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EMPLOYER COSTS FOR EMPLOYEE COMPENSATION – MARCH 2016

Employer costs for employee compensation averaged \$33.94 per hour worked in March 2016, the U.S. Bureau of Labor Statistics reported today. Wages and salaries averaged \$23.25 per hour worked and accounted for 68.5 percent of these costs, while benefits averaged \$10.70 and accounted for the remaining 31.5 percent. Total employer compensation costs for **private industry** workers averaged \$32.06 per hour worked in March 2016. Total employer compensation costs for **state and local government** workers averaged \$45.23 per hour worked in March 2016.

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

Chart 1. Employer costs per employee hour worked by selected metropolitan area and U.S., private industry, March 2016

Cost per hour worked

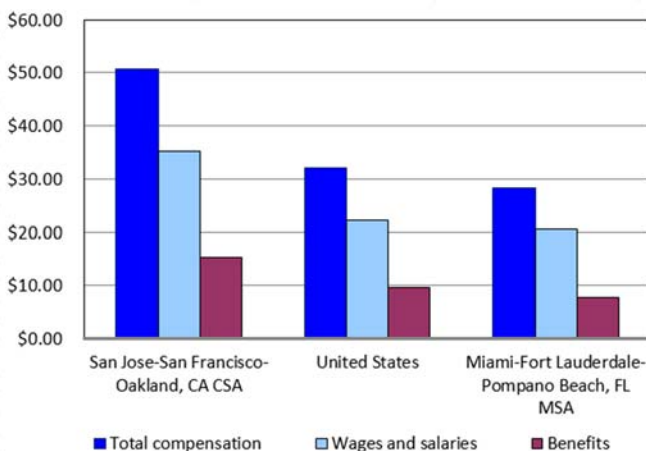
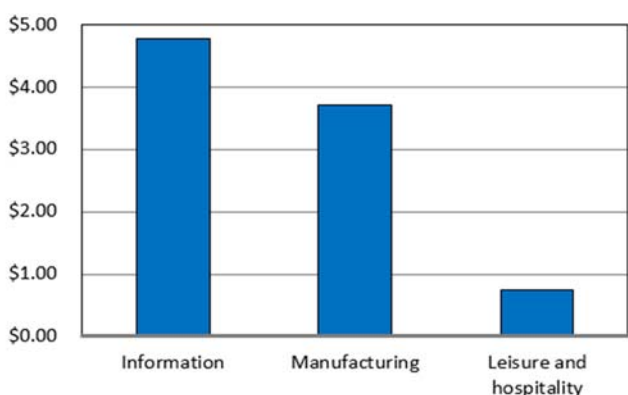


Chart 2. Employer health insurance costs per employee hour worked by selected major industry group, private industry, March 2016

Cost per hour worked



Metropolitan area costs in private industry

Total compensation, wages and salaries, and benefit costs in private industry are included in this release for 15 combined and metropolitan statistical areas (CSAs and MSAs). In March 2016, total compensation costs for the 15 areas ranged from \$50.66 per hour worked in the San Jose-San Francisco-Oakland, CA CSA, to \$28.34 per hour worked in the Miami-Fort Lauderdale-Pompano Beach, FL MSA. (See chart 1 and table 15.)

Health insurance costs in private industry

The average cost for **health insurance** benefits was \$2.44 per hour worked in **private industry** (7.6 percent of total compensation) in March 2016. Among occupational groups, employer costs for health insurance benefits ranged from 89 cents per hour worked and 5.9 percent of total compensation for service workers, to \$3.81 and 6.7 percent of total compensation for management, professional, and related occupations. (See table 5.)

Employer costs for health insurance benefits were significantly higher for union workers, averaging \$5.76 per hour worked (12.6 percent of total compensation), than for nonunion workers, averaging \$2.12 (6.9 percent). (See table 5.)

In goods-producing industries, health insurance benefit costs were higher, at \$3.39 per hour worked (8.8 percent of total compensation), than in service-providing industries, at \$2.25 (7.3 percent). In goods-producing industries, health insurance benefit costs were \$3.71 (9.6 percent of total compensation) for manufacturing and \$2.72 (7.4 percent) for construction. In service-producing industries, health insurance benefit costs ranged from \$4.76 (8.9 percent) for information to 75 cents (5.4 percent) for leisure and hospitality. (See table 6 and chart 2.)

Among the four regions, costs for health insurance benefits ranged from \$2.13 per hour worked (7.2 percent of total compensation) in the South to \$3.00 (7.7 percent) in the Northeast. Health insurance costs were \$2.50 (8.5 percent) in the Midwest and \$2.41 (7.3 percent) in the West. (See table 7.)

Health insurance benefit costs increased, with establishment size, by average hourly dollar amount and as a proportion of total compensation. Establishments with fewer than 50 workers averaged \$1.61 per hour worked (6.0 percent of total compensation); those with 50-99 workers averaged \$2.06 (7.3 percent); those with 100-499 employees averaged \$2.72 (8.3 percent); and those with 500 or more employees averaged \$4.27 (9.1 percent). (See table 8.)

For information on health insurance provisions, see *National Compensation Survey: Employee Benefits in the United States, March 2015*, at www.bls.gov/ncs/ebs/benefits/2015/benefits.htm and *National Compensation Survey: Health and Retirement Plan Provisions in the United States, 2015*, at www.bls.gov/ncs/ebs/detailedprovisions/2015/ownership/private/ebbl0058.pdf.

Other benefit categories in private industry

Private industry employer costs for **paid leave** averaged \$2.20 per hour worked (6.9 percent of total compensation), **supplemental pay** averaged \$1.16 (3.6 percent), **insurance** benefits averaged \$2.59 (8.1 percent), **retirement and savings** averaged \$1.23 (3.8 percent), and **legally required benefits** averaged \$2.54 (7.9 percent). (See table A and table 5.)

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

Compensation component	Civilian workers	Private industry	State and local government
Wages and salaries	68.5%	69.7%	63.6%
Benefits	31.5	30.3	36.4
Paid leave	6.9	6.9	7.2
Supplemental pay	3.1	3.6	0.8
Insurance	8.8	8.1	12.0
Health	8.4	7.6	11.7
Retirement and savings	5.1	3.8	10.6
Defined benefit	3.2	1.7	9.8
Defined contribution	1.9	2.2	0.8
Legally required	7.5	7.9	5.8

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

Employer Costs for Employee Compensation data on total compensation, wages and salaries, and benefits in private industry are produced annually in the March reference period for 15 metropolitan areas. For further information about metropolitan area ECEC estimates see the September 2009 article: “BLS Introduces New Employer Costs for Employee Compensation Data for Private Industry Workers in 15 Metropolitan Areas,” at www.bls.gov/opub/mlr/cwc/bls-introduces-new-employer-costs-for-employee-compensation-data-for-private-industry-workers-in-15-metropolitan-areas.pdf.

Supplemental tables with occupational, establishment size, and bargaining status series by industry group are available at www.bls.gov/ncs/ect/sp/ecsuptc38.pdf and www.bls.gov/ncs/ect/sp/ecsuphst.pdf.

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

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

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

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

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

TECHNICAL NOTE

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

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

Sample size

Data for the March 2016 reference period were collected from a probability sample of approximately 28,900 occupational observations selected from a sample of about 6,900 private industry establishments and approximately 8,800 occupational observations selected from a sample of about 1,500 state and local government establishments that provided data at the initial interview.

Comparing private and public sector data

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

ECEC quarterly publication focus

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

- June 2016—Retirement and savings benefit costs in private industry
- September 2016—Compensation costs in state and local government

ECEC detailed information and measures

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

Table 1. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Civilian workers, by major occupational and industry group, March 2016

Compensation component	Occupational group							
	All workers ¹		Management, professional, and related		Sales and office		Service	
	Cost	Percent	Cost	Percent	Cost	Percent	Cost	Percent
Total compensation	\$33.94	100.0	\$56.04	100.0	\$24.64	100.0	\$17.71	100.0
Wages and salaries	23.25	68.5	38.22	68.2	17.34	70.4	12.58	71.0
Total benefits	10.70	31.5	17.81	31.8	7.30	29.6	5.13	29.0
Paid leave	2.35	6.9	4.41	7.9	1.63	6.6	0.92	5.2
Vacation	1.15	3.4	2.12	3.8	0.81	3.3	0.43	2.4
Holiday	0.71	2.1	1.28	2.3	0.50	2.0	0.28	1.6
Sick	0.35	1.0	0.72	1.3	0.21	0.9	0.14	0.8
Personal	0.15	0.4	0.29	0.5	0.11	0.4	0.05	0.3
Supplemental pay	1.05	3.1	2.01	3.6	0.57	2.3	0.30	1.7
Overtime and premium ⁴	0.26	0.8	0.17	0.3	0.15	0.6	0.15	0.8
Shift differentials	0.06	0.2	0.08	0.1	0.02	0.1	0.06	0.3
Nonproduction bonuses	0.74	2.2	1.76	3.1	0.40	1.6	0.10	0.5
Insurance	3.00	8.8	4.56	8.1	2.36	9.6	1.44	8.1
Life	0.05	0.1	0.08	0.1	0.03	0.1	0.02	0.1
Health	2.85	8.4	4.32	7.7	2.27	9.2	1.39	7.9
Short-term disability	0.05	0.2	0.09	0.2	0.04	0.2	0.02	0.1
Long-term disability	0.05	0.1	0.08	0.1	0.03	0.1	(⁵)	(⁶)
Retirement and savings	1.74	5.1	3.29	5.9	0.87	3.5	0.80	4.5
Defined benefit	1.09	3.2	2.03	3.6	0.42	1.7	0.64	3.6
Defined contribution	0.65	1.9	1.26	2.2	0.44	1.8	0.16	0.9
Legally required benefits	2.55	7.5	3.54	6.3	1.87	7.6	1.67	9.5
Social Security and Medicare	1.87	5.5	2.97	5.3	1.43	5.8	1.05	5.9
Social Security ⁷	1.49	4.4	2.33	4.2	1.15	4.7	0.84	4.7
Medicare	0.39	1.1	0.64	1.1	0.28	1.1	0.21	1.2
Federal unemployment insurance	0.03	0.1	0.02	(⁶)	0.04	0.1	0.04	0.2
State unemployment insurance	0.18	0.5	0.17	0.3	0.17	0.7	0.16	0.9
Workers' compensation	0.47	1.4	0.37	0.7	0.23	0.9	0.43	2.4

See footnotes at end of table.

Table 1. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Civilian workers, by major occupational and industry group, March 2016 — Continued

Compensation component	Occupational group				Industry group			
	Natural resources, construction, and maintenance		Production, transportation, and material moving		Goods-producing ²		Service-providing ³	
	Cost	Percent	Cost	Percent	Cost	Percent	Cost	Percent
Total compensation	\$34.57	100.0	\$27.25	100.0	\$38.39	100.0	\$33.18	100.0
Wages and salaries	23.09	66.8	17.87	65.6	25.42	66.2	22.88	68.9
Total benefits	11.48	33.2	9.38	34.4	12.97	33.8	10.31	31.1
Paid leave	1.89	5.5	1.64	6.0	2.51	6.5	2.32	7.0
Vacation	0.95	2.8	0.83	3.0	1.29	3.4	1.12	3.4
Holiday	0.62	1.8	0.55	2.0	0.87	2.3	0.68	2.0
Sick	0.22	0.6	0.20	0.7	0.25	0.7	0.37	1.1
Personal	0.10	0.3	0.07	0.3	0.10	0.2	0.16	0.5
Supplemental pay	1.01	2.9	0.98	3.6	1.49	3.9	0.97	2.9
Overtime and premium ⁴	0.68	2.0	0.54	2.0	0.56	1.5	0.20	0.6
Shift differentials	0.05	0.1	0.08	0.3	0.08	0.2	0.05	0.2
Nonproduction bonuses	0.29	0.8	0.36	1.3	0.84	2.2	0.72	2.2
Insurance	3.23	9.4	2.98	10.9	3.60	9.4	2.89	8.7
Life	0.04	0.1	0.04	0.1	0.06	0.2	0.04	0.1
Health	3.07	8.9	2.81	10.3	3.40	8.9	2.76	8.3
Short-term disability	0.08	0.2	0.06	0.2	0.08	0.2	0.05	0.2
Long-term disability	0.04	0.1	0.07	0.2	0.06	0.1	0.04	0.1
Retirement and savings	2.04	5.9	1.23	4.5	2.12	5.5	1.68	5.1
Defined benefit	1.46	4.2	0.72	2.6	1.19	3.1	1.07	3.2
Defined contribution	0.59	1.7	0.51	1.9	0.93	2.4	0.61	1.8
Legally required benefits	3.31	9.6	2.55	9.4	3.25	8.5	2.44	7.3
Social Security and Medicare	1.95	5.6	1.52	5.6	2.15	5.6	1.83	5.5
Social Security ⁷	1.57	4.5	1.22	4.5	1.73	4.5	1.45	4.4
Medicare	0.37	1.1	0.30	1.1	0.42	1.1	0.38	1.1
Federal unemployment insurance	0.03	0.1	0.03	0.1	0.03	0.1	0.03	0.1
State unemployment insurance	0.25	0.7	0.20	0.7	0.25	0.6	0.17	0.5
Workers' compensation	1.08	3.1	0.81	3.0	0.82	2.1	0.41	1.2

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

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

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

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

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

⁶ Less than .05 percent.

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

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

Table 2. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Civilian workers, by occupational and industry group, March 2016

Series	Total compensation	Wages and salaries	Benefit costs					
			Total	Paid leave	Supplemental pay	Insurance	Retirement and savings	Legally required benefits
	Cost per hour worked							
Civilian workers ¹	\$33.94	\$23.25	\$10.70	\$2.35	\$1.05	\$3.00	\$1.74	\$2.55
Occupational group								
Management, professional, and related	56.04	38.22	17.81	4.41	2.01	4.56	3.29	3.54
Management, business, and financial	67.78	45.27	22.51	6.01	4.35	4.68	3.33	4.15
Professional and related	51.14	35.29	15.86	3.75	1.04	4.51	3.28	3.29
Teachers ²	56.53	39.67	16.85	2.59	0.17	5.53	5.45	3.12
Primary, secondary, and special education school teachers	57.08	39.08	18.00	2.48	0.17	6.34	6.16	2.84
Registered nurses	51.96	34.92	17.04	4.52	1.59	4.66	2.64	3.63
Sales and office	24.64	17.34	7.30	1.63	0.57	2.36	0.87	1.87
Sales and related	23.88	17.90	5.98	1.38	0.60	1.56	0.59	1.84
Office and administrative support	25.10	17.00	8.10	1.78	0.55	2.85	1.03	1.88
Service	17.71	12.58	5.13	0.92	0.30	1.44	0.80	1.67
Natural resources, construction, and maintenance	34.57	23.09	11.48	1.89	1.01	3.23	2.04	3.31
Construction, extraction, farming, fishing, and forestry ³	35.31	23.50	11.81	1.50	0.92	3.13	2.50	3.75
Installation, maintenance, and repair	33.88	22.71	11.17	2.25	1.10	3.33	1.62	2.88
Production, transportation, and material moving	27.25	17.87	9.38	1.64	0.98	2.98	1.23	2.55
Production	26.56	17.64	8.92	1.63	1.15	2.84	0.93	2.36
Transportation and material moving	27.89	18.09	9.80	1.65	0.83	3.10	1.50	2.73
Industry group								
Education and health services	38.21	26.19	12.02	2.67	0.49	3.88	2.46	2.51
Educational services	47.12	31.92	15.20	2.83	0.19	5.19	4.32	2.67
Elementary and secondary schools	45.95	30.81	15.14	2.35	0.18	5.52	4.65	2.44
Junior colleges, colleges, and universities	52.15	35.56	16.58	4.10	0.21	4.93	4.16	3.18
Health care and social assistance	32.23	22.35	9.89	2.57	0.69	3.00	1.21	2.41
Hospitals	43.84	28.53	15.31	4.05	1.37	4.70	2.21	2.98
	Percent of total compensation							
Civilian workers ¹	100.0	68.5	31.5	6.9	3.1	8.8	5.1	7.5
Occupational group								
Management, professional, and related	100.0	68.2	31.8	7.9	3.6	8.1	5.9	6.3
Management, business, and financial	100.0	66.8	33.2	8.9	6.4	6.9	4.9	6.1
Professional and related	100.0	69.0	31.0	7.3	2.0	8.8	6.4	6.4
Teachers ²	100.0	70.2	29.8	4.6	0.3	9.8	9.6	5.5
Primary, secondary, and special education school teachers	100.0	68.5	31.5	4.3	0.3	11.1	10.8	5.0
Registered nurses	100.0	67.2	32.8	8.7	3.1	9.0	5.1	7.0
Sales and office	100.0	70.4	29.6	6.6	2.3	9.6	3.5	7.6
Sales and related	100.0	75.0	25.0	5.8	2.5	6.5	2.5	7.7
Office and administrative support	100.0	67.7	32.3	7.1	2.2	11.3	4.1	7.5
Service	100.0	71.0	29.0	5.2	1.7	8.1	4.5	9.5
Natural resources, construction, and maintenance	100.0	66.8	33.2	5.5	2.9	9.4	5.9	9.6
Construction, extraction, farming, fishing, and forestry ³	100.0	66.6	33.4	4.3	2.6	8.9	7.1	10.6
Installation, maintenance, and repair	100.0	67.0	33.0	6.6	3.2	9.8	4.8	8.5
Production, transportation, and material moving	100.0	65.6	34.4	6.0	3.6	10.9	4.5	9.4
Production	100.0	66.4	33.6	6.1	4.3	10.7	3.5	8.9
Transportation and material moving	100.0	64.9	35.1	5.9	3.0	11.1	5.4	9.8
Industry group								
Education and health services	100.0	68.5	31.5	7.0	1.3	10.1	6.4	6.6
Educational services	100.0	67.7	32.3	6.0	0.4	11.0	9.2	5.7
Elementary and secondary schools	100.0	67.0	33.0	5.1	0.4	12.0	10.1	5.3
Junior colleges, colleges, and universities	100.0	68.2	31.8	7.9	0.4	9.5	8.0	6.1
Health care and social assistance	100.0	69.3	30.7	8.0	2.1	9.3	3.8	7.5
Hospitals	100.0	65.1	34.9	9.2	3.1	10.7	5.0	6.8

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

² Includes postsecondary teachers; primary, secondary, and special education teachers; and other teachers and instructors.

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

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

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

Compensation component	Occupational group ¹								Industry group	
	All workers		Management, professional, and related		Sales and office		Service		Service-providing ²	
	Cost	Percent	Cost	Percent	Cost	Percent	Cost	Percent	Cost	Percent
Total compensation	\$45.23	100.0	\$54.34	100.0	\$31.45	100.0	\$34.43	100.0	\$45.28	100.0
Wages and salaries	28.75	63.6	35.95	66.2	18.56	59.0	19.90	57.8	28.81	63.6
Total benefits	16.48	36.4	18.39	33.8	12.89	41.0	14.53	42.2	16.47	36.4
Paid leave	3.23	7.2	3.50	6.4	2.74	8.7	2.98	8.7	3.23	7.1
Vacation	1.18	2.6	1.11	2.0	1.21	3.8	1.29	3.7	1.17	2.6
Holiday	0.95	2.1	0.98	1.8	0.85	2.7	0.93	2.7	0.94	2.1
Sick	0.86	1.9	1.08	2.0	0.54	1.7	0.61	1.8	0.86	1.9
Personal	0.25	0.6	0.34	0.6	0.14	0.4	0.15	0.4	0.25	0.6
Supplemental pay	0.38	0.8	0.27	0.5	0.22	0.7	0.63	1.8	0.37	0.8
Overtime and premium ³	0.20	0.4	0.08	0.1	0.13	0.4	0.43	1.3	0.19	0.4
Shift differentials	0.05	0.1	0.03	0.1	0.02	0.1	0.09	0.3	0.05	0.1
Nonproduction bonuses	0.13	0.3	0.16	0.3	0.07	0.2	0.11	0.3	0.13	0.3
Insurance	5.43	12.0	5.91	10.9	5.01	15.9	4.60	13.4	5.44	12.0
Life	0.06	0.1	0.07	0.1	0.05	0.2	0.05	0.2	0.06	0.1
Health	5.30	11.7	5.76	10.6	4.89	15.6	4.49	13.1	5.30	11.7
Short-term disability	0.03	0.1	0.04	0.1	0.03	0.1	0.02	0.1	0.03	0.1
Long-term disability	0.04	0.1	0.05	0.1	0.03	0.1	0.03	0.1	0.04	0.1
Retirement and savings	4.80	10.6	5.71	10.5	2.98	9.5	4.12	12.0	4.79	10.6
Defined benefit	4.42	9.8	5.20	9.6	2.75	8.8	3.89	11.3	4.41	9.7
Defined contribution	0.38	0.8	0.50	0.9	0.23	0.7	0.22	0.6	0.38	0.8
Legally required benefits	2.64	5.8	2.99	5.5	1.94	6.2	2.21	6.4	2.64	5.8
Social Security and Medicare	1.99	4.4	2.39	4.4	1.46	4.6	1.42	4.1	1.99	4.4
Social Security ⁴	1.53	3.4	1.82	3.4	1.15	3.7	1.09	3.2	1.52	3.4
Medicare	0.46	1.0	0.57	1.0	0.31	1.0	0.33	1.0	0.46	1.0
Federal unemployment insurance	(⁵)	(⁶)	(⁵)	(⁶)	(⁵)	(⁶)	(⁵)	(⁶)	(⁵)	(⁶)
State unemployment insurance	0.09	0.2	0.08	0.2	0.07	0.2	0.07	0.2	0.09	0.2
Workers' compensation	0.57	1.3	0.52	1.0	0.41	1.3	0.71	2.1	0.56	1.2

¹ This table presents data for the three major occupational groups in State and local government: management, professional, and related occupations, including teachers; sales and office occupations, including clerical workers; and service occupations, including police and firefighters.

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

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

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

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

⁶ Less than .05 percent.

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

Table 4. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: State and local government workers, by occupational and industry group, March 2016

Series	Total compen- sation	Wages and salaries	Benefit costs					
			Total	Paid leave	Supple- mental pay	Insurance	Retire- ment and savings	Legally required benefits
State and local government workers	Cost per hour worked							
	\$45.23	\$28.75	\$16.48	\$3.23	\$0.38	\$5.43	\$4.80	\$2.64
Occupational group								
Management, professional, and related	54.34	35.95	18.39	3.50	0.27	5.91	5.71	2.99
Professional and related	53.27	35.45	17.82	3.13	0.26	5.91	5.66	2.86
Teachers ¹	61.25	42.15	19.10	2.79	0.17	6.35	6.67	3.13
Primary, secondary, and special education school teachers	61.66	41.77	19.89	2.65	0.19	7.03	7.08	2.93
Sales and office	31.45	18.56	12.89	2.74	0.22	5.01	2.98	1.94
Office and administrative support	31.63	18.62	13.01	2.77	0.22	5.07	3.01	1.94
Service	34.43	19.90	14.53	2.98	0.63	4.60	4.12	2.21
Industry group								
Education and health services	47.14	31.10	16.03	2.86	0.24	5.60	4.78	2.56
Educational services	48.22	32.09	16.13	2.74	0.18	5.65	5.02	2.55
Elementary and secondary schools	47.16	31.31	15.84	2.39	0.19	5.81	5.05	2.41
Junior colleges, colleges, and universities	51.95	34.80	17.15	3.96	0.15	5.06	4.97	3.01
Health care and social assistance	39.85	24.50	15.35	3.63	0.64	5.27	3.19	2.62
Hospitals	42.05	26.01	16.04	3.85	0.79	5.56	3.18	2.65
Public administration	43.22	25.49	17.73	3.98	0.61	5.32	5.05	2.78
State and local government workers	Percent of total compensation							
	100.0	63.6	36.4	7.2	0.8	12.0	10.6	5.8
Occupational group								
Management, professional, and related	100.0	66.2	33.8	6.4	0.5	10.9	10.5	5.5
Professional and related	100.0	66.5	33.5	5.9	0.5	11.1	10.6	5.4
Teachers ¹	100.0	68.8	31.2	4.6	0.3	10.4	10.9	5.1
Primary, secondary, and special education school teachers	100.0	67.7	32.3	4.3	0.3	11.4	11.5	4.8
Sales and office	100.0	59.0	41.0	8.7	0.7	15.9	9.5	6.2
Office and administrative support	100.0	58.9	41.1	8.8	0.7	16.0	9.5	6.1
Service	100.0	57.8	42.2	8.7	1.8	13.4	12.0	6.4
Industry group								
Education and health services	100.0	66.0	34.0	6.1	0.5	11.9	10.1	5.4
Educational services	100.0	66.5	33.5	5.7	0.4	11.7	10.4	5.3
Elementary and secondary schools	100.0	66.4	33.6	5.1	0.4	12.3	10.7	5.1
Junior colleges, colleges, and universities	100.0	67.0	33.0	7.6	0.3	9.7	9.6	5.8
Health care and social assistance	100.0	61.5	38.5	9.1	1.6	13.2	8.0	6.6
Hospitals	100.0	61.9	38.1	9.2	1.9	13.2	7.6	6.3
Public administration	100.0	59.0	41.0	9.2	1.4	12.3	11.7	6.4

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

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

Table 5. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Private industry workers, by major occupational group and bargaining unit status, March 2016

Compensation component	Occupational group							
	All workers		Management, professional, and related		Sales and office		Service	
	Cost	Percent	Cost	Percent	Cost	Percent	Cost	Percent
Total compensation	\$32.06	100.0	\$56.63	100.0	\$24.05	100.0	\$14.99	100.0
Wages and salaries	22.33	69.7	39.02	68.9	17.23	71.7	11.39	76.0
Total benefits	9.73	30.3	17.61	31.1	6.82	28.3	3.60	24.0
Paid leave	2.20	6.9	4.73	8.4	1.54	6.4	0.58	3.9
Vacation	1.14	3.6	2.48	4.4	0.78	3.2	0.29	2.0
Holiday	0.67	2.1	1.38	2.4	0.47	1.9	0.18	1.2
Sick	0.27	0.8	0.59	1.0	0.18	0.8	0.07	0.5
Personal	0.13	0.4	0.28	0.5	0.11	0.4	0.04	0.3
Supplemental pay	1.16	3.6	2.62	4.6	0.60	2.5	0.24	1.6
Overtime and premium ¹	0.27	0.8	0.21	0.4	0.15	0.6	0.10	0.7
Shift differentials	0.06	0.2	0.09	0.2	0.02	0.1	0.05	0.3
Nonproduction bonuses	0.84	2.6	2.32	4.1	0.43	1.8	0.09	0.6
Insurance	2.59	8.1	4.08	7.2	2.14	8.9	0.92	6.2
Life	0.04	0.1	0.08	0.1	0.03	0.1	(²)	(³)
Health	2.44	7.6	3.81	6.7	2.04	8.5	0.89	5.9
Short-term disability	0.06	0.2	0.10	0.2	0.04	0.2	(²)	(³)
Long-term disability	0.05	0.1	0.09	0.2	0.03	0.1	(²)	(³)
Retirement and savings	1.23	3.8	2.45	4.3	0.68	2.8	0.26	1.8
Defined benefit	0.53	1.7	0.93	1.6	0.22	0.9	0.11	0.7
Defined contribution	0.70	2.2	1.52	2.7	0.46	1.9	0.15	1.0
Legally required benefits	2.54	7.9	3.73	6.6	1.86	7.7	1.59	10.6
Social Security and Medicare	1.85	5.8	3.17	5.6	1.43	6.0	0.99	6.6
Social Security ⁴	1.48	4.6	2.50	4.4	1.15	4.8	0.80	5.3
Medicare	0.37	1.2	0.67	1.2	0.28	1.2	0.19	1.2
Federal unemployment insurance	0.04	0.1	0.03	0.1	0.04	0.2	0.05	0.3
State unemployment insurance	0.20	0.6	0.21	0.4	0.18	0.7	0.17	1.2
Workers' compensation	0.45	1.4	0.32	0.6	0.22	0.9	0.38	2.5

See footnotes at end of table.

Table 5. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Private industry workers, by major occupational group and bargaining unit status, March 2016 — Continued

Compensation component	Occupational group				Bargaining unit status			
	Natural resources, construction, and maintenance		Production, transportation, and material moving		Union		Nonunion	
	Cost	Percent	Cost	Percent	Cost	Percent	Cost	Percent
Total compensation	\$34.16	100.0	\$26.99	100.0	\$45.72	100.0	\$30.72	100.0
Wages and salaries	23.14	67.7	17.80	66.0	27.50	60.2	21.82	71.0
Total benefits	11.02	32.3	9.19	34.0	18.22	39.8	8.90	29.0
Paid leave	1.73	5.1	1.61	5.9	3.16	6.9	2.11	6.9
Vacation	0.89	2.6	0.82	3.0	1.61	3.5	1.09	3.6
Holiday	0.57	1.7	0.54	2.0	0.93	2.0	0.64	2.1
Sick	0.17	0.5	0.18	0.7	0.45	1.0	0.25	0.8
Personal	0.10	0.3	0.06	0.2	0.17	0.4	0.13	0.4
Supplemental pay	1.05	3.1	1.00	3.7	1.52	3.3	1.13	3.7
Overtime and premium ¹	0.70	2.0	0.54	2.0	0.91	2.0	0.20	0.7
Shift differentials	0.04	0.1	0.08	0.3	0.19	0.4	0.05	0.1
Nonproduction bonuses	0.31	0.9	0.37	1.4	0.42	0.9	0.88	2.9
Insurance	3.05	8.9	2.88	10.7	6.12	13.4	2.24	7.3
Life	0.04	0.1	0.04	0.1	0.07	0.2	0.04	0.1
Health	2.89	8.5	2.71	10.1	5.76	12.6	2.12	6.9
Short-term disability	0.08	0.2	0.06	0.2	0.16	0.4	0.05	0.2
Long-term disability	0.04	0.1	0.07	0.3	0.12	0.3	0.04	0.1
Retirement and savings	1.82	5.3	1.15	4.2	3.83	8.4	0.98	3.2
Defined benefit	1.20	3.5	0.62	2.3	2.84	6.2	0.31	1.0
Defined contribution	0.62	1.8	0.52	1.9	0.98	2.2	0.67	2.2
Legally required benefits	3.37	9.9	2.56	9.5	3.59	7.9	2.44	7.9
Social Security and Medicare	1.96	5.7	1.51	5.6	2.31	5.0	1.81	5.9
Social Security ⁴	1.59	4.7	1.22	4.5	1.84	4.0	1.45	4.7
Medicare	0.37	1.1	0.29	1.1	0.46	1.0	0.36	1.2
Federal unemployment insurance	0.03	0.1	0.03	0.1	0.03	0.1	0.04	0.1
State unemployment insurance	0.27	0.8	0.20	0.7	0.25	0.6	0.19	0.6
Workers' compensation	1.11	3.3	0.81	3.0	1.00	2.2	0.40	1.3

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

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

³ Less than .05 percent.

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

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

Table 6. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Private industry workers, by major industry group, March 2016

Compensation component	Goods-producing ¹						Service-providing ²					
	All goods-producing ¹		Construction		Manufacturing		All service-providing ²		Trade, transportation, and utilities		Information	
	Cost	Percent	Cost	Percent	Cost	Percent	Cost	Percent	Cost	Percent	Cost	Percent
Total compensation	\$38.36	100.0	\$36.98	100.0	\$38.79	100.0	\$30.78	100.0	\$26.39	100.0	\$53.35	100.0
Wages and salaries	25.45	66.3	25.83	69.8	25.19	64.9	21.70	70.5	18.49	70.1	34.96	65.5
Total benefits	12.92	33.7	11.15	30.2	13.60	35.1	9.08	29.5	7.90	29.9	18.39	34.5
Paid leave	2.49	6.5	1.57	4.2	2.93	7.6	2.14	7.0	1.65	6.3	4.90	9.2
Vacation	1.29	3.4	0.83	2.2	1.50	3.9	1.11	3.6	0.88	3.3	2.54	4.8
Holiday	0.87	2.3	0.55	1.5	1.02	2.6	0.63	2.0	0.48	1.8	1.24	2.3
Sick	0.25	0.6	0.12	0.3	0.31	0.8	0.27	0.9	0.21	0.8	0.56	1.0
Personal	0.09	0.2	0.07	0.2	0.10	0.3	0.14	0.4	0.08	0.3	0.57	1.1
Supplemental pay	1.50	3.9	0.96	2.6	1.67	4.3	1.09	3.6	0.71	2.7	2.27	4.3
Overtime and premium ³	0.56	1.5	0.59	1.6	0.53	1.4	0.21	0.7	0.27	1.0	0.27	0.5
Shift differentials	0.08	0.2	(⁴)	(⁵)	0.12	0.3	0.05	0.2	0.02	0.1	0.04	0.1
Nonproduction bonuses	0.85	2.2	0.36	1.0	1.02	2.6	0.84	2.7	0.42	1.6	1.97	3.7
Insurance	3.59	9.3	2.84	7.7	3.93	10.1	2.39	7.8	2.26	8.6	5.18	9.7
Life	0.06	0.2	0.04	0.1	0.07	0.2	0.04	0.1	0.03	0.1	0.07	0.1
Health	3.39	8.8	2.72	7.4	3.71	9.6	2.25	7.3	2.14	8.1	4.76	8.9
Short-term disability	0.08	0.2	0.04	0.1	0.09	0.2	0.05	0.2	0.04	0.2	0.26	0.5
Long-term disability	0.06	0.1	0.04	0.1	0.06	0.2	0.04	0.1	0.05	0.2	0.09	0.2
Retirement and savings	2.08	5.4	1.90	5.1	2.12	5.5	1.06	3.4	1.03	3.9	2.51	4.7
Defined benefit	1.15	3.0	1.19	3.2	1.10	2.8	0.41	1.3	0.48	1.8	1.06	2.0
Defined contribution	0.94	2.4	0.70	1.9	1.02	2.6	0.65	2.1	0.55	2.1	1.46	2.7
Legally required benefits	3.26	8.5	3.89	10.5	2.94	7.6	2.40	7.8	2.25	8.5	3.53	6.6
Social Security and Medicare	2.15	5.6	2.13	5.8	2.16	5.6	1.79	5.8	1.52	5.8	2.99	5.6
Social Security ⁶	1.73	4.5	1.72	4.7	1.73	4.5	1.43	4.6	1.22	4.6	2.39	4.5
Medicare	0.42	1.1	0.41	1.1	0.43	1.1	0.36	1.2	0.30	1.1	0.60	1.1
Federal unemployment insurance	0.03	0.1	0.03	0.1	0.03	0.1	0.04	0.1	0.04	0.2	0.03	0.1
State unemployment insurance	0.25	0.6	0.35	0.9	0.21	0.5	0.19	0.6	0.16	0.6	0.21	0.4
Workers' compensation	0.82	2.1	1.38	3.7	0.55	1.4	0.38	1.2	0.53	2.0	0.30	0.6

See footnotes at end of table.

Table 6. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Private industry workers, by major industry group, March 2016 — Continued

Compensation component	Service-providing ²									
	Financial activities		Professional and business services		Education and health services		Leisure and hospitality		Other services	
	Cost	Percent	Cost	Percent	Cost	Percent	Cost	Percent	Cost	Percent
Total compensation	\$45.92	100.0	\$39.35	100.0	\$33.27	100.0	\$13.99	100.0	\$26.12	100.0
Wages and salaries	30.29	65.9	28.17	71.6	23.47	70.5	10.91	78.0	18.87	72.2
Total benefits	15.64	34.1	11.18	28.4	9.80	29.5	3.09	22.0	7.25	27.8
Paid leave	3.89	8.5	2.75	7.0	2.57	7.7	0.44	3.1	1.58	6.1
Vacation	2.01	4.4	1.44	3.7	1.30	3.9	0.23	1.6	0.76	2.9
Holiday	1.12	2.4	0.83	2.1	0.75	2.3	0.12	0.9	0.53	2.0
Sick	0.51	1.1	0.31	0.8	0.36	1.1	0.05	0.4	0.20	0.8
Personal	0.24	0.5	0.17	0.4	0.16	0.5	0.03	0.2	0.10	0.4
Supplemental pay	3.31	7.2	2.03	5.1	0.63	1.9	0.15	1.1	0.35	1.3
Overtime and premium ³	0.18	0.4	0.27	0.7	0.18	0.6	0.07	0.5	0.14	0.5
Shift differentials	(⁴)	(⁵)	(⁴)	(⁵)	0.18	0.6	(⁴)	(⁵)	0.02	0.1
Nonproduction bonuses	3.12	6.8	1.75	4.4	0.26	0.8	0.07	0.5	0.19	0.7
Insurance	3.82	8.3	2.35	6.0	2.92	8.8	0.78	5.6	2.04	7.8
Life	0.06	0.1	0.05	0.1	0.04	0.1	(⁴)	(⁵)	0.03	0.1
Health	3.57	7.8	2.19	5.6	2.78	8.4	0.75	5.4	1.95	7.5
Short-term disability	0.13	0.3	0.06	0.2	0.05	0.1	(⁴)	(⁵)	0.03	0.1
Long-term disability	0.06	0.1	0.05	0.1	0.05	0.2	(⁴)	(⁵)	0.02	0.1
Retirement and savings	1.71	3.7	1.16	3.0	1.18	3.5	0.23	1.7	1.09	4.2
Defined benefit	0.45	1.0	0.44	1.1	0.37	1.1	0.11	0.8	0.57	2.2
Defined contribution	1.25	2.7	0.72	1.8	0.81	2.4	0.12	0.9	0.51	2.0
Legally required benefits	2.91	6.3	2.90	7.4	2.49	7.5	1.49	10.6	2.19	8.4
Social Security and Medicare	2.48	5.4	2.24	5.7	1.97	5.9	0.96	6.9	1.56	6.0
Social Security ⁶	1.94	4.2	1.77	4.5	1.59	4.8	0.78	5.6	1.26	4.8
Medicare	0.54	1.2	0.47	1.2	0.39	1.2	0.18	1.3	0.30	1.2
Federal unemployment insurance	0.04	0.1	0.04	0.1	0.03	0.1	0.05	0.4	0.03	0.1
State unemployment insurance	0.19	0.4	0.23	0.6	0.18	0.5	0.16	1.2	0.18	0.7
Workers' compensation	0.21	0.5	0.39	1.0	0.31	0.9	0.31	2.2	0.41	1.6

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

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

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

⁴ Cost per hour worked is \$0.01 or less.

⁵ Less than .05 percent.

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

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

**Table 7. Employer costs per hour worked for employee compensation and costs as a percent of total compensation:
Private industry workers, by census region and division, March 2016**

Compensation component	Census region and division ¹									
	Northeast		Northeast divisions				South		South divisions	
	Cost	Percent	New England		Middle Atlantic		Cost	Percent	South Atlantic	
			Cost	Percent	Cost	Percent			Cost	Percent
Total compensation	\$39.06	100.0	\$39.26	100.0	\$38.99	100.0	\$29.48	100.0	\$30.36	100.0
Wages and salaries	26.18	67.0	27.81	70.8	25.62	65.7	20.90	70.9	21.42	70.5
Total benefits	12.88	33.0	11.45	29.2	13.37	34.3	8.58	29.1	8.94	29.5
Paid leave	2.84	7.3	2.81	7.2	2.85	7.3	2.00	6.8	2.17	7.2
Vacation	1.45	3.7	1.47	3.7	1.45	3.7	1.02	3.5	1.12	3.7
Holiday	0.83	2.1	0.83	2.1	0.83	2.1	0.61	2.1	0.64	2.1
Sick	0.37	0.9	0.34	0.9	0.37	1.0	0.24	0.8	0.27	0.9
Personal	0.19	0.5	0.17	0.4	0.20	0.5	0.13	0.4	0.15	0.5
Supplemental pay	2.41	6.2	1.06	2.7	2.89	7.4	0.93	3.1	0.83	2.7
Overtime and premium ²	0.24	0.6	0.24	0.6	0.24	0.6	0.31	1.1	0.25	0.8
Shift differentials	0.07	0.2	0.08	0.2	0.07	0.2	0.06	0.2	0.08	0.3
Nonproduction bonuses	2.10	5.4	0.74	1.9	2.57	6.6	0.55	1.9	0.51	1.7
Insurance	3.19	8.2	3.20	8.1	3.19	8.2	2.27	7.7	2.40	7.9
Life	0.05	0.1	0.04	0.1	0.05	0.1	0.05	0.2	0.05	0.2
Health	3.00	7.7	3.01	7.7	3.00	7.7	2.13	7.2	2.24	7.4
Short-term disability	0.09	0.2	0.09	0.2	0.10	0.2	0.05	0.2	0.06	0.2
Long-term disability	0.05	0.1	0.06	0.2	0.05	0.1	0.04	0.1	0.05	0.2
Retirement and savings	1.41	3.6	1.49	3.8	1.38	3.5	1.13	3.8	1.24	4.1
Defined benefit	0.61	1.6	0.59	1.5	0.62	1.6	0.49	1.7	0.55	1.8
Defined contribution	0.79	2.0	0.90	2.3	0.75	1.9	0.64	2.2	0.69	2.3
Legally required benefits	3.02	7.7	2.89	7.4	3.06	7.9	2.25	7.6	2.30	7.6
Social Security and Medicare	2.14	5.5	2.19	5.6	2.12	5.4	1.74	5.9	1.79	5.9
Social Security ³	1.68	4.3	1.73	4.4	1.66	4.3	1.39	4.7	1.43	4.7
Medicare	0.46	1.2	0.46	1.2	0.46	1.2	0.34	1.2	0.35	1.2
Federal unemployment insurance	0.03	0.1	0.05	0.1	0.02	0.1	0.02	0.1	0.03	0.1
State unemployment insurance	0.31	0.8	0.27	0.7	0.33	0.8	0.12	0.4	0.13	0.4
Workers' compensation	0.54	1.4	0.39	1.0	0.59	1.5	0.36	1.2	0.36	1.2

See footnotes at end of table.

Table 7. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Private industry workers, by census region and division, March 2016 — Continued

Compensation component	Census region and division ¹									
	South divisions				Midwest		Midwest divisions			
	East South Central		West South Central		Cost	Percent	East North Central		West North Central	
	Cost	Percent	Cost	Percent			Cost	Percent	Cost	Percent
Total compensation	\$25.12	100.0	\$30.11	100.0	\$29.40	100.0	\$29.51	100.0	\$29.18	100.0
Wages and salaries	17.66	70.3	21.60	71.7	20.40	69.4	20.44	69.3	20.31	69.6
Total benefits	7.45	29.7	8.51	28.3	9.00	30.6	9.06	30.7	8.87	30.4
Paid leave	1.63	6.5	1.89	6.3	2.00	6.8	2.01	6.8	2.00	6.9
Vacation	0.84	3.4	0.95	3.2	1.09	3.7	1.09	3.7	1.09	3.7
Holiday	0.54	2.2	0.60	2.0	0.60	2.0	0.60	2.0	0.59	2.0
Sick	0.17	0.7	0.22	0.7	0.21	0.7	0.21	0.7	0.22	0.8
Personal	0.08	0.3	0.12	0.4	0.10	0.4	0.10	0.4	0.10	0.4
Supplemental pay	0.71	2.8	1.19	4.0	0.83	2.8	0.85	2.9	0.79	2.7
Overtime and premium ²	0.30	1.2	0.43	1.4	0.26	0.9	0.28	0.9	0.23	0.8
Shift differentials	0.04	0.2	0.05	0.2	0.06	0.2	0.06	0.2	0.07	0.2
Nonproduction bonuses	0.37	1.5	0.71	2.4	0.50	1.7	0.51	1.7	0.49	1.7
Insurance	2.28	9.1	2.05	6.8	2.65	9.0	2.69	9.1	2.57	8.8
Life	0.04	0.2	0.04	0.1	0.04	0.1	0.04	0.1	0.04	0.1
Health	2.16	8.6	1.93	6.4	2.50	8.5	2.54	8.6	2.42	8.3
Short-term disability	0.04	0.1	0.04	0.1	0.06	0.2	0.06	0.2	0.06	0.2
Long-term disability	0.04	0.2	0.04	0.1	0.05	0.2	0.05	0.2	0.05	0.2
Retirement and savings	0.88	3.5	1.07	3.5	1.14	3.9	1.11	3.8	1.20	4.1
Defined benefit	0.38	1.5	0.44	1.5	0.43	1.5	0.47	1.6	0.34	1.2
Defined contribution	0.49	2.0	0.63	2.1	0.71	2.4	0.64	2.2	0.86	2.9
Legally required benefits	1.95	7.8	2.30	7.6	2.37	8.1	2.40	8.1	2.31	7.9
Social Security and Medicare	1.50	6.0	1.77	5.9	1.74	5.9	1.74	5.9	1.75	6.0
Social Security ³	1.21	4.8	1.42	4.7	1.40	4.8	1.40	4.7	1.41	4.8
Medicare	0.29	1.1	0.36	1.2	0.34	1.1	0.34	1.1	0.34	1.2
Federal unemployment insurance	0.02	0.1	0.02	0.1	0.04	0.1	0.04	0.1	0.03	0.1
State unemployment insurance	0.10	0.4	0.12	0.4	0.19	0.6	0.21	0.7	0.15	0.5
Workers' compensation	0.33	1.3	0.38	1.3	0.40	1.4	0.41	1.4	0.39	1.3

See footnotes at end of table.

Table 7. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Private industry workers, by census region and division, March 2016 — Continued

Compensation component	Census region and division ¹					
	West		West divisions			
	Cost	Percent	Mountain		Pacific	
			Cost	Percent	Cost	Percent
Total compensation	\$33.13	100.0	\$29.11	100.0	\$35.07	100.0
Wages and salaries	23.43	70.7	21.11	72.5	24.55	70.0
Total benefits	9.70	29.3	7.99	27.5	10.52	30.0
Paid leave	2.20	6.7	1.82	6.3	2.39	6.8
Vacation	1.12	3.4	0.95	3.3	1.20	3.4
Holiday	0.69	2.1	0.55	1.9	0.76	2.2
Sick	0.29	0.9	0.21	0.7	0.32	0.9
Personal	0.11	0.3	0.11	0.4	0.10	0.3
Supplemental pay	0.85	2.6	0.73	2.5	0.91	2.6
Overtime and premium ²	0.22	0.7	0.20	0.7	0.22	0.6
Shift differentials	0.03	0.1	0.03	0.1	0.04	0.1
Nonproduction bonuses	0.60	1.8	0.49	1.7	0.65	1.8
Insurance	2.52	7.6	2.12	7.3	2.71	7.7
Life	0.04	0.1	0.04	0.1	0.04	0.1
Health	2.41	7.3	2.01	6.9	2.61	7.4
Short-term disability	0.03	0.1	0.04	0.1	0.03	0.1
Long-term disability	0.04	0.1	0.04	0.1	0.04	0.1
Retirement and savings	1.34	4.0	0.97	3.3	1.52	4.3
Defined benefit	0.64	1.9	0.29	1.0	0.80	2.3
Defined contribution	0.70	2.1	0.68	2.3	0.72	2.0
Legally required benefits	2.79	8.4	2.35	8.1	3.00	8.5
Social Security and Medicare	1.92	5.8	1.76	6.0	2.00	5.7
Social Security ³	1.54	4.6	1.41	4.9	1.59	4.5
Medicare	0.38	1.2	0.34	1.2	0.40	1.2
Federal unemployment insurance	0.06	0.2	0.03	0.1	0.08	0.2
State unemployment insurance	0.22	0.7	0.18	0.6	0.24	0.7
Workers' compensation	0.59	1.8	0.39	1.3	0.68	1.9

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

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

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

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

Table 8. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Private industry workers, by establishment employment size, March 2016

Compensation component	1-99 workers						100 workers or more					
	1-99 workers		1-49 workers		50-99 workers		100 workers or more		100-499 workers		500 workers or more	
	Cost	Percent	Cost	Percent	Cost	Percent	Cost	Percent	Cost	Percent	Cost	Percent
Total compensation	\$27.04	100.0	\$26.62	100.0	\$28.35	100.0	\$38.14	100.0	\$32.62	100.0	\$46.85	100.0
Wages and salaries	19.64	72.6	19.57	73.5	19.85	70.0	25.59	67.1	22.55	69.1	30.39	64.9
Total benefits	7.40	27.4	7.05	26.5	8.50	30.0	12.55	32.9	10.07	30.9	16.46	35.1
Paid leave	1.55	5.7	1.49	5.6	1.73	6.1	3.00	7.9	2.35	7.2	4.01	8.6
Vacation	0.80	2.9	0.76	2.8	0.91	3.2	1.56	4.1	1.23	3.8	2.08	4.4
Holiday	0.49	1.8	0.48	1.8	0.54	1.9	0.88	2.3	0.70	2.2	1.15	2.4
Sick	0.18	0.7	0.18	0.7	0.19	0.7	0.37	1.0	0.26	0.8	0.54	1.2
Personal	0.08	0.3	0.08	0.3	0.09	0.3	0.19	0.5	0.16	0.5	0.24	0.5
Supplemental pay	1.01	3.7	0.93	3.5	1.28	4.5	1.34	3.5	1.01	3.1	1.87	4.0
Overtime and premium ¹	0.18	0.7	0.16	0.6	0.25	0.9	0.37	1.0	0.36	1.1	0.39	0.8
Shift differentials	(²)	(³)	(²)	(³)	0.03	0.1	0.11	0.3	0.06	0.2	0.19	0.4
Nonproduction bonuses	0.82	3.0	0.76	2.9	1.00	3.5	0.86	2.3	0.59	1.8	1.29	2.8
Insurance	1.81	6.7	1.69	6.3	2.18	7.7	3.54	9.3	2.89	8.8	4.56	9.7
Life	0.03	0.1	0.03	0.1	0.04	0.1	0.06	0.1	0.05	0.1	0.07	0.1
Health	1.72	6.4	1.61	6.0	2.06	7.3	3.32	8.7	2.72	8.3	4.27	9.1
Short-term disability	0.03	0.1	0.03	0.1	0.04	0.1	0.09	0.2	0.07	0.2	0.12	0.3
Long-term disability	0.03	0.1	0.03	0.1	0.03	0.1	0.07	0.2	0.05	0.1	0.10	0.2
Retirement and savings	0.71	2.6	0.63	2.3	0.97	3.4	1.87	4.9	1.26	3.9	2.81	6.0
Defined benefit	0.26	1.0	0.20	0.8	0.44	1.6	0.86	2.2	0.53	1.6	1.37	2.9
Defined contribution	0.45	1.6	0.42	1.6	0.52	1.9	1.01	2.6	0.73	2.2	1.44	3.1
Legally required benefits	2.32	8.6	2.31	8.7	2.35	8.3	2.81	7.4	2.55	7.8	3.21	6.8
Social Security and Medicare	1.61	6.0	1.60	6.0	1.65	5.8	2.15	5.6	1.88	5.8	2.58	5.5
Social Security ⁴	1.29	4.8	1.28	4.8	1.31	4.6	1.72	4.5	1.50	4.6	2.06	4.4
Medicare	0.32	1.2	0.32	1.2	0.33	1.2	0.43	1.1	0.37	1.1	0.52	1.1
Federal unemployment insurance	0.04	0.1	0.04	0.2	0.04	0.1	0.03	0.1	0.04	0.1	0.03	0.1
State unemployment insurance	0.20	0.7	0.20	0.8	0.19	0.7	0.19	0.5	0.21	0.6	0.17	0.4
Workers' compensation	0.47	1.8	0.47	1.8	0.47	1.7	0.43	1.1	0.43	1.3	0.43	0.9

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

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

³ Less than .05 percent.

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

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

Table 9. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Private industry workers, goods-producing and service-providing industries, by occupational group, March 2016

Series	Total compensation	Wages and salaries	Benefit costs					
			Total	Paid leave	Supplemental pay	Insurance	Retirement and savings	Legally required benefits
	Cost per hour worked							
All workers in private industry	\$32.06	\$22.33	\$9.73	\$2.20	\$1.16	\$2.59	\$1.23	\$2.54
Management, professional, and related	56.63	39.02	17.61	4.73	2.62	4.08	2.45	3.73
Management, business, and financial	68.89	46.25	22.64	6.06	4.95	4.49	2.93	4.20
Professional and related	50.18	35.21	14.96	4.03	1.39	3.87	2.19	3.49
Sales and office	24.05	17.23	6.82	1.54	0.60	2.14	0.68	1.86
Sales and related	23.84	17.91	5.94	1.37	0.60	1.54	0.58	1.84
Office and administrative support	24.19	16.78	7.41	1.65	0.60	2.54	0.75	1.88
Service	14.99	11.39	3.60	0.58	0.24	0.92	0.26	1.59
Natural resources, construction, and maintenance	34.16	23.14	11.02	1.73	1.05	3.05	1.82	3.37
Construction, extraction, farming, fishing, and forestry ¹	35.08	23.75	11.33	1.30	0.96	2.94	2.25	3.89
Installation, maintenance, and repair	33.32	22.58	10.74	2.12	1.13	3.14	1.43	2.91
Production, transportation, and material moving	26.99	17.80	9.19	1.61	1.00	2.88	1.15	2.56
Production	26.35	17.54	8.80	1.60	1.15	2.80	0.89	2.35
Transportation and material moving	27.61	18.05	9.57	1.61	0.85	2.96	1.39	2.75
All workers, goods-producing industries ²	38.36	25.45	12.92	2.49	1.50	3.59	2.08	3.26
Management, professional, and related	68.67	45.77	22.90	5.92	2.58	5.15	4.82	4.43
Sales and office	33.02	22.74	10.28	2.30	1.01	3.20	1.19	2.58
Natural resources, construction, and maintenance	36.22	24.17	12.05	1.49	1.20	3.26	2.23	3.87
Production, transportation, and material moving	28.02	18.19	9.84	1.70	1.34	3.25	1.02	2.52
All workers, service-providing industries ³	30.78	21.70	9.08	2.14	1.09	2.39	1.06	2.40
Management, professional, and related	54.99	38.10	16.89	4.57	2.62	3.94	2.12	3.64
Sales and office	23.47	16.88	6.59	1.49	0.57	2.07	0.65	1.82
Service	14.95	11.37	3.58	0.57	0.24	0.92	0.26	1.58
Natural resources, construction, and maintenance	31.59	21.85	9.74	2.03	0.86	2.78	1.31	2.76
Production, transportation, and material moving	26.20	17.51	8.70	1.53	0.74	2.60	1.24	2.58
	Percent of total compensation							
All workers in private industry	100.0	69.7	30.3	6.9	3.6	8.1	3.8	7.9
Management, professional, and related	100.0	68.9	31.1	8.4	4.6	7.2	4.3	6.6
Management, business, and financial	100.0	67.1	32.9	8.8	7.2	6.5	4.2	6.1
Professional and related	100.0	70.2	29.8	8.0	2.8	7.7	4.4	6.9
Sales and office	100.0	71.7	28.3	6.4	2.5	8.9	2.8	7.7
Sales and related	100.0	75.1	24.9	5.8	2.5	6.5	2.4	7.7
Office and administrative support	100.0	69.4	30.6	6.8	2.5	10.5	3.1	7.8
Service	100.0	76.0	24.0	3.9	1.6	6.2	1.8	10.6
Natural resources, construction, and maintenance	100.0	67.7	32.3	5.1	3.1	8.9	5.3	9.9
Construction, extraction, farming, fishing, and forestry ¹	100.0	67.7	32.3	3.7	2.7	8.4	6.4	11.1
Installation, maintenance, and repair	100.0	67.8	32.2	6.4	3.4	9.4	4.3	8.7
Production, transportation, and material moving	100.0	66.0	34.0	5.9	3.7	10.7	4.2	9.5
Production	100.0	66.6	33.4	6.1	4.4	10.6	3.4	8.9
Transportation and material moving	100.0	65.4	34.6	5.8	3.1	10.7	5.0	10.0
All workers, goods-producing industries ²	100.0	66.3	33.7	6.5	3.9	9.3	5.4	8.5
Management, professional, and related	100.0	66.6	33.4	8.6	3.8	7.5	7.0	6.5
Sales and office	100.0	68.9	31.1	7.0	3.1	9.7	3.6	7.8
Natural resources, construction, and maintenance	100.0	66.7	33.3	4.1	3.3	9.0	6.2	10.7
Production, transportation, and material moving	100.0	64.9	35.1	6.1	4.8	11.6	3.6	9.0
All workers, service-providing industries ³	100.0	70.5	29.5	7.0	3.6	7.8	3.4	7.8
Management, professional, and related	100.0	69.3	30.7	8.3	4.8	7.2	3.9	6.6
Sales and office	100.0	71.9	28.1	6.3	2.4	8.8	2.8	7.7
Service	100.0	76.1	23.9	3.8	1.6	6.2	1.7	10.6
Natural resources, construction, and maintenance	100.0	69.2	30.8	6.4	2.7	8.8	4.1	8.7
Production, transportation, and material moving	100.0	66.8	33.2	5.8	2.8	9.9	4.7	9.8

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

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

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

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

Table 10. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Private industry workers, by industry group, March 2016

Series	Total compen- sation	Wages and salaries	Benefit costs					
			Total	Paid leave	Supple- mental pay	Insurance	Retire- ment and savings	Legally required benefits
	Cost per hour worked							
All workers, goods-producing industries ¹	\$38.36	\$25.45	\$12.92	\$2.49	\$1.50	\$3.59	\$2.08	\$3.26
Construction	36.98	25.83	11.15	1.57	0.96	2.84	1.90	3.89
Manufacturing	38.79	25.19	13.60	2.93	1.67	3.93	2.12	2.94
Aircraft manufacturing ²	70.61	42.57	28.04	6.28	3.78	7.38	6.27	4.33
All workers, service-providing industries ³	30.78	21.70	9.08	2.14	1.09	2.39	1.06	2.40
Trade, transportation, and utilities	26.39	18.49	7.90	1.65	0.71	2.26	1.03	2.25
Wholesale trade	35.38	25.03	10.35	2.54	1.07	2.86	1.11	2.76
Retail trade	18.16	13.67	4.48	0.86	0.38	1.25	0.38	1.61
Transportation and warehousing	38.58	24.51	14.07	2.74	1.19	4.30	2.34	3.49
Utilities	60.09	35.98	24.10	5.18	2.19	6.22	6.27	4.25
Information	53.35	34.96	18.39	4.90	2.27	5.18	2.51	3.53
Financial activities	45.92	30.29	15.64	3.89	3.31	3.82	1.71	2.91
Finance and insurance	50.99	33.03	17.96	4.51	4.09	4.25	2.05	3.05
Credit intermediation and related activities	40.26	26.97	13.29	3.59	1.75	3.80	1.52	2.63
Insurance carriers and related activities	46.70	31.00	15.71	4.10	2.07	4.26	2.28	3.00
Real estate and rental and leasing	30.08	21.70	8.39	1.96	0.86	2.45	0.64	2.47
Professional and business services	39.35	28.17	11.18	2.75	2.03	2.35	1.16	2.90
Professional and technical services	49.62	35.79	13.83	4.08	1.31	3.33	1.70	3.41
Administrative and waste services	23.06	17.95	5.11	0.94	0.59	1.07	0.30	2.21
Education and health services	33.27	23.47	9.80	2.57	0.63	2.92	1.18	2.49
Educational services	43.37	31.36	12.02	3.12	0.23	3.62	1.97	3.09
Junior colleges, colleges, and universities	52.47	36.80	15.67	4.32	0.31	4.73	2.84	3.46
Health care and social assistance	31.60	22.17	9.43	2.48	0.70	2.81	1.05	2.39
Leisure and hospitality	13.99	10.91	3.09	0.44	0.15	0.78	0.23	1.49
Accommodation and food services	12.48	9.85	2.62	0.32	0.14	0.65	0.15	1.37
Other services	26.12	18.87	7.25	1.58	0.35	2.04	1.09	2.19
	Percent of total compensation							
All workers, goods-producing industries ¹	100.0	66.3	33.7	6.5	3.9	9.3	5.4	8.5
Construction	100.0	69.8	30.2	4.2	2.6	7.7	5.1	10.5
Manufacturing	100.0	64.9	35.1	7.6	4.3	10.1	5.5	7.6
Aircraft manufacturing ²	100.0	60.3	39.7	8.9	5.4	10.5	8.9	6.1
All workers, service-providing industries ³	100.0	70.5	29.5	7.0	3.6	7.8	3.4	7.8
Trade, transportation, and utilities	100.0	70.1	29.9	6.3	2.7	8.6	3.9	8.5
Wholesale trade	100.0	70.8	29.2	7.2	3.0	8.1	3.1	7.8
Retail trade	100.0	75.3	24.7	4.8	2.1	6.9	2.1	8.9
Transportation and warehousing	100.0	63.5	36.5	7.1	3.1	11.2	6.1	9.0
Utilities	100.0	59.9	40.1	8.6	3.6	10.3	10.4	7.1
Information	100.0	65.5	34.5	9.2	4.3	9.7	4.7	6.6
Financial activities	100.0	65.9	34.1	8.5	7.2	8.3	3.7	6.3
Finance and insurance	100.0	64.8	35.2	8.8	8.0	8.3	4.0	6.0
Credit intermediation and related activities	100.0	67.0	33.0	8.9	4.3	9.4	3.8	6.5
Insurance carriers and related activities	100.0	66.4	33.6	8.8	4.4	9.1	4.9	6.4
Real estate and rental and leasing	100.0	72.1	27.9	6.5	2.9	8.2	2.1	8.2
Professional and business services	100.0	71.6	28.4	7.0	5.1	6.0	3.0	7.4
Professional and technical services	100.0	72.1	27.9	8.2	2.6	6.7	3.4	6.9
Administrative and waste services	100.0	77.8	22.2	4.1	2.6	4.7	1.3	9.6
Education and health services	100.0	70.5	29.5	7.7	1.9	8.8	3.5	7.5
Educational services	100.0	72.3	27.7	7.2	0.5	8.3	4.5	7.1
Junior colleges, colleges, and universities	100.0	70.1	29.9	8.2	0.6	9.0	5.4	6.6
Health care and social assistance	100.0	70.2	29.8	7.9	2.2	8.9	3.3	7.6
Leisure and hospitality	100.0	78.0	22.0	3.1	1.1	5.6	1.7	10.6
Accommodation and food services	100.0	79.0	21.0	2.6	1.1	5.2	1.2	11.0
Other services	100.0	72.2	27.8	6.1	1.3	7.8	4.2	8.4

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

² Data are available beginning with December 2006.

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

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

Table 11. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Private industry workers, by occupational group and full-time and part-time status, March 2016

Series	Total compensation	Wages and salaries	Benefit costs					
			Total	Paid leave	Supplemental pay	Insurance	Retirement and savings	Legally required benefits
	Cost per hour worked							
All full-time workers in private industry	\$37.73	\$25.66	\$12.06	\$2.85	\$1.50	\$3.30	\$1.57	\$2.84
Management, professional, and related	59.05	40.08	18.97	5.17	2.86	4.46	2.68	3.80
Management, business, and financial	69.49	46.53	22.95	6.15	5.05	4.56	2.98	4.22
Professional and related	52.46	36.00	16.46	4.55	1.48	4.40	2.49	3.54
Sales and office	28.80	20.09	8.71	2.09	0.80	2.82	0.90	2.10
Sales and related	34.20	24.93	9.27	2.40	1.01	2.49	0.96	2.40
Office and administrative support	26.38	17.92	8.46	1.95	0.71	2.96	0.87	1.96
Service	18.53	13.18	5.35	1.05	0.41	1.68	0.46	1.76
Natural resources, construction, and maintenance	35.02	23.52	11.50	1.83	1.11	3.22	1.91	3.42
Construction, extraction, farming, fishing, and forestry ¹	36.02	24.17	11.85	1.39	1.03	3.12	2.37	3.94
Installation, maintenance, and repair	34.14	22.95	11.18	2.23	1.18	3.31	1.51	2.96
Production, transportation, and material moving	29.05	19.00	10.05	1.84	1.16	3.21	1.21	2.64
Production	27.45	18.08	9.38	1.72	1.24	3.04	0.97	2.40
Transportation and material moving	30.98	20.11	10.87	1.99	1.05	3.41	1.49	2.93
All part-time workers in private industry	16.89	13.42	3.47	0.47	0.26	0.69	0.32	1.75
Management, professional, and related	40.07	31.77	8.30	1.73	0.96	1.50	0.84	3.27
Professional and related	39.97	31.67	8.29	1.71	0.99	1.49	0.85	3.25
Sales and office	13.99	11.19	2.80	0.36	0.18	0.69	0.22	1.36
Sales and related	12.62	10.29	2.33	0.25	0.17	0.51	0.16	1.24
Office and administrative support	16.09	12.57	3.52	0.52	0.19	0.96	0.31	1.55
Service	11.99	9.87	2.12	0.18	0.11	0.29	0.10	1.44
Production, transportation, and material moving	17.32	12.18	5.14	0.50	0.27	1.35	0.86	2.16
Transportation and material moving	18.21	12.28	5.93	0.57	0.30	1.69	1.10	2.26
	Percent of total compensation							
All full-time workers in private industry	100.0	68.0	32.0	7.6	4.0	8.8	4.2	7.5
Management, professional, and related	100.0	67.9	32.1	8.8	4.8	7.6	4.5	6.4
Management, business, and financial	100.0	67.0	33.0	8.9	7.3	6.6	4.3	6.1
Professional and related	100.0	68.6	31.4	8.7	2.8	8.4	4.8	6.7
Sales and office	100.0	69.7	30.3	7.3	2.8	9.8	3.1	7.3
Sales and related	100.0	72.9	27.1	7.0	2.9	7.3	2.8	7.0
Office and administrative support	100.0	67.9	32.1	7.4	2.7	11.2	3.3	7.4
Service	100.0	71.1	28.9	5.7	2.2	9.1	2.5	9.5
Natural resources, construction, and maintenance	100.0	67.2	32.8	5.2	3.2	9.2	5.5	9.8
Construction, extraction, farming, fishing, and forestry ¹	100.0	67.1	32.9	3.9	2.9	8.7	6.6	10.9
Installation, maintenance, and repair	100.0	67.2	32.8	6.5	3.5	9.7	4.4	8.7
Production, transportation, and material moving	100.0	65.4	34.6	6.3	4.0	11.0	4.2	9.1
Production	100.0	65.8	34.2	6.3	4.5	11.1	3.5	8.8
Transportation and material moving	100.0	64.9	35.1	6.4	3.4	11.0	4.8	9.5
All part-time workers in private industry	100.0	79.4	20.6	2.8	1.5	4.1	1.9	10.3
Management, professional, and related	100.0	79.3	20.7	4.3	2.4	3.7	2.1	8.2
Professional and related	100.0	79.3	20.7	4.3	2.5	3.7	2.1	8.1
Sales and office	100.0	80.0	20.0	2.6	1.3	4.9	1.6	9.7
Sales and related	100.0	81.5	18.5	2.0	1.3	4.0	1.3	9.8
Office and administrative support	100.0	78.1	21.9	3.2	1.2	6.0	1.9	9.6
Service	100.0	82.3	17.7	1.5	0.9	2.4	0.8	12.0
Production, transportation, and material moving	100.0	70.3	29.7	2.9	1.6	7.8	5.0	12.5
Transportation and material moving	100.0	67.5	32.5	3.1	1.7	9.3	6.0	12.4

¹ Farming, fishing, and forestry occupations were combined with construction and extraction occupational group as of December 2006.
Note: The sum of individual items may not equal totals due to rounding.

Table 12. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Private industry workers, by industry group and full-time and part-time status, March 2016

Series	Total compen- sation	Wages and salaries	Benefit costs					
			Total	Paid leave	Supple- mental pay	Insurance	Retire- ment and savings	Legally required benefits
	Cost per hour worked							
All full-time workers in private industry	\$37.73	\$25.66	\$12.06	\$2.85	\$1.50	\$3.30	\$1.57	\$2.84
Goods-producing ¹	39.00	25.76	13.24	2.57	1.54	3.70	2.15	3.27
Construction	38.16	26.46	11.70	1.68	1.01	3.03	2.03	3.95
Manufacturing	39.17	25.39	13.78	2.97	1.70	3.99	2.16	2.96
Service-providing ²	37.36	25.63	11.73	2.93	1.49	3.19	1.41	2.71
Trade, transportation, and utilities	33.40	22.89	10.51	2.39	1.00	3.05	1.38	2.69
Information	55.86	36.42	19.43	5.19	2.41	5.50	2.67	3.67
Financial activities	48.64	31.90	16.73	4.21	3.61	4.07	1.83	3.02
Professional and business services	42.88	30.06	12.83	3.28	2.31	2.80	1.39	3.04
Education and health services	35.90	24.65	11.25	3.05	0.72	3.54	1.40	2.54
Leisure and hospitality	19.28	13.87	5.41	1.05	0.31	1.78	0.53	1.73
Other services	31.25	22.01	9.24	2.24	0.49	2.76	1.28	2.46
All part-time workers in private industry	16.89	13.42	3.47	0.47	0.26	0.69	0.32	1.75
Service-providing ²	16.76	13.32	3.44	0.47	0.25	0.68	0.32	1.72
Trade, transportation, and utilities	14.34	10.92	3.42	0.38	0.21	0.90	0.42	1.51
Professional and business services	23.31	19.57	3.73	0.35	0.73	0.31	0.11	2.23
Education and health services	26.20	20.30	5.90	1.30	0.38	1.27	0.57	2.37
Leisure and hospitality	10.79	9.11	1.68	0.06	0.06	0.17	0.05	1.34
	Percent of total compensation							
All full-time workers in private industry	100.0	68.0	32.0	7.6	4.0	8.8	4.2	7.5
Goods-producing ¹	100.0	66.1	33.9	6.6	3.9	9.5	5.5	8.4
Construction	100.0	69.3	30.7	4.4	2.7	7.9	5.3	10.4
Manufacturing	100.0	64.8	35.2	7.6	4.3	10.2	5.5	7.6
Service-providing ²	100.0	68.6	31.4	7.8	4.0	8.5	3.8	7.3
Trade, transportation, and utilities	100.0	68.5	31.5	7.2	3.0	9.1	4.1	8.0
Information	100.0	65.2	34.8	9.3	4.3	9.8	4.8	6.6
Financial activities	100.0	65.6	34.4	8.7	7.4	8.4	3.8	6.2
Professional and business services	100.0	70.1	29.9	7.6	5.4	6.5	3.2	7.1
Education and health services	100.0	68.7	31.3	8.5	2.0	9.9	3.9	7.1
Leisure and hospitality	100.0	72.0	28.0	5.5	1.6	9.2	2.8	9.0
Other services	100.0	70.4	29.6	7.2	1.6	8.8	4.1	7.9
All part-time workers in private industry	100.0	79.4	20.6	2.8	1.5	4.1	1.9	10.3
Service-providing ²	100.0	79.5	20.5	2.8	1.5	4.1	1.9	10.3
Trade, transportation, and utilities	100.0	76.2	23.8	2.6	1.5	6.3	2.9	10.6
Professional and business services	100.0	84.0	16.0	1.5	3.1	1.3	0.5	9.6
Education and health services	100.0	77.5	22.5	5.0	1.5	4.9	2.2	9.1
Leisure and hospitality	100.0	84.4	15.6	0.6	0.5	1.6	0.5	12.4

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

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

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

Table 13. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Private industry workers, by major industry group and establishment employment size and bargaining unit status, March 2016

Series	Total compen- sation	Wages and salaries	Benefit costs					
			Total	Paid leave	Supple- mental pay	Insurance	Retire- ment and savings	Legally required benefits
All workers, goods-producing industries ¹ ... 1-99 workers 1-49 workers 50-99 workers 100 workers or more 100-499 workers 500 workers or more Union Nonunion All workers, service-providing industries ² .. 1-99 workers 1-49 workers 50-99 workers 100 workers or more 100-499 workers 500 workers or more Union Nonunion All workers, goods-producing industries ¹ ... 1-99 workers 1-49 workers 50-99 workers 100 workers or more 100-499 workers 500 workers or more Union Nonunion All workers, service-providing industries ² .. 1-99 workers 1-49 workers 50-99 workers 100 workers or more 100-499 workers 500 workers or more Union Nonunion	Cost per hour worked							
	\$38.36	\$25.45	\$12.92	\$2.49	\$1.50	\$3.59	\$2.08	\$3.26
	31.90	22.49	9.41	1.55	0.93	2.51	1.19	3.23
	30.70	22.01	8.68	1.40	0.85	2.20	1.02	3.22
	35.28	23.81	11.47	1.98	1.18	3.39	1.65	3.26
	43.91	27.99	15.92	3.30	1.98	4.51	2.85	3.28
	38.78	25.44	13.34	2.70	1.45	4.10	1.92	3.17
	51.42	31.72	19.70	4.18	2.75	5.10	4.22	3.44
	48.66	28.14	20.52	2.67	1.92	6.69	5.07	4.17
	36.39	24.93	11.46	2.46	1.42	2.99	1.51	3.08
	30.78	21.70	9.08	2.14	1.09	2.39	1.06	2.40
	26.24	19.17	7.07	1.55	1.02	1.69	0.63	2.17
	25.96	19.18	6.78	1.51	0.94	1.61	0.56	2.17
	27.11	19.14	7.97	1.69	1.29	1.96	0.85	2.18
	36.70	24.99	11.70	2.92	1.19	3.29	1.62	2.69
	31.13	21.86	9.28	2.27	0.91	2.59	1.11	2.40
	45.64	30.04	15.60	3.96	1.64	4.42	2.44	3.15
	44.44	27.22	17.22	3.37	1.35	5.87	3.28	3.34
	29.68	21.25	8.43	2.05	1.07	2.11	0.88	2.32
	Percent of total compensation							
	100.0	66.3	33.7	6.5	3.9	9.3	5.4	8.5
	100.0	70.5	29.5	4.9	2.9	7.9	3.7	10.1
	100.0	71.7	28.3	4.6	2.8	7.2	3.3	10.5
	100.0	67.5	32.5	5.6	3.4	9.6	4.7	9.3
	100.0	63.7	36.3	7.5	4.5	10.3	6.5	7.5
	100.0	65.6	34.4	7.0	3.7	10.6	4.9	8.2
	100.0	61.7	38.3	8.1	5.4	9.9	8.2	6.7
	100.0	57.8	42.2	5.5	3.9	13.7	10.4	8.6
	100.0	68.5	31.5	6.8	3.9	8.2	4.2	8.5
	100.0	70.5	29.5	7.0	3.6	7.8	3.4	7.8
100.0	73.1	26.9	5.9	3.9	6.5	2.4	8.3	
100.0	73.9	26.1	5.8	3.6	6.2	2.2	8.4	
100.0	70.6	29.4	6.2	4.8	7.2	3.1	8.0	
100.0	68.1	31.9	8.0	3.2	9.0	4.4	7.3	
100.0	70.2	29.8	7.3	2.9	8.3	3.6	7.7	
100.0	65.8	34.2	8.7	3.6	9.7	5.3	6.9	
100.0	61.3	38.7	7.6	3.0	13.2	7.4	7.5	
100.0	71.6	28.4	6.9	3.6	7.1	3.0	7.8	

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

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

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

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

Series	Total compen- sation	Wages and salaries	Benefit costs							
			Total	Paid leave	Supple- mental pay	Insurance	Retire- ment and savings	Legally required benefits		
Health care and social assistance	Cost per hour worked									
	\$31.60	\$22.17	\$9.43	\$2.48	\$0.70	\$2.81	\$1.05	\$2.39		
	Management, professional, and related	44.49	31.04	13.45	3.80	1.02	3.78	1.72	3.13	
	Registered nurses	52.15	35.04	17.11	4.63	1.69	4.63	2.49	3.67	
	Sales and office	22.83	15.85	6.98	1.66	0.34	2.67	0.57	1.73	
	Service	18.49	13.29	5.20	1.10	0.44	1.59	0.37	1.70	
	Hospitals	44.19	29.03	15.16	4.09	1.48	4.53	2.01	3.04	
	Management, professional, and related	53.32	35.30	18.02	5.14	1.76	5.00	2.52	3.61	
	Registered nurses	55.92	36.65	19.27	5.27	2.15	5.26	2.76	3.83	
	Service	23.47	14.96	8.52	1.66	1.06	3.10	0.89	1.81	
	Nursing and residential care facilities	22.44	16.11	6.33	1.51	0.50	1.99	0.35	1.98	
	Management, professional, and related	34.47	25.11	9.36	2.48	0.71	2.75	0.67	2.75	
	Service	16.92	12.03	4.89	1.04	0.42	1.58	0.21	1.64	
	Nursing care facilities ¹	25.14	17.94	7.20	1.73	0.61	2.24	0.49	2.12	
	Management, professional, and related	38.67	28.12	10.54	2.82	0.86	2.99	0.86	3.02	
	Service	18.14	12.71	5.43	1.15	0.50	1.81	0.31	1.66	
	Health care and social assistance	Percent of total compensation								
		100.0	70.2	29.8	7.9	2.2	8.9	3.3	7.6	
		Management, professional, and related	100.0	69.8	30.2	8.5	2.3	8.5	3.9	7.0
		Registered nurses	100.0	67.2	32.8	8.9	3.2	8.9	4.8	7.0
		Sales and office	100.0	69.4	30.6	7.3	1.5	11.7	2.5	7.6
		Service	100.0	71.9	28.1	6.0	2.4	8.6	2.0	9.2
		Hospitals	100.0	65.7	34.3	9.3	3.4	10.3	4.6	6.9
		Management, professional, and related	100.0	66.2	33.8	9.6	3.3	9.4	4.7	6.8
		Registered nurses	100.0	65.5	34.5	9.4	3.8	9.4	4.9	6.9
		Service	100.0	63.7	36.3	7.1	4.5	13.2	3.8	7.7
Nursing and residential care facilities		100.0	71.8	28.2	6.7	2.2	8.8	1.6	8.8	
Management, professional, and related		100.0	72.8	27.2	7.2	2.1	8.0	1.9	8.0	
Service		100.0	71.1	28.9	6.1	2.5	9.3	1.3	9.7	
Nursing care facilities ¹		100.0	71.4	28.6	6.9	2.4	8.9	2.0	8.4	
Management, professional, and related		100.0	72.7	27.3	7.3	2.2	7.7	2.2	7.8	
Service		100.0	70.1	29.9	6.3	2.8	10.0	1.7	9.1	

¹ Data are available beginning with December 2006.

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

Table 15. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Private industry workers, by census region and selected metropolitan area,¹ March 2016

	Total compensation		Wages and salaries		Total benefits	
	Cost	Percent	Cost	Percent	Cost	Percent
Northeast						
Boston-Worcester-Manchester, MA-NH CSA	\$42.37	100.0	\$29.62	69.9	\$12.76	30.1
New York-Newark-Bridgeport, NY-NJ-CT-PA CSA ..	42.04	100.0	27.99	66.6	14.06	33.4
Philadelphia-Camden-Vineland, PA-NJ-DE-MD CSA	34.48	100.0	23.82	69.1	10.66	30.9
South						
Atlanta-Sandy Springs-Gainesville, GA-AL CSA	33.89	100.0	23.70	69.9	10.19	30.1
Dallas-Fort Worth, TX CSA	29.89	100.0	21.75	72.8	8.14	27.2
Houston-Baytown-Huntsville, TX CSA	35.22	100.0	24.57	69.8	10.65	30.2
Miami-Fort Lauderdale-Pompano Beach, FL MSA ...	28.34	100.0	20.57	72.6	7.77	27.4
Washington-Baltimore-Northern Virginia, DC-MD-VA-WV CSA	38.22	100.0	26.79	70.1	11.43	29.9
Midwest						
Chicago-Naperville-Michigan City, IL-IN-WI CSA	34.86	100.0	24.21	69.4	10.66	30.6
Detroit-Warren-Flint, MI CSA	33.11	100.0	22.71	68.6	10.40	31.4
Minneapolis-St. Paul-St. Cloud, MN-WI CSA	35.08	100.0	24.85	70.8	10.23	29.2
West						
Los Angeles-Long Beach-Riverside, CA CSA	34.50	100.0	24.43	70.8	10.08	29.2
Phoenix-Mesa-Scottsdale, AZ MSA	29.90	100.0	21.54	72.0	8.36	28.0
San Jose-San Francisco-Oakland, CA CSA	50.66	100.0	35.28	69.6	15.38	30.4
Seattle-Tacoma-Olympia, WA CSA	37.84	100.0	26.38	69.7	11.46	30.3

¹ The Consolidated Statistical Areas (CSAs) and Metropolitan Statistical Areas (MSAs) are defined by the Office of Management and Budget (OMB) 2003 area definitions. For more information on the area definitions, visit www.census.gov/population/metro/data/pastmetro.html.
Note: The sum of individual items may not equal totals due to rounding.