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EMPLOYER COSTS FOR EMPLOYEE COMPENSATION – JUNE 2016

Employer costs for employee compensation averaged \$34.05 per hour worked in June 2016, the U.S. Bureau of Labor Statistics reported today. Wages and salaries averaged \$23.35 per hour worked and accounted for 68.6 percent of these costs, while benefits averaged \$10.70 and accounted for the remaining 31.4 percent. Total employer compensation costs for **private industry** workers averaged \$32.29 per hour worked in June 2016. Total employer compensation costs for **state and local government** workers averaged \$45.14 per hour worked in June 2016.

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.

Chart 1. Employer retirement and savings costs per employee hour worked by selected private industry group, June 2016

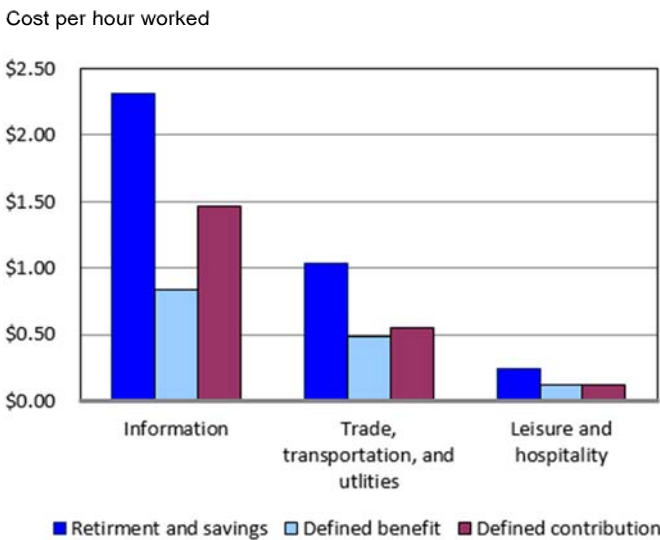
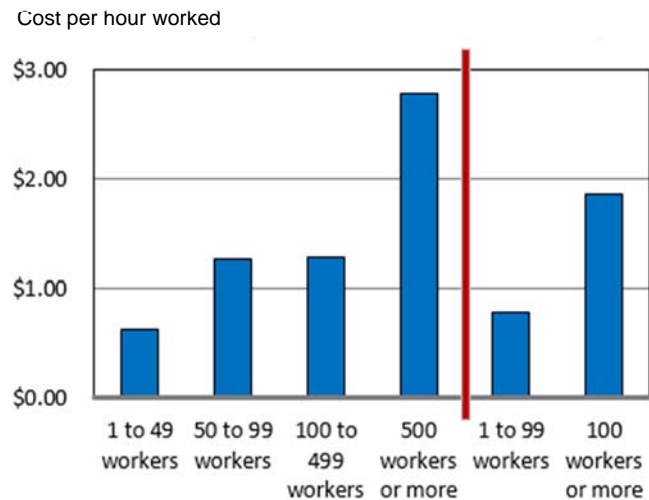


Chart 2. Employer retirement and savings costs per employee hour worked by selected establishment size, private industry, June 2016



Retirement and savings in private industry

In June 2016, average costs in **private industry** for **retirement and savings benefits** were \$1.27 per hour worked, or 3.9 percent of total compensation. The average cost per hour worked for **defined benefit plans**—retirement plans that specify a benefit typically based on age, years of service, and earnings—was 55 cents or 1.7 percent of total compensation. The average cost for **defined contribution**

plans—retirement plans that specify the level of employer contributions and place those contributions into individual employee accounts—was 71 cents or 2.2 percent of total compensation. (See table 5.)

Employer costs for retirement and savings plans are affected by several factors, including the percentage of employees that participate in the plans offered by their employer. (The National Compensation Survey produces comprehensive data on the percentage of workers with access to and that participate in retirement plans. Data for March 2016 are available at www.bls.gov/news.release/pdf/ebs2.pdf.)

Retirement and savings costs varied widely by major occupational group. Costs for management, professional, and related workers were \$2.59 per hour worked (4.5 percent of total compensation), compared to \$1.81 for natural resources, construction, and maintenance workers (5.3 percent) and 26 cents for service workers (1.7 percent). (See table 5.)

Retirement and savings costs were higher both in amount and as a proportion of total compensation for union workers averaging \$4.34 per hour worked (9.0 percent of total compensation) as compared with 97 cents (3.1 percent) for nonunion workers. Defined benefit plan costs were significantly higher for union workers at \$3.12 (6.5 percent) as compared with 30 cents (1.0 percent) for nonunion workers. (See table 5.)

Retirement and savings costs were higher per hour worked in goods-producing industries (\$2.09 and 5.4 percent of total compensation) than in service-providing industries (\$1.10 and 3.5 percent). Retirement and savings costs across major industry groups ranged from \$2.31 in the information industry to 24 cents in leisure and hospitality. (See chart 1 and table 6.)

Among Census regions, employer retirement and savings costs averaged \$1.63 (4.1 percent of total compensation) in the Northeast, \$1.11 (3.8 percent) in the South, \$1.16 (3.9 percent) in the Midwest, and \$1.33 (4.0 percent) in the West. (See table 7.)

Establishments with 1 to 99 workers averaged 78 cents (2.8 percent of total compensation), the costs for establishments with 100 workers or more averaged \$1.86 (4.9 percent). (See chart 2 and table 8.)

Employer retirement and savings benefit costs for full-time workers in private industry averaged \$1.61 per hour worked (4.2 percent of total compensation), significantly higher than 34 cents for part-time workers (2.0 percent). Retirement and savings costs for full-time workers in service occupations averaged 46 cents per hour worked, compared with 10 cents for part-time workers. (See table 11.)

For information on retirement and savings provisions, see *National Compensation Survey: Employee Benefits in the United States, March 2015*, at www.bls.gov/ncs/ebs/benefits/2015/benefits.htm and *National Compensation Survey: Health and Retirement Plan Provisions in Private Industry in the United States, 2015*, at www.bls.gov/ncs/ebs/detailedprovisions/2015/ownership/private/ebb10058.pdf.

Other benefit categories in private industry

Private industry employer costs for **paid leave** averaged \$2.22 per hour worked (6.9 percent of total compensation), **supplemental pay** averaged \$1.16 (3.6 percent), **insurance** benefits averaged \$2.58 (8.0 percent), and **legally required benefits** averaged \$2.54 (7.9 percent). (See table A and table 5.)

Table A. Relative importance of employer costs for employee compensation, June 2016

Compensation component	Civilian workers ¹	Private industry	State and local government
Wages and salaries	68.6%	69.7%	63.3%
Benefits	31.4	30.3	36.7
Paid leave	6.9	6.9	7.2
Supplemental pay	3.1	3.6	0.9
Insurance	8.8	8.0	12.1
Health	8.3	7.6	11.8
Retirement and savings	5.1	3.9	10.6
Defined benefit	3.2	1.7	9.8
Defined contribution	2.0	2.2	0.8
Legally required	7.5	7.9	5.9

¹ Includes workers in the private nonfarm economy except those in private households, and workers in the public sector, except the federal government.

Employer Costs for Employee Compensation for September 2016 is scheduled to be released on Thursday, December 8, 2016, at 10:00 a.m. (EST).

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 the September 2009 article: “BLS Introduces New Employer Costs for Employee Compensation Data for Private Industry Workers in 15 Metropolitan Areas,” at www.bls.gov/opub/mlr/cwc/bls-introduces-new-employer-costs-for-employee-compensation-data-for-private-industry-workers-in-15-metropolitan-areas.pdf.

Supplemental tables with occupational, establishment size, and bargaining status series by industry group are available at www.bls.gov/ncs/ect/sp/ecsuptc39.pdf and www.bls.gov/ncs/ect/sp/ecsuphst.pdf.

Relative standard errors for all cost estimates in the most recent news release and supplementary tables are available at www.bls.gov/ncs/ect/sp/ececrse.pdf and www.bls.gov/ncs/ect/sp/ecsuprse.pdf.

Historical ECEC data are available in three listings, all available at 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.

The Consolidated Statistical Areas (CSAs) and Metropolitan Statistical Areas (MSAs) are defined by the Office of Management and Budget (OMB) 2003 area definitions. For more information on the area definitions, visit www.census.gov/population/metro/data/pastmetro.html.

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.

Sample size

Data for the June 2016 reference period were collected from a probability sample of approximately 28,700 occupational observations selected from a sample of about 6,800 private industry establishments and approximately 8,800 occupational observations selected from a sample of about 1,500 state and local government establishments that provided data at the initial interview.

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 retirement and savings costs in private industry. Topics of news releases for the upcoming reference periods are as follows:

- September 2016—Compensation costs in state and local government
- December 2016—Supplemental pay benefits in private industry

ECEC detailed information and measures

For detailed information on Employer Costs for Employee Compensation, see Chapter 8, "National Compensation Measures," of the *BLS Handbook of Methods* at: www.bls.gov/opub/hom/pdf/homch8.pdf.

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, June 2016

Compensation component	Occupational group							
	All workers ¹		Management, professional, and related		Sales and office		Service	
	Cost	Percent	Cost	Percent	Cost	Percent	Cost	Percent
Total compensation	\$34.05	100.0	\$56.66	100.0	\$24.72	100.0	\$17.78	100.0
Wages and salaries	23.35	68.6	38.64	68.2	17.43	70.5	12.67	71.3
Total benefits	10.70	31.4	18.02	31.8	7.29	29.5	5.11	28.7
Paid leave	2.36	6.9	4.51	8.0	1.62	6.6	0.91	5.1
Vacation	1.16	3.4	2.19	3.9	0.81	3.3	0.44	2.4
Holiday	0.71	2.1	1.30	2.3	0.49	2.0	0.28	1.6
Sick	0.35	1.0	0.73	1.3	0.21	0.8	0.14	0.8
Personal	0.15	0.4	0.29	0.5	0.11	0.4	0.05	0.3
Supplemental pay	1.05	3.1	2.03	3.6	0.58	2.3	0.29	1.7
Overtime and premium ⁴	0.26	0.8	0.17	0.3	0.15	0.6	0.15	0.8
Shift differentials	0.06	0.2	0.08	0.1	0.02	0.1	0.06	0.3
Nonproduction bonuses	0.74	2.2	1.78	3.1	0.41	1.7	0.09	0.5
Insurance	2.98	8.8	4.56	8.1	2.36	9.6	1.43	8.0
Life	0.04	0.1	0.08	0.1	0.03	0.1	0.02	0.1
Health	2.84	8.3	4.32	7.6	2.26	9.2	1.38	7.8
Short-term disability	0.05	0.2	0.09	0.2	0.04	0.2	0.02	0.1
Long-term disability	0.05	0.1	0.08	0.1	0.03	0.1	(⁵)	(⁶)
Retirement and savings	1.75	5.1	3.36	5.9	0.86	3.5	0.80	4.5
Defined benefit	1.09	3.2	2.05	3.6	0.42	1.7	0.64	3.6
Defined contribution	0.67	2.0	1.31	2.3	0.44	1.8	0.16	0.9
Legally required benefits	2.55	7.5	3.56	6.3	1.87	7.6	1.68	9.4
Social Security and Medicare	1.88	5.5	2.99	5.3	1.44	5.8	1.05	5.9
Social Security ⁷	1.49	4.4	2.34	4.1	1.16	4.7	0.84	4.7
Medicare	0.39	1.1	0.65	1.1	0.28	1.1	0.21	1.2
Federal unemployment insurance	0.03	0.1	0.02	(⁶)	0.04	0.1	0.04	0.2
State unemployment insurance	0.17	0.5	0.17	0.3	0.16	0.6	0.16	0.9
Workers' compensation	0.47	1.4	0.38	0.7	0.23	0.9	0.43	2.4

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, June 2016 — Continued

Compensation component	Occupational group				Industry group			
	Natural resources, construction, and maintenance		Production, transportation, and material moving		Goods-producing ²		Service-providing ³	
	Cost	Percent	Cost	Percent	Cost	Percent	Cost	Percent
Total compensation	\$34.69	100.0	\$27.27	100.0	\$38.61	100.0	\$33.26	100.0
Wages and salaries	23.23	67.0	17.94	65.8	25.61	66.3	22.96	69.0
Total benefits	11.45	33.0	9.34	34.2	13.00	33.7	10.30	31.0
Paid leave	1.88	5.4	1.63	6.0	2.52	6.5	2.34	7.0
Vacation	0.95	2.7	0.82	3.0	1.30	3.4	1.13	3.4
Holiday	0.61	1.8	0.54	2.0	0.87	2.3	0.68	2.0
Sick	0.21	0.6	0.20	0.7	0.25	0.7	0.37	1.1
Personal	0.10	0.3	0.07	0.3	0.09	0.2	0.15	0.5
Supplemental pay	1.01	2.9	0.99	3.6	1.49	3.9	0.98	2.9
Overtime and premium ⁴	0.68	2.0	0.54	2.0	0.56	1.5	0.20	0.6
Shift differentials	0.05	0.1	0.08	0.3	0.08	0.2	0.05	0.2
Nonproduction bonuses	0.28	0.8	0.37	1.4	0.85	2.2	0.72	2.2
Insurance	3.22	9.3	2.94	10.8	3.60	9.3	2.87	8.6
Life	0.04	0.1	0.04	0.1	0.06	0.2	0.04	0.1
Health	3.07	8.8	2.78	10.2	3.41	8.8	2.74	8.2
Short-term disability	0.08	0.2	0.06	0.2	0.08	0.2	0.05	0.2
Long-term disability	0.03	0.1	0.06	0.2	0.05	0.1	0.04	0.1
Retirement and savings	2.03	5.9	1.23	4.5	2.13	5.5	1.69	5.1
Defined benefit	1.44	4.2	0.72	2.6	1.20	3.1	1.07	3.2
Defined contribution	0.59	1.7	0.51	1.9	0.93	2.4	0.62	1.9
Legally required benefits	3.31	9.6	2.54	9.3	3.26	8.4	2.43	7.3
Social Security and Medicare	1.96	5.6	1.52	5.6	2.17	5.6	1.83	5.5
Social Security ⁷	1.58	4.6	1.22	4.5	1.74	4.5	1.45	4.4
Medicare	0.38	1.1	0.30	1.1	0.43	1.1	0.38	1.1
Federal unemployment insurance	0.03	0.1	0.03	0.1	0.03	0.1	0.03	0.1
State unemployment insurance	0.25	0.7	0.19	0.7	0.24	0.6	0.16	0.5
Workers' compensation	1.08	3.1	0.80	2.9	0.82	2.1	0.41	1.2

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

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

⁶ Less than .05 percent.

⁷ Social Security refers to 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, June 2016

Series	Total compensation	Wages and salaries	Benefit costs					
			Total	Paid leave	Supplemental pay	Insurance	Retirement and savings	Legally required benefits
Cost per hour worked								
Civilian workers ¹	\$34.05	\$23.35	\$10.70	\$2.36	\$1.05	\$2.98	\$1.75	\$2.55
Occupational group								
Management, professional, and related	56.66	38.64	18.02	4.51	2.03	4.56	3.36	3.56
Management, business, and financial	68.22	45.63	22.59	6.05	4.37	4.69	3.31	4.17
Professional and related	51.72	35.65	16.07	3.85	1.03	4.51	3.38	3.29
Teachers ²	55.92	39.27	16.65	2.53	0.16	5.48	5.42	3.06
Primary, secondary, and special education school teachers	57.04	39.11	17.93	2.46	0.18	6.30	6.15	2.83
Registered nurses	52.04	34.90	17.13	4.59	1.58	4.70	2.65	3.61
Sales and office	24.72	17.43	7.29	1.62	0.58	2.36	0.86	1.87
Sales and related	23.94	17.98	5.96	1.35	0.62	1.57	0.59	1.84
Office and administrative support	25.18	17.09	8.09	1.78	0.56	2.85	1.02	1.89
Service	17.78	12.67	5.11	0.91	0.29	1.43	0.80	1.68
Natural resources, construction, and maintenance	34.69	23.23	11.45	1.88	1.01	3.22	2.03	3.31
Construction, extraction, farming, fishing, and forestry ³	35.56	23.71	11.86	1.50	0.95	3.12	2.51	3.77
Installation, maintenance, and repair	33.85	22.78	11.07	2.24	1.07	3.32	1.57	2.88
Production, transportation, and material moving	27.27	17.94	9.34	1.63	0.99	2.94	1.23	2.54
Production	26.66	17.73	8.92	1.63	1.16	2.85	0.93	2.35
Transportation and material moving	27.84	18.12	9.72	1.64	0.83	3.03	1.50	2.72
Industry group								
Education and health services	38.52	26.40	12.13	2.72	0.50	3.86	2.54	2.51
Educational services	47.03	31.89	15.14	2.77	0.19	5.19	4.35	2.65
Elementary and secondary schools	46.16	30.97	15.19	2.35	0.18	5.54	4.68	2.44
Junior colleges, colleges, and universities	52.35	35.67	16.69	4.09	0.20	4.99	4.24	3.16
Health care and social assistance	33.37	23.07	10.30	2.70	0.68	3.05	1.44	2.42
Hospitals	44.08	28.71	15.38	4.09	1.36	4.74	2.21	2.98
Percent of total compensation								
Civilian workers ¹	100.0	68.6	31.4	6.9	3.1	8.8	5.1	7.5
Occupational group								
Management, professional, and related	100.0	68.2	31.8	8.0	3.6	8.1	5.9	6.3
Management, business, and financial	100.0	66.9	33.1	8.9	6.4	6.9	4.9	6.1
Professional and related	100.0	68.9	31.1	7.4	2.0	8.7	6.5	6.4
Teachers ²	100.0	70.2	29.8	4.5	0.3	9.8	9.7	5.5
Primary, secondary, and special education school teachers	100.0	68.6	31.4	4.3	0.3	11.1	10.8	5.0
Registered nurses	100.0	67.1	32.9	8.8	3.0	9.0	5.1	6.9
Sales and office	100.0	70.5	29.5	6.6	2.3	9.6	3.5	7.6
Sales and related	100.0	75.1	24.9	5.6	2.6	6.5	2.5	7.7
Office and administrative support	100.0	67.9	32.1	7.1	2.2	11.3	4.0	7.5
Service	100.0	71.3	28.7	5.1	1.7	8.0	4.5	9.4
Natural resources, construction, and maintenance	100.0	67.0	33.0	5.4	2.9	9.3	5.9	9.6
Construction, extraction, farming, fishing, and forestry ³	100.0	66.7	33.3	4.2	2.7	8.8	7.1	10.6
Installation, maintenance, and repair	100.0	67.3	32.7	6.6	3.1	9.8	4.6	8.5
Production, transportation, and material moving	100.0	65.8	34.2	6.0	3.6	10.8	4.5	9.3
Production	100.0	66.5	33.5	6.1	4.3	10.7	3.5	8.8
Transportation and material moving	100.0	65.1	34.9	5.9	3.0	10.9	5.4	9.8
Industry group								
Education and health services	100.0	68.5	31.5	7.1	1.3	10.0	6.6	6.5
Educational services	100.0	67.8	32.2	5.9	0.4	11.0	9.2	5.6
Elementary and secondary schools	100.0	67.1	32.9	5.1	0.4	12.0	10.1	5.3
Junior colleges, colleges, and universities	100.0	68.1	31.9	7.8	0.4	9.5	8.1	6.0
Health care and social assistance	100.0	69.1	30.9	8.1	2.0	9.1	4.3	7.3
Hospitals	100.0	65.1	34.9	9.3	3.1	10.8	5.0	6.8

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 3. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: State and local government workers, by major occupational and industry group, June 2016

Compensation component	Occupational group ¹								Industry group	
	All workers		Management, professional, and related		Sales and office		Service		Service-providing ²	
	Cost	Percent	Cost	Percent	Cost	Percent	Cost	Percent	Cost	Percent
Total compensation	\$45.14	100.0	\$54.32	100.0	\$31.60	100.0	\$34.79	100.0	\$45.19	100.0
Wages and salaries	28.59	63.3	35.87	66.0	18.59	58.8	20.08	57.7	28.66	63.4
Total benefits	16.54	36.7	18.45	34.0	13.01	41.2	14.71	42.3	16.53	36.6
Paid leave	3.24	7.2	3.52	6.5	2.74	8.7	3.01	8.7	3.24	7.2
Vacation	1.20	2.6	1.13	2.1	1.21	3.8	1.30	3.7	1.19	2.6
Holiday	0.94	2.1	0.97	1.8	0.85	2.7	0.94	2.7	0.94	2.1
Sick	0.85	1.9	1.07	2.0	0.54	1.7	0.61	1.8	0.86	1.9
Personal	0.25	0.6	0.34	0.6	0.14	0.4	0.16	0.5	0.25	0.6
Supplemental pay	0.39	0.9	0.28	0.5	0.23	0.7	0.64	1.8	0.39	0.9
Overtime and premium ³	0.21	0.5	0.08	0.2	0.13	0.4	0.44	1.3	0.20	0.4
Shift differentials	0.05	0.1	0.04	0.1	0.02	0.1	0.09	0.3	0.05	0.1
Nonproduction bonuses	0.13	0.3	0.16	0.3	0.08	0.2	0.10	0.3	0.13	0.3
Insurance	5.47	12.1	5.95	11.0	5.09	16.1	4.65	13.4	5.47	12.1
Life	0.06	0.1	0.07	0.1	0.05	0.2	0.05	0.2	0.06	0.1
Health	5.33	11.8	5.80	10.7	4.98	15.7	4.54	13.1	5.34	11.8
Short-term disability	0.03	0.1	0.04	0.1	0.03	0.1	0.02	0.1	0.03	0.1
Long-term disability	0.04	0.1	0.05	0.1	0.03	0.1	0.03	0.1	0.04	0.1
Retirement and savings	4.80	10.6	5.71	10.5	2.99	9.5	4.19	12.0	4.79	10.6
Defined benefit	4.44	9.8	5.23	9.6	2.76	8.7	3.95	11.4	4.43	9.8
Defined contribution	0.36	0.8	0.48	0.9	0.23	0.7	0.23	0.7	0.37	0.8
Legally required benefits	2.64	5.9	2.99	5.5	1.96	6.2	2.22	6.4	2.64	5.8
Social Security and Medicare	1.98	4.4	2.38	4.4	1.46	4.6	1.43	4.1	1.98	4.4
Social Security ⁴	1.52	3.4	1.81	3.3	1.15	3.7	1.09	3.1	1.52	3.4
Medicare	0.46	1.0	0.57	1.0	0.31	1.0	0.33	1.0	0.46	1.0
Federal unemployment insurance	(⁵)	(⁶)	(⁵)	(⁶)	(⁵)	(⁶)	(⁵)	(⁶)	(⁵)	(⁶)
State unemployment insurance	0.08	0.2	0.08	0.1	0.07	0.2	0.07	0.2	0.08	0.2
Workers' compensation	0.58	1.3	0.53	1.0	0.43	1.4	0.72	2.1	0.58	1.3

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

⁴ Social Security refers to 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, June 2016

Series	Total compensation	Wages and salaries	Benefit costs					
			Total	Paid leave	Supplemental pay	Insurance	Retirement and savings	Legally required benefits
Cost per hour worked								
State and local government workers	\$45.14	\$28.59	\$16.54	\$3.24	\$0.39	\$5.47	\$4.80	\$2.64
Occupational group								
Management, professional, and related	54.32	35.87	18.45	3.52	0.28	5.95	5.71	2.99
Professional and related	53.26	35.38	17.88	3.14	0.28	5.95	5.67	2.85
Teachers ¹	61.24	42.12	19.13	2.75	0.17	6.41	6.69	3.10
Primary, secondary, and special education school teachers	61.93	41.97	19.96	2.64	0.20	7.07	7.11	2.94
Sales and office	31.60	18.59	13.01	2.74	0.23	5.09	2.99	1.96
Office and administrative support	31.78	18.65	13.13	2.77	0.23	5.15	3.02	1.96
Service	34.79	20.08	14.71	3.01	0.64	4.65	4.19	2.22
Industry group								
Education and health services	47.15	31.09	16.07	2.84	0.25	5.65	4.79	2.55
Educational services	48.39	32.19	16.20	2.71	0.18	5.71	5.06	2.54
Elementary and secondary schools	47.42	31.49	15.93	2.39	0.19	5.85	5.08	2.42
Junior colleges, colleges, and universities	52.24	34.98	17.26	3.96	0.14	5.13	5.03	3.00
Health care and social assistance	39.61	24.34	15.27	3.62	0.64	5.27	3.13	2.60
Hospitals	42.20	26.11	16.09	3.88	0.79	5.60	3.17	2.64
Public administration	43.21	25.48	17.73	3.97	0.61	5.35	5.02	2.78
Percent of total compensation								
State and local government workers	100.0	63.3	36.7	7.2	0.9	12.1	10.6	5.9
Occupational group								
Management, professional, and related	100.0	66.0	34.0	6.5	0.5	11.0	10.5	5.5
Professional and related	100.0	66.4	33.6	5.9	0.5	11.2	10.6	5.3
Teachers ¹	100.0	68.8	31.2	4.5	0.3	10.5	10.9	5.1
Primary, secondary, and special education school teachers	100.0	67.8	32.2	4.3	0.3	11.4	11.5	4.8
Sales and office	100.0	58.8	41.2	8.7	0.7	16.1	9.5	6.2
Office and administrative support	100.0	58.7	41.3	8.7	0.7	16.2	9.5	6.2
Service	100.0	57.7	42.3	8.7	1.8	13.4	12.0	6.4
Industry group								
Education and health services	100.0	65.9	34.1	6.0	0.5	12.0	10.1	5.4
Educational services	100.0	66.5	33.5	5.6	0.4	11.8	10.4	5.3
Elementary and secondary schools	100.0	66.4	33.6	5.0	0.4	12.3	10.7	5.1
Junior colleges, colleges, and universities	100.0	67.0	33.0	7.6	0.3	9.8	9.6	5.7
Health care and social assistance	100.0	61.4	38.6	9.1	1.6	13.3	7.9	6.6
Hospitals	100.0	61.9	38.1	9.2	1.9	13.3	7.5	6.3
Public administration	100.0	59.0	41.0	9.2	1.4	12.4	11.6	6.4

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, June 2016

Compensation component	Occupational group							
	All workers		Management, professional, and related		Sales and office		Service	
	Cost	Percent	Cost	Percent	Cost	Percent	Cost	Percent
Total compensation	\$32.29	100.0	\$57.42	100.0	\$24.14	100.0	\$15.11	100.0
Wages and salaries	22.52	69.7	39.54	68.9	17.33	71.8	11.50	76.2
Total benefits	9.77	30.3	17.88	31.1	6.81	28.2	3.60	23.8
Paid leave	2.22	6.9	4.83	8.4	1.53	6.3	0.58	3.8
Vacation	1.15	3.6	2.53	4.4	0.77	3.2	0.30	2.0
Holiday	0.67	2.1	1.41	2.5	0.46	1.9	0.17	1.2
Sick	0.27	0.8	0.62	1.1	0.18	0.8	0.07	0.5
Personal	0.13	0.4	0.28	0.5	0.11	0.5	0.04	0.2
Supplemental pay	1.16	3.6	2.61	4.5	0.61	2.5	0.24	1.6
Overtime and premium ¹	0.26	0.8	0.20	0.3	0.15	0.6	0.10	0.7
Shift differentials	0.06	0.2	0.09	0.2	0.02	0.1	0.05	0.3
Nonproduction bonuses	0.84	2.6	2.31	4.0	0.44	1.8	0.09	0.6
Insurance	2.58	8.0	4.11	7.2	2.14	8.8	0.92	6.1
Life	0.04	0.1	0.08	0.1	0.03	0.1	(²)	(³)
Health	2.44	7.6	3.84	6.7	2.04	8.4	0.89	5.9
Short-term disability	0.06	0.2	0.10	0.2	0.04	0.2	(²)	(³)
Long-term disability	0.05	0.1	0.09	0.2	0.03	0.1	(²)	(³)
Retirement and savings	1.27	3.9	2.59	4.5	0.68	2.8	0.26	1.7
Defined benefit	0.55	1.7	1.01	1.8	0.22	0.9	0.11	0.8
Defined contribution	0.71	2.2	1.58	2.8	0.46	1.9	0.15	1.0
Legally required benefits	2.54	7.9	3.74	6.5	1.86	7.7	1.59	10.6
Social Security and Medicare	1.86	5.8	3.19	5.5	1.44	6.0	0.99	6.6
Social Security ⁴	1.49	4.6	2.51	4.4	1.16	4.8	0.81	5.3
Medicare	0.38	1.2	0.68	1.2	0.28	1.2	0.19	1.2
Federal unemployment insurance	0.04	0.1	0.03	0.1	0.04	0.2	0.05	0.3
State unemployment insurance	0.19	0.6	0.20	0.3	0.17	0.7	0.17	1.1
Workers' compensation	0.45	1.4	0.32	0.6	0.21	0.9	0.39	2.6

See footnotes at end of 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, June 2016 — Continued

Compensation component	Occupational group				Bargaining unit status			
	Natural resources, construction, and maintenance		Production, transportation, and material moving		Union		Nonunion	
	Cost	Percent	Cost	Percent	Cost	Percent	Cost	Percent
Total compensation	\$34.26	100.0	\$27.00	100.0	\$47.94	100.0	\$30.76	100.0
Wages and salaries	23.27	67.9	17.86	66.1	28.85	60.2	21.90	71.2
Total benefits	10.98	32.1	9.14	33.9	19.09	39.8	8.86	28.8
Paid leave	1.72	5.0	1.60	5.9	3.41	7.1	2.11	6.8
Vacation	0.88	2.6	0.82	3.0	1.73	3.6	1.09	3.6
Holiday	0.57	1.7	0.54	2.0	1.00	2.1	0.64	2.1
Sick	0.17	0.5	0.18	0.7	0.50	1.1	0.25	0.8
Personal	0.10	0.3	0.07	0.2	0.17	0.4	0.12	0.4
Supplemental pay	1.04	3.0	1.01	3.7	1.48	3.1	1.13	3.7
Overtime and premium ¹	0.70	2.0	0.55	2.0	0.87	1.8	0.20	0.7
Shift differentials	0.04	0.1	0.08	0.3	0.19	0.4	0.05	0.1
Nonproduction bonuses	0.30	0.9	0.38	1.4	0.42	0.9	0.88	2.8
Insurance	3.03	8.8	2.85	10.5	6.23	13.0	2.23	7.2
Life	0.04	0.1	0.04	0.1	0.08	0.2	0.04	0.1
Health	2.87	8.4	2.68	9.9	5.87	12.2	2.10	6.8
Short-term disability	0.08	0.2	0.06	0.2	0.16	0.3	0.05	0.2
Long-term disability	0.03	0.1	0.07	0.2	0.12	0.2	0.04	0.1
Retirement and savings	1.81	5.3	1.15	4.2	4.34	9.0	0.97	3.1
Defined benefit	1.19	3.5	0.62	2.3	3.12	6.5	0.30	1.0
Defined contribution	0.63	1.8	0.52	1.9	1.22	2.5	0.66	2.2
Legally required benefits	3.38	9.9	2.54	9.4	3.63	7.6	2.43	7.9
Social Security and Medicare	1.97	5.8	1.52	5.6	2.36	4.9	1.81	5.9
Social Security ⁴	1.60	4.7	1.22	4.5	1.87	3.9	1.45	4.7
Medicare	0.38	1.1	0.29	1.1	0.49	1.0	0.36	1.2
Federal unemployment insurance	0.03	0.1	0.03	0.1	0.03	0.1	0.04	0.1
State unemployment insurance	0.26	0.8	0.19	0.7	0.24	0.5	0.18	0.6
Workers' compensation	1.11	3.3	0.80	3.0	0.99	2.1	0.40	1.3

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

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

³ Less than .05 percent.

⁴ Social Security refers to 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, June 2016

Compensation component	Goods-producing ¹						Service-providing ²					
	All goods-producing ¹		Construction		Manufacturing		All service-providing ²		Trade, transportation, and utilities		Information	
	Cost	Percent	Cost	Percent	Cost	Percent	Cost	Percent	Cost	Percent	Cost	Percent
Total compensation	\$38.59	100.0	\$37.26	100.0	\$39.10	100.0	\$31.01	100.0	\$26.60	100.0	\$53.50	100.0
Wages and salaries	25.64	66.4	26.06	69.9	25.42	65.0	21.89	70.6	18.68	70.2	35.35	66.1
Total benefits	12.95	33.6	11.20	30.1	13.69	35.0	9.13	29.4	7.92	29.8	18.15	33.9
Paid leave	2.50	6.5	1.58	4.2	2.97	7.6	2.16	7.0	1.66	6.2	4.92	9.2
Vacation	1.30	3.4	0.83	2.2	1.53	3.9	1.12	3.6	0.88	3.3	2.53	4.7
Holiday	0.87	2.2	0.55	1.5	1.03	2.6	0.63	2.0	0.48	1.8	1.25	2.3
Sick	0.25	0.6	0.12	0.3	0.31	0.8	0.28	0.9	0.21	0.8	0.55	1.0
Personal	0.09	0.2	0.07	0.2	0.10	0.3	0.14	0.4	0.09	0.3	0.58	1.1
Supplemental pay	1.50	3.9	0.99	2.7	1.69	4.3	1.09	3.5	0.72	2.7	2.25	4.2
Overtime and premium ³	0.56	1.5	0.59	1.6	0.53	1.4	0.20	0.7	0.27	1.0	0.25	0.5
Shift differentials	0.08	0.2	0.02	(⁴)	0.12	0.3	0.05	0.2	0.02	0.1	0.04	0.1
Nonproduction bonuses	0.86	2.2	0.39	1.0	1.03	2.6	0.83	2.7	0.42	1.6	1.96	3.7
Insurance	3.59	9.3	2.83	7.6	3.96	10.1	2.38	7.7	2.25	8.5	5.14	9.6
Life	0.06	0.2	0.04	0.1	0.07	0.2	0.04	0.1	0.03	0.1	0.07	0.1
Health	3.39	8.8	2.72	7.3	3.73	9.5	2.25	7.2	2.13	8.0	4.73	8.8
Short-term disability	0.08	0.2	0.04	0.1	0.09	0.2	0.05	0.2	0.04	0.2	0.25	0.5
Long-term disability	0.05	0.1	0.03	0.1	0.06	0.2	0.04	0.1	0.05	0.2	0.09	0.2
Retirement and savings	2.09	5.4	1.92	5.1	2.13	5.5	1.10	3.5	1.03	3.9	2.31	4.3
Defined benefit	1.15	3.0	1.19	3.2	1.10	2.8	0.43	1.4	0.48	1.8	0.84	1.6
Defined contribution	0.94	2.4	0.72	1.9	1.03	2.6	0.67	2.1	0.55	2.1	1.47	2.7
Legally required benefits	3.26	8.5	3.88	10.4	2.94	7.5	2.39	7.7	2.26	8.5	3.53	6.6
Social Security and Medicare	2.17	5.6	2.15	5.8	2.17	5.6	1.80	5.8	1.54	5.8	3.01	5.6
Social Security ⁶	1.74	4.5	1.74	4.7	1.74	4.5	1.44	4.6	1.24	4.7	2.40	4.5
Medicare	0.43	1.1	0.41	1.1	0.43	1.1	0.37	1.2	0.30	1.1	0.61	1.1
Federal unemployment insurance	0.03	0.1	0.03	0.1	0.03	0.1	0.04	0.1	0.04	0.1	0.03	0.1
State unemployment insurance	0.24	0.6	0.33	0.9	0.20	0.5	0.18	0.6	0.16	0.6	0.19	0.4
Workers' compensation	0.82	2.1	1.37	3.7	0.54	1.4	0.38	1.2	0.52	2.0	0.30	0.6

See footnotes at end of table.

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, June 2016 — Continued

Compensation component	Service-providing ²									
	Financial activities		Professional and business services		Education and health services		Leisure and hospitality		Other services	
	Cost	Percent	Cost	Percent	Cost	Percent	Cost	Percent	Cost	Percent
Total compensation	\$46.02	100.0	\$39.39	100.0	\$34.09	100.0	\$14.32	100.0	\$26.54	100.0
Wages and salaries	30.36	66.0	28.20	71.6	23.99	70.4	11.16	77.9	19.21	72.4
Total benefits	15.66	34.0	11.18	28.4	10.10	29.6	3.16	22.1	7.32	27.6
Paid leave	3.86	8.4	2.76	7.0	2.66	7.8	0.47	3.3	1.62	6.1
Vacation	2.01	4.4	1.46	3.7	1.34	3.9	0.25	1.8	0.78	2.9
Holiday	1.11	2.4	0.83	2.1	0.78	2.3	0.13	0.9	0.54	2.0
Sick	0.50	1.1	0.31	0.8	0.39	1.1	0.06	0.4	0.20	0.8
Personal	0.24	0.5	0.16	0.4	0.16	0.5	0.03	0.2	0.11	0.4
Supplemental pay	3.34	7.3	2.00	5.1	0.62	1.8	0.14	1.0	0.36	1.3
Overtime and premium ³	0.18	0.4	0.25	0.6	0.18	0.5	0.07	0.5	0.15	0.5
Shift differentials	(⁵)	(⁴)	(⁵)	(⁴)	0.19	0.5	(⁵)	(⁴)	0.02	0.1
Nonproduction bonuses	3.15	6.8	1.74	4.4	0.25	0.7	0.06	0.4	0.19	0.7
Insurance	3.85	8.4	2.35	6.0	2.94	8.6	0.80	5.6	2.05	7.7
Life	0.06	0.1	0.05	0.1	0.05	0.1	(⁵)	(⁴)	0.03	0.1
Health	3.60	7.8	2.18	5.5	2.79	8.2	0.77	5.4	1.96	7.4
Short-term disability	0.13	0.3	0.06	0.2	0.05	0.1	(⁵)	(⁴)	0.03	0.1
Long-term disability	0.06	0.1	0.05	0.1	0.05	0.2	(⁵)	(⁴)	0.02	0.1
Retirement and savings	1.70	3.7	1.18	3.0	1.38	4.1	0.24	1.7	1.08	4.1
Defined benefit	0.46	1.0	0.46	1.2	0.49	1.4	0.12	0.8	0.57	2.1
Defined contribution	1.24	2.7	0.72	1.8	0.89	2.6	0.12	0.9	0.52	2.0
Legally required benefits	2.91	6.3	2.89	7.3	2.49	7.3	1.51	10.5	2.21	8.3
Social Security and Medicare	2.48	5.4	2.25	5.7	1.98	5.8	0.98	6.9	1.59	6.0
Social Security ⁶	1.94	4.2	1.77	4.5	1.58	4.6	0.80	5.6	1.28	4.8
Medicare	0.54	1.2	0.48	1.2	0.39	1.2	0.19	1.3	0.31	1.2
Federal unemployment insurance	0.04	0.1	0.04	0.1	0.03	0.1	0.05	0.4	0.03	0.1
State unemployment insurance	0.18	0.4	0.22	0.6	0.17	0.5	0.16	1.1	0.17	0.7
Workers' compensation	0.21	0.5	0.39	1.0	0.31	0.9	0.31	2.2	0.42	1.6

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.

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

⁴ Less than .05 percent.

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

⁶ Social Security refers to 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, June 2016

Compensation component	Census region and division ¹									
	Northeast		Northeast divisions				South		South divisions	
	Cost	Percent	New England		Middle Atlantic		Cost	Percent	South Atlantic	
			Cost	Percent	Cost	Percent			Cost	Percent
Total compensation	\$40.11	100.0	\$39.11	100.0	\$40.46	100.0	\$29.38	100.0	\$30.27	100.0
Wages and salaries	26.78	66.8	27.58	70.5	26.51	65.5	20.88	71.1	21.40	70.7
Total benefits	13.34	33.2	11.53	29.5	13.95	34.5	8.50	28.9	8.87	29.3
Paid leave	2.96	7.4	2.83	7.2	3.00	7.4	1.99	6.8	2.15	7.1
Vacation	1.51	3.8	1.50	3.8	1.51	3.7	1.02	3.5	1.11	3.7
Holiday	0.87	2.2	0.83	2.1	0.88	2.2	0.61	2.1	0.63	2.1
Sick	0.39	1.0	0.34	0.9	0.41	1.0	0.23	0.8	0.26	0.9
Personal	0.19	0.5	0.16	0.4	0.20	0.5	0.13	0.4	0.15	0.5
Supplemental pay	2.46	6.1	1.12	2.9	2.92	7.2	0.91	3.1	0.83	2.7
Overtime and premium ²	0.25	0.6	0.25	0.6	0.25	0.6	0.30	1.0	0.24	0.8
Shift differentials	0.07	0.2	0.09	0.2	0.07	0.2	0.06	0.2	0.08	0.2
Nonproduction bonuses	2.14	5.3	0.78	2.0	2.60	6.4	0.54	1.9	0.51	1.7
Insurance	3.26	8.1	3.20	8.2	3.28	8.1	2.25	7.7	2.39	7.9
Life	0.05	0.1	0.04	0.1	0.05	0.1	0.05	0.2	0.05	0.2
Health	3.06	7.6	3.01	7.7	3.08	7.6	2.11	7.2	2.23	7.4
Short-term disability	0.09	0.2	0.09	0.2	0.10	0.2	0.05	0.2	0.06	0.2
Long-term disability	0.05	0.1	0.06	0.2	0.05	0.1	0.04	0.1	0.05	0.2
Retirement and savings	1.63	4.1	1.50	3.8	1.67	4.1	1.11	3.8	1.22	4.0
Defined benefit	0.73	1.8	0.60	1.5	0.78	1.9	0.48	1.6	0.54	1.8
Defined contribution	0.90	2.2	0.90	2.3	0.90	2.2	0.63	2.1	0.68	2.2
Legally required benefits	3.03	7.6	2.88	7.4	3.08	7.6	2.24	7.6	2.29	7.6
Social Security and Medicare	2.16	5.4	2.18	5.6	2.15	5.3	1.74	5.9	1.79	5.9
Social Security ³	1.69	4.2	1.73	4.4	1.68	4.1	1.40	4.8	1.43	4.7
Medicare	0.47	1.2	0.46	1.2	0.47	1.2	0.34	1.2	0.35	1.2
Federal unemployment insurance	0.03	0.1	0.04	0.1	0.02	0.1	0.02	0.1	0.03	0.1
State unemployment insurance	0.30	0.7	0.26	0.7	0.31	0.8	0.11	0.4	0.12	0.4
Workers' compensation	0.54	1.4	0.39	1.0	0.59	1.5	0.36	1.2	0.36	1.2

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, June 2016 — Continued

Compensation component	Census region and division ¹									
	South divisions				Midwest		Midwest divisions			
	East South Central		West South Central		Cost	Percent	East North Central		West North Central	
	Cost	Percent	Cost	Percent			Cost	Percent	Cost	Percent
Total compensation	\$25.19	100.0	\$29.96	100.0	\$29.67	100.0	\$29.82	100.0	\$29.33	100.0
Wages and salaries	17.82	70.7	21.53	71.9	20.65	69.6	20.73	69.5	20.49	69.9
Total benefits	7.37	29.3	8.43	28.1	9.01	30.4	9.09	30.5	8.84	30.1
Paid leave	1.64	6.5	1.89	6.3	2.01	6.8	2.02	6.8	1.99	6.8
Vacation	0.84	3.3	0.95	3.2	1.10	3.7	1.10	3.7	1.09	3.7
Holiday	0.54	2.1	0.60	2.0	0.60	2.0	0.61	2.0	0.58	2.0
Sick	0.17	0.7	0.22	0.7	0.21	0.7	0.21	0.7	0.22	0.8
Personal	0.09	0.4	0.12	0.4	0.10	0.4	0.11	0.4	0.10	0.3
Supplemental pay	0.70	2.8	1.15	3.8	0.83	2.8	0.85	2.8	0.79	2.7
Overtime and premium ²	0.30	1.2	0.42	1.4	0.26	0.9	0.28	0.9	0.23	0.8
Shift differentials	0.04	0.2	0.05	0.2	0.06	0.2	0.06	0.2	0.07	0.2
Nonproduction bonuses	0.37	1.5	0.68	2.3	0.50	1.7	0.51	1.7	0.50	1.7
Insurance	2.22	8.8	2.05	6.8	2.63	8.9	2.67	9.0	2.54	8.6
Life	0.04	0.2	0.04	0.1	0.04	0.1	0.04	0.1	0.04	0.1
Health	2.10	8.4	1.93	6.5	2.48	8.4	2.52	8.4	2.39	8.1
Short-term disability	0.04	0.2	0.04	0.1	0.06	0.2	0.06	0.2	0.06	0.2
Long-term disability	0.04	0.2	0.04	0.1	0.05	0.2	0.05	0.2	0.05	0.2
Retirement and savings	0.85	3.4	1.04	3.5	1.16	3.9	1.15	3.8	1.20	4.1
Defined benefit	0.38	1.5	0.42	1.4	0.45	1.5	0.50	1.7	0.34	1.2
Defined contribution	0.48	1.9	0.62	2.1	0.71	2.4	0.65	2.2	0.85	2.9
Legally required benefits	1.95	7.7	2.29	7.6	2.38	8.0	2.40	8.1	2.33	7.9
Social Security and Medicare	1.51	6.0	1.78	5.9	1.76	5.9	1.76	5.9	1.76	6.0
Social Security ³	1.22	4.8	1.42	4.7	1.42	4.8	1.42	4.7	1.42	4.9
Medicare	0.29	1.2	0.36	1.2	0.34	1.1	0.34	1.1	0.34	1.2
Federal unemployment insurance	0.02	0.1	0.02	0.1	0.04	0.1	0.04	0.1	0.03	0.1
State unemployment insurance	0.09	0.4	0.12	0.4	0.18	0.6	0.19	0.7	0.15	0.5
Workers' compensation	0.32	1.3	0.37	1.2	0.40	1.4	0.41	1.4	0.39	1.3

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, June 2016 — Continued

Compensation component	Census region and division ¹					
	West		West divisions			
	Cost	Percent	Mountain		Pacific	
			Cost	Percent	Cost	Percent
Total compensation	\$33.22	100.0	\$29.23	100.0	\$35.18	100.0
Wages and salaries	23.57	70.9	21.24	72.7	24.71	70.2
Total benefits	9.65	29.1	7.99	27.3	10.47	29.8
Paid leave	2.20	6.6	1.83	6.3	2.38	6.8
Vacation	1.12	3.4	0.95	3.2	1.20	3.4
Holiday	0.69	2.1	0.55	1.9	0.76	2.2
Sick	0.29	0.9	0.22	0.8	0.32	0.9
Personal	0.10	0.3	0.11	0.4	0.10	0.3
Supplemental pay	0.83	2.5	0.73	2.5	0.88	2.5
Overtime and premium ²	0.22	0.7	0.20	0.7	0.23	0.6
Shift differentials	0.03	0.1	0.03	0.1	0.04	0.1
Nonproduction bonuses	0.58	1.7	0.50	1.7	0.62	1.8
Insurance	2.50	7.5	2.11	7.2	2.69	7.7
Life	0.04	0.1	0.04	0.1	0.04	0.1
Health	2.39	7.2	1.99	6.8	2.59	7.4
Short-term disability	0.03	0.1	0.04	0.1	0.03	0.1
Long-term disability	0.04	0.1	0.04	0.1	0.04	0.1
Retirement and savings	1.33	4.0	0.97	3.3	1.51	4.3
Defined benefit	0.64	1.9	0.29	1.0	0.81	2.3
Defined contribution	0.69	2.1	0.68	2.3	0.70	2.0
Legally required benefits	2.79	8.4	2.35	8.1	3.00	8.5
Social Security and Medicare	1.92	5.8	1.77	6.0	1.99	5.7
Social Security ³	1.53	4.6	1.42	4.9	1.59	4.5
Medicare	0.39	1.2	0.35	1.2	0.41	1.2
Federal unemployment insurance	0.06	0.2	0.03	0.1	0.08	0.2
State unemployment insurance	0.22	0.7	0.17	0.6	0.25	0.7
Workers' compensation	0.59	1.8	0.39	1.3	0.69	1.9

¹ The census divisions are defined as follows: 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 (such as overtime, weekends, and holidays) for work in addition to the regular work schedule.

³ Social Security refers to 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, June 2016

Compensation component	1-99 workers						100 workers or more					
	1-99 workers		1-49 workers		50-99 workers		100 workers or more		100-499 workers		500 workers or more	
	Cost	Percent	Cost	Percent	Cost	Percent	Cost	Percent	Cost	Percent	Cost	Percent
Total compensation	\$27.69	100.0	\$26.96	100.0	\$29.99	100.0	\$37.85	100.0	\$32.34	100.0	\$46.80	100.0
Wages and salaries	20.12	72.7	19.86	73.7	20.97	69.9	25.41	67.1	22.35	69.1	30.38	64.9
Total benefits	7.56	27.3	7.10	26.3	9.02	30.1	12.44	32.9	9.99	30.9	16.42	35.1
Paid leave	1.59	5.8	1.50	5.6	1.88	6.3	2.98	7.9	2.35	7.3	4.01	8.6
Vacation	0.81	2.9	0.76	2.8	0.97	3.2	1.56	4.1	1.23	3.8	2.10	4.5
Holiday	0.51	1.8	0.48	1.8	0.59	2.0	0.87	2.3	0.70	2.2	1.14	2.4
Sick	0.19	0.7	0.18	0.7	0.24	0.8	0.37	1.0	0.26	0.8	0.53	1.1
Personal	0.08	0.3	0.08	0.3	0.09	0.3	0.19	0.5	0.15	0.5	0.24	0.5
Supplemental pay	1.04	3.7	0.97	3.6	1.27	4.2	1.30	3.4	0.95	2.9	1.89	4.0
Overtime and premium ¹	0.21	0.7	0.19	0.7	0.25	0.8	0.33	0.9	0.30	0.9	0.39	0.8
Shift differentials	(²)	(³)	(²)	(³)	0.03	0.1	0.11	0.3	0.06	0.2	0.20	0.4
Nonproduction bonuses	0.82	3.0	0.77	2.8	0.99	3.3	0.85	2.3	0.58	1.8	1.30	2.8
Insurance	1.81	6.5	1.69	6.3	2.20	7.3	3.52	9.3	2.89	8.9	4.55	9.7
Life	0.03	0.1	0.03	0.1	0.04	0.1	0.06	0.1	0.05	0.1	0.07	0.1
Health	1.72	6.2	1.61	6.0	2.08	6.9	3.31	8.7	2.72	8.4	4.25	9.1
Short-term disability	0.03	0.1	0.03	0.1	0.04	0.1	0.09	0.2	0.07	0.2	0.12	0.3
Long-term disability	0.03	0.1	0.03	0.1	0.04	0.1	0.07	0.2	0.05	0.1	0.10	0.2
Retirement and savings	0.78	2.8	0.62	2.3	1.27	4.3	1.86	4.9	1.28	4.0	2.79	6.0
Defined benefit	0.30	1.1	0.20	0.8	0.60	2.0	0.86	2.3	0.55	1.7	1.37	2.9
Defined contribution	0.48	1.7	0.42	1.6	0.68	2.3	0.99	2.6	0.73	2.3	1.42	3.0
Legally required benefits	2.34	8.4	2.32	8.6	2.40	8.0	2.79	7.4	2.54	7.8	3.19	6.8
Social Security and Medicare	1.63	5.9	1.61	6.0	1.69	5.6	2.14	5.7	1.87	5.8	2.58	5.5
Social Security ⁴	1.30	4.7	1.29	4.8	1.34	4.5	1.71	4.5	1.50	4.6	2.06	4.4
Medicare	0.33	1.2	0.33	1.2	0.35	1.2	0.43	1.1	0.37	1.1	0.52	1.1
Federal unemployment insurance	0.04	0.1	0.04	0.2	0.04	0.1	0.03	0.1	0.04	0.1	0.03	0.1
State unemployment insurance	0.19	0.7	0.19	0.7	0.18	0.6	0.19	0.5	0.20	0.6	0.16	0.4
Workers' compensation	0.48	1.7	0.47	1.7	0.49	1.6	0.43	1.1	0.43	1.3	0.42	0.9

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

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

³ Less than .05 percent.

⁴ Social Security refers to 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, June 2016

Series	Total compensation	Wages and salaries	Benefit costs					Legally required benefits
			Total	Paid leave	Supplemental pay	Insurance	Retirement and savings	
Cost per hour worked								
All workers in private industry	\$32.29	\$22.52	\$9.77	\$2.22	\$1.16	\$2.58	\$1.27	\$2.54
Management, professional, and related	57.42	39.54	17.88	4.83	2.61	4.11	2.59	3.74
Management, business, and financial	69.37	46.64	22.73	6.11	4.96	4.50	2.93	4.22
Professional and related	51.06	35.76	15.30	4.15	1.36	3.90	2.41	3.48
Sales and office	24.14	17.33	6.81	1.53	0.61	2.14	0.68	1.86
Sales and related	23.91	17.99	5.92	1.34	0.62	1.55	0.57	1.84
Office and administrative support	24.30	16.89	7.41	1.65	0.60	2.53	0.75	1.88
Service	15.11	11.50	3.60	0.58	0.24	0.92	0.26	1.59
Natural resources, construction, and maintenance	34.26	23.27	10.98	1.72	1.04	3.03	1.81	3.38
Construction, extraction, farming, fishing, and forestry ¹	35.34	23.95	11.39	1.30	0.99	2.92	2.28	3.90
Installation, maintenance, and repair	33.26	22.64	10.61	2.11	1.10	3.12	1.38	2.90
Production, transportation, and material moving	27.00	17.86	9.14	1.60	1.01	2.85	1.15	2.54
Production	26.44	17.63	8.80	1.60	1.16	2.81	0.90	2.34
Transportation and material moving	27.55	18.08	9.47	1.60	0.85	2.89	1.39	2.74
All workers, goods-producing industries²	38.59	25.64	12.95	2.50	1.50	3.59	2.09	3.26
Management, professional, and related	69.19	46.13	23.06	6.02	2.58	5.18	4.81	4.47
Sales and office	33.29	22.98	10.31	2.32	1.01	3.21	1.18	2.59
Natural resources, construction, and maintenance	36.39	24.36	12.03	1.48	1.20	3.23	2.26	3.87
Production, transportation, and material moving	28.18	18.31	9.87	1.71	1.36	3.26	1.03	2.51
All workers, service-providing industries³	31.01	21.89	9.13	2.16	1.09	2.38	1.10	2.39
Management, professional, and related	55.82	38.65	17.18	4.67	2.61	3.96	2.29	3.64
Sales and office	23.54	16.96	6.58	1.47	0.58	2.07	0.65	1.81
Service	15.07	11.49	3.58	0.58	0.24	0.92	0.26	1.59
Natural resources, construction, and maintenance	31.53	21.88	9.65	2.03	0.85	2.77	1.25	2.75
Production, transportation, and material moving	26.11	17.52	8.59	1.51	0.74	2.53	1.24	2.57
Percent of total compensation								
All workers in private industry	100.0	69.7	30.3	6.9	3.6	8.0	3.9	7.9
Management, professional, and related	100.0	68.9	31.1	8.4	4.5	7.2	4.5	6.5
Management, business, and financial	100.0	67.2	32.8	8.8	7.1	6.5	4.2	6.1
Professional and related	100.0	70.0	30.0	8.1	2.7	7.6	4.7	6.8
Sales and office	100.0	71.8	28.2	6.3	2.5	8.8	2.8	7.7
Sales and related	100.0	75.2	24.8	5.6	2.6	6.5	2.4	7.7
Office and administrative support	100.0	69.5	30.5	6.8	2.5	10.4	3.1	7.7
Service	100.0	76.2	23.8	3.8	1.6	6.1	1.7	10.6
Natural resources, construction, and maintenance	100.0	67.9	32.1	5.0	3.0	8.8	5.3	9.9
Construction, extraction, farming, fishing, and forestry ¹	100.0	67.8	32.2	3.7	2.8	8.3	6.5	11.0
Installation, maintenance, and repair	100.0	68.1	31.9	6.3	3.3	9.4	4.2	8.7
Production, transportation, and material moving	100.0	66.1	33.9	5.9	3.7	10.5	4.2	9.4
Production	100.0	66.7	33.3	6.0	4.4	10.6	3.4	8.9
Transportation and material moving	100.0	65.6	34.4	5.8	3.1	10.5	5.0	9.9
All workers, goods-producing industries²	100.0	66.4	33.6	6.5	3.9	9.3	5.4	8.5
Management, professional, and related	100.0	66.7	33.3	8.7	3.7	7.5	6.9	6.5
Sales and office	100.0	69.0	31.0	7.0	3.0	9.6	3.5	7.8
Natural resources, construction, and maintenance	100.0	66.9	33.1	4.1	3.3	8.9	6.2	10.6
Production, transportation, and material moving	100.0	65.0	35.0	6.1	4.8	11.6	3.6	8.9
All workers, service-providing industries³	100.0	70.6	29.4	7.0	3.5	7.7	3.5	7.7
Management, professional, and related	100.0	69.2	30.8	8.4	4.7	7.1	4.1	6.5
Sales and office	100.0	72.1	27.9	6.3	2.5	8.8	2.7	7.7
Service	100.0	76.2	23.8	3.8	1.6	6.1	1.7	10.6
Natural resources, construction, and maintenance	100.0	69.4	30.6	6.5	2.7	8.8	4.0	8.7
Production, transportation, and material moving	100.0	67.1	32.9	5.8	2.8	9.7	4.7	9.8

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, June 2016

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, goods-producing industries¹	\$38.59	\$25.64	\$12.95	\$2.50	\$1.50	\$3.59	\$2.09	\$3.26
Construction	37.26	26.06	11.20	1.58	0.99	2.83	1.92	3.88
Manufacturing	39.10	25.42	13.69	2.97	1.69	3.96	2.13	2.94
Aircraft manufacturing ²	70.85	42.75	28.10	6.30	3.79	7.40	6.28	4.33
All workers, service-providing industries³	31.01	21.89	9.13	2.16	1.09	2.38	1.10	2.39
Trade, transportation, and utilities	26.60	18.68	7.92	1.66	0.72	2.25	1.03	2.26
Wholesale trade	35.45	25.08	10.37	2.53	1.05	2.90	1.12	2.76
Retail trade	18.49	13.94	4.54	0.89	0.38	1.26	0.40	1.62
Transportation and warehousing	38.82	24.73	14.09	2.75	1.22	4.23	2.37	3.51
Utilities	60.57	36.18	24.39	5.20	2.46	6.23	6.25	4.25
Information	53.50	35.35	18.15	4.92	2.25	5.14	2.31	3.53
Financial activities	46.02	30.36	15.66	3.86	3.34	3.85	1.70	2.91
Finance and insurance	51.28	33.21	18.07	4.50	4.16	4.30	2.06	3.05
Credit intermediation and related activities	40.58	27.21	13.38	3.62	1.75	3.84	1.53	2.63
Insurance carriers and related activities	47.20	31.39	15.81	4.13	2.06	4.31	2.30	3.01
Real estate and rental and leasing	30.27	21.83	8.44	1.96	0.87	2.50	0.64	2.47
Professional and business services	39.39	28.20	11.18	2.76	2.00	2.35	1.18	2.89
Professional and technical services	50.02	36.10	13.92	4.13	1.30	3.38	1.70	3.41
Administrative and waste services	22.83	17.78	5.06	0.94	0.56	1.04	0.31	2.20
Education and health services	34.09	23.99	10.10	2.66	0.62	2.94	1.38	2.49
Educational services	42.38	30.84	11.54	2.96	0.21	3.44	1.92	3.02
Junior colleges, colleges, and universities	52.55	36.85	15.70	4.31	0.31	4.76	2.87	3.45
Health care and social assistance	32.85	22.97	9.88	2.62	0.69	2.86	1.30	2.41
Leisure and hospitality	14.32	11.16	3.16	0.47	0.14	0.80	0.24	1.51
Accommodation and food services	12.56	9.93	2.63	0.34	0.13	0.66	0.15	1.36
Other services	26.54	19.21	7.32	1.62	0.36	2.05	1.08	2.21
Percent of total compensation								
All workers, goods-producing industries¹	100.0	66.4	33.6	6.5	3.9	9.3	5.4	8.5
Construction	100.0	69.9	30.1	4.2	2.7	7.6	5.1	10.4
Manufacturing	100.0	65.0	35.0	7.6	4.3	10.1	5.5	7.5
Aircraft manufacturing ²	100.0	60.3	39.7	8.9	5.4	10.4	8.9	6.1
All workers, service-providing industries³	100.0	70.6	29.4	7.0	3.5	7.7	3.5	7.7
Trade, transportation, and utilities	100.0	70.2	29.8	6.2	2.7	8.5	3.9	8.5
Wholesale trade	100.0	70.8	29.2	7.1	3.0	8.2	3.2	7.8
Retail trade	100.0	75.4	24.6	4.8	2.1	6.8	2.1	8.8
Transportation and warehousing	100.0	63.7	36.3	7.1	3.1	10.9	6.1	9.0
Utilities	100.0	59.7	40.3	8.6	4.1	10.3	10.3	7.0
Information	100.0	66.1	33.9	9.2	4.2	9.6	4.3	6.6
Financial activities	100.0	66.0	34.0	8.4	7.3	8.4	3.7	6.3
Finance and insurance	100.0	64.8	35.2	8.8	8.1	8.4	4.0	5.9
Credit intermediation and related activities	100.0	67.0	33.0	8.9	4.3	9.5	3.8	6.5
Insurance carriers and related activities	100.0	66.5	33.5	8.8	4.4	9.1	4.9	6.4
Real estate and rental and leasing	100.0	72.1	27.9	6.5	2.9	8.3	2.1	8.2
Professional and business services	100.0	71.6	28.4	7.0	5.1	6.0	3.0	7.3
Professional and technical services	100.0	72.2	27.8	8.3	2.6	6.8	3.4	6.8
Administrative and waste services	100.0	77.9	22.1	4.1	2.5	4.6	1.3	9.6
Education and health services	100.0	70.4	29.6	7.8	1.8	8.6	4.1	7.3
Educational services	100.0	72.8	27.2	7.0	0.5	8.1	4.5	7.1
Junior colleges, colleges, and universities	100.0	70.1	29.9	8.2	0.6	9.1	5.5	6.6
Health care and social assistance	100.0	69.9	30.1	8.0	2.1	8.7	4.0	7.3
Leisure and hospitality	100.0	77.9	22.1	3.3	1.0	5.6	1.7	10.5
Accommodation and food services	100.0	79.1	20.9	2.7	1.0	5.2	1.2	10.8
Other services	100.0	72.4	27.6	6.1	1.3	7.7	4.1	8.3

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

² Data are available beginning with December 2006.

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 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, June 2016

Series	Total compensation	Wages and salaries	Benefit costs					Legally required benefits
			Total	Paid leave	Supplemental pay	Insurance	Retirement and savings	
Cost per hour worked								
All full-time workers in private industry	\$38.04	\$25.91	\$12.13	\$2.87	\$1.50	\$3.30	\$1.61	\$2.84
Management, professional, and related	59.88	40.66	19.22	5.26	2.85	4.48	2.82	3.81
Management, business, and financial	69.95	46.92	23.04	6.20	5.05	4.57	2.98	4.24
Professional and related	53.46	36.68	16.78	4.66	1.46	4.42	2.71	3.54
Sales and office	28.91	20.20	8.71	2.08	0.81	2.82	0.90	2.10
Sales and related	34.31	25.05	9.26	2.35	1.03	2.51	0.96	2.40
Office and administrative support	26.50	18.04	8.46	1.96	0.71	2.96	0.87	1.97
Service	18.69	13.31	5.38	1.05	0.41	1.69	0.46	1.78
Natural resources, construction, and maintenance	35.11	23.67	11.44	1.82	1.10	3.20	1.90	3.42
Construction, extraction, farming, fishing, and forestry ¹	36.27	24.40	11.87	1.38	1.05	3.09	2.39	3.95
Installation, maintenance, and repair	34.07	23.02	11.05	2.22	1.14	3.29	1.46	2.94
Production, transportation, and material moving	29.12	19.09	10.03	1.84	1.17	3.18	1.21	2.63
Production	27.59	18.18	9.40	1.73	1.26	3.05	0.97	2.39
Transportation and material moving	30.99	20.19	10.80	1.98	1.06	3.33	1.50	2.93
All part-time workers in private industry	16.95	13.46	3.49	0.48	0.24	0.68	0.34	1.74
Management, professional, and related	40.47	31.81	8.66	1.91	0.89	1.56	1.03	3.27
Professional and related	40.33	31.66	8.67	1.89	0.91	1.56	1.06	3.24
Sales and office	14.06	11.27	2.79	0.36	0.18	0.69	0.22	1.35
Sales and related	12.71	10.39	2.32	0.25	0.17	0.51	0.16	1.23
Office and administrative support	16.13	12.62	3.51	0.51	0.19	0.96	0.31	1.54
Service	12.06	9.97	2.09	0.18	0.10	0.28	0.10	1.44
Production, transportation, and material moving	17.25	12.20	5.04	0.49	0.27	1.32	0.84	2.12
Transportation and material moving	18.11	12.28	5.82	0.56	0.30	1.66	1.09	2.22
Percent of total compensation								
All full-time workers in private industry	100.0	68.1	31.9	7.6	3.9	8.7	4.2	7.5
Management, professional, and related	100.0	67.9	32.1	8.8	4.8	7.5	4.7	6.4
Management, business, and financial	100.0	67.1	32.9	8.9	7.2	6.5	4.3	6.1
Professional and related	100.0	68.6	31.4	8.7	2.7	8.3	5.1	6.6
Sales and office	100.0	69.9	30.1	7.2	2.8	9.8	3.1	7.3
Sales and related	100.0	73.0	27.0	6.9	3.0	7.3	2.8	7.0
Office and administrative support	100.0	68.1	31.9	7.4	2.7	11.2	3.3	7.4
Service	100.0	71.2	28.8	5.6	2.2	9.0	2.4	9.5
Natural resources, construction, and maintenance	100.0	67.4	32.6	5.2	3.1	9.1	5.4	9.7
Construction, extraction, farming, fishing, and forestry ¹	100.0	67.3	32.7	3.8	2.9	8.5	6.6	10.9
Installation, maintenance, and repair	100.0	67.6	32.4	6.5	3.3	9.7	4.3	8.6
Production, transportation, and material moving	100.0	65.6	34.4	6.3	4.0	10.9	4.2	9.0
Production	100.0	65.9	34.1	6.3	4.6	11.1	3.5	8.7
Transportation and material moving	100.0	65.2	34.8	6.4	3.4	10.8	4.8	9.4
All part-time workers in private industry	100.0	79.4	20.6	2.9	1.4	4.0	2.0	10.3
Management, professional, and related	100.0	78.6	21.4	4.7	2.2	3.9	2.5	8.1
Professional and related	100.0	78.5	21.5	4.7	2.3	3.9	2.6	8.0
Sales and office	100.0	80.1	19.9	2.5	1.3	4.9	1.6	9.6
Sales and related	100.0	81.7	18.3	2.0	1.4	4.0	1.2	9.7
Office and administrative support	100.0	78.2	21.8	3.2	1.1	6.0	1.9	9.5
Service	100.0	82.7	17.3	1.5	0.8	2.3	0.8	11.9
Production, transportation, and material moving	100.0	70.8	29.2	2.8	1.6	7.6	4.9	12.3
Transportation and material moving	100.0	67.8	32.2	3.1	1.7	9.1	6.0	12.3

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, June 2016

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 full-time workers in private industry	\$38.04	\$25.91	\$12.13	\$2.87	\$1.50	\$3.30	\$1.61	\$2.84
Goods-producing ¹	39.24	25.96	13.28	2.59	1.55	3.70	2.16	3.28
Construction	38.42	26.68	11.75	1.69	1.04	3.02	2.05	3.94
Manufacturing	39.49	25.62	13.87	3.01	1.71	4.02	2.17	2.96
Service-providing ²	37.69	25.90	11.80	2.95	1.49	3.18	1.46	2.72
Trade, transportation, and utilities	33.65	23.12	10.53	2.40	1.01	3.04	1.38	2.70
Information	56.07	36.88	19.20	5.22	2.39	5.47	2.46	3.67
Financial activities	48.75	31.99	16.76	4.18	3.64	4.10	1.82	3.01
Professional and business services	43.00	30.18	12.83	3.29	2.30	2.79	1.41	3.04
Education and health services	36.79	25.24	11.55	3.13	0.71	3.54	1.63	2.53
Leisure and hospitality	19.88	14.28	5.60	1.12	0.31	1.83	0.55	1.77
Other services	31.71	22.39	9.32	2.29	0.49	2.77	1.28	2.49
All part-time workers in private industry	16.95	13.46	3.49	0.48	0.24	0.68	0.34	1.74
Service-providing ²	16.82	13.36	3.46	0.48	0.24	0.68	0.34	1.71
Trade, transportation, and utilities	14.44	11.02	3.42	0.38	0.21	0.89	0.43	1.50
Professional and business services	22.92	19.22	3.69	0.38	0.64	0.33	0.11	2.23
Education and health services	26.77	20.59	6.18	1.41	0.38	1.31	0.71	2.37
Leisure and hospitality	10.89	9.24	1.65	0.06	0.04	0.16	0.05	1.34
Percent of total compensation								
All full-time workers in private industry	100.0	68.1	31.9	7.6	3.9	8.7	4.2	7.5
Goods-producing ¹	100.0	66.2	33.8	6.6	3.9	9.4	5.5	8.4
Construction	100.0	69.4	30.6	4.4	2.7	7.9	5.3	10.3
Manufacturing	100.0	64.9	35.1	7.6	4.3	10.2	5.5	7.5
Service-providing ²	100.0	68.7	31.3	7.8	3.9	8.4	3.9	7.2
Trade, transportation, and utilities	100.0	68.7	31.3	7.1	3.0	9.0	4.1	8.0
Information	100.0	65.8	34.2	9.3	4.3	9.8	4.4	6.5
Financial activities	100.0	65.6	34.4	8.6	7.5	8.4	3.7	6.2
Professional and business services	100.0	70.2	29.8	7.6	5.3	6.5	3.3	7.1
Education and health services	100.0	68.6	31.4	8.5	1.9	9.6	4.4	6.9
Leisure and hospitality	100.0	71.8	28.2	5.7	1.6	9.2	2.8	8.9
Other services	100.0	70.6	29.4	7.2	1.6	8.7	4.0	7.8
All part-time workers in private industry	100.0	79.4	20.6	2.9	1.4	4.0	2.0	10.3
Service-providing ²	100.0	79.4	20.6	2.9	1.4	4.1	2.0	10.2
Trade, transportation, and utilities	100.0	76.3	23.7	2.6	1.5	6.2	3.0	10.4
Professional and business services	100.0	83.9	16.1	1.6	2.8	1.4	0.5	9.7
Education and health services	100.0	76.9	23.1	5.3	1.4	4.9	2.6	8.9
Leisure and hospitality	100.0	84.8	15.2	0.6	0.4	1.5	0.4	12.3

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, June 2016

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, goods-producing industries¹ ...	\$38.59	\$25.64	\$12.95	\$2.50	\$1.50	\$3.59	\$2.09	\$3.26
1-99 workers	32.24	22.76	9.48	1.57	0.94	2.51	1.22	3.24
1-49 workers	31.01	22.28	8.72	1.42	0.88	2.19	1.02	3.21
50-99 workers	35.62	24.05	11.56	1.99	1.13	3.38	1.76	3.30
100 workers or more	44.18	28.18	16.00	3.33	1.99	4.53	2.86	3.29
100-499 workers	38.84	25.48	13.36	2.69	1.45	4.12	1.93	3.18
500 workers or more	52.00	32.13	19.87	4.26	2.79	5.15	4.23	3.45
Union	49.14	28.42	20.72	2.67	1.95	6.72	5.20	4.19
Nonunion	36.58	25.11	11.47	2.47	1.42	2.99	1.50	3.09
All workers, service-providing industries² ..	31.01	21.89	9.13	2.16	1.09	2.38	1.10	2.39
1-99 workers	26.92	19.68	7.24	1.60	1.05	1.70	0.71	2.19
1-49 workers	26.30	19.47	6.84	1.51	0.98	1.61	0.56	2.17
50-99 workers	28.92	20.38	8.54	1.86	1.29	1.98	1.18	2.23
100 workers or more	36.29	24.73	11.57	2.90	1.13	3.27	1.61	2.66
100-499 workers	30.82	21.62	9.21	2.26	0.83	2.60	1.13	2.39
500 workers or more	45.41	29.91	15.50	3.95	1.64	4.38	2.40	3.12
Union	47.42	29.03	18.39	3.73	1.28	6.02	3.97	3.38
Nonunion	29.69	21.31	8.38	2.04	1.07	2.09	0.87	2.31
Percent of total compensation								
All workers, goods-producing industries¹ ...	100.0	66.4	33.6	6.5	3.9	9.3	5.4	8.5
1-99 workers	100.0	70.6	29.4	4.9	2.9	7.8	3.8	10.0
1-49 workers	100.0	71.9	28.1	4.6	2.8	7.1	3.3	10.4
50-99 workers	100.0	67.5	32.5	5.6	3.2	9.5	4.9	9.3
100 workers or more	100.0	63.8	36.2	7.5	4.5	10.3	6.5	7.4
100-499 workers	100.0	65.6	34.4	6.9	3.7	10.6	5.0	8.2
500 workers or more	100.0	61.8	38.2	8.2	5.4	9.9	8.1	6.6
Union	100.0	57.8	42.2	5.4	4.0	13.7	10.6	8.5
Nonunion	100.0	68.6	31.4	6.8	3.9	8.2	4.1	8.4
All workers, service-providing industries² ..	100.0	70.6	29.4	7.0	3.5	7.7	3.5	7.7
1-99 workers	100.0	73.1	26.9	5.9	3.9	6.3	2.6	8.1
1-49 workers	100.0	74.0	26.0	5.8	3.7	6.1	2.1	8.3
50-99 workers	100.0	70.5	29.5	6.4	4.5	6.8	4.1	7.7
100 workers or more	100.0	68.1	31.9	8.0	3.1	9.0	4.4	7.3
100-499 workers	100.0	70.1	29.9	7.3	2.7	8.4	3.7	7.7
500 workers or more	100.0	65.9	34.1	8.7	3.6	9.7	5.3	6.9
Union	100.0	61.2	38.8	7.9	2.7	12.7	8.4	7.1
Nonunion	100.0	71.8	28.2	6.9	3.6	7.0	2.9	7.8

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 14. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Private industry health care and social assistance workers, by industry and occupational group, June 2016

Series	Total compensation	Wages and salaries	Benefit costs					
			Total	Paid leave	Supplemental pay	Insurance	Retirement and savings	Legally required benefits
Cost per hour worked								
Health care and social assistance	\$32.85	\$22.97	\$9.88	\$2.62	\$0.69	\$2.86	\$1.30	\$2.41
Management, professional, and related	46.65	32.39	14.26	4.05	0.99	3.85	2.23	3.15
Registered nurses	52.27	35.02	17.25	4.71	1.69	4.68	2.52	3.65
Sales and office	22.90	15.91	6.99	1.67	0.35	2.68	0.57	1.73
Service	18.58	13.37	5.21	1.10	0.43	1.61	0.37	1.69
Hospitals	44.46	29.22	15.24	4.13	1.47	4.58	2.02	3.05
Management, professional, and related	53.66	35.55	18.11	5.19	1.74	5.04	2.52	3.61
Registered nurses	56.35	36.97	19.38	5.34	2.12	5.30	2.78	3.84
Service	23.59	15.02	8.57	1.66	1.06	3.15	0.89	1.80
Nursing and residential care facilities	22.49	16.16	6.33	1.51	0.50	1.99	0.36	1.97
Management, professional, and related	34.66	25.28	9.38	2.49	0.72	2.75	0.68	2.74
Service	17.02	12.12	4.90	1.04	0.42	1.59	0.22	1.63
Nursing care facilities¹	25.14	17.97	7.17	1.74	0.61	2.22	0.50	2.11
Management, professional, and related	38.67	28.16	10.51	2.82	0.86	2.96	0.87	3.01
Service	18.24	12.80	5.44	1.16	0.50	1.80	0.32	1.66
Percent of total compensation								
Health care and social assistance	100.0	69.9	30.1	8.0	2.1	8.7	4.0	7.3
Management, professional, and related	100.0	69.4	30.6	8.7	2.1	8.3	4.8	6.8
Registered nurses	100.0	67.0	33.0	9.0	3.2	9.0	4.8	7.0
Sales and office	100.0	69.5	30.5	7.3	1.5	11.7	2.5	7.5
Service	100.0	71.9	28.1	5.9	2.3	8.7	2.0	9.1
Hospitals	100.0	65.7	34.3	9.3	3.3	10.3	4.5	6.9
Management, professional, and related	100.0	66.3	33.7	9.7	3.2	9.4	4.7	6.7
Registered nurses	100.0	65.6	34.4	9.5	3.8	9.4	4.9	6.8
Service	100.0	63.7	36.3	7.1	4.5	13.4	3.8	7.6
Nursing and residential care facilities	100.0	71.9	28.1	6.7	2.2	8.8	1.6	8.8
Management, professional, and related	100.0	72.9	27.1	7.2	2.1	7.9	2.0	7.9
Service	100.0	71.2	28.8	6.1	2.4	9.3	1.3	9.6
Nursing care facilities¹	100.0	71.5	28.5	6.9	2.4	8.8	2.0	8.4
Management, professional, and related	100.0	72.8	27.2	7.3	2.2	7.6	2.2	7.8
Service	100.0	70.2	29.8	6.4	2.7	9.9	1.8	9.1

¹ Data are available beginning with December 2006.

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