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EMPLOYER COSTS FOR EMPLOYEE COMPENSATION – MARCH 2012

Employer costs for employee compensation averaged \$30.69 per hour worked in March 2012, the U.S. Bureau of Labor Statistics reported today. Wages and salaries averaged \$21.27 per hour worked and accounted for 69.3 percent of these costs, while benefits averaged \$9.42 and accounted for the remaining 30.7 percent. Total employer compensation costs for **private industry** workers averaged \$28.78 per hour worked in March 2012. Total employer compensation costs for **State and local government** workers averaged \$41.16 per hour worked in March 2012.

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 for employee compensation per hour worked: total compensation, wages and salaries, and benefits by selected metropolitan area and U.S., private industry, March 2012

Cost per hour worked

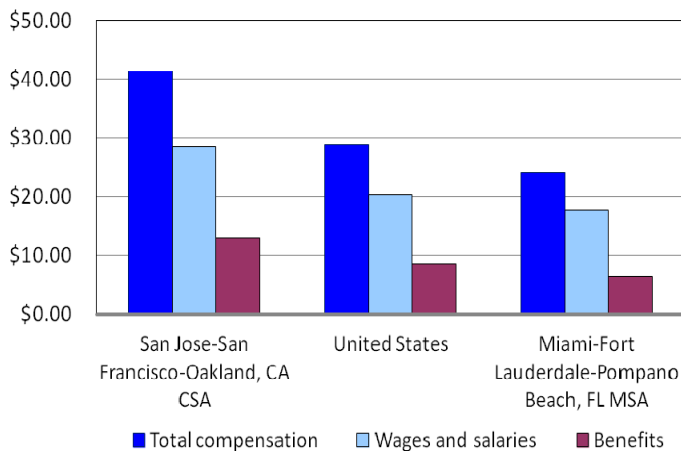
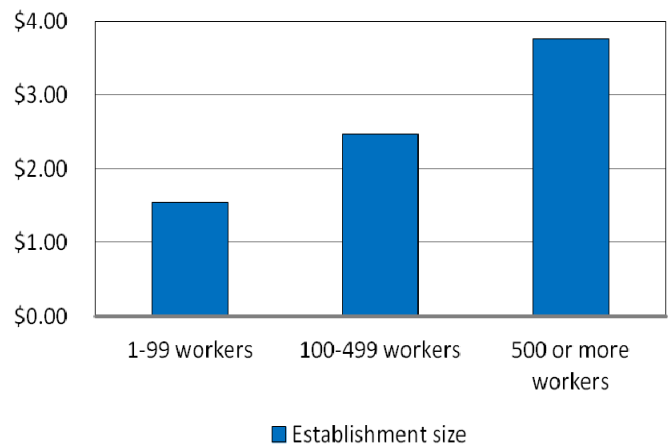


Chart 2. Employer costs for employee compensation per hour worked: health insurance benefit costs by establishment size, private industry, March 2012

Cost per hour worked



Metropolitan area costs in private industry

Total compensation, wages and salaries, and benefit costs in private industry are included in table 15 of this release for 15 combined and metropolitan statistical areas (CSAs and MSAs). Total compensation costs for the 15 metropolitan areas ranged from \$41.45 for the San Jose-San Francisco-Oakland, CA CSA, to \$24.12 in the Miami-Fort Lauderdale-Pompano Beach, FL MSA. (See chart 1 and table 15.)

Private industry

Employer costs for private industry workers averaged \$2.34 per hour worked for **insurance** benefits (life, health, and disability insurance), or 8.1 percent of total compensation. In addition to insurance, the other benefit categories were: **legally required benefits** (Social Security, Medicare, unemployment insurance, and workers' compensation), which averaged \$2.36 per hour worked (8.2 percent); **paid leave** (vacation, holiday, sick leave, and personal leave), which averaged \$1.98 (6.9 percent of total compensation); **retirement and savings** (defined benefit and defined contribution plans), which averaged \$1.02 per hour worked (3.6 percent); and **supplemental pay** (overtime and premium, shift differentials, and nonproduction bonuses), which averaged 83 cents per hour worked (2.9 percent). (See table A and table 5.)

Health insurance costs in private industry

The average cost for **health insurance** benefits was \$2.21 per hour worked in **private industry** (7.7 percent of total compensation) in March 2012.

Among occupational groups, employer costs for health insurance benefits ranged from 91 cents per hour worked and 6.5 percent of total compensation for service workers, to \$3.32 and 6.5 percent of total compensation for management, professional, and related occupations. Among other occupational categories, employer costs for health benefits averaged \$2.01 (8.9 percent) for sales and office occupations, lower than \$2.39 (9.9 percent) for production, transportation, and material moving occupations, and \$2.58 (8.2 percent) for natural resources, construction, and maintenance occupations. (See table 5.)

Employer costs for health insurance benefits were significantly higher for union workers, averaging \$4.95 per hour (12.9 percent), than for nonunion workers, averaging \$1.92 (6.9 percent). (See table 5.)

In goods-producing industries, health insurance benefit costs were higher, at \$3.00 per hour (8.9 percent of total compensation), than in service-providing industries, at \$2.05 per hour (7.4 percent of total compensation). Employer health insurance costs by major industry group ranged from \$3.89 in information to 53 cents in leisure and hospitality. (See table 6.)

Among the four regions, costs for health insurance benefits ranged from \$1.85 per hour in the South to \$2.62 in the Northeast. Health insurance costs were \$2.40 in the Midwest region and \$2.18 in the West region. Within census divisions, hourly health benefit costs ranged from \$1.83 in the South Atlantic division to \$2.65 in New England. (See table 7.)

Health insurance benefit costs increased, both in average hourly dollar amount and as a proportion of total compensation, with establishment size. Establishments with fewer than 50 workers averaged \$1.40 per hour worked (6.1 percent of total compensation); those with 50-99 workers averaged \$1.94 (7.3 percent); those with 100-499 employees averaged \$2.46 (8.5 percent); and those with 500 or more employees averaged \$3.76 (8.9 percent). (See table 8 and chart 2.)

For information on health insurance provisions, see *National Compensation Survey: Employee Benefits in the United States, March 2011*, at <http://www.bls.gov/ncs/ebs/benefits/2011/benefits.htm>.

Table A. Relative importance of employer costs for employee compensation, March 2012

Compensation component	Civilian workers	Private industry	State and local government
Wages and salaries	69.3%	70.4%	65.2%
Benefits	30.7	29.6	34.8
Paid leave	7.0	6.9	7.3
Supplemental pay	2.4	2.9	0.8
Insurance	8.9	8.1	12.0
Health	8.5	7.7	11.6
Retirement and savings	4.6	3.6	8.5
Defined benefit	2.8	1.5	7.7
Defined contribution	1.8	2.1	0.8
Legally required	7.8	8.2	6.1

Employer Costs for Employee Compensation for June 2012 is scheduled to be released on Tuesday, September 11, 2012, 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: “BLS Introduces New Employer Costs for Employee Compensation Data for Private Industry Workers in 15 Metropolitan Areas,” at <http://www.bls.gov/opub/cwc/cm20090921ar01p1.htm>.

Historical ECEC data are available in three listings, all available at <http://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.

Supplemental tables with occupational, establishment size, and bargaining status series by industry group are available at <http://www.bls.gov/ncs/ect/sp/ecsuhst.pdf> and <http://www.bls.gov/ncs/ect/sp/ecsuptc22.pdf>.

Relative standard errors for all cost estimates in the most recent news release and supplementary tables are available at <ftp://ftp.bls.gov/pub/special.requests/ocwc/ect/ececrse.pdf> and <http://www.bls.gov/ncs/ect/sp/ecsprse.pdf>.

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.

The cost levels for this quarter were collected from a probability sample of approximately 47,900 occupations selected from a sample of about 9,600 establishments in private industry and approximately 9,300 occupations from a sample of about 1,400 establishments in State and local government.

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 2012—Retirement and savings benefit costs in private industry
- September 2012—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:
<http://www.bls.gov/opub/hom/pdf/homch8.pdf> and <http://www.bls.gov/opub/hom/homch8.htm>.

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 2012

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	\$30.69	100.0	\$50.59	100.0	\$23.10	100.0	\$16.56	100.0
Wages and salaries	21.27	69.3	35.22	69.6	16.23	70.2	11.72	70.8
Total benefits	9.42	30.7	15.37	30.4	6.87	29.8	4.84	29.2
Paid leave	2.14	7.0	4.03	8.0	1.50	6.5	0.91	5.5
Vacation	1.04	3.4	1.93	3.8	0.74	3.2	0.43	2.6
Holiday	0.65	2.1	1.18	2.3	0.48	2.1	0.29	1.8
Sick	0.33	1.1	0.69	1.4	0.21	0.9	0.15	0.9
Personal	0.12	0.4	0.24	0.5	0.08	0.3	0.05	0.3
Supplemental pay	0.75	2.4	1.23	2.4	0.46	2.0	0.31	1.9
Overtime and premium ⁴	0.24	0.8	0.14	0.3	0.14	0.6	0.17	1.0
Shift differentials	0.06	0.2	0.09	0.2	0.02	0.1	0.05	0.3
Nonproduction bonuses	0.46	1.5	1.00	2.0	0.30	1.3	0.10	0.6
Insurance	2.74	8.9	4.12	8.2	2.29	9.9	1.41	8.5
Life	0.05	0.2	0.09	0.2	0.03	0.1	0.02	0.1
Health	2.60	8.5	3.89	7.7	2.20	9.5	1.37	8.2
Short-term disability	0.05	0.2	0.07	0.1	0.03	0.1	(⁵)	(⁶)
Long-term disability	0.04	0.1	0.08	0.2	0.03	0.1	(⁵)	(⁶)
Retirement and savings	1.40	4.6	2.65	5.2	0.79	3.4	0.66	4.0
Defined benefit	0.85	2.8	1.57	3.1	0.37	1.6	0.52	3.1
Defined contribution	0.55	1.8	1.09	2.1	0.41	1.8	0.14	0.8
Legally required benefits	2.38	7.8	3.32	6.6	1.83	7.9	1.55	9.3
Social Security and Medicare	1.72	5.6	2.74	5.4	1.35	5.8	0.98	5.9
Social Security ⁷	1.37	4.5	2.16	4.3	1.09	4.7	0.79	4.7
Medicare	0.35	1.1	0.58	1.1	0.26	1.1	0.19	1.2
Federal unemployment insurance	0.03	0.1	0.02	(⁶)	0.03	0.1	0.03	0.2
State unemployment insurance	0.21	0.7	0.20	0.4	0.21	0.9	0.18	1.1
Workers' compensation	0.43	1.4	0.37	0.7	0.24	1.0	0.36	2.2

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 2012 — 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	\$31.83	100.0	\$24.36	100.0	\$33.80	100.0	\$30.17	100.0
Wages and salaries	21.33	67.0	16.19	66.5	22.51	66.6	21.06	69.8
Total benefits	10.50	33.0	8.17	33.5	11.29	33.4	9.11	30.2
Paid leave	1.79	5.6	1.44	5.9	2.23	6.6	2.13	7.0
Vacation	0.90	2.8	0.74	3.0	1.17	3.5	1.01	3.4
Holiday	0.60	1.9	0.49	2.0	0.78	2.3	0.63	2.1
Sick	0.20	0.6	0.16	0.6	0.20	0.6	0.35	1.2
Personal	0.10	0.3	0.06	0.3	0.07	0.2	0.13	0.4
Supplemental pay	0.90	2.8	0.86	3.5	1.35	4.0	0.65	2.2
Overtime and premium ⁴	0.61	1.9	0.50	2.1	0.54	1.6	0.18	0.6
Shift differentials	0.05	0.1	0.08	0.3	0.08	0.2	0.06	0.2
Nonproduction bonuses	0.24	0.8	0.28	1.2	0.72	2.1	0.41	1.4
Insurance	2.92	9.2	2.63	10.8	3.20	9.5	2.66	8.8
Life	0.05	0.1	0.04	0.2	0.06	0.2	0.04	0.1
Health	2.76	8.7	2.49	10.2	3.01	8.9	2.54	8.4
Short-term disability	0.08	0.2	0.05	0.2	0.08	0.2	0.04	0.1
Long-term disability	0.04	0.1	0.05	0.2	0.05	0.1	0.04	0.1
Retirement and savings	1.80	5.6	0.88	3.6	1.55	4.6	1.38	4.6
Defined benefit	1.28	4.0	0.52	2.1	0.85	2.5	0.85	2.8
Defined contribution	0.52	1.6	0.36	1.5	0.70	2.1	0.53	1.8
Legally required benefits	3.09	9.7	2.35	9.6	2.96	8.7	2.29	7.6
Social Security and Medicare	1.80	5.7	1.38	5.7	1.91	5.7	1.69	5.6
Social Security ⁷	1.45	4.6	1.11	4.6	1.54	4.5	1.34	4.5
Medicare	0.35	1.1	0.27	1.1	0.37	1.1	0.34	1.1
Federal unemployment insurance	0.03	0.1	0.03	0.1	0.03	0.1	0.03	0.1
State unemployment insurance	0.26	0.8	0.25	1.0	0.30	0.9	0.19	0.6
Workers' compensation	0.99	3.1	0.69	2.8	0.72	2.1	0.38	1.3

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

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

⁶ Less than .05 percent.

⁷ Comprises 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 2012

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	\$30.69	\$21.27	\$9.42	\$2.14	\$0.75	\$2.74	\$1.40	\$2.38
Occupational group								
Management, professional, and related	50.59	35.22	15.37	4.03	1.23	4.12	2.65	3.32
Management, business, and financial	57.83	39.88	17.96	5.27	2.04	4.13	2.74	3.77
Professional and related	47.73	33.39	14.35	3.55	0.92	4.12	2.62	3.15
Teachers ²	54.34	38.74	15.60	2.67	0.14	5.43	4.24	3.13
Primary, secondary, and special education school teachers	54.83	38.49	16.34	2.44	0.16	6.26	4.55	2.93
Registered nurses	49.13	34.16	14.97	4.00	1.47	3.93	1.97	3.60
Sales and office	23.10	16.23	6.87	1.50	0.46	2.29	0.79	1.83
Sales and related	21.47	16.04	5.43	1.16	0.46	1.47	0.54	1.81
Office and administrative support	24.05	16.34	7.71	1.70	0.46	2.77	0.93	1.85
Service	16.56	11.72	4.84	0.91	0.31	1.41	0.66	1.55
Natural resources, construction, and maintenance	31.83	21.33	10.50	1.79	0.90	2.92	1.80	3.09
Construction, extraction, farming, fishing, and forestry ³	32.02	21.27	10.75	1.42	0.95	2.76	2.19	3.42
Installation, maintenance, and repair	31.66	21.39	10.27	2.13	0.86	3.06	1.44	2.78
Production, transportation, and material moving	24.36	16.19	8.17	1.44	0.86	2.63	0.88	2.35
Production	24.96	16.49	8.46	1.58	1.07	2.72	0.78	2.31
Transportation and material moving	23.80	15.91	7.89	1.32	0.67	2.55	0.97	2.38
Industry group								
Education and health services	35.36	24.62	10.74	2.46	0.44	3.53	1.91	2.40
Educational services	43.05	29.76	13.29	2.65	0.15	4.76	3.18	2.54
Elementary and secondary schools	42.83	29.38	13.45	2.23	0.16	5.24	3.43	2.40
Junior colleges, colleges, and universities	46.23	32.11	14.12	3.73	0.14	4.22	3.14	2.89
Health care and social assistance	29.70	20.84	8.86	2.32	0.64	2.62	0.98	2.30
Hospitals	38.81	25.88	12.93	3.41	1.12	4.05	1.58	2.76
Percent of total compensation								
Civilian workers ¹	100.0	69.3	30.7	7.0	2.4	8.9	4.6	7.8
Occupational group								
Management, professional, and related	100.0	69.6	30.4	8.0	2.4	8.2	5.2	6.6
Management, business, and financial	100.0	68.9	31.1	9.1	3.5	7.1	4.7	6.5
Professional and related	100.0	69.9	30.1	7.4	1.9	8.6	5.5	6.6
Teachers ²	100.0	71.3	28.7	4.9	0.3	10.0	7.8	5.8
Primary, secondary, and special education school teachers	100.0	70.2	29.8	4.5	0.3	11.4	8.3	5.4
Registered nurses	100.0	69.5	30.5	8.1	3.0	8.0	4.0	7.3
Sales and office	100.0	70.2	29.8	6.5	2.0	9.9	3.4	7.9
Sales and related	100.0	74.7	25.3	5.4	2.2	6.8	2.5	8.4
Office and administrative support	100.0	67.9	32.1	7.1	1.9	11.5	3.9	7.7
Service	100.0	70.8	29.2	5.5	1.9	8.5	4.0	9.3
Natural resources, construction, and maintenance	100.0	67.0	33.0	5.6	2.8	9.2	5.6	9.7
Construction, extraction, farming, fishing, and forestry ³	100.0	66.4	33.6	4.4	3.0	8.6	6.8	10.7
Installation, maintenance, and repair	100.0	67.6	32.4	6.7	2.7	9.7	4.5	8.8
Production, transportation, and material moving	100.0	66.5	33.5	5.9	3.5	10.8	3.6	9.6
Production	100.0	66.1	33.9	6.3	4.3	10.9	3.1	9.3
Transportation and material moving	100.0	66.8	33.2	5.5	2.8	10.7	4.1	10.0
Industry group								
Education and health services	100.0	69.6	30.4	7.0	1.2	10.0	5.4	6.8
Educational services	100.0	69.1	30.9	6.2	0.4	11.1	7.4	5.9
Elementary and secondary schools	100.0	68.6	31.4	5.2	0.4	12.2	8.0	5.6
Junior colleges, colleges, and universities	100.0	69.5	30.5	8.1	0.3	9.1	6.8	6.3
Health care and social assistance	100.0	70.2	29.8	7.8	2.2	8.8	3.3	7.7
Hospitals	100.0	66.7	33.3	8.8	2.9	10.4	4.1	7.1

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 2012

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	\$41.16	100.0	\$49.85	100.0	\$28.43	100.0	\$30.74	100.0	\$41.20	100.0
Wages and salaries	26.85	65.2	33.82	67.8	17.27	60.7	18.27	59.4	26.90	65.3
Total benefits	14.31	34.8	16.03	32.2	11.16	39.3	12.48	40.6	14.30	34.7
Paid leave	3.02	7.3	3.32	6.7	2.50	8.8	2.71	8.8	3.02	7.3
Vacation	1.12	2.7	1.10	2.2	1.11	3.9	1.16	3.8	1.12	2.7
Holiday	0.88	2.1	0.92	1.8	0.78	2.8	0.86	2.8	0.88	2.1
Sick	0.79	1.9	0.99	2.0	0.48	1.7	0.56	1.8	0.79	1.9
Personal	0.23	0.6	0.31	0.6	0.12	0.4	0.13	0.4	0.23	0.6
Supplemental pay	0.33	0.8	0.23	0.5	0.20	0.7	0.57	1.9	0.33	0.8
Overtime and premium ³	0.17	0.4	0.07	0.1	0.11	0.4	0.39	1.3	0.17	0.4
Shift differentials	0.04	0.1	0.03	0.1	0.02	0.1	0.08	0.3	0.04	0.1
Nonproduction bonuses	0.11	0.3	0.14	0.3	0.07	0.2	0.10	0.3	0.11	0.3
Insurance	4.94	12.0	5.49	11.0	4.37	15.4	4.03	13.1	4.95	12.0
Life	0.09	0.2	0.12	0.2	0.05	0.2	0.05	0.1	0.09	0.2
Health	4.79	11.6	5.30	10.6	4.28	15.0	3.94	12.8	4.80	11.6
Short-term disability	0.03	0.1	0.03	0.1	0.02	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	0.02	0.1	0.04	0.1
Retirement and savings	3.49	8.5	4.10	8.2	2.19	7.7	3.10	10.1	3.49	8.5
Defined benefit	3.17	7.7	3.68	7.4	1.96	6.9	2.92	9.5	3.17	7.7
Defined contribution	0.32	0.8	0.42	0.8	0.23	0.8	0.18	0.6	0.32	0.8
Legally required benefits	2.52	6.1	2.88	5.8	1.90	6.7	2.07	6.7	2.52	6.1
Social Security and Medicare	1.89	4.6	2.29	4.6	1.36	4.8	1.33	4.3	1.89	4.6
Social Security ⁴	1.46	3.5	1.76	3.5	1.07	3.8	1.03	3.4	1.46	3.5
Medicare	0.43	1.0	0.53	1.1	0.29	1.0	0.30	1.0	0.43	1.0
Federal unemployment insurance	(⁵)	(⁶)	(⁵)	(⁶)	(⁵)	(⁶)	(⁵)	(⁶)	(⁵)	(⁶)
State unemployment insurance	0.13	0.3	0.13	0.3	0.17	0.6	0.11	0.4	0.13	0.3
Workers' compensation	0.50	1.2	0.45	0.9	0.37	1.3	0.62	2.0	0.50	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 for work in addition to the regular work schedule

(such as overtime, weekends, and holidays).

⁴ Comprises 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 2012

Series	Total compensation	Wages and salaries	Benefit costs					
			Total	Paid leave	Supplemental pay	Insurance	Retirement and savings	Legally required benefits
Cost per hour worked								
State and local government workers	\$41.16	\$26.85	\$14.31	\$3.02	\$0.33	\$4.94	\$3.49	\$2.52
Occupational group								
Management, professional, and related	49.85	33.82	16.03	3.32	0.23	5.49	4.10	2.88
Professional and related	48.90	33.39	15.52	2.99	0.23	5.48	4.05	2.77
Teachers ¹	56.14	39.60	16.54	2.70	0.14	5.94	4.70	3.07
Primary, secondary, and special education school teachers	57.01	39.87	17.14	2.52	0.16	6.60	4.91	2.95
Sales and office	28.43	17.27	11.16	2.50	0.20	4.37	2.19	1.90
Office and administrative support	28.62	17.34	11.28	2.53	0.20	4.44	2.22	1.90
Service	30.74	18.27	12.48	2.71	0.57	4.03	3.10	2.07
Industry group								
Education and health services	42.98	29.06	13.92	2.68	0.20	5.13	3.44	2.46
Educational services	44.00	29.99	14.01	2.59	0.15	5.21	3.60	2.46
Elementary and secondary schools	43.58	29.73	13.85	2.26	0.16	5.42	3.62	2.39
Junior colleges, colleges, and universities	45.57	30.99	14.58	3.72	0.11	4.47	3.58	2.71
Health care and social assistance	35.84	22.57	13.27	3.28	0.59	4.60	2.35	2.46
Hospitals	38.67	24.33	14.34	3.62	0.74	4.97	2.51	2.51
Public administration	39.43	23.89	15.54	3.74	0.57	4.78	3.80	2.66
Percent of total compensation								
State and local government workers	100.0	65.2	34.8	7.3	0.8	12.0	8.5	6.1
Occupational group								
Management, professional, and related	100.0	67.8	32.2	6.7	0.5	11.0	8.2	5.8
Professional and related	100.0	68.3	31.7	6.1	0.5	11.2	8.3	5.7
Teachers ¹	100.0	70.5	29.5	4.8	0.2	10.6	8.4	5.5
Primary, secondary, and special education school teachers	100.0	69.9	30.1	4.4	0.3	11.6	8.6	5.2
Sales and office	100.0	60.7	39.3	8.8	0.7	15.4	7.7	6.7
Office and administrative support	100.0	60.6	39.4	8.8	0.7	15.5	7.8	6.6
Service	100.0	59.4	40.6	8.8	1.9	13.1	10.1	6.7
Industry group								
Education and health services	100.0	67.6	32.4	6.2	0.5	11.9	8.0	5.7
Educational services	100.0	68.2	31.8	5.9	0.3	11.8	8.2	5.6
Elementary and secondary schools	100.0	68.2	31.8	5.2	0.4	12.4	8.3	5.5
Junior colleges, colleges, and universities	100.0	68.0	32.0	8.2	0.3	9.8	7.9	5.9
Health care and social assistance	100.0	63.0	37.0	9.1	1.7	12.8	6.6	6.9
Hospitals	100.0	62.9	37.1	9.4	1.9	12.8	6.5	6.5
Public administration	100.0	60.6	39.4	9.5	1.4	12.1	9.6	6.7

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 2012

Compensation component	Occupational group							
	All workers		Management, professional, and related		Sales and office		Service	
	Cost	Percent	Cost	Percent	Cost	Percent	Cost	Percent
Total compensation	\$28.78	100.0	\$50.88	100.0	\$22.60	100.0	\$14.03	100.0
Wages and salaries	20.25	70.4	35.78	70.3	16.13	71.4	10.56	75.2
Total benefits	8.53	29.6	15.10	29.7	6.47	28.6	3.48	24.8
Paid leave	1.98	6.9	4.32	8.5	1.41	6.2	0.60	4.2
Vacation	1.02	3.5	2.26	4.4	0.70	3.1	0.30	2.1
Holiday	0.61	2.1	1.28	2.5	0.45	2.0	0.19	1.3
Sick	0.25	0.9	0.57	1.1	0.18	0.8	0.08	0.5
Personal	0.10	0.3	0.21	0.4	0.08	0.3	0.03	0.2
Supplemental pay	0.83	2.9	1.63	3.2	0.48	2.1	0.27	1.9
Overtime and premium ¹	0.25	0.9	0.17	0.3	0.14	0.6	0.13	0.9
Shift differentials	0.06	0.2	0.12	0.2	0.02	0.1	0.05	0.3
Nonproduction bonuses	0.52	1.8	1.34	2.6	0.32	1.4	0.09	0.7
Insurance	2.34	8.1	3.58	7.0	2.10	9.3	0.94	6.7
Life	0.04	0.1	0.08	0.2	0.03	0.1	(²)	(³)
Health	2.21	7.7	3.32	6.5	2.01	8.9	0.91	6.5
Short-term disability	0.05	0.2	0.09	0.2	0.03	0.2	(²)	(³)
Long-term disability	0.04	0.2	0.09	0.2	0.03	0.1	(²)	(³)
Retirement and savings	1.02	3.6	2.07	4.1	0.66	2.9	0.22	1.6
Defined benefit	0.43	1.5	0.72	1.4	0.22	1.0	0.09	0.6
Defined contribution	0.60	2.1	1.35	2.7	0.43	1.9	0.13	0.9
Legally required benefits	2.36	8.2	3.50	6.9	1.82	8.1	1.45	10.4
Social Security and Medicare	1.69	5.9	2.92	5.7	1.35	6.0	0.92	6.5
Social Security ⁴	1.36	4.7	2.32	4.6	1.09	4.8	0.74	5.3
Medicare	0.33	1.2	0.60	1.2	0.26	1.2	0.17	1.2
Federal unemployment insurance	0.03	0.1	0.03	0.1	0.04	0.2	0.04	0.3
State unemployment insurance	0.22	0.8	0.22	0.4	0.21	0.9	0.19	1.3
Workers' compensation	0.41	1.4	0.33	0.6	0.23	1.0	0.31	2.2

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 2012 — 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	\$31.46	100.0	\$24.08	100.0	\$38.41	100.0	\$27.80	100.0
Wages and salaries	21.34	67.8	16.10	66.8	23.17	60.3	19.96	71.8
Total benefits	10.13	32.2	7.98	33.2	15.24	39.7	7.84	28.2
Paid leave	1.65	5.2	1.41	5.8	2.77	7.2	1.90	6.8
Vacation	0.84	2.7	0.73	3.0	1.42	3.7	0.98	3.5
Holiday	0.55	1.8	0.48	2.0	0.81	2.1	0.59	2.1
Sick	0.16	0.5	0.14	0.6	0.39	1.0	0.23	0.8
Personal	0.09	0.3	0.06	0.2	0.15	0.4	0.09	0.3
Supplemental pay	0.94	3.0	0.88	3.7	1.23	3.2	0.79	2.8
Overtime and premium ¹	0.63	2.0	0.51	2.1	0.71	1.8	0.20	0.7
Shift differentials	0.04	0.1	0.08	0.3	0.16	0.4	0.05	0.2
Nonproduction bonuses	0.26	0.8	0.29	1.2	0.36	0.9	0.53	1.9
Insurance	2.74	8.7	2.53	10.5	5.26	13.7	2.04	7.3
Life	0.04	0.1	0.04	0.2	0.07	0.2	0.04	0.1
Health	2.58	8.2	2.39	9.9	4.95	12.9	1.92	6.9
Short-term disability	0.08	0.3	0.06	0.2	0.14	0.4	0.04	0.1
Long-term disability	0.03	0.1	0.05	0.2	0.09	0.2	0.04	0.1
Retirement and savings	1.65	5.3	0.81	3.4	2.76	7.2	0.84	3.0
Defined benefit	1.10	3.5	0.44	1.8	2.00	5.2	0.26	1.0
Defined contribution	0.56	1.8	0.37	1.5	0.77	2.0	0.58	2.1
Legally required benefits	3.15	10.0	2.35	9.8	3.22	8.4	2.27	8.2
Social Security and Medicare	1.81	5.8	1.38	5.7	2.03	5.3	1.66	6.0
Social Security ⁴	1.47	4.7	1.11	4.6	1.64	4.3	1.33	4.8
Medicare	0.34	1.1	0.26	1.1	0.39	1.0	0.33	1.2
Federal unemployment insurance	0.03	0.1	0.03	0.1	0.03	0.1	0.03	0.1
State unemployment insurance	0.28	0.9	0.25	1.1	0.29	0.8	0.21	0.8
Workers' compensation	1.02	3.3	0.69	2.9	0.87	2.3	0.37	1.3

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

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

³ Less than .05 percent.

⁴ Comprises 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 2012

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	\$33.76	100.0	\$33.08	100.0	\$33.02	100.0	\$27.78	100.0	\$24.11	100.0	\$44.44	100.0
Wages and salaries	22.51	66.7	23.02	69.6	21.72	65.8	19.80	71.3	17.06	70.8	29.48	66.3
Total benefits	11.25	33.3	10.06	30.4	11.30	34.2	7.98	28.7	7.05	29.2	14.97	33.7
Paid leave	2.21	6.6	1.38	4.2	2.46	7.4	1.93	7.0	1.44	6.0	3.94	8.9
Vacation	1.17	3.5	0.73	2.2	1.29	3.9	0.99	3.6	0.75	3.1	2.05	4.6
Holiday	0.78	2.3	0.50	1.5	0.86	2.6	0.58	2.1	0.44	1.8	1.04	2.3
Sick	0.19	0.6	0.11	0.3	0.22	0.7	0.26	0.9	0.19	0.8	0.47	1.1
Personal	0.07	0.2	0.05	0.1	0.08	0.2	0.11	0.4	0.07	0.3	0.38	0.9
Supplemental pay	1.36	4.0	0.94	2.8	1.42	4.3	0.72	2.6	0.58	2.4	1.31	3.0
Overtime and premium ³	0.54	1.6	0.59	1.8	0.51	1.6	0.19	0.7	0.25	1.1	0.26	0.6
Shift differentials	0.08	0.2	(⁴)	(⁵)	0.12	0.4	0.06	0.2	0.02	0.1	0.05	0.1
Nonproduction bonuses	0.73	2.2	0.35	1.0	0.79	2.4	0.48	1.7	0.31	1.3	1.00	2.2
Insurance	3.19	9.4	2.50	7.6	3.42	10.3	2.17	7.8	2.08	8.6	4.18	9.4
Life	0.06	0.2	0.05	0.1	0.06	0.2	0.04	0.1	0.03	0.1	0.06	0.1
Health	3.00	8.9	2.38	7.2	3.21	9.7	2.05	7.4	1.98	8.2	3.89	8.8
Short-term disability	0.08	0.2	0.05	0.2	0.09	0.3	0.04	0.2	0.03	0.1	0.17	0.4
Long-term disability	0.05	0.1	0.02	0.1	0.05	0.2	0.04	0.2	0.04	0.2	0.07	0.2
Retirement and savings	1.53	4.5	1.75	5.3	1.28	3.9	0.92	3.3	0.81	3.4	2.50	5.6
Defined benefit	0.82	2.4	1.12	3.4	0.60	1.8	0.35	1.2	0.38	1.6	1.44	3.2
Defined contribution	0.70	2.1	0.64	1.9	0.68	2.0	0.58	2.1	0.43	1.8	1.06	2.4
Legally required benefits	2.96	8.8	3.48	10.5	2.72	8.2	2.24	8.1	2.13	8.9	3.03	6.8
Social Security and Medicare	1.91	5.7	1.89	5.7	1.87	5.7	1.65	5.9	1.42	5.9	2.49	5.6
Social Security ⁶	1.54	4.5	1.53	4.6	1.51	4.6	1.32	4.7	1.14	4.7	2.00	4.5
Medicare	0.37	1.1	0.37	1.1	0.37	1.1	0.33	1.2	0.28	1.1	0.50	1.1
Federal unemployment insurance	0.03	0.1	0.03	0.1	0.03	0.1	0.03	0.1	0.04	0.2	0.03	0.1
State unemployment insurance	0.30	0.9	0.37	1.1	0.28	0.8	0.21	0.7	0.20	0.8	0.24	0.5
Workers' compensation	0.72	2.1	1.19	3.6	0.53	1.6	0.35	1.3	0.48	2.0	0.27	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 2012 — 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	\$39.77	100.0	\$34.88	100.0	\$30.67	100.0	\$12.13	100.0	\$25.14	100.0
Wages and salaries	26.72	67.2	25.14	72.1	21.89	71.4	9.62	79.3	18.52	73.7
Total benefits	13.04	32.8	9.74	27.9	8.78	28.6	2.51	20.7	6.62	26.3
Paid leave	3.30	8.3	2.60	7.4	2.33	7.6	0.38	3.2	1.55	6.2
Vacation	1.68	4.2	1.33	3.8	1.18	3.8	0.21	1.7	0.73	2.9
Holiday	0.98	2.5	0.83	2.4	0.66	2.1	0.12	1.0	0.52	2.1
Sick	0.47	1.2	0.32	0.9	0.34	1.1	0.03	0.3	0.23	0.9
Personal	0.18	0.4	0.11	0.3	0.15	0.5	0.02	0.1	0.07	0.3
Supplemental pay	2.02	5.1	0.99	2.8	0.58	1.9	0.13	1.0	0.30	1.2
Overtime and premium ³	0.15	0.4	0.18	0.5	0.21	0.7	0.07	0.6	0.11	0.5
Shift differentials	0.02	(⁵)	0.03	0.1	0.20	0.7	(⁴)	(⁵)	(⁴)	(⁵)
Nonproduction bonuses	1.85	4.7	0.78	2.2	0.17	0.5	0.06	0.5	0.18	0.7
Insurance	3.38	8.5	2.40	6.9	2.54	8.3	0.56	4.6	1.72	6.8
Life	0.06	0.1	0.06	0.2	0.03	0.1	(⁴)	(⁵)	0.03	0.1
Health	3.16	7.9	2.23	6.4	2.42	7.9	0.53	4.4	1.64	6.5
Short-term disability	0.10	0.3	0.06	0.2	0.03	0.1	(⁴)	(⁵)	0.02	0.1
Long-term disability	0.07	0.2	0.06	0.2	0.05	0.2	(⁴)	(⁵)	0.02	0.1
Retirement and savings	1.68	4.2	1.08	3.1	0.97	3.2	0.14	1.2	0.86	3.4
Defined benefit	0.61	1.5	0.34	1.0	0.26	0.9	0.04	0.4	0.42	1.7
Defined contribution	1.07	2.7	0.74	2.1	0.71	2.3	0.10	0.8	0.44	1.8
Legally required benefits	2.66	6.7	2.68	7.7	2.36	7.7	1.31	10.8	2.19	8.7
Social Security and Medicare	2.21	5.6	2.06	5.9	1.81	5.9	0.85	7.0	1.53	6.1
Social Security ⁶	1.75	4.4	1.65	4.7	1.46	4.7	0.69	5.7	1.24	4.9
Medicare	0.46	1.2	0.41	1.2	0.36	1.2	0.16	1.3	0.30	1.2
Federal unemployment insurance	0.03	0.1	0.03	0.1	0.03	0.1	0.04	0.3	0.03	0.1
State unemployment insurance	0.21	0.5	0.25	0.7	0.17	0.6	0.18	1.5	0.26	1.0
Workers' compensation	0.20	0.5	0.34	1.0	0.35	1.1	0.24	2.0	0.37	1.5

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

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

⁵ Less than .05 percent.

⁶ Comprises 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 2012

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	\$32.99	100.0	\$33.64	100.0	\$32.75	100.0	\$26.16	100.0	\$26.28	100.0
Wages and salaries	22.81	69.2	23.52	69.9	22.56	68.9	18.71	71.5	18.97	72.2
Total benefits	10.17	30.8	10.12	30.1	10.19	31.1	7.44	28.5	7.32	27.8
Paid leave	2.48	7.5	2.49	7.4	2.47	7.5	1.74	6.7	1.77	6.7
Vacation	1.24	3.8	1.28	3.8	1.22	3.7	0.88	3.4	0.89	3.4
Holiday	0.75	2.3	0.77	2.3	0.74	2.3	0.56	2.1	0.56	2.1
Sick	0.34	1.0	0.31	0.9	0.35	1.1	0.22	0.8	0.22	0.8
Personal	0.15	0.5	0.13	0.4	0.16	0.5	0.09	0.3	0.09	0.4
Supplemental pay	1.01	3.1	0.90	2.7	1.05	3.2	0.80	3.1	0.68	2.6
Overtime and premium ²	0.24	0.7	0.25	0.7	0.24	0.7	0.26	1.0	0.23	0.9
Shift differentials	0.07	0.2	0.08	0.2	0.07	0.2	0.06	0.2	0.06	0.2
Nonproduction bonuses	0.70	2.1	0.57	1.7	0.75	2.3	0.48	1.8	0.40	1.5
Insurance	2.79	8.5	2.81	8.4	2.79	8.5	1.97	7.5	1.95	7.4
Life	0.05	0.1	0.05	0.2	0.05	0.1	0.04	0.1	0.04	0.1
Health	2.62	7.9	2.65	7.9	2.61	8.0	1.85	7.1	1.83	7.0
Short-term disability	0.08	0.2	0.06	0.2	0.08	0.3	0.04	0.2	0.04	0.2
Long-term disability	0.05	0.2	0.05	0.2	0.05	0.2	0.04	0.1	0.04	0.1
Retirement and savings	1.20	3.6	1.22	3.6	1.19	3.6	0.85	3.3	0.81	3.1
Defined benefit	0.49	1.5	0.46	1.4	0.50	1.5	0.34	1.3	0.29	1.1
Defined contribution	0.71	2.2	0.76	2.2	0.70	2.1	0.51	2.0	0.52	2.0
Legally required benefits	2.69	8.2	2.71	8.0	2.69	8.2	2.08	8.0	2.11	8.0
Social Security and Medicare	1.90	5.8	1.96	5.8	1.88	5.7	1.57	6.0	1.58	6.0
Social Security ³	1.52	4.6	1.57	4.7	1.50	4.6	1.26	4.8	1.27	4.8
Medicare	0.38	1.2	0.39	1.2	0.38	1.2	0.31	1.2	0.31	1.2
Federal unemployment insurance	0.03	0.1	0.03	0.1	0.04	0.1	0.03	0.1	0.03	0.1
State unemployment insurance	0.31	0.9	0.33	1.0	0.31	0.9	0.15	0.6	0.16	0.6
Workers' compensation	0.45	1.4	0.39	1.2	0.47	1.4	0.33	1.3	0.33	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 2012 — 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	\$24.48	100.0	\$26.63	100.0	\$27.92	100.0	\$27.89	100.0	\$28.00	100.0
Wages and salaries	17.23	70.4	18.89	70.9	19.42	69.5	19.21	68.9	19.87	71.0
Total benefits	7.25	29.6	7.74	29.1	8.51	30.5	8.68	31.1	8.13	29.0
Paid leave	1.58	6.5	1.75	6.6	1.86	6.6	1.85	6.6	1.86	6.7
Vacation	0.80	3.3	0.88	3.3	1.00	3.6	0.99	3.5	1.01	3.6
Holiday	0.51	2.1	0.57	2.1	0.58	2.1	0.58	2.1	0.57	2.0
Sick	0.19	0.8	0.22	0.8	0.20	0.7	0.19	0.7	0.21	0.8
Personal	0.08	0.3	0.09	0.3	0.09	0.3	0.10	0.3	0.07	0.3
Supplemental pay	0.75	3.1	1.03	3.9	0.77	2.7	0.83	3.0	0.62	2.2
Overtime and premium ²	0.29	1.2	0.32	1.2	0.26	0.9	0.27	1.0	0.23	0.8
Shift differentials	0.07	0.3	0.06	0.2	0.07	0.3	0.08	0.3	0.05	0.2
Nonproduction bonuses	0.39	1.6	0.66	2.5	0.43	1.6	0.47	1.7	0.34	1.2
Insurance	2.00	8.2	1.98	7.4	2.55	9.1	2.63	9.4	2.36	8.4
Life	0.04	0.2	0.04	0.2	0.04	0.1	0.04	0.1	0.04	0.2
Health	1.88	7.7	1.87	7.0	2.40	8.6	2.49	8.9	2.22	7.9
Short-term disability	0.05	0.2	0.04	0.1	0.05	0.2	0.06	0.2	0.04	0.1
Long-term disability	0.04	0.2	0.04	0.1	0.05	0.2	0.04	0.2	0.05	0.2
Retirement and savings	0.90	3.7	0.91	3.4	1.07	3.8	1.07	3.8	1.06	3.8
Defined benefit	0.44	1.8	0.38	1.4	0.47	1.7	0.52	1.9	0.36	1.3
Defined contribution	0.46	1.9	0.53	2.0	0.59	2.1	0.55	2.0	0.70	2.5
Legally required benefits	2.02	8.3	2.07	7.8	2.27	8.1	2.29	8.2	2.22	7.9
Social Security and Medicare	1.48	6.0	1.58	5.9	1.62	5.8	1.62	5.8	1.62	5.8
Social Security ³	1.19	4.9	1.27	4.8	1.30	4.7	1.30	4.7	1.30	4.6
Medicare	0.28	1.2	0.31	1.2	0.32	1.1	0.32	1.1	0.32	1.2
Federal unemployment insurance	0.03	0.1	0.02	0.1	0.04	0.1	0.04	0.2	0.03	0.1
State unemployment insurance	0.15	0.6	0.15	0.5	0.23	0.8	0.23	0.8	0.22	0.8
Workers' compensation	0.37	1.5	0.31	1.2	0.38	1.4	0.40	1.4	0.35	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 2012 — Continued

Compensation component	Census region and division ¹					
	West		West divisions			
	Cost	Percent	Mountain		Pacific	
			Cost	Percent	Cost	Percent
Total compensation	\$30.03	100.0	\$28.00	100.0	\$30.95	100.0
Wages and salaries	21.26	70.8	20.17	72.0	21.76	70.3
Total benefits	8.76	29.2	7.83	28.0	9.19	29.7
Paid leave	2.04	6.8	1.89	6.8	2.11	6.8
Vacation	1.07	3.6	1.03	3.7	1.09	3.5
Holiday	0.62	2.1	0.53	1.9	0.66	2.1
Sick	0.27	0.9	0.23	0.8	0.29	0.9
Personal	0.08	0.3	0.10	0.3	0.07	0.2
Supplemental pay	0.77	2.6	0.74	2.7	0.78	2.5
Overtime and premium ²	0.22	0.7	0.22	0.8	0.22	0.7
Shift differentials	0.05	0.2	0.04	0.2	0.05	0.2
Nonproduction bonuses	0.51	1.7	0.49	1.7	0.52	1.7
Insurance	2.30	7.6	1.95	6.9	2.46	7.9
Life	0.04	0.1	0.04	0.1	0.04	0.1
Health	2.18	7.3	1.84	6.6	2.34	7.6
Short-term disability	0.04	0.1	0.03	0.1	0.04	0.1
Long-term disability	0.04	0.1	0.05	0.2	0.04	0.1
Retirement and savings	1.08	3.6	1.03	3.7	1.10	3.5
Defined benefit	0.45	1.5	0.32	1.1	0.51	1.7
Defined contribution	0.62	2.1	0.71	2.5	0.58	1.9
Legally required benefits	2.58	8.6	2.22	7.9	2.74	8.9
Social Security and Medicare	1.76	5.9	1.63	5.8	1.82	5.9
Social Security ³	1.41	4.7	1.30	4.7	1.46	4.7
Medicare	0.35	1.2	0.33	1.2	0.36	1.2
Federal unemployment insurance	0.03	0.1	0.03	0.1	0.04	0.1
State unemployment insurance	0.24	0.8	0.18	0.6	0.27	0.9
Workers' compensation	0.54	1.8	0.38	1.3	0.62	2.0

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

³ Comprises 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 2012

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	\$23.84	100.0	\$22.92	100.0	\$26.65	100.0	\$34.65	100.0	\$29.15	100.0	\$42.33	100.0
Wages and salaries	17.58	73.7	17.11	74.7	19.01	71.3	23.43	67.6	20.33	69.7	27.76	65.6
Total benefits	6.26	26.3	5.80	25.3	7.65	28.7	11.22	32.4	8.83	30.3	14.57	34.4
Paid leave	1.37	5.8	1.25	5.4	1.75	6.6	2.70	7.8	2.04	7.0	3.64	8.6
Vacation	0.69	2.9	0.62	2.7	0.90	3.4	1.41	4.1	1.05	3.6	1.92	4.5
Holiday	0.45	1.9	0.42	1.8	0.54	2.0	0.81	2.3	0.64	2.2	1.05	2.5
Sick	0.16	0.7	0.15	0.6	0.21	0.8	0.35	1.0	0.25	0.8	0.49	1.2
Personal	0.07	0.3	0.06	0.3	0.10	0.4	0.14	0.4	0.11	0.4	0.18	0.4
Supplemental pay	0.52	2.2	0.47	2.0	0.70	2.6	1.19	3.4	0.75	2.6	1.81	4.3
Overtime and premium ¹	0.18	0.7	0.15	0.7	0.25	0.9	0.33	1.0	0.30	1.0	0.37	0.9
Shift differentials	(²)	(³)	(²)	(³)	0.03	0.1	0.12	0.3	0.06	0.2	0.20	0.5
Nonproduction bonuses	0.33	1.4	0.30	1.3	0.42	1.6	0.74	2.1	0.39	1.3	1.23	2.9
Insurance	1.62	6.8	1.47	6.4	2.05	7.7	3.20	9.2	2.61	9.0	4.02	9.5
Life	0.03	0.1	0.02	0.1	0.04	0.1	0.06	0.2	0.05	0.2	0.06	0.1
Health	1.54	6.4	1.40	6.1	1.94	7.3	3.00	8.7	2.46	8.5	3.76	8.9
Short-term disability	0.03	0.1	0.03	0.1	0.04	0.2	0.07	0.2	0.06	0.2	0.10	0.2
Long-term disability	0.02	0.1	0.02	0.1	0.04	0.1	0.07	0.2	0.04	0.1	0.10	0.2
Retirement and savings	0.62	2.6	0.54	2.4	0.87	3.3	1.50	4.3	1.07	3.7	2.09	4.9
Defined benefit	0.23	1.0	0.20	0.9	0.32	1.2	0.66	1.9	0.42	1.4	0.99	2.3
Defined contribution	0.39	1.7	0.34	1.5	0.55	2.1	0.84	2.4	0.65	2.2	1.10	2.6
Legally required benefits	2.13	8.9	2.08	9.1	2.27	8.5	2.63	7.6	2.36	8.1	3.02	7.1
Social Security and Medicare	1.45	6.1	1.41	6.2	1.57	5.9	1.97	5.7	1.69	5.8	2.37	5.6
Social Security ⁴	1.17	4.9	1.14	5.0	1.26	4.7	1.58	4.6	1.36	4.7	1.89	4.5
Medicare	0.28	1.2	0.27	1.2	0.31	1.2	0.39	1.1	0.33	1.1	0.48	1.1
Federal unemployment insurance	0.04	0.2	0.04	0.2	0.03	0.1	0.03	0.1	0.03	0.1	0.03	0.1
State unemployment insurance	0.22	0.9	0.22	1.0	0.23	0.9	0.22	0.6	0.22	0.8	0.21	0.5
Workers' compensation	0.41	1.7	0.41	1.8	0.44	1.6	0.41	1.2	0.41	1.4	0.41	1.0

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

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

³ Less than .05 percent.

⁴ Comprises 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 2012

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	\$28.78	\$20.25	\$8.53	\$1.98	\$0.83	\$2.34	\$1.02	\$2.36
Management, professional, and related	50.88	35.78	15.10	4.32	1.63	3.58	2.07	3.50
Management, business, and financial	58.30	40.52	17.78	5.28	2.36	3.87	2.45	3.82
Professional and related	47.13	33.38	13.75	3.83	1.27	3.43	1.88	3.34
Sales and office	22.60	16.13	6.47	1.41	0.48	2.10	0.66	1.82
Sales and related	21.43	16.04	5.40	1.15	0.47	1.44	0.53	1.81
Office and administrative support	23.37	16.19	7.18	1.58	0.50	2.53	0.74	1.84
Service	14.03	10.56	3.48	0.60	0.27	0.94	0.22	1.45
Natural resources, construction, and maintenance	31.46	21.34	10.13	1.65	0.94	2.74	1.65	3.15
Construction, extraction, farming, fishing, and forestry ¹	31.74	21.37	10.37	1.23	1.00	2.56	2.04	3.53
Installation, maintenance, and repair	31.22	21.30	9.91	2.01	0.88	2.90	1.31	2.81
Production, transportation, and material moving	24.08	16.10	7.98	1.41	0.88	2.53	0.81	2.35
Production	24.76	16.40	8.36	1.55	1.07	2.68	0.75	2.31
Transportation and material moving	23.40	15.79	7.61	1.26	0.69	2.39	0.87	2.40
All workers, goods-producing industries²	33.76	22.51	11.25	2.21	1.36	3.19	1.53	2.96
Management, professional, and related	61.64	41.67	19.97	5.38	2.75	4.49	3.20	4.14
Sales and office	27.55	19.31	8.24	1.84	0.63	2.69	0.82	2.26
Natural resources, construction, and maintenance	32.43	21.70	10.73	1.35	1.08	2.85	1.97	3.48
Production, transportation, and material moving	26.02	16.89	9.13	1.64	1.18	3.04	0.85	2.42
All workers, service-providing industries³	27.78	19.80	7.98	1.93	0.72	2.17	0.92	2.24
Management, professional, and related	49.52	35.04	14.49	4.18	1.49	3.46	1.93	3.42
Sales and office	22.26	15.91	6.35	1.38	0.47	2.06	0.64	1.79
Service	13.94	10.51	3.43	0.59	0.26	0.92	0.21	1.45
Natural resources, construction, and maintenance	30.36	20.92	9.43	1.98	0.77	2.62	1.29	2.77
Production, transportation, and material moving	22.46	15.43	7.02	1.21	0.63	2.11	0.78	2.29
Percent of total compensation								
All workers in private industry	100.0	70.4	29.6	6.9	2.9	8.1	3.6	8.2
Management, professional, and related	100.0	70.3	29.7	8.5	3.2	7.0	4.1	6.9
Management, business, and financial	100.0	69.5	30.5	9.1	4.0	6.6	4.2	6.6
Professional and related	100.0	70.8	29.2	8.1	2.7	7.3	4.0	7.1
Sales and office	100.0	71.4	28.6	6.2	2.1	9.3	2.9	8.1
Sales and related	100.0	74.8	25.2	5.4	2.2	6.7	2.5	8.4
Office and administrative support	100.0	69.3	30.7	6.8	2.1	10.8	3.2	7.9
Service	100.0	75.2	24.8	4.2	1.9	6.7	1.6	10.4
Natural resources, construction, and maintenance	100.0	67.8	32.2	5.2	3.0	8.7	5.3	10.0
Construction, extraction, farming, fishing, and forestry ¹	100.0	67.3	32.7	3.9	3.2	8.1	6.4	11.1
Installation, maintenance, and repair	100.0	68.2	31.8	6.4	2.8	9.3	4.2	9.0
Production, transportation, and material moving	100.0	66.8	33.2	5.8	3.7	10.5	3.4	9.8
Production	100.0	66.2	33.8	6.3	4.3	10.8	3.0	9.3
Transportation and material moving	100.0	67.5	32.5	5.4	2.9	10.2	3.7	10.2
All workers, goods-producing industries²	100.0	66.7	33.3	6.6	4.0	9.4	4.5	8.8
Management, professional, and related	100.0	67.6	32.4	8.7	4.5	7.3	5.2	6.7
Sales and office	100.0	70.1	29.9	6.7	2.3	9.8	3.0	8.2
Natural resources, construction, and maintenance	100.0	66.9	33.1	4.2	3.3	8.8	6.1	10.7
Production, transportation, and material moving	100.0	64.9	35.1	6.3	4.5	11.7	3.3	9.3
All workers, service-providing industries³	100.0	71.3	28.7	7.0	2.6	7.8	3.3	8.1
Management, professional, and related	100.0	70.7	29.3	8.4	3.0	7.0	3.9	6.9
Sales and office	100.0	71.5	28.5	6.2	2.1	9.2	2.9	8.1
Service	100.0	75.4	24.6	4.2	1.9	6.6	1.5	10.4
Natural resources, construction, and maintenance	100.0	68.9	31.1	6.5	2.5	8.6	4.3	9.1
Production, transportation, and material moving	100.0	68.7	31.3	5.4	2.8	9.4	3.5	10.2

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 2012

Series	Total compensation	Wages and salaries	Benefit costs					
			Total	Paid leave	Supplemental pay	Insurance	Retirement and savings	Legally required benefits
Cost per hour worked								
All workers, goods-producing industries¹	\$33.76	\$22.51	\$11.25	\$2.21	\$1.36	\$3.19	\$1.53	\$2.96
Construction	33.08	23.02	10.06	1.38	0.94	2.50	1.75	3.48
Manufacturing	33.02	21.72	11.30	2.46	1.42	3.42	1.28	2.72
Aircraft manufacturing ²	63.29	40.29	23.00	6.01	3.55	6.42	2.86	4.15
All workers, service-providing industries³	27.78	19.80	7.98	1.93	0.72	2.17	0.92	2.24
Trade, transportation, and utilities	24.11	17.06	7.05	1.44	0.58	2.08	0.81	2.13
Wholesale trade	31.11	21.97	9.14	2.11	0.96	2.50	0.96	2.61
Retail trade	17.56	13.25	4.31	0.79	0.26	1.28	0.36	1.63
Transportation and warehousing	34.07	22.03	12.04	2.40	1.04	3.96	1.54	3.10
Utilities	57.98	35.44	22.54	5.08	2.21	5.49	5.82	3.95
Information	44.44	29.48	14.97	3.94	1.31	4.18	2.50	3.03
Financial activities	39.77	26.72	13.04	3.30	2.02	3.38	1.68	2.66
Finance and insurance	42.82	28.45	14.37	3.67	2.38	3.66	1.94	2.72
Credit intermediation and related activities	36.59	24.47	12.12	3.18	1.56	3.28	1.71	2.40
Insurance carriers and related activities	41.14	27.65	13.49	3.55	1.43	3.82	1.93	2.75
Real estate and rental and leasing	29.19	20.74	8.45	2.03	0.78	2.43	0.78	2.44
Professional and business services	34.88	25.14	9.74	2.60	0.99	2.40	1.08	2.68
Professional and technical services	44.74	32.22	12.52	3.72	1.22	3.00	1.43	3.16
Administrative and waste services	22.19	16.56	5.63	1.12	0.54	1.43	0.46	2.08
Education and health services	30.67	21.89	8.78	2.33	0.58	2.54	0.97	2.36
Educational services	39.55	28.92	10.63	2.88	0.17	3.10	1.65	2.83
Junior colleges, colleges, and universities	47.34	34.01	13.33	3.75	0.18	3.79	2.40	3.21
Health care and social assistance	29.15	20.69	8.46	2.23	0.65	2.44	0.86	2.28
Leisure and hospitality	12.13	9.62	2.51	0.38	0.13	0.56	0.14	1.31
Accommodation and food services	11.17	8.95	2.22	0.30	0.11	0.46	0.12	1.23
Other services	25.14	18.52	6.62	1.55	0.30	1.72	0.86	2.19
Percent of total compensation								
All workers, goods-producing industries¹	100.0	66.7	33.3	6.6	4.0	9.4	4.5	8.8
Construction	100.0	69.6	30.4	4.2	2.8	7.6	5.3	10.5
Manufacturing	100.0	65.8	34.2	7.4	4.3	10.3	3.9	8.2
Aircraft manufacturing ²	100.0	63.7	36.3	9.5	5.6	10.2	4.5	6.6
All workers, service-providing industries³	100.0	71.3	28.7	7.0	2.6	7.8	3.3	8.1
Trade, transportation, and utilities	100.0	70.8	29.2	6.0	2.4	8.6	3.4	8.9
Wholesale trade	100.0	70.6	29.4	6.8	3.1	8.0	3.1	8.4
Retail trade	100.0	75.5	24.5	4.5	1.5	7.3	2.0	9.3
Transportation and warehousing	100.0	64.7	35.3	7.0	3.0	11.6	4.5	9.1
Utilities	100.0	61.1	38.9	8.8	3.8	9.5	10.0	6.8
Information	100.0	66.3	33.7	8.9	3.0	9.4	5.6	6.8
Financial activities	100.0	67.2	32.8	8.3	5.1	8.5	4.2	6.7
Finance and insurance	100.0	66.4	33.6	8.6	5.5	8.6	4.5	6.4
Credit intermediation and related activities	100.0	66.9	33.1	8.7	4.3	9.0	4.7	6.6
Insurance carriers and related activities	100.0	67.2	32.8	8.6	3.5	9.3	4.7	6.7
Real estate and rental and leasing	100.0	71.0	29.0	6.9	2.7	8.3	2.7	8.4
Professional and business services	100.0	72.1	27.9	7.4	2.8	6.9	3.1	7.7
Professional and technical services	100.0	72.0	28.0	8.3	2.7	6.7	3.2	7.1
Administrative and waste services	100.0	74.6	25.4	5.1	2.4	6.4	2.1	9.4
Education and health services	100.0	71.4	28.6	7.6	1.9	8.3	3.2	7.7
Educational services	100.0	73.1	26.9	7.3	0.4	7.8	4.2	7.2
Junior colleges, colleges, and universities	100.0	71.8	28.2	7.9	0.4	8.0	5.1	6.8
Health care and social assistance	100.0	71.0	29.0	7.7	2.2	8.4	2.9	7.8
Leisure and hospitality	100.0	79.3	20.7	3.2	1.0	4.6	1.2	10.8
Accommodation and food services	100.0	80.1	19.9	2.7	1.0	4.1	1.0	11.1
Other services	100.0	73.7	26.3	6.2	1.2	6.8	3.4	8.7

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 2012

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	\$33.48	\$23.12	\$10.36	\$2.51	\$1.05	\$2.89	\$1.30	\$2.61
Management, professional, and related	53.01	36.88	16.14	4.68	1.78	3.85	2.26	3.56
Management, business, and financial	58.88	40.83	18.05	5.37	2.40	3.94	2.50	3.84
Professional and related	49.53	34.53	15.00	4.28	1.41	3.80	2.11	3.40
Sales and office	26.40	18.42	7.98	1.85	0.64	2.65	0.84	2.00
Sales and related	28.53	20.88	7.65	1.84	0.75	2.10	0.79	2.17
Office and administrative support	25.39	17.26	8.14	1.86	0.59	2.91	0.86	1.92
Service	17.19	12.24	4.95	1.00	0.43	1.57	0.36	1.59
Natural resources, construction, and maintenance	32.13	21.71	10.43	1.72	0.97	2.85	1.72	3.17
Construction, extraction, farming, fishing, and forestry ¹	32.37	21.74	10.63	1.28	1.03	2.67	2.12	3.54
Installation, maintenance, and repair	31.92	21.68	10.24	2.12	0.92	3.02	1.36	2.83
Production, transportation, and material moving	26.01	17.21	8.80	1.62	1.00	2.79	0.93	2.46
Production	25.64	16.84	8.80	1.65	1.14	2.85	0.81	2.35
Transportation and material moving	26.48	17.69	8.79	1.58	0.84	2.71	1.07	2.59
All part-time workers in private industry	15.28	12.03	3.25	0.44	0.19	0.75	0.24	1.64
Management, professional, and related	35.38	27.79	7.59	1.65	0.56	1.60	0.74	3.05
Professional and related	35.44	27.80	7.64	1.65	0.56	1.64	0.75	3.05
Sales and office	13.46	10.62	2.84	0.34	0.11	0.78	0.21	1.40
Sales and related	11.93	9.55	2.37	0.22	0.09	0.57	0.18	1.31
Office and administrative support	15.56	12.08	3.49	0.50	0.13	1.07	0.26	1.52
Service	10.93	8.90	2.03	0.20	0.11	0.32	0.09	1.32
Production, transportation, and material moving	14.98	10.83	4.15	0.40	0.29	1.33	0.28	1.86
Transportation and material moving	15.14	10.71	4.43	0.41	0.29	1.52	0.33	1.88
Percent of total compensation								
All full-time workers in private industry	100.0	69.0	31.0	7.5	3.1	8.6	3.9	7.8
Management, professional, and related	100.0	69.6	30.4	8.8	3.4	7.3	4.3	6.7
Management, business, and financial	100.0	69.3	30.7	9.1	4.1	6.7	4.2	6.5
Professional and related	100.0	69.7	30.3	8.6	2.9	7.7	4.3	6.9
Sales and office	100.0	69.8	30.2	7.0	2.4	10.0	3.2	7.6
Sales and related	100.0	73.2	26.8	6.4	2.6	7.4	2.8	7.6
Office and administrative support	100.0	68.0	32.0	7.3	2.3	11.4	3.4	7.6
Service	100.0	71.2	28.8	5.8	2.5	9.1	2.1	9.3
Natural resources, construction, and maintenance	100.0	67.5	32.5	5.4	3.0	8.9	5.3	9.9
Construction, extraction, farming, fishing, and forestry ¹	100.0	67.2	32.8	4.0	3.2	8.2	6.5	10.9
Installation, maintenance, and repair	100.0	67.9	32.1	6.6	2.9	9.4	4.3	8.9
Production, transportation, and material moving	100.0	66.2	33.8	6.2	3.9	10.7	3.6	9.4
Production	100.0	65.7	34.3	6.5	4.4	11.1	3.2	9.2
Transportation and material moving	100.0	66.8	33.2	6.0	3.2	10.2	4.1	9.8
All part-time workers in private industry	100.0	78.7	21.3	2.9	1.2	4.9	1.5	10.7
Management, professional, and related	100.0	78.5	21.5	4.7	1.6	4.5	2.1	8.6
Professional and related	100.0	78.4	21.6	4.7	1.6	4.6	2.1	8.6
Sales and office	100.0	78.9	21.1	2.5	0.8	5.8	1.6	10.4
Sales and related	100.0	80.1	19.9	1.9	0.8	4.8	1.5	11.0
Office and administrative support	100.0	77.6	22.4	3.2	0.9	6.9	1.7	9.7
Service	100.0	81.4	18.6	1.8	1.0	2.9	0.8	12.0
Production, transportation, and material moving	100.0	72.3	27.7	2.6	1.9	8.9	1.9	12.4
Transportation and material moving	100.0	70.7	29.3	2.7	1.9	10.1	2.2	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 2012

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	\$33.48	\$23.12	\$10.36	\$2.51	\$1.05	\$2.89	\$1.30	\$2.61
Goods-producing ¹	34.36	22.83	11.52	2.28	1.40	3.29	1.57	2.98
Construction	33.71	23.39	10.33	1.43	0.98	2.61	1.82	3.50
Manufacturing	33.59	22.02	11.57	2.53	1.46	3.52	1.32	2.74
Service-providing ²	33.23	23.19	10.04	2.58	0.95	2.78	1.22	2.51
Trade, transportation, and utilities	29.30	20.38	8.92	2.00	0.79	2.62	1.08	2.45
Information	48.11	31.68	16.43	4.36	1.45	4.61	2.78	3.23
Financial activities	41.85	28.01	13.84	3.53	2.18	3.57	1.81	2.75
Professional and business services	39.07	27.83	11.24	3.12	1.16	2.79	1.29	2.88
Education and health services	32.65	22.82	9.84	2.72	0.63	2.96	1.13	2.39
Leisure and hospitality	16.10	12.10	4.00	0.82	0.26	1.17	0.27	1.48
Other services	29.89	21.14	8.75	2.19	0.43	2.48	1.27	2.39
All part-time workers in private industry	15.28	12.03	3.25	0.44	0.19	0.75	0.24	1.64
Service-providing ²	15.22	11.98	3.24	0.44	0.18	0.76	0.24	1.62
Trade, transportation, and utilities	13.93	10.55	3.37	0.35	0.17	1.04	0.28	1.52
Professional and business services	17.43	13.92	3.51	0.41	0.26	0.77	0.20	1.87
Education and health services	24.85	19.18	5.66	1.18	0.41	1.29	0.51	2.28
Leisure and hospitality	9.43	7.93	1.50	0.09	0.03	0.15	0.05	1.19
Percent of total compensation								
All full-time workers in private industry	100.0	69.0	31.0	7.5	3.1	8.6	3.9	7.8
Goods-producing ¹	100.0	66.5	33.5	6.6	4.1	9.6	4.6	8.7
Construction	100.0	69.4	30.6	4.2	2.9	7.7	5.4	10.4
Manufacturing	100.0	65.6	34.4	7.5	4.3	10.5	3.9	8.2
Service-providing ²	100.0	69.8	30.2	7.8	2.9	8.4	3.7	7.5
Trade, transportation, and utilities	100.0	69.5	30.5	6.8	2.7	8.9	3.7	8.3
Information	100.0	65.8	34.2	9.1	3.0	9.6	5.8	6.7
Financial activities	100.0	66.9	33.1	8.4	5.2	8.5	4.3	6.6
Professional and business services	100.0	71.2	28.8	8.0	3.0	7.1	3.3	7.4
Education and health services	100.0	69.9	30.1	8.3	1.9	9.1	3.5	7.3
Leisure and hospitality	100.0	75.2	24.8	5.1	1.6	7.2	1.7	9.2
Other services	100.0	70.7	29.3	7.3	1.4	8.3	4.2	8.0
All part-time workers in private industry	100.0	78.7	21.3	2.9	1.2	4.9	1.5	10.7
Service-providing ²	100.0	78.7	21.3	2.9	1.2	5.0	1.5	10.6
Trade, transportation, and utilities	100.0	75.8	24.2	2.5	1.2	7.5	2.0	10.9
Professional and business services	100.0	79.9	20.1	2.4	1.5	4.4	1.1	10.7
Education and health services	100.0	77.2	22.8	4.7	1.6	5.2	2.1	9.2
Leisure and hospitality	100.0	84.0	16.0	1.0	0.3	1.5	0.5	12.6

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.

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 2012

Series	Total compensation	Wages and salaries	Benefit costs					
			Total	Paid leave	Supplemental pay	Insurance	Retirement and savings	Legally required benefits
Cost per hour worked								
All workers, goods-producing industries¹ ...	\$33.76	\$22.51	\$11.25	\$2.21	\$1.36	\$3.19	\$1.53	\$2.96
1-99 workers	28.22	19.93	8.28	1.40	0.81	2.23	0.96	2.88
1-49 workers	26.58	19.16	7.42	1.22	0.67	1.92	0.76	2.84
50-99 workers	32.21	21.81	10.39	1.84	1.14	2.98	1.46	2.98
100 workers or more	38.42	24.68	13.74	2.89	1.82	4.00	2.00	3.02
100-499 workers	32.94	21.67	11.27	2.21	1.19	3.57	1.50	2.79
500 workers or more	45.85	28.77	17.08	3.82	2.67	4.57	2.68	3.34
Union	39.73	23.46	16.27	2.31	1.64	5.38	3.39	3.54
Nonunion	32.36	22.29	10.07	2.19	1.29	2.68	1.09	2.82
All workers, service-providing industries² ..	27.78	19.80	7.98	1.93	0.72	2.17	0.92	2.24
1-99 workers	23.12	17.20	5.93	1.37	0.48	1.52	0.57	2.00
1-49 workers	22.36	16.80	5.56	1.25	0.43	1.40	0.51	1.96
50-99 workers	25.55	18.45	7.10	1.73	0.61	1.87	0.75	2.13
100 workers or more	33.71	23.11	10.60	2.66	1.03	3.00	1.37	2.54
100-499 workers	28.23	20.00	8.23	1.99	0.64	2.38	0.96	2.25
500 workers or more	41.44	27.51	13.94	3.59	1.59	3.88	1.94	2.94
Union	37.72	23.02	14.70	3.01	1.01	5.20	2.43	3.05
Nonunion	26.99	19.54	7.45	1.85	0.70	1.93	0.80	2.17
Percent of total compensation								
All workers, goods-producing industries¹ ...	100.0	66.7	33.3	6.6	4.0	9.4	4.5	8.8
1-99 workers	100.0	70.6	29.4	5.0	2.9	7.9	3.4	10.2
1-49 workers	100.0	72.1	27.9	4.6	2.5	7.2	2.9	10.7
50-99 workers	100.0	67.7	32.3	5.7	3.5	9.2	4.5	9.3
100 workers or more	100.0	64.3	35.7	7.5	4.7	10.4	5.2	7.9
100-499 workers	100.0	65.8	34.2	6.7	3.6	10.8	4.6	8.5
500 workers or more	100.0	62.8	37.2	8.3	5.8	10.0	5.8	7.3
Union	100.0	59.0	41.0	5.8	4.1	13.5	8.5	8.9
Nonunion	100.0	68.9	31.1	6.8	4.0	8.3	3.4	8.7
All workers, service-providing industries² ..	100.0	71.3	28.7	7.0	2.6	7.8	3.3	8.1
1-99 workers	100.0	74.4	25.6	5.9	2.1	6.6	2.5	8.7
1-49 workers	100.0	75.1	24.9	5.6	1.9	6.3	2.3	8.8
50-99 workers	100.0	72.2	27.8	6.8	2.4	7.3	3.0	8.4
100 workers or more	100.0	68.6	31.4	7.9	3.1	8.9	4.1	7.5
100-499 workers	100.0	70.9	29.1	7.1	2.3	8.4	3.4	8.0
500 workers or more	100.0	66.4	33.6	8.7	3.8	9.4	4.7	7.1
Union	100.0	61.0	39.0	8.0	2.7	13.8	6.5	8.1
Nonunion	100.0	72.4	27.6	6.8	2.6	7.1	3.0	8.1

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 2012

Series	Total compensation	Wages and salaries	Benefit costs					
			Total	Paid leave	Supplemental pay	Insurance	Retirement and savings	Legally required benefits
Cost per hour worked								
Health care and social assistance	\$29.15	\$20.69	\$8.46	\$2.23	\$0.65	\$2.44	\$0.86	\$2.28
Management, professional, and related	42.04	29.84	12.21	3.50	0.95	3.26	1.45	3.04
Registered nurses	49.13	34.17	14.96	4.08	1.58	3.86	1.82	3.62
Sales and office	22.17	15.57	6.60	1.59	0.38	2.37	0.53	1.74
Service	16.95	12.13	4.82	1.01	0.41	1.50	0.30	1.60
Hospitals	38.83	26.16	12.67	3.37	1.19	3.88	1.41	2.81
Management, professional, and related	47.34	32.41	14.93	4.24	1.45	4.13	1.74	3.37
Registered nurses	50.23	34.26	15.97	4.39	1.79	4.24	1.88	3.66
Service	21.71	13.63	8.08	1.57	0.79	3.25	0.74	1.73
Nursing and residential care facilities	21.00	15.28	5.71	1.39	0.42	1.67	0.29	1.95
Management, professional, and related	32.37	23.89	8.48	2.35	0.60	2.25	0.53	2.75
Service	15.48	11.12	4.37	0.90	0.36	1.36	0.17	1.57
Nursing care facilities¹	22.65	16.53	6.12	1.53	0.50	1.72	0.29	2.08
Management, professional, and related	35.05	26.11	8.95	2.54	0.70	2.20	0.50	2.99
Service	16.02	11.44	4.57	0.96	0.43	1.42	0.16	1.60
Percent of total compensation								
Health care and social assistance	100.0	71.0	29.0	7.7	2.2	8.4	2.9	7.8
Management, professional, and related	100.0	71.0	29.0	8.3	2.3	7.8	3.5	7.2
Registered nurses	100.0	69.5	30.5	8.3	3.2	7.9	3.7	7.4
Sales and office	100.0	70.2	29.8	7.2	1.7	10.7	2.4	7.8
Service	100.0	71.6	28.4	5.9	2.4	8.9	1.8	9.4
Hospitals	100.0	67.4	32.6	8.7	3.1	10.0	3.6	7.2
Management, professional, and related	100.0	68.5	31.5	9.0	3.1	8.7	3.7	7.1
Registered nurses	100.0	68.2	31.8	8.7	3.6	8.4	3.8	7.3
Service	100.0	62.8	37.2	7.2	3.7	15.0	3.4	8.0
Nursing and residential care facilities	100.0	72.8	27.2	6.6	2.0	7.9	1.4	9.3
Management, professional, and related	100.0	73.8	26.2	7.3	1.9	7.0	1.6	8.5
Service	100.0	71.8	28.2	5.8	2.3	8.8	1.1	10.1
Nursing care facilities¹	100.0	73.0	27.0	6.8	2.2	7.6	1.3	9.2
Management, professional, and related	100.0	74.5	25.5	7.2	2.0	6.3	1.4	8.5
Service	100.0	71.4	28.6	6.0	2.7	8.9	1.0	10.0

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, March 2012

	Total compensation		Wages and salaries		Total benefits	
	Cost	Percent	Cost	Percent	Cost	Percent
Northeast						
Boston-Worcester-Manchester, MA-NH CSA	\$35.86	100.0	\$24.88	69.4	\$10.97	30.6
New York-Newark-Bridgeport, NY-NJ-CT-PA CSA ..	36.39	100.0	25.04	68.8	11.36	31.2
Philadelphia-Camden-Vineland, PA-NJ-DE-MD CSA	33.51	100.0	22.96	68.5	10.55	31.5
South						
Atlanta-Sandy Springs-Gainesville, GA-AL CSA	26.05	100.0	18.77	72.1	7.27	27.9
Dallas-Fort Worth, TX CSA	30.36	100.0	21.40	70.5	8.96	29.5
Houston-Baytown-Huntsville, TX CSA	32.49	100.0	22.74	70.0	9.75	30.0
Miami-Fort Lauderdale-Pompano Beach, FL MSA ...	24.12	100.0	17.67	73.3	6.45	26.7
Washington-Baltimore-Northern Virginia, DC-MD-VA-WV CSA	35.98	100.0	25.77	71.6	10.21	28.4
Midwest						
Chicago-Naperville-Michigan City, IL-IN-WI CSA	32.82	100.0	22.44	68.4	10.38	31.6
Detroit-Warren-Flint, MI CSA	34.59	100.0	23.83	68.9	10.76	31.1
Minneapolis-St. Paul-St. Cloud, MN-WI CSA	33.81	100.0	24.19	71.5	9.62	28.5
West						
Los Angeles-Long Beach-Riverside, CA CSA	29.57	100.0	21.35	72.2	8.22	27.8
Phoenix-Mesa-Scottsdale, AZ MSA	31.22	100.0	23.03	73.8	8.20	26.2
San Jose-San Francisco-Oakland, CA CSA	41.45	100.0	28.47	68.7	12.98	31.3
Seattle-Tacoma-Olympia, WA CSA	34.15	100.0	23.76	69.6	10.39	30.4

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