EMPLOYER COSTS FOR EMPLOYEE COMPENSATION – MARCH 2012

Employer costs for employee compensation averaged $30.69 per hour worked in March 2012, the U.S. Bureau of Labor Statistics reported today. Wages and salaries averaged $21.27 per hour worked and accounted for 69.3 percent of these costs, while benefits averaged $9.42 and accounted for the remaining 30.7 percent. Total employer compensation costs for private industry workers averaged $28.78 per hour worked in March 2012. Total employer compensation costs for State and local government workers averaged $41.16 per hour worked in March 2012.

Employer Costs for Employee Compensation (ECEC), a product of the National Compensation Survey, measures employer costs for wages, salaries, and employee benefits for nonfarm private and State and local government workers.

Metropolitan area costs in private industry

Total compensation, wages and salaries, and benefit costs in private industry are included in table 15 of this release for 15 combined and metropolitan statistical areas (CSAs and MSAs). Total compensation costs for the 15 metropolitan areas ranged from $41.45 for the San Jose-San Francisco-Oakland, CA CSA, to $24.12 in the Miami-Fort Lauderdale-Pompano Beach, FL MSA. (See chart 1 and table 15.)
Private industry

Employer costs for private industry workers averaged $2.34 per hour worked for insurance benefits (life, health, and disability insurance), or 8.1 percent of total compensation. In addition to insurance, the other benefit categories were: legally required benefits (Social Security, Medicare, unemployment insurance, and workers’ compensation), which averaged $2.36 per hour worked (8.2 percent); paid leave (vacation, holiday, sick leave, and personal leave), which averaged $1.98 (6.9 percent of total compensation); retirement and savings (defined benefit and defined contribution plans), which averaged $1.02 per hour worked (3.6 percent); and supplemental pay (overtime and premium, shift differentials, and nonproduction bonuses), which averaged 83 cents per hour worked (2.9 percent). (See table A and table 5.)

Health insurance costs in private industry

The average cost for health insurance benefits was $2.21 per hour worked in private industry (7.7 percent of total compensation) in March 2012.

Among occupational groups, employer costs for health insurance benefits ranged from 91 cents per hour worked and 6.5 percent of total compensation for service workers, to $3.32 and 6.5 percent of total compensation for management, professional, and related occupations. Among other occupational categories, employer costs for health benefits averaged $2.01 (8.9 percent) for sales and office occupations, lower than $2.39 (9.9 percent) for production, transportation, and material moving occupations, and $2.58 (8.2 percent) for natural resources, construction, and maintenance occupations. (See table 5.)

Employer costs for health insurance benefits were significantly higher for union workers, averaging $4.95 per hour (12.9 percent), than for nonunion workers, averaging $1.92 (6.9 percent). (See table 5.)

In goods-producing industries, health insurance benefit costs were higher, at $3.00 per hour (8.9 percent of total compensation), than in service-providing industries, at $2.05 per hour (7.4 percent of total compensation). Employer health insurance costs by major industry group ranged from $3.89 in information to 53 cents in leisure and hospitality. (See table 6.)

Among the four regions, costs for health insurance benefits ranged from $1.85 per hour in the South to $2.62 in the Northeast. Health insurance costs were $2.40 in the Midwest region and $2.18 in the West region. Within census divisions, hourly health benefit costs ranged from $1.83 in the South Atlantic division to $2.65 in New England. (See table 7.)

Health insurance benefit costs increased, both in average hourly dollar amount and as a proportion of total compensation, with establishment size. Establishments with fewer than 50 workers averaged $1.40 per hour worked (6.1 percent of total compensation); those with 50-99 workers averaged $1.94 (7.3 percent); those with 100-499 employees averaged $2.46 (8.5 percent); and those with 500 or more employees averaged $3.76 (8.9 percent). (See table 8 and chart 2.)

Table A. Relative importance of employer costs for employee compensation, March 2012

<table>
<thead>
<tr>
<th>Compensation component</th>
<th>Civilian workers</th>
<th>Private industry</th>
<th>State and local government</th>
</tr>
</thead>
<tbody>
<tr>
<td>Wages and salaries</td>
<td>69.3%</td>
<td>70.4%</td>
<td>65.2%</td>
</tr>
<tr>
<td>Benefits</td>
<td>30.7</td>
<td>29.6</td>
<td>34.8</td>
</tr>
<tr>
<td>Paid leave</td>
<td>7.0</td>
<td>6.9</td>
<td>7.3</td>
</tr>
<tr>
<td>Supplemental pay</td>
<td>2.4</td>
<td>2.9</td>
<td>0.8</td>
</tr>
<tr>
<td>Insurance</td>
<td>8.9</td>
<td>8.1</td>
<td>12.0</td>
</tr>
<tr>
<td>Health</td>
<td>8.5</td>
<td>7.7</td>
<td>11.6</td>
</tr>
<tr>
<td>Retirement and savings</td>
<td>4.6</td>
<td>3.6</td>
<td>8.5</td>
</tr>
<tr>
<td>Defined benefit</td>
<td>2.8</td>
<td>1.5</td>
<td>7.7</td>
</tr>
<tr>
<td>Defined contribution</td>
<td>1.8</td>
<td>2.1</td>
<td>0.8</td>
</tr>
<tr>
<td>Legally required</td>
<td>7.8</td>
<td>8.2</td>
<td>6.1</td>
</tr>
</tbody>
</table>

Employer Costs for Employee Compensation for June 2012 is scheduled to be released on Tuesday, September 11, 2012, at 10:00 a.m. (EDT).

Employer Costs for Employee Compensation data on total compensation, wages and salaries, and benefits in private industry are produced annually in the March reference period for 15 metropolitan areas. For further information about metropolitan area ECEC estimates see: “BLS Introduces New Employer Costs for Employee Compensation Data for Private Industry Workers in 15 Metropolitan Areas,” at http://www.bls.gov/opub/cwc/cm20090921ar01p1.htm.

Historical ECEC data are available in three listings, all available at http://www.bls.gov/ect/#tables. The earliest historical listing covers data for the March reference periods from 1986 to 2001. These data use the Standard Industrial Classification (SIC) and Census of Population occupational classification systems. A second listing contains data for the March, June, September, and December reference periods from March 2002 to December 2003. These data are also based on the SIC and Census of Population occupational classification systems. The most recent listing includes data from March 2004 to the current reference period. These are based on the North American Industry Classification System (NAICS) and Standard Occupational Classification (SOC) systems.


Information in this release will be made available to sensory impaired individuals upon request—Telephone: (202) 691-5200; Federal Relay Service: (800) 877-8339.

BLS news releases, including the ECEC, are available through an e-mail subscription service at: www.bls.gov/bls/list.htm.
TECHNICAL NOTE

Employer Costs for Employee Compensation (ECEC) measures the average cost to employers for wages and salaries and benefits per employee hour worked.

ECEC includes the civilian economy, which includes data from both private industry and State and local government. Excluded from private industry are the self-employed and farm and private household workers. Federal government workers are excluded from the public sector. The private industry series and the State and local government series provide data for the two sectors separately.

The cost levels for this quarter were collected from a probability sample of approximately 47,900 occupations selected from a sample of about 9,600 establishments in private industry and approximately 9,300 occupations from a sample of about 1,400 establishments in State and local government.

Comparing private and public sector data

Compensation cost levels in State and local government should not be directly compared with levels in private industry. Differences between these sectors stem from factors such as variation in work activities and occupational structures. Manufacturing and sales, for example, make up a large part of private industry work activities but are rare in State and local government. Professional and administrative support occupations (including teachers) account for two-thirds of the State and local government workforce, compared with one-half of private industry.

ECEC quarterly publication focus

ECEC news releases are published quarterly, providing civilian, private industry, and State and local government cost per hour estimates as well as additional detail on a specific compensation cost topic of interest. This quarter focuses on employer compensation costs in selected metropolitan areas and health benefit costs in private industry. Topics of news releases for the upcoming reference periods are as follows:

- June 2012—Retirement and savings benefit costs in private industry
- September 2012—Compensation costs in State and local government

ECEC detailed information and measures

Table 1. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Civilian workers, by major occupational and industry group, March 2012

<table>
<thead>
<tr>
<th>Compensation component</th>
<th>All workers</th>
<th>Management, professional, and related</th>
<th>Sales and office</th>
<th>Service</th>
</tr>
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<tr>
<td></td>
<td>Cost</td>
<td>Percent</td>
<td>Cost</td>
<td>Percent</td>
</tr>
<tr>
<td>Total compensation</td>
<td>$30.69</td>
<td>100.0</td>
<td>$50.59</td>
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<tr>
<td>Wages and salaries</td>
<td>21.27</td>
<td>69.3</td>
<td>35.22</td>
<td>69.6</td>
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<tr>
<td>Total benefits</td>
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<td>30.7</td>
<td>15.37</td>
<td>30.4</td>
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<tr>
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<td>7.0</td>
<td>4.03</td>
<td>8.0</td>
</tr>
<tr>
<td>Vacation</td>
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<td>3.4</td>
<td>1.93</td>
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</tr>
<tr>
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<td>2.1</td>
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<td>0.5</td>
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<tr>
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<td>Overtime and premium</td>
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<td>0.14</td>
<td>0.3</td>
</tr>
<tr>
<td>Shift differentials</td>
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<td>0.2</td>
<td>0.09</td>
<td>0.2</td>
</tr>
<tr>
<td>Nonproduction bonuses</td>
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<td>1.5</td>
<td>1.00</td>
<td>2.0</td>
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<tr>
<td>Life</td>
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<td>0.09</td>
<td>0.2</td>
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<tr>
<td>Health</td>
<td>2.60</td>
<td>8.5</td>
<td>3.89</td>
<td>7.7</td>
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<td>0.07</td>
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<tr>
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<td>5.2</td>
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<tr>
<td>Defined benefit</td>
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<td>1.09</td>
<td>2.1</td>
</tr>
<tr>
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<td>3.32</td>
<td>6.6</td>
</tr>
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<td>5.4</td>
</tr>
<tr>
<td>Social Security</td>
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<td>2.16</td>
<td>4.3</td>
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<tr>
<td>Medicare</td>
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<td>1.1</td>
<td>0.58</td>
<td>1.1</td>
</tr>
<tr>
<td>Federal unemployment insurance</td>
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<td>0.1</td>
<td>0.02</td>
<td>(6)</td>
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<td>State unemployment insurance</td>
<td>0.21</td>
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<td>0.4</td>
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<td>Workers' compensation</td>
<td>0.43</td>
<td>1.4</td>
<td>0.37</td>
<td>0.7</td>
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</table>

See footnotes at end of table.
### Table 1. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Civilian workers, by major occupational and industry group, March 2012 — Continued

<table>
<thead>
<tr>
<th>Compensation component</th>
<th>Occupational group</th>
<th>Industry group</th>
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<tbody>
<tr>
<td></td>
<td>Natural resources, construction, and maintenance</td>
<td>Production, transportation, and material moving</td>
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<tr>
<td>Total compensation</td>
<td>$31.83 100.0</td>
<td>$24.36 100.0</td>
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<tr>
<td>Wages and salaries</td>
<td>21.33 67.0</td>
<td>16.19 66.5</td>
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<tr>
<td>Total benefits</td>
<td>10.50 33.0</td>
<td>8.17 33.5</td>
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<tr>
<td>Paid leave</td>
<td>1.79 5.6</td>
<td>1.44 5.9</td>
</tr>
<tr>
<td>Vacation</td>
<td>0.90 2.8</td>
<td>0.74 3.0</td>
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<tr>
<td>Holiday</td>
<td>0.60 1.9</td>
<td>0.49 2.0</td>
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<tr>
<td>Sick</td>
<td>0.20 0.6</td>
<td>0.16 0.6</td>
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<tr>
<td>Personal</td>
<td>0.10 0.3</td>
<td>0.06 0.3</td>
</tr>
<tr>
<td>Supplemental pay</td>
<td>0.90 2.8</td>
<td>0.86 3.5</td>
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<td>Overtime and premium4</td>
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<td>0.50 2.1</td>
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<tr>
<td>Shift differentials</td>
<td>0.05 0.1</td>
<td>0.08 0.3</td>
</tr>
<tr>
<td>Nonproduction bonuses</td>
<td>0.24 0.8</td>
<td>0.28 1.2</td>
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<tr>
<td>Insurance</td>
<td>2.92 9.2</td>
<td>2.63 10.8</td>
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<tr>
<td>Life</td>
<td>0.05 0.1</td>
<td>0.04 0.2</td>
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<tr>
<td>Health</td>
<td>2.76 8.7</td>
<td>2.49 10.2</td>
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<tr>
<td>Short-term disability</td>
<td>0.08 0.2</td>
<td>0.05 0.2</td>
</tr>
<tr>
<td>Long-term disability</td>
<td>0.04 0.1</td>
<td>0.05 0.2</td>
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<td>0.88 3.6</td>
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<td>1.28 4.0</td>
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<tr>
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<td>0.52 1.6</td>
<td>0.36 1.5</td>
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<tr>
<td>Legally required benefits</td>
<td>3.09 9.7</td>
<td>2.35 9.6</td>
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<tr>
<td>Social Security and Medicare</td>
<td>1.80 5.7</td>
<td>1.38 5.7</td>
</tr>
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<td>Social Security</td>
<td>1.45 4.6</td>
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<tr>
<td>Medicare</td>
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<td>0.27 1.1</td>
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<tr>
<td>Federal unemployment insurance</td>
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<td>0.03 0.1</td>
</tr>
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<td>State unemployment insurance</td>
<td>0.26 0.8</td>
<td>0.25 1.0</td>
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<tr>
<td>Workers’ compensation</td>
<td>0.99 3.1</td>
<td>0.69 2.8</td>
</tr>
</tbody>
</table>

1 Includes workers in the private nonfarm economy excluding households and the public sector excluding the Federal government.  
2 Includes mining, construction, and manufacturing. The agriculture, forestry, farming, and hunting sector is excluded.  
3 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.  
4 Includes premium pay for work in addition to the regular work schedule (such as overtime, weekends, and holidays).  
5 Cost per hour worked is $0.01 or less.  
6 Less than .05 percent.  
7 Comprises the Old-Age, Survivors, and Disability Insurance (OASDI) program.  

Note: The sum of individual items may not equal totals due to rounding.
Table 2. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Civilian workers, by occupational and industry group, March 2012

<table>
<thead>
<tr>
<th>Series</th>
<th>Total compensation</th>
<th>Wages and salaries</th>
<th>Benefit costs</th>
<th>Cost per hour worked</th>
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<tbody>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td>Total</td>
</tr>
<tr>
<td>Civilian workers1</td>
<td>$30.69</td>
<td>$21.27</td>
<td>$9.42</td>
<td>$2.14</td>
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### Occupational group

<table>
<thead>
<tr>
<th>Occupational group</th>
<th>Total</th>
<th>Paid leave</th>
<th>Supplemental pay</th>
<th>Insurance</th>
<th>Retire and savings</th>
<th>Legally required benefits</th>
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</thead>
<tbody>
<tr>
<td>Management, professional, and related</td>
<td>50.59</td>
<td>35.22</td>
<td>15.37</td>
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<td>4.12</td>
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<td>Management, business, and financial</td>
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<td>17.96</td>
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<td>2.04</td>
<td>4.13</td>
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<td>Professional and related</td>
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<td>14.35</td>
<td>3.55</td>
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<td>Teachers2</td>
<td>54.34</td>
<td>38.74</td>
<td>15.60</td>
<td>2.67</td>
<td>0.14</td>
<td>5.45</td>
</tr>
<tr>
<td>Primary, secondary, and special education school teachers</td>
<td>54.63</td>
<td>38.49</td>
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<td>0.16</td>
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<td>Registered nurses</td>
<td>49.13</td>
<td>34.16</td>
<td>14.97</td>
<td>4.00</td>
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<td>5.43</td>
<td>1.16</td>
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<td>1.47</td>
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<td>Office and administrative support</td>
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<td>Construction, extraction, farming, fishing, and forestry3</td>
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<td>Installation, maintenance, and repair</td>
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<tr>
<td>Production, transportation, and material moving</td>
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<td>16.19</td>
<td>8.17</td>
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<td>0.86</td>
<td>2.63</td>
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<tr>
<td>Production</td>
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<td>15.91</td>
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### Industry group

<table>
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<tr>
<th>Industry group</th>
<th>Total</th>
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<th>Supplemental pay</th>
<th>Insurance</th>
<th>Retire and savings</th>
<th>Legally required benefits</th>
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<tbody>
<tr>
<td>Education and health services</td>
<td>35.36</td>
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<td>13.45</td>
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<td>Junior colleges, colleges, and universities</td>
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<td>3.73</td>
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<tr>
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<td>8.86</td>
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<td>0.64</td>
<td>2.62</td>
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<tr>
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<td>25.88</td>
<td>12.93</td>
<td>3.41</td>
<td>1.12</td>
<td>4.05</td>
</tr>
</tbody>
</table>

Percent of total compensation

| Civilian workers1 | 100.0 | 69.3 | 30.7 | 7.0 | 2.4 | 8.9 | 4.6 | 7.8 |
|-------------------|-------|------|------|_____|_____|_____|_____|_____|

1 Includes workers in the private nonfarm economy excluding households and the public sector excluding the Federal government.
2 Includes postsecondary teachers; primary, secondary, and special education teachers; and other teachers and instructors.
3 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.
<table>
<thead>
<tr>
<th>Compensation component</th>
<th>All workers</th>
<th>Occupational group</th>
<th>Industry group</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Cost</td>
<td>Percent</td>
<td>Cost</td>
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<tr>
<td>Total compensation</td>
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<tr>
<td>Wages and salaries</td>
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<td>33.82</td>
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<tr>
<td>Total benefits</td>
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<td>34.8</td>
<td>16.03</td>
</tr>
<tr>
<td>Paid leave</td>
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<td>7.3</td>
<td>3.32</td>
</tr>
<tr>
<td>Vacation</td>
<td>1.12</td>
<td>2.7</td>
<td>1.10</td>
</tr>
<tr>
<td>Holiday</td>
<td>0.88</td>
<td>2.1</td>
<td>0.92</td>
</tr>
<tr>
<td>Sick</td>
<td>0.79</td>
<td>1.9</td>
<td>0.99</td>
</tr>
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<td>Personal</td>
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<td>0.6</td>
<td>0.31</td>
</tr>
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<td>Supplemental pay</td>
<td>0.33</td>
<td>0.8</td>
<td>0.23</td>
</tr>
<tr>
<td>Overtime and premium</td>
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<td>0.4</td>
<td>0.07</td>
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<tr>
<td>Shift differentials</td>
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<td>0.1</td>
<td>0.03</td>
</tr>
<tr>
<td>Nonproduction bonuses</td>
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<td>0.3</td>
<td>0.14</td>
</tr>
<tr>
<td>Insurance</td>
<td>4.94</td>
<td>12.0</td>
<td>5.49</td>
</tr>
<tr>
<td>Life</td>
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<td>0.2</td>
<td>0.12</td>
</tr>
<tr>
<td>Health</td>
<td>4.79</td>
<td>11.6</td>
<td>5.30</td>
</tr>
<tr>
<td>Short-term disability</td>
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<td>0.1</td>
<td>0.03</td>
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<tr>
<td>Long-term disability</td>
<td>0.04</td>
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<td>0.05</td>
</tr>
<tr>
<td>Retirement and savings</td>
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<td>8.5</td>
<td>4.10</td>
</tr>
<tr>
<td>Defined benefit</td>
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<td>3.68</td>
</tr>
<tr>
<td>Defined contribution</td>
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<td>0.42</td>
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<td>Legally required benefits</td>
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<td>6.1</td>
<td>2.88</td>
</tr>
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<td>1.76</td>
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<td>1.0</td>
<td>0.53</td>
</tr>
<tr>
<td>State unemployment insurance</td>
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<td>0.3</td>
<td>0.13</td>
</tr>
<tr>
<td>Workers’ compensation</td>
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<td>0.45</td>
</tr>
</tbody>
</table>

1 This table presents data for the three major occupational groups in State and local government: management, professional, and related occupations, including teachers; sales and office occupations, including clerical workers; and service occupations, including police and firefighters.
2 Service-providing industries, which include health and educational services, employ a large part of the State and local government workforce.
3 Includes premium pay for work in addition to the regular work schedule (such as overtime, weekends, and holidays).
4 Comprises the Old-Age, Survivors, and Disability Insurance (OASDI) program.
5 Cost per hour worked is $0.01 or less.
6 Less than .05 percent.
Note: The sum of individual items may not equal totals due to rounding.
Table 4. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: State and local government workers, by occupational and industry group, March 2012

<table>
<thead>
<tr>
<th>Series</th>
<th>Total compensation</th>
<th>Wages and salaries</th>
<th>Benefit costs</th>
<th>Cost per hour worked</th>
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<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>Total</td>
<td>Paid leave</td>
</tr>
<tr>
<td>State and local government workers ..........</td>
<td>$41.16</td>
<td>$26.85</td>
<td>$14.31</td>
<td>$3.03</td>
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<td></td>
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<tr>
<td>Management, professional, and related ......</td>
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<td>33.82</td>
<td>16.03</td>
<td>3.32</td>
</tr>
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<td>2.99</td>
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<td>school teachers</td>
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<td>17.27</td>
<td>11.16</td>
<td>2.50</td>
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<td>11.28</td>
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<td>13.85</td>
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<td>22.57</td>
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<td>24.33</td>
<td>14.34</td>
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<td>23.89</td>
<td>15.54</td>
<td>3.74</td>
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<td>34.8</td>
<td>7.3</td>
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<td></td>
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<td>6.1</td>
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<td>8.8</td>
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<td>5.9</td>
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<td>60.6</td>
<td>39.4</td>
<td>9.5</td>
</tr>
</tbody>
</table>

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

Note: The sum of individual items may not equal totals due to rounding.
Table 5. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Private industry workers, by major occupational group and bargaining unit status, March 2012

<table>
<thead>
<tr>
<th>Compensation component</th>
<th>Occupational group</th>
<th>All workers</th>
<th>Management, professional, and related</th>
<th>Sales and office</th>
<th>Service</th>
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<tr>
<td></td>
<td>Cost</td>
<td>Percent</td>
<td>Cost</td>
<td>Percent</td>
<td>Cost</td>
</tr>
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<td>35.78</td>
<td>70.3</td>
<td>16.13</td>
</tr>
<tr>
<td>Total benefits</td>
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<td>29.6</td>
<td>15.10</td>
<td>29.7</td>
<td>6.47</td>
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<td>6.9</td>
<td>4.32</td>
<td>8.5</td>
<td>1.41</td>
</tr>
<tr>
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<td>3.5</td>
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<td>4.4</td>
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<td>1.28</td>
<td>2.5</td>
<td>0.45</td>
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<td>Supplemental pay</td>
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<td>1.63</td>
<td>3.2</td>
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<td>0.14</td>
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<td>0.2</td>
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<tr>
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<td>1.34</td>
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<td>0.32</td>
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<tr>
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<td>0.03</td>
</tr>
<tr>
<td>Long-term disability</td>
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<td>0.03</td>
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<td>0.43</td>
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<td>0.33</td>
<td>0.6</td>
<td>0.23</td>
</tr>
</tbody>
</table>

See footnotes at the end of the table.
Table 5.  Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Private industry workers, by major occupational group and bargaining unit status, March 2012 — Continued

<table>
<thead>
<tr>
<th>Compensation component</th>
<th>Natural resources, construction, and maintenance</th>
<th>Production, transportation, and material moving</th>
<th>Union</th>
<th>Nonunion</th>
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<td>Cost</td>
<td>Percent</td>
<td>Cost</td>
<td>Percent</td>
<td>Cost</td>
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<td>5.8</td>
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<td>0.73</td>
<td>3.0</td>
</tr>
<tr>
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<td>0.3</td>
<td>0.06</td>
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<tr>
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<td>0.3</td>
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<td>10.0</td>
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<td>0.03</td>
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<td>3.3</td>
<td>0.69</td>
<td>2.9</td>
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1 Includes premium pay for work in addition to the regular work schedule (such as overtime, weekends, and holidays).
2 Cost per hour worked is $0.01 or less.
3 Less than .05 percent.
4 Comprises the Old-Age, Survivors, and Disability Insurance (OASDI) program.

Note: The sum of individual items may not equal totals due to rounding.
Table 6. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Private industry workers, by major industry group, March 2012

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<th>Compensation component</th>
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<td>Wages and salaries</td>
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<td>23.02 69.6</td>
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<td>10.06 30.4</td>
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<tr>
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<td>2.21 6.6</td>
<td>1.38 4.2</td>
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<tr>
<td>Vacation</td>
<td>1.17 3.5</td>
<td>0.73 2.2</td>
</tr>
<tr>
<td>Holiday</td>
<td>0.78 2.3</td>
<td>0.50 1.5</td>
</tr>
<tr>
<td>Sick</td>
<td>0.19 0.6</td>
<td>0.11 0.3</td>
</tr>
<tr>
<td>Personal</td>
<td>0.07 0.2</td>
<td>0.05 0.1</td>
</tr>
<tr>
<td>Supplemental pay</td>
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<td>0.94 2.8</td>
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<td>0.59 1.8</td>
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<td>2.50 7.6</td>
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<td>0.05 0.1</td>
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<td>3.00 8.9</td>
<td>2.38 7.2</td>
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<td>0.08 0.2</td>
<td>0.05 0.2</td>
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<td>0.02 0.1</td>
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<td>1.75 5.3</td>
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<td>0.64 1.9</td>
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<td>1.89 5.7</td>
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<td>0.37 1.1</td>
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<td>Federal unemployment insurance</td>
<td>0.03 0.1</td>
<td>0.03 0.1</td>
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<tr>
<td>State unemployment insurance</td>
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<td>0.37 1.1</td>
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<td>Workers’ compensation</td>
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See footnotes at end of table.
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<th>Compensation component</th>
<th>Service-providing&lt;sup&gt;2&lt;/sup&gt;</th>
<th>Financial activities</th>
<th>Professional and business services</th>
<th>Education and health services</th>
<th>Leisure and hospitality</th>
<th>Other services</th>
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<td></td>
<td>Cost</td>
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<td>Cost</td>
<td>Percent</td>
<td>Cost</td>
<td>Percent</td>
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<td>1.0</td>
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<sup>1</sup> Includes mining, construction, and manufacturing. The agriculture, forestry, farming, and hunting sector is excluded.

<sup>2</sup> Includes utilities; wholesale trade; retail trade; transportation and warehousing; information; finance and insurance; real estate and rental and leasing; professional and technical services; management of companies and enterprises; administrative and waste services; educational services; health care and social assistance; arts, entertainment and recreation; accommodation and food services; and other services, except public administration.

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

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

<sup>5</sup> Less than .05 percent.

<sup>6</sup> Comprises the Old-Age, Survivors, and Disability Insurance (OASDI) program.

Note: The sum of individual items may not equal totals due to rounding.
## Table 7. Employer costs per hour worked for employee compensation and costs as a percent of total compensation:
Private industry workers, by census region and division, March 2012

<table>
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<tr>
<th>Compensation component</th>
<th>Census region and division¹</th>
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<th></th>
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<td>South divisions</td>
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<td>Middle Atlantic</td>
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<td>69.9</td>
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<td>10.12</td>
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</tr>
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</tr>
<tr>
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<td>2.3</td>
<td>0.77</td>
<td>2.3</td>
</tr>
<tr>
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<td>1.0</td>
<td>0.31</td>
<td>0.9</td>
</tr>
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<td>0.15</td>
<td>0.5</td>
<td>0.13</td>
<td>0.4</td>
</tr>
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<td>0.7</td>
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<td>0.2</td>
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<td>7.9</td>
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<td>0.05</td>
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</tr>
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<td>0.03</td>
<td>0.1</td>
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See footnotes at the end of the table.
Table 7. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Private industry workers, by census region and division, March 2012 — Continued

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<td>1.86 6.6</td>
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<td>0.09 0.3</td>
<td>0.09 0.3</td>
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<td>1.03 3.9</td>
<td>0.77 2.7</td>
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<td>0.26 0.9</td>
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<td>Shift differentials</td>
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<td>0.06 0.2</td>
<td>0.07 0.3</td>
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<td>0.43 1.6</td>
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<td>2.55 9.1</td>
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</tr>
<tr>
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<tr>
<td>Retirement and savings</td>
<td>0.90 3.7</td>
<td>0.91 3.4</td>
<td>1.07 3.8</td>
</tr>
<tr>
<td>Defined benefit</td>
<td>0.44 1.8</td>
<td>0.38 1.4</td>
<td>0.47 1.7</td>
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<tr>
<td>Defined contribution</td>
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<td>1.27 4.8</td>
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<td>Medicare</td>
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<td>0.31 1.2</td>
<td>0.32 1.1</td>
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<td>Federal unemployment insurance</td>
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<tr>
<td>Workers’ compensation</td>
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<td>0.31 1.2</td>
<td>0.38 1.4</td>
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</table>

See footnotes at end of table.
Table 7. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Private industry workers, by census region and division, March 2012 — Continued

<table>
<thead>
<tr>
<th>Compensation component</th>
<th>Census region and division¹</th>
<th>Cost</th>
<th>Percent</th>
<th>Cost</th>
<th>Percent</th>
<th>Cost</th>
<th>Percent</th>
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<tbody>
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<td>Total compensation</td>
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<td>$28.00</td>
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<td>$20.17</td>
<td>72.0</td>
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<tr>
<td>Total benefits</td>
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<td>$8.76</td>
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<td>$9.19</td>
<td>29.7</td>
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<td>Paid leave</td>
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<td>$2.11</td>
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<td>Vacation</td>
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<td>$1.03</td>
<td>3.7</td>
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<td>0.9</td>
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<td>$0.78</td>
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<td>$0.04</td>
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<td>$0.05</td>
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<td>Nonproduction bonuses</td>
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<tr>
<td>Insurance</td>
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<td>6.9</td>
<td>$2.46</td>
<td>7.9</td>
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<tr>
<td>Life</td>
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<td>$0.04</td>
<td>0.1</td>
<td>$0.04</td>
<td>0.1</td>
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<td>$2.34</td>
<td>7.6</td>
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<td>$0.04</td>
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<tr>
<td>Long-term disability</td>
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<td>$0.05</td>
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<td>0.1</td>
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<td>Retirement and savings</td>
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<td>$1.03</td>
<td>3.7</td>
<td>$1.10</td>
<td>3.5</td>
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<td>1.1</td>
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<td>7.9</td>
<td>$2.74</td>
<td>8.9</td>
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<td>Social Security and Medicare</td>
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<td>$1.76</td>
<td>5.9</td>
<td>$1.63</td>
<td>5.8</td>
<td>$1.82</td>
<td>5.9</td>
</tr>
<tr>
<td>Social Security³</td>
<td></td>
<td>$1.41</td>
<td>4.7</td>
<td>$1.30</td>
<td>4.7</td>
<td>$1.46</td>
<td>4.7</td>
</tr>
<tr>
<td>Medicare</td>
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<td>1.2</td>
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<td>1.2</td>
<td>$0.36</td>
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</tr>
<tr>
<td>Federal unemployment insurance</td>
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<td>0.1</td>
<td>$0.03</td>
<td>0.1</td>
<td>$0.04</td>
<td>0.1</td>
</tr>
<tr>
<td>State unemployment insurance</td>
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<td>0.8</td>
<td>$0.18</td>
<td>0.6</td>
<td>$0.27</td>
<td>0.9</td>
</tr>
<tr>
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<td>1.8</td>
<td>$0.38</td>
<td>1.3</td>
<td>$0.62</td>
<td>2.0</td>
</tr>
</tbody>
</table>

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

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

³ Comprises the Old-Age, Survivors, and Disability Insurance (OASDI) program.

Note: The sum of individual items may not equal totals due to rounding.
### Table 8. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Private industry workers, by establishment employment size, March 2012

<table>
<thead>
<tr>
<th>Compensation component</th>
<th>1-99 workers</th>
<th>1-49 workers</th>
<th>50-99 workers</th>
<th>100 workers or more</th>
<th>100-499 workers</th>
<th>500 workers or more</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total compensation</td>
<td>$23.84</td>
<td>$22.92</td>
<td>$26.65</td>
<td>$34.65</td>
<td>$29.15</td>
<td>$42.33</td>
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<td>19.01</td>
<td>23.43</td>
<td>20.33</td>
<td>27.76</td>
</tr>
<tr>
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<td>6.50</td>
<td>7.65</td>
<td>11.22</td>
<td>8.83</td>
<td>14.57</td>
</tr>
<tr>
<td>Paid leave</td>
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<td>1.25</td>
<td>1.75</td>
<td>2.70</td>
<td>2.04</td>
<td>3.64</td>
</tr>
<tr>
<td>Vacation</td>
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<td>0.62</td>
<td>0.90</td>
<td>1.41</td>
<td>1.05</td>
<td>1.92</td>
</tr>
<tr>
<td>Holiday</td>
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<td>0.42</td>
<td>0.54</td>
<td>0.81</td>
<td>0.64</td>
<td>1.05</td>
</tr>
<tr>
<td>Sick</td>
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<td>0.15</td>
<td>0.21</td>
<td>0.35</td>
<td>0.25</td>
<td>0.49</td>
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<tr>
<td>Personal</td>
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<td>0.06</td>
<td>0.10</td>
<td>0.14</td>
<td>0.11</td>
<td>0.18</td>
</tr>
<tr>
<td>Supplemental pay</td>
<td>0.52</td>
<td>0.47</td>
<td>0.70</td>
<td>1.19</td>
<td>0.75</td>
<td>1.81</td>
</tr>
<tr>
<td>Overtime and premium</td>
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<td>0.15</td>
<td>0.25</td>
<td>0.33</td>
<td>0.30</td>
<td>0.37</td>
</tr>
<tr>
<td>Shift differentials</td>
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<td>0.42</td>
<td>0.74</td>
<td>0.39</td>
<td>1.23</td>
</tr>
<tr>
<td>Insurance</td>
<td>1.62</td>
<td>1.47</td>
<td>2.05</td>
<td>3.20</td>
<td>2.61</td>
<td>4.02</td>
</tr>
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<td>0.04</td>
<td>0.06</td>
<td>0.05</td>
<td>0.06</td>
</tr>
<tr>
<td>Health</td>
<td>1.54</td>
<td>1.40</td>
<td>1.94</td>
<td>3.00</td>
<td>2.46</td>
<td>3.76</td>
</tr>
<tr>
<td>Short-term disability</td>
<td>0.03</td>
<td>0.03</td>
<td>0.04</td>
<td>0.07</td>
<td>0.06</td>
<td>0.10</td>
</tr>
<tr>
<td>Long-term disability</td>
<td>0.02</td>
<td>0.02</td>
<td>0.04</td>
<td>0.07</td>
<td>0.04</td>
<td>0.10</td>
</tr>
<tr>
<td>Retirement and savings</td>
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<td>0.87</td>
<td>1.50</td>
<td>1.07</td>
<td>2.09</td>
</tr>
<tr>
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<td>0.66</td>
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<td>0.84</td>
<td>0.65</td>
<td>1.10</td>
</tr>
<tr>
<td>Legally required benefits</td>
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<td>2.08</td>
<td>2.27</td>
<td>2.63</td>
<td>2.36</td>
<td>3.02</td>
</tr>
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<td>Social Security and Medicare</td>
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<td>1.41</td>
<td>1.57</td>
<td>1.97</td>
<td>1.69</td>
<td>2.37</td>
</tr>
<tr>
<td>Social Security4</td>
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<td>1.26</td>
<td>1.58</td>
<td>1.36</td>
<td>1.89</td>
</tr>
<tr>
<td>Medicare</td>
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<td>0.27</td>
<td>0.31</td>
<td>0.39</td>
<td>0.33</td>
<td>0.48</td>
</tr>
<tr>
<td>Federal unemployment insurance</td>
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<td>0.04</td>
<td>0.03</td>
<td>0.03</td>
<td>0.03</td>
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</tr>
<tr>
<td>State unemployment insurance</td>
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<td>0.41</td>
<td>0.41</td>
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</tbody>
</table>

1 Includes premium pay for work in addition to the regular work schedule (such as overtime, weekends, and holidays).
2 Cost per hour worked is $0.01 or less.
3 Less than .05 percent.
4 Comprises the Old-Age, Survivors, and Disability Insurance (OASDI) program.

Note: The sum of individual items may not equal totals due to rounding.
Table 9. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Private industry workers, goods-producing and service-providing industries, by occupational group, March 2012.

<table>
<thead>
<tr>
<th>Series</th>
<th>Total compensation</th>
<th>Wages and salaries</th>
<th>Benefit costs</th>
<th>Total</th>
<th>Paid leave</th>
<th>Supplemental pay</th>
<th>Insurance</th>
<th>Retire and savings</th>
<th>Legally required benefits</th>
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</thead>
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<td>All workers in private industry</td>
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<td>$2.34</td>
<td>$1.02</td>
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<td>15.10</td>
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<td>3.58</td>
<td>2.07</td>
<td>3.50</td>
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<td>3.87</td>
<td>2.45</td>
<td>3.82</td>
<td></td>
</tr>
<tr>
<td>Professional and related</td>
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<td>13.75</td>
<td>3.83</td>
<td>1.27</td>
<td>3.43</td>
<td>1.98</td>
<td>3.34</td>
<td></td>
</tr>
<tr>
<td>Sales and office</td>
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<td>16.13</td>
<td>6.47</td>
<td>1.41</td>
<td>0.48</td>
<td>2.10</td>
<td>0.66</td>
<td>1.82</td>
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<td>Sales and related</td>
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<td>0.47</td>
<td>1.44</td>
<td>0.53</td>
<td>1.81</td>
<td></td>
</tr>
<tr>
<td>Office and administrative support</td>
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<td>7.18</td>
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<td>0.50</td>
<td>2.53</td>
<td>0.74</td>
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<td>0.94</td>
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<tr>
<td>Natural resources, construction, and maintenance</td>
<td>31.46</td>
<td>21.34</td>
<td>10.13</td>
<td>1.65</td>
<td>0.94</td>
<td>2.74</td>
<td>1.65</td>
<td>3.15</td>
<td></td>
</tr>
<tr>
<td>Construction, extraction, farming, fishing, and forestry</td>
<td>31.74</td>
<td>21.37</td>
<td>10.37</td>
<td>1.23</td>
<td>0.84</td>
<td>2.56</td>
<td>2.04</td>
<td>3.53</td>
<td></td>
</tr>
<tr>
<td>Installation, maintenance, and repair</td>
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<td>0.20</td>
<td>2.90</td>
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<td>7.98</td>
<td>1.41</td>
<td>0.88</td>
<td>2.53</td>
<td>0.81</td>
<td>2.35</td>
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<td>Production</td>
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<td>1.07</td>
<td>2.68</td>
<td>0.75</td>
<td>2.31</td>
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<td>0.69</td>
<td>2.39</td>
<td>0.87</td>
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</table>

All workers, goods-producing industries

<table>
<thead>
<tr>
<th>Series</th>
<th>Total compensation</th>
<th>Wages and salaries</th>
<th>Benefit costs</th>
<th>Total</th>
<th>Paid leave</th>
<th>Supplemental pay</th>
<th>Insurance</th>
<th>Retire and savings</th>
<th>Legally required benefits</th>
</tr>
</thead>
<tbody>
<tr>
<td>Management, professional, and related</td>
<td>61.64</td>
<td>41.67</td>
<td>19.97</td>
<td>5.38</td>
<td>2.75</td>
<td>4.49</td>
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<td>4.14</td>
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<td>Sales and office</td>
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<td>0.63</td>
<td>2.69</td>
<td>0.82</td>
<td>2.69</td>
<td></td>
</tr>
<tr>
<td>Natural resources, construction, and maintenance</td>
<td>32.43</td>
<td>21.70</td>
<td>10.73</td>
<td>1.35</td>
<td>1.08</td>
<td>2.85</td>
<td>1.97</td>
<td>3.48</td>
<td></td>
</tr>
<tr>
<td>Production, transportation, and material moving</td>
<td>26.02</td>
<td>16.89</td>
<td>9.13</td>
<td>1.64</td>
<td>1.18</td>
<td>3.04</td>
<td>0.85</td>
<td>2.42</td>
<td></td>
</tr>
</tbody>
</table>

All workers, service-providing industries

<table>
<thead>
<tr>
<th>Series</th>
<th>Total compensation</th>
<th>Wages and salaries</th>
<th>Benefit costs</th>
<th>Total</th>
<th>Paid leave</th>
<th>Supplemental pay</th>
<th>Insurance</th>
<th>Retire and savings</th>
<th>Legally required benefits</th>
</tr>
</thead>
<tbody>
<tr>
<td>Management, professional, and related</td>
<td>49.52</td>
<td>35.04</td>
<td>14.49</td>
<td>4.18</td>
<td>1.49</td>
<td>3.46</td>
<td>1.93</td>
<td>3.42</td>
<td></td>
</tr>
<tr>
<td>Sales and office</td>
<td>22.26</td>
<td>15.91</td>
<td>6.35</td>
<td>1.36</td>
<td>0.74</td>
<td>2.66</td>
<td>0.64</td>
<td>1.79</td>
<td></td>
</tr>
<tr>
<td>Service</td>
<td>13.94</td>
<td>10.51</td>
<td>3.43</td>
<td>0.59</td>
<td>0.26</td>
<td>0.92</td>
<td>0.21</td>
<td>1.45</td>
<td></td>
</tr>
<tr>
<td>Natural resources, construction, and maintenance</td>
<td>30.36</td>
<td>20.92</td>
<td>9.43</td>
<td>1.98</td>
<td>0.77</td>
<td>2.62</td>
<td>1.29</td>
<td>2.77</td>
<td></td>
</tr>
<tr>
<td>Production, transportation, and material moving</td>
<td>22.46</td>
<td>15.43</td>
<td>7.02</td>
<td>1.21</td>
<td>0.63</td>
<td>2.11</td>
<td>0.78</td>
<td>2.29</td>
<td></td>
</tr>
</tbody>
</table>

1. Farming, fishing, and forestry occupations were combined with construction and extraction occupational group as of December 2006.
2. Includes mining, construction, and manufacturing. The agriculture, forestry, farming, and hunting sector is excluded.
3. Includes utilities; wholesale trade; retail trade; transportation and warehousing; information; finance and insurance; real estate and rental and leasing; professional and technical services; management of companies and enterprises; administrative and waste services; educational services; health care and social assistance; arts, entertainment and recreation; accommodation and food services; and other services, except public administration.

Note: The sum of individual items may not equal totals due to rounding.
### Table 10. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Private industry workers, by industry group, March 2012

<table>
<thead>
<tr>
<th>Series</th>
<th>Total compensation</th>
<th>Wages and salaries</th>
<th>Benefit costs</th>
<th>Cost per hour worked</th>
<th>Percent of total compensation</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Total</td>
<td>Paid leave</td>
<td>Supplemental pay</td>
<td>Insurance</td>
<td>Retirement and savings</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>All workers, goods-producing industries¹</td>
<td>$33.76</td>
<td>$22.51</td>
<td>$11.25</td>
<td>$2.21</td>
<td>$1.36</td>
</tr>
<tr>
<td>Construction</td>
<td>33.08</td>
<td>23.02</td>
<td>10.06</td>
<td>1.38</td>
<td>0.94</td>
</tr>
<tr>
<td>Manufacturing</td>
<td>33.02</td>
<td>21.72</td>
<td>11.30</td>
<td>2.46</td>
<td>1.42</td>
</tr>
<tr>
<td>Aircraft manufacturing²</td>
<td>63.29</td>
<td>40.29</td>
<td>23.00</td>
<td>6.01</td>
<td>3.55</td>
</tr>
<tr>
<td>All workers, service-providing industries³</td>
<td>27.78</td>
<td>19.80</td>
<td>7.98</td>
<td>1.93</td>
<td>0.72</td>
</tr>
<tr>
<td>Trade, transportation, and utilities</td>
<td>24.11</td>
<td>17.06</td>
<td>7.05</td>
<td>1.44</td>
<td>0.58</td>
</tr>
<tr>
<td>Wholesale trade</td>
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<td>21.97</td>
<td>9.14</td>
<td>2.11</td>
<td>0.96</td>
</tr>
<tr>
<td>Retail trade</td>
<td>17.56</td>
<td>13.25</td>
<td>4.31</td>
<td>0.79</td>
<td>0.26</td>
</tr>
<tr>
<td>Transportation and warehousing</td>
<td>34.07</td>
<td>22.03</td>
<td>12.04</td>
<td>2.40</td>
<td>1.04</td>
</tr>
<tr>
<td>Utilities</td>
<td>57.90</td>
<td>35.44</td>
<td>22.54</td>
<td>5.08</td>
<td>2.21</td>
</tr>
<tr>
<td>Information</td>
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<td>29.48</td>
<td>14.97</td>
<td>3.94</td>
<td>1.31</td>
</tr>
<tr>
<td>Financial activities</td>
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<td>26.72</td>
<td>13.04</td>
<td>3.30</td>
<td>2.02</td>
</tr>
<tr>
<td>Finance and insurance</td>
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<td>26.45</td>
<td>14.37</td>
<td>3.67</td>
<td>2.38</td>
</tr>
<tr>
<td>Credit intermediation and related activities</td>
<td>36.59</td>
<td>23.47</td>
<td>12.12</td>
<td>3.16</td>
<td>1.50</td>
</tr>
<tr>
<td>Insurance carriers and related activities</td>
<td>41.14</td>
<td>27.65</td>
<td>13.49</td>
<td>3.55</td>
<td>1.43</td>
</tr>
<tr>
<td>Real estate and rental and leasing</td>
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<td>20.74</td>
<td>8.45</td>
<td>2.03</td>
<td>0.78</td>
</tr>
<tr>
<td>Professional and business services</td>
<td>34.88</td>
<td>25.14</td>
<td>9.74</td>
<td>2.40</td>
<td>0.99</td>
</tr>
<tr>
<td>Professional and technical services</td>
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<td>12.52</td>
<td>3.72</td>
<td>1.22</td>
</tr>
<tr>
<td>Administrative and waste services</td>
<td>22.19</td>
<td>16.56</td>
<td>5.63</td>
<td>1.12</td>
<td>0.54</td>
</tr>
<tr>
<td>Education and health services</td>
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<td>21.89</td>
<td>8.78</td>
<td>2.33</td>
<td>0.58</td>
</tr>
<tr>
<td>Educational services</td>
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<td>28.92</td>
<td>10.63</td>
<td>2.88</td>
<td>0.17</td>
</tr>
<tr>
<td>Junior colleges, colleges, and universities</td>
<td>47.34</td>
<td>34.01</td>
<td>13.33</td>
<td>3.75</td>
<td>0.18</td>
</tr>
<tr>
<td>Health care and social assistance</td>
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<td>20.69</td>
<td>8.46</td>
<td>2.23</td>
<td>0.65</td>
</tr>
<tr>
<td>Leisure and hospitality</td>
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<td>9.62</td>
<td>2.51</td>
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<td>0.13</td>
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<tr>
<td>Credit intermediation and related activities</td>
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<td>8.95</td>
<td>2.22</td>
<td>0.30</td>
<td>0.11</td>
</tr>
<tr>
<td>Accommodation and food services</td>
<td>25.14</td>
<td>18.52</td>
<td>6.62</td>
<td>1.55</td>
<td>0.30</td>
</tr>
</tbody>
</table>

¹ Includes mining, construction, and manufacturing. The agriculture, forestry, farming, and hunting sector is excluded.
² 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; health care and social assistance; arts, entertainment and recreation; accommodation and food services; and other services, except public administration.
³ Data are available beginning with December 2006.

Note: The sum of individual items may not equal totals due to rounding.
### Table 11. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Private industry workers, by occupational group and full-time and part-time status, March 2012

<table>
<thead>
<tr>
<th>Series</th>
<th>Total compensation</th>
<th>Wages and salaries</th>
<th>Benefit costs</th>
<th>Cost per hour worked</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Total</td>
<td>Paid</td>
<td>Supplemental pay</td>
<td>Insurance</td>
</tr>
<tr>
<td></td>
<td>Total compensation</td>
<td>Paid leave</td>
<td></td>
<td></td>
</tr>
<tr>
<td>All full-time workers in private industry</td>
<td>$33.48</td>
<td>$23.12</td>
<td>$10.36</td>
<td>$2.51</td>
</tr>
<tr>
<td>Management, professional, and related</td>
<td>53.01</td>
<td>36.88</td>
<td>16.14</td>
<td>4.68</td>
</tr>
<tr>
<td>Management, business, and financial</td>
<td>58.88</td>
<td>40.83</td>
<td>18.05</td>
<td>5.37</td>
</tr>
<tr>
<td>Professional and related</td>
<td>49.53</td>
<td>34.53</td>
<td>15.00</td>
<td>4.28</td>
</tr>
<tr>
<td>Sales and office</td>
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<td>18.42</td>
<td>7.98</td>
<td>1.85</td>
</tr>
<tr>
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<td>28.53</td>
<td>20.88</td>
<td>7.65</td>
<td>1.84</td>
</tr>
<tr>
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<td>25.39</td>
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<td>8.14</td>
<td>1.86</td>
</tr>
<tr>
<td>Service</td>
<td>17.19</td>
<td>12.24</td>
<td>4.95</td>
<td>1.00</td>
</tr>
<tr>
<td>Natural resources, construction, and maintenance</td>
<td>32.13</td>
<td>21.71</td>
<td>10.43</td>
<td>1.72</td>
</tr>
<tr>
<td>Construction, extraction, farming, fishing, and forestry</td>
<td>32.37</td>
<td>21.74</td>
<td>10.63</td>
<td>1.28</td>
</tr>
<tr>
<td>Installation, maintenance, and repair</td>
<td>31.92</td>
<td>21.68</td>
<td>10.24</td>
<td>2.12</td>
</tr>
<tr>
<td>Production, transportation, and material moving</td>
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<td>17.21</td>
<td>8.80</td>
<td>1.62</td>
</tr>
<tr>
<td>Production</td>
<td>25.64</td>
<td>16.84</td>
<td>8.80</td>
<td>1.65</td>
</tr>
<tr>
<td>Transportation and material moving</td>
<td>26.48</td>
<td>17.69</td>
<td>8.79</td>
<td>1.58</td>
</tr>
<tr>
<td>All part-time workers in private industry</td>
<td>15.28</td>
<td>12.03</td>
<td>3.25</td>
<td>0.44</td>
</tr>
<tr>
<td>Management, professional, and related</td>
<td>35.38</td>
<td>27.79</td>
<td>7.59</td>
<td>1.65</td>
</tr>
<tr>
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<td>27.80</td>
<td>7.64</td>
<td>1.65</td>
</tr>
<tr>
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<td>10.62</td>
<td>2.84</td>
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<td>9.55</td>
<td>2.37</td>
<td>0.22</td>
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<td>12.08</td>
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</tr>
<tr>
<td>Service</td>
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<td>8.90</td>
<td>2.03</td>
<td>0.20</td>
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<tr>
<td>Production, transportation, and material moving</td>
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<td>10.83</td>
<td>4.15</td>
<td>0.40</td>
</tr>
<tr>
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<td>10.71</td>
<td>4.43</td>
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</table>

Percent of total compensation

<table>
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<tr>
<th>Series</th>
<th>Total compensation</th>
<th>Wages and salaries</th>
<th>Benefit costs</th>
<th>Cost per hour worked</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Percent of total compensation</td>
<td>Total</td>
<td>Paid leave</td>
<td></td>
</tr>
<tr>
<td>All full-time workers in private industry</td>
<td>100.0</td>
<td>69.0</td>
<td>31.0</td>
<td>7.5</td>
</tr>
<tr>
<td>Management, professional, and related</td>
<td>100.0</td>
<td>69.6</td>
<td>30.4</td>
<td>8.8</td>
</tr>
<tr>
<td>Management, business, and financial</td>
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<td>9.1</td>
</tr>
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<td>8.6</td>
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<tr>
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<td>6.4</td>
</tr>
<tr>
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<td>32.0</td>
<td>7.3</td>
</tr>
<tr>
<td>Service</td>
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<td>28.8</td>
<td>5.8</td>
</tr>
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<td>32.5</td>
<td>5.4</td>
</tr>
<tr>
<td>Construction, extraction, farming, fishing, and forestry</td>
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<td>67.2</td>
<td>32.8</td>
<td>4.0</td>
</tr>
<tr>
<td>Installation, maintenance, and repair</td>
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<td>67.9</td>
<td>32.1</td>
<td>6.6</td>
</tr>
<tr>
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<td>33.8</td>
<td>6.2</td>
</tr>
<tr>
<td>Production</td>
<td>100.0</td>
<td>65.7</td>
<td>34.3</td>
<td>6.5</td>
</tr>
<tr>
<td>Transportation and material moving</td>
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<td>33.2</td>
<td>6.0</td>
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<tr>
<td>All part-time workers in private industry</td>
<td>100.0</td>
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<td>21.3</td>
<td>2.9</td>
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<td>21.5</td>
<td>4.7</td>
</tr>
<tr>
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<td>21.6</td>
<td>4.7</td>
</tr>
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<td>2.5</td>
</tr>
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<td>1.8</td>
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<tr>
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<td>70.7</td>
<td>29.3</td>
<td>2.7</td>
</tr>
</tbody>
</table>

1 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.
Table 12. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Private industry workers, by industry group and full-time and part-time status, March 2012

<table>
<thead>
<tr>
<th>Series</th>
<th>Total compensation</th>
<th>Wages and salaries</th>
<th>Benefit costs</th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td></td>
<td>Total</td>
<td>Paid leave</td>
<td>SupPLEMENTAL pay</td>
<td>Insurance</td>
<td>RETIREMENT and savings</td>
<td>LEGALLY required benefits</td>
</tr>
<tr>
<td>All full-time workers in private industry</td>
<td>$33.48</td>
<td>$23.12</td>
<td>$10.36</td>
<td>$2.51</td>
<td>$1.05</td>
<td>$2.89</td>
<td>$1.30</td>
<td>$2.61</td>
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<td>Goods-producing1</td>
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<td>11.52</td>
<td>2.28</td>
<td>1.40</td>
<td>3.29</td>
<td>1.57</td>
<td>2.98</td>
</tr>
<tr>
<td>Construction</td>
<td>33.71</td>
<td>23.39</td>
<td>10.33</td>
<td>1.43</td>
<td>0.98</td>
<td>2.61</td>
<td>1.82</td>
<td>3.50</td>
</tr>
<tr>
<td>Manufacturing</td>
<td>33.59</td>
<td>22.02</td>
<td>11.57</td>
<td>2.53</td>
<td>1.46</td>
<td>3.52</td>
<td>1.32</td>
<td>2.74</td>
</tr>
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<td>10.04</td>
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<td>0.95</td>
<td>2.78</td>
<td>1.22</td>
<td>2.51</td>
</tr>
<tr>
<td>Trade, transportation, and utilities</td>
<td>29.30</td>
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<td>8.92</td>
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<td>2.79</td>
<td>1.29</td>
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<td>2.96</td>
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<td>12.10</td>
<td>4.00</td>
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<td>1.27</td>
<td>2.39</td>
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<td>3.25</td>
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<th></th>
<th></th>
<th></th>
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<td>3.1</td>
<td>8.6</td>
<td>3.9</td>
<td>7.8</td>
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<td>9.6</td>
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<td>10.5</td>
<td>3.9</td>
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<td>2.9</td>
<td>8.4</td>
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<td>69.5</td>
<td>30.5</td>
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<td>2.7</td>
<td>8.9</td>
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<td>3.0</td>
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<td>5.8</td>
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<td>5.2</td>
<td>8.5</td>
<td>4.3</td>
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<td>3.0</td>
<td>7.1</td>
<td>3.3</td>
<td>7.4</td>
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<td>69.9</td>
<td>30.1</td>
<td>8.3</td>
<td>1.9</td>
<td>9.1</td>
<td>3.5</td>
<td>7.3</td>
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<tr>
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<td>5.1</td>
<td>1.6</td>
<td>7.2</td>
<td>1.7</td>
<td>9.2</td>
</tr>
<tr>
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<td>7.3</td>
<td>1.4</td>
<td>8.3</td>
<td>4.2</td>
<td>8.0</td>
</tr>
<tr>
<td>All part-time workers in private industry</td>
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<td>2.9</td>
<td>1.2</td>
<td>4.9</td>
<td>1.5</td>
<td>10.7</td>
</tr>
<tr>
<td>Service-providing2</td>
<td>100.0</td>
<td>78.7</td>
<td>21.3</td>
<td>2.9</td>
<td>1.2</td>
<td>5.0</td>
<td>1.5</td>
<td>10.6</td>
</tr>
<tr>
<td>Trade, transportation, and utilities</td>
<td>100.0</td>
<td>75.8</td>
<td>24.2</td>
<td>2.5</td>
<td>1.2</td>
<td>7.5</td>
<td>2.0</td>
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</tr>
<tr>
<td>Professional and business services</td>
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<td>79.9</td>
<td>20.1</td>
<td>2.4</td>
<td>1.5</td>
<td>4.4</td>
<td>1.1</td>
<td>10.7</td>
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<td>Education and health services</td>
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<td>22.8</td>
<td>4.7</td>
<td>1.6</td>
<td>5.2</td>
<td>2.1</td>
<td>9.2</td>
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<td>0.3</td>
<td>1.5</td>
<td>0.5</td>
<td>12.6</td>
</tr>
</tbody>
</table>

1 Includes mining, construction, and manufacturing. The agriculture, forestry, farming, and hunting sector is excluded.
2 Includes utilities; wholesale trade; retail trade; transportation and warehousing; information; finance and insurance; real estate and rental and leasing; professional and technical services; management of companies and enterprises; administrative and waste services; educational services; health care and social assistance; arts, entertainment and recreation; accommodation and food services; and other services, except public administration.

Note: The sum of individual items may not equal totals due to rounding.
Table 13. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Private industry workers, by major industry group and establishment employment size and bargaining unit status, March 2012

<table>
<thead>
<tr>
<th>Series</th>
<th>Total compensation</th>
<th>Wages and salaries</th>
<th>Benefit costs</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Cost per hour worked</td>
<td></td>
<td></td>
</tr>
<tr>
<td>All workers, goods-producing industries¹</td>
<td>$33.76</td>
<td>$22.51</td>
<td>$11.25</td>
</tr>
<tr>
<td>1-99 workers</td>
<td>28.22</td>
<td>19.93</td>
<td>8.28</td>
</tr>
<tr>
<td>1-49 workers</td>
<td>26.56</td>
<td>19.16</td>
<td>7.42</td>
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<tr>
<td>50-99 workers</td>
<td>32.21</td>
<td>21.81</td>
<td>10.39</td>
</tr>
<tr>
<td>100 workers or more</td>
<td>38.42</td>
<td>24.68</td>
<td>13.74</td>
</tr>
<tr>
<td>100-499 workers</td>
<td>32.94</td>
<td>21.67</td>
<td>11.27</td>
</tr>
<tr>
<td>500 workers or more</td>
<td>45.85</td>
<td>28.77</td>
<td>17.08</td>
</tr>
<tr>
<td>Union</td>
<td>39.73</td>
<td>23.46</td>
<td>16.27</td>
</tr>
<tr>
<td>Nonunion</td>
<td>32.36</td>
<td>22.29</td>
<td>10.07</td>
</tr>
<tr>
<td>All workers, service-providing industries²</td>
<td>27.78</td>
<td>19.80</td>
<td>7.98</td>
</tr>
<tr>
<td>1-99 workers</td>
<td>23.12</td>
<td>17.20</td>
<td>5.93</td>
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<td>1-49 workers</td>
<td>22.36</td>
<td>16.80</td>
<td>5.56</td>
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<td>50-99 workers</td>
<td>25.55</td>
<td>18.45</td>
<td>7.10</td>
</tr>
<tr>
<td>100 workers or more</td>
<td>33.11</td>
<td>23.11</td>
<td>10.60</td>
</tr>
<tr>
<td>100-499 workers</td>
<td>28.23</td>
<td>20.00</td>
<td>8.23</td>
</tr>
<tr>
<td>500 workers or more</td>
<td>41.44</td>
<td>27.51</td>
<td>13.94</td>
</tr>
<tr>
<td>Union</td>
<td>37.72</td>
<td>23.02</td>
<td>14.70</td>
</tr>
<tr>
<td>Nonunion</td>
<td>26.99</td>
<td>19.54</td>
<td>7.45</td>
</tr>
</tbody>
</table>

Percent of total compensation

| All workers, goods-producing industries¹ | 100.0 | 66.7 | 33.3 | 6.6 | 4.0 | 9.4 | 4.5 | 8.8 |
| 1-99 workers | 100.0 | 70.6 | 29.4 | 5.0 | 2.9 | 7.9 | 3.4 | 10.2 |
| 1-49 workers | 100.0 | 72.1 | 27.9 | 4.6 | 2.5 | 7.2 | 2.9 | 10.7 |
| 50-99 workers | 100.0 | 67.7 | 32.3 | 5.7 | 3.5 | 9.2 | 4.5 | 9.3 |
| 100 workers or more | 100.0 | 64.3 | 35.7 | 7.5 | 4.7 | 10.4 | 5.2 | 7.9 |
| 100-499 workers | 100.0 | 65.8 | 34.2 | 6.7 | 3.6 | 10.8 | 4.6 | 8.5 |
| 500 workers or more | 100.0 | 62.8 | 37.2 | 8.3 | 5.8 | 10.0 | 5.8 | 7.3 |
| Union | 100.0 | 59.0 | 41.0 | 5.8 | 4.1 | 13.5 | 8.5 | 8.9 |
| Nonunion | 100.0 | 68.9 | 31.1 | 6.8 | 4.0 | 8.3 | 3.4 | 8.7 |
| All workers, service-providing industries² | 100.0 | 71.3 | 28.7 | 7.0 | 2.6 | 7.8 | 3.3 | 8.1 |
| 1-99 workers | 100.0 | 74.4 | 25.6 | 5.9 | 2.1 | 6.6 | 2.5 | 8.7 |
| 1-49 workers | 100.0 | 75.1 | 24.9 | 5.6 | 1.9 | 6.3 | 2.3 | 8.8 |
| 50-99 workers | 100.0 | 72.2 | 27.8 | 6.8 | 2.4 | 7.3 | 3.0 | 8.4 |
| 100 workers or more | 100.0 | 68.6 | 31.4 | 7.9 | 3.1 | 8.9 | 4.1 | 7.5 |
| 100-499 workers | 100.0 | 70.9 | 29.1 | 7.1 | 2.3 | 8.4 | 3.4 | 8.0 |
| 500 workers or more | 100.0 | 66.4 | 33.6 | 8.7 | 3.8 | 9.4 | 4.7 | 7.1 |
| Union | 100.0 | 61.0 | 39.0 | 8.0 | 2.7 | 13.8 | 6.5 | 8.1 |
| Nonunion | 100.0 | 72.4 | 27.6 | 6.8 | 2.6 | 7.1 | 3.0 | 8.1 |

¹ Includes mining, construction, and manufacturing. The agriculture, forestry, farming, and hunting sector is excluded.
² Includes utilities; wholesale trade; retail trade; transportation and warehousing; information; finance and insurance; real estate and rental and leasing; professional and technical services; management of companies and enterprises; administrative and waste services; educational services; health care and social assistance; arts, entertainment and recreation; accommodation and food services; and other services, except public administration.

Note: The sum of individual items may not equal totals due to rounding.
<table>
<thead>
<tr>
<th>Series</th>
<th>Total compensation</th>
<th>Wages and salaries</th>
<th>Benefit costs</th>
<th>Percent of total compensation</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td></td>
<td>Total paid</td>
<td>Paid leave</td>
</tr>
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<td>$20.69</td>
<td>$8.46</td>
<td>$2.23</td>
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<tr>
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<td>42.04</td>
<td>29.84</td>
<td>12.21</td>
<td>3.50</td>
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<tr>
<td>Registered nurses</td>
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<td>34.17</td>
<td>14.96</td>
<td>4.08</td>
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<td>6.60</td>
<td>1.59</td>
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<td>Service</td>
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<td>12.13</td>
<td>4.82</td>
<td>1.01</td>
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<td>3.37</td>
</tr>
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<td>32.41</td>
<td>14.93</td>
<td>4.24</td>
</tr>
<tr>
<td>Registered nurses</td>
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<td>34.26</td>
<td>15.97</td>
<td>4.39</td>
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<td>Service</td>
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<td>13.63</td>
<td>8.08</td>
<td>1.57</td>
</tr>
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<td>5.71</td>
<td>1.39</td>
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<td>23.89</td>
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¹ Data are available beginning with December 2006.

Note: The sum of individual items may not equal totals due to rounding.
Table 15. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Private industry workers, by census region and selected metropolitan area, March 2012

<table>
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<th>Total benefits</th>
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<td></td>
<td>Cost</td>
<td>Percent</td>
<td>Cost</td>
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<td>$35.86</td>
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<td>$24.88</td>
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<tr>
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<td>100.0</td>
<td>25.04</td>
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<td>100.0</td>
<td>22.96</td>
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<td>South</td>
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<td>100.0</td>
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<td>100.0</td>
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<td>100.0</td>
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<td>100.0</td>
<td>23.76</td>
</tr>
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</table>

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