

Employer Costs for Employee Compensation Relative Standard Errors

Because the Employer Costs for Employee Compensation is a sample survey, it is subject to sampling errors. Sampling errors are differences that occur between the results computed from a sample of observations and those computed from all observations in the population. The estimates derived from different samples selected using the same sample design may differ from each other. A measure of the variation among these differing estimates is the standard error. The relative standard error is the standard error expressed as a percent of the cost. It can be used to measure the precision with which an estimate from a particular sample approximates the expected result of all possible samples. The chances are about 68 out of 100 that an estimate from the survey differs from a complete population figure by less than the standard error. The chances are about 90 out of 100 that this difference would be less than 1.6 times the standard error. Footnotes have been added for estimates with relative standard errors greater than 30 percent.

For a more detailed explanation of relative standard errors, see “Measuring Trends in the Structure and Levels of Employer Costs for Employee Compensation”, (<https://www.bls.gov/opub/mlr/cwc/measuring-trends-in-the-structure-and-levels-of-employer-costs-for-employee-compensation.pdf>) Compensation and Working Conditions, Summer 1997. For a detailed explanation of how to use standard error data to analyze differences in year-to-year changes, see “Analyzing Year-to-Year Changes in Employer Costs for Employee Compensation, Compensation and Working Conditions, Spring 1998” (<https://www.bls.gov/opub/mlr/cwc/analyzing-year-to-year-changes-in-employer-costs-for-employee-compensation.pdf>). This article supplements an article from the Summer 1997 issue of Compensation and Working Conditions, “Explaining the Differential Growth Rates of the ECI and ECEC” (<https://www.bls.gov/opub/mlr/cwc/explaining-the-differential-growth-rates-of-the-eci-and-ecec.pdf>), which examined how differences in the construction of these measures contribute to differing trends.

Standard errors relate to differences that occur from sampling errors, but not from nonsampling errors. Sampling errors are differences between the results computed from a sample of observations and those computed from all observations in the population. Nonsampling errors are not measured and include survey nonresponse and data collection and processing errors. Survey nonresponse is when sample members are unwilling or unable to participate in the survey. Data collection errors include provision of inaccurate data by respondents and definitional difficulties. Processing errors include errors in recording, coding, and entering data. Although nonsampling errors are not measured, BLS quality assurance programs contain procedures for reducing such errors. These procedures include data collection reinterviews, observed interviews, computer data edits, and systematic review of reports on which data are recorded. Extensive field economist training also is conducted to maintain high data collection standards.

Obtaining information

Articles, bulletins, and other information may be obtained through the Employment Cost Trends webpage by contacting us by email at NCSinfo@bls.gov or calling (202) 691-6199. Information will be made available to sensory impaired individuals upon request. Voice phone: (202) 691- 5200; Federal Relay Service Number: 1-800-877-8339.



Table 1. Employer Costs for Employee Compensation by ownership

[Dec. 2020]

| Compensation component | Civilian workers ¹ | | Private industry workers | | State and local government workers | |
|---|-------------------------------|-------------------------|--------------------------|-------------------------|------------------------------------|-------------------------|
| | Cost (\$) | Relative standard error | Cost (\$) | Relative standard error | Cost (\$) | Relative standard error |
| Total compensation ² | 38.60 | 1.0 | 36.23 | 1.1 | 53.47 | 0.8 |
| Wages and salaries..... | 26.53 | 0.9 | 25.48 | 1.1 | 33.08 | 0.7 |
| Total benefits..... | 12.07 | 1.2 | 10.74 | 1.5 | 20.39 | 1.0 |
| Paid leave..... | 2.87 | 1.7 | 2.69 | 2.1 | 4.04 | 1.7 |
| Vacation..... | 1.40 | 2.2 | 1.38 | 2.5 | 1.52 | 2.6 |
| Holiday..... | 0.85 | 1.4 | 0.80 | 1.7 | 1.14 | 2.2 |
| Sick..... | 0.46 | 1.6 | 0.37 | 2.1 | 1.03 | 1.3 |
| Personal..... | 0.17 | 2.2 | 0.14 | 2.7 | 0.35 | 3.9 |
| Supplemental pay..... | 1.15 | 2.6 | 1.25 | 2.8 | 0.54 | 3.2 |
| Overtime and premium ³ | 0.32 | 1.7 | 0.33 | 1.9 | 0.23 | 3.5 |
| Shift differentials..... | 0.07 | 5.7 | 0.08 | 6.2 | 0.05 | 6.6 |
| Nonproduction bonuses..... | 0.76 | 3.7 | 0.84 | 3.9 | 0.25 | 4.5 |
| Insurance..... | 3.28 | 1.2 | 2.81 | 1.6 | 6.23 | 1.0 |
| Life..... | 0.05 | 2.0 | 0.04 | 2.3 | 0.07 | 3.3 |
| Health..... | 3.12 | 1.3 | 2.65 | 1.6 | 6.07 | 1.0 |
| Short-term disability..... | 0.07 | 2.4 | 0.07 | 2.5 | 0.03 | 3.6 |
| Long-term disability..... | 0.05 | 2.2 | 0.04 | 2.6 | 0.05 | 3.3 |
| Retirement and savings..... | 1.99 | 1.9 | 1.25 | 2.7 | 6.65 | 1.4 |
| Defined benefit..... | 1.21 | 2.5 | 0.42 | 4.9 | 6.18 | 1.5 |
| Defined contribution..... | 0.78 | 2.4 | 0.82 | 2.6 | 0.47 | 4.9 |
| Legally Required benefits..... | 2.77 | 0.7 | 2.75 | 0.8 | 2.94 | 1.2 |
| Social Security and Medicare..... | 2.16 | 0.9 | 2.14 | 1.0 | 2.29 | 1.2 |
| Social Security ⁴ | 1.72 | 0.9 | 1.71 | 1.0 | 1.75 | 1.4 |
| Medicare..... | 0.44 | 1.0 | 0.42 | 1.1 | 0.54 | 0.8 |
| Federal unemployment insurance..... | 0.02 | 0.9 | 0.03 | 0.9 | — ⁵ | — ⁵ |
| State unemployment insurance..... | 0.13 | 1.7 | 0.14 | 1.6 | 0.06 | 8.4 |
| Workers' compensation..... | 0.47 | 1.1 | 0.45 | 1.3 | 0.58 | 2.6 |

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

² Includes costs for wages and salaries and benefits.

³ Includes premium pay for work (such as overtime, weekends, and holidays) 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.

Table 2. Employer Costs for Employee Compensation for civilian workers by occupational and industry group

[Dec. 2020]

| Series | Total compensation ¹ | | Wages and salaries | | Total benefits | | Paid leave | | Supplemental pay | | Insurance | | Retirement and savings | | Legally required benefits | |
|--|---------------------------------|------------------|--------------------|------------------|----------------|------------------|------------|------------------|------------------|------------------|-----------|------------------|------------------------|------------------|---------------------------|------------------|
| | Cost (\$) | RSE ² | Cost (\$) | RSE ² | Cost (\$) | RSE ² | Cost (\$) | RSE ² | Cost (\$) | RSE ² | Cost (\$) | RSE ² | Cost (\$) | RSE ² | Cost (\$) | RSE ² |
| Civilian workers ³ | 38.60 | 1.0 | 26.53 | 0.9 | 12.07 | 1.2 | 2.87 | 1.7 | 1.15 | 2.6 | 3.28 | 1.2 | 1.99 | 1.9 | 2.77 | 0.7 |
| Occupational group | | | | | | | | | | | | | | | | |
| Management, professional, and related..... | 62.29 | 0.9 | 42.47 | 0.9 | 19.82 | 1.0 | 5.46 | 1.4 | 1.82 | 4.4 | 5.00 | 1.2 | 3.70 | 1.8 | 3.85 | 0.7 |
| Management, business and financial..... | 72.43 | 1.1 | 49.58 | 1.2 | 22.85 | 1.5 | 7.03 | 1.7 | 2.98 | 7.6 | 4.97 | 1.7 | 3.45 | 2.6 | 4.43 | 1.0 |
| Professional and related..... | 57.71 | 1.3 | 39.27 | 1.2 | 18.45 | 1.5 | 4.75 | 2.2 | 1.29 | 4.9 | 5.01 | 1.6 | 3.81 | 2.4 | 3.59 | 1.1 |
| Teachers ⁴ | 65.04 | 2.3 | 44.20 | 2.2 | 20.84 | 2.6 | 3.42 | 3.7 | 0.25 | 6.2 | 6.35 | 2.7 | 7.45 | 3.3 | 3.37 | 2.6 |
| Primary, secondary, and special education school teachers..... | 63.78 | 2.9 | 42.35 | 2.7 | 21.43 | 3.5 | 2.95 | 4.3 | 0.21 | 6.5 | 6.91 | 3.7 | 8.30 | 4.5 | 3.06 | 2.9 |
| Registered nurses..... | 59.30 | 1.3 | 38.58 | 1.4 | 20.72 | 1.9 | 6.07 | 3.3 | 2.20 | 5.1 | 5.47 | 2.7 | 3.02 | 5.1 | 3.96 | 1.6 |
| Sales and office..... | 28.33 | 1.2 | 19.98 | 1.2 | 8.35 | 1.5 | 1.91 | 1.9 | 0.76 | 4.3 | 2.63 | 2.1 | 1.00 | 3.1 | 2.06 | 0.9 |
| Sales and related..... | 27.34 | 2.6 | 20.78 | 2.7 | 6.56 | 2.8 | 1.55 | 4.1 | 0.80 | 9.0 | 1.54 | 3.2 | 0.59 | 5.4 | 2.08 | 2.2 |
| Office and administrative support.... | 28.98 | 1.1 | 19.45 | 0.9 | 9.53 | 1.5 | 2.14 | 1.5 | 0.73 | 3.2 | 3.35 | 2.0 | 1.26 | 3.2 | 2.05 | 1.0 |
| Service..... | 20.71 | 1.5 | 14.84 | 1.3 | 5.87 | 2.6 | 1.10 | 3.4 | 0.44 | 4.2 | 1.62 | 4.0 | 0.94 | 5.6 | 1.76 | 1.4 |
| Natural resources, construction, and maintenance..... | 38.97 | 1.7 | 26.12 | 1.5 | 12.85 | 2.5 | 2.22 | 2.9 | 1.38 | 2.9 | 3.38 | 3.1 | 2.33 | 6.3 | 3.55 | 1.2 |
| Construction, extraction, farming, fishing, and forestry..... | 39.92 | 2.5 | 26.40 | 2.1 | 13.51 | 3.6 | 1.84 | 4.9 | 1.46 | 4.4 | 3.49 | 4.6 | 2.87 | 8.6 | 3.85 | 1.7 |
| Installation, maintenance, and repair..... | 37.91 | 2.2 | 25.80 | 1.8 | 12.11 | 3.3 | 2.64 | 3.5 | 1.30 | 3.6 | 3.25 | 4.2 | 1.71 | 6.3 | 3.21 | 1.6 |
| Production, transportation, and material moving..... | 30.70 | 2.1 | 20.43 | 1.9 | 10.27 | 2.6 | 1.90 | 3.9 | 1.30 | 4.0 | 3.10 | 2.8 | 1.29 | 6.8 | 2.68 | 1.5 |
| Production..... | 28.89 | 1.5 | 19.25 | 1.3 | 9.63 | 2.3 | 1.79 | 2.7 | 1.43 | 4.2 | 3.09 | 3.0 | 0.90 | 5.4 | 2.42 | 1.1 |
| Transportation and material moving..... | 32.27 | 3.7 | 21.45 | 3.3 | 10.83 | 4.8 | 1.99 | 6.7 | 1.20 | 7.3 | 3.11 | 5.1 | 1.63 | 9.7 | 2.90 | 2.6 |
| Industry group | | | | | | | | | | | | | | | | |
| Education and health services..... | 43.57 | 2.2 | 29.54 | 2.1 | 14.03 | 2.4 | 3.38 | 3.7 | 0.67 | 5.3 | 4.22 | 2.3 | 3.02 | 3.6 | 2.74 | 1.9 |
| Educational services..... | 55.53 | 0.8 | 36.69 | 0.8 | 18.84 | 1.1 | 3.58 | 1.7 | 0.28 | 5.7 | 5.94 | 1.4 | 6.07 | 1.9 | 2.97 | 1.5 |
| Elementary and secondary schools..... | 54.29 | 1.2 | 35.47 | 1.1 | 18.82 | 1.8 | 2.84 | 2.6 | 0.22 | 5.3 | 6.23 | 2.1 | 6.79 | 2.3 | 2.74 | 1.5 |
| Junior colleges, colleges, and universities..... | 61.42 | 1.7 | 40.60 | 1.8 | 20.82 | 1.8 | 5.36 | 2.4 | 0.39 | 8.9 | 6.05 | 2.4 | 5.58 | 3.4 | 3.44 | 2.1 |
| Health care and social assistance.... | 36.87 | 3.8 | 25.54 | 3.7 | 11.33 | 4.3 | 3.27 | 5.9 | 0.89 | 6.1 | 3.26 | 3.8 | 1.31 | 7.1 | 2.61 | 3.0 |
| Hospitals..... | 51.61 | 1.8 | 33.47 | 1.7 | 18.14 | 2.5 | 5.07 | 2.9 | 1.81 | 4.5 | 5.32 | 3.3 | 2.64 | 6.9 | 3.31 | 1.3 |

¹ Includes costs for wages and salaries and benefits.

² The relative standard error (RSE) is the standard error expressed as a percent of the cost.

³ Includes workers in the private nonfarm economy except those in private households, and workers in the public sector, except the federal government.

⁴ Includes postsecondary teachers; primary, secondary, and special education teachers; and other teachers and instructors.

Table 3. Employer Costs for Employee Compensation for state and local government workers by occupational and industry group
 [Dec. 2020]

| Series | Total compensation ¹ | | Wages and salaries | | Total benefits | | Paid leave | | Supplemental pay | | Insurance | | Retirement and savings | | Legally required benefits | |
|--|---------------------------------|------------------|--------------------|------------------|----------------|------------------|------------|------------------|------------------|------------------|-----------|------------------|------------------------|------------------|---------------------------|------------------|
| | Cost (\$) | RSE ² | Cost (\$) | RSE ² | Cost (\$) | RSE ² | Cost (\$) | RSE ² | Cost (\$) | RSE ² | Cost (\$) | RSE ² | Cost (\$) | RSE ² | Cost (\$) | RSE ² |
| State and local government workers. . . . | 53.47 | 0.8 | 33.08 | 0.7 | 20.39 | 1.0 | 4.04 | 1.7 | 0.54 | 3.2 | 6.23 | 1.0 | 6.65 | 1.4 | 2.94 | 1.2 |
| Occupational group | | | | | | | | | | | | | | | | |
| Management, professional, and related..... | 64.02 | 1.0 | 41.02 | 1.0 | 23.00 | 1.2 | 4.55 | 2.2 | 0.42 | 4.5 | 6.79 | 1.3 | 7.94 | 1.5 | 3.30 | 1.6 |
| Professional and related..... | 62.20 | 1.1 | 40.17 | 1.1 | 22.03 | 1.3 | 4.05 | 2.4 | 0.40 | 4.8 | 6.75 | 1.4 | 7.66 | 1.6 | 3.19 | 1.6 |
| Teachers ³ | 70.59 | 1.2 | 46.92 | 1.3 | 23.67 | 1.6 | 3.52 | 3.3 | 0.27 | 6.0 | 7.29 | 1.6 | 9.22 | 1.8 | 3.38 | 2.0 |
| Primary, secondary, and special education school teachers..... | 70.13 | 1.2 | 45.98 | 1.2 | 24.15 | 1.6 | 3.14 | 3.3 | 0.24 | 6.1 | 7.77 | 2.2 | 9.80 | 2.0 | 3.19 | 2.3 |
| Sales and office..... | 37.14 | 1.4 | 21.25 | 1.5 | 15.89 | 1.7 | 3.26 | 2.1 | 0.34 | 7.2 | 5.88 | 2.0 | 4.22 | 2.9 | 2.20 | 1.8 |
| Office and administrative support.... | 37.29 | 1.5 | 21.29 | 1.5 | 16.00 | 1.8 | 3.27 | 2.0 | 0.34 | 7.3 | 5.95 | 2.0 | 4.24 | 2.9 | 2.20 | 1.8 |
| Service..... | 39.53 | 2.6 | 22.47 | 2.2 | 17.06 | 3.2 | 3.35 | 3.6 | 0.87 | 5.5 | 4.97 | 2.0 | 5.43 | 5.5 | 2.44 | 2.4 |
| Industry group | | | | | | | | | | | | | | | | |
| Education and health services..... | 55.77 | 0.9 | 35.80 | 0.8 | 19.97 | 1.2 | 3.68 | 2.5 | 0.37 | 4.3 | 6.36 | 1.3 | 6.70 | 1.5 | 2.86 | 1.5 |
| Educational services..... | 57.31 | 0.8 | 37.02 | 0.7 | 20.29 | 1.3 | 3.52 | 2.6 | 0.27 | 4.7 | 6.49 | 1.3 | 7.15 | 1.5 | 2.86 | 1.6 |
| Elementary and secondary schools..... | 55.69 | 1.0 | 36.02 | 0.9 | 19.67 | 1.6 | 2.87 | 3.1 | 0.23 | 4.7 | 6.54 | 1.9 | 7.32 | 1.8 | 2.71 | 1.5 |
| Junior colleges, colleges, and universities..... | 61.69 | 1.9 | 39.73 | 2.1 | 21.96 | 2.1 | 5.31 | 3.3 | 0.37 | 12.5 | 6.34 | 3.0 | 6.68 | 4.0 | 3.25 | 2.9 |
| Health care and social assistance.... | 47.09 | 4.0 | 28.91 | 4.2 | 18.18 | 4.1 | 4.59 | 6.1 | 0.92 | 7.3 | 5.65 | 4.0 | 4.17 | 6.2 | 2.86 | 4.7 |
| Hospitals..... | 49.83 | 4.7 | 31.14 | 4.9 | 18.69 | 4.9 | 4.87 | 7.1 | 1.07 | 8.1 | 5.65 | 4.8 | 4.10 | 9.3 | 3.00 | 6.0 |
| Public administration..... | 51.54 | 1.7 | 29.54 | 1.7 | 22.00 | 1.8 | 4.86 | 2.7 | 0.81 | 4.5 | 6.20 | 1.5 | 7.02 | 3.0 | 3.11 | 2.1 |

¹ Includes costs for wages and salaries and benefits.

² The relative standard error (RSE) is the standard error expressed as a percent of the cost.

³ Includes postsecondary teachers; primary, secondary, and special education teachers; and other teachers and instructors.

Table 4. Employer Costs for Employee Compensation for private industry workers by occupational and industry group
 [Dec. 2020]

| Series | Total compensation ¹ | | Wages and salaries | | Total benefits | | Paid leave | | Supplemental pay | | Insurance | | Retirement and savings | | Legally required benefits | |
|---|---------------------------------|------------------|--------------------|------------------|----------------|------------------|------------|------------------|------------------|------------------|-----------|------------------|------------------------|------------------|---------------------------|------------------|
| | Cost (\$) | RSE ² | Cost (\$) | RSE ² | Cost (\$) | RSE ² | Cost (\$) | RSE ² | Cost (\$) | RSE ² | Cost (\$) | RSE ² | Cost (\$) | RSE ² | Cost (\$) | RSE ² |
| Private industry workers..... | 36.23 | 1.1 | 25.48 | 1.1 | 10.74 | 1.5 | 2.69 | 2.1 | 1.25 | 2.8 | 2.81 | 1.6 | 1.25 | 2.7 | 2.75 | 0.8 |
| Occupational group | | | | | | | | | | | | | | | | |
| Management, professional, and related..... | 61.72 | 1.1 | 42.95 | 1.1 | 18.77 | 1.4 | 5.76 | 1.6 | 2.28 | 4.8 | 4.41 | 1.7 | 2.30 | 2.5 | 4.03 | 0.9 |
| Management, business, and financial..... | 72.15 | 1.2 | 50.07 | 1.3 | 22.09 | 1.6 | 6.98 | 1.9 | 3.29 | 7.9 | 4.70 | 1.8 | 2.63 | 3.1 | 4.49 | 0.9 |
| Professional and related..... | 55.73 | 1.8 | 38.87 | 1.7 | 16.86 | 2.1 | 5.06 | 2.6 | 1.69 | 5.2 | 4.24 | 2.4 | 2.11 | 3.8 | 3.76 | 1.4 |
| Sales and office..... | 27.56 | 1.3 | 19.87 | 1.3 | 7.69 | 1.7 | 1.79 | 2.2 | 0.79 | 4.4 | 2.34 | 2.3 | 0.71 | 4.2 | 2.05 | 1.0 |
| Sales and related..... | 27.31 | 2.6 | 20.78 | 2.7 | 6.53 | 2.8 | 1.54 | 4.1 | 0.81 | 9.0 | 1.53 | 3.1 | 0.57 | 5.3 | 2.08 | 2.2 |
| Office and administrative support.... | 27.74 | 1.2 | 19.18 | 1.0 | 8.56 | 1.8 | 1.97 | 1.9 | 0.78 | 3.4 | 2.96 | 2.5 | 0.82 | 4.9 | 2.03 | 1.1 |
| Service..... | 17.88 | 2.0 | 13.70 | 1.6 | 4.18 | 3.6 | 0.76 | 5.1 | 0.38 | 5.2 | 1.12 | 6.7 | 0.26 | 6.3 | 1.66 | 1.7 |
| Natural resources, construction, and maintenance..... | 38.43 | 1.9 | 26.06 | 1.6 | 12.37 | 2.7 | 2.07 | 3.3 | 1.42 | 3.1 | 3.17 | 3.5 | 2.12 | 7.3 | 3.60 | 1.3 |
| Construction, extraction, farming, fishing, and forestry..... | 39.50 | 2.7 | 26.42 | 2.3 | 13.09 | 3.8 | 1.67 | 5.6 | 1.52 | 4.5 | 3.27 | 4.8 | 2.71 | 9.6 | 3.92 | 1.8 |
| Installation, maintenance, and repair..... | 37.24 | 2.4 | 25.66 | 2.0 | 11.58 | 3.7 | 2.52 | 3.9 | 1.32 | 3.8 | 3.05 | 5.0 | 1.46 | 7.9 | 3.23 | 1.7 |
| Production, transportation, and material moving..... | 30.25 | 2.2 | 20.28 | 2.0 | 9.96 | 2.7 | 1.85 | 4.1 | 1.32 | 4.1 | 2.98 | 2.9 | 1.14 | 7.6 | 2.67 | 1.6 |
| Production..... | 28.58 | 1.5 | 19.12 | 1.3 | 9.46 | 2.4 | 1.75 | 2.8 | 1.43 | 4.2 | 3.04 | 3.2 | 0.83 | 5.9 | 2.42 | 1.1 |
| Transportation and material moving..... | 31.76 | 3.9 | 21.35 | 3.4 | 10.41 | 5.1 | 1.95 | 7.2 | 1.22 | 7.5 | 2.92 | 5.6 | 1.43 | 11.5 | 2.90 | 2.7 |
| Industry group | | | | | | | | | | | | | | | | |
| Goods-producing ³ | 40.32 | 1.5 | 27.22 | 1.7 | 13.09 | 1.5 | 2.61 | 2.1 | 1.75 | 1.9 | 3.61 | 1.7 | 1.80 | 4.9 | 3.33 | 1.3 |
| Construction..... | 40.61 | 2.5 | 28.29 | 2.5 | 12.32 | 3.2 | 1.85 | 4.6 | 1.44 | 4.7 | 3.06 | 4.2 | 2.12 | 9.1 | 3.86 | 1.7 |
| Manufacturing..... | 40.02 | 1.7 | 26.56 | 1.9 | 13.46 | 2.0 | 3.03 | 2.5 | 1.89 | 3.4 | 3.91 | 2.0 | 1.61 | 7.3 | 3.01 | 1.2 |
| Aircraft manufacturing..... | 75.58 | 3.1 | 47.07 | 3.3 | 28.51 | 2.9 | 7.19 | 4.7 | 4.01 | 4.0 | 7.29 | 2.2 | 5.19 | 5.9 | 4.82 | 2.4 |
| Service-providing ⁴ | 35.39 | 1.4 | 25.13 | 1.2 | 10.27 | 1.8 | 2.70 | 2.5 | 1.15 | 3.4 | 2.65 | 2.0 | 1.13 | 3.4 | 2.63 | 1.0 |
| Trade, transportation, and utilities. ... | 30.66 | 2.3 | 21.72 | 2.1 | 8.94 | 3.1 | 2.02 | 3.8 | 0.94 | 5.1 | 2.38 | 3.3 | 1.14 | 7.0 | 2.46 | 1.8 |
| Wholesale trade..... | 41.21 | 2.9 | 29.18 | 2.6 | 12.02 | 4.1 | 3.19 | 5.0 | 1.50 | 10.7 | 2.97 | 4.7 | 1.32 | 7.8 | 3.04 | 2.0 |
| Retail trade..... | 21.65 | 1.7 | 16.45 | 1.6 | 5.20 | 2.2 | 1.09 | 4.1 | 0.53 | 3.8 | 1.34 | 2.6 | 0.42 | 3.8 | 1.83 | 1.3 |
| Transportation and warehousing.. | 40.24 | 5.4 | 26.45 | 5.1 | 13.78 | 6.3 | 2.94 | 8.3 | 1.35 | 11.7 | 4.00 | 5.9 | 2.21 | 11.9 | 3.28 | 4.4 |
| Utilities..... | 67.62 | 2.0 | 41.64 | 2.2 | 25.98 | 2.6 | 5.99 | 2.8 | 2.27 | 8.1 | 6.31 | 3.6 | 6.64 | 6.0 | 4.77 | 2.2 |
| Information..... | 56.03 | 4.7 | 37.13 | 4.1 | 18.90 | 6.4 | 5.10 | 5.6 | 2.88 | 16.4 | 4.89 | 4.7 | 2.37 | 14.4 | 3.66 | 3.5 |
| Financial activities..... | 50.85 | 1.7 | 33.93 | 1.7 | 16.92 | 2.2 | 4.53 | 2.6 | 3.01 | 8.2 | 4.42 | 2.4 | 1.75 | 4.1 | 3.21 | 1.4 |
| Financial and insurance..... | 56.47 | 1.5 | 37.25 | 1.6 | 19.22 | 2.1 | 5.18 | 2.3 | 3.65 | 9.0 | 4.89 | 1.4 | 2.09 | 3.4 | 3.41 | 1.3 |
| Credit intermediation and related activities..... | 51.16 | 2.1 | 33.95 | 2.0 | 17.21 | 3.1 | 4.74 | 2.3 | 2.88 | 12.0 | 4.70 | 2.0 | 1.76 | 3.8 | 3.13 | 1.9 |
| Insurance carriers and related activities..... | 51.36 | 2.2 | 33.88 | 2.0 | 17.48 | 2.6 | 4.56 | 2.5 | 2.79 | 5.4 | 4.76 | 2.2 | 2.09 | 5.3 | 3.27 | 1.9 |
| Real estate and rental and leasing..... | 32.67 | 6.0 | 23.18 | 5.3 | 9.50 | 8.3 | 2.45 | 10.4 | 0.93 | 11.6 | 2.91 | 10.8 | 0.65 | 14.5 | 2.56 | 4.6 |
| Professional and business services..... | 44.39 | 3.1 | 31.94 | 3.0 | 12.45 | 3.9 | 3.59 | 4.8 | 1.54 | 6.9 | 2.86 | 4.6 | 1.28 | 7.6 | 3.18 | 2.5 |

See footnotes at end of table.

Table 4. Employer Costs for Employee Compensation for private industry workers by occupational and industry group — Continued
 [Dec. 2020]

| Series | Total compensation ¹ | | Wages and salaries | | Total benefits | | Paid leave | | Supplemental pay | | Insurance | | Retirement and savings | | Legally required benefits | |
|---|---------------------------------|------------------|--------------------|------------------|----------------|------------------|------------|------------------|------------------|------------------|-----------|------------------|------------------------|------------------|---------------------------|------------------|
| | Cost (\$) | RSE ² | Cost (\$) | RSE ² | Cost (\$) | RSE ² | Cost (\$) | RSE ² | Cost (\$) | RSE ² | Cost (\$) | RSE ² | Cost (\$) | RSE ² | Cost (\$) | RSE ² |
| Professional and technical services..... | 58.74 | 3.4 | 42.06 | 3.2 | 16.68 | 4.2 | 5.21 | 4.9 | 1.95 | 11.5 | 3.79 | 4.0 | 1.80 | 7.4 | 3.93 | 2.8 |
| Administrative and waste services..... | 24.05 | 3.8 | 18.27 | 3.0 | 5.79 | 7.4 | 1.19 | 10.6 | 0.63 | 12.4 | 1.42 | 9.6 | 0.37 | 21.5 | 2.17 | 2.7 |
| Education and health services..... | 37.55 | 3.6 | 26.45 | 3.4 | 11.10 | 4.1 | 3.23 | 5.5 | 0.82 | 6.4 | 3.16 | 3.7 | 1.20 | 7.0 | 2.67 | 2.9 |
| Educational services..... | 49.17 | 3.4 | 35.49 | 3.4 | 13.68 | 4.5 | 3.81 | 7.2 | 0.33 | 19.2 | 3.96 | 4.7 | 2.24 | 5.9 | 3.34 | 3.2 |
| Junior colleges, colleges, universities and professional schools..... | 60.85 | 2.4 | 42.45 | 2.6 | 18.40 | 2.3 | 5.46 | 3.0 | 0.44 | 9.9 | 5.43 | 2.5 | 3.25 | 3.4 | 3.83 | 2.5 |
| Health care and social assistance..... | 36.00 | 4.2 | 25.25 | 4.0 | 10.75 | 4.8 | 3.16 | 6.3 | 0.89 | 6.7 | 3.06 | 4.3 | 1.07 | 8.8 | 2.59 | 3.3 |
| Leisure and hospitality..... | 15.46 | 2.5 | 12.46 | 2.1 | 3.00 | 4.9 | 0.44 | 8.1 | 0.22 | 13.6 | 0.66 | 11.8 | 0.14 | 13.3 | 1.54 | 2.5 |
| Accommodation and food services..... | 14.84 | 3.4 | 11.96 | 2.8 | 2.88 | 6.6 | 0.39 | 12.2 | 0.22 | 15.6 | 0.63 | 13.7 | 0.14 | 18.6 | 1.50 | 3.0 |
| Other services..... | 29.54 | 5.6 | 21.97 | 5.2 | 7.57 | 8.1 | 1.87 | 11.4 | 0.50 | 11.1 | 1.76 | 11.7 | 1.03 | 27.3 | 2.40 | 2.9 |

¹ Includes costs for wages and salaries and benefits.

² The relative standard error (RSE) is the standard error expressed as a percent of the cost.

³ Includes mining, construction, and manufacturing. The agriculture, forestry, farming, and hunting sector is excluded.

⁴ 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.

Table 5. Employer Costs for Employee Compensation for private industry workers by bargaining and work status

[Dec. 2020]

| Series | Total compensation ¹ | | Wages and salaries | | Total benefits | | Paid leave | | Supplemental pay | | Insurance | | Retirement and savings | | Legally required benefits | |
|---|---------------------------------|------------------|--------------------|------------------|----------------|------------------|------------|------------------|------------------|------------------|-----------|------------------|------------------------|------------------|---------------------------|------------------|
| | Cost (\$) | RSE ² | Cost (\$) | RSE ² | Cost (\$) | RSE ² | Cost (\$) | RSE ² | Cost (\$) | RSE ² | Cost (\$) | RSE ² | Cost (\$) | RSE ² | Cost (\$) | RSE ² |
| Union | | | | | | | | | | | | | | | | |
| All workers..... | 50.90 | 2.8 | 30.25 | 2.9 | 20.65 | 3.0 | 3.64 | 4.6 | 1.86 | 6.0 | 6.99 | 2.2 | 4.41 | 5.7 | 3.75 | 2.5 |
| Goods-producing ³ | 53.19 | 2.7 | 30.40 | 2.7 | 22.79 | 3.4 | 2.91 | 5.1 | 2.47 | 6.7 | 7.64 | 3.4 | 5.53 | 7.7 | 4.24 | 3.2 |
| Service-providing ⁴ | 49.85 | 4.0 | 30.18 | 4.0 | 19.68 | 4.1 | 3.97 | 6.0 | 1.58 | 8.7 | 6.70 | 2.9 | 3.90 | 7.9 | 3.53 | 3.3 |
| Nonunion | | | | | | | | | | | | | | | | |
| All workers..... | 34.99 | 1.3 | 25.08 | 1.2 | 9.91 | 1.6 | 2.61 | 2.2 | 1.20 | 2.9 | 2.46 | 1.8 | 0.98 | 2.9 | 2.66 | 0.9 |
| Goods-producing ³ | 38.16 | 1.6 | 26.69 | 1.8 | 11.47 | 1.5 | 2.56 | 2.3 | 1.63 | 2.2 | 2.93 | 1.8 | 1.17 | 4.5 | 3.18 | 1.2 |
| Service-providing ⁴ | 34.40 | 1.5 | 24.78 | 1.3 | 9.62 | 2.0 | 2.62 | 2.6 | 1.12 | 3.5 | 2.38 | 2.2 | 0.94 | 3.5 | 2.57 | 1.1 |
| Full-time | | | | | | | | | | | | | | | | |
| All workers..... | 42.02 | 1.0 | 28.99 | 1.0 | 13.03 | 1.2 | 3.36 | 1.7 | 1.56 | 2.7 | 3.50 | 1.3 | 1.56 | 2.5 | 3.05 | 0.8 |
| Occupational group | | | | | | | | | | | | | | | | |
| Management, professional and related..... | 64.20 | 1.1 | 44.36 | 1.1 | 19.84 | 1.3 | 6.11 | 1.5 | 2.44 | 5.0 | 4.73 | 1.3 | 2.45 | 2.6 | 4.12 | 0.9 |
| Management, business, and financial..... | 73.19 | 1.3 | 50.70 | 1.3 | 22.50 | 1.6 | 7.13 | 2.0 | 3.35 | 7.9 | 4.80 | 1.7 | 2.69 | 3.2 | 4.53 | 1.0 |
| Professional and related..... | 58.25 | 1.7 | 40.16 | 1.7 | 18.09 | 2.0 | 5.43 | 2.5 | 1.84 | 5.6 | 4.68 | 1.8 | 2.29 | 3.9 | 3.84 | 1.5 |
| Sales and office..... | 32.20 | 1.4 | 22.63 | 1.4 | 9.57 | 1.6 | 2.34 | 1.9 | 1.02 | 4.7 | 3.00 | 1.9 | 0.92 | 4.0 | 2.28 | 1.2 |
| Sales and related..... | 36.91 | 2.8 | 27.28 | 3.1 | 9.63 | 2.9 | 2.51 | 3.6 | 1.25 | 10.4 | 2.38 | 2.8 | 0.90 | 6.0 | 2.59 | 2.7 |
| Office and administrative support..... | 29.74 | 1.1 | 20.20 | 1.0 | 9.54 | 1.6 | 2.26 | 1.7 | 0.90 | 3.6 | 3.33 | 2.0 | 0.93 | 4.8 | 2.12 | 1.1 |
| Service..... | 21.68 | 1.7 | 15.70 | 1.6 | 5.98 | 2.6 | 1.24 | 3.9 | 0.60 | 4.8 | 1.89 | 4.2 | 0.43 | 6.0 | 1.82 | 1.8 |
| Natural resources, construction, and maintenance..... | 39.03 | 1.9 | 26.36 | 1.6 | 12.66 | 2.7 | 2.14 | 3.2 | 1.46 | 3.2 | 3.25 | 3.3 | 2.19 | 7.6 | 3.63 | 1.3 |
| Construction, extraction, farming, fishing, and forestry..... | 39.87 | 2.7 | 26.61 | 2.3 | 13.26 | 3.7 | 1.71 | 5.5 | 1.54 | 4.7 | 3.30 | 4.3 | 2.76 | 9.9 | 3.94 | 1.8 |
| Installation, maintenance, and repair..... | 38.08 | 2.4 | 26.09 | 1.9 | 11.99 | 3.6 | 2.62 | 3.7 | 1.37 | 3.5 | 3.20 | 4.9 | 1.53 | 7.7 | 3.27 | 1.7 |
| Production, transportation, and material moving..... | 32.29 | 2.3 | 21.36 | 2.1 | 10.92 | 2.7 | 2.12 | 4.1 | 1.47 | 3.8 | 3.33 | 2.6 | 1.27 | 8.1 | 2.74 | 1.7 |
| Production..... | 29.65 | 1.3 | 19.64 | 1.3 | 10.01 | 2.0 | 1.87 | 2.4 | 1.53 | 4.0 | 3.26 | 2.6 | 0.89 | 5.5 | 2.47 | 1.1 |
| Transportation and material moving..... | 35.24 | 4.3 | 23.29 | 3.9 | 11.95 | 5.2 | 2.40 | 7.4 | 1.41 | 7.6 | 3.40 | 5.0 | 1.70 | 12.4 | 3.04 | 3.1 |
| Industry group | | | | | | | | | | | | | | | | |
| Goods-producing ³ | 40.77 | 1.5 | 27.47 | 1.6 | 13.30 | 1.4 | 2.67 | 2.0 | 1.78 | 1.8 | 3.67 | 1.4 | 1.83 | 4.8 | 3.35 | 1.2 |
| Construction..... | 41.14 | 2.5 | 28.55 | 2.5 | 12.59 | 3.2 | 1.90 | 4.5 | 1.48 | 4.7 | 3.15 | 4.1 | 2.18 | 9.2 | 3.88 | 1.6 |
| Manufacturing..... | 40.43 | 1.6 | 26.80 | 1.8 | 13.63 | 1.7 | 3.09 | 2.3 | 1.91 | 3.2 | 3.96 | 1.8 | 1.63 | 6.9 | 3.03 | 1.1 |
| Service-providing ⁴ | 42.37 | 1.2 | 29.42 | 1.1 | 12.95 | 1.6 | 3.55 | 2.0 | 1.49 | 3.5 | 3.45 | 1.7 | 1.48 | 3.0 | 2.97 | 0.9 |
| Trade, transportation, and utilities..... | 37.35 | 2.2 | 25.81 | 2.1 | 11.54 | 2.6 | 2.80 | 3.4 | 1.26 | 5.2 | 3.11 | 2.8 | 1.53 | 6.9 | 2.84 | 1.9 |
| Information..... | 61.32 | 3.7 | 40.37 | 3.3 | 20.96 | 5.3 | 5.64 | 4.2 | 3.26 | 15.5 | 5.44 | 3.4 | 2.67 | 13.4 | 3.94 | 2.6 |
| Financial activities..... | 52.85 | 1.6 | 35.10 | 1.6 | 17.76 | 2.1 | 4.78 | 2.2 | 3.18 | 8.6 | 4.65 | 1.9 | 1.85 | 3.7 | 3.30 | 1.4 |
| Professional and business services..... | 49.02 | 2.6 | 34.93 | 2.5 | 14.09 | 3.3 | 4.15 | 4.5 | 1.75 | 7.3 | 3.30 | 3.3 | 1.50 | 6.6 | 3.39 | 2.2 |
| Education and health services. . . | 40.42 | 3.4 | 27.88 | 3.3 | 12.54 | 3.8 | 3.71 | 5.1 | 0.88 | 7.0 | 3.79 | 3.3 | 1.39 | 6.5 | 2.76 | 2.5 |

See footnotes at end of table.

Table 5. Employer Costs for Employee Compensation for private industry workers by bargaining and work status — Continued
 [Dec. 2020]

| Series | Total compensation ¹ | | Wages and salaries | | Total benefits | | Paid leave | | Supplemental pay | | Insurance | | Retirement and savings | | Legally required benefits | |
|--|---------------------------------|------------------|--------------------|------------------|----------------|------------------|------------|------------------|------------------|------------------|-----------|------------------|------------------------|------------------|---------------------------|------------------|
| | Cost (\$) | RSE ² | Cost (\$) | RSE ² | Cost (\$) | RSE ² | Cost (\$) | RSE ² | Cost (\$) | RSE ² | Cost (\$) | RSE ² | Cost (\$) | RSE ² | Cost (\$) | RSE ² |
| Leisure and hospitality..... | 21.15 | 2.9 | 16.09 | 2.4 | 5.07 | 5.5 | 1.04 | 8.3 | 0.47 | 13.7 | 1.40 | 9.3 | 0.32 | 13.0 | 1.84 | 2.6 |
| Other services..... | 34.56 | 6.7 | 24.85 | 6.5 | 9.71 | 8.9 | 2.54 | 11.9 | 0.65 | 13.1 | 2.42 | 11.6 | 1.45 | 27.4 | 2.64 | 4.4 |
| Part-time | | | | | | | | | | | | | | | | |
| All workers..... | 19.16 | 2.2 | 15.14 | 2.0 | 4.02 | 3.5 | 0.71 | 6.8 | 0.35 | 5.1 | 0.80 | 6.6 | 0.32 | 7.3 | 1.84 | 1.9 |
| Occupational group | | | | | | | | | | | | | | | | |
| Management, professional and related..... | 41.40 | 4.7 | 31.43 | 4.6 | 9.97 | 5.9 | 2.91 | 8.7 | 0.93 | 8.6 | 1.78 | 10.7 | 1.05 | 10.2 | 3.30 | 4.1 |
| Professional and related..... | 42.07 | 4.9 | 31.84 | 4.8 | 10.23 | 6.2 | 3.05 | 8.8 | 0.89 | 8.6 | 1.85 | 11.5 | 1.10 | 10.3 | 3.34 | 4.4 |
| Sales and office..... | 16.91 | 1.1 | 13.53 | 0.7 | 3.38 | 3.3 | 0.51 | 4.8 | 0.27 | 6.9 | 0.83 | 9.1 | 0.25 | 7.8 | 1.53 | 1.0 |
| Sales and related..... | 15.22 | 1.4 | 12.60 | 1.2 | 2.62 | 2.9 | 0.33 | 4.7 | 0.24 | 7.2 | 0.45 | 11.3 | 0.16 | 7.3 | 1.44 | 1.6 |
| Office and administrative support..... | 19.73 | 2.5 | 15.08 | 1.9 | 4.65 | 6.1 | 0.82 | 6.4 | 0.31 | 12.8 | 1.45 | 13.6 | 0.40 | 10.4 | 1.67 | 2.3 |
| Service..... | 14.36 | 2.8 | 11.84 | 2.3 | 2.52 | 6.5 | 0.31 | 12.3 | 0.18 | 10.8 | 0.40 | 22.2 | 0.11 | 17.1 | 1.51 | 2.5 |
| Production, transportation, and material moving..... | 20.32 | 3.2 | 15.05 | 2.6 | 5.28 | 6.4 | 0.57 | 7.9 | 0.59 | 11.7 | 1.27 | 13.9 | 0.52 | 14.8 | 2.33 | 2.6 |
| Transportation and material moving..... | 21.46 | 3.9 | 15.59 | 3.1 | 5.87 | 8.1 | 0.61 | 10.3 | 0.67 | 13.3 | 1.48 | 16.8 | 0.63 | 16.9 | 2.48 | 3.0 |
| Industry group | | | | | | | | | | | | | | | | |
| Service-providing ⁴ | 19.06 | 2.3 | 15.08 | 2.0 | 3.98 | 3.5 | 0.72 | 6.9 | 0.34 | 5.2 | 0.79 | 6.4 | 0.31 | 7.1 | 1.82 | 1.9 |
| Trade, transportation, and utilities..... | 17.81 | 2.2 | 13.85 | 1.5 | 3.95 | 4.9 | 0.52 | 5.9 | 0.33 | 6.7 | 0.99 | 9.2 | 0.39 | 9.6 | 1.72 | 2.0 |
| Professional and business services..... | 20.21 | 5.5 | 16.33 | 4.9 | 3.89 | 8.5 | 0.66 | 15.3 | 0.47 | 19.0 | 0.54 | 19.6 | 0.13 | 23.4 | 2.10 | 5.1 |
| Education and health services. . . | 29.38 | 6.4 | 22.39 | 6.2 | 6.99 | 7.8 | 1.88 | 12.0 | 0.64 | 7.8 | 1.36 | 12.5 | 0.67 | 12.6 | 2.44 | 5.8 |
| Leisure and hospitality..... | 12.66 | 2.8 | 10.68 | 2.4 | 1.99 | 6.5 | 0.15 | 15.5 | 0.10 | 23.5 | 0.29 | 28.1 | 0.06 | 29.1 | 1.39 | 3.4 |

¹ Includes costs for wages and salaries and benefits.

² The relative standard error (RSE) is the standard error expressed as a percent of the cost.

³ Includes mining, construction, and manufacturing. The agriculture, forestry, farming, and hunting sector is excluded.

⁴ 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.

Table 6. Employer Costs for Employee Compensation for private industry workers by establishment size and industry group
 [Dec. 2020]

| Series | Total compensation ¹ | | Wages and salaries | | Total benefits | | Paid leave | | Supplemental pay | | Insurance | | Retirement and savings | | Legally required benefits | |
|--------------------------------------|---------------------------------|------------------|--------------------|------------------|----------------|------------------|------------|------------------|------------------|------------------|-----------|------------------|------------------------|------------------|---------------------------|------------------|
| | Cost (\$) | RSE ² | Cost (\$) | RSE ² | Cost (\$) | RSE ² | Cost (\$) | RSE ² | Cost (\$) | RSE ² | Cost (\$) | RSE ² | Cost (\$) | RSE ² | Cost (\$) | RSE ² |
| All workers | | | | | | | | | | | | | | | | |
| 1-99 workers..... | 29.99 | 1.4 | 22.21 | 1.3 | 7.78 | 1.9 | 1.88 | 2.4 | 0.75 | 4.8 | 1.95 | 2.6 | 0.74 | 4.9 | 2.46 | 1.1 |
| 1-49 workers..... | 29.05 | 2.0 | 21.75 | 1.8 | 7.31 | 2.7 | 1.77 | 3.4 | 0.71 | 6.3 | 1.77 | 3.5 | 0.64 | 6.6 | 2.42 | 1.5 |
| 50-99 workers..... | 33.46 | 2.8 | 23.92 | 2.7 | 9.55 | 3.4 | 2.31 | 5.1 | 0.91 | 4.7 | 2.63 | 3.8 | 1.08 | 7.8 | 2.62 | 2.0 |
| 100 workers or more..... | 44.23 | 1.5 | 29.68 | 1.5 | 14.55 | 1.7 | 3.72 | 2.4 | 1.89 | 4.0 | 3.92 | 1.6 | 1.90 | 3.3 | 3.11 | 1.1 |
| 100-499 workers..... | 37.14 | 2.3 | 25.80 | 2.3 | 11.34 | 2.5 | 2.85 | 3.6 | 1.28 | 3.3 | 3.13 | 2.6 | 1.29 | 4.6 | 2.80 | 1.6 |
| 500 workers or more..... | 53.83 | 1.9 | 34.94 | 1.9 | 18.88 | 2.2 | 4.91 | 2.8 | 2.73 | 6.0 | 4.99 | 2.0 | 2.72 | 4.0 | 3.54 | 1.6 |
| Goods-producing³ | | | | | | | | | | | | | | | | |
| 1-99 workers..... | 34.82 | 2.6 | 24.68 | 2.5 | 10.13 | 3.3 | 1.78 | 3.5 | 1.21 | 2.9 | 2.64 | 4.7 | 1.33 | 12.2 | 3.18 | 1.6 |
| 1-49 workers..... | 33.00 | 2.6 | 23.74 | 2.2 | 9.26 | 4.4 | 1.62 | 4.3 | 1.07 | 5.2 | 2.28 | 6.8 | 1.14 | 16.5 | 3.15 | 1.8 |
| 50-99 workers..... | 39.80 | 4.7 | 27.27 | 5.6 | 12.52 | 4.1 | 2.21 | 7.0 | 1.59 | 6.0 | 3.62 | 4.8 | 1.84 | 13.3 | 3.26 | 3.8 |
| 100 workers or more..... | 45.51 | 2.1 | 29.62 | 2.3 | 15.89 | 1.9 | 3.40 | 3.0 | 2.26 | 3.1 | 4.52 | 1.6 | 2.24 | 4.7 | 3.47 | 1.8 |
| 100-499 workers..... | 42.38 | 2.5 | 28.11 | 2.8 | 14.27 | 2.2 | 2.93 | 4.0 | 1.89 | 3.9 | 4.09 | 2.8 | 1.95 | 6.7 | 3.41 | 2.0 |
| 500 workers or more..... | 50.61 | 3.2 | 32.07 | 3.6 | 18.53 | 3.0 | 4.16 | 4.6 | 2.86 | 6.3 | 5.24 | 2.6 | 2.71 | 5.5 | 3.57 | 2.9 |
| Service-providing⁴ | | | | | | | | | | | | | | | | |
| 1-99 workers..... | 29.17 | 1.6 | 21.79 | 1.5 | 7.38 | 2.2 | 1.90 | 2.7 | 0.67 | 6.0 | 1.84 | 3.0 | 0.64 | 4.8 | 2.34 | 1.2 |
| 1-49 workers..... | 28.43 | 2.3 | 21.43 | 2.1 | 7.00 | 3.1 | 1.79 | 3.8 | 0.65 | 7.7 | 1.69 | 4.1 | 0.57 | 6.7 | 2.30 | 1.7 |
| 50-99 workers..... | 32.04 | 3.5 | 23.16 | 3.2 | 8.88 | 4.6 | 2.33 | 6.2 | 0.76 | 6.8 | 2.41 | 5.1 | 0.90 | 10.3 | 2.47 | 2.4 |
| 100 workers or more..... | 43.91 | 1.8 | 29.70 | 1.7 | 14.21 | 2.2 | 3.80 | 2.8 | 1.80 | 5.1 | 3.77 | 2.0 | 1.81 | 4.1 | 3.02 | 1.4 |
| 100-499 workers..... | 35.71 | 2.9 | 25.16 | 2.9 | 10.54 | 3.3 | 2.82 | 4.5 | 1.11 | 4.4 | 2.87 | 3.5 | 1.11 | 6.1 | 2.63 | 2.1 |
| 500 workers or more..... | 54.52 | 2.2 | 35.57 | 2.1 | 18.96 | 2.6 | 5.08 | 3.1 | 2.70 | 7.3 | 4.93 | 2.4 | 2.72 | 4.8 | 3.53 | 1.8 |

¹ Includes costs for wages and salaries and benefits.

² The relative standard error (RSE) is the standard error expressed as a percent of the cost.

³ Includes mining, construction, and manufacturing. The agriculture, forestry, farming, and hunting sector is excluded.

⁴ 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.

Table 7. Employer Costs for Employee Compensation for private industry workers by census region and division

[Dec. 2020]

| Area ¹ | Total compensation ² | | Wages and salaries | | Total benefits | | Paid leave | | Supplemental pay | | Insurance | | Retirement and savings | | Legally required benefits | |
|-------------------------|---------------------------------|------------------|--------------------|------------------|----------------|------------------|------------|------------------|------------------|------------------|-----------|------------------|------------------------|------------------|---------------------------|------------------|
| | Cost (\$) | RSE ³ | Cost (\$) | RSE ³ | Cost (\$) | RSE ³ | Cost (\$) | RSE ³ | Cost (\$) | RSE ³ | Cost (\$) | RSE ³ | Cost (\$) | RSE ³ | Cost (\$) | RSE ³ |
| Northeast..... | 40.62 | 1.4 | 27.89 | 1.3 | 12.72 | 1.8 | 3.20 | 3.2 | 1.48 | 6.8 | 3.35 | 2.6 | 1.56 | 4.8 | 3.14 | 0.9 |
| New England..... | 40.63 | 2.9 | 28.23 | 2.9 | 12.40 | 2.9 | 3.29 | 6.4 | 1.26 | 6.4 | 3.26 | 3.8 | 1.49 | 5.3 | 3.10 | 1.9 |
| Middle Atlantic..... | 40.61 | 1.8 | 27.77 | 1.5 | 12.84 | 2.4 | 3.16 | 3.7 | 1.55 | 8.7 | 3.39 | 3.2 | 1.59 | 6.1 | 3.15 | 1.2 |
| South..... | 32.34 | 2.3 | 23.39 | 2.0 | 8.95 | 3.2 | 2.32 | 4.1 | 1.08 | 5.4 | 2.18 | 3.3 | 0.98 | 5.5 | 2.39 | 1.8 |
| South Atlantic..... | 34.00 | 3.2 | 24.53 | 2.9 | 9.47 | 4.2 | 2.54 | 5.6 | 1.05 | 7.1 | 2.28 | 4.3 | 1.07 | 5.9 | 2.53 | 2.2 |
| East South Central..... | 29.55 | 1.8 | 21.30 | 1.4 | 8.25 | 3.4 | 2.08 | 2.5 | 0.85 | 3.4 | 2.20 | 7.9 | 0.96 | 8.2 | 2.16 | 2.1 |
| West South Central..... | 30.68 | 4.8 | 22.35 | 4.0 | 8.34 | 7.2 | 2.03 | 8.3 | 1.25 | 11.2 | 1.97 | 6.8 | 0.83 | 15.8 | 2.26 | 4.2 |
| Midwest..... | 34.76 | 2.7 | 24.01 | 2.7 | 10.75 | 3.0 | 2.50 | 5.6 | 1.30 | 2.8 | 3.05 | 2.9 | 1.31 | 5.7 | 2.59 | 1.6 |
| East North Central..... | 35.70 | 3.5 | 24.63 | 3.5 | 11.07 | 3.7 | 2.56 | 7.7 | 1.38 | 2.8 | 3.05 | 3.1 | 1.45 | 6.9 | 2.64 | 2.0 |
| West North Central..... | 32.82 | 3.4 | 22.73 | 3.2 | 10.08 | 4.3 | 2.39 | 5.6 | 1.13 | 6.5 | 3.03 | 6.1 | 1.03 | 8.6 | 2.50 | 2.7 |
| West..... | 40.19 | 2.0 | 28.28 | 1.9 | 11.91 | 2.5 | 3.04 | 3.4 | 1.28 | 6.3 | 3.12 | 2.6 | 1.33 | 4.9 | 3.14 | 1.5 |
| Mountain..... | 33.80 | 2.4 | 23.61 | 2.2 | 10.19 | 3.1 | 2.38 | 4.4 | 1.25 | 6.3 | 2.85 | 5.4 | 1.16 | 6.7 | 2.55 | 1.6 |
| Pacific..... | 42.81 | 2.5 | 30.19 | 2.4 | 12.62 | 3.3 | 3.31 | 4.4 | 1.29 | 8.4 | 3.24 | 3.2 | 1.40 | 6.2 | 3.38 | 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 costs for wages and salaries and benefits.

³ The relative standard error (RSE) is the standard error expressed as a percent of the cost.