



**RELATIVE STANDARD ERRORS FOR ESTIMATES PUBLISHED IN
EMPLOYER COSTS FOR EMPLOYEE COMPENSATION
NEWS RELEASE TABLES
MARCH 2015**

The following tables provide the relative standard errors for all cost estimates published in the Employer Costs for Employee Compensation – March 2015 news release tables.

Because the Employer Costs for Employee Compensation is a sample survey, it is subject to sampling errors. Sampling errors are differences that occur between the results computed from a sample of observations and those computed from all observations in the population. The estimates derived from different samples selected using the same sample design may differ from each other. A measure of the variation among these differing estimates is the standard error. The relative standard error is the standard error expressed as a percent of the cost. It can be used to measure the precision with which an estimate from a particular sample approximates the expected result of all possible samples. The chances are about 68 out of 100 that an estimate from the survey differs from a complete population figure by less than the standard error. The chances are about 90 out of 100 that this difference would be less than 1.6 times the standard error.

For a more detailed explanation of relative standard errors, see “Measuring Trends in the Structure and Levels of Employer Costs for Employee Compensation,” Compensation and Working Conditions, Summer 1997. For a detailed explanation of how to use standard error data to analyze differences in year-to-year changes, see “Analyzing Year-to-Year Changes in Employer Costs for Employee Compensation,” Compensation and Working Conditions, Spring 1998. This article supplements an article from the Summer 1997 issue of Compensation and Working Conditions, “Explaining the Differential Growth Rates of the ECI and ECEC,” which examined how differences in the construction of these measures contribute to differing trends.

Standard errors relate to differences that occur from sampling errors, but not from nonsampling errors. Sampling errors are differences between the results computed from a sample of observations and those computed from all observations in the population. Nonsampling errors are not measured and include survey nonresponse and data collection and processing errors. Survey nonresponse is when sample members are unwilling or unable to participate in the survey. Data collection errors include provision of inaccurate data by respondents and definitional difficulties. Processing errors include errors in recording, coding, and entering data. Although nonsampling errors are not measured, BLS quality assurance programs contain procedures for reducing such errors. These procedures include data collection reinterviews, observed interviews, computer data edits, and systematic review of reports on which data are recorded. Extensive field economist training also is conducted to maintain high data collection standards.

Obtaining information

Articles, bulletins, and other information may be obtained by contacting us by one of the methods listed below. Information will be made available to sensory impaired individuals upon request. Voice phone: (202) 691-5200; Federal Relay Service Number: 1-800-877-8339.

NOTE

As a result of problems implementing the 2010 Standard Occupational Classification, Employer Costs for Employee Compensation data for December 2013 and March 2014 contained errors when originally published. These errors have been corrected in the database and historical listings. The errors were primarily in the management, professional, and related occupational group and sub-groups in civilian, private industry, and state and local government. For further information, see www.bls.gov/bls/ecec_correction_091014.htm.

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Table 1. Employer costs per hour worked for employee compensation and the relative standard error: Civilian workers, by major occupational and industry group, March 2015

(Relative standard error in percent)

Compensation component	Occupational group							
	All workers ¹		Management, professional, and related		Sales and office		Service	
	Cost	Relative standard error	Cost	Relative standard error	Cost	Relative standard error	Cost	Relative standard error
Total compensation	\$33.49	1.1	\$55.21	1.9	\$24.53	1.7	\$17.17	1.5
Wages and salaries	22.88	0.9	37.56	1.4	17.23	1.9	12.19	1.2
Total benefits	10.61	1.8	17.65	3.2	7.30	1.7	4.97	2.4
Paid leave	2.33	1.4	4.38	2.0	1.60	2.1	0.89	3.5
Vacation	1.15	1.5	2.12	2.2	0.80	2.3	0.43	3.7
Holiday	0.70	1.5	1.27	2.2	0.49	2.0	0.28	3.5
Sick	0.35	1.9	0.71	2.5	0.21	2.4	0.14	4.2
Personal	0.14	1.8	0.27	2.2	0.10	3.0	0.05	5.1
Supplemental pay	1.01	13.6	1.94	22.9	0.54	5.0	0.29	4.0
Overtime and premium ⁴	0.25	3.7	0.16	16.8	0.15	3.1	0.15	4.8
Shift differentials	0.06	3.2	0.08	4.5	0.02	11.6	0.05	5.9
Nonproduction bonuses	0.70	19.7	1.70	26.1	0.37	7.1	0.09	7.0
Insurance	2.97	1.2	4.45	1.4	2.40	2.1	1.42	3.6
Life	0.05	3.1	0.08	4.8	0.03	3.0	0.02	4.9
Health	2.82	1.2	4.20	1.4	2.30	2.1	1.38	3.6
Short-term disability	0.06	2.6	0.09	4.1	0.04	3.8	0.02	7.9
Long-term disability	0.05	3.2	0.08	4.2	0.03	5.2	(⁵)	(⁶)
Retirement and savings	1.78	2.8	3.40	4.1	0.88	3.6	0.75	4.9
Defined benefit	1.13	3.2	2.13	4.5	0.44	6.2	0.61	5.4
Defined contribution	0.65	3.1	1.27	5.0	0.44	3.0	0.15	6.9
Legally required benefits	2.52	0.7	3.49	1.0	1.88	1.1	1.62	2.1
Social Security and Medicare	1.84	0.7	2.91	1.0	1.42	1.2	1.01	1.3
Social Security ⁷	1.46	0.7	2.28	0.9	1.14	1.2	0.81	1.3
Medicare	0.38	1.2	0.63	2.1	0.28	1.9	0.20	1.3
Federal unemployment insurance	0.03	1.7	0.03	3.3	0.04	1.7	0.04	3.1
State unemployment insurance	0.20	1.3	0.18	2.1	0.19	1.7	0.17	3.4
Workers' compensation	0.45	2.2	0.37	3.7	0.24	1.8	0.40	8.1

See footnotes at end of table.

Table 1. Employer costs per hour worked for employee compensation and the relative standard error: Civilian workers, by major occupational and industry group, March 2015 — Continued

(Relative standard error in percent)

Compensation component	Occupational group				Industry group			
	Natural resources, construction, and maintenance		Production, transportation, and material moving		Goods-producing ²		Service-providing ³	
	Cost	Relative standard error	Cost	Relative standard error	Cost	Relative standard error	Cost	Relative standard error
Total compensation	\$34.40	1.9	\$27.29	2.1	\$37.26	1.8	\$32.84	1.2
Wages and salaries	22.68	1.4	17.86	1.9	24.64	1.7	22.57	1.0
Total benefits	11.72	2.9	9.43	2.9	12.63	2.4	10.27	2.1
Paid leave	1.95	3.2	1.68	3.6	2.47	3.2	2.31	1.6
Vacation	0.98	3.6	0.86	3.6	1.28	3.1	1.12	1.7
Holiday	0.64	2.5	0.56	3.0	0.86	3.0	0.68	1.7
Sick	0.21	4.5	0.20	7.5	0.23	5.2	0.37	2.0
Personal	0.12	6.5	0.07	4.8	0.09	5.1	0.14	2.0
Supplemental pay	0.99	3.2	0.98	2.9	1.42	5.1	0.94	17.1
Overtime and premium ⁴	0.68	3.7	0.56	3.2	0.57	2.6	0.20	5.2
Shift differentials	0.05	11.8	0.09	5.0	0.08	4.9	0.05	3.7
Nonproduction bonuses	0.25	7.5	0.34	5.9	0.77	8.9	0.69	23.4
Insurance	3.26	3.2	3.01	3.2	3.53	1.8	2.87	1.3
Life	0.04	4.4	0.04	4.5	0.07	8.7	0.04	3.0
Health	3.09	3.2	2.84	3.3	3.32	1.8	2.74	1.3
Short-term disability	0.09	7.8	0.06	4.1	0.08	4.0	0.05	3.2
Long-term disability	0.03	5.8	0.07	8.2	0.06	4.0	0.04	3.7
Retirement and savings	2.29	6.4	1.19	5.7	2.04	7.1	1.73	3.0
Defined benefit	1.70	6.7	0.68	7.7	1.16	9.4	1.12	3.3
Defined contribution	0.59	8.9	0.51	5.8	0.88	5.2	0.61	3.7
Legally required benefits	3.24	1.7	2.57	1.7	3.17	1.1	2.41	0.8
Social Security and Medicare	1.92	1.6	1.52	1.8	2.09	1.5	1.79	0.8
Social Security ⁷	1.55	1.6	1.22	1.8	1.68	1.4	1.42	0.8
Medicare	0.37	1.6	0.29	2.0	0.41	1.8	0.37	1.4
Federal unemployment insurance	0.03	3.2	0.04	2.3	0.04	2.9	0.03	1.9
State unemployment insurance	0.27	3.1	0.23	2.7	0.27	2.0	0.18	1.5
Workers' compensation	1.02	3.2	0.79	2.5	0.77	2.7	0.40	2.7

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

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

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

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

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

⁶ Relative standard error is suppressed because cost per hour worked is \$0.01 or less.

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

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

Table 2. Employer costs per hour worked for employee compensation and the relative standard error: Civilian workers, by occupational and industry group, March 2015

(Relative standard error in percent)

Series	Total compensation	Wages and salaries	Benefit costs					
			Total	Paid leave	Supplemental pay	Insurance	Retirement and savings	Legally required benefits
Cost per hour worked								
Civilian workers ¹	\$33.49	\$22.88	\$10.61	\$2.33	\$1.01	\$2.97	\$1.78	\$2.52
Occupational group								
Management, professional, and related	55.21	37.56	17.65	4.38	1.94	4.45	3.40	3.49
Management, business, and financial	66.09	43.89	22.20	5.87	4.07	4.59	3.61	4.06
Professional and related	50.62	34.89	15.73	3.75	1.04	4.39	3.31	3.25
Teachers ²	56.33	39.70	16.63	2.72	0.17	5.43	5.19	3.12
Primary, secondary, and special education school teachers	56.84	39.16	17.68	2.49	0.17	6.35	5.84	2.83
Registered nurses	51.04	34.98	16.05	4.25	1.53	4.27	2.34	3.65
Sales and office	24.53	17.23	7.30	1.60	0.54	2.40	0.88	1.88
Sales and related	23.81	17.95	5.87	1.32	0.54	1.57	0.57	1.87
Office and administrative support	24.96	16.81	8.15	1.76	0.54	2.89	1.07	1.89
Service	17.17	12.19	4.97	0.89	0.29	1.42	0.75	1.62
Natural resources, construction, and maintenance	34.40	22.68	11.72	1.95	0.99	3.26	2.29	3.24
Construction, extraction, farming, fishing, and forestry ³	34.73	22.75	11.98	1.55	0.90	3.27	2.62	3.64
Installation, maintenance, and repair	34.12	22.62	11.51	2.29	1.06	3.24	2.02	2.90
Production, transportation, and material moving	27.29	17.86	9.43	1.68	0.98	3.01	1.19	2.57
Production	26.78	17.66	9.11	1.70	1.13	2.93	0.95	2.42
Transportation and material moving	27.76	18.04	9.72	1.66	0.84	3.09	1.41	2.72
Industry group								
Education and health services	37.70	25.96	11.75	2.65	0.46	3.78	2.38	2.48
Educational services	45.68	31.11	14.57	2.76	0.18	5.00	4.03	2.61
Elementary and secondary schools	44.82	30.30	14.52	2.30	0.17	5.33	4.35	2.38
Junior colleges, colleges, and universities	50.48	34.47	16.02	4.04	0.18	4.75	3.94	3.10
Health care and social assistance	32.25	22.43	9.82	2.57	0.65	2.95	1.26	2.39
Hospitals	42.91	28.26	14.66	3.86	1.31	4.43	2.10	2.96
Relative standard error								
Civilian workers ¹	1.1	0.9	1.8	1.4	13.6	1.2	2.8	0.7
Occupational group								
Management, professional, and related	1.9	1.4	3.2	2.0	22.9	1.4	4.1	1.0
Management, business, and financial	3.9	2.2	7.5	2.3	36.3	1.9	4.5	1.7
Professional and related	1.9	1.8	2.3	2.8	6.0	1.8	5.1	1.1
Teachers ²	2.0	1.9	2.4	4.2	9.7	2.7	3.4	2.1
Primary, secondary, and special education school teachers	1.9	1.8	2.3	3.1	7.4	2.7	3.5	2.1
Registered nurses	1.7	1.8	2.7	3.3	4.3	4.1	6.2	1.8
Sales and office	1.7	1.9	1.7	2.1	5.0	2.1	3.6	1.1
Sales and related	4.2	4.7	3.9	5.6	11.6	4.4	6.8	2.4
Office and administrative support	1.1	0.8	1.8	1.8	4.4	2.2	4.3	0.9
Service	1.5	1.2	2.4	3.5	4.0	3.6	4.9	2.1
Natural resources, construction, and maintenance	1.9	1.4	2.9	3.2	3.2	3.2	6.4	1.7
Construction, extraction, farming, fishing, and forestry ³	3.0	2.3	4.5	5.5	4.4	5.4	8.9	2.5
Installation, maintenance, and repair	2.2	1.7	3.5	3.6	4.6	3.4	9.0	1.8
Production, transportation, and material moving	2.1	1.9	2.9	3.6	2.9	3.2	5.7	1.7
Production	1.5	1.3	2.2	2.6	2.9	2.6	6.2	1.2
Transportation and material moving	3.5	3.1	4.5	5.9	5.3	5.2	7.6	2.8
Industry group								
Education and health services	2.2	2.0	2.8	3.4	3.6	2.5	5.9	1.4
Educational services	1.1	1.1	1.5	2.4	5.3	1.9	2.3	1.3
Elementary and secondary schools	1.4	1.3	1.9	2.1	6.0	2.5	2.9	1.4
Junior colleges, colleges, and universities	1.8	1.7	2.3	3.4	6.6	3.3	3.1	1.8
Health care and social assistance	3.9	3.6	4.9	5.3	4.1	4.0	16.7	2.2
Hospitals	2.4	2.7	2.2	3.4	3.7	3.0	4.8	1.7

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 the relative standard error: State and local government workers, by major occupational and industry group, March 2015

(Relative standard error in percent)

Compensation component	Occupational group ¹								Industry group	
	All workers		Management, professional, and related		Sales and office		Service		Service-providing ²	
	Cost	Relative standard error	Cost	Relative standard error	Cost	Relative standard error	Cost	Relative standard error	Cost	Relative standard error
Total compensation	\$44.25	1.2	\$53.51	1.3	\$30.43	2.2	\$33.26	2.1	\$44.30	1.2
Wages and salaries	28.33	1.3	35.67	1.4	18.13	1.7	19.32	1.8	28.40	1.3
Total benefits	15.92	1.3	17.85	1.4	12.30	3.3	13.94	2.6	15.91	1.3
Paid leave	3.21	2.2	3.54	2.7	2.64	3.2	2.88	3.3	3.21	2.2
Vacation	1.19	2.9	1.16	4.5	1.18	3.5	1.24	3.2	1.19	3.0
Holiday	0.95	3.0	1.00	4.4	0.83	3.1	0.91	3.8	0.94	3.1
Sick	0.84	2.3	1.06	2.6	0.51	4.3	0.58	3.7	0.84	2.3
Personal	0.24	3.3	0.32	3.4	0.12	5.6	0.14	5.4	0.24	3.3
Supplemental pay	0.35	3.4	0.26	4.7	0.20	6.4	0.60	3.8	0.35	3.5
Overtime and premium ³	0.19	3.8	0.08	9.0	0.12	7.2	0.41	4.5	0.19	3.9
Shift differentials	0.04	9.1	0.03	11.8	0.02	14.1	0.09	7.4	0.04	9.1
Nonproduction bonuses	0.12	5.0	0.15	5.7	0.06	11.3	0.10	7.9	0.12	4.9
Insurance	5.25	1.6	5.73	1.9	4.78	3.4	4.44	2.9	5.25	1.6
Life	0.06	6.9	0.06	8.7	0.05	9.3	0.05	6.2	0.06	7.0
Health	5.12	1.6	5.58	1.9	4.68	3.4	4.34	2.9	5.12	1.6
Short-term disability	0.03	5.3	0.03	6.0	0.03	12.0	0.03	14.3	0.03	5.3
Long-term disability	0.04	16.3	0.05	19.1	0.03	20.3	0.02	11.3	0.04	17.1
Retirement and savings	4.49	2.0	5.35	2.2	2.76	5.6	3.85	4.1	4.49	2.0
Defined benefit	4.11	2.4	4.84	2.7	2.53	6.1	3.64	4.4	4.11	2.4
Defined contribution	0.38	13.5	0.52	15.5	0.23	17.8	0.21	16.7	0.38	13.5
Legally required benefits	2.60	1.3	2.97	1.9	1.91	1.9	2.16	2.1	2.60	1.3
Social Security and Medicare	1.96	1.5	2.37	1.8	1.43	2.2	1.39	2.3	1.96	1.5
Social Security ⁴	1.51	1.7	1.81	2.0	1.13	2.4	1.07	2.7	1.51	1.7
Medicare	0.45	1.3	0.56	1.5	0.30	1.8	0.32	1.9	0.46	1.3
Federal unemployment insurance	(⁵)	(⁶)	(⁵)	(⁶)	(⁵)	(⁶)	(⁵)	(⁶)	(⁵)	(⁶)
State unemployment insurance	0.09	5.4	0.09	5.2	0.08	7.2	0.09	12.2	0.09	5.5
Workers' compensation	0.55	5.1	0.51	9.5	0.40	3.9	0.68	3.9	0.55	5.2

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

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

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

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

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

⁶ Relative standard error is suppressed because cost per hour worked is \$0.01 or less.

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

Table 4. Employer costs per hour worked for employee compensation and the relative standard error: State and local government workers, by occupational and industry group, March 2015

(Relative standard error in percent)

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	\$44.25	\$28.33	\$15.92	\$3.21	\$0.35	\$5.25	\$4.49	\$2.60
Occupational group								
Management, professional, and related	53.51	35.67	17.85	3.54	0.26	5.73	5.35	2.97
Professional and related	52.60	35.28	17.33	3.20	0.25	5.72	5.31	2.85
Teachers ¹	60.23	41.72	18.51	2.89	0.15	6.16	6.22	3.10
Primary, secondary, and special education school teachers	60.30	41.24	19.06	2.60	0.17	6.82	6.57	2.90
Sales and office	30.43	18.13	12.30	2.64	0.20	4.78	2.76	1.91
Office and administrative support	30.60	18.19	12.41	2.67	0.20	4.84	2.79	1.91
Service	33.26	19.32	13.94	2.88	0.60	4.44	3.85	2.16
Industry group								
Education and health services	46.17	30.69	15.48	2.88	0.22	5.39	4.47	2.53
Educational services	46.92	31.39	15.53	2.73	0.16	5.46	4.67	2.50
Elementary and secondary schools	46.02	30.83	15.19	2.35	0.17	5.59	4.71	2.37
Junior colleges, colleges, and universities	50.18	33.56	16.62	4.01	0.13	4.92	4.64	2.93
Health care and social assistance	41.43	26.26	15.18	3.80	0.60	4.92	3.16	2.70
Hospitals	46.25	29.68	16.57	4.34	0.77	5.19	3.44	2.83
Public administration	42.30	25.09	17.21	3.93	0.59	5.16	4.76	2.76
Relative standard error								
State and local government workers	1.2	1.3	1.3	2.2	3.4	1.6	2.0	1.3
Occupational group								
Management, professional, and related	1.3	1.4	1.4	2.7	4.7	1.9	2.2	1.9
Professional and related	1.5	1.6	1.5	3.3	5.3	1.8	2.3	1.6
Teachers ¹	1.7	1.8	1.9	4.3	6.7	2.3	2.8	2.1
Primary, secondary, and special education school teachers	1.2	1.1	1.7	2.7	7.3	2.4	2.8	1.7
Sales and office	2.2	1.7	3.3	3.2	6.4	3.4	5.6	1.9
Office and administrative support	2.1	1.6	3.0	3.1	6.3	3.2	5.1	1.8
Service	2.1	1.8	2.6	3.3	3.8	2.9	4.1	2.1
Industry group								
Education and health services	1.5	1.5	1.6	3.2	5.0	2.4	2.2	1.5
Educational services	1.3	1.3	1.5	2.6	4.9	2.1	2.3	1.5
Elementary and secondary schools	1.5	1.4	1.8	2.0	5.9	2.5	2.7	1.4
Junior colleges, colleges, and universities	2.8	2.8	3.4	5.3	8.0	5.0	3.8	3.0
Health care and social assistance	8.3	10.1	6.1	10.4	8.4	9.0	8.4	5.1
Hospitals	10.5	13.0	7.0	12.7	8.5	12.2	10.1	7.0
Public administration	1.5	1.4	2.1	2.7	4.3	2.3	3.8	3.1

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 the relative standard error: Private industry workers, by major occupational group and bargaining unit status, March 2015

(Relative standard error in percent)

Compensation component	Occupational group							
	All workers		Management, professional, and related		Sales and office		Service	
	Cost	Relative standard error	Cost	Relative standard error	Cost	Relative standard error	Cost	Relative standard error
Total compensation	\$31.65	1.3	\$55.82	2.5	\$24.01	1.9	\$14.48	1.5
Wages and salaries	21.94	1.1	38.25	1.8	17.15	2.0	11.00	1.3
Total benefits	9.71	2.3	17.58	4.4	6.86	1.9	3.48	2.9
Paid leave	2.18	1.7	4.68	2.4	1.50	2.4	0.56	4.8
Vacation	1.14	1.8	2.47	2.4	0.77	2.5	0.29	5.1
Holiday	0.66	1.8	1.37	2.5	0.46	2.3	0.17	4.6
Sick	0.26	2.6	0.59	3.8	0.18	2.7	0.06	6.1
Personal	0.12	2.5	0.25	3.3	0.09	3.3	0.03	7.6
Supplemental pay	1.12	14.3	2.54	23.6	0.57	5.1	0.24	5.3
Overtime and premium ¹	0.26	4.1	0.18	19.4	0.15	3.2	0.11	7.0
Shift differentials	0.06	3.4	0.09	5.0	0.02	12.4	0.04	7.1
Nonproduction bonuses	0.80	20.1	2.26	26.6	0.40	7.2	0.09	8.4
Insurance	2.58	1.5	3.99	1.9	2.19	2.4	0.92	5.1
Life	0.04	3.4	0.08	5.6	0.03	3.1	(²)	(³)
Health	2.43	1.5	3.71	1.9	2.09	2.3	0.89	5.1
Short-term disability	0.06	2.8	0.10	4.5	0.04	3.9	(²)	(³)
Long-term disability	0.05	3.1	0.09	4.0	0.03	5.4	(²)	(³)
Retirement and savings	1.31	4.3	2.70	6.9	0.72	3.9	0.24	9.1
Defined benefit	0.61	6.6	1.16	10.7	0.26	8.6	0.10	15.8
Defined contribution	0.70	3.2	1.53	5.3	0.46	3.0	0.14	7.6
Legally required benefits	2.51	0.8	3.67	1.2	1.88	1.2	1.52	2.5
Social Security and Medicare	1.82	0.9	3.10	1.2	1.42	1.3	0.94	1.4
Social Security ⁴	1.45	0.8	2.44	1.0	1.14	1.2	0.76	1.4
Medicare	0.37	1.4	0.65	2.7	0.28	2.0	0.18	1.4
Federal unemployment insurance	0.04	1.6	0.04	3.2	0.04	1.6	0.05	3.0
State unemployment insurance	0.21	1.3	0.22	2.3	0.20	1.7	0.19	3.6
Workers' compensation	0.44	2.4	0.32	2.7	0.22	2.0	0.35	10.7

See footnotes at end of table.

Table 5. Employer costs per hour worked for employee compensation and the relative standard error: Private industry workers, by major occupational group and bargaining unit status, March 2015 — Continued

(Relative standard error in percent)

Compensation component	Occupational group				Bargaining unit status			
	Natural resources, construction, and maintenance		Production, transportation, and material moving		Union		Nonunion	
	Cost	Relative standard error	Cost	Relative standard error	Cost	Relative standard error	Cost	Relative standard error
Total compensation	\$34.05	2.2	\$27.06	2.2	\$46.62	4.4	\$30.18	1.3
Wages and salaries	22.73	1.7	17.80	1.9	27.89	5.0	21.36	1.0
Total benefits	11.32	3.5	9.26	3.0	18.73	4.0	8.82	2.5
Paid leave	1.80	3.9	1.65	3.8	3.29	6.3	2.07	1.5
Vacation	0.92	4.3	0.85	3.7	1.67	5.5	1.09	1.7
Holiday	0.59	3.0	0.55	3.2	0.97	6.7	0.63	1.5
Sick	0.17	6.2	0.18	8.5	0.48	11.8	0.24	1.8
Personal	0.12	7.4	0.07	5.4	0.17	6.0	0.11	2.6
Supplemental pay	1.02	3.6	1.00	2.9	1.43	7.7	1.09	16.1
Overtime and premium ¹	0.71	4.0	0.56	3.2	0.88	12.1	0.20	2.5
Shift differentials	0.05	10.2	0.09	5.0	0.18	6.2	0.05	4.6
Nonproduction bonuses	0.27	7.7	0.35	6.0	0.37	9.0	0.85	21.0
Insurance	3.06	3.9	2.92	3.4	6.03	2.6	2.24	1.4
Life	0.04	4.9	0.04	4.7	0.08	3.6	0.04	3.9
Health	2.90	3.9	2.74	3.5	5.65	2.7	2.11	1.4
Short-term disability	0.10	8.4	0.06	4.2	0.18	5.0	0.05	3.3
Long-term disability	0.03	6.7	0.07	8.3	0.13	8.1	0.04	3.2
Retirement and savings	2.12	8.0	1.11	6.1	4.34	9.0	1.02	3.4
Defined benefit	1.49	8.8	0.58	8.9	3.20	7.8	0.36	7.5
Defined contribution	0.63	9.1	0.52	5.7	1.14	15.1	0.65	2.5
Legally required benefits	3.31	1.8	2.58	1.8	3.64	2.3	2.39	0.8
Social Security and Medicare	1.94	1.8	1.52	1.8	2.30	2.7	1.77	0.9
Social Security ⁴	1.57	1.9	1.22	1.8	1.83	2.3	1.41	0.8
Medicare	0.37	1.8	0.29	2.1	0.47	4.9	0.36	1.5
Federal unemployment insurance	0.03	2.9	0.04	2.4	0.04	3.6	0.04	1.7
State unemployment insurance	0.29	3.0	0.23	2.7	0.29	5.2	0.21	1.3
Workers' compensation	1.05	3.4	0.79	2.6	1.00	3.3	0.38	2.7

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

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

³ Relative standard error is suppressed because cost per hour worked is \$0.01 or less.

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

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

Table 6. Employer costs per hour worked for employee compensation and the relative standard error: Private industry workers, by major industry group, March 2015

(Relative standard error in percent)

Compensation component	Goods-producing ¹						Service-providing ²					
	All goods-producing ¹		Construction		Manufacturing		All service-providing ²		Trade, transportation, and utilities		Information	
	Cost	Relative standard error	Cost	Relative standard error	Cost	Relative standard error	Cost	Relative standard error	Cost	Relative standard error	Cost	Relative standard error
Total compensation	\$37.24	1.9	\$36.04	2.1	\$36.87	2.5	\$30.50	1.6	\$26.07	1.6	\$55.99	3.2
Wages and salaries	24.66	1.7	24.95	1.8	24.04	2.4	21.38	1.2	18.31	1.4	34.43	2.3
Total benefits	12.58	2.4	11.09	3.7	12.83	2.9	9.11	2.9	7.77	2.3	21.56	5.3
Paid leave	2.46	3.2	1.60	4.0	2.78	3.7	2.13	2.0	1.62	2.7	4.86	3.4
Vacation	1.28	3.2	0.82	4.7	1.45	3.6	1.11	2.0	0.87	2.8	2.52	3.9
Holiday	0.86	3.0	0.58	3.5	0.97	3.5	0.62	2.1	0.47	2.6	1.20	2.7
Sick	0.23	5.4	0.13	8.8	0.27	6.2	0.27	2.9	0.20	4.9	0.57	4.2
Personal	0.09	5.2	0.08	10.5	0.10	6.2	0.12	2.8	0.08	4.3	0.58	7.1
Supplemental pay	1.43	5.1	0.90	5.2	1.55	4.5	1.06	18.2	0.66	4.8	2.84	19.0
Overtime and premium ³	0.57	2.7	0.59	5.5	0.54	3.0	0.20	6.1	0.27	3.8	0.36	13.6
Shift differentials	0.08	4.9	(⁴)	(⁵)	0.12	5.0	0.05	4.1	0.02	8.0	0.06	20.0
Nonproduction bonuses	0.78	9.0	0.29	11.7	0.90	7.5	0.81	24.0	0.36	8.0	2.42	22.6
Insurance	3.51	1.8	2.88	5.0	3.75	1.9	2.39	1.8	2.27	3.0	5.14	3.2
Life	0.07	8.9	0.04	6.8	0.07	5.5	0.04	3.2	0.03	3.2	0.06	5.7
Health	3.30	1.9	2.76	4.9	3.53	1.9	2.25	1.8	2.14	3.0	4.72	3.1
Short-term disability	0.08	4.0	0.05	14.7	0.09	3.7	0.06	3.6	0.04	5.1	0.28	7.3
Long-term disability	0.06	4.1	0.03	10.8	0.06	4.5	0.05	3.6	0.05	7.8	0.07	6.2
Retirement and savings	2.01	7.3	1.96	9.9	1.86	10.2	1.17	5.1	0.98	3.9	5.17	12.9
Defined benefit	1.12	9.8	1.24	9.7	0.95	15.1	0.51	8.1	0.46	6.0	3.76	17.4
Defined contribution	0.89	5.2	0.71	13.1	0.91	6.1	0.66	3.9	0.52	4.2	1.41	4.1
Legally required benefits	3.17	1.1	3.76	2.1	2.88	1.5	2.37	1.0	2.25	1.5	3.55	2.3
Social Security and Medicare	2.09	1.5	2.07	1.8	2.07	2.0	1.76	1.0	1.51	1.4	2.99	2.3
Social Security ⁶	1.68	1.4	1.67	1.8	1.66	1.9	1.40	0.9	1.21	1.4	2.38	2.2
Medicare	0.41	1.8	0.40	1.8	0.41	2.5	0.36	1.7	0.30	1.5	0.61	2.9
Federal unemployment insurance	0.04	2.9	0.04	3.4	0.04	3.9	0.04	1.9	0.04	1.8	0.04	3.8
State unemployment insurance	0.27	2.0	0.37	3.4	0.24	2.3	0.20	1.6	0.18	1.8	0.23	3.9
Workers' compensation	0.77	2.8	1.28	4.6	0.54	2.6	0.37	3.1	0.51	2.8	0.30	5.7

See footnotes at end of table.

Table 6. Employer costs per hour worked for employee compensation and the relative standard error: Private industry workers, by major industry group, March 2015 — Continued

(Relative standard error in percent)

Compensation component	Service-providing ²									
	Financial activities		Professional and business services		Education and health services		Leisure and hospitality		Other services	
	Cost	Relative standard error	Cost	Relative standard error	Cost	Relative standard error	Cost	Relative standard error	Cost	Relative standard error
Total compensation	\$45.00	3.8	\$39.42	4.8	\$32.86	3.5	\$13.31	3.3	\$25.74	6.0
Wages and salaries	29.56	2.1	27.87	3.7	23.25	3.1	10.41	2.8	18.64	4.9
Total benefits	15.44	7.7	11.55	9.1	9.61	4.8	2.89	6.0	7.10	10.8
Paid leave	3.80	3.1	2.83	4.2	2.51	5.1	0.42	11.6	1.54	8.8
Vacation	1.98	3.6	1.50	4.6	1.27	5.0	0.23	11.7	0.74	9.3
Holiday	1.09	2.6	0.86	4.0	0.74	5.3	0.12	13.1	0.51	9.4
Sick	0.52	3.5	0.31	4.9	0.37	7.9	0.05	13.4	0.19	11.4
Personal	0.22	4.4	0.16	7.3	0.14	4.8	0.02	13.3	0.10	12.5
Supplemental pay	3.25	33.3	1.92	46.2	0.59	4.3	0.14	9.4	0.37	12.7
Overtime and premium ³	0.16	7.2	0.22	27.0	0.18	5.2	0.07	8.6	0.14	13.1
Shift differentials	(⁴)	(⁵)	0.02	23.8	0.17	4.5	(⁴)	(⁵)	0.02	50.6
Nonproduction bonuses	3.07	35.1	1.68	53.0	0.23	9.3	0.07	14.8	0.20	21.9
Insurance	3.74	1.7	2.51	3.9	2.87	3.8	0.73	8.9	1.91	16.4
Life	0.06	3.7	0.05	9.6	0.04	7.7	(⁴)	(⁵)	0.03	11.8
Health	3.50	1.7	2.33	4.0	2.72	3.7	0.70	8.8	1.83	16.9
Short-term disability	0.12	3.4	0.07	8.7	0.05	10.7	(⁴)	(⁵)	0.03	13.5
Long-term disability	0.06	3.2	0.06	8.5	0.05	7.8	(⁴)	(⁵)	0.02	18.2
Retirement and savings	1.78	4.2	1.40	9.0	1.19	16.8	0.20	20.0	1.09	24.2
Defined benefit	0.50	7.5	0.57	19.0	0.40	27.6	0.08	34.5	0.60	42.5
Defined contribution	1.27	4.6	0.83	9.2	0.79	11.6	0.11	13.3	0.49	13.7
Legally required benefits	2.88	1.3	2.88	2.8	2.45	2.0	1.41	2.7	2.19	4.8
Social Security and Medicare	2.42	1.6	2.22	2.7	1.91	2.1	0.90	3.0	1.54	4.8
Social Security ⁶	1.90	1.2	1.76	2.4	1.53	1.9	0.73	3.0	1.24	4.7
Medicare	0.53	4.4	0.47	5.4	0.38	3.2	0.17	3.1	0.30	5.1
Federal unemployment insurance	0.04	2.0	0.04	3.2	0.03	6.3	0.05	3.0	0.04	5.2
State unemployment insurance	0.22	2.6	0.25	3.0	0.19	4.1	0.18	5.2	0.22	15.4
Workers' compensation	0.20	5.0	0.37	14.2	0.32	4.5	0.28	3.9	0.39	6.9

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

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

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

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

⁵ Relative standard error is suppressed because cost per hour worked is \$0.01 or less.

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

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

Table 7. Employer costs per hour worked for employee compensation and the relative standard error: Private industry workers, by census region and division, March 2015

(Relative standard error in percent)

Compensation component	Census region and division ¹									
	Northeast		Northeast divisions				South		South divisions	
	Cost	Relative standard error	New England		Middle Atlantic		Cost	Relative standard error	South Atlantic	
			Cost	Relative standard error	Cost	Relative standard error			Cost	Relative standard error
Total compensation	\$38.93	4.3	\$38.35	4.7	\$39.14	5.2	\$29.04	1.4	\$30.02	1.8
Wages and salaries	26.05	3.2	27.28	5.6	25.60	3.7	20.57	1.3	21.25	1.5
Total benefits	12.88	7.5	11.06	4.2	13.54	9.2	8.47	1.9	8.77	2.5
Paid leave	2.87	4.3	2.72	4.9	2.92	5.1	1.97	2.4	2.14	2.7
Vacation	1.46	4.3	1.42	5.5	1.47	5.0	1.03	2.5	1.12	3.0
Holiday	0.84	4.4	0.82	5.0	0.85	5.3	0.60	2.4	0.64	2.5
Sick	0.38	7.1	0.32	5.6	0.40	8.7	0.23	2.9	0.25	3.7
Personal	0.19	4.3	0.16	6.1	0.20	5.6	0.11	4.1	0.13	5.1
Supplemental pay	2.19	36.7	1.05	7.6	2.61	41.6	0.89	5.3	0.83	4.9
Overtime and premium ²	0.25	6.1	0.26	11.1	0.24	7.0	0.29	9.3	0.23	3.5
Shift differentials	0.08	7.1	0.09	14.5	0.07	8.3	0.05	6.0	0.06	8.3
Nonproduction bonuses	1.87	43.6	0.70	13.9	2.29	47.8	0.55	6.8	0.54	7.8
Insurance	3.19	3.5	2.95	6.6	3.27	3.8	2.20	2.0	2.29	2.3
Life	0.05	5.2	0.04	5.6	0.05	6.1	0.05	7.5	0.05	8.4
Health	2.98	3.4	2.77	6.5	3.06	3.8	2.06	2.1	2.14	2.4
Short-term disability	0.10	5.3	0.09	11.3	0.10	5.4	0.05	4.1	0.06	5.6
Long-term disability	0.06	8.7	0.05	17.3	0.06	9.8	0.04	4.3	0.05	5.0
Retirement and savings	1.65	12.5	1.41	5.5	1.74	15.1	1.18	5.9	1.22	8.9
Defined benefit	0.75	16.6	0.59	11.5	0.80	19.7	0.56	10.5	0.56	16.8
Defined contribution	0.90	10.7	0.82	4.6	0.93	13.3	0.63	3.2	0.66	4.6
Legally required benefits	2.98	1.7	2.92	2.8	3.00	1.9	2.23	1.2	2.29	1.5
Social Security and Medicare	2.10	2.0	2.17	3.3	2.08	2.3	1.72	1.3	1.77	1.6
Social Security ³	1.65	1.5	1.72	2.9	1.63	1.7	1.38	1.3	1.42	1.6
Medicare	0.45	4.8	0.45	6.1	0.45	5.9	0.34	1.4	0.35	1.7
Federal unemployment insurance	0.04	4.0	0.04	9.9	0.04	4.8	0.03	3.3	0.03	5.3
State unemployment insurance	0.32	2.4	0.31	4.7	0.33	2.7	0.14	1.8	0.15	2.3
Workers' compensation	0.51	3.7	0.40	3.9	0.55	4.4	0.34	2.7	0.34	3.9

See footnotes at end of table.

Table 7. Employer costs per hour worked for employee compensation and the relative standard error: Private industry workers, by census region and division, March 2015 — Continued

(Relative standard error in percent)

Compensation component	Census region and division ¹									
	South divisions				Midwest		Midwest divisions			
	East South Central		West South Central		Cost	Relative standard error	East North Central		West North Central	
	Cost	Relative standard error	Cost	Relative standard error			Cost	Relative standard error	Cost	Relative standard error
Total compensation	\$24.87	4.3	\$29.41	2.5	\$29.08	2.1	\$29.46	2.2	\$28.29	4.5
Wages and salaries	17.64	3.7	20.85	2.8	20.11	1.8	20.26	2.2	19.81	3.5
Total benefits	7.23	6.0	8.56	3.3	8.97	2.8	9.20	2.5	8.49	7.1
Paid leave	1.57	8.9	1.87	4.2	1.99	3.6	2.00	3.7	1.97	8.1
Vacation	0.82	8.4	0.97	4.6	1.08	3.7	1.08	3.8	1.07	8.4
Holiday	0.51	10.3	0.58	4.3	0.60	3.5	0.60	3.9	0.60	6.9
Sick	0.17	11.5	0.21	4.2	0.21	4.1	0.21	4.0	0.21	9.3
Personal	0.07	8.6	0.11	8.2	0.10	5.7	0.10	5.1	0.09	15.1
Supplemental pay	0.72	9.2	1.07	12.3	0.82	5.2	0.90	6.5	0.66	7.0
Overtime and premium ²	0.31	5.8	0.38	22.6	0.26	5.5	0.28	6.6	0.20	8.5
Shift differentials	0.04	13.6	0.05	10.3	0.06	5.7	0.07	7.3	0.06	7.5
Nonproduction bonuses	0.38	16.8	0.64	14.1	0.50	9.6	0.55	12.6	0.40	8.2
Insurance	2.12	6.7	2.09	4.0	2.64	3.4	2.69	3.4	2.52	7.8
Life	0.04	15.0	0.05	17.1	0.04	3.7	0.04	4.1	0.04	7.8
Health	2.00	6.7	1.96	4.1	2.48	3.4	2.54	3.3	2.37	8.0
Short-term disability	0.04	10.4	0.04	6.2	0.06	6.9	0.07	8.9	0.06	8.4
Long-term disability	0.04	10.7	0.04	9.7	0.05	5.9	0.05	6.8	0.05	11.5
Retirement and savings	0.82	11.5	1.29	8.8	1.17	5.7	1.21	5.7	1.10	13.4
Defined benefit	0.36	21.1	0.65	13.5	0.52	10.2	0.59	10.2	0.37	28.1
Defined contribution	0.46	7.3	0.64	5.4	0.66	3.5	0.62	3.4	0.73	7.8
Legally required benefits	1.99	3.2	2.24	2.2	2.35	1.7	2.40	1.8	2.24	3.5
Social Security and Medicare	1.50	4.1	1.73	2.1	1.70	1.8	1.71	2.0	1.67	3.7
Social Security ³	1.21	4.1	1.38	2.1	1.37	1.8	1.38	2.0	1.35	3.7
Medicare	0.29	4.1	0.34	2.7	0.33	1.8	0.33	2.0	0.33	3.6
Federal unemployment insurance	0.03	6.7	0.02	1.8	0.04	2.6	0.05	3.0	0.03	3.8
State unemployment insurance	0.12	4.9	0.14	3.8	0.22	2.8	0.23	3.1	0.19	5.9
Workers' compensation	0.34	4.9	0.35	4.9	0.39	3.4	0.41	4.2	0.35	5.6

See footnotes at end of table.

Table 7. Employer costs per hour worked for employee compensation and the relative standard error: Private industry workers, by census region and division, March 2015 — Continued

(Relative standard error in percent)

Compensation component	Census region and division ¹					
	West		West divisions			
	Cost	Relative standard error	Mountain		Pacific	
			Cost	Relative standard error	Cost	Relative standard error
Total compensation	\$32.23	2.5	\$27.91	4.0	\$34.25	2.9
Wages and salaries	22.54	2.2	20.05	4.2	23.70	2.4
Total benefits	9.70	3.4	7.87	4.7	10.55	4.1
Paid leave	2.14	3.8	1.72	5.9	2.34	4.5
Vacation	1.10	3.7	0.89	5.4	1.20	4.4
Holiday	0.67	4.1	0.53	6.1	0.73	4.9
Sick	0.28	5.6	0.21	9.1	0.32	6.4
Personal	0.09	6.4	0.10	10.2	0.09	8.2
Supplemental pay	0.89	5.5	0.73	9.6	0.97	6.6
Overtime and premium ²	0.24	5.3	0.22	9.6	0.24	6.3
Shift differentials	0.04	9.3	0.03	13.7	0.05	11.6
Nonproduction bonuses	0.61	7.9	0.47	13.9	0.68	9.3
Insurance	2.58	3.4	2.20	4.3	2.76	4.2
Life	0.04	7.0	0.04	20.0	0.04	4.7
Health	2.47	3.5	2.08	4.3	2.65	4.4
Short-term disability	0.04	8.2	0.04	11.1	0.03	10.9
Long-term disability	0.04	7.3	0.04	16.3	0.04	7.2
Retirement and savings	1.38	9.5	0.97	8.8	1.58	11.8
Defined benefit	0.70	14.6	0.36	10.8	0.86	17.0
Defined contribution	0.68	5.4	0.61	10.0	0.71	6.4
Legally required benefits	2.70	2.2	2.25	2.8	2.91	2.6
Social Security and Medicare	1.85	2.2	1.66	3.5	1.94	2.7
Social Security ³	1.48	2.2	1.34	3.4	1.55	2.7
Medicare	0.37	2.3	0.33	4.1	0.39	2.7
Federal unemployment insurance	0.05	3.0	0.03	2.6	0.06	3.2
State unemployment insurance	0.23	2.9	0.17	5.2	0.25	3.2
Workers' compensation	0.57	6.5	0.39	3.7	0.65	8.0

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

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

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

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

Table 8. Employer costs per hour worked for employee compensation and the relative standard error: Private industry workers, by establishment employment size, March 2015

(Relative standard error in percent)

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	Relative standard error	Cost	Relative standard error	Cost	Relative standard error	Cost	Relative standard error	Cost	Relative standard error	Cost	Relative standard error
Total compensation	\$26.45	2.8	\$25.51	3.1	\$29.34	5.9	\$37.78	1.3	\$32.07	1.8	\$46.19	1.8
Wages and salaries	19.17	2.0	18.70	2.1	20.61	4.9	25.22	1.2	21.98	1.9	29.98	1.6
Total benefits	7.28	5.4	6.81	6.6	8.72	9.2	12.57	1.6	10.09	2.1	16.21	2.4
Paid leave	1.53	3.7	1.42	3.8	1.86	8.8	2.95	1.7	2.30	2.8	3.91	2.2
Vacation	0.79	3.8	0.73	4.2	0.96	8.0	1.56	1.7	1.22	2.8	2.05	2.2
Holiday	0.49	3.4	0.46	3.4	0.59	8.6	0.86	1.8	0.69	2.9	1.13	2.4
Sick	0.18	6.0	0.16	4.5	0.22	17.0	0.37	2.4	0.26	3.3	0.52	3.2
Personal	0.08	4.0	0.07	5.7	0.10	6.3	0.17	2.7	0.14	3.9	0.21	3.4
Supplemental pay	0.96	31.6	0.89	40.0	1.15	46.1	1.32	3.8	0.96	5.2	1.85	4.9
Overtime and premium ¹	0.18	3.7	0.17	4.6	0.23	5.5	0.36	6.0	0.33	10.2	0.39	4.1
Shift differentials	(²)	(³)	(²)	(³)	0.02	17.1	0.11	3.5	0.06	5.7	0.19	4.5
Nonproduction bonuses	0.76	39.8	0.72	50.0	0.89	59.4	0.85	5.4	0.57	6.8	1.28	7.0
Insurance	1.79	2.5	1.66	3.1	2.20	4.5	3.51	1.5	2.88	2.1	4.43	2.1
Life	0.03	6.5	0.03	9.0	0.04	6.8	0.06	3.8	0.05	5.8	0.07	8.5
Health	1.70	2.5	1.58	3.1	2.08	4.4	3.29	1.5	2.71	2.1	4.13	2.2
Short-term disability	0.03	5.5	0.03	6.8	0.04	8.7	0.09	3.3	0.07	5.9	0.12	3.3
Long-term disability	0.03	5.7	0.02	6.9	0.04	11.0	0.07	3.7	0.05	5.6	0.11	5.1
Retirement and savings	0.76	9.3	0.63	6.9	1.15	21.8	1.97	4.2	1.41	5.4	2.79	6.0
Defined benefit	0.32	12.6	0.24	11.8	0.53	25.3	0.97	7.1	0.66	9.5	1.42	9.2
Defined contribution	0.44	8.4	0.38	7.7	0.62	19.6	1.00	2.4	0.75	3.9	1.37	3.5
Legally required benefits	2.25	1.3	2.21	1.5	2.36	2.5	2.81	1.0	2.53	1.4	3.22	1.4
Social Security and Medicare	1.56	1.5	1.52	1.7	1.66	2.9	2.12	1.1	1.84	1.6	2.54	1.5
Social Security ⁴	1.24	1.2	1.22	1.4	1.32	2.4	1.70	1.0	1.48	1.6	2.03	1.4
Medicare	0.32	3.0	0.31	3.5	0.34	5.9	0.43	1.2	0.36	1.9	0.51	1.7
Federal unemployment insurance	0.04	2.2	0.04	2.5	0.04	3.4	0.04	2.0	0.04	2.3	0.03	3.2
State unemployment insurance	0.21	1.9	0.21	2.2	0.22	3.3	0.21	2.0	0.22	2.3	0.21	3.6
Workers' compensation	0.44	3.6	0.43	4.7	0.44	3.8	0.44	2.3	0.44	2.9	0.43	3.5

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

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

³ Relative standard error is suppressed because cost per hour worked is \$0.01 or less.

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

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

Table 9. Employer costs per hour worked for employee compensation and the relative standard error: Private industry workers, goods-producing and service-providing industries, by occupational group, March 2015

(Relative standard error in percent)

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	\$31.65	\$21.94	\$9.71	\$2.18	\$1.12	\$2.58	\$1.31	\$2.51
Management, professional, and related	55.82	38.25	17.58	4.68	2.54	3.99	2.70	3.67
Management, business, and financial	67.22	44.81	22.41	5.92	4.64	4.41	3.31	4.12
Professional and related	49.69	34.71	14.98	4.01	1.41	3.76	2.37	3.43
Sales and office	24.01	17.15	6.86	1.50	0.57	2.19	0.72	1.88
Sales and related	23.79	17.96	5.83	1.31	0.54	1.55	0.56	1.87
Office and administrative support	24.16	16.61	7.54	1.63	0.59	2.61	0.82	1.89
Service	14.48	11.00	3.48	0.56	0.24	0.92	0.24	1.52
Natural resources, construction, and maintenance	34.05	22.73	11.32	1.80	1.02	3.06	2.12	3.31
Construction, extraction, farming, fishing, and forestry ¹	34.46	22.96	11.50	1.34	0.94	3.05	2.39	3.78
Installation, maintenance, and repair	33.71	22.54	11.17	2.18	1.09	3.07	1.90	2.93
Production, transportation, and material moving	27.06	17.80	9.26	1.65	1.00	2.92	1.11	2.58
Production	26.56	17.57	9.00	1.67	1.13	2.89	0.91	2.41
Transportation and material moving	27.55	18.03	9.51	1.63	0.87	2.96	1.30	2.75
All workers, goods-producing industries²	37.24	24.66	12.58	2.46	1.43	3.51	2.01	3.17
Management, professional, and related	66.96	44.70	22.26	5.75	2.59	4.86	4.69	4.38
Sales and office	30.19	20.94	9.25	2.06	0.78	3.05	0.96	2.41
Natural resources, construction, and maintenance	35.26	23.32	11.94	1.52	1.15	3.23	2.30	3.74
Production, transportation, and material moving	27.74	17.98	9.76	1.72	1.27	3.24	0.98	2.54
All workers, service-providing industries³	30.50	21.38	9.11	2.13	1.06	2.39	1.17	2.37
Management, professional, and related	54.27	37.35	16.92	4.53	2.53	3.87	2.42	3.57
Sales and office	23.55	16.87	6.68	1.46	0.55	2.13	0.70	1.84
Service	14.43	10.98	3.45	0.56	0.23	0.91	0.23	1.52
Natural resources, construction, and maintenance	32.68	22.06	10.62	2.13	0.88	2.88	1.90	2.82
Production, transportation, and material moving	26.48	17.65	8.83	1.59	0.77	2.65	1.21	2.61
Relative standard error								
All workers in private industry	1.3	1.1	2.3	1.7	14.3	1.5	4.3	0.8
Management, professional, and related	2.5	1.8	4.4	2.4	23.6	1.9	6.9	1.2
Management, business, and financial	4.3	2.5	8.5	2.5	36.5	1.7	5.7	1.6
Professional and related	2.7	2.5	3.4	3.6	6.4	2.8	10.0	1.5
Sales and office	1.9	2.0	1.9	2.4	5.1	2.4	3.9	1.2
Sales and related	4.3	4.7	4.0	5.7	11.7	4.5	7.0	2.4
Office and administrative support	1.1	0.8	1.9	1.8	4.5	2.5	4.9	0.9
Service	1.5	1.3	2.9	4.8	5.3	5.1	9.1	2.5
Natural resources, construction, and maintenance	2.2	1.7	3.5	3.9	3.6	3.9	8.0	1.8
Construction, extraction, farming, fishing, and forestry ¹	3.6	2.7	5.6	7.2	5.0	6.8	11.5	2.7
Installation, maintenance, and repair	2.5	1.9	4.0	4.2	4.8	4.0	10.5	1.9
Production, transportation, and material moving	2.2	1.9	3.0	3.8	2.9	3.4	6.1	1.8
Production	1.6	1.4	2.3	2.8	3.0	2.7	6.6	1.2
Transportation and material moving	3.7	3.3	4.8	6.3	5.4	5.7	8.2	3.0
All workers, goods-producing industries²	1.9	1.7	2.4	3.2	5.1	1.8	7.3	1.1
Management, professional, and related	3.2	2.6	4.9	4.3	12.7	2.7	13.6	2.0
Sales and office	4.3	4.3	4.7	8.2	8.2	3.9	8.5	3.4
Natural resources, construction, and maintenance	2.8	2.1	4.4	5.0	3.7	5.3	9.8	2.4
Production, transportation, and material moving	1.3	1.1	1.9	2.3	3.1	2.3	6.1	1.2
All workers, service-providing industries³	1.6	1.2	2.9	2.0	18.2	1.8	5.1	1.0
Management, professional, and related	2.9	2.1	5.1	2.8	27.0	2.1	7.8	1.3
Sales and office	2.0	2.2	2.1	2.4	5.5	2.6	4.2	1.2
Service	1.5	1.3	2.9	4.8	5.3	5.1	9.3	2.5
Natural resources, construction, and maintenance	3.0	2.3	4.9	5.2	6.1	4.8	12.3	2.2
Production, transportation, and material moving	3.8	3.3	5.1	6.6	5.6	6.2	8.9	3.0

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 the relative standard error: Private industry workers, by industry group, March 2015

(Relative standard error in percent)

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	\$37.24	\$24.66	\$12.58	\$2.46	\$1.43	\$3.51	\$2.01	\$3.17
Construction	36.04	24.95	11.09	1.60	0.90	2.88	1.96	3.76
Manufacturing	36.87	24.04	12.83	2.78	1.55	3.75	1.86	2.88
Aircraft manufacturing ²	69.51	41.59	27.92	6.12	4.19	7.07	6.28	4.28
All workers, service-providing industries³	30.50	21.38	9.11	2.13	1.06	2.39	1.17	2.37
Trade, transportation, and utilities	26.07	18.31	7.77	1.62	0.66	2.27	0.98	2.25
Wholesale trade	34.50	24.29	10.21	2.45	1.03	2.96	1.03	2.74
Retail trade	18.03	13.59	4.44	0.83	0.30	1.29	0.39	1.63
Transportation and warehousing	38.69	24.66	14.02	2.81	1.21	4.26	2.26	3.49
Utilities	62.46	38.10	24.36	5.55	2.46	6.15	5.96	4.24
Information	55.99	34.43	21.56	4.86	2.84	5.14	5.17	3.55
Financial activities	45.00	29.56	15.44	3.80	3.25	3.74	1.78	2.88
Finance and insurance	49.48	32.03	17.45	4.33	3.97	4.10	2.05	3.01
Credit intermediation and related activities	40.19	26.94	13.25	3.57	1.80	3.66	1.61	2.62
Insurance carriers and related activities	45.19	29.88	15.31	3.98	1.97	4.18	2.22	2.96
Real estate and rental and leasing	29.43	20.98	8.45	1.98	0.72	2.48	0.83	2.44
Professional and business services	39.42	27.87	11.55	2.83	1.92	2.51	1.40	2.88
Professional and technical services	49.52	35.52	14.00	4.08	1.38	3.31	1.85	3.38
Administrative and waste services	22.69	17.22	5.47	1.03	0.53	1.25	0.48	2.18
Education and health services	32.86	23.25	9.61	2.51	0.59	2.87	1.19	2.45
Educational services	41.44	30.16	11.28	2.85	0.22	3.41	1.84	2.96
Junior colleges, colleges, and universities	51.01	36.05	14.96	4.09	0.27	4.46	2.74	3.40
Health care and social assistance	31.42	22.08	9.33	2.46	0.65	2.78	1.08	2.37
Leisure and hospitality	13.31	10.41	2.89	0.42	0.14	0.73	0.20	1.41
Accommodation and food services	12.08	9.56	2.52	0.31	0.12	0.62	0.15	1.32
Other services	25.74	18.64	7.10	1.54	0.37	1.91	1.09	2.19
Relative standard error								
All workers, goods-producing industries¹	1.9	1.7	2.4	3.2	5.1	1.8	7.3	1.1
Construction	2.1	1.8	3.7	4.0	5.2	5.0	9.9	2.1
Manufacturing	2.5	2.4	2.9	3.7	4.5	1.9	10.2	1.5
Aircraft manufacturing ²	1.2	1.5	0.9	2.0	2.5	1.4	1.3	0.9
All workers, service-providing industries³	1.6	1.2	2.9	2.0	18.2	1.8	5.1	1.0
Trade, transportation, and utilities	1.6	1.4	2.3	2.7	4.8	3.0	3.9	1.5
Wholesale trade	2.6	2.5	3.2	4.4	9.7	4.2	6.1	1.9
Retail trade	1.5	1.4	2.1	3.2	6.3	2.8	4.5	1.2
Transportation and warehousing	4.7	4.5	5.4	7.2	8.3	5.9	8.0	4.0
Utilities	2.8	3.2	3.8	3.7	15.2	3.3	6.4	2.1
Information	3.2	2.3	5.3	3.4	19.0	3.2	12.9	2.3
Financial activities	3.8	2.1	7.7	3.1	33.3	1.7	4.2	1.3
Finance and insurance	4.4	2.3	8.8	3.2	34.6	1.4	3.8	1.5
Credit intermediation and related activities	2.3	2.4	2.5	3.2	6.9	1.5	5.5	1.6
Insurance carriers and related activities	2.1	2.0	2.5	2.7	6.1	2.6	4.4	1.7
Real estate and rental and leasing	5.1	5.0	6.0	9.5	11.7	7.2	19.0	3.5
Professional and business services	4.8	3.7	9.1	4.2	46.2	3.9	9.0	2.8
Professional and technical services	4.4	4.6	5.0	5.4	11.4	4.8	11.3	2.8
Administrative and waste services	6.6	6.7	8.0	11.6	28.5	9.8	32.2	5.7
Education and health services	3.5	3.1	4.8	5.1	4.3	3.8	16.8	2.0
Educational services	2.6	2.4	3.7	5.1	13.8	4.2	5.9	2.8
Junior colleges, colleges, and universities	1.6	1.7	1.9	2.6	8.8	2.1	3.1	2.0
Health care and social assistance	4.2	3.7	5.4	5.7	4.4	4.3	20.9	2.3
Leisure and hospitality	3.3	2.8	6.0	11.6	9.4	8.9	20.0	2.7
Accommodation and food services	3.3	2.6	6.7	12.9	11.3	11.3	23.0	2.8
Other services	6.0	4.9	10.8	8.8	12.7	16.4	24.2	4.8

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 the relative standard error: Private industry workers, by occupational group and full-time and part-time status, March 2015

(Relative standard error in percent)

Series	Total compensation	Wages and salaries	Benefit costs					
			Total	Paid leave	Supplemental pay	Insurance	Retirement and savings	Legally required benefits
Cost per hour worked								
All full-time workers in private industry	\$37.09	\$25.16	\$11.93	\$2.80	\$1.44	\$3.24	\$1.66	\$2.79
Management, professional, and related	58.33	39.43	18.90	5.10	2.78	4.33	2.95	3.74
Management, business, and financial	68.07	45.25	22.83	6.04	4.76	4.49	3.39	4.15
Professional and related	52.16	35.76	16.41	4.50	1.52	4.22	2.67	3.49
Sales and office	28.41	19.80	8.61	2.01	0.76	2.83	0.92	2.09
Sales and related	33.23	24.50	8.74	2.20	0.91	2.39	0.88	2.36
Office and administrative support	26.19	17.64	8.55	1.92	0.69	3.03	0.94	1.96
Service	17.86	12.75	5.12	0.99	0.39	1.63	0.39	1.71
Natural resources, construction, and maintenance	34.75	23.06	11.69	1.89	1.06	3.19	2.20	3.35
Construction, extraction, farming, fishing, and forestry ¹	35.26	23.37	11.90	1.41	0.98	3.18	2.49	3.83
Installation, maintenance, and repair	34.34	22.82	11.52	2.27	1.12	3.20	1.97	2.97
Production, transportation, and material moving	29.03	18.97	10.06	1.87	1.13	3.20	1.19	2.67
Production	27.37	17.96	9.41	1.76	1.19	3.05	0.96	2.45
Transportation and material moving	31.10	20.23	10.87	2.01	1.06	3.38	1.47	2.95
All part-time workers in private industry	16.24	12.84	3.40	0.45	0.22	0.72	0.32	1.69
Management, professional, and related	38.02	29.81	8.21	1.68	0.85	1.58	0.94	3.16
Professional and related	37.93	29.75	8.18	1.66	0.86	1.55	0.95	3.16
Sales and office	13.77	10.99	2.79	0.33	0.12	0.70	0.24	1.40
Sales and related	12.21	9.95	2.26	0.22	0.09	0.53	0.16	1.26
Office and administrative support	16.09	12.53	3.56	0.48	0.16	0.97	0.35	1.60
Service	11.48	9.46	2.02	0.17	0.09	0.29	0.10	1.36
Production, transportation, and material moving	17.03	11.87	5.17	0.53	0.31	1.51	0.70	2.12
Transportation and material moving	17.55	11.86	5.69	0.57	0.35	1.75	0.83	2.19
Relative standard error								
All full-time workers in private industry	1.5	1.2	2.4	1.6	15.2	1.1	4.2	0.9
Management, professional, and related	2.5	1.8	4.5	2.1	24.6	1.4	6.5	1.2
Management, business, and financial	4.4	2.4	8.6	2.5	36.7	1.6	5.6	1.6
Professional and related	2.5	2.3	3.0	2.9	6.4	2.2	9.2	1.4
Sales and office	2.1	2.4	1.8	2.3	5.1	2.0	3.8	1.3
Sales and related	5.2	6.0	4.2	5.5	12.2	4.3	7.1	3.0
Office and administrative support	1.1	0.9	1.6	1.6	4.6	2.0	4.8	1.0
Service	1.8	1.5	3.2	4.4	5.4	4.8	10.4	3.5
Natural resources, construction, and maintenance	2.1	1.6	3.3	3.7	3.4	3.7	7.8	1.7
Construction, extraction, farming, fishing, and forestry ¹	3.4	2.5	5.3	7.0	4.7	6.5	11.1	2.5
Installation, maintenance, and repair	2.5	1.9	3.9	4.1	4.8	3.8	10.5	1.8
Production, transportation, and material moving	2.2	2.0	2.8	3.7	2.8	2.9	5.7	1.8
Production	1.7	1.4	2.3	2.9	3.0	2.7	6.7	1.3
Transportation and material moving	4.1	3.9	4.8	6.6	5.5	5.0	8.0	3.2
All part-time workers in private industry	2.5	2.4	3.7	7.1	16.7	6.6	10.1	1.6
Management, professional, and related	6.7	6.6	8.5	13.3	33.0	11.6	21.2	4.0
Professional and related	7.2	7.2	9.0	14.3	35.3	11.6	22.1	4.2
Sales and office	1.3	1.1	2.9	4.8	7.7	6.5	8.0	1.4
Sales and related	1.4	1.2	3.1	6.4	11.0	7.7	8.3	1.3
Office and administrative support	1.9	1.7	4.7	6.9	10.6	9.6	11.6	2.3
Service	1.8	1.9	2.7	7.3	8.5	10.3	10.7	2.1
Production, transportation, and material moving	5.1	3.1	10.4	14.0	11.9	16.8	22.0	3.9
Transportation and material moving	5.9	3.6	11.2	15.6	12.5	17.2	22.1	4.6

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 the relative standard error: Private industry workers, by industry group and full-time and part-time status, March 2015

(Relative standard error in percent)

Series	Total compensation	Wages and salaries	Benefit costs					Legally required benefits
			Total	Paid leave	Supplemental pay	Insurance	Retirement and savings	
Cost per hour worked								
All full-time workers in private industry	\$37.09	\$25.16	\$11.93	\$2.80	\$1.44	\$3.24	\$1.66	\$2.79
Goods-producing ¹	37.80	24.95	12.85	2.53	1.46	3.60	2.06	3.20
Construction	36.72	25.31	11.41	1.67	0.92	3.00	2.04	3.79
Manufacturing	37.37	24.30	13.06	2.84	1.58	3.83	1.90	2.91
Service-providing ²	36.89	25.22	11.67	2.87	1.44	3.13	1.55	2.68
Trade, transportation, and utilities	32.44	22.34	10.11	2.30	0.92	2.95	1.30	2.64
Information	58.60	35.82	22.78	5.13	3.02	5.43	5.50	3.68
Financial activities	47.44	30.98	16.46	4.09	3.52	3.96	1.90	2.99
Professional and business services	43.38	30.17	13.21	3.34	2.20	2.95	1.66	3.05
Education and health services	35.28	24.33	10.96	2.98	0.65	3.45	1.39	2.47
Leisure and hospitality	18.45	13.44	5.02	0.96	0.31	1.61	0.44	1.70
Other services	30.14	21.27	8.87	2.14	0.49	2.55	1.29	2.40
All part-time workers in private industry	16.24	12.84	3.40	0.45	0.22	0.72	0.32	1.69
Service-providing ²	16.11	12.75	3.36	0.44	0.22	0.71	0.31	1.67
Trade, transportation, and utilities	14.19	10.79	3.41	0.36	0.16	1.00	0.37	1.51
Professional and business services	19.79	16.44	3.35	0.30	0.54	0.32	0.13	2.06
Education and health services	26.23	20.28	5.95	1.23	0.41	1.27	0.64	2.39
Leisure and hospitality	10.01	8.47	1.53	0.07	0.03	0.16	0.04	1.23
Relative standard error								
All full-time workers in private industry	1.5	1.2	2.4	1.6	15.2	1.1	4.2	0.9
Goods-producing ¹	1.8	1.7	2.3	3.1	5.1	1.7	7.2	1.1
Construction	2.0	1.7	3.6	4.0	5.1	4.7	9.7	2.0
Manufacturing	2.5	2.4	2.9	3.7	4.4	1.8	10.2	1.5
Service-providing ²	1.8	1.4	3.1	1.8	19.5	1.3	5.0	1.1
Trade, transportation, and utilities	1.7	1.6	2.1	2.5	4.7	2.4	4.1	1.5
Information	3.0	2.2	5.0	3.2	19.0	2.8	12.6	2.1
Financial activities	3.9	2.1	7.9	3.1	33.7	1.6	4.1	1.3
Professional and business services	5.1	3.7	9.6	3.9	48.5	2.9	8.9	2.7
Education and health services	3.7	3.4	4.4	4.3	4.5	3.2	16.3	2.0
Leisure and hospitality	5.0	4.3	7.3	11.3	10.5	7.5	21.2	4.5
Other services	6.0	5.5	8.5	8.4	13.8	11.4	19.6	4.9
All part-time workers in private industry	2.5	2.4	3.7	7.1	16.7	6.6	10.1	1.6
Service-providing ²	2.5	2.4	3.8	7.2	17.6	6.8	10.4	1.6
Trade, transportation, and utilities	1.8	1.4	4.6	6.8	7.2	8.6	7.8	2.1
Professional and business services	13.9	13.8	14.9	17.0	63.4	30.3	28.1	7.1
Education and health services	4.6	3.9	8.0	12.8	7.7	11.7	20.8	3.5
Leisure and hospitality	1.8	1.9	2.6	12.2	11.6	18.5	18.2	2.1

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 13. Employer costs per hour worked for employee compensation and the relative standard error: Private industry workers, by major industry group and establishment employment size and bargaining unit status, March 2015

(Relative standard error in percent)

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 ...	\$37.24	\$24.66	\$12.58	\$2.46	\$1.43	\$3.51	\$2.01	\$3.17
1-99 workers	30.92	21.85	9.07	1.59	0.84	2.50	1.08	3.04
1-49 workers	30.02	21.48	8.53	1.42	0.77	2.25	1.05	3.05
50-99 workers	33.33	22.82	10.51	2.06	1.05	3.19	1.17	3.04
100 workers or more	42.43	26.97	15.46	3.17	1.91	4.33	2.77	3.28
100-499 workers	36.69	23.94	12.75	2.50	1.39	3.90	1.82	3.14
500 workers or more	50.55	31.26	19.29	4.12	2.64	4.95	4.11	3.48
Union	45.83	26.74	19.09	2.57	1.65	6.26	4.57	4.03
Nonunion	35.50	24.24	11.26	2.44	1.38	2.95	1.49	3.00
All workers, service-providing industries² ..	30.50	21.38	9.11	2.13	1.06	2.39	1.17	2.37
1-99 workers	25.71	18.72	6.99	1.52	0.97	1.67	0.70	2.12
1-49 workers	24.79	18.25	6.54	1.43	0.91	1.56	0.56	2.08
50-99 workers	28.59	20.20	8.39	1.82	1.16	2.01	1.15	2.24
100 workers or more	36.59	24.77	11.82	2.90	1.17	3.30	1.76	2.69
100-499 workers	30.90	21.48	9.42	2.26	0.85	2.63	1.30	2.38
500 workers or more	45.04	29.65	15.39	3.85	1.65	4.30	2.44	3.15
Union	46.99	28.43	18.56	3.64	1.33	5.92	4.23	3.45
Nonunion	29.19	20.82	8.37	2.01	1.04	2.11	0.93	2.28
Relative standard error								
All workers, goods-producing industries¹ ...	1.9	1.7	2.4	3.2	5.1	1.8	7.3	1.1
1-99 workers	2.0	1.9	2.6	4.0	4.9	3.4	9.5	1.5
1-49 workers	2.4	2.3	3.2	4.9	6.3	4.5	12.2	1.7
50-99 workers	3.8	3.5	4.7	5.9	7.4	5.7	14.0	3.4
100 workers or more	2.3	2.1	3.0	3.5	6.0	1.7	9.5	1.5
100-499 workers	2.3	2.4	2.4	4.2	4.1	2.4	6.5	2.1
500 workers or more	3.8	3.3	4.9	4.8	9.9	2.4	14.3	2.5
Union	3.0	2.6	3.8	5.6	4.9	2.5	9.9	2.3
Nonunion	2.0	1.9	2.6	3.3	6.3	2.1	7.0	1.2
All workers, service-providing industries² ..	1.6	1.2	2.9	2.0	18.2	1.8	5.1	1.0
1-99 workers	3.3	2.4	6.6	4.2	36.2	3.0	11.4	1.6
1-49 workers	3.7	2.5	8.0	4.3	45.4	3.6	8.0	1.8
50-99 workers	7.1	5.9	11.4	10.5	53.9	5.4	25.7	3.0
100 workers or more	1.4	1.4	1.7	1.9	4.6	1.8	4.1	1.1
100-499 workers	2.3	2.4	2.6	3.3	7.4	2.6	6.9	1.7
500 workers or more	1.9	1.7	2.4	2.3	5.2	2.7	4.9	1.6
Union	6.3	7.1	5.7	8.0	11.8	3.7	12.6	3.3
Nonunion	1.6	1.1	3.1	1.7	20.1	1.6	3.9	1.0

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 the relative standard error: Private industry health care and social assistance workers, by industry and occupational group, March 2015

(Relative standard error in percent)

Series	Total compensation	Wages and salaries	Benefit costs					Legally required benefits
			Total	Paid leave	Supplemental pay	Insurance	Retirement and savings	
Cost per hour worked								
Health care and social assistance	\$31.42	\$22.08	\$9.33	\$2.46	\$0.65	\$2.78	\$1.08	\$2.37
Management, professional, and related	44.36	31.05	13.32	3.77	0.92	3.70	1.83	3.10
Registered nurses	51.17	35.06	16.11	4.36	1.65	4.26	2.15	3.68
Sales and office	22.38	15.61	6.77	1.60	0.32	2.62	0.51	1.71
Service	17.97	12.90	5.07	1.05	0.44	1.59	0.33	1.66
Hospitals	42.21	27.96	14.25	3.75	1.43	4.27	1.81	2.99
Management, professional, and related	51.47	34.49	16.98	4.74	1.73	4.65	2.28	3.57
Registered nurses	54.19	36.04	18.15	4.88	2.14	4.82	2.49	3.81
Service	23.04	14.60	8.44	1.64	0.98	3.16	0.84	1.82
Nursing and residential care facilities	21.37	15.37	6.00	1.45	0.43	1.86	0.31	1.95
Management, professional, and related	32.63	23.70	8.93	2.42	0.58	2.65	0.59	2.69
Service	16.24	11.59	4.64	1.00	0.38	1.47	0.19	1.61
Nursing care facilities¹	23.49	16.75	6.74	1.65	0.53	2.08	0.38	2.11
Management, professional, and related	36.10	26.15	9.95	2.71	0.71	2.84	0.71	2.98
Service	17.15	12.02	5.13	1.10	0.45	1.68	0.22	1.67
Relative standard error								
Health care and social assistance	4.2	3.7	5.4	5.7	4.4	4.3	20.9	2.3
Management, professional, and related	5.8	5.3	7.1	7.0	5.3	5.1	24.9	2.9
Registered nurses	2.0	2.0	3.1	3.4	4.7	4.9	8.0	2.0
Sales and office	2.5	2.3	4.0	4.9	10.0	5.1	10.1	2.4
Service	3.0	2.9	4.8	7.0	7.8	6.4	9.8	2.5
Hospitals	1.5	1.5	2.0	2.8	3.7	2.2	4.0	1.5
Management, professional, and related	1.7	1.6	2.2	3.2	3.9	2.2	4.1	1.6
Registered nurses	1.6	1.3	2.4	3.2	4.2	3.0	4.2	1.6
Service	1.9	1.9	2.6	3.9	4.1	3.6	6.4	1.9
Nursing and residential care facilities	1.6	1.6	2.3	2.9	5.0	3.2	8.8	1.9
Management, professional, and related	2.5	2.6	3.1	3.9	8.1	3.4	8.8	2.9
Service	1.2	1.0	2.3	3.0	5.1	3.9	9.7	1.7
Nursing care facilities¹	2.2	1.9	3.9	4.4	6.1	5.2	13.9	2.5
Management, professional, and related	2.6	2.4	4.5	5.4	9.0	5.4	12.9	3.8
Service	2.1	1.5	4.1	4.7	5.2	6.2	17.9	1.9

¹ Data are available beginning with December 2006.

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

Table 15. Employer costs per hour worked for employee compensation and the relative standard error: Private industry workers, by census region and selected metropolitan area,¹ March 2015

	Total compensation		Wages and salaries		Total benefits	
	Cost	Relative standard error	Cost	Relative standard error	Cost	Relative standard error
Northeast						
Boston-Worcester-Manchester, MA-NH CSA	\$39.66	4.4	\$27.94	4.8	\$11.73	4.6
New York-Newark-Bridgeport, NY-NJ-CT-PA CSA ..	42.34	6.2	28.09	5.2	14.25	9.4
Philadelphia-Camden-Vineland, PA-NJ-DE-MD CSA	34.67	7.4	23.98	7.4	10.69	7.9
South						
Atlanta-Sandy Springs-Gainesville, GA-AL CSA	32.72	4.8	22.74	4.5	9.99	7.1
Dallas-Fort Worth, TX CSA	30.04	5.9	21.52	6.2	8.52	6.2
Houston-Baytown-Huntsville, TX CSA	36.02	6.1	25.11	5.3	10.90	9.6
Miami-Fort Lauderdale-Pompano Beach, FL MSA ...	26.29	7.1	19.07	6.8	7.22	8.7
Washington-Baltimore-Northern Virginia, DC-MD-VA-WV CSA	40.72	4.5	28.15	4.0	12.57	6.2
Midwest						
Chicago-Naperville-Michigan City, IL-IN-WI CSA	33.64	5.3	23.07	4.5	10.57	7.6
Detroit-Warren-Flint, MI CSA	36.53	6.0	24.67	4.7	11.86	8.9
Minneapolis-St. Paul-St. Cloud, MN-WI CSA	36.19	5.2	25.60	5.2	10.60	5.4
West						
Los Angeles-Long Beach-Riverside, CA CSA	32.67	4.9	23.00	4.5	9.67	7.0
Phoenix-Mesa-Scottsdale, AZ MSA	25.14	7.6	18.10	7.0	7.05	9.8
San Jose-San Francisco-Oakland, CA CSA	49.26	3.9	33.25	3.4	16.01	5.8
Seattle-Tacoma-Olympia, WA CSA	36.11	6.5	24.71	6.4	11.41	7.3

¹ The Consolidated Statistical Areas (CSAs) and Metropolitan Statistical Areas (MSAs) are defined by the Office of Management and Budget (OMB) 2003 area definitions. For more information on the area definitions, visit www.census.gov/population/metro/data/pastmetro.html.

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