

# RELATIVE STANDARD ERRORS FOR ESTIMATES PUBLISHED IN EMPLOYER COSTS FOR EMPLOYEE COMPENSATION NEWS RELEASE TABLES December 2018

The following tables provide the relative standard errors for all cost estimates published in the Employer Costs for Employee Compensation – December 2018 news release tables.

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,” Compensation and Working Conditions, Summer 1997 and is available online at [www.bls.gov/opub/mlr/cwc/measuring-trends-in-the-structure-and-levels-of-employer-costs-for-employee-compensation.pdf](http://www.bls.gov/opub/mlr/cwc/measuring-trends-in-the-structure-and-levels-of-employer-costs-for-employee-compensation.pdf). 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 and is available online at [www.bls.gov/opub/mlr/cwc/analyzing-year-to-year-changes-in-employer-costs-for-employee-compensation.pdf](http://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,” which examined how differences in the construction of these measures contribute to differing trends and is available online at [www.bls.gov/opub/mlr/cwc/explaining-the-differential-growth-rates-of-the-eci-and-ecec.pdf](http://www.bls.gov/opub/mlr/cwc/explaining-the-differential-growth-rates-of-the-eci-and-ecec.pdf).

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 by contacting us by one of the methods listed below. 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 per hour worked for employee compensation and the relative standard error: civilian workers, by major occupational and industry group, December 2018**

(Relative standard error in percent)

Compensation component	Occupational group							
	All workers <sup>1</sup>		Management, professional, and related		Sales and office		Service	
	Cost	Relative standard error	Cost	Relative standard error	Cost	Relative standard error	Cost	Relative standard error
Total compensation .....	\$36.32	1.3	\$59.86	1.4	\$26.50	1.2	\$19.28	1.9
Wages and salaries .....	24.91	1.3	40.94	1.4	18.57	1.2	13.73	1.7
Total benefits .....	11.41	1.6	18.92	1.5	7.93	1.6	5.55	2.8
Paid leave .....	2.62	2.2	5.04	2.1	1.78	2.2	1.01	4.2
Vacation .....	1.28	2.5	2.45	2.6	0.89	2.4	0.47	4.4
Holiday .....	0.78	2.0	1.45	2.1	0.53	1.9	0.31	4.9
Sick .....	0.40	2.2	0.83	1.8	0.24	2.2	0.16	4.5
Personal .....	0.16	2.2	0.31	2.2	0.12	3.0	0.07	8.6
Supplemental pay .....	1.01	2.9	1.63	4.2	0.65	3.4	0.40	4.8
Overtime and premium <sup>4</sup> .....	0.28	1.7	0.16	4.7	0.17	2.2	0.19	5.0
Shift differentials .....	0.07	5.0	0.10	8.2	0.03	11.6	0.07	10.5
Nonproduction bonuses .....	0.66	4.1	1.36	5.0	0.46	4.5	0.14	10.4
Insurance .....	3.16	1.5	4.81	1.3	2.52	1.6	1.62	4.2
Life .....	0.05	2.1	0.08	2.7	0.03	2.9	0.02	4.3
Health .....	3.00	1.5	4.54	1.3	2.41	1.6	1.57	4.2
Short-term disability .....	0.06	3.2	0.11	4.5	0.04	3.3	0.02	11.5
Long-term disability .....	0.04	3.1	0.09	3.3	0.03	5.2	( <sup>5</sup> )	( <sup>6</sup> )
Retirement and savings .....	1.95	2.4	3.72	2.3	1.02	3.9	0.84	5.5
Defined benefit .....	1.22	2.8	2.31	3.0	0.53	6.0	0.67	6.7
Defined contribution .....	0.73	3.2	1.41	3.7	0.48	3.4	0.18	4.5
Legally required benefits .....	2.66	1.1	3.73	1.1	1.96	1.0	1.68	1.8
Social Security and Medicare .....	2.03	1.2	3.22	1.1	1.55	1.1	1.14	1.6
Social Security <sup>7</sup> .....	1.62	1.1	2.54	1.1	1.25	1.1	0.91	1.6
Medicare .....	0.41	1.3	0.68	1.5	0.30	1.2	0.22	1.6
Federal unemployment insurance .....	0.03	2.5	0.02	4.4	0.04	2.8	0.04	5.0
State unemployment insurance .....	0.14	1.9	0.14	3.4	0.13	2.1	0.12	5.0
Workers' compensation .....	0.46	1.5	0.34	1.9	0.24	1.9	0.38	2.8

See footnotes at end of table.

**Table 1. Employer costs per hour worked for employee compensation and the relative standard error: civilian workers, by major occupational and industry group, December 2018 — Continued**

(Relative standard error in percent)

Compensation component	Occupational group				Industry group			
	Natural resources, construction, and maintenance		Production, transportation, and material moving		Goods-producing <sup>2</sup>		Service-providing <sup>3</sup>	
	Cost	Relative standard error	Cost	Relative standard error	Cost	Relative standard error	Cost	Relative standard error
Total compensation .....	\$35.92	1.5	\$28.90	2.1	\$39.53	1.9	\$35.77	1.5
Wages and salaries .....	24.06	1.1	18.98	1.7	26.33	1.7	24.67	1.4
Total benefits .....	11.86	2.6	9.93	2.9	13.20	2.5	11.10	1.8
Paid leave .....	1.92	2.6	1.74	3.7	2.57	3.4	2.63	2.4
Vacation .....	0.97	2.8	0.87	4.1	1.32	3.7	1.27	2.8
Holiday .....	0.62	2.9	0.58	3.3	0.87	3.0	0.76	2.3
Sick .....	0.24	2.8	0.22	5.7	0.29	4.0	0.42	2.3
Personal .....	0.10	7.3	0.08	5.4	0.09	6.4	0.17	2.4
Supplemental pay .....	1.17	3.2	1.15	3.8	1.67	3.7	0.90	3.6
Overtime and premium <sup>4</sup> .....	0.77	4.0	0.59	3.2	0.65	2.8	0.22	2.2
Shift differentials .....	0.05	8.7	0.11	5.6	0.11	5.8	0.07	6.2
Nonproduction bonuses .....	0.35	5.4	0.45	7.2	0.92	6.2	0.61	4.9
Insurance .....	3.23	3.3	3.04	3.6	3.66	2.8	3.07	1.7
Life .....	0.05	3.8	0.04	3.8	0.06	3.4	0.04	2.5
Health .....	3.07	3.3	2.89	3.6	3.46	2.8	2.92	1.7
Short-term disability .....	0.08	7.1	0.06	4.6	0.09	4.7	0.06	3.9
Long-term disability .....	0.03	8.8	0.04	7.4	0.05	5.4	0.04	3.4
Retirement and savings .....	2.12	6.6	1.37	5.7	1.98	6.2	1.95	2.7
Defined benefit .....	1.44	8.5	0.79	8.2	1.01	9.3	1.26	3.1
Defined contribution .....	0.68	4.8	0.58	7.5	0.97	4.3	0.69	3.8
Legally required benefits .....	3.41	1.4	2.63	1.6	3.33	1.1	2.54	1.3
Social Security and Medicare .....	2.04	1.2	1.64	1.8	2.26	1.6	1.99	1.3
Social Security <sup>7</sup> .....	1.65	1.2	1.32	1.8	1.82	1.5	1.58	1.3
Medicare .....	0.39	1.1	0.32	1.9	0.44	1.8	0.41	1.5
Federal unemployment insurance .....	0.03	3.9	0.03	4.5	0.03	2.2	0.03	2.9
State unemployment insurance .....	0.18	3.6	0.14	4.5	0.19	3.4	0.13	2.3
Workers' compensation .....	1.17	3.3	0.81	2.2	0.85	2.3	0.40	1.8

<sup>1</sup> Includes workers in the private nonfarm economy excluding households and the public sector excluding the Federal government.

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

<sup>3</sup> Includes utilities; wholesale trade; retail trade; transportation and warehousing; information; finance and insurance; real estate and rental and leasing; professional and technical services; management of companies and enterprises; administrative and waste services; educational services; health care and social assistance; arts, entertainment and recreation; accommodation and food services; other services, except public administration; and public administration.

<sup>4</sup> Includes premium pay (such as overtime, weekends, and holidays) for work in addition to the regular work schedule.

<sup>5</sup> Cost per hour worked is \$0.01 or less.

<sup>6</sup> Relative standard error is suppressed because cost per hour worked is \$0.01 or less.

<sup>7</sup> Social Security refers to the Old-Age, Survivors, and Disability Insurance (OASDI) program.

**Table 2. Employer costs per hour worked for employee compensation and the relative standard error: civilian workers, by occupational and industry group, December 2018**

(Relative standard error in percent)

Series	Total compensation	Wages and salaries	Benefit costs					
			Total	Paid leave	Supplemental pay	Insurance	Retirement and savings	Legally required benefits
<b>Cost per hour worked</b>								
Civilian workers <sup>1</sup> .....	\$36.32	\$24.91	\$11.41	\$2.62	\$1.01	\$3.16	\$1.95	\$2.66
<b>Occupational group</b>								
Management, professional, and related .....	59.86	40.94	18.92	5.04	1.63	4.81	3.72	3.73
Management, business, and financial .....	66.49	45.45	21.04	6.21	2.51	4.61	3.51	4.20
Professional and related .....	56.89	38.92	17.97	4.52	1.24	4.89	3.81	3.52
Teachers <sup>2</sup> .....	62.94	42.97	19.97	3.29	0.24	6.29	6.89	3.26
Primary, secondary, and special education school teachers .....	62.39	41.53	20.85	2.94	0.21	6.84	7.88	2.98
Registered nurses .....	56.11	36.79	19.32	5.30	2.04	5.20	3.04	3.73
Sales and office .....	26.50	18.57	7.93	1.78	0.65	2.52	1.02	1.96
Sales and related .....	24.56	18.52	6.04	1.40	0.60	1.51	0.63	1.90
Office and administrative support .....	27.69	18.60	9.09	2.02	0.68	3.13	1.26	2.00
Service .....	19.28	13.73	5.55	1.01	0.40	1.62	0.84	1.68
Natural resources, construction, and maintenance .....	35.92	24.06	11.86	1.92	1.17	3.23	2.12	3.41
Construction, extraction, farming, fishing, and forestry <sup>3</sup> .....	36.71	24.35	12.36	1.54	1.18	3.26	2.57	3.81
Installation, maintenance, and repair .....	35.09	23.76	11.33	2.32	1.16	3.20	1.65	3.00
Production, transportation, and material moving .....	28.90	18.98	9.93	1.74	1.15	3.04	1.37	2.63
Production .....	27.71	18.36	9.35	1.70	1.32	2.97	0.96	2.40
Transportation and material moving .....	30.01	19.55	10.46	1.78	0.99	3.10	1.74	2.84
<b>Industry group</b>								
Education and health services .....	42.39	28.78	13.61	3.20	0.64	4.18	2.95	2.64
Educational services .....	52.66	34.98	17.68	3.43	0.25	5.71	5.46	2.82
Elementary and secondary schools .....	51.45	33.76	17.70	2.77	0.20	5.94	6.20	2.59
Junior colleges, colleges, and universities .....	58.40	38.92	19.48	5.13	0.37	5.90	4.74	3.34
Health care and social assistance .....	36.10	24.99	11.11	3.06	0.88	3.23	1.41	2.52
Hospitals .....	49.42	31.95	17.47	4.76	1.74	5.14	2.63	3.19
<b>Relative standard error</b>								
Civilian workers <sup>1</sup> .....	1.3	1.3	1.6	2.2	2.9	1.5	2.4	1.1
<b>Occupational group</b>								
Management, professional, and related .....	1.4	1.4	1.5	2.1	4.2	1.3	2.3	1.1
Management, business, and financial .....	1.4	1.3	1.8	2.1	6.2	1.8	3.5	1.0
Professional and related .....	1.8	1.9	1.8	2.7	4.4	1.6	2.8	1.3
Teachers <sup>2</sup> .....	1.9	1.8	2.3	3.7	5.5	2.4	2.7	2.3
Primary, secondary, and special education school teachers .....	2.3	2.0	2.9	4.1	7.6	3.2	3.4	2.4
Registered nurses .....	1.6	1.6	2.2	3.3	5.2	3.4	4.4	2.0
Sales and office .....	1.2	1.2	1.6	2.2	3.4	1.6	3.9	1.0
Sales and related .....	2.7	2.5	3.7	5.0	6.5	3.2	11.4	1.9
Office and administrative support .....	1.0	0.9	1.5	1.9	3.5	1.9	3.4	1.1
Service .....	1.9	1.7	2.8	4.2	4.8	4.2	5.5	1.8
Natural resources, construction, and maintenance .....	1.5	1.1	2.6	2.6	3.2	3.3	6.6	1.4
Construction, extraction, farming, fishing, and forestry <sup>3</sup> .....	2.4	1.6	4.2	5.5	4.9	5.8	9.1	1.8
Installation, maintenance, and repair .....	1.8	1.6	2.8	2.3	3.7	3.4	8.7	1.6
Production, transportation, and material moving .....	2.1	1.7	2.9	3.7	3.8	3.6	5.7	1.6
Production .....	2.0	1.5	3.2	3.5	5.3	3.9	6.2	1.8
Transportation and material moving .....	3.5	3.0	4.7	6.3	5.9	5.5	8.7	2.3
<b>Industry group</b>								
Education and health services .....	2.6	2.6	2.6	4.0	4.7	2.6	3.4	1.8
Educational services .....	1.1	1.1	1.3	2.6	4.0	1.4	1.7	1.6
Elementary and secondary schools .....	1.1	0.9	1.6	2.9	5.3	1.7	2.0	1.3
Junior colleges, colleges, and universities .....	1.7	1.8	2.0	2.8	7.7	3.1	3.8	2.3
Health care and social assistance .....	4.6	4.6	4.8	6.4	5.7	5.1	9.0	2.8
Hospitals .....	2.1	2.0	2.8	4.6	3.9	2.5	5.7	1.7

<sup>1</sup> Includes workers in the private nonfarm economy excluding households and the public sector excluding the Federal government.

<sup>2</sup> Includes postsecondary teachers; primary, secondary, and special education teachers; and other teachers and instructors.

<sup>3</sup> Farming, fishing, and forestry occupations were combined with construction and extraction occupational group as of December 2006.

**Table 3. Employer costs per hour worked for employee compensation and the relative standard error: state and local government workers, by major occupational and industry group, December 2018**

(Relative standard error in percent)

Compensation component	Occupational group <sup>1</sup>								Industry group	
	All workers		Management, professional, and related		Sales and office		Service		Service-providing <sup>2</sup>	
	Cost	Relative standard error	Cost	Relative standard error	Cost	Relative standard error	Cost	Relative standard error	Cost	Relative standard error
Total compensation .....	\$50.55	0.7	\$60.70	1.0	\$34.80	1.5	\$36.79	2.5	\$50.64	0.7
Wages and salaries .....	31.59	0.7	39.21	1.0	20.18	1.5	21.22	2.2	31.68	0.7
Total benefits .....	18.96	1.0	21.49	1.2	14.63	1.8	15.57	3.0	18.97	1.0
Paid leave .....	3.79	1.7	4.27	2.2	3.04	2.3	3.11	3.6	3.79	1.7
Vacation .....	1.44	2.5	1.47	3.7	1.35	2.6	1.38	3.9	1.43	2.5
Holiday .....	1.08	2.2	1.17	3.2	0.94	2.5	0.95	3.8	1.08	2.3
Sick .....	0.97	1.3	1.23	1.6	0.60	2.8	0.62	3.7	0.97	1.4
Personal .....	0.30	2.3	0.40	2.6	0.16	4.9	0.16	5.9	0.30	2.3
Supplemental pay .....	0.50	3.1	0.40	4.3	0.30	6.9	0.78	5.5	0.49	3.1
Overtime and premium <sup>3</sup> .....	0.21	3.4	0.09	6.0	0.16	5.1	0.46	5.8	0.21	3.3
Shift differentials .....	0.05	6.3	0.04	8.1	0.02	15.2	0.09	8.7	0.05	6.3
Nonproduction bonuses .....	0.24	4.4	0.27	5.6	0.13	14.4	0.23	9.7	0.24	4.3
Insurance .....	5.95	1.0	6.53	1.3	5.52	2.1	4.67	1.9	5.95	1.0
Life .....	0.07	3.0	0.08	4.0	0.06	6.1	0.05	4.2	0.07	3.0
Health .....	5.79	1.0	6.35	1.3	5.41	2.1	4.56	1.9	5.79	1.0
Short-term disability .....	0.03	3.7	0.04	3.6	0.03	5.4	0.02	9.6	0.03	3.7
Long-term disability .....	0.05	3.1	0.06	3.4	0.03	5.9	0.03	8.1	0.05	3.0
Retirement and savings .....	5.95	1.4	7.15	1.5	3.66	3.0	4.75	5.2	5.96	1.4
Defined benefit .....	5.52	1.5	6.58	1.6	3.42	3.0	4.52	5.3	5.53	1.5
Defined contribution .....	0.43	5.4	0.57	6.2	0.24	9.8	0.23	7.3	0.43	5.4
Legally required benefits .....	2.78	1.2	3.13	1.5	2.10	1.8	2.27	2.2	2.79	1.2
Social Security and Medicare .....	2.18	1.1	2.61	1.5	1.57	1.9	1.52	2.3	2.18	1.1
Social Security <sup>4</sup> .....	1.66	1.3	1.98	1.8	1.23	2.2	1.15	2.8	1.67	1.3
Medicare .....	0.52	0.7	0.63	1.0	0.34	1.5	0.36	2.5	0.52	0.7
Federal unemployment insurance .....	( <sup>5</sup> )	( <sup>6</sup> )	( <sup>5</sup> )	( <sup>6</sup> )	( <sup>5</sup> )	( <sup>6</sup> )	( <sup>5</sup> )	( <sup>6</sup> )	( <sup>5</sup> )	( <sup>6</sup> )
State unemployment insurance .....	0.06	8.0	0.07	9.3	0.06	9.1	0.06	13.4	0.06	8.0
Workers' compensation .....	0.54	2.5	0.45	3.5	0.47	5.1	0.69	3.4	0.54	2.5

<sup>1</sup> 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.

<sup>2</sup> Service-providing industries, which include health and educational services, employ a large part of the State and local government workforce.

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

<sup>4</sup> Social Security refers to the Old-Age, Survivors, and Disability Insurance (OASDI) program.

<sup>5</sup> Cost per hour worked is \$0.01 or less.

<sup>6</sup> Relative standard error is suppressed because cost per hour worked is \$0.01 or less.

**Table 4. Employer costs per hour worked for employee compensation and the relative standard error: state and local government workers, by occupational and industry group, December 2018**

(Relative standard error in percent)

Series	Total compensation	Wages and salaries	Benefit costs					
			Total	Paid leave	Supplemental pay	Insurance	Retirement and savings	Legally required benefits
<b>Cost per hour worked</b>								
State and local government workers .....	\$50.55	\$31.59	\$18.96	\$3.79	\$0.50	\$5.95	\$5.95	\$2.78
<b>Occupational group</b>								
Management, professional, and related .....	60.70	39.21	21.49	4.27	0.40	6.53	7.15	3.13
Professional and related .....	59.02	38.42	20.60	3.80	0.37	6.52	6.90	3.02
Teachers <sup>1</sup> .....	66.95	44.73	22.22	3.37	0.25	7.14	8.25	3.22
Primary, secondary, and special education school teachers .....	66.46	43.80	22.66	3.04	0.23	7.49	8.85	3.05
Sales and office .....	34.80	20.18	14.63	3.04	0.30	5.52	3.66	2.10
Office and administrative support .....	34.96	20.22	14.73	3.05	0.30	5.59	3.69	2.10
Service .....	36.79	21.22	15.57	3.11	0.78	4.67	4.75	2.27
<b>Industry group</b>								
Education and health services .....	52.95	34.24	18.71	3.50	0.34	6.13	6.03	2.71
Educational services .....	54.29	35.32	18.98	3.37	0.25	6.26	6.37	2.72
Elementary and secondary schools .....	52.69	34.28	18.41	2.76	0.21	6.24	6.63	2.57
Junior colleges, colleges, and universities .....	58.60	38.13	20.47	5.09	0.35	6.28	5.62	3.13
Health care and social assistance .....	44.63	27.54	17.09	4.27	0.87	5.35	3.93	2.66
Hospitals .....	47.15	29.70	17.45	4.52	1.05	5.28	3.80	2.79
Public administration .....	48.48	28.16	20.32	4.51	0.77	5.85	6.23	2.96
<b>Relative standard error</b>								
State and local government workers .....	0.7	0.7	1.0	1.7	3.1	1.0	1.4	1.2
<b>Occupational group</b>								
Management, professional, and related .....	1.0	1.0	1.2	2.2	4.3	1.3	1.5	1.5
Professional and related .....	1.0	1.1	1.2	2.3	4.6	1.4	1.7	1.5
Teachers <sup>1</sup> .....	1.2	1.2	1.5	3.3	5.2	1.7	1.9	1.9
Primary, secondary, and special education school teachers .....	1.2	1.1	1.6	3.3	6.1	2.2	2.0	2.2
Sales and office .....	1.5	1.5	1.8	2.3	6.9	2.1	3.0	1.8
Office and administrative support .....	1.6	1.5	1.9	2.3	7.0	2.2	3.1	1.7
Service .....	2.5	2.2	3.0	3.6	5.5	1.9	5.2	2.2
<b>Industry group</b>								
Education and health services .....	0.8	0.7	1.1	2.4	4.2	1.2	1.4	1.5
Educational services .....	0.8	0.7	1.2	2.6	4.8	1.2	1.5	1.5
Elementary and secondary schools .....	1.0	0.8	1.5	2.9	5.1	1.8	1.8	1.5
Junior colleges, colleges, and universities .....	2.1	2.3	2.3	3.7	11.3	4.1	4.7	3.0
Health care and social assistance .....	3.9	4.2	4.1	5.7	6.6	3.8	6.4	4.9
Hospitals .....	4.6	4.9	4.7	6.3	7.2	4.9	9.0	5.4
Public administration .....	1.7	1.7	1.8	2.5	4.4	1.6	2.9	2.0

<sup>1</sup> Includes postsecondary teachers; primary, secondary, and special education teachers; and other teachers and instructors.

**Table 5. Employer costs per hour worked for employee compensation and the relative standard error: private industry workers, by major occupational group and bargaining unit status, December 2018**

(Relative standard error in percent)

Compensation component	Occupational group							
	All workers		Management, professional, and related		Sales and office		Service	
	Cost	Relative standard error	Cost	Relative standard error	Cost	Relative standard error	Cost	Relative standard error
Total compensation .....	\$34.05	1.6	\$59.57	1.8	\$25.77	1.4	\$16.78	2.1
Wages and salaries .....	23.85	1.5	41.52	1.8	18.43	1.3	12.66	1.9
Total benefits .....	10.20	1.9	18.05	2.0	7.34	1.8	4.12	3.2
Paid leave .....	2.44	2.6	5.30	2.5	1.67	2.5	0.71	5.3
Vacation .....	1.26	2.9	2.78	2.9	0.85	2.8	0.34	5.4
Holiday .....	0.73	2.3	1.55	2.4	0.50	2.2	0.22	6.6
Sick .....	0.31	3.0	0.69	2.8	0.21	2.7	0.10	5.6
Personal .....	0.14	2.7	0.28	3.0	0.12	3.4	0.05	12.2
Supplemental pay .....	1.09	3.1	2.05	4.4	0.69	3.5	0.35	5.5
Overtime and premium <sup>1</sup> .....	0.29	1.8	0.19	5.5	0.17	2.2	0.16	5.9
Shift differentials .....	0.08	5.5	0.13	9.2	0.03	12.3	0.07	12.2
Nonproduction bonuses .....	0.72	4.3	1.73	5.2	0.49	4.6	0.13	12.4
Insurance .....	2.71	1.9	4.22	1.9	2.25	1.9	1.18	6.0
Life .....	0.04	2.6	0.08	3.5	0.03	3.2	0.02	6.5
Health .....	2.56	1.9	3.92	1.9	2.15	1.9	1.14	6.1
Short-term disability .....	0.07	3.5	0.13	4.7	0.05	3.5	0.02	13.5
Long-term disability .....	0.04	3.6	0.09	4.0	0.03	5.8	( <sup>2</sup> )	( <sup>3</sup> )
Retirement and savings .....	1.32	3.4	2.55	4.2	0.78	5.3	0.29	5.6
Defined benefit .....	0.54	5.5	0.86	8.4	0.28	11.7	0.12	11.3
Defined contribution .....	0.78	3.5	1.69	4.1	0.51	3.5	0.17	5.2
Legally required benefits .....	2.64	1.2	3.93	1.2	1.95	1.1	1.59	1.9
Social Security and Medicare .....	2.01	1.3	3.43	1.3	1.55	1.2	1.08	1.8
Social Security <sup>4</sup> .....	1.61	1.3	2.73	1.2	1.25	1.2	0.88	1.8
Medicare .....	0.40	1.5	0.70	1.9	0.30	1.4	0.21	1.8
Federal unemployment insurance .....	0.04	2.6	0.03	4.1	0.04	2.8	0.04	5.2
State unemployment insurance .....	0.15	1.9	0.16	3.5	0.13	2.2	0.13	5.3
Workers' compensation .....	0.45	1.7	0.31	2.1	0.22	1.9	0.34	3.1

See footnotes at end of table.

**Table 5. Employer costs per hour worked for employee compensation and the relative standard error: private industry workers, by major occupational group and bargaining unit status, December 2018 — Continued**

(Relative standard error in percent)

Compensation component	Occupational group				Bargaining unit status			
	Natural resources, construction, and maintenance		Production, transportation, and material moving		Union		Nonunion	
	Cost	Relative standard error	Cost	Relative standard error	Cost	Relative standard error	Cost	Relative standard error
Total compensation .....	\$35.34	1.6	\$28.51	2.1	\$47.29	2.4	\$32.81	1.7
Wages and salaries .....	23.95	1.1	18.84	1.8	27.85	2.4	23.47	1.6
Total benefits .....	11.39	2.9	9.67	3.1	19.45	2.5	9.33	2.0
Paid leave .....	1.77	2.9	1.70	3.9	3.36	4.1	2.35	2.7
Vacation .....	0.91	3.1	0.86	4.3	1.71	4.2	1.21	3.0
Holiday .....	0.57	3.2	0.57	3.5	0.99	4.4	0.71	2.5
Sick .....	0.20	3.5	0.21	6.2	0.48	5.2	0.30	3.2
Personal .....	0.09	8.2	0.07	5.8	0.18	8.8	0.14	2.9
Supplemental pay .....	1.20	3.4	1.16	3.9	1.56	5.5	1.05	3.3
Overtime and premium <sup>1</sup> .....	0.79	4.2	0.60	3.2	0.77	5.0	0.25	1.9
Shift differentials .....	0.05	8.9	0.11	5.6	0.22	8.0	0.06	5.7
Nonproduction bonuses .....	0.37	5.6	0.45	7.5	0.57	9.3	0.74	4.5
Insurance .....	3.02	3.9	2.94	3.7	6.61	2.1	2.34	2.0
Life .....	0.04	4.2	0.04	4.1	0.08	3.0	0.04	3.1
Health .....	2.87	3.9	2.79	3.7	6.27	2.1	2.21	1.9
Short-term disability .....	0.08	7.4	0.06	4.8	0.18	3.9	0.06	4.3
Long-term disability .....	0.03	9.7	0.04	7.7	0.08	8.4	0.04	4.0
Retirement and savings .....	1.93	7.8	1.25	6.3	4.31	4.4	1.04	4.0
Defined benefit .....	1.23	10.7	0.65	10.2	3.16	5.8	0.29	8.3
Defined contribution .....	0.71	5.0	0.60	7.5	1.15	6.8	0.74	3.5
Legally required benefits .....	3.46	1.4	2.62	1.7	3.60	2.3	2.55	1.3
Social Security and Medicare .....	2.05	1.2	1.64	1.9	2.46	2.5	1.96	1.4
Social Security <sup>4</sup> .....	1.66	1.2	1.32	1.8	1.98	2.5	1.57	1.4
Medicare .....	0.39	1.2	0.31	2.0	0.48	2.6	0.39	1.6
Federal unemployment insurance .....	0.03	3.9	0.03	4.5	0.04	6.4	0.04	2.9
State unemployment insurance .....	0.19	3.7	0.15	4.5	0.18	5.5	0.14	2.1
Workers' compensation .....	1.19	3.5	0.81	2.4	0.93	3.7	0.41	2.0

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

<sup>2</sup> Cost per hour worked is \$0.01 or less.

<sup>3</sup> Relative standard error is suppressed because cost per hour worked is \$0.01 or less.

<sup>4</sup> Social Security refers to the Old-Age, Survivors, and Disability Insurance (OASDI) program.



**Table 6. Employer costs per hour worked for employee compensation and the relative standard error: private industry workers, by major industry group, December 2018**

(Relative standard error in percent)

Compensation component	Goods-producing <sup>1</sup>						Service-providing <sup>2</sup>					
	All goods-producing <sup>1</sup>		Construction		Manufacturing		All service-providing <sup>2</sup>		Trade, transportation, and utilities		Information	
	Cost	Relative standard error	Cost	Relative standard error	Cost	Relative standard error	Cost	Relative standard error	Cost	Relative standard error	Cost	Relative standard error
Total compensation .....	\$39.49	2.0	\$39.19	2.4	\$39.09	2.4	\$32.95	1.9	\$28.22	1.9	\$57.29	4.1
Wages and salaries .....	26.35	1.7	27.12	1.8	25.59	2.4	23.34	1.7	19.82	1.8	37.98	3.7
Total benefits .....	13.14	2.6	12.07	4.2	13.49	2.7	9.61	2.3	8.40	2.4	19.31	5.5
Paid leave .....	2.55	3.4	1.71	5.9	2.96	3.5	2.42	3.0	1.77	3.1	5.18	6.1
Vacation .....	1.31	3.8	0.89	6.0	1.52	3.8	1.24	3.4	0.92	3.7	2.72	7.2
Holiday .....	0.87	3.1	0.58	6.4	1.02	3.1	0.70	2.8	0.51	2.5	1.36	4.8
Sick .....	0.28	4.2	0.18	5.6	0.33	4.9	0.32	3.4	0.23	4.8	0.58	7.5
Personal .....	0.09	6.5	0.07	15.6	0.10	5.7	0.15	3.1	0.11	3.9	0.52	7.8
Supplemental pay .....	1.68	3.7	1.22	4.9	1.92	4.3	0.98	3.9	0.79	5.1	2.58	6.4
Overtime and premium <sup>3</sup> .....	0.65	2.8	0.72	6.5	0.60	3.9	0.22	2.4	0.28	3.7	0.23	13.0
Shift differentials .....	0.11	5.8	( <sup>4</sup> )	( <sup>5</sup> )	0.16	6.0	0.07	6.9	0.02	15.3	0.03	21.9
Nonproduction bonuses .....	0.93	6.2	0.49	8.3	1.16	7.0	0.68	5.2	0.48	7.4	2.32	6.9
Insurance .....	3.63	3.0	3.13	6.6	3.88	2.8	2.53	2.3	2.32	2.4	4.89	3.7
Life .....	0.06	3.5	0.04	7.0	0.07	3.8	0.04	3.2	0.03	2.9	0.08	11.3
Health .....	3.43	3.0	2.99	6.7	3.65	2.8	2.38	2.3	2.21	2.4	4.50	3.6
Short-term disability .....	0.09	4.6	0.06	10.9	0.11	4.8	0.06	4.3	0.05	4.0	0.23	8.7
Long-term disability .....	0.05	5.4	0.04	13.4	0.05	5.1	0.04	4.2	0.04	7.2	0.08	8.4
Retirement and savings .....	1.94	6.4	2.09	11.0	1.74	5.7	1.19	4.0	1.18	5.0	2.97	17.0
Defined benefit .....	0.96	9.8	1.27	15.1	0.73	9.1	0.45	6.8	0.58	8.5	( <sup>1</sup> )1.48	30.5
Defined contribution .....	0.97	4.3	0.83	7.9	1.01	4.1	0.74	4.2	0.60	5.8	1.48	5.9
Legally required benefits .....	3.34	1.1	3.92	1.2	3.00	1.7	2.50	1.5	2.34	1.5	3.70	3.3
Social Security and Medicare .....	2.26	1.6	2.27	1.8	2.24	2.1	1.95	1.6	1.66	1.7	3.18	3.3
Social Security <sup>6</sup> .....	1.82	1.5	1.83	1.8	1.80	2.1	1.57	1.5	1.34	1.7	2.53	3.2
Medicare .....	0.44	1.8	0.43	1.9	0.44	2.4	0.39	1.8	0.32	1.9	0.65	4.0
Federal unemployment insurance .....	0.03	2.2	0.03	4.3	0.03	3.0	0.04	3.0	0.04	2.9	0.03	6.2
State unemployment insurance .....	0.19	3.4	0.26	3.4	0.16	4.4	0.14	2.4	0.12	2.4	0.16	4.8
Workers' compensation .....	0.85	2.3	1.36	3.2	0.57	2.1	0.37	2.0	0.53	2.8	0.32	6.8

See footnotes at end of table.

**Table 6. Employer costs per hour worked for employee compensation and the relative standard error: private industry workers, by major industry group, December 2018 — Continued**

(Relative standard error in percent)

Compensation component	Service-providing <sup>2</sup>									
	Financial activities		Professional and business services		Education and health services		Leisure and hospitality		Other services	
	Cost	Relative standard error	Cost	Relative standard error	Cost	Relative standard error	Cost	Relative standard error	Cost	Relative standard error
Total compensation .....	\$46.67	1.9	\$40.65	3.5	\$36.85	4.1	\$15.40	3.7	\$28.93	5.5
Wages and salaries .....	31.40	1.7	29.25	3.2	25.92	4.2	12.05	3.2	21.11	4.8
Total benefits .....	15.26	2.5	11.41	4.7	10.93	4.4	3.35	5.4	7.82	8.9
Paid leave .....	4.02	2.5	3.21	5.5	3.04	5.9	0.50	9.5	1.72	11.7
Vacation .....	2.12	2.5	1.67	5.9	1.51	7.3	0.28	9.4	0.84	12.2
Holiday .....	1.13	2.5	0.96	5.4	0.91	5.4	0.12	9.5	0.56	11.7
Sick .....	0.51	3.1	0.41	6.8	0.43	5.2	0.08	11.2	0.21	12.9
Personal .....	0.26	4.1	0.17	7.0	0.19	4.1	0.03	20.0	0.10	19.1
Supplemental pay .....	2.50	9.3	1.28	7.7	0.80	5.9	0.22	10.1	0.44	18.6
Overtime and premium <sup>3</sup> .....	0.20	7.0	0.25	6.9	0.22	6.5	0.10	7.7	0.19	17.2
Shift differentials .....	( <sup>4</sup> )	( <sup>5</sup> )	( <sup>*)</sup> 0.02	30.8	0.25	8.1	( <sup>4</sup> )	( <sup>5</sup> )	( <sup>4</sup> )	( <sup>5</sup> )
Nonproduction bonuses .....	2.29	9.8	1.02	9.6	0.33	11.4	0.11	19.3	( <sup>*)</sup> 0.23	30.9
Insurance .....	3.97	1.8	2.58	5.7	3.15	4.9	0.85	6.7	2.13	13.8
Life .....	0.06	5.9	0.04	6.7	0.04	9.0	( <sup>4</sup> )	( <sup>5</sup> )	0.03	15.4
Health .....	3.71	1.8	2.41	5.7	2.97	4.8	0.82	6.7	2.03	13.9
Short-term disability .....	0.14	2.8	0.07	9.4	0.07	11.7	( <sup>4</sup> )	( <sup>5</sup> )	0.05	21.1
Long-term disability .....	0.06	4.0	0.06	8.7	0.06	8.9	( <sup>4</sup> )	( <sup>5</sup> )	0.02	21.0
Retirement and savings .....	1.74	3.5	1.33	9.3	1.34	8.3	0.24	13.9	1.23	19.5
Defined benefit .....	0.45	10.7	0.48	20.3	0.39	12.1	( <sup>*)</sup> 0.07	37.1	0.62	27.0
Defined contribution .....	1.29	3.5	0.84	7.2	0.95	10.0	0.17	14.0	0.61	14.4
Legally required benefits .....	3.03	1.4	3.01	3.0	2.60	2.6	1.53	3.3	2.30	3.8
Social Security and Medicare .....	2.62	1.8	2.45	3.2	2.15	3.0	1.04	3.3	1.77	4.4
Social Security <sup>6</sup> .....	2.08	1.7	1.96	3.2	1.72	2.8	0.84	3.3	1.43	4.2
Medicare .....	0.54	2.2	0.48	3.4	0.43	4.3	0.20	3.3	0.34	5.0
Federal unemployment insurance .....	0.04	2.6	0.04	5.8	0.03	2.9	0.05	8.7	0.03	7.4
State unemployment insurance .....	0.14	2.7	0.19	3.7	0.14	6.4	0.12	8.6	0.12	8.1
Workers' compensation .....	0.23	4.7	0.34	6.6	0.29	2.5	0.32	4.7	0.38	5.6

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

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

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

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

<sup>5</sup> Relative standard error is suppressed because cost per hour worked is \$0.01 or less.

<sup>6</sup> Social Security refers to the Old-Age, Survivors, and Disability Insurance (OASDI) program.

(<sup>\*)</sup> The relative standard error for this estimate is greater than 30 percent.

**Table 7. Employer costs per hour worked for employee compensation and the relative standard error: private industry workers, by census region and division, December 2018**

(Relative standard error in percent)

Compensation component	Census region and division <sup>1</sup>									
	Northeast		Northeast divisions				South		South divisions	
	Cost	Relative standard error	New England		Middle Atlantic		Cost	Relative standard error	South Atlantic	
			Cost	Relative standard error	Cost	Relative standard error			Cost	Relative standard error
Total compensation .....	\$38.36	3.1	\$40.80	5.0	\$37.50	3.9	\$30.84	3.0	\$31.29	4.2
Wages and salaries .....	26.23	3.0	27.91	4.8	25.64	3.8	21.99	2.7	22.23	3.8
Total benefits .....	12.13	3.4	12.89	5.3	11.86	4.3	8.85	3.8	9.07	5.5
Paid leave .....	3.01	5.6	3.25	7.2	2.93	7.2	2.12	4.6	2.19	6.4
Vacation .....	1.54	6.3	1.71	8.9	1.47	8.0	1.08	5.0	1.13	6.6
Holiday .....	0.89	4.7	0.96	7.2	0.86	5.8	0.65	4.3	0.64	6.0
Sick .....	0.40	6.5	0.40	6.8	0.40	8.4	0.26	5.3	0.27	7.9
Personal .....	0.19	3.7	0.17	6.1	0.20	5.3	0.13	5.7	0.14	7.2
Supplemental pay .....	1.28	7.4	1.36	11.0	1.26	9.0	1.05	5.9	1.00	10.3
Overtime and premium <sup>2</sup> .....	0.29	4.3	0.26	7.3	0.30	4.3	0.30	2.9	0.27	5.1
Shift differentials .....	0.10	8.6	0.13	15.3	0.08	14.1	0.08	8.4	0.09	12.2
Nonproduction bonuses .....	0.90	10.0	0.97	16.1	0.88	12.6	0.67	8.4	0.64	14.1
Insurance .....	3.26	2.1	3.34	5.4	3.24	2.2	2.23	3.7	2.33	5.3
Life .....	0.04	5.3	0.05	11.2	0.04	6.1	0.04	3.6	0.04	5.6
Health .....	3.07	2.2	3.13	5.5	3.05	2.2	2.10	3.7	2.19	5.3
Short-term disability .....	0.10	5.5	0.08	5.3	0.11	6.8	0.06	7.1	0.06	9.3
Long-term disability .....	0.05	8.4	0.07	13.6	0.04	9.9	0.04	5.3	0.04	5.6
Retirement and savings .....	1.57	6.5	1.92	10.1	1.45	7.3	1.13	6.4	1.19	7.3
Defined benefit .....	0.73	9.6	0.72	12.3	0.74	11.8	0.46	10.6	0.49	8.9
Defined contribution .....	0.84	5.9	1.21	11.1	0.71	6.5	0.66	5.6	0.70	7.8
Legally required benefits .....	3.00	2.6	3.02	3.0	2.99	3.5	2.31	2.4	2.35	3.4
Social Security and Medicare .....	2.21	2.7	2.34	3.8	2.16	3.6	1.85	2.6	1.87	3.5
Social Security <sup>3</sup> .....	1.77	2.6	1.87	3.6	1.73	3.5	1.49	2.5	1.50	3.5
Medicare .....	0.44	3.3	0.47	4.9	0.43	4.1	0.36	2.8	0.37	3.8
Federal unemployment insurance .....	0.02	2.3	0.03	4.5	0.02	2.6	0.03	1.1	0.03	1.5
State unemployment insurance .....	0.24	2.7	0.26	3.4	0.24	3.6	0.08	3.1	0.07	4.6
Workers' compensation .....	0.52	4.2	0.39	3.6	0.57	4.7	0.36	2.9	0.38	4.2

See footnotes at end of table.

**Table 7. Employer costs per hour worked for employee compensation and the relative standard error: private industry workers, by census region and division, December 2018 — Continued**

(Relative standard error in percent)

Compensation component	Census region and division <sup>1</sup>									
	South divisions				Midwest		Midwest divisions			
	East South Central		West South Central		Cost	Relative standard error	East North Central		West North Central	
	Cost	Relative standard error	Cost	Relative standard error			Cost	Relative standard error	Cost	Relative standard error
Total compensation .....	\$27.35	8.3	\$31.72	4.2	\$31.50	2.8	\$31.71	3.9	\$31.04	2.7
Wages and salaries .....	19.21	7.4	22.90	3.8	21.83	2.4	21.93	3.4	21.61	2.4
Total benefits .....	8.14	10.5	8.82	5.4	9.67	3.8	9.78	5.1	9.43	4.1
Paid leave .....	1.86	12.7	2.14	7.5	2.16	5.0	2.16	6.9	2.16	4.5
Vacation .....	0.93	12.8	1.06	8.7	1.17	5.7	1.17	8.0	1.15	4.4
Holiday .....	0.60	11.6	0.68	7.0	0.64	4.4	0.64	6.0	0.62	5.2
Sick .....	0.20	12.8	0.27	7.2	0.25	5.1	0.24	7.2	0.27	5.3
Personal .....	0.12	18.7	0.13	9.3	0.11	3.9	0.11	5.5	0.12	4.4
Supplemental pay .....	0.93	7.2	1.18	6.7	1.07	4.9	1.10	6.6	1.00	5.4
Overtime and premium <sup>2</sup> .....	0.26	2.1	0.37	4.2	0.31	3.1	0.32	4.0	0.29	4.5
Shift differentials .....	0.10	4.3	0.04	14.3	0.09	12.7	0.10	17.7	0.09	8.7
Nonproduction bonuses .....	0.57	12.7	0.77	10.5	0.66	7.8	0.68	10.6	0.62	7.4
Insurance .....	2.26	10.5	2.05	5.5	2.73	4.5	2.77	5.9	2.66	6.4
Life .....	0.04	9.5	0.04	4.5	0.04	5.9	0.04	6.6	0.04	11.7
Health .....	2.13	10.2	1.93	5.6	2.57	4.5	2.60	5.8	2.50	6.4
Short-term disability .....	0.05	20.5	0.05	11.8	0.07	7.8	0.08	10.4	0.06	5.4
Long-term disability .....	0.04	21.2	0.04	10.4	0.05	7.1	0.04	10.0	0.05	8.3
Retirement and savings .....	1.05	18.2	1.06	14.2	1.23	6.2	1.26	7.9	1.17	9.5
Defined benefit .....	0.42	25.4	0.45	28.9	0.48	11.0	0.54	12.3	0.34	25.7
Defined contribution .....	0.63	13.7	0.62	9.5	0.75	4.5	0.71	6.0	0.83	6.4
Legally required benefits .....	2.06	7.2	2.38	3.2	2.47	2.2	2.49	3.1	2.44	2.0
Social Security and Medicare .....	1.65	7.7	1.91	3.5	1.88	2.5	1.89	3.4	1.87	2.7
Social Security <sup>3</sup> .....	1.33	7.7	1.53	3.5	1.52	2.5	1.52	3.4	1.51	2.7
Medicare .....	0.32	8.0	0.38	4.0	0.36	2.5	0.37	3.5	0.36	2.6
Federal unemployment insurance .....	0.03	2.5	0.02	2.0	0.03	1.4	0.03	1.6	0.03	2.8
State unemployment insurance .....	0.06	10.3	0.10	3.1	0.15	4.5	0.16	4.7	0.11	10.5
Workers' compensation .....	0.32	5.0	0.34	4.6	0.42	2.9	0.41	4.2	0.44	2.0

See footnotes at end of table.

**Table 7. Employer costs per hour worked for employee compensation and the relative standard error: private industry workers, by census region and division, December 2018 — Continued**

(Relative standard error in percent)

Compensation component	Census region and division <sup>1</sup>					
	West		West divisions			
	Cost	Relative standard error	Mountain		Pacific	
			Cost	Relative standard error	Cost	Relative standard error
Total compensation .....	\$38.24	3.3	\$32.72	4.0	\$40.69	4.1
Wages and salaries .....	26.93	3.2	23.36	4.1	28.52	4.0
Total benefits .....	11.31	3.7	9.37	4.1	12.17	4.8
Paid leave .....	2.75	5.2	2.28	7.3	2.96	6.5
Vacation .....	1.40	6.0	1.15	8.4	1.51	7.4
Holiday .....	0.84	4.9	0.67	6.8	0.91	6.0
Sick .....	0.39	6.2	0.29	10.0	0.43	7.4
Personal .....	0.13	6.8	0.16	4.8	0.12	10.0
Supplemental pay .....	1.04	5.5	0.93	10.4	1.08	6.4
Overtime and premium <sup>2</sup> .....	0.26	5.0	0.22	9.0	0.28	5.9
Shift differentials .....	0.04	10.2	0.05	20.6	0.04	11.6
Nonproduction bonuses .....	0.73	7.0	0.67	12.5	0.76	8.5
Insurance .....	2.99	4.0	2.42	4.0	3.24	5.1
Life .....	0.04	6.7	0.04	9.2	0.05	8.3
Health .....	2.85	4.0	2.28	4.0	3.10	5.1
Short-term disability .....	0.05	7.2	0.06	9.3	0.05	10.0
Long-term disability .....	0.05	8.8	0.05	4.4	0.05	12.3
Retirement and savings .....	1.50	7.6	1.27	6.5	1.61	10.1
Defined benefit .....	0.56	12.4	0.40	27.6	0.63	14.1
Defined contribution .....	0.95	9.6	0.87	7.7	0.98	13.0
Legally required benefits .....	3.03	1.8	2.47	3.2	3.27	2.0
Social Security and Medicare .....	2.21	2.5	1.96	4.0	2.32	2.9
Social Security <sup>3</sup> .....	1.76	2.3	1.58	3.9	1.85	2.7
Medicare .....	0.44	3.3	0.38	4.7	0.47	4.1
Federal unemployment insurance .....	0.07	4.6	0.03	2.4	0.09	4.1
State unemployment insurance .....	0.18	2.8	0.13	3.2	0.20	3.2
Workers' compensation .....	0.57	3.5	0.35	7.6	0.66	4.0

<sup>1</sup> 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.

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

<sup>3</sup> Social Security refers to the Old-Age, Survivors, and Disability Insurance (OASDI) program.

**Table 8. Employer costs per hour worked for employee compensation and the relative standard error: private industry workers, by establishment employment size, December 2018**

(Relative standard error in percent)

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	Relative standard error	Cost	Relative standard error	Cost	Relative standard error	Cost	Relative standard error	Cost	Relative standard error	Cost	Relative standard error
Total compensation .....	\$28.14	1.8	\$27.58	1.9	\$29.95	2.9	\$41.08	1.9	\$34.75	2.6	\$49.85	2.6
Wages and salaries .....	20.80	1.6	20.58	1.8	21.53	2.7	27.47	1.9	23.96	2.6	32.34	2.6
Total benefits .....	7.34	2.4	7.01	2.6	8.41	3.5	13.60	2.1	10.79	2.9	17.51	2.7
Paid leave .....	1.70	3.4	1.63	3.8	1.92	4.9	3.32	2.8	2.55	3.9	4.39	3.8
Vacation .....	0.86	3.8	0.82	4.3	0.99	5.1	1.73	3.2	1.32	4.6	2.29	4.1
Holiday .....	0.54	3.1	0.53	3.4	0.58	4.8	0.96	2.6	0.76	3.7	1.24	3.6
Sick .....	0.21	4.5	0.20	4.9	0.24	6.6	0.44	3.2	0.32	4.1	0.61	4.4
Personal .....	0.09	5.1	0.09	5.9	0.10	7.7	0.19	2.6	0.15	4.1	0.25	3.8
Supplemental pay .....	0.68	4.7	0.65	5.5	0.78	6.8	1.59	3.1	1.12	3.4	2.24	4.2
Overtime and premium <sup>1</sup> .....	0.22	3.3	0.20	3.8	0.31	5.7	0.37	2.4	0.36	3.2	0.39	4.0
Shift differentials .....	0.02	20.7	( <sup>2</sup> )	( <sup>3</sup> )	0.04	17.0	0.15	5.5	0.08	9.1	0.24	6.7
Nonproduction bonuses .....	0.43	6.7	0.44	7.7	0.43	11.6	1.07	4.3	0.68	5.0	1.61	5.6
Insurance .....	1.85	2.9	1.73	3.2	2.27	4.0	3.73	2.1	3.02	2.8	4.72	2.3
Life .....	0.03	4.4	0.03	5.1	0.04	5.8	0.06	3.0	0.05	4.7	0.06	4.1
Health .....	1.76	2.8	1.64	3.2	2.14	3.9	3.51	2.1	2.84	2.8	4.43	2.3
Short-term disability .....	0.04	5.9	0.03	5.6	0.05	13.8	0.11	3.8	0.08	6.2	0.14	4.0
Long-term disability .....	0.03	5.9	0.03	7.0	0.03	8.8	0.06	4.6	0.05	7.2	0.08	5.6
Retirement and savings .....	0.74	5.4	0.67	5.8	0.99	9.8	2.00	4.1	1.43	6.8	2.79	4.7
Defined benefit .....	0.26	10.7	0.21	11.7	0.43	17.5	0.87	6.6	0.59	11.4	1.26	7.9
Defined contribution .....	0.48	4.8	0.46	5.8	0.56	7.0	1.13	4.2	0.84	7.3	1.54	4.3
Legally required benefits .....	2.36	1.4	2.33	1.5	2.47	2.1	2.96	1.4	2.67	1.7	3.37	2.1
Social Security and Medicare .....	1.73	1.6	1.71	1.7	1.81	2.5	2.33	1.6	2.00	1.9	2.78	2.4
Social Security <sup>4</sup> .....	1.40	1.6	1.38	1.7	1.46	2.4	1.86	1.5	1.60	1.8	2.22	2.4
Medicare .....	0.34	1.7	0.33	1.9	0.35	2.6	0.47	1.9	0.40	2.7	0.56	2.7
Federal unemployment insurance .....	0.04	3.8	0.04	4.3	0.03	4.0	0.03	1.8	0.03	4.6	0.03	5.3
State unemployment insurance .....	0.15	3.1	0.15	3.8	0.14	5.0	0.15	2.4	0.15	3.6	0.14	2.9
Workers' compensation .....	0.44	2.4	0.43	2.9	0.48	3.8	0.46	2.5	0.49	3.6	0.42	3.0

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

<sup>2</sup> Cost per hour worked is \$0.01 or less.

<sup>3</sup> Relative standard error is suppressed because cost per hour worked is \$0.01 or less.

<sup>4</sup> Social Security refers to the Old-Age, Survivors, and Disability Insurance (OASDI) program.

**Table 9. Employer costs per hour worked for employee compensation and the relative standard error: private industry workers, goods-producing and service-providing industries, by occupational group, December 2018**

(Relative standard error in percent)

Series	Total compensation	Wages and salaries	Benefit costs					
			Total	Paid leave	Supplemental pay	Insurance	Retirement and savings	Legally required benefits
<b>Cost per hour worked</b>								
<b>All workers in private industry</b> .....	\$34.05	\$23.85	\$10.20	\$2.44	\$1.09	\$2.71	\$1.32	\$2.64
Management, professional, and related .....	59.57	41.52	18.05	5.30	2.05	4.22	2.55	3.93
Management, business, and financial .....	65.95	45.68	20.27	6.10	2.77	4.34	2.81	4.25
Professional and related .....	55.92	39.14	16.78	4.85	1.63	4.15	2.41	3.74
Sales and office .....	25.77	18.43	7.34	1.67	0.69	2.25	0.78	1.95
Sales and related .....	24.52	18.51	6.00	1.39	0.61	1.50	0.61	1.90
Office and administrative support .....	26.63	18.36	8.27	1.87	0.74	2.78	0.90	1.98
Service .....	16.78	12.66	4.12	0.71	0.35	1.18	0.29	1.59
Natural resources, construction, and maintenance .....	35.34	23.95	11.39	1.77	1.20	3.02	1.93	3.46
Construction, extraction, farming, fishing, and forestry <sup>1</sup> .....	36.22	24.30	11.93	1.36	1.23	3.04	2.41	3.89
Installation, maintenance, and repair .....	34.43	23.60	10.83	2.20	1.18	3.00	1.44	3.01
Production, transportation, and material moving .....	28.51	18.84	9.67	1.70	1.16	2.94	1.25	2.62
Production .....	27.46	18.24	9.22	1.66	1.33	2.93	0.90	2.40
Transportation and material moving .....	29.53	19.42	10.11	1.74	1.00	2.95	1.58	2.85
<b>All workers, goods-producing industries<sup>2</sup></b> .....	39.49	26.35	13.14	2.55	1.68	3.63	1.94	3.34
Management, professional, and related .....	69.00	46.59	22.41	6.04	2.72	5.12	3.94	4.59
Sales and office .....	34.50	23.99	10.51	2.30	1.20	3.18	1.14	2.70
Natural resources, construction, and maintenance .....	37.23	24.99	12.24	1.55	1.39	3.25	2.21	3.84
Production, transportation, and material moving .....	29.48	19.08	10.40	1.81	1.57	3.39	1.05	2.58
<b>All workers, service-providing industries<sup>3</sup></b> .....	32.95	23.34	9.61	2.42	0.98	2.53	1.19	2.50
Management, professional, and related .....	58.34	40.86	17.48	5.21	1.96	4.10	2.37	3.84
Sales and office .....	25.19	18.06	7.13	1.63	0.65	2.19	0.76	1.90
Service .....	16.75	12.64	4.11	0.71	0.34	1.18	0.29	1.59
Natural resources, construction, and maintenance .....	32.75	22.53	10.22	2.07	0.95	2.72	1.56	2.93
Production, transportation, and material moving .....	27.78	18.66	9.12	1.62	0.85	2.59	1.39	2.66
<b>Relative standard error</b>								
<b>All workers in private industry</b> .....	1.6	1.5	1.9	2.6	3.1	1.9	3.4	1.2
Management, professional, and related .....	1.8	1.8	2.0	2.5	4.4	1.9	4.2	1.2
Management, business, and financial .....	1.6	1.5	2.2	2.4	6.4	2.1	4.9	1.1
Professional and related .....	2.7	2.7	2.7	3.4	4.6	2.7	5.6	1.7
Sales and office .....	1.4	1.3	1.8	2.5	3.5	1.9	5.3	1.1
Sales and related .....	2.7	2.5	3.7	4.9	6.6	3.2	11.6	1.9
Office and administrative support .....	1.2	1.1	1.7	2.3	3.8	2.3	4.5	1.2
Service .....	2.1	1.9	3.2	5.3	5.5	6.0	5.6	1.9
Natural resources, construction, and maintenance .....	1.6	1.1	2.9	2.9	3.4	3.9	7.8	1.4
Construction, extraction, farming, fishing, and forestry <sup>1</sup> .....	2.5	1.7	4.6	6.2	5.3	6.7	10.3	1.9
Installation, maintenance, and repair .....	2.0	1.7	3.2	2.5	4.0	4.0	10.8	1.8
Production, transportation, and material moving .....	2.1	1.8	3.1	3.9	3.9	3.7	6.3	1.7
Production .....	2.0	1.6	3.3	3.6	5.3	4.0	6.5	1.8
Transportation and material moving .....	3.7	3.2	5.0	6.8	6.2	6.0	10.0	2.5
<b>All workers, goods-producing industries<sup>2</sup></b> .....	2.0	1.7	2.6	3.4	3.7	3.0	6.4	1.1
Management, professional, and related .....	2.9	2.7	3.5	3.4	7.8	2.8	10.5	2.0
Sales and office .....	3.1	3.1	3.8	5.4	9.0	3.7	9.2	2.4
Natural resources, construction, and maintenance .....	2.2	1.4	4.1	4.8	4.6	5.6	10.1	1.4
Production, transportation, and material moving .....	1.5	1.1	2.5	2.5	4.5	2.9	5.8	1.9
<b>All workers, service-providing industries<sup>3</sup></b> .....	1.9	1.7	2.3	3.0	3.9	2.3	4.0	1.5
Management, professional, and related .....	2.0	2.0	2.3	2.8	5.0	2.1	4.5	1.4
Sales and office .....	1.5	1.4	1.9	2.6	3.9	2.0	5.7	1.1
Service .....	2.1	1.9	3.2	5.4	5.6	6.1	5.6	2.0
Natural resources, construction, and maintenance .....	2.4	2.1	4.1	2.7	5.5	5.0	12.6	3.4
Production, transportation, and material moving .....	3.6	3.0	5.1	6.7	6.9	6.6	9.3	2.6

<sup>1</sup> Farming, fishing, and forestry occupations were combined with construction and extraction occupational group as of December 2006.

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

<sup>3</sup> Includes utilities; wholesale trade; retail trade; transportation and warehousing; information; finance and insurance; real estate and rental and leasing; professional and technical services; management of companies and enterprises; administrative and waste services; educational services; health care and social assistance; arts, entertainment and recreation; accommodation and food services; and other services, except public administration.

**Table 10. Employer costs per hour worked for employee compensation and the relative standard error: private industry workers, by industry group, December 2018**

(Relative standard error in percent)

Series	Total compensation	Wages and salaries	Benefit costs					
			Total	Paid leave	Supplemental pay	Insurance	Retirement and savings	Legally required benefits
<b>Cost per hour worked</b>								
<b>All workers, goods-producing industries<sup>1</sup></b> .....	\$39.49	\$26.35	\$13.14	\$2.55	\$1.68	\$3.63	\$1.94	\$3.34
Construction .....	39.19	27.12	12.07	1.71	1.22	3.13	2.09	3.92
Manufacturing .....	39.09	25.59	13.49	2.96	1.92	3.88	1.74	3.00
Aircraft manufacturing <sup>2</sup> .....	70.06	42.42	27.64	6.22	4.99	7.01	4.98	4.45
<b>All workers, service-providing industries<sup>3</sup></b> .....	32.95	23.34	9.61	2.42	0.98	2.53	1.19	2.50
Trade, transportation, and utilities .....	28.22	19.82	8.40	1.77	0.79	2.32	1.18	2.34
Wholesale trade .....	37.75	26.70	11.05	2.77	1.18	2.90	1.35	2.85
Retail trade .....	19.95	15.02	4.93	0.96	0.43	1.36	0.47	1.71
Transportation and warehousing .....	38.80	24.96	13.84	2.71	1.26	4.03	2.44	3.39
Utilities .....	61.87	37.60	24.27	5.31	2.23	6.10	6.25	4.38
Information .....	57.29	37.98	19.31	5.18	2.58	4.89	2.97	3.70
Financial activities .....	46.67	31.40	15.26	4.02	2.50	3.97	1.74	3.03
Finance and insurance .....	52.20	34.62	17.58	4.70	3.08	4.45	2.12	3.23
Credit intermediation and related activities .....	44.13	29.48	14.64	4.00	2.13	4.04	1.63	2.85
Insurance carriers and related activities .....	50.74	33.29	17.44	4.47	2.96	4.49	2.34	3.19
Real estate and rental and leasing .....	31.30	22.47	8.83	2.12	0.88	2.66	0.68	2.48
Professional and business services .....	40.65	29.25	11.41	3.21	1.28	2.58	1.33	3.01
Professional and technical services .....	53.19	38.13	15.05	4.61	1.64	3.40	1.75	3.65
Administrative and waste services .....	23.49	17.75	5.74	1.14	0.65	1.42	0.37	2.16
Education and health services .....	36.85	25.92	10.93	3.04	0.80	3.15	1.34	2.60
Educational services .....	46.85	33.76	13.09	3.63	0.24	3.77	2.26	3.19
Junior colleges, colleges, and universities .....	58.00	40.43	17.57	5.20	0.40	5.17	3.05	3.75
Health care and social assistance .....	35.39	24.78	10.61	2.95	0.88	3.06	1.20	2.51
Leisure and hospitality .....	15.40	12.05	3.35	0.50	0.22	0.85	0.24	1.53
Accommodation and food services .....	14.28	11.18	3.09	0.45	0.22	0.78	0.22	1.44
Other services .....	28.93	21.11	7.82	1.72	0.44	2.13	1.23	2.30
<b>Relative standard error</b>								
<b>All workers, goods-producing industries<sup>1</sup></b> .....	2.0	1.7	2.6	3.4	3.7	3.0	6.4	1.1
Construction .....	2.4	1.8	4.2	5.9	4.9	6.6	11.0	1.2
Manufacturing .....	2.4	2.4	2.7	3.5	4.3	2.8	5.7	1.7
Aircraft manufacturing <sup>2</sup> .....	1.8	2.0	1.7	2.5	4.8	1.4	3.1	1.7
<b>All workers, service-providing industries<sup>3</sup></b> .....	1.9	1.7	2.3	3.0	3.9	2.3	4.0	1.5
Trade, transportation, and utilities .....	1.9	1.8	2.4	3.1	5.1	2.4	5.0	1.5
Wholesale trade .....	2.6	2.8	2.7	2.8	11.1	2.9	8.0	1.7
Retail trade .....	1.7	1.8	1.9	3.4	4.8	2.7	4.5	1.2
Transportation and warehousing .....	3.8	3.5	4.7	5.7	7.5	4.9	10.6	2.8
Utilities .....	4.1	3.8	5.0	5.2	10.8	4.8	7.6	3.7
Information .....	4.1	3.7	5.5	6.1	6.4	3.7	17.0	3.3
Financial activities .....	1.9	1.7	2.5	2.5	9.3	1.8	3.5	1.4
Finance and insurance .....	1.3	1.2	1.9	1.7	8.5	1.2	2.3	1.1
Credit intermediation and related activities .....	1.9	1.8	2.1	2.4	6.8	1.3	2.6	1.9
Insurance carriers and related activities .....	2.4	2.6	2.9	3.3	12.8	1.9	4.1	2.0
Real estate and rental and leasing .....	5.6	5.7	6.5	10.0	19.6	8.2	11.9	4.1
Professional and business services .....	3.5	3.2	4.7	5.5	7.7	5.7	9.3	3.0
Professional and technical services .....	3.1	2.7	4.5	4.7	10.0	4.9	10.0	2.5
Administrative and waste services .....	4.0	3.2	7.3	9.0	10.5	10.4	19.1	4.2
Education and health services .....	4.1	4.2	4.4	5.9	5.9	4.9	8.3	2.6
Educational services .....	3.6	4.0	3.8	5.9	7.5	4.3	7.1	3.9
Junior colleges, colleges, and universities .....	2.9	2.8	3.4	4.5	8.6	3.6	4.6	3.2
Health care and social assistance .....	4.9	4.9	5.1	6.8	6.3	5.7	10.3	3.0
Leisure and hospitality .....	3.7	3.2	5.4	9.5	10.1	6.7	13.9	3.3
Accommodation and food services .....	4.1	3.5	6.6	13.2	11.2	9.0	17.5	3.3
Other services .....	5.5	4.8	8.9	11.7	18.6	13.8	19.5	3.8

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

<sup>2</sup> Data are available beginning with December 2006.

<sup>3</sup> Includes utilities; wholesale trade; retail trade; transportation and warehousing; information; finance and insurance; real estate and rental and leasing; professional and technical services; management of companies and enterprises; administrative and waste services; educational services; health care and social assistance; arts, entertainment and recreation; accommodation and food services; and other services, except public administration.



**Table 11. Employer costs per hour worked for employee compensation and the relative standard error: private industry workers, by occupational group and full-time and part-time status, December 2018**

(Relative standard error in percent)

Series	Total compensation	Wages and salaries	Benefit costs					Legally required benefits
			Total	Paid leave	Supplemental pay	Insurance	Retirement and savings	
<b>Cost per hour worked</b>								
<b>All full-time workers in private industry</b> .....	\$39.43	\$27.09	\$12.34	\$3.06	\$1.36	\$3.35	\$1.64	\$2.93
Management, professional, and related .....	61.75	42.65	19.11	5.66	2.19	4.53	2.73	4.00
Management, business, and financial .....	66.82	46.13	20.69	6.25	2.82	4.46	2.88	4.28
Professional and related .....	58.44	40.37	18.07	5.27	1.78	4.57	2.64	3.82
Sales and office .....	30.34	21.15	9.19	2.23	0.89	2.88	1.00	2.18
Sales and related .....	33.63	24.63	9.00	2.36	0.97	2.31	0.97	2.39
Office and administrative support .....	28.82	19.54	9.28	2.17	0.86	3.15	1.02	2.08
Service .....	19.63	14.04	5.60	1.12	0.50	1.86	0.44	1.68
Natural resources, construction, and maintenance .....	36.39	24.52	11.86	1.86	1.26	3.19	2.03	3.52
Construction, extraction, farming, fishing, and forestry <sup>1</sup> .....	37.13	24.80	12.34	1.42	1.29	3.18	2.51	3.94
Installation, maintenance, and repair .....	35.61	24.24	11.37	2.33	1.23	3.21	1.53	3.08
Production, transportation, and material moving .....	30.65	20.06	10.59	1.95	1.33	3.26	1.34	2.72
Production .....	28.67	18.83	9.84	1.80	1.43	3.18	0.98	2.44
Transportation and material moving .....	32.96	21.48	11.47	2.12	1.20	3.36	1.76	3.04
<b>All part-time workers in private industry</b> .....	18.10	14.24	3.86	0.59	0.30	0.82	0.36	1.78
Management, professional, and related .....	41.44	32.17	9.27	2.35	0.86	1.69	1.03	3.33
Professional and related .....	41.77	32.26	9.51	2.46	0.81	1.80	1.11	3.33
Sales and office .....	15.51	12.32	3.20	0.43	0.22	0.84	0.29	1.42
Sales and related .....	14.03	11.48	2.56	0.28	0.19	0.56	0.20	1.32
Office and administrative support .....	17.90	13.67	4.22	0.66	0.26	1.30	0.43	1.57
Service .....	13.77	11.21	2.57	0.28	0.19	0.46	0.13	1.50
Production, transportation, and material moving .....	18.05	12.90	5.16	0.49	0.35	1.36	0.79	2.16
Transportation and material moving .....	18.97	13.06	5.91	0.54	0.39	1.68	1.04	2.26
<b>Relative standard error</b>								
<b>All full-time workers in private industry</b> .....	1.4	1.4	1.6	2.1	2.8	1.5	3.1	1.1
Management, professional, and related .....	1.7	1.7	1.9	2.2	4.3	1.6	4.0	1.1
Management, business, and financial .....	1.6	1.5	2.0	2.4	6.2	1.7	4.8	1.2
Professional and related .....	2.6	2.7	2.5	3.1	4.7	2.1	5.4	1.5
Sales and office .....	1.7	1.7	2.0	2.6	4.0	1.7	5.8	1.3
Sales and related .....	3.7	3.6	4.5	5.3	8.2	3.3	13.8	2.7
Office and administrative support .....	1.2	1.1	1.7	2.2	3.9	2.1	4.7	1.2
Service .....	2.0	1.9	2.7	4.2	4.9	4.2	6.1	1.8
Natural resources, construction, and maintenance .....	1.8	1.2	3.1	3.0	3.5	4.0	8.2	1.5
Construction, extraction, farming, fishing, and forestry <sup>1</sup> .....	2.7	1.7	4.8	6.0	5.1	7.0	10.8	1.9
Installation, maintenance, and repair .....	2.0	1.6	3.2	2.5	4.3	3.7	10.7	1.8
Production, transportation, and material moving .....	2.1	1.8	2.8	3.6	3.7	3.1	6.0	2.0
Production .....	1.8	1.4	2.9	3.1	4.9	3.3	6.5	1.8
Transportation and material moving .....	3.9	3.5	5.0	6.9	6.3	5.4	9.9	2.9
<b>All part-time workers in private industry</b> .....	2.2	2.0	3.4	7.2	7.0	7.3	8.5	1.9
Management, professional, and related .....	4.4	4.2	6.6	10.4	11.6	13.6	12.0	4.1
Professional and related .....	5.0	4.7	7.2	11.2	11.6	14.3	12.5	4.4
Sales and office .....	1.2	1.1	2.8	5.0	7.9	6.6	8.7	1.2
Sales and related .....	1.2	1.1	2.8	6.5	9.1	7.5	8.9	1.3
Office and administrative support .....	2.2	1.8	4.6	5.9	11.4	10.0	11.6	2.4
Service .....	3.0	2.8	5.3	15.8	14.7	17.3	9.6	2.9
Production, transportation, and material moving .....	4.4	2.6	10.0	14.8	12.5	17.0	23.0	2.8
Transportation and material moving .....	5.9	3.3	12.2	17.2	14.5	18.8	25.5	3.0

<sup>1</sup> 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 the relative standard error: private industry workers, by industry group and full-time and part-time status, December 2018**

(Relative standard error in percent)

Series	Total compensation	Wages and salaries	Benefit costs					
			Total	Paid leave	Supplemental pay	Insurance	Retirement and savings	Legally required benefits
<b>Cost per hour worked</b>								
<b>All full-time workers in private industry</b> .....	\$39.43	\$27.09	\$12.34	\$3.06	\$1.36	\$3.35	\$1.64	\$2.93
Goods-producing <sup>1</sup> .....	40.07	26.66	13.41	2.62	1.72	3.72	1.99	3.35
Construction .....	40.03	27.55	12.48	1.78	1.26	3.28	2.20	3.95
Manufacturing .....	39.52	25.85	13.67	3.01	1.95	3.93	1.78	3.01
Service-providing <sup>2</sup> .....	39.26	27.21	12.04	3.19	1.26	3.24	1.54	2.81
Trade, transportation, and utilities .....	34.78	23.93	10.85	2.49	1.08	3.00	1.53	2.75
Information .....	61.51	40.58	20.93	5.64	2.81	5.30	3.25	3.93
Financial activities .....	49.56	33.14	16.42	4.39	2.70	4.30	1.87	3.16
Professional and business services .....	44.36	31.51	12.86	3.70	1.46	2.97	1.55	3.18
Education and health services .....	39.94	27.55	12.39	3.54	0.88	3.72	1.58	2.67
Leisure and hospitality .....	19.58	14.41	5.17	1.01	0.39	1.62	0.46	1.69
Other services .....	34.45	24.27	10.19	2.41	0.55	3.02	1.66	2.55
<b>All part-time workers in private industry</b> .....	18.10	14.24	3.86	0.59	0.30	0.82	0.36	1.78
Service-providing <sup>2</sup> .....	18.01	14.18	3.83	0.59	0.29	0.82	0.36	1.76
Trade, transportation, and utilities .....	16.12	12.24	3.88	0.43	0.26	1.08	0.53	1.58
Professional and business services .....	21.30	17.48	3.83	0.65	0.37	0.52	( <sup>(*)</sup> )0.17	2.11
Education and health services .....	27.90	21.21	6.69	1.59	0.57	1.51	0.64	2.38
Leisure and hospitality .....	12.08	10.18	1.90	0.10	0.09	0.24	0.06	1.41
<b>Relative standard error</b>								
<b>All full-time workers in private industry</b> .....	1.4	1.4	1.6	2.1	2.8	1.5	3.1	1.1
Goods-producing <sup>1</sup> .....	1.9	1.7	2.5	3.4	3.7	2.8	6.3	1.2
Construction .....	2.3	1.8	4.0	5.8	4.8	6.4	10.7	1.2
Manufacturing .....	2.4	2.3	2.7	3.4	4.3	2.6	5.6	1.7
Service-providing <sup>2</sup> .....	1.6	1.6	1.9	2.4	3.6	1.7	3.5	1.4
Trade, transportation, and utilities .....	2.0	1.9	2.4	2.7	5.0	2.3	5.6	1.6
Information .....	3.6	3.3	5.0	5.6	6.1	3.2	16.5	2.8
Financial activities .....	2.0	1.8	2.7	2.4	9.2	1.4	3.4	1.4
Professional and business services .....	3.3	3.0	4.2	5.1	8.0	4.5	8.8	2.9
Education and health services .....	3.8	3.9	3.7	4.9	4.6	3.9	8.0	2.0
Leisure and hospitality .....	5.3	4.9	6.7	9.8	9.8	6.5	17.0	4.6
Other services .....	5.9	5.3	8.5	11.2	19.0	10.8	20.7	3.9
<b>All part-time workers in private industry</b> .....	2.2	2.0	3.4	7.2	7.0	7.3	8.5	1.9
Service-providing <sup>2</sup> .....	2.3	2.1	3.5	7.3	7.3	7.4	8.6	2.0
Trade, transportation, and utilities .....	1.3	1.1	2.9	5.4	5.9	4.9	7.8	1.4
Professional and business services .....	5.7	5.7	8.3	17.3	17.5	17.1	38.5	5.0
Education and health services .....	6.8	6.5	8.6	14.2	12.2	17.1	12.7	5.7
Leisure and hospitality .....	3.0	2.8	5.7	12.1	26.9	22.1	23.1	3.4

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

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

(<sup>(\*)</sup>) The relative standard error for this estimate is greater than 30 percent.

**Table 13. Employer costs per hour worked for employee compensation and the relative standard error: private industry workers, by major industry group and establishment employment size and bargaining unit status, December 2018**

(Relative standard error in percent)

Series	Total compensation	Wages and salaries	Benefit costs					
			Total	Paid leave	Supplemental pay	Insurance	Retirement and savings	Legally required benefits
<b>Cost per hour worked</b>								
<b>All workers, goods-producing industries<sup>1</sup> ...</b>	\$39.49	\$26.35	\$13.14	\$2.55	\$1.68	\$3.63	\$1.94	\$3.34
1-99 workers .....	32.64	23.13	9.51	1.64	1.05	2.53	1.10	3.18
1-49 workers .....	31.56	22.71	8.85	1.50	0.99	2.18	1.00	3.18
50-99 workers .....	35.42	24.22	11.19	2.01	1.20	3.45	1.38	3.16
100 workers or more .....	45.28	29.07	16.21	3.32	2.22	4.56	2.64	3.47
100-499 workers .....	40.15	26.51	13.64	2.70	1.65	3.94	2.03	3.32
500 workers or more .....	53.06	32.95	20.11	4.25	3.08	5.49	3.58	3.70
Union .....	51.34	29.46	21.87	2.83	2.30	7.41	5.11	4.23
Nonunion .....	37.42	25.81	11.62	2.50	1.58	2.97	1.39	3.18
<b>All workers, service-providing industries<sup>2</sup> ..</b>	32.95	23.34	9.61	2.42	0.98	2.53	1.19	2.50
1-99 workers .....	27.39	20.41	6.98	1.70	0.62	1.74	0.68	2.23
1-49 workers .....	26.97	20.25	6.72	1.65	0.59	1.66	0.62	2.20
50-99 workers .....	28.82	20.98	7.84	1.90	0.69	2.03	0.91	2.32
100 workers or more .....	40.03	27.07	12.96	3.32	1.43	3.52	1.84	2.84
100-499 workers .....	33.34	23.30	10.04	2.51	0.98	2.77	1.27	2.50
500 workers or more .....	49.10	32.20	16.91	4.42	2.05	4.54	2.61	3.29
Union .....	45.64	27.18	18.46	3.58	1.26	6.29	3.98	3.35
Nonunion .....	31.94	23.04	8.91	2.32	0.95	2.23	0.97	2.43
<b>Relative standard error</b>								
<b>All workers, goods-producing industries<sup>1</sup> ...</b>	2.0	1.7	2.6	3.4	3.7	3.0	6.4	1.1
1-99 workers .....	2.0	1.6	3.2	4.9	4.2	4.8	6.7	1.5
1-49 workers .....	2.6	2.1	4.2	6.5	5.0	6.7	10.1	2.1
50-99 workers .....	3.3	3.0	4.2	6.8	6.8	5.4	11.9	3.1
100 workers or more .....	2.4	2.4	2.7	3.5	4.6	2.6	7.3	1.7
100-499 workers .....	2.3	2.1	3.1	4.3	3.5	3.2	10.1	1.7
500 workers or more .....	4.0	4.2	3.9	4.8	6.9	3.0	9.8	3.0
Union .....	3.2	3.0	3.8	4.6	8.8	3.3	8.1	3.1
Nonunion .....	2.2	2.1	2.8	3.9	3.8	3.0	8.0	1.4
<b>All workers, service-providing industries<sup>2</sup> ..</b>	1.9	1.7	2.3	3.0	3.9	2.3	4.0	1.5
1-99 workers .....	2.1	1.9	2.9	3.9	5.8	3.4	6.5	1.6
1-49 workers .....	2.2	2.1	3.0	4.2	6.8	3.6	6.9	1.7
50-99 workers .....	3.4	3.2	4.3	5.7	8.5	5.0	12.5	2.4
100 workers or more .....	2.3	2.3	2.6	3.4	3.9	2.6	4.9	1.8
100-499 workers .....	3.4	3.4	3.6	4.8	4.6	3.5	8.5	2.2
500 workers or more .....	3.0	3.0	3.2	4.5	5.2	2.7	5.1	2.5
Union .....	3.1	3.2	3.1	5.3	6.5	2.5	5.0	2.9
Nonunion .....	2.0	1.8	2.4	3.1	4.1	2.3	4.5	1.5

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

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

**Table 14. Employer costs per hour worked for employee compensation and the relative standard error: private industry health care and social assistance workers, by industry and occupational group, December 2018**

(Relative standard error in percent)

Series	Total compensation	Wages and salaries	Benefit costs					
			Total	Paid leave	Supplemental pay	Insurance	Retirement and savings	Legally required benefits
<b>Cost per hour worked</b>								
<b>Health care and social assistance</b> .....	\$35.39	\$24.78	\$10.61	\$2.95	\$0.88	\$3.06	\$1.20	\$2.51
Management, professional, and related .....	53.38	37.20	16.18	4.95	1.34	4.23	2.16	3.50
Registered nurses .....	56.30	37.02	19.28	5.38	2.22	5.09	2.77	3.82
Sales and office .....	25.43	17.59	7.84	1.95	0.47	2.90	0.69	1.84
Service .....	20.25	14.46	5.80	1.23	0.55	1.90	0.40	1.72
<b>Hospitals</b> .....	49.88	32.40	17.47	4.81	1.88	5.12	2.40	3.26
Management, professional, and related .....	60.41	39.72	20.69	6.07	2.19	5.57	2.97	3.89
Registered nurses .....	61.07	39.24	21.83	6.19	2.54	5.85	3.21	4.05
Service .....	26.44	16.16	10.29	1.97	1.40	3.83	1.15	1.93
<b>Nursing and residential care facilities</b> .....	23.25	16.78	6.47	1.53	0.57	2.05	0.36	1.95
Management, professional, and related .....	35.93	26.13	9.81	2.75	0.85	2.84	0.68	2.69
Service .....	18.00	12.94	5.06	1.01	0.49	1.69	0.22	1.65
<b>Nursing care facilities<sup>1</sup></b> .....	25.32	18.34	6.98	1.67	0.67	2.13	0.47	2.04
Management, professional, and related .....	38.48	28.43	10.05	2.75	0.91	2.75	0.75	2.88
Service .....	18.78	13.38	5.39	1.10	0.59	1.76	0.33	1.62
<b>Relative standard error</b>								
<b>Health care and social assistance</b> .....	4.9	4.9	5.1	6.8	6.3	5.7	10.3	3.0
Management, professional, and related .....	5.6	5.9	5.3	7.0	5.4	5.1	11.1	3.2
Registered nurses .....	1.9	1.8	2.7	3.7	6.0	4.1	5.4	2.3
Sales and office .....	2.5	2.3	4.6	5.3	9.9	10.1	8.5	2.1
Service .....	3.9	3.7	5.8	8.4	10.5	9.8	8.8	3.5
<b>Hospitals</b> .....	2.4	2.4	3.1	5.2	4.3	3.0	6.3	1.9
Management, professional, and related .....	2.7	2.5	3.4	5.8	4.5	3.0	6.6	2.0
Registered nurses .....	1.5	1.7	1.8	3.5	6.5	2.2	4.8	2.0
Service .....	2.1	1.8	3.1	2.8	5.9	4.9	10.2	2.6
<b>Nursing and residential care facilities</b> .....	2.7	2.3	4.2	4.6	7.5	5.2	9.2	3.2
Management, professional, and related .....	2.5	2.3	3.9	4.4	10.7	5.7	9.4	2.8
Service .....	2.4	1.6	4.6	4.6	6.1	6.2	14.1	3.9
<b>Nursing care facilities<sup>1</sup></b> .....	4.5	3.7	7.2	8.0	10.6	9.3	13.6	4.3
Management, professional, and related .....	3.8	3.4	5.9	7.0	13.5	7.7	12.7	3.9
Service .....	4.6	3.0	8.9	9.4	11.2	12.5	19.6	4.5

<sup>1</sup> Data are available beginning with December 2006.

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