

Employer Costs for Employee Compensation

Supplementary Tables

National Compensation Survey

March 2017

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Supplementary table 1. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: private industry workers in goods-producing industries, by occupational group, March 2017

Series	Total compensation	Wages and salaries	Benefit costs					
			Total	Paid leave	Supplemental pay	Insurance	Retirement and savings	Legally required benefits
Cost per hour worked								
All workers in goods-producing industries ¹	\$39.42	\$26.22	\$13.20	\$2.57	\$1.48	\$3.68	\$2.17	\$3.30
Occupational group								
Management, professional, and related	70.55	47.21	23.34	6.10	2.52	5.24	4.88	4.60
Management, business, and financial	70.98	48.87	22.11	6.18	2.15	4.95	4.10	4.72
Professional and related	70.15	45.70	24.45	6.02	2.85	5.51	5.59	4.49
Sales and office	33.58	23.20	10.38	2.36	1.02	3.20	1.18	2.61
Office and administrative support	29.41	20.03	9.38	1.93	0.92	3.09	1.09	2.35
Natural resources, construction, and maintenance	37.33	24.86	12.48	1.56	1.21	3.41	2.45	3.85
Construction, extraction, farming, fishing, and forestry ²	37.44	25.04	12.40	1.33	1.07	3.24	2.71	4.05
Installation, maintenance, and repair	37.06	24.38	12.68	2.19	1.57	3.86	1.75	3.31
Production, transportation, and material moving	28.70	18.71	9.99	1.74	1.31	3.34	1.04	2.56
Production	28.71	18.74	9.97	1.80	1.32	3.33	1.04	2.48
Transportation and material moving	28.67	18.59	10.09	1.46	1.27	3.36	1.08	2.91
Percent of total compensation								
All workers in goods-producing industries ¹	100.0	66.5	33.5	6.5	3.8	9.3	5.5	8.4
Occupational group								
Management, professional, and related	100.0	66.9	33.1	8.6	3.6	7.4	6.9	6.5
Management, business, and financial	100.0	68.9	31.1	8.7	3.0	7.0	5.8	6.6
Professional and related	100.0	65.1	34.9	8.6	4.1	7.8	8.0	6.4
Sales and office	100.0	69.1	30.9	7.0	3.0	9.5	3.5	7.8
Office and administrative support	100.0	68.1	31.9	6.6	3.1	10.5	3.7	8.0
Natural resources, construction, and maintenance	100.0	66.6	33.4	4.2	3.2	9.1	6.6	10.3
Construction, extraction, farming, fishing, and forestry ²	100.0	66.9	33.1	3.5	2.9	8.6	7.2	10.8
Installation, maintenance, and repair	100.0	65.8	34.2	5.9	4.2	10.4	4.7	8.9
Production, transportation, and material moving	100.0	65.2	34.8	6.1	4.6	11.6	3.6	8.9
Production	100.0	65.3	34.7	6.3	4.6	11.6	3.6	8.6
Transportation and material moving	100.0	64.8	35.2	5.1	4.4	11.7	3.8	10.2

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

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

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

Supplementary table 2. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: private industry workers in manufacturing industries, by occupational group, establishment size and bargaining status, March 2017

Series	Total compensation	Wages and salaries	Benefit costs					
			Total	Paid leave	Supplemental pay	Insurance	Retirement and savings	Legally required benefits
Cost per hour worked								
All workers in manufacturing	\$39.66	\$25.87	\$13.79	\$3.00	\$1.65	\$3.99	\$2.16	\$3.00
Occupational group								
Management, professional, and related	72.78	47.71	25.07	6.55	2.72	5.66	5.58	4.57
Management, business, and financial	75.19	50.35	24.84	7.06	2.36	5.60	5.10	4.71
Professional and related	71.26	46.04	25.22	6.23	2.94	5.69	5.88	4.48
Sales and office	35.99	24.41	11.58	2.73	1.15	3.62	1.43	2.65
Office and administrative support	30.80	20.42	10.38	2.16	1.00	3.57	1.34	2.31
Natural resources, construction, and maintenance	39.53	24.74	14.79	2.75	1.92	4.62	2.31	3.19
Installation, maintenance, and repair	39.88	24.99	14.89	2.82	1.96	4.66	2.30	3.15
Production, transportation, and material moving	28.47	18.43	10.04	1.80	1.32	3.41	1.03	2.48
Production	28.65	18.60	10.05	1.83	1.34	3.40	1.04	2.45
Transportation and material moving	27.26	17.34	9.92	1.60	1.16	3.50	1.00	2.67
Establishment size								
1-99 workers	31.80	22.41	9.39	2.06	0.88	2.77	0.94	2.74
1-49 workers	30.99	22.21	8.77	1.94	0.76	2.41	0.91	2.74
50-99 workers	33.25	22.77	10.48	2.25	1.09	3.40	0.99	2.75
100 workers or more	43.75	27.67	16.08	3.49	2.05	4.62	2.80	3.13
100-499 workers	37.24	24.46	12.78	2.83	1.46	4.03	1.56	2.90
500 workers or more	52.31	31.88	20.43	4.36	2.81	5.40	4.43	3.44
Bargaining status								
Union	41.81	23.82	17.99	2.95	2.23	6.50	3.12	3.19
Nonunion	39.32	26.19	13.13	3.00	1.55	3.59	2.01	2.97
Percent of total compensation								
All workers in manufacturing	100.0	65.2	34.8	7.6	4.1	10.1	5.5	7.6
Occupational group								
Management, professional, and related	100.0	65.5	34.5	9.0	3.7	7.8	7.7	6.3
Management, business, and financial	100.0	67.0	33.0	9.4	3.1	7.4	6.8	6.3
Professional and related	100.0	64.6	35.4	8.7	4.1	8.0	8.2	6.3
Sales and office	100.0	67.8	32.2	7.6	3.2	10.1	4.0	7.4
Office and administrative support	100.0	66.3	33.7	7.0	3.3	11.6	4.4	7.5
Natural resources, construction, and maintenance	100.0	62.6	37.4	6.9	4.9	11.7	5.9	8.1
Installation, maintenance, and repair	100.0	62.7	37.3	7.1	4.9	11.7	5.8	7.9
Production, transportation, and material moving	100.0	64.7	35.3	6.3	4.6	12.0	3.6	8.7
Production	100.0	64.9	35.1	6.4	4.7	11.9	3.6	8.5
Transportation and material moving	100.0	63.6	36.4	5.9	4.3	12.8	3.7	9.8
Establishment size								
1-99 workers	100.0	70.5	29.5	6.5	2.8	8.7	3.0	8.6
1-49 workers	100.0	71.7	28.3	6.3	2.5	7.8	2.9	8.8
50-99 workers	100.0	68.5	31.5	6.8	3.3	10.2	3.0	8.3
100 workers or more	100.0	63.2	36.8	8.0	4.7	10.6	6.4	7.2
100-499 workers	100.0	65.7	34.3	7.6	3.9	10.8	4.2	7.8
500 workers or more	100.0	60.9	39.1	8.3	5.4	10.3	8.5	6.6
Bargaining status								
Union	100.0	57.0	43.0	7.1	5.3	15.5	7.5	7.6
Nonunion	100.0	66.6	33.4	7.6	4.0	9.1	5.1	7.5

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

Supplementary table 3. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: private industry workers in service-providing industries, by occupational group, March 2017

Series	Total compensation	Wages and salaries	Benefit costs					
			Total	Paid leave	Supplemental pay	Insurance	Retirement and savings	Legally required benefits
Cost per hour worked								
All workers in service providing industries ¹	\$31.83	\$22.41	\$9.42	\$2.24	\$1.11	\$2.45	\$1.17	\$2.45
Occupational group								
Management, professional, and related	57.00	39.32	17.68	4.81	2.62	4.08	2.44	3.72
Management, business, and financial	70.81	47.17	23.64	6.31	5.62	4.56	2.88	4.26
Professional and related	50.48	35.61	14.87	4.11	1.20	3.86	2.23	3.47
Sales and office	23.95	17.21	6.75	1.53	0.60	2.10	0.68	1.84
Sales and related	23.23	17.46	5.77	1.31	0.60	1.47	0.58	1.81
Office and administrative support	24.48	17.02	7.45	1.68	0.59	2.56	0.76	1.86
Service	15.35	11.73	3.61	0.57	0.24	0.93	0.25	1.61
Natural resources, construction, and maintenance	32.51	22.51	9.99	2.08	0.86	2.85	1.26	2.93
Installation, maintenance, and repair	32.31	22.40	9.91	2.12	0.89	2.88	1.24	2.77
Production, transportation, and material moving	26.97	18.17	8.80	1.58	0.76	2.54	1.30	2.62
Production	22.38	16.22	6.16	1.18	0.63	1.64	0.60	2.12
Transportation and material moving	28.47	18.81	9.66	1.71	0.80	2.84	1.52	2.79
Percent of total compensation								
All workers in service providing industries ¹	100.0	70.4	29.6	7.0	3.5	7.7	3.7	7.7
Occupational group								
Management, professional, and related	100.0	69.0	31.0	8.4	4.6	7.2	4.3	6.5
Management, business, and financial	100.0	66.6	33.4	8.9	7.9	6.4	4.1	6.0
Professional and related	100.0	70.5	29.5	8.1	2.4	7.6	4.4	6.9
Sales and office	100.0	71.8	28.2	6.4	2.5	8.8	2.9	7.7
Sales and related	100.0	75.2	24.8	5.6	2.6	6.3	2.5	7.8
Office and administrative support	100.0	69.6	30.4	6.9	2.4	10.4	3.1	7.6
Service	100.0	76.5	23.5	3.7	1.6	6.1	1.7	10.5
Natural resources, construction, and maintenance	100.0	69.3	30.7	6.4	2.7	8.8	3.9	9.0
Installation, maintenance, and repair	100.0	69.3	30.7	6.6	2.8	8.9	3.8	8.6
Production, transportation, and material moving	100.0	67.4	32.6	5.9	2.8	9.4	4.8	9.7
Production	100.0	72.5	27.5	5.3	2.8	7.3	2.7	9.5
Transportation and material moving	100.0	66.1	33.9	6.0	2.8	10.0	5.3	9.8

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

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

Supplementary table 4. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: private industry workers in trade, transportation, and utilities industries, by occupational group, establishment size and bargaining status, March 2017

Series	Total compensation	Wages and salaries	Benefit costs					
			Total	Paid leave	Supplemental pay	Insurance	Retirement and savings	Legally required benefits
Cost per hour worked								
All workers in trade, transportation, and utilities	\$27.44	\$19.31	\$8.14	\$1.73	\$0.71	\$2.28	\$1.09	\$2.32
Occupational group								
Management, professional, and related	57.16	40.78	16.38	4.87	1.52	3.76	2.31	3.92
Management, business, and financial	63.82	45.32	18.50	5.54	2.01	4.13	2.58	4.24
Professional and related	48.68	35.00	13.68	4.01	0.90	3.30	1.96	3.51
Sales and office	20.40	15.14	5.26	1.08	0.45	1.53	0.51	1.69
Sales and related	19.52	14.92	4.60	0.94	0.39	1.23	0.40	1.63
Office and administrative support	22.21	15.59	6.62	1.35	0.56	2.14	0.76	1.81
Service	17.97	12.72	5.25	0.80	0.40	1.70	0.72	1.63
Natural resources, construction, and maintenance	33.67	23.01	10.67	2.19	1.02	2.84	1.70	2.92
Installation, maintenance, and repair	33.28	22.86	10.42	2.15	1.01	2.77	1.59	2.89
Production, transportation, and material moving	31.86	20.83	11.03	2.05	0.96	3.24	1.74	3.04
Transportation and material moving	32.54	21.14	11.40	2.11	0.95	3.36	1.85	3.13
Establishment size								
1-99 workers	24.13	17.81	6.32	1.31	0.50	1.70	0.67	2.14
1-49 workers	23.56	17.65	5.90	1.27	0.48	1.51	0.54	2.09
50-99 workers	25.81	18.25	7.56	1.44	0.56	2.23	1.04	2.30
100 workers or more	32.11	21.43	10.69	2.32	1.01	3.10	1.68	2.58
100-499 workers	25.57	17.58	7.99	1.66	0.74	2.37	1.06	2.15
500 workers or more	53.86	34.20	19.66	4.49	1.90	5.53	3.74	4.01
Bargaining status								
Union	45.04	26.79	18.25	3.45	1.31	6.11	3.81	3.57
Nonunion	24.78	18.18	6.60	1.47	0.62	1.70	0.67	2.14
Percent of total compensation								
All workers in trade, transportation, and utilities	100.0	70.4	29.6	6.3	2.6	8.3	4.0	8.5
Occupational group								
Management, professional, and related	100.0	71.3	28.7	8.5	2.7	6.6	4.0	6.9
Management, business, and financial	100.0	71.0	29.0	8.7	3.1	6.5	4.0	6.6
Professional and related	100.0	71.9	28.1	8.2	1.9	6.8	4.0	7.2
Sales and office	100.0	74.2	25.8	5.3	2.2	7.5	2.5	8.3
Sales and related	100.0	76.4	23.6	4.8	2.0	6.3	2.0	8.3
Office and administrative support	100.0	70.2	29.8	6.1	2.5	9.7	3.4	8.2
Service	100.0	70.8	29.2	4.5	2.2	9.5	4.0	9.1
Natural resources, construction, and maintenance	100.0	68.3	31.7	6.5	3.0	8.4	5.0	8.7
Installation, maintenance, and repair	100.0	68.7	31.3	6.5	3.0	8.3	4.8	8.7
Production, transportation, and material moving	100.0	65.4	34.6	6.4	3.0	10.2	5.5	9.5
Transportation and material moving	100.0	65.0	35.0	6.5	2.9	10.3	5.7	9.6
Establishment size								
1-99 workers	100.0	73.8	26.2	5.4	2.1	7.0	2.8	8.9
1-49 workers	100.0	74.9	25.1	5.4	2.1	6.4	2.3	8.9
50-99 workers	100.0	70.7	29.3	5.6	2.2	8.6	4.0	8.9
100 workers or more	100.0	66.7	33.3	7.2	3.1	9.7	5.2	8.0
100-499 workers	100.0	68.8	31.2	6.5	2.9	9.3	4.1	8.4
500 workers or more	100.0	63.5	36.5	8.3	3.5	10.3	6.9	7.4
Bargaining status								
Union	100.0	59.5	40.5	7.7	2.9	13.6	8.5	7.9
Nonunion	100.0	73.3	26.7	5.9	2.5	6.9	2.7	8.6

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

Supplementary table 5. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: private industry workers in wholesale trade industries, by occupational group and establishment size, March 2017

Series	Total compensation	Wages and salaries	Benefit costs					
			Total	Paid leave	Supplemental pay	Insurance	Retirement and savings	Legally required benefits
Cost per hour worked								
All workers in wholesale trade	\$36.48	\$25.79	\$10.69	\$2.64	\$1.06	\$2.97	\$1.18	\$2.83
Occupational group								
Sales and office	36.29	26.13	10.17	2.54	1.01	2.98	1.01	2.63
Office and administrative support	25.36	17.61	7.74	1.68	0.94	2.59	0.60	1.94
Production, transportation, and material moving	24.91	17.05	7.86	1.41	0.82	2.42	0.80	2.40
Transportation and material moving	25.48	17.15	8.33	1.43	0.90	2.59	0.93	2.49
Establishment size								
1-99 workers	36.18	25.91	10.27	2.51	1.02	2.88	1.00	2.86
1-49 workers	36.35	26.10	10.25	2.52	1.03	2.80	1.00	2.89
100 workers or more	37.02	25.56	11.46	2.88	1.14	3.15	1.51	2.77
100-499 workers	35.22	24.51	10.71	2.69	0.91	3.04	1.39	2.68
Percent of total compensation								
All workers in wholesale trade	100.0	70.7	29.3	7.2	2.9	8.2	3.2	7.8
Occupational group								
Sales and office	100.0	72.0	28.0	7.0	2.8	8.2	2.8	7.2
Office and administrative support	100.0	69.5	30.5	6.6	3.7	10.2	2.4	7.7
Production, transportation, and material moving	100.0	68.4	31.6	5.7	3.3	9.7	3.2	9.6
Transportation and material moving	100.0	67.3	32.7	5.6	3.5	10.2	3.7	9.8
Establishment size								
1-99 workers	100.0	71.6	28.4	6.9	2.8	8.0	2.8	7.9
1-49 workers	100.0	71.8	28.2	6.9	2.8	7.7	2.8	7.9
100 workers or more	100.0	69.1	30.9	7.8	3.1	8.5	4.1	7.5
100-499 workers	100.0	69.6	30.4	7.6	2.6	8.6	3.9	7.6

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

Supplementary table 6. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: private industry workers in retail trade industries, by occupational group, establishment size and bargaining status, March 2017

Series	Total compensation	Wages and salaries	Benefit costs					
			Total	Paid leave	Supplemental pay	Insurance	Retirement and savings	Legally required benefits
Cost per hour worked								
All workers in retail trade	\$18.95	\$14.35	\$4.60	\$0.91	\$0.37	\$1.26	\$0.40	\$1.65
Occupational group								
Sales and office	16.71	12.77	3.94	0.73	0.33	1.11	0.33	1.45
Sales and related	16.37	12.67	3.70	0.67	0.32	1.00	0.28	1.44
Office and administrative support	17.85	13.12	4.73	0.92	0.34	1.49	0.50	1.49
Production, transportation, and material moving	17.34	12.64	4.70	0.72	0.30	1.40	0.41	1.86
Transportation and material moving	16.71	12.15	4.57	0.66	0.29	1.35	0.41	1.85
Establishment size								
1-99 workers	18.10	14.16	3.94	0.76	0.25	1.00	0.29	1.63
1-49 workers	17.70	13.96	3.73	0.74	0.25	0.89	0.24	1.61
50-99 workers	19.47	14.82	4.65	0.85	0.27	1.37	0.46	1.70
100 workers or more	20.43	14.70	5.74	1.17	0.58	1.71	0.60	1.69
100-499 workers	19.83	14.16	5.67	1.12	0.59	1.71	0.60	1.66
Bargaining status								
Union	22.62	13.79	8.83	1.32	0.32	3.70	1.53	1.96
Nonunion	18.64	14.40	4.24	0.88	0.38	1.05	0.31	1.63
Percent of total compensation								
All workers in retail trade	100.0	75.7	24.3	4.8	2.0	6.6	2.1	8.7
Occupational group								
Sales and office	100.0	76.4	23.6	4.3	1.9	6.7	2.0	8.7
Sales and related	100.0	77.4	22.6	4.1	2.0	6.1	1.7	8.8
Office and administrative support	100.0	73.5	26.5	5.1	1.9	8.3	2.8	8.3
Production, transportation, and material moving	100.0	72.9	27.1	4.2	1.7	8.1	2.4	10.7
Transportation and material moving	100.0	72.7	27.3	4.0	1.7	8.1	2.4	11.1
Establishment size								
1-99 workers	100.0	78.2	21.8	4.2	1.4	5.5	1.6	9.0
1-49 workers	100.0	78.9	21.1	4.2	1.4	5.0	1.4	9.1
50-99 workers	100.0	76.1	23.9	4.4	1.4	7.0	2.4	8.7
100 workers or more	100.0	71.9	28.1	5.7	2.8	8.4	2.9	8.3
100-499 workers	100.0	71.4	28.6	5.6	3.0	8.6	3.0	8.3
Bargaining status								
Union	100.0	60.9	39.1	5.8	1.4	16.4	6.8	8.7
Nonunion	100.0	77.3	22.7	4.7	2.0	5.7	1.6	8.7

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

Supplementary table 7. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: private industry workers in transportation and warehousing industries, by establishment size and bargaining status, March 2017

Series	Total compensation	Wages and salaries	Benefit costs					
			Total	Paid leave	Supplemental pay	Insurance	Retirement and savings	Legally required benefits
Cost per hour worked								
All workers in transportation and warehousing	\$39.87	\$25.58	\$14.29	\$2.86	\$1.19	\$4.18	\$2.47	\$3.59
Establishment size								
1-99 workers	29.33	19.99	9.35	1.57	0.62	2.60	1.34	3.21
1-49 workers	28.22	20.18	8.05	1.45	0.52	2.04	0.84	3.20
100 workers or more	46.48	29.09	17.39	3.67	1.54	5.17	3.18	3.83
100-499 workers	31.92	20.45	11.46	2.15	0.90	3.59	1.78	3.05
Bargaining status								
Union	59.62	35.41	24.21	4.91	1.89	7.65	5.10	4.66
Nonunion	30.30	20.82	9.48	1.87	0.84	2.50	1.20	3.07
Percent of total compensation								
All workers in transportation and warehousing	100.0	64.2	35.8	7.2	3.0	10.5	6.2	9.0
Establishment size								
1-99 workers	100.0	68.1	31.9	5.4	2.1	8.9	4.6	10.9
1-49 workers	100.0	71.5	28.5	5.1	1.8	7.2	3.0	11.3
100 workers or more	100.0	62.6	37.4	7.9	3.3	11.1	6.8	8.2
100-499 workers	100.0	64.1	35.9	6.7	2.8	11.2	5.6	9.6
Bargaining status								
Union	100.0	59.4	40.6	8.2	3.2	12.8	8.6	7.8
Nonunion	100.0	68.7	31.3	6.2	2.8	8.2	4.0	10.1

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

Supplementary table 8. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: private industry workers in information industries, by occupational group and establishment size, March 2017

Series	Total compensation	Wages and salaries	Benefit costs					
			Total	Paid leave	Supplemental pay	Insurance	Retirement and savings	Legally required benefits
Cost per hour worked								
All workers in information	\$54.36	\$35.71	\$18.64	\$5.00	\$2.36	\$5.29	\$2.43	\$3.58
Occupational group								
Management, professional, and related	67.21	44.58	22.63	6.44	3.23	5.80	2.87	4.29
Professional and related	60.91	40.55	20.36	5.70	2.53	5.56	2.55	4.01
Sales and office	36.21	23.88	12.33	3.01	1.22	4.25	1.39	2.47
Establishment size								
1-99 workers	48.40	32.12	16.28	4.38	1.66	4.75	2.15	3.33
100 workers or more	58.38	38.14	20.24	5.41	2.82	5.64	2.61	3.75
100-499 workers	53.36	34.85	18.50	4.65	2.54	5.30	2.42	3.59
500 workers or more	63.56	41.53	22.03	6.19	3.11	6.00	2.81	3.92
Percent of total compensation								
All workers in information	100.0	65.7	34.3	9.2	4.3	9.7	4.5	6.6
Occupational group								
Management, professional, and related	100.0	66.3	33.7	9.6	4.8	8.6	4.3	6.4
Professional and related	100.0	66.6	33.4	9.4	4.2	9.1	4.2	6.6
Sales and office	100.0	65.9	34.1	8.3	3.4	11.7	3.8	6.8
Establishment size								
1-99 workers	100.0	66.4	33.6	9.1	3.4	9.8	4.4	6.9
100 workers or more	100.0	65.3	34.7	9.3	4.8	9.7	4.5	6.4
100-499 workers	100.0	65.3	34.7	8.7	4.8	9.9	4.5	6.7
500 workers or more	100.0	65.3	34.7	9.7	4.9	9.4	4.4	6.2

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

Supplementary table 9. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: private industry workers in financial activities industries, by occupational group and establishment size, March 2017

Series	Total compensation	Wages and salaries	Benefit costs					
			Total	Paid leave	Supplemental pay	Insurance	Retirement and savings	Legally required benefits
Cost per hour worked								
All workers in financial activities	\$46.80	\$30.62	\$16.18	\$3.97	\$3.51	\$3.90	\$1.86	\$2.95
Occupational group								
Management, professional, and related	73.17	46.84	26.33	6.71	7.27	5.07	3.06	4.23
Management, business, and financial	75.41	47.83	27.58	6.81	8.46	5.00	3.05	4.24
Professional and related	65.14	43.30	21.84	6.34	2.95	5.30	3.07	4.17
Sales and office	32.42	21.76	10.65	2.52	1.42	3.34	1.22	2.15
Sales and related	46.50	32.33	14.17	3.66	2.74	3.03	1.90	2.83
Office and administrative support	28.39	18.74	9.65	2.20	1.04	3.43	1.02	1.96
Establishment size								
1-99 workers	40.92	27.00	13.92	3.12	3.79	3.19	1.19	2.64
1-49 workers	35.24	24.75	10.50	2.72	1.18	3.03	1.08	2.49
100 workers or more	54.65	35.46	19.20	5.11	3.14	4.84	2.75	3.37
100-499 workers	50.33	33.78	16.55	4.71	2.03	4.39	2.22	3.19
500 workers or more	58.13	36.80	21.33	5.43	4.02	5.19	3.17	3.51
Percent of total compensation								
All workers in financial activities	100.0	65.4	34.6	8.5	7.5	8.3	4.0	6.3
Occupational group								
Management, professional, and related	100.0	64.0	36.0	9.2	9.9	6.9	4.2	5.8
Management, business, and financial	100.0	63.4	36.6	9.0	11.2	6.6	4.0	5.6
Professional and related	100.0	66.5	33.5	9.7	4.5	8.1	4.7	6.4
Sales and office	100.0	67.1	32.9	7.8	4.4	10.3	3.8	6.6
Sales and related	100.0	69.5	30.5	7.9	5.9	6.5	4.1	6.1
Office and administrative support	100.0	66.0	34.0	7.7	3.7	12.1	3.6	6.9
Establishment size								
1-99 workers	100.0	66.0	34.0	7.6	9.3	7.8	2.9	6.4
1-49 workers	100.0	70.2	29.8	7.7	3.3	8.6	3.1	7.1
100 workers or more	100.0	64.9	35.1	9.4	5.7	8.8	5.0	6.2
100-499 workers	100.0	67.1	32.9	9.4	4.0	8.7	4.4	6.3
500 workers or more	100.0	63.3	36.7	9.3	6.9	8.9	5.5	6.0

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

Supplementary table 10. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: private industry workers in professional and business services industries, by occupational group and establishment size, March 2017

Series	Total compensation	Wages and salaries	Benefit costs					
			Total	Paid leave	Supplemental pay	Insurance	Retirement and savings	Legally required benefits
Cost per hour worked								
All workers in professional and business services	\$40.46	\$28.78	\$11.68	\$2.91	\$2.00	\$2.50	\$1.28	\$2.99
Occupational group								
Management, professional, and related	63.85	44.33	19.52	5.14	4.00	3.90	2.38	4.10
Management, business, and financial	77.69	51.36	26.33	6.51	8.12	4.31	2.92	4.48
Professional and related	55.65	40.17	15.49	4.33	1.56	3.66	2.06	3.88
Sales and office	27.00	19.85	7.15	1.79	0.62	2.03	0.69	2.03
Office and administrative support	24.37	17.74	6.63	1.58	0.57	2.01	0.58	1.89
Service	16.38	12.77	3.61	0.55	0.29	0.48	0.15	2.15
Production, transportation, and material moving	18.23	14.01	4.21	0.65	0.40	0.96	0.24	1.96
Transportation and material moving	18.33	13.97	4.36	0.56	0.36	1.11	0.25	2.08
Establishment size								
1-99 workers	40.02	28.53	11.49	2.53	2.82	2.23	0.85	3.05
1-49 workers	40.58	28.69	11.89	2.41	3.42	2.16	0.81	3.10
50-99 workers	37.86	27.93	9.93	3.01	0.54	2.51	1.00	2.86
100 workers or more	40.88	29.01	11.87	3.27	1.23	2.74	1.68	2.94
100-499 workers	39.02	28.32	10.71	2.92	1.07	2.39	1.42	2.90
500 workers or more	43.42	29.97	13.45	3.74	1.46	3.23	2.05	2.98
Percent of total compensation								
All workers in professional and business services	100.0	71.1	28.9	7.2	5.0	6.2	3.2	7.4
Occupational group								
Management, professional, and related	100.0	69.4	30.6	8.1	6.3	6.1	3.7	6.4
Management, business, and financial	100.0	66.1	33.9	8.4	10.4	5.5	3.8	5.8
Professional and related	100.0	72.2	27.8	7.8	2.8	6.6	3.7	7.0
Sales and office	100.0	73.5	26.5	6.6	2.3	7.5	2.6	7.5
Office and administrative support	100.0	72.8	27.2	6.5	2.4	8.3	2.4	7.8
Service	100.0	78.0	22.0	3.4	1.7	2.9	0.9	13.1
Production, transportation, and material moving	100.0	76.9	23.1	3.6	2.2	5.3	1.3	10.8
Transportation and material moving	100.0	76.2	23.8	3.1	2.0	6.0	1.4	11.4
Establishment size								
1-99 workers	100.0	71.3	28.7	6.3	7.0	5.6	2.1	7.6
1-49 workers	100.0	70.7	29.3	5.9	8.4	5.3	2.0	7.6
50-99 workers	100.0	73.8	26.2	8.0	1.4	6.6	2.6	7.6
100 workers or more	100.0	71.0	29.0	8.0	3.0	6.7	4.1	7.2
100-499 workers	100.0	72.6	27.4	7.5	2.7	6.1	3.6	7.4
500 workers or more	100.0	69.0	31.0	8.6	3.4	7.4	4.7	6.9

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

Supplementary table 11. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: private industry workers in education and health services industries, by occupational group, establishment size and bargaining status, March 2017

Series	Total compensation	Wages and salaries	Benefit costs					
			Total	Paid leave	Supplemental pay	Insurance	Retirement and savings	Legally required benefits
Cost per hour worked								
All workers in education and health services	\$35.00	\$24.59	\$10.42	\$2.74	\$0.64	\$3.03	\$1.47	\$2.54
Occupational group								
Management, professional, and related	47.85	33.57	14.28	3.99	0.85	3.84	2.34	3.26
Management, business, and financial	56.37	39.12	17.25	5.84	0.62	4.35	2.68	3.76
Professional and related	46.90	32.95	13.95	3.78	0.88	3.79	2.30	3.20
Sales and office	24.15	16.59	7.55	1.81	0.32	2.97	0.68	1.78
Office and administrative support	24.35	16.69	7.65	1.83	0.33	3.01	0.70	1.79
Service	19.13	13.71	5.42	1.13	0.46	1.71	0.41	1.72
Establishment size								
1-99 workers	30.48	22.31	8.17	2.10	0.34	2.15	1.30	2.28
1-49 workers	28.24	21.11	7.12	1.92	0.30	1.96	0.71	2.23
50-99 workers	35.28	24.86	10.42	2.49	0.42	2.58	2.55	2.37
100 workers or more	38.46	26.32	12.13	3.23	0.87	3.69	1.59	2.75
100-499 workers	30.96	21.94	9.02	2.38	0.50	2.77	1.00	2.37
500 workers or more	45.43	30.40	15.03	4.02	1.22	4.55	2.15	3.10
Bargaining status								
Union	63.39	39.19	24.20	5.94	1.34	7.11	6.07	3.75
Nonunion	32.56	23.33	9.23	2.47	0.58	2.68	1.07	2.44
Percent of total compensation								
All workers in education and health services	100.0	70.2	29.8	7.8	1.8	8.6	4.2	7.3
Occupational group								
Management, professional, and related	100.0	70.2	29.8	8.3	1.8	8.0	4.9	6.8
Management, business, and financial	100.0	69.4	30.6	10.4	1.1	7.7	4.8	6.7
Professional and related	100.0	70.3	29.7	8.1	1.9	8.1	4.9	6.8
Sales and office	100.0	68.7	31.3	7.5	1.3	12.3	2.8	7.4
Office and administrative support	100.0	68.6	31.4	7.5	1.3	12.4	2.9	7.3
Service	100.0	71.7	28.3	5.9	2.4	8.9	2.1	9.0
Establishment size								
1-99 workers	100.0	73.2	26.8	6.9	1.1	7.1	4.3	7.5
1-49 workers	100.0	74.8	25.2	6.8	1.1	6.9	2.5	7.9
50-99 workers	100.0	70.5	29.5	7.1	1.2	7.3	7.2	6.7
100 workers or more	100.0	68.4	31.6	8.4	2.3	9.6	4.1	7.1
100-499 workers	100.0	70.9	29.1	7.7	1.6	9.0	3.2	7.6
500 workers or more	100.0	66.9	33.1	8.8	2.7	10.0	4.7	6.8
Bargaining status								
Union	100.0	61.8	38.2	9.4	2.1	11.2	9.6	5.9
Nonunion	100.0	71.6	28.4	7.6	1.8	8.2	3.3	7.5

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

Supplementary table 12. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: private industry workers in educational services industries, by occupational group and establishment size, March 2017

Series	Total compensation	Wages and salaries	Benefit costs					
			Total	Paid leave	Supplemental pay	Insurance	Retirement and savings	Legally required benefits
Cost per hour worked								
All workers in educational services	\$44.31	\$32.05	\$12.26	\$3.17	\$0.23	\$3.64	\$2.11	\$3.10
Occupational group								
Management, professional, and related	49.27	36.07	13.20	3.43	0.24	3.75	2.37	3.40
Management, business, and financial	64.85	44.95	19.90	7.30	0.44	4.62	3.37	4.17
Professional and related	46.63	34.56	12.07	2.78	0.21	3.61	2.20	3.27
Sales and office	29.74	20.13	9.60	2.58	0.13	3.43	1.30	2.16
Office and administrative support	29.91	20.17	9.73	2.60	0.13	3.47	1.37	2.17
Service	23.61	15.72	7.89	1.80	0.25	2.91	1.08	1.85
Establishment size								
1-99 workers	33.16	25.43	7.73	1.70	0.12	2.22	1.16	2.53
100 workers or more	50.25	35.58	14.67	3.96	0.29	4.39	2.62	3.41
100-499 workers	42.73	30.81	11.92	3.16	0.19	3.55	1.95	3.07
500 workers or more	54.74	38.42	16.32	4.44	0.35	4.89	3.02	3.61
Percent of total compensation								
All workers in educational services	100.0	72.3	27.7	7.2	0.5	8.2	4.8	7.0
Occupational group								
Management, professional, and related	100.0	73.2	26.8	7.0	0.5	7.6	4.8	6.9
Management, business, and financial	100.0	69.3	30.7	11.3	0.7	7.1	5.2	6.4
Professional and related	100.0	74.1	25.9	6.0	0.4	7.7	4.7	7.0
Sales and office	100.0	67.7	32.3	8.7	0.4	11.5	4.4	7.3
Office and administrative support	100.0	67.5	32.5	8.7	0.4	11.6	4.6	7.3
Service	100.0	66.6	33.4	7.6	1.1	12.3	4.6	7.8
Establishment size								
1-99 workers	100.0	76.7	23.3	5.1	0.4	6.7	3.5	7.6
100 workers or more	100.0	70.8	29.2	7.9	0.6	8.7	5.2	6.8
100-499 workers	100.0	72.1	27.9	7.4	0.5	8.3	4.6	7.2
500 workers or more	100.0	70.2	29.8	8.1	0.6	8.9	5.5	6.6

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

Supplementary table 13. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: private industry workers in health care and social assistance industries, by occupational group, establishment size and bargaining status, March 2017

Series	Total compensation	Wages and salaries	Benefit costs					
			Total	Paid leave	Supplemental pay	Insurance	Retirement and savings	Legally required benefits
Cost per hour worked								
All workers in health care and social assistance	\$33.46	\$23.35	\$10.11	\$2.67	\$0.71	\$2.93	\$1.36	\$2.45
Occupational group								
Management, professional, and related	47.48	32.91	14.56	4.13	1.01	3.87	2.33	3.22
Professional and related	46.97	32.55	14.41	4.02	1.04	3.83	2.33	3.19
Sales and office	23.32	16.06	7.25	1.70	0.35	2.90	0.59	1.72
Office and administrative support	23.55	16.20	7.36	1.73	0.35	2.94	0.60	1.73
Service	18.98	13.64	5.34	1.11	0.46	1.67	0.39	1.71
Establishment size								
1-99 workers	30.14	21.91	8.23	2.15	0.37	2.14	1.32	2.24
1-49 workers	27.82	20.69	7.12	1.94	0.33	1.97	0.68	2.21
50-99 workers	35.40	24.65	10.74	2.65	0.46	2.54	2.76	2.33
100 workers or more	36.16	24.52	11.64	3.09	0.98	3.56	1.39	2.62
100-499 workers	29.26	20.66	8.60	2.27	0.54	2.66	0.86	2.27
500 workers or more	43.14	28.43	14.72	3.91	1.43	4.46	1.94	2.97
Bargaining status								
Union	63.66	39.14	24.52	6.15	1.42	7.05	6.16	3.74
Nonunion	30.65	21.88	8.77	2.35	0.64	2.54	0.91	2.33
Percent of total compensation								
All workers in health care and social assistance	100.0	69.8	30.2	8.0	2.1	8.7	4.1	7.3
Occupational group								
Management, professional, and related	100.0	69.3	30.7	8.7	2.1	8.1	4.9	6.8
Professional and related	100.0	69.3	30.7	8.6	2.2	8.2	5.0	6.8
Sales and office	100.0	68.9	31.1	7.3	1.5	12.4	2.5	7.4
Office and administrative support	100.0	68.8	31.2	7.3	1.5	12.5	2.6	7.4
Service	100.0	71.9	28.1	5.9	2.4	8.8	2.0	9.0
Establishment size								
1-99 workers	100.0	72.7	27.3	7.1	1.2	7.1	4.4	7.4
1-49 workers	100.0	74.4	25.6	7.0	1.2	7.1	2.5	7.9
50-99 workers	100.0	69.6	30.4	7.5	1.3	7.2	7.8	6.6
100 workers or more	100.0	67.8	32.2	8.5	2.7	9.8	3.9	7.2
100-499 workers	100.0	70.6	29.4	7.8	1.8	9.1	2.9	7.7
500 workers or more	100.0	65.9	34.1	9.1	3.3	10.3	4.5	6.9
Bargaining status								
Union	100.0	61.5	38.5	9.7	2.2	11.1	9.7	5.9
Nonunion	100.0	71.4	28.6	7.7	2.1	8.3	3.0	7.6

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

Supplementary table 14. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: private industry workers in leisure and hospitality industries, by occupational group and establishment size, March 2017

Series	Total compensation	Wages and salaries	Benefit costs					
			Total	Paid leave	Supplemental pay	Insurance	Retirement and savings	Legally required benefits
Cost per hour worked								
All workers in leisure and hospitality	\$14.14	\$11.16	\$2.98	\$0.41	\$0.14	\$0.74	\$0.19	\$1.50
Occupational group								
Sales and office	17.10	13.16	3.94	0.71	0.19	1.30	0.26	1.49
Service	12.65	10.16	2.49	0.26	0.11	0.56	0.14	1.42
Establishment size								
1-99 workers	12.56	10.29	2.27	0.25	0.09	0.43	0.08	1.42
1-49 workers	12.49	10.28	2.21	0.25	0.08	0.37	0.08	1.44
50-99 workers	12.75	10.33	2.41	0.25	0.11	0.58	0.10	1.36
100 workers or more	19.36	14.02	5.34	0.95	0.29	1.76	0.56	1.78
100-499 workers	16.52	12.68	3.83	0.58	0.17	1.17	0.27	1.65
500 workers or more	27.60	17.89	9.71	2.01	0.66	3.48	1.42	2.15
Percent of total compensation								
All workers in leisure and hospitality	100.0	78.9	21.1	2.9	1.0	5.2	1.4	10.6
Occupational group								
Sales and office	100.0	76.9	23.1	4.1	1.1	7.6	1.5	8.7
Service	100.0	80.3	19.7	2.1	0.9	4.4	1.1	11.3
Establishment size								
1-99 workers	100.0	82.0	18.0	2.0	0.7	3.4	0.7	11.3
1-49 workers	100.0	82.3	17.7	2.0	0.6	2.9	0.6	11.5
50-99 workers	100.0	81.1	18.9	2.0	0.9	4.6	0.8	10.7
100 workers or more	100.0	72.4	27.6	4.9	1.5	9.1	2.9	9.2
100-499 workers	100.0	76.8	23.2	3.5	1.0	7.1	1.6	10.0
500 workers or more	100.0	64.8	35.2	7.3	2.4	12.6	5.1	7.8

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