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Employer Costs for Employee Compensation News Release

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(NOTE: This news release was reissued on December 17, 2021, correcting data in table 4, see www.bls.gov/errata.)

EMPLOYER COSTS FOR EMPLOYEE COMPENSATION – September 2021

Employer costs for employee compensation for civilian workers averaged \$39.55 per hour worked in September 2021, the U.S. Bureau of Labor Statistics reported today. Wage and salary costs averaged \$27.35 per hour worked or 69.1 percent of total compensation, while benefit costs were \$12.20 or 30.9 percent of total compensation. (See table 1.)

Private industry worker compensation costs for employers averaged \$37.24 per hour worked in September 2021. Wage and salary costs averaged \$26.36 and accounted for 70.8 percent of employer costs, while benefit costs averaged \$10.88 and accounted for 29.2 percent of total compensation. (See table 1.)

State and local government worker compensation costs for employers averaged \$54.46 per hour worked in September 2021. Wage and salary costs averaged \$33.76 and accounted for 62.0 percent of employer costs. Benefit costs averaged \$20.70 and accounted for the remaining 38.0 percent of total compensation. (See table 1.)

Compensation costs in state and local government

Occupational group

Among state and local government occupational groups, total compensation costs ranged from \$37.83 per hour worked in sales and office occupations to \$65.22 in management, professional, and related occupations. Workers in sales and office occupations and service occupations had over 40 percent of their compensation attributed to benefit costs. (See table 3.)

Industry group

Among state and local government industry groups, total compensation costs averaged \$52.52 per hour worked in public administration and \$56.84 in education and health services. Wages and salaries were \$32.02 in hospitals and \$40.54 in junior colleges, colleges, and universities. Total compensation costs for elementary and secondary schools industry workers averaged \$56.90 per hour worked. (See table 3.)

Retirement and savings

Of the five major benefit costs, the retirement and savings component was the costliest for state and local government employers, constituting 12.6 percent of total compensation per hour worked. Defined benefit costs were \$6.41 per hour worked (11.8 percent of total compensation), and defined contribution costs were \$0.47 per hour worked (0.9 percent). (See table 3.)

Insurance

Insurance employer cost per hour worked in state and local government was \$6.28 (11.5 percent of total compensation) in September 2021. Health insurance, which was the most expensive insurance component, cost employers \$6.12 (11.2 percent). Life insurance cost was \$0.08 (0.1 percent), long-term disability cost was \$0.05 (0.1 percent), and short-term disability was \$0.03 per hour worked (0.1 percent). (See table 3.)

Paid leave

Paid leave employer cost per hour worked in state and local government was \$4.04 (7.4 percent of total compensation) in September 2021. Paid vacation, which was the largest component of paid leave employer costs, was \$1.53 (2.8 percent). Other paid leave costs were \$1.14 (2.1 percent) for paid holiday leave, \$1.04 (1.9 percent) for sick leave, and \$0.32 per hour worked (0.6 percent) for personal leave. (See table 3.)

Coronavirus (COVID-19) Pandemic Impact on September 2021 ECEC Data

The Employer Costs for Employee Compensation (ECEC) reference date was September 12, 2021. Response rates for September were comparable with prior releases, and no changes in estimation procedures were necessary. Additional information is available at www.bls.gov/covid19/home.htm.

TECHNICAL NOTE

Employer Costs for Employee Compensation (ECEC), a product of the National Compensation Survey, provides the average employer cost for wages and salaries as well as benefits per hour worked. The ECEC covers the civilian economy, which includes data from both private industry and state and local government. Excluded from private industry are the self-employed, agricultural workers, and private household workers. Federal government workers are excluded from the public sector.

Total benefit costs consist of five major categories and include 18 benefit costs:

- * Paid leave - vacation, holiday, sick, and personal leave;
- * Supplemental pay - overtime and premium, shift differentials, and nonproduction bonuses;
- * Insurance - life, health, short-term and long-term disability;
- * Retirement and savings - defined benefit and defined contribution; and
- * Legally required benefits - Social Security (refers to Old-Age, Survivors, and Disability Insurance (OASDI) program), Medicare, federal and state unemployment insurance, and Workers' Compensation.

All workers are included in the benefit cost estimates including those that do not have plan access or do not participate. Costs are also affected by other factors such as cost sharing between employers and employees, plan features, and plan generosity. For the latest information on the percentage of workers with access to and participating in employer-sponsored benefit plans, including health care and retirement and savings plans, see www.bls.gov/ebs.

The "National Compensation Measures" provides additional details on the sample design, calculation methodology, and resources explaining changes over time, see www.bls.gov/opub/hom/ncs/home.htm. Additional ECEC estimates, including historical data, are available in the ECEC database query tool at www.bls.gov/ncs/ect/data.htm.

Sample size

Data for this reference period were collected from a probability sample of approximately 23,400 occupational observations selected from a sample of about 5,900 private industry establishments and approximately 7,700 occupational observations selected from a sample of about 1,400 state and local government establishments that provided data at the initial interview.

Measures of reliability

Relative standard errors (RSEs) provide users a tool to ascertain the quality of an estimate to ensure that it is within an acceptable range for their intended purpose. RSEs are available at www.bls.gov/web/ecec/ecec-rse.htm and database query tool at www.bls.gov/ncs/ect/data.htm.

Comparisons

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.

Classification systems

The National Compensation Survey publishes estimates of compensation costs and trends as well as benefit coverage by ownership, industry group, occupational group, and geographic areas, see www.bls.gov/ncs/national-compensation-survey-classification-systems-mapping-files.htm.

Additional information

Historical tables are available in (xlsx) format for civilian workers, private industry workers, state and local government workers, and metropolitan areas, see www.bls.gov/ncs/ect/notices/new-ecec-historical-tables.htm. The 2021 ECEC release schedule is available at www.bls.gov/schedule/news_release/ecec.htm. Subscribe to receive the BLS Economic News Release email at www.bls.gov/bls/list.htm.

Table 1. Employer Costs for Employee Compensation by ownership

[Sept. 2021]

Compensation component	Civilian workers ⁽¹⁾		Private industry workers		State and local government workers	
	Cost (\$)	Percent of compensation	Cost (\$)	Percent of compensation	Cost (\$)	Percent of compensation
Total compensation⁽²⁾	39.55	100.0	37.24	100.0	54.46	100.0
Wages and salaries	27.35	69.1	26.36	70.8	33.76	62.0
Total benefits	12.20	30.9	10.88	29.2	20.70	38.0
Paid leave	2.91	7.4	2.74	7.4	4.04	7.4
Vacation	1.42	3.6	1.40	3.8	1.53	2.8
Holiday	0.86	2.2	0.82	2.2	1.14	2.1
Sick	0.47	1.2	0.38	1.0	1.04	1.9
Personal	0.17	0.4	0.14	0.4	0.32	0.6
Supplemental pay	1.16	2.9	1.26	3.4	0.53	1.0
Overtime and premium⁽³⁾	0.33	0.8	0.34	0.9	0.24	0.4
Shift differentials	0.07	0.2	0.07	0.2	0.05	0.1
Nonproduction bonuses	0.76	1.9	0.84	2.3	0.24	0.4
Insurance	3.27	8.3	2.80	7.5	6.28	11.5
Life	0.05	0.1	0.04	0.1	0.08	0.1
Health	3.10	7.8	2.64	7.1	6.12	11.2

Footnotes

⁽¹⁾ Includes workers in the private nonfarm economy except those in private households, and workers in the public sector, except the federal government.

⁽²⁾ Includes costs for wages and salaries and benefits.

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

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

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

⁽⁶⁾ Less than .05 percent.

Compensation component	Civilian workers ⁽¹⁾		Private industry workers		State and local government workers	
	Cost (\$)	Percent of compensation	Cost (\$)	Percent of compensation	Cost (\$)	Percent of compensation
Short-term disability	0.07	0.2	0.08	0.2	0.03	0.1
Long-term disability	0.05	0.1	0.04	0.1	0.05	0.1
Retirement and savings	2.04	5.1	1.28	3.4	6.88	12.6
Defined benefit	1.25	3.2	0.45	1.2	6.41	11.8
Defined contribution	0.79	2.0	0.84	2.3	0.47	0.9
Legally Required benefits	2.83	7.1	2.80	7.5	2.97	5.5
Social Security and Medicare	2.22	5.6	2.21	5.9	2.33	4.3
Social Security ⁽⁴⁾	1.77	4.5	1.77	4.7	1.77	3.3
Medicare	0.45	1.1	0.44	1.2	0.55	1.0
Federal unemployment insurance	0.02	0.1	0.03	0.1	⁽⁵⁾ -	⁽⁶⁾ -
State unemployment insurance	0.12	0.3	0.13	0.3	0.06	0.1
Workers' compensation	0.46	1.2	0.45	1.2	0.58	1.1

Footnotes

⁽¹⁾ Includes workers in the private nonfarm economy except those in private households, and workers in the public sector, except the federal government.

⁽²⁾ Includes costs for wages and salaries and benefits.

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

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

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

⁽⁶⁾ Less than .05 percent.

Table 2. Employer Costs for Employee Compensation for civilian workers by occupational and industry group

[Sept. 2021]

Series	Total compensation ⁽¹⁾		Wages and salaries		Total benefits		Paid leave		Supplemental pay		Insurance		Retirement and savings		Legally required benefits	
	Cost (\$)	Percent	Cost (\$)	Percent	Cost (\$)	Percent	Cost (\$)	Percent	Cost (\$)	Percent	Cost (\$)	Percent	Cost (\$)	Percent	Cost (\$)	Percent
Civilian workers ⁽²⁾	39.55	100.0	27.35	69.1	12.20	30.9	2.91	7.4	1.16	2.9	3.27	8.3	2.04	5.1	2.83	7.1
Occupational group																
Management, professional, and related	63.96	100.0	43.76	68.4	20.20	31.6	5.58	8.7	1.84	2.9	5.02	7.8	3.82	6.0	3.94	6.2
Management, business and financial	75.05	100.0	51.68	68.9	23.37	31.1	7.21	9.6	3.06	4.1	5.01	6.7	3.54	4.7	4.54	6.1
Professional and related	59.02	100.0	40.24	68.2	18.78	31.8	4.85	8.2	1.30	2.2	5.02	8.5	3.95	6.7	3.67	6.2
Teachers ⁽³⁾	66.06	100.0	44.90	68.0	21.16	32.0	3.42	5.2	0.24	0.4	6.38	9.7	7.74	11.7	3.39	5.1
Primary, secondary, and special education school teachers	65.08	100.0	43.14	66.3	21.94	33.7	2.99	4.6	0.20	0.3	7.01	10.8	8.66	13.3	3.07	4.7
Registered nurses	61.00	100.0	39.85	65.3	21.15	34.7	6.28	10.3	2.27	3.7	5.45	8.9	3.08	5.0	4.07	6.7
Sales and office	29.50	100.0	20.96	71.0	8.54	29.0	1.96	6.6	0.78	2.6	2.63	8.9	1.04	3.5	2.13	7.2
Sales and related	29.08	100.0	22.28	76.6	6.80	23.4	1.60	5.5	0.85	2.9	1.54	5.3	0.63	2.2	2.17	7.5
Office and administrative support	29.77	100.0	20.11	67.5	9.66	32.5	2.18	7.3	0.73	2.5	3.34	11.2	1.30	4.4	2.11	7.1
Service	21.39	100.0	15.51	72.5	5.87	27.5	1.10	5.2	0.45	2.1	1.58	7.4	0.93	4.4	1.81	8.5
Natural resources, construction, and maintenance	39.97	100.0	26.91	67.3	13.06	32.7	2.24	5.6	1.43	3.6	3.39	8.5	2.39	6.0	3.61	9.0

Footnotes

⁽¹⁾ Includes costs for wages and salaries and benefits.

⁽²⁾ Includes workers in the private nonfarm economy except those in private households, and workers in the public sector, except the federal government.

⁽³⁾ Includes postsecondary teachers; primary, secondary, and special education teachers; and other teachers and instructors.

Series	Total compensation ⁽¹⁾		Wages and salaries		Total benefits		Paid leave		Supplemental pay		Insurance		Retirement and savings		Legally required benefits	
	Cost (\$)	Percent	Cost (\$)	Percent	Cost (\$)	Percent	Cost (\$)	Percent	Cost (\$)	Percent	Cost (\$)	Percent	Cost (\$)	Percent	Cost (\$)	Percent
Construction, extraction, farming, fishing, and forestry	41.09	100.0	27.34	66.5	13.75	33.5	1.85	4.5	1.51	3.7	3.51	8.5	2.94	7.2	3.93	9.6
Installation, maintenance, and repair	38.73	100.0	26.42	68.2	12.30	31.8	2.68	6.9	1.34	3.5	3.26	8.4	1.78	4.6	3.25	8.4
Production, transportation, and material moving	31.31	100.0	21.00	67.1	10.31	32.9	1.92	6.1	1.30	4.1	3.08	9.8	1.31	4.2	2.70	8.6
Production	29.84	100.0	20.05	67.2	9.80	32.8	1.85	6.2	1.41	4.7	3.11	10.4	0.97	3.3	2.46	8.2
Transportation and material moving	32.64	100.0	21.86	67.0	10.78	33.0	1.99	6.1	1.20	3.7	3.06	9.4	1.62	5.0	2.92	8.9
Industry group																
Education and health services	44.66	100.0	30.35	68.0	14.31	32.0	3.45	7.7	0.68	1.5	4.24	9.5	3.13	7.0	2.81	6.3
Educational services	56.56	100.0	37.42	66.2	19.15	33.8	3.60	6.4	0.27	0.5	5.96	10.5	6.32	11.2	3.00	5.3
Elementary and secondary schools	55.27	100.0	36.09	65.3	19.18	34.7	2.87	5.2	0.22	0.4	6.28	11.4	7.05	12.8	2.77	5.0
Junior colleges, colleges, and universities	62.98	100.0	41.79	66.4	21.19	33.6	5.46	8.7	0.37	0.6	6.04	9.6	5.80	9.2	3.52	5.6
Health care and social assistance	37.95	100.0	26.38	69.5	11.58	30.5	3.36	8.9	0.91	2.4	3.28	8.6	1.33	3.5	2.69	7.1
Hospitals	53.04	100.0	34.58	65.2	18.46	34.8	5.24	9.9	1.83	3.5	5.31	10.0	2.68	5.0	3.40	6.4
Footnotes																
⁽¹⁾ Includes costs for wages and salaries and benefits.																
⁽²⁾ Includes workers in the private nonfarm economy except those in private households, and workers in the public sector, except the federal government.																
⁽³⁾ Includes postsecondary teachers; primary, secondary, and special education teachers; and other teachers and instructors.																

Table 3. Employer Costs for Employee Compensation for state and local government workers by occupational and industry group
[Sept. 2021]

Series	Total compensation ⁽¹⁾		Wages and salaries		Total benefits		Paid leave		Supplemental pay		Insurance		Retirement and savings		Legally required benefits	
	Cost (\$)	Percent	Cost (\$)	Percent	Cost (\$)	Percent	Cost (\$)	Percent	Cost (\$)	Percent	Cost (\$)	Percent	Cost (\$)	Percent	Cost (\$)	Percent
State and local government workers	54.46	100.0	33.76	62.0	20.70	38.0	4.04	7.4	0.53	1.0	6.28	11.5	6.88	12.6	2.97	5.5
Occupational group																
Management, professional, and related	65.22	100.0	41.84	64.2	23.38	35.8	4.53	6.9	0.40	0.6	6.86	10.5	8.26	12.7	3.33	5.1
Professional and related	63.36	100.0	40.93	64.6	22.43	35.4	4.03	6.4	0.38	0.6	6.83	10.8	7.97	12.6	3.22	5.1
Teachers ⁽²⁾	71.71	100.0	47.58	66.3	24.13	33.7	3.50	4.9	0.25	0.4	7.36	10.3	9.63	13.4	3.39	4.7
Primary, secondary, and special education school teachers	71.50	100.0	46.77	65.4	24.73	34.6	3.18	4.4	0.23	0.3	7.89	11.0	10.23	14.3	3.21	4.5
Sales and office	37.83	100.0	21.74	57.5	16.10	42.5	3.30	8.7	0.34	0.9	5.92	15.6	4.29	11.3	2.25	5.9

Footnotes

⁽¹⁾Includes costs for wages and salaries and benefits.

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

Series	Total compensation(1)		Wages and salaries		Total benefits		Paid leave		Supplemental pay		Insurance		Retirement and savings		Legally required benefits	
	Cost (\$)	Percent	Cost (\$)	Percent	Cost (\$)	Percent	Cost (\$)	Percent	Cost (\$)	Percent	Cost (\$)	Percent	Cost (\$)	Percent	Cost (\$)	Percent
Office and administrative support	38.00	100.0	21.78	57.3	16.23	42.7	3.31	8.7	0.34	0.9	5.99	15.8	4.34	11.4	2.24	5.9
Service	40.46	100.0	23.10	57.1	17.36	42.9	3.38	8.4	0.88	2.2	4.99	12.3	5.60	13.8	2.50	6.2
Industry group																
Education and health services	56.84	100.0	36.49	64.2	20.36	35.8	3.69	6.5	0.35	0.6	6.42	11.3	6.99	12.3	2.90	5.1
Educational services	58.38	100.0	37.70	64.6	20.68	35.4	3.52	6.0	0.25	0.4	6.54	11.2	7.47	12.8	2.89	5.0
Elementary and secondary schools	56.90	100.0	36.75	64.6	20.15	35.4	2.92	5.1	0.22	0.4	6.62	11.6	7.63	13.4	2.76	4.8
Junior colleges, colleges, and universities	62.81	100.0	40.54	64.5	22.27	35.5	5.35	8.5	0.33	0.5	6.29	10.0	7.01	11.2	3.29	5.2
Health care and social assistance	48.20	100.0	29.67	61.6	18.53	38.4	4.65	9.6	0.92	1.9	5.76	11.9	4.29	8.9	2.92	6.1
Hospitals	50.98	100.0	32.02	62.8	18.96	37.2	4.92	9.6	1.05	2.1	5.71	11.2	4.23	8.3	3.06	6.0
Public administration	52.52	100.0	30.30	57.7	22.22	42.3	4.84	9.2	0.81	1.5	6.23	11.9	7.17	13.7	3.16	6.0
Footnotes																
(1) Includes costs for wages and salaries and benefits.																
(2) Includes postsecondary teachers; primary, secondary, and special education teachers; and other teachers and instructors.																

Table 4. Employer Costs for Employee Compensation for private industry workers by occupational and industry group
[Sept. 2021]

Series	Total compensation ⁽¹⁾		Wages and salaries		Total benefits		Paid leave		Supplemental pay		Insurance		Retirement and savings		Legally required benefits	
	Cost (\$)	Percent	Cost (\$)	Percent	Cost (\$)	Percent	Cost (\$)	Percent	Cost (\$)	Percent	Cost (\$)	Percent	Cost (\$)	Percent	Cost (\$)	Percent
Private industry workers	37.24	100.0	26.36	70.8	10.88	29.2	2.74	7.4	1.26	3.4	2.80	7.5	1.28	3.4	2.80	7.5
Occupational group																
Management, professional, and related occupations	63.55	100.0	44.38	69.8	19.17	30.2	5.91	9.3	2.30	3.6	4.43	7.0	2.40	3.8	4.13	6.5
Management, business, and financial occupations	74.89	100.0	52.24	69.8	22.64	30.2	7.17	9.6	3.38	4.5	4.76	6.4	2.72	3.6	4.61	6.2
Professional and related occupations	57.15	100.0	39.94	69.9	17.21	30.1	5.20	9.1	1.69	3.0	4.24	7.4	2.21	3.9	3.86	6.8
Sales and office occupations	28.78	100.0	20.89	72.6	7.89	27.4	1.84	6.4	0.82	2.8	2.35	8.2	0.76	2.6	2.12	7.4
Sales and related occupations	29.06	100.0	22.29	76.7	6.77	23.3	1.59	5.5	0.86	2.9	1.53	5.3	0.62	2.1	2.17	7.5
Office and administrative support occupations	28.58	100.0	19.87	69.5	8.71	30.5	2.02	7.1	0.79	2.8	2.95	10.3	0.86	3.0	2.09	7.3
Service occupations	18.68	100.0	14.44	77.3	4.25	22.7	0.78	4.2	0.38	2.1	1.10	5.9	0.27	1.4	1.72	9.2

Footnotes

⁽¹⁾Includes costs for wages and salaries and benefits.

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

⁽³⁾The relative standard error for this estimate is equal to or greater than 30 percent.

⁽⁴⁾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.

Series	Total compensation ⁽¹⁾		Wages and salaries		Total benefits		Paid leave		Supplemental pay		Insurance		Retirement and savings		Legally required benefits	
	Cost (\$)	Percent	Cost (\$)	Percent	Cost (\$)	Percent	Cost (\$)	Percent	Cost (\$)	Percent	Cost (\$)	Percent	Cost (\$)	Percent	Cost (\$)	Percent
Natural resources, construction, and maintenance occupations	39.45	100.0	26.86	68.1	12.59	31.9	2.10	5.3	1.48	3.7	3.18	8.1	2.18	5.5	3.65	9.3
Construction, extraction, farming, fishing, and forestry occupations	40.69	100.0	27.37	67.3	13.33	32.7	1.68	4.1	1.58	3.9	3.28	8.1	2.78	6.8	4.01	9.8
Installation, maintenance, and repair occupations	38.08	100.0	26.30	69.1	11.78	30.9	2.55	6.7	1.36	3.6	3.06	8.0	1.53	4.0	3.27	8.6
Production, transportation, and material moving occupations	30.86	100.0	20.85	67.6	10.00	32.4	1.88	6.1	1.31	4.3	2.96	9.6	1.16	3.8	2.69	8.7
Production occupations	29.55	100.0	19.91	67.4	9.63	32.6	1.81	6.1	1.41	4.8	3.06	10.4	0.90	3.0	2.45	8.3
Transportation and material moving occupations	32.10	100.0	21.75	67.7	10.35	32.3	1.94	6.1	1.22	3.8	2.87	8.9	1.41	4.4	2.91	9.1
Industry and occupational group																
Goods-producing industries ⁽²⁾	41.41	100.0	28.03	67.7	13.38	32.3	2.69	6.5	1.78	4.3	3.62	8.8	1.91	4.6	3.38	8.2
Management, professional, and related occupations	71.82	100.0	49.15	68.4	22.67	31.6	6.52	9.1	2.77	3.9	5.14	7.2	3.50	4.9	4.73	6.6
Management, business, and financial occupations	76.63	100.0	53.50	69.8	23.13	30.2	7.00	9.1	2.86	3.7	5.03	6.6	3.23	4.2	5.01	6.5
Professional and related occupations	66.97	100.0	44.78	66.9	22.20	33.1	6.04	9.0	2.69	4.0	5.25	7.8	3.78	5.6	4.44	6.6
Sales and office occupations	34.68	100.0	24.92	71.9	9.76	28.1	2.14	6.2	1.10	3.2	2.99	8.6	0.94	2.7	2.60	7.5
Office and administrative support occupations	30.38	100.0	21.42	70.5	8.96	29.5	1.88	6.2	0.98	3.2	2.96	9.7	0.79	2.6	2.36	7.8
Natural resources, construction, and maintenance occupations	40.65	100.0	27.47	67.6	13.18	32.4	1.80	4.4	1.66	4.1	3.26	8.0	2.50	6.1	3.95	9.7
Construction, extraction, farming, fishing and forestry occupations	41.16	100.0	27.69	67.3	13.47	32.7	1.63	4.0	1.65	4.0	3.27	7.9	2.81	6.8	4.11	10.0
Installation, maintenance, and repair occupations	38.98	100.0	26.77	68.7	12.21	31.3	2.37	6.1	1.69	4.3	3.25	8.3	1.45	3.7	3.45	8.8
Production, transportation, and material moving occupations	31.00	100.0	20.42	65.9	10.58	34.1	1.91	6.2	1.62	5.2	3.46	11.2	1.02	3.3	2.57	8.3

Footnotes

⁽¹⁾Includes costs for wages and salaries and benefits.

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

⁽³⁾The relative standard error for this estimate is equal to or greater than 30 percent.

⁽⁴⁾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.

Series	Total compensation ⁽¹⁾		Wages and salaries		Total benefits		Paid leave		Supplemental pay		Insurance		Retirement and savings		Legally required benefits	
	Cost (\$)	Percent	Cost (\$)	Percent	Cost (\$)	Percent	Cost (\$)	Percent	Cost (\$)	Percent	Cost (\$)	Percent	Cost (\$)	Percent	Cost (\$)	Percent
Production occupations	31.17	100.0	20.53	65.9	10.64	34.1	1.97	6.3	1.63	5.2	3.55	11.4	0.97	3.1	2.53	8.1
Transportation and material moving occupations	30.20	100.0	19.91	65.9	10.29	34.1	1.59	5.3	1.61	5.3	3.03	10.0	1.27	4.2	2.78	9.2
Construction industry	41.40	100.0	28.95	69.9	12.45	30.1	1.89	4.6	1.50	3.6	3.05	7.4	2.10	5.1	3.91	9.4
Manufacturing industry	41.25	100.0	27.44	66.5	13.81	33.5	3.14	7.6	1.90	4.6	3.94	9.6	1.78	4.3	3.05	7.4
Management, professional, and related occupations	73.85	100.0	49.84	67.5	24.00	32.5	6.99	9.5	2.90	3.9	5.47	7.4	3.91	5.3	4.73	6.4
Management, business, and financial occupations	80.24	100.0	55.13	68.7	25.11	31.3	7.79	9.7	3.08	3.8	5.43	6.8	3.77	4.7	5.04	6.3
Professional and related occupations	68.87	100.0	45.72	66.4	23.14	33.6	6.36	9.2	2.76	4.0	5.50	8.0	4.02	5.8	4.50	6.5
Sales and office occupations	34.61	100.0	24.04	69.5	10.57	30.5	2.42	7.0	1.24	3.6	3.31	9.6	1.11	3.2	2.49	7.2
Office and administrative support occupations	31.56	100.0	21.66	68.6	9.91	31.4	2.13	6.7	1.13	3.6	3.40	10.8	0.96	3.1	2.29	7.3
Natural resources, construction, and maintenance occupations	44.62	100.0	27.94	62.6	16.68	37.4	2.94	6.6	2.32	5.2	4.42	9.9 ⁽³⁾	3.43	7.7	3.57	8.0
Installation, maintenance, and repair occupations	42.40	100.0	27.94	65.9	14.46	34.1	3.04	7.2	2.14	5.1	4.14	9.8	1.73	4.1	3.41	8.0
Production, transportation, and material moving occupations	30.70	100.0	20.18	65.7	10.52	34.3	1.95	6.3	1.61	5.2	3.49	11.4	0.96	3.1	2.51	8.2
Production occupations	31.08	100.0	20.43	65.7	10.65	34.3	1.99	6.4	1.62	5.2	3.57	11.5	0.96	3.1	2.51	8.1
Transportation and material moving occupations	28.30	100.0	18.60	65.7	9.70	34.3	1.66	5.9	1.52	5.4	3.02	10.7	1.00	3.5	2.51	8.9
Aircraft manufacturing industry	86.04	100.0	49.05	57.0	36.99	43.0	7.53	8.8	4.30	5.0	7.49	8.7	12.71	14.8	4.95	5.8
Service-providing industries ⁽⁴⁾	36.39	100.0	26.02	71.5	10.38	28.5	2.75	7.6	1.16	3.2	2.63	7.2	1.16	3.2	2.69	7.4
Management, professional, and related occupations	62.57	100.0	43.81	70.0	18.75	30.0	5.84	9.3	2.25	3.6	4.34	6.9	2.27	3.6	4.06	6.5

Footnotes⁽¹⁾Includes costs for wages and salaries and benefits.⁽²⁾Includes mining, construction, and manufacturing. The agriculture, forestry, farming, and hunting sector is excluded.⁽³⁾The relative standard error for this estimate is equal to or greater than 30 percent.⁽⁴⁾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.

Series	Total compensation ⁽¹⁾		Wages and salaries		Total benefits		Paid leave		Supplemental pay		Insurance		Retirement and savings		Legally required benefits	
	Cost (\$)	Percent	Cost (\$)	Percent	Cost (\$)	Percent	Cost (\$)	Percent	Cost (\$)	Percent	Cost (\$)	Percent	Cost (\$)	Percent	Cost (\$)	Percent
Management, business, and financial occupations	74.58	100.0	52.02	69.8	22.56	30.2	7.20	9.7	3.47	4.7	4.71	6.3	2.63	3.5	4.54	6.1
Professional and related occupations	56.25	100.0	39.50	70.2	16.76	29.8	5.13	9.1	1.60	2.8	4.15	7.4	2.07	3.7	3.81	6.8
Sales and office occupations	28.36	100.0	20.60	72.7	7.75	27.3	1.82	6.4	0.80	2.8	2.30	8.1	0.74	2.6	2.09	7.4
Sales and related occupations	28.33	100.0	21.75	76.8	6.58	23.2	1.54	5.4	0.83	2.9	1.48	5.2	0.59	2.1	2.13	7.5
Office and administrative support occupations	28.38	100.0	19.70	69.4	8.68	30.6	2.04	7.2	0.77	2.7	2.95	10.4	0.87	3.1	2.06	7.2
Service occupations	18.65	100.0	14.43	77.4	4.22	22.6	0.78	4.2	0.38	2.0	1.09	5.8	0.27	1.4	1.72	9.2
Natural resources, construction, and maintenance occupations	37.70	100.0	25.97	68.9	11.73	31.1	2.53	6.7	1.21	3.2	3.05	8.1	1.72	4.6	3.22	8.5
Installation, maintenance, and repair occupations	37.71	100.0	26.11	69.2	11.60	30.8	2.63	7.0	1.23	3.3	2.99	7.9	1.56	4.1	3.20	8.5
Production, transportation, and material moving occupations	30.74	100.0	21.18	68.9	9.56	31.1	1.85	6.0	1.08	3.5	2.58	8.4	1.27	4.1	2.78	9.0
Production occupations	24.98	100.0	18.18	72.8	6.80	27.2	1.35	5.4	0.81	3.2	1.69	6.8	0.71	2.8	2.24	9.0
Transportation and material moving occupations	32.42	100.0	22.05	68.0	10.37	32.0	2.00	6.2	1.16	3.6	2.84	8.8	1.43	4.4	2.93	9.1
Trade, transportation, and utilities industry	31.67	100.0	22.57	71.3	9.10	28.7	2.08	6.6	0.97	3.1	2.38	7.5	1.16	3.7	2.52	7.9
Management, professional, and related occupations	61.70	100.0	43.92	71.2	17.78	28.8	5.49	8.9	2.20	3.6	3.71	6.0	2.32	3.8	4.05	6.6
Management, business, and financial occupations	69.86	100.0	49.74	71.2	20.12	28.8	6.39	9.1	2.83	4.0	3.93	5.6	2.52	3.6	4.46	6.4
Professional and related occupations	50.23	100.0	35.75	71.2	14.48	28.8	4.22	8.4	1.32	2.6	3.41	6.8	2.04	4.1	3.49	6.9
Sales and office occupations	24.54	100.0	18.40	75.0	6.14	25.0	1.35	5.5	0.60	2.4	1.67	6.8	0.60	2.5	1.93	7.8
Sales and related occupations	23.47	100.0	18.24	77.7	5.22	22.3	1.15	4.9	0.57	2.4	1.17	5.0	0.46	2.0	1.87	8.0
Office and administrative support occupations	26.59	100.0	18.70	70.3	7.89	29.7	1.74	6.5	0.65	2.4	2.61	9.8	0.87	3.3	2.03	7.6

Footnotes

⁽¹⁾Includes costs for wages and salaries and benefits.

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

⁽³⁾The relative standard error for this estimate is equal to or greater than 30 percent.

⁽⁴⁾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.

Series	Total compensation ⁽¹⁾		Wages and salaries		Total benefits		Paid leave		Supplemental pay		Insurance		Retirement and savings		Legally required benefits	
	Cost (\$)	Percent	Cost (\$)	Percent	Cost (\$)	Percent	Cost (\$)	Percent	Cost (\$)	Percent	Cost (\$)	Percent	Cost (\$)	Percent	Cost (\$)	Percent
Service occupations	20.97	100.0	15.30	73.0	5.67	27.0	1.11	5.3	0.55	2.6	1.52	7.2	0.70	3.4	1.80	8.6
Natural resources, construction, and maintenance occupations	40.12	100.0	27.17	67.7	12.94	32.3	2.75	6.8	1.40	3.5	3.38	8.4	2.08	5.2	3.33	8.3
Installation, maintenance, and repair occupations	40.15	100.0	27.34	68.1	12.82	31.9	2.76	6.9	1.42	3.5	3.31	8.2	2.00	5.0	3.32	8.3
Production, transportation, and material moving occupations	35.15	100.0	23.55	67.0	11.60	33.0	2.33	6.6	1.26	3.6	3.22	9.2	1.72	4.9	3.07	8.7
Transportation and material moving occupations	35.55	100.0	23.79	66.9	11.77	33.1	2.35	6.6	1.27	3.6	3.25	9.1	1.77	5.0	3.13	8.8
Wholesale trade industry	42.92	100.0	30.52	71.1	12.40	28.9	3.26	7.6	1.61	3.7	3.01	7.0	1.38	3.2	3.14	7.3
Sales and office occupations	42.28	100.0	30.95	73.2	11.34	26.8	3.03	7.2	1.15	2.7	2.94	7.0	1.27	3.0	2.95	7.0
Office and administrative support occupations	29.18	100.0	20.44	70.1	8.74	29.9	2.07	7.1	1.04	3.6	2.74	9.4	0.73	2.5	2.15	7.4
Production, transportation, and material moving occupations	29.84	100.0	20.33	68.1	9.51	31.9	1.85	6.2	1.33	4.5	2.64	8.8	1.03	3.4	2.67	8.9
Transportation and material moving occupations	29.66	100.0	20.26	68.3	9.39	31.7	1.79	6.0	1.30	4.4	2.54	8.6	1.05	3.6	2.71	9.1
Retail trade industry	22.51	100.0	17.19	76.4	5.32	23.6	1.13	5.0	0.56	2.5	1.33	5.9	0.44	1.9	1.87	8.3
Sales and office occupations	19.87	100.0	15.41	77.5	4.46	22.5	0.88	4.4	0.47	2.4	1.12	5.6	0.35	1.8	1.64	8.3
Sales and related occupations	19.16	100.0	15.12	78.9	4.04	21.1	0.76	4.0	0.48	2.5	0.91	4.7	0.28	1.5	1.62	8.4
Office and administrative support occupations	22.22	100.0	16.37	73.7	5.84	26.3	1.25	5.6	0.44	2.0	1.84	8.3	0.58	2.6	1.73	7.8
Production, transportation, and material moving occupations	22.21	100.0	15.97	71.9	6.24	28.1	1.09	4.9	0.56	2.5	1.84	8.3	0.57	2.6	2.18	9.8
Transportation and material moving occupations	21.83	100.0	15.73	72.1	6.10	27.9	1.05	4.8	0.55	2.5	1.76	8.1	0.52	2.4	2.22	10.1

Footnotes

⁽¹⁾Includes costs for wages and salaries and benefits.

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

⁽³⁾The relative standard error for this estimate is equal to or greater than 30 percent.

⁽⁴⁾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.

Series	Total compensation ⁽¹⁾		Wages and salaries		Total benefits		Paid leave		Supplemental pay		Insurance		Retirement and savings		Legally required benefits	
	Cost (\$)	Percent	Cost (\$)	Percent	Cost (\$)	Percent	Cost (\$)	Percent	Cost (\$)	Percent	Cost (\$)	Percent	Cost (\$)	Percent	Cost (\$)	Percent
Transportation and warehousing industry	40.77	100.0	26.97	66.2	13.80	33.8	2.98	7.3	1.31	3.2	3.98	9.8	2.21	5.4	3.32	8.1
Utilities industry	69.20	100.0	42.63	61.6	26.57	38.4	6.11	8.8	2.38	3.4	6.55	9.5	6.68	9.7	4.85	7.0
Information industry	58.89	100.0	39.34	66.8	19.56	33.2	5.60	9.5	2.61	4.4	4.96	8.4	2.56	4.3	3.82	6.5
Management, professional, and related occupations	76.57	100.0	51.67	67.5	24.90	32.5	7.75	10.1	3.68	4.8	5.84	7.6	2.84	3.7	4.79	6.3
Professional and related occupations	69.95	100.0	47.17	67.4	22.78	32.6	6.78	9.7	3.04	4.3	5.72	8.2	2.76	4.0	4.47	6.4
Sales and office occupations	37.87	100.0	25.16	66.4	12.71	33.6	3.13	8.3	1.37	3.6	3.86	10.2	⁽³⁾ 1.80	⁽³⁾ 4.8	2.55	6.7
Financial activities industry	54.04	100.0	36.73	68.0	17.30	32.0	4.57	8.5	3.11	5.8	4.47	8.3	1.84	3.4	3.30	6.1
Financial and insurance industry	60.75	100.0	40.95	67.4	19.80	32.6	5.26	8.7	3.80	6.3	4.97	8.2	2.24	3.7	3.53	5.8
Management, professional, and related occupations	80.56	100.0	54.32	67.4	26.24	32.6	7.52	9.3	5.39	6.7	5.68	7.1	3.04	3.8	4.61	5.7
Management, business, and financial occupations	82.29	100.0	55.77	67.8	26.52	32.2	7.54	9.2	5.84	7.1	5.59	6.8	2.97	3.6	4.59	5.6
Professional and related occupations	75.00	100.0	49.66	66.2	25.34	33.8	7.45	9.9	3.95	5.3	5.99	8.0	3.25	4.3	4.70	6.3
Sales and office occupations	38.01	100.0	26.08	68.6	11.93	31.4	2.78	7.3	1.78	4.7	3.82	10.1	1.14	3.0	2.40	6.3
Sales and related occupations	52.96	100.0	38.94	73.5	14.02	26.5	3.40	6.4	⁽³⁾ 2.88	5.4	3.18	6.0	1.49	2.8	3.07	5.8
Office and administrative support occupations	32.65	100.0	21.47	65.8	11.18	34.2	2.56	7.8	1.39	4.2	4.05	12.4	1.02	3.1	2.15	6.6
Credit intermediation and related activities industry	55.74	100.0	38.29	68.7	17.45	31.3	4.81	8.6	2.78	5.0	4.70	8.4	1.92	3.4	3.24	5.8
Insurance carriers and related activities industry	52.62	100.0	34.76	66.1	17.85	33.9	4.65	8.8	2.89	5.5	4.87	9.3	2.12	4.0	3.32	6.3
Real estate and rental and leasing industry	32.82	100.0	23.40	71.3	9.42	28.7	2.42	7.4	0.93	2.8	2.90	8.8	0.60	1.8	2.57	7.8
Professional and business services industry	45.36	100.0	32.66	72.0	12.70	28.0	3.65	8.1	1.58	3.5	2.87	6.3	1.35	3.0	3.25	7.2

Footnotes

⁽¹⁾Includes costs for wages and salaries and benefits.

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

⁽³⁾The relative standard error for this estimate is equal to or greater than 30 percent.

⁽⁴⁾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.

Series	Total compensation ⁽¹⁾		Wages and salaries		Total benefits		Paid leave		Supplemental pay		Insurance		Retirement and savings		Legally required benefits	
	Cost (\$)	Percent	Cost (\$)	Percent	Cost (\$)	Percent	Cost (\$)	Percent	Cost (\$)	Percent	Cost (\$)	Percent	Cost (\$)	Percent	Cost (\$)	Percent
Management, professional, and related occupations	68.77	100.0	48.69	70.8	20.08	29.2	6.42	9.3	2.55	3.7	4.23	6.1	2.39	3.5	4.49	6.5
Management, business, and financial occupations	76.47	100.0	54.07	70.7	22.40	29.3	7.45	9.7	3.26	4.3	4.43	5.8	2.52	3.3	4.74	6.2
Professional and related occupations	63.36	100.0	44.91	70.9	18.44	29.1	5.70	9.0	2.05	3.2	4.09	6.5	2.29	3.6	4.31	6.8
Sales and office occupations	31.75	100.0	23.32	73.5	8.43	26.5	2.08	6.6	0.90	2.8	2.42	7.6	0.70	2.2	2.33	7.3
Office and administrative support occupations	28.13	100.0	20.23	71.9	7.90	28.1	1.95	6.9	0.80	2.8	2.45	8.7	0.62	2.2	2.08	7.4
Service occupations	20.20	100.0	15.64	77.4	4.56	22.6	0.83	4.1	0.52	2.6	1.11	5.5	0.19	1.0	1.90	9.4
Production, transportation, and material moving occupations	22.73	100.0	17.21	75.7	5.52	24.3	0.81	3.6	0.92	4.0	1.17	5.1	0.33	1.5	2.30	10.1
Transportation and material moving occupations	24.67	100.0	18.16	73.6	6.51	26.4	0.90	3.6	1.16	4.7	1.62	6.6 ⁽³⁾	0.31	1.3	2.52	10.2
Professional and technical services industry	60.28	100.0	43.08	71.5	17.19	28.5	5.36	8.9	2.05	3.4	3.84	6.4	1.93	3.2	4.03	6.7
Administrative and waste services industry	25.00	100.0	19.06	76.2	5.94	23.8	1.22	4.9	0.67	2.7	1.43	5.7	0.39	1.6	2.23	8.9
Education and health services industry	38.68	100.0	27.34	70.7	11.33	29.3	3.33	8.6	0.84	2.2	3.17	8.2	1.23	3.2	2.76	7.1
Management, professional, and related occupations	53.51	100.0	37.57	70.2	15.94	29.8	5.04	9.4	1.17	2.2	4.18	7.8	1.95	3.7	3.60	6.7
Management, business, and financial occupations	66.73	100.0	46.60	69.8	20.13	30.2	7.53	11.3	0.95	1.4	4.95	7.4	2.54	3.8	4.16	6.2
Professional and related occupations	52.15	100.0	36.64	70.3	15.51	29.7	4.78	9.2	1.19	2.3	4.10	7.9	1.89	3.6	3.55	6.8
Sales and office occupations	28.70	100.0	20.12	70.1	8.57	29.9	2.34	8.1	0.39	1.4	3.01	10.5	0.73	2.6	2.10	7.3
Office and administrative support occupations	27.85	100.0	19.34	69.5	8.51	30.5	2.25	8.1	0.42	1.5	3.05	10.9	0.78	2.8	2.01	7.2
Service occupations	22.06	100.0	16.04	72.7	6.02	27.3	1.35	6.1	0.55	2.5	1.85	8.4	0.42	1.9	1.84	8.3

Footnotes⁽¹⁾Includes costs for wages and salaries and benefits.⁽²⁾Includes mining, construction, and manufacturing. The agriculture, forestry, farming, and hunting sector is excluded.⁽³⁾The relative standard error for this estimate is equal to or greater than 30 percent.⁽⁴⁾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.

Series	Total compensation ⁽¹⁾		Wages and salaries		Total benefits		Paid leave		Supplemental pay		Insurance		Retirement and savings		Legally required benefits	
	Cost (\$)	Percent	Cost (\$)	Percent	Cost (\$)	Percent	Cost (\$)	Percent	Cost (\$)	Percent	Cost (\$)	Percent	Cost (\$)	Percent	Cost (\$)	Percent
Educational services industry	50.27	100.0	36.44	72.5	13.83	27.5	3.85	7.7	0.33	0.7	3.95	7.9	2.31	4.6	3.39	6.7
Management, professional, and related occupations	55.38	100.0	40.57	73.3	14.80	26.7	4.18	7.6	0.34	0.6	4.09	7.4	2.50	4.5	3.68	6.7
Management, business, and financial occupations	76.72	100.0	53.43	69.7	23.28	30.3	8.76	11.4	⁽³⁾ 0.81	⁽³⁾ 1.1	5.76	7.5	3.41	4.4	4.55	5.9
Professional and related occupations	51.62	100.0	38.31	74.2	13.31	25.8	3.38	6.5	0.26	0.5	3.79	7.3	2.35	4.5	3.53	6.8
Sales and office occupations	34.54	100.0	22.83	66.1	11.71	33.9	3.05	8.8	0.18	0.5	4.46	12.9	1.75	5.1	2.27	6.6
Office and administrative support occupations	34.19	100.0	22.38	65.5	11.81	34.5	2.99	8.7	0.18	0.5	4.60	13.5	1.80	5.3	2.23	6.5
Service occupations	25.10	100.0	17.54	69.9	7.56	30.1	1.87	7.4	0.29	1.2	2.19	8.7	1.20	4.8	2.01	8.0
Junior colleges, colleges, universities and professional schools industry	63.31	100.0	44.24	69.9	19.08	30.1	5.69	9.0	0.46	0.7	5.54	8.8	3.44	5.4	3.96	6.3
Health care and social assistance industry	37.09	100.0	26.10	70.4	10.99	29.6	3.26	8.8	0.91	2.5	3.07	8.3	1.09	2.9	2.68	7.2
Registered nurse occupations	61.42	100.0	40.22	65.5	21.20	34.5	6.49	10.6	2.46	4.0	5.33	8.7	2.74	4.5	4.18	6.8
Management, professional, and related occupations	53.07	100.0	36.86	69.5	16.21	30.5	5.24	9.9	1.36	2.6	4.20	7.9	1.82	3.4	3.58	6.8
Professional and related occupations	52.27	100.0	36.28	69.4	15.99	30.6	5.09	9.7	1.39	2.7	4.16	8.0	1.80	3.4	3.55	6.8
Sales and office occupations	28.06	100.0	19.83	70.7	8.23	29.3	2.26	8.1	0.42	1.5	2.86	10.2	0.62	2.2	2.08	7.4
Office and administrative support occupations	27.13	100.0	19.00	70.0	8.13	30.0	2.17	8.0	0.44	1.6	2.87	10.6	0.66	2.4	1.99	7.3
Service occupations	21.97	100.0	16.00	72.8	5.97	27.2	1.33	6.1	0.56	2.6	1.84	8.4	0.40	1.8	1.84	8.4
Hospitals industry	53.47	100.0	35.12	65.7	18.35	34.3	5.31	9.9	2.00	3.7	5.22	9.8	2.35	4.4	3.47	6.5
Management, professional, and related occupations	63.59	100.0	42.25	66.4	21.34	33.6	6.54	10.3	2.30	3.6	5.60	8.8	2.83	4.4	4.07	6.4
Registered nurse occupations	64.20	100.0	41.52	64.7	22.67	35.3	6.70	10.4	2.81	4.4	5.88	9.2	3.04	4.7	4.26	6.6

Footnotes

⁽¹⁾Includes costs for wages and salaries and benefits.

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

⁽³⁾The relative standard error for this estimate is equal to or greater than 30 percent.

⁽⁴⁾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.

Series	Total compensation ⁽¹⁾		Wages and salaries		Total benefits		Paid leave		Supplemental pay		Insurance		Retirement and savings		Legally required benefits	
	Cost (\$)	Percent	Cost (\$)	Percent	Cost (\$)	Percent	Cost (\$)	Percent	Cost (\$)	Percent	Cost (\$)	Percent	Cost (\$)	Percent	Cost (\$)	Percent
Service occupations	29.46	100.0	18.26	62.0	11.21	38.0	2.28	7.7	1.55	5.3	4.02	13.6	1.27	4.3	2.09	7.1
Nursing and residential care facilities industry	25.61	100.0	18.53	72.4	7.08	27.6	1.77	6.9	0.62	2.4	2.18	8.5	0.41	1.6	2.09	8.2
Management, professional, and related occupations	38.69	100.0	27.99	72.3	10.71	27.7	3.10	8.0	0.89	2.3	3.05	7.9	0.77	2.0	2.89	7.5
Service occupations	20.46	100.0	14.83	72.5	5.63	27.5	1.23	6.0	0.54	2.6	1.80	8.8	0.28	1.4	1.78	8.7
Nursing care facilities industry	27.97	100.0	20.12	71.9	7.86	28.1	1.94	6.9	0.76	2.7	2.45	8.7	0.48	1.7	2.24	8.0
Management, professional, and related occupations	42.00	100.0	30.68	73.0	11.32	27.0	3.23	7.7	1.05	2.5	3.14	7.5	0.77	1.8	3.13	7.4
Service occupations	21.32	100.0	15.13	71.0	6.19	29.0	1.30	6.1	0.64	3.0	2.09	9.8	0.34	1.6	1.82	8.5
Leisure and hospitality industry	16.91	100.0	13.66	80.8	3.25	19.2	0.51	3.0	0.23	1.4	0.70	4.1	0.17	1.0	1.64	9.7
Sales and office occupations	20.20	100.0	15.40	76.2	4.80	23.8	0.95	4.7	0.23	1.1	1.64	8.1	0.25	1.2	1.73	8.6
Service occupations	15.53	100.0	12.74	82.1	2.78	17.9	0.35	2.2	0.20	1.3	0.55	3.5	0.14	0.9	1.55	10.0
Accommodation and food services industry	16.14	100.0	13.05	80.9	3.08	19.1	0.43	2.7	0.24	1.5	0.67	4.2	0.16	1.0	1.59	9.8
Other services industry	30.77	100.0	22.91	74.5	7.86	25.5	1.97	6.4	0.49	1.6	1.85	6.0	1.09	3.5	2.46	8.0

Footnotes

⁽¹⁾Includes costs for wages and salaries and benefits.

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

⁽³⁾The relative standard error for this estimate is equal to or greater than 30 percent.

⁽⁴⁾Includes utilities; wholesale trade; retail trade; transportation and warehousing; information; finance and insurance; real estate and rental and leasing; professional and technical services; management of companies and enterprises; administrative and waste services; educational services; health care and social assistance; arts, entertainment and recreation; accommodation and food services; and other services, except public administration.

Table 5. Employer Costs for Employee Compensation for private industry workers by bargaining and work status

[Sept. 2021]

Series	Total compensation ⁽¹⁾		Wages and salaries		Total benefits		Paid leave		Supplemental pay		Insurance		Retirement and savings		Legally required benefits	
	Cost (\$)	Percent	Cost (\$)	Percent	Cost (\$)	Percent	Cost (\$)	Percent	Cost (\$)	Percent	Cost (\$)	Percent	Cost (\$)	Percent	Cost (\$)	Percent
Union workers	51.31	100.0	30.67	59.8	20.64	40.2	3.65	7.1	1.82	3.5	6.84	13.3	4.57	8.9	3.77	7.3
Goods-producing industries ⁽²⁾	54.04	100.0	31.03	57.4	23.01	42.6	2.94	5.4	2.38	4.4	7.51	13.9	5.93	11.0	4.25	7.9
Manufacturing industry	45.16	100.0	25.51	56.5	19.65	43.5	3.19	7.1	2.64	5.9	6.91	15.3	3.69	8.2	3.23	7.2
Service-providing industries ⁽³⁾	50.05	100.0	30.50	60.9	19.55	39.1	3.97	7.9	1.56	3.1	6.52	13.0	3.94	7.9	3.55	7.1

Footnotes

⁽¹⁾Includes costs for wages and salaries and benefits.

⁽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.

⁽⁴⁾The relative standard error for this estimate is equal to or greater than 30 percent.

Series	Total compensation ⁽¹⁾		Wages and salaries		Total benefits		Paid leave		Supplemental pay		Insurance		Retirement and savings		Legally required benefits	
	Cost (\$)	Percent	Cost (\$)	Percent	Cost (\$)	Percent	Cost (\$)	Percent	Cost (\$)	Percent	Cost (\$)	Percent	Cost (\$)	Percent	Cost (\$)	Percent
Trade, transportation, and utilities industry	49.62	100.0	30.27	61.0	19.34	39.0	3.85	7.8	1.70	3.4	6.24	12.6	4.01	8.1	3.54	7.1
Retail trade industry	26.01	100.0	16.09	61.9	9.92	38.1	1.56	6.0	0.51	2.0	3.99	15.3	1.85	7.1	2.01	7.7
Transportation and warehousing industry	62.63	100.0	38.40	61.3	24.24	38.7	5.16	8.2	2.33	3.7	7.54	12.0	4.88	7.8	4.34	6.9
Education and health services industry	56.10	100.0	33.64	60.0	22.46	40.0	5.10	9.1	1.85	3.3	8.02	14.3	3.76	6.7	3.74	6.7
Health care and social assistance industry	55.37	100.0	32.92	59.5	22.44	40.5	5.09	9.2	2.00	3.6	7.97	14.4	3.68	6.6	3.70	6.7
Nonunion workers	36.05	100.0	25.99	72.1	10.06	27.9	2.66	7.4	1.21	3.4	2.46	6.8	1.01	2.8	2.72	7.6
Goods-producing industries ⁽²⁾	39.24	100.0	27.52	70.1	11.72	29.9	2.64	6.7	1.67	4.3	2.96	7.5	1.22	3.1	3.23	8.2
Manufacturing industries	40.60	100.0	27.76	68.4	12.84	31.6	3.13	7.7	1.77	4.4	3.45	8.5	1.47	3.6	3.02	7.4
Service-providing industries ⁽³⁾	35.46	100.0	25.71	72.5	9.75	27.5	2.66	7.5	1.13	3.2	2.36	6.7	0.97	2.7	2.63	7.4
Trade, transportation, and utilities industries	29.12	100.0	21.48	73.8	7.64	26.2	1.82	6.3	0.87	3.0	1.83	6.3	0.75	2.6	2.37	8.1
Retail trade industries	22.23	100.0	17.27	77.7	4.96	22.3	1.10	4.9	0.56	2.5	1.12	5.0	0.32	1.5	1.86	8.4
Transportation and warehousing industries	31.88	100.0	22.33	70.0	9.56	30.0	2.10	6.6	0.89	2.8	2.53	7.9	1.13	3.5	2.90	9.1
Education and health services industries	37.59	100.0	26.95	71.7	10.64	28.3	3.22	8.6	0.78	2.1	2.87	7.6	1.07	2.9	2.70	7.2
Health care and social assistance industries	35.92	100.0	25.66	71.4	10.26	28.6	3.14	8.7	0.84	2.3	2.75	7.7	0.92	2.6	2.61	7.3
Full-time workers	43.25	100.0	29.99	69.3	13.26	30.7	3.43	7.9	1.58	3.6	3.52	8.1	1.62	3.7	3.12	7.2
Occupational group																
Management, professional and related occupations	66.09	100.0	45.81	69.3	20.28	30.7	6.26	9.5	2.48	3.7	4.76	7.2	2.56	3.9	4.22	6.4
Management, business, and financial occupations	75.65	100.0	52.68	69.6	22.97	30.4	7.29	9.6	3.43	4.5	4.84	6.4	2.77	3.7	4.64	6.1
Professional and related occupations	59.83	100.0	41.31	69.1	18.52	30.9	5.58	9.3	1.85	3.1	4.72	7.9	2.42	4.0	3.95	6.6

Footnotes

⁽¹⁾Includes costs for wages and salaries and benefits.

⁽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.

⁽⁴⁾The relative standard error for this estimate is equal to or greater than 30 percent.

Series	Total compensation ⁽¹⁾		Wages and salaries		Total benefits		Paid leave		Supplemental pay		Insurance		Retirement and savings		Legally required benefits	
	Cost (\$)	Percent	Cost (\$)	Percent	Cost (\$)	Percent	Cost (\$)	Percent	Cost (\$)	Percent	Cost (\$)	Percent	Cost (\$)	Percent	Cost (\$)	Percent
Sales and office occupations	33.66	100.0	23.82	70.8	9.83	29.2	2.41	7.2	1.05	3.1	3.03	9.0	0.98	2.9	2.36	7.0
Sales and related occupations	39.81	100.0	29.71	74.6	10.10	25.4	2.60	6.5	1.34	3.4	2.42	6.1	0.99	2.5	2.74	6.9
Office and administrative support occupations	30.54	100.0	20.85	68.2	9.70	31.8	2.31	7.6	0.91	3.0	3.34	10.9	0.97	3.2	2.17	7.1
Service occupations	22.51	100.0	16.42	72.9	6.10	27.1	1.27	5.7	0.61	2.7	1.90	8.4	0.44	2.0	1.88	8.4
Natural resources, construction, and maintenance occupations	40.11	100.0	27.21	67.8	12.90	32.2	2.16	5.4	1.52	3.8	3.29	8.2	2.23	5.6	3.69	9.2
Construction, extraction, farming, fishing, and forestry occupations	41.05	100.0	27.59	67.2	13.47	32.8	1.72	4.2	1.60	3.9	3.35	8.2	2.77	6.7	4.03	9.8
Installation, maintenance, and repair occupations	39.05	100.0	26.80	68.6	12.26	31.4	2.67	6.8	1.43	3.7	3.23	8.3	1.62	4.1	3.31	8.5
Production, transportation, and material moving occupations	32.90	100.0	21.90	66.6	11.00	33.4	2.14	6.5	1.47	4.5	3.34	10.2	1.30	3.9	2.75	8.4
Production occupations	30.68	100.0	20.44	66.6	10.24	33.4	1.94	6.3	1.52	4.9	3.31	10.8	0.97	3.2	2.50	8.1
Transportation and material moving occupations	35.48	100.0	23.59	66.5	11.89	33.5	2.38	6.7	1.40	4.0	3.39	9.5	1.67	4.7	3.05	8.6
Industry group																
Goods-producing industries ⁽²⁾	41.88	100.0	28.29	67.6	13.58	32.4	2.74	6.5	1.81	4.3	3.70	8.8	1.93	4.6	3.40	8.1
Construction industry	41.85	100.0	29.19	69.7	12.66	30.3	1.92	4.6	1.54	3.7	3.12	7.5	2.15	5.1	3.93	9.4
Manufacturing industry	41.71	100.0	27.70	66.4	14.01	33.6	3.20	7.7	1.92	4.6	4.02	9.6	1.79	4.3	3.08	7.4
Service-providing industries ⁽³⁾	43.64	100.0	30.47	69.8	13.17	30.2	3.62	8.3	1.51	3.5	3.46	7.9	1.53	3.5	3.04	7.0
Trade, transportation, and utilities industry	38.56	100.0	26.80	69.5	11.76	30.5	2.87	7.4	1.30	3.4	3.13	8.1	1.55	4.0	2.91	7.5
Information industry	64.00	100.0	42.50	66.4	21.50	33.6	6.06	9.5	2.94	4.6	5.52	8.6	2.87	4.5	4.10	6.4

Footnotes

⁽¹⁾Includes costs for wages and salaries and benefits.

⁽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.

⁽⁴⁾The relative standard error for this estimate is equal to or greater than 30 percent.

Series	Total compensation ⁽¹⁾		Wages and salaries		Total benefits		Paid leave		Supplemental pay		Insurance		Retirement and savings		Legally required benefits	
	Cost (\$)	Percent	Cost (\$)	Percent	Cost (\$)	Percent	Cost (\$)	Percent	Cost (\$)	Percent	Cost (\$)	Percent	Cost (\$)	Percent	Cost (\$)	Percent
Financial activities industry	56.23	100.0	38.07	67.7	18.16	32.3	4.83	8.6	3.29	5.8	4.70	8.4	1.95	3.5	3.40	6.0
Professional and business services industry	49.97	100.0	35.60	71.2	14.37	28.8	4.22	8.4	1.80	3.6	3.32	6.6	1.58	3.2	3.45	6.9
Education and health services industry	41.57	100.0	28.75	69.2	12.82	30.8	3.80	9.1	0.91	2.2	3.84	9.2	1.42	3.4	2.84	6.8
Leisure and hospitality industry	22.79	100.0	17.33	76.0	5.47	24.0	1.16	5.1	0.48	2.1	1.50	6.6	0.37	1.6	1.95	8.6
Other services industry	35.86	100.0	25.80	72.0	10.05	28.0	2.66	7.4	0.63	1.8	2.53	7.1	1.52	4.2	2.71	7.6
Part-time workers	19.87	100.0	15.85	79.8	4.02	20.2	0.75	3.8	0.34	1.7	0.72	3.6	0.33	1.6	1.88	9.5
Occupational group																
Management, professional and related occupations	42.75	100.0	32.66	76.4	10.08	23.6	3.09	7.2	0.88	2.1	1.66	3.9	1.08	2.5	3.37	7.9
Professional and related occupations	42.79	100.0	32.59	76.2	10.20	23.8	3.19	7.4	0.86	2.0	1.67	3.9	1.11	2.6	3.38	7.9
Sales and office occupations	17.60	100.0	14.17	80.5	3.43	19.5	0.54	3.1	0.28	1.6	0.78	4.4	0.26	1.5	1.57	8.9
Sales and related occupations	15.73	100.0	13.10	83.2	2.64	16.8	0.34	2.1	0.25	1.6	0.42	2.7	0.16	1.0	1.47	9.3
Office and administrative support occupations	20.67	100.0	15.94	77.1	4.73	22.9	0.87	4.2	0.33	1.6	1.38	6.7	0.41	2.0	1.75	8.5
Service occupations	15.19	100.0	12.63	83.1	2.56	16.9	0.33	2.2	0.18	1.2	0.37	2.4	0.11	0.8	1.57	10.3
Production, transportation, and material moving occupations	21.04	100.0	15.84	75.3	5.21	24.7	0.61	2.9	0.59	2.8	1.13	5.4	0.50	2.4	2.37	11.3
Transportation and material moving occupations	22.16	100.0	16.33	73.7	5.83	26.3	0.65	2.9	0.68	3.1	1.35	6.1	0.63	2.8	2.52	11.4
Industry group																
Service-providing industries ⁽³⁾	19.77	100.0	15.79	79.9	3.98	20.1	0.75	3.8	0.33	1.7	0.72	3.7	0.31	1.6	1.87	9.5
Trade, transportation, and utilities industry	18.41	100.0	14.42	78.4	3.98	21.6	0.54	3.0	0.35	1.9	0.92	5.0	0.41	2.2	1.75	9.5

Footnotes

⁽¹⁾Includes costs for wages and salaries and benefits.

⁽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.

⁽⁴⁾The relative standard error for this estimate is equal to or greater than 30 percent.

Series	Total compensation ⁽¹⁾		Wages and salaries		Total benefits		Paid leave		Supplemental pay		Insurance		Retirement and savings		Legally required benefits	
	Cost (\$)	Percent	Cost (\$)	Percent	Cost (\$)	Percent	Cost (\$)	Percent	Cost (\$)	Percent	Cost (\$)	Percent	Cost (\$)	Percent	Cost (\$)	Percent
Professional and business services industry	21.37	100.0	17.39	81.3	3.99	18.7	0.71	3.3	0.44	2.1	0.52	2.4	0.14	0.7	2.18	10.2
Education and health services industry	30.41	100.0	23.33	76.7	7.08	23.3	1.97	6.5	0.64	2.1	1.26	4.2	0.68	2.2	2.52	8.3
Leisure and hospitality industry	13.85	100.0	11.75	84.9	2.10	15.1	0.17	1.2	0.10	0.7 ⁽⁴⁾	0.28	2.0	0.07	0.5	1.48	10.7
Footnotes ⁽¹⁾ Includes costs for wages and salaries and benefits. ⁽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. ⁽⁴⁾ The relative standard error for this estimate is equal to or greater than 30 percent.																

Table 6. Employer Costs for Employee Compensation for private industry workers by establishment size and industry group
 [Sept. 2021]

Series	Total compensation ⁽¹⁾		Wages and salaries		Total benefits		Paid leave		Supplemental pay		Insurance		Retirement and savings		Legally required benefits	
	Cost (\$)	Percent	Cost (\$)	Percent	Cost (\$)	Percent	Cost (\$)	Percent	Cost (\$)	Percent	Cost (\$)	Percent	Cost (\$)	Percent	Cost (\$)	Percent
All workers	37.24	100.0	26.36	70.8	10.88	29.2	2.74	7.4	1.26	3.4	2.80	7.5	1.28	3.4	2.80	7.5
1-99 workers	31.03	100.0	23.12	74.5	7.91	25.5	1.92	6.2	0.76	2.4	1.96	6.3	0.75	2.4	2.52	8.1
1-49 workers	30.02	100.0	22.67	75.5	7.35	24.5	1.79	6.0	0.70	2.3	1.75	5.8	0.64	2.1	2.47	8.2
50-99 workers	35.18	100.0	24.98	71.0	10.19	29.0	2.44	6.9	0.99	2.8	2.81	8.0	1.21	3.4	2.74	7.8
100 workers or more	45.21	100.0	30.51	67.5	14.70	32.5	3.79	8.4	1.90	4.2	3.88	8.6	1.97	4.3	3.17	7.0
100-499 workers	38.06	100.0	26.63	70.0	11.43	30.0	2.89	7.6	1.31	3.4	3.09	8.1	1.29	3.4	2.86	7.5
500 workers or more	54.80	100.0	35.71	65.2	19.09	34.8	4.99	9.1	2.70	4.9	4.93	9.0	2.87	5.2	3.59	6.6
Goods-producing industries ⁽²⁾	41.41	100.0	28.03	67.7	13.38	32.3	2.69	6.5	1.78	4.3	3.62	8.8	1.91	4.6	3.38	8.2
1-99 workers	35.23	100.0	25.06	71.1	10.17	28.9	1.84	5.2	1.23	3.5	2.58	7.3	1.31	3.7	3.21	9.1
1-49 workers	33.19	100.0	24.14	72.7	9.05	27.3	1.64	4.9	1.10	3.3	2.17	6.5	1.00	3.0	3.14	9.4
50-99 workers	41.29	100.0	27.78	67.3	13.51	32.7	2.42	5.9	1.64	4.0	3.79	9.2	2.22	5.4	3.44	8.3
100 workers or more	47.14	100.0	30.79	65.3	16.35	34.7	3.47	7.4	2.28	4.8	4.59	9.7	2.47	5.2	3.54	7.5
100-499 workers	43.61	100.0	29.03	66.6	14.58	33.4	2.94	6.7	1.99	4.6	4.18	9.6	2.01	4.6	3.47	7.9
500 workers or more	52.78	100.0	33.60	63.7	19.18	36.3	4.33	8.2	2.75	5.2	5.25	10.0	3.20	6.1	3.65	6.9
Manufacturing industry	41.25	100.0	27.44	66.5	13.81	33.5	3.14	7.6	1.90	4.6	3.94	9.6	1.78	4.3	3.05	7.4
1-99 workers	33.12	100.0	23.35	70.5	9.77	29.5	2.11	6.4	1.24	3.7	2.74	8.3	1.02	3.1	2.66	8.0
1-49 workers	30.79	100.0	22.15	72.0	8.63	28.0	1.80	5.8	1.09	3.5	2.32	7.5 ⁽³⁾	0.84 ⁽³⁾	2.7	2.58	8.4
50-99 workers	37.91	100.0	25.80	68.0	12.12	32.0	2.75	7.2	1.54	4.1	3.59	9.5	1.39	3.7	2.85	7.5

Footnotes ⁽¹⁾ Includes costs for wages and salaries and benefits. ⁽²⁾ Includes mining, construction, and manufacturing. The agriculture, forestry, farming, and hunting sector is excluded. ⁽³⁾ The relative standard error for this estimate is equal to or greater than 30 percent. ⁽⁴⁾ 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.																
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Series	Total compensation ⁽¹⁾		Wages and salaries		Total benefits		Paid leave		Supplemental pay		Insurance		Retirement and savings		Legally required benefits	
	Cost (\$)	Percent	Cost (\$)	Percent	Cost (\$)	Percent	Cost (\$)	Percent	Cost (\$)	Percent	Cost (\$)	Percent	Cost (\$)	Percent	Cost (\$)	Percent
100 workers or more	45.86	100.0	29.75	64.9	16.10	35.1	3.72	8.1	2.27	4.9	4.63	10.1	2.22	4.8	3.27	7.1
100-499 workers	39.81	100.0	26.49	66.5	13.32	33.5	3.07	7.7	1.81	4.5	4.04	10.1	1.38	3.5	3.02	7.6
500 workers or more	53.27	100.0	33.76	63.4	19.51	36.6	4.52	8.5	2.83	5.3	5.35	10.0	3.24	6.1	3.58	6.7
Service-providing industries ⁽⁴⁾	36.39	100.0	26.02	71.5	10.38	28.5	2.75	7.6	1.16	3.2	2.63	7.2	1.16	3.2	2.69	7.4
1-99 workers	30.33	100.0	22.80	75.2	7.53	24.8	1.93	6.4	0.68	2.2	1.86	6.1	0.66	2.2	2.40	7.9
1-49 workers	29.53	100.0	22.44	76.0	7.09	24.0	1.82	6.2	0.64	2.2	1.69	5.7	0.59	2.0	2.36	8.0
50-99 workers	33.79	100.0	24.35	72.1	9.44	27.9	2.44	7.2	0.84	2.5	2.59	7.7	0.98	2.9	2.58	7.6
100 workers or more	44.73	100.0	30.44	68.0	14.29	32.0	3.86	8.6	1.81	4.0	3.70	8.3	1.84	4.1	3.08	6.9
100-499 workers	36.55	100.0	25.97	71.1	10.58	28.9	2.88	7.9	1.12	3.1	2.79	7.6	1.10	3.0	2.69	7.4
500 workers or more	55.24	100.0	36.17	65.5	19.06	34.5	5.14	9.3	2.70	4.9	4.86	8.8	2.80	5.1	3.58	6.5
Trade, transportation, and utilities industry	31.67	100.0	22.57	71.3	9.10	28.7	2.08	6.6	0.97	3.1	2.38	7.5	1.16	3.7	2.52	7.9
1-99 workers	28.40	100.0	21.29	75.0	7.11	25.0	1.63	5.8	0.74	2.6	1.71	6.0	0.66	2.3	2.38	8.4
1-49 workers	27.98	100.0	21.21	75.8	6.77	24.2	1.57	5.6	0.71	2.5	1.56	5.6	0.57	2.0	2.36	8.5
50-99 workers	29.91	100.0	21.57	72.1	8.34	27.9	1.88	6.3	0.85	2.8	2.25	7.5	0.95	3.2	2.42	8.1
100 workers or more	35.90	100.0	24.23	67.5	11.67	32.5	2.65	7.4	1.27	3.6	3.24	9.0	1.81	5.0	2.70	7.5
100-499 workers	30.45	100.0	21.29	69.9	9.16	30.1	2.06	6.8	1.00	3.3	2.53	8.3	1.16	3.8	2.40	7.9
500 workers or more	49.55	100.0	31.59	63.7	17.96	36.3	4.11	8.3	1.95	3.9	5.02	10.1	3.43	6.9	3.44	7.0
Wholesale trade industry	42.92	100.0	30.52	71.1	12.40	28.9	3.26	7.6	1.61	3.7	3.01	7.0	1.38	3.2	3.14	7.3
1-99 workers	42.54	100.0	30.82	72.5	11.72	27.5	3.08	7.2	1.51	3.5	2.83	6.7	1.16	2.7	3.14	7.4
1-49 workers	42.05	100.0	30.67	72.9	11.39	27.1	2.95	7.0	1.42	3.4	2.74	6.5	1.15	2.7	3.13	7.4
100 workers or more	43.72	100.0	29.91	68.4	13.81	31.6	3.64	8.3	1.82	4.2	3.36	7.7	1.82	4.2	3.15	7.2
100-499 workers	44.44	100.0	30.73	69.2	13.70	30.8	3.70	8.3	1.66	3.7	3.33	7.5	1.82	4.1	3.20	7.2
Retail trade industry	22.51	100.0	17.19	76.4	5.32	23.6	1.13	5.0	0.56	2.5	1.33	5.9	0.44	1.9	1.87	8.3
1-99 workers	21.46	100.0	16.94	78.9	4.52	21.1	0.93	4.3	0.44	2.0	1.01	4.7	0.29	1.4	1.85	8.6
1-49 workers	21.35	100.0	17.04	79.8	4.31	20.2	0.91	4.3	0.43	2.0	0.88	4.1	0.24	1.1	1.85	8.7
50-99 workers	21.90	100.0	16.60	75.8	5.29	24.2	1.00	4.6	0.45	2.0	1.53	7.0	0.49	2.2	1.83	8.4

Footnotes

(1)Includes costs for wages and salaries and benefits.

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

(3)The relative standard error for this estimate is equal to or greater than 30 percent.

(4)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.

Series	Total compensation ⁽¹⁾		Wages and salaries		Total benefits		Paid leave		Supplemental pay		Insurance		Retirement and savings		Legally required benefits	
	Cost (\$)	Percent	Cost (\$)	Percent	Cost (\$)	Percent	Cost (\$)	Percent	Cost (\$)	Percent	Cost (\$)	Percent	Cost (\$)	Percent	Cost (\$)	Percent
100 workers or more	24.08	100.0	17.55	72.9	6.53	27.1	1.43	5.9	0.74	3.1	1.80	7.5	0.65	2.7	1.91	7.9
100-499 workers	23.80	100.0	17.34	72.9	6.46	27.1	1.40	5.9	0.73	3.1	1.79	7.5	0.64	2.7	1.90	8.0
Transportation and warehousing industry	40.77	100.0	26.97	66.2	13.80	33.8	2.98	7.3	1.31	3.2	3.98	9.8	2.21	5.4	3.32	8.1
1-99 workers	29.92	100.0	21.64	72.3	8.28	27.7	1.75	5.8	0.57	1.9	2.18	7.3	0.78	2.6	2.99	10.0
1-49 workers	28.90	100.0	21.16	73.2	7.74	26.8	1.64	5.7	0.49	1.7	2.02	7.0	0.62	2.1	2.96	10.3
100 workers or more	47.61	100.0	30.33	63.7	17.28	36.3	3.76	7.9	1.77	3.7	5.11	10.7	3.11	6.5	3.52	7.4
100-499 workers	39.63	100.0	25.97	65.5	13.66	34.5	2.75	6.9	1.37	3.5	4.23	10.7	1.97	5.0	3.33	8.4
Information industry	58.89	100.0	39.34	66.8	19.56	33.2	5.60	9.5	2.61	4.4	4.96	8.4	2.56	4.3	3.82	6.5
1-99 workers	44.32	100.0	30.86	69.6	13.46	30.4	3.78	8.5	1.57	3.5	3.34	7.5	1.67	3.8	3.10	7.0
100 workers or more	69.18	100.0	45.32	65.5	23.86	34.5	6.89	10.0	3.35	4.8	6.11	8.8	3.18	4.6	4.32	6.2
100-499 workers	57.65	100.0	38.97	67.6	18.68	32.4	5.41	9.4	2.03	3.5	5.37	9.3	2.02	3.5	3.85	6.7
500 workers or more	82.09	100.0	52.43	63.9	29.66	36.1	8.55	10.4	4.84	5.9	6.94	8.5	4.48	5.5	4.85	5.9
Financial activities industry	54.04	100.0	36.73	68.0	17.30	32.0	4.57	8.5	3.11	5.8	4.47	8.3	1.84	3.4	3.30	6.1
1-99 workers	45.03	100.0	32.19	71.5	12.84	28.5	3.32	7.4	1.92	4.3	3.57	7.9	1.18	2.6	2.84	6.3
1-49 workers	43.89	100.0	31.46	71.7	12.43	28.3	3.16	7.2	1.93	4.4	3.46	7.9	1.09	2.5	2.78	6.3
100 workers or more	64.46	100.0	41.99	65.1	22.47	34.9	6.02	9.3	4.49	7.0	5.52	8.6	2.61	4.0	3.83	5.9
100-499 workers	60.20	100.0	41.03	68.2	19.17	31.8	5.51	9.2	2.52	4.2	5.21	8.7	2.24	3.7	3.70	6.1
500 workers or more	68.19	100.0	42.83	62.8	25.35	37.2	6.47	9.5	6.21	9.1	5.78	8.5	2.94	4.3	3.95	5.8
Professional and business services industry	45.36	100.0	32.66	72.0	12.70	28.0	3.65	8.1	1.58	3.5	2.87	6.3	1.35	3.0	3.25	7.2
1-99 workers	41.72	100.0	31.09	74.5	10.63	25.5	3.04	7.3	1.01	2.4	2.55	6.1	0.91	2.2	3.13	7.5
1-49 workers	39.73	100.0	29.95	75.4	9.78	24.6	2.77	7.0	0.89	2.2	2.31	5.8	0.78	2.0	3.02	7.6
50-99 workers	50.48	100.0	36.11	71.5	14.37	28.5	4.19	8.3	1.52	3.0	3.58	7.1	1.46	2.9	3.61	7.1
100 workers or more	48.98	100.0	34.23	69.9	14.75	30.1	4.27	8.7	2.15	4.4	3.19	6.5	1.78	3.6	3.37	6.9
100-499 workers	43.38	100.0	31.33	72.2	12.05	27.8	3.65	8.4	1.43	3.3	2.76	6.4	1.10	2.5	3.10	7.1
500 workers or more	55.02	100.0	37.35	67.9	17.67	32.1	4.93	9.0	2.92	5.3	3.64	6.6	2.52	4.6	3.66	6.7

Footnotes

(1) Includes costs for wages and salaries and benefits.

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

(3) The relative standard error for this estimate is equal to or greater than 30 percent.

(4) 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.

Series	Total compensation ⁽¹⁾		Wages and salaries		Total benefits		Paid leave		Supplemental pay		Insurance		Retirement and savings		Legally required benefits	
	Cost (\$)	Percent	Cost (\$)	Percent	Cost (\$)	Percent	Cost (\$)	Percent	Cost (\$)	Percent	Cost (\$)	Percent	Cost (\$)	Percent	Cost (\$)	Percent
Education and health services industry	38.68	100.0	27.34	70.7	11.33	29.3	3.33	8.6	0.84	2.2	3.17	8.2	1.23	3.2	2.76	7.1
1-99 workers	31.74	100.0	23.80	75.0	7.94	25.0	2.39	7.5	0.33	1.0	2.12	6.7	0.64	2.0	2.45	7.7
1-49 workers	31.77	100.0	24.23	76.3	7.54	23.7	2.36	7.4	0.30	1.0	1.82	5.7	0.60	1.9	2.46	7.7
50-99 workers	31.63	100.0	22.46	71.0	9.17	29.0	2.45	7.8	0.42	1.3	3.08	9.7	0.79	2.5	2.43	7.7
100 workers or more	44.84	100.0	30.49	68.0	14.35	32.0	4.16	9.3	1.29	2.9	4.11	9.2	1.75	3.9	3.04	6.8
100-499 workers	33.49	100.0	24.35	72.7	9.14	27.3	2.74	8.2	0.63	1.9	2.58	7.7	0.70	2.1	2.48	7.4
500 workers or more	53.99	100.0	35.44	65.6	18.55	34.4	5.31	9.8	1.82	3.4	5.33	9.9	2.60	4.8	3.48	6.5
Educational services industry	50.27	100.0	36.44	72.5	13.83	27.5	3.85	7.7	0.33	0.7	3.95	7.9	2.31	4.6	3.39	6.7
1-99 workers	35.91	100.0	27.85	77.6	8.06	22.4	1.89	5.3	0.11	0.3	2.12	5.9	1.15	3.2	2.79	7.8
100 workers or more	61.43	100.0	43.13	70.2	18.31	29.8	5.37	8.7	0.50	0.8	5.37	8.7	3.21	5.2	3.85	6.3
100-499 workers	52.64	100.0	37.99	72.2	14.65	27.8	4.54	8.6	⁽³⁾ 0.35	⁽³⁾ 0.7	4.37	8.3	1.88	3.6	3.51	6.7
500 workers or more	67.36	100.0	46.59	69.2	20.77	30.8	5.94	8.8	0.60	0.9	6.05	9.0	4.11	6.1	4.07	6.0
Health care and social assistance industry	37.09	100.0	26.10	70.4	10.99	29.6	3.26	8.8	0.91	2.5	3.07	8.3	1.09	2.9	2.68	7.2
1-99 workers	31.22	100.0	23.29	74.6	7.92	25.4	2.45	7.8	0.36	1.2	2.12	6.8	0.58	1.9	2.41	7.7
1-49 workers	31.40	100.0	23.83	75.9	7.57	24.1	2.42	7.7	0.32	1.0	1.84	5.9	0.58	1.8	2.41	7.7
50-99 workers	30.55	100.0	21.40	70.1	9.14	29.9	2.53	8.3	0.49	1.6	3.13	10.2	0.59	1.9	2.40	7.9
100 workers or more	42.41	100.0	28.64	67.5	13.77	32.5	3.99	9.4	1.41	3.3	3.92	9.2	1.54	3.6	2.92	6.9
100-499 workers	30.99	100.0	22.57	72.8	8.42	27.2	2.51	8.1	0.67	2.2	2.35	7.6	0.55	1.8	2.35	7.6
500 workers or more	51.85	100.0	33.65	64.9	18.20	35.1	5.21	10.0	2.02	3.9	5.22	10.1	2.36	4.6	3.39	6.5
Leisure and hospitality industry	16.91	100.0	13.66	80.8	3.25	19.2	0.51	3.0	0.23	1.4	0.70	4.1	0.17	1.0	1.64	9.7
1-99 workers	16.20	100.0	13.30	82.1	2.91	17.9	0.42	2.6	0.19	1.2	0.58	3.6	0.12	0.7	1.60	9.9
1-49 workers	15.80	100.0	13.04	82.6	2.76	17.4	0.36	2.3	0.19	1.2	0.54	3.4	0.08	0.5	1.57	10.0
50-99 workers	18.79	100.0	14.91	79.4	3.88	20.6	0.81	4.3	⁽³⁾ 0.21	1.1	0.79	4.2	⁽³⁾ 0.32	⁽³⁾ 1.7	1.76	9.4

Footnotes⁽¹⁾ Includes costs for wages and salaries and benefits.⁽²⁾ Includes mining, construction, and manufacturing. The agriculture, forestry, farming, and hunting sector is excluded.⁽³⁾ The relative standard error for this estimate is equal to or greater than 30 percent.⁽⁴⁾ 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.

Series	Total compensation ⁽¹⁾		Wages and salaries		Total benefits		Paid leave		Supplemental pay		Insurance		Retirement and savings		Legally required benefits	
	Cost (\$)	Percent	Cost (\$)	Percent	Cost (\$)	Percent	Cost (\$)	Percent	Cost (\$)	Percent	Cost (\$)	Percent	Cost (\$)	Percent	Cost (\$)	Percent
100 workers or more	21.34	100.0	15.95	74.7	5.39	25.3	1.05	4.9	0.45	2.1	1.48	6.9	0.52	2.5	1.89	8.8
100-499 workers	20.23	100.0	15.58	77.0	4.65	23.0	0.86	4.2	0.50	2.4	1.06	5.3	0.32	1.6	1.91	9.4
500 workers or more	24.34	100.0	16.93	69.6	7.41	30.4	1.59	6.5	0.33	1.4	2.59	10.6	⁽³⁾ 1.06	4.4	1.84	7.6

Footnotes

⁽¹⁾ Includes costs for wages and salaries and benefits.

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

⁽³⁾ The relative standard error for this estimate is equal to or greater than 30 percent.

⁽⁴⁾ Includes utilities; wholesale trade; retail trade; transportation and warehousing; information; finance and insurance; real estate and rental and leasing; professional and technical services; management of companies and enterprises; administrative and waste services; educational services; health care and social assistance; arts, entertainment and recreation; accommodation and food services; and other services, except public administration.

Table 7. Employer Costs for Employee Compensation for private industry workers by census region and division

[Sept. 2021]

Area ⁽¹⁾	Total compensation ⁽²⁾		Wages and salaries		Total benefits		Paid leave		Supplemental pay		Insurance		Retirement and savings		Legally required benefits	
	Cost (\$)	Percent	Cost (\$)	Percent	Cost (\$)	Percent	Cost (\$)	Percent	Cost (\$)	Percent	Cost (\$)	Percent	Cost (\$)	Percent	Cost (\$)	Percent
Northeast	41.35	100.0	28.67	69.3	12.69	30.7	3.21	7.8	1.45	3.5	3.25	7.9	1.59	3.8	3.18	7.7
New England	41.69	100.0	29.19	70.0	12.49	30.0	3.34	8.0	1.26	3.0	3.20	7.7	1.50	3.6	3.18	7.6
Middle Atlantic	41.23	100.0	28.47	69.1	12.76	30.9	3.16	7.7	1.52	3.7	3.27	7.9	1.62	3.9	3.18	7.7
South	33.41	100.0	24.34	72.9	9.07	27.1	2.37	7.1	1.09	3.3	2.17	6.5	1.00	3.0	2.44	7.3
South Atlantic	34.59	100.0	25.12	72.6	9.47	27.4	2.54	7.3	1.05	3.0	2.25	6.5	1.07	3.1	2.56	7.4
East South Central	30.53	100.0	21.98	72.0	8.55	28.0	2.15	7.0	0.91	3.0	2.24	7.4	1.02	3.4	2.22	7.3
West South Central	32.72	100.0	24.11	73.7	8.60	26.3	2.16	6.6	1.26	3.8	1.99	6.1	0.85	2.6	2.35	7.2
Midwest	35.60	100.0	24.71	69.4	10.89	30.6	2.53	7.1	1.31	3.7	3.04	8.5	1.36	3.8	2.65	7.4
East North Central	36.68	100.0	25.42	69.3	11.25	30.7	2.60	7.1	1.39	3.8	3.06	8.3	1.50	4.1	2.70	7.4
West North Central	33.31	100.0	23.19	69.6	10.12	30.4	2.39	7.2	1.13	3.4	3.01	9.0	1.05	3.2	2.54	7.6
West	41.44	100.0	29.25	70.6	12.19	29.4	3.13	7.6	1.31	3.1	3.15	7.6	1.41	3.4	3.21	7.7
Mountain	34.78	100.0	24.40	70.2	10.38	29.8	2.42	7.0	1.34	3.9	2.83	8.1	1.18	3.4	2.60	7.5
Pacific	44.11	100.0	31.19	70.7	12.92	29.3	3.41	7.7	1.29	2.9	3.27	7.4	1.49	3.4	3.45	7.8

Footnotes

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

⁽²⁾ Includes costs for wages and salaries and benefits.

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