	1.10	1.23	1.32	1.37	1.28	1.27	1.23	1.25	1.29	1.36	1.46
Life .....	.05	.05	.05	.05	.04	.05	.05	.05	.05	.05	.05
Health .....	1.01	1.13	1.22	1.27	1.19	1.17	1.13	1.15	1.18	1.25	1.35
Short-term disability <sup>2</sup> .....	.04	.05	.05	.05	.04	.03	.03	.03	.03	.04	.04
Long-term disability .....	-	-	-	-	-	.02	.02	.02	.03	.03	.03
Retirement and savings .....	.65	.67	.70	.73	.70	.75	.75	.75	.76	.77	.78
Pensions .....	.57	.59	.61	.63	-	-	-	-	-	-	-
Savings and thrift .....	.08	.08	.09	.09	-	-	-	-	-	-	-
Defined benefit .....	-	-	-	-	-	.51	.49	.47	.46	.43	.40
Defined contribution .....	-	-	-	-	-	.23	.27	.28	.30	.34	.38
Legally required benefits .....	1.39	1.46	1.53	1.58	1.58	1.59	1.62	1.63	1.65	1.67	1.73
Social Security <sup>3</sup> .....	.94	.98	1.00	1.03	1.05	1.07	1.11	1.15	1.18	1.22	1.28
OASDI .....	-	-	-	-	-	.86	.88	.92	.94	.98	1.02
Medicare .....	-	-	-	-	-	.21	.22	.23	.24	.25	.26
Federal unemployment insurance ..	.03	.03	.03	.03	.03	.03	.03	.03	.03	.03	.03
State unemployment insurance .....	.08	.09	.10	.11	.11	.11	.11	.10	.09	.09	.09
Workers' compensation .....	.32	.35	.38	.39	.38	.38	.38	.35	.35	.33	.34
Other benefits <sup>4</sup> .....	.02	.02	.04	.04	.03	.03	.03	.03	.03	.03	.03
	Percent of total compensation by year										
	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation .....	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 .....	71.8	71.4	70.9	70.8	71.2	71.5	72.0	72.4	72.5	72.6	72.6
Total benefits .....	28.2	28.6	29.1	29.2	28.8	28.5	28.0	27.7	27.5	27.4	27.4
Paid leave .....	7.0	7.0	6.8	6.7	6.7	6.6	6.6	6.6	6.6	6.7	6.8
Vacation .....	3.2	3.2	3.1	3.0	3.0	3.0	3.0	3.0	3.1	3.1	3.2
Holiday .....	2.3	2.3	2.3	2.3	2.3	2.2	2.2	2.2	2.3	2.3	2.3
Sick .....	1.1	1.1	1.1	1.1	1.0	1.0	1.0	1.0	1.0	1.0	1.0
Other .....	.4	.4	.4	.4	.3	.3	.3	.4	.3	.3	.4
Supplemental pay .....	2.0	2.1	2.2	2.2	2.4	2.4	2.4	2.6	2.5	2.6	2.5
Premium <sup>1</sup> .....	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0
Shift differential .....	.3	.3	.3	.3	.3	.3	.2	.3	.2	.2	.2
Nonproduction bonuses .....	.8	.8	.9	1.0	1.1	1.1	1.2	1.3	1.2	1.3	1.3
Insurance .....	6.7	7.1	7.4	7.5	7.0	6.8	6.4	6.3	6.4	6.4	6.6
Life .....	.3	.3	.3	.3	.2	.2	.2	.3	.2	.2	.2
Health .....	6.1	6.6	6.8	7.0	6.5	6.3	5.9	5.8	5.8	5.9	6.1
Short-term disability <sup>2</sup> .....	.3	.3	.3	.3	.2	.2	.2	.2	.1	.2	.2
Long-term disability .....	-	-	-	-	-	.1	.1	.1	.1	.1	.1
Retirement and savings .....	4.0	3.9	3.9	4.0	3.9	4.0	3.9	3.8	3.7	3.6	3.5
Pensions .....	3.5	3.4	3.4	3.5	-	-	-	-	-	-	-
Savings and thrift .....	.5	.5	.5	.5	-	-	-	-	-	-	-
Defined benefit .....	-	-	-	-	-	2.7	2.5	2.4	2.3	2.0	1.8
Defined contribution .....	-	-	-	-	-	1.3	1.4	1.4	1.5	1.6	1.7
Legally required benefits .....	8.4	8.5	8.6	8.6	8.7	8.5	8.4	8.2	8.1	7.9	7.8
Social Security <sup>3</sup> .....	5.7	5.7	5.6	5.6	5.7	5.7	5.8	5.8	5.8	5.8	5.8
OASDI .....	-	-	-	-	-	4.6	4.6	4.7	4.6	4.6	4.6
Medicare .....	-	-	-	-	-	1.1	1.2	1.2	1.2	1.2	1.2
Federal unemployment insurance ..	.2	.2	.2	.1	.2	.1	.1	.2	.1	.1	.1
State unemployment insurance .....	.5	.5	.6	.6	.6	.6	.6	.5	.4	.4	.4
Workers' compensation .....	1.9	2.0	2.1	2.1	2.1	2.1	2.0	1.8	1.7	1.6	1.5
Other benefits <sup>4</sup> .....	.1	.1	.2	.2	.2	.1	.1	.2	.1	.1	.1

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

<sup>2</sup> Short-term disability includes all insured, self-insured, and state-mandated plans that provide benefits for each disability, including unfunded plans.

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

for Old-Age, Survivors, and Disability Insurance.

<sup>4</sup> Includes severance pay and supplemental unemployment benefits.

- Data not available.

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

**Table 1. Civilian workers, by broad occupational group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 1991-2001 -- Continued**

White-collar occupations

Compensation component	Cost per hour worked by year										
	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation .....	\$19.50	\$20.43	\$21.23	\$21.87	\$21.83	\$22.52	\$23.10	\$23.84	\$24.50	\$25.66	\$26.82
Wages and salaries .....	14.28	14.90	15.38	15.82	15.87	16.40	16.95	17.52	18.02	18.91	19.73
Total benefits .....	5.23	5.54	5.86	6.05	5.97	6.12	6.16	6.32	6.47	6.75	7.09
Paid leave .....	1.47	1.52	1.55	1.57	1.56	1.61	1.64	1.69	1.74	1.86	1.98
Vacation .....	.65	.66	.67	.68	.68	.70	.73	.75	.78	.84	.89
Holiday .....	.49	.51	.52	.53	.52	.54	.56	.57	.59	.62	.66
Sick .....	.25	.27	.27	.28	.27	.27	.27	.28	.29	.30	.33
Other .....	.08	.09	.09	.09	.09	.09	.09	.09	.09	.10	.10
Supplemental pay .....	.29	.33	.38	.40	.44	.46	.48	.54	.52	.57	.58
Premium <sup>1</sup> .....	.08	.09	.09	.09	.09	.10	.10	.11	.11	.12	.11
Shift differential .....	.04	.04	.04	.05	.05	.05	.04	.04	.04	.04	.05
Nonproduction bonuses .....	.16	.19	.25	.26	.30	.31	.34	.39	.37	.41	.42
Insurance .....	1.24	1.37	1.48	1.54	1.45	1.45	1.38	1.43	1.48	1.56	1.67
Life .....	.06	.06	.06	.06	.06	.06	.06	.06	.06	.06	.06
Health .....	1.13	1.27	1.37	1.43	1.34	1.33	1.26	1.31	1.35	1.43	1.53
Short-term disability <sup>2</sup> .....	.04	.05	.05	.05	.05	.03	.03	.04	.04	.04	.04
Long-term disability .....	-	-	-	-	-	.03	.03	.03	.04	.04	.04
Retirement and savings .....	.81	.82	.87	.89	.86	.92	.92	.92	.93	.93	.95
Pensions .....	.70	.71	.74	.76	-	-	-	-	-	-	-
Savings and thrift .....	.11	.12	.12	.13	-	-	-	-	-	-	-
Defined benefit .....	-	-	-	-	-	.60	.55	.53	.52	.48	.43
Defined contribution .....	-	-	-	-	-	.32	.37	.39	.41	.45	.52
Legally required benefits .....	1.40	1.47	1.54	1.60	1.63	1.65	1.70	1.72	1.76	1.79	1.87
Social Security <sup>3</sup> .....	1.10	1.14	1.17	1.21	1.24	1.27	1.32	1.36	1.41	1.46	1.54
OASDI .....	-	-	-	-	-	1.01	1.05	1.08	1.12	1.16	1.22
Medicare .....	-	-	-	-	-	.26	.27	.28	.29	.30	.32
Federal unemployment insurance ..	.03	.03	.03	.03	.03	.03	.03	.03	.03	.03	.03
State unemployment insurance .....	.08	.08	.10	.11	.11	.10	.11	.10	.09	.08	.08
Workers' compensation .....	.19	.21	.24	.24	.24	.25	.25	.23	.24	.21	.22
Other benefits <sup>5</sup> .....	( <sup>4</sup> )	.02	.04	.04	.03	.03	.03	.03	.04	.03	.03
	Percent of total compensation by year										
	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation .....	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 .....	73.2	72.9	72.4	72.3	72.7	72.8	73.4	73.5	73.6	73.7	73.6
Total benefits .....	26.8	27.1	27.6	27.7	27.3	27.2	26.6	26.5	26.4	26.3	26.4
Paid leave .....	7.5	7.4	7.3	7.2	7.1	7.1	7.1	7.1	7.1	7.2	7.4
Vacation .....	3.3	3.2	3.1	3.1	3.1	3.1	3.2	3.1	3.2	3.3	3.3
Holiday .....	2.5	2.5	2.4	2.4	2.4	2.4	2.4	2.4	2.4	2.4	2.5
Sick .....	1.3	1.3	1.3	1.3	1.2	1.2	1.2	1.2	1.2	1.2	1.2
Other .....	.4	.4	.4	.4	.4	.4	.4	.4	.4	.4	.4
Supplemental pay .....	1.5	1.6	1.8	1.8	2.0	2.1	2.1	2.3	2.1	2.2	2.2
Premium <sup>1</sup> .....	.4	.4	.4	.4	.4	.4	.4	.5	.4	.5	.4
Shift differential .....	.2	.2	.2	.2	.2	.2	.2	.2	.2	.2	.2
Nonproduction bonuses .....	.8	.9	1.2	1.2	1.4	1.4	1.5	1.6	1.5	1.6	1.6
Insurance .....	6.3	6.7	7.0	7.1	6.6	6.4	6.0	6.0	6.0	6.1	6.2
Life .....	.3	.3	.3	.3	.3	.2	.2	.3	.2	.2	.2
Health .....	5.8	6.2	6.5	6.6	6.1	5.9	5.5	5.5	5.5	5.6	5.7
Short-term disability <sup>2</sup> .....	.2	.2	.3	.2	.2	.1	.1	.2	.2	.2	.1
Long-term disability .....	-	-	-	-	-	.1	.1	.1	.2	.2	.1
Retirement and savings .....	4.2	4.0	4.1	4.1	3.9	4.1	4.0	3.9	3.8	3.6	3.5
Pensions .....	3.6	3.5	3.5	3.5	-	-	-	-	-	-	-
Savings and thrift .....	.6	.6	.6	.6	-	-	-	-	-	-	-
Defined benefit .....	-	-	-	-	-	2.7	2.4	2.2	2.1	1.9	1.6
Defined contribution .....	-	-	-	-	-	1.4	1.6	1.6	1.7	1.8	1.9
Legally required benefits .....	7.2	7.2	7.3	7.3	7.5	7.3	7.3	7.2	7.2	7.0	7.0
Social Security <sup>3</sup> .....	5.6	5.6	5.5	5.5	5.7	5.7	5.7	5.7	5.8	5.7	5.7
OASDI .....	-	-	-	-	-	4.5	4.5	4.5	4.6	4.5	4.5
Medicare .....	-	-	-	-	-	1.2	1.2	1.2	1.2	1.2	1.2
Federal unemployment insurance ..	.1	.1	.1	.1	.1	.1	.1	.1	.1	.1	.1
State unemployment insurance .....	.4	.4	.4	.5	.5	.5	.5	.4	.4	.3	.3
Workers' compensation .....	1.0	1.0	1.1	1.1	1.1	1.1	1.1	1.0	1.0	.8	.8
Other benefits <sup>5</sup> .....	( <sup>6</sup> )	.1	.2	.2	.1	.1	.1	.1	.2	.1	.1

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

<sup>2</sup> Short-term disability includes all insured, self-insured, and state-mandated plans that provide benefits for each disability, including unfunded plans.

<sup>3</sup> The total employer's cost for Social Security is comprised of an OASDI portion and a Medicare portion. OASDI is the acronym for Old-Age, Survivors, and Disability Insurance.

<sup>4</sup> Cost per hour worked is \$0.01 or less.

<sup>5</sup> Includes severance pay and supplemental unemployment benefits.

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

- Data not available.

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

**Table 1. Civilian workers, by broad occupational group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 1991-2001 -- Continued**

Blue-collar occupations

Compensation component	Cost per hour worked by year										
	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation .....	\$15.31	\$16.01	\$16.58	\$17.08	\$16.91	\$17.28	\$17.46	\$17.85	\$18.20	\$18.95	\$19.57
Wages and salaries .....	10.44	10.80	11.08	11.38	11.39	11.73	11.93	12.29	12.61	13.11	13.59
Total benefits .....	4.87	5.21	5.50	5.70	5.53	5.56	5.53	5.55	5.58	5.84	5.98
Paid leave .....	.95	.99	1.02	1.02	1.00	1.02	1.00	1.03	1.04	1.08	1.14
Vacation .....	.49	.50	.52	.52	.52	.53	.52	.52	.53	.54	.56
Holiday .....	.33	.35	.36	.36	.35	.35	.35	.36	.37	.39	.41
Sick .....	.09	.09	.10	.10	.09	.09	.09	.10	.10	.10	.12
Other .....	.04	.05	.05	.05	.04	.04	.04	.04	.04	.05	.05
Supplemental pay .....	.52	.55	.55	.57	.59	.61	.64	.67	.67	.74	.74
Premium <sup>1</sup> .....	.36	.37	.38	.39	.39	.40	.42	.44	.46	.49	.50
Shift differential .....	.06	.06	.06	.07	.07	.07	.06	.07	.07	.07	.07
Nonproduction bonuses .....	.10	.11	.11	.11	.13	.14	.15	.16	.14	.18	.18
Insurance .....	1.17	1.32	1.42	1.48	1.38	1.37	1.34	1.32	1.34	1.43	1.51
Life .....	.04	.05	.05	.05	.04	.05	.05	.05	.05	.05	.05
Health .....	1.08	1.22	1.31	1.38	1.29	1.27	1.23	1.22	1.24	1.33	1.40
Short-term disability <sup>2</sup> .....	.05	.06	.06	.05	.04	.04	.04	.04	.04	.04	.04
Long-term disability .....	-	-	-	-	-	( <sup>3</sup> )	( <sup>3</sup> )	.02	.02	.02	.02
Retirement and savings .....	.54	.57	.61	.67	.65	.68	.68	.68	.68	.72	.69
Pensions .....	.47	.50	.53	.59	-	-	-	-	-	-	-
Savings and thrift .....	.07	.07	.08	.08	-	-	-	-	-	-	-
Defined benefit .....	-	-	-	-	-	.49	.47	.46	.44	.43	.40
Defined contribution .....	-	-	-	-	-	.19	.21	.22	.24	.29	.29
Legally required benefits .....	1.66	1.75	1.84	1.91	1.87	1.85	1.84	1.82	1.82	1.84	1.87
Social Security <sup>4</sup> .....	.90	.93	.96	.98	.98	.99	1.01	1.04	1.07	1.11	1.15
OASDI .....	-	-	-	-	-	.80	.82	.84	.86	.90	.93
Medicare .....	-	-	-	-	-	.19	.19	.20	.20	.21	.22
Federal unemployment insurance ..	.03	.03	.03	.03	.03	.03	.03	.03	.03	.03	.03
State unemployment insurance .....	.10	.12	.13	.14	.13	.13	.12	.12	.12	.11	.10
Workers' compensation .....	.59	.63	.68	.72	.70	.70	.68	.63	.61	.59	.59
Other benefits <sup>5</sup> .....	.02	.03	.06	.05	.04	.03	.03	.03	.03	.04	.03
	Percent of total compensation by year										
	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation .....	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 .....	68.2	67.4	66.8	66.6	67.3	67.9	68.3	68.9	69.3	69.2	69.4
Total benefits .....	31.8	32.6	33.2	33.4	32.7	32.1	31.7	31.1	30.7	30.8	30.6
Paid leave .....	6.2	6.2	6.1	6.0	5.9	5.9	5.7	5.8	5.7	5.7	5.8
Vacation .....	3.2	3.1	3.1	3.1	3.1	3.0	3.0	2.9	2.9	2.8	2.9
Holiday .....	2.2	2.2	2.2	2.1	2.1	2.0	2.0	2.0	2.0	2.1	2.1
Sick .....	.6	.6	.6	.6	.6	.5	.5	.6	.5	.5	.6
Other .....	.3	.3	.3	.3	.2	.2	.2	.2	.2	.3	.3
Supplemental pay .....	3.4	3.4	3.3	3.3	3.5	3.5	3.6	3.8	3.7	3.9	3.8
Premium <sup>1</sup> .....	2.3	2.3	2.3	2.3	2.3	2.3	2.4	2.5	2.5	2.6	2.6
Shift differential .....	.4	.4	.4	.4	.4	.4	.4	.4	.4	.4	.4
Nonproduction bonuses .....	.7	.7	.7	.7	.7	.8	.8	.9	.8	.9	.9
Insurance .....	7.7	8.2	8.6	8.7	8.1	7.9	7.7	7.4	7.4	7.5	7.7
Life .....	.3	.3	.3	.3	.3	.3	.3	.3	.3	.3	.3
Health .....	7.1	7.6	7.9	8.1	7.6	7.4	7.1	6.8	6.8	7.0	7.2
Short-term disability <sup>2</sup> .....	.3	.3	.4	.3	.3	.2	.2	.2	.2	.2	.2
Long-term disability .....	-	-	-	-	-	( <sup>6</sup> )	( <sup>6</sup> )	.1	.1	.1	.1
Retirement and savings .....	3.5	3.6	3.7	3.9	3.8	3.9	3.9	3.8	3.7	3.8	3.5
Pensions .....	3.1	3.1	3.2	3.4	-	-	-	-	-	-	-
Savings and thrift .....	.4	.4	.5	.5	-	-	-	-	-	-	-
Defined benefit .....	-	-	-	-	-	2.8	2.7	2.6	2.4	2.3	2.0
Defined contribution .....	-	-	-	-	-	1.1	1.2	1.2	1.3	1.5	1.5
Legally required benefits .....	10.8	10.9	11.1	11.2	11.1	10.7	10.5	10.2	10.0	9.7	9.6
Social Security <sup>4</sup> .....	5.9	5.8	5.8	5.7	5.8	5.7	5.8	5.8	5.9	5.9	5.9
OASDI .....	-	-	-	-	-	4.7	4.7	4.7	4.7	4.7	4.8
Medicare .....	-	-	-	-	-	1.1	1.1	1.1	1.1	1.1	1.1
Federal unemployment insurance ..	.2	.2	.2	.2	.2	.2	.2	.2	.2	.2	.2
State unemployment insurance .....	.7	.7	.8	.8	.8	.7	.7	.7	.7	.6	.5
Workers' compensation .....	3.8	3.9	4.1	4.2	4.1	4.1	3.9	3.5	3.4	3.1	3.0
Other benefits <sup>5</sup> .....	.1	.2	.4	.3	.2	.2	.2	.2	.2	.2	.2

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

<sup>2</sup> Short-term disability includes all insured, self-insured, and state-mandated plans that provide benefits for each disability, including unfunded plans.

<sup>3</sup> Cost per hour worked is \$0.01 or less.

<sup>4</sup> The total employer's cost for Social Security is comprised of an OASDI portion and a Medicare portion. OASDI is the acronym

for Old-Age, Survivors, and Disability Insurance.

<sup>5</sup> Includes severance pay and supplemental unemployment benefits.

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

- Data not available.

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



**Table 1. Civilian workers, by broad occupational group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 1991-2001 -- Continued**

Service occupations

Compensation component	Cost per hour worked by year										
	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation .....	\$9.31	\$9.87	\$10.04	\$9.96	\$9.98	\$10.17	\$10.69	\$11.03	\$11.46	\$11.70	\$12.40
Wages and salaries .....	6.75	7.12	7.25	7.17	7.22	7.38	7.82	8.13	8.45	8.65	9.15
Total benefits .....	2.56	2.75	2.79	2.79	2.76	2.79	2.87	2.90	3.00	3.06	3.25
Paid leave .....	.56	.59	.58	.58	.57	.57	.60	.60	.64	.66	.71
Vacation .....	.26	.28	.26	.26	.26	.26	.27	.27	.29	.29	.32
Holiday .....	.17	.18	.18	.18	.18	.18	.19	.20	.21	.22	.23
Sick .....	.10	.10	.11	.10	.10	.10	.11	.10	.11	.11	.12
Other .....	.03	.03	.03	.03	.03	.03	.03	.03	.03	.04	.04
Supplemental pay .....	.16	.17	.17	.16	.17	.18	.19	.19	.21	.20	.23
Premium <sup>1</sup> .....	.08	.08	.09	.08	.09	.09	.10	.10	.11	.11	.12
Shift differential .....	.04	.05	.05	.04	.04	.04	.04	.04	.04	.04	.05
Nonproduction bonuses .....	.04	.03	.03	.03	.04	.04	.05	.05	.06	.05	.06
Insurance .....	.57	.65	.69	.68	.65	.64	.64	.64	.66	.70	.78
Life .....	.02	.02	.02	.02	.02	.02	.02	( <sup>2</sup> )	.02	.02	.02
Health .....	.53	.61	.65	.65	.62	.60	.60	.60	.62	.66	.74
Short-term disability <sup>3</sup> .....	.02	.02	.02	( <sup>2</sup> )	( <sup>2</sup> )	.02	.02	.02	.02	.02	.02
Long-term disability .....	-	-	-	-	-	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )
Retirement and savings .....	.37	.37	.35	.36	.34	.37	.38	.37	.40	.38	.39
Pensions .....	.35	.36	.34	.34	-	-	-	-	-	-	-
Savings and thrift .....	.02	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	-	-	-	-	-	-	-
Defined benefit .....	-	-	-	-	-	.31	.32	.31	.32	.31	.30
Defined contribution .....	-	-	-	-	-	.05	.06	.06	.07	.08	.10
Legally required benefits .....	.90	.96	1.00	1.01	1.02	1.03	1.06	1.08	1.09	1.10	1.13
Social Security <sup>4</sup> .....	.53	.57	.58	.59	.60	.61	.65	.69	.70	.72	.75
OASDI .....	-	-	-	-	-	.49	.53	.55	.56	.58	.60
Medicare .....	-	-	-	-	-	.12	.13	.14	.14	.14	.15
Federal unemployment insurance ..	.03	.03	.03	.03	.03	.03	.03	.03	.03	.03	.03
State unemployment insurance .....	.07	.07	.08	.08	.09	.09	.09	.09	.08	.08	.07
Workers' compensation .....	.26	.29	.30	.30	.30	.30	.29	.27	.28	.27	.27
Other benefits <sup>5</sup> .....	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )
	Percent of total compensation by year										
	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation .....	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 .....	72.5	72.2	72.2	72.0	72.3	72.6	73.2	73.7	73.7	73.9	73.8
Total benefits .....	27.5	27.8	27.8	28.0	27.7	27.4	26.8	26.3	26.2	26.2	26.2
Paid leave .....	6.0	6.0	5.8	5.8	5.7	5.6	5.6	5.4	5.6	5.6	5.7
Vacation .....	2.8	2.8	2.6	2.6	2.6	2.5	2.5	2.4	2.5	2.5	2.6
Holiday .....	1.8	1.8	1.8	1.8	1.8	1.7	1.8	1.8	1.8	1.9	1.9
Sick .....	1.1	1.0	1.0	1.0	1.0	1.0	1.0	.9	1.0	.9	1.0
Other .....	.3	.3	.3	.3	.3	.3	.3	.3	.3	.3	.3
Supplemental pay .....	1.7	1.7	1.7	1.6	1.7	1.8	1.8	1.7	1.8	1.7	1.9
Premium <sup>1</sup> .....	.9	.9	.9	.9	.9	.9	.9	.9	1.0	.9	1.0
Shift differential .....	.4	.5	.5	.4	.4	.4	.4	.4	.3	.3	.4
Nonproduction bonuses .....	.4	.3	.3	.3	.4	.4	.5	.5	.5	.4	.5
Insurance .....	6.1	6.6	6.8	6.8	6.5	6.2	6.0	5.8	5.8	6.0	6.3
Life .....	.2	.2	.2	.2	.2	.2	.1	( <sup>6</sup> )	.2	.2	.2
Health .....	5.7	6.2	6.5	6.6	6.2	5.9	5.6	5.4	5.4	5.6	6.0
Short-term disability <sup>3</sup> .....	.2	.2	.2	( <sup>6</sup> )	( <sup>6</sup> )	.2	.2	.2	.2	.2	.2
Long-term disability .....	-	-	-	-	-	( <sup>6</sup> )	( <sup>6</sup> )	( <sup>6</sup> )	( <sup>6</sup> )	( <sup>6</sup> )	( <sup>6</sup> )
Retirement and savings .....	4.0	3.8	3.5	3.6	3.4	3.6	3.5	3.4	3.5	3.2	3.1
Pensions .....	3.8	3.6	3.4	3.4	-	-	-	-	-	-	-
Savings and thrift .....	.2	( <sup>6</sup> )	( <sup>6</sup> )	( <sup>6</sup> )	-	-	-	-	-	-	-
Defined benefit .....	-	-	-	-	-	3.1	3.0	2.8	2.8	2.6	2.4
Defined contribution .....	-	-	-	-	-	.5	.5	.5	.6	.7	.8
Legally required benefits .....	9.7	9.8	10.0	10.1	10.2	10.1	9.9	9.8	9.5	9.4	9.1
Social Security <sup>4</sup> .....	5.7	5.7	5.8	5.9	6.0	6.0	6.1	6.3	6.1	6.2	6.0
OASDI .....	-	-	-	-	-	4.8	4.9	5.0	4.9	5.0	4.8
Medicare .....	-	-	-	-	-	1.2	1.2	1.3	1.2	1.2	1.2
Federal unemployment insurance ..	.3	.3	.3	.3	.3	.3	.3	.3	.3	.3	.2
State unemployment insurance .....	.7	.7	.8	.8	.9	.9	.8	.8	.7	.7	.6
Workers' compensation .....	2.8	3.0	3.0	3.0	3.0	3.0	2.7	2.4	2.4	2.3	2.2
Other benefits <sup>5</sup> .....	( <sup>6</sup> )	( <sup>6</sup> )	( <sup>6</sup> )	( <sup>6</sup> )	( <sup>6</sup> )	( <sup>6</sup> )	( <sup>6</sup> )	( <sup>6</sup> )	( <sup>6</sup> )	( <sup>6</sup> )	( <sup>6</sup> )

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

<sup>2</sup> Cost per hour worked is \$0.01 or less.

<sup>3</sup> Short-term disability includes all insured, self-insured, and state-mandated plans that provide benefits for each disability, including unfunded plans.

<sup>4</sup> The total employer's cost for Social Security is comprised of an OASDI portion and a Medicare portion. OASDI is the acronym

for Old-Age, Survivors, and Disability Insurance.

<sup>5</sup> Includes severance pay and supplemental unemployment benefits.

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

- Data not available.

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

**Table 2. State and local government workers, by broad occupational group and for service industries: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 1991-2001**

All workers

Compensation component	Cost per hour worked by year										
	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation .....	\$22.31	\$23.49	\$24.44	\$25.27	\$24.86	\$25.73	\$26.58	\$27.28	\$28.00	\$29.05	\$30.06
Wages and salaries .....	15.52	16.39	17.00	17.57	17.31	17.95	18.61	19.19	19.78	20.57	21.34
Total benefits .....	6.79	7.09	7.44	7.71	7.56	7.77	7.97	8.10	8.22	8.48	8.73
Paid leave .....	1.75	1.80	1.86	1.94	1.95	1.99	2.06	2.11	2.17	2.26	2.34
Vacation .....	.60	.60	.62	.65	.68	.68	.70	.72	.74	.77	.80
Holiday .....	.55	.58	.60	.62	.63	.65	.67	.69	.71	.73	.76
Sick .....	.44	.47	.48	.50	.49	.51	.52	.53	.55	.58	.59
Other .....	.15	.15	.16	.17	.16	.15	.16	.16	.17	.18	.18
Supplemental pay .....	.21	.21	.21	.20	.22	.22	.23	.23	.24	.25	.26
Premium <sup>1</sup> .....	.10	.10	.10	.11	.11	.11	.11	.11	.11	.12	.12
Shift differential .....	.04	.04	.04	.05	.05	.05	.05	.05	.06	.06	.06
Nonproduction bonuses .....	.07	.07	.07	.05	.06	.06	.06	.06	.07	.07	.08
Insurance .....	1.63	1.84	2.02	2.15	2.03	2.07	2.09	2.15	2.22	2.38	2.56
Life .....	.05	.05	.05	.05	.05	.05	.05	.05	.05	.05	.06
Health .....	1.54	1.75	1.93	2.06	1.95	1.98	1.99	2.05	2.12	2.27	2.45
Short-term disability <sup>2</sup> .....	.03	.04	.04	.04	.04	.02	.02	.02	.02	.03	.03
Long-term disability .....	-	-	-	-	-	.02	.03	.03	.03	.03	.03
Retirement and savings .....	1.85	1.82	1.87	1.90	1.78	1.90	1.95	1.94	1.91	1.84	1.73
Pensions .....	1.84	1.81	1.85	1.88	-	-	-	-	-	-	-
Savings and thrift .....	( <sup>3</sup> )	( <sup>3</sup> )	.02	.02	-	-	-	-	-	-	-
Defined benefit .....	-	-	-	-	-	1.76	1.82	1.80	1.73	1.64	1.51
Defined contribution .....	-	-	-	-	-	.13	.14	.14	.18	.20	.22
Legally required benefits .....	1.34	1.40	1.44	1.49	1.55	1.56	1.61	1.63	1.64	1.70	1.78
Social Security <sup>4</sup> .....	1.04	1.07	1.09	1.12	1.19	1.21	1.25	1.28	1.31	1.35	1.40
OASDI .....	-	-	-	-	-	.95	.98	1.00	1.01	1.05	1.08
Medicare .....	-	-	-	-	-	.26	.27	.28	.29	.30	.32
Federal unemployment insurance ..	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )
State unemployment insurance .....	.03	.04	.04	.04	.04	.04	.05	.04	.03	.03	.04
Workers' compensation .....	.26	.28	.30	.31	.31	.31	.30	.30	.30	.31	.34
Other benefits <sup>5</sup> .....	.02	.02	.03	.03	.02	.03	.04	.04	.04	.05	.06
	Percent of total compensation by year										
	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation .....	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 .....	69.6	69.8	69.6	69.5	69.6	69.8	70.0	70.3	70.6	70.8	71.0
Total benefits .....	30.4	30.2	30.4	30.5	30.4	30.2	30.0	29.7	29.4	29.2	29.0
Paid leave .....	7.8	7.7	7.6	7.7	7.9	7.8	7.7	7.7	7.8	7.8	7.8
Vacation .....	2.7	2.6	2.5	2.6	2.7	2.7	2.6	2.6	2.6	2.7	2.7
Holiday .....	2.5	2.5	2.5	2.5	2.5	2.5	2.5	2.5	2.5	2.5	2.5
Sick .....	2.0	2.0	2.0	2.0	2.0	2.0	2.0	1.9	2.0	2.0	2.0
Other .....	.7	.7	.7	.7	.6	.6	.6	.6	.6	.6	.6
Supplemental pay .....	.9	.9	.9	.8	.9	.9	.9	.8	.9	.9	.9
Premium <sup>1</sup> .....	.4	.4	.4	.4	.4	.4	.4	.4	.4	.4	.4
Shift differential .....	.2	.2	.2	.2	.2	.2	.2	.2	.2	.2	.2
Nonproduction bonuses .....	.3	.3	.3	.2	.3	.2	.2	.3	.2	.2	.3
Insurance .....	7.3	7.8	8.3	8.5	8.2	8.1	7.9	7.9	7.9	8.2	8.5
Life .....	.2	.2	.2	.2	.2	.2	.2	.2	.2	.2	.2
Health .....	6.9	7.4	7.9	8.2	7.8	7.7	7.5	7.5	7.6	7.8	8.2
Short-term disability <sup>2</sup> .....	.1	.2	.2	.1	.1	.1	.1	.1	.1	.1	.1
Long-term disability .....	-	-	-	-	-	.1	.1	.1	.1	.1	.1
Retirement and savings .....	8.3	7.8	7.6	7.5	7.1	7.4	7.4	7.1	6.8	6.3	5.8
Pensions .....	8.2	7.7	7.6	7.4	-	-	-	-	-	-	-
Savings and thrift .....	( <sup>6</sup> )	( <sup>6</sup> )	.1	.1	-	-	-	-	-	-	-
Defined benefit .....	-	-	-	-	-	6.9	6.8	6.6	6.2	5.6	5.0
Defined contribution .....	-	-	-	-	-	.5	.5	.5	.6	.7	.7
Legally required benefits .....	6.0	6.0	5.9	5.9	6.3	6.1	6.1	6.0	5.9	5.9	5.9
Social Security <sup>4</sup> .....	4.6	4.6	4.5	4.4	4.8	4.7	4.7	4.7	4.7	4.6	4.7
OASDI .....	-	-	-	-	-	3.7	3.7	3.7	3.6	3.6	3.6
Medicare .....	-	-	-	-	-	1.0	1.0	1.0	1.0	1.0	1.1
Federal unemployment insurance ..	( <sup>6</sup> )	( <sup>6</sup> )	( <sup>6</sup> )	( <sup>6</sup> )	( <sup>6</sup> )	( <sup>6</sup> )	( <sup>6</sup> )	( <sup>6</sup> )	( <sup>6</sup> )	( <sup>6</sup> )	( <sup>6</sup> )
State unemployment insurance .....	.1	.1	.2	.2	.2	.2	.2	.1	.1	.1	.1
Workers' compensation .....	1.2	1.2	1.2	1.2	1.2	1.2	1.1	1.1	1.1	1.1	1.1
Other benefits <sup>5</sup> .....	.1	.1	.1	.1	.1	.1	.1	.1	.1	.2	.2

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

<sup>2</sup> Short-term disability includes all insured, self-insured, and state-mandated plans that provide benefits for each disability, including unfunded plans.

<sup>3</sup> Cost per hour worked is \$0.01 or less.

<sup>4</sup> The total employer's cost for Social Security is comprised of an OASDI portion and a Medicare portion. OASDI is the acronym

for Old-Age, Survivors, and Disability Insurance.

<sup>5</sup> Includes severance pay and supplemental unemployment benefits.

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

- Data not available.

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

**Table 2. State and local government workers, by broad occupational group and for service industries: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 1991-2001 -- Continued**

White-collar occupations

Compensation component	Cost per hour worked by year										
	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation .....	\$25.07	\$26.55	\$27.67	\$28.60	\$27.60	\$28.56	\$29.54	\$30.34	\$30.99	\$32.17	\$33.32
Wages and salaries .....	17.86	18.99	19.72	20.38	19.69	20.43	21.21	21.89	22.44	23.36	24.22
Total benefits .....	7.21	7.56	7.95	8.22	7.91	8.13	8.33	8.45	8.55	8.81	9.10
Paid leave .....	1.85	1.90	1.98	2.05	2.03	2.08	2.14	2.19	2.24	2.33	2.42
Vacation .....	.58	.57	.59	.61	.64	.65	.66	.67	.69	.72	.75
Holiday .....	.59	.62	.64	.67	.66	.69	.71	.73	.74	.77	.80
Sick .....	.50	.53	.55	.57	.55	.57	.59	.61	.62	.65	.67
Other .....	.17	.18	.19	.20	.18	.17	.18	.18	.19	.19	.20
Supplemental pay .....	.14	.14	.14	.12	.14	.14	.14	.14	.14	.14	.15
Premium <sup>1</sup> .....	.04	.04	.04	.04	.04	.04	.04	.04	.04	.04	.04
Shift differential .....	.03	.03	.03	.03	.03	.04	.04	.04	.04	.04	.04
Nonproduction bonuses .....	.07	.07	.07	.05	.06	.06	.06	.06	.06	.06	.07
Insurance .....	1.73	1.96	2.17	2.31	2.14	2.19	2.20	2.27	2.35	2.51	2.72
Life .....	.06	.06	.06	.05	.05	.05	.05	.06	.06	.06	.06
Health .....	1.63	1.86	2.07	2.22	2.05	2.09	2.10	2.17	2.25	2.40	2.60
Short-term disability <sup>2</sup> .....	.04	.04	.05	.04	.04	.02	.02	.02	.02	.02	.02
Long-term disability .....	-	-	-	-	-	.03	.03	.03	.03	.04	.04
Retirement and savings .....	2.04	2.03	2.08	2.11	1.90	2.02	2.08	2.07	2.02	1.96	1.83
Pensions .....	2.03	2.02	2.06	2.09	-	-	-	-	-	-	-
Savings and thrift .....	( <sup>3</sup> )	( <sup>3</sup> )	.02	.02	-	-	-	-	-	-	-
Defined benefit .....	-	-	-	-	-	1.86	1.91	1.90	1.82	1.73	1.59
Defined contribution .....	-	-	-	-	-	.16	.17	.17	.20	.23	.24
Legally required benefits .....	1.43	1.50	1.55	1.60	1.67	1.67	1.73	1.74	1.76	1.82	1.92
Social Security <sup>4</sup> .....	1.18	1.22	1.25	1.28	1.36	1.37	1.42	1.46	1.48	1.54	1.59
OASDI .....	-	-	-	-	-	1.07	1.11	1.13	1.15	1.19	1.23
Medicare .....	-	-	-	-	-	.30	.31	.32	.33	.35	.36
Federal unemployment insurance ..	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )
State unemployment insurance .....	.03	.04	.05	.05	.05	.04	.05	.04	.03	.03	.04
Workers' compensation .....	.21	.24	.26	.27	.26	.26	.25	.25	.24	.25	.28
Other benefits <sup>5</sup> .....	.02	.03	.03	.03	.03	.03	.04	.04	.05	.05	.06
	Percent of total compensation by year										
	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation .....	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 .....	71.2	71.5	71.3	71.2	71.3	71.5	71.8	72.1	72.4	72.6	72.7
Total benefits .....	28.8	28.5	28.7	28.8	28.7	28.5	28.2	27.9	27.6	27.4	27.3
Paid leave .....	7.4	7.2	7.1	7.2	7.4	7.3	7.3	7.2	7.2	7.2	7.3
Vacation .....	2.3	2.1	2.1	2.1	2.3	2.3	2.2	2.2	2.2	2.2	2.3
Holiday .....	2.4	2.3	2.3	2.3	2.4	2.4	2.4	2.4	2.4	2.4	2.4
Sick .....	2.0	2.0	2.0	2.0	2.0	2.0	2.0	2.0	2.0	2.0	2.0
Other .....	.7	.7	.7	.7	.7	.6	.6	.6	.6	.6	.6
Supplemental pay .....	.5	.5	.5	.4	.5	.5	.5	.5	.5	.4	.5
Premium <sup>1</sup> .....	.2	.2	.2	.1	.2	.1	.1	.1	.1	.1	.1
Shift differential .....	.1	.1	.1	.1	.1	.1	.1	.1	.1	.1	.1
Nonproduction bonuses .....	.3	.3	.2	.2	.2	.2	.2	.2	.2	.2	.2
Insurance .....	6.9	7.4	7.8	8.1	7.8	7.7	7.5	7.5	7.6	7.8	8.2
Life .....	.2	.2	.2	.2	.2	.2	.2	.2	.2	.2	.2
Health .....	6.5	7.0	7.5	7.7	7.4	7.3	7.1	7.2	7.3	7.5	7.8
Short-term disability <sup>2</sup> .....	.1	.2	.2	.1	.1	.1	.1	.1	.1	.1	.1
Long-term disability .....	-	-	-	-	-	.1	.1	.1	.1	.1	.1
Retirement and savings .....	8.2	7.6	7.5	7.4	6.9	7.1	7.0	6.8	6.5	6.1	5.5
Pensions .....	8.1	7.6	7.4	7.3	-	-	-	-	-	-	-
Savings and thrift .....	( <sup>6</sup> )	( <sup>6</sup> )	.1	.1	-	-	-	-	-	-	-
Defined benefit .....	-	-	-	-	-	6.5	6.5	6.3	5.9	5.4	4.8
Defined contribution .....	-	-	-	-	-	.6	.6	.6	.6	.7	.7
Legally required benefits .....	5.7	5.7	5.6	5.6	6.0	5.8	5.9	5.7	5.7	5.7	5.8
Social Security <sup>4</sup> .....	4.7	4.6	4.5	4.5	4.9	4.8	4.8	4.8	4.8	4.8	4.8
OASDI .....	-	-	-	-	-	3.7	3.8	3.7	3.7	3.7	3.7
Medicare .....	-	-	-	-	-	1.0	1.1	1.1	1.1	1.1	1.1
Federal unemployment insurance ..	( <sup>6</sup> )	( <sup>6</sup> )	( <sup>6</sup> )	( <sup>6</sup> )	( <sup>6</sup> )	( <sup>6</sup> )	( <sup>6</sup> )	( <sup>6</sup> )	( <sup>6</sup> )	( <sup>6</sup> )	( <sup>6</sup> )
State unemployment insurance .....	.1	.1	.2	.2	.2	.1	.2	.1	.1	.1	.1
Workers' compensation .....	.8	.9	.9	.9	.9	.9	.9	.8	.8	.8	.8
Other benefits <sup>5</sup> .....	.1	.1	.1	.1	.1	.1	.1	.1	.2	.2	.2

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

<sup>2</sup> Short-term disability includes all insured, self-insured, and state-mandated plans that provide benefits for each disability, including unfunded plans.

<sup>3</sup> Cost per hour worked is \$0.01 or less.

<sup>4</sup> The total employer's cost for Social Security is comprised of an OASDI portion and a Medicare portion. OASDI is the acronym

for Old-Age, Survivors, and Disability Insurance.

<sup>5</sup> Includes severance pay and supplemental unemployment benefits.

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

- Data not available.

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

**Table 2. State and local government workers, by broad occupational group and for service industries: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 1991-2001 -- Continued**

Service occupations

Compensation component	Cost per hour worked by year										
	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation .....	\$16.02	\$16.52	\$17.04	\$17.71	\$18.39	\$18.92	\$19.50	\$20.10	\$21.23	\$22.05	\$22.83
Wages and salaries .....	10.30	10.54	10.83	11.25	11.77	12.09	12.51	12.97	13.74	14.29	14.91
Total benefits .....	5.72	5.99	6.21	6.45	6.62	6.83	6.99	7.13	7.49	7.76	7.92
Paid leave .....	1.49	1.53	1.58	1.66	1.70	1.72	1.78	1.85	1.98	2.06	2.13
Vacation .....	.62	.65	.66	.70	.72	.73	.75	.78	.84	.88	.92
Holiday .....	.46	.47	.49	.51	.54	.55	.57	.60	.63	.66	.67
Sick .....	.31	.31	.32	.33	.34	.33	.34	.35	.37	.38	.39
Other .....	.10	.11	.11	.11	.11	.11	.12	.12	.13	.14	.15
Supplemental pay .....	.37	.36	.37	.39	.40	.42	.44	.45	.51	.53	.55
Premium <sup>1</sup> .....	.20	.20	.20	.21	.22	.22	.23	.24	.25	.28	.29
Shift differential .....	.09	.10	.10	.11	.10	.11	.11	.12	.13	.12	.13
Nonproduction bonuses .....	.08	.06	.07	.07	.08	.09	.10	.09	.13	.13	.14
Insurance .....	1.34	1.53	1.65	1.73	1.72	1.73	1.74	1.79	1.84	2.01	2.11
Life .....	.04	.04	.04	.04	.04	.04	.04	.04	.04	.04	.05
Health .....	1.27	1.46	1.59	1.67	1.66	1.66	1.65	1.71	1.76	1.89	2.00
Short-term disability <sup>2</sup> .....	.03	.03	.03	.02	.03	.02	.02	.03	.03	.05	.05
Long-term disability .....	-	-	-	-	-	( <sup>3</sup> )	.02	( <sup>3</sup> )	.02	.02	.02
Retirement and savings .....	1.49	1.46	1.50	1.53	1.57	1.71	1.76	1.73	1.80	1.73	1.62
Pensions .....	1.48	1.44	1.49	1.52	-	-	-	-	-	-	-
Savings and thrift .....	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-
Defined benefit .....	-	-	-	-	-	1.65	1.70	1.67	1.72	1.65	1.52
Defined contribution .....	-	-	-	-	-	.06	.05	.06	.08	.08	.10
Legally required benefits .....	1.03	1.09	1.09	1.12	1.19	1.22	1.24	1.27	1.33	1.38	1.45
Social Security <sup>4</sup> .....	.67	.69	.69	.71	.76	.78	.80	.83	.86	.89	.93
OASDI .....	-	-	-	-	-	.61	.62	.64	.66	.69	.71
Medicare .....	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	.17	.18	.19	.20	.21	.22
Federal unemployment insurance ..	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )
State unemployment insurance .....	.02	.03	.04	.04	.04	.05	.05	.05	.04	.04	.04
Workers' compensation .....	.33	.36	.35	.36	.38	.38	.39	.39	.43	.45	.48
Other benefits <sup>5</sup> .....	.02	.02	.02	.02	.03	.03	.03	.03	.04	.06	.06

  

Compensation component	Percent of total compensation by year										
	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation .....	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 .....	64.3	63.8	63.5	63.6	64.0	63.9	64.1	64.5	64.7	64.8	65.3
Total benefits .....	35.7	36.2	36.5	36.4	36.0	36.1	35.9	35.5	35.3	35.2	34.7
Paid leave .....	9.3	9.3	9.3	9.4	9.3	9.1	9.1	9.2	9.3	9.3	9.3
Vacation .....	3.9	3.9	3.9	4.0	3.9	3.8	3.9	3.9	4.0	4.0	4.0
Holiday .....	2.8	2.9	2.9	2.9	2.9	2.9	2.9	3.0	3.0	3.0	2.9
Sick .....	1.9	1.9	1.9	1.9	1.8	1.7	1.8	1.7	1.7	1.7	1.7
Other .....	.6	.6	.6	.6	.6	.6	.6	.6	.6	.6	.7
Supplemental pay .....	2.3	2.2	2.2	2.2	2.2	2.2	2.3	2.2	2.4	2.4	2.4
Premium <sup>1</sup> .....	1.2	1.2	1.2	1.2	1.2	1.2	1.2	1.2	1.2	1.3	1.3
Shift differential .....	.6	.6	.6	.6	.5	.6	.6	.6	.6	.5	.6
Nonproduction bonuses .....	.5	.4	.4	.4	.5	.5	.5	.4	.6	.6	.6
Insurance .....	8.3	9.2	9.7	9.8	9.4	9.2	8.9	8.9	8.7	9.1	9.2
Life .....	.2	.3	.2	.2	.2	.2	.2	.2	.2	.2	.2
Health .....	7.9	8.8	9.3	9.4	9.0	8.8	8.5	8.5	8.3	8.6	8.8
Short-term disability <sup>2</sup> .....	.2	.2	.2	.1	.2	.1	.1	.1	.1	.2	.2
Long-term disability .....	-	-	-	-	-	( <sup>6</sup> )	.1	( <sup>6</sup> )	.1	.1	.1
Retirement and savings .....	9.3	8.8	8.8	8.6	8.6	9.0	9.0	8.6	8.5	7.8	7.1
Pensions .....	9.2	8.7	8.7	8.6	-	-	-	-	-	-	-
Savings and thrift .....	( <sup>6</sup> )	( <sup>6</sup> )	( <sup>6</sup> )	( <sup>6</sup> )	-	-	-	-	-	-	-
Defined benefit .....	-	-	-	-	-	8.7	8.7	8.3	8.1	7.5	6.7
Defined contribution .....	-	-	-	-	-	.3	.3	.3	.4	.4	.4
Legally required benefits .....	6.4	6.6	6.4	6.3	6.5	6.4	6.4	6.3	6.3	6.3	6.4
Social Security <sup>4</sup> .....	4.2	4.2	4.1	4.0	4.1	4.1	4.1	4.1	4.1	4.0	4.1
OASDI .....	-	-	-	-	-	3.2	3.2	3.2	3.1	3.1	3.1
Medicare .....	-	-	-	-	-	.9	.9	.9	.9	1.0	1.0
Federal unemployment insurance ..	( <sup>6</sup> )	( <sup>6</sup> )	( <sup>6</sup> )	( <sup>6</sup> )	( <sup>6</sup> )	( <sup>6</sup> )	( <sup>6</sup> )	( <sup>6</sup> )	( <sup>6</sup> )	( <sup>6</sup> )	( <sup>6</sup> )
State unemployment insurance .....	.2	.2	.2	.2	.2	.3	.3	.2	.2	.2	.2
Workers' compensation .....	2.0	2.2	2.1	2.1	2.1	2.0	2.0	1.9	2.0	2.0	2.1
Other benefits <sup>5</sup> .....	.1	.1	.1	.1	.1	.1	.2	.1	.2	.3	.3

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

<sup>2</sup> Short-term disability includes all insured, self-insured, and state-mandated plans that provide benefits for each disability, including unfunded plans.

<sup>3</sup> Cost per hour worked is \$0.01 or less.

<sup>4</sup> The total employer's cost for Social Security is comprised of an OASDI portion and a Medicare portion. OASDI is the acronym

for Old-Age, Survivors, and Disability Insurance.

<sup>5</sup> Includes severance pay and supplemental unemployment benefits.

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

- Data not available.

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

**Table 2. State and local government workers, by broad occupational group and for service industries: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 1991-2001 -- Continued**

Service industries

Compensation component	Cost per hour worked by year										
	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation .....	\$23.69	\$24.92	\$26.02	\$26.94	\$25.92	\$26.98	\$27.88	\$28.62	\$29.45	\$30.61	\$31.69
Wages and salaries .....	16.96	17.85	18.58	19.25	18.60	19.43	20.15	20.80	21.50	22.37	23.18
Total benefits .....	6.73	7.06	7.44	7.69	7.32	7.55	7.73	7.82	7.95	8.25	8.51
Paid leave .....	1.59	1.68	1.74	1.80	1.78	1.83	1.87	1.91	1.96	2.04	2.13
Vacation .....	.44	.46	.47	.48	.51	.51	.52	.52	.53	.55	.59
Holiday .....	.52	.55	.57	.59	.59	.62	.63	.65	.66	.68	.71
Sick .....	.47	.50	.52	.54	.52	.54	.55	.57	.59	.62	.64
Other .....	.17	.17	.18	.19	.17	.16	.17	.17	.18	.18	.19
Supplemental pay .....	.16	.15	.16	.14	.15	.15	.15	.15	.15	.16	.17
Premium <sup>1</sup> .....	.05	.05	.05	.05	.05	.05	.05	.05	.05	.05	.05
Shift differential .....	.04	.04	.04	.04	.04	.05	.05	.05	.05	.05	.05
Nonproduction bonuses .....	.07	.06	.07	.04	.06	.05	.05	.05	.05	.05	.06
Insurance .....	1.72	1.92	2.12	2.24	2.04	2.09	2.11	2.17	2.27	2.44	2.61
Life .....	.05	.05	.05	.05	.05	.05	.05	.05	.05	.05	.05
Health .....	1.64	1.83	2.03	2.16	1.95	2.00	2.01	2.08	2.17	2.33	2.50
Short-term disability <sup>3</sup> .....	.03	.04	.04	.04	.03	( <sup>2</sup> )	.02	.02	.02	.02	.02
Long-term disability .....	-	-	-	-	-	.02	.03	.03	.03	.03	.03
Retirement and savings .....	1.92	1.90	1.95	1.97	1.77	1.88	1.93	1.90	1.86	1.84	1.72
Pensions .....	1.91	1.89	1.94	1.96	-	-	-	-	-	-	-
Savings and thrift .....	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	.02	-	-	-	-	-	-	-
Defined benefit .....	-	-	-	-	-	1.72	1.77	1.74	1.69	1.64	1.51
Defined contribution .....	-	-	-	-	-	.15	.16	.15	.17	.20	.21
Legally required benefits .....	1.32	1.40	1.45	1.50	1.57	1.58	1.63	1.64	1.66	1.73	1.83
Social Security <sup>4</sup> .....	1.09	1.14	1.16	1.20	1.29	1.30	1.35	1.38	1.42	1.47	1.52
OASDI .....	-	-	-	-	-	1.02	1.05	1.08	1.10	1.14	1.18
Medicare .....	-	-	-	-	-	.28	.29	.30	.31	.33	.34
Federal unemployment insurance ..	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )
State unemployment insurance .....	.03	.03	.04	.04	.04	.04	.05	.03	.03	.03	.04
Workers' compensation .....	.20	.22	.25	.25	.23	.24	.23	.22	.21	.22	.27
Other benefits <sup>5</sup> .....	.02	.03	.03	.03	.02	.03	.04	.05	.05	.05	.06
	Percent of total compensation by year										
	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation .....	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 .....	71.6	71.7	71.4	71.5	71.7	72.0	72.3	72.7	73.0	73.1	73.1
Total benefits .....	28.4	28.3	28.6	28.5	28.3	28.0	27.7	27.3	27.0	27.0	26.9
Paid leave .....	6.7	6.7	6.7	6.7	6.9	6.8	6.7	6.7	6.7	6.7	6.7
Vacation .....	1.9	1.8	1.8	1.8	2.0	1.9	1.9	1.8	1.8	1.8	1.9
Holiday .....	2.2	2.2	2.2	2.2	2.3	2.3	2.3	2.3	2.2	2.2	2.2
Sick .....	2.0	2.0	2.0	2.0	2.0	2.0	2.0	2.0	2.0	2.0	2.0
Other .....	.7	.7	.7	.7	.6	.6	.6	.6	.6	.6	.6
Supplemental pay .....	.7	.6	.6	.5	.6	.6	.5	.5	.5	.5	.5
Premium <sup>1</sup> .....	.2	.2	.2	.2	.2	.2	.2	.2	.2	.2	.2
Shift differential .....	.2	.2	.2	.2	.2	.2	.2	.2	.2	.2	.2
Nonproduction bonuses .....	.3	.3	.3	.2	.2	.2	.2	.2	.2	.2	.2
Insurance .....	7.2	7.7	8.1	8.3	7.9	7.7	7.6	7.6	7.7	8.0	8.2
Life .....	.2	.2	.2	.2	.2	.2	.2	.2	.2	.2	.2
Health .....	6.9	7.3	7.8	8.0	7.5	7.4	7.2	7.3	7.4	7.6	7.9
Short-term disability <sup>3</sup> .....	.1	.1	.2	.1	.1	( <sup>6</sup> )	.1	.1	.1	.1	.1
Long-term disability .....	-	-	-	-	-	.1	.1	.1	.1	.1	.1
Retirement and savings .....	8.1	7.6	7.5	7.3	6.8	7.0	6.9	6.6	6.3	6.0	5.4
Pensions .....	8.1	7.6	7.5	7.3	-	-	-	-	-	-	-
Savings and thrift .....	( <sup>6</sup> )	( <sup>6</sup> )	( <sup>6</sup> )	.1	-	-	-	-	-	-	-
Defined benefit .....	-	-	-	-	-	6.4	6.3	6.1	5.7	5.4	4.8
Defined contribution .....	-	-	-	-	-	.6	.6	.5	.6	.7	.7
Legally required benefits .....	5.6	5.6	5.6	5.6	6.0	5.8	5.8	5.7	5.6	5.7	5.8
Social Security <sup>4</sup> .....	4.6	4.6	4.5	4.5	5.0	4.8	4.8	4.8	4.8	4.8	4.8
OASDI .....	-	-	-	-	-	3.8	3.8	3.8	3.7	3.7	3.7
Medicare .....	-	-	-	-	-	1.0	1.1	1.0	1.1	1.1	1.1
Federal unemployment insurance ..	( <sup>6</sup> )	( <sup>6</sup> )	( <sup>6</sup> )	( <sup>6</sup> )	( <sup>6</sup> )	( <sup>6</sup> )	( <sup>6</sup> )	( <sup>6</sup> )	( <sup>6</sup> )	( <sup>6</sup> )	( <sup>6</sup> )
State unemployment insurance .....	.1	.1	.2	.2	.2	.1	.2	.1	.1	.1	.1
Workers' compensation .....	.8	.9	.9	.9	.9	.9	.8	.8	.7	.7	.9
Other benefits <sup>5</sup> .....	.1	.1	.1	.1	.1	.1	.2	.2	.2	.2	.2

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

<sup>2</sup> Cost per hour worked is \$0.01 or less.

<sup>3</sup> Short-term disability includes all insured, self-insured, and state-mandated plans that provide benefits for each disability, including unfunded plans.

<sup>4</sup> The total employer's cost for Social Security is comprised of an OASDI portion and a Medicare portion. OASDI is the acronym

for Old-Age, Survivors, and Disability Insurance.

<sup>5</sup> Includes severance pay and supplemental unemployment benefits.

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

- Data not available.

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

**Table 3. Private industry workers, by occupational and industry group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 1986-2001**

All workers																
Compensation component	Cost per hour worked by year															
	1986	1987	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation .....	\$13.25	\$13.42	\$13.79	\$14.28	\$14.96	\$15.40	\$16.14	\$16.70	\$17.08	\$17.10	\$17.49	\$17.97	\$18.50	\$19.00	\$19.85	\$20.81
Wages and salaries .....	9.67	9.83	10.02	10.38	10.84	11.14	11.58	11.90	12.14	12.25	12.58	13.04	13.47	13.87	14.49	15.18
Total benefits .....	3.58	3.60	3.77	3.90	4.13	4.27	4.55	4.80	4.94	4.85	4.91	4.94	5.02	5.13	5.36	5.63
Paid leave .....	.93	.93	.97	1.00	1.03	1.05	1.09	1.11	1.11	1.09	1.12	1.14	1.16	1.20	1.28	1.37
Vacation .....	.46	.46	.48	.50	.51	.52	.54	.54	.54	.55	.55	.57	.58	.59	.63	.68
Holiday .....	.32	.31	.33	.34	.34	.35	.37	.38	.38	.37	.38	.39	.40	.41	.44	.47
Sick .....	.11	.12	.12	.12	.13	.13	.14	.14	.14	.14	.14	.13	.14	.14	.15	.17
Other .....	.03	.03	.04	.04	.04	.05	.05	.05	.05	.05	.05	.05	.05	.05	.06	.06
Supplemental pay .....	.30	.32	.33	.34	.37	.36	.39	.42	.44	.47	.49	.51	.56	.55	.60	.61
Premium <sup>1</sup> .....	.16	.16	.17	.17	.17	.17	.18	.19	.19	.19	.20	.21	.22	.23	.24	.24
Shift differential .....	.04	.04	.04	.05	.05	.05	.05	.05	.06	.05	.06	.05	.05	.05	.05	.05
Nonproduction bonuses .....	.10	.12	.12	.12	.16	.13	.15	.19	.20	.23	.24	.26	.29	.28	.31	.32
Insurance .....	.73	.72	.78	.85	.92	1.01	1.12	1.19	1.23	1.15	1.14	1.09	1.10	1.13	1.19	1.28
Life .....	-	-	-	-	-	.05	.05	.05	.05	.04	.04	.05	.04	.04	.04	.05
Health .....	-	-	-	-	-	.92	1.02	1.10	1.14	1.06	1.04	.99	1.00	1.03	1.09	1.16
Short-term disability <sup>2</sup> .....	-	-	-	-	-	.04	.05	.05	.05	.04	.03	.03	.04	.04	.04	.04
Long-term disability .....	-	-	-	-	-	-	-	-	-	-	.02	.02	.02	.02	.03	.03
Retirement and savings .....	.50	.48	.45	.42	.45	.44	.46	.48	.52	.52	.55	.55	.55	.57	.59	.62
Pensions .....	-	.42	.38	.34	.36	.35	.36	.38	.41	.39	-	-	-	-	-	-
Savings and thrift .....	-	.06	.07	.08	.09	.10	.10	.10	.11	.13	-	-	-	-	-	-
Defined benefit .....	-	-	-	-	-	-	-	-	-	-	.30	.26	.24	.25	.23	.21
Defined contribution .....	-	-	-	-	-	-	-	-	-	-	.25	.29	.30	.32	.36	.40
Legally required benefits .....	1.11	1.13	1.22	1.27	1.35	1.40	1.47	1.55	1.60	1.59	1.59	1.62	1.63	1.65	1.67	1.73
Social Security <sup>3</sup> .....	.74	.75	.81	.84	.89	.92	.96	.99	1.02	1.02	1.05	1.08	1.12	1.16	1.20	1.26
OASDI .....	-	-	-	-	-	-	-	-	-	-	.84	.87	.90	.93	.97	1.02
Medicare .....	-	-	-	-	-	-	-	-	-	-	.21	.21	.22	.23	.24	.25
Federal unemployment insurance ..	.03	.03	.03	.03	.03	.03	.03	.03	.03	.03	.03	.03	.03	.03	.03	.03
State unemployment insurance .....	.12	.12	.12	.11	.09	.09	.10	.11	.13	.12	.12	.12	.11	.10	.10	.09
Workers' compensation .....	.19	.21	.24	.27	.31	.33	.36	.39	.41	.39	.40	.39	.36	.36	.33	.33
Other benefits <sup>5</sup> .....	.02	.02	.02	.02	( <sup>4</sup> )	( <sup>4</sup> )	.02	.04	.04	.03	.03	.03	.03	.03	.03	.02
Percent of total compensation by year																
	1986	1987	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
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	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	73.0	72.9
Total 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	27.0	27.1
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	6.4	6.6
Vacation .....	3.5	3.5	3.5	3.5	3.4	3.4	3.3	3.2	3.2	3.1	3.2	3.2	3.1	3.1	3.2	3.3
Holiday .....	2.4	2.3	2.4	2.4	2.3	2.3	2.3	2.2	2.2	2.2	2.2	2.2	2.2	2.2	2.2	2.3
Sick .....	.9	.9	.9	.9	.8	.8	.9	.8	.8	.8	.8	.7	.8	.7	.8	.8
Other .....	.2	.3	.3	.3	.3	.3	.3	.3	.3	.3	.3	.3	.3	.3	.3	.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	3.0	2.9
Premium <sup>1</sup> .....	1.2	1.2	1.2	1.2	1.1	1.1	1.1	1.1	1.1	1.1	1.1	1.1	1.2	1.2	1.2	1.2
Shift differential .....	.3	.3	.3	.3	.3	.3	.3	.3	.3	.3	.3	.3	.3	.3	.3	.2
Nonproduction bonuses .....	.7	.9	.8	.8	1.0	.9	1.0	1.1	1.2	1.3	1.4	1.4	1.6	1.5	1.6	1.5
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	6.0	6.2
Life .....	-	-	-	-	-	.3	.3	.3	.3	.3	.3	.3	.2	.2	.2	.2
Health .....	-	-	-	-	-	6.0	6.3	6.6	6.7	6.2	5.9	5.5	5.4	5.4	5.5	5.6
Short-term disability <sup>2</sup> .....	-	-	-	-	-	.3	.3	.3	.3	.3	.2	.2	.2	.2	.2	.2
Long-term disability .....	-	-	-	-	-	-	-	-	-	-	.1	.1	.1	.1	.2	.1
Retirement and savings .....	3.8	3.6	3.3	2.9	3.0	2.9	2.9	2.9	3.0	3.0	3.1	3.0	3.0	3.0	3.0	3.0
Pensions .....	-	3.1	2.8	2.4	2.4	2.2	2.3	2.3	2.4	2.3	-	-	-	-	-	-
Savings and thrift .....	-	.5	.5	.6	.6	.6	.6	.6	.6	.8	-	-	-	-	-	-
Defined benefit .....	-	-	-	-	-	-	-	-	-	-	1.7	1.4	1.3	1.3	1.2	1.0
Defined contribution .....	-	-	-	-	-	-	-	-	-	-	1.4	1.6	1.6	1.7	1.8	1.9
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	8.4	8.3
Social Security <sup>3</sup> .....	5.6	5.6	5.9	5.9	6.0	6.0	6.0	5.9	5.9	6.0	6.0	6.0	6.1	6.1	6.0	6.1
OASDI .....	-	-	-	-	-	-	-	-	-	-	4.8	4.8	4.9	4.9	4.9	4.9
Medicare .....	-	-	-	-	-	-	-	-	-	-	1.2	1.2	1.2	1.2	1.2	1.2
Federal unemployment insurance ..	.2	.2	.2	.2	.2	.2	.2	.2	.2	.2	.2	.2	.2	.2	.2	.1
State unemployment insurance .....	.9	.9	.8	.8	.6	.6	.6	.7	.7	.7	.7	.6	.6	.5	.5	.4
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	1.7	1.6
Other benefits <sup>5</sup> .....	.1	.1	.2	.1	( <sup>6</sup> )	( <sup>6</sup> )	.1	.2	.2	.2	.2	.1	.2	.2	.2	.1

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

<sup>2</sup> Short-term disability includes all insured, self-insured, and state-mandated plans that provide benefits for each disability, including unfunded plans.

<sup>3</sup> The total employer's cost for Social Security is comprised of an OASDI portion and a Medicare portion. OASDI is the acronym for Old-Age, Survivors, and Disability Insurance.

<sup>4</sup> Cost per hour worked is \$0.01 or less.

<sup>5</sup> Includes severance pay and supplemental unemployment benefits.

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

- Data not available.

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

**Table 3. Private industry workers, by occupational and industry group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 1986-2001 -- Continued**

White-collar occupations

Compensation component	Cost per hour worked by year															
	1986	1987	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation .....	\$15.34	\$15.56	\$15.97	\$16.57	\$17.59	\$18.15	\$18.95	\$19.67	\$20.26	\$20.50	\$21.10	\$21.60	\$22.38	\$23.02	\$24.19	\$25.34
Wages and salaries .....	11.41	11.61	11.84	12.29	12.99	13.40	13.90	14.32	14.72	14.98	15.44	15.94	16.54	17.02	17.91	18.71
Total benefits .....	3.93	3.95	4.13	4.28	4.60	4.75	5.05	5.35	5.54	5.53	5.66	5.66	5.84	6.00	6.28	6.63
Paid leave .....	1.18	1.20	1.26	1.31	1.35	1.38	1.43	1.44	1.46	1.45	1.50	1.53	1.57	1.63	1.76	1.88
Vacation .....	.57	.58	.61	.63	.65	.67	.68	.69	.70	.69	.72	.75	.77	.79	.86	.92
Holiday .....	.40	.39	.41	.43	.45	.46	.48	.49	.49	.49	.51	.52	.54	.55	.59	.63
Sick .....	.16	.17	.18	.19	.19	.19	.21	.21	.21	.20	.20	.19	.20	.21	.22	.25
Other .....	.04	.05	.05	.06	.06	.06	.07	.06	.07	.06	.07	.07	.07	.07	.08	.08
Supplemental pay .....	.25	.28	.29	.29	.34	.32	.37	.44	.47	.52	.54	.56	.63	.61	.67	.68
Premium <sup>1</sup> .....	.09	.08	.08	.09	.09	.09	.10	.10	.10	.11	.12	.12	.13	.13	.13	.13
Shift differential .....	.03	.03	.03	.04	.04	.05	.05	.05	.05	.05	.06	.04	.04	.04	.04	.05
Nonproduction bonuses .....	.14	.18	.17	.16	.21	.18	.22	.29	.31	.36	.37	.40	.46	.44	.49	.50
Insurance .....	.77	.77	.83	.92	1.02	1.12	1.23	1.32	1.36	1.29	1.28	1.20	1.24	1.28	1.34	1.43
Life .....	-	-	-	-	-	.06	.06	.06	.06	.06	.06	.06	.06	.06	.06	.06
Health .....	-	-	-	-	-	1.02	1.12	1.20	1.25	1.18	1.16	1.07	1.11	1.15	1.21	1.29
Short-term disability <sup>2</sup> .....	-	-	-	-	-	.05	.05	.06	.06	.06	.04	.04	.04	.04	.04	.04
Long-term disability .....	-	-	-	-	-	-	-	-	-	-	.03	.03	.03	.04	.04	.04
Retirement and savings .....	.62	.57	.54	.50	.54	.52	.53	.57	.59	.61	.66	.65	.66	.69	.70	.75
Pensions .....	-	.48	.43	.38	.40	.38	.39	.42	.44	-	-	-	-	-	-	-
Savings and thrift .....	-	.10	.10	.12	.14	.14	.14	.15	.15	-	-	-	-	-	-	-
Defined benefit .....	-	-	-	-	-	-	-	-	-	-	.30	.24	.22	.23	.20	.17
Defined contribution .....	-	-	-	-	-	-	-	-	-	-	.36	.41	.44	.46	.50	.58
Legally required benefits .....	1.10	1.12	1.20	1.25	1.34	1.39	1.47	1.54	1.60	1.62	1.64	1.69	1.71	1.76	1.78	1.85
Social Security <sup>3</sup> .....	.84	.85	.92	.96	1.04	1.08	1.12	1.16	1.20	1.22	1.25	1.29	1.34	1.39	1.45	1.52
OASDI .....	-	-	-	-	-	-	-	-	-	-	1.00	1.03	1.07	1.11	1.15	1.22
Medicare .....	-	-	-	-	-	-	-	-	-	-	.25	.26	.27	.28	.29	.31
Federal unemployment insurance ..	.03	.03	.03	.03	.03	.03	.03	.03	.03	.03	.03	.03	.03	.03	.03	.03
State unemployment insurance .....	.11	.11	.10	.10	.09	.09	.09	.11	.12	.12	.12	.12	.11	.10	.10	.09
Workers' compensation .....	.10	.11	.13	.15	.16	.18	.20	.23	.24	.24	.24	.25	.23	.24	.21	.21
Other benefits <sup>5</sup> .....	.02	.02	.02	( <sup>4</sup> )	( <sup>4</sup> )	( <sup>4</sup> )	.02	.04	.05	.03	.03	.03	.03	.03	.03	.03
	Percent of total compensation by year															
	1986	1987	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
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	100.0	100.0
Wages and salaries .....	74.4	74.6	74.1	74.2	73.8	73.8	73.4	72.8	72.7	73.0	73.2	73.8	73.9	73.9	74.0	73.8
Total benefits .....	25.6	25.4	25.9	25.8	26.2	26.2	26.6	27.2	27.3	27.0	26.8	26.2	26.1	26.1	26.0	26.2
Paid leave .....	7.7	7.7	7.9	7.9	7.7	7.6	7.5	7.3	7.2	7.1	7.1	7.1	7.0	7.1	7.3	7.4
Vacation .....	3.7	3.8	3.8	3.8	3.7	3.7	3.6	3.5	3.4	3.4	3.4	3.5	3.4	3.4	3.6	3.6
Holiday .....	2.6	2.5	2.6	2.6	2.6	2.5	2.5	2.4	2.4	2.4	2.4	2.4	2.4	2.4	2.4	2.5
Sick .....	1.1	1.1	1.1	1.1	1.1	1.1	1.1	1.0	1.0	1.0	1.0	.9	.9	.9	.9	1.0
Other .....	.3	.3	.3	.3	.4	.3	.4	.3	.3	.3	.3	.3	.3	.3	.3	.3
Supplemental pay .....	1.6	1.8	1.8	1.7	1.9	1.8	2.0	2.2	2.3	2.5	2.6	2.6	2.8	2.6	2.8	2.7
Premium <sup>1</sup> .....	.6	.5	.5	.5	.5	.5	.5	.5	.5	.5	.6	.5	.6	.6	.5	.5
Shift differential .....	.2	.2	.2	.2	.2	.3	.2	.2	.3	.3	.3	.2	.2	.2	.2	.2
Nonproduction bonuses .....	.9	1.1	1.1	1.0	1.2	1.0	1.2	1.5	1.5	1.7	1.8	1.9	2.1	1.9	2.0	2.0
Insurance .....	5.0	4.9	5.2	5.5	5.8	6.2	6.5	6.7	6.7	6.3	6.1	5.6	5.5	5.6	5.5	5.6
Life .....	-	-	-	-	-	.3	.3	.3	.3	.3	.3	.3	.3	.3	.2	.2
Health .....	-	-	-	-	-	5.6	5.9	6.1	6.2	5.7	5.5	5.0	5.0	5.0	5.0	5.1
Short-term disability <sup>2</sup> .....	-	-	-	-	-	.3	.3	.3	.3	.3	.2	.2	.2	.2	.2	.2
Long-term disability .....	-	-	-	-	-	-	-	-	-	-	.2	.1	.1	.2	.2	.2
Retirement and savings .....	4.0	3.7	3.4	3.0	3.1	2.9	2.8	2.9	2.9	3.0	3.1	3.0	2.9	3.0	2.9	3.0
Pensions .....	-	3.1	2.7	2.3	2.3	2.1	2.1	2.2	2.2	-	-	-	-	-	-	-
Savings and thrift .....	-	.6	.7	.7	.8	.8	.7	.7	.8	-	-	-	-	-	-	-
Defined benefit .....	-	-	-	-	-	-	-	-	-	-	1.4	1.1	1.0	1.0	.8	.7
Defined contribution .....	-	-	-	-	-	-	-	-	-	-	1.7	1.9	2.0	2.0	2.1	2.3
Legally required benefits .....	7.2	7.2	7.5	7.6	7.6	7.7	7.7	7.8	7.9	7.9	7.8	7.8	7.6	7.6	7.4	7.3
Social Security <sup>3</sup> .....	5.5	5.5	5.8	5.8	5.9	5.9	5.9	5.9	5.9	6.0	5.9	6.0	6.0	6.0	6.0	6.0
OASDI .....	-	-	-	-	-	-	-	-	-	-	4.7	4.8	4.8	4.8	4.8	4.8
Medicare .....	-	-	-	-	-	-	-	-	-	-	1.2	1.2	1.2	1.2	1.2	1.2
Federal unemployment insurance ..	.2	.2	.2	.2	.2	.2	.2	.2	.2	.2	.1	.1	.1	.1	.1	.1
State unemployment insurance .....	.7	.7	.6	.6	.5	.5	.5	.5	.6	.6	.6	.5	.5	.4	.4	.4
Workers' compensation .....	.7	.7	.8	.9	.9	1.0	1.1	1.2	1.2	1.2	1.1	1.1	1.0	1.0	.9	.8
Other benefits <sup>5</sup> .....	.1	.1	.1	( <sup>6</sup> )	( <sup>6</sup> )	( <sup>6</sup> )	.1	.2	.2	.2	.1	.1	.1	.1	.1	.1

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

<sup>2</sup> Short-term disability includes all insured, self-insured, and state-mandated plans that provide benefits for each disability, including unfunded plans.

<sup>3</sup> The total employer's cost for Social Security is comprised of an OASDI portion and a Medicare portion. OASDI is the acronym for Old-Age, Survivors, and Disability Insurance.

<sup>4</sup> Cost per hour worked is \$0.01 or less.

<sup>5</sup> Includes severance pay and supplemental unemployment benefits.

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

- Data not available.

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

**Table 3. Private industry workers, by occupational and industry group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 1986-2001 -- Continued**

Blue-collar occupations

Compensation component	Cost per hour worked by year															
	1986	1987	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation .....	\$13.34	\$13.43	\$13.87	\$14.35	\$14.57	\$15.15	\$15.88	\$16.43	\$16.92	\$16.69	\$17.04	\$17.19	\$17.56	\$17.98	\$18.73	\$19.35
Wages and salaries .....	9.30	9.38	9.59	9.91	10.04	10.37	10.74	11.01	11.31	11.28	11.61	11.80	12.15	12.51	12.99	13.48
Total benefits .....	4.04	4.05	4.27	4.44	4.53	4.78	5.13	5.42	5.62	5.42	5.44	5.39	5.41	5.48	5.73	5.87
Paid leave .....	.83	.82	.85	.87	.86	.91	.94	.97	.97	.94	.95	.93	.96	.98	1.01	1.08
Vacation .....	.44	.43	.44	.46	.46	.47	.49	.50	.51	.50	.51	.50	.50	.51	.52	.54
Holiday .....	.30	.30	.31	.31	.30	.32	.34	.35	.35	.33	.34	.34	.34	.35	.37	.39
Sick .....	.07	.06	.07	.07	.07	.07	.08	.08	.08	.07	.07	.07	.07	.08	.08	.10
Other .....	.02	.03	.03	.03	.03	.04	.04	.04	.04	.03	.04	.03	.04	.04	.04	.04
Supplemental pay .....	.47	.47	.50	.53	.53	.54	.56	.56	.58	.60	.63	.65	.69	.69	.76	.76
Premium <sup>1</sup> .....	.34	.34	.36	.37	.34	.36	.38	.38	.39	.40	.41	.43	.45	.47	.50	.51
Shift differential .....	.06	.06	.06	.07	.06	.06	.07	.07	.07	.07	.07	.06	.07	.07	.07	.07
Nonproduction bonuses .....	.07	.07	.08	.09	.13	.11	.11	.11	.12	.13	.15	.16	.17	.15	.19	.19
Insurance .....	.87	.87	.93	1.02	1.03	1.15	1.29	1.39	1.45	1.34	1.33	1.29	1.27	1.30	1.39	1.45
Life .....	-	-	-	-	-	.04	.05	.05	.05	.04	.05	.05	.05	.05	.05	.05
Health .....	-	-	-	-	-	1.06	1.19	1.28	1.35	1.25	1.23	1.19	1.17	1.20	1.28	1.34
Short-term disability <sup>2</sup> .....	-	-	-	-	-	.05	.06	.06	.06	.05	.04	.04	.04	.04	.04	.05
Long-term disability .....	-	-	-	-	-	-	-	-	-	-	( <sup>3</sup> )	( <sup>3</sup> )	.02	.02	.02	.02
Retirement and savings .....	.51	.50	.48	.45	.47	.49	.53	.56	.63	.60	.62	.62	.62	.64	.69	.66
Pensions .....	-	.47	.44	.40	.41	.42	.45	.47	.54	-	-	-	-	-	-	-
Savings and thrift .....	-	.03	.04	.05	.06	.07	.07	.09	.09	-	-	-	-	-	-	-
Defined benefit .....	-	-	-	-	-	-	-	-	-	-	.42	.40	.39	.40	.40	.37
Defined contribution .....	-	-	-	-	-	-	-	-	-	-	.20	.22	.23	.24	.29	.29
Legally required benefits .....	1.33	1.37	1.48	1.53	1.62	1.68	1.77	1.87	1.94	1.90	1.87	1.86	1.83	1.84	1.85	1.89
Social Security <sup>4</sup> .....	.75	.75	.82	.84	.87	.90	.93	.96	.98	.98	.99	1.01	1.04	1.07	1.11	1.15
OASDI .....	-	-	-	-	-	-	-	-	-	-	.80	.82	.84	.87	.90	.93
Medicare .....	-	-	-	-	-	-	-	-	-	-	.19	.19	.20	.20	.21	.22
Federal unemployment insurance ..	.03	.03	.03	.03	.03	.03	.03	.03	.03	.03	.03	.03	.03	.03	.03	.03
State unemployment insurance .....	.16	.15	.15	.14	.12	.11	.12	.14	.15	.14	.13	.12	.12	.12	.11	.11
Workers' compensation .....	.35	.39	.44	.48	.56	.60	.64	.70	.74	.72	.72	.70	.64	.62	.60	.60
Other benefits <sup>5</sup> .....	.03	.03	.03	.03	.02	.02	.04	.07	.05	.04	.03	.04	.03	.03	.04	.03
	Percent of total compensation by year															
	1986	1987	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
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	100.0	100.0
Wages and salaries .....	69.7	69.8	69.2	69.1	68.9	68.4	67.7	67.0	66.8	67.6	68.1	68.6	69.2	69.6	69.4	69.7
Total benefits .....	30.3	30.2	30.8	30.9	31.1	31.6	32.3	33.0	33.2	32.4	31.9	31.4	30.8	30.5	30.6	30.3
Paid leave .....	6.2	6.1	6.1	6.1	5.9	6.0	5.9	5.9	5.7	5.6	5.6	5.4	5.5	5.5	5.4	5.6
Vacation .....	3.3	3.2	3.2	3.2	3.1	3.1	3.1	3.1	3.0	3.0	3.0	2.9	2.8	2.8	2.8	2.8
Holiday .....	2.3	2.2	2.2	2.2	2.1	2.1	2.1	2.1	2.0	2.0	2.0	1.9	1.9	1.9	2.0	2.0
Sick .....	.5	.5	.5	.5	.5	.5	.5	.5	.4	.4	.4	.4	.4	.4	.4	.5
Other .....	.2	.2	.2	.2	.2	.3	.3	.3	.2	.2	.2	.2	.2	.2	.2	.2
Supplemental pay .....	3.6	3.5	3.6	3.7	3.6	3.5	3.5	3.4	3.4	3.6	3.7	3.8	3.9	3.8	4.1	3.9
Premium <sup>1</sup> .....	2.5	2.5	2.6	2.5	2.3	2.4	2.4	2.3	2.3	2.4	2.4	2.5	2.6	2.6	2.7	2.6
Shift differential .....	.5	.5	.5	.5	.4	.4	.4	.4	.4	.4	.4	.4	.4	.4	.4	.4
Nonproduction bonuses .....	.5	.5	.6	.6	.9	.7	.7	.7	.8	.9	.9	1.0	.8	1.0	1.0	1.0
Insurance .....	6.5	6.4	6.7	7.1	7.0	7.6	8.1	8.5	8.6	8.0	7.8	7.5	7.2	7.2	7.4	7.5
Life .....	-	-	-	-	-	.3	.3	.3	.3	.3	.3	.3	.3	.3	.3	.3
Health .....	-	-	-	-	-	7.0	7.5	7.8	8.0	7.5	7.2	6.9	6.7	6.7	6.8	6.9
Short-term disability <sup>2</sup> .....	-	-	-	-	-	.3	.4	.4	.3	.3	.2	.2	.2	.2	.2	.3
Long-term disability .....	-	-	-	-	-	-	-	-	-	-	( <sup>6</sup> )	( <sup>6</sup> )	.1	.1	.1	.1
Retirement and savings .....	3.8	3.7	3.4	3.1	3.2	3.2	3.3	3.4	3.7	3.6	3.6	3.6	3.5	3.6	3.7	3.4
Pensions .....	-	3.5	3.1	2.8	2.8	2.8	2.9	2.9	3.2	-	-	-	-	-	-	-
Savings and thrift .....	-	.2	.3	.4	.4	.5	.5	.5	.5	-	-	-	-	-	-	-
Defined benefit .....	-	-	-	-	-	-	-	-	-	-	2.5	2.4	2.2	2.2	2.1	1.9
Defined contribution .....	-	-	-	-	-	-	-	-	-	-	1.2	1.3	1.3	1.3	1.5	1.5
Legally required benefits .....	10.0	10.2	10.7	10.7	11.1	11.1	11.2	11.4	11.4	11.4	11.0	10.8	10.4	10.2	9.9	9.8
Social Security <sup>4</sup> .....	5.6	5.6	5.9	5.9	6.0	5.9	5.9	5.8	5.8	5.9	5.8	5.9	5.9	6.0	5.9	5.9
OASDI .....	-	-	-	-	-	-	-	-	-	-	4.7	4.8	4.8	4.8	4.8	4.8
Medicare .....	-	-	-	-	-	-	-	-	-	-	1.1	1.1	1.1	1.1	1.1	1.1
Federal unemployment insurance ..	.2	.2	.2	.2	.2	.2	.2	.2	.2	.2	.2	.2	.2	.2	.2	.2
State unemployment insurance .....	1.2	1.1	1.1	.9	.8	.7	.8	.9	.9	.8	.8	.7	.7	.7	.6	.6
Workers' compensation .....	2.6	2.9	3.2	3.4	3.9	3.9	4.1	4.3	4.4	4.3	4.2	4.1	3.6	3.4	3.2	3.1
Other benefits <sup>5</sup> .....	.2	.2	.2	.2	.2	.2	.2	.4	.3	.2	.2	.2	.2	.2	.2	.2

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

<sup>2</sup> Short-term disability includes all insured, self-insured, and state-mandated plans that provide benefits for each disability, including unfunded plans.

<sup>3</sup> Cost per hour worked is \$0.01 or less.

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

Insurance.

<sup>5</sup> Includes severance pay and supplemental unemployment benefits.

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

- Data not available.

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



**Table 3. Private industry workers, by occupational and industry group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 1986-2001 -- Continued**

Service occupations

Compensation component	Cost per hour worked by year															
	1986	1987	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation .....	\$6.59	\$6.43	\$6.76	\$7.16	\$7.66	\$7.82	\$8.43	\$8.54	\$8.38	\$8.39	\$8.61	\$9.04	\$9.37	\$9.58	\$9.72	\$10.32
Wages and salaries .....	5.01	4.96	5.20	5.50	5.84	5.96	6.38	6.48	6.33	6.35	6.53	6.94	7.25	7.44	7.57	8.00
Total benefits .....	1.58	1.47	1.56	1.66	1.82	1.85	2.05	2.06	2.05	2.04	2.07	2.10	2.12	2.14	2.16	2.32
Paid leave .....	.34	.30	.32	.34	.36	.35	.39	.36	.36	.36	.36	.37	.38	.38	.39	.42
Vacation .....	.15	.15	.17	.18	.19	.18	.20	.18	.17	.17	.18	.18	.18	.18	.18	.20
Holiday .....	.11	.09	.10	.10	.11	.10	.11	.12	.12	.11	.11	.12	.12	.13	.13	.14
Sick .....	.06	.04	.04	.05	.06	.05	.06	.06	.06	.06	.06	.06	.06	.06	.06	.07
Other .....	.02	.02	.02	(1)	(1)	(1)	.02	(1)	(1)	.02	.02	.02	.02	.02	.02	.02
Supplemental pay .....	.10	.08	.09	.10	.12	.11	.12	.12	.12	.13	.14	.14	.14	.16	.14	.16
Premium <sup>2</sup> .....	.05	.04	.04	.05	.05	.05	.06	.07	.06	.06	.07	.07	.08	.08	.08	.08
Shift differential .....	.03	.02	.02	.03	.03	.03	.03	.03	.03	.03	.03	.03	.03	.03	.03	.03
Nonproduction bonuses .....	.02	.02	.02	.02	.04	.03	.03	.02	.02	.03	.04	.04	.04	.05	.04	.04
Insurance .....	.33	.27	.30	.32	.38	.39	.45	.48	.47	.45	.45	.44	.43	.43	.45	.52
Life .....	-	-	-	-	-	(1)	(1)	(1)	(1)	(1)	(1)	(1)	(1)	(1)	(1)	(1)
Health .....	-	-	-	-	-	.36	.42	.45	.45	.43	.41	.40	.40	.40	.42	.49
Short-term disability <sup>3</sup> .....	-	-	-	-	-	.02	.02	(1)	(1)	(1)	.02	.02	.02	(1)	(1)	(1)
Long-term disability .....	-	-	-	-	-	-	-	-	-	-	(1)	(1)	(1)	(1)	(1)	(1)
Retirement and savings .....	.12	.12	.11	.11	.13	.12	.14	.11	.12	.11	.13	.12	.13	.13	.13	.15
Pensions .....	-	.11	.09	.09	.11	.10	.12	.09	.10	-	-	-	-	-	-	-
Savings and thrift .....	-	(1)	.02	.02	.02	.02	(1)	(1)	(1)	-	-	-	-	-	-	-
Defined benefit .....	-	-	-	-	-	-	-	-	-	-	.08	.06	.06	.06	.05	.05
Defined contribution .....	-	-	-	-	-	-	-	-	-	-	.05	.06	.06	.07	.08	.09
Legally required benefits .....	.69	.69	.74	.78	.82	.88	.94	.98	.98	.99	1.00	1.03	1.04	1.04	1.05	1.07
Social Security <sup>4</sup> .....	.40	.40	.43	.46	.49	.51	.54	.56	.56	.57	.58	.63	.66	.67	.69	.72
OASDI .....	-	-	-	-	-	-	-	-	-	-	.47	.51	.53	.55	.56	.58
Medicare .....	-	-	-	-	-	-	-	-	-	-	.11	.12	.13	.13	.13	.14
Federal unemployment insurance ..	.03	.03	.03	.03	.03	.03	.04	.03	.04	.04	.03	.03	.04	.04	.04	.04
State unemployment insurance .....	.10	.10	.09	.08	.07	.08	.08	.09	.09	.10	.09	.09	.10	.09	.09	.08
Workers' compensation .....	.15	.16	.18	.20	.22	.25	.28	.29	.29	.28	.29	.27	.24	.25	.23	.23
Other benefits <sup>5</sup> .....	(1)	(1)	(1)	(1)	(1)	(1)	(1)	(1)	(1)	(1)	(1)	(1)	(1)	(1)	(1)	(1)
	Percent of total compensation by year															
	1986	1987	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
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	100.0	100.0
Wages and salaries .....	76.0	77.2	76.9	76.8	76.2	76.3	75.7	75.9	75.5	75.7	75.9	76.7	77.4	77.7	77.9	77.5
Total benefits .....	24.0	22.8	23.1	23.2	23.8	23.7	24.3	24.1	24.5	24.3	24.1	23.3	22.6	22.3	22.2	22.5
Paid leave .....	5.1	4.7	4.8	4.8	4.7	4.5	4.6	4.3	4.3	4.2	4.2	4.1	4.1	4.0	4.0	4.1
Vacation .....	2.3	2.4	2.5	2.5	2.4	2.3	2.4	2.1	2.0	2.0	2.1	2.0	1.9	1.9	1.9	1.9
Holiday .....	1.7	1.4	1.4	1.4	1.4	1.3	1.4	1.3	1.4	1.3	1.3	1.3	1.3	1.4	1.3	1.4
Sick .....	.9	.7	.7	.7	.7	.7	.7	.7	.7	.7	.7	.7	.6	.6	.6	.7
Other .....	.3	.2	.2	(6)	(6)	(6)	.2	(6)	(6)	.2	.2	.2	.2	.2	.2	.2
Supplemental pay .....	1.5	1.3	1.3	1.4	1.6	1.4	1.5	1.4	1.4	1.5	1.6	1.6	1.5	1.7	1.4	1.6
Premium <sup>2</sup> .....	.7	.7	.6	.7	.7	.7	.7	.8	.7	.7	.8	.8	.9	.8	.8	.8
Shift differential .....	.4	.3	.3	.4	.4	.4	.4	.4	.4	.4	.4	.3	.3	.3	.3	.3
Nonproduction bonuses .....	.4	.3	.4	.3	.5	.3	.3	.3	.3	.4	.4	.5	.4	.5	.4	.4
Insurance .....	5.0	4.2	4.4	4.5	4.9	5.0	5.4	5.6	5.6	5.4	5.2	4.8	4.6	4.5	4.6	5.0
Life .....	-	-	-	-	-	(6)	(6)	(6)	(6)	(6)	(6)	(6)	(6)	(6)	(6)	(6)
Health .....	-	-	-	-	-	4.6	5.0	5.3	5.4	5.1	4.8	4.5	4.3	4.2	4.3	4.7
Short-term disability <sup>3</sup> .....	-	-	-	-	-	.2	.2	(6)	(6)	(6)	.2	.2	(6)	(6)	(6)	(6)
Long-term disability .....	-	-	-	-	-	-	-	-	-	-	(6)	(6)	(6)	(6)	(6)	(6)
Retirement and savings .....	1.8	1.9	1.6	1.6	1.7	1.6	1.6	1.2	1.4	1.3	1.5	1.3	1.4	1.4	1.3	1.5
Pensions .....	-	1.7	1.4	1.3	1.4	1.3	1.5	1.1	1.2	-	-	-	-	-	-	-
Savings and thrift .....	-	(6)	.2	.3	.3	.3	(6)	(6)	(6)	-	-	-	-	-	-	-
Defined benefit .....	-	-	-	-	-	-	-	-	-	-	.9	.6	.6	.6	.5	.5
Defined contribution .....	-	-	-	-	-	-	-	-	-	-	.6	.6	.6	.7	.8	.9
Legally required benefits .....	10.5	10.7	11.0	10.9	10.8	11.2	11.1	11.5	11.7	11.8	11.6	11.4	11.1	10.9	10.8	10.4
Social Security <sup>4</sup> .....	6.1	6.1	6.4	6.4	6.5	6.5	6.4	6.5	6.7	6.7	6.8	6.9	7.0	7.0	7.1	7.0
OASDI .....	-	-	-	-	-	-	-	-	-	-	5.5	5.6	5.7	5.7	5.8	5.6
Medicare .....	-	-	-	-	-	-	-	-	-	-	1.3	1.3	1.4	1.4	1.3	1.4
Federal unemployment insurance ..	.4	.5	.5	.4	.4	.4	.4	.4	.4	.4	.4	.4	.4	.4	.4	.4
State unemployment insurance .....	1.6	1.5	1.3	1.2	.9	1.0	.9	1.1	1.1	1.1	1.1	1.0	1.1	.9	.9	.8
Workers' compensation .....	2.3	2.5	2.7	2.8	2.9	3.2	3.3	3.4	3.4	3.4	3.3	3.0	2.6	2.6	2.4	2.2
Other benefits <sup>5</sup> .....	(6)	(6)	(6)	(6)	(6)	(6)	(6)	(6)	(6)	(6)	(6)	(6)	(6)	(6)	(6)	(6)

<sup>1</sup> Cost per hour worked is \$0.01 or less.

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

<sup>3</sup> Short-term disability includes all insured, self-insured, and state-mandated plans that provide benefits for each disability, including unfunded plans.

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

Insurance.

<sup>5</sup> Includes severance pay and supplemental unemployment benefits.

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

- Data not available.

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

**Table 3. Private industry workers, by occupational and industry group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 1986-2001 -- Continued**

Goods-producing industries<sup>1</sup>

Compensation component	Cost per hour worked by year															
	1986	1987	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation .....	\$15.58	\$15.86	\$16.42	\$17.21	\$17.55	\$18.48	\$19.38	\$20.22	\$20.85	\$20.75	\$21.27	\$21.86	\$22.26	\$22.86	\$23.55	\$24.40
Wages and salaries .....	10.91	11.12	11.42	11.90	12.14	12.70	13.17	13.54	13.87	13.97	14.38	14.92	15.35	15.84	16.25	16.86
Total benefits .....	4.67	4.74	5.00	5.30	5.41	5.78	6.21	6.67	6.98	6.78	6.89	6.94	6.91	7.02	7.30	7.55
Paid leave .....	1.09	1.09	1.13	1.20	1.19	1.27	1.33	1.38	1.38	1.37	1.43	1.45	1.47	1.50	1.51	1.60
Vacation .....	.56	.55	.58	.62	.62	.66	.69	.72	.72	.73	.76	.76	.76	.78	.76	.81
Holiday .....	.40	.40	.42	.43	.43	.46	.48	.50	.50	.49	.51	.53	.53	.55	.56	.59
Sick .....	.10	.10	.10	.10	.10	.11	.11	.11	.11	.11	.11	.11	.11	.11	.11	.13
Other .....	.03	.03	.04	.04	.04	.05	.05	.05	.05	.04	.05	.05	.06	.06	.08	.08
Supplemental pay .....	.50	.53	.55	.60	.61	.63	.64	.67	.71	.78	.85	.82	.85	.85	1.02	1.07
Premium <sup>2</sup> .....	.31	.33	.35	.37	.34	.35	.37	.39	.40	.40	.42	.45	.47	.49	.54	.54
Shift differential .....	.07	.07	.07	.08	.07	.08	.08	.08	.08	.07	.07	.07	.07	.07	.08	.08
Nonproduction bonuses .....	.13	.13	.13	.15	.20	.20	.19	.21	.23	.31	.36	.30	.30	.28	.41	.44
Insurance .....	1.00	1.02	1.11	1.28	1.26	1.41	1.60	1.74	1.85	1.66	1.67	1.64	1.62	1.66	1.77	1.85
Life .....	-	-	-	-	-	.06	.07	.07	.07	.06	.06	.07	.06	.06	.06	.06
Health .....	-	-	-	-	-	1.28	1.45	1.59	1.70	1.53	1.52	1.49	1.48	1.52	1.62	1.68
Short-term disability <sup>3</sup> .....	-	-	-	-	-	.07	.07	.08	.08	.07	.06	.06	.06	.06	.06	.07
Long-term disability .....	-	-	-	-	-	-	-	-	-	-	.02	.02	.02	.02	.03	.03
Retirement and savings .....	.67	.64	.61	.57	.61	.66	.70	.77	.85	.82	.80	.85	.82	.84	.83	.83
Pensions .....	-	.56	.51	.45	.48	.50	.55	.60	.68	-	-	-	-	-	-	-
Savings and thrift .....	-	.08	.10	.12	.14	.15	.16	.17	.17	-	-	-	-	-	-	-
Defined benefit .....	-	-	-	-	-	-	-	-	-	-	.48	.49	.45	.45	.41	.38
Defined contribution .....	-	-	-	-	-	-	-	-	-	-	.32	.36	.37	.39	.43	.46
Legally required benefits .....	1.38	1.43	1.55	1.61	1.70	1.78	1.89	1.99	2.08	2.08	2.08	2.11	2.09	2.11	2.09	2.14
Social Security <sup>4</sup> .....	.86	.88	.96	1.00	1.03	1.09	1.13	1.17	1.20	1.21	1.22	1.27	1.30	1.34	1.38	1.43
OASDI .....	-	-	-	-	-	-	-	-	-	-	.99	1.02	1.05	1.08	1.12	1.15
Medicare .....	-	-	-	-	-	-	-	-	-	-	.24	.25	.25	.26	.27	.28
Federal unemployment insurance .....	.03	.03	.03	.03	.03	.03	.03	.03	.03	.03	.03	.03	.03	.03	.03	.03
State unemployment insurance .....	.18	.18	.18	.16	.13	.12	.13	.15	.17	.16	.16	.14	.14	.13	.12	.12
Workers' compensation .....	.29	.32	.37	.41	.50	.54	.58	.63	.68	.67	.67	.68	.63	.61	.56	.56
Other benefits <sup>5</sup> .....	.03	.04	.04	.05	.03	.03	.05	.12	.11	.07	.07	.07	.07	.06	.07	.05
	Percent of total compensation by year															
	1986	1987	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
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	100.0	100.0
Wages and salaries .....	70.0	70.1	69.6	69.2	69.2	68.7	68.0	67.0	66.5	67.3	67.6	68.2	69.0	69.3	69.0	69.1
Total benefits .....	30.0	29.9	30.4	30.8	30.8	31.3	32.0	33.0	33.5	32.7	32.4	31.8	31.0	30.7	31.0	30.9
Paid leave .....	7.0	6.8	6.9	7.0	6.8	6.9	6.9	6.8	6.6	6.6	6.7	6.6	6.6	6.6	6.4	6.6
Vacation .....	3.6	3.5	3.5	3.6	3.5	3.6	3.6	3.5	3.5	3.5	3.6	3.5	3.4	3.4	3.2	3.3
Holiday .....	2.6	2.5	2.5	2.5	2.4	2.5	2.5	2.4	2.4	2.4	2.4	2.4	2.4	2.4	2.4	2.4
Sick .....	.6	.6	.6	.6	.6	.6	.6	.6	.5	.5	.5	.5	.5	.5	.5	.5
Other .....	.2	.2	.2	.2	.2	.3	.3	.3	.3	.2	.2	.2	.3	.3	.3	.3
Supplemental pay .....	3.2	3.3	3.3	3.5	3.5	3.4	3.3	3.3	3.4	3.7	4.0	3.8	3.8	3.7	4.3	4.4
Premium <sup>2</sup> .....	2.0	2.1	2.1	2.2	1.9	1.9	1.9	1.9	1.9	1.9	2.0	2.1	2.1	2.1	2.3	2.2
Shift differential .....	.4	.4	.4	.5	.4	.4	.4	.4	.4	.3	.3	.3	.3	.3	.3	.3
Nonproduction bonuses .....	.8	.8	.8	.8	1.2	1.1	1.0	1.0	1.1	1.5	1.7	1.4	1.3	1.2	1.7	1.8
Insurance .....	6.4	6.4	6.8	7.4	7.2	7.6	8.2	8.6	8.9	8.0	7.8	7.5	7.3	7.3	7.5	7.6
Life .....	-	-	-	-	-	.3	.4	.3	.4	.3	.3	.3	.3	.3	.3	.2
Health .....	-	-	-	-	-	6.9	7.5	7.9	8.1	7.4	7.2	6.8	6.6	6.6	6.9	6.9
Short-term disability <sup>3</sup> .....	-	-	-	-	-	.4	.4	.4	.4	.3	.3	.3	.3	.3	.3	.3
Long-term disability .....	-	-	-	-	-	-	-	-	-	-	.1	.1	.1	.1	.1	.1
Retirement and savings .....	4.3	4.1	3.7	3.3	3.5	3.6	3.6	3.8	4.1	4.0	3.7	3.9	3.7	3.7	3.5	3.4
Pensions .....	-	3.5	3.1	2.6	2.7	2.7	2.8	3.0	3.3	-	-	-	-	-	-	-
Savings and thrift .....	-	.5	.6	.7	.8	.8	.8	.8	.8	-	-	-	-	-	-	-
Defined benefit .....	-	-	-	-	-	-	-	-	-	-	2.3	2.2	2.0	2.0	1.7	1.6
Defined contribution .....	-	-	-	-	-	-	-	-	-	-	1.5	1.7	1.7	1.7	1.8	1.9
Legally required benefits .....	8.9	9.0	9.5	9.3	9.7	9.7	9.7	9.8	10.0	10.0	9.8	9.7	9.4	9.2	8.9	8.8
Social Security <sup>4</sup> .....	5.5	5.6	5.8	5.8	5.9	5.9	5.8	5.8	5.8	5.8	5.8	5.8	5.8	5.9	5.9	5.9
OASDI .....	-	-	-	-	-	-	-	-	-	-	4.6	4.7	4.7	4.7	4.8	4.7
Medicare .....	-	-	-	-	-	-	-	-	-	-	1.1	1.1	1.1	1.1	1.1	1.1
Federal unemployment insurance .....	.2	.2	.2	.2	.2	.2	.2	.1	.1	.1	.1	.1	.1	.1	.1	.1
State unemployment insurance .....	1.2	1.1	1.1	.9	.8	.6	.7	.8	.8	.7	.7	.7	.6	.6	.5	.5
Workers' compensation .....	1.9	2.0	2.3	2.4	2.8	2.9	3.0	3.1	3.2	3.2	3.2	3.1	2.8	2.7	2.4	2.3
Other benefits <sup>5</sup> .....	.2	.2	.3	.3	.2	.2	.3	.6	.5	.4	.3	.3	.3	.3	.3	.2

<sup>1</sup> Includes mining, construction, and manufacturing.

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

<sup>3</sup> Short-term disability includes all insured, self-insured, and state-mandated plans that provide benefits for each disability, including unfunded plans.

<sup>4</sup> The total employer's cost for Social Security is comprised of an OASDI portion and

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

<sup>5</sup> Includes severance pay and supplemental unemployment benefits.

- Data not available.

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

**Table 3. Private industry workers, by occupational and industry group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 1986-2001 -- Continued**

Service-producing industries<sup>1</sup>

Compensation component	Cost per hour worked by year															
	1986	1987	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation .....	\$12.25	\$12.41	\$12.72	\$13.12	\$13.97	\$14.31	\$14.99	\$15.51	\$15.82	\$15.88	\$16.28	\$16.73	\$17.31	\$17.82	\$18.72	\$19.74
Wages and salaries .....	9.13	9.29	9.45	9.78	10.34	10.58	11.02	11.34	11.56	11.67	12.01	12.44	12.88	13.26	13.95	14.68
Total benefits .....	3.11	3.12	3.27	3.35	3.63	3.72	3.97	4.17	4.26	4.20	4.27	4.29	4.42	4.55	4.77	5.06
Paid leave .....	.86	.87	.91	.92	.96	.97	1.01	1.01	1.02	1.00	1.02	1.04	1.07	1.11	1.20	1.30
Vacation .....	.42	.43	.44	.45	.47	.47	.48	.48	.48	.47	.49	.50	.52	.54	.59	.64
Holiday .....	.29	.28	.29	.30	.31	.32	.33	.34	.34	.33	.34	.35	.36	.37	.40	.44
Sick .....	.12	.12	.13	.13	.14	.14	.15	.15	.15	.14	.15	.14	.14	.15	.16	.18
Other .....	.03	.04	.04	.04	.05	.05	.05	.05	.05	.05	.05	.05	.05	.05	.05	.05
Supplemental pay .....	.21	.23	.24	.23	.28	.26	.30	.34	.36	.37	.38	.42	.47	.46	.47	.48
Premium <sup>2</sup> .....	.10	.09	.10	.09	.10	.11	.12	.12	.12	.12	.13	.13	.14	.14	.15	.15
Shift differential .....	.03	.02	.03	.03	.04	.04	.04	.04	.05	.05	.05	.04	.04	.04	.04	.05
Nonproduction bonuses .....	.08	.11	.11	.10	.14	.11	.14	.18	.19	.20	.20	.25	.29	.28	.29	.29
Insurance .....	.62	.60	.64	.68	.79	.86	.95	1.01	1.03	.98	.97	.92	.94	.97	1.02	1.11
Life .....	-	-	-	-	-	.04	.04	.04	.04	.04	.04	.04	.04	.04	.04	.04
Health .....	-	-	-	-	-	.79	.87	.93	.95	.90	.88	.83	.85	.88	.92	1.01
Short-term disability <sup>3</sup> .....	-	-	-	-	-	.03	.04	.04	.04	.04	.03	.03	.03	.03	.03	.03
Long-term disability .....	-	-	-	-	-	-	-	-	-	-	.02	.02	.02	.02	.03	.03
Retirement and savings .....	.43	.41	.39	.36	.39	.36	.38	.39	.41	.41	.47	.45	.46	.49	.51	.55
Pensions .....	-	.36	.33	.30	.31	.29	.30	.31	.32	-	-	-	-	-	-	-
Savings and thrift .....	-	.05	.06	.06	.07	.07	.08	.08	.09	-	-	-	-	-	-	-
Defined benefit .....	-	-	-	-	-	-	-	-	-	-	.24	.19	.18	.19	.18	.16
Defined contribution .....	-	-	-	-	-	-	-	-	-	-	.23	.26	.28	.30	.34	.39
Legally required benefits .....	.99	1.01	1.08	1.14	1.21	1.26	1.33	1.40	1.44	1.43	1.44	1.46	1.48	1.51	1.54	1.60
Social Security <sup>4</sup> .....	.68	.69	.75	.77	.84	.86	.90	.93	.95	.96	.99	1.03	1.07	1.10	1.15	1.21
OASDI .....	-	-	-	-	-	-	-	-	-	-	.79	.82	.86	.89	.92	.97
Medicare .....	-	-	-	-	-	-	-	-	-	-	.20	.20	.21	.22	.23	.24
Federal unemployment insurance ..	.03	.03	.03	.03	.03	.03	.03	.03	.03	.03	.03	.03	.03	.03	.03	.03
State unemployment insurance .....	.10	.10	.09	.09	.08	.08	.09	.10	.11	.11	.11	.11	.11	.10	.09	.09
Workers' compensation .....	.15	.16	.18	.21	.23	.25	.28	.31	.32	.30	.31	.30	.28	.28	.27	.27
Other benefits <sup>6</sup> .....	( <sup>5</sup> )	( <sup>5</sup> )	( <sup>5</sup> )	( <sup>5</sup> )	( <sup>5</sup> )	( <sup>5</sup> )	( <sup>5</sup> )	( <sup>5</sup> )	( <sup>5</sup> )	.02	( <sup>5</sup> )	( <sup>5</sup> )	( <sup>5</sup> )	( <sup>5</sup> )	( <sup>5</sup> )	( <sup>5</sup> )
	Percent of total compensation by year															
	1986	1987	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
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	100.0	100.0
Wages and salaries .....	74.6	74.8	74.3	74.5	74.0	74.0	73.5	73.1	73.1	73.5	73.7	74.3	74.4	74.4	74.5	74.4
Total benefits .....	25.4	25.2	25.7	25.5	26.0	26.0	26.5	26.9	26.9	26.5	26.3	25.7	25.5	25.5	25.5	25.6
Paid leave .....	7.0	7.0	7.1	7.0	6.9	6.8	6.7	6.5	6.4	6.3	6.2	6.2	6.2	6.2	6.4	6.6
Vacation .....	3.4	3.4	3.5	3.4	3.3	3.3	3.2	3.1	3.1	3.0	3.0	3.0	3.0	3.0	3.2	3.2
Holiday .....	2.3	2.2	2.3	2.3	2.2	2.2	2.2	2.2	2.2	2.1	2.1	2.1	2.1	2.1	2.1	2.2
Sick .....	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0	.9	.9	.9	.8	.8	.8	.9	.9
Other .....	.3	.3	.3	.3	.3	.3	.3	.3	.3	.3	.3	.3	.3	.3	.3	.3
Supplemental pay .....	1.7	1.8	1.9	1.8	2.0	1.8	2.0	2.2	2.2	2.3	2.3	2.5	2.7	2.6	2.5	2.4
Premium <sup>2</sup> .....	.8	.7	.8	.7	.7	.8	.8	.8	.7	.7	.8	.8	.8	.8	.8	.8
Shift differential .....	.2	.2	.2	.3	.3	.3	.3	.3	.3	.3	.3	.2	.2	.2	.2	.3
Nonproduction bonuses .....	.7	.9	.9	.8	1.0	.8	.9	1.2	1.2	1.3	1.2	1.5	1.7	1.6	1.5	1.5
Insurance .....	5.1	4.8	5.0	5.2	5.6	6.0	6.3	6.5	6.5	6.2	5.9	5.5	5.4	5.4	5.4	5.6
Life .....	-	-	-	-	-	.3	.3	.3	.2	.2	.2	.2	.2	.2	.2	.2
Health .....	-	-	-	-	-	5.5	5.8	6.0	6.0	5.7	5.4	4.9	4.9	4.9	4.9	5.1
Short-term disability <sup>3</sup> .....	-	-	-	-	-	.2	.2	.3	.2	.2	.2	.2	.2	.2	.2	.2
Long-term disability .....	-	-	-	-	-	-	-	-	-	-	.1	.1	.1	.1	.2	.2
Retirement and savings .....	3.5	3.3	3.0	2.7	2.8	2.5	2.5	2.5	2.6	2.6	2.9	2.7	2.7	2.7	2.7	2.8
Pensions .....	-	2.9	2.6	2.3	2.2	2.0	2.0	2.0	2.0	-	-	-	-	-	-	-
Savings and thrift .....	-	.4	.4	.5	.5	.5	.5	.5	.6	-	-	-	-	-	-	-
Defined benefit .....	-	-	-	-	-	-	-	-	-	-	1.5	1.1	1.0	1.1	1.0	.8
Defined contribution .....	-	-	-	-	-	-	-	-	-	-	1.4	1.6	1.6	1.7	1.8	2.0
Legally required benefits .....	8.1	8.1	8.5	8.7	8.7	8.8	8.9	9.0	9.1	9.0	8.8	8.7	8.5	8.5	8.2	8.1
Social Security <sup>4</sup> .....	5.6	5.6	5.9	5.9	6.0	6.0	6.0	6.0	6.0	6.1	6.1	6.1	6.2	6.2	6.1	6.1
OASDI .....	-	-	-	-	-	-	-	-	-	-	4.9	4.9	5.0	5.0	4.9	4.9
Medicare .....	-	-	-	-	-	-	-	-	-	-	1.2	1.2	1.2	1.2	1.2	1.2
Federal unemployment insurance ..	.2	.3	.3	.2	.2	.2	.2	.2	.2	.2	.2	.2	.2	.2	.2	.2
State unemployment insurance .....	.8	.8	.7	.7	.6	.6	.6	.7	.7	.7	.6	.6	.6	.5	.5	.5
Workers' compensation .....	1.2	1.3	1.5	1.6	1.7	1.8	1.9	2.0	2.0	1.9	1.9	1.8	1.6	1.6	1.4	1.4
Other benefits <sup>6</sup> .....	( <sup>7</sup> )	( <sup>7</sup> )	( <sup>7</sup> )	( <sup>7</sup> )	( <sup>7</sup> )	( <sup>7</sup> )	( <sup>7</sup> )	( <sup>7</sup> )	.1	( <sup>7</sup> )	( <sup>7</sup> )	( <sup>7</sup> )	( <sup>7</sup> )	.1	( <sup>7</sup> )	( <sup>7</sup> )

<sup>1</sup> Includes transportation, communication, and public utilities; wholesale and retail trade; finance, insurance, and real estate; and service industries.

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

<sup>3</sup> Short-term disability includes all insured, self-insured, and state-mandated plans that provide benefits for each disability, including unfunded plans.

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

Insurance.

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

<sup>6</sup> Includes severance pay and supplemental unemployment benefits.

<sup>7</sup> Less than .05 percent.

- Data not available.

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

**Table 3. Private industry workers, by occupational and industry group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 1986-2001 -- Continued**

Manufacturing industries

Compensation component	Cost per hour worked by year															
	1986	1987	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation .....	\$15.30	\$15.51	\$16.26	\$17.16	\$17.33	\$18.22	\$19.20	\$20.09	\$20.72	\$20.47	\$20.99	\$21.84	\$22.29	\$22.77	\$23.41	\$24.30
Wages and salaries .....	10.60	10.77	11.18	11.71	11.86	12.40	12.93	13.35	13.69	13.72	14.13	14.79	15.22	15.66	16.01	16.66
Total benefits .....	4.69	4.73	5.07	5.45	5.47	5.81	6.26	6.74	7.03	6.74	6.86	7.05	7.07	7.11	7.40	7.64
Paid leave .....	1.21	1.21	1.25	1.33	1.31	1.38	1.47	1.52	1.55	1.54	1.60	1.66	1.68	1.73	1.74	1.85
Vacation .....	.61	.61	.63	.68	.67	.71	.75	.78	.79	.80	.83	.85	.86	.89	.86	.92
Holiday .....	.45	.45	.47	.49	.48	.50	.54	.56	.57	.57	.58	.61	.62	.64	.65	.68
Sick .....	.11	.11	.11	.12	.12	.12	.12	.13	.13	.12	.12	.12	.13	.13	.13	.15
Other .....	.04	.04	.04	.04	.05	.05	.06	.06	.06	.05	.06	.07	.07	.07	.10	.10
Supplemental pay .....	.50	.52	.58	.65	.65	.67	.67	.71	.72	.80	.88	.88	.91	.89	1.04	1.09
Premium <sup>1</sup> .....	.32	.34	.36	.40	.34	.36	.37	.39	.40	.40	.42	.45	.48	.50	.58	.58
Shift differential .....	.08	.08	.09	.10	.09	.09	.10	.10	.10	.09	.09	.09	.09	.10	.10	.11
Nonproduction bonuses .....	.10	.10	.13	.15	.22	.21	.20	.23	.22	.30	.37	.33	.34	.29	.36	.41
Insurance .....	1.05	1.06	1.20	1.40	1.37	1.51	1.70	1.86	1.96	1.72	1.72	1.70	1.70	1.74	1.85	1.93
Life .....	-	-	-	-	-	.07	.07	.08	.08	.06	.06	.07	.06	.06	.06	.07
Health .....	-	-	-	-	-	1.37	1.55	1.69	1.79	1.58	1.56	1.55	1.54	1.58	1.69	1.75
Short-term disability <sup>2</sup> .....	-	-	-	-	-	.07	.08	.09	.09	.07	.07	.07	.07	.07	.07	.08
Long-term disability .....	-	-	-	-	-	-	-	-	-	-	.02	.02	.02	.03	.03	.04
Retirement and savings .....	.61	.58	.57	.54	.56	.60	.65	.72	.81	.75	.71	.79	.76	.75	.75	.75
Pensions .....	-	.49	.46	.41	.42	.44	.49	.55	.63	-	-	-	-	-	-	-
Savings and thrift .....	-	.09	.11	.13	.14	.16	.16	.17	.17	-	-	-	-	-	-	-
Defined benefit .....	-	-	-	-	-	-	-	-	-	-	.42	.44	.40	.38	.34	.29
Defined contribution .....	-	-	-	-	-	-	-	-	-	-	.29	.35	.36	.38	.41	.46
Legally required benefits .....	1.28	1.31	1.43	1.48	1.54	1.62	1.71	1.79	1.87	1.86	1.86	1.94	1.93	1.93	1.92	1.95
Social Security <sup>3</sup> .....	.85	.87	.95	1.00	1.02	1.08	1.13	1.16	1.20	1.21	1.22	1.27	1.30	1.34	1.38	1.42
OASDI .....	-	-	-	-	-	-	-	-	-	-	.98	1.03	1.05	1.08	1.11	1.15
Medicare .....	-	-	-	-	-	-	-	-	-	-	.24	.25	.25	.26	.27	.28
Federal unemployment insurance .....	.03	.03	.03	.03	.03	.03	.03	.03	.03	.03	.03	.03	.03	.03	.03	.03
State unemployment insurance .....	.18	.17	.18	.15	.12	.11	.12	.14	.16	.14	.13	.13	.12	.11	.11	.10
Workers' compensation .....	.22	.23	.26	.29	.36	.39	.42	.44	.48	.48	.48	.51	.48	.44	.40	.40
Other benefits <sup>4</sup> .....	.04	.04	.05	.05	.04	.04	.06	.14	.12	.09	.08	.08	.08	.08	.09	.07
	Percent of total compensation by year															
	1986	1987	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
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	100.0	100.0
Wages and salaries .....	69.3	69.5	68.8	68.2	68.4	68.1	67.4	66.4	66.1	67.0	67.3	67.7	68.3	68.8	68.4	68.6
Total benefits .....	30.7	30.5	31.2	31.8	31.6	31.9	32.6	33.6	33.9	33.0	32.7	32.3	31.7	31.2	31.6	31.4
Paid leave .....	7.9	7.8	7.7	7.7	7.6	7.6	7.7	7.6	7.5	7.5	7.6	7.6	7.5	7.6	7.4	7.6
Vacation .....	4.0	4.0	3.9	3.9	3.9	3.9	3.9	3.9	3.8	3.9	4.0	3.9	3.9	3.9	3.7	3.8
Holiday .....	3.0	2.9	2.9	2.8	2.7	2.8	2.8	2.8	2.7	2.8	2.8	2.8	2.8	2.8	2.8	2.8
Sick .....	.7	.7	.7	.7	.7	.7	.6	.6	.6	.6	.6	.6	.6	.6	.6	.6
Other .....	.2	.2	.2	.3	.3	.3	.3	.3	.3	.2	.3	.3	.3	.3	.4	.4
Supplemental pay .....	3.3	3.4	3.5	3.8	3.7	3.7	3.5	3.5	3.5	3.9	4.2	4.0	4.1	3.9	4.4	4.5
Premium <sup>1</sup> .....	2.1	2.2	2.2	2.3	2.0	2.0	1.9	1.9	1.9	2.0	2.0	2.1	2.2	2.2	2.5	2.4
Shift differential .....	.5	.5	.5	.6	.5	.5	.5	.5	.5	.4	.4	.4	.4	.4	.4	.5
Nonproduction bonuses .....	.7	.7	.8	.9	1.3	1.2	1.1	1.1	1.1	1.5	1.8	1.5	1.5	1.3	1.5	1.7
Insurance .....	6.8	6.8	7.4	8.1	7.9	8.3	8.9	9.3	9.5	8.4	8.2	7.8	7.6	7.6	7.9	7.9
Life .....	-	-	-	-	-	.4	.4	.4	.4	.3	.3	.3	.3	.3	.3	.3
Health .....	-	-	-	-	-	7.5	8.1	8.4	8.6	7.7	7.5	7.1	6.9	6.9	7.2	7.2
Short-term disability <sup>2</sup> .....	-	-	-	-	-	.4	.4	.4	.4	.4	.3	.3	.3	.3	.3	.3
Long-term disability .....	-	-	-	-	-	-	-	-	-	-	.1	.1	.1	.1	.1	.2
Retirement and savings .....	4.0	3.8	3.5	3.2	3.3	3.3	3.4	3.6	3.9	3.7	3.4	3.6	3.4	3.3	3.2	3.1
Pensions .....	-	3.2	2.8	2.4	2.4	2.4	2.6	2.7	3.1	-	-	-	-	-	-	-
Savings and thrift .....	-	.6	.7	.8	.8	.9	.8	.9	.8	-	-	-	-	-	-	-
Defined benefit .....	-	-	-	-	-	-	-	-	-	-	2.0	2.0	1.8	1.7	1.5	1.2
Defined contribution .....	-	-	-	-	-	-	-	-	-	-	1.4	1.6	1.6	1.7	1.8	1.9
Legally required benefits .....	8.4	8.5	8.8	8.6	8.9	8.9	8.9	8.9	9.0	9.1	8.9	8.9	8.7	8.5	8.2	8.0
Social Security <sup>3</sup> .....	5.6	5.6	5.9	5.9	5.9	5.9	5.9	5.8	5.8	5.9	5.8	5.8	5.8	5.9	5.9	5.8
OASDI .....	-	-	-	-	-	-	-	-	-	-	4.7	4.7	4.7	4.7	4.7	4.7
Medicare .....	-	-	-	-	-	-	-	-	-	-	1.1	1.1	1.1	1.1	1.2	1.2
Federal unemployment insurance .....	.2	.2	.2	.2	.2	.2	.2	.2	.1	.1	.1	.1	.1	.1	.1	.1
State unemployment insurance .....	1.2	1.1	1.1	.9	.7	.6	.6	.7	.8	.7	.6	.6	.5	.5	.5	.4
Workers' compensation .....	1.4	1.5	1.6	1.7	2.1	2.2	2.2	2.2	2.3	2.3	2.3	2.4	2.2	1.9	1.7	1.6
Other benefits <sup>4</sup> .....	.3	.3	.3	.3	.2	.2	.3	.7	.6	.4	.4	.4	.4	.4	.4	.3

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

<sup>2</sup> Short-term disability includes all insured, self-insured, and state-mandated plans that provide benefits for each disability, including unfunded plans.

<sup>3</sup> The total employer's cost for Social Security is comprised of an OASDI portion and a Medicare portion. OASDI is the acronym for Old-Age, Survivors, and Disability

Insurance.

<sup>4</sup> Includes severance pay and supplemental unemployment benefits. - Data not available.

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

**Table 3. Private industry workers, by occupational and industry group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 1986-2001 -- Continued**

Nonmanufacturing industries<sup>1</sup>

Compensation component	Cost per hour worked by year															
	1986	1987	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation .....	\$12.62	\$12.80	\$13.08	\$13.46	\$14.32	\$14.67	\$15.34	\$15.85	\$16.19	\$16.29	\$16.69	\$17.10	\$17.66	\$18.20	\$19.12	\$20.12
Wages and salaries .....	9.38	9.55	9.69	10.00	10.56	10.81	11.23	11.54	11.76	11.89	12.23	12.64	13.09	13.49	14.18	14.89
Total benefits .....	3.24	3.26	3.39	3.46	3.76	3.86	4.11	4.31	4.43	4.39	4.46	4.46	4.57	4.71	4.94	5.23
Paid leave .....	.84	.85	.89	.91	.95	.96	1.00	1.00	1.00	.98	1.00	1.02	1.05	1.09	1.18	1.28
Vacation .....	.41	.42	.44	.45	.47	.47	.48	.48	.48	.47	.49	.50	.51	.53	.58	.63
Holiday .....	.28	.27	.29	.30	.31	.31	.32	.33	.33	.33	.33	.34	.35	.37	.40	.43
Sick .....	.11	.12	.12	.13	.13	.13	.14	.14	.14	.14	.14	.14	.14	.14	.15	.17
Other .....	.03	.03	.04	.04	.04	.04	.05	.05	.05	.04	.05	.04	.05	.04	.05	.05
Supplemental pay .....	.24	.25	.26	.25	.29	.28	.31	.35	.38	.39	.40	.43	.48	.48	.51	.52
Premium <sup>2</sup> .....	.11	.11	.11	.11	.12	.13	.13	.14	.14	.14	.15	.15	.16	.17	.17	.17
Shift differential .....	.03	.02	.03	.03	.03	.04	.04	.04	.04	.05	.05	.04	.04	.04	.04	.04
Nonproduction bonuses .....	.10	.12	.11	.11	.14	.11	.14	.18	.19	.21	.21	.24	.28	.28	.30	.31
Insurance .....	.64	.62	.66	.70	.80	.88	.96	1.03	1.06	1.02	1.00	.95	.97	1.01	1.06	1.15
Life .....	-	-	-	-	-	.04	.04	.04	.04	.04	.04	.04	.04	.04	.04	.04
Health .....	-	-	-	-	-	.80	.88	.95	.98	.94	.92	.86	.88	.91	.96	1.05
Short-term disability <sup>3</sup> .....	-	-	-	-	-	.03	.04	.04	.04	.04	.03	.03	.03	.03	.03	.03
Long-term disability .....	-	-	-	-	-	-	-	-	-	-	.02	.02	.02	.02	.03	.03
Retirement and savings .....	.46	.45	.42	.39	.42	.40	.41	.43	.45	.46	.51	.49	.50	.53	.56	.59
Pensions .....	-	.40	.36	.32	.34	.32	.33	.34	.35	-	-	-	-	-	-	-
Savings and thrift .....	-	.05	.06	.07	.08	.08	.08	.09	.09	-	-	-	-	-	-	-
Defined benefit .....	-	-	-	-	-	-	-	-	-	-	.27	.22	.21	.22	.21	.20
Defined contribution .....	-	-	-	-	-	-	-	-	-	-	.24	.27	.29	.31	.35	.39
Legally required benefits .....	1.05	1.08	1.16	1.21	1.29	1.34	1.41	1.49	1.53	1.53	1.53	1.55	1.56	1.59	1.62	1.68
Social Security <sup>4</sup> .....	.70	.71	.76	.79	.86	.88	.92	.95	.97	.98	1.01	1.04	1.08	1.12	1.17	1.23
OASDI .....	-	-	-	-	-	-	-	-	-	-	.81	.83	.87	.90	.94	.99
Medicare .....	-	-	-	-	-	-	-	-	-	-	.20	.21	.21	.22	.23	.24
Federal unemployment insurance ..	.03	.03	.03	.03	.03	.03	.03	.03	.03	.03	.03	.03	.03	.03	.03	.03
State unemployment insurance .....	.11	.10	.10	.10	.09	.09	.09	.11	.12	.12	.11	.11	.11	.10	.10	.09
Workers' compensation .....	.19	.20	.23	.26	.29	.31	.34	.38	.39	.37	.38	.36	.33	.34	.32	.32
Other benefits <sup>6</sup> .....	( <sup>5</sup> )	( <sup>5</sup> )	( <sup>5</sup> )	( <sup>5</sup> )	( <sup>5</sup> )	( <sup>5</sup> )	( <sup>5</sup> )	( <sup>5</sup> )	.02	.02	.02	( <sup>5</sup> )	( <sup>5</sup> )	( <sup>5</sup> )	.02	( <sup>5</sup> )
	Percent of total compensation by year															
	1986	1987	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
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	100.0	100.0
Wages and salaries .....	74.3	74.6	74.1	74.3	73.7	73.7	73.2	72.8	72.6	73.0	73.3	73.9	74.1	74.1	74.2	74.0
Total benefits .....	25.7	25.4	25.9	25.7	26.3	26.3	26.8	27.2	27.4	27.0	26.7	26.1	25.9	25.9	25.8	26.0
Paid leave .....	6.6	6.6	6.8	6.8	6.6	6.6	6.5	6.3	6.2	6.0	6.0	6.0	5.9	6.0	6.2	6.4
Vacation .....	3.3	3.3	3.4	3.3	3.3	3.2	3.1	3.0	3.0	2.9	2.9	2.9	2.9	2.9	3.0	3.1
Holiday .....	2.2	2.1	2.2	2.2	2.2	2.1	2.1	2.1	2.1	2.0	2.0	2.0	2.0	2.0	2.1	2.1
Sick .....	.9	.9	.9	.9	.9	.9	.9	.9	.9	.8	.8	.8	.8	.8	.8	.8
Other .....	.2	.3	.3	.3	.3	.3	.3	.3	.3	.3	.3	.3	.3	.2	.3	.2
Supplemental pay .....	1.9	2.0	2.0	1.8	2.0	1.9	2.0	2.2	2.3	2.4	2.4	2.5	2.7	2.6	2.7	2.6
Premium <sup>2</sup> .....	.9	.8	.9	.8	.8	.9	.9	.9	.8	.8	.9	.9	.9	.9	.9	.8
Shift differential .....	.2	.2	.2	.2	.2	.3	.3	.3	.3	.3	.3	.2	.2	.2	.2	.2
Nonproduction bonuses .....	.8	1.0	.9	.8	1.0	.8	.9	1.1	1.2	1.3	1.3	1.4	1.6	1.5	1.6	1.5
Insurance .....	5.0	4.8	5.0	5.2	5.6	6.0	6.3	6.5	6.5	6.2	6.0	5.6	5.5	5.5	5.5	5.7
Life .....	-	-	-	-	-	.3	.3	.3	.2	.2	.2	.2	.2	.2	.2	.2
Health .....	-	-	-	-	-	5.5	5.8	6.0	6.0	5.8	5.5	5.0	5.0	5.0	5.0	5.2
Short-term disability <sup>3</sup> .....	-	-	-	-	-	.2	.2	.3	.2	.2	.2	.2	.2	.2	.2	.1
Long-term disability .....	-	-	-	-	-	-	-	-	-	-	.1	.1	.1	.1	.2	.1
Retirement and savings .....	3.7	3.5	3.2	2.9	2.9	2.7	2.7	2.7	2.8	2.8	3.0	2.9	2.8	2.9	2.9	2.9
Pensions .....	-	3.1	2.7	2.4	2.4	2.2	2.2	2.1	2.2	-	-	-	-	-	-	-
Savings and thrift .....	-	.4	.4	.5	.5	.5	.5	.5	.6	-	-	-	-	-	-	-
Defined benefit .....	-	-	-	-	-	-	-	-	-	-	1.6	1.3	1.2	1.2	1.1	1.0
Defined contribution .....	-	-	-	-	-	-	-	-	-	-	1.4	1.6	1.6	1.7	1.8	1.9
Legally required benefits .....	8.4	8.4	8.9	9.0	9.0	9.1	9.2	9.4	9.5	9.4	9.2	9.1	8.8	8.7	8.5	8.3
Social Security <sup>4</sup> .....	5.6	5.6	5.8	5.9	6.0	6.0	6.0	6.0	6.0	6.0	6.0	6.1	6.1	6.2	6.1	6.1
OASDI .....	-	-	-	-	-	-	-	-	-	-	4.8	4.9	4.9	4.9	4.9	4.9
Medicare .....	-	-	-	-	-	-	-	-	-	-	1.2	1.2	1.2	1.2	1.2	1.2
Federal unemployment insurance ..	.2	.2	.3	.2	.2	.2	.2	.2	.2	.2	.2	.2	.2	.2	.2	.1
State unemployment insurance .....	.9	.8	.8	.7	.6	.6	.6	.7	.7	.7	.7	.7	.6	.5	.5	.4
Workers' compensation .....	1.5	1.6	1.8	1.9	2.0	2.1	2.2	2.4	2.4	2.3	2.3	2.1	1.9	1.9	1.7	1.6
Other benefits <sup>6</sup> .....	( <sup>7</sup> )	( <sup>7</sup> )	( <sup>7</sup> )	( <sup>7</sup> )	( <sup>7</sup> )	( <sup>7</sup> )	( <sup>7</sup> )	.1	.1	.1	( <sup>7</sup> )	( <sup>7</sup> )	( <sup>7</sup> )	.1	( <sup>7</sup> )	( <sup>7</sup> )

<sup>1</sup> Includes all industries except manufacturing.

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

<sup>3</sup> Short-term disability includes all insured, self-insured, and state-mandated plans that provide benefits for each disability, including unfunded plans.

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

Insurance.

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

<sup>6</sup> Includes severance pay and supplemental unemployment benefits.

<sup>7</sup> Less than .05 percent.

- Data not available.

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

**Table 4. Private industry workers, by major geographic region: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 1988-2001**

Northeast

Compensation component	Cost per hour worked by year													
	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation .....	\$15.50	\$16.18	\$17.02	\$17.56	\$18.84	\$19.44	\$20.03	\$20.09	\$20.57	\$20.27	\$20.38	\$20.94	\$22.67	\$23.91
Wages and salaries .....	11.19	11.69	12.27	12.65	13.41	13.78	14.13	14.25	14.58	14.52	14.70	15.08	16.37	17.22
Total benefits .....	4.31	4.48	4.75	4.91	5.43	5.66	5.90	5.84	5.98	5.75	5.68	5.86	6.30	6.69
Paid leave .....	1.18	1.26	1.28	1.31	1.42	1.40	1.43	1.40	1.45	1.43	1.40	1.44	1.64	1.73
Vacation .....	.57	.59	.60	.61	.67	.66	.68	.67	.69	.68	.67	.69	.81	.86
Holiday .....	.40	.42	.42	.44	.47	.48	.49	.48	.49	.49	.49	.50	.55	.58
Sick .....	.16	.18	.18	.19	.21	.20	.19	.19	.20	.19	.19	.19	.20	.22
Other .....	.06	.07	.07	.07	.08	.07	.07	.07	.07	.06	.06	.06	.07	.07
Supplemental pay .....	.38	.38	.39	.39	.43	.50	.53	.57	.61	.53	.58	.63	.71	.78
Premium <sup>1</sup> .....	.17	.18	.17	.18	.18	.18	.19	.18	.19	.20	.20	.21	.19	.21
Shift differential .....	.05	.06	.06	.06	.07	.06	.06	.06	.06	.05	.05	.05	.05	.06
Nonproduction bonuses .....	.16	.14	.16	.15	.18	.26	.28	.33	.36	.28	.33	.38	.46	.52
Insurance .....	.86	.98	1.07	1.18	1.36	1.42	1.48	1.39	1.42	1.30	1.28	1.33	1.40	1.50
Life .....	-	-	-	.05	.06	.06	.06	.05	.05	.05	.05	.05	.05	.05
Health .....	-	-	-	1.08	1.25	1.31	1.37	1.29	1.28	1.17	1.15	1.19	1.27	1.37
Short-term disability <sup>2</sup> .....	-	-	-	.04	.05	.05	.05	.05	.06	.05	.06	.05	.05	.05
Long-term disability .....	-	-	-	-	-	-	-	-	.02	.02	.02	.03	.03	.03
Retirement and savings .....	.55	.49	.54	.50	.55	.58	.61	.62	.63	.63	.60	.63	.67	.74
Pensions .....	.46	.40	.45	.41	.46	.48	.49	-	-	-	-	-	-	-
Savings and thrift .....	.08	.09	.10	.09	.09	.11	.12	-	-	-	-	-	-	-
Defined benefit .....	-	-	-	-	-	-	-	-	.30	.29	.24	.26	.25	.24
Defined contribution .....	-	-	-	-	-	-	-	-	.33	.34	.35	.37	.42	.50
Legally required benefits .....	1.33	1.36	1.45	1.52	1.65	1.73	1.83	1.82	1.85	1.84	1.80	1.81	1.85	1.90
Social Security <sup>3</sup> .....	.88	.93	1.00	1.04	1.09	1.12	1.16	1.17	1.20	1.20	1.21	1.25	1.32	1.41
OASDI .....	-	-	-	-	-	-	-	-	.96	.96	.97	1.00	1.05	1.13
Medicare .....	-	-	-	-	-	-	-	-	.24	.24	.24	.25	.27	.28
Federal unemployment insurance ..	.04	.03	.03	.03	.03	.03	.03	.03	.03	.03	.03	.03	.03	.03
State unemployment insurance .....	.13	.12	.10	.11	.12	.16	.18	.18	.18	.18	.17	.16	.16	.14
Workers' compensation .....	.24	.25	.28	.31	.36	.39	.42	.41	.44	.42	.38	.37	.34	.32
Other benefits <sup>5</sup> .....	.02	.02	( <sup>4</sup> )	.02	.02	.03	.03	.03	.03	.03	.03	.03	.03	.03
	Percent of total compensation by year													
	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
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 .....	72.2	72.3	72.1	72.1	71.2	70.9	70.5	70.9	70.9	71.6	72.1	72.0	72.2	72.0
Total benefits .....	27.8	27.7	27.9	27.9	28.8	29.1	29.5	29.1	29.1	28.4	27.9	28.0	27.8	28.0
Paid leave .....	7.6	7.8	7.5	7.4	7.6	7.2	7.1	7.0	7.1	7.1	6.9	6.9	7.2	7.2
Vacation .....	3.6	3.7	3.5	3.5	3.5	3.4	3.4	3.3	3.3	3.4	3.3	3.3	3.6	3.6
Holiday .....	2.6	2.6	2.5	2.5	2.5	2.5	2.4	2.4	2.4	2.4	2.4	2.4	2.4	2.4
Sick .....	1.0	1.1	1.1	1.1	1.1	1.0	.9	.9	1.0	.9	.9	.9	.9	.9
Other .....	.4	.4	.4	.4	.4	.4	.4	.4	.4	.3	.3	.3	.3	.3
Supplemental pay .....	2.4	2.3	2.3	2.2	2.3	2.6	2.6	2.8	3.0	2.6	2.8	3.0	3.1	3.3
Premium <sup>1</sup> .....	1.1	1.1	1.0	1.0	1.0	.9	.9	.9	.9	1.0	1.0	1.0	.8	.9
Shift differential .....	.3	.4	.4	.4	.4	.3	.3	.3	.3	.3	.2	.2	.2	.3
Nonproduction bonuses .....	1.0	.8	.9	.8	1.0	1.3	1.4	1.6	1.7	1.4	1.6	1.8	2.0	2.2
Insurance .....	5.5	6.1	6.3	6.7	7.2	7.3	7.4	6.9	6.9	6.4	6.3	6.4	6.2	6.3
Life .....	-	-	-	.3	.3	.3	.3	.3	.3	.3	.2	.2	.2	.2
Health .....	-	-	-	6.2	6.6	6.7	6.9	6.4	6.2	5.8	5.6	5.7	5.6	5.7
Short-term disability <sup>2</sup> .....	-	-	-	.2	.3	.3	.3	.2	.3	.3	.3	.2	.2	.2
Long-term disability .....	-	-	-	-	-	-	-	-	.1	.1	.1	.1	.1	.1
Retirement and savings .....	3.5	3.0	3.2	2.8	2.9	3.0	3.0	3.1	3.1	3.1	2.9	3.0	3.0	3.1
Pensions .....	3.0	2.5	2.6	2.3	2.4	2.4	2.5	-	-	-	-	-	-	-
Savings and thrift .....	.5	.5	.6	.5	.5	.6	.6	-	-	-	-	-	-	-
Defined benefit .....	-	-	-	-	-	-	-	-	1.5	1.4	1.2	1.2	1.1	1.0
Defined contribution .....	-	-	-	-	-	-	-	-	1.6	1.7	1.7	1.8	1.9	2.1
Legally required benefits .....	8.6	8.4	8.5	8.7	8.8	8.9	9.1	9.1	9.0	9.1	8.8	8.6	8.2	7.9
Social Security <sup>3</sup> .....	5.7	5.8	5.9	5.9	5.8	5.8	5.8	5.8	5.8	5.9	5.9	6.0	5.8	5.9
OASDI .....	-	-	-	-	-	-	-	-	4.7	4.7	4.8	4.8	4.6	4.7
Medicare .....	-	-	-	-	-	-	-	-	1.2	1.2	1.2	1.2	1.2	1.2
Federal unemployment insurance ..	.3	.2	.2	.2	.2	.2	.2	.2	.2	.2	.1	.1	.1	.1
State unemployment insurance .....	.8	.7	.6	.6	.6	.8	.9	.9	.9	.9	.8	.8	.7	.6
Workers' compensation .....	1.5	1.5	1.7	1.8	1.9	2.0	2.1	2.0	2.1	2.1	1.9	1.8	1.5	1.3
Other benefits <sup>5</sup> .....	.1	.1	( <sup>6</sup> )	.1	.1	.1	.1	.1	.1	.1	.1	.1	.1	.1

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

<sup>2</sup> Short-term disability includes all insured, self-insured, and state-mandated plans that provide benefits for each disability, including unfunded plans.

<sup>3</sup> The total employer's cost for Social Security is comprised of an OASDI portion and a Medicare portion. OASDI is the acronym for Old-Age, Survivors, and Disability Insurance.

<sup>4</sup> Cost per hour worked is \$0.01 or less.

<sup>5</sup> Includes severance pay and supplemental unemployment benefits.

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

- Data not available.

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

**Table 4. Private industry workers, by major geographic region: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 1988-2001 -- Continued**

South

Compensation component	Cost per hour worked by year													
	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation .....	\$12.23	\$12.53	\$13.22	\$13.68	\$14.52	\$14.81	\$15.05	\$15.31	\$15.62	\$15.79	\$16.45	\$16.97	\$17.81	\$18.59
Wages and salaries .....	9.06	9.24	9.73	10.03	10.58	10.74	10.85	11.04	11.36	11.61	12.14	12.55	13.09	13.71
Total benefits .....	3.17	3.29	3.49	3.65	3.94	4.07	4.20	4.27	4.26	4.18	4.31	4.42	4.72	4.89
Paid leave .....	.80	.82	.85	.87	.94	.94	.94	.93	.93	.92	.97	1.01	1.08	1.17
Vacation .....	.40	.41	.43	.44	.47	.47	.46	.46	.47	.47	.49	.51	.54	.58
Holiday .....	.27	.28	.29	.29	.31	.32	.32	.31	.32	.31	.33	.34	.37	.40
Sick .....	.10	.10	.10	.10	.11	.11	.12	.11	.11	.11	.12	.12	.13	.14
Other .....	.03	.03	.04	.04	.04	.04	.04	.04	.04	.04	.04	.04	.05	.05
Supplemental pay .....	.27	.28	.30	.30	.32	.33	.36	.42	.38	.38	.42	.43	.53	.48
Premium <sup>1</sup> .....	.15	.16	.15	.16	.17	.17	.17	.19	.18	.19	.21	.21	.22	.22
Shift differential .....	.03	.04	.04	.04	.04	.04	.04	.04	.04	.04	.03	.03	.04	.04
Nonproduction bonuses .....	.09	.09	.12	.10	.11	.12	.15	.19	.16	.16	.18	.18	.27	.22
Insurance .....	.64	.71	.77	.83	.94	.99	1.04	1.01	1.01	.95	.96	.98	1.06	1.16
Life .....	-	-	-	.04	.04	.04	.04	.04	.04	.04	.04	.04	.04	.04
Health .....	-	-	-	.76	.86	.91	.95	.92	.92	.86	.87	.89	.96	1.05
Short-term disability <sup>2</sup> .....	-	-	-	.03	.04	.04	.05	.04	.03	.03	.03	.03	.03	.03
Long-term disability .....	-	-	-	-	-	-	-	-	.02	.02	.02	.03	.03	.03
Retirement and savings .....	.37	.35	.34	.35	.38	.41	.42	.46	.50	.46	.48	.48	.51	.51
Pensions .....	.31	.26	.25	.25	.29	.31	.32	-	-	-	-	-	-	-
Savings and thrift .....	.07	.09	.09	.10	.10	.10	.10	-	-	-	-	-	-	-
Defined benefit .....	-	-	-	-	-	-	-	-	.27	.22	.22	.20	.18	.16
Defined contribution .....	-	-	-	-	-	-	-	-	.23	.24	.26	.29	.33	.34
Legally required benefits .....	1.08	1.13	1.22	1.28	1.34	1.38	1.42	1.44	1.42	1.46	1.46	1.49	1.53	1.55
Social Security <sup>3</sup> .....	.73	.75	.81	.84	.88	.89	.91	.93	.94	.97	1.02	1.06	1.10	1.15
OASDI .....	-	-	-	-	-	-	-	-	.76	.78	.82	.85	.89	.93
Medicare .....	-	-	-	-	-	-	-	-	.19	.19	.20	.20	.22	.22
Federal unemployment insurance ..	.03	.03	.03	.03	.03	.03	.03	.03	.03	.03	.03	.03	.03	.03
State unemployment insurance .....	.09	.09	.07	.07	.08	.08	.09	.08	.07	.07	.06	.06	.06	.06
Workers' compensation .....	.22	.24	.29	.33	.34	.36	.38	.38	.37	.38	.34	.34	.33	.31
Other benefits <sup>5</sup> .....	( <sup>4</sup> )	( <sup>4</sup> )	( <sup>4</sup> )	( <sup>4</sup> )	.02	.02	.02	.02	.02	.02	.02	.02	.02	.02
	Percent of total compensation by year													
	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
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 .....	74.1	73.7	73.6	73.3	72.8	72.5	72.1	72.1	72.7	73.5	73.8	74.0	73.5	73.7
Total benefits .....	25.9	26.3	26.4	26.7	27.2	27.5	27.9	27.3	27.3	26.5	26.2	26.0	26.5	26.3
Paid leave .....	6.6	6.5	6.4	6.4	6.5	6.4	6.3	6.1	6.0	5.8	5.9	6.0	6.1	6.3
Vacation .....	3.3	3.3	3.2	3.2	3.2	3.2	3.1	3.0	3.0	2.9	3.0	3.0	3.0	3.1
Holiday .....	2.2	2.2	2.2	2.1	2.2	2.1	2.1	2.0	2.0	2.0	2.0	2.0	2.1	2.2
Sick .....	.8	.8	.8	.8	.8	.8	.8	.7	.7	.7	.7	.7	.7	.8
Other .....	.2	.3	.3	.3	.3	.3	.3	.3	.3	.2	.2	.2	.3	.3
Supplemental pay .....	2.2	2.3	2.3	2.2	2.2	2.2	2.4	2.7	2.4	2.4	2.6	2.5	3.0	2.6
Premium <sup>1</sup> .....	1.2	1.2	1.1	1.1	1.1	1.1	1.1	1.2	1.2	1.2	1.3	1.2	1.2	1.2
Shift differential .....	.3	.3	.3	.3	.3	.3	.3	.3	.2	.2	.2	.2	.2	.2
Nonproduction bonuses .....	.7	.7	.9	.7	.8	.8	1.0	1.2	1.0	1.1	1.1	1.1	1.5	1.2
Insurance .....	5.2	5.6	5.8	6.1	6.5	6.7	6.9	6.6	6.5	6.0	5.8	5.8	6.0	6.2
Life .....	-	-	-	.3	.3	.3	.3	.3	.3	.3	.2	.2	.2	.2
Health .....	-	-	-	5.5	5.9	6.1	6.3	6.0	5.9	5.4	5.3	5.2	5.4	5.6
Short-term disability <sup>2</sup> .....	-	-	-	.3	.3	.3	.3	.3	.2	.2	.2	.2	.2	.2
Long-term disability .....	-	-	-	-	-	-	-	-	.1	.1	.1	.2	.2	.2
Retirement and savings .....	3.0	2.8	2.6	2.6	2.6	2.7	2.8	3.0	3.2	2.9	2.9	2.8	2.9	2.7
Pensions .....	2.5	2.1	1.9	1.8	2.0	2.1	2.2	-	-	-	-	-	-	-
Savings and thrift .....	.5	.7	.7	.8	.7	.7	.7	-	-	-	-	-	-	-
Defined benefit .....	-	-	-	-	-	-	-	-	1.7	1.4	1.3	1.2	1.0	.9
Defined contribution .....	-	-	-	-	-	-	-	-	1.5	1.5	1.6	1.7	1.9	1.8
Legally required benefits .....	8.8	9.0	9.2	9.4	9.3	9.3	9.4	9.4	9.1	9.2	8.9	8.8	8.6	8.3
Social Security <sup>3</sup> .....	6.0	6.0	6.1	6.1	6.1	6.0	6.0	6.1	6.0	6.2	6.2	6.2	6.2	6.2
OASDI .....	-	-	-	-	-	-	-	-	4.9	5.0	5.0	5.0	5.0	5.0
Medicare .....	-	-	-	-	-	-	-	-	1.2	1.2	1.2	1.2	1.2	1.2
Federal unemployment insurance ..	.2	.2	.2	.2	.2	.2	.2	.2	.2	.2	.2	.2	.2	.2
State unemployment insurance .....	.7	.7	.5	.5	.5	.6	.6	.5	.5	.4	.4	.4	.3	.3
Workers' compensation .....	1.8	1.9	2.2	2.4	2.3	2.5	2.5	2.5	2.4	2.4	2.1	2.0	1.9	1.7
Other benefits <sup>5</sup> .....	( <sup>6</sup> )	( <sup>6</sup> )	( <sup>6</sup> )	( <sup>6</sup> )	.1	.1	.1	.1	.1	.1	.1	.1	.1	.1

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

<sup>2</sup> Short-term disability includes all insured, self-insured, and state-mandated plans that provide benefits for each disability, including unfunded plans.

<sup>3</sup> The total employer's cost for Social Security is comprised of an OASDI portion and a Medicare portion. OASDI is the acronym for Old-Age, Survivors, and Disability Insurance.

<sup>4</sup> Cost per hour worked is \$0.01 or less.

<sup>5</sup> Includes severance pay and supplemental unemployment benefits.

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

- Data not available.

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

**Table 4. Private industry workers, by major geographic region: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 1988-2001 -- Continued**

Midwest

Compensation component	Cost per hour worked by year													
	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation .....	\$13.71	\$14.28	\$14.62	\$15.05	\$15.47	\$15.93	\$16.26	\$15.89	\$16.30	\$17.33	\$18.15	\$18.36	\$19.22	\$20.47
Wages and salaries .....	9.75	10.16	10.38	10.70	10.93	11.09	11.34	11.24	11.59	12.33	12.99	13.21	13.91	14.69
Total benefits .....	3.96	4.12	4.24	4.35	4.54	4.84	4.91	4.65	4.71	5.00	5.16	5.15	5.32	5.78
Paid leave .....	.98	1.00	1.00	1.03	1.01	1.04	1.03	.99	1.02	1.08	1.13	1.14	1.19	1.33
Vacation .....	.51	.53	.53	.55	.51	.52	.52	.50	.52	.56	.58	.58	.59	.66
Holiday .....	.33	.33	.33	.34	.35	.36	.36	.35	.35	.37	.39	.40	.41	.46
Sick .....	.10	.10	.10	.10	.11	.12	.11	.11	.11	.10	.11	.11	.12	.15
Other .....	.03	.03	.04	.04	.04	.04	.04	.04	.04	.04	.05	.05	.06	.07
Supplemental pay .....	.39	.41	.45	.40	.43	.48	.46	.47	.51	.67	.70	.62	.64	.75
Premium <sup>1</sup> .....	.22	.22	.19	.20	.20	.21	.21	.21	.23	.26	.27	.28	.31	.30
Shift differential .....	.05	.05	.05	.05	.05	.06	.06	.06	.07	.06	.06	.06	.07	.08
Nonproduction bonuses .....	.13	.14	.20	.15	.18	.21	.19	.20	.22	.36	.36	.28	.27	.37
Insurance .....	.87	.94	.97	1.05	1.15	1.26	1.29	1.15	1.12	1.12	1.14	1.18	1.23	1.35
Life .....	-	-	-	.05	.05	.05	.05	.04	.04	.05	.05	.05	.05	.05
Health .....	-	-	-	.95	1.05	1.15	1.19	1.06	1.03	1.02	1.04	1.07	1.12	1.22
Short-term disability <sup>2</sup> .....	-	-	-	.06	.06	.06	.05	.05	.03	.04	.04	.04	.04	.04
Long-term disability .....	-	-	-	-	-	-	-	-	.02	.02	.02	.02	.02	.03
Retirement and savings .....	.46	.45	.48	.49	.49	.49	.55	.49	.55	.58	.60	.62	.61	.63
Pensions .....	.40	.38	.41	.41	.40	.40	.46	-	-	-	-	-	-	-
Savings and thrift .....	.06	.07	.07	.08	.09	.09	.09	-	-	-	-	-	-	-
Defined benefit .....	-	-	-	-	-	-	-	-	.32	.29	.29	.29	.27	.27
Defined contribution .....	-	-	-	-	-	-	-	-	.22	.29	.31	.33	.34	.37
Legally required benefits .....	1.22	1.28	1.32	1.35	1.42	1.50	1.53	1.50	1.48	1.51	1.55	1.56	1.60	1.69
Social Security <sup>3</sup> .....	.81	.84	.87	.90	.93	.95	.97	.96	.98	1.04	1.10	1.12	1.17	1.24
OASDI .....	-	-	-	-	-	-	-	-	.79	.84	.88	.90	.94	.99
Medicare .....	-	-	-	-	-	-	-	-	.19	.20	.21	.22	.23	.24
Federal unemployment insurance ..	.03	.03	.03	.03	.04	.03	.03	.03	.03	.03	.03	.03	.03	.03
State unemployment insurance .....	.14	.13	.11	.10	.11	.12	.12	.12	.11	.10	.10	.09	.09	.08
Workers' compensation .....	.20	.24	.28	.29	.32	.37	.38	.36	.36	.34	.32	.32	.31	.34
Other benefits <sup>4</sup> .....	.04	.04	.02	.02	.03	.08	.06	.04	.03	.04	.04	.04	.04	.03
	Percent of total compensation by year													
	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
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 .....	71.1	71.2	71.0	71.1	70.6	69.6	69.8	70.8	71.1	71.1	71.6	71.9	72.4	71.8
Total benefits .....	28.9	28.8	29.0	28.9	29.4	30.4	30.2	29.2	28.9	28.9	28.4	28.1	27.7	28.2
Paid leave .....	7.1	7.0	6.9	6.9	6.5	6.6	6.4	6.2	6.2	6.2	6.2	6.2	6.2	6.5
Vacation .....	3.7	3.7	3.6	3.6	3.3	3.3	3.2	3.1	3.2	3.2	3.2	3.2	3.1	3.2
Holiday .....	2.4	2.3	2.3	2.3	2.2	2.3	2.2	2.2	2.2	2.2	2.1	2.2	2.1	2.2
Sick .....	.7	.7	.7	.7	.7	.7	.7	.7	.6	.6	.6	.6	.6	.7
Other .....	.2	.2	.2	.3	.3	.3	.3	.2	.2	.3	.3	.3	.3	.3
Supplemental pay .....	2.8	2.9	3.0	2.7	2.8	3.0	2.8	2.9	3.2	3.9	3.9	3.4	3.3	3.7
Premium <sup>1</sup> .....	1.6	1.5	1.3	1.3	1.3	1.3	1.3	1.3	1.4	1.5	1.5	1.5	1.6	1.5
Shift differential .....	.3	.4	.3	.4	.3	.4	.4	.4	.4	.3	.3	.3	.4	.4
Nonproduction bonuses .....	.9	1.0	1.4	1.0	1.2	1.3	1.2	1.2	1.3	2.1	2.0	1.5	1.4	1.8
Insurance .....	6.4	6.6	6.6	7.0	7.4	7.9	7.9	7.3	6.9	6.5	6.3	6.4	6.4	6.6
Life .....	-	-	-	.3	.3	.3	.3	.3	.3	.3	.3	.3	.3	.2
Health .....	-	-	-	6.3	6.8	7.2	7.3	6.7	6.3	5.9	5.7	5.8	5.8	6.0
Short-term disability <sup>2</sup> .....	-	-	-	.4	.4	.4	.3	.3	.2	.2	.2	.2	.2	.2
Long-term disability .....	-	-	-	-	-	-	-	-	.1	.1	.1	.1	.1	.1
Retirement and savings .....	3.3	3.1	3.3	3.3	3.2	3.1	3.4	3.1	3.3	3.4	3.3	3.4	3.2	3.1
Pensions .....	2.9	2.7	2.8	2.7	2.6	2.5	2.8	-	-	-	-	-	-	-
Savings and thrift .....	.4	.5	.5	.6	.6	.6	.6	-	-	-	-	-	-	-
Defined benefit .....	-	-	-	-	-	-	-	-	2.0	1.7	1.6	1.6	1.4	1.3
Defined contribution .....	-	-	-	-	-	-	-	-	1.4	1.7	1.7	1.8	1.8	1.8
Legally required benefits .....	8.9	9.0	9.0	9.0	9.2	9.4	9.4	9.4	9.1	8.7	8.5	8.5	8.3	8.3
Social Security <sup>3</sup> .....	5.9	5.9	5.9	6.0	6.0	6.0	5.9	6.1	6.0	6.0	6.1	6.1	6.1	6.1
OASDI .....	-	-	-	-	-	-	-	-	4.9	4.8	4.8	4.9	4.9	4.8
Medicare .....	-	-	-	-	-	-	-	-	1.2	1.2	1.2	1.2	1.2	1.2
Federal unemployment insurance ..	.2	.2	.2	.2	.2	.2	.2	.2	.2	.2	.2	.2	.2	.1
State unemployment insurance .....	1.0	.9	.7	.7	.7	.7	.8	.8	.7	.6	.6	.5	.5	.4
Workers' compensation .....	1.5	1.7	1.9	1.9	2.1	2.3	2.3	2.3	2.2	2.0	1.8	1.7	1.6	1.7
Other benefits <sup>4</sup> .....	.3	.3	.2	.1	.2	.5	.3	.3	.2	.2	.2	.2	.2	.1

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

<sup>2</sup> Short-term disability includes all insured, self-insured, and state-mandated plans that provide benefits for each disability, including unfunded plans.

<sup>3</sup> The total employer's cost for Social Security is comprised of an OASDI portion and a Medicare portion. OASDI is the acronym for Old-Age, Survivors,

and Disability Insurance.

<sup>4</sup> Includes severance pay and supplemental unemployment benefits.

- Data not available.

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



**Table 4. Private industry workers, by major geographic region: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 1988-2001 -- Continued**

West

Compensation component	Cost per hour worked by year													
	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation .....	\$14.59	\$14.98	\$15.73	\$15.97	\$16.26	\$17.43	\$18.08	\$18.35	\$18.78	\$19.68	\$19.94	\$20.74	\$20.88	\$21.86
Wages and salaries .....	10.69	11.02	11.48	11.62	11.82	12.55	13.01	13.39	13.72	14.57	14.75	15.36	15.45	16.19
Total benefits .....	3.90	3.96	4.25	4.34	4.45	4.87	5.06	4.96	5.06	5.11	5.18	5.38	5.43	5.67
Paid leave .....	1.00	1.01	1.02	1.04	1.05	1.09	1.12	1.14	1.18	1.23	1.23	1.29	1.33	1.41
Vacation .....	.49	.50	.50	.51	.51	.53	.55	.56	.58	.61	.60	.63	.64	.69
Holiday .....	.34	.35	.36	.36	.36	.37	.38	.39	.40	.42	.43	.45	.47	.49
Sick .....	.14	.14	.13	.13	.14	.15	.15	.15	.15	.15	.15	.16	.17	.19
Other .....	.03	.03	.03	.03	.04	.04	.04	.04	.05	.05	.05	.05	.05	.04
Supplemental pay .....	.28	.29	.36	.35	.38	.42	.46	.45	.52	.49	.56	.56	.54	.52
Premium <sup>1</sup> .....	.15	.15	.16	.17	.18	.19	.19	.17	.19	.18	.19	.20	.21	.22
Shift differential .....	.03	.04	.04	.04	.04	.05	.06	.06	.07	.05	.05	.04	.04	.04
Nonproduction bonuses .....	.10	.10	.16	.14	.15	.18	.21	.22	.27	.26	.33	.32	.29	.26
Insurance .....	.81	.83	.92	1.01	1.04	1.17	1.18	1.11	1.05	1.03	1.05	1.09	1.14	1.19
Life .....	-	-	-	.04	.04	.05	.04	.04	.04	.04	.04	.04	.04	.04
Health .....	-	-	-	.92	.96	1.08	1.10	1.03	.97	.95	.97	1.00	1.05	1.09
Short-term disability <sup>2</sup> .....	-	-	-	.04	.04	.04	.04	.04	.02	.02	.02	.02	.02	.03
Long-term disability .....	-	-	-	-	-	-	-	-	.02	.02	.02	.03	.03	.03
Retirement and savings .....	.45	.44	.47	.45	.44	.49	.52	.51	.53	.54	.54	.58	.61	.66
Pensions .....	.38	.35	.37	.33	.32	.36	.39	-	-	-	-	-	-	-
Savings and thrift .....	.07	.08	.11	.11	.12	.13	.13	-	-	-	-	-	-	-
Defined benefit .....	-	-	-	-	-	-	-	-	.29	.24	.23	.25	.25	.21
Defined contribution .....	-	-	-	-	-	-	-	-	.24	.31	.31	.33	.36	.45
Legally required benefits .....	1.35	1.40	1.46	1.49	1.53	1.66	1.72	1.72	1.75	1.80	1.78	1.84	1.79	1.87
Social Security <sup>3</sup> .....	.85	.87	.93	.96	.97	1.04	1.08	1.11	1.14	1.19	1.21	1.26	1.28	1.34
OASDI .....	-	-	-	-	-	-	-	-	.91	.95	.97	1.01	1.02	1.07
Medicare .....	-	-	-	-	-	-	-	-	.22	.24	.24	.25	.25	.26
Federal unemployment insurance ..	.03	.03	.03	.03	.03	.03	.03	.03	.03	.03	.03	.03	.03	.03
State unemployment insurance .....	.12	.12	.10	.10	.10	.12	.13	.13	.13	.14	.13	.12	.12	.11
Workers' compensation .....	.34	.37	.40	.40	.43	.47	.48	.44	.45	.43	.41	.42	.37	.39
Other benefits <sup>5</sup> .....	( <sup>4</sup> )	( <sup>4</sup> )	( <sup>4</sup> )	( <sup>4</sup> )	( <sup>4</sup> )	.05	.07	.03	.03	.02	.02	.02	.02	( <sup>4</sup> )
	Percent of total compensation by year													
	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
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 .....	73.2	73.6	73.0	72.8	72.7	72.0	72.0	73.0	73.1	74.0	74.0	74.1	74.0	74.1
Total benefits .....	26.8	26.4	27.0	27.2	27.3	28.0	28.0	27.0	26.9	26.0	26.0	25.9	26.0	25.9
Paid leave .....	6.9	6.7	6.5	6.5	6.4	6.3	6.2	6.2	6.3	6.2	6.2	6.2	6.4	6.5
Vacation .....	3.4	3.3	3.2	3.2	3.1	3.1	3.0	3.0	3.1	3.1	3.0	3.0	3.1	3.2
Holiday .....	2.3	2.3	2.3	2.3	2.2	2.1	2.1	2.1	2.1	2.1	2.2	2.2	2.3	2.2
Sick .....	.9	.9	.8	.8	.8	.8	.8	.8	.8	.8	.8	.8	.8	.9
Other .....	.2	.2	.2	.2	.3	.2	.2	.2	.3	.3	.3	.2	.2	.2
Supplemental pay .....	1.9	1.9	2.3	2.2	2.3	2.4	2.5	2.5	2.8	2.5	2.8	2.7	2.6	2.4
Premium <sup>1</sup> .....	1.0	1.0	1.0	1.0	1.1	1.1	1.1	.9	1.0	.9	1.0	1.0	1.0	1.0
Shift differential .....	.2	.3	.2	.3	.3	.3	.3	.3	.4	.2	.3	.2	.2	.2
Nonproduction bonuses .....	.7	.7	1.0	.9	.9	1.0	1.1	1.2	1.4	1.3	1.7	1.5	1.4	1.2
Insurance .....	5.5	5.5	5.8	6.3	6.4	6.7	6.5	6.0	5.6	5.2	5.3	5.3	5.5	5.4
Life .....	-	-	-	.3	.3	.3	.2	.2	.2	.2	.2	.2	.2	.2
Health .....	-	-	-	5.8	5.9	6.2	6.1	5.6	5.2	4.8	4.9	4.8	5.0	5.0
Short-term disability <sup>2</sup> .....	-	-	-	.3	.2	.2	.2	.2	.1	.1	.1	.1	.1	.1
Long-term disability .....	-	-	-	-	-	-	-	-	.1	.1	.1	.1	.1	.1
Retirement and savings .....	3.1	2.9	3.0	2.8	2.7	2.8	2.9	2.8	2.8	2.8	2.7	2.8	2.9	3.0
Pensions .....	2.6	2.3	2.3	2.1	2.0	2.1	2.1	-	-	-	-	-	-	-
Savings and thrift .....	.5	.6	.7	.7	.7	.7	.7	-	-	-	-	-	-	-
Defined benefit .....	-	-	-	-	-	-	-	-	1.5	1.2	1.2	1.2	1.2	1.0
Defined contribution .....	-	-	-	-	-	-	-	-	1.3	1.6	1.6	1.6	1.7	2.1
Legally required benefits .....	9.3	9.3	9.3	9.3	9.4	9.5	9.5	9.4	9.3	9.1	8.9	8.9	8.6	8.6
Social Security <sup>3</sup> .....	5.8	5.8	5.9	6.0	6.0	6.0	6.0	6.0	6.1	6.0	6.1	6.1	6.1	6.1
OASDI .....	-	-	-	-	-	-	-	-	4.9	4.8	4.9	4.9	4.9	4.9
Medicare .....	-	-	-	-	-	-	-	-	1.2	1.2	1.2	1.2	1.2	1.2
Federal unemployment insurance ..	.2	.2	.2	.2	.2	.2	.2	.2	.2	.2	.2	.1	.1	.1
State unemployment insurance .....	.8	.8	.6	.6	.6	.7	.7	.7	.7	.7	.7	.6	.6	.5
Workers' compensation .....	2.3	2.5	2.5	2.5	2.6	2.7	2.7	2.4	2.4	2.2	2.1	2.0	1.8	1.8
Other benefits <sup>5</sup> .....	( <sup>6</sup> )	( <sup>6</sup> )	( <sup>6</sup> )	( <sup>6</sup> )	( <sup>6</sup> )	.3	.4	.1	.1	.1	.1	.1	.1	( <sup>6</sup> )

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

<sup>2</sup> Short-term disability includes all insured, self-insured, and state-mandated plans that provide benefits for each disability, including unfunded plans.

<sup>3</sup> The total employer's cost for Social Security is comprised of an OASDI portion and a Medicare portion. OASDI is the acronym for Old-Age, Survivors, and Disability Insurance.

<sup>4</sup> Cost per hour worked is \$0.01 or less.

<sup>5</sup> Includes severance pay and supplemental unemployment benefits.

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

- Data not available.

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

**Table 5. Private industry workers, by bargaining status: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 1986-2001**

Union																
Compensation component	Cost per hour worked by year															
	1986	1987	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation .....	\$16.79	\$17.58	\$18.16	\$18.24	\$18.78	\$19.76	\$21.09	\$21.86	\$23.26	\$22.40	\$23.31	\$23.48	\$23.59	\$24.75	\$25.88	\$27.80
Wages and salaries .....	11.32	11.83	12.04	12.10	12.47	13.02	13.63	13.98	14.76	14.42	14.93	15.13	15.38	16.21	16.87	18.36
Total benefits .....	5.47	5.75	6.12	6.13	6.30	6.75	7.46	7.88	8.51	7.99	8.38	8.34	8.22	8.53	9.01	9.45
Paid leave .....	1.23	1.27	1.35	1.32	1.35	1.43	1.56	1.58	1.66	1.55	1.63	1.56	1.57	1.66	1.75	1.92
Vacation .....	-	-	.72	.71	.73	.77	.83	.84	.90	.84	.89	.86	.85	.90	.91	.98
Holiday .....	-	-	.44	.44	.43	.45	.49	.51	.53	.49	.49	.49	.51	.53	.58	.64
Sick .....	-	-	.12	.12	.14	.15	.16	.16	.16	.16	.17	.14	.14	.16	.18	.22
Other .....	-	-	.06	.05	.05	.06	.07	.07	.08	.06	.07	.06	.07	.07	.08	.08
Supplemental pay .....	.54	.58	.64	.68	.66	.69	.73	.73	.75	.73	.84	.91	.95	.94	1.05	1.12
Premium <sup>1</sup> .....	-	-	.45	.46	.44	.47	.48	.48	.50	.49	.54	.59	.60	.62	.68	.66
Shift differential .....	-	-	.10	.12	.11	.11	.12	.13	.14	.12	.13	.13	.14	.14	.15	.15
Nonproduction bonuses .....	-	-	.08	.10	.12	.10	.12	.13	.11	.12	.17	.19	.21	.17	.22	.30
Insurance .....	1.24	1.32	1.45	1.52	1.56	1.78	2.06	2.25	2.46	2.24	2.24	2.19	2.15	2.21	2.37	2.48
Life .....	-	-	-	-	-	.07	.07	.08	.08	.07	.08	.08	.08	.08	.08	.09
Health .....	-	-	-	-	-	1.63	1.89	2.07	2.28	2.09	2.05	2.01	1.97	2.02	2.17	2.26
Short-term disability <sup>2</sup> .....	-	-	-	-	-	.09	.10	.10	.10	.08	.08	.08	.08	.08	.08	.08
Long-term disability .....	-	-	-	-	-	-	-	-	-	.02	.02	.02	.02	.03	.04	.05
Retirement and savings .....	.87	.90	.86	.76	.84	.87	.99	1.03	1.23	1.15	1.32	1.33	1.29	1.37	1.49	1.52
Pensions .....	-	-	.81	.69	.78	.78	.89	.93	1.12	-	-	-	-	-	-	-
Savings and thrift .....	-	-	.06	.07	.07	.09	.09	.11	.12	-	-	-	-	-	-	-
Defined benefit .....	-	-	-	-	-	-	-	-	-	-	1.06	1.06	1.00	1.05	1.07	1.08
Defined contribution .....	-	-	-	-	-	-	-	-	-	-	.27	.26	.29	.32	.41	.45
Legally required benefits .....	1.54	1.63	1.76	1.77	1.83	1.93	2.05	2.14	2.30	2.24	2.28	2.27	2.18	2.26	2.25	2.34
Social Security <sup>3</sup> .....	-	-	1.02	1.03	1.08	1.13	1.18	1.22	1.27	1.23	1.28	1.30	1.33	1.40	1.45	1.56
OASDI .....	-	-	-	-	-	-	-	-	-	-	1.04	1.06	1.07	1.13	1.17	1.26
Medicare .....	-	-	-	-	-	-	-	-	-	-	.25	.25	.25	.27	.28	.30
Federal unemployment insurance .....	-	-	.04	.03	.03	.03	.03	.03	.03	.03	.03	.03	.03	.03	.03	.03
State unemployment insurance .....	-	-	.17	.15	.13	.12	.14	.16	.17	.16	.16	.15	.14	.14	.13	.13
Workers' compensation .....	-	-	.43	.48	.52	.55	.62	.67	.76	.72	.81	.79	.69	.69	.64	.62
Other benefits <sup>4</sup> .....	.05	.05	.06	.06	.05	.05	.07	.14	.11	.08	.07	.08	.08	.09	.10	.07
Percent of total compensation by year																
	1986	1987	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
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	100.0	100.0
Wages and salaries .....	67.4	67.3	66.3	66.4	66.4	65.9	64.6	64.0	63.4	64.3	64.1	64.5	65.2	65.5	65.2	66.0
Total benefits .....	32.6	32.7	33.7	33.6	33.6	34.1	35.4	36.0	36.6	35.7	35.9	35.5	34.8	34.5	34.8	34.0
Paid leave .....	7.4	7.2	7.4	7.3	7.2	7.2	7.4	7.2	7.1	6.9	7.0	6.6	6.7	6.7	6.8	6.9
Vacation .....	-	-	4.0	3.9	3.9	3.9	4.0	3.9	3.9	3.8	3.8	3.7	3.6	3.6	3.5	3.5
Holiday .....	-	-	2.4	2.4	2.3	2.3	2.3	2.3	2.2	2.1	2.1	2.1	2.2	2.1	2.2	2.3
Sick .....	-	-	.7	.7	.7	.8	.8	.7	.7	.7	.7	.6	.6	.6	.7	.8
Other .....	-	-	.3	.3	.3	.3	.3	.3	.3	.3	.3	.3	.3	.3	.3	.3
Supplemental pay .....	3.2	3.3	3.5	3.8	3.5	3.5	3.5	3.3	3.2	3.3	3.6	3.9	4.0	3.8	4.1	4.0
Premium <sup>1</sup> .....	-	-	2.5	2.5	2.3	2.4	2.3	2.2	2.1	2.2	2.3	2.5	2.5	2.5	2.6	2.4
Shift differential .....	-	-	.6	.7	.6	.6	.6	.6	.6	.5	.5	.6	.6	.6	.6	.5
Nonproduction bonuses .....	-	-	.4	.5	.6	.5	.6	.6	.5	.5	.7	.8	.9	.7	.9	1.1
Insurance .....	7.4	7.5	8.0	8.3	8.3	9.0	9.8	10.3	10.6	10.0	9.6	9.3	9.1	8.9	9.2	8.9
Life .....	-	-	-	-	-	.3	.4	.4	.3	.3	.4	.4	.3	.3	.3	.3
Health .....	-	-	-	-	-	8.2	9.0	9.5	9.8	9.3	8.8	8.5	8.4	8.2	8.4	8.1
Short-term disability <sup>2</sup> .....	-	-	-	-	-	.4	.5	.5	.4	.4	.3	.3	.3	.3	.3	.3
Long-term disability .....	-	-	-	-	-	-	-	-	-	-	.1	.1	.1	.1	.2	.2
Retirement and savings .....	5.2	5.1	4.8	4.2	4.5	4.4	4.7	4.7	5.3	5.1	5.7	5.7	5.5	5.5	5.8	5.5
Pensions .....	-	-	4.4	3.8	4.1	4.0	4.2	4.3	4.8	-	-	-	-	-	-	-
Savings and thrift .....	-	-	.3	.4	.4	.4	.4	.5	.5	-	-	-	-	-	-	-
Defined benefit .....	-	-	-	-	-	-	-	-	-	-	4.5	4.5	4.2	4.2	4.1	3.9
Defined contribution .....	-	-	-	-	-	-	-	-	-	-	1.1	1.1	1.2	1.3	1.6	1.6
Legally required benefits .....	9.2	9.3	9.7	9.7	9.8	9.8	9.7	9.8	9.9	10.0	9.8	9.7	9.2	9.1	8.7	8.4
Social Security <sup>3</sup> .....	-	-	5.6	5.7	5.7	5.7	5.6	5.6	5.5	5.5	5.5	5.6	5.6	5.7	5.6	5.6
OASDI .....	-	-	-	-	-	-	-	-	-	-	4.4	4.5	4.5	4.6	4.5	4.5
Medicare .....	-	-	-	-	-	-	-	-	-	-	1.1	1.1	1.1	1.1	1.1	1.1
Federal unemployment insurance .....	-	-	.2	.2	.2	.2	.2	.1	.1	.1	.1	.1	.1	.1	.1	.1
State unemployment insurance .....	-	-	.9	.8	.7	.6	.6	.7	.7	.7	.7	.6	.6	.6	.5	.5
Workers' compensation .....	-	-	2.4	2.6	2.7	2.8	3.0	3.1	3.2	3.2	3.5	3.4	2.9	2.8	2.5	2.2
Other benefits <sup>4</sup> .....	.3	.3	.3	.3	.2	.2	.3	.7	.5	.3	.3	.3	.3	.4	.4	.3

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

<sup>2</sup> Short-term disability includes all insured, self-insured, and state-mandated plans that provide benefits for each disability, including unfunded plans.

<sup>3</sup> The total employer's cost for Social Security is comprised of an OASDI portion and a Medicare portion. OASDI is the acronym for Old-Age, Survivors, and Disability

Insurance.

<sup>4</sup> Includes severance pay and supplemental unemployment benefits. - Data not available.

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

**Table 5. Private industry workers, by bargaining status: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 1986-2001 -- Continued**

Compensation component	Cost per hour worked by year															
	1986	1987	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation .....	\$12.39	\$12.54	\$12.90	\$13.48	\$14.22	\$14.56	\$15.22	\$15.76	\$16.04	\$16.26	\$16.61	\$17.21	\$17.80	\$18.20	\$19.07	\$19.98
Wages and salaries .....	9.26	9.40	9.61	10.03	10.52	10.78	11.21	11.52	11.70	11.90	12.23	12.75	13.21	13.54	14.18	14.81
Total benefits .....	3.12	3.14	3.29	3.45	3.70	3.79	4.01	4.24	4.34	4.35	4.39	4.46	4.58	4.66	4.89	5.18
Paid leave .....	.85	.86	.89	.94	.96	.98	1.01	1.02	1.02	1.02	1.04	1.08	1.11	1.13	1.22	1.31
Vacation .....	-	-	.43	.46	.47	.47	.48	.48	.48	.49	.50	.53	.54	.55	.59	.64
Holiday .....	-	-	.30	.32	.33	.33	.35	.35	.36	.36	.36	.38	.39	.40	.42	.45
Sick .....	-	-	.12	.13	.13	.13	.14	.14	.14	.13	.13	.13	.14	.14	.15	.16
Other .....	-	-	.03	.04	.04	.04	.05	.04	.04	.04	.05	.05	.05	.05	.05	.05
Supplemental pay .....	.24	.26	.26	.27	.31	.29	.32	.37	.39	.43	.44	.46	.51	.50	.54	.55
Premium <sup>1</sup> .....	-	-	.11	.11	.11	.12	.13	.13	.14	.14	.15	.15	.17	.17	.18	.19
Shift differential .....	-	-	.03	.03	.03	.04	.04	.04	.04	.04	.04	.04	.04	.03	.04	.04
Nonproduction bonuses .....	-	-	.12	.12	.16	.14	.16	.20	.21	.24	.25	.27	.30	.30	.33	.32
Insurance .....	.61	.60	.64	.72	.79	.86	.94	1.00	1.03	.98	.97	.94	.96	.98	1.04	1.14
Life .....	-	-	-	-	-	.04	.04	.04	.04	.04	.04	.04	.04	.04	.04	.04
Health .....	-	-	-	-	-	.78	.86	.92	.94	.90	.88	.85	.86	.89	.95	1.04
Short-term disability <sup>2</sup> .....	-	-	-	-	-	.03	.04	.04	.04	.04	.03	.03	.03	.03	.03	.03
Long-term disability .....	-	-	-	-	-	-	-	-	-	-	.02	.02	.02	.02	.03	.03
Retirement and savings .....	.41	.39	.36	.35	.37	.36	.36	.38	.40	.42	.43	.44	.45	.46	.47	.51
Pensions .....	-	-	.29	.27	.28	.26	.27	.28	.29	-	-	-	-	-	-	-
Savings and thrift .....	-	-	.07	.08	.10	.10	.10	.10	.11	-	-	-	-	-	-	-
Defined benefit .....	-	-	-	-	-	-	-	-	-	-	.18	.15	.14	.14	.12	.11
Defined contribution .....	-	-	-	-	-	-	-	-	-	-	.25	.29	.31	.32	.35	.40
Legally required benefits .....	1.00	1.03	1.11	1.17	1.25	1.30	1.37	1.44	1.48	1.49	1.49	1.53	1.55	1.57	1.59	1.65
Social Security <sup>3</sup> .....	-	-	.76	.80	.86	.88	.92	.95	.97	.99	1.01	1.05	1.09	1.12	1.17	1.23
OASDI .....	-	-	-	-	-	-	-	-	-	-	.81	.84	.88	.90	.94	.99
Medicare .....	-	-	-	-	-	-	-	-	-	-	.20	.21	.22	.22	.23	.24
Federal unemployment insurance ..	-	-	.03	.03	.03	.03	.03	.03	.03	.03	.03	.03	.03	.03	.03	.03
State unemployment insurance .....	-	-	.10	.10	.09	.09	.09	.11	.12	.12	.11	.11	.11	.10	.10	.09
Workers' compensation .....	-	-	.20	.23	.27	.28	.31	.34	.35	.34	.33	.34	.31	.31	.29	.30
Other benefits <sup>5</sup> .....	(4)	(4)	(4)	(4)	(4)	(4)	(4)	(4)	.02	.03	.02	.02	.02	.02	.02	.02
	Percent of total compensation by year															
	1986	1987	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
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	100.0	100.0
Wages and salaries .....	74.8	75.0	74.5	74.4	74.0	74.0	73.6	73.1	72.9	73.2	73.6	74.1	74.2	74.4	74.4	74.1
Total benefits .....	25.2	25.0	25.5	25.6	26.0	26.0	26.4	26.9	27.1	26.8	26.4	25.9	25.7	25.6	25.6	25.9
Paid leave .....	6.9	6.8	6.9	7.0	6.8	6.7	6.6	6.5	6.3	6.3	6.3	6.3	6.2	6.2	6.4	6.6
Vacation .....	-	-	3.4	3.4	3.3	3.2	3.2	3.1	3.0	3.0	3.0	3.1	3.0	3.0	3.1	3.2
Holiday .....	-	-	2.4	2.4	2.3	2.3	2.3	2.2	2.2	2.2	2.2	2.2	2.2	2.2	2.2	2.3
Sick .....	-	-	.9	.9	.9	.9	.9	.8	.8	.8	.8	.8	.8	.8	.8	.8
Other .....	-	-	.3	.3	.3	.3	.3	.3	.3	.3	.3	.3	.3	.3	.3	.3
Supplemental pay .....	1.9	2.1	2.0	2.0	2.2	2.0	2.1	2.3	2.4	2.6	2.7	2.7	2.9	2.7	2.8	2.8
Premium <sup>1</sup> .....	-	-	.9	.9	.8	.8	.8	.8	.8	.9	.9	.9	1.0	.9	.9	1.0
Shift differential .....	-	-	.2	.2	.2	.3	.2	.2	.3	.3	.3	.2	.2	.2	.2	.2
Nonproduction bonuses .....	-	-	1.0	.9	1.1	1.0	1.3	1.3	1.5	1.5	1.6	1.7	1.6	1.7	1.6	1.6
Insurance .....	4.9	4.7	5.0	5.3	5.6	5.9	6.2	6.4	6.4	6.0	5.8	5.4	5.4	5.4	5.5	5.7
Life .....	-	-	-	-	-	.3	.3	.3	.3	.2	.2	.2	.2	.2	.2	.2
Health .....	-	-	-	-	-	5.4	5.7	5.8	5.9	5.5	5.3	4.9	4.8	4.9	5.0	5.2
Short-term disability <sup>2</sup> .....	-	-	-	-	-	.2	.2	.3	.2	.2	.2	.2	.2	.2	.2	.2
Long-term disability .....	-	-	-	-	-	-	-	-	-	-	.1	.1	.1	.1	.2	.2
Retirement and savings .....	3.3	3.1	2.8	2.6	2.6	2.5	2.4	2.4	2.5	2.6	2.6	2.5	2.5	2.5	2.5	2.6
Pensions .....	-	-	2.3	2.0	2.0	1.8	1.7	1.8	1.8	-	-	-	-	-	-	-
Savings and thrift .....	-	-	.6	.6	.7	.7	.6	.7	.7	-	-	-	-	-	-	-
Defined benefit .....	-	-	-	-	-	-	-	-	-	-	1.1	.9	.8	.8	.6	.6
Defined contribution .....	-	-	-	-	-	-	-	-	-	-	1.5	1.7	1.7	1.8	1.8	2.0
Legally required benefits .....	8.1	8.2	8.6	8.7	8.8	8.9	9.0	9.1	9.2	9.2	9.0	8.9	8.7	8.6	8.3	8.3
Social Security <sup>3</sup> .....	-	-	5.9	5.9	6.0	6.1	6.0	6.0	6.1	6.1	6.1	6.1	6.1	6.2	6.1	6.2
OASDI .....	-	-	-	-	-	-	-	-	-	-	4.9	4.9	4.9	4.9	4.9	5.0
Medicare .....	-	-	-	-	-	-	-	-	-	-	1.2	1.2	1.2	1.2	1.2	1.2
Federal unemployment insurance ..	-	-	.3	.2	.2	.2	.2	.2	.2	.2	.2	.2	.2	.2	.2	.2
State unemployment insurance .....	-	-	.8	.7	.6	.6	.6	.7	.7	.7	.7	.6	.6	.5	.5	.5
Workers' compensation .....	-	-	1.6	1.7	1.9	1.9	2.0	2.2	2.2	2.1	2.0	2.0	1.7	1.7	1.5	1.5
Other benefits <sup>5</sup> .....	(6)	(6)	(6)	(6)	(6)	(6)	(6)	.1	.2	.1	.1	.1	.1	.1	.1	.1

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

<sup>2</sup> Short-term disability includes all insured, self-insured, and state-mandated plans that provide benefits for each disability, including unfunded plans.

<sup>3</sup> The total employer's cost for Social Security is comprised of an OASDI portion and a Medicare portion. OASDI is the acronym for Old-Age, Survivors, and Disability Insurance.

<sup>4</sup> Cost per hour worked is \$0.01 or less.

<sup>5</sup> Includes severance pay and supplemental unemployment benefits.

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

- Data not available.

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

**Table 6. Private industry workers, by establishment size: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 1990-2001**

Establishments with 1-99 workers

Compensation component	Cost per hour worked by year											
	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation .....	\$13.08	\$13.38	\$13.95	\$14.56	\$14.58	\$14.58	\$14.85	\$15.37	\$15.92	\$16.27	\$17.16	\$17.86
Wages and salaries .....	9.77	10.00	10.36	10.75	10.72	10.81	11.09	11.54	12.01	12.29	12.95	13.41
Total benefits .....	3.31	3.38	3.59	3.81	3.86	3.77	3.76	3.82	3.91	3.98	4.21	4.45
Paid leave .....	.74	.77	.77	.81	.78	.77	.77	.78	.81	.83	.92	1.02
Vacation .....	.37	.38	.37	.38	.37	.37	.37	.38	.39	.40	.46	.50
Holiday .....	.26	.27	.27	.28	.28	.27	.27	.28	.29	.30	.32	.35
Sick .....	.09	.09	.10	.10	.10	.10	.10	.09	.09	.10	.11	.13
Other .....	.03	.03	.03	.03	.03	.03	.03	.03	.03	.03	.03	.03
Supplemental pay .....	.30	.26	.30	.33	.34	.35	.36	.39	.43	.40	.47	.47
Premium <sup>1</sup> .....	.11	.12	.12	.13	.13	.12	.13	.14	.15	.16	.17	.18
Shift differential .....	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )
Nonproduction bonuses .....	.18	.14	.17	.19	.20	.22	.22	.24	.27	.23	.29	.28
Insurance .....	.69	.74	.83	.89	.90	.82	.80	.79	.80	.84	.89	.94
Life .....	-	.03	.03	.04	.03	.03	.03	.04	.03	.03	.03	.03
Health .....	-	.68	.76	.82	.84	.77	.74	.72	.73	.77	.82	.88
Short-term disability <sup>3</sup> .....	-	.02	.03	.03	.03	.03	.02	.02	.02	.02	.02	.02
Long-term disability .....	-	-	-	-	-	-	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	.02	.02	.02
Retirement and savings .....	.33	.32	.31	.32	.33	.33	.34	.35	.35	.39	.40	.42
Pensions .....	.29	.28	.26	.27	.27	-	-	-	-	-	-	-
Savings and thrift .....	.04	.04	.05	.05	.06	-	-	-	-	-	-	-
Defined benefit .....	-	-	-	-	-	-	.16	.14	.13	.14	.14	.12
Defined contribution .....	-	-	-	-	-	-	.18	.22	.23	.25	.26	.31
Legally required benefits .....	1.25	1.29	1.37	1.47	1.49	1.48	1.48	1.50	1.51	1.51	1.53	1.59
Social Security <sup>4</sup> .....	.80	.82	.85	.89	.90	.91	.92	.96	1.00	1.02	1.07	1.11
OASDI .....	-	-	-	-	-	-	.74	.77	.80	.83	.86	.89
Medicare .....	-	-	-	-	-	-	.18	.19	.20	.20	.21	.22
Federal unemployment insurance ..	.03	.03	.03	.03	.03	.03	.03	.03	.03	.03	.03	.03
State unemployment insurance .....	.09	.09	.10	.12	.13	.12	.12	.11	.11	.10	.10	.09
Workers' compensation .....	.32	.34	.38	.42	.43	.42	.41	.39	.36	.35	.33	.35
Other benefits <sup>5</sup> .....	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )
	Percent of total compensation by year											
	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
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
Wages and salaries .....	74.7	74.7	74.3	73.8	73.5	74.1	74.7	75.1	75.4	75.5	75.5	75.1
Total benefits .....	25.3	25.3	25.7	26.2	26.5	25.9	25.3	24.9	24.6	24.5	24.5	24.9
Paid leave .....	5.6	5.7	5.6	5.5	5.4	5.3	5.2	5.1	5.1	5.1	5.4	5.7
Vacation .....	2.8	2.8	2.6	2.6	2.6	2.5	2.5	2.5	2.4	2.5	2.7	2.8
Holiday .....	2.0	2.0	1.9	2.0	1.9	1.9	1.8	1.8	1.8	1.8	1.9	2.0
Sick .....	.7	.7	.7	.7	.7	.7	.6	.6	.6	.6	.6	.7
Other .....	.2	.2	.3	.2	.2	.2	.2	.2	.2	.2	.2	.2
Supplemental pay .....	2.3	1.9	2.2	2.2	2.3	2.4	2.4	2.6	2.7	2.5	2.7	2.6
Premium <sup>1</sup> .....	.9	.9	.9	.9	.9	.9	.8	.9	.9	1.0	1.0	1.0
Shift differential .....	( <sup>6</sup> )	( <sup>6</sup> )	( <sup>6</sup> )	( <sup>6</sup> )	( <sup>6</sup> )	( <sup>6</sup> )	( <sup>6</sup> )	( <sup>6</sup> )	( <sup>6</sup> )	( <sup>6</sup> )	( <sup>6</sup> )	( <sup>6</sup> )
Nonproduction bonuses .....	1.3	1.0	1.2	1.3	1.4	1.5	1.5	1.6	1.7	1.4	1.7	1.6
Insurance .....	5.2	5.5	5.9	6.1	6.2	5.7	5.4	5.2	5.0	5.2	5.2	5.3
Life .....	-	.3	.2	.2	.2	.2	.2	.2	.2	.2	.2	.2
Health .....	-	5.1	5.5	5.6	5.7	5.3	5.0	4.7	4.6	4.7	4.8	4.9
Short-term disability <sup>3</sup> .....	-	.2	.2	.2	.2	.2	.1	.1	.1	.1	.1	.1
Long-term disability .....	-	-	-	-	-	-	( <sup>6</sup> )	( <sup>6</sup> )	( <sup>6</sup> )	.1	.1	.1
Retirement and savings .....	2.6	2.4	2.2	2.2	2.3	2.3	2.3	2.3	2.2	2.4	2.3	2.4
Pensions .....	2.2	2.1	1.9	1.8	1.9	-	-	-	-	-	-	-
Savings and thrift .....	.3	.3	.3	.4	.4	-	-	-	-	-	-	-
Defined benefit .....	-	-	-	-	-	-	1.1	.9	.8	.9	.8	.7
Defined contribution .....	-	-	-	-	-	-	1.2	1.4	1.4	1.5	1.5	1.7
Legally required benefits .....	9.6	9.7	9.8	10.1	10.2	10.2	10.0	9.7	9.5	9.3	8.9	8.9
Social Security <sup>4</sup> .....	6.1	6.1	6.1	6.1	6.1	6.2	6.2	6.2	6.3	6.3	6.2	6.2
OASDI .....	-	-	-	-	-	-	5.0	5.0	5.0	5.1	5.0	5.0
Medicare .....	-	-	-	-	-	-	1.2	1.2	1.3	1.2	1.2	1.2
Federal unemployment insurance ..	.2	.2	.2	.2	.2	.2	.2	.2	.2	.2	.2	.2
State unemployment insurance .....	.7	.7	.7	.8	.9	.8	.8	.7	.7	.6	.6	.5
Workers' compensation .....	2.5	2.5	2.7	2.9	3.0	2.8	2.8	2.6	2.3	2.2	1.9	2.0
Other benefits <sup>5</sup> .....	( <sup>6</sup> )	( <sup>6</sup> )	( <sup>6</sup> )	( <sup>6</sup> )	( <sup>6</sup> )	( <sup>6</sup> )	( <sup>6</sup> )	( <sup>6</sup> )	( <sup>6</sup> )	( <sup>6</sup> )	( <sup>6</sup> )	( <sup>6</sup> )

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

<sup>2</sup> Cost per hour worked is \$0.01 or less.

<sup>3</sup> Short-term disability includes all insured, self-insured, and state-mandated plans that provide benefits for each disability, including unfunded plans.

<sup>4</sup> The total employer's cost for Social Security is comprised of an OASDI portion and a Medicare portion. OASDI is the acronym for

Old-Age, Survivors, and Disability Insurance.

<sup>5</sup> Includes severance pay and supplemental unemployment benefits.

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

- Data not available.

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

**Table 6. Private industry workers, by establishment size: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 1990-2001 -- Continued**

Establishments with 100 or more workers

Compensation component	Cost per hour worked by year											
	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation .....	\$16.82	\$17.34	\$18.06	\$18.52	\$19.45	\$19.44	\$20.09	\$20.61	\$21.20	\$21.88	\$22.81	\$24.19
Wages and salaries .....	11.89	12.23	12.66	12.88	13.48	13.58	14.05	14.55	15.01	15.54	16.19	17.20
Total benefits .....	4.93	5.11	5.40	5.64	5.97	5.85	6.04	6.06	6.19	6.35	6.62	6.99
Paid leave .....	1.31	1.32	1.37	1.36	1.42	1.39	1.46	1.50	1.53	1.58	1.67	1.78
Vacation .....	.65	.66	.68	.67	.70	.69	.73	.75	.77	.80	.82	.88
Holiday .....	.43	.44	.45	.46	.48	.47	.48	.50	.51	.53	.57	.61
Sick .....	.17	.17	.17	.17	.17	.17	.18	.18	.18	.19	.20	.21
Other .....	.06	.06	.06	.06	.07	.06	.07	.07	.07	.07	.08	.08
Supplemental pay .....	.44	.45	.46	.51	.54	.58	.63	.64	.69	.71	.75	.78
Premium <sup>1</sup> .....	.22	.23	.23	.24	.24	.25	.27	.27	.29	.30	.32	.31
Shift differential .....	.08	.09	.09	.09	.10	.10	.10	.09	.09	.09	.09	.10
Nonproduction bonuses .....	.14	.13	.14	.18	.20	.24	.26	.28	.32	.33	.34	.37
Insurance .....	1.15	1.26	1.37	1.46	1.55	1.45	1.47	1.39	1.42	1.44	1.54	1.66
Life .....	-	.06	.06	.06	.06	.05	.06	.06	.06	.06	.06	.06
Health .....	-	1.14	1.25	1.33	1.42	1.34	1.33	1.26	1.28	1.30	1.38	1.49
Short-term disability <sup>2</sup> .....	-	.06	.06	.07	.07	.06	.05	.05	.05	.05	.06	.06
Long-term disability .....	-	-	-	-	-	-	.03	.03	.03	.03	.04	.04
Retirement and savings .....	.57	.56	.60	.63	.70	.69	.75	.74	.75	.76	.80	.84
Pensions .....	.42	.41	.45	.48	.54	-	-	-	-	-	-	-
Savings and thrift .....	.14	.15	.14	.15	.16	-	-	-	-	-	-	-
Defined benefit .....	-	-	-	-	-	-	.43	.38	.37	.36	.34	.32
Defined contribution .....	-	-	-	-	-	-	.31	.36	.39	.40	.46	.51
Legally required benefits .....	1.44	1.50	1.56	1.62	1.70	1.69	1.70	1.75	1.75	1.80	1.82	1.89
Social Security <sup>3</sup> .....	.99	1.02	1.06	1.08	1.13	1.13	1.17	1.21	1.25	1.30	1.35	1.44
OASDI .....	-	-	-	-	-	-	.94	.97	1.01	1.04	1.09	1.15
Medicare .....	-	-	-	-	-	-	.23	.24	.25	.26	.27	.28
Federal unemployment insurance ..	.03	.03	.03	.03	.03	.03	.03	.03	.03	.03	.03	.03
State unemployment insurance .....	.09	.09	.10	.11	.12	.12	.12	.12	.11	.10	.10	.10
Workers' compensation .....	.29	.31	.34	.37	.38	.37	.38	.39	.35	.36	.33	.32
Other benefits <sup>4</sup> .....	.02	.02	.03	.07	.07	.05	.05	.05	.05	.05	.05	.04
	Percent of total compensation by year											
	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
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
Wages and salaries .....	70.7	70.5	70.1	69.5	69.3	69.9	69.9	70.6	70.8	71.0	71.0	71.1
Total benefits .....	29.3	29.5	29.9	30.5	30.7	30.1	30.1	29.4	29.2	29.0	29.0	28.9
Paid leave .....	7.8	7.6	7.6	7.3	7.3	7.2	7.2	7.3	7.2	7.2	7.3	7.4
Vacation .....	3.9	3.8	3.8	3.6	3.6	3.6	3.6	3.7	3.6	3.7	3.6	3.6
Holiday .....	2.6	2.5	2.5	2.5	2.5	2.4	2.4	2.4	2.4	2.4	2.5	2.5
Sick .....	1.0	1.0	1.0	.9	.9	.9	.9	.9	.8	.9	.9	.9
Other .....	.3	.3	.4	.3	.3	.3	.3	.3	.3	.3	.4	.3
Supplemental pay .....	2.6	2.6	2.6	2.7	2.8	3.0	3.1	3.1	3.3	3.2	3.3	3.2
Premium <sup>1</sup> .....	1.3	1.3	1.3	1.3	1.3	1.3	1.3	1.3	1.4	1.4	1.4	1.3
Shift differential .....	.5	.5	.5	.5	.5	.5	.5	.4	.4	.4	.4	.4
Nonproduction bonuses .....	.8	.7	.8	1.0	1.0	1.2	1.3	1.3	1.5	1.5	1.5	1.5
Insurance .....	6.8	7.3	7.6	7.9	8.0	7.5	7.3	6.7	6.7	6.6	6.8	6.9
Life .....	-	.3	.3	.3	.3	.3	.3	.3	.3	.3	.3	.2
Health .....	-	6.6	6.9	7.2	7.3	6.9	6.6	6.1	6.0	5.9	6.0	6.2
Short-term disability <sup>2</sup> .....	-	.3	.3	.4	.3	.3	.3	.2	.2	.2	.3	.2
Long-term disability .....	-	-	-	-	-	-	.1	.1	.1	.1	.2	.2
Retirement and savings .....	3.4	3.2	3.3	3.4	3.6	3.5	3.7	3.6	3.5	3.5	3.5	3.5
Pensions .....	2.5	2.4	2.5	2.6	2.8	-	-	-	-	-	-	-
Savings and thrift .....	.8	.8	.8	.8	.8	-	-	-	-	-	-	-
Defined benefit .....	-	-	-	-	-	-	2.2	1.9	1.7	1.6	1.5	1.3
Defined contribution .....	-	-	-	-	-	-	1.6	1.7	1.8	1.8	2.0	2.1
Legally required benefits .....	8.6	8.6	8.6	8.7	8.7	8.7	8.5	8.5	8.3	8.2	8.0	7.8
Social Security <sup>3</sup> .....	5.9	5.9	5.8	5.8	5.8	5.8	5.8	5.9	5.9	5.9	5.9	6.0
OASDI .....	-	-	-	-	-	-	4.7	4.7	4.8	4.8	4.8	4.8
Medicare .....	-	-	-	-	-	-	1.1	1.2	1.2	1.2	1.2	1.2
Federal unemployment insurance ..	.2	.2	.2	.2	.2	.2	.1	.1	.1	.1	.1	.1
State unemployment insurance .....	.6	.5	.5	.6	.6	.6	.6	.6	.5	.5	.4	.4
Workers' compensation .....	1.7	1.8	1.9	2.0	2.0	1.9	1.9	1.9	1.7	1.6	1.4	1.3
Other benefits <sup>4</sup> .....	.1	.1	.2	.4	.3	.3	.2	.2	.2	.2	.2	.2

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

<sup>2</sup> Short-term disability includes all insured, self-insured, and state-mandated plans that provide benefits for each disability, including unfunded plans.

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

Old-Age, Survivors, and Disability Insurance.

<sup>4</sup> Includes severance pay and supplemental unemployment benefits.

- Data not available.

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

**Table 6. Private industry workers, by establishment size: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 1990-2001 -- Continued**

Establishments with 100-499 workers

Compensation component	Cost per hour worked by year											
	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation .....	\$13.82	\$14.31	\$15.03	\$15.21	\$15.88	\$16.30	\$16.61	\$16.97	\$17.52	\$18.14	\$19.30	\$20.97
Wages and salaries .....	10.02	10.32	10.82	10.92	11.37	11.62	11.90	12.29	12.67	13.17	14.05	15.21
Total benefits .....	3.81	3.99	4.21	4.29	4.51	4.68	4.72	4.68	4.85	4.97	5.25	5.76
Paid leave .....	.94	.95	.99	.96	.99	1.01	1.03	1.06	1.08	1.11	1.23	1.39
Vacation .....	.46	.46	.48	.46	.47	.49	.51	.52	.53	.55	.60	.68
Holiday .....	.32	.33	.34	.33	.35	.35	.36	.36	.37	.38	.43	.49
Sick .....	.12	.12	.13	.12	.12	.12	.12	.13	.13	.14	.15	.16
Other .....	.04	.04	.04	.04	.05	.05	.05	.05	.05	.05	.06	.06
Supplemental pay .....	.31	.32	.34	.36	.40	.51	.50	.46	.57	.58	.59	.64
Premium <sup>1</sup> .....	.18	.19	.20	.20	.20	.23	.24	.23	.25	.25	.26	.27
Shift differential .....	.04	.04	.04	.05	.05	.06	.06	.04	.05	.05	.06	.07
Nonproduction bonuses .....	.09	.09	.10	.11	.14	.22	.21	.19	.27	.28	.28	.30
Insurance .....	.88	.98	1.06	1.07	1.12	1.14	1.15	1.08	1.11	1.12	1.20	1.38
Life .....	-	.04	.04	.04	.04	.04	.04	.04	.04	.04	.05	.05
Health .....	-	.90	.98	.98	1.03	1.05	1.05	.98	1.01	1.01	1.09	1.26
Short-term disability <sup>2</sup> .....	-	.04	.04	.04	.04	.05	.04	.04	.04	.04	.04	.05
Long-term disability .....	-	-	-	-	-	-	.02	.02	.02	.02	.03	.03
Retirement and savings .....	.39	.40	.41	.42	.45	.48	.49	.51	.51	.53	.56	.61
Pensions .....	.29	.29	.31	.33	.34	-	-	-	-	-	-	-
Savings and thrift .....	.10	.10	.09	.10	.11	-	-	-	-	-	-	-
Defined benefit .....	-	-	-	-	-	-	.26	.22	.20	.21	.21	.21
Defined contribution .....	-	-	-	-	-	-	.23	.29	.31	.32	.35	.40
Legally required benefits .....	1.28	1.33	1.40	1.44	1.50	1.53	1.52	1.56	1.57	1.62	1.65	1.72
Social Security <sup>3</sup> .....	.84	.87	.90	.91	.94	.97	.98	1.02	1.06	1.10	1.17	1.27
OASDI .....	-	-	-	-	-	-	.79	.82	.85	.89	.94	1.02
Medicare .....	-	-	-	-	-	-	.19	.20	.21	.22	.23	.25
Federal unemployment insurance ..	.03	.03	.03	.03	.03	.03	.03	.03	.03	.03	.03	.03
State unemployment insurance .....	.10	.09	.10	.12	.13	.13	.12	.12	.12	.11	.10	.10
Workers' compensation .....	.31	.33	.36	.38	.39	.39	.38	.38	.36	.38	.34	.32
Other benefits <sup>5</sup> .....	( <sup>4</sup> )	( <sup>4</sup> )	( <sup>4</sup> )	.04	.05	.02	.02	.02	( <sup>4</sup> )	.02	.02	.02
	Percent of total compensation by year											
	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
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
Wages and salaries .....	72.5	72.1	72.0	71.8	71.6	71.3	71.6	72.4	72.3	72.6	72.8	72.5
Total benefits .....	27.5	27.9	28.0	28.2	28.4	28.7	28.4	27.6	27.7	27.4	27.2	27.5
Paid leave .....	6.8	6.7	6.6	6.3	6.2	6.2	6.2	6.2	6.2	6.1	6.4	6.6
Vacation .....	3.3	3.2	3.2	3.0	3.0	3.0	3.0	3.1	3.0	3.0	3.1	3.2
Holiday .....	2.3	2.3	2.3	2.2	2.2	2.2	2.1	2.1	2.1	2.1	2.2	2.3
Sick .....	.9	.9	.8	.8	.8	.8	.7	.7	.7	.8	.8	.8
Other .....	.3	.3	.3	.3	.3	.3	.3	.3	.3	.3	.3	.3
Supplemental pay .....	2.3	2.3	2.3	2.4	2.5	3.1	3.0	2.7	3.3	3.2	3.1	3.1
Premium <sup>1</sup> .....	1.3	1.3	1.3	1.3	1.3	1.4	1.4	1.3	1.4	1.4	1.3	1.3
Shift differential .....	.3	.3	.3	.3	.3	.3	.4	.3	.3	.3	.3	.3
Nonproduction bonuses .....	.6	.6	.6	.7	.9	1.3	1.3	1.1	1.5	1.5	1.5	1.4
Insurance .....	6.3	6.9	7.1	7.0	7.0	7.0	6.9	6.4	6.3	6.2	6.2	6.6
Life .....	-	.3	.3	.3	.3	.3	.3	.3	.2	.2	.3	.2
Health .....	-	6.3	6.5	6.4	6.5	6.5	6.3	5.8	5.8	5.6	5.6	6.0
Short-term disability <sup>2</sup> .....	-	.3	.3	.3	.3	.3	.2	.2	.2	.2	.2	.2
Long-term disability .....	-	-	-	-	-	-	.1	.1	.1	.1	.2	.1
Retirement and savings .....	2.8	2.8	2.7	2.8	2.8	2.9	3.0	3.0	2.9	2.9	2.9	2.9
Pensions .....	2.1	2.0	2.1	2.2	2.1	-	-	-	-	-	-	-
Savings and thrift .....	.7	.7	.6	.6	.7	-	-	-	-	-	-	-
Defined benefit .....	-	-	-	-	-	-	1.6	1.3	1.1	1.2	1.1	1.0
Defined contribution .....	-	-	-	-	-	-	1.4	1.7	1.8	1.8	1.8	1.9
Legally required benefits .....	9.3	9.3	9.3	9.5	9.5	9.4	9.1	9.2	9.0	8.9	8.5	8.2
Social Security <sup>3</sup> .....	6.0	6.1	6.0	6.0	5.9	6.0	5.9	6.0	6.1	6.1	6.1	6.1
OASDI .....	-	-	-	-	-	-	4.8	4.8	4.9	4.9	4.9	4.9
Medicare .....	-	-	-	-	-	-	1.2	1.2	1.2	1.2	1.2	1.2
Federal unemployment insurance ..	.2	.2	.2	.2	.2	.2	.2	.2	.2	.2	.2	.1
State unemployment insurance .....	.7	.6	.7	.8	.8	.8	.7	.7	.7	.6	.5	.5
Workers' compensation .....	2.2	2.3	2.4	2.5	2.5	2.4	2.3	2.3	2.1	2.1	1.8	1.5
Other benefits <sup>5</sup> .....	( <sup>6</sup> )	( <sup>6</sup> )	( <sup>6</sup> )	.3	.3	.1	.1	.1	( <sup>6</sup> )	.1	.1	.1

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

<sup>2</sup> Short-term disability includes all insured, self-insured, and state-mandated plans that provide benefits for each disability, including unfunded plans.

<sup>3</sup> The total employer's cost for Social Security is comprised of an OASDI portion and a Medicare portion. OASDI is the acronym for Old-Age, Survivors, and Disability Insurance.

<sup>4</sup> Cost per hour worked is \$0.01 or less.

<sup>5</sup> Includes severance pay and supplemental unemployment benefits.

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

- Data not available.

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

**Table 6. Private industry workers, by establishment size: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 1990-2001 -- Continued**

Establishments with 500 or more workers

Compensation component	Cost per hour worked by year											
	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation .....	\$20.02	\$20.60	\$21.23	\$21.92	\$23.35	\$22.85	\$24.03	\$24.75	\$25.56	\$26.37	\$26.93	\$28.17
Wages and salaries .....	13.90	14.28	14.58	14.89	15.79	15.72	16.49	17.12	17.78	18.37	18.70	19.67
Total benefits .....	6.12	6.32	6.64	7.02	7.56	7.13	7.55	7.63	7.78	8.00	8.23	8.50
Paid leave .....	1.70	1.72	1.77	1.78	1.89	1.81	1.94	2.00	2.07	2.15	2.18	2.27
Vacation .....	.86	.87	.89	.89	.95	.91	.98	1.02	1.05	1.09	1.08	1.13
Holiday .....	.55	.55	.57	.58	.62	.60	.63	.66	.68	.71	.73	.75
Sick .....	.22	.22	.22	.22	.23	.22	.24	.24	.24	.25	.26	.28
Other .....	.08	.08	.08	.08	.09	.07	.09	.09	.09	.10	.11	.11
Supplemental pay .....	.57	.58	.59	.66	.69	.66	.77	.83	.84	.87	.93	.95
Premium <sup>1</sup> .....	.26	.27	.27	.27	.29	.27	.31	.32	.34	.35	.38	.36
Shift differential .....	.13	.14	.14	.14	.15	.14	.14	.14	.13	.13	.13	.14
Nonproduction bonuses .....	.19	.17	.19	.25	.25	.25	.32	.38	.37	.39	.42	.45
Insurance .....	1.44	1.56	1.69	1.86	2.01	1.80	1.82	1.74	1.78	1.83	1.93	2.00
Life .....	-	.07	.08	.07	.08	.07	.07	.07	.07	.07	.07	.08
Health .....	-	1.40	1.53	1.69	1.84	1.65	1.65	1.57	1.59	1.64	1.73	1.79
Short-term disability <sup>2</sup> .....	-	.08	.08	.09	.09	.08	.06	.07	.08	.07	.07	.08
Long-term disability .....	-	-	-	-	-	-	.04	.04	.04	.05	.06	.06
Retirement and savings .....	.76	.74	.80	.83	.96	.91	1.03	1.01	1.04	1.05	1.08	1.12
Pensions .....	.57	.54	.60	.63	.76	-	-	-	-	-	-	-
Savings and thrift .....	.19	.19	.20	.20	.21	-	-	-	-	-	-	-
Defined benefit .....	-	-	-	-	-	-	.63	.58	.56	.55	.49	.46
Defined contribution .....	-	-	-	-	-	-	.41	.43	.48	.50	.59	.66
Legally required benefits .....	1.61	1.68	1.73	1.80	1.91	1.87	1.90	1.97	1.97	2.01	2.02	2.09
Social Security <sup>3</sup> .....	1.15	1.19	1.22	1.25	1.33	1.31	1.38	1.43	1.48	1.54	1.57	1.65
OASDI .....	-	-	-	-	-	-	1.11	1.15	1.19	1.23	1.26	1.32
Medicare .....	-	-	-	-	-	-	.27	.29	.29	.31	.31	.33
Federal unemployment insurance ..	.03	.03	.03	.03	.03	.03	.03	.03	.03	.03	.03	.03
State unemployment insurance .....	.09	.09	.09	.11	.12	.11	.11	.11	.10	.10	.10	.09
Workers' compensation .....	.27	.30	.33	.35	.37	.35	.38	.39	.35	.34	.32	.32
Other benefits <sup>4</sup> .....	.04	.04	.06	.10	.09	.08	.08	.08	.08	.09	.09	.07
	Percent of total compensation by year											
	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
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
Wages and salaries .....	69.4	69.3	68.7	68.0	67.6	68.8	68.6	69.2	69.6	69.7	69.4	69.8
Total benefits .....	30.6	30.7	31.3	32.0	32.4	31.2	31.4	30.8	30.4	30.3	30.6	30.2
Paid leave .....	8.5	8.3	8.4	8.1	8.1	7.9	8.1	8.1	8.1	8.2	8.1	8.1
Vacation .....	4.3	4.2	4.2	4.1	4.1	4.0	4.1	4.1	4.1	4.1	4.0	4.0
Holiday .....	2.7	2.7	2.7	2.7	2.7	2.6	2.6	2.7	2.7	2.7	2.7	2.7
Sick .....	1.1	1.1	1.0	1.0	1.0	1.0	1.0	1.0	.9	.9	1.0	1.0
Other .....	.4	.4	.4	.4	.4	.3	.4	.4	.4	.4	.4	.4
Supplemental pay .....	2.9	2.8	2.8	3.0	3.0	2.9	3.2	3.4	3.3	3.3	3.5	3.4
Premium <sup>1</sup> .....	1.3	1.3	1.3	1.2	1.2	1.2	1.3	1.3	1.3	1.3	1.4	1.3
Shift differential .....	.7	.7	.6	.6	.6	.6	.6	.6	.5	.5	.5	.5
Nonproduction bonuses .....	.9	.8	.9	1.1	1.1	1.1	1.3	1.5	1.4	1.5	1.6	1.6
Insurance .....	7.2	7.6	8.0	8.5	8.6	7.9	7.6	7.0	7.0	6.9	7.2	7.1
Life .....	-	.4	.4	.3	.3	.3	.3	.3	.3	.3	.3	.3
Health .....	-	6.8	7.2	7.7	7.9	7.2	6.9	6.3	6.2	6.2	6.4	6.4
Short-term disability <sup>2</sup> .....	-	.4	.4	.4	.4	.4	.3	.3	.3	.3	.3	.3
Long-term disability .....	-	-	-	-	-	-	.2	.2	.2	.2	.2	.2
Retirement and savings .....	3.8	3.6	3.8	3.8	4.1	4.0	4.3	4.1	4.1	4.0	4.0	4.0
Pensions .....	2.8	2.6	2.8	2.9	3.2	-	-	-	-	-	-	-
Savings and thrift .....	1.0	.9	.9	.9	.9	-	-	-	-	-	-	-
Defined benefit .....	-	-	-	-	-	-	2.6	2.3	2.2	2.1	1.8	1.6
Defined contribution .....	-	-	-	-	-	-	1.7	1.7	1.9	1.9	2.2	2.3
Legally required benefits .....	8.0	8.2	8.2	8.2	8.2	8.2	7.9	7.9	7.7	7.6	7.5	7.4
Social Security <sup>3</sup> .....	5.7	5.8	5.7	5.7	5.7	5.7	5.7	5.8	5.8	5.8	5.8	5.9
OASDI .....	-	-	-	-	-	-	4.6	4.6	4.7	4.7	4.7	4.7
Medicare .....	-	-	-	-	-	-	1.1	1.2	1.1	1.2	1.2	1.2
Federal unemployment insurance ..	.2	.1	.1	.1	.1	.1	.1	.1	.1	.1	.1	.1
State unemployment insurance .....	.5	.4	.4	.5	.5	.5	.5	.5	.4	.4	.4	.3
Workers' compensation .....	1.4	1.4	1.5	1.6	1.6	1.5	1.6	1.6	1.4	1.3	1.2	1.1
Other benefits <sup>4</sup> .....	.2	.2	.3	.5	.4	.3	.3	.3	.3	.3	.3	.2

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

<sup>2</sup> Short-term disability includes all insured, self-insured, and state-mandated plans that provide benefits for each disability, including unfunded plans.

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

Old-Age, Survivors, and Disability Insurance.

<sup>4</sup> Includes severance pay and supplemental unemployment benefits.

- Data not available.

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

**Table 7. Civilian workers, by occupational and industry group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 1991-2001**

Professional specialty and technical occupations

Compensation component	Cost per hour worked by year										
	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation .....	\$25.96	\$27.49	\$29.33	\$30.02	\$29.77	\$30.82	\$31.08	\$31.56	\$32.42	\$34.44	\$36.04
Wages and salaries .....	19.09	20.13	21.41	21.91	21.83	22.55	22.87	23.34	24.04	25.59	26.74
Total benefits .....	6.87	7.35	7.92	8.11	7.93	8.27	8.21	8.22	8.38	8.85	9.31
Paid leave .....	1.90	1.97	2.05	2.07	2.06	2.12	2.14	2.16	2.27	2.55	2.67
Supplemental pay .....	.32	.39	.42	.42	.45	.58	.62	.63	.50	.54	.57
Insurance .....	1.54	1.74	1.94	2.02	1.88	1.87	1.75	1.80	1.89	2.00	2.15
Retirement and savings .....	1.35	1.36	1.51	1.54	1.42	1.51	1.48	1.42	1.45	1.43	1.47
Legally required benefits .....	1.74	1.85	1.96	2.01	2.09	2.14	2.18	2.16	2.21	2.28	2.40
Other benefits <sup>1</sup> .....	.02	.03	.04	.05	.05	.05	.05	.05	.06	.05	.05
	Percent of total compensation by year										
	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation .....	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 .....	73.5	73.2	73.0	73.0	73.4	73.2	73.6	74.0	74.2	74.3	74.2
Total benefits .....	26.5	26.8	27.0	27.0	26.6	26.8	26.4	26.0	25.8	25.7	25.8
Paid leave .....	7.3	7.2	7.0	6.9	6.9	6.9	6.9	6.8	7.0	7.4	7.4
Supplemental pay .....	1.2	1.4	1.4	1.4	1.5	1.9	2.0	2.0	1.5	1.6	1.6
Insurance .....	5.9	6.3	6.6	6.7	6.3	6.1	5.6	5.7	5.8	5.8	6.0
Retirement and savings .....	5.2	5.0	5.1	5.1	4.8	4.9	4.8	4.5	4.5	4.2	4.1
Legally required benefits .....	6.7	6.7	6.7	6.7	7.0	6.9	7.0	6.8	6.8	6.6	6.7
Other benefits <sup>1</sup> .....	.1	.1	.1	.2	.2	.2	.2	.2	.2	.1	.1

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

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



**Table 7. Civilian workers, by occupational and industry group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 1991<sup>1</sup>-2001 -- Continued**

Professional specialty occupations

Compensation component	Cost per hour worked by year										
	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation .....	-	-	-	\$31.91	\$31.59	\$32.60	\$33.11	\$33.69	\$34.31	\$36.85	\$38.77
Wages and salaries .....	-	-	-	23.40	23.28	23.95	24.48	25.01	25.58	27.53	28.94
Total benefits .....	-	-	-	8.51	8.31	8.65	8.63	8.68	8.73	9.32	9.83
Paid leave .....	-	-	-	2.13	2.13	2.21	2.24	2.27	2.36	2.71	2.85
Supplemental pay .....	-	-	-	.42	.44	.61	.64	.64	.48	.50	.53
Insurance .....	-	-	-	2.12	1.97	1.96	1.85	1.90	2.00	2.13	2.26
Retirement and savings .....	-	-	-	1.73	1.57	1.64	1.61	1.57	1.57	1.58	1.63
Legally required benefits .....	-	-	-	2.07	2.15	2.19	2.24	2.25	2.27	2.36	2.51
Other benefits <sup>2</sup> .....	-	-	-	.05	.05	.05	.05	.05	.06	.05	.06
	Percent of total compensation by year										
	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation .....	-	-	-	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Wages and salaries .....	-	-	-	73.3	73.7	73.5	73.9	74.2	74.6	74.7	74.6
Total benefits .....	-	-	-	26.7	26.3	26.5	26.1	25.8	25.4	25.3	25.4
Paid leave .....	-	-	-	6.7	6.7	6.8	6.8	6.7	6.9	7.4	7.4
Supplemental pay .....	-	-	-	1.3	1.4	1.9	1.9	1.9	1.4	1.4	1.4
Insurance .....	-	-	-	6.6	6.2	6.0	5.6	5.6	5.8	5.8	5.8
Retirement and savings .....	-	-	-	5.4	5.0	5.0	4.9	4.7	4.6	4.3	4.2
Legally required benefits .....	-	-	-	6.5	6.8	6.7	6.8	6.7	6.6	6.4	6.5
Other benefits <sup>2</sup> .....	-	-	-	.2	.2	.1	.2	.1	.2	.1	.2

<sup>1</sup> This series began in 1994.

<sup>2</sup> Includes severance pay and supplemental unemployment benefits.

- Data not available.

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

**Table 7. Civilian workers, by occupational and industry group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 1991<sup>1</sup>-2001 -- Continued**

Nurses

Compensation component	Cost per hour worked by year										
	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation .....	-	-	-	\$27.17	\$27.58	\$28.69	\$28.41	\$28.59	\$29.37	\$30.28	\$32.26
Wages and salaries .....	-	-	-	19.65	20.12	20.87	20.54	20.88	21.53	22.04	23.35
Total benefits .....	-	-	-	7.52	7.46	7.82	7.87	7.71	7.85	8.24	8.92
Paid leave .....	-	-	-	1.99	1.99	2.13	2.32	2.29	2.34	2.48	2.59
Supplemental pay .....	-	-	-	1.02	1.03	1.08	.97	.97	.94	1.00	1.06
Insurance .....	-	-	-	1.46	1.41	1.46	1.42	1.39	1.49	1.58	1.61
Retirement and savings .....	-	-	-	.82	.71	.78	.85	.78	.77	.85	.94
Legally required benefits .....	-	-	-	2.21	2.30	2.36	2.31	2.27	2.30	2.32	2.71
Other benefits <sup>3</sup> .....	-	-	-	.02	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	.02
	Percent of total compensation by year										
	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation .....	-	-	-	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Wages and salaries .....	-	-	-	72.3	73.0	72.7	72.3	73.0	73.3	72.8	72.4
Total benefits .....	-	-	-	27.7	27.0	27.3	27.7	27.0	26.7	27.2	27.7
Paid leave .....	-	-	-	7.3	7.2	7.4	8.2	8.0	8.0	8.2	8.0
Supplemental pay .....	-	-	-	3.7	3.7	3.8	3.4	3.4	3.2	3.3	3.3
Insurance .....	-	-	-	5.4	5.1	5.1	5.0	4.9	5.1	5.2	5.0
Retirement and savings .....	-	-	-	3.0	2.6	2.7	3.0	2.7	2.6	2.8	2.9
Legally required benefits .....	-	-	-	8.1	8.3	8.2	8.1	7.9	7.8	7.7	8.4
Other benefits <sup>3</sup> .....	-	-	-	.1	( <sup>4</sup> )	( <sup>4</sup> )	( <sup>4</sup> )	( <sup>4</sup> )	( <sup>4</sup> )	( <sup>4</sup> )	.1

<sup>1</sup> This series began in 1994.

<sup>2</sup> Cost per hour worked is \$0.01 or less.

<sup>3</sup> Includes severance pay and supplemental unemployment benefits.

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

- Data not available.

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

**Table 7. Civilian workers, by occupational and industry group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 1991<sup>1</sup>-2001 -- Continued**

Teachers

Compensation component	Cost per hour worked by year										
	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation .....	-	-	-	\$34.76	\$34.07	\$35.50	\$35.37	\$36.24	\$36.88	\$39.19	\$40.93
Wages and salaries .....	-	-	-	26.16	25.72	26.82	26.79	27.57	28.13	29.93	31.31
Total benefits .....	-	-	-	8.61	8.35	8.68	8.58	8.67	8.75	9.27	9.62
Paid leave .....	-	-	-	1.61	1.63	1.75	1.78	1.82	1.88	2.04	2.16
Supplemental pay .....	-	-	-	.04	.07	.07	.06	.08	.07	.08	.08
Insurance .....	-	-	-	2.44	2.20	2.28	2.19	2.25	2.33	2.55	2.75
Retirement and savings .....	-	-	-	2.55	2.34	2.46	2.40	2.37	2.31	2.34	2.24
Legally required benefits .....	-	-	-	1.92	2.08	2.08	2.09	2.09	2.11	2.20	2.31
Other benefits <sup>2</sup> .....	-	-	-	.04	.03	.04	.06	.06	.06	.07	.08
	Percent of total compensation by year										
	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation .....	-	-	-	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Wages and salaries .....	-	-	-	75.2	75.5	75.6	75.8	76.1	76.3	76.4	76.5
Total benefits .....	-	-	-	24.8	24.5	24.4	24.2	23.9	23.7	23.7	23.5
Paid leave .....	-	-	-	4.6	4.8	4.9	5.0	5.0	5.1	5.2	5.3
Supplemental pay .....	-	-	-	.1	.2	.2	.2	.2	.2	.2	.2
Insurance .....	-	-	-	7.0	6.5	6.4	6.2	6.2	6.3	6.5	6.7
Retirement and savings .....	-	-	-	7.3	6.9	6.9	6.8	6.5	6.3	6.0	5.5
Legally required benefits .....	-	-	-	5.5	6.1	5.9	5.9	5.8	5.7	5.6	5.6
Other benefits <sup>2</sup> .....	-	-	-	.1	.1	.1	.2	.2	.2	.2	.2

<sup>1</sup> This series began in 1994.

<sup>2</sup> Includes severance pay and supplemental unemployment benefits.

- Data not available.

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

**Table 7. Civilian workers, by occupational and industry group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 1991<sup>1</sup>-2001 -- Continued**

Technical occupations

Compensation component	Cost per hour worked by year										
	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation .....	-	-	-	\$23.42	\$23.29	\$24.24	\$23.80	\$23.96	\$25.72	\$26.15	\$26.97
Wages and salaries .....	-	-	-	16.71	16.71	17.36	17.09	17.34	18.59	18.94	19.41
Total benefits .....	-	-	-	6.71	6.58	6.88	6.71	6.61	7.14	7.22	7.56
Paid leave .....	-	-	-	1.88	1.79	1.83	1.78	1.79	1.95	1.99	2.08
Supplemental pay .....	-	-	-	.45	.47	.48	.52	.60	.58	.67	.69
Insurance .....	-	-	-	1.68	1.56	1.53	1.42	1.43	1.52	1.58	1.80
Retirement and savings .....	-	-	-	.85	.89	1.05	1.01	.89	1.02	.92	.93
Legally required benefits .....	-	-	-	1.81	1.84	1.94	1.94	1.86	2.01	2.00	2.03
Other benefits <sup>2</sup> .....	-	-	-	.03	.04	.05	.05	.04	.06	.05	.03
	Percent of total compensation by year										
	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation .....	-	-	-	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Wages and salaries .....	-	-	-	71.4	71.8	71.6	71.8	72.4	72.3	72.4	72.0
Total benefits .....	-	-	-	28.6	28.2	28.4	28.2	27.6	27.8	27.6	28.0
Paid leave .....	-	-	-	8.0	7.7	7.5	7.5	7.5	7.6	7.6	7.7
Supplemental pay .....	-	-	-	1.9	2.0	2.0	2.2	2.5	2.3	2.6	2.6
Insurance .....	-	-	-	7.2	6.7	6.3	6.0	6.0	5.9	6.0	6.7
Retirement and savings .....	-	-	-	3.6	3.8	4.3	4.3	3.7	4.0	3.5	3.4
Legally required benefits .....	-	-	-	7.7	7.9	8.0	8.1	7.8	7.8	7.6	7.5
Other benefits <sup>2</sup> .....	-	-	-	.1	.2	.2	.2	.2	.2	.2	.1

<sup>1</sup> This series began in 1994.

<sup>2</sup> Includes severance pay and supplemental unemployment benefits.

- Data not available.

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

**Table 7. Civilian workers, by occupational and industry group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 1991-2001 -- Continued**

Executive, administrative, and managerial occupations

Compensation component	Cost per hour worked by year										
	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation .....	\$28.23	\$29.49	\$30.48	\$31.24	\$32.32	\$33.05	\$33.12	\$34.39	\$35.18	\$37.19	\$40.25
Wages and salaries .....	20.66	21.47	21.98	22.41	23.12	23.81	24.04	24.85	25.31	26.97	28.94
Total benefits .....	7.57	8.02	8.50	8.83	9.21	9.24	9.07	9.54	9.87	10.21	11.32
Paid leave .....	2.52	2.63	2.65	2.69	2.77	2.89	2.87	2.99	3.05	3.18	3.50
Supplemental pay .....	.46	.52	.67	.72	.94	.76	.77	.99	1.14	1.19	1.39
Insurance .....	1.46	1.63	1.76	1.84	1.82	1.84	1.72	1.77	1.86	1.98	2.21
Retirement and savings .....	1.18	1.19	1.19	1.21	1.32	1.39	1.33	1.38	1.36	1.36	1.54
Legally required benefits .....	1.93	2.02	2.13	2.24	2.30	2.30	2.32	2.36	2.41	2.45	2.62
Other benefits <sup>1</sup> .....	.03	.03	.10	.14	.05	.05	.05	.05	.05	.05	.05
	Percent of total compensation by year										
	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation .....	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 .....	73.2	72.8	72.1	71.7	71.5	72.0	72.6	72.3	71.9	72.5	71.9
Total benefits .....	26.8	27.2	27.9	28.3	28.5	28.0	27.4	27.7	28.1	27.5	28.1
Paid leave .....	8.9	8.9	8.7	8.6	8.6	8.7	8.7	8.7	8.7	8.6	8.7
Supplemental pay .....	1.6	1.7	2.2	2.3	2.9	2.3	2.3	2.9	3.2	3.2	3.5
Insurance .....	5.2	5.5	5.8	5.9	5.6	5.6	5.2	5.1	5.3	5.3	5.5
Retirement and savings .....	4.2	4.0	3.9	3.9	4.1	4.2	4.0	4.0	3.9	3.7	3.8
Legally required benefits .....	6.8	6.9	7.0	7.2	7.1	7.0	7.0	6.9	6.9	6.6	6.5
Other benefits <sup>1</sup> .....	.1	.1	.3	.4	.2	.2	.2	.1	.1	.1	.1

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

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

**Table 7. Civilian workers, by occupational and industry group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 1991-2001 -- Continued**

Administrative support, including clerical occupations

Compensation component	Cost per hour worked by year										
	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation .....	\$13.38	\$13.90	\$14.36	\$14.87	\$14.84	\$15.17	\$15.44	\$16.09	\$16.63	\$17.22	\$17.59
Wages and salaries .....	9.44	9.77	10.05	10.38	10.48	10.73	10.99	11.47	11.90	12.26	12.62
Total benefits .....	3.94	4.13	4.31	4.49	4.36	4.44	4.45	4.62	4.73	4.96	4.96
Paid leave .....	1.04	1.07	1.08	1.12	1.09	1.12	1.13	1.17	1.21	1.25	1.26
Supplemental pay .....	.22	.23	.25	.26	.26	.27	.29	.32	.31	.41	.35
Insurance .....	1.17	1.27	1.35	1.41	1.31	1.32	1.27	1.34	1.37	1.42	1.48
Retirement and savings .....	.47	.47	.50	.51	.50	.55	.55	.56	.58	.58	.55
Legally required benefits .....	1.02	1.07	1.12	1.17	1.17	1.17	1.19	1.22	1.25	1.27	1.30
Other benefits <sup>2</sup> .....	( <sup>1</sup> )	( <sup>1</sup> )	.02	.02	.02	.02	.02	.02	.02	.02	.02
	Percent of total compensation by year										
	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation .....	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 .....	70.6	70.3	70.0	69.8	70.6	70.7	71.2	71.3	71.6	71.2	71.7
Total benefits .....	29.4	29.7	30.0	30.2	29.4	29.3	28.8	28.7	28.4	28.8	28.2
Paid leave .....	7.8	7.7	7.5	7.5	7.3	7.4	7.3	7.3	7.3	7.3	7.2
Supplemental pay .....	1.6	1.7	1.7	1.7	1.8	1.8	1.9	2.0	1.9	2.4	2.0
Insurance .....	8.8	9.2	9.4	9.5	8.8	8.7	8.2	8.3	8.2	8.2	8.4
Retirement and savings .....	3.5	3.4	3.4	3.4	3.4	3.6	3.6	3.5	3.5	3.4	3.1
Legally required benefits .....	7.6	7.7	7.8	7.8	7.9	7.7	7.7	7.6	7.5	7.4	7.4
Other benefits <sup>2</sup> .....	( <sup>3</sup> )	( <sup>3</sup> )	.1	.1	.1	.1	.1	.1	.1	.1	.1

<sup>1</sup> Cost per hour worked is \$0.01 or less.

<sup>2</sup> Includes severance pay and supplemental unemployment benefits.

<sup>3</sup> Less than .05 percent.

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

**Table 7. Civilian workers, by occupational and industry group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 1991-2001 -- Continued**

Service industries

Compensation component	Cost per hour worked by year										
	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation .....	\$17.02	\$18.14	\$18.91	\$19.36	\$19.10	\$19.54	\$20.27	\$20.81	\$21.23	\$22.20	\$23.54
Wages and salaries .....	12.53	13.28	13.80	14.11	14.01	14.37	15.03	15.49	15.87	16.62	17.59
Total benefits .....	4.49	4.86	5.11	5.24	5.09	5.16	5.24	5.32	5.37	5.58	5.96
Paid leave .....	1.18	1.25	1.26	1.29	1.27	1.29	1.33	1.36	1.40	1.52	1.64
Supplemental pay .....	.22	.26	.27	.28	.27	.30	.36	.37	.33	.31	.31
Insurance .....	1.05	1.18	1.29	1.36	1.27	1.23	1.18	1.22	1.26	1.33	1.46
Retirement and savings .....	.76	.79	.83	.83	.77	.83	.80	.79	.78	.79	.80
Legally required benefits .....	1.28	1.36	1.43	1.47	1.49	1.50	1.55	1.56	1.58	1.62	1.72
Other benefits <sup>2</sup> .....	( <sup>1</sup> )	( <sup>1</sup> )	.02	.02	.02	( <sup>1</sup> )	.02	.02	.02	.02	.02
	Percent of total compensation by year										
	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation .....	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 .....	73.6	73.2	73.0	72.9	73.4	73.6	74.2	74.4	74.8	74.9	74.7
Total benefits .....	26.4	26.8	27.0	27.1	26.6	26.4	25.8	25.6	25.3	25.1	25.3
Paid leave .....	6.9	6.9	6.7	6.6	6.7	6.6	6.6	6.5	6.6	6.8	7.0
Supplemental pay .....	1.3	1.5	1.4	1.4	1.4	1.5	1.8	1.8	1.6	1.4	1.3
Insurance .....	6.2	6.5	6.8	7.0	6.7	6.3	5.8	5.9	5.9	6.0	6.2
Retirement and savings .....	4.5	4.4	4.4	4.3	4.0	4.2	4.0	3.8	3.7	3.6	3.4
Legally required benefits .....	7.5	7.5	7.6	7.6	7.8	7.7	7.6	7.5	7.4	7.3	7.3
Other benefits <sup>2</sup> .....	( <sup>3</sup> )	( <sup>3</sup> )	.1	.1	.1	( <sup>3</sup> )	.1	.1	.1	.1	.1

<sup>1</sup> Cost per hour worked is \$0.01 or less.

<sup>2</sup> Includes severance pay and supplemental unemployment benefits.

<sup>3</sup> Less than .05 percent.

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

**Table 7. Civilian workers, by occupational and industry group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 1991-2001 -- Continued**

Health services

Compensation component	Cost per hour worked by year										
	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation .....	\$16.75	\$17.05	\$17.55	\$17.99	\$18.01	\$18.34	\$18.58	\$19.25	\$19.44	\$22.05	\$23.75
Wages and salaries .....	12.00	12.22	12.66	12.95	13.00	13.21	13.55	14.11	14.30	16.17	17.26
Total benefits .....	4.76	4.83	4.88	5.04	5.00	5.12	5.03	5.14	5.14	5.87	6.50
Paid leave .....	1.52	1.47	1.36	1.36	1.36	1.39	1.44	1.47	1.47	1.88	2.01
Supplemental pay .....	.41	.43	.44	.44	.47	.45	.43	.47	.44	.44	.45
Insurance .....	.99	1.07	1.16	1.23	1.18	1.20	1.08	1.13	1.13	1.27	1.48
Retirement and savings .....	.50	.43	.49	.51	.48	.56	.57	.55	.54	.61	.72
Legally required benefits .....	1.33	1.42	1.42	1.48	1.50	1.51	1.50	1.52	1.55	1.66	1.83
Other benefits <sup>2</sup> .....	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )
	Percent of total compensation by year										
	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation .....	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 .....	71.6	71.7	72.2	72.0	72.2	72.1	72.9	73.3	73.6	73.3	72.7
Total benefits .....	28.4	28.3	27.8	28.0	27.8	27.9	27.1	26.7	26.4	26.6	27.4
Paid leave .....	9.1	8.6	7.8	7.6	7.5	7.6	7.8	7.6	7.6	8.5	8.5
Supplemental pay .....	2.4	2.5	2.5	2.5	2.6	2.4	2.3	2.4	2.3	2.0	1.9
Insurance .....	5.9	6.3	6.6	6.8	6.6	6.5	5.8	5.9	5.8	5.8	6.2
Retirement and savings .....	3.0	2.5	2.8	2.8	2.7	3.1	3.1	2.9	2.8	2.8	3.0
Legally required benefits .....	8.0	8.3	8.1	8.3	8.4	8.2	8.1	7.9	8.0	7.5	7.7
Other benefits <sup>2</sup> .....	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )

<sup>1</sup> Cost per hour worked is \$0.01 or less.

<sup>2</sup> Includes severance pay and supplemental unemployment benefits.

<sup>3</sup> Less than .05 percent.

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



**Table 7. Civilian workers, by occupational and industry group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 1991-2001 -- Continued**

Hospitals

Compensation component	Cost per hour worked by year										
	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation .....	\$18.63	\$19.68	\$19.74	\$20.57	\$21.14	\$21.71	\$21.79	\$22.29	\$22.90	\$23.79	\$25.31
Wages and salaries .....	13.12	13.78	13.83	14.37	14.83	15.10	15.28	15.76	16.15	16.77	17.75
Total benefits .....	5.51	5.90	5.91	6.20	6.31	6.61	6.52	6.53	6.75	7.03	7.57
Paid leave .....	1.72	1.82	1.69	1.75	1.81	1.91	1.93	1.95	2.04	2.09	2.22
Supplemental pay .....	.62	.64	.60	.62	.64	.68	.67	.66	.65	.65	.65
Insurance .....	1.22	1.37	1.54	1.63	1.62	1.65	1.55	1.52	1.63	1.77	1.88
Retirement and savings .....	.52	.53	.56	.60	.62	.71	.68	.69	.70	.71	.82
Legally required benefits .....	1.42	1.53	1.51	1.58	1.60	1.64	1.66	1.68	1.72	1.80	1.99
Other benefits <sup>2</sup> .....	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	.02	.02	.02	( <sup>1</sup> )	.02	( <sup>1</sup> )	( <sup>1</sup> )	.02
	Percent of total compensation by year										
	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation .....	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 .....	70.4	70.0	70.0	69.8	70.2	69.6	70.1	70.7	70.5	70.5	70.1
Total benefits .....	29.6	30.0	30.0	30.2	29.8	30.4	29.9	29.3	29.5	29.6	29.9
Paid leave .....	9.2	9.3	8.6	8.5	8.6	8.8	8.9	8.7	8.9	8.8	8.8
Supplemental pay .....	3.3	3.3	3.0	3.0	3.0	3.1	3.1	3.0	2.8	2.7	2.6
Insurance .....	6.6	6.9	7.8	7.9	7.7	7.6	7.1	6.8	7.1	7.4	7.4
Retirement and savings .....	2.8	2.7	2.8	2.9	2.9	3.3	3.1	3.1	3.1	3.0	3.2
Legally required benefits .....	7.6	7.8	7.7	7.7	7.6	7.6	7.6	7.5	7.5	7.6	7.9
Other benefits <sup>2</sup> .....	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	.1	.1	.1	( <sup>3</sup> )	.1	( <sup>3</sup> )	( <sup>3</sup> )	.1

<sup>1</sup> Cost per hour worked is \$0.01 or less.

<sup>2</sup> Includes severance pay and supplemental unemployment benefits.

<sup>3</sup> Less than .05 percent.

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

**Table 7. Civilian workers, by occupational and industry group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 1991-2001 -- Continued**

Educational services

Compensation component	Cost per hour worked by year										
	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation .....	\$24.58	\$25.73	\$26.87	\$27.73	\$26.64	\$27.70	\$28.57	\$29.40	\$30.13	\$31.03	\$32.09
Wages and salaries .....	18.01	18.80	19.56	20.19	19.50	20.34	21.03	21.73	22.34	23.03	23.83
Total benefits .....	6.57	6.94	7.32	7.54	7.14	7.37	7.54	7.67	7.79	8.00	8.27
Paid leave .....	1.48	1.57	1.63	1.69	1.65	1.73	1.77	1.83	1.88	1.94	2.05
Supplemental pay .....	.09	.08	.08	.06	.08	.09	.09	.10	.09	.10	.11
Insurance .....	1.70	1.91	2.09	2.21	1.98	2.02	2.04	2.09	2.19	2.33	2.49
Retirement and savings .....	1.88	1.89	1.95	1.97	1.76	1.85	1.90	1.89	1.83	1.80	1.70
Legally required benefits .....	1.40	1.46	1.53	1.57	1.64	1.65	1.70	1.72	1.75	1.79	1.87
Other benefits <sup>1</sup> .....	.02	.03	.03	.03	.02	.03	.04	.04	.05	.05	.05
	Percent of total compensation by year										
	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation .....	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 .....	73.3	73.0	72.8	72.8	73.2	73.4	73.6	73.9	74.1	74.2	74.3
Total benefits .....	26.7	27.0	27.2	27.2	26.8	26.6	26.4	26.1	25.9	25.8	25.8
Paid leave .....	6.0	6.1	6.1	6.1	6.2	6.2	6.2	6.2	6.2	6.3	6.4
Supplemental pay .....	.4	.3	.3	.2	.3	.3	.3	.3	.3	.3	.3
Insurance .....	6.9	7.4	7.8	8.0	7.4	7.3	7.1	7.1	7.3	7.5	7.8
Retirement and savings .....	7.6	7.4	7.3	7.1	6.6	6.7	6.6	6.4	6.1	5.8	5.3
Legally required benefits .....	5.7	5.7	5.7	5.7	6.2	6.0	6.0	5.9	5.8	5.8	5.8
Other benefits <sup>1</sup> .....	.1	.1	.1	.1	.1	.1	.1	.1	.2	.2	.2

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

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

**Table 7. Civilian workers, by occupational and industry group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 1991-2001 -- Continued**

Elementary and secondary education

Compensation component	Cost per hour worked by year										
	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation .....	\$25.03	\$26.07	\$27.24	\$28.10	\$26.37	\$27.33	\$28.26	\$28.82	\$29.52	\$30.46	\$31.29
Wages and salaries .....	18.29	18.97	19.78	20.40	19.36	20.12	20.84	21.38	21.88	22.63	23.29
Total benefits .....	6.74	7.11	7.46	7.70	7.01	7.21	7.43	7.45	7.63	7.83	7.99
Paid leave .....	1.40	1.48	1.54	1.60	1.48	1.53	1.58	1.61	1.66	1.71	1.81
Supplemental pay .....	.08	.08	.08	.04	.06	.06	.06	.07	.07	.07	.08
Insurance .....	1.84	2.07	2.25	2.39	2.10	2.16	2.21	2.25	2.37	2.51	2.68
Retirement and savings .....	2.05	2.03	2.09	2.11	1.79	1.88	1.91	1.83	1.84	1.80	1.64
Legally required benefits .....	1.34	1.41	1.47	1.51	1.56	1.54	1.61	1.62	1.63	1.67	1.71
Other benefits <sup>1</sup> .....	.03	.04	.04	.04	.03	.04	.06	.06	.06	.07	.08
	Percent of total compensation by year										
	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation .....	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 .....	73.1	72.7	72.6	72.6	73.4	73.6	73.7	74.2	74.1	74.3	74.4
Total benefits .....	26.9	27.3	27.4	27.4	26.6	26.4	26.3	25.9	25.8	25.7	25.5
Paid leave .....	5.6	5.7	5.7	5.7	5.6	5.6	5.6	5.6	5.6	5.6	5.8
Supplemental pay .....	.3	.3	.3	.2	.2	.2	.2	.2	.2	.2	.3
Insurance .....	7.3	8.0	8.3	8.5	7.9	7.9	7.8	7.8	8.0	8.2	8.6
Retirement and savings .....	8.2	7.8	7.7	7.5	6.8	6.9	6.7	6.3	6.2	5.9	5.2
Legally required benefits .....	5.4	5.4	5.4	5.4	5.9	5.7	5.7	5.6	5.5	5.5	5.5
Other benefits <sup>1</sup> .....	.1	.1	.1	.1	.1	.1	.2	.2	.2	.2	.3

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

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

**Table 7. Civilian workers, by occupational and industry group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 1991-2001 -- Continued**

Higher education

Compensation component	Cost per hour worked by year										
	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation .....	\$24.74	\$26.23	\$27.39	\$28.14	\$28.11	\$29.29	\$30.18	\$31.46	\$32.39	\$33.40	\$34.65
Wages and salaries .....	18.22	19.30	20.02	20.60	20.43	21.38	22.14	23.10	23.99	24.71	25.54
Total benefits .....	6.52	6.93	7.37	7.54	7.68	7.91	8.04	8.36	8.40	8.68	9.11
Paid leave .....	1.69	1.80	1.86	1.91	2.05	2.13	2.17	2.29	2.38	2.46	2.58
Supplemental pay .....	.11	.10	.10	.11	.12	.15	.15	.15	.14	.14	.15
Insurance .....	1.51	1.68	1.91	1.97	1.85	1.83	1.80	1.85	1.94	2.07	2.28
Retirement and savings .....	1.65	1.74	1.81	1.83	1.83	1.92	2.01	2.10	1.92	1.94	1.94
Legally required benefits .....	1.55	1.61	1.68	1.72	1.82	1.88	1.91	1.96	2.02	2.06	2.15
Other benefits <sup>2</sup> .....	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )
	Percent of total compensation by year										
	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation .....	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 .....	73.7	73.6	73.1	73.2	72.7	73.0	73.4	73.4	74.1	74.0	73.7
Total benefits .....	26.3	26.4	26.9	26.8	27.3	27.0	26.6	26.6	25.9	26.0	26.3
Paid leave .....	6.8	6.8	6.8	6.8	7.3	7.3	7.2	7.3	7.3	7.4	7.4
Supplemental pay .....	.5	.4	.4	.4	.4	.5	.5	.5	.4	.4	.4
Insurance .....	6.1	6.4	7.0	7.0	6.6	6.2	6.0	5.9	6.0	6.2	6.6
Retirement and savings .....	6.7	6.6	6.6	6.5	6.5	6.5	6.7	6.7	5.9	5.8	5.6
Legally required benefits .....	6.3	6.1	6.2	6.1	6.5	6.4	6.3	6.2	6.2	6.2	6.2
Other benefits <sup>2</sup> .....	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )

<sup>1</sup> Cost per hour worked is \$0.01 or less.

<sup>2</sup> Includes severance pay and supplemental unemployment benefits.

<sup>3</sup> Less than .05 percent.

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

**Table 8. State and local government workers, by occupational and industry group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 1991-2001**

Professional specialty and technical occupations

Compensation component	Cost per hour worked by year										
	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation .....	\$21.06	\$31.50	\$32.91	\$34.04	\$32.63	\$33.81	\$34.92	\$35.76	\$36.67	\$38.15	\$39.26
Wages and salaries .....	13.13	23.10	24.07	24.90	23.91	24.86	25.78	26.54	27.30	28.48	29.35
Total benefits .....	7.93	8.40	8.83	9.15	8.72	8.95	9.14	9.22	9.36	9.67	9.92
Paid leave .....	2.11	1.87	1.95	2.03	2.01	2.07	2.12	2.15	2.21	2.30	2.39
Supplemental pay .....	.63	.16	.16	.13	.15	.16	.15	.16	.15	.15	.16
Insurance .....	1.48	2.14	2.37	2.52	2.27	2.32	2.33	2.41	2.51	2.68	2.88
Retirement and savings .....	2.38	2.48	2.54	2.60	2.32	2.44	2.49	2.45	2.41	2.37	2.19
Legally required benefits .....	1.31	1.71	1.77	1.83	1.93	1.92	1.99	2.00	2.02	2.10	2.22
Other benefits <sup>1</sup> .....	.03	.04	.04	.04	.04	.04	.06	.06	.07	.07	.08
	Percent of total compensation by year										
	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation .....	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 .....	62.3	73.3	73.2	73.1	73.3	73.5	73.8	74.2	74.4	74.7	74.8
Total benefits .....	37.7	26.7	26.8	26.9	26.7	26.5	26.2	25.8	25.5	25.3	25.3
Paid leave .....	10.0	5.9	5.9	6.0	6.2	6.1	6.1	6.0	6.0	6.0	6.1
Supplemental pay .....	3.0	.5	.5	.4	.5	.5	.4	.4	.4	.4	.4
Insurance .....	7.0	6.8	7.2	7.4	6.9	6.9	6.7	6.7	6.8	7.0	7.3
Retirement and savings .....	11.3	7.9	7.7	7.6	7.1	7.2	7.1	6.9	6.6	6.2	5.6
Legally required benefits .....	6.2	5.4	5.4	5.4	5.9	5.7	5.7	5.6	5.5	5.5	5.7
Other benefits <sup>1</sup> .....	.1	.1	.1	.1	.1	.1	.2	.2	.2	.2	.2

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

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

**Table 8. State and local government workers, by occupational and industry group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 1991-2001 -- Continued**

Professional specialty occupations

Compensation component	Cost per hour worked by year										
	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation .....	\$20.11	-	-	\$35.31	\$33.88	\$35.14	\$36.25	\$37.14	\$38.03	\$39.41	\$40.59
Wages and salaries .....	13.32	-	-	25.93	24.95	25.97	26.89	27.70	28.45	29.55	30.47
Total benefits .....	6.79	-	-	9.38	8.93	9.17	9.36	9.44	9.58	9.86	10.12
Paid leave .....	2.02	-	-	2.04	2.02	2.08	2.13	2.16	2.22	2.31	2.40
Supplemental pay .....	.26	-	-	.10	.13	.13	.13	.14	.13	.13	.14
Insurance .....	1.41	-	-	2.60	2.33	2.39	2.40	2.47	2.58	2.75	2.96
Retirement and savings .....	1.81	-	-	2.72	2.41	2.55	2.59	2.54	2.51	2.46	2.27
Legally required benefits .....	1.26	-	-	1.88	1.99	1.98	2.05	2.05	2.07	2.13	2.27
Other benefits <sup>1</sup> .....	.02	-	-	.05	.04	.04	.06	.07	.07	.07	.08
	Percent of total compensation by year										
	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation .....	100.0	-	-	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Wages and salaries .....	66.2	-	-	73.4	73.6	73.9	74.2	74.6	74.8	75.0	75.1
Total benefits .....	33.8	-	-	26.6	26.4	26.1	25.8	25.4	25.2	25.0	24.9
Paid leave .....	10.0	-	-	5.8	6.0	5.9	5.9	5.8	5.8	5.9	5.9
Supplemental pay .....	1.3	-	-	.3	.4	.4	.4	.4	.3	.3	.3
Insurance .....	7.0	-	-	7.4	6.9	6.8	6.6	6.7	6.8	7.0	7.3
Retirement and savings .....	9.0	-	-	7.7	7.1	7.2	7.1	6.8	6.6	6.2	5.6
Legally required benefits .....	6.3	-	-	5.3	5.9	5.6	5.7	5.5	5.4	5.4	5.6
Other benefits <sup>1</sup> .....	.1	-	-	.1	.1	.1	.2	.2	.2	.2	.2

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

- Data not available.

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

**Table 8. State and local government workers, by occupational and industry group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 1991<sup>1</sup>-2001 -- Continued**

Teachers

Compensation component	Cost per hour worked by year										
	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation .....	-	-	-	\$37.22	\$36.30	\$37.56	\$38.86	\$39.88	\$40.83	\$42.18	\$43.38
Wages and salaries .....	-	-	-	27.77	27.11	28.14	29.20	30.13	30.94	32.02	33.03
Total benefits .....	-	-	-	9.45	9.19	9.43	9.66	9.75	9.89	10.16	10.35
Paid leave .....	-	-	-	1.78	1.82	1.92	1.97	2.01	2.08	2.18	2.28
Supplemental pay .....	-	-	-	.04	.07	.06	.06	.07	.06	.07	.08
Insurance .....	-	-	-	2.72	2.46	2.52	2.54	2.62	2.73	2.90	3.10
Retirement and savings .....	-	-	-	2.97	2.73	2.84	2.89	2.84	2.80	2.74	2.53
Legally required benefits .....	-	-	-	1.90	2.07	2.05	2.13	2.14	2.14	2.20	2.27
Other benefits <sup>2</sup> .....	-	-	-	.04	.04	.05	.07	.08	.08	.09	.10
	Percent of total compensation by year										
	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation .....	-	-	-	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Wages and salaries .....	-	-	-	74.6	74.7	74.9	75.1	75.6	75.8	75.9	76.1
Total benefits .....	-	-	-	25.4	25.3	25.1	24.9	24.4	24.2	24.1	23.9
Paid leave .....	-	-	-	4.8	5.0	5.1	5.1	5.0	5.1	5.2	5.3
Supplemental pay .....	-	-	-	.1	.2	.2	.1	.2	.1	.2	.2
Insurance .....	-	-	-	7.3	6.8	6.7	6.5	6.6	6.7	6.9	7.1
Retirement and savings .....	-	-	-	8.0	7.5	7.6	7.4	7.1	6.9	6.5	5.8
Legally required benefits .....	-	-	-	5.1	5.7	5.4	5.5	5.4	5.2	5.2	5.2
Other benefits <sup>2</sup> .....	-	-	-	.1	.1	.1	.2	.2	.2	.2	.2

<sup>1</sup> This series began in 1994.

<sup>2</sup> Includes severance pay and supplemental unemployment benefits.

- Data not available.

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

**Table 8. State and local government workers, by occupational and industry group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 1991<sup>1</sup>-2001 -- Continued**

Technical occupations

Compensation component	Cost per hour worked by year										
	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation .....	-	-	-	-	-	-	-	\$22.02	\$22.88	\$24.76	\$25.32
Wages and salaries .....	-	-	-	-	-	-	-	14.95	15.70	17.08	17.53
Total benefits .....	-	-	-	-	-	-	-	7.06	7.17	7.68	7.79
Paid leave .....	-	-	-	-	-	-	-	2.03	2.14	2.25	2.28
Supplemental pay .....	-	-	-	-	-	-	-	.36	.35	.40	.40
Insurance .....	-	-	-	-	-	-	-	1.73	1.76	1.92	2.03
Retirement and savings .....	-	-	-	-	-	-	-	1.50	1.36	1.38	1.36
Legally required benefits .....	-	-	-	-	-	-	-	1.41	1.54	1.70	1.68
Other benefits <sup>2</sup> .....	-	-	-	-	-	-	-	.03	.03	.04	.04
	Percent of total compensation by year										
	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation .....	-	-	-	-	-	-	-	100.0	100.0	100.0	100.0
Wages and salaries .....	-	-	-	-	-	-	-	67.9	68.6	69.0	69.2
Total benefits .....	-	-	-	-	-	-	-	32.1	31.3	31.0	30.8
Paid leave .....	-	-	-	-	-	-	-	9.2	9.4	9.1	9.0
Supplemental pay .....	-	-	-	-	-	-	-	1.6	1.5	1.6	1.6
Insurance .....	-	-	-	-	-	-	-	7.9	7.7	7.8	8.0
Retirement and savings .....	-	-	-	-	-	-	-	6.8	5.9	5.6	5.4
Legally required benefits .....	-	-	-	-	-	-	-	6.4	6.7	6.9	6.6
Other benefits <sup>2</sup> .....	-	-	-	-	-	-	-	.1	.1	.2	.2

<sup>1</sup> This series began in 1998.

<sup>2</sup> Includes severance pay and supplemental unemployment benefits.

- Data not available.

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



**Table 8. State and local government workers, by occupational and industry group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 1991-2001 -- Continued**

Executive, administrative, and managerial occupations

Compensation component	Cost per hour worked by year										
	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation .....	\$28.36	\$29.86	\$30.66	\$31.81	\$32.02	\$32.81	\$33.78	\$34.50	\$35.08	\$36.20	\$37.42
Wages and salaries .....	19.66	20.84	21.26	22.04	22.08	22.72	23.43	24.01	24.58	25.44	26.31
Total benefits .....	8.70	9.02	9.39	9.77	9.94	10.09	10.35	10.49	10.51	10.76	11.12
Paid leave .....	2.85	2.98	3.07	3.19	3.28	3.29	3.40	3.47	3.52	3.64	3.76
Supplemental pay .....	.12	.14	.15	.15	.18	.18	.18	.17	.17	.18	.19
Insurance .....	1.65	1.81	2.02	2.20	2.25	2.25	2.24	2.33	2.42	2.60	2.88
Retirement and savings .....	2.36	2.31	2.35	2.37	2.26	2.40	2.48	2.47	2.37	2.23	2.10
Legally required benefits .....	1.70	1.76	1.80	1.85	1.97	1.96	2.03	2.03	2.02	2.07	2.15
Other benefits <sup>2</sup> .....	.02	.02	.02	.02	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	.03	.03
	Percent of total compensation by year										
	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation .....	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 .....	69.3	69.8	69.4	69.3	69.0	69.2	69.4	69.6	70.1	70.3	70.3
Total benefits .....	30.7	30.2	30.6	30.7	31.0	30.8	30.6	30.4	30.0	29.7	29.7
Paid leave .....	10.1	10.0	10.0	10.0	10.2	10.0	10.1	10.1	10.0	10.1	10.0
Supplemental pay .....	.4	.5	.5	.5	.6	.5	.5	.5	.5	.5	.5
Insurance .....	5.8	6.1	6.6	6.9	7.0	6.8	6.6	6.8	6.9	7.2	7.7
Retirement and savings .....	8.3	7.7	7.7	7.4	7.1	7.3	7.3	7.2	6.8	6.2	5.6
Legally required benefits .....	6.0	5.9	5.9	5.8	6.1	6.0	6.0	5.9	5.8	5.7	5.7
Other benefits <sup>2</sup> .....	.1	.1	.1	.1	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	.1

<sup>1</sup> Cost per hour worked is \$0.01 or less.

<sup>2</sup> Includes severance pay and supplemental unemployment benefits.

<sup>3</sup> Less than .05 percent.

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

**Table 8. State and local government workers, by occupational and industry group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 1991-2001 -- Continued**

Administrative support, including clerical occupations

Compensation component	Cost per hour worked by year										
	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation .....	\$14.37	\$15.03	\$15.59	\$16.10	\$15.99	\$16.55	\$17.04	\$17.48	\$17.88	\$18.52	\$19.27
Wages and salaries .....	9.54	9.90	10.18	10.53	10.59	10.93	11.28	11.60	11.91	12.38	12.88
Total benefits .....	4.82	5.13	5.41	5.58	5.40	5.61	5.76	5.88	5.97	6.14	6.39
Paid leave .....	1.33	1.41	1.44	1.50	1.47	1.51	1.55	1.59	1.63	1.70	1.76
Supplemental pay .....	.09	.09	.09	.09	.09	.09	.09	.09	.10	.10	.11
Insurance .....	1.46	1.68	1.85	1.94	1.84	1.92	1.93	1.98	2.02	2.14	2.32
Retirement and savings .....	1.03	.99	1.01	1.01	.95	1.04	1.09	1.10	1.09	1.04	.99
Legally required benefits .....	.90	.95	.99	1.02	1.03	1.05	1.08	1.10	1.11	1.14	1.19
Other benefits <sup>2</sup> .....	( <sup>1</sup> )	( <sup>1</sup> )	.02	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	.02	.02	.02	.03	.03
	Percent of total compensation by year										
	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation .....	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 .....	66.4	65.9	65.3	65.4	66.2	66.1	66.2	66.4	66.6	66.8	66.8
Total benefits .....	33.6	34.1	34.7	34.6	33.8	33.9	33.8	33.6	33.4	33.2	33.2
Paid leave .....	9.2	9.4	9.3	9.3	9.2	9.1	9.1	9.1	9.1	9.2	9.1
Supplemental pay .....	.6	.6	.6	.6	.5	.5	.5	.5	.6	.5	.6
Insurance .....	10.2	11.2	11.9	12.1	11.5	11.6	11.3	11.3	11.3	11.6	12.0
Retirement and savings .....	7.2	6.6	6.5	6.3	5.9	6.3	6.4	6.3	6.1	5.6	5.1
Legally required benefits .....	6.3	6.3	6.3	6.3	6.4	6.3	6.3	6.3	6.2	6.2	6.2
Other benefits <sup>2</sup> .....	( <sup>3</sup> )	( <sup>3</sup> )	.1	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	.1	.1	.1	.2	.2

<sup>1</sup> Cost per hour worked is \$0.01 or less.

<sup>2</sup> Includes severance pay and supplemental unemployment benefits.

<sup>3</sup> Less than .05 percent.

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

**Table 8. State and local government workers, by occupational and industry group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 1991-2001 -- Continued**

Blue-collar occupations

Compensation component	Cost per hour worked by year										
	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation .....	\$17.66	\$18.06	\$18.78	\$19.42	\$20.12	\$20.88	\$21.50	\$22.08	\$21.94	\$22.78	\$23.44
Wages and salaries .....	11.39	11.69	12.13	12.49	12.99	13.56	13.93	14.38	14.47	15.05	15.49
Total benefits .....	6.27	6.38	6.65	6.93	7.13	7.32	7.57	7.70	7.47	7.72	7.95
Paid leave .....	1.61	1.67	1.71	1.78	1.92	1.95	2.03	2.09	2.09	2.18	2.25
Supplemental pay .....	.35	.34	.35	.36	.36	.36	.38	.39	.34	.36	.37
Insurance .....	1.56	1.70	1.84	1.94	1.93	1.97	2.03	2.06	2.09	2.28	2.45
Retirement and savings .....	1.35	1.26	1.32	1.34	1.39	1.51	1.58	1.58	1.41	1.31	1.28
Legally required benefits .....	1.38	1.39	1.42	1.49	1.51	1.50	1.53	1.56	1.53	1.57	1.57
Other benefits <sup>2</sup> .....	( <sup>1</sup> )	.02	( <sup>1</sup> )	.02	.02	.03	.03	.03	.02	.03	.03
	Percent of total compensation by year										
	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation .....	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 .....	64.5	64.7	64.6	64.3	64.6	64.9	64.8	65.1	66.0	66.1	66.1
Total benefits .....	35.5	35.3	35.4	35.7	35.4	35.1	35.2	34.9	34.0	33.9	33.9
Paid leave .....	9.1	9.2	9.1	9.2	9.6	9.3	9.4	9.5	9.5	9.6	9.6
Supplemental pay .....	2.0	1.9	1.9	1.9	1.8	1.7	1.7	1.8	1.5	1.6	1.6
Insurance .....	8.8	9.4	9.8	10.0	9.6	9.4	9.4	9.3	9.5	10.0	10.5
Retirement and savings .....	7.6	7.0	7.0	6.9	6.9	7.2	7.3	7.2	6.4	5.8	5.5
Legally required benefits .....	7.8	7.7	7.6	7.7	7.5	7.2	7.1	7.1	7.0	6.9	6.7
Other benefits <sup>2</sup> .....	( <sup>3</sup> )	.1	( <sup>3</sup> )	.1	.1	.1	.1	.1	.1	.1	.1

<sup>1</sup> Cost per hour worked is \$0.01 or less.

<sup>2</sup> Includes severance pay and supplemental unemployment benefits.

<sup>3</sup> Less than .05 percent.

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

**Table 8. State and local government workers, by occupational and industry group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 1991-2001 -- Continued**

Health services

Compensation component	Cost per hour worked by year										
	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation .....	\$17.87	\$18.42	\$19.31	\$20.03	\$21.11	\$21.86	\$21.99	\$22.20	\$22.95	\$23.74	\$24.52
Wages and salaries .....	12.03	12.45	12.91	13.37	14.13	14.49	14.67	14.95	15.52	16.03	16.22
Total benefits .....	5.84	5.98	6.41	6.65	6.98	7.37	7.32	7.25	7.43	7.70	8.29
Paid leave .....	1.82	1.90	1.97	2.05	2.16	2.26	2.28	2.26	2.35	2.40	2.42
Supplemental pay .....	.45	.49	.50	.52	.51	.57	.58	.57	.58	.60	.61
Insurance .....	1.26	1.32	1.56	1.60	1.71	1.79	1.71	1.72	1.72	1.91	2.02
Retirement and savings .....	1.09	.98	1.02	1.08	1.08	1.18	1.14	1.10	1.15	1.08	1.09
Legally required benefits .....	1.20	1.27	1.33	1.39	1.50	1.56	1.59	1.57	1.60	1.68	2.12
Other benefits <sup>2</sup> .....	( <sup>1</sup> )	.02	.02	.02	.02	.02	.03	.03	.03	.04	.04
	Percent of total compensation by year										
	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation .....	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 .....	67.3	67.6	66.8	66.8	66.9	66.3	66.7	67.3	67.6	67.5	66.2
Total benefits .....	32.7	32.4	33.2	33.2	33.1	33.7	33.3	32.7	32.4	32.4	33.8
Paid leave .....	10.2	10.3	10.2	10.2	10.2	10.3	10.4	10.2	10.2	10.1	9.9
Supplemental pay .....	2.5	2.7	2.6	2.6	2.4	2.6	2.6	2.6	2.5	2.5	2.5
Insurance .....	7.1	7.1	8.1	8.0	8.1	8.2	7.8	7.7	7.5	8.0	8.2
Retirement and savings .....	6.1	5.3	5.3	5.4	5.1	5.4	5.2	5.0	5.0	4.5	4.4
Legally required benefits .....	6.7	6.9	6.9	7.0	7.1	7.1	7.2	7.1	7.0	7.1	8.6
Other benefits <sup>2</sup> .....	( <sup>3</sup> )	.1	.1	.1	.1	.1	.1	.1	.1	.2	.2

<sup>1</sup> Cost per hour worked is \$0.01 or less.

<sup>2</sup> Includes severance pay and supplemental unemployment benefits.

<sup>3</sup> Less than .05 percent.

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

**Table 8. State and local government workers, by occupational and industry group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 1991-2001 -- Continued**

Hospitals

Compensation component	Cost per hour worked by year										
	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation .....	\$18.17	\$18.80	\$19.60	\$20.28	\$21.42	\$22.29	\$22.53	\$22.81	\$23.48	\$24.31	\$25.10
Wages and salaries .....	12.32	12.77	13.20	13.64	14.46	14.88	15.10	15.43	15.89	16.42	16.62
Total benefits .....	5.85	6.02	6.40	6.64	6.96	7.41	7.43	7.38	7.59	7.88	8.49
Paid leave .....	1.86	1.94	2.01	2.08	2.20	2.32	2.35	2.35	2.41	2.47	2.48
Supplemental pay .....	.45	.48	.49	.50	.49	.55	.56	.55	.58	.59	.60
Insurance .....	1.22	1.31	1.53	1.56	1.65	1.74	1.68	1.70	1.75	1.96	2.03
Retirement and savings .....	1.08	.98	1.02	1.07	1.09	1.21	1.19	1.14	1.19	1.11	1.13
Legally required benefits .....	1.21	1.29	1.34	1.41	1.51	1.56	1.62	1.61	1.63	1.71	2.21
Other benefits <sup>1</sup> .....	.02	.02	.02	.02	.02	.03	.03	.03	.03	.04	.04
	Percent of total compensation by year										
	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation .....	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 .....	67.8	68.0	67.3	67.3	67.5	66.8	67.0	67.6	67.7	67.5	66.2
Total benefits .....	32.2	32.0	32.7	32.7	32.5	33.2	33.0	32.4	32.3	32.4	33.8
Paid leave .....	10.2	10.3	10.2	10.2	10.3	10.4	10.4	10.3	10.3	10.2	9.9
Supplemental pay .....	2.5	2.6	2.5	2.5	2.3	2.5	2.5	2.4	2.5	2.4	2.4
Insurance .....	6.7	7.0	7.8	7.7	7.7	7.8	7.5	7.5	7.5	8.1	8.1
Retirement and savings .....	6.0	5.2	5.2	5.3	5.1	5.4	5.3	5.0	5.1	4.6	4.5
Legally required benefits .....	6.7	6.9	6.8	7.0	7.1	7.0	7.2	7.1	6.9	7.0	8.8
Other benefits <sup>1</sup> .....	.1	.1	.1	.1	.1	.1	.1	.1	.1	.2	.2

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

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

**Table 8. State and local government workers, by occupational and industry group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 1991-2001 -- Continued**

Educational services

Compensation component	Cost per hour worked by year										
	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation .....	\$25.40	\$26.55	\$27.68	\$28.60	\$27.09	\$28.21	\$29.21	\$29.97	\$30.67	\$31.86	\$32.99
Wages and salaries .....	18.45	19.25	20.00	20.67	19.67	20.59	21.37	22.03	22.64	23.54	24.44
Total benefits .....	6.94	7.30	7.68	7.93	7.41	7.62	7.84	7.93	8.03	8.32	8.55
Paid leave .....	1.53	1.63	1.69	1.75	1.70	1.74	1.79	1.84	1.89	1.97	2.07
Supplemental pay .....	.10	.09	.09	.07	.08	.09	.09	.09	.09	.09	.11
Insurance .....	1.83	2.04	2.24	2.37	2.09	2.13	2.17	2.23	2.34	2.50	2.68
Retirement and savings .....	2.10	2.09	2.15	2.17	1.91	2.03	2.09	2.06	1.98	1.96	1.83
Legally required benefits .....	1.37	1.43	1.49	1.54	1.60	1.60	1.66	1.67	1.68	1.74	1.80
Other benefits <sup>1</sup> .....	.02	.03	.03	.03	.03	.03	.05	.05	.05	.06	.06
	Percent of total compensation by year										
	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation .....	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 .....	72.7	72.5	72.2	72.3	72.6	73.0	73.2	73.5	73.8	73.9	74.1
Total benefits .....	27.3	27.5	27.8	27.7	27.4	27.0	26.8	26.5	26.2	26.1	25.9
Paid leave .....	6.0	6.1	6.1	6.1	6.3	6.2	6.1	6.1	6.2	6.2	6.3
Supplemental pay .....	.4	.3	.3	.2	.3	.3	.3	.3	.3	.3	.3
Insurance .....	7.2	7.7	8.1	8.3	7.7	7.6	7.4	7.4	7.6	7.8	8.1
Retirement and savings .....	8.3	7.9	7.8	7.6	7.1	7.2	7.1	6.9	6.5	6.2	5.5
Legally required benefits .....	5.4	5.4	5.4	5.4	5.9	5.7	5.7	5.6	5.5	5.5	5.5
Other benefits <sup>1</sup> .....	.1	.1	.1	.1	.1	.1	.2	.2	.2	.2	.2

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

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

**Table 8. State and local government workers, by occupational and industry group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 1991-2001 -- Continued**

Elementary and secondary education

Compensation component	Cost per hour worked by year										
	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation .....	\$25.70	\$26.73	\$27.88	\$28.78	\$26.89	\$28.04	\$28.94	\$29.57	\$30.25	\$31.23	\$32.06
Wages and salaries .....	18.72	19.38	20.18	20.82	19.67	20.58	21.29	21.88	22.38	23.13	23.83
Total benefits .....	6.98	7.35	7.70	7.96	7.22	7.45	7.66	7.68	7.87	8.10	8.23
Paid leave .....	1.45	1.53	1.59	1.65	1.52	1.59	1.63	1.67	1.71	1.77	1.83
Supplemental pay .....	.08	.08	.08	.05	.06	.06	.06	.06	.06	.07	.08
Insurance .....	1.89	2.14	2.32	2.48	2.16	2.23	2.28	2.34	2.46	2.62	2.81
Retirement and savings .....	2.18	2.16	2.21	2.23	1.89	1.99	2.02	1.94	1.96	1.91	1.73
Legally required benefits .....	1.35	1.41	1.46	1.51	1.56	1.55	1.61	1.61	1.61	1.66	1.70
Other benefits <sup>1</sup> .....	.03	.04	.04	.05	.03	.04	.06	.06	.07	.07	.08
	Percent of total compensation by year										
	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation .....	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 .....	72.8	72.5	72.4	72.4	73.2	73.4	73.5	74.0	74.0	74.1	74.3
Total benefits .....	27.2	27.5	27.6	27.6	26.8	26.6	26.5	26.0	26.0	25.9	25.7
Paid leave .....	5.6	5.7	5.7	5.7	5.7	5.7	5.6	5.6	5.7	5.7	5.7
Supplemental pay .....	.3	.3	.3	.2	.2	.2	.2	.2	.2	.2	.2
Insurance .....	7.4	8.0	8.3	8.6	8.0	8.0	7.9	7.9	8.1	8.4	8.8
Retirement and savings .....	8.5	8.1	7.9	7.8	7.0	7.1	7.0	6.6	6.5	6.1	5.4
Legally required benefits .....	5.2	5.3	5.3	5.3	5.8	5.5	5.6	5.4	5.3	5.3	5.3
Other benefits <sup>1</sup> .....	.1	.2	.1	.2	.1	.1	.2	.2	.2	.2	.2

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

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

**Table 8. State and local government workers, by occupational and industry group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 1991-2001 -- Continued**

Higher education

Compensation component	Cost per hour worked by year										
	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation .....	\$25.42	\$26.95	\$28.13	\$28.94	\$28.29	\$29.25	\$30.53	\$31.53	\$32.35	\$34.18	\$36.11
Wages and salaries .....	18.38	19.59	20.29	20.91	20.17	21.08	22.10	22.86	23.80	25.17	26.63
Total benefits .....	7.03	7.36	7.84	8.03	8.12	8.17	8.43	8.66	8.55	9.00	9.48
Paid leave .....	1.79	1.91	1.97	2.03	2.22	2.16	2.23	2.31	2.41	2.52	2.69
Supplemental pay .....	.15	.12	.12	.13	.15	.17	.17	.17	.16	.17	.18
Insurance .....	1.67	1.82	2.07	2.15	1.93	1.89	1.90	1.94	2.01	2.18	2.40
Retirement and savings .....	1.94	1.96	2.06	2.07	2.04	2.17	2.31	2.39	2.08	2.14	2.11
Legally required benefits .....	1.49	1.54	1.61	1.65	1.77	1.77	1.81	1.85	1.89	1.98	2.09
Other benefits <sup>2</sup> .....	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )
	Percent of total compensation by year										
	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation .....	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 .....	72.3	72.7	72.1	72.3	71.3	72.1	72.4	72.5	73.6	73.6	73.7
Total benefits .....	27.7	27.3	27.9	27.7	28.7	27.9	27.6	27.5	26.4	26.3	26.3
Paid leave .....	7.0	7.1	7.0	7.0	7.9	7.4	7.3	7.3	7.4	7.4	7.4
Supplemental pay .....	.6	.4	.4	.4	.5	.6	.6	.5	.5	.5	.5
Insurance .....	6.6	6.8	7.4	7.4	6.8	6.5	6.2	6.2	6.2	6.4	6.6
Retirement and savings .....	7.6	7.3	7.3	7.1	7.2	7.4	7.6	7.6	6.4	6.3	5.8
Legally required benefits .....	5.9	5.7	5.7	5.7	6.2	6.1	5.9	5.9	5.8	5.8	5.8
Other benefits <sup>2</sup> .....	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )

<sup>1</sup> Cost per hour worked is \$0.01 or less.

<sup>2</sup> Includes severance pay and supplemental unemployment benefits.

<sup>3</sup> Less than .05 percent.

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



**Table 8. State and local government workers, by occupational and industry group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 1991-2001 -- Continued**

Public administration

Compensation component	Cost per hour worked by year										
	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation .....	\$20.11	\$20.76	\$21.35	\$22.11	\$22.82	\$23.39	\$24.07	\$24.73	\$25.39	\$26.26	\$27.19
Wages and salaries .....	13.32	13.69	14.02	14.47	14.94	15.24	15.73	16.24	16.78	17.47	18.14
Total benefits .....	6.79	7.07	7.33	7.64	7.89	8.15	8.33	8.49	8.61	8.79	9.05
Paid leave .....	2.02	2.03	2.10	2.19	2.27	2.31	2.40	2.46	2.53	2.65	2.72
Supplemental pay .....	.26	.28	.28	.29	.31	.31	.33	.34	.37	.38	.40
Insurance .....	1.41	1.64	1.79	1.90	1.97	2.01	1.99	2.05	2.10	2.25	2.45
Retirement and savings .....	1.81	1.77	1.80	1.86	1.88	2.03	2.10	2.10	2.03	1.88	1.77
Legally required benefits .....	1.26	1.32	1.32	1.37	1.43	1.46	1.49	1.52	1.55	1.59	1.66
Other benefits <sup>1</sup> .....	.02	.02	.03	.02	.03	.03	.03	.03	.03	.05	.05
	Percent of total compensation by year										
	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation .....	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 .....	66.2	66.0	65.7	65.5	65.5	65.1	65.4	65.7	66.1	66.5	66.7
Total benefits .....	33.8	34.0	34.3	34.5	34.5	34.9	34.6	34.3	33.9	33.5	33.3
Paid leave .....	10.0	9.8	9.8	9.9	10.0	9.9	10.0	9.9	10.0	10.1	10.0
Supplemental pay .....	1.3	1.4	1.3	1.3	1.3	1.3	1.4	1.4	1.5	1.4	1.5
Insurance .....	7.0	7.9	8.4	8.6	8.6	8.6	8.3	8.3	8.3	8.6	9.0
Retirement and savings .....	9.0	8.5	8.4	8.4	8.2	8.7	8.7	8.5	8.0	7.2	6.5
Legally required benefits .....	6.3	6.4	6.2	6.2	6.3	6.2	6.2	6.1	6.1	6.1	6.1
Other benefits <sup>1</sup> .....	.1	.1	.1	.1	.1	.1	.1	.1	.1	.2	.2

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

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

**Table 9. Private industry workers, by occupational and industry group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 1986-2001**

Professional specialty and technical occupations

Compensation component	Cost per hour worked by year															
	1986	1987	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation .....	\$19.72	\$19.81	\$20.85	\$21.79	\$23.27	\$23.79	\$25.20	\$27.13	\$27.66	\$28.19	\$29.19	\$29.10	\$29.54	\$30.38	\$32.68	\$34.48
Wages and salaries .....	14.53	14.66	15.36	16.11	17.07	17.54	18.45	19.76	20.14	20.65	21.25	21.33	21.80	22.47	24.23	25.47
Total benefits .....	5.19	5.15	5.49	5.67	6.20	6.24	6.75	7.37	7.52	7.54	7.94	7.77	7.75	7.91	8.46	9.01
Paid leave .....	1.61	1.66	1.77	1.83	1.92	1.95	2.03	2.11	2.10	2.10	2.17	2.15	2.17	2.30	2.66	2.80
Supplemental pay .....	.30	.32	.38	.37	.44	.40	.52	.59	.61	.63	.83	.87	.86	.67	.72	.77
Insurance .....	.97	.92	.98	1.14	1.29	1.35	1.51	1.69	1.74	1.67	1.64	1.47	1.50	1.60	1.68	1.80
Retirement and savings .....	.94	.85	.81	.69	.80	.74	.73	.88	.91	.91	1.00	.95	.93	.99	.99	1.12
Legally required benefits .....	1.36	1.40	1.52	1.63	1.74	1.79	1.93	2.07	2.11	2.17	2.25	2.27	2.24	2.31	2.36	2.48
Other benefits <sup>2</sup> .....	.02	( <sup>1</sup> )	.02	.02	.02	.02	.02	.03	.05	.05	.05	.05	.04	.05	.05	.04
	Percent of total compensation by year															
	1986	1987	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
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	100.0	100.0
Wages and salaries .....	73.7	74.0	73.7	74.0	73.3	73.8	73.2	72.8	72.8	73.3	72.8	73.3	73.8	74.0	74.1	73.9
Total benefits .....	26.3	26.0	26.3	26.0	26.7	26.2	26.8	27.2	27.2	26.7	27.2	26.7	26.2	26.0	25.9	26.1
Paid leave .....	8.2	8.4	8.5	8.4	8.2	8.2	8.0	7.8	7.6	7.4	7.4	7.4	7.3	7.6	8.1	8.1
Supplemental pay .....	1.5	1.6	1.8	1.7	1.9	1.7	2.1	2.2	2.2	2.2	2.9	3.0	2.9	2.2	2.2	2.2
Insurance .....	4.9	4.6	4.7	5.2	5.5	5.7	6.0	6.2	6.3	5.9	5.6	5.1	5.1	5.3	5.1	5.2
Retirement and savings .....	4.7	4.3	3.9	3.2	3.5	3.1	2.9	3.2	3.3	3.2	3.4	3.3	3.1	3.3	3.0	3.2
Legally required benefits .....	6.9	7.0	7.3	7.5	7.5	7.5	7.7	7.6	7.6	7.7	7.7	7.8	7.6	7.6	7.2	7.2
Other benefits <sup>2</sup> .....	.1	( <sup>3</sup> )	.1	.1	.1	.1	.1	.1	.2	.2	.2	.2	.1	.2	.2	.1

<sup>1</sup> Cost per hour worked is \$0.01 or less.

<sup>2</sup> Includes severance pay and supplemental unemployment benefits.

<sup>3</sup> Less than .05 percent.

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

**Table 9. Private industry workers, by occupational and industry group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 1986<sup>1</sup>-2001 -- Continued**

Professional specialty occupations

Compensation component	Cost per hour worked by year															
	1986	1987	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation .....	-	-	-	-	-	-	-	-	\$29.25	\$29.95	\$30.80	\$31.01	\$31.60	\$32.05	\$35.30	\$37.62
Wages and salaries .....	-	-	-	-	-	-	-	-	21.40	22.04	22.49	22.84	23.38	23.83	26.30	27.97
Total benefits .....	-	-	-	-	-	-	-	-	7.85	7.91	8.31	8.17	8.21	8.22	8.99	9.65
Paid leave .....	-	-	-	-	-	-	-	-	2.20	2.22	2.30	2.31	2.33	2.44	2.95	3.13
Supplemental pay .....	-	-	-	-	-	-	-	-	.67	.68	.95	.99	.94	.69	.72	.79
Insurance .....	-	-	-	-	-	-	-	-	1.75	1.71	1.68	1.50	1.55	1.64	1.74	1.82
Retirement and savings .....	-	-	-	-	-	-	-	-	.97	.96	1.01	.96	.98	.99	1.04	1.22
Legally required benefits .....	-	-	-	-	-	-	-	-	2.21	2.27	2.32	2.36	2.37	2.40	2.50	2.66
Other benefits <sup>2</sup> .....	-	-	-	-	-	-	-	-	.06	.06	.05	.04	.04	.05	.05	.04
	Percent of total compensation by year															
	1986	1987	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation .....	-	-	-	-	-	-	-	-	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Wages and salaries .....	-	-	-	-	-	-	-	-	73.2	73.6	73.0	73.6	74.0	74.4	74.5	74.3
Total benefits .....	-	-	-	-	-	-	-	-	26.8	26.4	27.0	26.4	26.0	25.6	25.5	25.7
Paid leave .....	-	-	-	-	-	-	-	-	7.5	7.4	7.5	7.4	7.4	7.6	8.4	8.3
Supplemental pay .....	-	-	-	-	-	-	-	-	2.3	2.3	3.1	3.2	3.0	2.2	2.0	2.1
Insurance .....	-	-	-	-	-	-	-	-	6.0	5.7	5.4	4.8	4.9	5.1	4.9	4.8
Retirement and savings .....	-	-	-	-	-	-	-	-	3.3	3.2	3.3	3.1	3.1	3.1	2.9	3.2
Legally required benefits .....	-	-	-	-	-	-	-	-	7.6	7.6	7.5	7.6	7.5	7.5	7.1	7.1
Other benefits <sup>2</sup> .....	-	-	-	-	-	-	-	-	.2	.2	.2	.1	.1	.2	.1	.1

<sup>1</sup> This series began in 1994.

<sup>2</sup> Includes severance pay and supplemental unemployment benefits.

- Data not available.

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

**Table 9. Private industry workers, by occupational and industry group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 1986<sup>1</sup>-2001 -- Continued**

Technical occupations

Compensation component	Cost per hour worked by year															
	1986	1987	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation .....	-	-	-	-	-	-	-	-	\$23.95	\$23.76	\$24.84	\$24.15	\$24.26	\$26.16	\$26.35	\$27.20
Wages and salaries .....	-	-	-	-	-	-	-	-	17.19	17.15	17.90	17.43	17.72	19.02	19.19	19.68
Total benefits .....	-	-	-	-	-	-	-	-	6.76	6.60	6.94	6.72	6.54	7.13	7.15	7.53
Paid leave .....	-	-	-	-	-	-	-	-	1.89	1.78	1.83	1.76	1.76	1.92	1.96	2.06
Supplemental pay .....	-	-	-	-	-	-	-	-	.47	.50	.52	.55	.64	.62	.71	.73
Insurance .....	-	-	-	-	-	-	-	-	1.71	1.57	1.54	1.40	1.38	1.48	1.54	1.77
Retirement and savings .....	-	-	-	-	-	-	-	-	.78	.79	.97	.93	.80	.97	.86	.87
Legally required benefits .....	-	-	-	-	-	-	-	-	1.89	1.92	2.04	2.02	1.93	2.08	2.04	2.08
Other benefits <sup>2</sup> .....	-	-	-	-	-	-	-	-	.03	.04	.05	.05	.04	.07	.05	.03
	Percent of total compensation by year															
	1986	1987	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation .....	-	-	-	-	-	-	-	-	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Wages and salaries .....	-	-	-	-	-	-	-	-	71.8	72.2	72.1	72.2	73.0	72.7	72.8	72.4
Total benefits .....	-	-	-	-	-	-	-	-	28.2	27.8	27.9	27.8	27.0	27.3	27.1	27.7
Paid leave .....	-	-	-	-	-	-	-	-	7.9	7.5	7.4	7.3	7.3	7.3	7.4	7.6
Supplemental pay .....	-	-	-	-	-	-	-	-	2.0	2.1	2.1	2.3	2.6	2.4	2.7	2.7
Insurance .....	-	-	-	-	-	-	-	-	7.1	6.6	6.2	5.8	5.7	5.7	5.8	6.5
Retirement and savings .....	-	-	-	-	-	-	-	-	3.3	3.3	3.9	3.9	3.3	3.7	3.3	3.2
Legally required benefits .....	-	-	-	-	-	-	-	-	7.9	8.1	8.2	8.4	8.0	8.0	7.7	7.6
Other benefits <sup>2</sup> .....	-	-	-	-	-	-	-	-	.1	.2	.2	.2	.2	.3	.2	.1

<sup>1</sup> This series began in 1994.

<sup>2</sup> Includes severance pay and supplemental unemployment benefits.

- Data not available.

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

**Table 9. Private industry workers, by occupational and industry group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 1986-2001 -- Continued**

Executive, administrative, and managerial occupations

Compensation component	Cost per hour worked by year															
	1986	1987	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation .....	\$22.23	\$23.81	\$23.74	\$25.22	\$26.61	\$28.15	\$29.42	\$30.45	\$31.13	\$32.43	\$33.12	\$32.98	\$34.37	\$35.20	\$37.40	\$40.86
Wages and salaries .....	16.82	17.86	17.69	18.75	19.65	20.85	21.62	22.14	22.50	23.36	24.07	24.17	25.02	25.47	27.31	29.50
Total benefits .....	5.42	5.95	6.05	6.48	6.96	7.30	7.81	8.31	8.63	9.06	9.05	8.81	9.35	9.73	10.09	11.36
Paid leave .....	1.86	1.99	2.07	2.24	2.30	2.43	2.56	2.55	2.59	2.67	2.80	2.77	2.89	2.95	3.08	3.45
Supplemental pay .....	.40	.54	.46	.46	.61	.53	.60	.78	.84	1.11	.90	.89	1.16	1.35	1.41	1.65
Insurance .....	.87	.98	1.05	1.19	1.29	1.41	1.59	1.71	1.76	1.73	1.75	1.62	1.65	1.74	1.85	2.07
Retirement and savings .....	.80	.88	.81	.82	.89	.90	.94	.94	.95	1.12	1.16	1.09	1.16	1.14	1.17	1.42
Legally required benefits .....	1.47	1.55	1.64	1.74	1.85	1.99	2.08	2.20	2.33	2.37	2.38	2.38	2.43	2.49	2.53	2.72
Other benefits <sup>1</sup> .....	.02	.02	.02	.02	.02	.03	.03	.12	.16	.06	.06	.06	.06	.06	.06	.06
	Percent of total compensation by year															
	1986	1987	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
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	100.0	100.0
Wages and salaries .....	75.6	75.0	74.5	74.3	73.9	74.1	73.5	72.7	72.3	72.0	72.7	73.3	72.8	72.4	73.0	72.2
Total benefits .....	24.4	25.0	25.5	25.7	26.1	25.9	26.5	27.3	27.7	28.0	27.3	26.7	27.2	27.6	27.0	27.8
Paid leave .....	8.3	8.4	8.7	8.9	8.6	8.6	8.7	8.4	8.3	8.2	8.5	8.4	8.4	8.4	8.2	8.4
Supplemental pay .....	1.8	2.3	2.0	1.8	2.3	1.9	2.0	2.6	2.7	3.4	2.7	2.7	3.4	3.8	3.8	4.0
Insurance .....	3.9	4.1	4.4	4.7	4.8	5.0	5.4	5.6	5.7	5.3	5.3	4.9	4.8	4.9	4.9	5.1
Retirement and savings .....	3.6	3.7	3.4	3.3	3.3	3.2	3.2	3.1	3.1	3.4	3.5	3.3	3.4	3.2	3.1	3.5
Legally required benefits .....	6.6	6.5	6.9	6.9	7.0	7.1	7.1	7.2	7.5	7.3	7.2	7.2	7.1	7.1	6.8	6.7
Other benefits <sup>1</sup> .....	.1	.1	.1	.1	.1	.1	.1	.4	.5	.2	.2	.2	.2	.2	.2	.1

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

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

**Table 9. Private industry workers, by occupational and industry group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 1986<sup>1</sup>-2001 -- Continued**

Sales occupations

Compensation component	Cost per hour worked by year															
	1986	1987	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation .....	-	-	\$10.86	\$11.39	\$12.12	\$12.90	\$13.26	\$13.32	\$13.82	\$13.63	\$14.34	\$14.79	\$15.56	\$16.13	\$16.32	\$16.11
Wages and salaries .....	-	-	8.42	8.91	9.46	10.00	10.24	10.15	10.56	10.47	11.09	11.55	12.19	12.64	12.81	12.62
Total benefits .....	-	-	2.44	2.48	2.66	2.90	3.03	3.17	3.26	3.16	3.25	3.24	3.38	3.49	3.50	3.49
Paid leave .....	-	-	.59	.60	.63	.65	.66	.66	.65	.63	.64	.66	.68	.69	.72	.81
Supplemental pay .....	-	-	.16	.16	.17	.23	.23	.31	.36	.34	.39	.33	.39	.44	.41	.33
Insurance .....	-	-	.52	.51	.60	.67	.72	.74	.75	.71	.70	.67	.66	.66	.70	.73
Retirement and savings .....	-	-	.24	.24	.24	.25	.27	.26	.27	.26	.28	.32	.32	.35	.34	.29
Legally required benefits .....	-	-	.90	.96	1.01	1.10	1.14	1.18	1.22	1.22	1.23	1.25	1.31	1.34	1.34	1.33
Other benefits <sup>3</sup> .....	-	-	.02	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )
	Percent of total compensation by year															
	1986	1987	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
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 .....	-	-	77.5	78.3	78.0	77.5	77.2	76.2	76.4	76.8	77.3	78.1	78.3	78.4	78.5	78.3
Total benefits .....	-	-	22.5	21.7	22.0	22.5	22.8	23.8	23.6	23.2	22.7	21.9	21.7	21.6	21.4	21.7
Paid leave .....	-	-	5.4	5.3	5.2	5.1	5.0	5.0	4.7	4.6	4.5	4.5	4.4	4.3	4.4	5.0
Supplemental pay .....	-	-	1.5	1.4	1.4	1.8	1.7	2.4	2.6	2.5	2.7	2.3	2.5	2.7	2.5	2.0
Insurance .....	-	-	4.8	4.5	5.0	5.2	5.4	5.6	5.4	5.2	4.9	4.5	4.2	4.1	4.3	4.5
Retirement and savings .....	-	-	2.2	2.1	2.0	1.9	2.0	2.0	2.0	1.9	2.0	2.1	2.1	2.2	2.1	1.8
Legally required benefits .....	-	-	8.3	8.4	8.4	8.5	8.6	8.9	8.8	9.0	8.6	8.5	8.4	8.3	8.2	8.3
Other benefits <sup>3</sup> .....	-	-	.2	( <sup>4</sup> )	( <sup>4</sup> )	( <sup>4</sup> )	( <sup>4</sup> )	( <sup>4</sup> )	( <sup>4</sup> )	( <sup>4</sup> )	( <sup>4</sup> )	( <sup>4</sup> )	( <sup>4</sup> )	( <sup>4</sup> )	( <sup>4</sup> )	( <sup>4</sup> )

<sup>1</sup> This series began in 1988.

<sup>2</sup> Cost per hour worked is \$0.01 or less.

<sup>3</sup> Includes severance pay and supplemental unemployment benefits.

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

- Data not available.

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

**Table 9. Private industry workers, by occupational and industry group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 1986-2001 -- Continued**

Administrative support, including clerical occupations

Compensation component	Cost per hour worked by year															
	1986	1987	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation .....	\$10.31	\$10.94	\$11.53	\$12.03	\$12.64	\$13.17	\$13.69	\$14.14	\$14.66	\$14.64	\$14.93	\$15.14	\$15.83	\$16.39	\$16.97	\$17.27
Wages and salaries .....	7.40	7.91	8.32	8.64	9.08	9.41	9.74	10.02	10.36	10.47	10.69	10.94	11.44	11.89	12.24	12.57
Total benefits .....	2.91	3.04	3.21	3.38	3.56	3.76	3.95	4.12	4.29	4.17	4.23	4.21	4.39	4.50	4.74	4.70
Paid leave .....	.78	.85	.89	.93	.95	.99	1.01	1.02	1.05	1.02	1.05	1.05	1.09	1.13	1.16	1.17
Supplemental pay .....	.18	.20	.21	.22	.25	.24	.26	.28	.29	.30	.30	.33	.36	.35	.47	.39
Insurance .....	.69	.72	.79	.89	.98	1.12	1.20	1.26	1.32	1.22	1.21	1.15	1.22	1.25	1.29	1.33
Retirement and savings .....	.43	.42	.38	.38	.37	.36	.38	.40	.42	.42	.46	.44	.45	.48	.50	.47
Legally required benefits .....	.81	.85	.92	.95	1.00	1.04	1.09	1.14	1.19	1.20	1.20	1.21	1.24	1.27	1.30	1.32
Other benefits <sup>2</sup> .....	( <sup>1</sup> )	( <sup>1</sup> )	.02	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	.02	.02	.02	.02	.02	.02	.02	.02	.02
	Percent of total compensation by year															
	1986	1987	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
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	100.0	100.0
Wages and salaries .....	71.8	72.3	72.2	71.9	71.8	71.4	71.2	70.9	70.7	71.5	71.6	72.2	72.3	72.5	72.1	72.8
Total benefits .....	28.2	27.7	27.8	28.1	28.2	28.6	28.8	29.1	29.3	28.5	28.4	27.8	27.7	27.5	27.9	27.2
Paid leave .....	7.5	7.7	7.7	7.7	7.5	7.5	7.4	7.2	7.2	7.0	7.0	7.0	6.9	6.9	6.8	6.8
Supplemental pay .....	1.8	1.8	1.8	1.8	2.0	1.8	1.9	2.0	2.0	2.0	2.0	2.2	2.3	2.1	2.8	2.3
Insurance .....	6.7	6.5	6.9	7.4	7.8	8.5	8.8	8.9	9.0	8.3	8.1	7.6	7.7	7.6	7.6	7.7
Retirement and savings .....	4.2	3.8	3.3	3.2	2.9	2.8	2.8	2.8	2.9	2.9	3.1	2.9	2.8	2.9	2.9	2.7
Legally required benefits .....	7.9	7.8	8.0	7.9	7.9	7.9	7.9	8.1	8.2	8.2	8.0	8.0	7.8	7.7	7.7	7.6
Other benefits <sup>2</sup> .....	( <sup>3</sup> )	( <sup>3</sup> )	.1	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	.1	.1	.1	.1	.1	.1	.1	.1	.1

<sup>1</sup> Cost per hour worked is \$0.01 or less.

<sup>2</sup> Includes severance pay and supplemental unemployment benefits.

<sup>3</sup> Less than .05 percent.

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

**Table 9. Private industry workers, by occupational and industry group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 1986-2001 -- Continued**

Precision production, craft, and repair occupations

Compensation component	Cost per hour worked by year															
	1986	1987	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation .....	\$16.66	\$16.85	\$17.32	\$17.70	\$18.34	\$19.24	\$20.30	\$21.05	\$21.74	\$21.70	\$22.12	\$22.33	\$23.06	\$24.12	\$24.76	\$24.84
Wages and salaries .....	11.83	11.92	12.14	12.40	12.73	13.26	13.86	14.21	14.63	14.72	15.10	15.41	16.01	16.78	17.23	17.38
Total benefits .....	4.83	4.93	5.18	5.30	5.61	5.98	6.44	6.84	7.11	6.98	7.02	6.92	7.04	7.34	7.53	7.47
Paid leave .....	1.00	.98	1.05	1.10	1.12	1.18	1.26	1.29	1.30	1.28	1.31	1.27	1.33	1.40	1.41	1.46
Supplemental pay .....	.56	.57	.61	.62	.62	.64	.67	.67	.70	.72	.74	.75	.84	.86	.95	.91
Insurance .....	.97	.99	1.05	1.12	1.18	1.34	1.53	1.69	1.75	1.67	1.64	1.57	1.58	1.66	1.72	1.75
Retirement and savings .....	.65	.69	.63	.57	.65	.68	.73	.77	.84	.82	.86	.88	.90	.96	1.05	.94
Legally required benefits .....	1.62	1.67	1.81	1.84	2.01	2.11	2.21	2.36	2.46	2.44	2.41	2.39	2.35	2.40	2.36	2.37
Other benefits <sup>1</sup> .....	.03	.04	.04	.04	.03	.03	.04	.07	.05	.06	.05	.05	.05	.05	.04	.03
	Percent of total compensation by year															
	1986	1987	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
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	100.0	100.0
Wages and salaries .....	71.0	70.8	70.1	70.1	69.4	68.9	68.3	67.5	67.3	67.8	68.3	69.0	69.4	69.6	69.6	70.0
Total benefits .....	29.0	29.2	29.9	29.9	30.6	31.1	31.7	32.5	32.7	32.2	31.7	31.0	30.5	30.4	30.4	30.1
Paid leave .....	6.0	5.8	6.0	6.2	6.1	6.2	6.2	6.1	6.0	5.9	5.9	5.7	5.8	5.8	5.7	5.9
Supplemental pay .....	3.3	3.4	3.5	3.5	3.4	3.3	3.3	3.2	3.2	3.3	3.3	3.4	3.6	3.6	3.8	3.7
Insurance .....	5.8	5.9	6.1	6.4	6.4	7.0	7.6	8.0	8.1	7.7	7.4	7.1	6.9	6.9	6.9	7.0
Retirement and savings .....	3.9	4.1	3.6	3.2	3.6	3.5	3.6	3.6	3.9	3.8	3.9	3.9	3.9	4.0	4.2	3.8
Legally required benefits .....	9.7	9.9	10.4	10.4	10.9	11.0	10.9	11.2	11.3	11.2	10.9	10.7	10.2	10.0	9.5	9.5
Other benefits <sup>1</sup> .....	.2	.2	.3	.2	.2	.2	.2	.3	.2	.3	.2	.2	.2	.2	.2	.1

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

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



**Table 9. Private industry workers, by occupational and industry group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 1986-2001 -- Continued**

Machine operators, assemblers, and inspectors occupations

Compensation component	Cost per hour worked by year															
	1986	1987	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation .....	\$11.72	\$12.44	\$12.95	\$13.59	\$13.47	\$14.24	\$14.98	\$15.50	\$16.04	\$15.22	\$15.48	\$16.00	\$16.42	\$16.90	\$17.55	\$17.98
Wages and salaries .....	7.99	8.44	8.69	9.04	9.04	9.46	9.79	10.03	10.30	9.93	10.22	10.61	11.02	11.41	11.72	12.05
Total benefits .....	3.72	4.00	4.26	4.55	4.43	4.78	5.19	5.47	5.74	5.29	5.27	5.39	5.40	5.49	5.82	5.93
Paid leave .....	.79	.89	.90	.93	.88	.94	.99	1.02	1.04	.97	.99	1.00	1.01	1.04	1.09	1.19
Supplemental pay .....	.49	.55	.59	.65	.64	.66	.68	.69	.71	.70	.76	.82	.84	.82	.96	1.00
Insurance .....	.85	.93	1.06	1.21	1.13	1.30	1.46	1.54	1.64	1.43	1.43	1.41	1.40	1.46	1.56	1.57
Retirement and savings .....	.44	.42	.41	.40	.38	.41	.47	.50	.61	.53	.47	.51	.51	.50	.54	.51
Legally required benefits .....	1.13	1.17	1.26	1.31	1.36	1.44	1.53	1.59	1.65	1.58	1.56	1.60	1.59	1.61	1.60	1.61
Other benefits <sup>1</sup> .....	.04	.04	.05	.05	.04	.04	.07	.13	.09	.07	.05	.06	.05	.05	.07	.05
	Percent of total compensation by year															
	1986	1987	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
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	100.0	100.0
Wages and salaries .....	68.2	67.9	67.1	66.6	67.1	66.4	65.3	64.7	64.2	65.2	66.0	66.3	67.1	67.5	66.8	67.0
Total benefits .....	31.8	32.1	32.9	33.4	32.9	33.6	34.7	35.3	35.8	34.8	34.0	33.7	32.9	32.5	33.2	33.0
Paid leave .....	6.7	7.1	6.9	6.8	6.5	6.6	6.6	6.6	6.5	6.4	6.4	6.2	6.2	6.2	6.2	6.6
Supplemental pay .....	4.2	4.4	4.6	4.8	4.8	4.6	4.5	4.4	4.5	4.6	4.9	5.1	5.1	4.9	5.5	5.6
Insurance .....	7.2	7.5	8.2	8.9	8.4	9.1	9.8	9.9	10.2	9.4	9.2	8.8	8.5	8.6	8.9	8.7
Retirement and savings .....	3.7	3.3	3.1	3.0	2.8	2.9	3.1	3.2	3.8	3.5	3.0	3.2	3.1	3.0	3.1	2.8
Legally required benefits .....	9.6	9.4	9.7	9.6	10.1	10.1	10.2	10.3	10.3	10.4	10.1	10.0	9.7	9.5	9.1	9.0
Other benefits <sup>1</sup> .....	.3	.3	.4	.4	.3	.3	.4	.9	.6	.5	.3	.4	.3	.3	.4	.3

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

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

**Table 9. Private industry workers, by occupational and industry group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 1986-2001 -- Continued**

Transportation and material moving occupations

Compensation component	Cost per hour worked by year															
	1986	1987	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation .....	\$12.84	\$13.83	\$14.40	\$15.06	\$15.41	\$15.56	\$16.15	\$16.40	\$17.08	\$16.97	\$16.96	\$16.88	\$17.50	\$17.64	\$18.37	\$19.08
Wages and salaries .....	8.99	9.65	9.96	10.42	10.62	10.59	10.87	10.96	11.41	11.42	11.62	11.71	12.19	12.37	12.82	13.30
Total benefits .....	3.84	4.17	4.44	4.64	4.79	4.97	5.28	5.43	5.67	5.55	5.34	5.17	5.31	5.28	5.54	5.78
Paid leave .....	.79	.85	.87	.89	.88	.92	.92	.92	.93	.88	.83	.83	.88	.85	.92	.93
Supplemental pay .....	.36	.39	.41	.43	.46	.48	.51	.49	.49	.56	.54	.56	.61	.61	.61	.65
Insurance .....	.84	.84	.91	.97	1.03	1.12	1.22	1.28	1.38	1.31	1.25	1.25	1.22	1.23	1.31	1.43
Retirement and savings .....	.47	.50	.53	.53	.54	.57	.57	.61	.67	.65	.74	.60	.61	.63	.65	.73
Legally required benefits .....	1.36	1.58	1.71	1.80	1.87	1.86	2.04	2.10	2.17	2.14	1.97	1.92	1.97	1.94	2.04	2.03
Other benefits <sup>2</sup> .....	( <sup>1</sup> )	( <sup>1</sup> )	.02	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	.02	.03	.03	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	.02
	Percent of total compensation by year															
	1986	1987	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
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	100.0	100.0
Wages and salaries .....	70.1	69.8	69.2	69.2	68.9	68.0	67.3	66.9	66.8	67.3	68.5	69.4	69.7	70.1	69.8	69.7
Total benefits .....	29.9	30.2	30.8	30.8	31.1	32.0	32.7	33.1	33.2	32.7	31.5	30.6	30.3	29.9	30.2	30.3
Paid leave .....	6.1	6.1	6.0	5.9	5.7	5.9	5.7	5.6	5.5	5.2	4.9	4.9	5.0	4.8	5.0	4.9
Supplemental pay .....	2.8	2.8	2.8	2.9	3.0	3.1	3.1	3.0	2.9	3.3	3.2	3.3	3.5	3.5	3.3	3.4
Insurance .....	6.6	6.1	6.3	6.4	6.7	7.2	7.5	7.8	8.1	7.7	7.4	7.4	7.0	7.0	7.1	7.5
Retirement and savings .....	3.7	3.6	3.7	3.5	3.5	3.6	3.6	3.7	3.9	3.8	4.4	3.6	3.5	3.6	3.5	3.8
Legally required benefits .....	10.6	11.5	11.9	11.9	12.1	12.0	12.6	12.8	12.7	12.6	11.6	11.4	11.3	11.0	11.1	10.6
Other benefits <sup>2</sup> .....	( <sup>3</sup> )	( <sup>3</sup> )	.1	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	.1	.2	.2	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	.1

<sup>1</sup> Cost per hour worked is \$0.01 or less.

<sup>2</sup> Includes severance pay and supplemental unemployment benefits.

<sup>3</sup> Less than .05 percent.

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

**Table 9. Private industry workers, by occupational and industry group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 1986-2001 -- Continued**

Handlers, equipment cleaners, helpers, and laborers

Compensation component	Cost per hour worked by year															
	1986	1987	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation .....	\$10.69	\$9.81	\$10.14	\$10.51	\$10.61	\$10.94	\$11.41	\$11.78	\$11.96	\$11.62	\$12.07	\$12.42	\$12.46	\$12.67	\$13.06	\$13.83
Wages and salaries .....	7.37	6.93	7.11	7.40	7.45	7.69	7.95	8.14	8.29	8.18	8.48	8.72	8.84	9.06	9.38	9.97
Total benefits .....	3.32	2.89	3.03	3.11	3.16	3.25	3.46	3.64	3.67	3.44	3.59	3.70	3.61	3.61	3.68	3.86
Paid leave .....	.62	.51	.52	.52	.51	.53	.54	.56	.54	.48	.50	.53	.53	.53	.54	.61
Supplemental pay .....	.35	.29	.31	.33	.33	.32	.34	.35	.35	.36	.39	.42	.43	.42	.44	.44
Insurance .....	.75	.63	.66	.69	.73	.79	.87	.94	.93	.83	.85	.86	.83	.82	.87	1.00
Retirement and savings .....	.41	.36	.34	.31	.31	.31	.33	.34	.36	.35	.41	.43	.40	.43	.42	.38
Legally required benefits .....	1.17	1.08	1.19	1.25	1.27	1.30	1.36	1.44	1.48	1.41	1.43	1.44	1.41	1.40	1.40	1.43
Other benefits <sup>2</sup> .....	.02	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	.02	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )
	Percent of total compensation by year															
	1986	1987	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
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	100.0	100.0
Wages and salaries .....	69.0	70.6	70.1	70.4	70.2	70.3	69.7	69.1	69.3	70.4	70.3	70.2	70.9	71.5	71.8	72.1
Total benefits .....	31.0	29.4	29.9	29.6	29.8	29.7	30.3	30.9	30.7	29.6	29.7	29.8	29.0	28.5	28.2	27.9
Paid leave .....	5.8	5.2	5.1	5.0	4.8	4.8	4.7	4.7	4.5	4.2	4.1	4.3	4.3	4.2	4.1	4.4
Supplemental pay .....	3.3	3.0	3.1	3.2	3.1	2.9	2.9	3.0	2.9	3.1	3.2	3.4	3.5	3.3	3.4	3.2
Insurance .....	7.0	6.5	6.5	6.6	6.9	7.2	7.7	8.0	7.8	7.2	7.1	6.9	6.7	6.5	6.7	7.2
Retirement and savings .....	3.9	3.7	3.3	2.9	2.9	2.8	2.9	2.8	3.0	3.0	3.4	3.5	3.2	3.4	3.2	2.7
Legally required benefits .....	10.9	11.0	11.7	11.9	11.9	11.9	12.0	12.2	12.4	12.1	11.9	11.6	11.3	11.0	10.7	10.3
Other benefits <sup>2</sup> .....	.1	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	.2	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )

<sup>1</sup> Cost per hour worked is \$0.01 or less.

<sup>2</sup> Includes severance pay and supplemental unemployment benefits.

<sup>3</sup> Less than .05 percent.

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

**Table 9. Private industry workers, by occupational and industry group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 1986<sup>1</sup>-2001 -- Continued**

Construction																
Compensation component	Cost per hour worked by year															
	1986	1987	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation .....	-	-	\$16.23	\$16.70	\$17.42	\$18.32	\$18.91	\$19.71	\$20.59	\$21.03	\$21.59	\$21.47	\$21.71	\$22.64	\$23.37	\$24.08
Wages and salaries .....	-	-	11.90	12.20	12.55	13.08	13.34	13.64	14.14	14.42	14.86	15.13	15.51	16.13	16.62	17.04
Total benefits .....	-	-	4.33	4.50	4.87	5.23	5.56	6.07	6.45	6.61	6.73	6.34	6.21	6.51	6.75	7.04
Paid leave .....	-	-	.57	.62	.63	.68	.62	.63	.64	.66	.71	.69	.68	.72	.77	.85
Supplemental pay .....	-	-	.41	.40	.46	.47	.50	.53	.61	.67	.69	.58	.60	.67	.93	1.00
Insurance .....	-	-	.70	.75	.83	.94	1.10	1.22	1.38	1.41	1.41	1.35	1.28	1.37	1.43	1.51
Retirement and savings .....	-	-	.65	.67	.71	.77	.81	.89	.91	.96	1.05	1.04	1.01	1.08	1.05	1.05
Legally required benefits .....	-	-	1.98	2.05	2.22	2.36	2.54	2.78	2.91	2.90	2.86	2.69	2.63	2.66	2.57	2.62
Other benefits <sup>3</sup> .....	-	-	.02	.02	.02	.02	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )
Compensation component	Percent of total compensation by year															
	1986	1987	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
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 .....	-	-	73.3	73.1	72.0	71.4	70.6	69.2	68.7	68.6	68.8	70.5	71.4	71.2	71.1	70.8
Total benefits .....	-	-	26.7	26.9	28.0	28.6	29.4	30.8	31.3	31.4	31.2	29.5	28.6	28.8	28.9	29.2
Paid leave .....	-	-	3.5	3.7	3.6	3.7	3.3	3.2	3.1	3.1	3.3	3.2	3.1	3.2	3.3	3.5
Supplemental pay .....	-	-	2.5	2.4	2.6	2.6	2.6	2.7	3.0	3.2	3.2	2.7	2.8	3.0	4.0	4.2
Insurance .....	-	-	4.3	4.5	4.8	5.1	5.8	6.2	6.7	6.7	6.5	6.3	5.9	6.1	6.1	6.3
Retirement and savings .....	-	-	4.0	4.0	4.1	4.2	4.3	4.5	4.4	4.6	4.9	4.8	4.7	4.8	4.5	4.4
Legally required benefits .....	-	-	12.2	12.3	12.7	12.9	13.4	14.1	14.1	13.8	13.2	12.5	12.1	11.7	11.0	10.9
Other benefits <sup>3</sup> .....	-	-	.1	.1	.1	.1	( <sup>4</sup> )	( <sup>4</sup> )	( <sup>4</sup> )	( <sup>4</sup> )	( <sup>4</sup> )	( <sup>4</sup> )	( <sup>4</sup> )	( <sup>4</sup> )	( <sup>4</sup> )	( <sup>4</sup> )

<sup>1</sup> This series began in 1988.

<sup>2</sup> Cost per hour worked is \$0.01 or less.

<sup>3</sup> Includes severance pay and supplemental unemployment benefits.

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

- Data not available.

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

**Table 9. Private industry workers, by occupational and industry group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 1986-2001 -- Continued**

Durables manufacturing

Compensation component	Cost per hour worked by year															
	1986	1987	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation .....	\$16.54	\$16.75	\$17.44	\$18.42	\$18.56	\$19.59	\$20.77	\$21.88	\$22.47	\$22.29	\$22.50	\$23.49	\$24.03	\$24.66	\$25.05	\$25.63
Wages and salaries .....	11.30	11.51	11.85	12.44	12.54	13.18	13.77	14.21	14.52	14.64	14.92	15.68	16.17	16.75	16.84	17.35
Total benefits .....	5.25	5.24	5.60	5.98	6.02	6.41	7.00	7.67	7.95	7.65	7.58	7.81	7.85	7.91	8.21	8.28
Paid leave .....	1.33	1.33	1.36	1.44	1.45	1.54	1.64	1.72	1.72	1.68	1.74	1.82	1.85	1.91	1.90	2.00
Supplemental pay .....	.56	.57	.64	.73	.77	.77	.79	.82	.83	.95	1.05	1.04	1.08	1.05	1.22	1.24
Insurance .....	1.21	1.21	1.38	1.60	1.52	1.70	1.95	2.18	2.25	2.00	1.90	1.88	1.89	1.93	2.08	2.08
Retirement and savings .....	.70	.65	.61	.55	.60	.65	.73	.81	.94	.86	.75	.85	.84	.80	.82	.81
Legally required benefits .....	1.38	1.41	1.54	1.58	1.64	1.71	1.80	1.91	2.01	2.03	2.01	2.10	2.08	2.10	2.07	2.07
Other benefits <sup>1</sup> .....	.06	.06	.07	.08	.05	.05	.09	.24	.19	.13	.12	.13	.12	.12	.13	.09
	Percent of total compensation by year															
	1986	1987	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
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	100.0	100.0
Wages and salaries .....	68.3	68.7	67.9	67.5	67.6	67.3	66.3	64.9	64.6	65.7	66.3	66.8	67.3	67.9	67.2	67.7
Total benefits .....	31.7	31.3	32.1	32.5	32.4	32.7	33.7	35.1	35.4	34.3	33.7	33.2	32.7	32.1	32.8	32.3
Paid leave .....	8.0	8.0	7.8	7.8	7.8	7.9	7.9	7.9	7.7	7.6	7.7	7.7	7.7	7.7	7.6	7.8
Supplemental pay .....	3.4	3.4	3.6	3.9	4.1	4.0	3.8	3.8	3.7	4.3	4.7	4.4	4.5	4.3	4.9	4.8
Insurance .....	7.3	7.3	7.9	8.7	8.2	8.7	9.4	10.0	10.0	9.0	8.4	8.0	7.9	7.8	8.3	8.1
Retirement and savings .....	4.3	3.9	3.5	3.0	3.2	3.3	3.5	3.7	4.2	3.9	3.3	3.6	3.5	3.2	3.3	3.2
Legally required benefits .....	8.3	8.4	8.8	8.6	8.8	8.7	8.7	8.7	8.9	9.1	8.9	8.9	8.7	8.5	8.3	8.1
Other benefits <sup>1</sup> .....	.4	.4	.4	.4	.3	.2	.4	1.1	.9	.6	.5	.5	.5	.5	.5	.4

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

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

**Table 9. Private industry workers, by occupational and industry group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 1986-2001 -- Continued**

Nondurables manufacturing

Compensation component	Cost per hour worked by year															
	1986	1987	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation .....	\$13.48	\$13.72	\$14.55	\$15.33	\$15.59	\$16.36	\$17.10	\$17.75	\$18.42	\$17.99	\$18.88	\$19.48	\$19.74	\$19.98	\$20.93	\$22.25
Wages and salaries .....	9.59	9.72	10.23	10.65	10.89	11.36	11.82	12.23	12.60	12.48	13.03	13.52	13.82	14.04	14.77	15.59
Total benefits .....	3.89	4.01	4.32	4.68	4.69	5.00	5.28	5.53	5.82	5.51	5.85	5.96	5.91	5.94	6.16	6.66
Paid leave .....	1.03	1.04	1.10	1.16	1.12	1.18	1.24	1.27	1.32	1.33	1.40	1.43	1.44	1.46	1.51	1.63
Supplemental pay .....	.42	.46	.49	.54	.48	.52	.51	.56	.57	.59	.65	.65	.67	.65	.77	.86
Insurance .....	.81	.84	.94	1.10	1.15	1.25	1.37	1.44	1.58	1.33	1.47	1.46	1.43	1.45	1.52	1.70
Retirement and savings .....	.48	.49	.51	.53	.52	.54	.56	.60	.64	.60	.65	.69	.65	.69	.65	.65
Legally required benefits .....	1.14	1.17	1.26	1.34	1.40	1.49	1.58	1.63	1.70	1.62	1.64	1.71	1.69	1.67	1.69	1.78
Other benefits <sup>2</sup> .....	( <sup>1</sup> )	( <sup>1</sup> )	.02	.02	.02	.02	.02	.02	.03	.03	.03	.02	.02	.02	.03	.04
	Percent of total compensation by year															
	1986	1987	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
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	100.0	100.0
Wages and salaries .....	71.1	70.8	70.3	69.5	69.9	69.4	69.1	68.9	68.4	69.4	69.0	69.4	70.0	70.3	70.6	70.1
Total benefits .....	28.9	29.2	29.7	30.5	30.1	30.6	30.9	31.1	31.6	30.6	31.0	30.6	29.9	29.7	29.4	29.9
Paid leave .....	7.6	7.6	7.5	7.5	7.2	7.2	7.2	7.2	7.2	7.4	7.4	7.3	7.3	7.3	7.2	7.3
Supplemental pay .....	3.1	3.3	3.4	3.5	3.1	3.2	3.0	3.2	3.1	3.3	3.4	3.3	3.4	3.3	3.7	3.9
Insurance .....	6.0	6.1	6.5	7.2	7.4	7.7	8.0	8.1	8.6	7.4	7.8	7.5	7.2	7.3	7.3	7.6
Retirement and savings .....	3.6	3.5	3.5	3.5	3.3	3.3	3.3	3.4	3.4	3.3	3.5	3.6	3.3	3.5	3.1	2.9
Legally required benefits .....	8.5	8.6	8.7	8.7	9.0	9.1	9.3	9.2	9.2	9.0	8.7	8.8	8.6	8.4	8.1	8.0
Other benefits <sup>2</sup> .....	( <sup>3</sup> )	( <sup>3</sup> )	.1	.1	.1	.1	.1	.1	.1	.2	.2	.1	.1	.1	.1	.2

<sup>1</sup> Cost per hour worked is \$0.01 or less.

<sup>2</sup> Includes severance pay and supplemental unemployment benefits.

<sup>3</sup> Less than .05 percent.

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

**Table 9. Private industry workers, by occupational and industry group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 1986-2001 -- Continued**

Transportation and public utilities

Compensation component	Cost per hour worked by year															
	1986	1987	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation .....	\$19.87	\$20.24	\$20.50	\$20.20	\$21.48	\$22.09	\$22.91	\$24.07	\$24.58	\$23.24	\$24.22	—	\$23.46	\$24.65	\$25.84	\$27.70
Wages and salaries .....	13.56	13.77	13.90	13.97	14.74	15.14	15.72	16.39	16.68	15.91	16.51	—	16.26	17.05	17.73	18.94
Total benefits .....	6.32	6.47	6.60	6.23	6.74	6.95	7.19	7.68	7.89	7.33	7.71	—	7.20	7.60	8.12	8.76
Paid leave .....	1.72	1.75	1.81	1.65	1.77	1.83	1.87	1.96	1.96	1.76	1.79	—	1.68	1.79	1.94	1.98
Supplemental pay .....	.47	.51	.46	.43	.43	.43	.50	.53	.54	.59	.58	—	.65	.73	.95	1.17
Insurance .....	1.22	1.32	1.44	1.35	1.55	1.71	1.81	2.04	2.08	1.88	1.97	—	1.76	1.77	1.89	2.08
Retirement and savings .....	1.21	1.17	1.03	.84	.93	.85	.83	.84	.94	.86	1.15	—	1.01	1.12	1.17	1.28
Legally required benefits .....	1.67	1.70	1.83	1.94	2.03	2.10	2.15	2.28	2.34	2.22	2.20	—	2.05	2.13	2.13	2.21
Other benefits <sup>1</sup> .....	.02	.03	.03	.03	.02	.02	.03	.03	.03	.02	.03	—	.04	.06	.04	.04
	Percent of total compensation by year															
	1986	1987	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
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	100.0
Wages and salaries .....	68.2	68.0	67.8	69.2	68.6	68.5	68.6	68.1	67.9	68.5	68.2	—	69.3	69.2	68.6	68.4
Total benefits .....	31.8	32.0	32.2	30.8	31.4	31.5	31.4	31.9	32.1	31.5	31.8	—	30.7	30.8	31.4	31.6
Paid leave .....	8.6	8.6	8.8	8.1	8.3	8.3	8.2	8.2	8.0	7.6	7.4	—	7.2	7.3	7.5	7.1
Supplemental pay .....	2.4	2.5	2.3	2.1	2.0	2.0	2.2	2.2	2.2	2.5	2.4	—	2.8	3.0	3.7	4.2
Insurance .....	6.2	6.5	7.0	6.7	7.2	7.7	7.9	8.5	8.5	8.1	8.1	—	7.5	7.2	7.3	7.5
Retirement and savings .....	6.1	5.8	5.0	4.1	4.3	3.9	3.6	3.5	3.8	3.7	4.7	—	4.3	4.5	4.5	4.6
Legally required benefits .....	8.4	8.4	8.9	9.6	9.5	9.5	9.4	9.5	9.5	9.6	9.1	—	8.7	8.6	8.2	8.0
Other benefits <sup>1</sup> .....	.1	.1	.2	.1	.1	.1	.1	.1	.1	.1	.1	—	.2	.2	.2	.1

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

— Data not available.

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

**Table 9. Private industry workers, by occupational and industry group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 1986-2001 -- Continued**

Wholesale trade

Compensation component	Cost per hour worked by year															
	1986	1987	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation .....	\$15.40	\$15.15	\$15.72	\$16.50	\$17.45	\$17.10	\$17.67	\$18.12	\$18.42	\$18.60	\$19.04	\$19.98	\$20.88	\$21.17	\$22.12	\$22.83
Wages and salaries .....	11.39	11.24	11.59	12.10	12.65	12.37	12.70	12.92	13.11	13.54	13.98	14.58	15.20	15.30	15.90	16.51
Total benefits .....	4.01	3.91	4.13	4.41	4.80	4.72	4.97	5.20	5.31	5.06	5.06	5.40	5.68	5.87	6.22	6.33
Paid leave .....	1.03	1.05	1.10	1.16	1.23	1.12	1.15	1.19	1.20	1.16	1.16	1.23	1.30	1.30	1.38	1.53
Supplemental pay .....	.29	.35	.37	.41	.46	.45	.48	.45	.48	.49	.47	.55	.63	.69	.77	.70
Insurance .....	.93	.80	.86	.97	1.12	1.18	1.29	1.41	1.42	1.23	1.25	1.29	1.33	1.41	1.47	1.55
Retirement and savings .....	.51	.49	.47	.47	.51	.45	.44	.44	.47	.52	.48	.57	.62	.69	.71	.65
Legally required benefits .....	1.23	1.21	1.32	1.37	1.47	1.51	1.59	1.67	1.72	1.65	1.68	1.73	1.78	1.77	1.87	1.88
Other benefits <sup>2</sup> .....	.02	( <sup>1</sup> )	( <sup>1</sup> )	.02	.02	.02	.02	.03	.02	( <sup>1</sup> )	( <sup>1</sup> )	.02	.02	.02	.02	.03
	Percent of total compensation by year															
	1986	1987	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
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	100.0	100.0
Wages and salaries .....	74.0	74.2	73.7	73.3	72.5	72.4	71.9	71.3	71.2	72.8	73.4	73.0	72.8	72.3	71.9	72.3
Total benefits .....	26.0	25.8	26.3	26.7	27.5	27.6	28.1	28.7	28.8	27.2	26.6	27.0	27.2	27.7	28.1	27.7
Paid leave .....	6.7	6.9	7.0	7.1	7.1	6.5	6.5	6.6	6.5	6.2	6.1	6.2	6.2	6.1	6.2	6.7
Supplemental pay .....	1.9	2.3	2.4	2.5	2.6	2.6	2.7	2.5	2.6	2.6	2.5	2.7	3.0	3.3	3.5	3.1
Insurance .....	6.0	5.3	5.5	5.9	6.4	6.9	7.3	7.8	7.7	6.6	6.6	6.5	6.4	6.7	6.6	6.8
Retirement and savings .....	3.3	3.3	3.0	2.8	2.9	2.7	2.5	2.4	2.6	2.8	2.5	2.9	3.0	3.3	3.2	2.8
Legally required benefits .....	8.0	8.0	8.4	8.3	8.4	8.8	9.0	9.2	9.4	8.9	8.8	8.7	8.5	8.4	8.5	8.2
Other benefits <sup>2</sup> .....	.1	( <sup>3</sup> )	( <sup>3</sup> )	.1	.1	.1	.1	.2	.1	( <sup>3</sup> )	( <sup>3</sup> )	.1	.1	.1	.1	.1

<sup>1</sup> Cost per hour worked is \$0.01 or less.

<sup>2</sup> Includes severance pay and supplemental unemployment benefits.

<sup>3</sup> Less than .05 percent.

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



**Table 9. Private industry workers, by occupational and industry group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 1986-2001 -- Continued**

Retail trade																
Compensation component	Cost per hour worked by year															
	1986	1987	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation .....	\$7.82	\$7.85	\$8.00	\$8.10	\$8.52	\$8.81	\$9.07	\$9.28	\$9.17	\$9.32	\$9.54	\$9.92	\$10.33	\$10.64	\$10.99	\$11.49
Wages and salaries .....	6.04	6.07	6.18	6.31	6.62	6.82	7.00	7.18	7.14	7.30	7.50	7.81	8.17	8.41	8.73	9.13
Total benefits .....	1.77	1.78	1.82	1.79	1.90	1.98	2.07	2.10	2.03	2.02	2.04	2.11	2.16	2.23	2.26	2.36
Paid leave .....	.38	.37	.38	.36	.37	.38	.38	.38	.37	.35	.35	.37	.38	.40	.40	.46
Supplemental pay .....	.14	.15	.14	.14	.16	.16	.17	.16	.14	.15	.16	.18	.18	.18	.19	.17
Insurance .....	.35	.35	.36	.33	.38	.41	.44	.45	.40	.40	.40	.40	.40	.40	.42	.46
Retirement and savings .....	.15	.14	.14	.13	.13	.12	.12	.11	.11	.11	.12	.13	.13	.15	.14	.16
Legally required benefits .....	.74	.74	.79	.83	.86	.92	.95	1.00	1.01	1.01	1.00	1.03	1.07	1.10	1.10	1.11
Other benefits <sup>2</sup> .....	.02	.02	.02	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )
	Percent of total compensation by year															
	1986	1987	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
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	100.0	100.0
Wages and salaries .....	77.3	77.3	77.2	77.9	77.7	77.5	77.2	77.3	77.9	78.3	78.6	78.7	79.1	79.0	79.4	79.5
Total benefits .....	22.7	22.7	22.8	22.1	22.3	22.5	22.8	22.7	22.1	21.7	21.4	21.3	20.9	21.0	20.6	20.5
Paid leave .....	4.9	4.8	4.7	4.4	4.3	4.3	4.2	4.1	4.0	3.7	3.7	3.7	3.7	3.8	3.6	4.0
Supplemental pay .....	1.8	1.9	1.7	1.7	1.8	1.8	1.8	1.7	1.6	1.6	1.6	1.8	1.7	1.7	1.7	1.5
Insurance .....	4.5	4.5	4.5	4.1	4.5	4.7	4.9	4.8	4.4	4.3	4.2	4.1	3.9	3.8	3.8	4.0
Retirement and savings .....	1.9	1.8	1.8	1.6	1.5	1.3	1.3	1.2	1.2	1.2	1.3	1.3	1.3	1.4	1.3	1.4
Legally required benefits .....	9.4	9.5	9.8	10.2	10.1	10.4	10.5	10.8	11.0	10.9	10.5	10.4	10.4	10.3	10.0	9.7
Other benefits <sup>2</sup> .....	.2	.2	.2	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )

<sup>1</sup> Cost per hour worked is \$0.01 or less.

<sup>2</sup> Includes severance pay and supplemental unemployment benefits.

<sup>3</sup> Less than .05 percent.

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

**Table 9. Private industry workers, by occupational and industry group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 1986<sup>1</sup>-2001 -- Continued**

Finance, insurance, and real estate

Compensation component	Cost per hour worked by year															
	1986	1987	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation .....	-	-	\$16.00	\$17.11	\$18.04	\$19.04	\$19.95	\$20.27	\$21.02	\$21.39	\$22.59	\$23.01	\$24.18	\$25.11	\$26.97	\$27.29
Wages and salaries .....	-	-	11.91	12.76	13.35	14.02	14.58	14.52	15.04	15.15	16.12	16.50	17.15	17.81	19.30	19.35
Total benefits .....	-	-	4.09	4.35	4.69	5.01	5.38	5.75	5.99	6.24	6.48	6.51	7.03	7.30	7.67	7.93
Paid leave .....	-	-	1.31	1.39	1.49	1.54	1.57	1.51	1.50	1.54	1.64	1.69	1.75	1.80	1.93	2.04
Supplemental pay .....	-	-	.29	.28	.25	.30	.31	.71	.81	.90	.86	.80	1.17	1.24	1.23	1.22
Insurance .....	-	-	.84	.98	1.16	1.29	1.48	1.44	1.43	1.45	1.51	1.49	1.52	1.59	1.67	1.70
Retirement and savings .....	-	-	.52	.53	.54	.57	.65	.64	.68	.74	.82	.86	.90	.92	1.02	1.07
Legally required benefits .....	-	-	1.12	1.16	1.23	1.29	1.35	1.43	1.52	1.56	1.61	1.62	1.66	1.71	1.79	1.84
Other benefits <sup>3</sup> .....	-	-	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	.02	.02	.03	.05	.04	.04	.04	.04	.04	.04	.06
	Percent of total compensation by year															
	1986	1987	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
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 .....	-	-	74.5	74.6	74.0	73.7	73.1	71.6	71.5	70.8	71.3	71.7	70.9	70.9	71.6	70.9
Total benefits .....	-	-	25.5	25.4	26.0	26.3	26.9	28.4	28.5	29.2	28.7	28.3	29.1	29.1	28.4	29.1
Paid leave .....	-	-	8.2	8.1	8.3	8.1	7.9	7.5	7.1	7.2	7.2	7.4	7.2	7.2	7.2	7.5
Supplemental pay .....	-	-	1.8	1.6	1.4	1.6	1.5	3.5	3.8	4.2	3.8	3.5	4.8	4.9	4.6	4.5
Insurance .....	-	-	5.2	5.7	6.4	6.8	7.4	7.1	6.8	6.8	6.7	6.5	6.3	6.3	6.2	6.2
Retirement and savings .....	-	-	3.3	3.1	3.0	3.0	3.2	3.1	3.2	3.5	3.6	3.7	3.7	3.7	3.8	3.9
Legally required benefits .....	-	-	7.0	6.8	6.8	6.8	6.8	7.0	7.2	7.3	7.1	7.1	6.9	6.8	6.6	6.7
Other benefits <sup>3</sup> .....	-	-	( <sup>4</sup> )	( <sup>4</sup> )	( <sup>4</sup> )	.1	.1	.1	.2	.2	.2	.2	.2	.2	.1	.2

<sup>1</sup> This series began in 1988.

<sup>2</sup> Cost per hour worked is \$0.01 or less.

<sup>3</sup> Includes severance pay and supplemental unemployment benefits.

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

- Data not available.

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

**Table 9. Private industry workers, by occupational and industry group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 1986-2001 -- Continued**

Service industries

Compensation component	Cost per hour worked by year															
	1986	1987	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation .....	\$12.26	\$12.34	\$12.98	\$13.44	\$14.41	\$14.70	\$15.59	\$16.34	\$16.79	\$16.92	\$17.18	\$17.84	\$18.38	\$18.76	\$19.73	\$21.11
Wages and salaries .....	9.23	9.34	9.78	10.09	10.75	10.98	11.56	12.07	12.37	12.53	12.76	13.39	13.84	14.17	14.93	15.92
Total benefits .....	3.04	3.00	3.20	3.35	3.67	3.72	4.03	4.27	4.42	4.39	4.42	4.46	4.54	4.59	4.80	5.19
Paid leave .....	.91	.91	.96	1.01	1.02	1.03	1.09	1.10	1.12	1.12	1.13	1.16	1.19	1.22	1.36	1.49
Supplemental pay .....	.19	.19	.22	.20	.30	.24	.30	.32	.33	.32	.36	.43	.44	.38	.35	.36
Insurance .....	.58	.53	.57	.66	.74	.82	.90	1.00	1.06	1.03	.97	.89	.92	.96	1.01	1.12
Retirement and savings .....	.38	.37	.37	.36	.39	.36	.38	.42	.43	.43	.48	.44	.45	.45	.48	.53
Legally required benefits .....	.96	1.00	1.08	1.12	1.21	1.26	1.35	1.43	1.47	1.47	1.48	1.52	1.53	1.55	1.58	1.68
Other benefits <sup>2</sup> .....	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	.02	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )
	Percent of total compensation by year															
	1986	1987	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
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	100.0	100.0
Wages and salaries .....	75.3	75.7	75.4	75.1	74.6	74.7	74.2	73.9	73.6	74.1	74.3	75.0	75.3	75.5	75.7	75.4
Total benefits .....	24.7	24.3	24.6	24.9	25.4	25.3	25.8	26.1	26.4	25.9	25.7	25.0	24.7	24.5	24.3	24.6
Paid leave .....	7.4	7.4	7.4	7.5	7.0	7.0	7.0	6.7	6.7	6.6	6.6	6.5	6.5	6.5	6.9	7.1
Supplemental pay .....	1.5	1.5	1.7	1.5	2.1	1.6	2.0	1.9	2.0	1.9	2.1	2.4	2.4	2.0	1.8	1.7
Insurance .....	4.8	4.3	4.4	4.9	5.2	5.6	5.8	6.1	6.3	6.1	5.6	5.0	5.0	5.1	5.1	5.3
Retirement and savings .....	3.1	3.0	2.9	2.7	2.7	2.5	2.4	2.5	2.6	2.5	2.8	2.4	2.4	2.4	2.4	2.5
Legally required benefits .....	7.9	8.1	8.3	8.4	8.4	8.6	8.7	8.7	8.8	8.7	8.6	8.5	8.3	8.3	8.0	8.0
Other benefits <sup>2</sup> .....	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	.1	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )

<sup>1</sup> Cost per hour worked is \$0.01 or less.

<sup>2</sup> Includes severance pay and supplemental unemployment benefits.

<sup>3</sup> Less than .05 percent.

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

**Table 10. Private industry, full-time workers, by occupational and industry group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 1993-2001**

All workers

Compensation component	Cost per hour worked by year								
	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation .....	\$18.54	\$19.28	\$19.44	\$20.01	\$20.37	\$20.95	\$21.55	\$22.62	\$23.55
Wages and salaries .....	13.04	13.52	13.71	14.16	14.55	15.03	15.48	16.25	16.91
Total benefits .....	5.50	5.77	5.73	5.85	5.82	5.93	6.07	6.37	6.64
Paid leave .....	1.30	1.33	1.33	1.38	1.38	1.42	1.46	1.56	1.67
Supplemental pay .....	.49	.52	.57	.60	.62	.68	.67	.73	.74
Insurance .....	1.41	1.48	1.40	1.40	1.33	1.34	1.39	1.47	1.55
Retirement and savings .....	.57	.63	.63	.67	.66	.67	.69	.72	.75
Legally required benefits .....	1.68	1.75	1.76	1.76	1.79	1.78	1.82	1.84	1.89
Other benefits <sup>1</sup> .....	.05	.05	.04	.03	.03	.03	.03	.03	.03
	Percent of total compensation by year								
	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation .....	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Wages and salaries .....	70.4	70.1	70.5	70.8	71.4	71.7	71.8	71.8	71.8
Total benefits .....	29.6	29.9	29.5	29.2	28.6	28.3	28.2	28.2	28.2
Paid leave .....	7.0	6.9	6.9	6.9	6.8	6.8	6.8	6.9	7.1
Supplemental pay .....	2.6	2.7	2.9	3.0	3.0	3.2	3.1	3.2	3.1
Insurance .....	7.6	7.7	7.2	7.0	6.5	6.4	6.5	6.5	6.6
Retirement and savings .....	3.1	3.2	3.3	3.4	3.3	3.2	3.2	3.2	3.2
Legally required benefits .....	9.0	9.1	9.0	8.8	8.8	8.5	8.4	8.1	8.0
Other benefits <sup>1</sup> .....	.3	.3	.2	.2	.2	.1	.1	.1	.1

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

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

**Table 10. Private industry, full-time workers, by occupational and industry group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 1993-2001 -- Continued**

White-collar occupations

Compensation component	Cost per hour worked by year								
	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation .....	\$21.60	\$22.42	\$22.84	\$23.53	\$24.04	\$24.75	\$25.42	\$26.92	\$28.37
Wages and salaries .....	15.57	16.12	16.49	17.00	17.53	18.07	18.57	19.70	20.68
Total benefits .....	6.03	6.30	6.35	6.53	6.51	6.67	6.85	7.22	7.69
Paid leave .....	1.67	1.71	1.72	1.79	1.81	1.85	1.90	2.07	2.25
Supplemental pay .....	.49	.54	.59	.63	.66	.73	.71	.78	.80
Insurance .....	1.53	1.59	1.52	1.52	1.42	1.44	1.51	1.59	1.70
Retirement and savings .....	.66	.69	.73	.78	.77	.78	.81	.82	.91
Legally required benefits .....	1.64	1.72	1.75	1.77	1.82	1.84	1.88	1.92	2.00
Other benefits <sup>1</sup> .....	.04	.06	.04	.04	.04	.04	.04	.04	.03
	Percent of total compensation by year								
	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation .....	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Wages and salaries .....	72.1	71.9	72.2	72.3	72.9	73.0	73.1	73.2	72.9
Total benefits .....	27.9	28.1	27.8	27.7	27.1	26.9	26.9	26.8	27.1
Paid leave .....	7.7	7.6	7.5	7.6	7.5	7.5	7.5	7.7	7.9
Supplemental pay .....	2.3	2.4	2.6	2.7	2.7	2.9	2.8	2.9	2.8
Insurance .....	7.1	7.1	6.7	6.4	5.9	5.8	5.9	5.9	6.0
Retirement and savings .....	3.1	3.1	3.2	3.3	3.2	3.2	3.2	3.0	3.2
Legally required benefits .....	7.6	7.7	7.7	7.5	7.6	7.4	7.4	7.1	7.0
Other benefits <sup>1</sup> .....	.2	.2	.2	.2	.2	.2	.2	.1	.1

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

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

**Table 10. Private industry, full-time workers, by occupational and industry group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 1993-2001 -- Continued**

Sales occupations

Compensation component	Cost per hour worked by year								
	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation .....	\$17.08	\$18.20	\$17.86	\$18.89	\$19.52	\$20.27	\$20.97	\$21.05	\$21.13
Wages and salaries .....	12.88	13.73	13.54	14.45	15.07	15.70	16.22	16.37	16.27
Total benefits .....	4.21	4.48	4.32	4.44	4.44	4.57	4.75	4.68	4.86
Paid leave .....	.91	.94	.91	.93	.98	.99	1.01	1.04	1.22
Supplemental pay .....	.45	.53	.50	.57	.48	.56	.63	.57	.49
Insurance .....	1.05	1.10	1.03	1.01	.96	.95	.95	.98	1.11
Retirement and savings .....	.36	.40	.38	.40	.46	.46	.50	.47	.43
Legally required benefits .....	1.42	1.49	1.49	1.51	1.55	1.60	1.63	1.61	1.61
Other benefits <sup>2</sup> .....	( <sup>1</sup> )	( <sup>1</sup> )	.02	( <sup>1</sup> )	.02	.02	.02	( <sup>1</sup> )	( <sup>1</sup> )
	Percent of total compensation by year								
	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation .....	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Wages and salaries .....	75.4	75.4	75.8	76.5	77.2	77.5	77.3	77.8	77.0
Total benefits .....	24.6	24.6	24.2	23.5	22.8	22.5	22.7	22.2	23.0
Paid leave .....	5.3	5.2	5.1	4.9	5.0	4.9	4.8	4.9	5.8
Supplemental pay .....	2.6	2.9	2.8	3.0	2.4	2.8	3.0	2.7	2.3
Insurance .....	6.2	6.0	5.8	5.4	4.9	4.7	4.5	4.7	5.3
Retirement and savings .....	2.1	2.2	2.1	2.1	2.3	2.3	2.4	2.2	2.0
Legally required benefits .....	8.3	8.2	8.3	8.0	7.9	7.9	7.8	7.6	7.6
Other benefits <sup>2</sup> .....	( <sup>3</sup> )	( <sup>3</sup> )	.1	( <sup>3</sup> )	.1	.1	.1	( <sup>3</sup> )	( <sup>3</sup> )

<sup>1</sup> Cost per hour worked is \$0.01 or less.

<sup>2</sup> Includes severance pay and supplemental unemployment benefits.

<sup>3</sup> Less than .05 percent.

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

**Table 10. Private industry, full-time workers, by occupational and industry group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 1993-2001 -- Continued**

Administrative support, including clerical occupations

Compensation component	Cost per hour worked by year								
	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation .....	\$14.88	\$15.47	\$15.55	\$15.88	\$15.99	\$16.66	\$17.25	\$18.04	\$18.43
Wages and salaries .....	10.40	10.80	10.95	11.20	11.37	11.89	12.33	12.80	13.21
Total benefits .....	4.49	4.67	4.60	4.68	4.62	4.76	4.92	5.24	5.22
Paid leave .....	1.13	1.17	1.16	1.18	1.18	1.22	1.26	1.31	1.33
Supplemental pay .....	.30	.32	.33	.34	.36	.39	.38	.53	.44
Insurance .....	1.41	1.47	1.39	1.38	1.32	1.35	1.41	1.48	1.52
Retirement and savings .....	.45	.46	.47	.52	.50	.51	.53	.55	.54
Legally required benefits .....	1.17	1.23	1.24	1.24	1.25	1.27	1.31	1.35	1.38
Other benefits <sup>1</sup> .....	.02	.02	.02	.02	.02	.02	.03	.03	.02
	Percent of total compensation by year								
	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation .....	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Wages and salaries .....	69.8	69.8	70.4	70.5	71.1	71.4	71.5	71.0	71.7
Total benefits .....	30.2	30.2	29.6	29.5	28.9	28.6	28.5	29.0	28.3
Paid leave .....	7.6	7.5	7.4	7.5	7.4	7.3	7.3	7.3	7.2
Supplemental pay .....	2.0	2.1	2.1	2.1	2.3	2.3	2.2	2.9	2.4
Insurance .....	9.5	9.5	8.9	8.7	8.2	8.1	8.2	8.2	8.2
Retirement and savings .....	3.0	3.0	3.0	3.3	3.1	3.1	3.1	3.0	2.9
Legally required benefits .....	7.9	7.9	8.0	7.8	7.8	7.6	7.6	7.5	7.5
Other benefits <sup>1</sup> .....	.1	.1	.1	.1	.1	.1	.2	.2	.1

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

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

**Table 10. Private industry, full-time workers, by occupational and industry group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 1993-2001 -- Continued**

Blue-collar occupations

Compensation component	Cost per hour worked by year								
	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation .....	\$17.08	\$17.68	\$17.51	\$17.96	\$18.02	\$18.48	\$19.00	\$19.73	\$20.41
Wages and salaries .....	11.38	11.74	11.74	12.13	12.29	12.70	13.12	13.58	14.10
Total benefits .....	5.70	5.95	5.78	5.83	5.73	5.77	5.88	6.14	6.30
Paid leave .....	1.03	1.05	1.02	1.04	1.01	1.05	1.07	1.11	1.18
Supplemental pay .....	.60	.62	.65	.68	.70	.75	.74	.83	.84
Insurance .....	1.47	1.55	1.44	1.45	1.39	1.38	1.42	1.51	1.58
Retirement and savings .....	.59	.67	.64	.67	.66	.66	.69	.74	.71
Legally required benefits .....	1.93	2.01	1.98	1.96	1.93	1.91	1.92	1.93	1.97
Other benefits <sup>1</sup> .....	.07	.05	.05	.04	.04	.04	.04	.04	.03
	Percent of total compensation by year								
	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation .....	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Wages and salaries .....	66.6	66.4	67.0	67.5	68.2	68.7	69.1	68.8	69.1
Total benefits .....	33.4	33.6	33.0	32.5	31.8	31.2	30.9	31.1	30.9
Paid leave .....	6.1	5.9	5.8	5.8	5.6	5.7	5.6	5.6	5.8
Supplemental pay .....	3.5	3.5	3.7	3.8	3.9	4.1	3.9	4.2	4.1
Insurance .....	8.6	8.8	8.2	8.1	7.7	7.5	7.5	7.7	7.7
Retirement and savings .....	3.5	3.8	3.7	3.7	3.6	3.6	3.6	3.8	3.5
Legally required benefits .....	11.3	11.4	11.3	10.9	10.7	10.3	10.1	9.8	9.7
Other benefits <sup>1</sup> .....	.4	.3	.3	.2	.2	.2	.2	.2	.1

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

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



**Table 10. Private industry, full-time workers, by occupational and industry group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 1993-2001 -- Continued**

Service occupations

Compensation component	Cost per hour worked by year								
	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation .....	\$10.14	\$10.43	\$10.49	\$10.87	\$11.10	\$11.39	\$11.77	\$11.90	\$12.20
Wages and salaries .....	7.44	7.57	7.60	7.88	8.12	8.38	8.70	8.77	9.04
Total benefits .....	2.69	2.86	2.89	2.99	2.98	3.02	3.07	3.13	3.15
Paid leave .....	.54	.58	.60	.63	.62	.63	.64	.66	.68
Supplemental pay .....	.16	.18	.20	.22	.22	.23	.25	.23	.23
Insurance .....	.72	.79	.77	.76	.75	.77	.76	.83	.83
Retirement and savings .....	.16	.19	.20	.22	.20	.21	.20	.21	.25
Legally required benefits .....	1.10	1.11	1.12	1.15	1.18	1.17	1.21	1.19	1.16
Other benefits <sup>2</sup> .....	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )
	Percent of total compensation by year								
	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation .....	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Wages and salaries .....	73.4	72.6	72.4	72.5	73.2	73.6	73.9	73.7	74.1
Total benefits .....	26.6	27.4	27.6	27.5	26.8	26.5	26.1	26.3	25.8
Paid leave .....	5.3	5.6	5.7	5.8	5.6	5.5	5.4	5.5	5.6
Supplemental pay .....	1.6	1.7	1.9	2.0	2.0	2.0	2.1	1.9	1.9
Insurance .....	7.1	7.5	7.3	7.0	6.8	6.8	6.5	7.0	6.8
Retirement and savings .....	1.6	1.9	1.9	2.0	1.8	1.8	1.7	1.8	2.0
Legally required benefits .....	10.9	10.7	10.7	10.6	10.6	10.3	10.3	10.0	9.5
Other benefits <sup>2</sup> .....	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )

<sup>1</sup> Cost per hour worked is \$0.01 or less.  
<sup>2</sup> Includes severance pay and supplemental unemployment benefits.  
<sup>3</sup> Less than .05 percent.

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

**Table 10. Private industry, full-time workers, by occupational and industry group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 1993<sup>1</sup>-2001 -- Continued**

Goods-producing industries<sup>2</sup>

Compensation component	Cost per hour worked by year								
	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation .....	-	-	\$21.07	\$21.54	\$22.12	\$22.58	\$23.20	\$23.90	\$24.72
Wages and salaries .....	-	-	14.14	14.53	15.07	15.53	16.04	16.45	17.05
Total benefits .....	-	-	6.92	7.01	7.05	7.05	7.16	7.44	7.68
Paid leave .....	-	-	1.41	1.46	1.48	1.51	1.54	1.55	1.64
Supplemental pay .....	-	-	.79	.87	.84	.87	.86	1.04	1.09
Insurance .....	-	-	1.70	1.70	1.67	1.66	1.70	1.81	1.89
Retirement and savings .....	-	-	.84	.81	.87	.85	.86	.86	.85
Legally required benefits .....	-	-	2.10	2.10	2.12	2.10	2.13	2.11	2.16
Other benefits <sup>3</sup> .....	-	-	.08	.07	.07	.07	.07	.07	.05
	Percent of total compensation by year								
	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation .....	-	-	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Wages and salaries .....	-	-	67.1	67.4	68.1	68.8	69.1	68.8	69.0
Total benefits .....	-	-	32.9	32.6	31.9	31.2	30.9	31.1	31.1
Paid leave .....	-	-	6.7	6.8	6.7	6.7	6.6	6.5	6.6
Supplemental pay .....	-	-	3.8	4.0	3.8	3.9	3.7	4.4	4.4
Insurance .....	-	-	8.1	7.9	7.6	7.4	7.3	7.6	7.6
Retirement and savings .....	-	-	4.0	3.8	3.9	3.8	3.7	3.6	3.4
Legally required benefits .....	-	-	10.0	9.7	9.6	9.3	9.2	8.8	8.7
Other benefits <sup>3</sup> .....	-	-	.4	.3	.3	.3	.3	.3	.2

<sup>1</sup> This series began in 1995.

<sup>2</sup> Includes mining, construction, and manufacturing.

<sup>3</sup> Includes severance pay and supplemental unemployment benefits.

- Data not available.

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

**Table 10. Private industry, full-time workers, by occupational and industry group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 1993<sup>1</sup>-2001 -- Continued**

Construction

Compensation component	Cost per hour worked by year								
	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation .....	-	-	\$21.38	\$21.88	\$21.78	\$22.06	\$22.96	\$23.75	\$24.28
Wages and salaries .....	-	-	14.62	15.01	15.31	15.71	16.32	16.84	17.16
Total benefits .....	-	-	6.76	6.87	6.47	6.35	6.63	6.91	7.12
Paid leave .....	-	-	.68	.73	.71	.70	.73	.79	.86
Supplemental pay .....	-	-	.68	.71	.59	.61	.68	.96	1.02
Insurance .....	-	-	1.43	1.46	1.39	1.32	1.41	1.48	1.54
Retirement and savings .....	-	-	1.00	1.08	1.07	1.05	1.12	1.08	1.07
Legally required benefits .....	-	-	2.95	2.89	2.72	2.66	2.69	2.60	2.63
Other benefits <sup>3</sup> .....	-	-	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )
	Percent of total compensation by year								
	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation .....	-	-	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Wages and salaries .....	-	-	68.4	68.6	70.3	71.2	71.1	70.9	70.7
Total benefits .....	-	-	31.6	31.4	29.7	28.8	28.9	29.1	29.3
Paid leave .....	-	-	3.2	3.3	3.2	3.2	3.2	3.3	3.5
Supplemental pay .....	-	-	3.2	3.2	2.7	2.8	3.0	4.0	4.2
Insurance .....	-	-	6.7	6.7	6.4	6.0	6.1	6.2	6.3
Retirement and savings .....	-	-	4.7	4.9	4.9	4.8	4.9	4.5	4.4
Legally required benefits .....	-	-	13.8	13.2	12.5	12.1	11.7	10.9	10.8
Other benefits <sup>3</sup> .....	-	-	( <sup>4</sup> )	( <sup>4</sup> )	( <sup>4</sup> )	( <sup>4</sup> )	( <sup>4</sup> )	( <sup>4</sup> )	( <sup>4</sup> )

<sup>1</sup> This series began in 1995.

<sup>2</sup> Cost per hour worked is \$0.01 or less.

<sup>3</sup> Includes severance pay and supplemental unemployment benefits.

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

- Data not available.

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

**Table 10. Private industry, full-time workers, by occupational and industry group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 1993<sup>1</sup>-2001 -- Continued**

Manufacturing

Compensation component	Cost per hour worked by year								
	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation .....	-	-	\$20.78	\$21.25	\$22.10	\$22.60	\$23.11	\$23.74	\$24.66
Wages and salaries .....	-	-	13.90	14.28	14.94	15.40	15.85	16.21	16.87
Total benefits .....	-	-	6.88	6.97	7.16	7.19	7.26	7.53	7.79
Paid leave .....	-	-	1.57	1.63	1.69	1.72	1.77	1.78	1.89
Supplemental pay .....	-	-	.82	.90	.89	.93	.91	1.06	1.11
Insurance .....	-	-	1.76	1.75	1.74	1.74	1.78	1.89	1.97
Retirement and savings .....	-	-	.77	.72	.80	.78	.77	.77	.76
Legally required benefits .....	-	-	1.88	1.88	1.94	1.93	1.95	1.94	1.97
Other benefits <sup>2</sup> .....	-	-	.09	.09	.08	.08	.08	.09	.07
	Percent of total compensation by year								
	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation .....	-	-	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Wages and salaries .....	-	-	66.9	67.2	67.6	68.1	68.6	68.3	68.4
Total benefits .....	-	-	33.1	32.8	32.4	31.8	31.4	31.7	31.6
Paid leave .....	-	-	7.6	7.7	7.6	7.6	7.7	7.5	7.7
Supplemental pay .....	-	-	3.9	4.2	4.0	4.1	3.9	4.5	4.5
Insurance .....	-	-	8.5	8.3	7.9	7.7	7.7	8.0	8.0
Retirement and savings .....	-	-	3.7	3.4	3.6	3.5	3.3	3.2	3.1
Legally required benefits .....	-	-	9.0	8.8	8.8	8.5	8.4	8.2	8.0
Other benefits <sup>2</sup> .....	-	-	.4	.4	.4	.4	.3	.4	.3

<sup>1</sup> This series began in 1995.

<sup>2</sup> Includes severance pay and supplemental unemployment benefits.

- Data not available.

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

**Table 10. Private industry, full-time workers, by occupational and industry group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 1993-2001 -- Continued**

Service-producing industries<sup>1</sup>

Compensation component	Cost per hour worked by year								
	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation .....	\$17.71	\$18.48	\$18.70	\$19.33	\$19.61	\$20.26	\$20.87	\$22.09	\$23.07
Wages and salaries .....	12.78	13.30	13.52	14.00	14.32	14.81	15.25	16.17	16.85
Total benefits .....	4.93	5.18	5.18	5.33	5.28	5.44	5.61	5.92	6.22
Paid leave .....	1.25	1.30	1.30	1.35	1.34	1.38	1.43	1.57	1.69
Supplemental pay .....	.40	.44	.46	.48	.53	.60	.59	.60	.60
Insurance .....	1.24	1.30	1.27	1.27	1.18	1.20	1.26	1.33	1.42
Retirement and savings .....	.48	.52	.54	.61	.57	.59	.62	.66	.72
Legally required benefits .....	1.53	1.60	1.60	1.61	1.64	1.65	1.69	1.73	1.78
Other benefits <sup>2</sup> .....	.02	.02	.02	.02	.02	.02	.02	.02	.02
	Percent of total compensation by year								
	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation .....	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Wages and salaries .....	72.2	72.0	72.3	72.4	73.1	73.1	73.1	73.2	73.0
Total benefits .....	27.8	28.0	27.7	27.6	26.9	26.9	26.9	26.8	27.0
Paid leave .....	7.1	7.0	7.0	7.0	6.8	6.8	6.9	7.1	7.3
Supplemental pay .....	2.3	2.4	2.5	2.5	2.7	3.0	2.8	2.7	2.6
Insurance .....	7.0	7.0	6.8	6.5	6.0	5.9	6.0	6.0	6.2
Retirement and savings .....	2.7	2.8	2.9	3.2	2.9	2.9	3.0	3.0	3.1
Legally required benefits .....	8.7	8.6	8.5	8.3	8.4	8.1	8.1	7.8	7.7
Other benefits <sup>2</sup> .....	.1	.1	.1	.1	.1	.1	.1	.1	.1

<sup>1</sup> Includes transportation, communication, and public utilities; wholesale and retail trade; finance, insurance, and real estate; and service industries.

<sup>2</sup> Includes severance pay and supplemental

unemployment benefits.

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

**Table 10. Private industry, full-time workers, by occupational and industry group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 1993<sup>1</sup>-2001 -- Continued**

Transportation and public utilities

Compensation component	Cost per hour worked by year								
	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation .....	-	-	\$24.66	\$25.82	-	\$25.33	\$26.64	\$27.89	\$29.45
Wages and salaries .....	-	-	16.75	17.42	-	17.49	18.34	19.04	20.09
Total benefits .....	-	-	7.92	8.40	-	7.84	8.30	8.85	9.36
Paid leave .....	-	-	1.96	2.01	-	1.90	2.02	2.17	2.16
Supplemental pay .....	-	-	.65	.64	-	.71	.79	1.05	1.29
Insurance .....	-	-	2.05	2.17	-	1.95	1.97	2.09	2.20
Retirement and savings .....	-	-	.91	1.23	-	1.08	1.21	1.26	1.38
Legally required benefits .....	-	-	2.32	2.31	-	2.15	2.24	2.24	2.28
Other benefits <sup>2</sup> .....	-	-	.02	.03	-	.04	.07	.05	.04
	Percent of total compensation by year								
	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation .....	-	-	100.0	100.0	-	100.0	100.0	100.0	100.0
Wages and salaries .....	-	-	67.9	67.5	-	69.0	68.8	68.3	68.2
Total benefits .....	-	-	32.1	32.5	-	31.0	31.2	31.7	31.8
Paid leave .....	-	-	7.9	7.8	-	7.5	7.6	7.8	7.3
Supplemental pay .....	-	-	2.6	2.5	-	2.8	3.0	3.8	4.4
Insurance .....	-	-	8.3	8.4	-	7.7	7.4	7.5	7.5
Retirement and savings .....	-	-	3.7	4.8	-	4.3	4.5	4.5	4.7
Legally required benefits .....	-	-	9.4	8.9	-	8.5	8.4	8.0	7.7
Other benefits <sup>2</sup> .....	-	-	.1	.1	-	.2	.3	.2	.1

<sup>1</sup> This series began in 1995.  
<sup>2</sup> Includes severance pay and supplemental unemployment benefits.  
 - Data not available.

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

**Table 10. Private industry, full-time workers, by occupational and industry group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 1993<sup>1</sup>-2001 -- Continued**

Wholesale trade

Compensation component	Cost per hour worked by year								
	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation .....	-	-	\$19.46	\$19.88	\$20.77	\$21.63	\$21.91	\$22.94	\$23.76
Wages and salaries .....	-	-	14.08	14.53	15.09	15.68	15.75	16.40	17.13
Total benefits .....	-	-	5.38	5.35	5.68	5.95	6.16	6.54	6.63
Paid leave .....	-	-	1.25	1.24	1.31	1.37	1.38	1.46	1.63
Supplemental pay .....	-	-	.51	.49	.58	.67	.73	.82	.73
Insurance .....	-	-	1.33	1.35	1.37	1.41	1.50	1.56	1.64
Retirement and savings .....	-	-	.56	.51	.61	.65	.73	.75	.68
Legally required benefits .....	-	-	1.70	1.74	1.79	1.83	1.81	1.92	1.92
Other benefits <sup>2</sup> .....	-	-	.02	.02	.02	.02	.02	.02	.03
	Percent of total compensation by year								
	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation .....	-	-	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Wages and salaries .....	-	-	72.4	73.1	72.6	72.5	71.9	71.5	72.1
Total benefits .....	-	-	27.6	26.9	27.4	27.5	28.1	28.5	27.9
Paid leave .....	-	-	6.4	6.2	6.3	6.3	6.3	6.4	6.9
Supplemental pay .....	-	-	2.6	2.5	2.8	3.1	3.3	3.6	3.1
Insurance .....	-	-	6.8	6.8	6.6	6.5	6.8	6.8	6.9
Retirement and savings .....	-	-	2.9	2.6	2.9	3.0	3.3	3.3	2.9
Legally required benefits .....	-	-	8.8	8.8	8.6	8.5	8.3	8.4	8.1
Other benefits <sup>2</sup> .....	-	-	.1	.1	.1	.1	.1	.1	.1

<sup>1</sup> This series began in 1995.

<sup>2</sup> Includes severance pay and supplemental unemployment benefits.

- Data not available.

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

**Table 10. Private industry, full-time workers, by occupational and industry group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 1993-2001 -- Continued**

Retail trade

Compensation component	Cost per hour worked by year								
	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation .....	\$11.34	\$11.89	\$12.25	\$12.43	\$12.87	\$13.32	\$13.78	\$14.31	\$14.71
Wages and salaries .....	8.62	9.09	9.40	9.60	9.95	10.33	10.66	11.15	11.44
Total benefits .....	2.72	2.80	2.85	2.82	2.92	2.99	3.12	3.16	3.26
Paid leave .....	.55	.59	.58	.58	.60	.64	.67	.68	.74
Supplemental pay .....	.22	.21	.24	.22	.27	.27	.27	.29	.25
Insurance .....	.64	.63	.63	.63	.62	.62	.63	.66	.72
Retirement and savings .....	.14	.15	.17	.18	.18	.19	.20	.20	.24
Legally required benefits .....	1.17	1.20	1.23	1.21	1.25	1.27	1.34	1.33	1.32
Other benefits <sup>2</sup> .....	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )
	Percent of total compensation by year								
	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation .....	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Wages and salaries .....	76.0	76.4	76.7	77.3	77.3	77.6	77.4	77.9	77.8
Total benefits .....	24.0	23.6	23.3	22.7	22.7	22.4	22.6	22.1	22.2
Paid leave .....	4.8	4.9	4.7	4.6	4.6	4.8	4.9	4.8	5.0
Supplemental pay .....	2.0	1.8	1.9	1.8	2.1	2.0	2.0	2.0	1.7
Insurance .....	5.6	5.3	5.2	5.0	4.8	4.7	4.6	4.6	4.9
Retirement and savings .....	1.2	1.3	1.4	1.5	1.4	1.4	1.5	1.4	1.6
Legally required benefits .....	10.3	10.1	10.0	9.7	9.7	9.5	9.7	9.3	9.0
Other benefits <sup>2</sup> .....	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )

<sup>1</sup> Cost per hour worked is \$0.01 or less.

<sup>2</sup> Includes severance pay and supplemental unemployment benefits.

<sup>3</sup> Less than .05 percent.

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



**Table 10. Private industry, full-time workers, by occupational and industry group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 1993<sup>1</sup>-2001 -- Continued**

Finance, insurance, and real estate

Compensation component	Cost per hour worked by year								
	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation .....	-	-	\$22.69	\$23.87	\$24.15	\$25.56	\$26.52	\$28.50	\$29.08
Wages and salaries .....	-	-	15.96	16.93	17.21	18.02	18.69	20.30	20.52
Total benefits .....	-	-	6.73	6.94	6.95	7.54	7.83	8.20	8.56
Paid leave .....	-	-	1.68	1.78	1.83	1.89	1.95	2.08	2.23
Supplemental pay .....	-	-	1.00	.95	.86	1.27	1.35	1.32	1.33
Insurance .....	-	-	1.58	1.63	1.61	1.64	1.72	1.79	1.83
Retirement and savings .....	-	-	.81	.89	.93	.97	1.00	1.11	1.18
Legally required benefits .....	-	-	1.62	1.66	1.67	1.73	1.77	1.86	1.93
Other benefits <sup>2</sup> .....	-	-	.04	.04	.05	.05	.05	.04	.06
	Percent of total compensation by year								
	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation .....	-	-	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Wages and salaries .....	-	-	70.3	70.9	71.2	70.5	70.5	71.2	70.6
Total benefits .....	-	-	29.7	29.1	28.8	29.5	29.5	28.8	29.4
Paid leave .....	-	-	7.4	7.5	7.6	7.4	7.4	7.3	7.7
Supplemental pay .....	-	-	4.4	4.0	3.6	5.0	5.1	4.6	4.6
Insurance .....	-	-	7.0	6.8	6.7	6.4	6.5	6.3	6.3
Retirement and savings .....	-	-	3.6	3.7	3.9	3.8	3.8	3.9	4.1
Legally required benefits .....	-	-	7.1	7.0	6.9	6.8	6.7	6.5	6.6
Other benefits <sup>2</sup> .....	-	-	.2	.2	.2	.2	.2	.1	.2

<sup>1</sup> This series began in 1995.

<sup>2</sup> Includes severance pay and supplemental unemployment benefits.

- Data not available.

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

**Table 10. Private industry, full-time workers, by occupational and industry group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 1993-2001 -- Continued**

Service industries

Compensation component	Cost per hour worked by year								
	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation .....	\$18.01	\$18.65	\$18.85	\$19.58	\$19.80	\$20.42	\$20.90	\$22.18	\$23.54
Wages and salaries .....	13.12	13.53	13.75	14.26	14.59	15.10	15.51	16.48	17.42
Total benefits .....	4.89	5.11	5.10	5.32	5.21	5.32	5.39	5.69	6.11
Paid leave .....	1.31	1.36	1.37	1.45	1.42	1.46	1.51	1.70	1.86
Supplemental pay .....	.34	.37	.36	.43	.52	.52	.45	.41	.40
Insurance .....	1.20	1.28	1.26	1.23	1.10	1.13	1.20	1.27	1.38
Retirement and savings .....	.51	.53	.54	.61	.53	.55	.56	.60	.67
Legally required benefits .....	1.51	1.56	1.56	1.59	1.63	1.64	1.67	1.70	1.79
Other benefits <sup>2</sup> .....	.02	.02	.02	( <sup>1</sup> )	.02	( <sup>1</sup> )	( <sup>1</sup> )	.02	( <sup>1</sup> )
	Percent of total compensation by year								
	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation .....	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Wages and salaries .....	72.8	72.6	72.9	72.8	73.7	73.9	74.2	74.3	74.0
Total benefits .....	27.2	27.4	27.1	27.2	26.3	26.1	25.8	25.7	26.0
Paid leave .....	7.3	7.3	7.3	7.4	7.2	7.1	7.2	7.7	7.9
Supplemental pay .....	1.9	2.0	1.9	2.2	2.6	2.5	2.2	1.8	1.7
Insurance .....	6.7	6.9	6.7	6.3	5.5	5.5	5.7	5.7	5.9
Retirement and savings .....	2.8	2.8	2.8	3.1	2.7	2.7	2.7	2.7	2.8
Legally required benefits .....	8.4	8.4	8.3	8.1	8.2	8.0	8.0	7.7	7.6
Other benefits <sup>2</sup> .....	.1	.1	.1	( <sup>3</sup> )	.1	( <sup>3</sup> )	( <sup>3</sup> )	.1	( <sup>3</sup> )

<sup>1</sup> Cost per hour worked is \$0.01 or less.

<sup>2</sup> Includes severance pay and supplemental unemployment benefits.

<sup>3</sup> Less than .05 percent.

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

**Table 11. Private industry, part-time workers, by occupational and industry group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 1993-2001**

All workers

Compensation component	Cost per hour worked by year								
	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation .....	\$9.00	\$8.80	\$8.98	\$9.19	\$9.60	\$10.01	\$10.20	\$10.75	\$11.65
Wages and salaries .....	7.12	6.97	7.17	7.38	7.75	8.10	8.29	8.70	9.41
Total benefits .....	1.89	1.83	1.81	1.82	1.85	1.90	1.91	2.04	2.25
Paid leave .....	.30	.27	.25	.25	.27	.27	.28	.33	.37
Supplemental pay .....	.16	.14	.14	.15	.14	.15	.15	.17	.18
Insurance .....	.31	.30	.28	.27	.25	.27	.25	.28	.36
Retirement and savings .....	.11	.11	.10	.13	.13	.14	.15	.16	.15
Legally required benefits .....	1.01	1.02	1.02	1.03	1.04	1.08	1.08	1.11	1.18
Other benefits <sup>2</sup> .....	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )
	Percent of total compensation by year								
	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation .....	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Wages and salaries .....	79.1	79.2	79.9	80.2	80.8	80.9	81.3	80.9	80.8
Total benefits .....	20.9	20.8	20.1	19.8	19.2	19.0	18.7	19.0	19.3
Paid leave .....	3.3	3.0	2.8	2.7	2.8	2.7	2.7	3.1	3.2
Supplemental pay .....	1.7	1.5	1.6	1.6	1.5	1.5	1.5	1.6	1.5
Insurance .....	3.4	3.4	3.2	2.9	2.6	2.7	2.5	2.6	3.1
Retirement and savings .....	1.2	1.2	1.2	1.4	1.4	1.4	1.5	1.5	1.3
Legally required benefits .....	11.2	11.6	11.4	11.2	10.9	10.8	10.6	10.3	10.1
Other benefits <sup>2</sup> .....	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )

<sup>1</sup> Cost per hour worked is \$0.01 or less.

<sup>2</sup> Includes severance pay and supplemental unemployment benefits.

<sup>3</sup> Less than .05 percent.

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

**Table 11. Private industry, part-time workers, by occupational and industry group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 1993-2001 -- Continued**

White-collar occupations

Compensation component	Cost per hour worked by year								
	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation .....	\$10.99	\$10.99	\$11.34	\$11.71	\$11.89	\$12.52	\$12.89	\$13.53	\$14.31
Wages and salaries .....	8.71	8.72	9.05	9.41	9.64	10.14	10.49	10.91	11.55
Total benefits .....	2.28	2.27	2.29	2.30	2.25	2.38	2.40	2.62	2.76
Paid leave .....	.44	.41	.39	.39	.42	.43	.46	.53	.54
Supplemental pay .....	.22	.20	.22	.22	.19	.20	.20	.23	.25
Insurance .....	.37	.40	.39	.37	.32	.38	.33	.39	.46
Retirement and savings .....	.15	.15	.15	.17	.17	.18	.19	.22	.20
Legally required benefits .....	1.10	1.11	1.14	1.15	1.15	1.18	1.21	1.25	1.31
Other benefits <sup>2</sup> .....	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )
	Percent of total compensation by year								
	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation .....	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Wages and salaries .....	79.2	79.3	79.8	80.4	81.1	81.0	81.4	80.6	80.7
Total benefits .....	20.8	20.7	20.2	19.6	18.9	19.0	18.6	19.4	19.3
Paid leave .....	4.0	3.7	3.4	3.3	3.5	3.4	3.6	3.9	3.8
Supplemental pay .....	2.0	1.8	1.9	1.9	1.6	1.6	1.6	1.7	1.7
Insurance .....	3.4	3.6	3.5	3.1	2.7	3.0	2.6	2.9	3.2
Retirement and savings .....	1.3	1.4	1.3	1.5	1.4	1.4	1.5	1.6	1.4
Legally required benefits .....	10.0	10.1	10.1	9.8	9.7	9.4	9.4	9.2	9.2
Other benefits <sup>2</sup> .....	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )

<sup>1</sup> Cost per hour worked is \$0.01 or less.

<sup>2</sup> Includes severance pay and supplemental unemployment benefits.

<sup>3</sup> Less than .05 percent.

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

**Table 11. Private industry, part-time workers, by occupational and industry group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 1993-2001 -- Continued**

Sales occupations

Compensation component	Cost per hour worked by year								
	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation .....	\$7.10	\$7.40	\$7.57	\$7.79	\$7.68	\$8.03	\$8.42	\$8.74	\$8.89
Wages and salaries .....	5.66	5.92	6.07	6.25	6.25	6.57	6.94	7.12	7.36
Total benefits .....	1.44	1.48	1.50	1.54	1.42	1.46	1.48	1.62	1.53
Paid leave .....	.24	.23	.22	.22	.18	.19	.18	.21	.22
Supplemental pay .....	.09	.10	.11	.13	.12	.12	.12	.13	.10
Insurance .....	.23	.25	.25	.25	.22	.20	.19	.25	.18
Retirement and savings .....	.09	.08	.08	.11	.10	.10	.11	.13	.11
Legally required benefits .....	.79	.81	.84	.83	.80	.84	.87	.90	.92
Other benefits <sup>2</sup> .....	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )
	Percent of total compensation by year								
	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation .....	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Wages and salaries .....	79.6	80.0	80.2	80.2	81.4	81.8	82.4	81.5	82.8
Total benefits .....	20.4	20.0	19.8	19.8	18.6	18.2	17.6	18.5	17.2
Paid leave .....	3.4	3.2	3.0	2.9	2.3	2.4	2.1	2.4	2.5
Supplemental pay .....	1.3	1.3	1.4	1.7	1.5	1.5	1.4	1.5	1.1
Insurance .....	3.2	3.4	3.3	3.2	2.9	2.5	2.3	2.9	2.0
Retirement and savings .....	1.3	1.1	1.0	1.4	1.3	1.2	1.3	1.5	1.2
Legally required benefits .....	11.2	11.0	11.1	10.6	10.5	10.5	10.3	10.3	10.3
Other benefits <sup>2</sup> .....	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )

<sup>1</sup> Cost per hour worked is \$0.01 or less.

<sup>2</sup> Includes severance pay and supplemental unemployment benefits.

<sup>3</sup> Less than .05 percent.

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

**Table 11. Private industry, part-time workers, by occupational and industry group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 1993-2001 -- Continued**

Administrative support, including clerical occupations

Compensation component	Cost per hour worked by year								
	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation .....	\$9.94	\$9.90	\$10.21	\$10.19	\$10.98	\$11.53	\$11.71	\$12.14	\$12.59
Wages and salaries .....	7.91	7.79	8.12	8.18	8.82	9.10	9.48	9.69	10.00
Total benefits .....	2.03	2.11	2.09	2.01	2.16	2.43	2.22	2.45	2.59
Paid leave .....	.38	.37	.36	.36	.43	.43	.43	.50	.51
Supplemental pay .....	.12	.12	.16	.13	.16	.21	.17	.19	.21
Insurance .....	.41	.44	.40	.36	.34	.57	.35	.43	.55
Retirement and savings .....	.14	.16	.17	.16	.17	.18	.18	.25	.20
Legally required benefits .....	.97	1.00	1.00	.99	1.05	1.05	1.08	1.08	1.11
Other benefits <sup>2</sup> .....	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )
	Percent of total compensation by year								
	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation .....	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Wages and salaries .....	79.6	78.7	79.5	80.3	80.3	78.9	81.0	79.8	79.4
Total benefits .....	20.4	21.3	20.5	19.7	19.7	21.1	19.0	20.2	20.6
Paid leave .....	3.8	3.8	3.5	3.6	3.9	3.7	3.7	4.1	4.1
Supplemental pay .....	1.2	1.2	1.6	1.3	1.4	1.8	1.5	1.6	1.7
Insurance .....	4.1	4.5	4.0	3.5	3.1	4.9	3.0	3.5	4.4
Retirement and savings .....	1.4	1.6	1.7	1.6	1.6	1.6	1.5	2.1	1.6
Legally required benefits .....	9.8	10.1	9.8	9.7	9.6	9.1	9.2	8.9	8.8
Other benefits <sup>2</sup> .....	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )

<sup>1</sup> Cost per hour worked is \$0.01 or less.

<sup>2</sup> Includes severance pay and supplemental unemployment benefits.

<sup>3</sup> Less than .05 percent.

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

**Table 11. Private industry, part-time workers, by occupational and industry group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 1993-2001 -- Continued**

Blue-collar occupations

Compensation component	Cost per hour worked by year								
	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation .....	\$9.38	\$9.40	\$9.16	\$9.37	\$9.66	\$9.86	\$10.02	\$10.76	\$11.53
Wages and salaries .....	6.97	7.06	7.06	7.22	7.32	7.54	7.70	8.29	8.87
Total benefits .....	2.42	2.33	2.11	2.14	2.35	2.32	2.32	2.47	2.66
Paid leave .....	.28	.24	.20	.21	.22	.22	.22	.27	.37
Supplemental pay .....	.18	.17	.16	.17	.23	.24	.23	.26	.23
Insurance .....	.53	.47	.38	.34	.42	.40	.38	.41	.50
Retirement and savings .....	.19	.20	.19	.24	.31	.25	.29	.29	.26
Legally required benefits .....	1.24	1.25	1.16	1.18	1.17	1.21	1.20	1.23	1.30
Other benefits <sup>2</sup> .....	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )
	Percent of total compensation by year								
	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation .....	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Wages and salaries .....	74.3	75.2	77.0	77.1	75.7	76.5	76.8	77.0	76.9
Total benefits .....	25.7	24.8	23.0	22.9	24.3	23.5	23.2	23.0	23.1
Paid leave .....	3.0	2.6	2.2	2.2	2.2	2.2	2.2	2.5	3.2
Supplemental pay .....	1.9	1.8	1.7	1.9	2.4	2.4	2.3	2.4	2.0
Insurance .....	5.6	5.0	4.2	3.6	4.4	4.1	3.8	3.8	4.3
Retirement and savings .....	2.0	2.1	2.1	2.6	3.2	2.5	2.9	2.7	2.3
Legally required benefits .....	13.2	13.3	12.7	12.6	12.1	12.3	12.0	11.4	11.3
Other benefits <sup>2</sup> .....	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )

<sup>1</sup> Cost per hour worked is \$0.01 or less.

<sup>2</sup> Includes severance pay and supplemental unemployment benefits.

<sup>3</sup> Less than .05 percent.

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

**Table 11. Private industry, part-time workers, by occupational and industry group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 1993-2001 -- Continued**

Service occupations

Compensation component	Cost per hour worked by year								
	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation .....	\$6.36	\$6.18	\$6.24	\$6.41	\$6.94	\$7.41	\$7.46	\$7.76	\$8.21
Wages and salaries .....	5.17	5.00	5.08	5.23	5.73	6.15	6.22	6.48	6.83
Total benefits .....	1.20	1.18	1.16	1.19	1.21	1.26	1.24	1.28	1.38
Paid leave .....	.13	.11	.11	.11	.13	.12	.13	.14	.14
Supplemental pay .....	.07	.05	.05	.06	.06	.06	.07	.07	.08
Insurance .....	.15	.13	.13	.14	.11	.11	.11	.11	.17
Retirement and savings .....	.03	.03	.02	.03	.03	.05	.05	.05	.04
Legally required benefits .....	.81	.85	.85	.84	.88	.91	.88	.92	.96
Other benefits <sup>2</sup> .....	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )
	Percent of total compensation by year								
	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation .....	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Wages and salaries .....	81.2	80.9	81.4	81.5	82.6	83.0	83.4	83.5	83.2
Total benefits .....	18.8	19.1	18.6	18.5	17.4	17.0	16.6	16.5	16.8
Paid leave .....	2.0	1.9	1.7	1.7	1.8	1.6	1.7	1.8	1.7
Supplemental pay .....	1.0	.9	.9	.9	.9	.8	.9	.9	1.0
Insurance .....	2.4	2.1	2.0	2.2	1.6	1.5	1.5	1.4	2.1
Retirement and savings .....	.5	.5	.4	.5	.5	.7	.7	.6	.5
Legally required benefits .....	12.8	13.7	13.6	13.2	12.6	12.3	11.8	11.9	11.7
Other benefits <sup>2</sup> .....	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )

<sup>1</sup> Cost per hour worked is \$0.01 or less.

<sup>2</sup> Includes severance pay and supplemental unemployment benefits.

<sup>3</sup> Less than .05 percent.

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



**Table 11. Private industry, part-time workers, by occupational and industry group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 1993<sup>1</sup>-2001 -- Continued**

Goods-producing industries<sup>2</sup>

Compensation component	Cost per hour worked by year								
	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation .....	-	-	\$10.80	\$10.92	\$12.07	\$12.21	\$11.78	\$12.25	\$13.31
Wages and salaries .....	-	-	8.37	8.61	9.28	9.52	9.39	9.65	10.28
Total benefits .....	-	-	2.43	2.32	2.79	2.69	2.39	2.60	3.03
Paid leave .....	-	-	.26	.30	.29	.25	.23	.33	.43
Supplemental pay .....	-	-	.27	.21	.30	.30	.24	.28	.29
Insurance .....	-	-	.44	.27	.28	.27	.30	.35	.46
Retirement and savings .....	-	-	.10	.12	.13	.12	.11	.17	.31
Legally required benefits .....	-	-	1.36	1.41	1.79	1.74	1.51	1.47	1.54
Other benefits <sup>4</sup> .....	-	-	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )
	Percent of total compensation by year								
	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation .....	-	-	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Wages and salaries .....	-	-	77.5	78.8	76.8	78.0	79.7	78.8	77.2
Total benefits .....	-	-	22.5	21.2	23.2	22.0	20.3	21.2	22.8
Paid leave .....	-	-	2.4	2.8	2.4	2.0	2.0	2.7	3.2
Supplemental pay .....	-	-	2.5	1.9	2.5	2.5	2.0	2.3	2.2
Insurance .....	-	-	4.1	2.5	2.4	2.2	2.5	2.9	3.5
Retirement and savings .....	-	-	.9	1.1	1.0	1.0	.9	1.4	2.3
Legally required benefits .....	-	-	12.6	12.9	14.8	14.3	12.8	12.0	11.6
Other benefits <sup>4</sup> .....	-	-	( <sup>5</sup> )	( <sup>5</sup> )	( <sup>5</sup> )	( <sup>5</sup> )	( <sup>5</sup> )	( <sup>5</sup> )	( <sup>5</sup> )

<sup>1</sup> This series began in 1995.  
<sup>2</sup> Includes mining, construction, and manufacturing.  
<sup>3</sup> Cost per hour worked is \$0.01 or less.  
<sup>4</sup> Includes severance pay and supplemental unemployment benefits.  
<sup>5</sup> Less than .05 percent.  
 - Data not available.

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

**Table 11. Private industry, part-time workers, by occupational and industry group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 1993-2001 -- Continued**

Service-producing industries<sup>1</sup>

Compensation component	Cost per hour worked by year								
	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation .....	\$8.88	\$8.72	\$8.91	\$9.15	\$9.53	\$9.93	\$10.15	\$10.70	\$11.60
Wages and salaries .....	7.02	6.91	7.13	7.34	7.71	8.06	8.26	8.67	9.38
Total benefits .....	1.86	1.81	1.78	1.80	1.82	1.88	1.89	2.03	2.22
Paid leave .....	.29	.26	.25	.25	.27	.27	.29	.33	.37
Supplemental pay .....	.16	.13	.14	.14	.14	.14	.15	.16	.18
Insurance .....	.31	.29	.28	.27	.25	.27	.24	.28	.36
Retirement and savings .....	.11	.11	.10	.13	.13	.14	.15	.16	.14
Legally required benefits .....	.99	1.01	1.01	1.02	1.02	1.05	1.06	1.10	1.17
Other benefits <sup>3</sup> .....	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )
	Percent of total compensation by year								
	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation .....	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Wages and salaries .....	79.0	79.2	80.0	80.3	80.9	81.2	81.4	81.0	80.9
Total benefits .....	21.0	20.8	20.0	19.7	19.1	18.9	18.6	19.0	19.1
Paid leave .....	3.3	3.0	2.8	2.7	2.9	2.7	2.9	3.1	3.2
Supplemental pay .....	1.8	1.5	1.6	1.6	1.4	1.4	1.5	1.5	1.6
Insurance .....	3.5	3.4	3.1	2.9	2.7	2.7	2.4	2.6	3.1
Retirement and savings .....	1.2	1.2	1.2	1.4	1.4	1.4	1.5	1.5	1.2
Legally required benefits .....	11.2	11.6	11.4	11.1	10.7	10.6	10.4	10.3	10.1
Other benefits <sup>3</sup> .....	( <sup>4</sup> )	( <sup>4</sup> )	( <sup>4</sup> )	( <sup>4</sup> )	( <sup>4</sup> )	( <sup>4</sup> )	( <sup>4</sup> )	( <sup>4</sup> )	( <sup>4</sup> )

<sup>1</sup> Includes transportation, communication, and public utilities; wholesale and retail trade; finance, insurance, and real estate; and service industries.

<sup>2</sup> Cost per hour worked is \$0.01 or less.

<sup>3</sup> Includes severance pay and supplemental

unemployment benefits.

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

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

**Table 11. Private industry, part-time workers, by occupational and industry group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 1993-2001 -- Continued**

Retail trade industries

Compensation component	Cost per hour worked by year								
	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation .....	\$6.57	\$6.35	\$6.52	\$6.68	\$6.99	\$7.37	\$7.46	\$7.83	\$8.24
Wages and salaries .....	5.28	5.12	5.29	5.42	5.68	6.04	6.13	6.43	6.79
Total benefits .....	1.30	1.23	1.23	1.27	1.31	1.33	1.33	1.41	1.44
Paid leave .....	.17	.14	.13	.13	.13	.13	.13	.15	.17
Supplemental pay .....	.08	.07	.07	.09	.08	.08	.09	.09	.09
Insurance .....	.19	.16	.17	.17	.19	.17	.16	.19	.19
Retirement and savings .....	.06	.06	.05	.07	.07	.07	.09	.09	.08
Legally required benefits .....	.79	.80	.81	.80	.82	.87	.86	.89	.91
Other benefits <sup>2</sup> .....	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )
	Percent of total compensation by year								
	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation .....	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Wages and salaries .....	80.3	80.6	81.1	81.1	81.3	82.0	82.2	82.1	82.4
Total benefits .....	19.7	19.4	18.9	18.9	18.7	18.0	17.8	18.0	17.5
Paid leave .....	2.6	2.1	2.0	2.0	1.9	1.8	1.7	1.9	2.1
Supplemental pay .....	1.2	1.1	1.1	1.4	1.2	1.1	1.2	1.1	1.1
Insurance .....	2.9	2.5	2.6	2.5	2.7	2.3	2.1	2.4	2.3
Retirement and savings .....	1.0	.9	.8	1.0	1.1	.9	1.2	1.1	1.0
Legally required benefits .....	12.0	12.7	12.4	12.0	11.8	11.8	11.5	11.4	11.0
Other benefits <sup>2</sup> .....	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )

<sup>1</sup> Cost per hour worked is \$0.01 or less.

<sup>2</sup> Includes severance pay and supplemental unemployment benefits.

<sup>3</sup> Less than .05 percent.

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

**Table 11. Private industry, part-time workers, by occupational and industry group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 1993-2001 -- Continued**

Service industries

Compensation component	Cost per hour worked by year								
	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation .....	\$11.09	\$11.10	\$11.27	\$11.18	\$12.13	\$12.47	\$12.62	\$13.17	\$14.55
Wages and salaries .....	8.78	8.79	8.98	8.99	9.88	10.18	10.33	10.76	11.84
Total benefits .....	2.32	2.31	2.29	2.19	2.26	2.29	2.29	2.41	2.70
Paid leave .....	.41	.38	.38	.34	.41	.40	.42	.47	.51
Supplemental pay .....	.24	.21	.21	.19	.19	.19	.19	.20	.23
Insurance .....	.37	.39	.36	.32	.28	.33	.28	.29	.42
Retirement and savings .....	.12	.13	.12	.13	.15	.16	.17	.17	.15
Legally required benefits .....	1.17	1.20	1.21	1.20	1.22	1.22	1.23	1.27	1.38
Other benefits <sup>2</sup> .....	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )
	Percent of total compensation by year								
	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation .....	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Wages and salaries .....	79.1	79.2	79.7	80.4	81.4	81.6	81.9	81.7	81.4
Total benefits .....	20.9	20.8	20.3	19.6	18.6	18.4	18.1	18.3	18.6
Paid leave .....	3.7	3.5	3.4	3.1	3.4	3.2	3.3	3.6	3.5
Supplemental pay .....	2.2	1.8	1.9	1.7	1.5	1.5	1.5	1.5	1.6
Insurance .....	3.3	3.5	3.2	2.9	2.3	2.6	2.2	2.2	2.9
Retirement and savings .....	1.1	1.2	1.1	1.2	1.2	1.3	1.3	1.3	1.0
Legally required benefits .....	10.6	10.8	10.7	10.7	10.1	9.8	9.7	9.6	9.5
Other benefits <sup>2</sup> .....	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )

<sup>1</sup> Cost per hour worked is \$0.01 or less.

<sup>2</sup> Includes severance pay and supplemental unemployment benefits.

<sup>3</sup> Less than .05 percent.

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

**Table 12. Private industry workers, goods-producing industries, by occupational group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 1988-2001**

White-collar occupations

Compensation component	Cost per hour worked by year													
	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation .....	\$20.41	\$21.36	\$22.44	\$23.65	\$24.51	\$25.65	\$26.29	\$27.37	\$28.52	\$29.26	\$29.71	\$30.77	\$31.53	\$32.90
Wages and salaries .....	14.70	15.29	16.06	16.89	17.43	17.99	18.32	19.25	20.01	20.78	21.27	22.09	22.47	23.30
Total benefits .....	5.71	6.07	6.38	6.76	7.08	7.67	7.98	8.13	8.51	8.47	8.44	8.68	9.06	9.60
Paid leave .....	1.75	1.85	1.91	2.02	2.07	2.16	2.16	2.24	2.39	2.46	2.47	2.58	2.57	2.70
Supplemental pay .....	.39	.43	.51	.52	.49	.56	.62	.83	.97	.77	.75	.79	1.13	1.29
Insurance .....	1.23	1.44	1.51	1.63	1.80	1.98	2.08	1.83	1.90	1.83	1.86	1.91	2.04	2.20
Retirement and savings .....	.79	.71	.77	.80	.83	.91	.90	.99	.96	1.06	1.01	1.01	.94	1.01
Legally required benefits .....	1.52	1.59	1.67	1.76	1.86	1.93	2.04	2.13	2.19	2.25	2.25	2.29	2.28	2.32
Other benefits <sup>1</sup> .....	.04	.04	.03	.03	.04	.13	.17	.09	.10	.09	.09	.09	.10	.07
	Percent of total compensation by year													
	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
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 .....	72.0	71.6	71.6	71.4	71.1	70.1	69.7	70.3	70.2	71.0	71.6	71.8	71.3	70.8
Total benefits .....	28.0	28.4	28.4	28.6	28.9	29.9	30.3	29.7	29.8	29.0	28.4	28.2	28.7	29.2
Paid leave .....	8.6	8.7	8.5	8.5	8.4	8.4	8.2	8.2	8.4	8.4	8.3	8.4	8.2	8.2
Supplemental pay .....	1.9	2.0	2.3	2.2	2.0	2.2	2.4	3.0	3.4	2.6	2.5	2.6	3.6	3.9
Insurance .....	6.0	6.7	6.7	6.9	7.3	7.7	7.9	6.7	6.7	6.3	6.3	6.2	6.5	6.7
Retirement and savings .....	3.9	3.3	3.4	3.4	3.4	3.5	3.4	3.6	3.4	3.6	3.4	3.3	3.0	3.1
Legally required benefits .....	7.4	7.5	7.4	7.4	7.6	7.5	7.8	7.8	7.7	7.7	7.6	7.4	7.2	7.1
Other benefits <sup>1</sup> .....	.2	.2	.1	.1	.2	.5	.7	.3	.4	.3	.3	.3	.3	.2

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

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

**Table 12. Private industry workers, goods-producing industries, by occupational group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 1988-2001 -- Continued**

Professional specialty and technical occupations

Compensation component	Cost per hour worked by year													
	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation .....	\$22.76	\$23.92	\$25.32	\$26.40	\$27.87	\$29.35	\$30.23	\$33.21	\$34.93	\$35.21	\$35.69	\$36.89	\$37.70	\$36.95
Wages and salaries .....	16.28	17.06	17.98	18.71	19.60	20.29	20.75	23.18	24.28	24.98	25.62	26.55	26.92	25.85
Total benefits .....	6.48	6.86	7.34	7.70	8.27	9.06	9.48	10.03	10.66	10.23	10.07	10.34	10.78	11.10
Paid leave .....	2.03	2.18	2.28	2.36	2.51	2.63	2.68	2.99	3.17	3.23	3.21	3.34	3.46	3.40
Supplemental pay .....	.39	.43	.40	.46	.48	.57	.75	.99	1.37	.84	.77	.72	.95	1.08
Insurance .....	1.40	1.64	1.76	1.86	2.11	2.39	2.44	2.25	2.28	2.14	2.20	2.24	2.38	2.63
Retirement and savings .....	.93	.78	.98	1.06	1.07	1.26	1.29	1.23	1.19	1.23	1.12	1.24	1.21	1.26
Legally required benefits .....	1.67	1.77	1.87	1.91	2.04	2.15	2.24	2.43	2.51	2.64	2.63	2.66	2.64	2.57
Other benefits <sup>1</sup> .....	.06	.06	.04	.05	.06	.06	.09	.14	.14	.15	.13	.13	.13	.15
	Percent of total compensation by year													
	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
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 .....	71.5	71.3	71.0	70.9	70.3	69.1	68.6	69.8	69.5	71.0	71.8	72.0	71.4	70.0
Total benefits .....	28.5	28.7	29.0	29.1	29.7	30.9	31.4	30.2	30.5	29.0	28.2	28.0	28.6	30.0
Paid leave .....	8.9	9.1	9.0	9.0	9.0	9.0	8.9	9.0	9.1	9.2	9.0	9.1	9.2	9.2
Supplemental pay .....	1.7	1.8	1.6	1.7	1.7	1.9	2.5	3.0	3.9	2.4	2.2	2.0	2.5	2.9
Insurance .....	6.1	6.9	7.0	7.0	7.6	8.1	8.1	6.8	6.5	6.1	6.2	6.1	6.3	7.1
Retirement and savings .....	4.1	3.3	3.9	4.0	3.8	4.3	4.3	3.7	3.4	3.5	3.1	3.4	3.2	3.4
Legally required benefits .....	7.3	7.4	7.4	7.2	7.3	7.3	7.4	7.3	7.2	7.5	7.4	7.2	7.0	7.0
Other benefits <sup>1</sup> .....	.3	.2	.2	.2	.2	.2	.3	.4	.4	.4	.4	.4	.3	.4

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

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

**Table 12. Private industry workers, goods-producing industries, by occupational group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 1988<sup>1</sup>-2001 -- Continued**

Professional specialty occupations

Compensation component	Cost per hour worked by year													
	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation .....	-	-	-	-	-	-	\$33.29	\$35.66	\$37.51	\$38.21	\$38.63	\$39.88	\$41.78	\$42.10
Wages and salaries .....	-	-	-	-	-	-	23.06	25.06	26.18	27.28	27.93	28.91	30.06	29.71
Total benefits .....	-	-	-	-	-	-	10.22	10.59	11.32	10.93	10.70	10.97	11.72	12.38
Paid leave .....	-	-	-	-	-	-	2.95	3.21	3.38	3.56	3.54	3.69	3.95	3.98
Supplemental pay .....	-	-	-	-	-	-	.84	1.12	1.55	.83	.73	.67	.90	1.04
Insurance .....	-	-	-	-	-	-	2.52	2.30	2.34	2.22	2.31	2.32	2.49	2.78
Retirement and savings .....	-	-	-	-	-	-	1.43	1.27	1.27	1.35	1.19	1.33	1.35	1.53
Legally required benefits .....	-	-	-	-	-	-	2.38	2.55	2.65	2.83	2.81	2.82	2.89	2.86
Other benefits <sup>2</sup> .....	-	-	-	-	-	-	.11	.15	.14	.14	.13	.14	.15	.19
	Percent of total compensation by year													
	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation .....	-	-	-	-	-	-	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Wages and salaries .....	-	-	-	-	-	-	69.3	70.3	69.8	71.4	72.3	72.5	71.9	70.6
Total benefits .....	-	-	-	-	-	-	30.7	29.7	30.2	28.6	27.7	27.5	28.1	29.4
Paid leave .....	-	-	-	-	-	-	8.9	9.0	9.0	9.3	9.2	9.3	9.5	9.5
Supplemental pay .....	-	-	-	-	-	-	2.5	3.1	4.1	2.2	1.9	1.7	2.2	2.5
Insurance .....	-	-	-	-	-	-	7.6	6.5	6.2	5.8	6.0	5.8	6.0	6.6
Retirement and savings .....	-	-	-	-	-	-	4.3	3.6	3.4	3.5	3.1	3.3	3.2	3.6
Legally required benefits .....	-	-	-	-	-	-	7.2	7.1	7.1	7.4	7.3	7.1	6.9	6.8
Other benefits <sup>2</sup> .....	-	-	-	-	-	-	.3	.4	.4	.4	.3	.4	.4	.5

<sup>1</sup> This series began in 1994.

<sup>2</sup> Includes severance pay and supplemental unemployment benefits.

- Data not available.

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

**Table 12. Private industry workers, goods-producing industries, by occupational group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 1988<sup>1</sup>-2001 -- Continued**

Technical occupations

Compensation component	Cost per hour worked by year													
	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation .....	-	-	-	-	-	-	\$24.30	\$26.54	\$27.51	\$26.65	\$27.07	\$28.17	\$27.96	\$28.51
Wages and salaries .....	-	-	-	-	-	-	16.25	18.06	18.78	18.41	18.86	19.66	19.44	19.52
Total benefits .....	-	-	-	-	-	-	8.04	8.48	8.73	8.23	8.21	8.51	8.52	8.99
Paid leave .....	-	-	-	-	-	-	2.16	2.38	2.54	2.31	2.25	2.33	2.27	2.44
Supplemental pay .....	-	-	-	-	-	-	.57	.63	.83	.87	.90	.88	1.09	1.15
Insurance .....	-	-	-	-	-	-	2.29	2.10	2.10	1.90	1.90	2.01	2.12	2.39
Retirement and savings .....	-	-	-	-	-	-	1.00	1.14	.99	.91	.93	.99	.87	.82
Legally required benefits .....	-	-	-	-	-	-	1.95	2.12	2.12	2.07	2.09	2.21	2.05	2.10
Other benefits <sup>2</sup> .....	-	-	-	-	-	-	.06	.12	.15	.16	.14	.09	.11	.09
	Percent of total compensation by year													
	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation .....	-	-	-	-	-	-	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Wages and salaries .....	-	-	-	-	-	-	66.9	68.1	68.3	69.1	69.7	69.8	69.5	68.5
Total benefits .....	-	-	-	-	-	-	33.1	31.9	31.7	30.9	30.3	30.2	30.5	31.5
Paid leave .....	-	-	-	-	-	-	8.9	9.0	9.2	8.7	8.3	8.3	8.1	8.6
Supplemental pay .....	-	-	-	-	-	-	2.4	2.4	3.0	3.3	3.3	3.1	3.9	4.0
Insurance .....	-	-	-	-	-	-	9.4	7.9	7.6	7.1	7.0	7.1	7.6	8.4
Retirement and savings .....	-	-	-	-	-	-	4.1	4.3	3.6	3.4	3.4	3.5	3.1	2.9
Legally required benefits .....	-	-	-	-	-	-	8.0	8.0	7.7	7.8	7.7	7.8	7.3	7.4
Other benefits <sup>2</sup> .....	-	-	-	-	-	-	.3	.4	.5	.6	.5	.3	.4	.3

<sup>1</sup> This series began in 1994.

<sup>2</sup> Includes severance pay and supplemental unemployment benefits.

- Data not available.

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



**Table 12. Private industry workers, goods-producing industries, by occupational group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 1988-2001 -- Continued**

Executive, administrative, and managerial occupations

Compensation component	Cost per hour worked by year													
	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation .....	\$27.24	\$28.63	\$32.05	\$34.22	\$35.15	\$37.37	\$37.34	\$36.39	\$37.24	\$39.62	\$40.03	\$42.12	\$41.13	\$45.41
Wages and salaries .....	19.91	20.90	23.31	24.81	25.57	26.81	26.52	25.79	26.49	28.19	28.54	30.04	29.77	32.31
Total benefits .....	7.32	7.73	8.75	9.40	9.58	10.57	10.81	10.60	10.75	11.43	11.49	12.08	11.35	13.10
Paid leave .....	2.43	2.55	2.92	3.11	3.16	3.34	3.20	2.95	3.13	3.40	3.41	3.66	3.38	3.71
Supplemental pay .....	.59	.66	.81	.88	.71	.80	.79	1.25	1.17	1.10	1.13	1.41	1.27	2.46
Insurance .....	1.33	1.51	1.67	1.79	1.93	2.12	2.32	2.03	2.05	2.13	2.14	2.20	2.26	2.39
Retirement and savings .....	1.01	.94	1.12	1.17	1.16	1.24	1.17	1.43	1.37	1.73	1.74	1.59	1.32	1.38
Legally required benefits .....	1.92	2.03	2.21	2.42	2.58	2.67	2.84	2.84	2.91	2.97	2.96	3.11	2.98	3.12
Other benefits <sup>1</sup> .....	.04	.04	.03	.04	.05	.39	.50	.09	.12	.11	.11	.12	.14	.04
	Percent of total compensation by year													
	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
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 .....	73.1	73.0	72.7	72.5	72.7	71.7	71.0	70.9	71.1	71.2	71.3	71.3	72.4	71.2
Total benefits .....	26.9	27.0	27.3	27.5	27.3	28.3	29.0	29.1	28.9	28.8	28.7	28.7	27.6	28.8
Paid leave .....	8.9	8.9	9.1	9.1	9.0	8.9	8.6	8.1	8.4	8.6	8.5	8.7	8.2	8.2
Supplemental pay .....	2.2	2.3	2.5	2.6	2.0	2.1	2.1	3.4	3.1	2.8	2.8	3.3	3.1	5.4
Insurance .....	4.9	5.3	5.2	5.2	5.5	5.7	6.2	5.6	5.5	5.4	5.3	5.2	5.5	5.3
Retirement and savings .....	3.7	3.3	3.5	3.4	3.3	3.3	3.1	3.9	3.7	4.4	4.3	3.8	3.2	3.0
Legally required benefits .....	7.1	7.1	6.9	7.1	7.3	7.2	7.6	7.8	7.8	7.5	7.4	7.4	7.2	6.9
Other benefits <sup>1</sup> .....	.2	.1	.1	.1	.1	1.1	1.3	.2	.3	.3	.3	.3	.3	.1

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

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

**Table 12. Private industry workers, goods-producing industries, by occupational group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 1988-2001 -- Continued**

Administrative support, including clerical occupations

Compensation component	Cost per hour worked by year													
	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation .....	\$12.91	\$13.75	\$14.02	\$14.59	\$15.15	\$15.75	\$16.23	\$15.97	\$16.43	\$16.52	\$16.84	\$17.17	\$18.93	\$20.03
Wages and salaries .....	9.01	9.49	9.74	10.14	10.43	10.74	11.03	11.12	11.40	11.60	11.95	12.27	12.94	13.97
Total benefits .....	3.90	4.27	4.28	4.46	4.72	5.01	5.20	4.85	5.03	4.91	4.89	4.90	5.98	6.06
Paid leave .....	1.00	1.08	1.03	1.09	1.10	1.13	1.15	1.14	1.19	1.15	1.17	1.18	1.23	1.46
Supplemental pay .....	.27	.31	.42	.37	.37	.41	.44	.43	.50	.51	.49	.45	1.26	.77
Insurance .....	1.05	1.26	1.23	1.37	1.52	1.65	1.73	1.36	1.45	1.38	1.40	1.47	1.59	1.78
Retirement and savings .....	.51	.48	.42	.42	.45	.47	.49	.51	.47	.47	.42	.41	.43	.53
Legally required benefits .....	1.06	1.10	1.15	1.19	1.25	1.31	1.37	1.36	1.37	1.39	1.38	1.36	1.43	1.51
Other benefits <sup>1</sup> .....	.03	.03	.02	.02	.02	.02	.03	.05	.06	.03	.04	.05	.04	.02
	Percent of total compensation by year													
	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
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 .....	69.8	69.0	69.5	69.5	68.8	68.2	68.0	69.6	69.4	70.3	71.0	71.5	68.4	69.7
Total benefits .....	30.2	31.0	30.5	30.5	31.2	31.8	32.0	30.4	30.6	29.7	29.0	28.5	31.6	30.3
Paid leave .....	7.7	7.9	7.4	7.5	7.3	7.2	7.1	7.1	7.2	6.9	6.9	6.9	6.5	7.3
Supplemental pay .....	2.1	2.3	3.0	2.5	2.4	2.6	2.7	2.7	3.0	3.1	2.9	2.6	6.7	3.8
Insurance .....	8.1	9.1	8.8	9.4	10.1	10.5	10.7	8.5	8.8	8.3	8.3	8.6	8.4	8.9
Retirement and savings .....	3.9	3.5	3.0	2.9	3.0	3.0	3.0	3.2	2.9	2.8	2.5	2.4	2.3	2.6
Legally required benefits .....	8.2	8.0	8.2	8.1	8.2	8.3	8.4	8.5	8.4	8.4	8.2	7.9	7.6	7.5
Other benefits <sup>1</sup> .....	.2	.2	.1	.1	.2	.2	.2	.3	.4	.2	.2	.3	.2	.1

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

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

**Table 12. Private industry workers, goods-producing industries, by occupational group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 1988-2001 -- Continued**

Blue-collar occupations

Compensation component	Cost per hour worked by year													
	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation .....	\$14.76	\$15.46	\$15.52	\$16.32	\$17.22	\$18.03	\$18.75	\$18.24	\$18.59	\$19.09	\$19.42	\$19.93	\$20.65	\$21.23
Wages and salaries .....	10.06	10.48	10.50	10.94	11.36	11.74	12.14	11.95	12.28	12.71	13.09	13.52	13.99	14.45
Total benefits .....	4.70	4.98	5.02	5.38	5.86	6.29	6.62	6.29	6.31	6.38	6.33	6.41	6.66	6.78
Paid leave .....	.87	.92	.89	.95	1.02	1.06	1.08	1.03	1.06	1.06	1.07	1.09	1.12	1.19
Supplemental pay .....	.62	.67	.66	.68	.71	.73	.75	.76	.81	.84	.89	.87	.98	.99
Insurance .....	1.06	1.20	1.15	1.31	1.51	1.65	1.77	1.60	1.59	1.56	1.53	1.57	1.67	1.72
Retirement and savings .....	.53	.52	.55	.59	.65	.72	.83	.76	.74	.78	.76	.78	.80	.77
Legally required benefits .....	1.58	1.62	1.73	1.81	1.91	2.02	2.12	2.07	2.05	2.07	2.04	2.05	2.03	2.08
Other benefits <sup>1</sup> .....	.05	.05	.04	.03	.05	.11	.08	.07	.06	.06	.05	.05	.06	.04
	Percent of total compensation by year													
	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
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 .....	68.2	67.8	67.7	67.0	66.0	65.1	64.7	65.5	66.1	66.6	67.4	67.8	67.7	68.1
Total benefits .....	31.8	32.2	32.3	33.0	34.0	34.9	35.3	34.5	33.9	33.4	32.6	32.2	32.3	31.9
Paid leave .....	5.9	5.9	5.7	5.8	5.9	5.9	5.7	5.7	5.7	5.6	5.5	5.5	5.4	5.6
Supplemental pay .....	4.2	4.4	4.2	4.2	4.1	4.0	4.0	4.2	4.3	4.4	4.6	4.4	4.7	4.7
Insurance .....	7.2	7.8	7.4	8.1	8.8	9.2	9.4	8.8	8.6	8.2	7.9	7.9	8.1	8.1
Retirement and savings .....	3.6	3.4	3.5	3.6	3.8	4.0	4.4	4.2	4.0	4.1	3.9	3.9	3.9	3.6
Legally required benefits .....	10.7	10.5	11.2	11.1	11.1	11.2	11.3	11.4	11.0	10.9	10.5	10.3	9.8	9.8
Other benefits <sup>1</sup> .....	.3	.3	.2	.2	.3	.6	.4	.4	.3	.3	.3	.3	.3	.2

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

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

**Table 12. Private industry workers, goods-producing industries, by occupational group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 1988-2001 -- Continued**

Precision production, craft, and repair occupations

Compensation component	Cost per hour worked by year													
	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation .....	\$17.83	\$18.56	\$19.31	\$20.30	\$21.61	\$22.61	\$23.69	\$23.23	\$23.35	\$23.68	\$24.26	\$25.12	\$25.90	\$25.60
Wages and salaries .....	12.36	12.84	13.21	13.73	14.44	14.88	15.51	15.34	15.54	15.93	16.48	17.18	17.73	17.65
Total benefits .....	5.48	5.71	6.10	6.57	7.17	7.73	8.18	7.90	7.81	7.75	7.78	7.95	8.18	7.95
Paid leave .....	.95	1.02	1.05	1.12	1.24	1.28	1.31	1.27	1.29	1.27	1.30	1.33	1.32	1.36
Supplemental pay .....	.71	.75	.74	.77	.81	.81	.84	.85	.87	.89	.99	.95	1.05	1.00
Insurance .....	1.11	1.23	1.26	1.44	1.70	1.91	2.04	1.87	1.81	1.77	1.74	1.83	1.95	1.91
Retirement and savings .....	.71	.66	.78	.84	.91	.99	1.13	1.06	1.06	1.08	1.06	1.14	1.19	1.06
Legally required benefits .....	1.95	1.99	2.23	2.35	2.46	2.64	2.77	2.74	2.70	2.66	2.61	2.64	2.60	2.58
Other benefits <sup>1</sup> .....	.05	.06	.04	.04	.05	.10	.08	.09	.08	.07	.07	.07	.06	.04
	Percent of total compensation by year													
	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
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 .....	69.3	69.2	68.4	67.6	66.8	65.8	65.5	66.0	66.5	67.3	67.9	68.4	68.5	68.9
Total benefits .....	30.7	30.8	31.6	32.4	33.2	34.2	34.5	34.0	33.5	32.7	32.1	31.6	31.6	31.1
Paid leave .....	5.3	5.5	5.4	5.5	5.7	5.6	5.5	5.5	5.5	5.4	5.4	5.3	5.1	5.3
Supplemental pay .....	4.0	4.1	3.8	3.8	3.7	3.6	3.6	3.7	3.7	3.8	4.1	3.8	4.1	3.9
Insurance .....	6.2	6.6	6.5	7.1	7.9	8.4	8.6	8.1	7.7	7.5	7.2	7.3	7.5	7.5
Retirement and savings .....	4.0	3.6	4.0	4.2	4.2	4.4	4.8	4.6	4.6	4.6	4.4	4.5	4.6	4.1
Legally required benefits .....	10.9	10.7	11.5	11.6	11.4	11.7	11.7	11.8	11.6	11.2	10.8	10.5	10.0	10.1
Other benefits <sup>1</sup> .....	.3	.3	.2	.2	.2	.4	.4	.4	.3	.3	.3	.3	.2	.2

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

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

**Table 12. Private industry workers, goods-producing industries, by occupational group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 1988-2001 -- Continued**

Machine operators, assemblers, and inspectors occupations

Compensation component	Cost per hour worked by year													
	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation .....	\$13.25	\$14.03	\$13.83	\$14.72	\$15.52	\$16.20	\$16.98	\$15.97	\$16.25	\$17.04	\$17.36	\$17.91	\$18.81	\$19.42
Wages and salaries .....	8.84	9.26	9.17	9.69	10.04	10.37	10.75	10.27	10.57	11.09	11.48	11.92	12.35	12.77
Total benefits .....	4.41	4.77	4.66	5.03	5.49	5.84	6.22	5.69	5.69	5.95	5.88	5.99	6.46	6.66
Paid leave .....	.92	.96	.92	.99	1.04	1.08	1.12	1.04	1.07	1.09	1.10	1.14	1.21	1.34
Supplemental pay .....	.62	.70	.70	.71	.73	.75	.79	.76	.84	.93	.94	.92	1.10	1.17
Insurance .....	1.12	1.30	1.22	1.38	1.56	1.66	1.80	1.57	1.58	1.59	1.55	1.61	1.76	1.77
Retirement and savings .....	.42	.42	.40	.43	.51	.56	.70	.60	.52	.59	.58	.57	.63	.60
Legally required benefits .....	1.28	1.33	1.38	1.48	1.57	1.64	1.71	1.64	1.61	1.69	1.66	1.69	1.68	1.71
Other benefits <sup>1</sup> .....	.05	.06	.05	.04	.07	.16	.11	.08	.06	.07	.06	.06	.09	.06
	Percent of total compensation by year													
	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
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 .....	66.7	66.0	66.3	65.8	64.7	64.0	63.3	64.3	65.0	65.1	66.1	66.6	65.7	65.8
Total benefits .....	33.3	34.0	33.7	34.2	35.3	36.0	36.7	35.7	35.0	34.9	33.9	33.4	34.3	34.3
Paid leave .....	6.9	6.9	6.6	6.7	6.7	6.7	6.6	6.5	6.6	6.4	6.3	6.4	6.4	6.9
Supplemental pay .....	4.7	5.0	5.1	4.8	4.7	4.7	4.6	4.8	5.2	5.4	5.4	5.1	5.8	6.0
Insurance .....	8.4	9.3	8.8	9.4	10.1	10.2	10.6	9.8	9.7	9.3	8.9	9.0	9.4	9.1
Retirement and savings .....	3.1	3.0	2.9	2.9	3.3	3.4	4.1	3.8	3.2	3.5	3.3	3.2	3.3	3.1
Legally required benefits .....	9.7	9.5	10.0	10.0	10.1	10.1	10.1	10.3	9.9	9.9	9.6	9.4	8.9	8.8
Other benefits <sup>1</sup> .....	.4	.4	.3	.3	.5	1.0	.6	.5	.4	.4	.3	.3	.5	.3

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

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

**Table 12. Private industry workers, goods-producing industries, by occupational group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 1988-2001 -- Continued**

Transportation and material moving occupations

Compensation component	Cost per hour worked by year													
	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation .....	\$15.93	\$16.44	\$16.30	\$16.67	\$17.55	\$18.29	\$18.81	\$18.05	\$18.36	\$18.13	\$19.06	\$19.11	\$19.61	\$22.47
Wages and salaries .....	10.69	11.01	10.93	11.08	11.39	11.77	12.04	11.61	12.03	12.07	12.75	12.88	13.34	15.16
Total benefits .....	5.24	5.43	5.36	5.59	6.16	6.51	6.77	6.45	6.32	6.05	6.30	6.23	6.27	7.31
Paid leave .....	.88	.91	.87	.90	.95	.97	1.01	.95	.98	.92	.99	.93	.98	1.03
Supplemental pay .....	.64	.69	.68	.71	.78	.77	.76	.87	.88	.85	.93	1.02	1.01	1.09
Insurance .....	1.13	1.21	1.18	1.28	1.51	1.63	1.77	1.65	1.59	1.48	1.47	1.45	1.46	1.88
Retirement and savings .....	.69	.69	.71	.76	.80	.88	.92	.80	.82	.71	.74	.73	.65	.94
Legally required benefits .....	1.86	1.89	1.91	1.91	2.09	2.20	2.23	2.15	2.04	2.09	2.15	2.09	2.15	2.34
Other benefits <sup>2</sup> .....	.04	.04	.02	.02	.03	.07	.08	.03	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	.02	.03
	Percent of total compensation by year													
	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
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 .....	67.1	67.0	67.1	66.5	64.9	64.4	64.0	64.3	65.6	66.6	66.9	67.4	68.0	67.5
Total benefits .....	32.9	33.0	32.9	33.5	35.1	35.6	36.0	35.7	34.4	33.4	33.1	32.6	32.0	32.5
Paid leave .....	5.5	5.6	5.3	5.4	5.4	5.3	5.4	5.2	5.3	5.1	5.2	4.9	5.0	4.6
Supplemental pay .....	4.0	4.2	4.2	4.3	4.5	4.2	4.0	4.8	4.8	4.7	4.9	5.3	5.2	4.9
Insurance .....	7.1	7.4	7.2	7.7	8.6	8.9	9.4	9.1	8.7	8.1	7.7	7.6	7.4	8.4
Retirement and savings .....	4.4	4.2	4.4	4.6	4.5	4.8	4.9	4.4	4.5	3.9	3.9	3.8	3.3	4.2
Legally required benefits .....	11.7	11.5	11.7	11.4	11.9	12.0	11.9	11.9	11.1	11.5	11.3	10.9	11.0	10.4
Other benefits <sup>2</sup> .....	.2	.2	.1	.1	.2	.4	.4	.1	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	.1	.1

<sup>1</sup> Cost per hour worked is \$0.01 or less.

<sup>2</sup> Includes severance pay and supplemental unemployment benefits.

<sup>3</sup> Less than .05 percent.

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

**Table 12. Private industry workers, goods-producing industries, by occupational group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 1988-2001 -- Continued**

Handlers, equipment cleaners, helpers, and laborers

Compensation component	Cost per hour worked by year													
	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation .....	\$11.80	\$12.28	\$11.88	\$12.40	\$12.86	\$13.30	\$13.59	\$13.41	\$14.01	\$14.21	\$14.09	\$14.25	\$14.50	\$15.27
Wages and salaries .....	8.17	8.46	8.23	8.52	8.70	8.86	9.04	9.09	9.47	9.73	9.77	9.97	10.29	10.81
Total benefits .....	3.63	3.81	3.65	3.88	4.16	4.44	4.55	4.32	4.54	4.47	4.32	4.28	4.21	4.46
Paid leave .....	.56	.58	.53	.58	.58	.59	.58	.53	.57	.59	.57	.55	.57	.61
Supplemental pay .....	.41	.44	.41	.41	.45	.47	.47	.51	.55	.53	.52	.53	.57	.58
Insurance .....	.79	.87	.81	.93	1.05	1.15	1.18	1.07	1.12	1.09	1.02	.99	1.02	1.17
Retirement and savings .....	.40	.41	.38	.43	.45	.50	.52	.49	.57	.57	.53	.53	.44	.45
Legally required benefits .....	1.46	1.50	1.51	1.52	1.61	1.68	1.77	1.71	1.72	1.68	1.66	1.66	1.59	1.63
Other benefits <sup>2</sup> .....	( <sup>1</sup> )	.02	( <sup>1</sup> )	( <sup>1</sup> )	.02	.05	.03	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	.02	( <sup>1</sup> )	( <sup>1</sup> )	.02
	Percent of total compensation by year													
	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
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 .....	69.2	68.9	69.3	68.7	67.7	66.6	66.5	67.8	67.6	68.5	69.3	70.0	71.0	70.8
Total benefits .....	30.8	31.1	30.7	31.3	32.3	33.4	33.5	32.2	32.4	31.5	30.7	30.0	29.0	29.2
Paid leave .....	4.7	4.7	4.5	4.7	4.5	4.5	4.2	4.0	4.0	4.1	4.0	3.9	3.9	4.0
Supplemental pay .....	3.5	3.6	3.5	3.3	3.5	3.6	3.4	3.8	3.9	3.7	3.7	3.7	3.9	3.8
Insurance .....	6.7	7.1	6.8	7.5	8.1	8.6	8.7	8.0	8.0	7.7	7.2	6.9	7.0	7.7
Retirement and savings .....	3.4	3.3	3.2	3.5	3.5	3.8	3.9	3.6	4.0	4.0	3.8	3.7	3.0	2.9
Legally required benefits .....	12.4	12.3	12.7	12.2	12.6	12.6	13.0	12.7	12.3	11.8	11.8	11.6	11.0	10.7
Other benefits <sup>2</sup> .....	( <sup>3</sup> )	.1	( <sup>3</sup> )	( <sup>3</sup> )	.1	.4	.2	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	.1	( <sup>3</sup> )	( <sup>3</sup> )	.1

<sup>1</sup> Cost per hour worked is \$0.01 or less.

<sup>2</sup> Includes severance pay and supplemental unemployment benefits.

<sup>3</sup> Less than .05 percent.

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

**Table 12. Private industry workers, goods-producing industries, by occupational group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 1988-2001 -- Continued**

Service occupations

Compensation component	Cost per hour worked by year													
	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation .....	\$12.33	\$13.24	\$13.49	\$14.12	\$14.55	\$15.27	\$15.47	\$14.32	\$14.43	\$16.03	\$16.48	\$16.77	\$16.55	\$16.41
Wages and salaries .....	8.14	8.56	9.15	9.56	9.78	10.18	10.36	9.47	9.58	10.59	10.86	11.05	10.80	11.26
Total benefits .....	4.19	4.68	4.34	4.56	4.77	5.09	5.11	4.86	4.85	5.44	5.62	5.72	5.75	5.16
Paid leave .....	.85	.94	.91	.94	.95	.97	.97	.88	.92	1.05	1.09	1.08	1.01	1.05
Supplemental pay .....	.51	.62	.50	.48	.46	.45	.42	.62	.77	.80	.86	.82	.95	.64
Insurance .....	1.17	1.41	1.14	1.21	1.36	1.43	1.45	1.36	1.21	1.42	1.39	1.56	1.56	1.41
Retirement and savings .....	.44	.46	.48	.54	.55	.61	.68	.50	.38	.45	.53	.50	.52	.49
Legally required benefits .....	1.15	1.20	1.29	1.35	1.39	1.49	1.52	1.41	1.46	1.63	1.68	1.71	1.61	1.47
Other benefits <sup>1</sup> .....	.07	.06	.03	.03	.05	.14	.07	.09	.10	.08	.08	.06	.09	.10
	Percent of total compensation by year													
	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
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 .....	66.0	64.6	67.8	67.7	67.2	66.7	67.0	66.1	66.4	66.1	65.9	65.9	65.3	68.6
Total benefits .....	34.0	35.4	32.2	32.3	32.8	33.3	33.0	33.9	33.6	33.9	34.1	34.1	34.7	31.4
Paid leave .....	6.9	7.1	6.7	6.7	6.5	6.3	6.3	6.1	6.4	6.5	6.6	6.4	6.1	6.4
Supplemental pay .....	4.2	4.6	3.7	3.4	3.2	3.0	2.7	4.3	5.4	5.0	5.2	4.9	5.7	3.9
Insurance .....	9.5	10.6	8.4	8.6	9.4	9.4	9.4	9.5	8.4	8.9	8.4	9.3	9.4	8.6
Retirement and savings .....	3.5	3.5	3.6	3.8	3.8	4.0	4.4	3.5	2.6	2.8	3.2	3.0	3.1	3.0
Legally required benefits .....	9.4	9.1	9.5	9.5	9.5	9.8	9.8	9.9	10.1	10.2	10.2	10.2	9.7	9.0
Other benefits <sup>1</sup> .....	.5	.5	.3	.2	.3	.9	.5	.6	.7	.5	.5	.4	.5	.6

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

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



**Table 13. Private industry workers, service-producing industries, by occupational group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 1988-2001**

White-collar occupations

Compensation component	Cost per hour worked by year													
	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation .....	\$15.04	\$15.59	\$16.64	\$17.13	\$17.92	\$18.65	\$19.26	\$19.39	\$19.95	\$20.44	\$21.25	\$21.89	\$23.14	\$24.27
Wages and salaries .....	11.24	11.68	12.38	12.75	13.25	13.69	14.13	14.29	14.73	15.21	15.81	16.28	17.26	18.06
Total benefits .....	3.80	3.91	4.25	4.38	4.67	4.96	5.14	5.10	5.21	5.23	5.44	5.61	5.88	6.21
Paid leave .....	1.16	1.19	1.24	1.26	1.31	1.32	1.35	1.32	1.36	1.39	1.43	1.49	1.64	1.77
Supplemental pay .....	.27	.25	.31	.29	.35	.42	.45	.46	.48	.53	.61	.59	.60	.59
Insurance .....	.74	.81	.93	1.03	1.13	1.20	1.24	1.20	1.18	1.10	1.14	1.19	1.24	1.32
Retirement and savings .....	.49	.46	.49	.47	.48	.51	.54	.55	.61	.59	.61	.64	.66	.72
Legally required benefits .....	1.13	1.18	1.27	1.33	1.40	1.48	1.53	1.54	1.56	1.60	1.63	1.68	1.71	1.79
Other benefits <sup>2</sup> .....	.02	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	.02	.03	.02	.02	.02	.02	.02	.02	.02
	Percent of total compensation by year													
	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
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 .....	74.7	74.9	74.4	74.4	73.9	73.4	73.3	73.7	73.9	74.4	74.4	74.4	74.6	74.4
Total benefits .....	25.3	25.1	25.6	25.6	26.1	26.6	26.7	26.3	26.1	25.6	25.6	25.6	25.4	25.6
Paid leave .....	7.7	7.7	7.5	7.4	7.3	7.1	7.0	6.8	6.8	6.8	6.7	6.8	7.1	7.3
Supplemental pay .....	1.8	1.6	1.9	1.7	1.9	2.3	2.3	2.4	2.4	2.6	2.9	2.7	2.6	2.4
Insurance .....	4.9	5.2	5.6	6.0	6.3	6.5	6.5	6.2	5.9	5.4	5.4	5.4	5.4	5.4
Retirement and savings .....	3.2	3.0	3.0	2.7	2.7	2.7	2.8	2.8	3.1	2.9	2.9	2.9	2.9	3.0
Legally required benefits .....	7.5	7.6	7.6	7.7	7.8	7.9	7.9	8.0	7.8	7.8	7.7	7.7	7.4	7.4
Other benefits <sup>2</sup> .....	.1	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	.1	.1	.1	.1	.1	.1	.1	.1	.1

<sup>1</sup> Cost per hour worked is \$0.01 or less.

<sup>2</sup> Includes severance pay and supplemental unemployment benefits.

<sup>3</sup> Less than .05 percent.

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

**Table 13. Private industry workers, service-producing industries, by occupational group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 1988-2001 -- Continued**

Professional specialty and technical occupations

Compensation component	Cost per hour worked by year													
	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation .....	\$20.28	\$21.14	\$22.79	\$23.18	\$24.60	\$26.65	\$27.13	\$27.06	\$27.93	\$27.77	\$28.16	\$28.93	\$31.64	\$34.00
Wages and salaries .....	15.09	15.83	16.85	17.27	18.19	19.65	20.01	20.08	20.58	20.54	20.94	21.56	23.66	25.39
Total benefits .....	5.19	5.32	5.94	5.90	6.41	7.00	7.12	6.98	7.35	7.24	7.23	7.37	7.97	8.61
Paid leave .....	1.69	1.73	1.83	1.85	1.92	2.00	1.99	1.90	1.95	1.92	1.94	2.06	2.50	2.69
Supplemental pay .....	.37	.35	.45	.38	.53	.59	.58	.55	.72	.88	.88	.66	.67	.71
Insurance .....	.86	.98	1.17	1.23	1.38	1.53	1.59	1.54	1.50	1.33	1.35	1.45	1.54	1.64
Retirement and savings .....	.77	.66	.76	.67	.66	.79	.84	.84	.96	.89	.88	.93	.94	1.09
Legally required benefits .....	1.48	1.58	1.70	1.76	1.91	2.06	2.09	2.11	2.19	2.19	2.16	2.23	2.31	2.46
Other benefits <sup>2</sup> .....	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	.03	.04	.03	.03	.02	.02	.03	.03	.02
	Percent of total compensation by year													
	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
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 .....	74.4	74.9	73.9	74.5	74.0	73.7	73.8	74.2	73.7	73.9	74.4	74.5	74.8	74.7
Total benefits .....	25.6	25.1	26.1	25.5	26.0	26.3	26.2	25.8	26.3	26.1	25.7	25.5	25.2	25.3
Paid leave .....	8.4	8.2	8.0	8.0	7.8	7.5	7.3	7.0	7.0	6.9	6.9	7.1	7.9	7.9
Supplemental pay .....	1.8	1.7	2.0	1.7	2.1	2.2	2.1	2.0	2.6	3.2	3.1	2.3	2.1	2.1
Insurance .....	4.3	4.6	5.2	5.3	5.6	5.8	5.9	5.7	5.4	4.8	4.8	5.0	4.9	4.8
Retirement and savings .....	3.8	3.1	3.3	2.9	2.7	3.0	3.1	3.1	3.4	3.2	3.1	3.2	3.0	3.2
Legally required benefits .....	7.3	7.5	7.5	7.6	7.8	7.7	7.7	7.8	7.8	7.9	7.7	7.7	7.3	7.2
Other benefits <sup>2</sup> .....	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	.1	.1	.1	.1	.1	.1	.1	.1	.1

<sup>1</sup> Cost per hour worked is \$0.01 or less.

<sup>2</sup> Includes severance pay and supplemental unemployment benefits.

<sup>3</sup> Less than .05 percent.

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

**Table 13. Private industry workers, service-producing industries, by occupational group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 1988<sup>1</sup>-2001 -- Continued**

Professional specialty occupations

Compensation component	Cost per hour worked by year													
	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation .....	-	-	-	-	-	-	\$28.48	\$28.64	\$29.31	\$29.40	\$29.95	\$30.22	\$33.95	\$36.87
Wages and salaries .....	-	-	-	-	-	-	21.09	21.35	21.67	21.85	22.32	22.65	25.52	27.68
Total benefits .....	-	-	-	-	-	-	7.40	7.29	7.64	7.56	7.63	7.57	8.43	9.20
Paid leave .....	-	-	-	-	-	-	2.05	1.99	2.05	2.03	2.05	2.15	2.75	2.98
Supplemental pay .....	-	-	-	-	-	-	.64	.58	.82	1.03	.99	.70	.68	.74
Insurance .....	-	-	-	-	-	-	1.60	1.58	1.53	1.34	1.38	1.48	1.59	1.66
Retirement and savings .....	-	-	-	-	-	-	.88	.89	.96	.88	.93	.91	.97	1.17
Legally required benefits .....	-	-	-	-	-	-	2.18	2.20	2.25	2.26	2.26	2.30	2.41	2.62
Other benefits <sup>2</sup> .....	-	-	-	-	-	-	.05	.04	.03	.02	.02	.02	.02	.02
	Percent of total compensation by year													
	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation .....	-	-	-	-	-	-	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Wages and salaries .....	-	-	-	-	-	-	74.0	74.5	73.9	74.3	74.5	75.0	75.2	75.1
Total benefits .....	-	-	-	-	-	-	26.0	25.5	26.1	25.7	25.5	25.0	24.8	25.0
Paid leave .....	-	-	-	-	-	-	7.2	7.0	7.0	6.9	6.8	7.1	8.1	8.1
Supplemental pay .....	-	-	-	-	-	-	2.2	2.0	2.8	3.5	3.3	2.3	2.0	2.0
Insurance .....	-	-	-	-	-	-	5.6	5.5	5.2	4.6	4.6	4.9	4.7	4.5
Retirement and savings .....	-	-	-	-	-	-	3.1	3.1	3.3	3.0	3.1	3.0	2.9	3.2
Legally required benefits .....	-	-	-	-	-	-	7.6	7.7	7.7	7.7	7.5	7.6	7.1	7.1
Other benefits <sup>2</sup> .....	-	-	-	-	-	-	.2	.1	.1	.1	.1	.1	.1	.1

<sup>1</sup> This series began in 1994.

<sup>2</sup> Includes severance pay and supplemental unemployment benefits.

- Data not available.

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

**Table 13. Private industry workers, service-producing industries, by occupational group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 1988<sup>1</sup>-2001 -- Continued**

Technical occupations

Compensation component	Cost per hour worked by year													
	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation .....	-	-	-	-	-	-	\$23.87	\$23.18	\$24.29	\$23.66	\$23.70	\$25.76	\$26.01	\$26.87
Wages and salaries .....	-	-	-	-	-	-	17.41	16.97	17.72	17.24	17.49	18.90	19.14	19.72
Total benefits .....	-	-	-	-	-	-	6.46	6.21	6.58	6.42	6.21	6.86	6.86	7.16
Paid leave .....	-	-	-	-	-	-	1.82	1.66	1.68	1.64	1.66	1.84	1.89	1.96
Supplemental pay .....	-	-	-	-	-	-	.45	.47	.46	.49	.58	.57	.63	.62
Insurance .....	-	-	-	-	-	-	1.57	1.47	1.42	1.31	1.28	1.37	1.41	1.61
Retirement and savings .....	-	-	-	-	-	-	.73	.72	.97	.93	.77	.97	.86	.88
Legally required benefits .....	-	-	-	-	-	-	1.87	1.88	2.02	2.02	1.90	2.05	2.04	2.08
Other benefits <sup>3</sup> .....	-	-	-	-	-	-	.02	.02	.03	.03	.02	.06	.04	( <sup>2</sup> )
	Percent of total compensation by year													
	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation .....	-	-	-	-	-	-	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Wages and salaries .....	-	-	-	-	-	-	72.9	73.2	72.9	72.9	73.8	73.4	73.6	73.4
Total benefits .....	-	-	-	-	-	-	27.1	26.8	27.1	27.1	26.2	26.6	26.4	26.6
Paid leave .....	-	-	-	-	-	-	7.6	7.2	6.9	7.0	7.0	7.1	7.3	7.3
Supplemental pay .....	-	-	-	-	-	-	1.9	2.0	1.9	2.1	2.4	2.2	2.4	2.3
Insurance .....	-	-	-	-	-	-	6.6	6.3	5.9	5.5	5.4	5.3	5.4	6.0
Retirement and savings .....	-	-	-	-	-	-	3.0	3.1	4.0	4.0	3.2	3.8	3.3	3.3
Legally required benefits .....	-	-	-	-	-	-	7.8	8.1	8.3	8.5	8.0	8.0	7.8	7.7
Other benefits <sup>3</sup> .....	-	-	-	-	-	-	.1	.1	.1	.1	.1	.2	.2	( <sup>4</sup> )

<sup>1</sup> This series began in 1994.

<sup>2</sup> Cost per hour worked is \$0.01 or less.

<sup>3</sup> Includes severance pay and supplemental unemployment benefits.

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

- Data not available.

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

**Table 13. Private industry workers, service-producing industries, by occupational group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 1988-2001 -- Continued**

Executive, administrative, and managerial occupations

Compensation component	Cost per hour worked by year													
	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation .....	\$22.58	\$24.05	\$24.84	\$26.12	\$27.46	\$28.36	\$29.26	\$31.16	\$31.85	\$31.30	\$32.96	\$33.63	\$36.55	\$39.78
Wages and salaries .....	16.95	18.01	18.46	19.52	20.27	20.73	21.29	22.59	23.32	23.15	24.15	24.43	26.74	28.83
Total benefits .....	5.63	6.04	6.38	6.59	7.20	7.63	7.97	8.58	8.53	8.15	8.81	9.20	9.81	10.95
Paid leave .....	1.95	2.13	2.10	2.20	2.36	2.32	2.40	2.59	2.70	2.61	2.76	2.79	3.01	3.39
Supplemental pay .....	.42	.39	.55	.42	.56	.78	.86	1.06	.81	.84	1.16	1.34	1.44	1.46
Insurance .....	.96	1.08	1.16	1.28	1.47	1.59	1.59	1.64	1.66	1.49	1.53	1.64	1.75	1.99
Retirement and savings .....	.74	.78	.81	.82	.87	.85	.89	1.01	1.09	.93	1.01	1.04	1.14	1.43
Legally required benefits .....	1.54	1.65	1.74	1.85	1.91	2.05	2.17	2.22	2.22	2.23	2.29	2.35	2.43	2.62
Other benefits <sup>2</sup> .....	.02	.02	( <sup>1</sup> )	.03	.03	.04	.06	.05	.05	.05	.05	.04	.04	.06
	Percent of total compensation by year													
	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
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 .....	75.1	74.9	74.3	74.8	73.8	73.1	72.8	72.5	73.2	74.0	73.3	72.6	73.2	72.5
Total benefits .....	24.9	25.1	25.7	25.2	26.2	26.9	27.2	27.5	26.8	26.0	26.7	27.4	26.8	27.5
Paid leave .....	8.6	8.9	8.5	8.4	8.6	8.2	8.2	8.3	8.5	8.3	8.4	8.3	8.2	8.5
Supplemental pay .....	1.9	1.6	2.2	1.6	2.0	2.7	2.9	3.4	2.6	2.7	3.5	4.0	3.9	3.7
Insurance .....	4.2	4.5	4.7	4.9	5.4	5.6	5.4	5.3	5.2	4.8	4.6	4.9	4.8	5.0
Retirement and savings .....	3.3	3.3	3.3	3.1	3.2	3.0	3.0	3.3	3.4	3.0	3.1	3.1	3.1	3.6
Legally required benefits .....	6.8	6.8	7.0	7.1	7.0	7.2	7.4	7.1	7.0	7.1	6.9	7.0	6.6	6.6
Other benefits <sup>2</sup> .....	.1	.1	( <sup>3</sup> )	.1	.1	.2	.2	.2	.1	.2	.2	.1	.1	.2

<sup>1</sup> Cost per hour worked is \$0.01 or less.

<sup>2</sup> Includes severance pay and supplemental unemployment benefits.

<sup>3</sup> Less than .05 percent.

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

**Table 13. Private industry workers, service-producing industries, by occupational group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 1988-2001 -- Continued**

Sales occupations

Compensation component	Cost per hour worked by year													
	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation .....	\$10.47	\$11.06	\$11.70	\$12.54	\$12.92	\$12.99	\$13.44	\$13.36	\$14.07	\$14.51	\$15.28	\$15.86	\$15.90	\$15.52
Wages and salaries .....	8.12	8.68	9.15	9.74	9.99	9.92	10.29	10.29	10.91	11.36	11.99	12.45	12.51	12.17
Total benefits .....	2.35	2.38	2.55	2.81	2.92	3.07	3.15	3.07	3.15	3.16	3.29	3.41	3.39	3.35
Paid leave .....	.55	.57	.60	.62	.63	.63	.62	.60	.61	.64	.66	.67	.69	.77
Supplemental pay .....	.17	.16	.17	.22	.23	.31	.35	.33	.38	.33	.38	.43	.39	.31
Insurance .....	.50	.48	.57	.64	.69	.71	.72	.68	.67	.65	.64	.65	.67	.70
Retirement and savings .....	.23	.22	.23	.24	.25	.25	.26	.25	.27	.31	.31	.34	.32	.27
Legally required benefits .....	.88	.93	.98	1.07	1.12	1.16	1.19	1.20	1.21	1.23	1.28	1.32	1.31	1.29
Other benefits <sup>2</sup> .....	.02	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )
	Percent of total compensation by year													
	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
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 .....	77.6	78.5	78.2	77.6	77.4	76.4	76.6	77.0	77.6	78.3	78.5	78.5	78.7	78.4
Total benefits .....	22.4	21.5	21.8	22.4	22.6	23.6	23.4	23.0	22.4	21.7	21.5	21.5	21.3	21.6
Paid leave .....	5.3	5.2	5.1	5.0	4.9	4.8	4.6	4.5	4.4	4.4	4.3	4.2	4.3	5.0
Supplemental pay .....	1.6	1.5	1.5	1.8	1.7	2.4	2.6	2.5	2.7	2.3	2.5	2.7	2.5	2.0
Insurance .....	4.8	4.4	4.8	5.1	5.4	5.5	5.4	5.1	4.8	4.5	4.2	4.1	4.2	4.5
Retirement and savings .....	2.2	2.0	2.0	1.9	2.0	1.9	1.9	1.9	1.9	2.1	2.0	2.1	2.0	1.7
Legally required benefits .....	8.4	8.4	8.4	8.5	8.7	9.0	8.9	9.0	8.6	8.5	8.4	8.3	8.2	8.3
Other benefits <sup>2</sup> .....	.2	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )

<sup>1</sup> Cost per hour worked is \$0.01 or less.

<sup>2</sup> Includes severance pay and supplemental unemployment benefits.

<sup>3</sup> Less than .05 percent.

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

**Table 13. Private industry workers, service-producing industries, by occupational group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 1988-2001 -- Continued**

Administrative support, including clerical occupations

Compensation component	Cost per hour worked by year													
	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation .....	\$11.23	\$11.68	\$12.32	\$12.89	\$13.40	\$13.85	\$14.38	\$14.43	\$14.71	\$14.93	\$15.68	\$16.28	\$16.69	\$16.89
Wages and salaries .....	8.17	8.47	8.93	9.27	9.61	9.89	10.25	10.37	10.59	10.83	11.37	11.84	12.14	12.38
Total benefits .....	3.06	3.21	3.40	3.63	3.79	3.96	4.13	4.07	4.11	4.10	4.31	4.44	4.55	4.51
Paid leave .....	.86	.90	.93	.97	.99	1.00	1.03	1.00	1.03	1.04	1.08	1.12	1.15	1.13
Supplemental pay .....	.19	.20	.21	.22	.24	.25	.26	.28	.27	.30	.34	.33	.35	.34
Insurance .....	.74	.82	.93	1.07	1.14	1.19	1.25	1.20	1.18	1.12	1.20	1.21	1.24	1.26
Retirement and savings .....	.36	.36	.36	.35	.36	.39	.41	.40	.46	.44	.46	.49	.51	.46
Legally required benefits .....	.89	.92	.97	1.02	1.06	1.11	1.16	1.17	1.17	1.19	1.22	1.26	1.28	1.30
Other benefits <sup>2</sup> .....	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	.02	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	.02	.02	.02	.02	.02
	Percent of total compensation by year													
	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
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 .....	72.7	72.5	72.4	71.9	71.7	71.4	71.3	71.8	72.0	72.6	72.5	72.7	72.7	73.3
Total benefits .....	27.3	27.5	27.6	28.1	28.3	28.6	28.7	28.2	28.0	27.4	27.5	27.3	27.3	26.7
Paid leave .....	7.7	7.7	7.5	7.5	7.4	7.2	7.2	7.0	7.0	7.0	6.9	6.9	6.9	6.7
Supplemental pay .....	1.7	1.7	1.7	1.7	1.8	1.8	1.8	1.9	1.9	2.0	2.2	2.0	2.1	2.0
Insurance .....	6.6	7.0	7.5	8.3	8.5	8.6	8.7	8.3	8.0	7.5	7.7	7.4	7.4	7.5
Retirement and savings .....	3.2	3.1	2.9	2.7	2.7	2.8	2.8	2.8	3.1	2.9	2.9	3.0	3.1	2.7
Legally required benefits .....	8.0	7.8	7.9	7.9	7.9	8.0	8.1	8.1	8.0	8.0	7.8	7.7	7.7	7.7
Other benefits <sup>2</sup> .....	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	.1	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	.1	.1	.1	.1	.1

<sup>1</sup> Cost per hour worked is \$0.01 or less.

<sup>2</sup> Includes severance pay and supplemental unemployment benefits.

<sup>3</sup> Less than .05 percent.

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

**Table 13. Private industry workers, service-producing industries, by occupational group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 1988-2001 -- Continued**

Blue-collar occupations

Compensation component	Cost per hour worked by year													
	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation .....	\$12.57	\$12.82	\$13.33	\$13.70	\$14.18	\$14.48	\$14.70	\$14.66	\$15.08	\$14.85	\$15.32	\$15.76	\$16.55	\$17.28
Wages and salaries .....	8.91	9.13	9.44	9.66	9.96	10.12	10.30	10.39	10.75	10.67	11.03	11.34	11.87	12.42
Total benefits .....	3.65	3.69	3.89	4.04	4.22	4.37	4.40	4.27	4.33	4.18	4.29	4.41	4.68	4.86
Paid leave .....	.81	.82	.83	.85	.85	.87	.84	.81	.81	.78	.82	.85	.89	.96
Supplemental pay .....	.33	.33	.36	.36	.37	.37	.38	.40	.40	.42	.46	.48	.52	.52
Insurance .....	.75	.76	.86	.95	1.01	1.07	1.07	1.00	1.00	.95	.97	1.00	1.06	1.17
Retirement and savings .....	.40	.36	.37	.36	.37	.36	.38	.39	.46	.43	.45	.48	.56	.53
Legally required benefits .....	1.34	1.41	1.47	1.52	1.60	1.68	1.72	1.67	1.64	1.59	1.59	1.59	1.65	1.68
Other benefits <sup>2</sup> .....	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )
	Percent of total compensation by year													
	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
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 .....	70.9	71.2	70.8	70.5	70.2	69.8	70.1	70.9	71.3	71.8	72.0	72.0	71.7	71.9
Total benefits .....	29.1	28.8	29.2	29.5	29.8	30.2	29.9	29.1	28.7	28.2	28.0	28.0	28.3	28.1
Paid leave .....	6.5	6.4	6.2	6.2	6.0	6.0	5.7	5.6	5.4	5.2	5.4	5.4	5.4	5.6
Supplemental pay .....	2.7	2.6	2.7	2.6	2.6	2.5	2.6	2.7	2.7	2.8	3.0	3.0	3.1	3.0
Insurance .....	6.0	6.0	6.4	6.9	7.2	7.4	7.3	6.8	6.6	6.4	6.3	6.3	6.4	6.8
Retirement and savings .....	3.2	2.8	2.8	2.6	2.6	2.5	2.6	2.6	3.1	2.9	2.9	3.0	3.4	3.1
Legally required benefits .....	10.6	11.0	11.0	11.1	11.3	11.6	11.7	11.4	10.9	10.7	10.4	10.1	10.0	9.7
Other benefits <sup>2</sup> .....	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )

<sup>1</sup> Cost per hour worked is \$0.01 or less.

<sup>2</sup> Includes severance pay and supplemental unemployment benefits.

<sup>3</sup> Less than .05 percent.

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



**Table 13. Private industry workers, service-producing industries, by occupational group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 1988-2001 -- Continued**

Precision production, craft, and repair occupations

Compensation component	Cost per hour worked by year													
	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation .....	\$16.49	\$16.37	\$16.94	\$17.83	\$18.46	\$18.92	\$19.10	\$19.39	\$20.24	\$20.01	\$21.04	\$22.45	\$23.01	\$23.65
Wages and salaries .....	11.80	11.71	12.03	12.63	13.04	13.29	13.44	13.78	14.43	14.52	15.23	16.13	16.47	16.94
Total benefits .....	4.69	4.65	4.91	5.20	5.41	5.62	5.66	5.61	5.80	5.49	5.81	6.32	6.55	6.71
Paid leave .....	1.21	1.22	1.24	1.26	1.29	1.32	1.28	1.30	1.35	1.26	1.38	1.53	1.54	1.60
Supplemental pay .....	.43	.42	.45	.46	.47	.47	.51	.51	.54	.51	.58	.72	.80	.78
Insurance .....	.95	.96	1.06	1.21	1.30	1.39	1.37	1.35	1.39	1.23	1.30	1.39	1.38	1.50
Retirement and savings .....	.50	.42	.47	.46	.47	.46	.45	.46	.54	.53	.63	.68	.82	.76
Legally required benefits .....	1.58	1.61	1.68	1.80	1.86	1.97	2.04	1.98	1.98	1.94	1.92	1.99	2.00	2.05
Other benefits <sup>2</sup> .....	.03	.02	( <sup>1</sup> )	( <sup>1</sup> )	.02	.02	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	.02	.02	.02	.02
	Percent of total compensation by year													
	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
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 .....	71.5	71.6	71.0	70.8	70.7	70.3	70.3	71.1	71.3	72.6	72.4	71.8	71.6	71.6
Total benefits .....	28.5	28.4	29.0	29.2	29.3	29.7	29.7	28.9	28.7	27.4	27.6	28.2	28.5	28.4
Paid leave .....	7.3	7.4	7.3	7.1	7.0	7.0	6.7	6.7	6.7	6.3	6.6	6.8	6.7	6.8
Supplemental pay .....	2.6	2.6	2.6	2.6	2.6	2.5	2.6	2.6	2.7	2.6	2.8	3.2	3.5	3.3
Insurance .....	5.7	5.8	6.3	6.8	7.0	7.4	7.2	7.0	6.9	6.2	6.2	6.2	6.0	6.3
Retirement and savings .....	3.1	2.6	2.7	2.6	2.5	2.4	2.4	2.4	2.7	2.7	3.0	3.0	3.6	3.2
Legally required benefits .....	9.6	9.9	9.9	10.1	10.1	10.4	10.7	10.2	9.8	9.7	9.1	8.9	8.7	8.7
Other benefits <sup>2</sup> .....	.2	.1	( <sup>3</sup> )	( <sup>3</sup> )	.1	.1	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	.1	.1	.1	.1

<sup>1</sup> Cost per hour worked is \$0.01 or less.

<sup>2</sup> Includes severance pay and supplemental unemployment benefits.

<sup>3</sup> Less than .05 percent.

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

**Table 13. Private industry workers, service-producing industries, by occupational group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 1988-2001 -- Continued**

Transportation and material moving occupations

Compensation component	Cost per hour worked by year													
	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation .....	\$13.81	\$14.56	\$15.05	\$15.10	\$15.59	\$15.65	\$16.38	\$16.52	\$16.44	\$16.38	\$16.93	\$17.17	\$18.00	\$18.16
Wages and salaries .....	9.68	10.20	10.49	10.39	10.67	10.65	11.15	11.35	11.46	11.56	11.99	12.20	12.67	12.79
Total benefits .....	4.13	4.35	4.56	4.72	4.92	5.01	5.23	5.18	4.98	4.82	4.94	4.97	5.33	5.36
Paid leave .....	.86	.89	.89	.93	.91	.90	.90	.85	.78	.80	.83	.83	.90	.90
Supplemental pay .....	.32	.34	.37	.39	.40	.38	.38	.43	.42	.44	.50	.48	.49	.52
Insurance .....	.83	.88	.97	1.06	1.10	1.14	1.23	1.17	1.12	1.16	1.13	1.16	1.27	1.31
Retirement and savings .....	.47	.48	.47	.49	.49	.50	.56	.59	.71	.56	.57	.60	.65	.68
Legally required benefits .....	1.65	1.76	1.85	1.85	2.01	2.06	2.14	2.14	1.95	1.86	1.91	1.89	2.01	1.94
Other benefits <sup>2</sup> .....	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	.02	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	.02
	Percent of total compensation by year													
	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
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 .....	70.1	70.1	69.7	68.8	68.4	68.0	68.1	68.7	69.7	70.6	70.8	71.1	70.4	70.4
Total benefits .....	29.9	29.9	30.3	31.2	31.6	32.0	31.9	31.3	30.3	29.4	29.2	28.9	29.6	29.5
Paid leave .....	6.2	6.1	5.9	6.2	5.8	5.8	5.5	5.1	4.7	4.9	4.9	4.8	5.0	5.0
Supplemental pay .....	2.3	2.3	2.5	2.6	2.5	2.4	2.3	2.6	2.5	2.7	3.0	2.8	2.7	2.9
Insurance .....	6.0	6.0	6.5	7.0	7.1	7.3	7.5	7.1	6.8	7.1	6.7	6.8	7.1	7.2
Retirement and savings .....	3.4	3.3	3.1	3.2	3.1	3.2	3.4	3.6	4.3	3.4	3.4	3.5	3.6	3.7
Legally required benefits .....	11.9	12.1	12.3	12.2	12.9	13.2	13.1	12.9	11.9	11.3	11.3	11.0	11.2	10.7
Other benefits <sup>2</sup> .....	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	.1	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	.1

<sup>1</sup> Cost per hour worked is \$0.01 or less.

<sup>2</sup> Includes severance pay and supplemental unemployment benefits.

<sup>3</sup> Less than .05 percent.

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

**Table 13. Private industry workers, service-producing industries, by occupational group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 1988-2001 -- Continued**

Handlers, equipment cleaners, helpers, and laborers

Compensation component	Cost per hour worked by year													
	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation .....	\$9.10	\$9.49	\$9.81	\$10.12	\$10.56	\$10.95	\$11.01	\$10.57	\$10.98	\$11.50	\$11.65	\$11.91	\$12.28	\$12.96
Wages and salaries .....	6.45	6.79	6.96	7.23	7.51	7.74	7.85	7.64	7.93	8.20	8.38	8.62	8.89	9.46
Total benefits .....	2.65	2.71	2.85	2.89	3.04	3.21	3.16	2.93	3.05	3.30	3.27	3.29	3.40	3.50
Paid leave .....	.49	.49	.49	.50	.52	.54	.52	.45	.46	.50	.51	.52	.52	.60
Supplemental pay .....	.25	.27	.28	.27	.27	.28	.28	.28	.29	.37	.38	.37	.37	.35
Insurance .....	.58	.59	.69	.71	.77	.83	.79	.69	.70	.74	.74	.74	.80	.90
Retirement and savings .....	.30	.25	.26	.24	.26	.24	.27	.27	.32	.36	.34	.38	.41	.33
Legally required benefits .....	1.02	1.10	1.12	1.18	1.22	1.30	1.31	1.23	1.27	1.32	1.28	1.28	1.29	1.31
Other benefits <sup>2</sup> .....	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )
	Percent of total compensation by year													
	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
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 .....	70.9	71.5	71.0	71.4	71.2	70.7	71.3	72.3	72.2	71.3	71.9	72.4	72.4	73.0
Total benefits .....	29.1	28.5	29.0	28.6	28.8	29.3	28.7	27.7	27.8	28.7	28.1	27.6	27.7	27.0
Paid leave .....	5.4	5.1	5.0	4.9	4.9	4.9	4.7	4.3	4.2	4.3	4.4	4.4	4.2	4.6
Supplemental pay .....	2.7	2.9	2.9	2.6	2.5	2.6	2.5	2.6	2.7	3.2	3.3	3.1	3.0	2.7
Insurance .....	6.4	6.2	7.0	7.0	7.3	7.6	7.1	6.6	6.4	6.5	6.4	6.2	6.5	6.9
Retirement and savings .....	3.3	2.6	2.7	2.3	2.4	2.2	2.4	2.6	2.9	3.2	2.9	3.2	3.3	2.5
Legally required benefits .....	11.2	11.6	11.4	11.6	11.5	11.9	11.9	11.6	11.6	11.5	11.0	10.7	10.5	10.1
Other benefits <sup>2</sup> .....	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )

<sup>1</sup> Cost per hour worked is \$0.01 or less.

<sup>2</sup> Includes severance pay and supplemental unemployment benefits.

<sup>3</sup> Less than .05 percent.

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

**Table 13. Private industry workers, service-producing industries, by occupational group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 1988-2001 -- Continued**

Service occupations

Compensation component	Cost per hour worked by year													
	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation .....	\$6.61	\$7.02	\$7.50	\$7.66	\$8.27	\$8.37	\$8.21	\$8.24	\$8.46	\$8.87	\$9.21	\$9.42	\$9.59	\$10.24
Wages and salaries .....	5.12	5.43	5.75	5.87	6.30	6.39	6.23	6.28	6.45	6.85	7.16	7.36	7.50	7.96
Total benefits .....	1.50	1.59	1.75	1.79	1.98	1.98	1.97	1.97	2.00	2.02	2.04	2.06	2.08	2.28
Paid leave .....	.31	.33	.35	.34	.38	.35	.34	.34	.35	.36	.36	.37	.37	.41
Supplemental pay .....	.08	.09	.11	.10	.11	.11	.11	.12	.12	.13	.13	.14	.13	.16
Insurance .....	.27	.30	.35	.37	.43	.46	.45	.43	.43	.41	.41	.40	.43	.51
Retirement and savings .....	.10	.11	.12	.11	.13	.09	.10	.10	.12	.11	.12	.12	.12	.14
Legally required benefits .....	.73	.77	.81	.87	.93	.97	.97	.98	.98	1.01	1.03	1.03	1.03	1.06
Other benefits <sup>2</sup> .....	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )
	Percent of total compensation by year													
	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
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 .....	77.4	77.4	76.6	76.7	76.1	76.3	75.9	76.1	76.3	77.2	77.7	78.1	78.2	77.7
Total benefits .....	22.6	22.6	23.4	23.3	23.9	23.7	24.1	23.9	23.7	22.8	22.1	21.9	21.7	22.3
Paid leave .....	4.7	4.7	4.6	4.4	4.6	4.2	4.2	4.2	4.1	4.0	3.9	3.9	3.9	4.0
Supplemental pay .....	1.2	1.2	1.5	1.3	1.4	1.4	1.3	1.4	1.4	1.4	1.4	1.5	1.4	1.6
Insurance .....	4.1	4.2	4.7	4.9	5.2	5.4	5.4	5.2	5.0	4.7	4.5	4.2	4.5	5.0
Retirement and savings .....	1.6	1.5	1.7	1.5	1.5	1.1	1.2	1.2	1.4	1.2	1.3	1.3	1.3	1.4
Legally required benefits .....	11.0	11.0	10.8	11.3	11.2	11.6	11.8	11.8	11.6	11.4	11.2	10.9	10.7	10.4
Other benefits <sup>2</sup> .....	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )

<sup>1</sup> Cost per hour worked is \$0.01 or less.

<sup>2</sup> Includes severance pay and supplemental unemployment benefits.

<sup>3</sup> Less than .05 percent.

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

**Table 14. Private industry workers, manufacturing, by occupational group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 1988-2001**

White-collar occupations

Compensation component	Cost per hour worked by year													
	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation .....	\$20.53	\$21.54	\$22.44	\$23.38	\$24.44	\$25.82	\$26.45	\$27.62	\$28.75	\$29.79	\$30.31	\$31.25	\$32.10	\$33.40
Wages and salaries .....	14.67	15.32	15.97	16.63	17.30	18.00	18.40	19.47	20.20	21.10	21.59	22.37	23.00	23.76
Total benefits .....	5.86	6.23	6.46	6.75	7.15	7.82	8.05	8.15	8.55	8.68	8.72	8.88	9.09	9.64
Paid leave .....	1.80	1.92	1.94	2.02	2.14	2.24	2.27	2.36	2.50	2.60	2.63	2.73	2.77	2.88
Supplemental pay .....	.39	.43	.51	.53	.49	.56	.56	.75	.88	.78	.78	.77	.89	1.05
Insurance .....	1.28	1.51	1.58	1.69	1.88	2.08	2.15	1.87	1.93	1.88	1.93	1.97	2.07	2.28
Retirement and savings .....	.83	.74	.76	.78	.79	.90	.90	.97	.97	1.09	1.05	1.06	1.00	1.04
Legally required benefits .....	1.51	1.58	1.64	1.71	1.80	1.89	1.98	2.10	2.16	2.24	2.23	2.25	2.25	2.30
Other benefits <sup>1</sup> .....	.04	.05	.03	.03	.04	.15	.19	.09	.11	.10	.10	.11	.11	.09
	Percent of total compensation by year													
	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
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 .....	71.5	71.1	71.2	71.1	70.8	69.7	69.6	70.5	70.3	70.8	71.2	71.6	71.7	71.1
Total benefits .....	28.5	28.9	28.8	28.9	29.2	30.3	30.4	29.5	29.7	29.2	28.8	28.4	28.3	28.9
Paid leave .....	8.8	8.9	8.7	8.6	8.8	8.7	8.6	8.6	8.7	8.7	8.7	8.7	8.6	8.6
Supplemental pay .....	1.9	2.0	2.3	2.3	2.0	2.2	2.1	2.7	3.0	2.6	2.6	2.5	2.8	3.1
Insurance .....	6.2	7.0	7.0	7.2	7.7	8.1	8.1	6.8	6.7	6.3	6.4	6.3	6.4	6.8
Retirement and savings .....	4.1	3.4	3.4	3.3	3.2	3.5	3.4	3.5	3.4	3.7	3.5	3.4	3.1	3.1
Legally required benefits .....	7.3	7.3	7.3	7.3	7.4	7.3	7.5	7.6	7.5	7.5	7.4	7.2	7.0	6.9
Other benefits <sup>1</sup> .....	.2	.2	.1	.1	.2	.6	.7	.3	.4	.3	.3	.4	.3	.3

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

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

**Table 14. Private industry workers, manufacturing, by occupational group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 1988-2001 -- Continued**

Professional specialty and technical occupations

Compensation component	Cost per hour worked by year													
	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation .....	\$22.44	\$23.81	\$25.03	\$25.80	\$27.45	\$28.97	\$29.46	\$32.80	\$34.65	\$35.25	\$35.75	\$36.92	\$37.96	\$37.36
Wages and salaries .....	15.99	16.96	17.76	18.28	19.27	20.03	20.35	23.01	24.19	25.00	25.57	26.47	27.04	26.14
Total benefits .....	6.45	6.85	7.27	7.53	8.18	8.94	9.10	9.79	10.46	10.25	10.18	10.45	10.92	11.22
Paid leave .....	2.02	2.19	2.27	2.33	2.50	2.62	2.65	2.98	3.17	3.27	3.25	3.39	3.53	3.47
Supplemental pay .....	.39	.42	.41	.47	.46	.49	.50	.85	1.19	.83	.79	.72	.97	1.09
Insurance .....	1.40	1.64	1.76	1.83	2.13	2.42	2.48	2.26	2.29	2.17	2.24	2.27	2.40	2.61
Retirement and savings .....	.92	.78	.93	.98	1.03	1.22	1.20	1.14	1.16	1.21	1.13	1.27	1.23	1.29
Legally required benefits .....	1.65	1.76	1.86	1.88	2.00	2.13	2.21	2.43	2.51	2.63	2.63	2.66	2.65	2.59
Other benefits <sup>1</sup> .....	.06	.06	.04	.04	.06	.05	.07	.12	.13	.15	.14	.13	.14	.17
	Percent of total compensation by year													
	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
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 .....	71.3	71.2	71.0	70.8	70.2	69.1	69.1	70.2	69.8	70.9	71.5	71.7	71.2	70.0
Total benefits .....	28.7	28.8	29.0	29.2	29.8	30.9	30.9	29.8	30.2	29.1	28.5	28.3	28.8	30.0
Paid leave .....	9.0	9.2	9.1	9.0	9.1	9.1	9.0	9.1	9.1	9.3	9.1	9.2	9.3	9.3
Supplemental pay .....	1.7	1.8	1.6	1.8	1.7	1.7	1.7	2.6	3.4	2.4	2.2	2.0	2.6	2.9
Insurance .....	6.2	6.9	7.0	7.1	7.8	8.3	8.4	6.9	6.6	6.1	6.3	6.1	6.3	7.0
Retirement and savings .....	4.1	3.3	3.7	3.8	3.8	4.2	4.1	3.5	3.4	3.4	3.2	3.4	3.2	3.5
Legally required benefits .....	7.4	7.4	7.4	7.3	7.3	7.4	7.5	7.4	7.2	7.5	7.4	7.2	7.0	6.9
Other benefits <sup>1</sup> .....	.3	.2	.2	.2	.2	.2	.2	.4	.4	.4	.4	.4	.4	.5

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

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

**Table 14. Private industry workers, manufacturing, by occupational group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 1988<sup>1</sup>-2001 -- Continued**

Professional specialty occupations

Compensation component	Cost per hour worked by year													
	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation .....	-	-	-	-	-	-	\$32.23	\$35.00	\$36.89	\$38.05	\$38.45	\$39.66	\$41.73	\$41.71
Wages and salaries .....	-	-	-	-	-	-	22.53	24.74	25.90	27.18	27.70	28.65	29.96	29.47
Total benefits .....	-	-	-	-	-	-	9.70	10.26	10.99	10.88	10.75	11.01	11.77	12.25
Paid leave .....	-	-	-	-	-	-	2.91	3.18	3.35	3.56	3.55	3.72	3.98	3.98
Supplemental pay .....	-	-	-	-	-	-	.48	.94	1.31	.82	.74	.65	.91	1.01
Insurance .....	-	-	-	-	-	-	2.56	2.31	2.34	2.24	2.33	2.34	2.49	2.71
Retirement and savings .....	-	-	-	-	-	-	1.34	1.18	1.23	1.31	1.19	1.35	1.36	1.50
Legally required benefits .....	-	-	-	-	-	-	2.35	2.53	2.63	2.81	2.80	2.80	2.88	2.85
Other benefits <sup>2</sup> .....	-	-	-	-	-	-	.07	.13	.13	.14	.14	.15	.15	.20
	Percent of total compensation by year													
	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation .....	-	-	-	-	-	-	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Wages and salaries .....	-	-	-	-	-	-	69.9	70.7	70.2	71.4	72.0	72.2	71.8	70.7
Total benefits .....	-	-	-	-	-	-	30.1	29.3	29.8	28.6	28.0	27.8	28.2	29.4
Paid leave .....	-	-	-	-	-	-	9.0	9.1	9.1	9.4	9.2	9.4	9.5	9.5
Supplemental pay .....	-	-	-	-	-	-	1.5	2.7	3.5	2.1	1.9	1.6	2.2	2.4
Insurance .....	-	-	-	-	-	-	7.9	6.6	6.4	5.9	6.1	5.9	6.0	6.5
Retirement and savings .....	-	-	-	-	-	-	4.2	3.4	3.3	3.4	3.1	3.4	3.3	3.6
Legally required benefits .....	-	-	-	-	-	-	7.3	7.2	7.1	7.4	7.3	7.1	6.9	6.8
Other benefits <sup>2</sup> .....	-	-	-	-	-	-	.2	.4	.4	.4	.4	.4	.4	.5

<sup>1</sup> This series began in 1994.

<sup>2</sup> Includes severance pay and supplemental unemployment benefits.

- Data not available.

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

**Table 14. Private industry workers, manufacturing, by occupational group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 1988<sup>1</sup>-2001 -- Continued**

Technical occupations

Compensation component	Cost per hour worked by year													
	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation .....	-	-	-	-	-	-	\$24.12	\$26.62	\$27.90	\$27.03	\$27.64	\$28.80	\$28.59	\$29.40
Wages and salaries .....	-	-	-	-	-	-	16.17	18.16	19.04	18.62	19.17	20.00	19.78	20.04
Total benefits .....	-	-	-	-	-	-	7.95	8.46	8.86	8.41	8.46	8.80	8.81	9.35
Paid leave .....	-	-	-	-	-	-	2.15	2.43	2.62	2.39	2.35	2.44	2.40	2.54
Supplemental pay .....	-	-	-	-	-	-	.55	.61	.85	.89	.93	.91	1.13	1.25
Insurance .....	-	-	-	-	-	-	2.32	2.13	2.12	1.95	1.96	2.08	2.17	2.44
Retirement and savings .....	-	-	-	-	-	-	.94	1.06	.97	.93	.96	1.02	.90	.90
Legally required benefits .....	-	-	-	-	-	-	1.94	2.13	2.15	2.09	2.12	2.25	2.08	2.12
Other benefits <sup>2</sup> .....	-	-	-	-	-	-	.05	.11	.14	.17	.14	.10	.12	.10
	Percent of total compensation by year													
	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation .....	-	-	-	-	-	-	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Wages and salaries .....	-	-	-	-	-	-	67.0	68.2	68.2	68.9	69.4	69.4	69.2	68.2
Total benefits .....	-	-	-	-	-	-	33.0	31.8	31.8	31.1	30.6	30.6	30.8	31.8
Paid leave .....	-	-	-	-	-	-	8.9	9.1	9.4	8.8	8.5	8.5	8.4	8.6
Supplemental pay .....	-	-	-	-	-	-	2.3	2.3	3.1	3.3	3.4	3.2	4.0	4.3
Insurance .....	-	-	-	-	-	-	9.6	8.0	7.6	7.2	7.1	7.2	7.6	8.3
Retirement and savings .....	-	-	-	-	-	-	3.9	4.0	3.5	3.4	3.5	3.5	3.1	3.1
Legally required benefits .....	-	-	-	-	-	-	8.0	8.0	7.7	7.7	7.7	7.8	7.3	7.2
Other benefits <sup>2</sup> .....	-	-	-	-	-	-	.2	.4	.5	.6	.5	.3	.4	.3

<sup>1</sup> This series began in 1994.

<sup>2</sup> Includes severance pay and supplemental unemployment benefits.

- Data not available.

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



**Table 14. Private industry workers, manufacturing, by occupational group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 1988-2001 -- Continued**

Executive, administrative, and managerial occupations

Compensation component	Cost per hour worked by year													
	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation .....	\$27.66	\$28.92	\$32.53	\$34.34	\$35.59	\$38.66	\$39.36	\$37.42	\$37.72	\$40.76	\$41.78	\$43.71	\$43.46	\$47.00
Wages and salaries .....	20.11	21.02	23.59	24.89	25.83	27.52	27.83	26.63	26.91	28.95	29.67	31.23	31.52	34.41
Total benefits .....	7.55	7.90	8.93	9.45	9.76	11.14	11.53	10.79	10.81	11.80	12.11	12.47	11.94	12.59
Paid leave .....	2.56	2.67	3.02	3.18	3.39	3.63	3.62	3.26	3.37	3.68	3.78	4.06	3.86	4.17
Supplemental pay .....	.58	.64	.79	.86	.74	.90	.87	1.16	1.07	1.12	1.23	1.40	1.27	1.45
Insurance .....	1.38	1.57	1.81	1.91	2.08	2.35	2.45	2.11	2.05	2.17	2.23	2.28	2.29	2.49
Retirement and savings .....	1.11	1.00	1.14	1.14	1.08	1.22	1.26	1.46	1.41	1.86	1.91	1.69	1.48	1.41
Legally required benefits .....	1.87	1.96	2.13	2.31	2.44	2.53	2.68	2.69	2.75	2.85	2.83	2.90	2.86	3.01
Other benefits <sup>1</sup> .....	.04	.05	.03	.04	.04	.50	.64	.11	.14	.13	.14	.15	.18	.06
	Percent of total compensation by year													
	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
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 .....	72.7	72.7	72.5	72.5	72.6	71.2	70.7	71.2	71.4	71.0	71.0	71.4	72.5	73.2
Total benefits .....	27.3	27.3	27.5	27.5	27.4	28.8	29.3	28.8	28.6	29.0	29.0	28.5	27.5	26.8
Paid leave .....	9.3	9.2	9.3	9.2	9.5	9.4	9.2	8.7	8.9	9.0	9.0	9.3	8.9	8.9
Supplemental pay .....	2.1	2.2	2.4	2.5	2.1	2.3	2.2	3.1	2.8	2.7	2.9	3.2	2.9	3.1
Insurance .....	5.0	5.4	5.6	5.6	5.8	6.1	6.2	5.6	5.4	5.3	5.3	5.2	5.3	5.3
Retirement and savings .....	4.0	3.5	3.5	3.3	3.0	3.2	3.2	3.9	3.7	4.6	4.6	3.9	3.4	3.0
Legally required benefits .....	6.8	6.8	6.6	6.7	6.8	6.5	6.8	7.2	7.3	7.0	6.8	6.6	6.6	6.4
Other benefits <sup>1</sup> .....	.2	.2	.1	.1	.1	1.3	1.6	.3	.4	.3	.3	.3	.4	.1

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

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

**Table 14. Private industry workers, manufacturing, by occupational group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 1988-2001 -- Continued**

Administrative support, including clerical occupations

Compensation component	Cost per hour worked by year													
	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation .....	\$13.08	\$13.93	\$14.19	\$14.71	\$15.47	\$16.02	\$16.47	\$16.19	\$16.69	\$16.85	\$17.15	\$17.39	\$18.07	\$20.36
Wages and salaries .....	8.96	9.42	9.72	10.10	10.56	10.85	11.15	11.27	11.54	11.75	12.07	12.36	12.77	14.01
Total benefits .....	4.12	4.51	4.47	4.61	4.91	5.18	5.33	4.92	5.15	5.09	5.09	5.03	5.30	6.35
Paid leave .....	1.04	1.12	1.08	1.12	1.17	1.20	1.22	1.23	1.27	1.24	1.26	1.26	1.28	1.55
Supplemental pay .....	.29	.35	.47	.39	.38	.43	.43	.40	.47	.51	.49	.42	.53	.83
Insurance .....	1.14	1.37	1.31	1.45	1.61	1.72	1.78	1.35	1.47	1.41	1.44	1.50	1.59	1.89
Retirement and savings .....	.55	.53	.44	.44	.46	.48	.49	.52	.48	.50	.45	.43	.44	.53
Legally required benefits .....	1.07	1.10	1.16	1.19	1.26	1.32	1.38	1.37	1.39	1.41	1.40	1.36	1.39	1.52
Other benefits <sup>1</sup> .....	.03	.03	.02	.02	.03	.03	.03	.06	.07	.03	.05	.06	.06	.02
	Percent of total compensation by year													
	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
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 .....	68.5	67.6	68.5	68.7	68.2	67.7	67.7	69.6	69.1	69.8	70.4	71.1	70.7	68.8
Total benefits .....	31.5	32.4	31.5	31.3	31.8	32.3	32.3	30.4	30.9	30.2	29.7	28.9	29.3	31.2
Paid leave .....	7.9	8.1	7.6	7.6	7.6	7.5	7.4	7.6	7.6	7.3	7.3	7.2	7.1	7.6
Supplemental pay .....	2.2	2.5	3.3	2.7	2.5	2.7	2.6	2.5	2.8	3.0	2.9	2.4	2.9	4.1
Insurance .....	8.7	9.9	9.2	9.8	10.4	10.8	10.8	8.3	8.8	8.4	8.4	8.6	8.8	9.3
Retirement and savings .....	4.2	3.8	3.1	3.0	3.0	3.0	3.0	3.2	2.9	2.9	2.6	2.5	2.4	2.6
Legally required benefits .....	8.2	7.9	8.2	8.1	8.2	8.2	8.4	8.5	8.3	8.4	8.2	7.8	7.7	7.5
Other benefits <sup>1</sup> .....	.3	.2	.1	.1	.2	.2	.2	.4	.4	.2	.3	.3	.3	.1

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

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

**Table 14. Private industry workers, manufacturing, by occupational group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 1988-2001 -- Continued**

Blue-collar occupations

Compensation component	Cost per hour worked by year													
	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation .....	\$14.30	\$15.13	\$14.94	\$15.83	\$16.75	\$17.52	\$18.21	\$17.34	\$17.58	\$18.28	\$18.65	\$18.99	\$19.68	\$20.23
Wages and salaries .....	9.58	10.04	9.92	10.43	10.89	11.24	11.60	11.20	11.45	11.96	12.34	12.66	13.01	13.48
Total benefits .....	4.72	5.09	5.02	5.39	5.87	6.28	6.60	6.14	6.12	6.32	6.31	6.32	6.67	6.75
Paid leave .....	1.00	1.05	1.02	1.09	1.15	1.20	1.23	1.17	1.20	1.23	1.25	1.28	1.30	1.39
Supplemental pay .....	.67	.75	.72	.74	.77	.79	.80	.82	.89	.92	.97	.94	1.11	1.11
Insurance .....	1.16	1.34	1.27	1.43	1.62	1.76	1.88	1.65	1.63	1.63	1.60	1.63	1.76	1.77
Retirement and savings .....	.44	.45	.47	.52	.59	.64	.76	.66	.60	.65	.63	.62	.65	.61
Legally required benefits .....	1.39	1.44	1.50	1.58	1.67	1.75	1.83	1.76	1.73	1.81	1.79	1.79	1.77	1.80
Other benefits <sup>1</sup> .....	.05	.06	.04	.04	.07	.14	.09	.08	.07	.07	.07	.07	.08	.06
	Percent of total compensation by year													
	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
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 .....	67.0	66.4	66.4	65.9	65.0	64.2	63.7	64.6	65.2	65.4	66.2	66.7	66.1	66.6
Total benefits .....	33.0	33.6	33.6	34.1	35.0	35.8	36.3	35.4	34.8	34.6	33.8	33.3	33.9	33.4
Paid leave .....	7.0	6.9	6.8	6.9	6.9	6.8	6.8	6.8	6.8	6.7	6.7	6.7	6.6	6.9
Supplemental pay .....	4.7	5.0	4.8	4.7	4.6	4.5	4.4	4.7	5.0	5.0	5.2	4.9	5.6	5.5
Insurance .....	8.1	8.9	8.5	9.0	9.7	10.1	10.3	9.5	9.3	8.9	8.6	8.6	8.9	8.7
Retirement and savings .....	3.1	3.0	3.1	3.3	3.5	3.6	4.2	3.8	3.4	3.6	3.4	3.3	3.3	3.0
Legally required benefits .....	9.7	9.5	10.1	10.0	10.0	10.0	10.1	10.1	9.9	9.9	9.6	9.4	9.0	8.9
Other benefits <sup>1</sup> .....	.4	.4	.3	.2	.4	.8	.5	.5	.4	.4	.4	.4	.4	.3

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

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

**Table 14. Private industry workers, manufacturing, by occupational group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 1988-2001 -- Continued**

Precision production, craft, and repair occupations

Compensation component	Cost per hour worked by year													
	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation .....	\$17.81	\$18.83	\$19.36	\$20.67	\$22.02	\$23.02	\$24.13	\$22.82	\$22.67	\$23.75	\$24.39	\$25.15	\$25.66	\$25.32
Wages and salaries .....	12.04	12.62	12.86	13.59	14.31	14.73	15.38	14.70	14.71	15.46	15.93	16.59	16.90	16.95
Total benefits .....	5.78	6.20	6.50	7.08	7.71	8.29	8.76	8.12	7.96	8.29	8.45	8.56	8.76	8.37
Paid leave .....	1.30	1.37	1.49	1.60	1.70	1.76	1.82	1.73	1.73	1.83	1.91	2.00	1.93	1.90
Supplemental pay .....	.89	1.00	.92	.96	1.01	1.02	1.04	1.06	1.12	1.15	1.31	1.24	1.45	1.34
Insurance .....	1.35	1.53	1.54	1.77	2.01	2.27	2.40	2.04	1.95	2.00	1.96	2.04	2.16	2.07
Retirement and savings .....	.53	.54	.68	.77	.86	.91	1.08	.92	.85	.92	.87	.88	.88	.79
Legally required benefits .....	1.64	1.69	1.83	1.94	2.05	2.16	2.31	2.22	2.18	2.27	2.27	2.27	2.23	2.20
Other benefits <sup>1</sup> .....	.07	.08	.05	.05	.09	.17	.10	.14	.13	.13	.13	.13	.11	.07
	Percent of total compensation by year													
	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
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 .....	67.6	67.0	66.4	65.7	65.0	64.0	63.7	64.4	64.9	65.1	65.3	66.0	65.9	66.9
Total benefits .....	32.4	33.0	33.6	34.3	35.0	36.0	36.3	35.6	35.1	34.9	34.6	34.0	34.1	33.1
Paid leave .....	7.3	7.3	7.7	7.7	7.7	7.7	7.6	7.6	7.7	7.7	7.8	8.0	7.5	7.5
Supplemental pay .....	5.0	5.3	4.7	4.6	4.6	4.4	4.3	4.7	4.9	4.8	5.4	4.9	5.7	5.3
Insurance .....	7.6	8.1	7.9	8.5	9.1	9.8	9.9	9.0	8.6	8.4	8.0	8.1	8.4	8.2
Retirement and savings .....	3.0	2.9	3.5	3.7	3.9	3.9	4.5	4.0	3.7	3.9	3.6	3.5	3.4	3.1
Legally required benefits .....	9.2	9.0	9.5	9.4	9.3	9.4	9.6	9.7	9.6	9.5	9.3	9.0	8.7	8.7
Other benefits <sup>1</sup> .....	.4	.4	.3	.2	.4	.7	.4	.6	.6	.5	.5	.5	.4	.3

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

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

**Table 14. Private industry workers, manufacturing, by occupational group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 1988-2001 -- Continued**

Machine operators, assemblers, and inspectors

Compensation component	Cost per hour worked by year													
	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation .....	\$13.25	\$14.02	\$13.81	\$14.69	\$15.50	\$16.19	\$16.98	\$15.90	\$16.16	\$16.94	\$17.27	\$17.80	\$18.81	\$19.38
Wages and salaries .....	8.83	9.24	9.15	9.67	10.01	10.34	10.75	10.22	10.51	11.02	11.42	11.84	12.33	12.72
Total benefits .....	4.42	4.78	4.66	5.02	5.48	5.84	6.22	5.68	5.66	5.92	5.85	5.95	6.48	6.66
Paid leave .....	.92	.97	.92	.99	1.04	1.08	1.13	1.05	1.07	1.10	1.10	1.14	1.22	1.35
Supplemental pay .....	.62	.70	.70	.71	.73	.75	.78	.76	.83	.91	.93	.91	1.10	1.17
Insurance .....	1.12	1.31	1.22	1.38	1.57	1.66	1.80	1.57	1.58	1.58	1.54	1.60	1.78	1.77
Retirement and savings .....	.42	.42	.39	.43	.51	.56	.70	.60	.51	.58	.57	.56	.62	.60
Legally required benefits .....	1.28	1.33	1.38	1.47	1.56	1.63	1.71	1.63	1.60	1.68	1.64	1.67	1.68	1.70
Other benefits <sup>1</sup> .....	.05	.06	.05	.04	.08	.16	.11	.08	.06	.07	.06	.07	.09	.06
	Percent of total compensation by year													
	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
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 .....	66.6	65.9	66.3	65.8	64.6	63.9	63.3	64.3	65.0	65.1	66.1	66.5	65.6	65.6
Total benefits .....	33.4	34.1	33.7	34.2	35.4	36.1	36.7	35.7	35.0	34.9	33.9	33.4	34.4	34.4
Paid leave .....	7.0	6.9	6.7	6.7	6.7	6.7	6.6	6.6	6.6	6.5	6.4	6.4	6.5	7.0
Supplemental pay .....	4.7	5.0	5.1	4.9	4.7	4.7	4.6	4.8	5.1	5.4	5.4	5.1	5.8	6.0
Insurance .....	8.5	9.3	8.9	9.4	10.1	10.3	10.6	9.8	9.8	9.3	8.9	9.0	9.5	9.1
Retirement and savings .....	3.1	3.0	2.9	2.9	3.3	3.4	4.1	3.7	3.2	3.4	3.3	3.1	3.3	3.1
Legally required benefits .....	9.7	9.5	10.0	10.0	10.1	10.0	10.1	10.2	9.9	9.9	9.5	9.4	8.9	8.8
Other benefits <sup>1</sup> .....	.4	.4	.3	.3	.5	1.0	.6	.5	.4	.4	.3	.4	.5	.3

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

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

**Table 14. Private industry workers, manufacturing, by occupational group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 1988-2001 -- Continued**

Transportation and material moving occupations

Compensation component	Cost per hour worked by year													
	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation .....	\$15.55	\$16.17	\$16.00	\$16.38	\$17.22	\$17.86	\$18.60	\$17.48	\$17.60	\$17.45	\$18.30	\$17.84	\$18.44	\$20.35
Wages and salaries .....	10.36	10.67	10.61	10.78	11.25	11.61	11.93	11.23	11.57	11.78	12.40	12.21	12.41	13.81
Total benefits .....	5.18	5.50	5.39	5.60	5.98	6.24	6.67	6.25	6.02	5.67	5.90	5.63	6.03	6.54
Paid leave .....	1.08	1.13	.99	1.02	1.08	1.11	1.15	1.04	1.08	1.01	1.09	.99	1.04	1.16
Supplemental pay .....	.61	.68	.69	.72	.76	.73	.72	.89	.89	.77	.84	.93	1.00	1.00
Insurance .....	1.27	1.42	1.28	1.37	1.55	1.68	1.89	1.72	1.65	1.41	1.45	1.38	1.46	1.65
Retirement and savings .....	.53	.53	.64	.69	.72	.74	.85	.66	.63	.54	.57	.45	.53	.62
Legally required benefits .....	1.65	1.70	1.77	1.77	1.82	1.89	1.98	1.90	1.77	1.92	1.93	1.86	1.99	2.07
Other benefits <sup>2</sup> .....	.05	.05	.02	.03	.05	.09	.08	.04	( <sup>1</sup> )	( <sup>1</sup> )	.02	.02	.03	.04
	Percent of total compensation by year													
	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
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 .....	66.6	66.0	66.3	65.8	65.3	65.0	64.1	64.3	65.8	67.5	67.8	68.4	67.3	67.9
Total benefits .....	33.3	34.0	33.7	34.2	34.7	35.0	35.9	35.7	34.2	32.5	32.2	31.6	32.7	32.1
Paid leave .....	6.9	7.0	6.2	6.2	6.3	6.2	6.2	6.0	6.1	5.8	6.0	5.5	5.6	5.7
Supplemental pay .....	3.9	4.2	4.3	4.4	4.4	4.1	3.9	5.1	5.0	4.4	4.6	5.2	5.4	4.9
Insurance .....	8.2	8.8	8.0	8.4	9.0	9.4	10.2	9.8	9.4	8.1	7.9	7.7	7.9	8.1
Retirement and savings .....	3.4	3.3	4.0	4.2	4.2	4.2	4.6	3.8	3.6	3.1	3.1	2.5	2.9	3.0
Legally required benefits .....	10.6	10.5	11.1	10.8	10.6	10.6	10.7	10.9	10.1	11.0	10.5	10.4	10.8	10.2
Other benefits <sup>2</sup> .....	.3	.3	.1	.2	.3	.5	.4	.2	( <sup>3</sup> )	( <sup>3</sup> )	.1	.1	.2	.2

<sup>1</sup> Cost per hour worked is \$0.01 or less.

<sup>2</sup> Includes severance pay and supplemental unemployment benefits.

<sup>3</sup> Less than .05 percent.

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

**Table 14. Private industry workers, manufacturing, by occupational group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 1988-2001 -- Continued**

Handlers, equipment cleaners, helpers, and laborers

Compensation component	Cost per hour worked by year													
	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation .....	\$11.78	\$12.21	\$11.66	\$12.17	\$12.66	\$13.10	\$13.32	\$12.94	\$13.65	\$13.96	\$14.12	\$14.16	\$14.41	\$14.73
Wages and salaries .....	7.94	8.15	7.82	8.15	8.41	8.56	8.70	8.65	9.08	9.36	9.57	9.72	9.90	10.18
Total benefits .....	3.84	4.06	3.84	4.03	4.25	4.54	4.63	4.29	4.57	4.60	4.56	4.44	4.51	4.55
Paid leave .....	.72	.74	.65	.69	.73	.74	.74	.70	.75	.77	.76	.74	.76	.79
Supplemental pay .....	.46	.52	.50	.50	.51	.55	.53	.60	.68	.62	.60	.60	.68	.62
Insurance .....	.97	1.10	1.01	1.11	1.23	1.33	1.37	1.21	1.25	1.25	1.25	1.18	1.24	1.36
Retirement and savings .....	.35	.36	.33	.37	.38	.42	.47	.42	.46	.50	.50	.48	.44	.36
Legally required benefits .....	1.31	1.32	1.33	1.35	1.37	1.43	1.49	1.34	1.41	1.44	1.41	1.42	1.36	1.40
Other benefits <sup>1</sup> .....	.02	.03	.02	.02	.03	.07	.04	.02	.02	.02	.03	.02	.02	.04
	Percent of total compensation by year													
	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
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 .....	67.4	66.7	67.1	66.9	66.4	65.3	65.3	66.8	66.5	67.1	67.8	68.6	68.7	69.1
Total benefits .....	32.6	33.3	32.9	33.1	33.6	34.7	34.7	33.2	33.5	32.9	32.3	31.4	31.3	30.9
Paid leave .....	6.1	6.1	5.6	5.6	5.7	5.6	5.5	5.4	5.5	5.5	5.4	5.2	5.3	5.4
Supplemental pay .....	3.9	4.2	4.3	4.1	4.1	4.2	4.0	4.6	5.0	4.4	4.2	4.2	4.7	4.2
Insurance .....	8.2	9.0	8.7	9.1	9.7	10.2	10.3	9.4	9.2	9.0	8.9	8.3	8.6	9.2
Retirement and savings .....	3.0	2.9	2.8	3.0	3.0	3.2	3.5	3.2	3.3	3.6	3.5	3.4	3.1	2.4
Legally required benefits .....	11.2	10.8	11.4	11.1	10.8	10.9	11.2	10.4	10.3	10.3	10.0	10.0	9.4	9.5
Other benefits <sup>1</sup> .....	.2	.2	.1	.1	.2	.5	.3	.2	.1	.2	.2	.1	.1	.3

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

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

**Table 14. Private industry workers, manufacturing, by occupational group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 1988-2001 -- Continued**

Service occupations

Compensation component	Cost per hour worked by year													
	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation .....	\$12.48	\$13.44	\$13.65	\$14.26	\$15.18	\$15.97	\$16.11	\$15.37	\$15.55	\$16.95	\$17.67	\$17.76	\$16.99	\$17.22
Wages and salaries .....	8.19	8.61	9.23	9.64	10.10	10.53	10.66	9.96	10.09	11.05	11.45	11.55	11.03	11.59
Total benefits .....	4.30	4.83	4.42	4.62	5.09	5.44	5.45	5.41	5.46	5.90	6.22	6.22	5.97	5.63
Paid leave .....	.88	.98	.94	.97	1.03	1.05	1.06	1.01	1.07	1.16	1.25	1.21	1.09	1.19
Supplemental pay .....	.53	.64	.49	.48	.51	.50	.45	.70	.90	.89	.97	.89	.98	.72
Insurance .....	1.22	1.47	1.17	1.24	1.47	1.56	1.58	1.56	1.39	1.56	1.55	1.72	1.62	1.59
Retirement and savings .....	.45	.48	.49	.56	.60	.67	.75	.58	.45	.50	.59	.54	.54	.57
Legally required benefits .....	1.15	1.20	1.29	1.34	1.43	1.52	1.54	1.46	1.52	1.72	1.78	1.79	1.64	1.46
Other benefits <sup>1</sup> .....	.07	.07	.04	.03	.06	.16	.08	.10	.12	.09	.09	.07	.10	.11
	Percent of total compensation by year													
	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
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 .....	65.6	64.1	67.6	67.6	66.5	65.9	66.2	64.8	64.9	65.2	64.8	65.0	64.9	67.3
Total benefits .....	34.4	35.9	32.4	32.4	33.5	34.1	33.8	35.2	35.1	34.8	35.2	35.0	35.1	32.7
Paid leave .....	7.0	7.3	6.9	6.8	6.8	6.6	6.6	6.6	6.9	6.8	7.1	6.8	6.4	6.9
Supplemental pay .....	4.3	4.8	3.6	3.4	3.3	3.1	2.8	4.6	5.8	5.2	5.5	5.0	5.8	4.2
Insurance .....	9.7	10.9	8.6	8.7	9.7	9.8	9.8	10.1	8.9	9.2	8.8	9.7	9.5	9.2
Retirement and savings .....	3.6	3.6	3.6	3.9	4.0	4.2	4.7	3.8	2.9	2.9	3.3	3.0	3.2	3.3
Legally required benefits .....	9.2	8.9	9.5	9.4	9.4	9.5	9.5	9.5	9.8	10.1	10.1	10.1	9.7	8.5
Other benefits <sup>1</sup> .....	.6	.5	.3	.2	.4	1.0	.5	.7	.8	.5	.5	.4	.6	.6

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

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



**Table 15. Private industry workers, nonmanufacturing, by occupational group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 1988-2001**

White-collar occupations

Compensation component	Cost per hour worked by year													
	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation .....	\$15.21	\$15.75	\$16.82	\$17.36	\$18.12	\$18.80	\$19.41	\$19.55	\$20.11	\$20.56	\$21.37	\$22.03	\$23.29	\$24.44
Wages and salaries .....	11.37	11.79	12.52	12.91	13.39	13.80	14.22	14.38	14.82	15.29	15.90	16.38	17.33	18.15
Total benefits .....	3.84	3.95	4.31	4.45	4.73	5.00	5.19	5.18	5.28	5.27	5.48	5.66	5.96	6.29
Paid leave .....	1.17	1.20	1.26	1.29	1.32	1.33	1.35	1.33	1.37	1.39	1.44	1.49	1.64	1.77
Supplemental pay .....	.27	.26	.32	.29	.35	.42	.46	.48	.50	.53	.61	.59	.64	.64
Insurance .....	.75	.82	.94	1.04	1.13	1.21	1.26	1.21	1.20	1.11	1.15	1.20	1.26	1.34
Retirement and savings .....	.49	.46	.50	.48	.49	.52	.55	.56	.62	.60	.61	.64	.66	.72
Legally required benefits .....	1.15	1.20	1.29	1.35	1.42	1.49	1.55	1.56	1.58	1.62	1.65	1.70	1.73	1.80
Other benefits <sup>2</sup> .....	.02	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	.02	.03	.02	.02	.02	.02	.02	.02	.02
	Percent of total compensation by year													
	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
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 .....	74.7	74.9	74.4	74.4	73.9	73.4	73.2	73.5	73.7	74.3	74.4	74.4	74.4	74.3
Total benefits .....	25.3	25.1	25.6	25.6	26.1	26.6	26.8	26.5	26.3	25.7	25.6	25.7	25.6	25.7
Paid leave .....	7.7	7.6	7.5	7.4	7.3	7.1	7.0	6.8	6.8	6.8	6.7	6.8	7.0	7.2
Supplemental pay .....	1.8	1.7	1.9	1.7	1.9	2.3	2.4	2.5	2.5	2.6	2.9	2.7	2.7	2.6
Insurance .....	4.9	5.2	5.6	6.0	6.3	6.4	6.5	6.2	5.9	5.4	5.4	5.4	5.4	5.5
Retirement and savings .....	3.2	2.9	3.0	2.8	2.7	2.8	2.8	2.9	3.1	2.9	2.9	2.9	2.8	2.9
Legally required benefits .....	7.6	7.6	7.6	7.7	7.8	7.9	8.0	8.0	7.9	7.9	7.7	7.7	7.4	7.4
Other benefits <sup>2</sup> .....	.1	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	.1	.1	.1	.1	.1	.1	.1	.1	.1

<sup>1</sup> Cost per hour worked is \$0.01 or less.

<sup>2</sup> Includes severance pay and supplemental unemployment benefits.

<sup>3</sup> Less than .05 percent.

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

**Table 15. Private industry workers, nonmanufacturing, by occupational group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 1988-2001 -- Continued**

Professional specialty and technical occupations

Compensation component	Cost per hour worked by year													
	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation .....	\$20.43	\$21.23	\$22.90	\$23.37	\$24.74	\$26.76	\$27.32	\$27.22	\$28.06	\$27.86	\$28.27	\$29.05	\$31.69	\$33.99
Wages and salaries .....	15.20	15.88	16.92	17.39	18.28	19.71	20.09	20.16	20.64	20.59	21.02	21.66	23.70	25.35
Total benefits .....	5.24	5.35	5.98	5.97	6.46	7.06	7.22	7.06	7.42	7.27	7.25	7.39	7.99	8.64
Paid leave .....	1.71	1.73	1.85	1.87	1.93	2.01	2.00	1.91	1.96	1.93	1.95	2.07	2.50	2.69
Supplemental pay .....	.37	.36	.45	.38	.53	.61	.63	.58	.76	.88	.87	.66	.67	.71
Insurance .....	.88	1.00	1.18	1.25	1.39	1.54	1.60	1.55	1.51	1.33	1.35	1.46	1.55	1.66
Retirement and savings .....	.78	.67	.78	.69	.67	.81	.86	.87	.97	.90	.89	.93	.94	1.09
Legally required benefits .....	1.49	1.59	1.71	1.77	1.92	2.06	2.09	2.12	2.19	2.20	2.16	2.24	2.31	2.46
Other benefits <sup>2</sup> .....	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	.02	.03	.04	.04	.03	.03	.02	.03	.03	.02
	Percent of total compensation by year													
	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
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 .....	74.4	74.8	73.9	74.4	73.9	73.6	73.6	74.1	73.5	73.9	74.4	74.6	74.8	74.6
Total benefits .....	25.6	25.2	26.1	25.6	26.1	26.4	26.4	25.9	26.5	26.1	25.6	25.4	25.2	25.4
Paid leave .....	8.4	8.2	8.1	8.0	7.8	7.5	7.3	7.0	7.0	6.9	6.9	7.1	7.9	7.9
Supplemental pay .....	1.8	1.7	2.0	1.6	2.1	2.3	2.3	2.1	2.7	3.2	3.1	2.3	2.1	2.1
Insurance .....	4.3	4.7	5.2	5.3	5.6	5.8	5.8	5.7	5.4	4.8	4.8	5.0	4.9	4.9
Retirement and savings .....	3.8	3.1	3.4	3.0	2.7	3.0	3.1	3.2	3.5	3.2	3.1	3.2	3.0	3.2
Legally required benefits .....	7.3	7.5	7.5	7.6	7.8	7.7	7.7	7.8	7.8	7.9	7.6	7.7	7.3	7.2
Other benefits <sup>2</sup> .....	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	.1	.1	.2	.1	.1	.1	.1	.1	.1	.1

<sup>1</sup> Cost per hour worked is \$0.01 or less.

<sup>2</sup> Includes severance pay and supplemental unemployment benefits.

<sup>3</sup> Less than .05 percent.

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

**Table 15. Private industry workers, nonmanufacturing, by occupational group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 1988<sup>1</sup>-2001 -- Continued**

Professional specialty occupations

Compensation component	Cost per hour worked by year													
	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation .....	-	-	-	-	-	-	\$28.73	\$28.85	\$29.50	\$29.53	\$30.12	\$30.42	\$34.07	\$36.98
Wages and salaries .....	-	-	-	-	-	-	21.20	21.46	21.76	21.93	22.45	22.80	25.61	27.73
Total benefits .....	-	-	-	-	-	-	7.52	7.40	7.74	7.61	7.67	7.62	8.47	9.25
Paid leave .....	-	-	-	-	-	-	2.07	2.01	2.07	2.05	2.07	2.17	2.76	2.99
Supplemental pay .....	-	-	-	-	-	-	.71	.63	.88	1.03	.99	.70	.68	.75
Insurance .....	-	-	-	-	-	-	1.61	1.58	1.54	1.35	1.38	1.49	1.60	1.68
Retirement and savings .....	-	-	-	-	-	-	.90	.92	.97	.89	.93	.92	.98	1.18
Legally required benefits .....	-	-	-	-	-	-	2.19	2.21	2.26	2.27	2.27	2.32	2.42	2.63
Other benefits <sup>2</sup> .....	-	-	-	-	-	-	.05	.04	.03	.02	.02	.02	.03	.02
	Percent of total compensation by year													
	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation .....	-	-	-	-	-	-	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Wages and salaries .....	-	-	-	-	-	-	73.8	74.4	73.8	74.2	74.5	75.0	75.2	75.0
Total benefits .....	-	-	-	-	-	-	26.2	25.6	26.2	25.8	25.5	25.0	24.9	25.0
Paid leave .....	-	-	-	-	-	-	7.2	7.0	7.0	6.9	6.9	7.1	8.1	8.1
Supplemental pay .....	-	-	-	-	-	-	2.5	2.2	3.0	3.5	3.3	2.3	2.0	2.0
Insurance .....	-	-	-	-	-	-	5.6	5.5	5.2	4.6	4.6	4.9	4.7	4.5
Retirement and savings .....	-	-	-	-	-	-	3.1	3.2	3.3	3.0	3.1	3.0	2.9	3.2
Legally required benefits .....	-	-	-	-	-	-	7.6	7.7	7.7	7.7	7.5	7.6	7.1	7.1
Other benefits <sup>2</sup> .....	-	-	-	-	-	-	.2	.2	.1	.1	.1	.1	.1	.1

<sup>1</sup> This series began in 1994.

<sup>2</sup> Includes severance pay and supplemental unemployment benefits.

- Data not available.

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

**Table 15. Private industry workers, nonmanufacturing, by occupational group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 1988<sup>1</sup>-2001 -- Continued**

Technical occupations

Compensation component	Cost per hour worked by year													
	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation .....	-	-	-	-	-	-	\$23.92	\$23.21	\$24.27	\$23.63	\$23.65	\$25.69	\$25.93	\$26.76
Wages and salaries .....	-	-	-	-	-	-	17.42	16.96	17.69	17.22	17.45	18.85	19.08	19.60
Total benefits .....	-	-	-	-	-	-	6.50	6.25	6.59	6.41	6.20	6.84	6.85	7.15
Paid leave .....	-	-	-	-	-	-	1.83	1.66	1.68	1.64	1.65	1.83	1.87	1.96
Supplemental pay .....	-	-	-	-	-	-	.45	.48	.46	.49	.58	.57	.64	.62
Insurance .....	-	-	-	-	-	-	1.58	1.47	1.43	1.31	1.27	1.37	1.42	1.63
Retirement and savings .....	-	-	-	-	-	-	.74	.74	.97	.93	.77	.96	.85	.87
Legally required benefits .....	-	-	-	-	-	-	1.88	1.88	2.02	2.01	1.90	2.05	2.03	2.07
Other benefits <sup>3</sup> .....	-	-	-	-	-	-	.02	.02	.03	.03	.03	.06	.03	( <sup>2</sup> )
	Percent of total compensation by year													
	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation .....	-	-	-	-	-	-	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Wages and salaries .....	-	-	-	-	-	-	72.8	73.1	72.9	72.9	73.8	73.4	73.6	73.2
Total benefits .....	-	-	-	-	-	-	27.2	26.9	27.1	27.1	26.2	26.6	26.4	26.7
Paid leave .....	-	-	-	-	-	-	7.6	7.1	6.9	6.9	7.0	7.1	7.2	7.3
Supplemental pay .....	-	-	-	-	-	-	1.9	2.0	1.9	2.1	2.5	2.2	2.5	2.3
Insurance .....	-	-	-	-	-	-	6.6	6.3	5.9	5.5	5.4	5.3	5.5	6.1
Retirement and savings .....	-	-	-	-	-	-	3.1	3.2	4.0	3.9	3.3	3.7	3.3	3.3
Legally required benefits .....	-	-	-	-	-	-	7.8	8.1	8.3	8.5	8.0	8.0	7.8	7.7
Other benefits <sup>3</sup> .....	-	-	-	-	-	-	.1	.1	.1	.1	.1	.2	.1	( <sup>4</sup> )

<sup>1</sup> This series began in 1994.

<sup>2</sup> Cost per hour worked is \$0.01 or less.

<sup>3</sup> Includes severance pay and supplemental unemployment benefits.

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

- Data not available.

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

**Table 15. Private industry workers, nonmanufacturing, by occupational group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 1988-2001 -- Continued**

Executive, administrative, and managerial occupations

Compensation component	Cost per hour worked by year													
	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation .....	\$22.79	\$24.30	\$25.25	\$26.68	\$27.95	\$28.70	\$29.37	\$31.33	\$32.11	\$31.53	\$33.06	\$33.86	\$36.48	\$39.87
Wages and salaries .....	17.10	18.18	18.75	19.89	20.61	21.00	21.36	22.64	23.44	23.27	24.20	24.56	26.67	28.71
Total benefits .....	5.69	6.12	6.50	6.79	7.34	7.71	8.01	8.69	8.67	8.25	8.86	9.30	9.81	11.16
Paid leave .....	1.95	2.13	2.13	2.26	2.36	2.32	2.37	2.55	2.68	2.60	2.74	2.78	2.96	3.33
Supplemental pay .....	.44	.41	.57	.45	.56	.76	.83	1.09	.86	.85	1.14	1.34	1.43	1.68
Insurance .....	.97	1.09	1.17	1.29	1.47	1.57	1.61	1.65	1.68	1.52	1.55	1.66	1.78	2.00
Retirement and savings .....	.73	.78	.83	.85	.91	.88	.89	1.04	1.10	.95	1.02	1.05	1.13	1.42
Legally required benefits .....	1.58	1.69	1.79	1.91	2.00	2.13	2.25	2.30	2.30	2.29	2.36	2.43	2.48	2.67
Other benefits <sup>2</sup> .....	.02	.02	( <sup>1</sup> )	.03	.03	.04	.06	.05	.05	.05	.04	.04	.04	.06
	Percent of total compensation by year													
	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
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 .....	75.0	74.8	74.2	74.6	73.8	73.1	72.7	72.3	73.0	73.8	73.2	72.5	73.1	72.0
Total benefits .....	25.0	25.2	25.8	25.4	26.2	26.9	27.3	27.7	27.0	26.2	26.8	27.5	26.9	28.0
Paid leave .....	8.6	8.8	8.5	8.5	8.5	8.1	8.1	8.1	8.3	8.2	8.3	8.2	8.1	8.4
Supplemental pay .....	1.9	1.7	2.3	1.7	2.0	2.6	2.8	3.5	2.7	2.7	3.4	4.0	3.9	4.2
Insurance .....	4.3	4.5	4.6	4.8	5.3	5.5	5.5	5.3	5.2	4.8	4.7	4.9	4.9	5.0
Retirement and savings .....	3.2	3.2	3.3	3.2	3.3	3.1	3.0	3.3	3.4	3.0	3.1	3.1	3.1	3.6
Legally required benefits .....	6.9	7.0	7.1	7.2	7.1	7.4	7.7	7.3	7.2	7.3	7.1	7.2	6.8	6.7
Other benefits <sup>2</sup> .....	.1	.1	( <sup>3</sup> )	.1	.1	.2	.2	.2	.1	.2	.1	.1	.1	.2

<sup>1</sup> Cost per hour worked is \$0.01 or less.

<sup>2</sup> Includes severance pay and supplemental unemployment benefits.

<sup>3</sup> Less than .05 percent.

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

**Table 15. Private industry workers, nonmanufacturing, by occupational group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 1988-2001 -- Continued**

Sales occupations

Compensation component	Cost per hour worked by year													
	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation .....	\$10.54	\$11.12	\$11.77	\$12.60	\$12.98	\$13.00	\$13.50	\$13.38	\$14.12	\$14.58	\$15.34	\$15.92	\$15.95	\$15.69
Wages and salaries .....	8.18	8.73	9.20	9.79	10.04	9.93	10.33	10.30	10.94	11.41	12.03	12.50	12.55	12.30
Total benefits .....	2.36	2.39	2.57	2.82	2.94	3.07	3.17	3.08	3.17	3.17	3.30	3.41	3.39	3.38
Paid leave .....	.55	.57	.60	.62	.63	.63	.62	.60	.62	.64	.66	.67	.69	.78
Supplemental pay .....	.17	.16	.17	.22	.23	.31	.35	.33	.39	.33	.38	.43	.39	.32
Insurance .....	.50	.49	.57	.65	.70	.71	.73	.68	.67	.65	.65	.65	.68	.70
Retirement and savings .....	.23	.22	.24	.25	.26	.25	.26	.25	.27	.31	.31	.34	.32	.28
Legally required benefits .....	.88	.94	.99	1.08	1.13	1.16	1.20	1.20	1.21	1.23	1.29	1.32	1.31	1.30
Other benefits <sup>2</sup> .....	.02	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )
	Percent of total compensation by year													
	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
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 .....	77.6	78.5	78.2	77.6	77.3	76.4	76.5	77.0	77.5	78.2	78.4	78.5	78.7	78.4
Total benefits .....	22.4	21.5	21.8	22.4	22.7	23.6	23.5	23.0	22.5	21.8	21.5	21.4	21.3	21.5
Paid leave .....	5.3	5.2	5.1	5.0	4.9	4.8	4.6	4.5	4.4	4.4	4.3	4.2	4.3	5.0
Supplemental pay .....	1.6	1.5	1.5	1.8	1.8	2.4	2.6	2.5	2.8	2.2	2.5	2.7	2.4	2.0
Insurance .....	4.8	4.4	4.8	5.1	5.4	5.5	5.4	5.1	4.8	4.5	4.2	4.1	4.3	4.5
Retirement and savings .....	2.2	2.0	2.0	1.9	2.0	1.9	1.9	1.9	2.1	2.0	2.1	2.1	2.0	1.8
Legally required benefits .....	8.4	8.4	8.4	8.5	8.7	9.0	8.9	9.0	8.6	8.5	8.4	8.3	8.2	8.3
Other benefits <sup>2</sup> .....	.2	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )

<sup>1</sup> Cost per hour worked is \$0.01 or less.

<sup>2</sup> Includes severance pay and supplemental unemployment benefits.

<sup>3</sup> Less than .05 percent.

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

**Table 15. Private industry workers, nonmanufacturing, by occupational group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 1988-2001 -- Continued**

Administrative support, including clerical occupations

Compensation component	Cost per hour worked by year													
	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation .....	\$11.28	\$11.74	\$12.36	\$12.93	\$13.41	\$13.86	\$14.39	\$14.45	\$14.72	\$14.93	\$15.67	\$16.27	\$16.85	\$16.94
Wages and salaries .....	8.21	8.53	8.96	9.30	9.62	9.90	10.25	10.37	10.59	10.83	11.37	11.84	12.18	12.42
Total benefits .....	3.06	3.21	3.40	3.63	3.79	3.96	4.14	4.08	4.12	4.09	4.30	4.44	4.67	4.52
Paid leave .....	.86	.90	.92	.97	.99	.99	1.03	1.00	1.02	1.03	1.07	1.12	1.15	1.13
Supplemental pay .....	.19	.20	.21	.22	.24	.25	.27	.29	.28	.30	.34	.34	.46	.35
Insurance .....	.74	.82	.93	1.07	1.13	1.19	1.25	1.20	1.18	1.12	1.20	1.22	1.25	1.27
Retirement and savings .....	.36	.36	.36	.35	.36	.39	.41	.41	.45	.44	.46	.48	.51	.46
Legally required benefits .....	.90	.92	.98	1.02	1.06	1.12	1.17	1.18	1.17	1.19	1.22	1.26	1.29	1.30
Other benefits <sup>2</sup> .....	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	.02	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	.02	( <sup>1</sup> )	.02	.02	.02
	Percent of total compensation by year													
	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
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 .....	72.8	72.6	72.5	71.9	71.7	71.4	71.2	71.8	72.0	72.6	72.6	72.8	72.3	73.3
Total benefits .....	27.2	27.4	27.5	28.1	28.3	28.6	28.8	28.2	28.0	27.4	27.4	27.3	27.7	26.7
Paid leave .....	7.7	7.7	7.5	7.5	7.3	7.1	7.1	6.9	6.9	6.9	6.8	6.9	6.8	6.7
Supplemental pay .....	1.7	1.7	1.7	1.7	1.8	1.8	1.9	2.0	1.9	2.0	2.2	2.1	2.7	2.1
Insurance .....	6.6	6.9	7.5	8.2	8.5	8.6	8.7	8.3	8.0	7.5	7.7	7.5	7.4	7.5
Retirement and savings .....	3.2	3.1	2.9	2.7	2.7	2.8	2.9	2.8	3.1	2.9	2.9	3.0	3.0	2.7
Legally required benefits .....	8.0	7.9	7.9	7.9	7.9	8.1	8.1	8.1	8.0	8.0	7.8	7.7	7.7	7.7
Other benefits <sup>2</sup> .....	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	.1	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	.1	( <sup>3</sup> )	.1	.1	.1

<sup>1</sup> Cost per hour worked is \$0.01 or less.

<sup>2</sup> Includes severance pay and supplemental unemployment benefits.

<sup>3</sup> Less than .05 percent.

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

**Table 15. Private industry workers, nonmanufacturing, by occupational group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 1988-2001 -- Continued**

Blue-collar occupations

Compensation component	Cost per hour worked by year													
	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation .....	\$13.52	\$13.74	\$14.30	\$14.66	\$15.22	\$15.65	\$16.03	\$16.22	\$16.67	\$16.47	\$16.86	\$17.38	\$18.17	\$18.86
Wages and salaries .....	9.60	9.81	10.13	10.32	10.63	10.84	11.10	11.33	11.71	11.69	12.04	12.41	12.99	13.48
Total benefits .....	3.92	3.93	4.17	4.34	4.59	4.81	4.93	4.89	4.96	4.78	4.82	4.97	5.19	5.38
Paid leave .....	.72	.74	.75	.78	.79	.81	.79	.77	.78	.74	.77	.80	.84	.91
Supplemental pay .....	.37	.36	.39	.39	.40	.40	.42	.44	.45	.47	.51	.53	.56	.57
Insurance .....	.75	.76	.85	.95	1.05	1.12	1.15	1.11	1.12	1.07	1.06	1.11	1.17	1.28
Retirement and savings .....	.51	.45	.47	.47	.48	.50	.53	.56	.64	.60	.61	.66	.71	.68
Legally required benefits .....	1.55	1.60	1.70	1.75	1.85	1.96	2.01	2.00	1.97	1.89	1.86	1.87	1.90	1.93
Other benefits <sup>2</sup> .....	.02	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	.02	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )
	Percent of total compensation by year													
	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
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 .....	71.0	71.4	70.8	70.4	69.8	69.3	69.3	69.9	70.2	71.0	71.4	71.4	71.5	71.5
Total benefits .....	29.0	28.6	29.2	29.6	30.2	30.7	30.7	30.1	29.8	29.0	28.6	28.6	28.6	28.5
Paid leave .....	5.4	5.4	5.2	5.3	5.2	5.2	4.9	4.7	4.7	4.5	4.6	4.6	4.6	4.8
Supplemental pay .....	2.7	2.6	2.7	2.6	2.7	2.6	2.6	2.7	2.7	2.9	3.0	3.0	3.1	3.0
Insurance .....	5.5	5.6	6.0	6.5	6.9	7.2	7.2	6.9	6.7	6.5	6.3	6.4	6.4	6.8
Retirement and savings .....	3.8	3.3	3.3	3.2	3.2	3.2	3.3	3.4	3.8	3.7	3.6	3.8	3.9	3.6
Legally required benefits .....	11.5	11.7	11.9	11.9	12.2	12.5	12.5	12.3	11.8	11.5	11.0	10.8	10.5	10.2
Other benefits <sup>2</sup> .....	.1	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	.1	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )

<sup>1</sup> Cost per hour worked is \$0.01 or less.

<sup>2</sup> Includes severance pay and supplemental unemployment benefits.

<sup>3</sup> Less than .05 percent.

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



**Table 15. Private industry workers, nonmanufacturing, by occupational group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 1988-2001 -- Continued**

Precision production, craft, and repair occupations

Compensation component	Cost per hour worked by year													
	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation .....	\$17.08	\$17.12	\$17.89	\$18.62	\$19.47	\$20.13	\$20.70	\$21.18	\$21.87	\$21.69	\$22.47	\$23.70	\$24.43	\$24.65
Wages and salaries .....	12.20	12.29	12.67	13.11	13.64	13.96	14.31	14.72	15.28	15.39	16.04	16.86	17.35	17.54
Total benefits .....	4.88	4.84	5.22	5.51	5.83	6.16	6.39	6.45	6.59	6.30	6.42	6.84	7.08	7.11
Paid leave .....	.92	.96	.97	1.01	1.05	1.07	1.07	1.07	1.12	1.01	1.07	1.16	1.22	1.29
Supplemental pay .....	.46	.43	.49	.50	.51	.50	.55	.55	.57	.57	.63	.71	.77	.75
Insurance .....	.90	.92	1.02	1.16	1.30	1.42	1.47	1.49	1.50	1.38	1.41	1.51	1.56	1.62
Retirement and savings .....	.68	.58	.64	.64	.66	.70	.74	.78	.86	.87	.92	1.00	1.10	1.00
Legally required benefits .....	1.89	1.92	2.08	2.18	2.29	2.45	2.53	2.54	2.52	2.45	2.38	2.45	2.41	2.44
Other benefits <sup>2</sup> .....	.03	.03	.02	.02	.02	.02	.03	.02	.02	( <sup>1</sup> )	.02	( <sup>1</sup> )	.02	.02
	Percent of total compensation by year													
	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
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 .....	71.4	71.8	70.8	70.4	70.1	69.4	69.1	69.5	69.9	71.0	71.4	71.1	71.0	71.2
Total benefits .....	28.6	28.2	29.2	29.6	29.9	30.6	30.9	30.5	30.1	29.0	28.6	28.9	29.0	28.8
Paid leave .....	5.4	5.6	5.4	5.4	5.4	5.3	5.2	5.1	5.1	4.7	4.8	4.9	5.0	5.2
Supplemental pay .....	2.7	2.5	2.7	2.7	2.6	2.5	2.7	2.6	2.6	2.6	2.8	3.0	3.2	3.0
Insurance .....	5.3	5.4	5.7	6.2	6.7	7.1	7.1	7.0	6.9	6.4	6.3	6.4	6.4	6.6
Retirement and savings .....	4.0	3.4	3.6	3.4	3.4	3.5	3.6	3.7	3.9	4.0	4.1	4.2	4.5	4.1
Legally required benefits .....	11.1	11.2	11.6	11.7	11.8	12.2	12.2	12.0	11.5	11.3	10.6	10.3	9.9	9.9
Other benefits <sup>2</sup> .....	.2	.2	.1	.1	.1	.1	.2	.1	.1	( <sup>3</sup> )	.1	( <sup>3</sup> )	.1	.1

<sup>1</sup> Cost per hour worked is \$0.01 or less.

<sup>2</sup> Includes severance pay and supplemental unemployment benefits.

<sup>3</sup> Less than .05 percent.

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

**Table 15. Private industry workers, nonmanufacturing, by occupational group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 1988-2001 -- Continued**

Transportation and material moving occupations

Compensation component	Cost per hour worked by year													
	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation .....	\$14.14	\$14.83	\$15.26	\$15.34	\$15.88	\$16.02	\$16.71	\$16.84	\$16.82	\$16.73	\$17.32	\$17.61	\$18.35	\$18.90
Wages and salaries .....	9.87	10.37	10.62	10.54	10.78	10.80	11.28	11.47	11.63	11.69	12.15	12.39	12.89	13.23
Total benefits .....	4.27	4.46	4.64	4.81	5.10	5.22	5.43	5.37	5.19	5.04	5.17	5.21	5.46	5.67
Paid leave .....	.82	.85	.86	.90	.88	.87	.88	.84	.78	.79	.83	.83	.90	.89
Supplemental pay .....	.36	.38	.40	.42	.45	.43	.43	.48	.47	.50	.56	.55	.55	.59
Insurance .....	.83	.87	.97	1.06	1.14	1.17	1.26	1.20	1.16	1.21	1.17	1.21	1.29	1.40
Retirement and savings .....	.53	.53	.51	.54	.54	.57	.62	.65	.76	.61	.62	.67	.67	.75
Legally required benefits .....	1.72	1.82	1.89	1.89	2.09	2.16	2.22	2.20	2.02	1.92	1.98	1.95	2.05	2.02
Other benefits <sup>2</sup> .....	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	.02	.02	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	.02
	Percent of total compensation by year													
	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
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 .....	69.8	69.9	69.6	68.7	67.9	67.4	67.5	68.1	69.1	69.9	70.2	70.4	70.2	70.0
Total benefits .....	30.2	30.1	30.4	31.3	32.1	32.6	32.5	31.9	30.9	30.1	29.8	29.6	29.8	30.0
Paid leave .....	5.8	5.7	5.6	5.8	5.5	5.5	5.3	5.0	4.6	4.7	4.8	4.7	4.9	4.7
Supplemental pay .....	2.6	2.6	2.6	2.7	2.8	2.7	2.6	2.8	2.8	3.0	3.2	3.1	3.0	3.1
Insurance .....	5.9	5.9	6.3	6.9	7.2	7.3	7.5	7.1	6.9	7.2	6.8	6.9	7.0	7.4
Retirement and savings .....	3.7	3.6	3.4	3.5	3.4	3.6	3.7	3.8	4.5	3.7	3.6	3.8	3.7	4.0
Legally required benefits .....	12.2	12.3	12.4	12.3	13.2	13.5	13.3	13.1	12.0	11.5	11.4	11.1	11.2	10.7
Other benefits <sup>2</sup> .....	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	.1	.1	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	.1

<sup>1</sup> Cost per hour worked is \$0.01 or less.

<sup>2</sup> Includes severance pay and supplemental unemployment benefits.

<sup>3</sup> Less than .05 percent.

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

**Table 15. Private industry workers, nonmanufacturing, by occupational group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 1988-2001 -- Continued**

Handlers, equipment cleaners, helpers, and laborers

Compensation component	Cost per hour worked by year													
	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation .....	\$9.63	\$10.04	\$10.27	\$10.57	\$11.00	\$11.38	\$11.54	\$11.24	\$11.64	\$12.02	\$12.05	\$12.32	\$12.70	\$13.58
Wages and salaries .....	6.86	7.19	7.33	7.56	7.80	8.01	8.17	8.04	8.32	8.55	8.67	8.90	9.24	9.91
Total benefits .....	2.78	2.85	2.94	3.01	3.20	3.37	3.37	3.20	3.32	3.47	3.39	3.41	3.46	3.66
Paid leave .....	.45	.46	.46	.48	.48	.50	.48	.42	.43	.47	.48	.48	.48	.55
Supplemental pay .....	.26	.28	.28	.26	.28	.29	.29	.30	.31	.37	.39	.38	.38	.38
Insurance .....	.57	.58	.64	.69	.76	.82	.80	.72	.74	.76	.73	.74	.78	.90
Retirement and savings .....	.33	.29	.30	.29	.31	.31	.33	.33	.40	.42	.38	.41	.41	.38
Legally required benefits .....	1.15	1.23	1.25	1.29	1.36	1.44	1.48	1.43	1.44	1.45	1.40	1.40	1.41	1.44
Other benefits <sup>2</sup> .....	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )
	Percent of total compensation by year													
	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
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 .....	71.2	71.6	71.4	71.5	70.9	70.4	70.8	71.5	71.5	71.1	72.0	72.2	72.8	73.0
Total benefits .....	28.8	28.4	28.6	28.5	29.1	29.6	29.2	28.5	28.5	28.9	28.1	27.7	27.2	27.0
Paid leave .....	4.7	4.6	4.5	4.6	4.4	4.4	4.1	3.7	3.7	3.9	4.0	3.9	3.8	4.1
Supplemental pay .....	2.7	2.8	2.7	2.5	2.5	2.5	2.5	2.6	2.6	3.1	3.2	3.1	3.0	2.8
Insurance .....	5.9	5.7	6.3	6.5	6.9	7.2	6.9	6.4	6.4	6.3	6.1	6.0	6.1	6.6
Retirement and savings .....	3.5	2.9	2.9	2.7	2.8	2.7	2.9	3.0	3.4	3.5	3.2	3.3	3.2	2.8
Legally required benefits .....	11.9	12.2	12.1	12.2	12.4	12.6	12.8	12.7	12.4	12.0	11.6	11.4	11.1	10.6
Other benefits <sup>2</sup> .....	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )

<sup>1</sup> Cost per hour worked is \$0.01 or less.

<sup>2</sup> Includes severance pay and supplemental unemployment benefits.

<sup>3</sup> Less than .05 percent.

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

**Table 15. Private industry workers, nonmanufacturing, by occupational group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 1988-2001 -- Continued**

Service occupations

Compensation component	Cost per hour worked by year													
	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation .....	\$6.62	\$7.02	\$7.50	\$7.66	\$8.28	\$8.37	\$8.21	\$8.24	\$8.46	\$8.87	\$9.21	\$9.41	\$9.59	\$10.25
Wages and salaries .....	5.12	5.43	5.75	5.87	6.30	6.39	6.23	6.28	6.46	6.85	7.16	7.35	7.51	7.96
Total benefits .....	1.50	1.59	1.75	1.79	1.98	1.98	1.97	1.97	2.00	2.02	2.04	2.06	2.09	2.28
Paid leave .....	.31	.33	.35	.34	.38	.35	.34	.34	.35	.36	.36	.36	.37	.41
Supplemental pay .....	.08	.09	.11	.10	.11	.11	.11	.12	.12	.13	.13	.14	.13	.16
Insurance .....	.27	.30	.35	.37	.43	.46	.45	.43	.43	.41	.41	.40	.43	.51
Retirement and savings .....	.10	.11	.12	.11	.13	.09	.10	.10	.12	.11	.12	.12	.12	.14
Legally required benefits .....	.73	.77	.81	.87	.93	.97	.97	.98	.99	1.01	1.03	1.03	1.03	1.06
Other benefits <sup>2</sup> .....	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )
	Percent of total compensation by year													
	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
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 .....	77.4	77.4	76.6	76.7	76.1	76.3	75.9	76.2	76.3	77.2	77.7	78.1	78.3	77.7
Total benefits .....	22.6	22.6	23.4	23.3	23.9	23.7	24.1	23.8	23.7	22.8	22.1	21.9	21.8	22.2
Paid leave .....	4.7	4.7	4.6	4.4	4.6	4.2	4.2	4.1	4.1	4.0	3.9	3.8	3.9	4.0
Supplemental pay .....	1.2	1.2	1.5	1.3	1.4	1.4	1.3	1.4	1.4	1.4	1.4	1.5	1.4	1.6
Insurance .....	4.1	4.2	4.7	4.9	5.2	5.4	5.4	5.2	5.0	4.7	4.5	4.3	4.5	5.0
Retirement and savings .....	1.6	1.5	1.7	1.5	1.5	1.1	1.2	1.2	1.4	1.2	1.3	1.3	1.3	1.4
Legally required benefits .....	11.0	11.0	10.8	11.3	11.2	11.6	11.8	11.8	11.6	11.4	11.2	10.9	10.7	10.3
Other benefits <sup>2</sup> .....	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )

<sup>1</sup> Cost per hour worked is \$0.01 or less.

<sup>2</sup> Includes severance pay and supplemental unemployment benefits.

<sup>3</sup> Less than .05 percent.

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

**Table 16. Private industry, union workers, for blue-collar workers and by major industry group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 1986-2001**

Blue-collar occupations

Compensation component	Cost per hour worked by year															
	1986	1987	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation .....	\$17.70	\$18.23	\$18.91	\$19.44	\$20.05	\$21.11	\$22.03	\$23.16	\$24.18	\$23.07	\$23.70	\$24.07	\$24.86	\$25.76	\$27.47	\$28.07
Wages and salaries .....	11.75	12.06	12.23	12.60	12.94	13.50	13.83	14.31	14.84	14.43	14.90	15.16	15.75	16.41	17.37	18.06
Total benefits .....	5.95	6.17	6.68	6.84	7.11	7.61	8.19	8.85	9.35	8.64	8.80	8.91	9.12	9.35	10.09	10.01
Paid leave .....	1.27	1.26	1.34	1.36	1.38	1.47	1.52	1.61	1.63	1.47	1.51	1.51	1.58	1.64	1.74	1.82
Supplemental pay .....	.67	.70	.79	.85	.84	.87	.90	.92	.92	.91	1.00	1.06	1.15	1.13	1.31	1.22
Insurance .....	1.35	1.41	1.59	1.70	1.75	1.99	2.22	2.47	2.65	2.34	2.32	2.35	2.35	2.43	2.64	2.66
Retirement and savings .....	.92	.95	.94	.87	1.00	1.05	1.14	1.22	1.42	1.31	1.42	1.48	1.54	1.60	1.79	1.70
Legally required benefits .....	1.69	1.79	1.93	1.98	2.07	2.18	2.30	2.44	2.59	2.51	2.47	2.42	2.40	2.45	2.47	2.51
Other benefits <sup>1</sup> .....	.06	.07	.08	.08	.07	.06	.10	.20	.14	.10	.08	.10	.10	.10	.13	.09
	Percent of total compensation by year															
	1986	1987	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
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	100.0	100.0
Wages and salaries .....	66.4	66.1	64.7	64.8	64.5	64.0	62.8	61.8	61.3	62.5	62.9	63.0	63.4	63.7	63.2	64.3
Total benefits .....	33.6	33.9	35.3	35.2	35.5	36.0	37.2	38.2	38.7	37.5	37.1	37.0	36.7	36.3	36.7	35.7
Paid leave .....	7.2	6.9	7.1	7.0	6.9	6.9	6.9	6.9	6.7	6.4	6.4	6.3	6.4	6.4	6.3	6.5
Supplemental pay .....	3.8	3.8	4.2	4.4	4.2	4.1	4.1	4.0	3.8	3.9	4.2	4.4	4.6	4.4	4.8	4.3
Insurance .....	7.6	7.7	8.4	8.8	8.7	9.4	10.1	10.7	11.0	10.2	9.8	9.8	9.5	9.4	9.6	9.5
Retirement and savings .....	5.2	5.2	5.0	4.5	5.0	5.0	5.2	5.3	5.9	5.7	6.0	6.2	6.2	6.2	6.5	6.1
Legally required benefits .....	9.5	9.8	10.2	10.2	10.3	10.3	10.5	10.5	10.7	10.9	10.4	10.0	9.7	9.5	9.0	8.9
Other benefits <sup>1</sup> .....	.4	.4	.4	.4	.3	.3	.5	.9	.6	.4	.3	.4	.4	.4	.5	.3

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

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

**Table 16. Private industry, union workers, for blue-collar workers and by major industry group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 1986-2001 -- Continued**

Goods-producing industries<sup>1</sup>

Compensation component	Cost per hour worked by year															
	1986	1987	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation .....	\$17.92	\$18.44	\$19.31	\$19.78	\$20.61	\$21.85	\$23.01	\$24.21	\$25.19	\$23.67	\$23.91	\$24.65	\$25.37	\$26.33	\$28.61	\$29.65
Wages and salaries .....	11.78	12.18	12.42	12.72	13.20	13.85	14.23	14.70	15.22	14.57	14.85	15.44	16.01	16.74	18.01	18.80
Total benefits .....	6.15	6.26	6.89	7.06	7.41	7.99	8.78	9.51	9.98	9.10	9.06	9.21	9.36	9.59	10.61	10.85
Paid leave .....	1.20	1.20	1.29	1.33	1.36	1.46	1.55	1.62	1.62	1.46	1.47	1.50	1.58	1.62	1.75	1.83
Supplemental pay .....	.76	.78	.89	.95	.97	1.00	1.04	1.06	1.01	1.02	1.13	1.15	1.22	1.19	1.48	1.68
Insurance .....	1.43	1.46	1.69	1.85	1.85	2.12	2.42	2.70	2.90	2.52	2.44	2.46	2.46	2.57	2.83	2.84
Retirement and savings .....	.97	.95	.96	.89	1.06	1.14	1.27	1.37	1.60	1.44	1.40	1.48	1.50	1.56	1.78	1.74
Legally required benefits .....	1.70	1.79	1.95	1.94	2.08	2.19	2.36	2.47	2.64	2.52	2.50	2.49	2.46	2.51	2.59	2.65
Other benefits <sup>2</sup> .....	.09	.09	.10	.11	.09	.08	.14	.28	.20	.14	.11	.13	.13	.13	.18	.12
	Percent of total compensation by year															
	1986	1987	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
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	100.0	100.0
Wages and salaries .....	65.7	66.0	64.3	64.3	64.0	63.4	61.8	60.7	60.4	61.6	62.1	62.6	63.1	63.6	63.0	63.4
Total benefits .....	34.3	34.0	35.7	35.7	36.0	36.6	38.2	39.3	39.6	38.4	37.9	37.4	36.9	36.4	37.1	36.6
Paid leave .....	6.7	6.5	6.7	6.7	6.6	6.7	6.7	6.7	6.4	6.2	6.2	6.1	6.2	6.2	6.1	6.2
Supplemental pay .....	4.3	4.2	4.6	4.8	4.7	4.6	4.5	4.4	4.0	4.3	4.7	4.7	4.8	4.5	5.2	5.7
Insurance .....	8.0	7.9	8.8	9.3	9.0	9.7	10.5	11.2	11.5	10.6	10.2	10.0	9.7	9.8	9.9	9.6
Retirement and savings .....	5.4	5.2	5.0	4.5	5.1	5.2	5.5	5.7	6.3	6.1	5.9	6.0	5.9	5.9	6.2	5.9
Legally required benefits .....	9.5	9.7	10.1	9.8	10.1	10.0	10.3	10.2	10.5	10.6	10.5	10.1	9.7	9.5	9.1	8.9
Other benefits <sup>2</sup> .....	.5	.5	.5	.6	.4	.4	.6	1.2	.8	.6	.5	.5	.5	.5	.6	.4

<sup>1</sup> Includes mining, construction, and manufacturing.

<sup>2</sup> Includes severance pay and supplemental unemployment benefits.

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

**Table 16. Private industry, union workers, for blue-collar workers and by major industry group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 1986<sup>1</sup>-2001 -- Continued**

Service-producing industries<sup>2</sup>

Compensation component	Cost per hour worked by year															
	1986	1987	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation .....	-	-	\$17.03	\$16.70	\$17.39	\$18.23	\$19.57	\$20.02	\$21.50	\$21.23	\$22.75	\$22.28	\$21.94	\$23.37	\$23.70	\$26.38
Wages and salaries .....	-	-	11.66	11.49	11.93	12.41	13.16	13.42	14.34	14.27	15.00	14.83	14.78	15.75	15.96	18.02
Total benefits .....	-	-	5.37	5.21	5.46	5.83	6.42	6.60	7.17	6.96	7.76	7.45	7.16	7.62	7.74	8.37
Paid leave .....	-	-	1.40	1.32	1.35	1.41	1.56	1.54	1.68	1.63	1.77	1.61	1.56	1.70	1.75	1.98
Supplemental pay .....	-	-	.39	.42	.43	.45	.48	.47	.51	.47	.57	.67	.69	.72	.71	.68
Insurance .....	-	-	1.22	1.20	1.34	1.54	1.77	1.89	2.06	1.99	2.05	1.92	1.86	1.89	2.01	2.21
Retirement and savings .....	-	-	.77	.64	.68	.68	.76	.77	.90	.87	1.25	1.17	1.09	1.21	1.25	1.36
Legally required benefits .....	-	-	1.57	1.61	1.64	1.74	1.81	1.89	1.99	1.98	2.08	2.06	1.93	2.04	1.98	2.10
Other benefits <sup>4</sup> .....	-	-	.02	.02	( <sup>3</sup> )	.02	.02	.03	.03	.02	.03	.03	.03	.05	.03	.03
	Percent of total compensation by year															
	1986	1987	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
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 .....	-	-	68.5	68.8	68.6	68.0	67.2	67.0	66.7	67.2	65.9	66.5	67.4	67.4	67.3	68.3
Total benefits .....	-	-	31.5	31.2	31.4	32.0	32.8	33.0	33.3	32.8	34.1	33.5	32.6	32.6	32.7	31.7
Paid leave .....	-	-	8.2	7.9	7.8	7.7	8.0	7.7	7.8	7.7	7.8	7.2	7.1	7.3	7.4	7.5
Supplemental pay .....	-	-	2.3	2.5	2.5	2.5	2.5	2.4	2.3	2.2	2.5	3.0	3.1	3.1	3.0	2.6
Insurance .....	-	-	7.1	7.2	7.7	8.4	9.1	9.4	9.6	9.4	9.0	8.6	8.5	8.1	8.5	8.4
Retirement and savings .....	-	-	4.5	3.8	3.9	3.7	3.9	3.8	4.2	4.1	5.5	5.3	5.0	5.2	5.3	5.2
Legally required benefits .....	-	-	9.2	9.6	9.5	9.5	9.3	9.4	9.2	9.3	9.1	9.2	8.8	8.7	8.4	8.0
Other benefits <sup>4</sup> .....	-	-	.1	.1	( <sup>5</sup> )	.1	.1	.2	.1	.1	.1	.1	.1	.2	.1	.1

<sup>1</sup> This series began in 1988.

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

<sup>3</sup> Cost per hour worked is \$0.01 or less.

<sup>4</sup> Includes severance pay and supplemental unemployment benefits.

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

- Data not available.

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

**Table 16. Private industry, union workers, for blue-collar workers and by major industry group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 1986-2001 -- Continued**

Manufacturing industries

Compensation component	Cost per hour worked by year															
	1986	1987	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation .....	\$16.64	\$16.99	\$17.91	\$18.54	\$19.07	\$20.26	\$21.62	\$22.84	\$23.68	\$21.40	\$21.22	\$21.87	\$22.75	\$23.21	\$25.72	\$26.69
Wages and salaries .....	10.80	11.09	11.46	11.79	12.03	12.66	13.20	13.66	14.10	13.00	13.08	13.54	14.20	14.60	15.93	17.11
Total benefits .....	5.84	5.91	6.45	6.75	7.04	7.60	8.42	9.18	9.58	8.41	8.14	8.33	8.55	8.61	9.79	9.58
Paid leave .....	1.34	1.35	1.38	1.42	1.49	1.59	1.68	1.77	1.80	1.63	1.62	1.64	1.74	1.78	1.95	2.10
Supplemental pay .....	.79	.81	.91	1.01	1.03	1.06	1.11	1.14	1.10	1.11	1.24	1.26	1.33	1.29	1.69	1.61
Insurance .....	1.39	1.41	1.67	1.85	1.83	2.09	2.41	2.70	2.88	2.36	2.22	2.20	2.22	2.30	2.57	2.50
Retirement and savings .....	.73	.67	.66	.63	.77	.85	1.01	1.08	1.33	1.09	.92	1.00	1.00	.96	1.14	.97
Legally required benefits .....	1.48	1.56	1.71	1.72	1.82	1.93	2.04	2.13	2.25	2.05	2.01	2.08	2.10	2.12	2.23	2.25
Other benefits <sup>1</sup> .....	.10	.10	.11	.12	.10	.09	.16	.35	.22	.18	.14	.16	.16	.17	.22	.15
	Percent of total compensation by year															
	1986	1987	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
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	100.0	100.0
Wages and salaries .....	64.9	65.2	64.0	63.6	63.1	62.5	61.0	59.8	59.5	60.7	61.6	61.9	62.4	62.9	61.9	64.1
Total benefits .....	35.1	34.8	36.0	36.4	36.9	37.5	39.0	40.2	40.5	39.3	38.4	38.1	37.6	37.1	38.1	35.9
Paid leave .....	8.1	8.0	7.7	7.7	7.8	7.8	7.8	7.8	7.6	7.6	7.6	7.5	7.6	7.7	7.6	7.9
Supplemental pay .....	4.8	4.8	5.1	5.4	5.4	5.2	5.1	5.0	4.6	5.2	5.8	5.8	5.8	5.6	6.6	6.0
Insurance .....	8.4	8.3	9.3	10.0	9.6	10.3	11.2	11.8	12.2	11.0	10.4	10.0	9.8	9.9	10.0	9.4
Retirement and savings .....	4.4	3.9	3.7	3.4	4.1	4.2	4.7	4.7	5.6	5.1	4.3	4.6	4.4	4.1	4.4	3.6
Legally required benefits .....	8.9	9.2	9.6	9.3	9.6	9.5	9.5	9.3	9.5	9.6	9.5	9.5	9.2	9.1	8.7	8.4
Other benefits <sup>1</sup> .....	.6	.6	.6	.6	.5	.4	.8	1.5	.9	.8	.7	.7	.7	.7	.9	.6

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

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



**Table 16. Private industry, union workers, for blue-collar workers and by major industry group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 1986-2001 -- Continued**

Blue-collar occupations in manufacturing industries

Compensation component	Cost per hour worked by year															
	1986	1987	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation .....	\$16.56	\$16.94	\$17.87	\$18.52	\$19.05	\$20.29	\$21.67	\$22.94	\$23.77	\$21.28	\$21.12	\$21.63	\$22.62	\$23.06	\$25.51	\$26.45
Wages and salaries .....	10.75	11.04	11.42	11.77	11.97	12.62	13.17	13.64	14.05	12.75	12.93	13.31	13.98	14.38	15.67	16.90
Total benefits .....	5.82	5.89	6.45	6.75	7.07	7.67	8.50	9.30	9.72	8.53	8.18	8.33	8.64	8.68	9.84	9.55
Paid leave .....	1.33	1.34	1.36	1.41	1.47	1.58	1.67	1.77	1.80	1.58	1.57	1.59	1.69	1.72	1.90	2.06
Supplemental pay .....	.81	.83	.93	1.02	1.04	1.08	1.14	1.18	1.13	1.17	1.28	1.29	1.40	1.36	1.75	1.63
Insurance .....	1.39	1.41	1.67	1.85	1.85	2.12	2.44	2.74	2.93	2.40	2.23	2.20	2.22	2.30	2.58	2.48
Retirement and savings .....	.70	.65	.64	.63	.77	.85	1.01	1.08	1.35	1.11	.94	1.01	1.04	1.00	1.16	.97
Legally required benefits .....	1.49	1.57	1.72	1.73	1.84	1.95	2.07	2.16	2.28	2.08	2.03	2.07	2.12	2.13	2.23	2.26
Other benefits <sup>1</sup> .....	.10	.10	.11	.12	.10	.09	.17	.37	.23	.19	.14	.16	.17	.17	.22	.15
	Percent of total compensation by year															
	1986	1987	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
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	100.0	100.0
Wages and salaries .....	64.9	65.2	63.9	63.5	62.9	62.2	60.8	59.5	59.1	59.9	61.2	61.5	61.8	62.4	61.4	63.9
Total benefits .....	35.1	34.8	36.1	36.5	37.1	37.8	39.2	40.5	40.9	40.1	38.8	38.5	38.2	37.6	38.6	36.1
Paid leave .....	8.0	7.9	7.6	7.6	7.7	7.8	7.7	7.7	7.6	7.4	7.4	7.4	7.5	7.5	7.4	7.8
Supplemental pay .....	4.9	4.9	5.2	5.5	5.4	5.3	5.3	5.1	4.8	5.5	6.1	5.9	6.2	5.9	6.9	6.2
Insurance .....	8.4	8.3	9.4	10.0	9.7	10.4	11.2	11.9	12.3	11.3	10.5	10.2	9.8	10.0	10.1	9.4
Retirement and savings .....	4.3	3.8	3.6	3.4	4.0	4.2	4.6	4.7	5.7	5.2	4.4	4.7	4.6	4.3	4.5	3.7
Legally required benefits .....	9.0	9.3	9.6	9.3	9.7	9.6	9.6	9.4	9.6	9.8	9.6	9.6	9.4	9.2	8.7	8.5
Other benefits <sup>1</sup> .....	.6	.6	.6	.6	.5	.4	.8	1.6	1.0	.9	.7	.8	.8	.7	.9	.6

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

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

**Table 16. Private industry, union workers, for blue-collar workers and by major industry group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 1986<sup>1</sup>-2001 -- Continued**

Nonmanufacturing industries<sup>2</sup>

Compensation component	Cost per hour worked by year															
	1986	1987	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation .....	-	-	\$18.34	\$18.02	\$18.62	\$19.51	\$20.80	\$21.32	\$23.01	\$22.98	\$24.48	\$24.48	\$24.10	\$25.61	\$25.96	\$28.31
Wages and salaries .....	-	-	12.44	12.33	12.71	13.20	13.87	14.15	15.15	15.23	15.97	16.13	16.09	17.12	17.34	18.93
Total benefits .....	-	-	5.90	5.70	5.92	6.30	6.93	7.17	7.86	7.75	8.51	8.35	8.01	8.49	8.62	9.39
Paid leave .....	-	-	1.33	1.26	1.28	1.35	1.49	1.47	1.57	1.51	1.63	1.51	1.47	1.59	1.65	1.83
Supplemental pay .....	-	-	.44	.46	.47	.49	.52	.51	.54	.52	.62	.69	.71	.74	.73	.89
Insurance .....	-	-	1.30	1.29	1.42	1.62	1.87	2.00	2.21	2.17	2.25	2.19	2.10	2.16	2.28	2.47
Retirement and savings .....	-	-	1.01	.85	.88	.88	.98	1.01	1.18	1.18	1.55	1.53	1.46	1.61	1.66	1.78
Legally required benefits .....	-	-	1.79	1.82	1.84	1.93	2.06	2.15	2.33	2.35	2.43	2.40	2.23	2.34	2.26	2.38
Other benefits <sup>3</sup> .....	-	-	.03	.03	.02	.02	.02	.03	.04	.02	.03	.03	.03	.04	.03	.03
	Percent of total compensation by year															
	1986	1987	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
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 .....	-	-	67.8	68.4	68.2	67.7	66.7	66.4	65.8	66.3	65.2	65.9	66.8	66.8	66.8	66.9
Total benefits .....	-	-	32.2	31.6	31.8	32.3	33.3	33.6	34.2	33.7	34.8	34.1	33.2	33.2	33.2	33.2
Paid leave .....	-	-	7.2	7.0	6.9	6.9	7.1	6.9	6.8	6.6	6.7	6.2	6.1	6.2	6.4	6.5
Supplemental pay .....	-	-	2.4	2.5	2.5	2.5	2.5	2.4	2.3	2.3	2.5	2.8	2.9	2.9	2.8	3.1
Insurance .....	-	-	7.1	7.1	7.6	8.3	9.0	9.4	9.6	9.5	9.2	8.9	8.7	8.4	8.8	8.7
Retirement and savings .....	-	-	5.5	4.7	4.7	4.5	4.7	4.7	5.1	5.1	6.3	6.3	6.1	6.3	6.4	6.3
Legally required benefits .....	-	-	9.8	10.1	9.9	9.9	9.9	10.1	10.1	10.2	9.9	9.8	9.3	9.1	8.7	8.4
Other benefits <sup>3</sup> .....	-	-	.2	.1	.1	.1	.1	.2	.2	.1	.1	.1	.1	.2	.1	.1

<sup>1</sup> This series began in 1988.

<sup>2</sup> Includes all industries except manufacturing.

<sup>3</sup> Includes severance pay and supplemental unemployment benefits.

- Data not available.

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

**Table 17. Private industry, nonunion workers, for blue-collar workers and by major industry group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 1986-2001**

Blue-collar occupations

Compensation component	Cost per hour worked by year															
	1986	1987	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation .....	\$10.32	\$10.60	\$11.13	\$11.70	\$12.12	\$12.40	\$13.01	\$13.35	\$13.74	\$14.14	\$14.47	\$14.75	\$15.13	\$15.39	\$16.08	\$16.93
Wages and salaries .....	7.60	7.80	8.16	8.51	8.75	8.93	9.30	9.49	9.76	10.01	10.33	10.60	10.96	11.20	11.67	12.21
Total benefits .....	2.71	2.81	2.97	3.19	3.37	3.48	3.71	3.85	3.98	4.13	4.14	4.14	4.17	4.18	4.42	4.72
Paid leave .....	.53	.55	.58	.62	.63	.65	.67	.68	.68	.72	.74	.73	.75	.76	.79	.87
Supplemental pay .....	.34	.34	.35	.37	.39	.38	.40	.40	.43	.48	.48	.51	.54	.54	.60	.64
Insurance .....	.54	.54	.58	.66	.70	.76	.86	.90	.92	.94	.95	.91	.91	.92	1.01	1.12
Retirement and savings .....	.22	.24	.23	.23	.24	.23	.24	.26	.28	.31	.31	.32	.31	.32	.35	.37
Legally required benefits .....	1.08	1.12	1.24	1.30	1.41	1.45	1.53	1.61	1.65	1.66	1.64	1.66	1.64	1.63	1.66	1.72
Other benefits <sup>2</sup> .....	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	.02	.02	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )
	Percent of total compensation by year															
	1986	1987	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
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	100.0	100.0
Wages and salaries .....	73.7	73.5	73.3	72.7	72.2	72.0	71.5	71.1	71.0	70.8	71.4	71.9	72.4	72.8	72.6	72.1
Total benefits .....	26.3	26.5	26.7	27.3	27.8	28.0	28.5	28.9	29.0	29.2	28.6	28.1	27.6	27.2	27.5	27.9
Paid leave .....	5.1	5.2	5.2	5.3	5.2	5.2	5.2	5.1	5.0	5.1	5.1	5.0	5.0	4.9	4.9	5.1
Supplemental pay .....	3.3	3.2	3.1	3.1	3.2	3.1	3.1	3.0	3.1	3.4	3.3	3.5	3.6	3.5	3.7	3.8
Insurance .....	5.3	5.1	5.2	5.6	5.8	6.2	6.6	6.7	6.7	6.6	6.5	6.2	6.0	6.0	6.3	6.6
Retirement and savings .....	2.2	2.3	2.0	2.0	1.9	1.9	1.9	1.9	2.0	2.2	2.1	2.1	2.0	2.1	2.2	2.2
Legally required benefits .....	10.4	10.5	11.1	11.1	11.7	11.7	11.7	12.0	12.0	11.7	11.3	11.3	10.8	10.6	10.3	10.2
Other benefits <sup>2</sup> .....	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	.1	.1	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )

<sup>1</sup> Cost per hour worked is \$0.01 or less.

<sup>2</sup> Includes severance pay and supplemental unemployment benefits.

<sup>3</sup> Less than .05 percent.

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

**Table 17. Private industry, nonunion workers, for blue-collar workers and by major industry group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 1986-2001 -- Continued**

Goods-producing industries<sup>1</sup>

Compensation component	Cost per hour worked by year															
	1986	1987	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation .....	\$14.56	\$14.73	\$15.23	\$16.12	\$16.52	\$17.30	\$18.08	\$18.75	\$19.20	\$19.72	\$20.35	\$20.91	\$21.27	\$21.75	\$22.15	\$23.10
Wages and salaries .....	10.53	10.66	11.01	11.56	11.78	12.29	12.79	13.12	13.36	13.75	14.21	14.74	15.14	15.56	15.77	16.38
Total benefits .....	4.03	4.07	4.22	4.57	4.73	5.00	5.29	5.63	5.84	5.96	6.14	6.17	6.13	6.20	6.38	6.72
Paid leave .....	1.04	1.04	1.07	1.14	1.14	1.20	1.26	1.29	1.29	1.34	1.41	1.43	1.43	1.46	1.45	1.55
Supplemental pay .....	.39	.42	.41	.45	.49	.50	.50	.53	.59	.69	.76	.71	.73	.73	.89	.91
Insurance .....	.81	.82	.88	1.04	1.06	1.16	1.30	1.39	1.45	1.36	1.40	1.36	1.35	1.37	1.48	1.60
Retirement and savings .....	.54	.51	.46	.44	.46	.49	.50	.55	.56	.60	.59	.64	.61	.61	.57	.61
Legally required benefits .....	1.24	1.27	1.39	1.47	1.58	1.64	1.72	1.81	1.87	1.92	1.93	1.99	1.97	1.98	1.95	2.01
Other benefits <sup>3</sup> .....	( <sup>2</sup> )	( <sup>2</sup> )	.02	.02	( <sup>2</sup> )	.02	.02	.06	.08	.05	.05	.04	.04	.04	.04	.04
	Percent of total compensation by year															
	1986	1987	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
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	100.0	100.0
Wages and salaries .....	72.3	72.4	72.3	71.7	71.3	71.1	70.7	70.0	69.6	69.8	69.8	70.5	71.2	71.5	71.2	70.9
Total benefits .....	27.7	27.6	27.7	28.3	28.7	28.9	29.3	30.0	30.4	30.2	30.2	29.5	28.8	28.5	28.8	29.1
Paid leave .....	7.1	7.0	7.0	7.1	6.9	7.0	6.9	6.9	6.7	6.8	6.9	6.9	6.7	6.7	6.5	6.7
Supplemental pay .....	2.7	2.8	2.7	2.8	3.0	2.9	2.7	2.8	3.1	3.5	3.7	3.4	3.4	3.4	4.0	3.9
Insurance .....	5.6	5.6	5.8	6.4	6.4	6.7	7.2	7.4	7.6	6.9	6.9	6.5	6.3	6.3	6.7	6.9
Retirement and savings .....	3.7	3.4	3.0	2.8	2.8	2.8	2.8	2.9	2.9	3.0	2.9	3.0	2.9	2.8	2.6	2.6
Legally required benefits .....	8.5	8.6	9.1	9.1	9.6	9.5	9.5	9.6	9.7	9.8	9.5	9.5	9.3	9.1	8.8	8.7
Other benefits <sup>3</sup> .....	( <sup>4</sup> )	( <sup>4</sup> )	.1	.1	( <sup>4</sup> )	.1	.1	.3	.4	.3	.3	.2	.2	.2	.2	.2

<sup>1</sup> Includes mining, construction, and manufacturing.

<sup>2</sup> Cost per hour worked is \$0.01 or less.

<sup>3</sup> Includes severance pay and supplemental unemployment benefits.

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

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

**Table 17. Private industry, nonunion workers, for blue-collar workers and by major industry group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 1986<sup>1</sup>-2001 -- Continued**

Service-producing industries<sup>2</sup>

Compensation component	Cost per hour worked by year															
	1986	1987	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation .....	-	-	\$12.13	\$12.65	\$13.47	\$13.74	\$14.38	\$14.92	\$15.19	\$15.32	\$15.63	\$16.25	\$16.89	\$17.29	\$18.27	\$19.18
Wages and salaries .....	-	-	9.15	9.55	10.10	10.32	10.74	11.07	11.25	11.40	11.71	12.23	12.71	13.03	13.77	14.40
Total benefits .....	-	-	2.98	3.10	3.36	3.42	3.64	3.85	3.94	3.92	3.93	4.02	4.18	4.27	4.50	4.78
Paid leave .....	-	-	.84	.87	.90	.91	.94	.94	.94	.93	.94	.99	1.02	1.05	1.15	1.25
Supplemental pay .....	-	-	.22	.21	.25	.23	.27	.32	.34	.36	.36	.39	.45	.44	.45	.46
Insurance .....	-	-	.56	.62	.71	.77	.83	.89	.91	.88	.86	.83	.85	.88	.93	1.02
Retirement and savings .....	-	-	.33	.32	.35	.32	.32	.34	.35	.37	.39	.39	.41	.42	.45	.48
Legally required benefits .....	-	-	1.02	1.07	1.15	1.19	1.26	1.34	1.38	1.37	1.37	1.41	1.44	1.46	1.50	1.56
Other benefits <sup>4</sup> .....	-	-	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )
	Percent of total compensation by year															
	1986	1987	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
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 .....	-	-	75.4	75.5	75.0	75.1	74.7	74.2	74.1	74.4	74.9	75.3	75.3	75.4	75.4	75.1
Total benefits .....	-	-	24.6	24.5	25.0	24.9	25.3	25.8	25.9	25.6	25.1	24.7	24.7	24.7	24.6	24.9
Paid leave .....	-	-	6.9	6.9	6.7	6.6	6.5	6.3	6.2	6.1	6.0	6.1	6.0	6.1	6.3	6.5
Supplemental pay .....	-	-	1.8	1.6	1.9	1.7	1.9	2.2	2.2	2.3	2.3	2.4	2.7	2.5	2.5	2.4
Insurance .....	-	-	4.6	4.9	5.3	5.6	5.8	6.0	6.0	5.7	5.5	5.1	5.0	5.1	5.1	5.3
Retirement and savings .....	-	-	2.7	2.6	2.6	2.3	2.3	2.3	2.3	2.4	2.5	2.4	2.4	2.4	2.5	2.5
Legally required benefits .....	-	-	8.4	8.5	8.5	8.7	8.8	9.0	9.1	9.0	8.8	8.7	8.5	8.4	8.2	8.1
Other benefits <sup>4</sup> .....	-	-	( <sup>5</sup> )	( <sup>5</sup> )	( <sup>5</sup> )	( <sup>5</sup> )	( <sup>5</sup> )	( <sup>5</sup> )	.1	( <sup>5</sup> )	( <sup>5</sup> )	( <sup>5</sup> )	( <sup>5</sup> )	( <sup>5</sup> )	( <sup>5</sup> )	( <sup>5</sup> )

<sup>1</sup> This series began in 1988.

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

<sup>3</sup> Cost per hour worked is \$0.01 or less.

<sup>4</sup> Includes severance pay and supplemental unemployment benefits.

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

- Data not available.

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

**Table 17. Private industry, nonunion workers, for blue-collar workers and by major industry group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 1986-2001 -- Continued**

Manufacturing industries

Compensation component	Cost per hour worked by year															
	1986	1987	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation .....	\$14.69	\$14.83	\$15.52	\$16.52	\$16.72	\$17.47	\$18.31	\$19.07	\$19.59	\$20.14	\$20.91	\$21.82	\$22.13	\$22.62	\$22.74	\$23.70
Wages and salaries .....	10.51	10.63	11.06	11.67	11.80	12.31	12.84	13.23	13.54	13.97	14.49	15.22	15.56	16.01	16.04	16.54
Total benefits .....	4.17	4.20	4.46	4.85	4.92	5.16	5.47	5.84	6.06	6.17	6.42	6.61	6.57	6.61	6.70	7.15
Paid leave .....	1.15	1.15	1.19	1.28	1.25	1.31	1.39	1.43	1.45	1.51	1.59	1.66	1.66	1.71	1.69	1.79
Supplemental pay .....	.37	.39	.42	.48	.52	.52	.51	.55	.57	.69	.77	.75	.77	.75	.85	.96
Insurance .....	.89	.90	.99	1.19	1.20	1.30	1.44	1.55	1.61	1.49	1.55	1.54	1.53	1.55	1.65	1.78
Retirement and savings .....	.56	.54	.52	.50	.49	.51	.52	.58	.61	.64	.64	.71	.69	.68	.64	.69
Legally required benefits .....	1.19	1.20	1.30	1.37	1.44	1.50	1.58	1.66	1.73	1.79	1.81	1.89	1.87	1.86	1.83	1.88
Other benefits <sup>2</sup> .....	( <sup>1</sup> )	( <sup>1</sup> )	.02	.03	.02	.02	.02	.07	.09	.06	.06	.05	.05	.05	.05	.05
	Percent of total compensation by year															
	1986	1987	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
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	100.0	100.0
Wages and salaries .....	71.6	71.7	71.3	70.7	70.6	70.4	70.1	69.4	69.1	69.4	69.3	69.7	70.3	70.8	70.5	69.8
Total benefits .....	28.4	28.3	28.7	29.3	29.4	29.6	29.9	30.6	30.9	30.6	30.7	30.3	29.7	29.2	29.5	30.2
Paid leave .....	7.8	7.8	7.7	7.8	7.5	7.5	7.6	7.5	7.4	7.5	7.6	7.6	7.5	7.6	7.4	7.6
Supplemental pay .....	2.5	2.6	2.7	2.9	3.1	3.0	2.8	2.9	2.9	3.4	3.7	3.4	3.5	3.3	3.7	4.1
Insurance .....	6.1	6.1	6.4	7.2	7.2	7.4	7.9	8.1	8.2	7.4	7.4	7.0	6.9	6.9	7.3	7.5
Retirement and savings .....	3.8	3.7	3.4	3.0	2.9	2.9	2.9	3.1	3.1	3.2	3.1	3.3	3.1	3.0	2.8	2.9
Legally required benefits .....	8.1	8.1	8.4	8.3	8.6	8.6	8.6	8.7	8.8	8.9	8.6	8.7	8.5	8.2	8.0	7.9
Other benefits <sup>2</sup> .....	( <sup>3</sup> )	( <sup>3</sup> )	.2	.2	.1	.1	.1	.4	.4	.3	.3	.2	.2	.2	.2	.2

<sup>1</sup> Cost per hour worked is \$0.01 or less.

<sup>2</sup> Includes severance pay and supplemental unemployment benefits.

<sup>3</sup> Less than .05 percent.

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

**Table 17. Private industry, nonunion workers, for blue-collar workers and by major industry group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 1986-2001 -- Continued**

Blue-collar occupations in manufacturing industries

Compensation component	Cost per hour worked by year															
	1986	1987	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation .....	\$10.77	\$11.01	\$11.54	\$12.40	\$12.63	\$13.24	\$13.86	\$14.36	\$14.87	\$15.39	\$15.85	\$16.55	\$16.73	\$16.99	\$17.21	\$17.96
Wages and salaries .....	7.66	7.84	8.16	8.65	8.77	9.17	9.54	9.84	10.13	10.44	10.73	11.27	11.54	11.82	11.88	12.23
Total benefits .....	3.11	3.17	3.38	3.75	3.86	4.07	4.31	4.51	4.73	4.96	5.11	5.28	5.19	5.16	5.33	5.73
Paid leave .....	.67	.69	.71	.76	.76	.80	.85	.87	.89	.97	1.02	1.05	1.04	1.06	1.05	1.15
Supplemental pay .....	.42	.43	.46	.54	.54	.54	.55	.56	.60	.65	.70	.74	.76	.74	.83	.93
Insurance .....	.69	.70	.77	.93	.94	1.03	1.14	1.20	1.25	1.28	1.35	1.33	1.30	1.30	1.42	1.51
Retirement and savings .....	.29	.29	.29	.30	.30	.33	.34	.37	.41	.43	.43	.46	.43	.43	.43	.49
Legally required benefits .....	1.04	1.05	1.14	1.21	1.31	1.37	1.43	1.50	1.57	1.60	1.58	1.67	1.62	1.62	1.58	1.64
Other benefits <sup>2</sup> .....	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	.03	.04	.03	.03	.02	.02	.02
	Percent of total compensation by year															
	1986	1987	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
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	100.0	100.0
Wages and salaries .....	71.1	71.2	70.7	69.8	69.4	69.2	68.9	68.6	68.2	67.8	67.7	68.1	69.0	69.6	69.0	68.1
Total benefits .....	28.9	28.8	29.3	30.2	30.6	30.8	31.1	31.4	31.8	32.2	32.3	31.9	31.0	30.4	31.0	31.9
Paid leave .....	6.2	6.3	6.2	6.1	6.0	6.1	6.1	6.0	6.0	6.3	6.4	6.3	6.2	6.2	6.1	6.4
Supplemental pay .....	3.9	3.9	4.0	4.3	4.3	4.1	3.9	3.9	4.0	4.2	4.4	4.4	4.5	4.4	4.8	5.2
Insurance .....	6.4	6.4	6.7	7.5	7.5	7.8	8.2	8.3	8.4	8.3	8.5	8.1	7.8	7.7	8.3	8.4
Retirement and savings .....	2.7	2.6	2.5	2.4	2.4	2.5	2.5	2.6	2.8	2.8	2.7	2.8	2.6	2.5	2.5	2.7
Legally required benefits .....	9.7	9.6	9.9	9.7	10.4	10.3	10.3	10.5	10.6	10.4	10.0	10.1	9.7	9.5	9.2	9.1
Other benefits <sup>2</sup> .....	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	.2	.2	.2	.2	.1	.1	.1

<sup>1</sup> Cost per hour worked is \$0.01 or less.

<sup>2</sup> Includes severance pay and supplemental unemployment benefits.

<sup>3</sup> Less than .05 percent.

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

**Table 17. Private industry, nonunion workers, for blue-collar workers and by major industry group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 1986<sup>1</sup>-2001 -- Continued**

Nonmanufacturing industries<sup>2</sup>

Compensation component	Cost per hour worked by year															
	1986	1987	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation .....	-	-	\$12.29	\$12.80	\$13.64	\$13.92	\$14.55	\$15.07	\$15.34	\$15.48	\$15.79	\$16.35	\$17.00	\$17.42	\$18.43	\$19.35
Wages and salaries .....	-	-	9.28	9.66	10.22	10.44	10.85	11.17	11.33	11.49	11.79	12.29	12.78	13.11	13.86	14.51
Total benefits .....	-	-	3.02	3.14	3.42	3.49	3.70	3.90	4.00	3.99	4.00	4.07	4.22	4.32	4.57	4.84
Paid leave .....	-	-	.82	.86	.89	.90	.93	.93	.93	.92	.93	.97	1.00	1.03	1.13	1.23
Supplemental pay .....	-	-	.23	.22	.26	.24	.28	.33	.36	.38	.38	.41	.46	.45	.49	.49
Insurance .....	-	-	.56	.61	.70	.76	.83	.89	.91	.88	.86	.83	.85	.88	.94	1.02
Retirement and savings .....	-	-	.33	.32	.35	.32	.33	.34	.36	.37	.39	.39	.40	.42	.44	.48
Legally required benefits .....	-	-	1.07	1.12	1.21	1.25	1.32	1.39	1.43	1.43	1.43	1.46	1.49	1.51	1.55	1.61
Other benefits <sup>4</sup> .....	-	-	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	.02	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )
	Percent of total compensation by year															
	1986	1987	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
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 .....	-	-	75.5	75.5	74.9	75.0	74.6	74.1	73.9	74.2	74.7	75.1	75.2	75.3	75.2	75.0
Total benefits .....	-	-	24.5	24.5	25.1	25.0	25.4	25.9	26.1	25.8	25.3	24.9	24.8	24.8	24.8	25.0
Paid leave .....	-	-	6.7	6.7	6.6	6.5	6.4	6.2	6.1	6.0	5.9	5.9	5.9	5.9	6.1	6.4
Supplemental pay .....	-	-	1.8	1.7	1.9	1.7	2.0	2.2	2.3	2.4	2.4	2.5	2.7	2.6	2.7	2.5
Insurance .....	-	-	4.5	4.8	5.1	5.5	5.7	5.9	5.9	5.7	5.4	5.1	5.0	5.1	5.1	5.3
Retirement and savings .....	-	-	2.7	2.5	2.5	2.3	2.3	2.3	2.3	2.4	2.5	2.4	2.4	2.4	2.4	2.5
Legally required benefits .....	-	-	8.7	8.8	8.9	9.0	9.1	9.2	9.3	9.2	9.0	8.9	8.8	8.7	8.4	8.3
Other benefits <sup>4</sup> .....	-	-	( <sup>5</sup> )	( <sup>5</sup> )	( <sup>5</sup> )	( <sup>5</sup> )	( <sup>5</sup> )	( <sup>5</sup> )	.1	( <sup>5</sup> )	( <sup>5</sup> )	( <sup>5</sup> )	( <sup>5</sup> )	( <sup>5</sup> )	( <sup>5</sup> )	( <sup>5</sup> )

<sup>1</sup> This series began in 1988.

<sup>2</sup> Includes all industries except manufacturing.

<sup>3</sup> Cost per hour worked is \$0.01 or less.

<sup>4</sup> Includes severance pay and supplemental unemployment benefits.

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

- Data not available.

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



**Table 18. Private industry workers, by broad occupational group and establishment size: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 1990-2001**

White-collar occupations in establishments with 1-99 workers

Compensation component	Cost per hour worked by year											
	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation .....	\$15.52	\$15.93	\$16.58	\$17.46	\$17.68	\$17.66	\$18.09	\$18.29	\$19.18	\$19.58	\$20.86	\$21.72
Wages and salaries .....	11.73	12.08	12.48	13.03	13.17	13.24	13.64	13.88	14.57	14.87	15.83	16.39
Total benefits .....	3.79	3.86	4.11	4.43	4.51	4.42	4.45	4.41	4.61	4.71	5.03	5.33
Paid leave .....	1.03	1.06	1.06	1.13	1.12	1.09	1.10	1.10	1.15	1.18	1.33	1.48
Supplemental pay .....	.32	.26	.34	.40	.42	.43	.46	.49	.55	.49	.58	.56
Insurance .....	.82	.90	.99	1.07	1.09	1.01	.98	.92	.95	1.01	1.05	1.10
Retirement and savings .....	.40	.38	.36	.39	.40	.42	.42	.42	.44	.48	.48	.53
Legally required benefits .....	1.22	1.26	1.35	1.43	1.47	1.47	1.48	1.48	1.52	1.54	1.58	1.65
Other benefits <sup>2</sup> .....	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )
	Percent of total compensation by year											
	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
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
Wages and salaries .....	75.6	75.8	75.2	74.6	74.5	75.0	75.4	75.9	76.0	75.9	75.9	75.5
Total benefits .....	24.4	24.2	24.8	25.4	25.5	25.0	24.6	24.1	24.0	24.1	24.1	24.5
Paid leave .....	6.6	6.7	6.4	6.5	6.3	6.2	6.1	6.0	6.0	6.0	6.4	6.8
Supplemental pay .....	2.1	1.6	2.1	2.3	2.4	2.4	2.5	2.7	2.9	2.5	2.8	2.6
Insurance .....	5.3	5.6	6.0	6.1	6.2	5.7	5.4	5.0	5.0	5.2	5.0	5.1
Retirement and savings .....	2.6	2.4	2.2	2.3	2.2	2.4	2.3	2.3	2.3	2.5	2.3	2.4
Legally required benefits .....	7.8	7.9	8.1	8.2	8.3	8.3	8.2	8.1	7.9	7.9	7.6	7.6
Other benefits <sup>2</sup> .....	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )

<sup>1</sup> Cost per hour worked is \$0.01 or less.

<sup>2</sup> Includes severance pay and supplemental unemployment benefits.

<sup>3</sup> Less than .05 percent.

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

**Table 18. Private industry workers, by broad occupational group and establishment size: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 1990-2001 -- Continued**

White-collar occupations in establishments with 100 or more workers

Compensation component	Cost per hour worked by year											
	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation .....	\$19.50	\$20.14	\$20.89	\$21.46	\$22.49	\$23.01	\$23.95	\$24.89	\$25.54	\$26.39	\$27.56	\$29.06
Wages and salaries .....	14.15	14.59	15.07	15.36	16.06	16.51	17.15	18.00	18.48	19.13	20.02	21.10
Total benefits .....	5.35	5.56	5.82	6.10	6.43	6.49	6.80	6.89	7.05	7.26	7.54	7.97
Paid leave .....	1.65	1.67	1.73	1.70	1.76	1.77	1.88	1.96	1.99	2.06	2.19	2.30
Supplemental pay .....	.36	.38	.40	.48	.52	.59	.63	.63	.71	.74	.75	.80
Insurance .....	1.21	1.32	1.43	1.52	1.60	1.54	1.56	1.48	1.52	1.55	1.64	1.77
Retirement and savings .....	.67	.64	.67	.71	.76	.78	.88	.88	.88	.90	.92	.98
Legally required benefits .....	1.44	1.51	1.57	1.63	1.72	1.76	1.80	1.89	1.90	1.97	1.99	2.06
Other benefits <sup>1</sup> .....	.02	.02	.02	.06	.07	.05	.05	.05	.05	.05	.05	.05
	Percent of total compensation by year											
	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
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
Wages and salaries .....	72.6	72.4	72.1	71.6	71.4	71.8	71.6	72.3	72.4	72.5	72.6	72.6
Total benefits .....	27.4	27.6	27.9	28.4	28.6	28.2	28.4	27.7	27.6	27.5	27.4	27.4
Paid leave .....	8.5	8.3	8.3	7.9	7.8	7.7	7.8	7.9	7.8	7.8	7.9	7.9
Supplemental pay .....	1.9	1.9	1.9	2.2	2.3	2.6	2.6	2.5	2.8	2.8	2.7	2.8
Insurance .....	6.2	6.6	6.8	7.1	7.1	6.7	6.5	5.9	6.0	5.9	6.0	6.1
Retirement and savings .....	3.4	3.2	3.2	3.3	3.4	3.4	3.7	3.5	3.4	3.4	3.3	3.4
Legally required benefits .....	7.4	7.5	7.5	7.6	7.6	7.6	7.5	7.6	7.4	7.5	7.2	7.1
Other benefits <sup>1</sup> .....	.1	.1	.1	.3	.3	.2	.2	.2	.2	.2	.2	.2

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

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

**Table 18. Private industry workers, by broad occupational group and establishment size: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 1990-2001 -- Continued**

White-collar occupations in establishments with 100-499 workers

Compensation component	Cost per hour worked by year											
	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation .....	\$16.39	\$17.11	\$17.58	\$17.81	\$18.70	\$19.55	\$19.88	\$20.62	\$21.22	\$21.99	\$23.52	\$25.13
Wages and salaries .....	12.15	12.61	12.97	13.11	13.71	14.30	14.61	15.26	15.61	16.21	17.44	18.57
Total benefits .....	4.24	4.50	4.61	4.70	4.98	5.26	5.27	5.36	5.61	5.78	6.08	6.55
Paid leave .....	1.26	1.28	1.30	1.23	1.27	1.32	1.34	1.41	1.43	1.48	1.65	1.81
Supplemental pay .....	.26	.28	.29	.33	.40	.56	.53	.48	.65	.65	.64	.66
Insurance .....	.97	1.11	1.17	1.16	1.22	1.22	1.23	1.17	1.24	1.24	1.32	1.47
Retirement and savings .....	.46	.46	.46	.48	.50	.55	.58	.63	.60	.64	.68	.73
Legally required benefits .....	1.28	1.35	1.39	1.43	1.50	1.58	1.57	1.65	1.67	1.74	1.78	1.85
Other benefits <sup>2</sup> .....	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	.08	.09	.03	.02	.03	.02	.03	.03	.03
	Percent of total compensation by year											
	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
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
Wages and salaries .....	74.1	73.7	73.8	73.6	73.3	73.1	73.5	74.0	73.6	73.7	74.1	73.9
Total benefits .....	25.9	26.3	26.2	26.4	26.7	26.9	26.5	26.0	26.4	26.3	25.9	26.1
Paid leave .....	7.7	7.5	7.4	6.9	6.8	6.8	6.8	6.8	6.7	6.7	7.0	7.2
Supplemental pay .....	1.6	1.6	1.6	1.8	2.1	2.8	2.7	2.3	3.1	3.0	2.7	2.6
Insurance .....	5.9	6.5	6.7	6.5	6.5	6.3	6.2	5.7	5.8	5.6	5.6	5.8
Retirement and savings .....	2.8	2.7	2.6	2.7	2.7	2.8	2.9	3.0	2.8	2.9	2.9	2.9
Legally required benefits .....	7.8	7.9	7.9	8.0	8.0	8.1	7.9	8.0	7.9	7.9	7.6	7.4
Other benefits <sup>2</sup> .....	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	.4	.5	.2	.1	.1	.1	.1	.1	.1

<sup>1</sup> Cost per hour worked is \$0.01 or less.

<sup>2</sup> Includes severance pay and supplemental unemployment benefits.

<sup>3</sup> Less than .05 percent.

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

**Table 18. Private industry workers, by broad occupational group and establishment size: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 1990-2001 -- Continued**

White-collar occupations in establishments with 500 or more workers

Compensation component	Cost per hour worked by year											
	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation .....	\$22.22	\$22.79	\$23.86	\$24.64	\$25.94	\$26.03	\$27.60	\$28.70	\$29.53	\$30.56	\$31.61	\$33.44
Wages and salaries .....	15.90	16.31	16.96	17.33	18.20	18.45	19.42	20.44	21.14	21.89	22.61	23.90
Total benefits .....	6.32	6.48	6.90	7.31	7.74	7.58	8.17	8.26	8.39	8.67	9.00	9.54
Paid leave .....	1.99	2.01	2.12	2.11	2.20	2.16	2.35	2.44	2.50	2.61	2.74	2.84
Supplemental pay .....	.45	.47	.50	.61	.63	.62	.72	.77	.76	.82	.87	.96
Insurance .....	1.42	1.51	1.66	1.83	1.93	1.82	1.86	1.76	1.79	1.84	1.96	2.10
Retirement and savings .....	.85	.80	.87	.92	1.00	.99	1.16	1.11	1.14	1.14	1.16	1.26
Legally required benefits .....	1.58	1.65	1.73	1.81	1.92	1.92	2.01	2.11	2.12	2.18	2.20	2.30
Other benefits <sup>1</sup> .....	.02	.03	.03	.04	.06	.06	.08	.07	.07	.08	.08	.07
	Percent of total compensation by year											
	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
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
Wages and salaries .....	71.6	71.6	71.1	70.3	70.2	70.9	70.4	71.2	71.6	71.6	71.5	71.5
Total benefits .....	28.4	28.4	28.9	29.7	29.8	29.1	29.6	28.8	28.4	28.4	28.5	28.5
Paid leave .....	9.0	8.8	8.9	8.5	8.5	8.3	8.5	8.5	8.5	8.5	8.7	8.5
Supplemental pay .....	2.0	2.1	2.1	2.5	2.4	2.4	2.6	2.7	2.6	2.7	2.8	2.9
Insurance .....	6.4	6.6	7.0	7.4	7.5	7.0	6.7	6.1	6.1	6.0	6.2	6.3
Retirement and savings .....	3.8	3.5	3.6	3.7	3.8	3.8	4.2	3.9	3.9	3.7	3.7	3.8
Legally required benefits .....	7.1	7.3	7.2	7.4	7.4	7.4	7.3	7.3	7.2	7.1	7.0	6.9
Other benefits <sup>1</sup> .....	.1	.1	.1	.2	.2	.2	.3	.2	.2	.3	.3	.2

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

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

**Table 18. Private industry workers, by broad occupational group and establishment size: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 1990-2001 -- Continued**

Blue-collar occupations in establishments with 1-99 workers

Compensation component	Cost per hour worked by year											
	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation .....	\$12.97	\$13.30	\$13.79	\$14.17	\$14.79	\$14.96	\$15.28	\$15.81	\$16.10	\$16.51	\$17.19	\$17.67
Wages and salaries .....	9.33	9.51	9.80	10.02	10.37	10.59	10.90	11.36	11.68	12.01	12.51	12.81
Total benefits .....	3.64	3.79	3.99	4.16	4.42	4.37	4.38	4.45	4.42	4.49	4.68	4.86
Paid leave .....	.59	.62	.63	.63	.65	.64	.65	.65	.67	.68	.74	.80
Supplemental pay .....	.37	.37	.37	.36	.40	.42	.40	.45	.49	.49	.55	.58
Insurance .....	.73	.80	.91	.97	1.04	.96	.95	.99	.96	1.00	1.06	1.12
Retirement and savings .....	.37	.37	.35	.36	.41	.40	.42	.45	.43	.47	.50	.49
Legally required benefits .....	1.57	1.63	1.71	1.83	1.91	1.93	1.94	1.91	1.86	1.84	1.83	1.87
Other benefits <sup>2</sup> .....	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	.02	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )
	Percent of total compensation by year											
	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
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
Wages and salaries .....	71.9	71.5	71.1	70.7	70.1	70.8	71.3	71.9	72.5	72.7	72.8	72.5
Total benefits .....	28.1	28.5	28.9	29.3	29.9	29.2	28.7	28.1	27.5	27.2	27.2	27.5
Paid leave .....	4.6	4.7	4.6	4.5	4.4	4.3	4.3	4.1	4.2	4.1	4.3	4.5
Supplemental pay .....	2.8	2.8	2.7	2.5	2.7	2.8	2.6	2.8	3.0	3.0	3.2	3.3
Insurance .....	5.6	6.0	6.6	6.9	7.0	6.4	6.2	6.2	6.0	6.1	6.2	6.3
Retirement and savings .....	2.9	2.7	2.6	2.5	2.7	2.7	2.8	2.8	2.7	2.8	2.9	2.8
Legally required benefits .....	12.1	12.2	12.4	12.9	12.9	12.9	12.7	12.1	11.6	11.1	10.6	10.6
Other benefits <sup>2</sup> .....	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	.1	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )

<sup>1</sup> Cost per hour worked is \$0.01 or less.

<sup>2</sup> Includes severance pay and supplemental unemployment benefits.

<sup>3</sup> Less than .05 percent.

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

**Table 18. Private industry workers, by broad occupational group and establishment size: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 1990-2001 -- Continued**

Blue-collar occupations in establishments with 100 or more workers

Compensation component	Cost per hour worked by year											
	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation .....	\$16.15	\$16.88	\$17.70	\$18.41	\$18.94	\$18.19	\$18.58	\$18.47	\$18.99	\$19.48	\$20.39	\$21.24
Wages and salaries .....	10.75	11.17	11.56	11.87	12.19	11.87	12.22	12.19	12.62	13.01	13.52	14.23
Total benefits .....	5.40	5.71	6.14	6.53	6.75	6.32	6.36	6.27	6.37	6.47	6.87	7.00
Paid leave .....	1.13	1.17	1.22	1.27	1.28	1.19	1.21	1.20	1.24	1.28	1.31	1.40
Supplemental pay .....	.68	.69	.72	.74	.75	.76	.83	.84	.89	.88	1.00	.97
Insurance .....	1.32	1.48	1.62	1.76	1.84	1.66	1.66	1.57	1.57	1.61	1.74	1.83
Retirement and savings .....	.57	.61	.68	.73	.84	.77	.79	.78	.80	.81	.89	.84
Legally required benefits .....	1.66	1.72	1.83	1.91	1.96	1.87	1.81	1.81	1.80	1.83	1.87	1.91
Other benefits <sup>1</sup> .....	.04	.04	.06	.12	.08	.07	.06	.06	.06	.06	.07	.05
	Percent of total compensation by year											
	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
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
Wages and salaries .....	66.5	66.2	65.3	64.5	64.4	65.3	65.8	66.0	66.5	66.8	66.3	67.0
Total benefits .....	33.5	33.8	34.7	35.5	35.6	34.7	34.2	34.0	33.5	33.2	33.7	33.0
Paid leave .....	7.0	6.9	6.9	6.9	6.7	6.5	6.5	6.5	6.5	6.6	6.4	6.6
Supplemental pay .....	4.2	4.1	4.1	4.0	4.0	4.2	4.4	4.6	4.7	4.5	4.9	4.6
Insurance .....	8.2	8.7	9.2	9.6	9.7	9.1	8.9	8.5	8.3	8.3	8.5	8.6
Retirement and savings .....	3.5	3.6	3.8	4.0	4.4	4.2	4.3	4.2	4.2	4.2	4.4	4.0
Legally required benefits .....	10.3	10.2	10.3	10.4	10.4	10.3	9.7	9.8	9.5	9.4	9.2	9.0
Other benefits <sup>1</sup> .....	.3	.2	.4	.7	.4	.4	.3	.3	.3	.3	.3	.2

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

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

**Table 18. Private industry workers, by broad occupational group and establishment size: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 1990-2001 -- Continued**

Blue-collar occupations in establishments with 100-499 workers

Compensation component	Cost per hour worked by year											
	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation .....	\$13.62	\$14.08	\$14.94	\$15.38	\$15.82	\$15.91	\$16.37	\$16.27	\$16.83	\$17.34	\$17.94	\$18.99
Wages and salaries .....	9.41	9.68	10.20	10.42	10.72	10.71	11.06	11.14	11.58	12.02	12.35	13.07
Total benefits .....	4.21	4.40	4.74	4.96	5.10	5.20	5.31	5.12	5.25	5.32	5.59	5.93
Paid leave .....	.81	.82	.86	.89	.90	.91	.94	.94	.96	.99	1.04	1.11
Supplemental pay .....	.49	.49	.53	.53	.55	.62	.65	.61	.67	.68	.75	.79
Insurance .....	1.00	1.10	1.21	1.27	1.31	1.36	1.40	1.29	1.29	1.29	1.40	1.59
Retirement and savings .....	.41	.45	.49	.53	.56	.57	.59	.58	.60	.60	.63	.63
Legally required benefits .....	1.50	1.53	1.64	1.73	1.76	1.73	1.71	1.70	1.71	1.75	1.76	1.79
Other benefits <sup>2</sup> .....	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	.02	.02	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )
	Percent of total compensation by year											
	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
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
Wages and salaries .....	69.1	68.8	68.3	67.7	67.8	67.3	67.6	68.5	68.8	69.3	68.8	68.8
Total benefits .....	30.9	31.2	31.7	32.3	32.2	32.7	32.4	31.5	31.2	30.7	31.2	31.2
Paid leave .....	5.9	5.8	5.8	5.8	5.7	5.7	5.7	5.8	5.7	5.7	5.8	5.8
Supplemental pay .....	3.6	3.5	3.5	3.5	3.5	3.9	4.0	3.7	4.0	3.9	4.2	4.2
Insurance .....	7.3	7.8	8.1	8.3	8.3	8.5	8.6	7.9	7.7	7.4	7.8	8.4
Retirement and savings .....	3.0	3.2	3.3	3.4	3.5	3.6	3.6	3.6	3.6	3.5	3.5	3.3
Legally required benefits .....	11.0	10.9	11.0	11.2	11.1	10.9	10.4	10.4	10.2	10.1	9.8	9.4
Other benefits <sup>2</sup> .....	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	.1	.1	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )

<sup>1</sup> Cost per hour worked is \$0.01 or less.

<sup>2</sup> Includes severance pay and supplemental unemployment benefits.

<sup>3</sup> Less than .05 percent.

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

**Table 18. Private industry workers, by broad occupational group and establishment size: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 1990-2001 -- Continued**

Blue-collar occupations in establishments with 500 or more workers

Compensation component	Cost per hour worked by year											
	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation .....	\$19.20	\$20.25	\$21.04	\$21.98	\$22.86	\$21.21	\$21.59	\$21.46	\$21.89	\$22.40	\$23.57	\$24.39
Wages and salaries .....	12.36	12.96	13.21	13.59	14.03	13.40	13.80	13.63	14.01	14.36	15.03	15.87
Total benefits .....	6.83	7.28	7.84	8.39	8.83	7.80	7.80	7.84	7.88	8.05	8.54	8.52
Paid leave .....	1.52	1.60	1.65	1.71	1.75	1.57	1.58	1.56	1.61	1.66	1.66	1.81
Supplemental pay .....	.92	.93	.96	.99	1.00	.94	1.06	1.16	1.18	1.15	1.32	1.22
Insurance .....	1.70	1.93	2.13	2.34	2.51	2.06	2.02	1.96	1.96	2.05	2.19	2.18
Retirement and savings .....	.76	.79	.92	.98	1.18	1.03	1.07	1.06	1.07	1.10	1.22	1.14
Legally required benefits .....	1.85	1.96	2.06	2.12	2.21	2.06	1.95	1.96	1.93	1.95	2.01	2.07
Other benefits <sup>1</sup> .....	.09	.08	.13	.26	.18	.14	.11	.13	.13	.13	.14	.11
	Percent of total compensation by year											
	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
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
Wages and salaries .....	64.4	64.0	62.8	61.8	61.4	63.2	63.9	63.5	64.0	64.1	63.8	65.1
Total benefits .....	35.6	36.0	37.2	38.2	38.6	36.8	36.1	36.5	36.0	35.9	36.2	34.9
Paid leave .....	7.9	7.9	7.8	7.8	7.7	7.4	7.3	7.3	7.4	7.4	7.0	7.4
Supplemental pay .....	4.8	4.6	4.6	4.5	4.4	4.4	4.9	5.4	5.4	5.1	5.6	5.0
Insurance .....	8.9	9.5	10.1	10.7	11.0	9.7	9.3	9.1	9.0	9.2	9.3	8.9
Retirement and savings .....	4.0	3.9	4.4	4.4	5.2	4.9	5.0	4.9	4.9	4.9	5.2	4.7
Legally required benefits .....	9.6	9.7	9.8	9.6	9.7	9.7	9.0	9.1	8.8	8.7	8.5	8.5
Other benefits <sup>1</sup> .....	.4	.4	.6	1.2	.8	.7	.5	.6	.6	.6	.6	.5

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

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



**Table 19. Private industry workers, by broad industry group and establishment size: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 1990-2001**

Establishments with 1-99 workers in goods-producing<sup>1</sup> industries

Compensation component	Cost per hour worked by year											
	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation .....	\$15.13	\$15.66	\$16.50	\$17.18	\$18.17	\$17.94	\$18.56	\$18.48	\$18.54	\$18.98	\$19.96	\$20.78
Wages and salaries .....	10.92	11.23	11.76	12.12	12.60	12.56	13.02	13.16	13.40	13.79	14.38	14.89
Total benefits .....	4.21	4.44	4.74	5.07	5.57	5.38	5.54	5.32	5.13	5.19	5.58	5.89
Paid leave .....	.70	.74	.76	.79	.83	.82	.88	.81	.80	.81	.89	.94
Supplemental pay .....	.44	.47	.45	.47	.57	.56	.60	.50	.54	.52	.75	.85
Insurance .....	.82	.88	1.07	1.17	1.31	1.15	1.16	1.16	1.10	1.14	1.27	1.35
Retirement and savings .....	.46	.48	.48	.51	.59	.60	.63	.64	.58	.62	.60	.62
Legally required benefits .....	1.77	1.85	1.96	2.12	2.24	2.24	2.27	2.18	2.10	2.10	2.06	2.13
Other benefits <sup>3</sup> .....	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	.03	.02	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )
	Percent of total compensation by year											
	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
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
Wages and salaries .....	72.2	71.7	71.3	70.5	69.3	70.0	70.1	71.2	72.3	72.7	72.0	71.7
Total benefits .....	27.8	28.3	28.7	29.5	30.7	30.0	29.9	28.8	27.7	27.3	28.0	28.3
Paid leave .....	4.6	4.8	4.6	4.6	4.6	4.5	4.7	4.4	4.3	4.3	4.5	4.5
Supplemental pay .....	2.9	3.0	2.8	2.7	3.2	3.1	3.2	2.7	2.9	2.7	3.8	4.1
Insurance .....	5.4	5.6	6.5	6.8	7.2	6.4	6.2	6.3	5.9	6.0	6.4	6.5
Retirement and savings .....	3.1	3.1	2.9	3.0	3.2	3.3	3.4	3.5	3.1	3.3	3.0	3.0
Legally required benefits .....	11.7	11.8	11.9	12.3	12.3	12.5	12.2	11.8	11.3	11.1	10.3	10.3
Other benefits <sup>3</sup> .....	( <sup>4</sup> )	( <sup>4</sup> )	( <sup>4</sup> )	( <sup>4</sup> )	.2	.1	( <sup>4</sup> )	( <sup>4</sup> )	( <sup>4</sup> )	( <sup>4</sup> )	( <sup>4</sup> )	( <sup>4</sup> )

<sup>1</sup> Includes mining, construction, and manufacturing.

<sup>2</sup> Cost per hour worked is \$0.01 or less.

<sup>3</sup> Includes severance pay and supplemental unemployment benefits.

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

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

**Table 19. Private industry workers, by broad industry group and establishment size: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 1990-2001 -- Continued**

Establishments with 100 or more workers in goods-producing<sup>1</sup> industries

Compensation component	Cost per hour worked by year											
	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation .....	\$18.93	\$20.01	\$20.86	\$21.71	\$22.26	\$22.26	\$22.73	\$23.91	\$24.70	\$25.50	\$26.15	\$26.96
Wages and salaries .....	12.83	13.50	13.89	14.25	14.54	14.72	15.11	15.98	16.62	17.24	17.60	18.25
Total benefits .....	6.09	6.51	6.97	7.46	7.72	7.54	7.62	7.93	8.08	8.26	8.54	8.71
Paid leave .....	1.47	1.56	1.63	1.67	1.68	1.67	1.72	1.84	1.90	1.97	1.97	2.07
Supplemental pay .....	.71	.72	.74	.78	.77	.89	.99	1.02	1.05	1.07	1.22	1.22
Insurance .....	1.51	1.69	1.86	2.03	2.14	1.94	1.94	1.92	1.96	2.02	2.13	2.20
Retirement and savings .....	.70	.75	.82	.90	.98	.94	.89	.98	.99	.99	1.00	.98
Legally required benefits .....	1.67	1.75	1.85	1.92	2.00	1.99	1.98	2.07	2.09	2.12	2.11	2.15
Other benefits <sup>2</sup> .....	.05	.05	.07	.17	.15	.10	.10	.10	.10	.10	.11	.08
	Percent of total compensation by year											
	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
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
Wages and salaries .....	67.8	67.5	66.6	65.6	65.3	66.1	66.5	66.8	67.3	67.6	67.3	67.7
Total benefits .....	32.2	32.5	33.4	34.4	34.7	33.9	33.5	33.2	32.7	32.4	32.7	32.3
Paid leave .....	7.8	7.8	7.8	7.7	7.5	7.5	7.6	7.7	7.7	7.7	7.5	7.7
Supplemental pay .....	3.7	3.6	3.5	3.6	3.5	4.0	4.4	4.3	4.3	4.2	4.7	4.5
Insurance .....	8.0	8.5	8.9	9.3	9.6	8.7	8.6	8.0	7.9	7.9	8.1	8.2
Retirement and savings .....	3.7	3.8	3.9	4.1	4.4	4.2	3.9	4.1	4.0	3.9	3.8	3.6
Legally required benefits .....	8.8	8.7	8.9	8.8	9.0	9.0	8.7	8.7	8.5	8.3	8.1	8.0
Other benefits <sup>2</sup> .....	.3	.2	.4	.8	.7	.5	.4	.4	.4	.4	.4	.3

<sup>1</sup> Includes mining, construction, and manufacturing.

<sup>2</sup> Includes severance pay and supplemental unemployment benefits.

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

**Table 19. Private industry workers, by broad industry group and establishment size: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 1990-2001 -- Continued**

Establishments with 100-499 workers in goods-producing<sup>1</sup> industries

Compensation component	Cost per hour worked by year											
	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation .....	\$15.66	\$16.27	\$16.99	\$17.66	\$18.35	\$19.06	\$19.49	\$19.91	\$20.61	\$21.58	\$22.08	\$23.34
Wages and salaries .....	10.94	11.34	11.72	12.06	12.50	12.79	13.13	13.56	14.10	14.80	15.15	15.94
Total benefits .....	4.72	4.94	5.27	5.60	5.85	6.27	6.36	6.36	6.52	6.79	6.93	7.40
Paid leave .....	1.02	1.05	1.09	1.11	1.15	1.23	1.26	1.28	1.32	1.39	1.43	1.57
Supplemental pay .....	.50	.50	.55	.56	.57	.81	.81	.79	.88	.94	1.00	1.10
Insurance .....	1.17	1.29	1.40	1.48	1.57	1.61	1.69	1.59	1.62	1.65	1.75	1.96
Retirement and savings .....	.48	.49	.54	.60	.63	.69	.68	.76	.74	.79	.81	.77
Legally required benefits .....	1.55	1.59	1.69	1.76	1.82	1.89	1.88	1.92	1.94	1.99	1.93	1.97
Other benefits <sup>3</sup> .....	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	.09	.11	.03	.03	.02	.02	.02	.02	.02
	Percent of total compensation by year											
	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
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
Wages and salaries .....	69.9	69.7	69.0	68.3	68.1	67.1	67.4	68.1	68.4	68.6	68.6	68.3
Total benefits .....	30.1	30.3	31.0	31.7	31.9	32.9	32.6	31.9	31.6	31.5	31.4	31.7
Paid leave .....	6.5	6.4	6.4	6.3	6.3	6.4	6.5	6.5	6.4	6.4	6.5	6.7
Supplemental pay .....	3.2	3.1	3.2	3.2	3.1	4.3	4.2	3.9	4.3	4.4	4.5	4.7
Insurance .....	7.4	8.0	8.3	8.4	8.5	8.5	8.7	8.0	7.9	7.6	7.9	8.4
Retirement and savings .....	3.1	3.0	3.2	3.4	3.5	3.6	3.5	3.8	3.6	3.7	3.7	3.3
Legally required benefits .....	9.9	9.8	9.9	10.0	9.9	9.9	9.7	9.6	9.4	9.2	8.7	8.4
Other benefits <sup>3</sup> .....	( <sup>4</sup> )	( <sup>4</sup> )	( <sup>4</sup> )	.5	.6	.2	.2	.1	.1	.1	.1	.1

<sup>1</sup> Includes mining, construction, and manufacturing.

<sup>2</sup> Cost per hour worked is \$0.01 or less.

<sup>3</sup> Includes severance pay and supplemental unemployment benefits.

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

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

**Table 19. Private industry workers, by broad industry group and establishment size: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 1990-2001 -- Continued**

Establishments with 500 or more workers in goods-producing<sup>1</sup> industries

Compensation component	Cost per hour worked by year											
	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation .....	\$22.03	\$23.41	\$24.40	\$25.46	\$26.11	\$25.37	\$26.11	\$27.81	\$28.63	\$29.39	\$30.28	\$30.79
Wages and salaries .....	14.63	15.46	15.88	16.27	16.55	16.60	17.18	18.34	19.05	19.66	20.09	20.69
Total benefits .....	7.40	7.95	8.52	9.18	9.56	8.77	8.94	9.47	9.58	9.73	10.19	10.09
Paid leave .....	1.90	2.02	2.12	2.18	2.19	2.10	2.21	2.38	2.46	2.55	2.52	2.60
Supplemental pay .....	.90	.91	.91	.98	.97	.97	1.17	1.25	1.21	1.19	1.43	1.35
Insurance .....	1.83	2.05	2.29	2.53	2.70	2.26	2.21	2.25	2.29	2.38	2.53	2.46
Retirement and savings .....	.90	.99	1.07	1.18	1.32	1.18	1.11	1.19	1.22	1.19	1.21	1.21
Legally required benefits .....	1.78	1.89	1.99	2.07	2.18	2.09	2.07	2.23	2.23	2.24	2.30	2.33
Other benefits <sup>2</sup> .....	.09	.08	.13	.25	.19	.17	.17	.18	.18	.18	.20	.15
	Percent of total compensation by year											
	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
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
Wages and salaries .....	66.4	66.0	65.1	63.9	63.4	65.4	65.8	66.0	66.5	66.9	66.3	67.2
Total benefits .....	33.6	34.0	34.9	36.1	36.6	34.6	34.2	34.0	33.5	33.1	33.7	32.8
Paid leave .....	8.6	8.6	8.7	8.6	8.4	8.3	8.5	8.6	8.6	8.7	8.3	8.4
Supplemental pay .....	4.1	3.9	3.7	3.8	3.7	3.8	4.5	4.5	4.2	4.0	4.7	4.4
Insurance .....	8.3	8.8	9.4	9.9	10.3	8.9	8.5	8.1	8.0	8.1	8.4	8.0
Retirement and savings .....	4.1	4.2	4.4	4.6	5.1	4.6	4.2	4.3	4.3	4.0	4.0	3.9
Legally required benefits .....	8.1	8.1	8.2	8.1	8.4	8.2	7.9	8.0	7.8	7.6	7.6	7.6
Other benefits <sup>2</sup> .....	.4	.4	.5	1.0	.7	.7	.6	.6	.6	.6	.7	.5

<sup>1</sup> Includes mining, construction, and manufacturing.

<sup>2</sup> Includes severance pay and supplemental unemployment benefits.

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

**Table 19. Private industry workers, by broad industry group and establishment size: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 1990-2001 -- Continued**

Establishments with 1-99 workers in service-producing<sup>1</sup> industries

Compensation component	Cost per hour worked by year											
	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation .....	\$12.56	\$12.85	\$13.35	\$13.98	\$13.80	\$13.83	\$14.08	\$14.68	\$15.32	\$15.65	\$16.52	\$17.23
Wages and salaries .....	9.48	9.71	10.03	10.45	10.31	10.42	10.69	11.18	11.69	11.95	12.62	13.10
Total benefits .....	3.09	3.14	3.32	3.53	3.49	3.41	3.39	3.49	3.63	3.71	3.90	4.14
Paid leave .....	.75	.77	.78	.81	.77	.76	.75	.78	.81	.84	.93	1.04
Supplemental pay .....	.26	.21	.27	.30	.29	.31	.31	.37	.41	.38	.40	.39
Insurance .....	.65	.71	.77	.82	.81	.75	.73	.71	.73	.77	.80	.86
Retirement and savings .....	.30	.28	.27	.27	.27	.27	.28	.29	.30	.34	.35	.38
Legally required benefits .....	1.12	1.16	1.23	1.32	1.33	1.32	1.32	1.34	1.37	1.38	1.41	1.47
Other benefits <sup>3</sup> .....	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )
	Percent of total compensation by year											
	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
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
Wages and salaries .....	75.4	75.6	75.2	74.7	74.7	75.3	75.9	76.2	76.3	76.4	76.4	76.0
Total benefits .....	24.6	24.4	24.8	25.3	25.3	24.7	24.1	23.8	23.7	23.7	23.6	24.0
Paid leave .....	6.0	6.0	5.8	5.8	5.6	5.5	5.3	5.3	5.3	5.4	5.6	6.0
Supplemental pay .....	2.1	1.6	2.0	2.1	2.1	2.2	2.2	2.5	2.7	2.4	2.4	2.3
Insurance .....	5.2	5.5	5.7	5.9	5.9	5.4	5.2	4.8	4.8	4.9	4.8	5.0
Retirement and savings .....	2.4	2.2	2.0	2.0	2.0	2.0	2.0	2.0	2.0	2.2	2.1	2.2
Legally required benefits .....	8.9	9.0	9.2	9.5	9.7	9.5	9.4	9.2	8.9	8.8	8.5	8.5
Other benefits <sup>3</sup> .....	( <sup>4</sup> )	( <sup>4</sup> )	( <sup>4</sup> )	( <sup>4</sup> )	( <sup>4</sup> )	( <sup>4</sup> )	( <sup>4</sup> )	( <sup>4</sup> )	( <sup>4</sup> )	( <sup>4</sup> )	( <sup>4</sup> )	( <sup>4</sup> )

<sup>1</sup> Includes transportation, communication, and public utilities; wholesale and retail trade; finance, insurance, and real estate; and service industries.

<sup>2</sup> Cost per hour worked is \$0.01 or less.

<sup>3</sup> Includes severance pay and supplemental unemployment

benefits.

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

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

**Table 19. Private industry workers, by broad industry group and establishment size: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 1990-2001 -- Continued**

Establishments with 100 or more workers in service-producing<sup>1</sup> industries

Compensation component	Cost per hour worked by year											
	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation .....	\$15.68	\$16.00	\$16.71	\$17.07	\$18.13	\$18.14	\$18.88	\$19.18	\$19.72	\$20.42	\$21.48	\$23.07
Wages and salaries .....	11.38	11.59	12.06	12.26	12.99	13.06	13.56	13.93	14.33	14.85	15.62	16.78
Total benefits .....	4.30	4.41	4.65	4.81	5.15	5.08	5.32	5.25	5.39	5.57	5.86	6.29
Paid leave .....	1.22	1.21	1.25	1.22	1.30	1.26	1.33	1.35	1.38	1.43	1.55	1.66
Supplemental pay .....	.30	.31	.33	.39	.43	.44	.46	.47	.54	.57	.56	.60
Insurance .....	.96	1.04	1.13	1.20	1.27	1.23	1.25	1.16	1.19	1.21	1.30	1.44
Retirement and savings .....	.49	.46	.49	.50	.56	.57	.68	.64	.66	.67	.72	.78
Legally required benefits .....	1.32	1.37	1.42	1.48	1.56	1.55	1.57	1.61	1.61	1.67	1.70	1.78
Other benefits <sup>3</sup> .....	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	.02	.03	.02	.02	.02	.02	.03	.03	.03
	Percent of total compensation by year											
	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
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
Wages and salaries .....	72.6	72.4	72.2	71.8	71.6	72.0	71.8	72.6	72.7	72.7	72.7	72.7
Total benefits .....	27.4	27.6	27.8	28.2	28.4	28.0	28.2	27.4	27.3	27.3	27.3	27.3
Paid leave .....	7.8	7.5	7.5	7.2	7.2	7.0	7.1	7.0	7.0	7.0	7.2	7.2
Supplemental pay .....	1.9	2.0	2.0	2.3	2.4	2.4	2.5	2.5	2.7	2.8	2.6	2.6
Insurance .....	6.1	6.5	6.8	7.0	7.0	6.8	6.6	6.0	6.0	5.9	6.1	6.2
Retirement and savings .....	3.2	2.9	2.9	2.9	3.1	3.1	3.6	3.3	3.3	3.3	3.4	3.4
Legally required benefits .....	8.4	8.6	8.5	8.7	8.6	8.6	8.3	8.4	8.2	8.2	7.9	7.7
Other benefits <sup>3</sup> .....	( <sup>4</sup> )	( <sup>4</sup> )	( <sup>4</sup> )	.1	.2	.1	.1	.1	.1	.1	.1	.1

<sup>1</sup> Includes transportation, communication, and public utilities; wholesale and retail trade; finance, insurance, and real estate; and service industries.

<sup>2</sup> Cost per hour worked is \$0.01 or less.

<sup>3</sup> Includes severance pay and supplemental unemployment

benefits.

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

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

**Table 19. Private industry workers, by broad industry group and establishment size: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 1990-2001 -- Continued**

Establishments with 100-499 workers in service-producing<sup>1</sup> industries

Compensation component	Cost per hour worked by year											
	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation .....	\$12.91	\$13.43	\$14.18	\$14.17	\$14.80	\$15.12	\$15.38	\$15.83	\$16.37	\$16.91	\$18.30	\$20.11
Wages and salaries .....	9.56	9.86	10.43	10.43	10.88	11.12	11.36	11.80	12.14	12.59	13.65	14.95
Total benefits .....	3.35	3.57	3.75	3.74	3.92	4.01	4.02	4.03	4.24	4.32	4.65	5.16
Paid leave .....	.91	.91	.95	.89	.91	.92	.93	.97	.99	1.01	1.16	1.32
Supplemental pay .....	.22	.24	.25	.28	.33	.38	.37	.34	.45	.45	.45	.47
Insurance .....	.73	.84	.92	.89	.92	.94	.92	.88	.92	.92	1.00	1.17
Retirement and savings .....	.34	.35	.35	.35	.37	.38	.41	.41	.43	.43	.47	.55
Legally required benefits .....	1.15	1.21	1.27	1.31	1.37	1.38	1.36	1.42	1.43	1.48	1.55	1.63
Other benefits <sup>3</sup> .....	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	.02	.02	.02	( <sup>2</sup> )	.02	( <sup>2</sup> )	.02	.02	.02
	Percent of total compensation by year											
	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
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
Wages and salaries .....	74.0	73.4	73.5	73.6	73.5	73.5	73.9	74.5	74.2	74.5	74.6	74.3
Total benefits .....	26.0	26.6	26.5	26.4	26.5	26.5	26.1	25.5	25.9	25.5	25.4	25.7
Paid leave .....	7.0	6.8	6.7	6.3	6.2	6.1	6.0	6.1	6.0	6.0	6.3	6.6
Supplemental pay .....	1.7	1.8	1.8	2.0	2.2	2.5	2.4	2.1	2.7	2.7	2.5	2.3
Insurance .....	5.7	6.3	6.5	6.3	6.2	6.2	6.0	5.6	5.6	5.4	5.5	5.8
Retirement and savings .....	2.6	2.6	2.5	2.5	2.5	2.5	2.7	2.6	2.6	2.5	2.6	2.7
Legally required benefits .....	8.9	9.0	9.0	9.2	9.2	9.1	8.9	8.9	8.7	8.8	8.5	8.1
Other benefits <sup>3</sup> .....	( <sup>4</sup> )	( <sup>4</sup> )	( <sup>4</sup> )	.1	.1	.1	( <sup>4</sup> )	.1	( <sup>4</sup> )	.1	.1	.1

<sup>1</sup> Includes transportation, communication, and public utilities; wholesale and retail trade; finance, insurance, and real estate; and service industries.

<sup>2</sup> Cost per hour worked is \$0.01 or less.

<sup>3</sup> Includes severance pay and supplemental unemployment

benefits.

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

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

**Table 19. Private industry workers, by broad industry group and establishment size: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 1990-2001 -- Continued**

Establishments with 500 or more workers in service-producing<sup>1</sup> industries

Compensation component	Cost per hour worked by year											
	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation .....	\$18.83	\$19.00	\$19.55	\$20.18	\$21.94	\$21.59	\$23.02	\$23.25	\$24.03	\$24.97	\$25.44	\$26.98
Wages and salaries .....	13.46	13.61	13.89	14.22	15.40	15.28	16.15	16.52	17.15	17.77	18.08	19.20
Total benefits .....	5.37	5.39	5.65	5.96	6.55	6.31	6.87	6.73	6.89	7.19	7.37	7.77
Paid leave .....	1.58	1.55	1.59	1.58	1.74	1.66	1.81	1.81	1.88	1.97	2.03	2.12
Supplemental pay .....	.38	.40	.42	.50	.55	.51	.57	.63	.66	.71	.71	.77
Insurance .....	1.21	1.27	1.37	1.53	1.67	1.57	1.63	1.50	1.53	1.58	1.66	1.79
Retirement and savings .....	.67	.59	.65	.66	.78	.78	1.00	.91	.95	.98	1.02	1.08
Legally required benefits .....	1.51	1.56	1.59	1.66	1.78	1.75	1.82	1.84	1.84	1.90	1.89	1.98
Other benefits <sup>2</sup> .....	.02	.02	.02	.03	.04	.03	.04	.03	.04	.04	.04	.04
	Percent of total compensation by year											
	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
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
Wages and salaries .....	71.5	71.6	71.1	70.5	70.2	70.8	70.2	71.1	71.4	71.2	71.1	71.2
Total benefits .....	28.5	28.4	28.9	29.5	29.8	29.2	29.8	28.9	28.7	28.8	29.0	28.8
Paid leave .....	8.4	8.1	8.1	7.8	7.9	7.7	7.9	7.8	7.8	7.9	8.0	7.9
Supplemental pay .....	2.0	2.1	2.2	2.5	2.5	2.3	2.5	2.7	2.7	2.8	2.8	2.9
Insurance .....	6.4	6.7	7.0	7.6	7.6	7.3	7.1	6.4	6.4	6.3	6.5	6.6
Retirement and savings .....	3.6	3.1	3.3	3.3	3.6	3.6	4.3	3.9	4.0	3.9	4.0	4.0
Legally required benefits .....	8.0	8.2	8.2	8.2	8.1	8.1	7.9	7.9	7.7	7.6	7.4	7.3
Other benefits <sup>2</sup> .....	.1	.1	.1	.2	.2	.1	.2	.1	.2	.2	.2	.1

<sup>1</sup> Includes transportation, communication, and public utilities; wholesale and retail trade; finance, insurance, and real estate; and service industries.

<sup>2</sup> Includes severance pay and supplemental unemployment

benefits.

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



**Table 20. Private industry, health services, by occupational group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 1994-2001**

All workers

Compensation component	Cost per hour worked by year							
	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation .....	\$18.01	\$17.99	\$18.24	\$18.32	\$18.90	\$19.05	\$21.87	\$23.67
Wages and salaries .....	13.06	13.17	13.34	13.55	14.01	14.16	16.19	17.37
Total benefits .....	4.94	4.82	4.90	4.77	4.89	4.88	5.68	6.30
Paid leave .....	1.31	1.27	1.30	1.35	1.37	1.37	1.83	1.96
Supplemental pay .....	.46	.47	.43	.41	.45	.42	.43	.43
Insurance .....	1.23	1.13	1.14	1.00	1.06	1.07	1.20	1.42
Retirement and savings .....	.43	.43	.51	.52	.48	.47	.56	.68
Legally required benefits .....	1.51	1.51	1.51	1.49	1.51	1.54	1.66	1.80
Other benefits <sup>2</sup> .....	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )
	Percent of total compensation by year							
	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation .....	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Wages and salaries .....	72.5	73.2	73.1	73.9	74.1	74.3	74.0	73.4
Total benefits .....	27.5	26.8	26.9	26.1	25.9	25.6	26.0	26.6
Paid leave .....	7.2	7.1	7.1	7.4	7.2	7.2	8.4	8.3
Supplemental pay .....	2.5	2.6	2.4	2.2	2.4	2.2	2.0	1.8
Insurance .....	6.8	6.3	6.2	5.5	5.6	5.6	5.5	6.0
Retirement and savings .....	2.4	2.4	2.8	2.8	2.5	2.5	2.6	2.9
Legally required benefits .....	8.4	8.4	8.3	8.1	8.0	8.1	7.6	7.6
Other benefits <sup>2</sup> .....	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )

<sup>1</sup> Cost per hour worked is \$0.01 or less.

<sup>2</sup> Includes severance pay and supplemental unemployment benefits.

<sup>3</sup> Less than .05 percent.

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

**Table 20. Private industry, health services, by occupational group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 1994-2001 -- Continued**

Professional specialty and technical occupations

Compensation component	Cost per hour worked by year							
	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation .....	\$24.95	\$24.89	\$25.36	\$25.67	\$25.90	\$26.01	\$31.03	\$33.84
Wages and salaries .....	18.28	18.45	18.71	19.07	19.36	19.40	22.91	24.91
Total benefits .....	6.67	6.44	6.65	6.60	6.54	6.61	8.12	8.93
Paid leave .....	1.86	1.78	1.82	1.92	1.91	1.89	2.89	3.14
Supplemental pay .....	.77	.74	.73	.68	.70	.69	.69	.69
Insurance .....	1.43	1.33	1.37	1.26	1.25	1.36	1.52	1.63
Retirement and savings .....	.57	.54	.66	.72	.66	.59	.78	1.00
Legally required benefits .....	2.02	2.03	2.06	2.02	2.02	2.08	2.23	2.46
Other benefits <sup>2</sup> .....	.02	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )
	Percent of total compensation by year							
	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation .....	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Wages and salaries .....	73.3	74.1	73.8	74.3	74.7	74.6	73.8	73.6
Total benefits .....	26.7	25.9	26.2	25.7	25.3	25.4	26.2	26.4
Paid leave .....	7.4	7.2	7.2	7.5	7.4	7.3	9.3	9.3
Supplemental pay .....	3.1	3.0	2.9	2.7	2.7	2.7	2.2	2.0
Insurance .....	5.7	5.3	5.4	4.9	4.8	5.2	4.9	4.8
Retirement and savings .....	2.3	2.2	2.6	2.8	2.5	2.3	2.5	3.0
Legally required benefits .....	8.1	8.2	8.1	7.9	7.8	8.0	7.2	7.3
Other benefits <sup>2</sup> .....	.1	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )

<sup>1</sup> Cost per hour worked is \$0.01 or less.

<sup>2</sup> Includes severance pay and supplemental unemployment benefits.

<sup>3</sup> Less than .05 percent.

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

**Table 20. Private industry, health services, by occupational group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 1994-2001 -- Continued**

Professional specialty occupations

Compensation component	Cost per hour worked by year							
	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation .....	\$28.39	\$28.27	\$28.91	\$29.26	\$29.51	\$29.44	\$37.01	\$40.77
Wages and salaries .....	20.86	20.96	21.25	21.65	22.05	21.97	27.19	30.06
Total benefits .....	7.53	7.31	7.66	7.61	7.46	7.47	9.82	10.72
Paid leave .....	2.18	2.13	2.21	2.34	2.28	2.22	3.81	4.11
Supplemental pay .....	.91	.88	.93	.83	.82	.79	.77	.77
Insurance .....	1.55	1.44	1.51	1.36	1.34	1.47	1.69	1.73
Retirement and savings .....	.64	.60	.71	.85	.76	.66	1.01	1.31
Legally required benefits .....	2.22	2.24	2.28	2.23	2.25	2.32	2.52	2.80
Other benefits <sup>2</sup> .....	.03	.02	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )
	Percent of total compensation by year							
	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation .....	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Wages and salaries .....	73.5	74.1	73.5	74.0	74.7	74.6	73.5	73.7
Total benefits .....	26.5	25.9	26.5	26.0	25.3	25.4	26.5	26.3
Paid leave .....	7.7	7.6	7.7	8.0	7.7	7.5	10.3	10.1
Supplemental pay .....	3.2	3.1	3.2	2.8	2.8	2.7	2.1	1.9
Insurance .....	5.5	5.1	5.2	4.7	4.5	5.0	4.6	4.2
Retirement and savings .....	2.3	2.1	2.5	2.9	2.6	2.2	2.7	3.2
Legally required benefits .....	7.8	7.9	7.9	7.6	7.6	7.9	6.8	6.9
Other benefits <sup>2</sup> .....	.1	.1	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )

<sup>1</sup> Cost per hour worked is \$0.01 or less.

<sup>2</sup> Includes severance pay and supplemental unemployment benefits.

<sup>3</sup> Less than .05 percent.

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

**Table 20. Private industry, health services, by occupational group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 1994-2001 -- Continued**

Nurses

Compensation component	Cost per hour worked by year							
	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation .....	\$27.21	\$27.41	\$28.38	\$28.07	\$28.21	\$29.21	\$29.90	\$31.41
Wages and salaries .....	19.66	19.98	20.46	20.36	20.72	21.48	21.87	22.68
Total benefits .....	7.55	7.43	7.92	7.71	7.48	7.73	8.03	8.73
Paid leave .....	2.01	2.04	2.21	2.27	2.22	2.30	2.41	2.69
Supplemental pay .....	1.09	1.09	1.12	1.05	1.04	1.00	.98	.97
Insurance .....	1.52	1.46	1.55	1.38	1.33	1.47	1.55	1.64
Retirement and savings .....	.67	.58	.71	.73	.65	.64	.74	.91
Legally required benefits .....	2.24	2.25	2.32	2.27	2.24	2.32	2.34	2.51
Other benefits <sup>2</sup> .....	.02	.02	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )
	Percent of total compensation by year							
	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation .....	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Wages and salaries .....	72.3	72.9	72.1	72.5	73.4	73.5	73.1	72.2
Total benefits .....	27.7	27.1	27.9	27.5	26.5	26.5	26.9	27.8
Paid leave .....	7.4	7.4	7.8	8.1	7.9	7.9	8.1	8.6
Supplemental pay .....	4.0	4.0	4.0	3.7	3.7	3.4	3.3	3.1
Insurance .....	5.6	5.3	5.5	4.9	4.7	5.0	5.2	5.2
Retirement and savings .....	2.4	2.1	2.5	2.6	2.3	2.2	2.5	2.9
Legally required benefits .....	8.2	8.2	8.2	8.1	7.9	7.9	7.8	8.0
Other benefits <sup>2</sup> .....	.1	.1	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )

<sup>1</sup> Cost per hour worked is \$0.01 or less.

<sup>2</sup> Includes severance pay and supplemental unemployment benefits.

<sup>3</sup> Less than .05 percent.

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

**Table 20. Private industry, health services, by occupational group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 1994-2001 -- Continued**

Technical occupations

Compensation component	Cost per hour worked by year							
	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation .....	\$18.96	\$19.73	\$20.23	\$19.84	\$20.08	\$20.60	\$21.73	\$22.46
Wages and salaries .....	13.78	14.63	15.04	14.87	15.01	15.35	16.25	16.47
Total benefits .....	5.18	5.10	5.19	4.96	5.07	5.25	5.48	5.99
Paid leave .....	1.29	1.24	1.26	1.25	1.33	1.37	1.47	1.55
Supplemental pay .....	.51	.53	.45	.45	.50	.52	.55	.56
Insurance .....	1.22	1.16	1.16	1.10	1.10	1.18	1.26	1.48
Retirement and savings .....	.46	.45	.58	.50	.49	.47	.42	.49
Legally required benefits .....	1.68	1.71	1.73	1.67	1.66	1.70	1.79	1.90
Other benefits <sup>2</sup> .....	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )
	Percent of total compensation by year							
	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation .....	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Wages and salaries .....	72.7	74.1	74.4	75.0	74.8	74.5	74.8	73.3
Total benefits .....	27.3	25.9	25.6	25.0	25.2	25.5	25.2	26.7
Paid leave .....	6.8	6.3	6.2	6.3	6.6	6.7	6.8	6.9
Supplemental pay .....	2.7	2.7	2.2	2.2	2.5	2.5	2.5	2.5
Insurance .....	6.4	5.9	5.8	5.5	5.5	5.7	5.8	6.6
Retirement and savings .....	2.4	2.3	2.8	2.5	2.4	2.3	1.9	2.2
Legally required benefits .....	8.9	8.7	8.5	8.4	8.3	8.3	8.2	8.5
Other benefits <sup>2</sup> .....	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )

<sup>1</sup> Cost per hour worked is \$0.01 or less.

<sup>2</sup> Includes severance pay and supplemental unemployment benefits.

<sup>3</sup> Less than .05 percent.

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

**Table 20. Private industry, health services, by occupational group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 1994-2001 -- Continued**

Administrative support, including clerical occupations

Compensation component	Cost per hour worked by year							
	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation .....	\$13.90	\$14.17	\$14.46	\$14.79	\$15.57	\$15.81	\$16.70	\$15.93
Wages and salaries .....	9.76	10.00	10.30	10.54	10.97	11.41	12.07	11.48
Total benefits .....	4.14	4.17	4.16	4.25	4.60	4.40	4.64	4.45
Paid leave .....	.99	1.01	1.05	1.18	1.20	1.27	1.30	1.07
Supplemental pay .....	.26	.35	.27	.25	.30	.23	.23	.22
Insurance .....	1.34	1.20	1.15	1.07	1.37	1.11	1.23	1.39
Retirement and savings .....	.46	.50	.56	.60	.54	.57	.60	.54
Legally required benefits .....	1.08	1.10	1.13	1.13	1.17	1.21	1.27	1.23
Other benefits <sup>2</sup> .....	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )
	Percent of total compensation by year							
	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation .....	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Wages and salaries .....	70.2	70.6	71.3	71.3	70.5	72.2	72.3	72.1
Total benefits .....	29.8	29.4	28.7	28.7	29.5	27.8	27.8	27.9
Paid leave .....	7.1	7.1	7.2	8.0	7.7	8.0	7.8	6.7
Supplemental pay .....	1.9	2.5	1.8	1.7	1.9	1.5	1.4	1.4
Insurance .....	9.6	8.5	7.9	7.2	8.8	7.0	7.4	8.7
Retirement and savings .....	3.3	3.5	3.9	4.1	3.5	3.6	3.6	3.4
Legally required benefits .....	7.8	7.8	7.8	7.7	7.5	7.7	7.6	7.7
Other benefits <sup>2</sup> .....	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )

<sup>1</sup> Cost per hour worked is \$0.01 or less.

<sup>2</sup> Includes severance pay and supplemental unemployment benefits.

<sup>3</sup> Less than .05 percent.

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

**Table 20. Private industry, health services, by occupational group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 1994-2001 -- Continued**

Service occupations

Compensation component	Cost per hour worked by year							
	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation .....	\$10.81	\$11.06	\$11.25	\$10.81	\$11.13	\$11.40	\$11.61	\$13.12
Wages and salaries .....	7.76	8.03	8.18	8.13	8.38	8.61	8.71	9.53
Total benefits .....	3.05	3.04	3.06	2.68	2.75	2.80	2.91	3.60
Paid leave .....	.67	.68	.71	.62	.64	.65	.67	.78
Supplemental pay .....	.25	.28	.25	.21	.24	.23	.23	.27
Insurance .....	.84	.77	.78	.63	.64	.65	.74	1.09
Retirement and savings .....	.19	.19	.24	.19	.22	.22	.22	.29
Legally required benefits .....	1.09	1.11	1.08	1.02	1.01	1.03	1.04	1.15
Other benefits <sup>2</sup> .....	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )
	Percent of total compensation by year							
	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation .....	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Wages and salaries .....	71.8	72.5	72.8	75.2	75.3	75.5	75.0	72.6
Total benefits .....	28.2	27.5	27.2	24.8	24.7	24.6	25.1	27.4
Paid leave .....	6.2	6.2	6.3	5.8	5.8	5.7	5.8	5.9
Supplemental pay .....	2.3	2.5	2.2	2.0	2.2	2.0	2.0	2.1
Insurance .....	7.7	6.9	7.0	5.9	5.8	5.7	6.4	8.3
Retirement and savings .....	1.7	1.8	2.1	1.7	2.0	1.9	1.9	2.2
Legally required benefits .....	10.1	10.0	9.6	9.4	9.1	9.0	9.0	8.8
Other benefits <sup>2</sup> .....	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )

<sup>1</sup> Cost per hour worked is \$0.01 or less.

<sup>2</sup> Includes severance pay and supplemental unemployment benefits.

<sup>3</sup> Less than .05 percent.

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

**Table 20. Private industry, hospitals, by occupational group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 1994-2001 -- Continued**

All workers

Compensation component	Cost per hour worked by year							
	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation .....	\$20.65	\$21.06	\$21.55	\$21.60	\$22.15	\$22.75	\$23.67	\$25.37
Wages and salaries .....	14.57	14.93	15.16	15.33	15.85	16.21	16.85	18.02
Total benefits .....	6.08	6.12	6.39	6.27	6.31	6.54	6.82	7.34
Paid leave .....	1.66	1.70	1.80	1.82	1.85	1.94	2.00	2.15
Supplemental pay .....	.65	.68	.71	.71	.69	.67	.66	.66
Insurance .....	1.65	1.61	1.63	1.51	1.48	1.60	1.72	1.84
Retirement and savings .....	.47	.48	.57	.55	.57	.58	.62	.74
Legally required benefits .....	1.63	1.63	1.66	1.67	1.70	1.74	1.82	1.93
Other benefits <sup>2</sup> .....	.02	.02	.02	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )
	Percent of total compensation by year							
	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation .....	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Wages and salaries .....	70.6	70.9	70.4	71.0	71.6	71.3	71.2	71.0
Total benefits .....	29.4	29.1	29.6	29.0	28.5	28.7	28.8	28.9
Paid leave .....	8.0	8.1	8.3	8.4	8.4	8.5	8.4	8.5
Supplemental pay .....	3.2	3.2	3.3	3.3	3.1	2.9	2.8	2.6
Insurance .....	8.0	7.7	7.6	7.0	6.7	7.0	7.3	7.3
Retirement and savings .....	2.3	2.3	2.6	2.5	2.6	2.5	2.6	2.9
Legally required benefits .....	7.9	7.7	7.7	7.7	7.7	7.6	7.7	7.6
Other benefits <sup>2</sup> .....	.1	.1	.1	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )

<sup>1</sup> Cost per hour worked is \$0.01 or less.

<sup>2</sup> Includes severance pay and supplemental unemployment benefits.

<sup>3</sup> Less than .05 percent.

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



**Table 20. Private industry, hospitals, by occupational group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 1994-2001 -- Continued**

Professional specialty and technical occupations

Compensation component	Cost per hour worked by year							
	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation .....	\$25.08	\$25.58	\$26.48	\$26.77	\$27.15	\$27.82	\$28.46	\$31.11
Wages and salaries .....	17.92	18.33	18.78	19.16	19.56	19.97	20.42	22.26
Total benefits .....	7.16	7.25	7.70	7.61	7.58	7.85	8.04	8.85
Paid leave .....	2.00	2.05	2.19	2.23	2.23	2.34	2.39	2.71
Supplemental pay .....	.95	.98	1.06	1.04	.99	.96	.95	.96
Insurance .....	1.64	1.63	1.69	1.60	1.57	1.71	1.80	1.90
Retirement and savings .....	.55	.57	.68	.65	.69	.69	.72	.90
Legally required benefits .....	2.00	1.99	2.06	2.08	2.09	2.14	2.18	2.36
Other benefits <sup>2</sup> .....	.02	.02	.02	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	.02
Compensation component	Percent of total compensation by year							
	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation .....	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Wages and salaries .....	71.5	71.7	70.9	71.6	72.0	71.8	71.7	71.6
Total benefits .....	28.5	28.3	29.1	28.4	27.9	28.2	28.3	28.4
Paid leave .....	8.0	8.0	8.3	8.3	8.2	8.4	8.4	8.7
Supplemental pay .....	3.8	3.8	4.0	3.9	3.6	3.5	3.3	3.1
Insurance .....	6.5	6.4	6.4	6.0	5.8	6.1	6.3	6.1
Retirement and savings .....	2.2	2.2	2.6	2.4	2.5	2.5	2.5	2.9
Legally required benefits .....	8.0	7.8	7.8	7.8	7.7	7.7	7.7	7.6
Other benefits <sup>2</sup> .....	.1	.1	.1	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	.1

<sup>1</sup> Cost per hour worked is \$0.01 or less.

<sup>2</sup> Includes severance pay and supplemental unemployment benefits.

<sup>3</sup> Less than .05 percent.

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

**Table 20. Private industry, hospitals, by occupational group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 1994-2001 -- Continued**

Professional specialty occupations

Compensation component	Cost per hour worked by year							
	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation .....	\$27.25	\$27.90	\$28.88	\$29.36	\$29.79	\$30.67	\$31.60	\$34.35
Wages and salaries .....	19.66	20.17	20.57	21.15	21.64	22.17	22.80	24.69
Total benefits .....	7.59	7.74	8.31	8.21	8.15	8.49	8.81	9.66
Paid leave .....	2.14	2.21	2.38	2.42	2.42	2.57	2.69	3.10
Supplemental pay .....	1.05	1.10	1.22	1.20	1.12	1.10	1.07	1.04
Insurance .....	1.62	1.62	1.72	1.59	1.56	1.71	1.83	1.90
Retirement and savings .....	.59	.61	.72	.71	.75	.74	.81	1.03
Legally required benefits .....	2.16	2.18	2.26	2.28	2.29	2.36	2.41	2.58
Other benefits <sup>2</sup> .....	.02	.02	.02	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	.02
	Percent of total compensation by year							
	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation .....	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Wages and salaries .....	72.1	72.3	71.2	72.0	72.6	72.3	72.2	71.9
Total benefits .....	27.9	27.7	28.8	28.0	27.4	27.7	27.9	28.1
Paid leave .....	7.9	7.9	8.2	8.2	8.1	8.4	8.5	9.0
Supplemental pay .....	3.8	3.9	4.2	4.1	3.8	3.6	3.4	3.0
Insurance .....	6.0	5.8	5.9	5.4	5.2	5.6	5.8	5.5
Retirement and savings .....	2.2	2.2	2.5	2.4	2.5	2.4	2.6	3.0
Legally required benefits .....	7.9	7.8	7.8	7.8	7.7	7.7	7.6	7.5
Other benefits <sup>2</sup> .....	.1	.1	.1	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	.1

<sup>1</sup> Cost per hour worked is \$0.01 or less.

<sup>2</sup> Includes severance pay and supplemental unemployment benefits.

<sup>3</sup> Less than .05 percent.

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

**Table 20. Private industry, hospitals, by occupational group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 1994-2001 -- Continued**

Nurses

Compensation component	Cost per hour worked by year							
	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation .....	\$27.77	\$28.35	\$29.48	\$29.51	\$29.78	\$30.85	\$31.64	\$33.32
Wages and salaries .....	19.95	20.40	20.86	21.04	21.42	22.12	22.73	23.71
Total benefits .....	7.82	7.95	8.62	8.47	8.36	8.72	8.91	9.61
Paid leave .....	2.11	2.18	2.39	2.45	2.44	2.62	2.69	3.04
Supplemental pay .....	1.24	1.28	1.42	1.42	1.33	1.30	1.21	1.14
Insurance .....	1.62	1.63	1.74	1.57	1.54	1.67	1.81	1.88
Retirement and savings .....	.60	.61	.74	.70	.71	.73	.77	.98
Legally required benefits .....	2.23	2.23	2.32	2.32	2.32	2.39	2.42	2.55
Other benefits <sup>2</sup> .....	.02	.02	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	.02
	Percent of total compensation by year							
	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation .....	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Wages and salaries .....	71.8	72.0	70.8	71.3	71.9	71.7	71.8	71.2
Total benefits .....	28.2	28.0	29.2	28.7	28.1	28.3	28.2	28.8
Paid leave .....	7.6	7.7	8.1	8.3	8.2	8.5	8.5	9.1
Supplemental pay .....	4.5	4.5	4.8	4.8	4.5	4.2	3.8	3.4
Insurance .....	5.9	5.7	5.9	5.3	5.2	5.4	5.7	5.6
Retirement and savings .....	2.2	2.1	2.5	2.4	2.4	2.4	2.4	2.9
Legally required benefits .....	8.0	7.9	7.9	7.8	7.8	7.7	7.6	7.7
Other benefits <sup>2</sup> .....	.1	.1	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	.1

<sup>1</sup> Cost per hour worked is \$0.01 or less.

<sup>2</sup> Includes severance pay and supplemental unemployment benefits.

<sup>3</sup> Less than .05 percent.

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

**Table 20. Private industry, hospitals, by occupational group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 1994-2001 -- Continued**

Technical occupations

Compensation component	Cost per hour worked by year							
	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation .....	\$19.15	\$19.40	\$20.14	\$20.24	\$20.93	\$21.39	\$21.76	\$23.26
Wages and salaries .....	13.18	13.46	14.04	14.14	14.67	15.01	15.37	16.37
Total benefits .....	5.97	5.94	6.09	6.10	6.25	6.38	6.40	6.90
Paid leave .....	1.62	1.63	1.70	1.75	1.78	1.81	1.75	1.79
Supplemental pay .....	.69	.68	.66	.64	.67	.64	.69	.77
Insurance .....	1.67	1.68	1.60	1.63	1.60	1.69	1.72	1.91
Retirement and savings .....	.43	.44	.56	.51	.56	.58	.53	.58
Legally required benefits .....	1.55	1.49	1.55	1.56	1.63	1.65	1.70	1.83
Other benefits <sup>2</sup> .....	.02	.02	.02	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )
	Percent of total compensation by year							
	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation .....	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Wages and salaries .....	68.8	69.4	69.7	69.9	70.1	70.2	70.6	70.4
Total benefits .....	31.2	30.6	30.3	30.1	29.9	29.8	29.4	29.7
Paid leave .....	8.5	8.4	8.4	8.6	8.5	8.5	8.0	7.7
Supplemental pay .....	3.6	3.5	3.3	3.2	3.2	3.0	3.2	3.3
Insurance .....	8.7	8.7	8.0	8.0	7.6	7.9	7.9	8.2
Retirement and savings .....	2.2	2.3	2.8	2.5	2.7	2.7	2.4	2.5
Legally required benefits .....	8.1	7.7	7.7	7.7	7.8	7.7	7.8	7.9
Other benefits <sup>2</sup> .....	.1	.1	.1	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )

<sup>1</sup> Cost per hour worked is \$0.01 or less.

<sup>2</sup> Includes severance pay and supplemental unemployment benefits.

<sup>3</sup> Less than .05 percent.

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

**Table 20. Private industry, hospitals, by occupational group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 1994-2001 -- Continued**

Administrative support, including clerical occupations

Compensation component	Cost per hour worked by year							
	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation .....	\$14.82	\$14.91	\$15.30	\$15.36	\$15.69	\$16.17	\$16.84	\$17.24
Wages and salaries .....	10.13	10.33	10.53	10.65	11.01	11.26	11.63	11.82
Total benefits .....	4.69	4.58	4.77	4.70	4.68	4.92	5.21	5.42
Paid leave .....	1.19	1.18	1.25	1.32	1.37	1.40	1.42	1.37
Supplemental pay .....	.29	.30	.29	.30	.30	.28	.30	.31
Insurance .....	1.67	1.55	1.59	1.48	1.40	1.58	1.70	1.86
Retirement and savings .....	.39	.39	.45	.44	.43	.44	.51	.57
Legally required benefits .....	1.14	1.13	1.17	1.15	1.18	1.21	1.27	1.29
Other benefits <sup>2</sup> .....	.02	( <sup>1</sup> )	.02	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )
	Percent of total compensation by year							
	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation .....	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Wages and salaries .....	68.4	69.3	68.8	69.4	70.2	69.6	69.1	68.6
Total benefits .....	31.6	30.7	31.2	30.6	29.8	30.4	30.9	31.4
Paid leave .....	8.0	7.9	8.1	8.6	8.7	8.7	8.4	7.9
Supplemental pay .....	2.0	2.0	1.9	2.0	1.9	1.7	1.8	1.8
Insurance .....	11.2	10.4	10.4	9.7	8.9	9.8	10.1	10.8
Retirement and savings .....	2.6	2.6	3.0	2.9	2.7	2.7	3.0	3.3
Legally required benefits .....	7.7	7.6	7.6	7.5	7.5	7.5	7.5	7.5
Other benefits <sup>2</sup> .....	.1	( <sup>3</sup> )	.1	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )

<sup>1</sup> Cost per hour worked is \$0.01 or less.

<sup>2</sup> Includes severance pay and supplemental unemployment benefits.

<sup>3</sup> Less than .05 percent.

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

**Table 20. Private industry, hospitals, by occupational group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 1994-2001 -- Continued**

Service occupations

Compensation component	Cost per hour worked by year							
	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation .....	\$13.14	\$13.24	\$13.56	\$12.96	\$13.20	\$13.52	\$13.85	\$14.70
Wages and salaries .....	8.80	8.93	9.22	8.82	9.05	9.25	9.53	10.13
Total benefits .....	4.33	4.31	4.34	4.14	4.15	4.27	4.32	4.57
Paid leave .....	.97	.99	1.05	1.00	1.00	1.06	1.01	1.03
Supplemental pay .....	.39	.40	.42	.42	.43	.43	.38	.34
Insurance .....	1.59	1.56	1.49	1.37	1.34	1.39	1.47	1.64
Retirement and savings .....	.29	.29	.32	.31	.33	.33	.32	.36
Legally required benefits .....	1.07	1.06	1.06	1.04	1.04	1.05	1.12	1.20
Other benefits <sup>2</sup> .....	.02	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )
	Percent of total compensation by year							
	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation .....	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Wages and salaries .....	67.0	67.5	68.0	68.1	68.6	68.4	68.8	68.9
Total benefits .....	33.0	32.5	32.0	31.9	31.4	31.6	31.2	31.1
Paid leave .....	7.4	7.5	7.7	7.7	7.6	7.8	7.3	7.0
Supplemental pay .....	3.0	3.0	3.1	3.3	3.3	3.2	2.7	2.3
Insurance .....	12.1	11.8	11.0	10.6	10.2	10.3	10.6	11.2
Retirement and savings .....	2.2	2.2	2.4	2.4	2.5	2.4	2.3	2.4
Legally required benefits .....	8.1	8.0	7.8	8.0	7.9	7.8	8.1	8.2
Other benefits <sup>2</sup> .....	.2	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )

<sup>1</sup> Cost per hour worked is \$0.01 or less.

<sup>2</sup> Includes severance pay and supplemental unemployment benefits.

<sup>3</sup> Less than .05 percent.

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

**Table 20. Private industry, nursing homes, by occupational group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 1994-2001 -- Continued**

All workers

Compensation component	Cost per hour worked by year							
	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation .....	\$11.06	\$11.30	\$11.54	\$12.26	\$12.82	\$13.29	\$14.12	\$15.33
Wages and salaries .....	8.15	8.33	8.58	9.21	9.70	10.06	10.67	11.37
Total benefits .....	2.91	2.96	2.96	3.06	3.12	3.23	3.46	3.95
Paid leave .....	.66	.69	.71	.77	.79	.83	.89	1.02
Supplemental pay .....	.23	.23	.22	.24	.27	.27	.30	.38
Insurance .....	.57	.58	.60	.62	.63	.68	.76	.89
Retirement and savings .....	.10	.12	.12	.13	.16	.15	.18	.24
Legally required benefits .....	1.34	1.34	1.30	1.29	1.27	1.30	1.32	1.42
Other benefits <sup>2</sup> .....	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )
	Percent of total compensation by year							
	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation .....	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Wages and salaries .....	73.7	73.8	74.4	75.1	75.7	75.7	75.6	74.2
Total benefits .....	26.3	26.2	25.6	24.9	24.3	24.3	24.5	25.8
Paid leave .....	6.0	6.1	6.1	6.3	6.2	6.2	6.3	6.7
Supplemental pay .....	2.1	2.1	1.9	2.0	2.1	2.0	2.1	2.5
Insurance .....	5.1	5.2	5.2	5.0	4.9	5.1	5.4	5.8
Retirement and savings .....	.9	1.1	1.0	1.1	1.2	1.1	1.3	1.6
Legally required benefits .....	12.1	11.8	11.3	10.5	9.9	9.8	9.3	9.3
Other benefits <sup>2</sup> .....	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )

<sup>1</sup> Cost per hour worked is \$0.01 or less.

<sup>2</sup> Includes severance pay and supplemental unemployment benefits.

<sup>3</sup> Less than .05 percent.

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

**Table 20. Private industry, nursing homes, by occupational group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 1994-2001 -- Continued**

Professional specialty and technical occupations

Compensation component	Cost per hour worked by year							
	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation .....	\$17.41	\$17.61	\$17.91	\$18.14	\$18.86	\$19.45	\$20.25	\$22.45
Wages and salaries .....	12.96	13.11	13.43	13.78	14.45	14.92	15.52	16.76
Total benefits .....	4.45	4.50	4.48	4.36	4.40	4.53	4.73	5.69
Paid leave .....	1.10	1.11	1.16	1.12	1.14	1.18	1.21	1.50
Supplemental pay .....	.43	.42	.41	.42	.43	.45	.52	.67
Insurance .....	.63	.67	.69	.67	.73	.77	.82	1.07
Retirement and savings .....	.16	.20	.21	.21	.22	.22	.27	.38
Legally required benefits .....	2.12	2.10	2.01	1.94	1.88	1.92	1.90	2.07
Other benefits <sup>2</sup> .....	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )
	Percent of total compensation by year							
	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation .....	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Wages and salaries .....	74.4	74.5	75.0	76.0	76.6	76.7	76.6	74.7
Total benefits .....	25.6	25.5	25.0	24.0	23.3	23.3	23.4	25.3
Paid leave .....	6.3	6.3	6.5	6.2	6.0	6.1	6.0	6.7
Supplemental pay .....	2.5	2.4	2.3	2.3	2.3	2.3	2.6	3.0
Insurance .....	3.6	3.8	3.8	3.7	3.9	4.0	4.0	4.8
Retirement and savings .....	.9	1.1	1.1	1.1	1.2	1.1	1.3	1.7
Legally required benefits .....	12.2	11.9	11.2	10.7	10.0	9.9	9.4	9.2
Other benefits <sup>2</sup> .....	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )

<sup>1</sup> Cost per hour worked is \$0.01 or less.

<sup>2</sup> Includes severance pay and supplemental unemployment benefits.

<sup>3</sup> Less than .05 percent.

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



**Table 20. Private industry, nursing homes, by occupational group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 1994-2001 -- Continued**

Professional specialty occupations

Compensation component	Cost per hour worked by year							
	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation .....	\$19.50	\$19.59	\$20.24	\$20.36	\$20.85	\$21.57	\$22.69	\$25.96
Wages and salaries .....	14.86	14.87	15.35	15.63	16.16	16.74	17.48	19.29
Total benefits .....	4.64	4.73	4.89	4.73	4.68	4.83	5.21	6.67
Paid leave .....	1.24	1.27	1.35	1.25	1.24	1.27	1.39	1.86
Supplemental pay .....	.39	.36	.36	.38	.36	.37	.51	.69
Insurance .....	.59	.69	.74	.72	.78	.84	.91	1.29
Retirement and savings .....	.17	.20	.22	.25	.25	.25	.33	.45
Legally required benefits .....	2.24	2.21	2.22	2.13	2.05	2.10	2.07	2.37
Other benefits <sup>2</sup> .....	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )
	Percent of total compensation by year							
	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation .....	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Wages and salaries .....	76.2	75.9	75.8	76.8	77.5	77.6	77.0	74.3
Total benefits .....	23.8	24.1	24.2	23.2	22.4	22.4	23.0	25.7
Paid leave .....	6.4	6.5	6.7	6.2	5.9	5.9	6.1	7.2
Supplemental pay .....	2.0	1.8	1.8	1.9	1.7	1.7	2.2	2.7
Insurance .....	3.0	3.5	3.7	3.5	3.7	3.9	4.0	5.0
Retirement and savings .....	.9	1.0	1.1	1.2	1.2	1.2	1.5	1.7
Legally required benefits .....	11.5	11.3	11.0	10.4	9.8	9.7	9.1	9.1
Other benefits <sup>2</sup> .....	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )

<sup>1</sup> Cost per hour worked is \$0.01 or less.

<sup>2</sup> Includes severance pay and supplemental unemployment benefits.

<sup>3</sup> Less than .05 percent.

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

**Table 20. Private industry, nursing homes, by occupational group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 1994-2001 -- Continued**

Technical occupations

Compensation component	Cost per hour worked by year							
	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation .....	\$15.68	\$15.95	\$15.99	\$16.16	\$17.02	\$17.51	\$18.03	\$19.50
Wages and salaries .....	11.38	11.65	11.86	12.13	12.88	13.25	13.74	14.63
Total benefits .....	4.29	4.30	4.13	4.03	4.15	4.26	4.29	4.87
Paid leave .....	.98	.98	1.00	1.00	1.04	1.09	1.06	1.19
Supplemental pay .....	.46	.47	.46	.45	.50	.52	.53	.66
Insurance .....	.66	.64	.64	.62	.68	.70	.74	.88
Retirement and savings .....	.16	.20	.20	.17	.19	.19	.21	.32
Legally required benefits .....	2.03	2.01	1.83	1.78	1.72	1.76	1.75	1.83
Other benefits <sup>2</sup> .....	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )
	Percent of total compensation by year							
	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation .....	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Wages and salaries .....	72.6	73.0	74.2	75.1	75.7	75.7	76.2	75.0
Total benefits .....	27.4	27.0	25.8	24.9	24.4	24.3	23.8	25.0
Paid leave .....	6.3	6.1	6.3	6.2	6.1	6.2	5.9	6.1
Supplemental pay .....	3.0	3.0	2.9	2.8	2.9	3.0	2.9	3.4
Insurance .....	4.2	4.0	4.0	3.8	4.0	4.0	4.1	4.5
Retirement and savings .....	1.0	1.2	1.2	1.1	1.1	1.1	1.2	1.6
Legally required benefits .....	12.9	12.6	11.5	11.0	10.1	10.1	9.7	9.4
Other benefits <sup>2</sup> .....	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )

<sup>1</sup> Cost per hour worked is \$0.01 or less.

<sup>2</sup> Includes severance pay and supplemental unemployment benefits.

<sup>3</sup> Less than .05 percent.

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

**Table 20. Private industry, nursing homes, by occupational group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 1994-2001 -- Continued**

Service occupations

Compensation component	Cost per hour worked by year							
	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation .....	\$8.87	\$9.19	\$9.43	\$9.82	\$10.19	\$10.57	\$10.99	\$11.78
Wages and salaries .....	6.45	6.70	6.93	7.29	7.61	7.91	8.18	8.65
Total benefits .....	2.41	2.49	2.50	2.53	2.58	2.66	2.81	3.13
Paid leave .....	.49	.52	.54	.59	.60	.63	.66	.72
Supplemental pay .....	.19	.20	.19	.20	.23	.23	.25	.31
Insurance .....	.53	.54	.56	.57	.58	.62	.69	.80
Retirement and savings .....	.08	.09	.09	.11	.13	.12	.13	.17
Legally required benefits .....	1.12	1.14	1.11	1.07	1.05	1.07	1.07	1.12
Other benefits <sup>2</sup> .....	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )
	Percent of total compensation by year							
	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation .....	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Wages and salaries .....	72.8	72.9	73.5	74.2	74.7	74.8	74.4	73.4
Total benefits .....	27.2	27.1	26.5	25.8	25.3	25.2	25.6	26.6
Paid leave .....	5.5	5.7	5.7	6.0	5.9	6.0	6.0	6.1
Supplemental pay .....	2.2	2.2	2.0	2.0	2.3	2.2	2.3	2.6
Insurance .....	5.9	5.9	5.9	5.8	5.7	5.9	6.3	6.8
Retirement and savings .....	.9	.9	.9	1.1	1.3	1.1	1.2	1.4
Legally required benefits .....	12.7	12.4	11.8	10.9	10.3	10.1	9.7	9.5
Other benefits <sup>2</sup> .....	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )

<sup>1</sup> Cost per hour worked is \$0.01 or less.

<sup>2</sup> Includes severance pay and supplemental unemployment benefits.

<sup>3</sup> Less than .05 percent.

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

**Table 21. Private industry, transportation equipment manufacturing (SIC 37), by occupational group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 1989<sup>1</sup>-2001**

All workers

Compensation component	Cost per hour worked by year												
	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation .....	-	-	-	-	-	\$30.67	\$31.37	\$29.81	\$31.06	\$32.34	\$33.21	\$34.51	\$33.67
Wages and salaries .....	-	-	-	-	-	17.78	18.07	18.11	19.00	20.23	21.03	21.51	21.84
Total benefits .....	-	-	-	-	-	12.89	13.29	11.69	12.06	12.11	12.18	13.01	11.84
Paid leave .....	-	-	-	-	-	2.48	2.60	2.55	2.67	2.83	2.91	2.92	2.85
Supplemental pay .....	-	-	-	-	-	1.52	1.58	1.70	1.75	1.78	1.62	2.04	2.05
Insurance .....	-	-	-	-	-	3.78	3.67	2.92	2.92	2.85	3.04	3.35	2.81
Retirement and savings .....	-	-	-	-	-	2.17	2.14	1.47	1.56	1.57	1.45	1.50	1.15
Legally required benefits .....	-	-	-	-	-	2.57	2.87	2.71	2.79	2.76	2.79	2.78	2.73
Other benefits <sup>2</sup> .....	-	-	-	-	-	.38	.43	.35	.37	.32	.37	.43	.25
	Percent of total compensation by year												
	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation .....	-	-	-	-	-	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Wages and salaries .....	-	-	-	-	-	58.0	57.6	60.8	61.2	62.6	63.3	62.3	64.9
Total benefits .....	-	-	-	-	-	42.0	42.4	39.2	38.8	37.4	36.7	37.7	35.2
Paid leave .....	-	-	-	-	-	8.1	8.3	8.6	8.6	8.8	8.8	8.5	8.5
Supplemental pay .....	-	-	-	-	-	4.9	5.0	5.7	5.6	5.5	4.9	5.9	6.1
Insurance .....	-	-	-	-	-	12.3	11.7	9.8	9.4	8.8	9.2	9.7	8.3
Retirement and savings .....	-	-	-	-	-	7.1	6.8	4.9	5.0	4.9	4.4	4.3	3.4
Legally required benefits .....	-	-	-	-	-	8.4	9.1	9.1	9.0	8.5	8.4	8.1	8.1
Other benefits <sup>2</sup> .....	-	-	-	-	-	1.2	1.4	1.2	1.2	1.0	1.1	1.2	.7

<sup>1</sup> This series began in 1994.

<sup>2</sup> Includes severance pay and supplemental unemployment benefits.

- Data not available.

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

**Table 21. Private industry, transportation equipment manufacturing (SIC 37), by occupational group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 1989<sup>1</sup>-2001 -- Continued**

White-collar occupations

Compensation component	Cost per hour worked by year												
	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation .....	-	-	-	-	-	\$31.98	\$32.94	\$35.76	\$36.48	\$37.68	\$38.81	\$40.48	\$43.78
Wages and salaries .....	-	-	-	-	-	21.37	22.02	23.67	24.74	25.95	27.03	28.28	30.27
Total benefits .....	-	-	-	-	-	10.61	10.92	12.08	11.74	11.73	11.79	12.21	13.52
Paid leave .....	-	-	-	-	-	2.90	3.03	3.48	3.57	3.72	3.84	3.90	4.24
Supplemental pay .....	-	-	-	-	-	.73	.78	1.13	.91	.89	.85	1.28	1.56
Insurance .....	-	-	-	-	-	2.95	3.08	2.72	2.66	2.63	2.72	2.67	2.97
Retirement and savings .....	-	-	-	-	-	1.53	1.36	1.71	1.58	1.50	1.31	1.29	1.44
Legally required benefits .....	-	-	-	-	-	2.38	2.59	2.79	2.79	2.80	2.80	2.76	3.06
Other benefits <sup>2</sup> .....	-	-	-	-	-	.11	.08	.25	.23	.19	.27	.31	.24
	Percent of total compensation by year												
	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation .....	-	-	-	-	-	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Wages and salaries .....	-	-	-	-	-	66.8	66.8	66.2	67.8	68.9	69.6	69.9	69.1
Total benefits .....	-	-	-	-	-	33.2	33.2	33.8	32.2	31.1	30.4	30.2	30.9
Paid leave .....	-	-	-	-	-	9.1	9.2	9.7	9.8	9.9	9.9	9.6	9.7
Supplemental pay .....	-	-	-	-	-	2.3	2.4	3.2	2.5	2.4	2.2	3.2	3.6
Insurance .....	-	-	-	-	-	9.2	9.3	7.6	7.3	7.0	7.0	6.6	6.8
Retirement and savings .....	-	-	-	-	-	4.8	4.1	4.8	4.3	4.0	3.4	3.2	3.3
Legally required benefits .....	-	-	-	-	-	7.5	7.9	7.8	7.6	7.4	7.2	6.8	7.0
Other benefits <sup>2</sup> .....	-	-	-	-	-	.4	.2	.7	.6	.5	.7	.8	.5

<sup>1</sup> This series began in 1994.

<sup>2</sup> Includes severance pay and supplemental unemployment benefits.

- Data not available.

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

**Table 21. Private industry, transportation equipment manufacturing (SIC 37), by occupational group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 1989<sup>1</sup>-2001 -- Continued**

Professional specialty and technical occupations

Compensation component	Cost per hour worked by year												
	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation .....	-	-	-	-	-	\$33.29	\$34.27	\$39.81	\$41.59	\$42.58	\$44.07	\$45.26	\$45.66
Wages and salaries .....	-	-	-	-	-	22.64	23.13	26.76	28.67	29.81	31.22	31.62	31.02
Total benefits .....	-	-	-	-	-	10.65	11.14	13.05	12.92	12.77	12.86	13.64	14.65
Paid leave .....	-	-	-	-	-	3.04	3.18	3.82	4.08	4.17	4.36	4.73	4.73
Supplemental pay .....	-	-	-	-	-	.57	.64	1.07	.82	.90	.77	1.15	1.31
Insurance .....	-	-	-	-	-	2.91	3.10	2.85	2.84	2.74	2.80	2.88	3.41
Retirement and savings .....	-	-	-	-	-	1.50	1.40	1.95	1.79	1.63	1.46	1.47	1.58
Legally required benefits .....	-	-	-	-	-	2.52	2.75	3.09	3.16	3.15	3.18	3.12	3.26
Other benefits <sup>2</sup> .....	-	-	-	-	-	.10	.07	.27	.24	.18	.29	.29	.36
	Percent of total compensation by year												
	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation .....	-	-	-	-	-	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Wages and salaries .....	-	-	-	-	-	68.0	67.5	67.2	68.9	70.0	70.8	69.9	67.9
Total benefits .....	-	-	-	-	-	32.0	32.5	32.8	31.1	30.0	29.2	30.1	32.1
Paid leave .....	-	-	-	-	-	9.1	9.3	9.6	9.8	9.8	9.9	10.5	10.4
Supplemental pay .....	-	-	-	-	-	1.7	1.9	2.7	2.0	2.1	1.7	2.5	2.9
Insurance .....	-	-	-	-	-	8.7	9.0	7.2	6.8	6.4	6.4	6.4	7.5
Retirement and savings .....	-	-	-	-	-	4.5	4.1	4.9	4.3	3.8	3.3	3.2	3.5
Legally required benefits .....	-	-	-	-	-	7.6	8.0	7.8	7.6	7.4	7.2	6.9	7.1
Other benefits <sup>2</sup> .....	-	-	-	-	-	.3	.2	.7	.6	.4	.7	.6	.8

<sup>1</sup> This series began in 1994.

<sup>2</sup> Includes severance pay and supplemental unemployment benefits.

- Data not available.

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

**Table 21. Private industry, transportation equipment manufacturing (SIC 37), by occupational group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 1989<sup>1</sup>-2001 -- Continued**

Executive, administrative, and managerial occupations

Compensation component	Cost per hour worked by year												
	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation .....	-	-	-	-	-	\$38.66	\$39.94	\$41.32	\$40.15	\$41.90	\$43.55	\$50.67	\$54.15
Wages and salaries .....	-	-	-	-	-	26.70	27.80	27.36	27.42	28.95	30.47	36.83	39.43
Total benefits .....	-	-	-	-	-	11.96	12.14	13.96	12.73	12.95	13.08	13.84	14.72
Paid leave .....	-	-	-	-	-	3.63	3.85	4.42	4.25	4.45	4.60	4.69	4.91
Supplemental pay .....	-	-	-	-	-	.54	.63	1.50	1.05	.95	1.07	1.38	2.04
Insurance .....	-	-	-	-	-	3.17	3.41	2.78	2.61	2.66	2.82	2.62	2.52
Retirement and savings .....	-	-	-	-	-	1.83	1.29	1.91	1.71	1.71	1.42	1.54	1.63
Legally required benefits .....	-	-	-	-	-	2.71	2.91	3.09	2.91	3.00	2.92	3.10	3.46
Other benefits <sup>2</sup> .....	-	-	-	-	-	.07	.05	.25	.20	.19	.25	.51	.16
	Percent of total compensation by year												
	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation .....	-	-	-	-	-	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Wages and salaries .....	-	-	-	-	-	69.1	69.6	66.2	68.3	69.1	70.0	72.7	72.8
Total benefits .....	-	-	-	-	-	30.9	30.4	33.8	31.7	30.9	30.0	27.3	27.2
Paid leave .....	-	-	-	-	-	9.4	9.7	10.7	10.6	10.6	10.6	9.3	9.1
Supplemental pay .....	-	-	-	-	-	1.4	1.6	3.6	2.6	2.3	2.5	2.7	3.8
Insurance .....	-	-	-	-	-	8.2	8.5	6.7	6.5	6.3	6.5	5.2	4.7
Retirement and savings .....	-	-	-	-	-	4.7	3.2	4.6	4.2	4.1	3.3	3.0	3.0
Legally required benefits .....	-	-	-	-	-	7.0	7.3	7.5	7.2	7.2	6.7	6.1	6.4
Other benefits <sup>2</sup> .....	-	-	-	-	-	.2	.1	.6	.5	.5	.6	1.0	.3

<sup>1</sup> This series began in 1994.

<sup>2</sup> Includes severance pay and supplemental unemployment benefits.

- Data not available.

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

**Table 21. Private industry, transportation equipment manufacturing (SIC 37), by occupational group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 1989<sup>1</sup>-2001 -- Continued**

Blue-collar occupations

Compensation component	Cost per hour worked by year												
	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation .....	-	-	-	-	-	\$30.13	\$30.70	\$26.64	\$28.22	\$29.22	\$30.11	\$31.41	\$28.41
Wages and salaries .....	-	-	-	-	-	16.12	16.40	15.29	16.10	17.02	17.81	18.06	17.43
Total benefits .....	-	-	-	-	-	14.01	14.30	11.35	12.13	12.20	12.30	13.35	10.98
Paid leave .....	-	-	-	-	-	2.30	2.42	2.05	2.20	2.30	2.39	2.41	2.12
Supplemental pay .....	-	-	-	-	-	1.91	1.93	1.96	2.15	2.25	2.01	2.41	2.33
Insurance .....	-	-	-	-	-	4.15	3.92	3.00	3.05	2.96	3.20	3.68	2.73
Retirement and savings .....	-	-	-	-	-	2.48	2.47	1.32	1.54	1.60	1.52	1.59	.99
Legally required benefits .....	-	-	-	-	-	2.66	2.99	2.66	2.77	2.71	2.77	2.79	2.56
Other benefits <sup>2</sup> .....	-	-	-	-	-	.51	.58	.37	.42	.38	.40	.48	.25
	Percent of total compensation by year												
	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation .....	-	-	-	-	-	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Wages and salaries .....	-	-	-	-	-	53.5	53.4	57.4	57.0	58.2	59.1	57.5	61.4
Total benefits .....	-	-	-	-	-	46.5	46.6	42.6	43.0	41.8	40.9	42.5	38.6
Paid leave .....	-	-	-	-	-	7.6	7.9	7.7	7.8	7.9	7.9	7.7	7.5
Supplemental pay .....	-	-	-	-	-	6.3	6.3	7.3	7.6	7.7	6.7	7.7	8.2
Insurance .....	-	-	-	-	-	13.8	12.8	11.3	10.8	10.1	10.6	11.7	9.6
Retirement and savings .....	-	-	-	-	-	8.2	8.0	4.9	5.5	5.5	5.0	5.1	3.5
Legally required benefits .....	-	-	-	-	-	8.8	9.7	10.0	9.8	9.3	9.2	8.9	9.0
Other benefits <sup>2</sup> .....	-	-	-	-	-	1.7	1.9	1.4	1.5	1.3	1.3	1.5	.9

<sup>1</sup> This series began in 1994.

<sup>2</sup> Includes severance pay and supplemental unemployment benefits.

- Data not available.

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



**Table 21. Private industry, transportation equipment manufacturing (SIC 37), by occupational group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 1989<sup>1</sup>-2001 -- Continued**

Service occupations

Compensation component	Cost per hour worked by year												
	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation .....	-	-	-	-	-	\$28.51	\$30.61	\$32.27	\$32.33	\$34.69	\$34.75	\$35.58	\$25.08
Wages and salaries .....	-	-	-	-	-	15.72	16.22	16.14	17.06	18.45	19.06	18.23	15.55
Total benefits .....	-	-	-	-	-	12.79	14.39	16.13	15.26	16.24	15.68	17.35	9.54
Paid leave .....	-	-	-	-	-	2.05	2.30	3.05	2.77	3.17	3.12	3.38	2.30
Supplemental pay .....	-	-	-	-	-	1.30	1.77	3.00	2.93	3.27	2.83	3.24	1.25
Insurance .....	-	-	-	-	-	4.54	4.24	3.57	3.25	3.31	3.44	4.20	2.84
Retirement and savings .....	-	-	-	-	-	2.06	2.56	2.14	2.04	2.16	1.98	2.15	.90
Legally required benefits .....	-	-	-	-	-	2.39	2.72	3.19	3.27	3.40	3.52	3.18	2.06
Other benefits <sup>2</sup> .....	-	-	-	-	-	.45	.79	1.18	1.00	.93	.80	1.20	.19
	Percent of total compensation by year												
	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation .....	-	-	-	-	-	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Wages and salaries .....	-	-	-	-	-	55.1	53.0	50.0	52.8	53.2	54.8	51.2	62.0
Total benefits .....	-	-	-	-	-	44.9	47.0	50.0	47.2	46.8	45.1	48.8	38.0
Paid leave .....	-	-	-	-	-	7.2	7.5	9.5	8.6	9.1	9.0	9.5	9.2
Supplemental pay .....	-	-	-	-	-	4.6	5.8	9.3	9.1	9.4	8.1	9.1	5.0
Insurance .....	-	-	-	-	-	15.9	13.8	11.1	10.1	9.5	9.9	11.8	11.3
Retirement and savings .....	-	-	-	-	-	7.2	8.4	6.6	6.3	6.2	5.7	6.0	3.6
Legally required benefits .....	-	-	-	-	-	8.4	8.9	9.9	10.1	9.8	10.1	8.9	8.2
Other benefits <sup>2</sup> .....	-	-	-	-	-	1.6	2.6	3.7	3.1	2.7	2.3	3.4	.8

<sup>1</sup> This series began in 1994.

<sup>2</sup> Includes severance pay and supplemental unemployment benefits.

- Data not available.

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

**Table 21. Private industry, aircraft manufacturing (SIC 3721), by occupational group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 1989-2001 -- Continued**

All workers

Compensation component	Cost per hour worked by year												
	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation .....	\$22.67	\$24.17	\$25.30	\$26.97	\$28.62	\$29.34	\$30.66	\$34.09	\$33.98	\$34.27	\$35.33	\$37.87	\$40.09
Wages and salaries .....	15.66	16.32	17.11	18.02	18.68	19.53	20.28	21.79	22.63	23.32	24.28	25.47	26.79
Total benefits .....	7.01	7.84	8.19	8.95	9.94	9.82	10.38	12.30	11.35	10.95	11.05	12.39	13.30
Paid leave .....	2.08	2.16	2.27	2.33	2.45	2.54	2.72	3.13	3.07	3.23	3.34	3.51	3.69
Supplemental pay .....	.93	1.27	1.22	1.17	1.43	1.05	.89	1.68	1.05	1.08	1.19	1.67	1.79
Insurance .....	1.61	1.84	2.07	2.39	2.64	2.70	2.83	2.86	2.75	2.48	2.60	2.67	3.13
Retirement and savings .....	.68	.76	.73	1.05	1.23	1.27	1.38	1.82	1.58	1.42	.97	1.20	1.36
Legally required benefits .....	1.69	1.79	1.88	1.98	2.15	2.23	2.53	2.72	2.81	2.69	2.77	2.92	3.12
Other benefits <sup>2</sup> .....	.02	( <sup>1</sup> )	.02	.03	.04	.03	.03	.10	.09	.04	.18	.42	.21
	Percent of total compensation by year												
	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
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
Wages and salaries .....	69.1	67.5	67.6	66.8	65.3	66.5	66.2	63.9	66.6	68.0	68.7	67.3	66.8
Total benefits .....	30.9	32.4	32.4	33.2	34.7	33.5	33.8	36.1	33.4	32.0	31.3	32.7	33.2
Paid leave .....	9.2	8.9	9.0	8.6	8.6	8.6	8.9	9.2	9.0	9.4	9.5	9.3	9.2
Supplemental pay .....	4.1	5.3	4.8	4.3	5.0	3.6	2.9	4.9	3.1	3.2	3.4	4.4	4.5
Insurance .....	7.1	7.6	8.2	8.9	9.2	9.2	9.2	8.4	8.1	7.2	7.4	7.1	7.8
Retirement and savings .....	3.0	3.1	2.9	3.9	4.3	4.3	4.5	5.3	4.6	4.1	2.7	3.2	3.4
Legally required benefits .....	7.5	7.4	7.4	7.3	7.5	7.6	8.2	8.0	8.3	7.8	7.8	7.7	7.8
Other benefits <sup>2</sup> .....	.1	( <sup>3</sup> )	.1	.1	.1	.1	.1	.3	.3	.1	.5	1.1	.5

<sup>1</sup> Cost per hour worked is \$0.01 or less.

<sup>2</sup> Includes severance pay and supplemental unemployment benefits.

<sup>3</sup> Less than .05 percent.

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

**Table 21. Private industry, aircraft manufacturing (SIC 3721), by occupational group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 1989-2001 -- Continued**

White-collar occupations

Compensation component	Cost per hour worked by year												
	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation .....	\$24.05	\$25.51	\$26.37	\$28.10	\$29.62	\$30.33	\$31.78	\$36.23	\$36.32	\$36.97	\$38.12	\$40.76	\$43.63
Wages and salaries .....	17.10	17.71	18.30	19.18	19.81	20.67	21.52	23.72	24.83	25.68	26.88	28.31	29.68
Total benefits .....	6.96	7.80	8.08	8.91	9.81	9.67	10.26	12.51	11.50	11.30	11.24	12.44	13.95
Paid leave .....	2.33	2.40	2.49	2.59	2.70	2.80	2.98	3.49	3.43	3.52	3.71	4.04	4.22
Supplemental pay .....	.50	.87	.83	.77	.93	.55	.46	1.34	.72	.77	.71	.81	1.56
Insurance .....	1.61	1.82	2.01	2.34	2.62	2.65	2.78	2.72	2.66	2.48	2.60	2.69	3.19
Retirement and savings .....	.80	.89	.85	1.20	1.38	1.42	1.52	2.09	1.71	1.61	1.12	1.32	1.50
Legally required benefits .....	1.70	1.81	1.88	1.98	2.13	2.20	2.48	2.80	2.90	2.88	2.87	2.99	3.23
Other benefits <sup>2</sup> .....	.02	( <sup>1</sup> )	.02	.04	.06	.04	.04	.06	.08	.04	.24	.59	.26
	Percent of total compensation by year												
	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
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
Wages and salaries .....	71.1	69.4	69.4	68.3	66.9	68.1	67.7	65.5	68.4	69.5	70.5	69.5	68.0
Total benefits .....	28.9	30.6	30.6	31.7	33.1	31.9	32.3	34.5	31.6	30.6	29.5	30.5	32.0
Paid leave .....	9.7	9.4	9.4	9.2	9.1	9.2	9.4	9.6	9.4	9.5	9.7	9.9	9.7
Supplemental pay .....	2.1	3.4	3.1	2.7	3.1	1.8	1.5	3.7	2.0	2.1	1.9	2.0	3.6
Insurance .....	6.7	7.1	7.6	8.3	8.8	8.8	8.8	7.5	7.3	6.7	6.8	6.6	7.3
Retirement and savings .....	3.3	3.5	3.2	4.3	4.7	4.7	4.8	5.8	4.7	4.4	2.9	3.2	3.4
Legally required benefits .....	7.1	7.1	7.1	7.0	7.2	7.2	7.8	7.7	8.0	7.8	7.5	7.3	7.4
Other benefits <sup>2</sup> .....	.1	( <sup>3</sup> )	.1	.1	.2	.1	.1	.2	.2	.1	.6	1.4	.6

<sup>1</sup> Cost per hour worked is \$0.01 or less.

<sup>2</sup> Includes severance pay and supplemental unemployment benefits.

<sup>3</sup> Less than .05 percent.

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

**Table 21. Private industry, aircraft manufacturing (SIC 3721), by occupational group: employer costs per hour worked for employer compensation and costs as a percent of total compensation, 1989-2001 -- Continued**

Blue-collar occupations

Compensation component	Cost per hour worked by year												
	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation .....	\$20.64	\$22.22	\$23.78	\$25.42	\$27.32	\$28.01	\$29.06	\$30.52	\$30.14	\$29.56	\$30.56	\$33.33	\$34.18
Wages and salaries .....	13.50	14.26	15.35	16.35	17.09	17.91	18.47	18.60	19.04	19.24	19.84	20.94	22.00
Total benefits .....	7.14	7.96	8.43	9.07	10.23	10.10	10.59	11.92	11.10	10.32	10.72	12.39	12.18
Paid leave .....	1.71	1.80	1.92	1.95	2.08	2.14	2.32	2.53	2.48	2.72	2.70	2.66	2.81
Supplemental pay .....	1.62	1.93	1.87	1.82	2.23	1.83	1.57	2.29	1.64	1.63	2.02	3.13	2.18
Insurance .....	1.62	1.88	2.16	2.46	2.66	2.75	2.88	3.10	2.91	2.49	2.60	2.61	3.02
Retirement and savings .....	.49	.56	.55	.82	1.02	1.06	1.19	1.36	1.37	1.08	.73	1.02	1.10
Legally required benefits .....	1.69	1.79	1.90	2.00	2.21	2.30	2.60	2.57	2.66	2.35	2.58	2.83	2.94
Other benefits <sup>2</sup> .....	( <sup>1</sup> )	( <sup>1</sup> )	.02	.02	.02	.02	.02	.08	.05	.05	.09	.13	.13
	Percent of total compensation by year												
	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
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
Wages and salaries .....	65.4	64.2	64.6	64.3	62.6	63.9	63.5	60.9	63.2	65.1	64.9	62.8	64.4
Total benefits .....	34.6	35.8	35.4	35.7	37.4	36.1	36.4	39.1	36.8	34.9	35.1	37.2	35.6
Paid leave .....	8.3	8.1	8.1	7.7	7.6	7.6	8.0	8.3	8.2	9.2	8.8	8.0	8.2
Supplemental pay .....	7.8	8.7	7.9	7.2	8.2	6.5	5.4	7.5	5.4	5.5	6.6	9.4	6.4
Insurance .....	7.8	8.5	9.1	9.7	9.8	9.8	9.9	10.2	9.7	8.4	8.5	7.8	8.8
Retirement and savings .....	2.4	2.5	2.3	3.2	3.7	3.8	4.1	4.5	4.5	3.7	2.4	3.1	3.2
Legally required benefits .....	8.2	8.1	8.0	7.9	8.1	8.2	9.0	8.4	8.8	7.9	8.4	8.5	8.6
Other benefits <sup>2</sup> .....	( <sup>3</sup> )	( <sup>3</sup> )	.1	.1	.1	.1	.1	.3	.2	.2	.3	.4	.4

<sup>1</sup> Cost per hour worked is \$0.01 or less.

<sup>2</sup> Includes severance pay and supplemental unemployment benefits.

<sup>3</sup> Less than .05 percent.

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

**Table 22. Private industry, public utilities (SICs 48 and 49), by occupational group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 1995-2001**

All workers

Compensation component	Cost per hour worked by year						
	1995	1996	1997	1998	1999	2000	2001
Total compensation .....	\$26.51	\$27.12	\$26.73	\$27.72	\$28.72	\$30.15	\$32.58
Wages and salaries .....	17.97	18.30	18.62	19.11	19.72	20.50	21.83
Total benefits .....	8.54	8.82	8.10	8.61	8.99	9.66	10.76
Paid leave .....	2.47	2.51	2.31	2.36	2.52	2.71	2.87
Supplemental pay .....	.79	.82	.73	.81	.97	1.21	1.64
Insurance .....	2.39	2.49	2.07	2.24	2.23	2.29	2.48
Retirement and savings .....	.89	.98	.92	1.13	1.07	1.29	1.46
Legally required benefits .....	1.96	1.96	1.99	1.98	2.06	2.06	2.22
Other benefits <sup>1</sup> .....	.04	.06	.07	.08	.14	.11	.09
	Percent of total compensation by year						
	1995	1996	1997	1998	1999	2000	2001
Total compensation .....	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Wages and salaries .....	67.8	67.5	69.7	68.9	68.7	68.0	67.0
Total benefits .....	32.2	32.5	30.3	31.1	31.3	32.0	33.0
Paid leave .....	9.3	9.3	8.7	8.5	8.8	9.0	8.8
Supplemental pay .....	3.0	3.0	2.7	2.9	3.4	4.0	5.0
Insurance .....	9.0	9.2	7.7	8.1	7.8	7.6	7.6
Retirement and savings .....	3.4	3.6	3.4	4.1	3.7	4.3	4.5
Legally required benefits .....	7.4	7.2	7.5	7.1	7.2	6.8	6.8
Other benefits <sup>1</sup> .....	.1	.2	.3	.3	.5	.4	.3

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

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

**Table 22. Private industry, public utilities (SICs 48 and 49), by occupational group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 1995-2001 -- Continued**

White-collar occupations

Compensation component	Cost per hour worked by year						
	1995	1996	1997	1998	1999	2000	2001
Total compensation .....	\$26.55	\$26.86	\$26.54	\$27.57	\$28.50	\$30.08	\$33.01
Wages and salaries .....	18.23	18.42	18.74	19.20	19.73	20.71	22.40
Total benefits .....	8.33	8.44	7.80	8.37	8.77	9.37	10.61
Paid leave .....	2.47	2.50	2.27	2.34	2.45	2.70	2.78
Supplemental pay .....	.72	.66	.60	.67	.86	1.20	1.73
Insurance .....	2.35	2.42	2.00	2.19	2.17	2.25	2.39
Retirement and savings .....	.85	.92	.89	1.11	1.05	1.05	1.41
Legally required benefits .....	1.89	1.87	1.96	1.96	2.04	2.04	2.19
Other benefits <sup>1</sup> .....	.05	.07	.08	.11	.20	.13	.11
	Percent of total compensation by year						
	1995	1996	1997	1998	1999	2000	2001
Total compensation .....	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Wages and salaries .....	68.6	68.6	70.6	69.6	69.2	68.8	67.9
Total benefits .....	31.4	31.4	29.4	30.4	30.8	31.2	32.1
Paid leave .....	9.3	9.3	8.5	8.5	8.6	9.0	8.4
Supplemental pay .....	2.7	2.5	2.3	2.4	3.0	4.0	5.2
Insurance .....	8.8	9.0	7.5	7.9	7.6	7.5	7.2
Retirement and savings .....	3.2	3.4	3.3	4.0	3.7	3.5	4.3
Legally required benefits .....	7.1	7.0	7.4	7.1	7.2	6.8	6.6
Other benefits <sup>1</sup> .....	.2	.3	.3	.4	.7	.4	.3

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

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

**Table 22. Private industry, public utilities (SICs 48 and 49), by occupational group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 1995-2001 -- Continued**

Blue-collar occupations

Compensation component	Cost per hour worked by year						
	1995	1996	1997	1998	1999	2000	2001
Total compensation .....	\$27.12	\$28.01	\$27.58	\$28.44	\$29.67	\$30.59	\$32.34
Wages and salaries .....	18.00	18.44	18.67	19.19	20.03	20.26	21.09
Total benefits .....	9.13	9.57	8.91	9.25	9.63	10.33	11.24
Paid leave .....	2.55	2.59	2.47	2.46	2.72	2.78	3.08
Supplemental pay .....	.93	1.07	1.02	1.09	1.17	1.22	1.52
Insurance .....	2.53	2.65	2.27	2.41	2.41	2.37	2.69
Retirement and savings .....	.98	1.09	1.00	1.19	1.13	1.77	1.58
Legally required benefits .....	2.12	2.13	2.10	2.04	2.15	2.12	2.30
Other benefits <sup>1</sup> .....	.02	.04	.05	.05	.05	.07	.06
	Percent of total compensation by year						
	1995	1996	1997	1998	1999	2000	2001
Total compensation .....	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Wages and salaries .....	66.3	65.8	67.7	67.5	67.5	66.2	65.2
Total benefits .....	33.7	34.2	32.3	32.5	32.5	33.8	34.8
Paid leave .....	9.4	9.3	9.0	8.6	9.2	9.1	9.5
Supplemental pay .....	3.4	3.8	3.7	3.8	3.9	4.0	4.7
Insurance .....	9.3	9.5	8.2	8.5	8.1	7.7	8.3
Retirement and savings .....	3.6	3.9	3.6	4.2	3.8	5.8	4.9
Legally required benefits .....	7.8	7.6	7.6	7.2	7.2	6.9	7.1
Other benefits <sup>1</sup> .....	.1	.1	.2	.2	.2	.2	.2

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

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

**Table 22. Private industry, communications (SIC 48), by occupational group:  
employer costs per hour worked for employee compensation and costs as a percent  
of total compensation, 1995-2001 -- Continued**

All workers

Compensation component	Cost per hour worked by year						
	1995	1996	1997	1998	1999	2000	2001
Total compensation .....	\$25.38	\$25.92	\$24.22	\$25.14	\$26.15	\$27.98	\$32.02
Wages and salaries .....	17.28	17.61	17.20	17.64	18.18	19.41	21.68
Total benefits .....	8.10	8.31	7.02	7.51	7.97	8.57	10.34
Paid leave .....	2.36	2.42	1.93	2.01	2.18	2.47	2.75
Supplemental pay .....	.85	.85	.64	.69	.91	1.18	1.63
Insurance .....	2.34	2.46	1.87	2.04	1.98	2.05	2.30
Retirement and savings .....	.68	.69	.69	.87	.88	.87	1.48
Legally required benefits .....	1.83	1.82	1.83	1.81	1.90	1.90	2.09
Other benefits <sup>1</sup> .....	.05	.07	.06	.09	.12	.10	.09
Compensation component	Percent of total compensation by year						
	1995	1996	1997	1998	1999	2000	2001
Total compensation .....	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Wages and salaries .....	68.1	67.9	71.0	70.2	69.5	69.4	67.7
Total benefits .....	31.9	32.1	29.0	29.9	30.5	30.6	32.3
Paid leave .....	9.3	9.3	8.0	8.0	8.3	8.8	8.6
Supplemental pay .....	3.4	3.3	2.6	2.7	3.5	4.2	5.1
Insurance .....	9.2	9.5	7.7	8.1	7.6	7.3	7.2
Retirement and savings .....	2.7	2.7	2.8	3.5	3.4	3.1	4.6
Legally required benefits .....	7.2	7.0	7.5	7.2	7.3	6.8	6.5
Other benefits <sup>1</sup> .....	.2	.3	.2	.4	.5	.4	.3

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

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



**Table 22. Private industry, communications (SIC 48), by occupational group:  
employer costs per hour worked for employee compensation and costs as a percent  
of total compensation, 1995-2001 -- Continued**

White-collar occupations

Compensation component	Cost per hour worked by year						
	1995	1996	1997	1998	1999	2000	2001
Total compensation .....	\$25.03	\$25.27	\$23.81	\$24.69	\$25.60	\$28.00	\$32.15
Wages and salaries .....	17.20	17.42	17.07	17.44	17.94	19.49	22.03
Total benefits .....	7.83	7.85	6.74	7.25	7.66	8.51	10.11
Paid leave .....	2.25	2.31	1.89	1.97	2.08	2.45	2.63
Supplemental pay .....	.84	.73	.56	.61	.85	1.19	1.69
Insurance .....	2.26	2.31	1.77	1.96	1.87	2.02	2.20
Retirement and savings .....	.65	.67	.64	.81	.82	.83	1.43
Legally required benefits .....	1.79	1.75	1.81	1.81	1.88	1.91	2.08
Other benefits <sup>1</sup> .....	.05	.08	.07	.10	.17	.12	.09
	Percent of total compensation by year						
	1995	1996	1997	1998	1999	2000	2001
Total compensation .....	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Wages and salaries .....	68.7	69.0	71.7	70.6	70.1	69.6	68.5
Total benefits .....	31.3	31.0	28.3	29.4	29.9	30.4	31.4
Paid leave .....	9.0	9.1	7.9	8.0	8.1	8.8	8.2
Supplemental pay .....	3.3	2.9	2.4	2.5	3.3	4.2	5.3
Insurance .....	9.0	9.1	7.4	7.9	7.3	7.2	6.8
Retirement and savings .....	2.6	2.7	2.7	3.3	3.2	3.0	4.4
Legally required benefits .....	7.1	6.9	7.6	7.3	7.3	6.8	6.5
Other benefits <sup>1</sup> .....	.2	.3	.3	.4	.7	.4	.3

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

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

**Table 22. Private industry, communications (SIC 48), by occupational group:  
employer costs per hour worked for employee compensation and costs as a percent  
of total compensation, 1995-2001 -- Continued**

Blue-collar occupations

Compensation component	Cost per hour worked by year						
	1995	1996	1997	1998	1999	2000	2001
Total compensation .....	\$27.27	\$28.12	\$26.10	\$26.85	\$28.11	\$28.23	\$31.84
Wages and salaries .....	18.13	18.49	17.97	18.43	19.14	19.38	20.84
Total benefits .....	9.14	9.63	8.13	8.41	8.98	8.85	11.00
Paid leave .....	2.73	2.77	2.17	2.18	2.50	2.57	3.10
Supplemental pay .....	.94	1.14	.91	.93	1.07	1.16	1.48
Insurance .....	2.68	2.89	2.25	2.35	2.32	2.17	2.58
Retirement and savings .....	.77	.76	.85	1.06	1.07	.98	1.64
Legally required benefits .....	1.99	2.01	1.91	1.85	1.98	1.91	2.13
Other benefits <sup>1</sup> .....	.03	.06	.04	.05	.04	.07	.08
	Percent of total compensation by year						
	1995	1996	1997	1998	1999	2000	2001
Total compensation .....	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Wages and salaries .....	66.5	65.8	68.8	68.6	68.1	68.7	65.5
Total benefits .....	33.5	34.2	31.2	31.3	31.9	31.3	34.5
Paid leave .....	10.0	9.8	8.3	8.1	8.9	9.1	9.7
Supplemental pay .....	3.4	4.1	3.5	3.5	3.8	4.1	4.6
Insurance .....	9.8	10.3	8.6	8.8	8.3	7.7	8.1
Retirement and savings .....	2.8	2.7	3.2	3.9	3.8	3.5	5.2
Legally required benefits .....	7.3	7.1	7.3	6.9	7.0	6.8	6.7
Other benefits <sup>1</sup> .....	.1	.2	.1	.2	.1	.2	.3

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

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

**Table 22. Private industry, electric, gas, and sanitary services (SIC 49), by occupational group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 1995-2001 -- Continued**

All workers

Compensation component	Cost per hour worked by year						
	1995	1996	1997	1998	1999	2000	2001
Total compensation .....	\$28.18	\$28.97	\$30.64	\$32.15	\$33.28	\$34.22	\$33.71
Wages and salaries .....	18.99	19.36	20.84	21.64	22.46	22.53	22.11
Total benefits .....	9.20	9.61	9.80	10.51	10.82	11.69	11.60
Paid leave .....	2.65	2.65	2.91	2.98	3.13	3.15	3.10
Supplemental pay .....	.70	.78	.88	1.00	1.07	1.26	1.66
Insurance .....	2.46	2.54	2.39	2.59	2.69	2.72	2.84
Retirement and savings .....	1.21	1.42	1.28	1.58	1.40	2.06	1.42
Legally required benefits .....	2.15	2.19	2.25	2.28	2.36	2.37	2.47
Other benefits <sup>1</sup> .....	.03	.04	.09	.08	.17	.12	.11
	Percent of total compensation by year						
	1995	1996	1997	1998	1999	2000	2001
Total compensation .....	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Wages and salaries .....	67.4	66.8	68.0	67.3	67.5	65.8	65.6
Total benefits .....	32.6	33.2	32.0	32.7	32.5	34.2	34.4
Paid leave .....	9.4	9.2	9.5	9.3	9.4	9.2	9.2
Supplemental pay .....	2.5	2.7	2.9	3.1	3.2	3.7	4.9
Insurance .....	8.7	8.8	7.8	8.1	8.1	7.9	8.4
Retirement and savings .....	4.3	4.9	4.2	4.9	4.2	6.0	4.2
Legally required benefits .....	7.6	7.6	7.4	7.1	7.1	6.9	7.3
Other benefits <sup>1</sup> .....	.1	.1	.3	.2	.5	.4	.3

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

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

**Table 22. Private industry, electric, gas, and sanitary services (SIC 49), by occupational group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 1995-2001 -- Continued**

White-collar occupations

Compensation component	Cost per hour worked by year						
	1995	1996	1997	1998	1999	2000	2001
Total compensation .....	\$29.91	\$30.53	\$32.44	\$34.00	\$35.00	\$35.32	\$35.60
Wages and salaries .....	20.49	20.71	22.35	23.12	23.76	23.78	23.50
Total benefits .....	9.43	9.82	10.08	10.88	11.24	11.53	12.10
Paid leave .....	2.97	2.94	3.09	3.17	3.29	3.30	3.26
Supplemental pay .....	.47	.51	.70	.80	.87	1.22	1.84
Insurance .....	2.54	2.66	2.49	2.70	2.85	2.85	2.98
Retirement and savings .....	1.28	1.48	1.42	1.79	1.58	1.60	1.36
Legally required benefits .....	2.11	2.16	2.27	2.31	2.39	2.39	2.49
Other benefits <sup>1</sup> .....	.05	.06	.12	.11	.27	.16	.18
	Percent of total compensation by year						
	1995	1996	1997	1998	1999	2000	2001
Total compensation .....	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Wages and salaries .....	68.5	67.8	68.9	68.0	67.9	67.3	66.0
Total benefits .....	31.5	32.2	31.1	32.0	32.1	32.6	34.0
Paid leave .....	9.9	9.6	9.5	9.3	9.4	9.3	9.2
Supplemental pay .....	1.6	1.7	2.1	2.4	2.5	3.5	5.2
Insurance .....	8.5	8.7	7.7	7.9	8.1	8.1	8.4
Retirement and savings .....	4.3	4.8	4.4	5.3	4.5	4.5	3.8
Legally required benefits .....	7.1	7.1	7.0	6.8	6.8	6.8	7.0
Other benefits <sup>1</sup> .....	.2	.2	.4	.3	.8	.5	.5

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

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

**Table 22. Private industry, electric, gas, and sanitary services (SIC 49), by occupational group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 1995-2001 -- Continued**

Blue-collar occupations

Compensation component	Cost per hour worked by year						
	1995	1996	1997	1998	1999	2000	2001
Total compensation .....	\$27.00	\$27.91	\$28.82	\$30.16	\$31.53	\$33.18	\$32.87
Wages and salaries .....	17.88	18.40	19.26	20.01	21.11	21.23	21.37
Total benefits .....	9.12	9.51	9.56	10.14	10.42	11.95	11.50
Paid leave .....	2.40	2.44	2.72	2.77	2.98	3.01	3.07
Supplemental pay .....	.92	1.00	1.10	1.26	1.28	1.28	1.56
Insurance .....	2.40	2.44	2.29	2.48	2.53	2.59	2.82
Retirement and savings .....	1.16	1.37	1.13	1.34	1.21	2.63	1.53
Legally required benefits .....	2.22	2.24	2.25	2.25	2.35	2.36	2.49
Other benefits <sup>2</sup> .....	( <sup>1</sup> )	.02	.06	.05	.06	.07	.04
	Percent of total compensation by year						
	1995	1996	1997	1998	1999	2000	2001
Total compensation .....	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Wages and salaries .....	66.2	65.9	66.8	66.3	67.0	64.0	65.0
Total benefits .....	33.8	34.1	33.2	33.6	33.0	36.0	35.0
Paid leave .....	8.9	8.8	9.4	9.2	9.5	9.1	9.3
Supplemental pay .....	3.4	3.6	3.8	4.2	4.1	3.9	4.7
Insurance .....	8.9	8.7	8.0	8.2	8.0	7.8	8.6
Retirement and savings .....	4.3	4.9	3.9	4.4	3.8	7.9	4.7
Legally required benefits .....	8.2	8.0	7.8	7.5	7.5	7.1	7.6
Other benefits <sup>2</sup> .....	( <sup>3</sup> )	.1	.2	.2	.2	.2	.1

<sup>1</sup> Cost per hour worked is \$0.01 or less.

<sup>2</sup> Includes severance pay and supplemental unemployment benefits.

<sup>3</sup> Less than .05 percent.

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