



Economic News Release

Employer Costs for Employee Compensation News Release

For release 10:00 a.m. (ET) Wednesday, March 13, 2024

USDL-24-0485

Technical information: (202) 691-6199 * ncsinfo@bls.gov * www.bls.gov/ecec
Media contact: (202) 691-5902 * pressoffice@bls.gov

EMPLOYER COSTS FOR EMPLOYEE COMPENSATION - DECEMBER 2023

Employer costs for employee compensation for civilian workers averaged \$45.42 per hour worked in December 2023, the U.S. Bureau of Labor Statistics reported today. Wages and salaries averaged \$31.29, while benefit costs averaged \$14.13. (See tables 1 and 2.)

Total employer compensation costs for private industry workers averaged \$43.11 per hour worked in December 2023. Wages and salaries averaged \$30.33 per hour worked and accounted for 70.4 percent of employer costs, while benefit costs averaged \$12.77 per hour worked and accounted for the remaining 29.6 percent. (See tables 1 and 4.)

Total employer compensation costs for state and local government workers averaged \$60.56 per hour worked in December 2023. Wages and salaries averaged \$37.53 and accounted for 62.0 percent of employer costs, while benefit costs averaged \$23.03 and accounted for 38.0 percent. (See tables 1 and 3.)

Wage and salary costs for private industry workers in goods-producing industries averaged \$30.31 per hour worked. Wage and salary costs for private industry workers in service-providing industries averaged \$30.34. Benefit costs averaged \$14.44 in goods-producing industries and \$12.44 in service-providing industries. Employer costs for employee paid leave components include costs for vacation, holiday, sick, and personal leave. Paid leave costs averaged \$2.82 in goods-producing industries and \$3.34 in service-providing industries. (See table 4.)

Private industry compensation costs

Among service-providing industries, compensation costs averaged \$46.28 for the education and health services industry sector. Wage and salary costs averaged \$32.71 and accounted for 70.7 percent of total compensation. Benefit costs averaged \$13.57 and accounted for 29.3 percent of total compensation. (See table 4.)

Within the educational services industry, employer costs for wages and salaries averaged \$38.92 per hour worked and accounted for 71.8 percent of total compensation. Within the health care and social assistance industry, employer costs for wages and salaries averaged \$31.84 per hour worked and accounted for 70.5 percent of total compensation. (See table 4.)

Within the educational services industry, paid leave cost employers \$4.70 per hour worked and accounted for 8.7 percent of total compensation. Within the health care and social assistance industry, paid leave cost employers \$3.93 per hour worked and accounted for 8.7 percent of total compensation. (See table 4.)

Employer Costs for Employee Compensation for March 2024 is scheduled to be released on Tuesday, June 18, 2024, at 10:00 a.m. (ET).

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. Federal government workers are excluded. Additionally, the self-employed, private household workers, and the agricultural sector are excluded from private industry.

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/eps.

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.

Sample size

Data for this reference period were collected from a probability sample of approximately 23,600 occupational observations selected from a sample of about 5,600 private industry establishments and approximately 7,500 occupational observations selected from a sample of about 1,400 state and

local government establishments that provided data at the initial interview. From December 2021 to September 2023, an additional (fourth) private industry sample was used in estimation to mitigate the impact of decreasing response rates.

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 the database query tool at www.bls.gov/ecec/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/eci/factsheets/national-compensation-survey-classification-systems-mapping-files.htm.

Additional information

Additional and historical ECEC estimates are available in the ECEC database query tool at www.bls.gov/ecec/data.htm and in xlsx format at www.bls.gov/ecec/tables.htm. The ECEC release schedule is available at www.bls.gov/schedule/news_release/ecec.htm. Subscribe to receive the BLS Economic News Release email at public.govdelivery.com/accounts/USDOLBLS/subscriber/new.

If you are deaf, hard of hearing, or have a speech disability, please dial 7-1-1 to access telecommunications relay services.

Table 1. Employer Costs for Employee Compensation by ownership
[Dec. 2023]

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⁾	45.42	100.0	43.11	100.0	60.56	100.0
Wages and salaries	31.29	68.9	30.33	70.4	37.53	62.0
Total benefits	14.13	31.1	12.77	29.6	23.03	38.0
Paid leave	3.41	7.5	3.26	7.6	4.43	7.3
Vacation	1.67	3.7	1.67	3.9	1.65	2.7
Holiday	1.00	2.2	0.96	2.2	1.28	2.1
Sick	0.52	1.2	0.43	1.0	1.14	1.9
Personal	0.22	0.5	0.20	0.5	0.35	0.6
Supplemental pay	1.56	3.4	1.71	4.0	0.59	1.0
Overtime and premium⁽³⁾	0.40	0.9	0.43	1.0	0.26	0.4
Shift differentials	0.08	0.2	0.08	0.2	0.05	0.1
Nonproduction bonuses	1.08	2.4	1.20	2.8	0.27	0.5
Insurance	3.61	8.0	3.14	7.3	6.72	11.1
Life	0.05	0.1	0.05	0.1	0.09	0.1
Health	3.42	7.5	2.94	6.8	6.55	10.8
Short-term disability	0.09	0.2	0.10	0.2	0.03	0.1
Long-term disability	0.05	0.1	0.05	0.1	0.05	0.1
Retirement and savings	2.37	5.2	1.50	3.5	8.07	13.3
Defined benefit	1.36	3.0	0.42	1.0	7.51	12.4
Defined contribution	1.00	2.2	1.07	2.5	0.55	0.9
Legally Required benefits	3.18	7.0	3.17	7.4	3.23	5.3
Social Security and Medicare	2.57	5.7	2.57	6.0	2.58	4.3
Social Security⁽⁴⁾	2.05	4.5	2.06	4.8	1.97	3.2
Medicare	0.52	1.2	0.51	1.2	0.62	1.0

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
Federal unemployment insurance	0.02	0.1	0.03	0.1	(5) -	(6) -
State unemployment insurance	0.13	0.3	0.14	0.3	0.07	0.1
Workers' compensation	0.45	1.0	0.43	1.0	0.58	1.0

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

[Dec. 2023]

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⁾	45.42	100.0	31.29	68.9	14.13	31.1	3.41	7.5	1.56	3.4	3.61	8.0	2.37	5.2	3.18	7.0
Occupational group																
Management, professional, and related	72.02	100.0	48.90	67.9	23.12	32.1	6.33	8.8	2.58	3.6	5.46	7.6	4.33	6.0	4.42	6.1
Management, business and financial	82.10	100.0	55.29	67.3	26.81	32.7	7.97	9.7	4.01	4.9	5.87	7.1	4.02	4.9	4.95	6.0
Professional and related	67.50	100.0	46.03	68.2	21.46	31.8	5.60	8.3	1.94	2.9	5.28	7.8	4.47	6.6	4.17	6.2
Teachers ⁽³⁾	72.93	100.0	49.50	67.9	23.43	32.1	4.01	5.5	0.36	0.5	6.52	8.9	8.82	12.1	3.71	5.1
Primary, secondary, and special education school teachers	69.68	100.0	45.83	65.8	23.85	34.2	3.23	4.6	0.28	0.4	7.13	10.2	9.97	14.3	3.24	4.7
Registered nurses	72.48	100.0	48.01	66.2	24.47	33.8	7.14	9.9	3.18	4.4	5.49	7.6	3.72	5.1	4.93	6.8
Sales and office	33.15	100.0	23.58	71.1	9.57	28.9	2.30	7.0	0.89	2.7	2.82	8.5	1.18	3.6	2.39	7.2
Sales and related	31.96	100.0	24.40	76.3	7.57	23.7	1.94	6.1	0.84	2.6	1.65	5.2	0.73	2.3	2.40	7.5
Office and administrative support	33.98	100.0	23.00	67.7	10.98	32.3	2.56	7.5	0.92	2.7	3.64	10.7	1.49	4.4	2.38	7.0
Service	24.62	100.0	17.89	72.6	6.74	27.4	1.29	5.2	0.58	2.4	1.66	6.8	1.14	4.6	2.06	8.4
Natural resources, construction, and maintenance	45.02	100.0	30.31	67.3	14.71	32.7	2.55	5.7	1.71	3.8	3.86	8.6	2.79	6.2	3.80	8.4
Construction, extraction, farming, fishing, and forestry	43.81	100.0	29.68	67.8	14.13	32.2	1.90	4.3	1.69	3.9	3.74	8.5	2.82	6.4	3.98	9.1

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
Installation, maintenance, and repair	46.30	100.0	30.98	66.9	15.33	33.1	3.23	7.0	1.73	3.7	3.99	8.6	2.77	6.0	3.61	7.8
Production, transportation, and material moving	34.76	100.0	23.58	67.8	11.18	32.2	2.11	6.1	1.57	4.5	3.33	9.6	1.32	3.8	2.85	8.2
Production	34.53	100.0	22.87	66.2	11.66	33.8	2.17	6.3	2.16	6.2	3.63	10.5	0.98	2.8	2.73	7.9
Transportation and material moving	34.89	100.0	23.99	68.8	10.90	31.2	2.08	6.0	1.22	3.5	3.15	9.0	1.52	4.3	2.93	8.4
Industry group																
Education and health services	51.65	100.0	35.14	68.0	16.51	32.0	4.02	7.8	1.00	1.9	4.46	8.6	3.80	7.4	3.24	6.3
Educational services	62.10	100.0	40.82	65.7	21.28	34.3	4.01	6.4	0.35	0.6	6.23	10.0	7.43	12.0	3.27	5.3
Elementary and secondary schools	60.69	100.0	39.32	64.8	21.37	35.2	3.16	5.2	0.26	0.4	6.61	10.9	8.38	13.8	2.97	4.9
Junior colleges, colleges, and universities	70.52	100.0	46.33	65.7	24.19	34.3	6.26	8.9	0.48	0.7	6.55	9.3	6.97	9.9	3.92	5.6
Health care and social assistance	45.81	100.0	31.96	69.8	13.85	30.2	4.02	8.8	1.36	3.0	3.47	7.6	1.77	3.9	3.22	7.0
Hospitals	64.57	100.0	42.62	66.0	21.95	34.0	6.19	9.6	2.71	4.2	5.47	8.5	3.43	5.3	4.15	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
[Dec. 2023]

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	60.56	100.0	37.53	62.0	23.03	38.0	4.43	7.3	0.59	1.0	6.72	11.1	8.07	13.3	3.23	5.3
Occupational group																
Management, professional, and related	72.08	100.0	46.10	64.0	25.97	36.0	4.89	6.8	0.45	0.6	7.30	10.1	9.73	13.5	3.61	5.0
Professional and related	69.93	100.0	45.03	64.4	24.90	35.6	4.33	6.2	0.43	0.6	7.26	10.4	9.39	13.4	3.48	5.0
Teachers ⁽²⁾	78.97	100.0	52.09	66.0	26.88	34.0	3.72	4.7	0.30	0.4	7.78	9.9	11.42	14.5	3.66	4.6
Primary, secondary, and special education school teachers	78.16	100.0	50.73	64.9	27.42	35.1	3.36	4.3	0.28	0.4	8.24	10.5	12.12	15.5	3.42	4.4
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
Sales and office	42.11	100.0	24.33	57.8	17.78	42.2	3.67	8.7	0.36	0.9	6.38	15.2	4.91	11.7	2.46	5.8
Office and administrative support	42.31	100.0	24.38	57.6	17.92	42.4	3.69	8.7	0.36	0.9	6.46	15.3	4.95	11.7	2.46	5.8
Service	45.34	100.0	26.03	57.4	19.30	42.6	3.77	8.3	0.98	2.2	5.35	11.8	6.48	14.3	2.71	6.0
Industry group																
Education and health services	63.05	100.0	40.29	63.9	22.76	36.1	3.99	6.3	0.41	0.6	6.86	10.9	8.36	13.3	3.14	5.0
Educational services	64.50	100.0	41.40	64.2	23.10	35.8	3.79	5.9	0.30	0.5	6.96	10.8	8.93	13.8	3.13	4.8
Elementary and secondary schools	62.47	100.0	40.10	64.2	22.38	35.8	3.12	5.0	0.26	0.4	6.95	11.1	9.09	14.6	2.95	4.7
Junior colleges, colleges, and universities	70.36	100.0	45.14	64.2	25.22	35.8	5.74	8.2	0.38	0.5	6.97	9.9	8.50	12.1	3.62	5.2
Health care and social assistance	54.25	100.0	33.55	61.8	20.70	38.2	5.21	9.6	1.09	2.0	6.28	11.6	4.90	9.0	3.23	6.0
Hospitals	56.76	100.0	35.82	63.1	20.93	36.9	5.41	9.5	1.24	2.2	6.23	11.0	4.70	8.3	3.36	5.9
Public administration	58.91	100.0	34.15	58.0	24.76	42.0	5.43	9.2	0.90	1.5	6.69	11.4	8.28	14.1	3.46	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.																

Table 4. Employer Costs for Employee Compensation for private industry workers by occupational and industry group
[Dec. 2023]

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	43.11	100.0	30.33	70.4	12.77	29.6	3.26	7.6	1.71	4.0	3.14	7.3	1.50	3.5	3.17	7.4
Occupational group																
Management, professional, and related occupations	72.00	100.0	49.72	69.1	22.28	30.9	6.76	9.4	3.21	4.5	4.92	6.8	2.74	3.8	4.65	6.5
Management, business, and financial occupations	81.72	100.0	55.56	68.0	26.15	32.0	7.92	9.7	4.40	5.4	5.68	7.0	3.13	3.8	5.02	6.1
Professional and related occupations	66.53	100.0	46.43	69.8	20.09	30.2	6.10	9.2	2.53	3.8	4.49	6.8	2.51	3.8	4.45	6.7
Sales and office occupations	32.30	100.0	23.50	72.8	8.80	27.2	2.18	6.7	0.94	2.9	2.48	7.7	0.83	2.6	2.38	7.4
Sales and related occupations	31.94	100.0	24.41	76.4	7.53	23.6	1.93	6.0	0.84	2.6	1.64	5.1	0.72	2.2	2.40	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⁾ Includes utilities; wholesale trade; retail trade; transportation and warehousing; information; finance and insurance; real estate and rental and leasing; professional, scientific, 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
Office and administrative support occupations	32.60	100.0	22.77	69.8	9.83	30.2	2.37	7.3	1.02	3.1	3.17	9.7	0.91	2.8	2.36	7.2
Service occupations	21.55	100.0	16.68	77.4	4.87	22.6	0.92	4.3	0.52	2.4	1.12	5.2	0.35	1.6	1.96	9.1
Natural resources, construction, and maintenance occupations	44.47	100.0	30.30	68.1	14.18	31.9	2.38	5.3	1.77	4.0	3.63	8.2	2.56	5.7	3.85	8.6
Construction, extraction, farming, fishing, and forestry occupations	43.19	100.0	29.66	68.7	13.54	31.3	1.68	3.9	1.77	4.1	3.46	8.0	2.58	6.0	4.04	9.4
Installation, maintenance, and repair occupations	45.82	100.0	30.97	67.6	14.85	32.4	3.11	6.8	1.77	3.9	3.80	8.3	2.53	5.5	3.64	7.9
Production, transportation, and material moving occupations	34.34	100.0	23.45	68.3	10.89	31.7	2.07	6.0	1.59	4.6	3.22	9.4	1.17	3.4	2.84	8.3
Production occupations	34.20	100.0	22.72	66.4	11.48	33.6	2.12	6.2	2.17	6.3	3.57	10.5	0.89	2.6	2.72	8.0
Transportation and material moving occupations	34.43	100.0	23.89	69.4	10.54	30.6	2.04	5.9	1.24	3.6	3.00	8.7	1.35	3.9	2.92	8.5
Industry and occupational group																
Goods-producing industries ⁽²⁾	44.75	100.0	30.31	67.7	14.44	32.3	2.82	6.3	2.37	5.3	3.88	8.7	1.82	4.1	3.55	7.9
Management, professional, and related occupations	71.24	100.0	48.75	68.4	22.49	31.6	6.15	8.6	3.62	5.1	4.96	7.0	2.97	4.2	4.79	6.7
Management, business, and financial occupations	74.56	100.0	51.77	69.4	22.80	30.6	6.31	8.5	3.83	5.1	4.90	6.6	2.76	3.7	5.00	6.7
Professional and related occupations	66.96	100.0	44.85	67.0	22.10	33.0	5.95	8.9	3.36	5.0	5.03	7.5	3.24	4.8	4.52	6.7
Sales and office occupations	41.55	100.0	30.10	72.5	11.44	27.5	2.61	6.3	1.57	3.8	3.23	7.8	0.97	2.3	3.06	7.4
Office and administrative support occupations	34.77	100.0	24.68	71.0	10.09	29.0	2.19	6.3	1.32	3.8	3.11	9.0	0.79	2.3	2.67	7.7
Natural resources, construction, and maintenance occupations	44.39	100.0	30.12	67.9	14.27	32.1	1.96	4.4	2.06	4.6	3.65	8.2	2.60	5.9	4.00	9.0
Construction, extraction, farming, fishing and forestry occupations	42.90	100.0	29.50	68.8	13.40	31.2	1.62	3.8	1.83	4.3	3.40	7.9	2.55	5.9	4.01	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) Includes utilities; wholesale trade; retail trade; transportation and warehousing; information; finance and insurance; real estate and rental and leasing; professional, scientific, 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
Installation, maintenance, and repair occupations	49.01	100.0	32.06	65.4	16.95	34.6	3.02	6.2	2.79	5.7	4.42	9.0	2.76	5.6	3.96	8.1
Production, transportation, and material moving occupations	35.53	100.0	23.29	65.6	12.24	34.4	2.19	6.2	2.33	6.5	3.85	10.8	1.01	2.8	2.86	8.1
Production occupations	35.54	100.0	23.13	65.1	12.40	34.9	2.25	6.3	2.44	6.9	3.96	11.1	0.95	2.7	2.80	7.9
Transportation and material moving occupations	35.51	100.0	23.89	67.3	11.61	32.7	1.97	5.6	1.88	5.3	3.42	9.6	1.25	3.5	3.09	8.7
Construction industry	46.50	100.0	32.66	70.2	13.84	29.8	2.22	4.8	1.93	4.1	3.38	7.3	2.25	4.8	4.07	8.7
Manufacturing industry	43.68	100.0	28.91	66.2	14.76	33.8	3.22	7.4	2.60	5.9	4.17	9.6	1.55	3.5	3.23	7.4
Management, professional, and related occupations	72.69	100.0	49.09	67.5	23.61	32.5	6.59	9.1	3.55	4.9	5.33	7.3	3.39	4.7	4.75	6.5
Management, business, and financial occupations	77.56	100.0	53.10	68.5	24.46	31.5	7.03	9.1	3.67	4.7	5.49	7.1	3.28	4.2	4.99	6.4
Professional and related occupations	68.47	100.0	45.60	66.6	22.86	33.4	6.21	9.1	3.44	5.0	5.18	7.6	3.49	5.1	4.54	6.6
Sales and office occupations	39.58	100.0	27.58	69.7	12.01	30.3	2.94	7.4	1.76	4.4	3.40	8.6	1.11	2.8	2.81	7.1
Office and administrative support occupations	34.40	100.0	23.80	69.2	10.60	30.8	2.41	7.0	1.47	4.3	3.36	9.8	0.92	2.7	2.44	7.1
Natural resources, construction, and maintenance occupations	48.72	100.0	31.23	64.1	17.48	35.9	3.32	6.8	3.19	6.5	5.03	10.3	2.19	4.5	3.76	7.7
Installation, maintenance, and repair occupations	49.17	100.0	31.74	64.6	17.43	35.4	3.56	7.2	3.10	6.3	5.00	10.2	2.01	4.1	3.76	7.6
Production, transportation, and material moving occupations	34.89	100.0	22.68	65.0	12.22	35.0	2.22	6.4	2.38	6.8	3.88	11.1	0.97	2.8	2.77	7.9
Production occupations	35.15	100.0	22.74	64.7	12.41	35.3	2.26	6.4	2.49	7.1	3.97	11.3	0.95	2.7	2.75	7.8
Transportation and material moving occupations	33.66	100.0	22.37	66.5	11.29	33.5	2.04	6.1	1.90	5.6	3.46	10.3	1.06	3.1	2.84	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) Includes utilities; wholesale trade; retail trade; transportation and warehousing; information; finance and insurance; real estate and rental and leasing; professional, scientific, 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
Aircraft manufacturing industry	75.86	100.0	47.20	62.2	28.66	37.8	6.86	9.0	4.63	6.1	7.50	9.9	4.62	6.1	5.05	6.7
Service-providing industries ⁽³⁾	42.78	100.0	30.34	70.9	12.44	29.1	3.34	7.8	1.58	3.7	2.99	7.0	1.43	3.4	3.09	7.2
Management, professional, and related occupations	72.08	100.0	49.83	69.1	22.25	30.9	6.82	9.5	3.16	4.4	4.92	6.8	2.71	3.8	4.64	6.4
Management, business, and financial occupations	82.98	100.0	56.23	67.8	26.75	32.2	8.21	9.9	4.50	5.4	5.82	7.0	3.20	3.9	5.02	6.0
Professional and related occupations	66.50	100.0	46.55	70.0	19.95	30.0	6.11	9.2	2.48	3.7	4.45	6.7	2.46	3.7	4.45	6.7
Sales and office occupations	31.59	100.0	22.99	72.8	8.60	27.2	2.14	6.8	0.89	2.8	2.42	7.7	0.81	2.6	2.33	7.4
Sales and related occupations	30.73	100.0	23.50	76.5	7.23	23.5	1.85	6.0	0.79	2.6	1.57	5.1	0.68	2.2	2.33	7.6
Office and administrative support occupations	32.34	100.0	22.54	69.7	9.80	30.3	2.40	7.4	0.98	3.0	3.18	9.8	0.93	2.9	2.32	7.2
Service occupations	21.56	100.0	16.69	77.4	4.87	22.6	0.92	4.3	0.52	2.4	1.12	5.2	0.35	1.6	1.96	9.1
Natural resources, construction, and maintenance occupations	44.60	100.0	30.56	68.5	14.03	31.5	3.02	6.8	1.32	3.0	3.60	8.1	2.49	5.6	3.61	8.1
Installation, maintenance, and repair occupations	44.42	100.0	30.49	68.6	13.93	31.4	3.15	7.1	1.33	3.0	3.53	7.9	2.43	5.5	3.50	7.9
Production, transportation, and material moving occupations	33.66	100.0	23.54	69.9	10.12	30.1	2.00	5.9	1.17	3.5	2.86	8.5	1.27	3.8	2.83	8.4
Production occupations	29.88	100.0	21.37	71.5	8.50	28.5	1.71	5.7	1.28	4.3	2.34	7.8	0.70	2.3	2.48	8.3
Transportation and material moving occupations	34.28	100.0	23.89	69.7	10.39	30.3	2.04	6.0	1.15	3.4	2.94	8.6	1.36	4.0	2.89	8.4
Trade, transportation, and utilities industry	35.91	100.0	25.78	71.8	10.13	28.2	2.34	6.5	1.08	3.0	2.58	7.2	1.32	3.7	2.82	7.8
Management, professional, and related occupations	67.72	100.0	48.17	71.1	19.55	28.9	5.93	8.8	2.26	3.3	4.20	6.2	2.62	3.9	4.53	6.7
Management, business, and financial occupations	78.92	100.0	55.67	70.5	23.25	29.5	7.18	9.1	3.02	3.8	4.99	6.3	2.97	3.8	5.10	6.5
Professional and related	56.85	100.0	40.90	71.9	15.96	28.1	4.72	8.3	1.53	2.7	3.43	6.0	2.29	4.0	3.98	7.0

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⁾Includes utilities; wholesale trade; retail trade; transportation and warehousing; information; finance and insurance; real estate and rental and leasing; professional, scientific, 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
occupations																
Sales and office occupations	27.48	100.0	20.90	76.0	6.58	24.0	1.54	5.6	0.64	2.3	1.60	5.8	0.64	2.3	2.16	7.9
Sales and related occupations	26.15	100.0	20.40	78.0	5.75	22.0	1.35	5.2	0.59	2.3	1.20	4.6	0.52	2.0	2.09	8.0
Office and administrative support occupations	32.39	100.0	22.73	70.2	9.66	29.8	2.25	7.0	0.82	2.5	3.05	9.4	1.09	3.4	2.44	7.5
Service occupations	22.39	100.0	17.03	76.1	5.36	23.9	0.96	4.3	0.60	2.7	1.24	5.6	0.58	2.6	1.98	8.8
Natural resources, construction, and maintenance occupations	50.79	100.0	34.40	67.7	16.38	32.3	3.79	7.5	1.70	3.3	4.03	7.9	2.91	5.7	3.95	7.8
Installation, maintenance, and repair occupations	50.89	100.0	34.61	68.0	16.28	32.0	3.81	7.5	1.70	3.3	3.98	7.8	2.84	5.6	3.95	7.8
Production, transportation, and material moving occupations	36.60	100.0	25.27	69.1	11.32	30.9	2.27	6.2	1.23	3.4	3.19	8.7	1.59	4.4	3.04	8.3
Transportation and material moving occupations	36.72	100.0	25.36	69.1	11.36	30.9	2.27	6.2	1.21	3.3	3.20	8.7	1.63	4.4	3.05	8.3
Wholesale trade industry	48.43	100.0	34.33	70.9	14.10	29.1	3.77	7.8	1.78	3.7	3.39	7.0	1.61	3.3	3.55	7.3
Sales and office occupations	49.49	100.0	36.20	73.2	13.28	26.8	3.74	7.6	1.31	2.6	3.23	6.5	1.54	3.1	3.46	7.0
Office and administrative support occupations	33.15	100.0	23.65	71.3	9.50	28.7	2.39	7.2	0.92	2.8	2.92	8.8	0.81	2.4	2.47	7.4
Production, transportation, and material moving occupations	31.81	100.0	22.00	69.2	9.81	30.8	1.96	6.2	1.33	4.2	2.83	8.9	0.90	2.8	2.79	8.8
Transportation and material moving occupations	31.71	100.0	21.91	69.1	9.80	30.9	1.93	6.1	1.29	4.1	2.79	8.8	0.98	3.1	2.81	8.9
Retail trade industry	25.08	100.0	19.30	76.9	5.78	23.1	1.27	5.1	0.61	2.4	1.35	5.4	0.48	1.9	2.07	8.2
Sales and office occupations	21.97	100.0	17.37	79.1	4.60	20.9	0.97	4.4	0.48	2.2	1.00	4.6	0.32	1.5	1.83	8.3
Sales and related occupations	21.39	100.0	17.05	79.7	4.34	20.3	0.89	4.1	0.46	2.1	0.90	4.2	0.30	1.4	1.80	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)Includes utilities; wholesale trade; retail trade; transportation and warehousing; information; finance and insurance; real estate and rental and leasing; professional, scientific, 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
Office and administrative support occupations	27.71	100.0	20.55	74.2	7.16	25.8	1.76	6.4	0.68	2.5	2.02	7.3	0.58	2.1	2.12	7.7
Production, transportation, and material moving occupations	23.65	100.0	17.47	73.9	6.18	26.1	1.18	5.0	0.70	3.0	1.66	7.0	0.60	2.5	2.05	8.6
Transportation and material moving occupations	23.36	100.0	17.27	73.9	6.09	26.1	1.15	4.9	0.70	3.0	1.63	7.0	0.59	2.5	2.02	8.7
Transportation and warehousing industry	47.45	100.0	32.02	67.5	15.43	32.5	3.26	6.9	1.49	3.1	4.36	9.2	2.55	5.4	3.77	7.9
Utilities industry	76.91	100.0	47.95	62.3	28.96	37.7	7.15	9.3	2.42	3.1	7.36	9.6	6.77	8.8	5.26	6.8
Information industry	74.85	100.0	48.25	64.5	26.60	35.5	7.66	10.2	3.65	4.9	6.67	8.9	3.94	5.3	4.67	6.2
Management, professional, and related occupations	92.94	100.0	60.84	65.5	32.11	34.5	10.18	11.0	5.03	5.4	7.55	8.1	3.64	3.9	5.70	6.1
Professional and related occupations	88.91	100.0	58.29	65.6	30.62	34.4	9.75	11.0	4.55	5.1	7.31	8.2	3.44	3.9	5.57	6.3
Sales and office occupations	49.88	100.0	32.43	65.0	17.44	35.0	4.39	8.8	1.96	3.9	5.37	10.8 ⁽⁴⁾	2.53	5.1	3.21	6.4
Financial activities industry	58.15	100.0	38.47	66.2	19.67	33.8	5.35	9.2	3.62	6.2	4.97	8.5	2.08	3.6	3.66	6.3
Management, professional, and related occupations	86.12	100.0	56.00	65.0	30.12	35.0	8.53	9.9	6.45	7.5	6.62	7.7	3.39	3.9	5.13	6.0
Management, business, and financial occupations	86.70	100.0	56.47	65.1	30.22	34.9	8.50	9.8	6.78	7.8	6.56	7.6	3.30	3.8	5.09	5.9
Professional and related occupations	84.17	100.0	54.41	64.6	29.76	35.4	8.65	10.3	5.34	6.3	6.83	8.1	3.70	4.4	5.24	6.2
Sales and office occupations	40.15	100.0	27.06	67.4	13.09	32.6	3.35	8.3	1.74	4.3	4.06	10.1	1.32	3.3	2.62	6.5
Sales and related occupations	49.97	100.0	35.30	70.6	14.67	29.4	4.21	8.4	2.21	4.4	3.35	6.7	1.71	3.4	3.20	6.4
Office and administrative support occupations	36.48	100.0	23.98	65.7	12.50	34.3	3.02	8.3	1.57	4.3	4.32	11.9	1.18	3.2	2.41	6.6
Finance and insurance industry	66.20	100.0	43.00	64.9	23.21	35.1	6.34	9.6	4.53	6.8	5.74	8.7	2.62	4.0	3.97	6.0
Credit intermediation	60.36	100.0	39.50	65.4	20.86	34.6	5.90	9.8	3.56	5.9	5.38	8.9	2.35	3.9	3.68	6.1

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, scientific, 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
and related activities industry																
Insurance carriers and related activities industry	60.57	100.0	39.38	65.0	21.19	35.0	5.57	9.2	3.77	6.2	5.67	9.4	2.39	3.9	3.79	6.3
Real estate and rental and leasing industry	37.07	100.0	26.64	71.9	10.43	28.1	2.74	7.4	1.22	3.3	2.96	8.0	0.68	1.8	2.82	7.6
Professional and business services industry	56.06	100.0	39.42	70.3	16.65	29.7	4.67	8.3	2.70	4.8	3.82	6.8	1.65	2.9	3.81	6.8
Management, professional, and related occupations	82.41	100.0	56.92	69.1	25.49	30.9	7.75	9.4	4.43	5.4	5.33	6.5	2.78	3.4	5.19	6.3
Management, business, and financial occupations	89.78	100.0	60.46	67.3	29.32	32.7	8.98	10.0	5.67	6.3	6.09	6.8	3.20	3.6	5.39	6.0
Professional and related occupations	77.57	100.0	54.59	70.4	22.97	29.6	6.95	9.0	3.62	4.7	4.84	6.2	2.51	3.2	5.06	6.5
Sales and office occupations	36.95	100.0	26.82	72.6	10.13	27.4	2.65	7.2	1.16	3.1	2.95	8.0	0.77	2.1	2.60	7.0
Office and administrative support occupations	32.31	100.0	23.05	71.3	9.26	28.7	2.27	7.0	1.16	3.6	2.88	8.9	0.65	2.0	2.30	7.1
Service occupations	26.14	100.0	19.89	76.1	6.25	23.9	1.17	4.5	0.88	3.4	1.70	6.5	0.22	0.8	2.28	8.7
Production, transportation, and material moving occupations	27.32	100.0	19.94	73.0	7.39	27.0	1.23	4.5	1.26	4.6	2.14	7.8	0.43	1.6	2.32	8.5
Transportation and material moving occupations	27.05	100.0	19.79	73.1	7.27	26.9	1.13	4.2	1.21	4.5	2.21	8.2 ⁽⁴⁾	0.35	1.3	2.36	8.7
Professional, scientific, and technical services industry	72.68	100.0	50.32	69.2	22.36	30.8	6.66	9.2	3.82	5.3	4.83	6.6	2.44	3.4	4.60	6.3
Administrative and waste services industry	33.26	100.0	24.69	74.2	8.57	25.8	1.80	5.4	1.22	3.7	2.25	6.8	0.56	1.7	2.74	8.2
Education and health services industry	46.28	100.0	32.71	70.7	13.57	29.3	4.03	8.7	1.28	2.8	3.33	7.2	1.65	3.6	3.28	7.1
Management, professional, and related occupations	62.01	100.0	43.61	70.3	18.40	29.7	5.82	9.4	1.76	2.8	4.23	6.8	2.44	3.9	4.16	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⁾Includes utilities; wholesale trade; retail trade; transportation and warehousing; information; finance and insurance; real estate and rental and leasing; professional, scientific, 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
Management, business, and financial occupations	74.34	100.0	52.25	70.3	22.09	29.7	7.88	10.6	1.45	1.9	5.12	6.9	3.20	4.3	4.44	6.0
Professional and related occupations	60.44	100.0	42.52	70.3	17.93	29.7	5.55	9.2	1.80	3.0	4.12	6.8	2.34	3.9	4.12	6.8
Sales and office occupations	30.34	100.0	21.63	71.3	8.70	28.7	2.33	7.7	0.47	1.5	2.84	9.4	0.75	2.5	2.31	7.6
Office and administrative support occupations	30.30	100.0	21.61	71.3	8.69	28.7	2.33	7.7	0.47	1.6	2.84	9.4	0.75	2.5	2.31	7.6
Service occupations	26.04	100.0	18.67	71.7	7.37	28.3	1.66	6.4	0.82	3.1	2.01	7.7	0.70	2.7	2.18	8.4
Educational services industry	54.20	100.0	38.92	71.8	15.28	28.2	4.70	8.7	0.51	0.9	3.84	7.1	2.51	4.6	3.71	6.9
Management, professional, and related occupations	58.99	100.0	42.52	72.1	16.46	27.9	5.19	8.8	0.53	0.9	4.03	6.8	2.71	4.6	4.00	6.8
Management, business, and financial occupations	67.77	100.0	47.99	70.8	19.78	29.2	7.36	10.9	0.57	0.8	4.46	6.6	3.16	4.7	4.23	6.2
Professional and related occupations	56.99	100.0	41.28	72.4	15.71	27.6	4.70	8.2	0.52	0.9	3.93	6.9	2.61	4.6	3.94	6.9
Sales and office occupations	31.62	100.0	22.31	70.6	9.31	29.4	2.50	7.9	0.31	1.0	2.88	9.1	1.37	4.3	2.24	7.1
Office and administrative support occupations	31.60	100.0	22.29	70.5	9.31	29.5	2.51	8.0	0.31	1.0	2.88	9.1	1.38	4.4	2.24	7.1
Service occupations	32.58	100.0	22.91	70.3	9.67	29.7	2.22	6.8	0.41	1.3	2.81	8.6	1.60	4.9	2.63	8.1
Junior colleges, colleges, universities and professional schools industry	70.84	100.0	48.66	68.7	22.18	31.3	7.29	10.3	0.65	0.9	5.74	8.1	3.99	5.6	4.51	6.4
Health care and social assistance industry	45.16	100.0	31.84	70.5	13.32	29.5	3.93	8.7	1.38	3.1	3.25	7.2	1.53	3.4	3.22	7.1
Registered nurse occupations	73.49	100.0	48.82	66.4	24.68	33.6	7.37	10.0	3.40	4.6	5.40	7.3	3.41	4.6	5.09	6.9
Management, professional, and related occupations	62.70	100.0	43.86	70.0	18.84	30.0	5.96	9.5	2.03	3.2	4.27	6.8	2.38	3.8	4.19	6.7
Professional and related occupations	61.15	100.0	42.77	69.9	18.38	30.1	5.73	9.4	2.06	3.4	4.15	6.8	2.29	3.7	4.16	6.8

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, scientific, 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	30.20	100.0	21.56	71.4	8.64	28.6	2.31	7.7	0.49	1.6	2.84	9.4	0.68	2.3	2.32	7.7
Office and administrative support occupations	30.16	100.0	21.54	71.4	8.62	28.6	2.31	7.6	0.49	1.6	2.83	9.4	0.68	2.2	2.32	7.7
Service occupations	25.85	100.0	18.55	71.8	7.30	28.2	1.64	6.4	0.83	3.2	1.99	7.7	0.67	2.6	2.17	8.4
Hospitals industry	66.05	100.0	43.91	66.5	22.14	33.5	6.33	9.6	2.99	4.5	5.32	8.1	3.19	4.8	4.30	6.5
Management, professional, and related occupations	78.86	100.0	52.84	67.0	26.02	33.0	7.78	9.9	3.55	4.5	5.81	7.4	3.84	4.9	5.04	6.4
Registered nurse occupations	74.57	100.0	48.61	65.2	25.96	34.8	7.31	9.8	3.94	5.3	5.90	7.9	3.74	5.0	5.07	6.8
Service occupations	33.80	100.0	21.50	63.6	12.30	36.4	2.57	7.6	1.86	5.5	3.72	11.0	1.68	5.0	2.47	7.3
Nursing and residential care facilities industry	30.98	100.0	22.70	73.3	8.28	26.7	2.20	7.1	0.85	2.7	2.28	7.4	0.45	1.5	2.50	8.1
Management, professional, and related occupations	46.23	100.0	33.81	73.1	12.42	26.9	3.77	8.2	1.19	2.6	3.10	6.7	0.88	1.9	3.48	7.5
Service occupations	23.98	100.0	17.63	73.5	6.34	26.5	1.44	6.0	0.76	3.2	1.83	7.6	0.25	1.1	2.06	8.6
Nursing care facilities industry	33.02	100.0	24.33	73.7	8.69	26.3	2.26	6.8	0.95	2.9	2.44	7.4	0.42	1.3	2.63	8.0
Management, professional, and related occupations	46.72	100.0	35.02	75.0	11.70	25.0	3.39	7.2	1.26	2.7	2.82	6.0	0.63	1.4	3.60	7.7
Service occupations	25.31	100.0	18.33	72.4	6.98	27.6	1.59	6.3	0.87	3.4	2.11	8.3	0.30	1.2	2.11	8.3
Leisure and hospitality industry	19.42	100.0	15.81	81.4	3.61	18.6	0.63	3.2	0.29	1.5	0.65	3.3	0.22	1.1	1.84	9.5
Sales and office occupations	19.17	100.0	15.66	81.7	3.51	18.3	0.70	3.6 ⁽⁴⁾	0.27	1.4	0.81	4.2 ⁽⁴⁾	0.18 ⁽⁴⁾	1.0 ⁽⁴⁾	1.56	8.1
Service occupations	17.37	100.0	14.36	82.6	3.02	17.4	0.41	2.4	0.26	1.5	0.45	2.6	0.17	1.0	1.72	9.9
Accommodation and food services industry	17.81	100.0	14.60	82.0	3.21	18.0	0.49	2.7	0.29	1.6	0.53	3.0	0.17	1.0	1.74	9.7
Other services industry	38.94	100.0	28.83	74.0	10.11	26.0	2.85	7.3	0.56	1.4	2.29	5.9	1.52	3.9	2.89	7.4

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, scientific, 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 5. Employer Costs for Employee Compensation for private industry workers by bargaining and work status
[Dec. 2023]

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	56.80	100.0	34.41	60.6	22.39	39.4	4.06	7.2	2.37	4.2	7.00	12.3	4.79	8.4	4.16	7.3
Goods-producing industries⁽²⁾	57.25	100.0	33.48	58.5	23.76	41.5	3.14	5.5	3.24	5.7	8.00	14.0	5.05	8.8	4.35	7.6
Manufacturing industry	49.69	100.0	28.33	57.0	21.36	43.0	3.44	6.9	3.89	7.8	7.79	15.7	2.60	5.2	3.65	7.3
Service-providing industries⁽³⁾	56.60	100.0	34.83	61.5	21.77	38.5	4.48	7.9	1.99	3.5	6.56	11.6	4.68	8.3	4.07	7.2
Trade, transportation, and utilities industry	55.94	100.0	34.86	62.3	21.08	37.7	4.08	7.3	1.84	3.3	6.33	11.3	4.75	8.5	4.09	7.3
Retail trade industry	27.20	100.0	17.46	64.2	9.73	35.8	1.58	5.8	0.73	2.7	3.37	12.4	1.87	6.9	2.19	8.0
Transportation and warehousing industry	65.62	100.0	41.26	62.9	24.36	37.1	4.87	7.4	2.17	3.3	7.06	10.8	5.57	8.5	4.69	7.2
Education and health services industry	66.41	100.0	40.81	61.5	25.60	38.5	6.24	9.4	2.69	4.1	7.19	10.8	4.90	7.4	4.58	6.9
Health care and social assistance industry	66.26	100.0	40.45	61.0	25.81	39.0	6.31	9.5	2.90	4.4	7.11	10.7	4.91	7.4	4.59	6.9
Nonunion workers	41.86	100.0	29.96	71.6	11.90	28.4	3.18	7.6	1.65	3.9	2.79	6.7	1.20	2.9	3.08	7.4
Goods-producing industries⁽²⁾	42.43	100.0	29.72	70.0	12.71	30.0	2.77	6.5	2.21	5.2	3.11	7.3	1.22	2.9	3.40	8.0
Manufacturing industries	42.63	100.0	29.02	68.1	13.62	31.9	3.18	7.5	2.37	5.6	3.55	8.3	1.37	3.2	3.16	7.4
Service-providing industries⁽³⁾	41.76	100.0	30.01	71.9	11.75	28.1	3.26	7.8	1.55	3.7	2.73	6.5	1.19	2.9	3.02	7.2
Trade, transportation, and utilities industries	33.06	100.0	24.49	74.1	8.58	25.9	2.09	6.3	0.97	2.9	2.04	6.2	0.83	2.5	2.64	8.0
Retail trade industries	24.95	100.0	19.41	77.8	5.54	22.2	1.25	5.0	0.60	2.4	1.23	4.9	0.40	1.6	2.06	8.3
Transportation and warehousing industries	38.21	100.0	27.32	71.5	10.90	28.5	2.45	6.4	1.15	3.0	2.99	7.8	1.02	2.7	3.30	8.6
Education and health services industries	44.62	100.0	32.05	71.8	12.57	28.2	3.85	8.6	1.16	2.6	3.01	6.7	1.39	3.1	3.18	7.1
Health care and social assistance industries	43.35	100.0	31.10	71.7	12.25	28.3	3.73	8.6	1.25	2.9	2.92	6.7	1.24	2.9	3.11	7.2
Full-time workers	49.25	100.0	33.89	68.8	15.36	31.2	4.00	8.1	2.10	4.3	3.94	8.0	1.85	3.8	3.47	7.0
Occupational group																
Management, professional and	74.16	100.0	50.65	68.3	23.51	31.7	7.15	9.6	3.41	4.6	5.35	7.2	2.91	3.9	4.70	6.3

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)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
related occupations																
Management, business, and financial occupations	82.59	100.0	56.06	67.9	26.53	32.1	8.04	9.7	4.47	5.4	5.78	7.0	3.18	3.9	5.06	6.1
Professional and related occupations	68.64	100.0	47.10	68.6	21.54	31.4	6.57	9.6	2.71	3.9	5.07	7.4	2.73	4.0	4.46	6.5
Sales and office occupations	37.47	100.0	26.44	70.6	11.03	29.4	2.83	7.6	1.19	3.2	3.30	8.8	1.07	2.9	2.63	7.0
Sales and related occupations	43.16	100.0	31.87	73.8	11.29	26.2	3.15	7.3	1.30	3.0	2.70	6.3	1.14	2.6	3.00	6.9
Office and administrative support occupations	34.40	100.0	23.52	68.4	10.88	31.6	2.66	7.7	1.13	3.3	3.62	10.5	1.04	3.0	2.43	7.1
Service occupations	25.57	100.0	18.74	73.3	6.83	26.7	1.45	5.7	0.80	3.1	1.93	7.6	0.53	2.1	2.11	8.3
Natural resources, construction, and maintenance occupations	45.29	100.0	30.64	67.7	14.65	32.3	2.46	5.4	1.83	4.0	3.80	8.4	2.68	5.9	3.88	8.6
Construction, extraction, farming, fishing, and forestry occupations	43.62	100.0	29.78	68.3	13.84	31.7	1.71	3.9	1.79	4.1	3.60	8.3	2.67	6.1	4.06	9.3
Installation, maintenance, and repair occupations	47.07	100.0	31.55	67.0	15.52	33.0	3.27	6.9	1.87	4.0	4.01	8.5	2.68	5.7	3.69	7.8
Production, transportation, and material moving occupations	37.06	100.0	24.92	67.2	12.14	32.8	2.34	6.3	1.84	5.0	3.67	9.9	1.33	3.6	2.97	8.0
Production occupations	34.87	100.0	23.05	66.1	11.82	33.9	2.19	6.3	2.23	6.4	3.71	10.6	0.93	2.7	2.76	7.9
Transportation and material moving occupations	38.86	100.0	26.45	68.1	12.41	31.9	2.46	6.3	1.51	3.9	3.64	9.4	1.65	4.3	3.14	8.1
Industry group																
Goods-producing industries ⁽²⁾	45.33	100.0	30.59	67.5	14.73	32.5	2.89	6.4	2.42	5.3	3.98	8.8	1.87	4.1	3.57	7.9
Construction industry	47.23	100.0	33.01	69.9	14.21	30.1	2.29	4.9	1.96	4.2	3.52	7.4	2.35	5.0	4.09	8.7

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.

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
Manufacturing industry	44.21	100.0	29.19	66.0	15.01	34.0	3.28	7.4	2.64	6.0	4.26	9.6	1.58	3.6	3.26	7.4
Service-providing industries ⁽³⁾	50.30	100.0	34.77	69.1	15.53	30.9	4.30	8.5	2.01	4.0	3.93	7.8	1.85	3.7	3.44	6.8
Trade, transportation, and utilities industry	43.98	100.0	30.76	69.9	13.22	30.1	3.25	7.4	1.43	3.3	3.48	7.9	1.80	4.1	3.26	7.4
Information industry	78.90	100.0	50.58	64.1	28.33	35.9	8.18	10.4	3.88	4.9	7.15	9.1	4.22	5.4	4.89	6.2
Financial activities industry	60.13	100.0	39.56	65.8	20.57	34.2	5.61	9.3	3.81	6.3	5.22	8.7	2.18	3.6	3.74	6.2
Professional and business services industry	59.18	100.0	41.07	69.4	18.11	30.6	5.17	8.7	2.92	4.9	4.27	7.2	1.85	3.1	3.91	6.6
Education and health services industry	48.99	100.0	33.87	69.1	15.12	30.9	4.50	9.2	1.40	2.8	4.02	8.2	1.88	3.8	3.33	6.8
Leisure and hospitality industry	25.19	100.0	19.35	76.8	5.84	23.2	1.24	4.9	0.53	2.1	1.49	5.9	0.45	1.8	2.13	8.4
Other services industry	46.04	100.0	33.17	72.0	12.87	28.0	3.77	8.2	0.71	1.6	3.08	6.7	2.05	4.5	3.25	7.1
Part-time workers	23.87	100.0	19.20	80.4	4.67	19.6	0.93	3.9	0.49	2.1	0.63	2.6	0.39	1.6	2.22	9.3
Occupational group																
Management, professional and related occupations	54.18	100.0	42.09	77.7	12.09	22.3	3.55	6.6	1.56	2.9	1.37	2.5	1.31	2.4	4.29	7.9
Professional and related occupations	55.26	100.0	42.88	77.6	12.38	22.4	3.64	6.6	1.61	2.9	1.40	2.5	1.35	2.4	4.38	7.9
Sales and office occupations	19.20	100.0	16.05	83.6	3.15	16.4	0.51	2.6	0.29	1.5	0.40	2.1	0.20	1.0	1.75	9.1
Sales and related occupations	17.65	100.0	14.91	84.5	2.74	15.5	0.38	2.1	0.25	1.4	0.28	1.6	0.18	1.0	1.64	9.3
Office and administrative support occupations	22.78	100.0	18.68	82.0	4.10	18.0	0.80	3.5	0.38	1.6	0.68	3.0	0.24	1.0	2.01	8.8
Service occupations	17.44	100.0	14.57	83.5	2.87	16.5	0.38	2.2	0.24	1.4	0.28	1.6	0.17	1.0	1.80	10.3
Production, transportation, and material moving occupations	23.60	100.0	17.65	74.8	5.95	25.2	0.99	4.2	0.61	2.6	1.42	6.0	0.57	2.4	2.35	10.0

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⁾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
Transportation and material moving occupations	23.91	100.0	17.82	74.5	6.09	25.5	1.03	4.3	0.59	2.5	1.48	6.2	0.61	2.6	2.38	9.9
Industry group																
Service-providing industries ⁽³⁾	23.82	100.0	19.16	80.4	4.66	19.6	0.94	3.9	0.48	2.0	0.63	2.7	0.39	1.7	2.21	9.3
Trade, transportation, and utilities industry	21.14	100.0	16.66	78.8	4.48	21.2	0.68	3.2	0.44	2.1	0.92	4.4	0.43	2.1	2.00	9.5
Professional and business services industry	32.60	100.0	26.99	82.8	5.61	17.2	0.91	⁽⁴⁾ 2.8	1.07	3.3	⁽⁴⁾ 0.39	⁽⁴⁾ 1.2	0.20	⁽⁴⁾ 0.6	3.05	9.4
Education and health services industry	37.90	100.0	29.15	76.9	8.76	23.1	2.57	6.8	0.90	2.4	1.17	3.1	0.97	2.6	3.15	8.3
Leisure and hospitality industry	15.60	100.0	13.46	86.3	2.14	13.7	0.21	1.4	0.13	0.8	0.09	0.5	0.07	0.4	1.65	10.6
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.																

Table 6. Employer Costs for Employee Compensation for private industry workers by establishment size and industry group
[Dec. 2023]

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	43.11	100.0	30.33	70.4	12.77	29.6	3.26	7.6	1.71	4.0	3.14	7.3	1.50	3.5	3.17	7.4
1-99 workers	34.71	100.0	25.80	74.3	8.90	25.7	2.17	6.2	1.01	2.9	2.12	6.1	0.84	2.4	2.76	8.0
1-49 workers	33.98	100.0	25.53	75.1	8.45	24.9	2.07	6.1	0.93	2.7	1.96	5.8	0.76	2.2	2.73	8.0
50-99 workers	36.99	100.0	26.67	72.1	10.32	27.9	2.48	6.7	1.25	3.4	2.61	7.1	1.12	3.0	2.87	7.8
100 workers or more	52.95	100.0	35.64	67.3	17.30	32.7	4.53	8.6	2.53	4.8	4.34	8.2	2.26	4.3	3.64	6.9
100-499 workers	45.32	100.0	31.54	69.6	13.78	30.4	3.65	8.0	1.76	3.9	3.54	7.8	1.61	3.6	3.22	7.1
500 workers or more	62.73	100.0	40.90	65.2	21.82	34.8	5.67	9.0	3.51	5.6	5.36	8.5	3.10	4.9	4.19	6.7
Goods-producing industries⁽²⁾	44.75	100.0	30.31	67.7	14.44	32.3	2.82	6.3	2.37	5.3	3.88	8.7	1.82	4.1	3.55	7.9
1-99 workers	39.09	100.0	28.22	72.2	10.87	27.8	1.96	5.0	1.57	4.0	2.63	6.7	1.28	3.3	3.43	8.8
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
1-49 workers	38.26	100.0	27.94	73.0	10.32	27.0	1.83	4.8	1.42	3.7	2.38	6.2	1.22	3.2	3.46	9.0
50-99 workers	41.00	100.0	28.87	70.4	12.13	29.6	2.27	5.5	1.91	4.7	3.21	7.8	1.40	3.4	3.35	8.2
100 workers or more	49.60	100.0	32.10	64.7	17.51	35.3	3.56	7.2	3.07	6.2	4.94	10.0	2.28	4.6	3.65	7.4
100-499 workers	45.30	100.0	30.39	67.1	14.91	32.9	3.09	6.8	2.22	4.9	4.25	9.4	1.87	4.1	3.47	7.7
500 workers or more	55.63	100.0	34.49	62.0	21.14	38.0	4.22	7.6	4.25	7.6	5.91	10.6	2.86	5.1	3.90	7.0
Manufacturing industry	43.68	100.0	28.91	66.2	14.76	33.8	3.22	7.4	2.60	5.9	4.17	9.6	1.55	3.5	3.23	7.4
1-99 workers	34.90	100.0	25.22	72.3	9.68	27.7	2.22	6.3	1.28	3.7	2.70	7.7	0.62	1.8	2.87	8.2
1-49 workers	32.92	100.0	24.25	73.7	8.67	26.3	2.06	6.3	1.02	3.1	2.32	7.0	0.49	1.5	2.78	8.4
50-99 workers	37.98	100.0	26.73	70.4	11.26	29.6	2.45	6.5	1.67	4.4	3.29	8.7	0.83	2.2	3.01	7.9
100 workers or more	48.27	100.0	30.85	63.9	17.43	36.1	3.74	7.7	3.29	6.8	4.94	10.2	2.03	4.2	3.42	7.1
100-499 workers	42.13	100.0	28.13	66.8	14.00	33.2	3.17	7.5	2.25	5.4	4.01	9.5	1.43	3.4	3.13	7.4
500 workers or more	55.21	100.0	33.92	61.4	21.29	38.6	4.38	7.9	4.45	8.1	6.00	10.9	2.71	4.9	3.75	6.8
Service-providing industries⁽³⁾	42.78	100.0	30.34	70.9	12.44	29.1	3.34	7.8	1.58	3.7	2.99	7.0	1.43	3.4	3.09	7.2
1-99 workers	33.99	100.0	25.41	74.8	8.58	25.2	2.20	6.5	0.92	2.7	2.03	6.0	0.77	2.3	2.65	7.8
1-49 workers	33.34	100.0	25.17	75.5	8.17	24.5	2.11	6.3	0.86	2.6	1.90	5.7	0.69	2.1	2.62	7.9
50-99 workers	36.13	100.0	26.20	72.5	9.93	27.5	2.52	7.0	1.11	3.1	2.48	6.9	1.06	2.9	2.77	7.7
100 workers or more	53.74	100.0	36.49	67.9	17.25	32.1	4.76	8.9	2.40	4.5	4.19	7.8	2.26	4.2	3.64	6.8
100-499 workers	45.32	100.0	31.83	70.2	13.50	29.8	3.78	8.4	1.65	3.6	3.36	7.4	1.55	3.4	3.16	7.0
500 workers or more	64.32	100.0	42.34	65.8	21.98	34.2	5.99	9.3	3.34	5.2	5.24	8.1	3.15	4.9	4.25	6.6
Trade, transportation, and utilities industry	35.91	100.0	25.78	71.8	10.13	28.2	2.34	6.5	1.08	3.0	2.58	7.2	1.32	3.7	2.82	7.8
1-99 workers	32.21	100.0	24.36	75.6	7.85	24.4	1.87	5.8	0.75	2.3	1.91	5.9	0.70	2.2	2.62	8.1
1-49 workers	31.77	100.0	24.37	76.7	7.40	23.3	1.79	5.6	0.69	2.2	1.72	5.4	0.61	1.9	2.58	8.1
50-99 workers	33.74	100.0	24.34	72.1	9.40	27.9	2.13	6.3	0.94	2.8	2.55	7.6	1.03	3.1	2.75	8.1
100 workers or more	40.13	100.0	27.40	68.3	12.74	31.7	2.88	7.2	1.46	3.6	3.33	8.3	2.01	5.0	3.05	7.6
100-499 workers	33.69	100.0	23.79	70.6	9.90	29.4	2.24	6.7	1.18	3.5	2.62	7.8	1.20	3.6	2.66	7.9
500 workers or more	55.12	100.0	35.79	64.9	19.33	35.1	4.36	7.9	2.12	3.9	5.00	9.1	3.90	7.1	3.95	7.2
Wholesale trade industry	48.43	100.0	34.33	70.9	14.10	29.1	3.77	7.8	1.78	3.7	3.39	7.0	1.61	3.3	3.55	7.3

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)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
1-99 workers	45.36	100.0	32.82	72.4	12.54	27.6	3.29	7.3	1.47	3.2	3.09	6.8	1.27	2.8	3.42	7.5
1-49 workers	45.07	100.0	33.07	73.4	12.01	26.6	3.15	7.0	1.34	3.0	2.90	6.4	1.22	2.7	3.40	7.5
100 workers or more	54.14	100.0	37.14	68.6	17.00	31.4	4.64	8.6	2.37	4.4	3.96	7.3	2.24	4.1	3.77	7.0
100-499 workers	52.06	100.0	36.28	69.7	15.79	30.3	4.29	8.2	2.10	4.0	3.71	7.1	1.98	3.8	3.70	7.1
Retail trade industry	25.08	100.0	19.30	76.9	5.78	23.1	1.27	5.1	0.61	2.4	1.35	5.4	0.48	1.9	2.07	8.2
1-99 workers	24.27	100.0	19.35	79.7	4.92	20.3	1.09	4.5	0.40	1.6	1.05	4.3	0.32	1.3	2.05	8.5
1-49 workers	24.06	100.0	19.31	80.3	4.75	19.7	1.06	4.4	0.39	1.6	0.99	4.1	0.28	1.2	2.03	8.4
50-99 workers	25.09	100.0	19.53	77.9	5.55	22.1	1.24	4.9	0.42	1.7	1.27	5.1	0.50	2.0	2.13	8.5
100 workers or more	26.25	100.0	19.22	73.2	7.03	26.8	1.52	5.8	0.92	3.5	1.79	6.8	0.71	2.7	2.09	8.0
100-499 workers	25.74	100.0	18.89	73.4	6.84	26.6	1.46	5.7	0.87	3.4	1.77	6.9	0.69	2.7	2.06	8.0
Transportation and warehousing industry	47.45	100.0	32.02	67.5	15.43	32.5	3.26	6.9	1.49	3.1	4.36	9.2	2.55	5.4	3.77	7.9
1-99 workers	41.29	100.0	30.13	73.0	11.16	27.0	2.44	5.9	0.95	2.3	3.24	7.9	1.00	2.4	3.51	8.5
1-49 workers	41.89	100.0	31.54	75.3	10.35	24.7 ⁽⁴⁾	2.50	6.0	0.81	1.9 ⁽⁴⁾	2.72	6.5 ⁽⁴⁾	0.76	1.8	3.57	8.5
100 workers or more	50.33	100.0	32.90	65.4	17.43	34.6	3.65	7.2	1.74	3.5	4.88	9.7	3.28	6.5	3.88	7.7
100-499 workers	39.21	100.0	26.49	67.6	12.72	32.4	2.57	6.5	1.29	3.3	3.84	9.8	1.62	4.1	3.40	8.7
Information industry	74.85	100.0	48.25	64.5	26.60	35.5	7.66	10.2	3.65	4.9	6.67	8.9	3.94	5.3	4.67	6.2
1-99 workers	56.34	100.0	37.33	66.3	19.00	33.7	5.07	9.0	1.76	3.1	5.10	9.1 ⁽⁴⁾	3.28 ⁽⁴⁾	5.8 ⁽⁴⁾	3.79	6.7
100 workers or more	93.27	100.0	59.12	63.4	34.15	36.6	10.23	11.0	5.53	5.9	8.23	8.8	4.60	4.9	5.55	6.0
100-499 workers	74.94	100.0	48.51	64.7	26.42	35.3	7.70	10.3	3.47	4.6	7.10	9.5	3.55	4.7	4.60	6.1
500 workers or more	108.34	100.0	67.84	62.6	40.50	37.4	12.31	11.4	7.23	6.7	9.17	8.5	5.46	5.0	6.34	5.8
Financial activities industry	58.15	100.0	38.47	66.2	19.67	33.8	5.35	9.2	3.62	6.2	4.97	8.5	2.08	3.6	3.66	6.3
1-99 workers	48.40	100.0	33.43	69.1	14.98	30.9	4.16	8.6	2.25	4.6	4.02	8.3	1.34	2.8	3.21	6.6
1-49 workers	46.38	100.0	32.27	69.6	14.11	30.4	3.88	8.4	2.14	4.6	3.76	8.1	1.21	2.6	3.12	6.7
100 workers or more	71.83	100.0	45.56	63.4	26.27	36.6	7.02	9.8	5.54	7.7	6.31	8.8	3.12	4.3	4.28	6.0

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)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
100-499 workers	65.61	100.0	42.14	64.2	23.47	35.8	6.17	9.4	4.98	7.6	5.77	8.8	2.61	4.0	3.94	6.0
500 workers or more	75.78	100.0	47.73	63.0	28.05	37.0	7.56	10.0	5.90	7.8	6.65	8.8	3.45	4.5	4.50	5.9
Professional and business services industry	56.06	100.0	39.42	70.3	16.65	29.7	4.67	8.3	2.70	4.8	3.82	6.8	1.65	2.9	3.81	6.8
1-99 workers	47.99	100.0	34.99	72.9	13.00	27.1	3.47	7.2	1.93	4.0	3.00	6.2	1.10	2.3	3.51	7.3
1-49 workers	46.15	100.0	33.80	73.2	12.35	26.8	3.23	7.0	1.83	4.0	2.85	6.2	0.99	2.1	3.45	7.5
50-99 workers	53.09	100.0	38.28	72.1	14.81	27.9	4.12	7.8	2.20	4.2	3.41	6.4	1.40	2.6	3.67	6.9
100 workers or more	63.20	100.0	43.33	68.6	19.87	31.4	5.74	9.1	3.38	5.3	4.54	7.2	2.14	3.4	4.07	6.4
100-499 workers	57.67	100.0	40.30	69.9	17.36	30.1	5.21	9.0	2.39	4.1	4.32	7.5	1.74	3.0	3.70	6.4
500 workers or more	69.34	100.0	46.69	67.3	22.65	32.7	6.32	9.1	4.48	6.5	4.79	6.9	2.58	3.7	4.47	6.5
Education and health services industry	46.28	100.0	32.71	70.7	13.57	29.3	4.03	8.7	1.28	2.8	3.33	7.2	1.65	3.6	3.28	7.1
1-99 workers	32.86	100.0	24.87	75.7	7.99	24.3	2.32	7.0	0.49	1.5	1.98	6.0	0.64	1.9	2.56	7.8
1-49 workers	31.70	100.0	24.28	76.6	7.42	23.4	2.14	6.8	0.44	1.4	1.76	5.6	0.56	1.8	2.51	7.9
50-99 workers	37.56	100.0	27.29	72.7	10.27	27.3	3.02	8.0	0.71	1.9	2.88	7.7	0.93	2.5	2.75	7.3
100 workers or more	57.96	100.0	39.54	68.2	18.42	31.8	5.52	9.5	1.96	3.4	4.49	7.8	2.54	4.4	3.92	6.8
100-499 workers	51.47	100.0	36.71	71.3	14.76	28.7	4.70	9.1	1.25	2.4	3.53	6.9	1.77	3.4	3.50	6.8
500 workers or more	63.06	100.0	41.76	66.2	21.30	33.8	6.16	9.8	2.51	4.0	5.25	8.3	3.14	5.0	4.24	6.7
Educational services industry	54.20	100.0	38.92	71.8	15.28	28.2	4.70	8.7	0.51	0.9	3.84	7.1	2.51	4.6	3.71	6.9
1-99 workers	39.58	100.0	30.80	77.8	8.78	22.2	2.15	5.4 ⁽⁴⁾	0.38 ⁽⁴⁾	1.0	2.01	5.1	1.23	3.1	3.00	7.6
100 workers or more	65.00	100.0	44.92	69.1	20.08	30.9	6.59	10.1	0.60	0.9	5.20	8.0	3.45	5.3	4.24	6.5
100-499 workers	50.43	100.0	36.37	72.1	14.06	27.9	4.59	9.1 ⁽⁴⁾	0.22 ⁽⁴⁾	0.4	3.79	7.5	1.81	3.6	3.64	7.2
500 workers or more	75.66	100.0	51.17	67.6	24.49	32.4	8.05	10.6	0.87	1.2	6.23	8.2	4.65	6.1	4.68	6.2
Health care and social assistance industry	45.16	100.0	31.84	70.5	13.32	29.5	3.93	8.7	1.38	3.1	3.25	7.2	1.53	3.4	3.22	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
1-99 workers	32.01	100.0	24.12	75.4	7.89	24.6	2.34	7.3	0.51	1.6	1.98	6.2	0.56	1.7	2.50	7.8
1-49 workers	31.02	100.0	23.63	76.2	7.39	23.8	2.19	7.0	0.44	1.4	1.79	5.8 ⁽⁴⁾	0.51	1.6	2.46	7.9
50-99 workers	35.93	100.0	26.06	72.5	9.87	27.5	2.94	8.2	0.75	2.1	2.75	7.7	0.76	2.1	2.66	7.4
100 workers or more	56.89	100.0	38.71	68.1	18.17	31.9	5.35	9.4	2.16	3.8	4.39	7.7	2.40	4.2	3.87	6.8
100-499 workers	51.63	100.0	36.76	71.2	14.87	28.8	4.72	9.1	1.40	2.7	3.49	6.8	1.77	3.4	3.48	6.7
500 workers or more	61.06	100.0	40.27	65.9	20.80	34.1	5.86	9.6	2.77	4.5	5.09	8.3	2.90	4.8	4.17	6.8
Leisure and hospitality industry	19.42	100.0	15.81	81.4	3.61	18.6	0.63	3.2	0.29	1.5	0.65	3.3	0.22	1.1	1.84	9.5
1-99 workers	17.64	100.0	14.70	83.3	2.94	16.7	0.38	2.2	0.24	1.3	0.47	2.7	0.11	0.6	1.75	9.9
1-49 workers	17.80	100.0	14.92	83.8	2.88	16.2	0.40	2.2	0.22	1.2	0.43	2.4	0.10	0.5	1.73	9.7
50-99 workers	17.25	100.0	14.17	82.2	3.08	17.8	0.34	2.0	0.27	1.6	0.56	3.2	0.13	0.8	1.77	10.3
100 workers or more	25.80	100.0	19.77	76.6	6.04	23.4	1.50	5.8	0.46	1.8	1.28	4.9	0.62	2.4	2.18	8.4
100-499 workers	24.19	100.0	18.83	77.8	5.37	22.2	1.32	5.5	0.46	1.9	1.05	4.3	0.47	1.9	2.06	8.5
500 workers or more	29.80	100.0	22.09	74.1	7.71	25.9	1.95	6.5 ⁽⁴⁾	0.47 ⁽⁴⁾	1.6 ⁽⁴⁾	1.84	6.2	1.00	3.3	2.46	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⁾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 7. Employer Costs for Employee Compensation for private industry workers by census region and division

[Dec. 2023]

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	52.32	100.0	36.11	69.0	16.21	31.0	4.31	8.2	2.03	3.9	3.97	7.6	2.11	4.0	3.80	7.3
New England	51.73	100.0	35.15	67.9	16.58	32.1	4.24	8.2	2.71	5.2	4.04	7.8	1.96	3.8	3.64	7.0
Middle Atlantic	52.53	100.0	36.44	69.4	16.09	30.6	4.34	8.3	1.79	3.4	3.94	7.5	2.16	4.1	3.86	7.4
South	38.48	100.0	27.64	71.8	10.83	28.2	2.83	7.4	1.45	3.8	2.61	6.8	1.17	3.0	2.77	7.2
South Atlantic	40.34	100.0	28.91	71.7	11.43	28.3	3.10	7.7	1.43	3.5	2.73	6.8	1.25	3.1	2.92	7.2

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.

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
East South Central	31.82	100.0	22.92	72.0	8.89	28.0	2.06	6.5	1.26	4.0	2.46	7.7	0.81	2.5	2.32	7.3
West South Central	38.33	100.0	27.63	72.1	10.70	27.9	2.73	7.1	1.59	4.1	2.47	6.5	1.19	3.1	2.72	7.1
Midwest	40.81	100.0	28.26	69.3	12.54	30.7	2.94	7.2	1.87	4.6	3.33	8.2	1.46	3.6	2.94	7.2
East North Central	41.90	100.0	29.01	69.2	12.89	30.8	3.05	7.3	1.94	4.6	3.31	7.9	1.60	3.8	3.00	7.2
West North Central	38.45	100.0	26.65	69.3	11.80	30.7	2.71	7.1	1.71	4.5	3.37	8.8	1.17	3.0	2.83	7.3
West	45.15	100.0	31.95	70.8	13.20	29.2	3.39	7.5	1.68	3.7	3.09	6.8	1.55	3.4	3.49	7.7
Mountain	37.88	100.0	27.24	71.9	10.64	28.1	2.62	6.9	1.41	3.7	2.59	6.8	1.15	3.0	2.87	7.6
Pacific	49.03	100.0	34.46	70.3	14.57	29.7	3.80	7.8	1.82	3.7	3.36	6.9	1.76	3.6	3.83	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.

Last Modified Date: March 13, 2024