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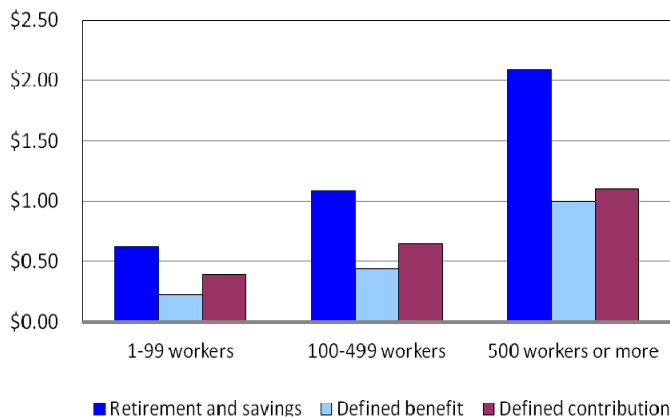
## EMPLOYER COSTS FOR EMPLOYEE COMPENSATION – JUNE 2012

**Private industry** employers spent an average of \$28.80 per hour worked for employee compensation in June 2012, the U.S. Bureau of Labor Statistics reported today. Wages and salaries averaged \$20.27 per hour worked and accounted for 70.4 percent of these costs, while benefits averaged \$8.52 and accounted for the remaining 29.6 percent. Total compensation costs for **state and local government** workers averaged \$41.10 per hour worked in June 2012. Total compensation costs for **civilian** workers, which include private industry and state and local government workers, averaged \$30.61 per hour worked in June 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.

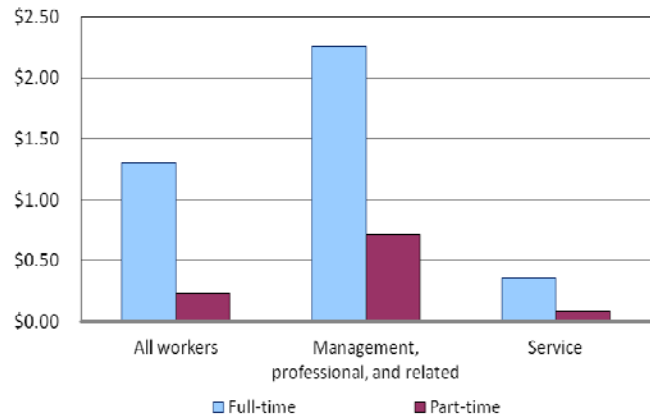
**Chart 1. Employer costs per hour worked: defined benefit and defined contribution retirement and savings costs by establishment employment size, private industry, June 2012**

Cost per hour worked



**Chart 2. Employer costs per hour worked: retirement and savings costs by all workers and selected occupational groups, full and part-time status, private industry, June 2012**

Cost per hour worked



### Retirement and savings benefit costs in private industry

In June 2012, average costs in **private industry** for **retirement and savings** benefits were \$1.02 per hour worked, or 3.5 percent of total compensation. Private industry retirement and savings benefit costs for management, professional, and related occupations were \$2.07 per hour, or 4.0 percent of total compensation in June 2012. Costs were lowest among service occupations, 22 cents or 1.6 percent of total compensation. (See table 5.) Included in retirement and savings benefit costs were employer costs

for **defined benefit** and **defined contribution** plans. Employer costs for retirement and savings plans are affected by several factors, including the percentage of employees that participate in the plans offered by their employer. (The National Compensation Survey produces comprehensive data on the percentage of workers with access to and that participate in retirement plans. Data for March 2012 are available at <http://www.bls.gov/news.release/pdf/ebs2.pdf>).

In June 2012, the average cost per hour worked for **defined benefit** plans—retirement plans that typically specify a benefit based on age, years of service, and earnings—was 43 cents (1.5 percent of total compensation). The average cost for **defined contribution** plans—retirement plans usually based on employer contributions to individual employee accounts—was 59 cents (2.1 percent of total compensation). (See table 5.)

Retirement and savings benefit costs were higher, both in amount and as a proportion of total compensation, for **union workers** (\$2.89 and 7.4 percent of total compensation) than for **nonunion workers** (83 cents and 3.0 percent of total compensation). Defined benefit plan costs were significantly higher for union workers (\$2.11 and 5.4 percent of total compensation) than for nonunion workers (26 cents and 0.9 percent of total compensation). Defined contribution costs for union workers were higher (78 cents) compared to nonunion workers (57 cents). (See table 5.)

Retirement and savings benefit costs increased, both in cost per hour worked and proportion of total compensation, with **establishment employment size**. Establishments with fewer than 100 workers averaged 62 cents per hour worked (2.6 percent of total compensation) for retirement and savings costs. Establishments with 100 to 499 workers averaged \$1.09 per hour worked (3.7 percent), significantly less than establishments with 500 workers or more which averaged \$2.09 (4.9 percent). Defined benefit costs ranged from 23 cents per hour worked for establishments with 1 to 99 workers to \$1.00 per hour worked for 500 workers or more. Defined contribution costs also showed increases by establishment size from 39 cents per hour worked for 1 to 99 workers to \$1.10 per hour worked for 500 workers or more. (See chart 1 and table 8.)

Employer retirement and savings benefit costs for **full-time workers** in private industry averaged \$1.30 per hour worked (3.9 percent of total compensation), significantly higher than 23 cents for **part-time workers** (1.5 percent). Retirement and savings costs for full-time workers in management, professional, and related occupations averaged \$2.26 per hour worked, compared with 71 cents for part-time workers. Employer retirement and savings benefits costs for service workers were significantly lower than all other occupational groups at 36 cents for full-time workers and 8 cents for part-time workers. (See chart 2 and table 11.)

### **Benefit costs in private industry**

Private industry employer costs for **legally required benefits** (Social Security, Medicare, unemployment insurance, and workers' compensation) averaged \$2.37 per hour worked (8.2 percent of total compensation), **insurance** benefits (life, health, and disability insurance) averaged \$2.34 (8.1 percent), **paid leave** (vacation, holiday, sick leave, and personal leave) averaged \$1.97 (6.8 percent), and **supplemental pay** (overtime and premium, shift differentials, and nonproduction bonuses) averaged 82 cents (2.9 percent). (See table A and table 5.)

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

| Compensation component | Civilian workers | Private industry | State and local government |
|------------------------|------------------|------------------|----------------------------|
| Wages and salaries     | 69.3%            | 70.4%            | 65.0%                      |
| Benefits               | 30.7             | 29.6             | 35.0                       |
| Paid leave             | 7.0              | 6.8              | 7.4                        |
| Supplemental pay       | 2.5              | 2.9              | 0.8                        |
| Insurance              | 8.9              | 8.1              | 12.1                       |
| Health benefits        | 8.5              | 7.7              | 11.7                       |
| Retirement and savings | 4.5              | 3.5              | 8.5                        |
| Defined benefit        | 2.7              | 1.5              | 7.8                        |
| Defined contribution   | 1.8              | 2.1              | 0.7                        |
| Legally required       | 7.8              | 8.2              | 6.2                        |

**The Employer Costs for Employee Compensation for September 2012 is scheduled to be released on Tuesday, December 11, 2012, at 10:00 a.m. (EST).**

Employer Costs for Employee Compensation data on total compensation, wages and salaries, and benefits in private industry are produced annually in the March reference period for 15 metropolitan areas. The most recent metropolitan area data were included in the March 2012 news release published in June 2012. 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>.

Supplemental tables with occupational, establishment size, and bargaining status series for detailed industries are available at <http://www.bls.gov/ncs/ect/sp/ecsuptc23.pdf> and <http://www.bls.gov/ncs/ect/sp/ecsuptc23.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/ecsuptc23.pdf>.

Historical ECEC data are available in three listings, all available at <http://www.bls.gov/ect/#tables>. The first 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 for March 2004 to the current reference period. These are based on the North American Industry Classification System (NAICS) and Standard Occupational Classification (SOC) systems.

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](http://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 47,400 occupations selected from a sample of about 9,500 establishments in private industry and approximately 9,200 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 retirement and savings costs in private industry. Topics of news releases for the upcoming reference periods are as follows:

- September 2012—Compensation costs in state and local government
- December 2012—Paid leave and legally required benefit costs in private industry

### ECEC detailed information and measures

For detailed information on the 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>.

**Table 1. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Civilian workers, by major occupational and industry group, June 2012**

| Compensation component                  | Occupational group       |         |                                       |                  |                  |         |                  |                  |
|---|--------------------------|---------|---------------------------------------|------------------|------------------|---------|------------------|------------------|
|   | All workers <sup>1</sup> |         | Management, professional, and related |                  | Sales and office |         | Service          |                  |
|   | Cost                     | Percent | Cost                                  | Percent          | Cost             | Percent | Cost             | Percent          |
| Total compensation .....                | \$30.61                  | 100.0   | \$50.85                               | 100.0            | \$23.14          | 100.0   | \$16.52          | 100.0            |
| Wages and salaries .....                | 21.22                    | 69.3    | 35.42                                 | 69.6             | 16.28            | 70.3    | 11.72            | 70.9             |
| Total benefits .....                    | 9.39                     | 30.7    | 15.43                                 | 30.4             | 6.86             | 29.7    | 4.81             | 29.1             |
| Paid leave .....                        | 2.13                     | 7.0     | 4.08                                  | 8.0              | 1.49             | 6.5     | 0.90             | 5.5              |
| Vacation .....                          | 1.04                     | 3.4     | 1.97                                  | 3.9              | 0.73             | 3.2     | 0.43             | 2.6              |
| Holiday .....                           | 0.65                     | 2.1     | 1.18                                  | 2.3              | 0.47             | 2.1     | 0.28             | 1.7              |
| Sick .....                              | 0.32                     | 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                     | 2.5     | 1.24                                  | 2.4              | 0.46             | 2.0     | 0.31             | 1.9              |
| Overtime and premium <sup>4</sup> ..... | 0.24                     | 0.8     | 0.14                                  | 0.3              | 0.14             | 0.6     | 0.17             | 1.0              |
| Shift differentials .....               | 0.06                     | 0.2     | 0.10                                  | 0.2              | 0.02             | 0.1     | 0.05             | 0.3              |
| Nonproduction bonuses .....             | 0.45                     | 1.5     | 1.00                                  | 2.0              | 0.30             | 1.3     | 0.09             | 0.6              |
| Insurance .....                         | 2.73                     | 8.9     | 4.13                                  | 8.1              | 2.29             | 9.9     | 1.39             | 8.4              |
| Life .....                              | 0.05                     | 0.2     | 0.09                                  | 0.2              | 0.03             | 0.1     | 0.02             | 0.1              |
| Health .....                            | 2.59                     | 8.5     | 3.89                                  | 7.6              | 2.20             | 9.5     | 1.35             | 8.2              |
| Short-term disability .....             | 0.05                     | 0.2     | 0.07                                  | 0.1              | 0.03             | 0.1     | ( <sup>5</sup> ) | ( <sup>6</sup> ) |
| Long-term disability .....              | 0.04                     | 0.1     | 0.08                                  | 0.2              | 0.03             | 0.1     | ( <sup>5</sup> ) | ( <sup>6</sup> ) |
| Retirement and savings .....            | 1.39                     | 4.5     | 2.63                                  | 5.2              | 0.77             | 3.3     | 0.66             | 4.0              |
| Defined benefit .....                   | 0.84                     | 2.7     | 1.54                                  | 3.0              | 0.36             | 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 .....         | 2.39                     | 7.8     | 3.36                                  | 6.6              | 1.84             | 7.9     | 1.55             | 9.4              |
| Social Security and Medicare .....      | 1.72                     | 5.6     | 2.76                                  | 5.4              | 1.35             | 5.8     | 0.98             | 5.9              |
| Social Security <sup>7</sup> .....      | 1.37                     | 4.5     | 2.17                                  | 4.3              | 1.09             | 4.7     | 0.78             | 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                                  | ( <sup>6</sup> ) | 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             | 1.1     | 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, June 2012 — Continued**

| Compensation component                  | Occupational group                               |         |   |         | Industry group               |         |                                |         |
|---|--|---------|---|---------|------------------------------|---------|--------------------------------|---------|
|   | Natural resources, construction, and maintenance |         | Production, transportation, and material moving |         | Goods-producing <sup>2</sup> |         | Service-providing <sup>3</sup> |         |
|   | Cost   | Percent | Cost  | Percent | Cost                         | Percent | Cost                           | Percent |
| Total compensation .....                | \$32.10  | 100.0   | \$24.47   | 100.0   | \$33.92                      | 100.0   | \$30.04                        | 100.0   |
| Wages and salaries .....                | 21.47  | 66.9    | 16.24   | 66.4    | 22.60                        | 66.6    | 20.98                          | 69.8    |
| Total benefits .....                    | 10.62  | 33.1    | 8.23  | 33.6    | 11.32                        | 33.4    | 9.06                           | 30.2    |
| Paid leave .....                        | 1.78   | 5.5     | 1.45  | 5.9     | 2.21                         | 6.5     | 2.11                           | 7.0     |
| Vacation .....                          | 0.90   | 2.8     | 0.74  | 3.0     | 1.16                         | 3.4     | 1.02                           | 3.4     |
| Holiday .....                           | 0.59   | 1.8     | 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     | 0.12                           | 0.4     |
| Supplemental pay .....                  | 0.92   | 2.9     | 0.87  | 3.6     | 1.33                         | 3.9     | 0.65                           | 2.2     |
| Overtime and premium <sup>4</sup> ..... | 0.62   | 1.9     | 0.51  | 2.1     | 0.55                         | 1.6     | 0.19                           | 0.6     |
| Shift differentials .....               | 0.05   | 0.1     | 0.08  | 0.3     | 0.08                         | 0.2     | 0.06                           | 0.2     |
| Nonproduction bonuses .....             | 0.25   | 0.8     | 0.28  | 1.2     | 0.70                         | 2.1     | 0.41                           | 1.4     |
| Insurance .....                         | 2.92   | 9.1     | 2.66  | 10.9    | 3.22                         | 9.5     | 2.64                           | 8.8     |
| Life .....                              | 0.05   | 0.1     | 0.04  | 0.2     | 0.06                         | 0.2     | 0.04                           | 0.1     |
| Health .....                            | 2.76   | 8.6     | 2.52  | 10.3    | 3.03                         | 8.9     | 2.52                           | 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     | 0.04  | 0.2     | 0.05                         | 0.1     | 0.04                           | 0.1     |
| Retirement and savings .....            | 1.88   | 5.9     | 0.89  | 3.6     | 1.56                         | 4.6     | 1.36                           | 4.5     |
| Defined benefit .....                   | 1.34   | 4.2     | 0.52  | 2.1     | 0.86                         | 2.5     | 0.84                           | 2.8     |
| Defined contribution .....              | 0.54   | 1.7     | 0.36  | 1.5     | 0.71                         | 2.1     | 0.52                           | 1.7     |
| Legally required benefits .....         | 3.13   | 9.7     | 2.36  | 9.7     | 2.99                         | 8.8     | 2.29                           | 7.6     |
| Social Security and Medicare .....      | 1.81   | 5.6     | 1.39  | 5.7     | 1.92                         | 5.7     | 1.68                           | 5.6     |
| Social Security <sup>7</sup> .....      | 1.46   | 4.6     | 1.12  | 4.6     | 1.54                         | 4.5     | 1.34                           | 4.5     |
| Medicare .....                          | 0.35   | 1.1     | 0.27  | 1.1     | 0.38                         | 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 .....      | 0.27   | 0.8     | 0.26  | 1.1     | 0.30                         | 0.9     | 0.20                           | 0.7     |
| Workers' compensation .....             | 1.02   | 3.2     | 0.69  | 2.8     | 0.74                         | 2.2     | 0.38                           | 1.3     |

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

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

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

public administration.

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

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

<sup>6</sup> Less than .05 percent.

<sup>7</sup> 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, June 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 <sup>1</sup> .....   | \$30.61            | \$21.22            | \$9.39        | \$2.13     | \$0.75           | \$2.73    | \$1.39                 | \$2.39                    |
| <b>Occupational group</b>   |                    |                    |               |            |                  |           |                        |                           |
| Management, professional, and related .....                                 | 50.85              | 35.42              | 15.43         | 4.08       | 1.24             | 4.13      | 2.63                   | 3.36                      |
| Management, business, and financial .....                                   | 58.13              | 40.14              | 18.00         | 5.27       | 2.04             | 4.15      | 2.71                   | 3.82                      |
| Professional and related .....  | 47.90              | 33.51              | 14.40         | 3.60       | 0.92             | 4.12      | 2.59                   | 3.17                      |
| Teachers <sup>2</sup> .....   | 53.96              | 38.40              | 15.56         | 2.64       | 0.14             | 5.45      | 4.23                   | 3.11                      |
| Primary, secondary, and special education school teachers .....             | 54.79              | 38.44              | 16.35         | 2.44       | 0.16             | 6.27      | 4.55                   | 2.93                      |
| Registered nurses .....   | 49.42              | 34.36              | 15.05         | 4.03       | 1.46             | 3.96      | 1.97                   | 3.63                      |
| Sales and office .....  | 23.14              | 16.28              | 6.86          | 1.49       | 0.46             | 2.29      | 0.77                   | 1.84                      |
| Sales and related .....   | 21.48              | 16.08              | 5.40          | 1.14       | 0.47             | 1.46      | 0.52                   | 1.81                      |
| Office and administrative support .....                                     | 24.12              | 16.39              | 7.73          | 1.70       | 0.46             | 2.78      | 0.93                   | 1.85                      |
| Service .....   | 16.52              | 11.72              | 4.81          | 0.90       | 0.31             | 1.39      | 0.66                   | 1.55                      |
| Natural resources, construction, and maintenance .....                      | 32.10              | 21.47              | 10.62         | 1.78       | 0.92             | 2.92      | 1.88                   | 3.13                      |
| Construction, extraction, farming, fishing, and forestry <sup>3</sup> ..... | 32.14              | 21.33              | 10.81         | 1.40       | 0.96             | 2.77      | 2.24                   | 3.44                      |
| Installation, maintenance, and repair .....                                 | 32.06              | 21.61              | 10.45         | 2.15       | 0.87             | 3.07      | 1.53                   | 2.82                      |
| Production, transportation, and material moving .....                       | 24.47              | 16.24              | 8.23          | 1.45       | 0.87             | 2.66      | 0.89                   | 2.36                      |
| Production .....  | 25.08              | 16.54              | 8.55          | 1.58       | 1.08             | 2.76      | 0.79                   | 2.34                      |
| Transportation and material moving .....                                    | 23.89              | 15.96              | 7.93          | 1.32       | 0.67             | 2.56      | 0.98                   | 2.39                      |
| <b>Industry group</b>   |                    |                    |               |            |                  |           |                        |                           |
| Education and health services .....   | 35.30              | 24.58              | 10.73         | 2.48       | 0.44             | 3.52      | 1.88                   | 2.41                      |
| Educational services .....  | 43.05              | 29.72              | 13.33         | 2.62       | 0.15             | 4.81      | 3.20                   | 2.54                      |
| Elementary and secondary schools .....                                      | 42.89              | 29.40              | 13.48         | 2.23       | 0.16             | 5.26      | 3.43                   | 2.40                      |
| Junior colleges, colleges, and universities .....                           | 46.38              | 32.15              | 14.23         | 3.74       | 0.14             | 4.26      | 3.17                   | 2.92                      |
| Health care and social assistance .....                                     | 30.18              | 21.17              | 9.01          | 2.39       | 0.63             | 2.67      | 1.01                   | 2.32                      |
| Hospitals .....   | 38.95              | 25.96              | 12.99         | 3.43       | 1.11             | 4.07      | 1.61                   | 2.78                      |
| Percent of total compensation   |                    |                    |               |            |                  |           |                        |                           |
| Civilian workers <sup>1</sup> .....   | 100.0              | 69.3               | 30.7          | 7.0        | 2.5              | 8.9       | 4.5                    | 7.8                       |
| <b>Occupational group</b>   |                    |                    |               |            |                  |           |                        |                           |
| Management, professional, and related .....                                 | 100.0              | 69.6               | 30.4          | 8.0        | 2.4              | 8.1       | 5.2                    | 6.6                       |
| Management, business, and financial .....                                   | 100.0              | 69.0               | 31.0          | 9.1        | 3.5              | 7.1       | 4.7                    | 6.6                       |
| Professional and related .....  | 100.0              | 69.9               | 30.1          | 7.5        | 1.9              | 8.6       | 5.4                    | 6.6                       |
| Teachers <sup>2</sup> .....   | 100.0              | 71.2               | 28.8          | 4.9        | 0.3              | 10.1      | 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                    | 5.3                       |
| Registered nurses .....   | 100.0              | 69.5               | 30.5          | 8.2        | 3.0              | 8.0       | 4.0                    | 7.4                       |
| Sales and office .....  | 100.0              | 70.3               | 29.7          | 6.5        | 2.0              | 9.9       | 3.3                    | 7.9                       |
| Sales and related .....   | 100.0              | 74.9               | 25.1          | 5.3        | 2.2              | 6.8       | 2.4                    | 8.4                       |
| Office and administrative support .....                                     | 100.0              | 68.0               | 32.0          | 7.1        | 1.9              | 11.5      | 3.8                    | 7.7                       |
| Service .....   | 100.0              | 70.9               | 29.1          | 5.5        | 1.9              | 8.4       | 4.0                    | 9.4                       |
| Natural resources, construction, and maintenance .....                      | 100.0              | 66.9               | 33.1          | 5.5        | 2.9              | 9.1       | 5.9                    | 9.7                       |
| Construction, extraction, farming, fishing, and forestry <sup>3</sup> ..... | 100.0              | 66.4               | 33.6          | 4.3        | 3.0              | 8.6       | 7.0                    | 10.7                      |
| Installation, maintenance, and repair .....                                 | 100.0              | 67.4               | 32.6          | 6.7        | 2.7              | 9.6       | 4.8                    | 8.8                       |
| Production, transportation, and material moving .....                       | 100.0              | 66.4               | 33.6          | 5.9        | 3.6              | 10.9      | 3.6                    | 9.7                       |
| Production .....  | 100.0              | 65.9               | 34.1          | 6.3        | 4.3              | 11.0      | 3.2                    | 9.3                       |
| Transportation and material moving .....                                    | 100.0              | 66.8               | 33.2          | 5.5        | 2.8              | 10.7      | 4.1                    | 10.0                      |
| <b>Industry group</b>   |                    |                    |               |            |                  |           |                        |                           |
| Education and health services .....   | 100.0              | 69.6               | 30.4          | 7.0        | 1.2              | 10.0      | 5.3                    | 6.8                       |
| Educational services .....  | 100.0              | 69.0               | 31.0          | 6.1        | 0.4              | 11.2      | 7.4                    | 5.9                       |
| Elementary and secondary schools .....                                      | 100.0              | 68.6               | 31.4          | 5.2        | 0.4              | 12.3      | 8.0                    | 5.6                       |
| Junior colleges, colleges, and universities .....                           | 100.0              | 69.3               | 30.7          | 8.1        | 0.3              | 9.2       | 6.8                    | 6.3                       |
| Health care and social assistance .....                                     | 100.0              | 70.1               | 29.9          | 7.9        | 2.1              | 8.8       | 3.3                    | 7.7                       |
| Hospitals .....   | 100.0              | 66.7               | 33.3          | 8.8        | 2.8              | 10.4      | 4.1                    | 7.1                       |

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

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

<sup>3</sup> Farming, fishing, and forestry occupations were combined with

construction and extraction occupational group as of December 2006.

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

**Table 3. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: State and local government workers, by major occupational and industry group, June 2012**

| Compensation component                  | Occupational group <sup>1</sup> |                  |                                       |                  |                  |                  |                  |                  | Industry group                 |                  |
|---|---------------------------------|------------------|---------------------------------------|------------------|------------------|------------------|------------------|------------------|--------------------------------|------------------|
|   | All workers                     |                  | Management, professional, and related |                  | Sales and office |                  | Service          |                  | Service-providing <sup>2</sup> |                  |
|   | Cost                            | Percent          | Cost                                  | Percent          | Cost             | Percent          | Cost             | Percent          | Cost                           | Percent          |
| Total compensation .....                | \$41.10                         | 100.0            | \$49.84                               | 100.0            | \$28.60          | 100.0            | \$31.23          | 100.0            | \$41.14                        | 100.0            |
| Wages and salaries .....                | 26.70                           | 65.0             | 33.71                                 | 67.6             | 17.36            | 60.7             | 18.52            | 59.3             | 26.74                          | 65.0             |
| Total benefits .....                    | 14.41                           | 35.0             | 16.14                                 | 32.4             | 11.23            | 39.3             | 12.72            | 40.7             | 14.40                          | 35.0             |
| Paid leave .....                        | 3.04                            | 7.4              | 3.35                                  | 6.7              | 2.52             | 8.8              | 2.76             | 8.8              | 3.04                           | 7.4              |
| Vacation .....                          | 1.14                            | 2.8              | 1.12                                  | 2.2              | 1.12             | 3.9              | 1.19             | 3.8              | 1.14                           | 2.8              |
| Holiday .....                           | 0.89                            | 2.2              | 0.92                                  | 1.9              | 0.79             | 2.8              | 0.87             | 2.8              | 0.88                           | 2.1              |
| Sick .....                              | 0.78                            | 1.9              | 0.99                                  | 2.0              | 0.49             | 1.7              | 0.56             | 1.8              | 0.79                           | 1.9              |
| Personal .....                          | 0.23                            | 0.6              | 0.31                                  | 0.6              | 0.12             | 0.4              | 0.14             | 0.4              | 0.23                           | 0.6              |
| Supplemental pay .....                  | 0.34                            | 0.8              | 0.25                                  | 0.5              | 0.20             | 0.7              | 0.59             | 1.9              | 0.34                           | 0.8              |
| Overtime and premium <sup>3</sup> ..... | 0.18                            | 0.4              | 0.07                                  | 0.1              | 0.12             | 0.4              | 0.40             | 1.3              | 0.18                           | 0.4              |
| Shift differentials .....               | 0.04                            | 0.1              | 0.03                                  | 0.1              | 0.02             | 0.1              | 0.09             | 0.3              | 0.04                           | 0.1              |
| Nonproduction bonuses .....             | 0.12                            | 0.3              | 0.14                                  | 0.3              | 0.06             | 0.2              | 0.11             | 0.3              | 0.12                           | 0.3              |
| Insurance .....                         | 4.97                            | 12.1             | 5.53                                  | 11.1             | 4.44             | 15.5             | 4.06             | 13.0             | 4.98                           | 12.1             |
| Life .....                              | 0.08                            | 0.2              | 0.11                                  | 0.2              | 0.05             | 0.2              | 0.05             | 0.1              | 0.08                           | 0.2              |
| Health .....                            | 4.82                            | 11.7             | 5.34                                  | 10.7             | 4.34             | 15.2             | 3.97             | 12.7             | 4.83                           | 11.7             |
| 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 .....            | 3.51                            | 8.5              | 4.11                                  | 8.2              | 2.22             | 7.8              | 3.21             | 10.3             | 3.51                           | 8.5              |
| Defined benefit .....                   | 3.21                            | 7.8              | 3.71                                  | 7.4              | 1.99             | 7.0              | 3.02             | 9.7              | 3.20                           | 7.8              |
| Defined contribution .....              | 0.31                            | 0.7              | 0.40                                  | 0.8              | 0.23             | 0.8              | 0.19             | 0.6              | 0.31                           | 0.7              |
| Legally required benefits .....         | 2.53                            | 6.2              | 2.90                                  | 5.8              | 1.85             | 6.5              | 2.10             | 6.7              | 2.53                           | 6.1              |
| Social Security and Medicare .....      | 1.88                            | 4.6              | 2.29                                  | 4.6              | 1.36             | 4.8              | 1.35             | 4.3              | 1.88                           | 4.6              |
| Social Security <sup>4</sup> .....      | 1.46                            | 3.5              | 1.76                                  | 3.5              | 1.07             | 3.8              | 1.04             | 3.3              | 1.45                           | 3.5              |
| Medicare .....                          | 0.43                            | 1.0              | 0.53                                  | 1.1              | 0.29             | 1.0              | 0.31             | 1.0              | 0.43                           | 1.0              |
| Federal unemployment insurance .....    | ( <sup>5</sup> )                | ( <sup>6</sup> ) | ( <sup>5</sup> )                      | ( <sup>6</sup> ) | ( <sup>5</sup> ) | ( <sup>6</sup> ) | ( <sup>5</sup> ) | ( <sup>6</sup> ) | ( <sup>5</sup> )               | ( <sup>6</sup> ) |
| State unemployment insurance .....      | 0.13                            | 0.3              | 0.14                                  | 0.3              | 0.11             | 0.4              | 0.12             | 0.4              | 0.13                           | 0.3              |
| Workers' compensation .....             | 0.52                            | 1.3              | 0.48                                  | 1.0              | 0.38             | 1.3              | 0.63             | 2.0              | 0.52                           | 1.3              |

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

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

<sup>3</sup> Includes premium pay for work in addition to the regular work schedule

(such as overtime, weekends, and holidays).

<sup>4</sup> Comprises the Old-Age, Survivors, and Disability Insurance (OASDI) program.

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

<sup>6</sup> Less than .05 percent.

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



**Table 4. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: State and local government workers, by occupational and industry group, June 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 .....                        | \$41.10            | \$26.70            | \$14.41       | \$3.04     | \$0.34           | \$4.97    | \$3.51                 | \$2.53                    |
| <b>Occupational group</b>                                       |                    |                    |               |            |                  |           |                        |                           |
| Management, professional, and related .....                     | 49.84              | 33.71              | 16.14         | 3.35       | 0.25             | 5.53      | 4.11                   | 2.90                      |
| Professional and related .....                                  | 48.76              | 33.20              | 15.57         | 3.00       | 0.24             | 5.50      | 4.05                   | 2.78                      |
| Teachers <sup>1</sup> .....                                     | 56.02              | 39.47              | 16.55         | 2.67       | 0.14             | 5.97      | 4.70                   | 3.07                      |
| Primary, secondary, and special education school teachers ..... | 57.09              | 39.90              | 17.18         | 2.52       | 0.16             | 6.62      | 4.93                   | 2.95                      |
| Sales and office .....  | 28.60              | 17.36              | 11.23         | 2.52       | 0.20             | 4.44      | 2.22                   | 1.85                      |
| Office and administrative support .....                         | 28.82              | 17.44              | 11.38         | 2.55       | 0.20             | 4.51      | 2.26                   | 1.85                      |
| Service .....   | 31.23              | 18.52              | 12.72         | 2.76       | 0.59             | 4.06      | 3.21                   | 2.10                      |
| <b>Industry group</b>   |                    |                    |               |            |                  |           |                        |                           |
| Education and health services .....                             | 42.94              | 28.99              | 13.95         | 2.67       | 0.21             | 5.17      | 3.44                   | 2.47                      |
| Educational services .....                                      | 44.08              | 30.02              | 14.06         | 2.57       | 0.15             | 5.26      | 3.62                   | 2.47                      |
| Elementary and secondary schools .....                          | 43.65              | 29.76              | 13.89         | 2.26       | 0.16             | 5.45      | 3.63                   | 2.39                      |
| Junior colleges, colleges, and universities .....               | 45.87              | 31.16              | 14.71         | 3.74       | 0.12             | 4.50      | 3.60                   | 2.76                      |
| Health care and social assistance .....                         | 35.88              | 22.59              | 13.29         | 3.28       | 0.57             | 4.61      | 2.36                   | 2.47                      |
| Hospitals .....   | 38.79              | 24.37              | 14.42         | 3.63       | 0.74             | 4.99      | 2.54                   | 2.52                      |
| Public administration .....                                     | 39.64              | 23.97              | 15.67         | 3.75       | 0.57             | 4.83      | 3.86                   | 2.66                      |
| Percent of total compensation                                   |                    |                    |               |            |                  |           |                        |                           |
| State and local government workers .....                        | 100.0              | 65.0               | 35.0          | 7.4        | 0.8              | 12.1      | 8.5                    | 6.2                       |
| <b>Occupational group</b>                                       |                    |                    |               |            |                  |           |                        |                           |
| Management, professional, and related .....                     | 100.0              | 67.6               | 32.4          | 6.7        | 0.5              | 11.1      | 8.2                    | 5.8                       |
| Professional and related .....                                  | 100.0              | 68.1               | 31.9          | 6.2        | 0.5              | 11.3      | 8.3                    | 5.7                       |
| Teachers <sup>1</sup> .....                                     | 100.0              | 70.5               | 29.5          | 4.8        | 0.3              | 10.7      | 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              | 15.5      | 7.8                    | 6.5                       |
| Office and administrative support .....                         | 100.0              | 60.5               | 39.5          | 8.9        | 0.7              | 15.7      | 7.8                    | 6.4                       |
| Service .....   | 100.0              | 59.3               | 40.7          | 8.8        | 1.9              | 13.0      | 10.3                   | 6.7                       |
| <b>Industry group</b>   |                    |                    |               |            |                  |           |                        |                           |
| Education and health services .....                             | 100.0              | 67.5               | 32.5          | 6.2        | 0.5              | 12.0      | 8.0                    | 5.7                       |
| Educational services .....                                      | 100.0              | 68.1               | 31.9          | 5.8        | 0.3              | 11.9      | 8.2                    | 5.6                       |
| Elementary and secondary schools .....                          | 100.0              | 68.2               | 31.8          | 5.2        | 0.4              | 12.5      | 8.3                    | 5.5                       |
| Junior colleges, colleges, and universities .....               | 100.0              | 67.9               | 32.1          | 8.2        | 0.3              | 9.8       | 7.8                    | 6.0                       |
| Health care and social assistance .....                         | 100.0              | 63.0               | 37.0          | 9.1        | 1.6              | 12.8      | 6.6                    | 6.9                       |
| Hospitals .....   | 100.0              | 62.8               | 37.2          | 9.3        | 1.9              | 12.9      | 6.5                    | 6.5                       |
| Public administration .....                                     | 100.0              | 60.5               | 39.5          | 9.5        | 1.4              | 12.2      | 9.7                    | 6.7                       |

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

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

**Table 5. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Private industry workers, by major occupational group and bargaining unit status, June 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 .....                | \$28.80            | 100.0   | \$51.23                               | 100.0   | \$22.65          | 100.0   | \$14.01          | 100.0            |
| Wages and salaries .....                | 20.27              | 70.4    | 36.06                                 | 70.4    | 16.18            | 71.4    | 10.55            | 75.3             |
| Total benefits .....                    | 8.52               | 29.6    | 15.17                                 | 29.6    | 6.47             | 28.6    | 3.45             | 24.7             |
| Paid leave .....                        | 1.97               | 6.8     | 4.36                                  | 8.5     | 1.40             | 6.2     | 0.58             | 4.2              |
| Vacation .....                          | 1.02               | 3.5     | 2.29                                  | 4.5     | 0.70             | 3.1     | 0.29             | 2.1              |
| Holiday .....                           | 0.61               | 2.1     | 1.28                                  | 2.5     | 0.45             | 2.0     | 0.18             | 1.3              |
| Sick .....                              | 0.25               | 0.9     | 0.57                                  | 1.1     | 0.18             | 0.8     | 0.07             | 0.5              |
| Personal .....                          | 0.10               | 0.3     | 0.21                                  | 0.4     | 0.08             | 0.3     | 0.03             | 0.2              |
| Supplemental pay .....                  | 0.82               | 2.9     | 1.62                                  | 3.2     | 0.49             | 2.2     | 0.26             | 1.9              |
| Overtime and premium <sup>1</sup> ..... | 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     | 0.04             | 0.3              |
| Nonproduction bonuses .....             | 0.51               | 1.8     | 1.33                                  | 2.6     | 0.32             | 1.4     | 0.09             | 0.7              |
| Insurance .....                         | 2.34               | 8.1     | 3.60                                  | 7.0     | 2.10             | 9.3     | 0.93             | 6.6              |
| Life .....                              | 0.04               | 0.1     | 0.08                                  | 0.2     | 0.03             | 0.1     | ( <sup>2</sup> ) | ( <sup>3</sup> ) |
| Health .....                            | 2.21               | 7.7     | 3.34                                  | 6.5     | 2.01             | 8.9     | 0.90             | 6.4              |
| Short-term disability .....             | 0.05               | 0.2     | 0.09                                  | 0.2     | 0.04             | 0.2     | ( <sup>2</sup> ) | ( <sup>3</sup> ) |
| Long-term disability .....              | 0.04               | 0.1     | 0.09                                  | 0.2     | 0.03             | 0.1     | ( <sup>2</sup> ) | ( <sup>3</sup> ) |
| Retirement and savings .....            | 1.02               | 3.5     | 2.07                                  | 4.0     | 0.64             | 2.8     | 0.22             | 1.6              |
| Defined benefit .....                   | 0.43               | 1.5     | 0.71                                  | 1.4     | 0.22             | 1.0     | 0.09             | 0.6              |
| Defined contribution .....              | 0.59               | 2.1     | 1.35                                  | 2.6     | 0.43             | 1.9     | 0.13             | 0.9              |
| Legally required benefits .....         | 2.37               | 8.2     | 3.53                                  | 6.9     | 1.84             | 8.1     | 1.46             | 10.4             |
| Social Security and Medicare .....      | 1.69               | 5.9     | 2.93                                  | 5.7     | 1.35             | 6.0     | 0.91             | 6.5              |
| Social Security <sup>4</sup> .....      | 1.35               | 4.7     | 2.33                                  | 4.5     | 1.09             | 4.8     | 0.74             | 5.3              |
| Medicare .....                          | 0.33               | 1.2     | 0.61                                  | 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 .....      | 0.23               | 0.8     | 0.23                                  | 0.4     | 0.22             | 1.0     | 0.19             | 1.4              |
| Workers' compensation .....             | 0.42               | 1.5     | 0.34                                  | 0.7     | 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, June 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 .....                | \$31.74  | 100.0   | \$24.18   | 100.0   | \$38.80                | 100.0   | \$27.76  | 100.0   |
| Wages and salaries .....                | 21.48  | 67.7    | 16.14   | 66.7    | 23.35                  | 60.2    | 19.95    | 71.9    |
| Total benefits .....                    | 10.26  | 32.3    | 8.04  | 33.3    | 15.44                  | 39.8    | 7.81     | 28.1    |
| Paid leave .....                        | 1.64   | 5.2     | 1.41  | 5.8     | 2.76                   | 7.1     | 1.89     | 6.8     |
| Vacation .....                          | 0.84   | 2.6     | 0.74  | 3.0     | 1.42                   | 3.7     | 0.98     | 3.5     |
| Holiday .....                           | 0.55   | 1.7     | 0.48  | 2.0     | 0.80                   | 2.1     | 0.59     | 2.1     |
| Sick .....                              | 0.16   | 0.5     | 0.14  | 0.6     | 0.38                   | 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 .....                  | 0.95   | 3.0     | 0.88  | 3.7     | 1.25                   | 3.2     | 0.78     | 2.8     |
| Overtime and premium <sup>1</sup> ..... | 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 .....             | 0.27   | 0.9     | 0.29  | 1.2     | 0.37                   | 1.0     | 0.53     | 1.9     |
| Insurance .....                         | 2.74   | 8.6     | 2.56  | 10.6    | 5.29                   | 13.6    | 2.04     | 7.3     |
| Life .....                              | 0.04   | 0.1     | 0.04  | 0.2     | 0.07                   | 0.2     | 0.04     | 0.1     |
| Health .....                            | 2.59   | 8.1     | 2.42  | 10.0    | 4.98                   | 12.8    | 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 .....            | 1.74   | 5.5     | 0.82  | 3.4     | 2.89                   | 7.4     | 0.83     | 3.0     |
| Defined benefit .....                   | 1.17   | 3.7     | 0.45  | 1.9     | 2.11                   | 5.4     | 0.26     | 0.9     |
| Defined contribution .....              | 0.57   | 1.8     | 0.37  | 1.5     | 0.78                   | 2.0     | 0.57     | 2.1     |
| Legally required benefits .....         | 3.19   | 10.1    | 2.37  | 9.8     | 3.27                   | 8.4     | 2.28     | 8.2     |
| Social Security and Medicare .....      | 1.82   | 5.7     | 1.38  | 5.7     | 2.04                   | 5.3     | 1.65     | 6.0     |
| Social Security <sup>4</sup> .....      | 1.48   | 4.7     | 1.12  | 4.6     | 1.65                   | 4.3     | 1.32     | 4.8     |
| Medicare .....                          | 0.35   | 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 .....      | 0.29   | 0.9     | 0.26  | 1.1     | 0.30                   | 0.8     | 0.22     | 0.8     |
| Workers' compensation .....             | 1.05   | 3.3     | 0.69  | 2.8     | 0.89                   | 2.3     | 0.37     | 1.3     |

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

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

<sup>3</sup> Less than .05 percent.

<sup>4</sup> 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, June 2012**

| Compensation component                  | Goods-producing <sup>1</sup>     |         |                  |                  |               |         | Service-providing <sup>2</sup>     |         |                                      |         |             |         |
|---|----------------------------------|---------|------------------|------------------|---------------|---------|------------------------------------|---------|--------------------------------------|---------|-------------|---------|
|   | All goods-producing <sup>1</sup> |         | Construction     |                  | Manufacturing |         | All service-providing <sup>2</sup> |         | Trade, transportation, and utilities |         | Information |         |
|   | Cost                             | Percent | Cost             | Percent          | Cost          | Percent | Cost                               | Percent | Cost                                 | Percent | Cost        | Percent |
| Total compensation .....                | \$33.88                          | 100.0   | \$33.38          | 100.0            | \$33.07       | 100.0   | \$27.75                            | 100.0   | \$24.21                              | 100.0   | \$45.08     | 100.0   |
| Wages and salaries .....                | 22.60                            | 66.7    | 23.17            | 69.4             | 21.74         | 65.7    | 19.79                              | 71.3    | 17.12                                | 70.7    | 29.79       | 66.1    |
| Total benefits .....                    | 11.28                            | 33.3    | 10.21            | 30.6             | 11.33         | 34.3    | 7.96                               | 28.7    | 7.09                                 | 29.3    | 15.29       | 33.9    |
| Paid leave .....                        | 2.20                             | 6.5     | 1.40             | 4.2              | 2.46          | 7.4     | 1.92                               | 6.9     | 1.44                                 | 6.0     | 3.98        | 8.8     |
| Vacation .....                          | 1.16                             | 3.4     | 0.73             | 2.2              | 1.29          | 3.9     | 0.99                               | 3.6     | 0.75                                 | 3.1     | 2.07        | 4.6     |
| Holiday .....                           | 0.77                             | 2.3     | 0.51             | 1.5              | 0.86          | 2.6     | 0.57                               | 2.1     | 0.44                                 | 1.8     | 1.05        | 2.3     |
| Sick .....                              | 0.19                             | 0.6     | 0.11             | 0.3              | 0.23          | 0.7     | 0.26                               | 0.9     | 0.19                                 | 0.8     | 0.48        | 1.1     |
| Personal .....                          | 0.07                             | 0.2     | 0.05             | 0.1              | 0.08          | 0.2     | 0.10                               | 0.4     | 0.07                                 | 0.3     | 0.39        | 0.9     |
| Supplemental pay .....                  | 1.34                             | 4.0     | 0.97             | 2.9              | 1.41          | 4.3     | 0.71                               | 2.6     | 0.57                                 | 2.4     | 1.35        | 3.0     |
| Overtime and premium <sup>3</sup> ..... | 0.55                             | 1.6     | 0.59             | 1.8              | 0.52          | 1.6     | 0.19                               | 0.7     | 0.25                                 | 1.1     | 0.26        | 0.6     |
| Shift differentials .....               | 0.08                             | 0.2     | ( <sup>4</sup> ) | ( <sup>5</sup> ) | 0.12          | 0.4     | 0.06                               | 0.2     | 0.02                                 | 0.1     | 0.05        | 0.1     |
| Nonproduction bonuses .....             | 0.71                             | 2.1     | 0.38             | 1.1              | 0.77          | 2.3     | 0.47                               | 1.7     | 0.30                                 | 1.2     | 1.04        | 2.3     |
| Insurance .....                         | 3.21                             | 9.5     | 2.55             | 7.6              | 3.45          | 10.4    | 2.16                               | 7.8     | 2.09                                 | 8.6     | 4.23        | 9.4     |
| Life .....                              | 0.06                             | 0.2     | 0.04             | 0.1              | 0.06          | 0.2     | 0.04                               | 0.1     | 0.03                                 | 0.1     | 0.06        | 0.1     |
| Health .....                            | 3.02                             | 8.9     | 2.43             | 7.3              | 3.24          | 9.8     | 2.04                               | 7.3     | 1.99                                 | 8.2     | 3.93        | 8.7     |
| Short-term disability .....             | 0.08                             | 0.2     | 0.05             | 0.2              | 0.09          | 0.3     | 0.04                               | 0.2     | 0.03                                 | 0.1     | 0.18        | 0.4     |
| Long-term disability .....              | 0.05                             | 0.1     | 0.03             | 0.1              | 0.05          | 0.2     | 0.04                               | 0.2     | 0.04                                 | 0.2     | 0.07        | 0.2     |
| Retirement and savings .....            | 1.54                             | 4.5     | 1.80             | 5.4              | 1.28          | 3.9     | 0.91                               | 3.3     | 0.83                                 | 3.4     | 2.64        | 5.9     |
| Defined benefit .....                   | 0.83                             | 2.4     | 1.14             | 3.4              | 0.60          | 1.8     | 0.35                               | 1.3     | 0.40                                 | 1.7     | 1.55        | 3.4     |
| Defined contribution .....              | 0.71                             | 2.1     | 0.66             | 2.0              | 0.68          | 2.1     | 0.57                               | 2.0     | 0.43                                 | 1.8     | 1.09        | 2.4     |
| Legally required benefits .....         | 2.99                             | 8.8     | 3.49             | 10.4             | 2.74          | 8.3     | 2.24                               | 8.1     | 2.14                                 | 8.9     | 3.09        | 6.9     |
| Social Security and Medicare .....      | 1.92                             | 5.7     | 1.91             | 5.7              | 1.88          | 5.7     | 1.64                               | 5.9     | 1.42                                 | 5.9     | 2.52        | 5.6     |
| Social Security <sup>6</sup> .....      | 1.54                             | 4.5     | 1.54             | 4.6              | 1.51          | 4.6     | 1.32                               | 4.7     | 1.14                                 | 4.7     | 2.02        | 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          | 0.9     | 0.21                               | 0.8     | 0.21                                 | 0.9     | 0.25        | 0.5     |
| Workers' compensation .....             | 0.74                             | 2.2     | 1.18             | 3.5              | 0.54          | 1.6     | 0.35                               | 1.3     | 0.48                                 | 2.0     | 0.29        | 0.6     |

See footnotes at end of table.

**Table 6. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Private industry workers, by major industry group, June 2012 — Continued**

| Compensation component                  | Service-providing <sup>2</sup> |                  |                                    |         |                               |         |                         |                  |                  |                  |
|---|--------------------------------|------------------|------------------------------------|---------|-------------------------------|---------|-------------------------|------------------|------------------|------------------|
|   | 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 .....                | \$40.14                        | 100.0            | \$34.80                            | 100.0   | \$30.88                       | 100.0   | \$12.20                 | 100.0            | \$25.42          | 100.0            |
| Wages and salaries .....                | 27.07                          | 67.4             | 25.10                              | 72.1    | 22.02                         | 71.3    | 9.71                    | 79.6             | 18.70            | 73.5             |
| Total benefits .....                    | 13.07                          | 32.6             | 9.70                               | 27.9    | 8.86                          | 28.7    | 2.49                    | 20.4             | 6.73             | 26.5             |
| Paid leave .....                        | 3.30                           | 8.2              | 2.57                               | 7.4     | 2.37                          | 7.7     | 0.37                    | 3.0              | 1.56             | 6.1              |
| Vacation .....                          | 1.68                           | 4.2              | 1.32                               | 3.8     | 1.22                          | 4.0     | 0.20                    | 1.7              | 0.74             | 2.9              |
| Holiday .....                           | 0.98                           | 2.4              | 0.82                               | 2.4     | 0.66                          | 2.1     | 0.12                    | 1.0              | 0.52             | 2.0              |
| 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 .....                  | 2.09                           | 5.2              | 0.96                               | 2.8     | 0.57                          | 1.9     | 0.13                    | 1.0              | 0.31             | 1.2              |
| Overtime and premium <sup>3</sup> ..... | 0.15                           | 0.4              | 0.18                               | 0.5     | 0.21                          | 0.7     | 0.07                    | 0.6              | 0.11             | 0.4              |
| Shift differentials .....               | 0.02                           | ( <sup>5</sup> ) | 0.03                               | 0.1     | 0.20                          | 0.7     | ( <sup>4</sup> )        | ( <sup>5</sup> ) | ( <sup>4</sup> ) | ( <sup>5</sup> ) |
| Nonproduction bonuses .....             | 1.93                           | 4.8              | 0.75                               | 2.2     | 0.16                          | 0.5     | 0.06                    | 0.5              | 0.19             | 0.7              |
| Insurance .....                         | 3.37                           | 8.4              | 2.40                               | 6.9     | 2.57                          | 8.3     | 0.55                    | 4.5              | 1.75             | 6.9              |
| Life .....                              | 0.06                           | 0.1              | 0.05                               | 0.2     | 0.03                          | 0.1     | ( <sup>4</sup> )        | ( <sup>5</sup> ) | 0.03             | 0.1              |
| Health .....                            | 3.15                           | 7.8              | 2.23                               | 6.4     | 2.45                          | 7.9     | 0.53                    | 4.4              | 1.67             | 6.6              |
| Short-term disability .....             | 0.11                           | 0.3              | 0.06                               | 0.2     | 0.03                          | 0.1     | ( <sup>4</sup> )        | ( <sup>5</sup> ) | 0.02             | 0.1              |
| Long-term disability .....              | 0.07                           | 0.2              | 0.06                               | 0.2     | 0.05                          | 0.2     | ( <sup>4</sup> )        | ( <sup>5</sup> ) | 0.02             | 0.1              |
| Retirement and savings .....            | 1.60                           | 4.0              | 1.07                               | 3.1     | 0.98                          | 3.2     | 0.12                    | 1.0              | 0.89             | 3.5              |
| Defined benefit .....                   | 0.51                           | 1.3              | 0.34                               | 1.0     | 0.28                          | 0.9     | 0.04                    | 0.3              | 0.43             | 1.7              |
| Defined contribution .....              | 1.09                           | 2.7              | 0.73                               | 2.1     | 0.70                          | 2.3     | 0.09                    | 0.7              | 0.47             | 1.8              |
| Legally required benefits .....         | 2.70                           | 6.7              | 2.69                               | 7.7     | 2.37                          | 7.7     | 1.32                    | 10.8             | 2.21             | 8.7              |
| Social Security and Medicare .....      | 2.23                           | 5.6              | 2.06                               | 5.9     | 1.82                          | 5.9     | 0.85                    | 7.0              | 1.55             | 6.1              |
| Social Security <sup>6</sup> .....      | 1.77                           | 4.4              | 1.64                               | 4.7     | 1.46                          | 4.7     | 0.69                    | 5.6              | 1.25             | 4.9              |
| Medicare .....                          | 0.47                           | 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 .....      | 0.22                           | 0.6              | 0.26                               | 0.7     | 0.18                          | 0.6     | 0.18                    | 1.5              | 0.26             | 1.0              |
| Workers' compensation .....             | 0.21                           | 0.5              | 0.34                               | 1.0     | 0.35                          | 1.1     | 0.24                    | 2.0              | 0.37             | 1.5              |

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

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

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

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

<sup>5</sup> Less than .05 percent.

<sup>6</sup> 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, June 2012**

| Compensation component                  | Census region and division <sup>1</sup> |         |                     |         |                 |         |         |         |                 |         |
|---|---|---------|---------------------|---------|-----------------|---------|---------|---------|-----------------|---------|
|   | Northeast                               |         | Northeast divisions |         |                 |         | South   |         | South divisions |         |
|   | Cost                                    | Percent | New England         |         | Middle Atlantic |         | Cost    | Percent | South Atlantic  |         |
|   |   |         | Cost                | Percent | Cost            | Percent |         |         | Cost            | Percent |
| Total compensation .....                | \$32.98                                 | 100.0   | \$33.47             | 100.0   | \$32.81         | 100.0   | \$26.14 | 100.0   | \$26.37         | 100.0   |
| Wages and salaries .....                | 22.80                                   | 69.1    | 23.41               | 70.0    | 22.58           | 68.8    | 18.71   | 71.6    | 19.04           | 72.2    |
| Total benefits .....                    | 10.18                                   | 30.9    | 10.05               | 30.0    | 10.22           | 31.2    | 7.42    | 28.4    | 7.33            | 27.8    |
| Paid leave .....                        | 2.46                                    | 7.5     | 2.46                | 7.4     | 2.47            | 7.5     | 1.73    | 6.6     | 1.77            | 6.7     |
| Vacation .....                          | 1.24                                    | 3.7     | 1.27                | 3.8     | 1.22            | 3.7     | 0.87    | 3.3     | 0.90            | 3.4     |
| Holiday .....                           | 0.75                                    | 2.3     | 0.77                | 2.3     | 0.74            | 2.3     | 0.55    | 2.1     | 0.56            | 2.1     |
| Sick .....                              | 0.34                                    | 1.0     | 0.31                | 0.9     | 0.35            | 1.1     | 0.21    | 0.8     | 0.22            | 0.8     |
| Personal .....                          | 0.15                                    | 0.4     | 0.12                | 0.4     | 0.15            | 0.5     | 0.09    | 0.3     | 0.09            | 0.3     |
| 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 <sup>2</sup> ..... | 0.24                                    | 0.7     | 0.24                | 0.7     | 0.24            | 0.7     | 0.27    | 1.0     | 0.23            | 0.9     |
| Shift differentials .....               | 0.07                                    | 0.2     | 0.08                | 0.3     | 0.07            | 0.2     | 0.06    | 0.2     | 0.06            | 0.2     |
| Nonproduction bonuses .....             | 0.70                                    | 2.1     | 0.57                | 1.7     | 0.74            | 2.3     | 0.48    | 1.8     | 0.39            | 1.5     |
| Insurance .....                         | 2.79                                    | 8.5     | 2.78                | 8.3     | 2.80            | 8.5     | 1.96    | 7.5     | 1.95            | 7.4     |
| Life .....                              | 0.05                                    | 0.1     | 0.05                | 0.1     | 0.05            | 0.1     | 0.04    | 0.1     | 0.04            | 0.1     |
| Health .....                            | 2.62                                    | 7.9     | 2.61                | 7.8     | 2.62            | 8.0     | 1.84    | 7.0     | 1.83            | 6.9     |
| 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     | 1.21                | 3.6     | 1.20            | 3.6     | 0.84    | 3.2     | 0.80            | 3.0     |
| Defined benefit .....                   | 0.49                                    | 1.5     | 0.48                | 1.4     | 0.50            | 1.5     | 0.33    | 1.3     | 0.29            | 1.1     |
| Defined contribution .....              | 0.71                                    | 2.1     | 0.73                | 2.2     | 0.70            | 2.1     | 0.51    | 1.9     | 0.51            | 2.0     |
| Legally required benefits .....         | 2.71                                    | 8.2     | 2.71                | 8.1     | 2.71            | 8.3     | 2.09    | 8.0     | 2.13            | 8.1     |
| Social Security and Medicare .....      | 1.90                                    | 5.8     | 1.95                | 5.8     | 1.88            | 5.7     | 1.57    | 6.0     | 1.59            | 6.0     |
| Social Security <sup>3</sup> .....      | 1.52                                    | 4.6     | 1.56                | 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 .....      | 0.32                                    | 1.0     | 0.33                | 1.0     | 0.31            | 0.9     | 0.16    | 0.6     | 0.17            | 0.6     |
| Workers' compensation .....             | 0.46                                    | 1.4     | 0.40                | 1.2     | 0.48            | 1.5     | 0.33    | 1.3     | 0.34            | 1.3     |

See footnotes at end of table.

**Table 7. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Private industry workers, by census region and division, June 2012 — Continued**

| Compensation component                  | Census region and division <sup>1</sup> |         |                    |         |         |         |                    |         |                    |         |
|---|---|---------|--------------------|---------|---------|---------|--------------------|---------|--------------------|---------|
|   | 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 .....                | \$24.44                                 | 100.0   | \$26.45            | 100.0   | \$28.06 | 100.0   | \$28.00            | 100.0   | \$28.18            | 100.0   |
| Wages and salaries .....                | 17.22                                   | 70.5    | 18.78              | 71.0    | 19.50   | 69.5    | 19.26              | 68.8    | 20.03              | 71.1    |
| Total benefits .....                    | 7.22                                    | 29.5    | 7.67               | 29.0    | 8.56    | 30.5    | 8.74               | 31.2    | 8.15               | 28.9    |
| Paid leave .....                        | 1.57                                    | 6.4     | 1.71               | 6.5     | 1.86    | 6.6     | 1.84               | 6.6     | 1.89               | 6.7     |
| Vacation .....                          | 0.79                                    | 3.2     | 0.86               | 3.2     | 1.00    | 3.6     | 0.99               | 3.5     | 1.05               | 3.7     |
| Holiday .....                           | 0.50                                    | 2.1     | 0.56               | 2.1     | 0.57    | 2.0     | 0.57               | 2.1     | 0.56               | 2.0     |
| Sick .....                              | 0.19                                    | 0.8     | 0.21               | 0.8     | 0.20    | 0.7     | 0.19               | 0.7     | 0.21               | 0.8     |
| Personal .....                          | 0.09                                    | 0.4     | 0.09               | 0.3     | 0.09    | 0.3     | 0.09               | 0.3     | 0.07               | 0.2     |
| Supplemental pay .....                  | 0.74                                    | 3.0     | 1.04               | 3.9     | 0.77    | 2.7     | 0.84               | 3.0     | 0.60               | 2.1     |
| Overtime and premium <sup>2</sup> ..... | 0.29                                    | 1.2     | 0.32               | 1.2     | 0.26    | 0.9     | 0.27               | 1.0     | 0.23               | 0.8     |
| Shift differentials .....               | 0.06                                    | 0.3     | 0.06               | 0.2     | 0.07    | 0.3     | 0.08               | 0.3     | 0.05               | 0.2     |
| Nonproduction bonuses .....             | 0.38                                    | 1.6     | 0.66               | 2.5     | 0.43    | 1.6     | 0.48               | 1.7     | 0.33               | 1.2     |
| Insurance .....                         | 2.01                                    | 8.2     | 1.96               | 7.4     | 2.55    | 9.1     | 2.63               | 9.4     | 2.37               | 8.4     |
| Life .....                              | 0.05                                    | 0.2     | 0.04               | 0.2     | 0.04    | 0.1     | 0.04               | 0.1     | 0.04               | 0.2     |
| Health .....                            | 1.88                                    | 7.7     | 1.84               | 7.0     | 2.41    | 8.6     | 2.49               | 8.9     | 2.23               | 7.9     |
| Short-term disability .....             | 0.04                                    | 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 .....            | 0.87                                    | 3.6     | 0.90               | 3.4     | 1.09    | 3.9     | 1.11               | 3.9     | 1.05               | 3.7     |
| Defined benefit .....                   | 0.42                                    | 1.7     | 0.37               | 1.4     | 0.50    | 1.8     | 0.56               | 2.0     | 0.36               | 1.3     |
| Defined contribution .....              | 0.45                                    | 1.9     | 0.52               | 2.0     | 0.59    | 2.1     | 0.55               | 1.9     | 0.69               | 2.4     |
| Legally required benefits .....         | 2.02                                    | 8.3     | 2.06               | 7.8     | 2.29    | 8.2     | 2.32               | 8.3     | 2.24               | 8.0     |
| Social Security and Medicare .....      | 1.48                                    | 6.0     | 1.58               | 6.0     | 1.63    | 5.8     | 1.63               | 5.8     | 1.63               | 5.8     |
| Social Security <sup>3</sup> .....      | 1.20                                    | 4.9     | 1.26               | 4.8     | 1.31    | 4.7     | 1.31               | 4.7     | 1.30               | 4.6     |
| Medicare .....                          | 0.28                                    | 1.2     | 0.31               | 1.2     | 0.32    | 1.1     | 0.32               | 1.1     | 0.33               | 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               | 0.6     | 0.24    | 0.9     | 0.25               | 0.9     | 0.22               | 0.8     |
| Workers' compensation .....             | 0.37                                    | 1.5     | 0.31               | 1.2     | 0.39    | 1.4     | 0.40               | 1.4     | 0.36               | 1.3     |

See footnotes at end of table.

**Table 7. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Private industry workers, by census region and division, June 2012 — Continued**

| Compensation component                  | Census region and division <sup>1</sup> |         |                |         |         |         |
|---|---|---------|----------------|---------|---------|---------|
|   | West                                    |         | West divisions |         |         |         |
|   | Cost                                    | Percent | Mountain       |         | Pacific |         |
|   |   |         | Cost           | Percent | Cost    | Percent |
| Total compensation .....                | \$30.01                                 | 100.0   | \$27.99        | 100.0   | \$30.94 | 100.0   |
| Wages and salaries .....                | 21.28                                   | 70.9    | 20.18          | 72.1    | 21.78   | 70.4    |
| Total benefits .....                    | 8.73                                    | 29.1    | 7.82           | 27.9    | 9.16    | 29.6    |
| Paid leave .....                        | 2.03                                    | 6.8     | 1.89           | 6.7     | 2.10    | 6.8     |
| Vacation .....                          | 1.07                                    | 3.6     | 1.03           | 3.7     | 1.09    | 3.5     |
| Holiday .....                           | 0.62                                    | 2.1     | 0.53           | 1.9     | 0.65    | 2.1     |
| Sick .....                              | 0.27                                    | 0.9     | 0.23           | 0.8     | 0.28    | 0.9     |
| Personal .....                          | 0.08                                    | 0.3     | 0.10           | 0.3     | 0.07    | 0.2     |
| Supplemental pay .....                  | 0.74                                    | 2.5     | 0.72           | 2.6     | 0.75    | 2.4     |
| Overtime and premium <sup>2</sup> ..... | 0.22                                    | 0.7     | 0.21           | 0.8     | 0.22    | 0.7     |
| Shift differentials .....               | 0.05                                    | 0.2     | 0.04           | 0.2     | 0.05    | 0.2     |
| Nonproduction bonuses .....             | 0.48                                    | 1.6     | 0.46           | 1.7     | 0.49    | 1.6     |
| Insurance .....                         | 2.31                                    | 7.7     | 1.95           | 7.0     | 2.47    | 8.0     |
| Life .....                              | 0.04                                    | 0.1     | 0.04           | 0.1     | 0.03    | 0.1     |
| Health .....                            | 2.20                                    | 7.3     | 1.84           | 6.6     | 2.36    | 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 .....            | 1.07                                    | 3.6     | 1.03           | 3.7     | 1.09    | 3.5     |
| Defined benefit .....                   | 0.45                                    | 1.5     | 0.32           | 1.1     | 0.51    | 1.6     |
| Defined contribution .....              | 0.62                                    | 2.1     | 0.71           | 2.5     | 0.58    | 1.9     |
| Legally required benefits .....         | 2.58                                    | 8.6     | 2.23           | 8.0     | 2.74    | 8.9     |
| Social Security and Medicare .....      | 1.76                                    | 5.9     | 1.64           | 5.8     | 1.81    | 5.9     |
| Social Security <sup>3</sup> .....      | 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     | 0.19           | 0.7     | 0.27    | 0.9     |
| Workers' compensation .....             | 0.55                                    | 1.8     | 0.38           | 1.3     | 0.62    | 2.0     |

<sup>1</sup> 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.

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

<sup>3</sup> 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, June 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 .....                | \$23.87          | 100.0            | \$22.96          | 100.0            | \$26.61       | 100.0   | \$34.69             | 100.0   | \$29.25         | 100.0   | \$42.39             | 100.0   |
| Wages and salaries .....                | 17.62            | 73.8             | 17.14            | 74.6             | 19.07         | 71.7    | 23.45               | 67.6    | 20.38           | 69.7    | 27.79               | 65.6    |
| Total benefits .....                    | 6.25             | 26.2             | 5.82             | 25.4             | 7.54          | 28.3    | 11.25               | 32.4    | 8.88            | 30.3    | 14.60               | 34.4    |
| Paid leave .....                        | 1.36             | 5.7              | 1.24             | 5.4              | 1.71          | 6.4     | 2.71                | 7.8     | 2.04            | 7.0     | 3.64                | 8.6     |
| Vacation .....                          | 0.68             | 2.9              | 0.62             | 2.7              | 0.87          | 3.3     | 1.42                | 4.1     | 1.06            | 3.6     | 1.93                | 4.5     |
| Holiday .....                           | 0.45             | 1.9              | 0.42             | 1.8              | 0.54          | 2.0     | 0.80                | 2.3     | 0.63            | 2.2     | 1.04                | 2.5     |
| Sick .....                              | 0.16             | 0.7              | 0.15             | 0.6              | 0.20          | 0.8     | 0.35                | 1.0     | 0.25            | 0.8     | 0.49                | 1.2     |
| Personal .....                          | 0.07             | 0.3              | 0.06             | 0.3              | 0.09          | 0.4     | 0.13                | 0.4     | 0.10            | 0.3     | 0.18                | 0.4     |
| Supplemental pay .....                  | 0.52             | 2.2              | 0.47             | 2.1              | 0.67          | 2.5     | 1.18                | 3.4     | 0.75            | 2.6     | 1.79                | 4.2     |
| Overtime and premium <sup>1</sup> ..... | 0.18             | 0.7              | 0.16             | 0.7              | 0.24          | 0.9     | 0.33                | 1.0     | 0.30            | 1.0     | 0.38                | 0.9     |
| Shift differentials .....               | ( <sup>2</sup> ) | ( <sup>3</sup> ) | ( <sup>2</sup> ) | ( <sup>3</sup> ) | 0.03          | 0.1     | 0.12                | 0.3     | 0.06            | 0.2     | 0.20                | 0.5     |
| Nonproduction bonuses .....             | 0.33             | 1.4              | 0.31             | 1.3              | 0.40          | 1.5     | 0.73                | 2.1     | 0.39            | 1.3     | 1.20                | 2.8     |
| Insurance .....                         | 1.61             | 6.8              | 1.48             | 6.5              | 2.01          | 7.5     | 3.21                | 9.3     | 2.62            | 9.0     | 4.04                | 9.5     |
| Life .....                              | 0.03             | 0.1              | 0.02             | 0.1              | 0.04          | 0.1     | 0.05                | 0.2     | 0.05            | 0.2     | 0.06                | 0.1     |
| Health .....                            | 1.53             | 6.4              | 1.41             | 6.1              | 1.90          | 7.1     | 3.01                | 8.7     | 2.47            | 8.5     | 3.78                | 8.9     |
| Short-term disability .....             | 0.03             | 0.1              | 0.02             | 0.1              | 0.04          | 0.2     | 0.08                | 0.2     | 0.06            | 0.2     | 0.10                | 0.2     |
| Long-term disability .....              | 0.02             | 0.1              | 0.02             | 0.1              | 0.03          | 0.1     | 0.07                | 0.2     | 0.04            | 0.1     | 0.10                | 0.2     |
| Retirement and savings .....            | 0.62             | 2.6              | 0.54             | 2.3              | 0.86          | 3.2     | 1.50                | 4.3     | 1.09            | 3.7     | 2.09                | 4.9     |
| Defined benefit .....                   | 0.23             | 1.0              | 0.21             | 0.9              | 0.29          | 1.1     | 0.67                | 1.9     | 0.44            | 1.5     | 1.00                | 2.3     |
| Defined contribution .....              | 0.39             | 1.6              | 0.33             | 1.4              | 0.57          | 2.1     | 0.83                | 2.4     | 0.65            | 2.2     | 1.10                | 2.6     |
| Legally required benefits .....         | 2.14             | 9.0              | 2.09             | 9.1              | 2.29          | 8.6     | 2.65                | 7.6     | 2.37            | 8.1     | 3.03                | 7.2     |
| Social Security and Medicare .....      | 1.46             | 6.1              | 1.42             | 6.2              | 1.58          | 5.9     | 1.97                | 5.7     | 1.68            | 5.8     | 2.37                | 5.6     |
| Social Security <sup>4</sup> .....      | 1.17             | 4.9              | 1.14             | 5.0              | 1.26          | 4.7     | 1.57                | 4.5     | 1.35            | 4.6     | 1.89                | 4.5     |
| Medicare .....                          | 0.28             | 1.2              | 0.28             | 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 .....      | 0.23             | 1.0              | 0.23             | 1.0              | 0.23          | 0.9     | 0.23                | 0.7     | 0.23            | 0.8     | 0.22                | 0.5     |
| Workers' compensation .....             | 0.42             | 1.8              | 0.41             | 1.8              | 0.45          | 1.7     | 0.42                | 1.2     | 0.42            | 1.4     | 0.41                | 1.0     |

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

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

<sup>3</sup> Less than .05 percent.

<sup>4</sup> 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, June 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  |                    |                    |               |            |                  |           |                        |                           |
| <b>All workers in private industry</b> .....                                | \$28.80            | \$20.27            | \$8.52        | \$1.97     | \$0.82           | \$2.34    | \$1.02                 | \$2.37                    |
| Management, professional, and related .....                                 | 51.23              | 36.06              | 15.17         | 4.36       | 1.62             | 3.60      | 2.07                   | 3.53                      |
| Management, business, and financial .....                                   | 58.54              | 40.77              | 17.78         | 5.28       | 2.34             | 3.88      | 2.42                   | 3.86                      |
| Professional and related .....  | 47.49              | 33.66              | 13.83         | 3.89       | 1.25             | 3.45      | 1.89                   | 3.36                      |
| Sales and office .....  | 22.65              | 16.18              | 6.47          | 1.40       | 0.49             | 2.10      | 0.64                   | 1.84                      |
| Sales and related .....   | 21.44              | 16.08              | 5.36          | 1.13       | 0.47             | 1.45      | 0.50                   | 1.81                      |
| Office and administrative support .....                                     | 23.45              | 16.24              | 7.20          | 1.58       | 0.50             | 2.54      | 0.74                   | 1.85                      |
| Service .....   | 14.01              | 10.55              | 3.45          | 0.58       | 0.26             | 0.93      | 0.22                   | 1.46                      |
| Natural resources, construction, and maintenance .....                      | 31.74              | 21.48              | 10.26         | 1.64       | 0.95             | 2.74      | 1.74                   | 3.19                      |
| Construction, extraction, farming, fishing, and forestry <sup>1</sup> ..... | 31.88              | 21.43              | 10.45         | 1.21       | 1.01             | 2.57      | 2.11                   | 3.55                      |
| Installation, maintenance, and repair .....                                 | 31.61              | 21.53              | 10.09         | 2.03       | 0.89             | 2.90      | 1.40                   | 2.86                      |
| Production, transportation, and material moving .....                       | 24.18              | 16.14              | 8.04          | 1.41       | 0.88             | 2.56      | 0.82                   | 2.37                      |
| Production .....  | 24.89              | 16.45              | 8.44          | 1.55       | 1.09             | 2.72      | 0.76                   | 2.33                      |
| Transportation and material moving .....                                    | 23.49              | 15.84              | 7.65          | 1.27       | 0.69             | 2.41      | 0.88                   | 2.40                      |
| <b>All workers, goods-producing industries<sup>2</sup></b> .....            | 33.88              | 22.60              | 11.28         | 2.20       | 1.34             | 3.21      | 1.54                   | 2.99                      |
| Management, professional, and related .....                                 | 61.75              | 41.91              | 19.84         | 5.39       | 2.63             | 4.52      | 3.13                   | 4.17                      |
| Sales and office .....  | 27.64              | 19.38              | 8.25          | 1.83       | 0.63             | 2.73      | 0.80                   | 2.26                      |
| Natural resources, construction, and maintenance .....                      | 32.57              | 21.77              | 10.81         | 1.34       | 1.10             | 2.84      | 2.02                   | 3.50                      |
| Production, transportation, and material moving .....                       | 26.11              | 16.92              | 9.20          | 1.64       | 1.19             | 3.07      | 0.85                   | 2.44                      |
| <b>All workers, service-providing industries<sup>3</sup></b> .....          | 27.75              | 19.79              | 7.96          | 1.92       | 0.71             | 2.16      | 0.91                   | 2.24                      |
| Management, professional, and related .....                                 | 49.86              | 35.30              | 14.56         | 4.22       | 1.49             | 3.48      | 1.93                   | 3.44                      |
| Sales and office .....  | 22.29              | 15.95              | 6.34          | 1.37       | 0.48             | 2.05      | 0.63                   | 1.80                      |
| Service .....   | 13.91              | 10.51              | 3.41          | 0.58       | 0.25             | 0.92      | 0.21                   | 1.45                      |
| Natural resources, construction, and maintenance .....                      | 30.71              | 21.12              | 9.59          | 1.99       | 0.76             | 2.62      | 1.40                   | 2.81                      |
| Production, transportation, and material moving .....                       | 22.57              | 15.49              | 7.08          | 1.22       | 0.63             | 2.14      | 0.80                   | 2.30                      |
| Percent of total compensation   |                    |                    |               |            |                  |           |                        |                           |
| <b>All workers in private industry</b> .....                                | 100.0              | 70.4               | 29.6          | 6.8        | 2.9              | 8.1       | 3.5                    | 8.2                       |
| Management, professional, and related .....                                 | 100.0              | 70.4               | 29.6          | 8.5        | 3.2              | 7.0       | 4.0                    | 6.9                       |
| Management, business, and financial .....                                   | 100.0              | 69.6               | 30.4          | 9.0        | 4.0              | 6.6       | 4.1                    | 6.6                       |
| Professional and related .....  | 100.0              | 70.9               | 29.1          | 8.2        | 2.6              | 7.3       | 4.0                    | 7.1                       |
| Sales and office .....  | 100.0              | 71.4               | 28.6          | 6.2        | 2.2              | 9.3       | 2.8                    | 8.1                       |
| Sales and related .....   | 100.0              | 75.0               | 25.0          | 5.3        | 2.2              | 6.7       | 2.3                    | 8.5                       |
| Office and administrative support .....                                     | 100.0              | 69.3               | 30.7          | 6.8        | 2.1              | 10.8      | 3.1                    | 7.9                       |
| Service .....   | 100.0              | 75.3               | 24.7          | 4.2        | 1.9              | 6.6       | 1.6                    | 10.4                      |
| Natural resources, construction, and maintenance .....                      | 100.0              | 67.7               | 32.3          | 5.2        | 3.0              | 8.6       | 5.5                    | 10.1                      |
| Construction, extraction, farming, fishing, and forestry <sup>1</sup> ..... | 100.0              | 67.2               | 32.8          | 3.8        | 3.2              | 8.1       | 6.6                    | 11.1                      |
| Installation, maintenance, and repair .....                                 | 100.0              | 68.1               | 31.9          | 6.4        | 2.8              | 9.2       | 4.4                    | 9.0                       |
| Production, transportation, and material moving .....                       | 100.0              | 66.7               | 33.3          | 5.8        | 3.7              | 10.6      | 3.4                    | 9.8                       |
| Production .....  | 100.0              | 66.1               | 33.9          | 6.2        | 4.4              | 10.9      | 3.0                    | 9.4                       |
| Transportation and material moving .....                                    | 100.0              | 67.4               | 32.6          | 5.4        | 2.9              | 10.2      | 3.8                    | 10.2                      |
| <b>All workers, goods-producing industries<sup>2</sup></b> .....            | 100.0              | 66.7               | 33.3          | 6.5        | 4.0              | 9.5       | 4.5                    | 8.8                       |
| Management, professional, and related .....                                 | 100.0              | 67.9               | 32.1          | 8.7        | 4.3              | 7.3       | 5.1                    | 6.8                       |
| Sales and office .....  | 100.0              | 70.1               | 29.9          | 6.6        | 2.3              | 9.9       | 2.9                    | 8.2                       |
| Natural resources, construction, and maintenance .....                      | 100.0              | 66.8               | 33.2          | 4.1        | 3.4              | 8.7       | 6.2                    | 10.7                      |
| Production, transportation, and material moving .....                       | 100.0              | 64.8               | 35.2          | 6.3        | 4.6              | 11.8      | 3.3                    | 9.4                       |
| <b>All workers, service-providing industries<sup>3</sup></b> .....          | 100.0              | 71.3               | 28.7          | 6.9        | 2.6              | 7.8       | 3.3                    | 8.1                       |
| Management, professional, and related .....                                 | 100.0              | 70.8               | 29.2          | 8.5        | 3.0              | 7.0       | 3.9                    | 6.9                       |
| Sales and office .....  | 100.0              | 71.6               | 28.4          | 6.1        | 2.1              | 9.2       | 2.8                    | 8.1                       |
| Service .....   | 100.0              | 75.5               | 24.5          | 4.1        | 1.8              | 6.6       | 1.5                    | 10.4                      |
| Natural resources, construction, and maintenance .....                      | 100.0              | 68.8               | 31.2          | 6.5        | 2.5              | 8.5       | 4.6                    | 9.2                       |
| Production, transportation, and material moving .....                       | 100.0              | 68.6               | 31.4          | 5.4        | 2.8              | 9.5       | 3.5                    | 10.2                      |

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

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

<sup>3</sup> Includes utilities; wholesale trade; retail trade; transportation and warehousing; information; finance and insurance; real estate and rental and leasing; professional and technical services; management of companies

and enterprises; administrative and waste services; educational services; health care and social assistance; arts, entertainment and recreation; accommodation and food services; and other services, except public administration.

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

**Table 10. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Private industry workers, by industry group, June 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   |                    |                    |               |            |                  |           |                        |                           |
| <b>All workers, goods-producing industries<sup>1</sup></b> .....   | \$33.88            | \$22.60            | \$11.28       | \$2.20     | \$1.34           | \$3.21    | \$1.54                 | \$2.99                    |
| Construction .....   | 33.38              | 23.17              | 10.21         | 1.40       | 0.97             | 2.55      | 1.80                   | 3.49                      |
| Manufacturing .....  | 33.07              | 21.74              | 11.33         | 2.46       | 1.41             | 3.45      | 1.28                   | 2.74                      |
| Aircraft manufacturing <sup>2</sup> .....                          | 63.37              | 40.35              | 23.02         | 6.00       | 3.55             | 6.43      | 2.87                   | 4.17                      |
| <b>All workers, service-providing industries<sup>3</sup></b> ..... | 27.75              | 19.79              | 7.96          | 1.92       | 0.71             | 2.16      | 0.91                   | 2.24                      |
| Trade, transportation, and utilities .....                         | 24.21              | 17.12              | 7.09          | 1.44       | 0.57             | 2.09      | 0.83                   | 2.14                      |
| Wholesale trade .....  | 31.11              | 21.96              | 9.15          | 2.12       | 0.95             | 2.52      | 0.94                   | 2.62                      |
| Retail trade .....   | 17.65              | 13.31              | 4.34          | 0.80       | 0.26             | 1.28      | 0.36                   | 1.64                      |
| Transportation and warehousing .....                               | 34.24              | 22.17              | 12.07         | 2.40       | 1.02             | 3.97      | 1.59                   | 3.09                      |
| Utilities .....  | 58.91              | 35.84              | 23.07         | 5.12       | 2.00             | 5.43      | 6.56                   | 3.96                      |
| Information .....  | 45.08              | 29.79              | 15.29         | 3.98       | 1.35             | 4.23      | 2.64                   | 3.09                      |
| Financial activities .....   | 40.14              | 27.07              | 13.07         | 3.30       | 2.09             | 3.37      | 1.60                   | 2.70                      |
| Finance and insurance .....  | 43.11              | 28.72              | 14.39         | 3.69       | 2.45             | 3.67      | 1.84                   | 2.74                      |
| Credit intermediation and related activities .....                 | 36.63              | 24.58              | 12.06         | 3.18       | 1.60             | 3.30      | 1.56                   | 2.42                      |
| Insurance carriers and related activities .....                    | 41.30              | 27.72              | 13.58         | 3.57       | 1.47             | 3.83      | 1.94                   | 2.77                      |
| Real estate and rental and leasing .....                           | 30.25              | 21.57              | 8.68          | 2.03       | 0.91             | 2.39      | 0.80                   | 2.56                      |
| Professional and business services .....                           | 34.80              | 25.10              | 9.70          | 2.57       | 0.96             | 2.40      | 1.07                   | 2.69                      |
| Professional and technical services .....                          | 44.84              | 32.32              | 12.52         | 3.71       | 1.22             | 2.99      | 1.43                   | 3.17                      |
| Administrative and waste services .....                            | 22.43              | 16.74              | 5.69          | 1.14       | 0.52             | 1.47      | 0.47                   | 2.11                      |
| Education and health services .....                                | 30.88              | 22.02              | 8.86          | 2.37       | 0.57             | 2.57      | 0.98                   | 2.37                      |
| Educational services .....   | 39.11              | 28.58              | 10.52         | 2.82       | 0.17             | 3.10      | 1.61                   | 2.82                      |
| Junior colleges, colleges, and universities .....                  | 47.29              | 33.91              | 13.38         | 3.74       | 0.19             | 3.84      | 2.42                   | 3.20                      |
| Health care and social assistance .....                            | 29.65              | 21.04              | 8.61          | 2.31       | 0.63             | 2.49      | 0.88                   | 2.30                      |
| Leisure and hospitality .....                                      | 12.20              | 9.71               | 2.49          | 0.37       | 0.13             | 0.55      | 0.12                   | 1.32                      |
| Accommodation and food services .....                              | 10.97              | 8.83               | 2.14          | 0.27       | 0.11             | 0.44      | 0.09                   | 1.23                      |
| Other services .....   | 25.42              | 18.70              | 6.73          | 1.56       | 0.31             | 1.75      | 0.89                   | 2.21                      |
| Percent of total compensation                                      |                    |                    |               |            |                  |           |                        |                           |
| <b>All workers, goods-producing industries<sup>1</sup></b> .....   | 100.0              | 66.7               | 33.3          | 6.5        | 4.0              | 9.5       | 4.5                    | 8.8                       |
| Construction .....   | 100.0              | 69.4               | 30.6          | 4.2        | 2.9              | 7.6       | 5.4                    | 10.4                      |
| Manufacturing .....  | 100.0              | 65.7               | 34.3          | 7.4        | 4.3              | 10.4      | 3.9                    | 8.3                       |
| Aircraft manufacturing <sup>2</sup> .....                          | 100.0              | 63.7               | 36.3          | 9.5        | 5.6              | 10.2      | 4.5                    | 6.6                       |
| <b>All workers, service-providing industries<sup>3</sup></b> ..... | 100.0              | 71.3               | 28.7          | 6.9        | 2.6              | 7.8       | 3.3                    | 8.1                       |
| Trade, transportation, and utilities .....                         | 100.0              | 70.7               | 29.3          | 6.0        | 2.4              | 8.6       | 3.4                    | 8.9                       |
| Wholesale trade .....  | 100.0              | 70.6               | 29.4          | 6.8        | 3.0              | 8.1       | 3.0                    | 8.4                       |
| Retail trade .....   | 100.0              | 75.4               | 24.6          | 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      | 4.6                    | 9.0                       |
| Utilities .....  | 100.0              | 60.8               | 39.2          | 8.7        | 3.4              | 9.2       | 11.1                   | 6.7                       |
| Information .....  | 100.0              | 66.1               | 33.9          | 8.8        | 3.0              | 9.4       | 5.9                    | 6.9                       |
| Financial activities .....   | 100.0              | 67.4               | 32.6          | 8.2        | 5.2              | 8.4       | 4.0                    | 6.7                       |
| Finance and insurance .....  | 100.0              | 66.6               | 33.4          | 8.6        | 5.7              | 8.5       | 4.3                    | 6.4                       |
| Credit intermediation and related activities .....                 | 100.0              | 67.1               | 32.9          | 8.7        | 4.4              | 9.0       | 4.2                    | 6.6                       |
| Insurance carriers and related activities .....                    | 100.0              | 67.1               | 32.9          | 8.6        | 3.6              | 9.3       | 4.7                    | 6.7                       |
| Real estate and rental and leasing .....                           | 100.0              | 71.3               | 28.7          | 6.7        | 3.0              | 7.9       | 2.6                    | 8.5                       |
| 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              | 72.1               | 27.9          | 8.3        | 2.7              | 6.7       | 3.2                    | 7.1                       |
| Administrative and waste services .....                            | 100.0              | 74.6               | 25.4          | 5.1        | 2.3              | 6.5       | 2.1                    | 9.4                       |
| Education and health services .....                                | 100.0              | 71.3               | 28.7          | 7.7        | 1.9              | 8.3       | 3.2                    | 7.7                       |
| Educational services .....   | 100.0              | 73.1               | 26.9          | 7.2        | 0.4              | 7.9       | 4.1                    | 7.2                       |
| Junior colleges, colleges, and universities .....                  | 100.0              | 71.7               | 28.3          | 7.9        | 0.4              | 8.1       | 5.1                    | 6.8                       |
| Health care and social assistance .....                            | 100.0              | 71.0               | 29.0          | 7.8        | 2.1              | 8.4       | 3.0                    | 7.8                       |
| Leisure and hospitality .....                                      | 100.0              | 79.6               | 20.4          | 3.0        | 1.0              | 4.5       | 1.0                    | 10.8                      |
| Accommodation and food services .....                              | 100.0              | 80.5               | 19.5          | 2.5        | 1.0              | 4.0       | 0.9                    | 11.2                      |
| Other services .....   | 100.0              | 73.5               | 26.5          | 6.1        | 1.2              | 6.9       | 3.5                    | 8.7                       |

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

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

<sup>3</sup> Includes utilities; wholesale trade; retail trade; transportation and warehousing; information; finance and insurance; real estate and rental and leasing; professional and technical services; management of companies

and enterprises; administrative and waste services; educational services; health care and social assistance; arts, entertainment and recreation; accommodation and food services; and other services, except public administration.

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

**Table 11. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Private industry workers, by occupational group and full-time and part-time status, June 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  |                    |                    |               |            |                  |           |                        |                           |
| <b>All full-time workers in private industry</b> .....                      | \$33.54            | \$23.16            | \$10.37       | \$2.51     | \$1.05           | \$2.90    | \$1.30                 | \$2.62                    |
| Management, professional, and related .....                                 | 53.38              | 37.16              | 16.22         | 4.74       | 1.76             | 3.88      | 2.26                   | 3.58                      |
| Management, business, and financial .....                                   | 59.16              | 41.09              | 18.08         | 5.39       | 2.38             | 3.97      | 2.47                   | 3.87                      |
| Professional and related .....  | 49.92              | 34.81              | 15.10         | 4.35       | 1.39             | 3.82      | 2.13                   | 3.41                      |
| Sales and office .....  | 26.47              | 18.49              | 7.97          | 1.84       | 0.65             | 2.65      | 0.82                   | 2.01                      |
| Sales and related .....   | 28.59              | 20.99              | 7.60          | 1.81       | 0.76             | 2.10      | 0.74                   | 2.18                      |
| Office and administrative support .....                                     | 25.45              | 17.30              | 8.15          | 1.86       | 0.59             | 2.91      | 0.86                   | 1.93                      |
| Service .....   | 17.18              | 12.25              | 4.93          | 0.98       | 0.43             | 1.55      | 0.36                   | 1.60                      |
| Natural resources, construction, and maintenance .....                      | 32.41              | 21.85              | 10.56         | 1.71       | 0.98             | 2.85      | 1.81                   | 3.21                      |
| Construction, extraction, farming, fishing, and forestry <sup>1</sup> ..... | 32.51              | 21.79              | 10.72         | 1.26       | 1.04             | 2.68      | 2.18                   | 3.56                      |
| Installation, maintenance, and repair .....                                 | 32.31              | 21.90              | 10.41         | 2.14       | 0.93             | 3.01      | 1.46                   | 2.87                      |
| Production, transportation, and material moving .....                       | 26.13              | 17.27              | 8.86          | 1.62       | 1.01             | 2.82      | 0.93                   | 2.47                      |
| Production .....  | 25.75              | 16.88              | 8.87          | 1.65       | 1.15             | 2.89      | 0.81                   | 2.37                      |
| Transportation and material moving .....                                    | 26.61              | 17.77              | 8.84          | 1.59       | 0.84             | 2.74      | 1.08                   | 2.60                      |
| <b>All part-time workers in private industry</b> .....                      | 15.31              | 12.05              | 3.26          | 0.44       | 0.19             | 0.75      | 0.23                   | 1.65                      |
| Management, professional, and related .....                                 | 35.82              | 28.18              | 7.64          | 1.63       | 0.59             | 1.59      | 0.71                   | 3.12                      |
| Professional and related .....  | 35.74              | 28.07              | 7.67          | 1.64       | 0.56             | 1.65      | 0.72                   | 3.10                      |
| Sales and office .....  | 13.52              | 10.64              | 2.87          | 0.34       | 0.11             | 0.79      | 0.22                   | 1.41                      |
| Sales and related .....   | 11.97              | 9.57               | 2.40          | 0.23       | 0.09             | 0.57      | 0.18                   | 1.32                      |
| Office and administrative support .....                                     | 15.67              | 12.13              | 3.54          | 0.51       | 0.13             | 1.10      | 0.27                   | 1.53                      |
| Service .....   | 10.92              | 8.90               | 2.02          | 0.20       | 0.10             | 0.32      | 0.08                   | 1.32                      |
| Production, transportation, and material moving .....                       | 15.01              | 10.82              | 4.19          | 0.40       | 0.29             | 1.34      | 0.30                   | 1.87                      |
| Transportation and material moving .....                                    | 15.15              | 10.69              | 4.46          | 0.42       | 0.28             | 1.53      | 0.36                   | 1.88                      |
| Percent of total compensation   |                    |                    |               |            |                  |           |                        |                           |
| <b>All full-time workers in private industry</b> .....                      | 100.0              | 69.1               | 30.9          | 7.5        | 3.1              | 8.6       | 3.9                    | 7.8                       |
| Management, professional, and related .....                                 | 100.0              | 69.6               | 30.4          | 8.9        | 3.3              | 7.3       | 4.2                    | 6.7                       |
| Management, business, and financial .....                                   | 100.0              | 69.4               | 30.6          | 9.1        | 4.0              | 6.7       | 4.2                    | 6.5                       |
| Professional and related .....  | 100.0              | 69.7               | 30.3          | 8.7        | 2.8              | 7.7       | 4.3                    | 6.8                       |
| Sales and office .....  | 100.0              | 69.9               | 30.1          | 7.0        | 2.4              | 10.0      | 3.1                    | 7.6                       |
| Sales and related .....   | 100.0              | 73.4               | 26.6          | 6.3        | 2.6              | 7.4       | 2.6                    | 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              | 71.3               | 28.7          | 5.7        | 2.5              | 9.0       | 2.1                    | 9.3                       |
| Natural resources, construction, and maintenance .....                      | 100.0              | 67.4               | 32.6          | 5.3        | 3.0              | 8.8       | 5.6                    | 9.9                       |
| Construction, extraction, farming, fishing, and forestry <sup>1</sup> ..... | 100.0              | 67.0               | 33.0          | 3.9        | 3.2              | 8.2       | 6.7                    | 10.9                      |
| Installation, maintenance, and repair .....                                 | 100.0              | 67.8               | 32.2          | 6.6        | 2.9              | 9.3       | 4.5                    | 8.9                       |
| Production, transportation, and material moving .....                       | 100.0              | 66.1               | 33.9          | 6.2        | 3.9              | 10.8      | 3.6                    | 9.5                       |
| Production .....  | 100.0              | 65.5               | 34.5          | 6.4        | 4.5              | 11.2      | 3.2                    | 9.2                       |
| Transportation and material moving .....                                    | 100.0              | 66.8               | 33.2          | 6.0        | 3.1              | 10.3      | 4.1                    | 9.8                       |
| <b>All part-time workers in private industry</b> .....                      | 100.0              | 78.7               | 21.3          | 2.9        | 1.2              | 4.9       | 1.5                    | 10.8                      |
| Management, professional, and related .....                                 | 100.0              | 78.7               | 21.3          | 4.5        | 1.6              | 4.4       | 2.0                    | 8.7                       |
| Professional and related .....  | 100.0              | 78.5               | 21.5          | 4.6        | 1.6              | 4.6       | 2.0                    | 8.7                       |
| Sales and office .....  | 100.0              | 78.8               | 21.2          | 2.5        | 0.8              | 5.9       | 1.6                    | 10.4                      |
| Sales and related .....   | 100.0              | 80.0               | 20.0          | 1.9        | 0.8              | 4.8       | 1.5                    | 11.0                      |
| Office and administrative support .....                                     | 100.0              | 77.4               | 22.6          | 3.2        | 0.8              | 7.0       | 1.7                    | 9.7                       |
| Service .....   | 100.0              | 81.5               | 18.5          | 1.8        | 0.9              | 3.0       | 0.7                    | 12.1                      |
| Production, transportation, and material moving .....                       | 100.0              | 72.1               | 27.9          | 2.7        | 1.9              | 8.9       | 2.0                    | 12.4                      |
| Transportation and material moving .....                                    | 100.0              | 70.6               | 29.4          | 2.8        | 1.9              | 10.1      | 2.4                    | 12.4                      |

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

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

**Table 12. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Private industry workers, by industry group and full-time and part-time status, June 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                                   |                    |                    |               |            |                  |           |                        |                           |
| <b>All full-time workers in private industry</b> ..... | \$33.54            | \$23.16            | \$10.37       | \$2.51     | \$1.05           | \$2.90    | \$1.30                 | \$2.62                    |
| Goods-producing <sup>1</sup> .....                     | 34.48              | 22.93              | 11.55         | 2.27       | 1.38             | 3.31      | 1.59                   | 3.01                      |
| Construction .....                                     | 34.00              | 23.53              | 10.47         | 1.44       | 1.01             | 2.65      | 1.86                   | 3.50                      |
| Manufacturing .....                                    | 33.66              | 22.06              | 11.60         | 2.53       | 1.45             | 3.55      | 1.32                   | 2.76                      |
| Service-providing <sup>2</sup> .....                   | 33.27              | 23.23              | 10.04         | 2.58       | 0.95             | 2.78      | 1.22                   | 2.51                      |
| Trade, transportation, and utilities .....             | 29.47              | 20.49              | 8.98          | 2.01       | 0.78             | 2.63      | 1.11                   | 2.46                      |
| Information .....                                      | 48.88              | 32.06              | 16.82         | 4.41       | 1.50             | 4.67      | 2.95                   | 3.29                      |
| Financial activities .....                             | 42.20              | 28.31              | 13.89         | 3.55       | 2.26             | 3.58      | 1.72                   | 2.78                      |
| Professional and business services .....               | 38.95              | 27.77              | 11.18         | 3.09       | 1.13             | 2.78      | 1.28                   | 2.88                      |
| Education and health services .....                    | 32.87              | 22.96              | 9.91          | 2.77       | 0.63             | 2.98      | 1.13                   | 2.40                      |
| Leisure and hospitality .....                          | 15.95              | 12.02              | 3.93          | 0.79       | 0.26             | 1.15      | 0.25                   | 1.48                      |
| Other services .....                                   | 30.08              | 21.24              | 8.84          | 2.18       | 0.43             | 2.50      | 1.31                   | 2.42                      |
| <b>All part-time workers in private industry</b> ..... | 15.31              | 12.05              | 3.26          | 0.44       | 0.19             | 0.75      | 0.23                   | 1.65                      |
| Service-providing <sup>2</sup> .....                   | 15.25              | 12.01              | 3.24          | 0.44       | 0.18             | 0.76      | 0.23                   | 1.63                      |
| Trade, transportation, and utilities .....             | 13.97              | 10.57              | 3.40          | 0.35       | 0.17             | 1.04      | 0.30                   | 1.53                      |
| Professional and business services .....               | 17.56              | 14.00              | 3.56          | 0.41       | 0.25             | 0.81      | 0.20                   | 1.89                      |
| Education and health services .....                    | 24.98              | 19.23              | 5.76          | 1.20       | 0.41             | 1.34      | 0.51                   | 2.29                      |
| Leisure and hospitality .....                          | 9.68               | 8.15               | 1.53          | 0.09       | 0.03             | 0.15      | 0.04                   | 1.21                      |
| Percent of total compensation                          |                    |                    |               |            |                  |           |                        |                           |
| <b>All full-time workers in private industry</b> ..... | 100.0              | 69.1               | 30.9          | 7.5        | 3.1              | 8.6       | 3.9                    | 7.8                       |
| Goods-producing <sup>1</sup> .....                     | 100.0              | 66.5               | 33.5          | 6.6        | 4.0              | 9.6       | 4.6                    | 8.7                       |
| Construction .....                                     | 100.0              | 69.2               | 30.8          | 4.2        | 3.0              | 7.8       | 5.5                    | 10.3                      |
| Manufacturing .....                                    | 100.0              | 65.5               | 34.5          | 7.5        | 4.3              | 10.5      | 3.9                    | 8.2                       |
| Service-providing <sup>2</sup> .....                   | 100.0              | 69.8               | 30.2          | 7.8        | 2.9              | 8.4       | 3.7                    | 7.6                       |
| Trade, transportation, and utilities .....             | 100.0              | 69.5               | 30.5          | 6.8        | 2.6              | 8.9       | 3.8                    | 8.3                       |
| Information .....                                      | 100.0              | 65.6               | 34.4          | 9.0        | 3.1              | 9.6       | 6.0                    | 6.7                       |
| Financial activities .....                             | 100.0              | 67.1               | 32.9          | 8.4        | 5.3              | 8.5       | 4.1                    | 6.6                       |
| Professional and business services .....               | 100.0              | 71.3               | 28.7          | 7.9        | 2.9              | 7.1       | 3.3                    | 7.4                       |
| Education and health services .....                    | 100.0              | 69.9               | 30.1          | 8.4        | 1.9              | 9.1       | 3.4                    | 7.3                       |
| Leisure and hospitality .....                          | 100.0              | 75.4               | 24.6          | 5.0        | 1.7              | 7.2       | 1.6                    | 9.3                       |
| Other services .....                                   | 100.0              | 70.6               | 29.4          | 7.3        | 1.4              | 8.3       | 4.3                    | 8.0                       |
| <b>All part-time workers in private industry</b> ..... | 100.0              | 78.7               | 21.3          | 2.9        | 1.2              | 4.9       | 1.5                    | 10.8                      |
| Service-providing <sup>2</sup> .....                   | 100.0              | 78.7               | 21.3          | 2.9        | 1.2              | 5.0       | 1.5                    | 10.7                      |
| Trade, transportation, and utilities .....             | 100.0              | 75.7               | 24.3          | 2.5        | 1.2              | 7.5       | 2.1                    | 11.0                      |
| Professional and business services .....               | 100.0              | 79.7               | 20.3          | 2.3        | 1.4              | 4.6       | 1.1                    | 10.7                      |
| Education and health services .....                    | 100.0              | 77.0               | 23.0          | 4.8        | 1.6              | 5.4       | 2.1                    | 9.2                       |
| Leisure and hospitality .....                          | 100.0              | 84.2               | 15.8          | 0.9        | 0.3              | 1.6       | 0.4                    | 12.5                      |

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

<sup>2</sup> Includes utilities; wholesale trade; retail trade; transportation and warehousing; information; finance and insurance; real estate and rental and leasing; professional and technical services; management of companies and enterprises; administrative and

waste services; educational services; health care and social assistance; arts, entertainment and recreation; accommodation and food services; and other services, except public administration.

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

**Table 13. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Private industry workers, by major industry group and establishment employment size and bargaining unit status, June 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  |                    |                    |               |            |                  |           |                        |                           |
| <b>All workers, goods-producing industries<sup>1</sup> ...</b>  | \$33.88            | \$22.60            | \$11.28       | \$2.20     | \$1.34           | \$3.21    | \$1.54                 | \$2.99                    |
| 1-99 workers .....  | 28.39              | 20.03              | 8.36          | 1.40       | 0.81             | 2.26      | 0.98                   | 2.91                      |
| 1-49 workers .....  | 26.86              | 19.27              | 7.59          | 1.23       | 0.71             | 1.97      | 0.83                   | 2.86                      |
| 50-99 workers .....   | 32.00              | 21.83              | 10.17         | 1.82       | 1.04             | 2.94      | 1.33                   | 3.03                      |
| 100 workers or more .....                                       | 38.73              | 24.88              | 13.86         | 2.90       | 1.81             | 4.04      | 2.04                   | 3.06                      |
| 100-499 workers .....   | 33.39              | 21.92              | 11.46         | 2.23       | 1.23             | 3.62      | 1.55                   | 2.83                      |
| 500 workers or more .....                                       | 45.90              | 28.84              | 17.07         | 3.81       | 2.60             | 4.61      | 2.69                   | 3.36                      |
| Union .....   | 40.29              | 23.72              | 16.58         | 2.29       | 1.70             | 5.45      | 3.53                   | 3.61                      |
| Nonunion .....  | 32.36              | 22.34              | 10.02         | 2.18       | 1.26             | 2.68      | 1.07                   | 2.84                      |
| <b>All workers, service-providing industries<sup>2</sup> ..</b> | 27.75              | 19.79              | 7.96          | 1.92       | 0.71             | 2.16      | 0.91                   | 2.24                      |
| 1-99 workers .....  | 23.09              | 17.21              | 5.89          | 1.35       | 0.47             | 1.50      | 0.56                   | 2.01                      |
| 1-49 workers .....  | 22.33              | 16.79              | 5.54          | 1.24       | 0.43             | 1.40      | 0.49                   | 1.97                      |
| 50-99 workers .....   | 25.47              | 18.49              | 6.98          | 1.68       | 0.59             | 1.81      | 0.76                   | 2.13                      |
| 100 workers or more .....                                       | 33.69              | 23.09              | 10.60         | 2.66       | 1.02             | 3.00      | 1.37                   | 2.54                      |
| 100-499 workers .....   | 28.25              | 20.00              | 8.25          | 2.00       | 0.64             | 2.38      | 0.97                   | 2.26                      |
| 500 workers or more .....                                       | 41.48              | 27.52              | 13.96         | 3.60       | 1.58             | 3.89      | 1.94                   | 2.95                      |
| Union .....   | 37.99              | 23.16              | 14.83         | 3.01       | 1.00             | 5.20      | 2.54                   | 3.08                      |
| Nonunion .....  | 26.93              | 19.52              | 7.41          | 1.84       | 0.69             | 1.92      | 0.79                   | 2.18                      |
| Percent of total compensation                                   |                    |                    |               |            |                  |           |                        |                           |
| <b>All workers, goods-producing industries<sup>1</sup> ...</b>  | 100.0              | 66.7               | 33.3          | 6.5        | 4.0              | 9.5       | 4.5                    | 8.8                       |
| 1-99 workers .....  | 100.0              | 70.6               | 29.4          | 4.9        | 2.8              | 8.0       | 3.4                    | 10.2                      |
| 1-49 workers .....  | 100.0              | 71.7               | 28.3          | 4.6        | 2.6              | 7.3       | 3.1                    | 10.6                      |
| 50-99 workers .....   | 100.0              | 68.2               | 31.8          | 5.7        | 3.3              | 9.2       | 4.2                    | 9.5                       |
| 100 workers or more .....                                       | 100.0              | 64.2               | 35.8          | 7.5        | 4.7              | 10.4      | 5.3                    | 7.9                       |
| 100-499 workers .....   | 100.0              | 65.7               | 34.3          | 6.7        | 3.7              | 10.8      | 4.7                    | 8.5                       |
| 500 workers or more .....                                       | 100.0              | 62.8               | 37.2          | 8.3        | 5.7              | 10.0      | 5.9                    | 7.3                       |
| Union .....   | 100.0              | 58.9               | 41.1          | 5.7        | 4.2              | 13.5      | 8.8                    | 9.0                       |
| Nonunion .....  | 100.0              | 69.0               | 31.0          | 6.7        | 3.9              | 8.3       | 3.3                    | 8.8                       |
| <b>All workers, service-providing industries<sup>2</sup> ..</b> | 100.0              | 71.3               | 28.7          | 6.9        | 2.6              | 7.8       | 3.3                    | 8.1                       |
| 1-99 workers .....  | 100.0              | 74.5               | 25.5          | 5.8        | 2.0              | 6.5       | 2.4                    | 8.7                       |
| 1-49 workers .....  | 100.0              | 75.2               | 24.8          | 5.6        | 1.9              | 6.3       | 2.2                    | 8.8                       |
| 50-99 workers .....   | 100.0              | 72.6               | 27.4          | 6.6        | 2.3              | 7.1       | 3.0                    | 8.4                       |
| 100 workers or more .....                                       | 100.0              | 68.5               | 31.5          | 7.9        | 3.0              | 8.9       | 4.1                    | 7.5                       |
| 100-499 workers .....   | 100.0              | 70.8               | 29.2          | 7.1        | 2.2              | 8.4       | 3.4                    | 8.0                       |
| 500 workers or more .....                                       | 100.0              | 66.3               | 33.7          | 8.7        | 3.8              | 9.4       | 4.7                    | 7.1                       |
| Union .....   | 100.0              | 61.0               | 39.0          | 7.9        | 2.6              | 13.7      | 6.7                    | 8.1                       |
| Nonunion .....  | 100.0              | 72.5               | 27.5          | 6.8        | 2.6              | 7.1       | 2.9                    | 8.1                       |

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

<sup>2</sup> Includes utilities; wholesale trade; retail trade; transportation and warehousing; information; finance and insurance; real estate and rental and leasing; professional and technical services; management of companies and enterprises; administrative and

waste services; educational services; health care and social assistance; arts, entertainment and recreation; accommodation and food services; and other services, except public administration.

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

**Table 14. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Private industry health care and social assistance workers, by industry and occupational group, June 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                                 |                    |                    |               |            |                  |           |                        |                           |
| <b>Health care and social assistance</b> .....       | \$29.65            | \$21.04            | \$8.61        | \$2.31     | \$0.63           | \$2.49    | \$0.88                 | \$2.30                    |
| Management, professional, and related .....          | 42.79              | 30.38              | 12.42         | 3.63       | 0.92             | 3.32      | 1.49                   | 3.06                      |
| Registered nurses .....                              | 49.37              | 34.32              | 15.05         | 4.12       | 1.56             | 3.89      | 1.83                   | 3.65                      |
| Sales and office .....                               | 22.43              | 15.71              | 6.72          | 1.62       | 0.36             | 2.43      | 0.54                   | 1.77                      |
| Service .....  | 16.98              | 12.13              | 4.85          | 1.00       | 0.41             | 1.52      | 0.30                   | 1.61                      |
| <b>Hospitals</b> .....                               | 38.98              | 26.26              | 12.73         | 3.39       | 1.18             | 3.90      | 1.44                   | 2.82                      |
| Management, professional, and related .....          | 47.53              | 32.54              | 14.98         | 4.26       | 1.44             | 4.13      | 1.77                   | 3.38                      |
| Registered nurses .....                              | 50.40              | 34.38              | 16.02         | 4.41       | 1.77             | 4.25      | 1.91                   | 3.68                      |
| Service .....  | 21.77              | 13.65              | 8.12          | 1.57       | 0.80             | 3.26      | 0.75                   | 1.74                      |
| <b>Nursing and residential care facilities</b> ..... | 21.01              | 15.28              | 5.73          | 1.39       | 0.42             | 1.67      | 0.29                   | 1.96                      |
| Management, professional, and related .....          | 32.25              | 23.82              | 8.43          | 2.35       | 0.59             | 2.23      | 0.52                   | 2.75                      |
| Service .....  | 15.53              | 11.14              | 4.40          | 0.91       | 0.36             | 1.38      | 0.17                   | 1.58                      |
| <b>Nursing care facilities<sup>1</sup></b> .....     | 22.64              | 16.51              | 6.13          | 1.54       | 0.50             | 1.72      | 0.28                   | 2.09                      |
| Management, professional, and related .....          | 34.90              | 26.00              | 8.90          | 2.54       | 0.70             | 2.18      | 0.50                   | 2.99                      |
| Service .....  | 16.07              | 11.46              | 4.62          | 0.96       | 0.44             | 1.44      | 0.16                   | 1.61                      |
| Percent of total compensation                        |                    |                    |               |            |                  |           |                        |                           |
| <b>Health care and social assistance</b> .....       | 100.0              | 71.0               | 29.0          | 7.8        | 2.1              | 8.4       | 3.0                    | 7.8                       |
| Management, professional, and related .....          | 100.0              | 71.0               | 29.0          | 8.5        | 2.1              | 7.7       | 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              | 70.0               | 30.0          | 7.2        | 1.6              | 10.9      | 2.4                    | 7.9                       |
| Service .....  | 100.0              | 71.4               | 28.6          | 5.9        | 2.4              | 8.9       | 1.8                    | 9.5                       |
| <b>Hospitals</b> .....                               | 100.0              | 67.4               | 32.6          | 8.7        | 3.0              | 10.0      | 3.7                    | 7.2                       |
| Management, professional, and related .....          | 100.0              | 68.5               | 31.5          | 9.0        | 3.0              | 8.7       | 3.7                    | 7.1                       |
| Registered nurses .....                              | 100.0              | 68.2               | 31.8          | 8.8        | 3.5              | 8.4       | 3.8                    | 7.3                       |
| Service .....  | 100.0              | 62.7               | 37.3          | 7.2        | 3.7              | 15.0      | 3.4                    | 8.0                       |
| <b>Nursing and residential care facilities</b> ..... | 100.0              | 72.7               | 27.3          | 6.6        | 2.0              | 7.9       | 1.4                    | 9.3                       |
| Management, professional, and related .....          | 100.0              | 73.8               | 26.2          | 7.3        | 1.8              | 6.9       | 1.6                    | 8.5                       |
| Service .....  | 100.0              | 71.7               | 28.3          | 5.8        | 2.3              | 8.9       | 1.1                    | 10.2                      |
| <b>Nursing care facilities<sup>1</sup></b> .....     | 100.0              | 72.9               | 27.1          | 6.8        | 2.2              | 7.6       | 1.3                    | 9.2                       |
| Management, professional, and related .....          | 100.0              | 74.5               | 25.5          | 7.3        | 2.0              | 6.2       | 1.4                    | 8.6                       |
| Service .....  | 100.0              | 71.3               | 28.7          | 6.0        | 2.7              | 9.0       | 1.0                    | 10.0                      |

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

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