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EMPLOYER COSTS FOR EMPLOYEE COMPENSATION – SEPTEMBER 2011

Employer costs for employee compensation averaged \$30.11 per hour worked in September 2011, the U.S. Bureau of Labor Statistics reported today. Wages and salaries averaged \$20.91 per hour worked and accounted for 69.4 percent of these costs, while benefits averaged \$9.21 and accounted for the remaining 30.6 percent. Total employer compensation costs for **private industry** workers averaged \$28.24 per hour worked in September 2011.

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: total compensation, selected occupational groups, state and local government workers, September 2011

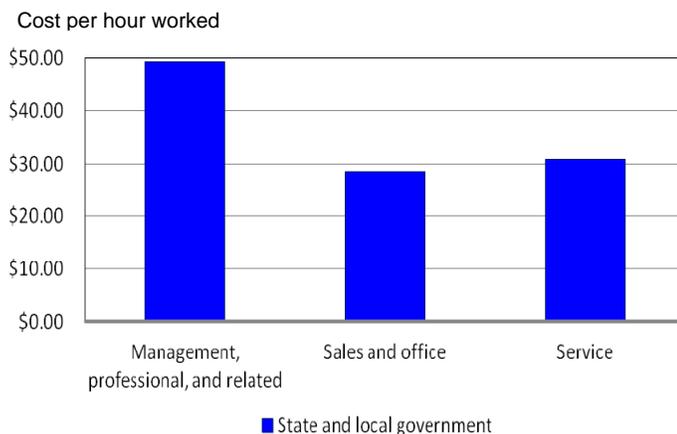
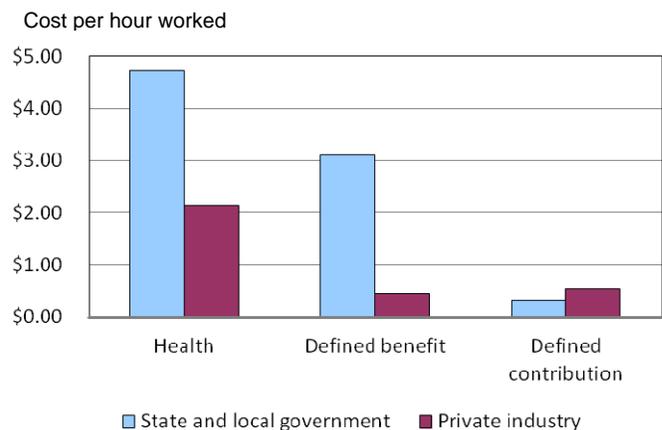


Chart 2. Employer costs per hour worked: health, defined benefit, defined contribution, state and local government, private industry workers, September 2011



Compensation costs in state and local government

State and local government employers spent an average of \$40.76 per hour worked for employee compensation in September 2011. Wages and salaries averaged \$26.57 per hour and 65.2 percent of compensation costs, while benefits averaged \$14.19 per hour worked and accounted for the remaining 34.8 percent. Total compensation costs for management, professional, and related occupations, which represent approximately half of all state and local government employment, averaged \$49.37 per hour worked. Average hourly compensation costs were \$30.86 for service occupations and \$28.49 for sales and office occupations. (See chart 1.)

For state and local government employees, employer costs for **insurance** benefits were \$4.89 per hour, or 12.0 percent of total compensation. The largest component of insurance costs was health insurance, which averaged \$4.74, or 11.6 percent of total compensation. (See chart 2.)

In September 2011, the average cost for **retirement and savings** benefits was \$3.42 per hour worked in state and local government (8.4 percent of total compensation). Included in this amount were employer costs for defined benefit plans, which averaged \$3.10 per hour (7.6 percent), and defined contribution plans, which averaged 33 cents (0.8 percent). Defined benefit plans specify a formula for determining future benefits, while defined contribution plans specify employer contributions but do not guarantee the amount of future benefits.

Two components of benefit costs are paid leave and legally required benefits. **Paid leave** benefit costs include vacation, holiday, sick leave, and personal leave. The average cost for paid leave was \$3.03 per hour worked for state and local government employees. Costs for **legally required benefits**, including Social Security, Medicare, unemployment insurance (both state and federal), and workers' compensation, averaged \$2.50 per hour worked.

The National Compensation Survey produces data on the percentage of state and local government workers with access to and participation in employee benefit plans, including health and retirement and savings plans. Detailed data on health and retirement plan provisions are available at <http://www.bls.gov/ebs>.

Table A. Relative importance of employer costs for employee compensation, September 2011

Compensation component	Civilian workers	Private industry	State and local government
Wages and salaries	69.4%	70.5%	65.2%
Benefits	30.6	29.5	34.8
Paid leave	6.9	6.7	7.4
Supplemental pay	2.4	2.8	0.8
Insurance	8.9	8.1	12.0
Health benefits	8.4	7.6	11.6
Retirement and savings	4.6	3.6	8.4
Defined benefit	2.8	1.6	7.6
Defined contribution	1.8	2.0	0.8
Legally required	7.8	8.3	6.1

The Employer Costs for Employee Compensation for December 2011 is scheduled to be released on Wednesday, March 14, 2012, at 10:00 a.m. (EDT).

Employer Costs for Employee Compensation data on total compensation, wages and salaries, and benefits in private industry are produced annually in the March reference period for 15 metropolitan areas. The most recent metropolitan area data were included in the March 2011 news release published in June 2011. 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/ecsuphst.pdf> and <http://www.bls.gov/ncs/ect/sp/ecsuptc20.pdf>.

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

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.

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 61,600 occupations selected from a sample of about 12,600 establishments in private industry and approximately 9,300 occupations from a sample of about 1,400 establishments in State and local government. Data are collected for the pay period including the 12th day of the survey months of March, June, September, and December.

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 compensation costs in state and local government. Topics of news releases for the upcoming reference periods are as follows:

- December 2011 —Legally required and paid leave benefit costs in private industry
- March 2012—Health benefit costs in private industry
- June 2012—Retirement and savings benefit costs in private industry

ECEC detailed information and measures

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

Table 1. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Civilian workers, by major occupational and industry group, September 2011

Compensation component	Occupational group							
	All workers ¹		Management, professional, and related		Sales and office		Service	
	Cost	Percent	Cost	Percent	Cost	Percent	Cost	Percent
Total compensation	\$30.11	100.0	\$50.11	100.0	\$22.84	100.0	\$16.48	100.0
Wages and salaries	20.91	69.4	35.01	69.9	16.07	70.3	11.71	71.0
Total benefits	9.21	30.6	15.10	30.1	6.77	29.7	4.77	29.0
Paid leave	2.07	6.9	3.96	7.9	1.48	6.5	0.91	5.5
Vacation	1.00	3.3	1.87	3.7	0.72	3.2	0.43	2.6
Holiday	0.64	2.1	1.19	2.4	0.48	2.1	0.29	1.7
Sick	0.32	1.1	0.68	1.4	0.21	0.9	0.15	0.9
Personal	0.11	0.4	0.23	0.5	0.07	0.3	0.04	0.3
Supplemental pay	0.73	2.4	1.20	2.4	0.47	2.0	0.30	1.8
Overtime and premium ⁴	0.25	0.8	0.15	0.3	0.14	0.6	0.17	1.0
Shift differentials	0.06	0.2	0.11	0.2	0.02	0.1	0.05	0.3
Nonproduction bonuses	0.42	1.4	0.95	1.9	0.30	1.3	0.08	0.5
Insurance	2.67	8.9	4.03	8.0	2.24	9.8	1.39	8.5
Life	0.05	0.2	0.10	0.2	0.03	0.1	0.02	0.1
Health	2.54	8.4	3.78	7.5	2.14	9.4	1.35	8.2
Short-term disability	0.05	0.2	0.07	0.1	0.03	0.1	(⁵)	(⁶)
Long-term disability	0.04	0.1	0.08	0.2	0.03	0.1	(⁵)	(⁶)
Retirement and savings	1.38	4.6	2.59	5.2	0.78	3.4	0.64	3.9
Defined benefit	0.85	2.8	1.55	3.1	0.36	1.6	0.50	3.1
Defined contribution	0.53	1.8	1.04	2.1	0.42	1.8	0.14	0.8
Legally required benefits	2.36	7.8	3.31	6.6	1.81	7.9	1.54	9.3
Social Security and Medicare	1.69	5.6	2.73	5.4	1.34	5.8	0.98	5.9
Social Security ⁷	1.35	4.5	2.15	4.3	1.08	4.7	0.79	4.8
Medicare	0.34	1.1	0.58	1.2	0.26	1.1	0.19	1.2
Federal unemployment insurance	0.02	0.1	0.02	(⁶)	0.02	0.1	0.02	0.1
State unemployment insurance	0.20	0.7	0.19	0.4	0.20	0.9	0.17	1.0
Workers' compensation	0.45	1.5	0.38	0.8	0.25	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, September 2011 — Continued

Compensation component	Occupational group				Industry group			
	Natural resources, construction, and maintenance		Production, transportation, and material moving		Goods-producing ²		Service-providing ³	
	Cost	Percent	Cost	Percent	Cost	Percent	Cost	Percent
Total compensation	\$31.77	100.0	\$24.29	100.0	\$33.35	100.0	\$29.54	100.0
Wages and salaries	21.41	67.4	16.03	66.0	22.10	66.3	20.69	70.0
Total benefits	10.36	32.6	8.26	34.0	11.24	33.7	8.85	30.0
Paid leave	1.70	5.3	1.43	5.9	2.12	6.4	2.06	7.0
Vacation	0.88	2.8	0.73	3.0	1.12	3.4	0.97	3.3
Holiday	0.55	1.7	0.49	2.0	0.75	2.2	0.63	2.1
Sick	0.18	0.6	0.16	0.7	0.19	0.6	0.34	1.2
Personal	0.09	0.3	0.06	0.2	0.06	0.2	0.12	0.4
Supplemental pay	0.91	2.9	0.84	3.5	1.31	3.9	0.63	2.1
Overtime and premium ⁴	0.64	2.0	0.52	2.1	0.56	1.7	0.19	0.6
Shift differentials	0.05	0.1	0.08	0.3	0.08	0.2	0.06	0.2
Nonproduction bonuses	0.22	0.7	0.24	1.0	0.66	2.0	0.38	1.3
Insurance	2.86	9.0	2.66	11.0	3.17	9.5	2.58	8.7
Life	0.05	0.1	0.04	0.2	0.06	0.2	0.05	0.2
Health	2.70	8.5	2.52	10.4	2.98	8.9	2.46	8.3
Short-term disability	0.08	0.2	0.05	0.2	0.08	0.2	0.04	0.1
Long-term disability	0.03	0.1	0.05	0.2	0.05	0.1	0.04	0.1
Retirement and savings	1.73	5.4	1.02	4.2	1.67	5.0	1.32	4.5
Defined benefit	1.24	3.9	0.67	2.7	1.01	3.0	0.82	2.8
Defined contribution	0.49	1.5	0.35	1.4	0.67	2.0	0.50	1.7
Legally required benefits	3.16	10.0	2.31	9.5	2.97	8.9	2.25	7.6
Social Security and Medicare	1.80	5.7	1.37	5.6	1.88	5.6	1.66	5.6
Social Security ⁷	1.45	4.6	1.10	4.5	1.51	4.5	1.32	4.5
Medicare	0.35	1.1	0.26	1.1	0.37	1.1	0.34	1.1
Federal unemployment insurance	0.02	0.1	0.02	0.1	0.02	0.1	0.02	0.1
State unemployment insurance	0.26	0.8	0.24	1.0	0.29	0.9	0.18	0.6
Workers' compensation	1.09	3.4	0.68	2.8	0.78	2.3	0.39	1.3

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

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

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

public administration.

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

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

⁶ Less than .05 percent.

⁷ Comprises the Old-Age, Survivors, and Disability Insurance (OASDI) program.

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

Table 2. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Civilian workers, by occupational and industry group, September 2011

Series	Total compensation	Wages and salaries	Benefit costs					
			Total	Paid leave	Supplemental pay	Insurance	Retirement and savings	Legally required benefits
Cost per hour worked								
Civilian workers ¹	\$30.11	\$20.91	\$9.21	\$2.07	\$0.73	\$2.67	\$1.38	\$2.36
Occupational group								
Management, professional, and related	50.11	35.01	15.10	3.96	1.20	4.03	2.59	3.31
Management, business, and financial	57.82	39.81	18.01	5.22	2.09	4.13	2.80	3.77
Professional and related	47.21	33.20	14.01	3.49	0.87	3.99	2.52	3.14
Teachers ²	53.60	38.41	15.19	2.62	0.14	5.29	4.05	3.09
Primary, secondary, and special education school teachers	53.87	38.03	15.83	2.41	0.17	6.04	4.32	2.90
Registered nurses	48.67	33.93	14.74	3.95	1.56	3.70	1.98	3.56
Sales and office	22.84	16.07	6.77	1.48	0.47	2.24	0.78	1.81
Sales and related	21.33	15.89	5.44	1.15	0.51	1.46	0.53	1.78
Office and administrative support	23.72	16.17	7.54	1.67	0.44	2.68	0.92	1.82
Service	16.48	11.71	4.77	0.91	0.30	1.39	0.64	1.54
Natural resources, construction, and maintenance	31.77	21.41	10.36	1.70	0.91	2.86	1.73	3.16
Construction, extraction, farming, fishing, and forestry ³	31.86	21.29	10.57	1.29	0.95	2.73	2.11	3.50
Installation, maintenance, and repair	31.67	21.55	10.12	2.14	0.86	3.00	1.32	2.80
Production, transportation, and material moving	24.29	16.03	8.26	1.43	0.84	2.66	1.02	2.31
Production	24.99	16.38	8.61	1.57	1.01	2.76	0.96	2.31
Transportation and material moving	23.64	15.71	7.93	1.29	0.68	2.57	1.07	2.32
Industry group								
Education and health services	34.60	24.18	10.42	2.40	0.44	3.37	1.84	2.36
Educational services	42.77	29.64	13.13	2.61	0.15	4.70	3.15	2.52
Elementary and secondary schools	42.63	29.33	13.30	2.23	0.16	5.18	3.35	2.38
Junior colleges, colleges, and universities	45.98	31.95	14.03	3.70	0.14	4.18	3.16	2.85
Health care and social assistance	29.15	20.54	8.62	2.26	0.64	2.48	0.97	2.26
Hospitals	37.73	25.24	12.49	3.30	1.10	3.82	1.59	2.67
Percent of total compensation								
Civilian workers ¹	100.0	69.4	30.6	6.9	2.4	8.9	4.6	7.8
Occupational group								
Management, professional, and related	100.0	69.9	30.1	7.9	2.4	8.0	5.2	6.6
Management, business, and financial	100.0	68.8	31.2	9.0	3.6	7.1	4.8	6.5
Professional and related	100.0	70.3	29.7	7.4	1.8	8.4	5.3	6.7
Teachers ²	100.0	71.7	28.3	4.9	0.3	9.9	7.6	5.8
Primary, secondary, and special education school teachers	100.0	70.6	29.4	4.5	0.3	11.2	8.0	5.4
Registered nurses	100.0	69.7	30.3	8.1	3.2	7.6	4.1	7.3
Sales and office	100.0	70.3	29.7	6.5	2.0	9.8	3.4	7.9
Sales and related	100.0	74.5	25.5	5.4	2.4	6.9	2.5	8.4
Office and administrative support	100.0	68.2	31.8	7.1	1.9	11.3	3.9	7.7
Service	100.0	71.0	29.0	5.5	1.8	8.5	3.9	9.3
Natural resources, construction, and maintenance	100.0	67.4	32.6	5.3	2.9	9.0	5.4	10.0
Construction, extraction, farming, fishing, and forestry ³	100.0	66.8	33.2	4.0	3.0	8.6	6.6	11.0
Installation, maintenance, and repair	100.0	68.0	32.0	6.8	2.7	9.5	4.2	8.9
Production, transportation, and material moving	100.0	66.0	34.0	5.9	3.5	11.0	4.2	9.5
Production	100.0	65.5	34.5	6.3	4.1	11.0	3.8	9.2
Transportation and material moving	100.0	66.5	33.5	5.5	2.9	10.9	4.5	9.8
Industry group								
Education and health services	100.0	69.9	30.1	6.9	1.3	9.7	5.3	6.8
Educational services	100.0	69.3	30.7	6.1	0.3	11.0	7.4	5.9
Elementary and secondary schools	100.0	68.8	31.2	5.2	0.4	12.2	7.9	5.6
Junior colleges, colleges, and universities	100.0	69.5	30.5	8.1	0.3	9.1	6.9	6.2
Health care and social assistance	100.0	70.4	29.6	7.8	2.2	8.5	3.3	7.8
Hospitals	100.0	66.9	33.1	8.7	2.9	10.1	4.2	7.1

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

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

³ Farming, fishing, and forestry occupations were combined with

construction and extraction occupational group as of December 2006.

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

Table 3. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: State and local government workers, by major occupational and industry group, September 2011

Compensation component	Occupational group ¹								Industry group	
	All workers		Management, professional, and related		Sales and office		Service		Service-providing ²	
	Cost	Percent	Cost	Percent	Cost	Percent	Cost	Percent	Cost	Percent
Total compensation	\$40.76	100.0	\$49.37	100.0	\$28.49	100.0	\$30.86	100.0	\$40.79	100.0
Wages and salaries	26.57	65.2	33.51	67.9	17.31	60.7	18.33	59.4	26.61	65.2
Total benefits	14.19	34.8	15.86	32.1	11.18	39.3	12.53	40.6	14.18	34.8
Paid leave	3.03	7.4	3.34	6.8	2.51	8.8	2.74	8.9	3.03	7.4
Vacation	1.15	2.8	1.13	2.3	1.12	3.9	1.18	3.8	1.14	2.8
Holiday	0.88	2.2	0.92	1.9	0.79	2.8	0.87	2.8	0.88	2.2
Sick	0.78	1.9	0.98	2.0	0.49	1.7	0.56	1.8	0.78	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	0.24	0.5	0.20	0.7	0.58	1.9	0.34	0.8
Overtime and premium ³	0.18	0.4	0.07	0.1	0.12	0.4	0.39	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	0.07	0.2	0.11	0.3	0.12	0.3
Insurance	4.89	12.0	5.42	11.0	4.38	15.4	4.04	13.1	4.89	12.0
Life	0.08	0.2	0.12	0.2	0.05	0.2	0.05	0.1	0.08	0.2
Health	4.74	11.6	5.22	10.6	4.28	15.0	3.95	12.8	4.74	11.6
Short-term disability	0.03	0.1	0.03	0.1	0.02	0.1	0.02	0.1	0.03	0.1
Long-term disability	0.04	0.1	0.05	0.1	0.03	0.1	0.02	0.1	0.04	0.1
Retirement and savings	3.42	8.4	4.01	8.1	2.19	7.7	3.10	10.0	3.42	8.4
Defined benefit	3.10	7.6	3.58	7.2	1.95	6.9	2.90	9.4	3.09	7.6
Defined contribution	0.33	0.8	0.43	0.9	0.24	0.8	0.20	0.6	0.33	0.8
Legally required benefits	2.50	6.1	2.85	5.8	1.90	6.7	2.07	6.7	2.50	6.1
Social Security and Medicare	1.88	4.6	2.28	4.6	1.36	4.8	1.34	4.4	1.88	4.6
Social Security ⁴	1.45	3.6	1.75	3.6	1.08	3.8	1.04	3.4	1.45	3.6
Medicare	0.42	1.0	0.53	1.1	0.29	1.0	0.31	1.0	0.43	1.0
Federal unemployment insurance	(⁵)	(⁶)	(⁵)	(⁶)	(⁵)	(⁶)	(⁵)	(⁶)	(⁵)	(⁶)
State unemployment insurance	0.12	0.3	0.11	0.2	0.17	0.6	0.11	0.3	0.12	0.3
Workers' compensation	0.50	1.2	0.46	0.9	0.36	1.3	0.62	2.0	0.50	1.2

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

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

³ Includes premium pay for work in addition to the regular work schedule

(such as overtime, weekends, and holidays).

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

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

⁶ Less than .05 percent.

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

Table 4. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: State and local government workers, by occupational and industry group, September 2011

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	\$40.76	\$26.57	\$14.19	\$3.03	\$0.34	\$4.89	\$3.42	\$2.50
Occupational group								
Management, professional, and related	49.37	33.51	15.86	3.34	0.24	5.42	4.01	2.85
Professional and related	48.39	33.05	15.34	3.00	0.23	5.41	3.96	2.74
Teachers ¹	55.69	39.36	16.33	2.67	0.14	5.90	4.59	3.02
Primary, secondary, and special education school teachers	56.59	39.69	16.90	2.49	0.16	6.57	4.78	2.91
Sales and office	28.49	17.31	11.18	2.51	0.20	4.38	2.19	1.90
Office and administrative support	28.68	17.37	11.31	2.55	0.20	4.44	2.22	1.90
Service	30.86	18.33	12.53	2.74	0.58	4.04	3.10	2.07
Industry group								
Education and health services	42.65	28.86	13.79	2.68	0.21	5.10	3.36	2.43
Educational services	43.67	29.82	13.86	2.57	0.15	5.18	3.53	2.43
Elementary and secondary schools	43.27	29.57	13.70	2.25	0.16	5.40	3.53	2.36
Junior colleges, colleges, and universities	45.28	30.82	14.46	3.68	0.12	4.42	3.55	2.68
Health care and social assistance	36.07	22.74	13.33	3.36	0.62	4.62	2.30	2.44
Hospitals	38.26	24.19	14.07	3.61	0.74	4.89	2.35	2.49
Public administration	39.08	23.73	15.36	3.71	0.56	4.71	3.73	2.64
Percent of total compensation								
State and local government workers	100.0	65.2	34.8	7.4	0.8	12.0	8.4	6.1
Occupational group								
Management, professional, and related	100.0	67.9	32.1	6.8	0.5	11.0	8.1	5.8
Professional and related	100.0	68.3	31.7	6.2	0.5	11.2	8.2	5.7
Teachers ¹	100.0	70.7	29.3	4.8	0.3	10.6	8.2	5.4
Primary, secondary, and special education school teachers	100.0	70.1	29.9	4.4	0.3	11.6	8.4	5.1
Sales and office	100.0	60.7	39.3	8.8	0.7	15.4	7.7	6.7
Office and administrative support	100.0	60.6	39.4	8.9	0.7	15.5	7.7	6.6
Service	100.0	59.4	40.6	8.9	1.9	13.1	10.0	6.7
Industry group								
Education and health services	100.0	67.7	32.3	6.3	0.5	12.0	7.9	5.7
Educational services	100.0	68.3	31.7	5.9	0.3	11.9	8.1	5.6
Elementary and secondary schools	100.0	68.3	31.7	5.2	0.4	12.5	8.2	5.5
Junior colleges, colleges, and universities	100.0	68.1	31.9	8.1	0.3	9.8	7.8	5.9
Health care and social assistance	100.0	63.0	37.0	9.3	1.7	12.8	6.4	6.8
Hospitals	100.0	63.2	36.8	9.4	1.9	12.8	6.1	6.5
Public administration	100.0	60.7	39.3	9.5	1.4	12.0	9.6	6.8

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

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

Table 5. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Private industry workers, by major occupational group and bargaining unit status, September 2011

Compensation component	Occupational group							
	All workers		Management, professional, and related		Sales and office		Service	
	Cost	Percent	Cost	Percent	Cost	Percent	Cost	Percent
Total compensation	\$28.24	100.0	\$50.41	100.0	\$22.33	100.0	\$14.00	100.0
Wages and salaries	19.91	70.5	35.61	70.6	15.96	71.5	10.57	75.5
Total benefits	8.33	29.5	14.80	29.4	6.37	28.5	3.44	24.5
Paid leave	1.90	6.7	4.22	8.4	1.39	6.2	0.59	4.2
Vacation	0.97	3.4	2.17	4.3	0.69	3.1	0.30	2.1
Holiday	0.60	2.1	1.29	2.6	0.45	2.0	0.19	1.3
Sick	0.24	0.8	0.56	1.1	0.18	0.8	0.08	0.6
Personal	0.09	0.3	0.20	0.4	0.07	0.3	0.03	0.2
Supplemental pay	0.80	2.8	1.59	3.1	0.49	2.2	0.25	1.8
Overtime and premium ¹	0.26	0.9	0.18	0.4	0.14	0.6	0.13	0.9
Shift differentials	0.07	0.2	0.14	0.3	0.02	0.1	0.05	0.3
Nonproduction bonuses	0.47	1.7	1.27	2.5	0.33	1.5	0.07	0.5
Insurance	2.28	8.1	3.47	6.9	2.04	9.1	0.94	6.7
Life	0.04	0.2	0.09	0.2	0.03	0.1	(²)	(³)
Health	2.15	7.6	3.21	6.4	1.95	8.7	0.91	6.5
Short-term disability	0.05	0.2	0.08	0.2	0.03	0.2	(²)	(³)
Long-term disability	0.04	0.1	0.09	0.2	0.03	0.1	(²)	(³)
Retirement and savings	1.02	3.6	2.03	4.0	0.65	2.9	0.22	1.5
Defined benefit	0.45	1.6	0.74	1.5	0.21	0.9	0.09	0.7
Defined contribution	0.56	2.0	1.29	2.6	0.44	2.0	0.12	0.9
Legally required benefits	2.34	8.3	3.50	6.9	1.80	8.1	1.44	10.3
Social Security and Medicare	1.66	5.9	2.91	5.8	1.33	6.0	0.92	6.6
Social Security ⁴	1.33	4.7	2.31	4.6	1.08	4.8	0.74	5.3
Medicare	0.33	1.2	0.60	1.2	0.26	1.2	0.17	1.2
Federal unemployment insurance	0.02	0.1	0.02	(³)	0.03	0.1	0.03	0.2
State unemployment insurance	0.21	0.8	0.22	0.4	0.20	0.9	0.18	1.3
Workers' compensation	0.44	1.5	0.35	0.7	0.24	1.1	0.32	2.3

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, September 2011 — 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	\$31.44	100.0	\$24.02	100.0	\$38.30	100.0	\$27.16	100.0
Wages and salaries	21.43	68.2	15.93	66.3	23.26	60.7	19.55	72.0
Total benefits	10.01	31.8	8.09	33.7	15.04	39.3	7.61	28.0
Paid leave	1.55	4.9	1.39	5.8	2.74	7.2	1.81	6.7
Vacation	0.82	2.6	0.72	3.0	1.42	3.7	0.92	3.4
Holiday	0.51	1.6	0.48	2.0	0.80	2.1	0.58	2.1
Sick	0.15	0.5	0.14	0.6	0.38	1.0	0.22	0.8
Personal	0.08	0.3	0.05	0.2	0.15	0.4	0.08	0.3
Supplemental pay	0.94	3.0	0.85	3.6	1.18	3.1	0.76	2.8
Overtime and premium ¹	0.66	2.1	0.52	2.2	0.76	2.0	0.20	0.8
Shift differentials	0.04	0.1	0.08	0.4	0.17	0.4	0.06	0.2
Nonproduction bonuses	0.23	0.7	0.25	1.0	0.26	0.7	0.50	1.8
Insurance	2.69	8.6	2.57	10.7	5.03	13.1	1.99	7.3
Life	0.05	0.1	0.04	0.2	0.07	0.2	0.04	0.1
Health	2.53	8.1	2.43	10.1	4.73	12.4	1.87	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	1.59	5.1	0.96	4.0	2.85	7.4	0.82	3.0
Defined benefit	1.08	3.4	0.60	2.5	2.14	5.6	0.27	1.0
Defined contribution	0.51	1.6	0.36	1.5	0.72	1.9	0.55	2.0
Legally required benefits	3.23	10.3	2.31	9.6	3.23	8.4	2.24	8.2
Social Security and Medicare	1.81	5.8	1.36	5.7	2.03	5.3	1.62	6.0
Social Security ⁴	1.46	4.7	1.10	4.6	1.63	4.3	1.30	4.8
Medicare	0.34	1.1	0.26	1.1	0.39	1.0	0.32	1.2
Federal unemployment insurance	0.02	0.1	0.02	0.1	0.02	0.1	0.03	0.1
State unemployment insurance	0.27	0.9	0.24	1.0	0.27	0.7	0.21	0.8
Workers' compensation	1.12	3.6	0.68	2.8	0.91	2.4	0.39	1.4

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

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

³ Less than .05 percent.

⁴ Comprises the Old-Age, Survivors, and Disability

Insurance (OASDI) program.

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

Table 6. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Private industry workers, by major industry group, September 2011

Compensation component	Goods-producing ¹						Service-providing ²					
	All goods-producing ¹		Construction		Manufacturing		All service-providing ²		Trade, transportation, and utilities		Information	
	Cost	Percent	Cost	Percent	Cost	Percent	Cost	Percent	Cost	Percent	Cost	Percent
Total compensation	\$33.30	100.0	\$32.01	100.0	\$32.95	100.0	\$27.17	100.0	\$24.09	100.0	\$42.74	100.0
Wages and salaries	22.10	66.4	22.18	69.3	21.51	65.3	19.44	71.6	16.95	70.4	29.14	68.2
Total benefits	11.21	33.6	9.83	30.7	11.44	34.7	7.72	28.4	7.14	29.6	13.60	31.8
Paid leave	2.11	6.3	1.18	3.7	2.44	7.4	1.85	6.8	1.44	6.0	3.91	9.2
Vacation	1.12	3.4	0.64	2.0	1.28	3.9	0.94	3.5	0.74	3.1	2.01	4.7
Holiday	0.74	2.2	0.42	1.3	0.86	2.6	0.57	2.1	0.44	1.8	1.04	2.4
Sick	0.19	0.6	0.09	0.3	0.22	0.7	0.25	0.9	0.19	0.8	0.49	1.1
Personal	0.06	0.2	0.04	0.1	0.07	0.2	0.09	0.3	0.06	0.3	0.37	0.9
Supplemental pay	1.31	3.9	0.99	3.1	1.38	4.2	0.69	2.5	0.57	2.4	1.16	2.7
Overtime and premium ³	0.56	1.7	0.63	2.0	0.52	1.6	0.19	0.7	0.26	1.1	0.36	0.8
Shift differentials	0.08	0.3	(⁴)	(⁵)	0.12	0.4	0.06	0.2	0.02	0.1	0.06	0.1
Nonproduction bonuses	0.66	2.0	0.35	1.1	0.74	2.2	0.43	1.6	0.28	1.2	0.74	1.7
Insurance	3.16	9.5	2.41	7.5	3.42	10.4	2.10	7.7	2.14	8.9	4.02	9.4
Life	0.06	0.2	0.04	0.1	0.07	0.2	0.04	0.1	0.04	0.2	0.06	0.1
Health	2.97	8.9	2.29	7.2	3.21	9.7	1.97	7.3	2.03	8.4	3.73	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	0.16	0.4
Long-term disability	0.05	0.1	0.02	0.1	0.05	0.2	0.04	0.2	0.04	0.2	0.07	0.2
Retirement and savings	1.65	5.0	1.74	5.4	1.48	4.5	0.88	3.2	0.89	3.7	1.51	3.5
Defined benefit	0.98	2.9	1.16	3.6	0.81	2.5	0.34	1.3	0.44	1.8	0.50	1.2
Defined contribution	0.67	2.0	0.58	1.8	0.67	2.0	0.54	2.0	0.45	1.9	1.01	2.4
Legally required benefits	2.97	8.9	3.52	11.0	2.71	8.2	2.20	8.1	2.11	8.8	3.00	7.0
Social Security and Medicare	1.88	5.6	1.83	5.7	1.86	5.6	1.62	6.0	1.40	5.8	2.46	5.7
Social Security ⁶	1.51	4.5	1.48	4.6	1.49	4.5	1.30	4.8	1.13	4.7	1.96	4.6
Medicare	0.37	1.1	0.35	1.1	0.36	1.1	0.32	1.2	0.27	1.1	0.49	1.2
Federal unemployment insurance	0.02	0.1	0.02	0.1	0.02	0.1	0.03	0.1	0.03	0.1	0.02	0.1
State unemployment insurance	0.29	0.9	0.35	1.1	0.27	0.8	0.20	0.7	0.20	0.8	0.23	0.5
Workers' compensation	0.78	2.4	1.32	4.1	0.56	1.7	0.36	1.3	0.48	2.0	0.29	0.7

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, September 2011 — Continued

Compensation component	Service-providing ²									
	Financial activities		Professional and business services		Education and health services		Leisure and hospitality		Other services	
	Cost	Percent	Cost	Percent	Cost	Percent	Cost	Percent	Cost	Percent
Total compensation	\$38.70	100.0	\$33.89	100.0	\$29.97	100.0	\$12.34	100.0	\$24.89	100.0
Wages and salaries	26.06	67.3	24.69	72.8	21.48	71.7	9.75	79.0	18.36	73.8
Total benefits	12.64	32.7	9.20	27.2	8.49	28.3	2.58	21.0	6.52	26.2
Paid leave	3.14	8.1	2.42	7.1	2.25	7.5	0.41	3.3	1.49	6.0
Vacation	1.58	4.1	1.23	3.6	1.11	3.7	0.23	1.8	0.68	2.7
Holiday	0.94	2.4	0.79	2.3	0.67	2.2	0.13	1.1	0.55	2.2
Sick	0.45	1.2	0.29	0.9	0.34	1.1	0.04	0.3	0.21	0.8
Personal	0.17	0.4	0.10	0.3	0.13	0.4	0.02	0.1	0.06	0.2
Supplemental pay	1.99	5.1	0.87	2.6	0.57	1.9	0.13	1.0	0.55	2.2
Overtime and premium ³	0.14	0.4	0.19	0.5	0.21	0.7	0.07	0.6	0.13	0.5
Shift differentials	(⁴)	(⁵)	0.03	0.1	0.22	0.7	(⁴)	(⁵)	(⁴)	(⁵)
Nonproduction bonuses	1.83	4.7	0.65	1.9	0.15	0.5	0.05	0.4	0.40	1.6
Insurance	3.27	8.5	2.26	6.7	2.37	7.9	0.61	5.0	1.60	6.4
Life	0.06	0.1	0.06	0.2	0.03	0.1	(⁴)	(⁵)	0.05	0.2
Health	3.05	7.9	2.09	6.2	2.26	7.5	0.59	4.8	1.50	6.0
Short-term disability	0.10	0.3	0.05	0.2	0.03	0.1	(⁴)	(⁵)	0.03	0.1
Long-term disability	0.07	0.2	0.05	0.2	0.05	0.2	(⁴)	(⁵)	0.03	0.1
Retirement and savings	1.68	4.3	1.02	3.0	0.97	3.2	0.12	0.9	0.69	2.8
Defined benefit	0.67	1.7	0.35	1.0	0.30	1.0	0.04	0.3	0.30	1.2
Defined contribution	1.01	2.6	0.67	2.0	0.67	2.2	0.08	0.6	0.40	1.6
Legally required benefits	2.56	6.6	2.65	7.8	2.33	7.8	1.32	10.7	2.18	8.8
Social Security and Medicare	2.14	5.5	2.02	5.9	1.79	6.0	0.87	7.0	1.53	6.1
Social Security ⁶	1.69	4.4	1.61	4.8	1.44	4.8	0.70	5.7	1.23	4.9
Medicare	0.45	1.2	0.40	1.2	0.35	1.2	0.17	1.3	0.30	1.2
Federal unemployment insurance	0.02	0.1	0.03	0.1	0.02	0.1	0.03	0.3	0.02	0.1
State unemployment insurance	0.20	0.5	0.24	0.7	0.16	0.5	0.17	1.4	0.22	0.9
Workers' compensation	0.19	0.5	0.37	1.1	0.35	1.2	0.25	2.0	0.41	1.7

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

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

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

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

⁵ Less than .05 percent.

⁶ Comprises the Old-Age, Survivors, and Disability Insurance (OASDI) program.

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

Table 7. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Private industry workers, by census region and division, September 2011

Compensation component	Census region and division ¹									
	Northeast		Northeast divisions				South		South divisions	
	Cost	Percent	New England		Middle Atlantic		Cost	Percent	South Atlantic	
			Cost	Percent	Cost	Percent			Cost	Percent
Total compensation	\$32.44	100.0	\$33.49	100.0	\$32.04	100.0	\$25.14	100.0	\$25.59	100.0
Wages and salaries	22.47	69.3	23.61	70.5	22.03	68.8	18.05	71.8	18.51	72.3
Total benefits	9.97	30.7	9.88	29.5	10.00	31.2	7.08	28.2	7.08	27.7
Paid leave	2.37	7.3	2.42	7.2	2.35	7.3	1.63	6.5	1.68	6.6
Vacation	1.18	3.6	1.23	3.7	1.16	3.6	0.83	3.3	0.85	3.3
Holiday	0.74	2.3	0.78	2.3	0.73	2.3	0.53	2.1	0.54	2.1
Sick	0.32	1.0	0.29	0.9	0.33	1.0	0.20	0.8	0.21	0.8
Personal	0.13	0.4	0.12	0.4	0.14	0.4	0.08	0.3	0.08	0.3
Supplemental pay	1.04	3.2	0.92	2.7	1.09	3.4	0.72	2.9	0.61	2.4
Overtime and premium ²	0.26	0.8	0.25	0.7	0.26	0.8	0.26	1.0	0.24	0.9
Shift differentials	0.07	0.2	0.08	0.2	0.07	0.2	0.07	0.3	0.07	0.3
Nonproduction bonuses	0.71	2.2	0.59	1.8	0.75	2.4	0.39	1.6	0.31	1.2
Insurance	2.69	8.3	2.65	7.9	2.71	8.4	1.92	7.6	1.92	7.5
Life	0.05	0.1	0.05	0.2	0.04	0.1	0.04	0.2	0.04	0.2
Health	2.52	7.8	2.47	7.4	2.54	7.9	1.80	7.2	1.80	7.0
Short-term disability	0.08	0.2	0.07	0.2	0.08	0.3	0.04	0.2	0.04	0.2
Long-term disability	0.05	0.2	0.06	0.2	0.05	0.1	0.04	0.1	0.04	0.2
Retirement and savings	1.21	3.7	1.20	3.6	1.22	3.8	0.78	3.1	0.77	3.0
Defined benefit	0.53	1.6	0.51	1.5	0.54	1.7	0.29	1.1	0.26	1.0
Defined contribution	0.68	2.1	0.69	2.1	0.68	2.1	0.49	2.0	0.52	2.0
Legally required benefits	2.65	8.2	2.69	8.0	2.64	8.2	2.03	8.1	2.09	8.2
Social Security and Medicare	1.87	5.8	1.96	5.9	1.84	5.7	1.52	6.0	1.54	6.0
Social Security ³	1.50	4.6	1.57	4.7	1.47	4.6	1.22	4.8	1.24	4.9
Medicare	0.37	1.2	0.39	1.2	0.37	1.1	0.30	1.2	0.30	1.2
Federal unemployment insurance	0.02	0.1	0.02	0.1	0.02	0.1	0.02	0.1	0.02	0.1
State unemployment insurance	0.30	0.9	0.31	0.9	0.30	0.9	0.14	0.6	0.15	0.6
Workers' compensation	0.46	1.4	0.39	1.2	0.48	1.5	0.35	1.4	0.37	1.4

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, September 2011 — Continued

Compensation component	Census region and division ¹									
	South divisions				Midwest		Midwest divisions			
	East South Central		West South Central		Cost	Percent	East North Central		West North Central	
	Cost	Percent	Cost	Percent			Cost	Percent	Cost	Percent
Total compensation	\$22.82	100.0	\$25.43	100.0	\$27.43	100.0	\$27.83	100.0	\$26.56	100.0
Wages and salaries	16.09	70.5	18.18	71.5	19.08	69.6	19.20	69.0	18.83	70.9
Total benefits	6.73	29.5	7.25	28.5	8.35	30.4	8.63	31.0	7.73	29.1
Paid leave	1.45	6.4	1.64	6.4	1.79	6.5	1.82	6.5	1.71	6.4
Vacation	0.75	3.3	0.82	3.2	0.95	3.5	0.95	3.4	0.94	3.5
Holiday	0.47	2.0	0.54	2.1	0.56	2.1	0.58	2.1	0.52	2.0
Sick	0.16	0.7	0.20	0.8	0.19	0.7	0.19	0.7	0.19	0.7
Personal	0.07	0.3	0.07	0.3	0.08	0.3	0.10	0.3	0.06	0.2
Supplemental pay	0.65	2.8	0.92	3.6	0.73	2.7	0.79	2.9	0.59	2.2
Overtime and premium ²	0.27	1.2	0.30	1.2	0.26	1.0	0.27	1.0	0.25	0.9
Shift differentials	0.08	0.3	0.06	0.2	0.08	0.3	0.09	0.3	0.06	0.2
Nonproduction bonuses	0.30	1.3	0.57	2.2	0.39	1.4	0.44	1.6	0.29	1.1
Insurance	2.03	8.9	1.87	7.4	2.44	8.9	2.54	9.1	2.22	8.4
Life	0.05	0.2	0.04	0.2	0.04	0.2	0.04	0.1	0.04	0.2
Health	1.91	8.4	1.76	6.9	2.30	8.4	2.40	8.6	2.10	7.9
Short-term disability	0.04	0.2	0.03	0.1	0.05	0.2	0.06	0.2	0.04	0.1
Long-term disability	0.04	0.2	0.03	0.1	0.05	0.2	0.04	0.2	0.05	0.2
Retirement and savings	0.68	3.0	0.82	3.2	1.15	4.2	1.20	4.3	1.03	3.9
Defined benefit	0.28	1.2	0.33	1.3	0.59	2.2	0.67	2.4	0.41	1.5
Defined contribution	0.40	1.7	0.49	1.9	0.55	2.0	0.52	1.9	0.62	2.3
Legally required benefits	1.92	8.4	1.99	7.8	2.24	8.2	2.28	8.2	2.17	8.2
Social Security and Medicare	1.41	6.2	1.52	6.0	1.60	5.8	1.62	5.8	1.55	5.8
Social Security ³	1.14	5.0	1.22	4.8	1.29	4.7	1.30	4.7	1.24	4.7
Medicare	0.27	1.2	0.30	1.2	0.31	1.1	0.32	1.1	0.31	1.2
Federal unemployment insurance	0.02	0.1	0.02	0.1	0.03	0.1	0.02	0.1	0.03	0.1
State unemployment insurance	0.14	0.6	0.14	0.5	0.22	0.8	0.22	0.8	0.21	0.8
Workers' compensation	0.35	1.5	0.31	1.2	0.40	1.5	0.41	1.5	0.39	1.5

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, September 2011 — Continued

Compensation component	Census region and division ¹					
	West		West divisions			
	Cost	Percent	Mountain		Pacific	
			Cost	Percent	Cost	Percent
Total compensation	\$30.14	100.0	\$27.73	100.0	\$31.21	100.0
Wages and salaries	21.37	70.9	20.11	72.5	21.92	70.2
Total benefits	8.78	29.1	7.62	27.5	9.28	29.8
Paid leave	2.00	6.6	1.75	6.3	2.11	6.7
Vacation	1.03	3.4	0.90	3.2	1.09	3.5
Holiday	0.63	2.1	0.57	2.0	0.66	2.1
Sick	0.27	0.9	0.22	0.8	0.29	0.9
Personal	0.07	0.2	0.07	0.2	0.07	0.2
Supplemental pay	0.78	2.6	0.69	2.5	0.82	2.6
Overtime and premium ²	0.25	0.8	0.22	0.8	0.26	0.8
Shift differentials	0.06	0.2	0.05	0.2	0.06	0.2
Nonproduction bonuses	0.48	1.6	0.43	1.5	0.50	1.6
Insurance	2.30	7.6	2.05	7.4	2.41	7.7
Life	0.04	0.1	0.06	0.2	0.03	0.1
Health	2.18	7.2	1.92	6.9	2.30	7.4
Short-term disability	0.04	0.1	0.03	0.1	0.04	0.1
Long-term disability	0.04	0.1	0.04	0.1	0.04	0.1
Retirement and savings	1.07	3.6	0.89	3.2	1.15	3.7
Defined benefit	0.49	1.6	0.35	1.2	0.55	1.8
Defined contribution	0.58	1.9	0.55	2.0	0.60	1.9
Legally required benefits	2.63	8.7	2.23	8.0	2.80	9.0
Social Security and Medicare	1.77	5.9	1.63	5.9	1.83	5.9
Social Security ³	1.42	4.7	1.30	4.7	1.47	4.7
Medicare	0.35	1.2	0.33	1.2	0.36	1.2
Federal unemployment insurance	0.03	0.1	0.02	0.1	0.03	0.1
State unemployment insurance	0.24	0.8	0.17	0.6	0.27	0.9
Workers' compensation	0.59	2.0	0.40	1.4	0.68	2.2

¹ The States that comprise the census divisions are: New England: Connecticut, Maine, Massachusetts, New Hampshire, Rhode Island and Vermont; Middle Atlantic: New Jersey, New York, and Pennsylvania; South Atlantic: Delaware, District of Columbia, Florida, Georgia, Maryland, North Carolina, South Carolina, Virginia, and West Virginia; East South Central: Alabama, Kentucky, Mississippi, and Tennessee; West South Central: Arkansas, Louisiana, Oklahoma, and Texas; East North Central: Illinois, Indiana, Michigan, Ohio, and Wisconsin; West North Central: Iowa, Kansas, Minnesota, Missouri, Nebraska, North Dakota, and South

Dakota; Mountain: Arizona, Colorado, Idaho, Montana, Nevada, New Mexico, Utah, and Wyoming; and Pacific: Alaska, California, Hawaii, Oregon, and Washington.

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

³ Comprises the Old-Age, Survivors, and Disability Insurance (OASDI) program.

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

Table 8. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Private industry workers, by establishment employment size, September 2011

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	\$23.32	100.0	\$22.72	100.0	\$25.15	100.0	\$33.89	100.0	\$28.84	100.0	\$40.75	100.0
Wages and salaries	17.22	73.9	16.93	74.5	18.12	72.0	22.99	67.8	20.14	69.8	26.86	65.9
Total benefits	6.09	26.1	5.79	25.5	7.03	28.0	10.90	32.2	8.70	30.2	13.89	34.1
Paid leave	1.29	5.5	1.22	5.4	1.50	6.0	2.59	7.7	1.97	6.8	3.44	8.4
Vacation	0.64	2.8	0.61	2.7	0.74	3.0	1.35	4.0	1.00	3.5	1.81	4.4
Holiday	0.44	1.9	0.42	1.8	0.50	2.0	0.79	2.3	0.63	2.2	1.00	2.5
Sick	0.15	0.7	0.14	0.6	0.19	0.7	0.34	1.0	0.24	0.8	0.46	1.1
Personal	0.06	0.2	0.05	0.2	0.07	0.3	0.13	0.4	0.10	0.3	0.17	0.4
Supplemental pay	0.53	2.3	0.50	2.2	0.63	2.5	1.10	3.3	0.74	2.6	1.60	3.9
Overtime and premium ¹	0.19	0.8	0.17	0.7	0.25	1.0	0.34	1.0	0.31	1.1	0.38	0.9
Shift differentials	0.02	0.1	(²)	(³)	0.04	0.1	0.13	0.4	0.07	0.2	0.20	0.5
Nonproduction bonuses	0.33	1.4	0.32	1.4	0.34	1.4	0.64	1.9	0.36	1.3	1.01	2.5
Insurance	1.57	6.7	1.46	6.4	1.89	7.5	3.10	9.2	2.58	8.9	3.82	9.4
Life	0.03	0.1	0.03	0.1	0.03	0.1	0.06	0.2	0.05	0.2	0.07	0.2
Health	1.48	6.4	1.39	6.1	1.78	7.1	2.91	8.6	2.43	8.4	3.56	8.7
Short-term disability	0.03	0.1	0.03	0.1	0.04	0.2	0.07	0.2	0.06	0.2	0.10	0.2
Long-term disability	0.02	0.1	0.02	0.1	0.03	0.1	0.06	0.2	0.04	0.1	0.09	0.2
Retirement and savings	0.60	2.6	0.53	2.4	0.80	3.2	1.50	4.4	1.04	3.6	2.12	5.2
Defined benefit	0.23	1.0	0.20	0.9	0.35	1.4	0.70	2.1	0.43	1.5	1.07	2.6
Defined contribution	0.36	1.6	0.34	1.5	0.44	1.8	0.79	2.3	0.61	2.1	1.05	2.6
Legally required benefits	2.10	9.0	2.06	9.1	2.22	8.8	2.61	7.7	2.38	8.2	2.92	7.2
Social Security and Medicare	1.42	6.1	1.40	6.1	1.51	6.0	1.94	5.7	1.67	5.8	2.29	5.6
Social Security ⁴	1.15	4.9	1.12	4.9	1.21	4.8	1.55	4.6	1.34	4.6	1.83	4.5
Medicare	0.28	1.2	0.27	1.2	0.29	1.2	0.39	1.1	0.33	1.1	0.46	1.1
Federal unemployment insurance	0.03	0.1	0.03	0.1	0.03	0.1	0.02	0.1	0.02	0.1	0.02	0.1
State unemployment insurance	0.22	0.9	0.21	0.9	0.22	0.9	0.21	0.6	0.22	0.8	0.19	0.5
Workers' compensation	0.44	1.9	0.43	1.9	0.46	1.8	0.44	1.3	0.46	1.6	0.41	1.0

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

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

³ Less than .05 percent.

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

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

Table 9. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Private industry workers, goods-producing and service-providing industries, by occupational group, September 2011

Series	Total compensation	Wages and salaries	Benefit costs					
			Total	Paid leave	Supplemental pay	Insurance	Retirement and savings	Legally required benefits
Cost per hour worked								
All workers in private industry	\$28.24	\$19.91	\$8.33	\$1.90	\$0.80	\$2.28	\$1.02	\$2.34
Management, professional, and related	50.41	35.61	14.80	4.22	1.59	3.47	2.03	3.50
Management, business, and financial	58.44	40.55	17.89	5.23	2.44	3.87	2.52	3.83
Professional and related	46.61	33.27	13.34	3.74	1.18	3.28	1.80	3.34
Sales and office	22.33	15.96	6.37	1.39	0.49	2.04	0.65	1.80
Sales and related	21.29	15.88	5.40	1.14	0.51	1.44	0.52	1.78
Office and administrative support	23.01	16.00	7.01	1.55	0.48	2.43	0.73	1.81
Service	14.00	10.57	3.44	0.59	0.25	0.94	0.22	1.44
Natural resources, construction, and maintenance	31.44	21.43	10.01	1.55	0.94	2.69	1.59	3.23
Construction, extraction, farming, fishing, and forestry ¹	31.62	21.38	10.24	1.11	0.99	2.57	1.98	3.59
Installation, maintenance, and repair	31.25	21.49	9.76	2.02	0.89	2.83	1.19	2.84
Production, transportation, and material moving	24.02	15.93	8.09	1.39	0.85	2.57	0.96	2.31
Production	24.81	16.29	8.52	1.55	1.01	2.73	0.94	2.30
Transportation and material moving	23.25	15.58	7.66	1.24	0.70	2.42	0.98	2.33
All workers, goods-producing industries²	33.30	22.10	11.21	2.11	1.31	3.16	1.65	2.97
Management, professional, and related	59.63	40.03	19.60	5.20	2.75	4.46	3.16	4.03
Sales and office	28.36	19.67	8.69	1.93	0.71	2.79	0.94	2.31
Natural resources, construction, and maintenance	32.30	21.70	10.60	1.23	1.06	2.75	2.01	3.55
Production, transportation, and material moving	26.05	16.76	9.30	1.63	1.11	3.07	1.07	2.41
All workers, service-providing industries³	27.17	19.44	7.72	1.85	0.69	2.10	0.88	2.20
Management, professional, and related	49.20	35.03	14.17	4.09	1.43	3.34	1.88	3.43
Sales and office	21.91	15.70	6.21	1.35	0.48	1.99	0.63	1.76
Service	13.92	10.53	3.40	0.58	0.24	0.93	0.21	1.44
Natural resources, construction, and maintenance	30.31	21.08	9.23	1.97	0.78	2.61	1.05	2.81
Production, transportation, and material moving	22.28	15.23	7.05	1.18	0.63	2.15	0.87	2.23
Percent of total compensation								
All workers in private industry	100.0	70.5	29.5	6.7	2.8	8.1	3.6	8.3
Management, professional, and related	100.0	70.6	29.4	8.4	3.1	6.9	4.0	6.9
Management, business, and financial	100.0	69.4	30.6	8.9	4.2	6.6	4.3	6.6
Professional and related	100.0	71.4	28.6	8.0	2.5	7.0	3.9	7.2
Sales and office	100.0	71.5	28.5	6.2	2.2	9.1	2.9	8.1
Sales and related	100.0	74.6	25.4	5.4	2.4	6.8	2.4	8.4
Office and administrative support	100.0	69.6	30.4	6.7	2.1	10.6	3.2	7.9
Service	100.0	75.5	24.5	4.2	1.8	6.7	1.5	10.3
Natural resources, construction, and maintenance	100.0	68.2	31.8	4.9	3.0	8.6	5.1	10.3
Construction, extraction, farming, fishing, and forestry ¹	100.0	67.6	32.4	3.5	3.1	8.1	6.3	11.4
Installation, maintenance, and repair	100.0	68.8	31.2	6.5	2.8	9.0	3.8	9.1
Production, transportation, and material moving	100.0	66.3	33.7	5.8	3.6	10.7	4.0	9.6
Production	100.0	65.7	34.3	6.2	4.1	11.0	3.8	9.3
Transportation and material moving	100.0	67.0	33.0	5.3	3.0	10.4	4.2	10.0
All workers, goods-producing industries²	100.0	66.4	33.6	6.3	3.9	9.5	5.0	8.9
Management, professional, and related	100.0	67.1	32.9	8.7	4.6	7.5	5.3	6.8
Sales and office	100.0	69.4	30.6	6.8	2.5	9.9	3.3	8.1
Natural resources, construction, and maintenance	100.0	67.2	32.8	3.8	3.3	8.5	6.2	11.0
Production, transportation, and material moving	100.0	64.3	35.7	6.3	4.3	11.8	4.1	9.3
All workers, service-providing industries³	100.0	71.6	28.4	6.8	2.5	7.7	3.2	8.1
Management, professional, and related	100.0	71.2	28.8	8.3	2.9	6.8	3.8	7.0
Sales and office	100.0	71.6	28.4	6.2	2.2	9.1	2.9	8.1
Service	100.0	75.6	24.4	4.2	1.7	6.6	1.5	10.3
Natural resources, construction, and maintenance	100.0	69.5	30.5	6.5	2.6	8.6	3.5	9.3
Production, transportation, and material moving	100.0	68.3	31.7	5.3	2.8	9.6	3.9	10.0

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

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

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

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

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

Table 10. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Private industry workers, by industry group, September 2011

Series	Total compensation	Wages and salaries	Benefit costs					
			Total	Paid leave	Supplemental pay	Insurance	Retirement and savings	Legally required benefits
Cost per hour worked								
All workers, goods-producing industries¹	\$33.30	\$22.10	\$11.21	\$2.11	\$1.31	\$3.16	\$1.65	\$2.97
Construction	32.01	22.18	9.83	1.18	0.99	2.41	1.74	3.52
Manufacturing	32.95	21.51	11.44	2.44	1.38	3.42	1.48	2.71
Aircraft manufacturing ²	61.66	39.48	22.18	5.90	3.24	6.18	2.79	4.07
All workers, service-providing industries³	27.17	19.44	7.72	1.85	0.69	2.10	0.88	2.20
Trade, transportation, and utilities	24.09	16.95	7.14	1.44	0.57	2.14	0.89	2.11
Wholesale trade	31.30	21.78	9.52	2.08	0.98	2.67	1.22	2.55
Retail trade	17.51	13.15	4.35	0.81	0.27	1.30	0.36	1.62
Transportation and warehousing	33.58	21.79	11.80	2.33	0.86	3.99	1.58	3.04
Utilities	56.94	34.69	22.24	5.05	2.19	5.25	5.84	3.92
Information	42.74	29.14	13.60	3.91	1.16	4.02	1.51	3.00
Financial activities	38.70	26.06	12.64	3.14	1.99	3.27	1.68	2.56
Finance and insurance	41.67	27.61	14.06	3.49	2.34	3.61	2.01	2.61
Credit intermediation and related activities	35.67	23.84	11.83	3.02	1.46	3.32	1.72	2.31
Insurance carriers and related activities	39.33	26.39	12.94	3.34	1.25	3.69	2.02	2.63
Real estate and rental and leasing	28.02	20.51	7.51	1.89	0.73	2.05	0.48	2.37
Professional and business services	33.89	24.69	9.20	2.42	0.87	2.26	1.02	2.65
Professional and technical services	44.11	32.00	12.11	3.56	1.13	2.97	1.32	3.12
Administrative and waste services	21.68	16.43	5.25	1.01	0.48	1.26	0.41	2.09
Education and health services	29.97	21.48	8.49	2.25	0.57	2.37	0.97	2.33
Educational services	39.36	28.97	10.39	2.77	0.14	2.92	1.73	2.83
Junior colleges, colleges, and universities	47.19	33.91	13.28	3.74	0.17	3.76	2.48	3.15
Health care and social assistance	28.54	20.34	8.20	2.17	0.64	2.29	0.86	2.25
Leisure and hospitality	12.34	9.75	2.58	0.41	0.13	0.61	0.12	1.32
Accommodation and food services	11.43	9.11	2.32	0.33	0.11	0.53	0.10	1.25
Other services	24.89	18.36	6.52	1.49	0.55	1.60	0.69	2.18
Percent of total compensation								
All workers, goods-producing industries¹	100.0	66.4	33.6	6.3	3.9	9.5	5.0	8.9
Construction	100.0	69.3	30.7	3.7	3.1	7.5	5.4	11.0
Manufacturing	100.0	65.3	34.7	7.4	4.2	10.4	4.5	8.2
Aircraft manufacturing ²	100.0	64.0	36.0	9.6	5.3	10.0	4.5	6.6
All workers, service-providing industries³	100.0	71.6	28.4	6.8	2.5	7.7	3.2	8.1
Trade, transportation, and utilities	100.0	70.4	29.6	6.0	2.4	8.9	3.7	8.8
Wholesale trade	100.0	69.6	30.4	6.6	3.1	8.5	3.9	8.2
Retail trade	100.0	75.1	24.9	4.6	1.6	7.4	2.0	9.2
Transportation and warehousing	100.0	64.9	35.1	6.9	2.6	11.9	4.7	9.0
Utilities	100.0	60.9	39.1	8.9	3.8	9.2	10.3	6.9
Information	100.0	68.2	31.8	9.2	2.7	9.4	3.5	7.0
Financial activities	100.0	67.3	32.7	8.1	5.1	8.5	4.3	6.6
Finance and insurance	100.0	66.3	33.7	8.4	5.6	8.7	4.8	6.3
Credit intermediation and related activities	100.0	66.8	33.2	8.5	4.1	9.3	4.8	6.5
Insurance carriers and related activities	100.0	67.1	32.9	8.5	3.2	9.4	5.1	6.7
Real estate and rental and leasing	100.0	73.2	26.8	6.7	2.6	7.3	1.7	8.4
Professional and business services	100.0	72.8	27.2	7.1	2.6	6.7	3.0	7.8
Professional and technical services	100.0	72.6	27.4	8.1	2.6	6.7	3.0	7.1
Administrative and waste services	100.0	75.8	24.2	4.7	2.2	5.8	1.9	9.6
Education and health services	100.0	71.7	28.3	7.5	1.9	7.9	3.2	7.8
Educational services	100.0	73.6	26.4	7.0	0.4	7.4	4.4	7.2
Junior colleges, colleges, and universities	100.0	71.9	28.1	7.9	0.4	8.0	5.2	6.7
Health care and social assistance	100.0	71.3	28.7	7.6	2.2	8.0	3.0	7.9
Leisure and hospitality	100.0	79.0	21.0	3.3	1.0	5.0	0.9	10.7
Accommodation and food services	100.0	79.7	20.3	2.9	1.0	4.6	0.8	11.0
Other services	100.0	73.8	26.2	6.0	2.2	6.4	2.8	8.8

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

² Data are available beginning with December 2006.

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

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

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

Table 11. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Private industry workers, by occupational group and full-time and part-time status, September 2011

Series	Total compensation	Wages and salaries	Benefit costs					
			Total	Paid leave	Supplemental pay	Insurance	Retirement and savings	Legally required benefits
Cost per hour worked								
All full-time workers in private industry	\$32.61	\$22.55	\$10.06	\$2.39	\$1.00	\$2.81	\$1.28	\$2.58
Management, professional, and related	52.42	36.62	15.80	4.58	1.72	3.73	2.22	3.55
Management, business, and financial	58.66	40.56	18.10	5.31	2.47	3.92	2.56	3.83
Professional and related	48.92	34.41	14.51	4.17	1.30	3.62	2.02	3.40
Sales and office	25.94	18.14	7.80	1.81	0.65	2.56	0.81	1.97
Sales and related	28.20	20.59	7.61	1.80	0.82	2.07	0.78	2.14
Office and administrative support	24.86	16.98	7.89	1.81	0.56	2.80	0.83	1.89
Service	17.02	12.15	4.86	0.98	0.39	1.56	0.35	1.59
Natural resources, construction, and maintenance	31.98	21.68	10.30	1.62	0.98	2.79	1.67	3.24
Construction, extraction, farming, fishing, and forestry ¹	32.03	21.59	10.44	1.15	1.01	2.63	2.06	3.59
Installation, maintenance, and repair	31.92	21.78	10.14	2.14	0.94	2.97	1.24	2.85
Production, transportation, and material moving	25.79	16.94	8.85	1.59	0.96	2.80	1.09	2.41
Production	25.64	16.70	8.94	1.64	1.07	2.89	1.00	2.34
Transportation and material moving	25.97	17.24	8.73	1.54	0.83	2.69	1.19	2.48
All part-time workers in private industry	15.63	12.29	3.35	0.47	0.21	0.77	0.26	1.64
Management, professional, and related	37.10	28.91	8.19	1.79	0.72	1.75	0.80	3.13
Professional and related	36.16	28.13	8.03	1.76	0.68	1.72	0.78	3.09
Sales and office	13.54	10.63	2.90	0.37	0.12	0.78	0.26	1.38
Sales and related	11.74	9.39	2.36	0.24	0.09	0.58	0.17	1.28
Office and administrative support	15.91	12.28	3.63	0.54	0.15	1.04	0.38	1.51
Service	10.95	8.96	1.99	0.20	0.11	0.31	0.08	1.30
Production, transportation, and material moving	15.23	10.93	4.31	0.38	0.31	1.45	0.32	1.85
Transportation and material moving	15.69	10.98	4.70	0.40	0.32	1.70	0.39	1.90
Percent of total compensation								
All full-time workers in private industry	100.0	69.1	30.9	7.3	3.1	8.6	3.9	7.9
Management, professional, and related	100.0	69.9	30.1	8.7	3.3	7.1	4.2	6.8
Management, business, and financial	100.0	69.2	30.8	9.1	4.2	6.7	4.4	6.5
Professional and related	100.0	70.3	29.7	8.5	2.6	7.4	4.1	6.9
Sales and office	100.0	69.9	30.1	7.0	2.5	9.9	3.1	7.6
Sales and related	100.0	73.0	27.0	6.4	2.9	7.3	2.8	7.6
Office and administrative support	100.0	68.3	31.7	7.3	2.3	11.2	3.3	7.6
Service	100.0	71.4	28.6	5.7	2.3	9.2	2.0	9.3
Natural resources, construction, and maintenance	100.0	67.8	32.2	5.1	3.1	8.7	5.2	10.1
Construction, extraction, farming, fishing, and forestry ¹	100.0	67.4	32.6	3.6	3.2	8.2	6.4	11.2
Installation, maintenance, and repair	100.0	68.2	31.8	6.7	2.9	9.3	3.9	8.9
Production, transportation, and material moving	100.0	65.7	34.3	6.2	3.7	10.9	4.2	9.3
Production	100.0	65.1	34.9	6.4	4.2	11.3	3.9	9.1
Transportation and material moving	100.0	66.4	33.6	5.9	3.2	10.3	4.6	9.6
All part-time workers in private industry	100.0	78.6	21.4	3.0	1.3	4.9	1.6	10.5
Management, professional, and related	100.0	77.9	22.1	4.8	1.9	4.7	2.1	8.4
Professional and related	100.0	77.8	22.2	4.9	1.9	4.8	2.2	8.5
Sales and office	100.0	78.5	21.5	2.7	0.9	5.7	1.9	10.2
Sales and related	100.0	79.9	20.1	2.0	0.8	4.9	1.4	10.9
Office and administrative support	100.0	77.2	22.8	3.4	1.0	6.6	2.4	9.5
Service	100.0	81.8	18.2	1.8	1.0	2.8	0.8	11.8
Production, transportation, and material moving	100.0	71.7	28.3	2.5	2.0	9.5	2.1	12.2
Transportation and material moving	100.0	70.0	30.0	2.5	2.1	10.8	2.5	12.1

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

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

Table 12. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Private industry workers, by industry group and full-time and part-time status, September 2011

Series	Total compensation	Wages and salaries	Benefit costs					
			Total	Paid leave	Supplemental pay	Insurance	Retirement and savings	Legally required benefits
Cost per hour worked								
All full-time workers in private industry	\$32.61	\$22.55	\$10.06	\$2.39	\$1.00	\$2.81	\$1.28	\$2.58
Goods-producing ¹	33.75	22.31	11.43	2.16	1.34	3.25	1.69	2.99
Construction	32.46	22.37	10.09	1.22	1.02	2.50	1.81	3.53
Manufacturing	33.37	21.73	11.64	2.49	1.40	3.50	1.52	2.73
Service-providing ²	32.28	22.62	9.65	2.46	0.90	2.68	1.16	2.46
Trade, transportation, and utilities	29.03	20.10	8.93	1.96	0.76	2.62	1.18	2.40
Information	46.05	31.21	14.85	4.30	1.29	4.41	1.67	3.18
Financial activities	41.03	27.46	13.57	3.42	2.18	3.49	1.82	2.66
Professional and business services	37.97	27.29	10.69	2.94	1.00	2.66	1.24	2.84
Education and health services	31.76	22.33	9.43	2.61	0.62	2.76	1.09	2.35
Leisure and hospitality	16.24	12.13	4.11	0.85	0.24	1.28	0.23	1.52
Other services	29.07	20.57	8.50	2.05	0.77	2.28	1.01	2.39
All part-time workers in private industry	15.63	12.29	3.35	0.47	0.21	0.77	0.26	1.64
Service-providing ²	15.57	12.23	3.34	0.47	0.21	0.78	0.26	1.62
Trade, transportation, and utilities	14.13	10.59	3.54	0.38	0.17	1.16	0.30	1.53
Professional and business services	17.98	14.56	3.42	0.37	0.33	0.66	0.16	1.90
Education and health services	24.99	19.13	5.86	1.22	0.45	1.31	0.64	2.25
Leisure and hospitality	9.44	7.99	1.45	0.09	0.04	0.12	0.03	1.17
Percent of total compensation								
All full-time workers in private industry	100.0	69.1	30.9	7.3	3.1	8.6	3.9	7.9
Goods-producing ¹	100.0	66.1	33.9	6.4	4.0	9.6	5.0	8.9
Construction	100.0	68.9	31.1	3.8	3.2	7.7	5.6	10.9
Manufacturing	100.0	65.1	34.9	7.5	4.2	10.5	4.5	8.2
Service-providing ²	100.0	70.1	29.9	7.6	2.8	8.3	3.6	7.6
Trade, transportation, and utilities	100.0	69.2	30.8	6.8	2.6	9.0	4.1	8.3
Information	100.0	67.8	32.2	9.3	2.8	9.6	3.6	6.9
Financial activities	100.0	66.9	33.1	8.3	5.3	8.5	4.4	6.5
Professional and business services	100.0	71.9	28.1	7.7	2.6	7.0	3.3	7.5
Education and health services	100.0	70.3	29.7	8.2	2.0	8.7	3.4	7.4
Leisure and hospitality	100.0	74.7	25.3	5.2	1.5	7.9	1.4	9.4
Other services	100.0	70.8	29.2	7.0	2.7	7.8	3.5	8.2
All part-time workers in private industry	100.0	78.6	21.4	3.0	1.3	4.9	1.6	10.5
Service-providing ²	100.0	78.6	21.4	3.0	1.3	5.0	1.7	10.4
Trade, transportation, and utilities	100.0	75.0	25.0	2.7	1.2	8.2	2.1	10.8
Professional and business services	100.0	81.0	19.0	2.1	1.8	3.7	0.9	10.6
Education and health services	100.0	76.5	23.5	4.9	1.8	5.2	2.6	9.0
Leisure and hospitality	100.0	84.6	15.4	0.9	0.4	1.3	0.4	12.4

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

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

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

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

Table 13. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Private industry workers, by major industry group and establishment employment size and bargaining unit status, September 2011

Series	Total compensation	Wages and salaries	Benefit costs					
			Total	Paid leave	Supplemental pay	Insurance	Retirement and savings	Legally required benefits
Cost per hour worked								
All workers, goods-producing industries¹ ...	\$33.30	\$22.10	\$11.21	\$2.11	\$1.31	\$3.16	\$1.65	\$2.97
1-99 workers	27.85	19.57	8.29	1.29	0.85	2.25	1.01	2.89
1-49 workers	26.95	19.20	7.74	1.17	0.78	2.02	0.87	2.90
50-99 workers	30.05	20.45	9.60	1.57	1.01	2.80	1.36	2.86
100 workers or more	37.94	24.25	13.69	2.80	1.71	3.94	2.19	3.05
100-499 workers	32.53	21.35	11.17	2.11	1.14	3.53	1.52	2.87
500 workers or more	45.44	28.26	17.18	3.77	2.49	4.51	3.12	3.29
Union	40.94	23.86	17.08	2.31	1.64	5.37	4.07	3.69
Nonunion	31.54	21.69	9.85	2.06	1.24	2.65	1.09	2.81
All workers, service-providing industries² ..	27.17	19.44	7.72	1.85	0.69	2.10	0.88	2.20
1-99 workers	22.51	16.81	5.70	1.29	0.48	1.45	0.53	1.96
1-49 workers	22.02	16.55	5.46	1.23	0.46	1.37	0.48	1.92
50-99 workers	24.09	17.62	6.47	1.49	0.54	1.69	0.67	2.08
100 workers or more	32.86	22.67	10.19	2.54	0.95	2.89	1.32	2.49
100-499 workers	27.89	19.83	8.06	1.93	0.63	2.33	0.92	2.25
500 workers or more	39.57	26.50	13.06	3.36	1.37	3.64	1.86	2.83
Union	36.95	22.95	14.00	2.96	0.95	4.86	2.23	3.00
Nonunion	26.34	19.15	7.19	1.76	0.67	1.86	0.77	2.13
Percent of total compensation								
All workers, goods-producing industries¹ ...	100.0	66.4	33.6	6.3	3.9	9.5	5.0	8.9
1-99 workers	100.0	70.2	29.8	4.6	3.1	8.1	3.6	10.4
1-49 workers	100.0	71.3	28.7	4.4	2.9	7.5	3.2	10.8
50-99 workers	100.0	68.1	31.9	5.2	3.4	9.3	4.5	9.5
100 workers or more	100.0	63.9	36.1	7.4	4.5	10.4	5.8	8.0
100-499 workers	100.0	65.6	34.4	6.5	3.5	10.9	4.7	8.8
500 workers or more	100.0	62.2	37.8	8.3	5.5	9.9	6.9	7.2
Union	100.0	58.3	41.7	5.6	4.0	13.1	9.9	9.0
Nonunion	100.0	68.8	31.2	6.5	3.9	8.4	3.5	8.9
All workers, service-providing industries² ..	100.0	71.6	28.4	6.8	2.5	7.7	3.2	8.1
1-99 workers	100.0	74.7	25.3	5.7	2.1	6.4	2.3	8.7
1-49 workers	100.0	75.2	24.8	5.6	2.1	6.2	2.2	8.7
50-99 workers	100.0	73.1	26.9	6.2	2.3	7.0	2.8	8.6
100 workers or more	100.0	69.0	31.0	7.7	2.9	8.8	4.0	7.6
100-499 workers	100.0	71.1	28.9	6.9	2.3	8.4	3.3	8.1
500 workers or more	100.0	67.0	33.0	8.5	3.5	9.2	4.7	7.1
Union	100.0	62.1	37.9	8.0	2.6	13.1	6.0	8.1
Nonunion	100.0	72.7	27.3	6.7	2.5	7.1	2.9	8.1

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

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

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

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

Table 14. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Private industry health care and social assistance workers, by industry and occupational group, September 2011

Series	Total compensation	Wages and salaries	Benefit costs					
			Total	Paid leave	Supplemental pay	Insurance	Retirement and savings	Legally required benefits
Cost per hour worked								
Health care and social assistance	\$28.54	\$20.34	\$8.20	\$2.17	\$0.64	\$2.29	\$0.86	\$2.25
Management, professional, and related	41.45	29.67	11.79	3.41	0.96	3.00	1.36	3.06
Registered nurses	48.69	33.98	14.70	4.04	1.64	3.60	1.83	3.59
Sales and office	22.15	15.53	6.62	1.58	0.37	2.20	0.73	1.74
Service	16.73	11.92	4.81	1.01	0.40	1.52	0.34	1.54
Hospitals	37.63	25.45	12.18	3.24	1.18	3.62	1.44	2.71
Management, professional, and related	46.13	31.71	14.41	4.09	1.47	3.80	1.77	3.28
Registered nurses	49.32	33.75	15.57	4.32	1.88	3.87	1.93	3.57
Service	21.28	13.46	7.83	1.51	0.76	3.11	0.78	1.66
Nursing and residential care facilities	20.65	15.08	5.57	1.37	0.45	1.58	0.29	1.89
Management, professional, and related	32.35	24.02	8.33	2.32	0.69	2.09	0.53	2.70
Service	15.36	11.04	4.32	0.91	0.37	1.33	0.18	1.53
Nursing care facilities¹	22.32	16.32	6.00	1.50	0.53	1.63	0.30	2.03
Management, professional, and related	34.59	25.94	8.65	2.44	0.80	2.00	0.50	2.91
Service	16.25	11.56	4.69	1.01	0.45	1.43	0.20	1.60
Percent of total compensation								
Health care and social assistance	100.0	71.3	28.7	7.6	2.2	8.0	3.0	7.9
Management, professional, and related	100.0	71.6	28.4	8.2	2.3	7.2	3.3	7.4
Registered nurses	100.0	69.8	30.2	8.3	3.4	7.4	3.7	7.4
Sales and office	100.0	70.1	29.9	7.1	1.7	9.9	3.3	7.8
Service	100.0	71.2	28.8	6.0	2.4	9.1	2.1	9.2
Hospitals	100.0	67.6	32.4	8.6	3.1	9.6	3.8	7.2
Management, professional, and related	100.0	68.7	31.3	8.9	3.2	8.2	3.8	7.1
Registered nurses	100.0	68.4	31.6	8.8	3.8	7.8	3.9	7.2
Service	100.0	63.2	36.8	7.1	3.6	14.6	3.7	7.8
Nursing and residential care facilities	100.0	73.0	27.0	6.6	2.2	7.6	1.4	9.1
Management, professional, and related	100.0	74.2	25.8	7.2	2.1	6.4	1.6	8.3
Service	100.0	71.9	28.1	5.9	2.4	8.7	1.2	10.0
Nursing care facilities¹	100.0	73.1	26.9	6.7	2.4	7.3	1.4	9.1
Management, professional, and related	100.0	75.0	25.0	7.1	2.3	5.8	1.4	8.4
Service	100.0	71.1	28.9	6.2	2.8	8.8	1.2	9.9

¹ Data are available beginning with December 2006.

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