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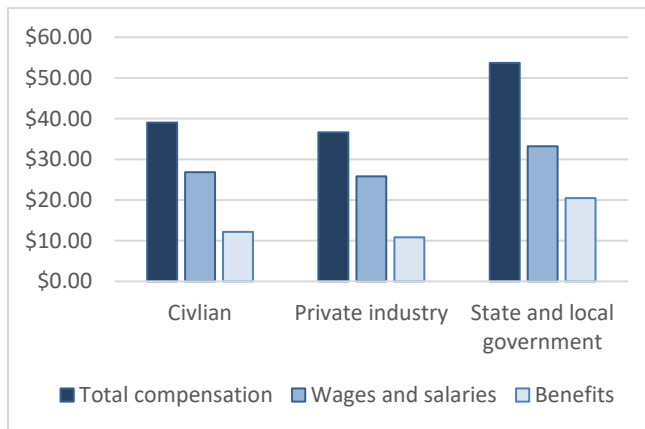
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## EMPLOYER COSTS FOR EMPLOYEE COMPENSATION – MARCH 2021

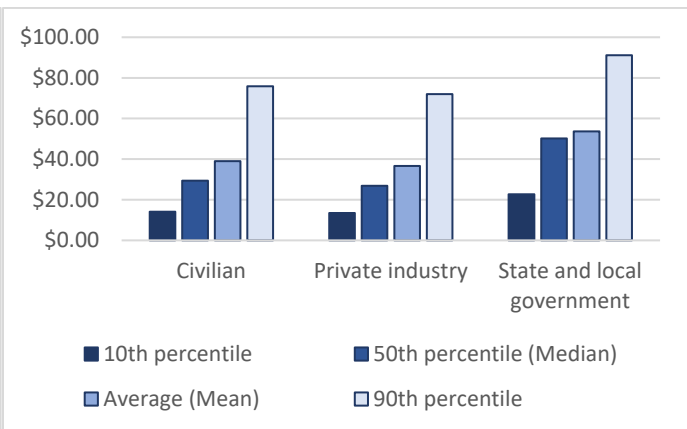
Employer costs for employee compensation for **civilian** workers averaged \$39.01 per hour worked in March 2021, the U.S. Bureau of Labor Statistics reported today. Wages and salaries cost employers \$26.84 while benefit costs were \$12.18. Total compensation costs for civilian workers were \$14.10 at the 10th wage percentile, \$29.36 at the 50th (median) wage percentile, and \$75.88 at the 90th wage percentile. (See charts 1 and 2, and tables A and 1.)

**State and local government** worker compensation costs for employers averaged \$53.68 per hour worked in March 2021. Wages and salaries averaged \$33.20 and accounted for 61.9 percent of employer costs, while benefit costs averaged \$20.47 and accounted for 38.1 percent. Total compensation costs for state and local government workers at the 50th (median) wage percentile were \$50.21. (See charts 1 and 2, and tables A and 1.)

**Chart 1. Employer costs per employee hour worked, March 2021**



**Chart 2. Employer total compensation costs per employee hour worked by wage percentile, March 2021**



Total employer compensation costs for **private industry** workers averaged \$36.64 per hour worked. Wages and salaries averaged \$25.80 per hour worked and accounted for 70.4 percent of employer costs. Benefit costs averaged \$10.83 per hour worked and accounted for the remaining 29.6 percent. Median (50th wage percentile) employer costs per employee hour worked were \$26.88 for total compensation, \$18.91 for wages and salaries, and \$7.97 for benefits. (See charts 1 and 2, and tables A and 1.)

Total compensation costs for private industry workers ranged from \$13.46 per hour worked at the 10th wage percentile to \$71.99 at the 90th wage percentile. Wages and salaries were \$10.94 per hour worked at the 10th wage percentile and \$48.92 at the 90th wage percentile. Total benefit costs ranged from \$2.52 per hour worked at the 10th wage percentile to \$23.07 at the 90th wage percentile. (See chart 2 and table A.)













**Table 4. Employer Costs for Employee Compensation for private industry workers by occupational and industry group — Continued**  
 [Mar. 2021]

Series	Total compensation <sup>1</sup>		Wages and salaries		Total benefits		Paid leave		Supplemental pay		Insurance		Retirement and savings		Legally required benefits	
	Cost (\$)	Percent	Cost (\$)	Percent	Cost (\$)	Percent	Cost (\$)	Percent	Cost (\$)	Percent	Cost (\$)	Percent	Cost (\$)	Percent	Cost (\$)	Percent
Professional and technical services.....	59.05	100.0	42.10	71.3	16.95	28.7	5.29	9.0	2.03	3.4	3.85	6.5	1.82	3.1	3.97	6.7
Administrative and waste services.....	24.13	100.0	18.39	76.2	5.74	23.8	1.18	4.9	0.64	2.7	1.40	5.8	0.34	1.4	2.17	9.0
Education and health services.....	37.82	100.0	26.63	70.4	11.19	29.6	3.25	8.6	0.84	2.2	3.18	8.4	1.22	3.2	2.70	7.1
Educational services.....	49.57	100.0	35.75	72.1	13.82	27.9	3.87	7.8	0.33	0.7	4.00	8.1	2.26	4.6	3.35	6.8
Junior colleges, colleges, universities and professional schools.....	61.64	100.0	42.96	69.7	18.68	30.3	5.52	9.0	0.45	0.7	5.53	9.0	3.31	5.4	3.87	6.3
Health care and social assistance.....	36.17	100.0	25.35	70.1	10.82	29.9	3.16	8.7	0.91	2.5	3.07	8.5	1.07	3.0	2.61	7.2
Leisure and hospitality.....	15.97	100.0	12.88	80.6	3.10	19.4	0.47	2.9	0.22	1.4	0.68	4.3	0.16	1.0	1.57	9.8
Accommodation and food services.....	15.27	100.0	12.32	80.7	2.95	19.3	0.40	2.6	0.22	1.4	0.66	4.3	0.15	1.0	1.52	9.9
Other services.....	29.72	100.0	22.10	74.4	7.62	25.6	1.87	6.3	0.49	1.7	1.79	6.0	1.06	3.6	2.41	8.1

<sup>1</sup> Includes costs for wages and salaries and benefits.

<sup>2</sup> Includes mining, construction, and manufacturing. The agriculture, forestry, farming, and hunting sector is excluded.

<sup>3</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.











