

Employer Costs for Employee Compensation Historical Listing (Annual), 1986-2001

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Bureau of Labor Statistics
Office of Compensation and Working Conditions
2 Massachusetts Avenue, NE – Suite 4175
Washington, DC 20212-0001

202.691.6199
ocltinfo@bls.gov
<http://www.bls.gov/ncs/ect/home.htm>

EMPLOYER COSTS FOR EMPLOYEE COMPENSATION, 1986-2001

The following tables provide data on Employer Costs for Employee Compensation (ECEC), a Bureau of Labor Statistics (BLS) compensation measure. The ECEC measures the average hourly cost that employers pay for wages and salaries plus the cost per hour worked for benefits. Computed from data collected for the Employment Cost Index (ECI), a principal Federal economic indicator published by BLS, the ECEC provides a snapshot of the structure of compensation at a specific point in time. The ECI, in contrast, is a fixed employment-weighted index that tracks changes in labor costs, free from the influence of employment shifts among occupations and industries. Both the ECEC and the ECI are part of the BLS National Compensation Survey, which also provides information on occupational wage rates by locality and the incidence and provisions of employee benefits.

The ECEC is calculated by applying current, rather than fixed, employment weights to salary and benefit cost data from the establishments in the ECI survey. Estimates were published annually from 1986 through 2001 using payroll data that include March 12th as the reference period. Beginning in March 2002, data are available quarterly.

ECEC data were first published for March 1986 and were limited to private industry. In 1988, the ECEC expanded to include data by bargaining status, more detailed major industry groups, and geographic regions. In 1991, ECEC data were published for civilian workers, State and local government workers, and private industry workers by establishment employment size. BLS further expanded the ECEC in 1993 to include data for full- and part-time workers in private industry.

Some benefit definitions were changed in 1996 to improve data quality and to better reflect terminology and definitions in the compensation community. These changes included:

- Long-term disability insurance was reported as a separate benefit. Previously it had been included in the sickness and accident insurance component.
- Social Security was divided into Old-age, Survivors, and Disability Insurance (OASDI) and Medicare components.
- The pension and savings and thrift benefits in the retirement and savings category were reclassified into either defined benefit or defined contribution plans. Although the individual retirement components were no longer comparable, the overall category of retirement and savings remained comparable over time.
- Railroad benefit costs were reclassified into the benefit category that matched their intended purpose. For example, Railroad Retirement, Tier 1, is included in the Social Security component; Railroad Retirement, Tier 2, and Railroad Supplemental Retirement are now in the defined benefit category. Previously,

all railroad benefits had been included in the legally required benefits category.

In 1998, the sickness and accident insurance component was renamed short-term disability and the definition was expanded to include all insured, self-insured, and State-mandated plans that provided benefits for each disability, including unfunded plans. In 2001, the definition of nonproduction bonuses was expanded to include, in addition to the traditional types of nonproduction bonuses such as attendance bonuses and lump sum payments, hiring and referral bonuses.

The ECEC, like the ECI, defines wages and salaries as the hourly straight-time wage rate. For workers paid on an hourly basis, the wage rate is the cost per hour paid. For workers not paid on an hourly basis, straight-time earnings are divided by the scheduled hours corresponding to the earnings. Straight-time wage and salary rates are total earnings before payroll deductions and include production bonuses, incentive pay, commissions, and cost-of-living allowances. Not included in straight-time earnings are nonproduction bonuses such as lump-sum payments provided in place of wage increases, shift differentials, and premium pay for overtime and weekend work; these payments are included in the benefits component.

Benefits include: Paid leave--vacations, holidays, sick leave, and other leave; supplemental pay--premium pay for work in addition to the regular work schedule (such as overtime, weekends, and holidays), shift differentials, and nonproduction bonuses (such as referral bonuses and lump-sum payments provided in place of wage increases); insurance benefits--life, health, short-term disability, and long-term disability; retirement and savings benefits--defined benefit and defined contribution plans; legally required benefits--social security, medicare, Federal and State unemployment insurance, and workers' compensation; and other benefits--severance pay and supplemental unemployment plans.

In comparing changes in the ECEC over time, users should be aware of several limitations of the data. Until 1996, the ECI sample, the source of these data, was systematically replaced by industry over a four to five year cycle. Now, a cross-industry sample replacement process is in place. Changes over time in the ECEC are, therefore, affected both by changes in the employer costs for samples that continue from previous periods, and by changes in the samples of establishments. Sampling changes may have an impact on cost changes estimated over a short time interval. Consequently, BLS advises caution in interpreting short-term comparisons of costs per hour worked.

The levels of employer costs for employee compensation shown in the following tables were calculated using different employment patterns for each successive time period. For example, the cost levels calculated in 1986 reflect employment patterns for that year, whereas the 2001 data reflect 2001 employment patterns. Therefore, changes in cost levels over time reflect both changing rates of compensation and changes in relative employment among occupations and industries with different rates of compensation. A

measure of the change in rates of compensation that is not influenced by employment shifts among occupations and industries is provided by the Employment Cost Index.

Information on the ECEC is available from several sources. Information on how costs are calculated appears in "Measuring Trends in the Structure and Levels of Employer Costs for Employee Compensation," Compensation and Working Conditions, Summer 1997. A detailed explanation on how to analyze differences in year-to-year changes is available from "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.

Articles and other information on the ECEC may be obtained by calling (202) 691-6199, sending an e-mail message to ocltinfo@bls.gov, or visiting the Internet site <http://www.bls.gov/ncs/ect/home.htm>. Information will be made to sensory impaired individuals upon request. Voice phone: (202) 691-5200; Federal Relay Service Number: 1-800-877-8339.

Beginning with March 2002, estimates for the Employer Costs for Employee Compensation series are available on a quarterly basis. Information is available on the Internet site <http://www.bls.gov/ncs/ect/home.htm>, or by request.

Table 1. Civilian workers, by broad occupational group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 1991-2001

All workers

Compensation component	Cost per hour worked by year										
	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation	\$16.45	\$17.27	\$17.88	\$18.30	\$18.21	\$18.68	\$19.22	\$19.76	\$20.29	\$21.16	\$22.15
Wages and salaries	11.81	12.33	12.68	12.95	12.98	13.36	13.85	14.30	14.72	15.36	16.07
Total benefits	4.65	4.94	5.20	5.35	5.24	5.32	5.37	5.47	5.58	5.80	6.08
Paid leave	1.16	1.20	1.22	1.23	1.21	1.24	1.27	1.30	1.34	1.42	1.51
Vacation .....	.53	.55	.55	.56	.55	.57	.58	.60	.62	.65	.70
Holiday .....	.38	.40	.41	.42	.41	.42	.43	.44	.46	.48	.51
Sick .....	.18	.19	.19	.19	.19	.19	.19	.19	.20	.21	.23
Other .....	.06	.07	.07	.07	.06	.06	.06	.07	.07	.07	.08
Supplemental pay .....	.33	.36	.39	.40	.43	.45	.47	.51	.51	.55	.56
Premium ¹ .....	.16	.17	.17	.17	.18	.18	.19	.20	.21	.22	.22
Shift differential .....	.05	.05	.05	.05	.05	.05	.05	.05	.05	.05	.05
Nonproduction bonuses .....	.12	.14	.17	.18	.20	.21	.23	.26	.25	.28	.29
Insurance	1.10	1.23	1.32	1.37	1.28	1.27	1.23	1.25	1.29	1.36	1.46
Life .....	.05	.05	.05	.05	.04	.05	.05	.05	.05	.05	.05
Health	1.01	1.13	1.22	1.27	1.19	1.17	1.13	1.15	1.18	1.25	1.35
Short-term disability ² .....	.04	.05	.05	.05	.04	.03	.03	.03	.03	.04	.04
Long-term disability	-	-	-	-	-	.02	.02	.02	.03	.03	.03
Retirement and savings .....	.65	.67	.70	.73	.70	.75	.75	.75	.76	.77	.78
Pensions .....	.57	.59	.61	.63	-	-	-	-	-	-	-
Savings and thrift .....	.08	.08	.09	.09	-	-	-	-	-	-	-
Defined benefit	-	-	-	-	-	.51	.49	.47	.46	.43	.40
Defined contribution	-	-	-	-	-	.23	.27	.28	.30	.34	.38
Legally required benefits	1.39	1.46	1.53	1.58	1.58	1.59	1.62	1.63	1.65	1.67	1.73
Social Security ³ .....	.94	.98	1.00	1.03	1.05	1.07	1.11	1.15	1.18	1.22	1.28
OASDI	-	-	-	-	-	.86	.88	.92	.94	.98	1.02
Medicare	-	-	-	-	-	.21	.22	.23	.24	.25	.26
Federal unemployment insurance ..	.03	.03	.03	.03	.03	.03	.03	.03	.03	.03	.03
State unemployment insurance .....	.08	.09	.10	.11	.11	.11	.11	.10	.09	.09	.09
Workers' compensation .....	.32	.35	.38	.39	.38	.38	.38	.35	.35	.33	.34
Other benefits ⁴ .....	.02	.02	.04	.04	.03	.03	.03	.03	.03	.03	.03
	Percent of total compensation by year										
	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Wages and salaries	71.8	71.4	70.9	70.8	71.2	71.5	72.0	72.4	72.5	72.6	72.6
Total benefits	28.2	28.6	29.1	29.2	28.8	28.5	28.0	27.7	27.5	27.4	27.4
Paid leave	7.0	7.0	6.8	6.7	6.7	6.6	6.6	6.6	6.6	6.7	6.8
Vacation	3.2	3.2	3.1	3.0	3.0	3.0	3.0	3.0	3.1	3.1	3.2
Holiday	2.3	2.3	2.3	2.3	2.3	2.2	2.2	2.2	2.3	2.3	2.3
Sick	1.1	1.1	1.1	1.1	1.0	1.0	1.0	1.0	1.0	1.0	1.0
Other .....	.4	.4	.4	.4	.3	.3	.3	.4	.3	.3	.4
Supplemental pay	2.0	2.1	2.2	2.2	2.4	2.4	2.4	2.6	2.5	2.6	2.5
Premium ¹	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0
Shift differential .....	.3	.3	.3	.3	.3	.3	.2	.3	.2	.2	.2
Nonproduction bonuses .....	.8	.8	.9	1.0	1.1	1.1	1.2	1.3	1.2	1.3	1.3
Insurance	6.7	7.1	7.4	7.5	7.0	6.8	6.4	6.3	6.4	6.4	6.6
Life .....	.3	.3	.3	.3	.2	.2	.2	.3	.2	.2	.2
Health	6.1	6.6	6.8	7.0	6.5	6.3	5.9	5.8	5.8	5.9	6.1
Short-term disability ² .....	.3	.3	.3	.3	.2	.2	.2	.2	.1	.2	.2
Long-term disability	-	-	-	-	-	.1	.1	.1	.1	.1	.1
Retirement and savings	4.0	3.9	3.9	4.0	3.9	4.0	3.9	3.8	3.7	3.6	3.5
Pensions	3.5	3.4	3.4	3.5	-	-	-	-	-	-	-
Savings and thrift .....	.5	.5	.5	.5	-	-	-	-	-	-	-
Defined benefit	-	-	-	-	-	2.7	2.5	2.4	2.3	2.0	1.8
Defined contribution	-	-	-	-	-	1.3	1.4	1.4	1.5	1.6	1.7
Legally required benefits	8.4	8.5	8.6	8.6	8.7	8.5	8.4	8.2	8.1	7.9	7.8
Social Security ³	5.7	5.7	5.6	5.6	5.7	5.7	5.8	5.8	5.8	5.8	5.8
OASDI	-	-	-	-	-	4.6	4.6	4.7	4.6	4.6	4.6
Medicare	-	-	-	-	-	1.1	1.2	1.2	1.2	1.2	1.2
Federal unemployment insurance ..	.2	.2	.2	.1	.2	.1	.1	.2	.1	.1	.1
State unemployment insurance .....	.5	.5	.6	.6	.6	.6	.6	.5	.4	.4	.4
Workers' compensation	1.9	2.0	2.1	2.1	2.1	2.1	2.0	1.8	1.7	1.6	1.5
Other benefits ⁴ .....	.1	.1	.2	.2	.2	.1	.1	.2	.1	.1	.1

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

² Short-term disability includes all insured, self-insured, and state-mandated plans that provide benefits for each disability, including unfunded plans.

³ The total employer's cost for Social Security is comprised of an OASDI portion and a Medicare portion. OASDI is the acronym

for Old-Age, Survivors, and Disability Insurance.

⁴ Includes severance pay and supplemental unemployment benefits.

- Data not available.

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

Table 1. Civilian workers, by broad occupational group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 1991-2001 -- Continued

White-collar occupations

Compensation component	Cost per hour worked by year										
	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation	\$19.50	\$20.43	\$21.23	\$21.87	\$21.83	\$22.52	\$23.10	\$23.84	\$24.50	\$25.66	\$26.82
Wages and salaries	14.28	14.90	15.38	15.82	15.87	16.40	16.95	17.52	18.02	18.91	19.73
Total benefits	5.23	5.54	5.86	6.05	5.97	6.12	6.16	6.32	6.47	6.75	7.09
Paid leave	1.47	1.52	1.55	1.57	1.56	1.61	1.64	1.69	1.74	1.86	1.98
Vacation .....	.65	.66	.67	.68	.68	.70	.73	.75	.78	.84	.89
Holiday .....	.49	.51	.52	.53	.52	.54	.56	.57	.59	.62	.66
Sick .....	.25	.27	.27	.28	.27	.27	.27	.28	.29	.30	.33
Other .....	.08	.09	.09	.09	.09	.09	.09	.09	.09	.10	.10
Supplemental pay .....	.29	.33	.38	.40	.44	.46	.48	.54	.52	.57	.58
Premium ¹ .....	.08	.09	.09	.09	.09	.10	.10	.11	.11	.12	.11
Shift differential .....	.04	.04	.04	.05	.05	.05	.04	.04	.04	.04	.05
Nonproduction bonuses .....	.16	.19	.25	.26	.30	.31	.34	.39	.37	.41	.42
Insurance	1.24	1.37	1.48	1.54	1.45	1.45	1.38	1.43	1.48	1.56	1.67
Life .....	.06	.06	.06	.06	.06	.06	.06	.06	.06	.06	.06
Health	1.13	1.27	1.37	1.43	1.34	1.33	1.26	1.31	1.35	1.43	1.53
Short-term disability ² .....	.04	.05	.05	.05	.05	.03	.03	.04	.04	.04	.04
Long-term disability	-	-	-	-	-	.03	.03	.03	.04	.04	.04
Retirement and savings .....	.81	.82	.87	.89	.86	.92	.92	.92	.93	.93	.95
Pensions .....	.70	.71	.74	.76	-	-	-	-	-	-	-
Savings and thrift .....	.11	.12	.12	.13	-	-	-	-	-	-	-
Defined benefit	-	-	-	-	-	.60	.55	.53	.52	.48	.43
Defined contribution	-	-	-	-	-	.32	.37	.39	.41	.45	.52
Legally required benefits	1.40	1.47	1.54	1.60	1.63	1.65	1.70	1.72	1.76	1.79	1.87
Social Security ³	1.10	1.14	1.17	1.21	1.24	1.27	1.32	1.36	1.41	1.46	1.54
OASDI	-	-	-	-	-	1.01	1.05	1.08	1.12	1.16	1.22
Medicare	-	-	-	-	-	.26	.27	.28	.29	.30	.32
Federal unemployment insurance ..	.03	.03	.03	.03	.03	.03	.03	.03	.03	.03	.03
State unemployment insurance .....	.08	.08	.10	.11	.11	.10	.11	.10	.09	.08	.08
Workers' compensation .....	.19	.21	.24	.24	.24	.25	.25	.23	.24	.21	.22
Other benefits ⁵	(⁴)	.02	.04	.04	.03	.03	.03	.03	.04	.03	.03
	Percent of total compensation by year										
	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Wages and salaries	73.2	72.9	72.4	72.3	72.7	72.8	73.4	73.5	73.6	73.7	73.6
Total benefits	26.8	27.1	27.6	27.7	27.3	27.2	26.6	26.5	26.4	26.3	26.4
Paid leave	7.5	7.4	7.3	7.2	7.1	7.1	7.1	7.1	7.1	7.2	7.4
Vacation	3.3	3.2	3.1	3.1	3.1	3.1	3.2	3.1	3.2	3.3	3.3
Holiday	2.5	2.5	2.4	2.4	2.4	2.4	2.4	2.4	2.4	2.4	2.5
Sick	1.3	1.3	1.3	1.3	1.2	1.2	1.2	1.2	1.2	1.2	1.2
Other .....	.4	.4	.4	.4	.4	.4	.4	.4	.4	.4	.4
Supplemental pay	1.5	1.6	1.8	1.8	2.0	2.1	2.1	2.3	2.1	2.2	2.2
Premium ¹ .....	.4	.4	.4	.4	.4	.4	.4	.5	.4	.5	.4
Shift differential .....	.2	.2	.2	.2	.2	.2	.2	.2	.2	.2	.2
Nonproduction bonuses .....	.8	.9	1.2	1.2	1.4	1.4	1.5	1.6	1.5	1.6	1.6
Insurance	6.3	6.7	7.0	7.1	6.6	6.4	6.0	6.0	6.0	6.1	6.2
Life .....	.3	.3	.3	.3	.3	.2	.2	.3	.2	.2	.2
Health	5.8	6.2	6.5	6.6	6.1	5.9	5.5	5.5	5.5	5.6	5.7
Short-term disability ² .....	.2	.2	.3	.2	.2	.1	.1	.2	.2	.2	.1
Long-term disability	-	-	-	-	-	.1	.1	.1	.2	.2	.1
Retirement and savings	4.2	4.0	4.1	4.1	3.9	4.1	4.0	3.9	3.8	3.6	3.5
Pensions	3.6	3.5	3.5	3.5	-	-	-	-	-	-	-
Savings and thrift .....	.6	.6	.6	.6	-	-	-	-	-	-	-
Defined benefit	-	-	-	-	-	2.7	2.4	2.2	2.1	1.9	1.6
Defined contribution	-	-	-	-	-	1.4	1.6	1.6	1.7	1.8	1.9
Legally required benefits	7.2	7.2	7.3	7.3	7.5	7.3	7.3	7.2	7.2	7.0	7.0
Social Security ³	5.6	5.6	5.5	5.5	5.7	5.7	5.7	5.7	5.8	5.7	5.7
OASDI	-	-	-	-	-	4.5	4.5	4.5	4.6	4.5	4.5
Medicare	-	-	-	-	-	1.2	1.2	1.2	1.2	1.2	1.2
Federal unemployment insurance ..	.1	.1	.1	.1	.1	.1	.1	.1	.1	.1	.1
State unemployment insurance .....	.4	.4	.4	.5	.5	.5	.5	.4	.4	.3	.3
Workers' compensation	1.0	1.0	1.1	1.1	1.1	1.1	1.1	1.0	1.0	.8	.8
Other benefits ⁵	(⁶)	.1	.2	.2	.1	.1	.1	.1	.2	.1	.1

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

² Short-term disability includes all insured, self-insured, and state-mandated plans that provide benefits for each disability, including unfunded plans.

³ The total employer's cost for Social Security is comprised of an OASDI portion and a Medicare portion. OASDI is the acronym for Old-Age, Survivors, and Disability Insurance.

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

⁵ Includes severance pay and supplemental unemployment benefits.

⁶ Less than .05 percent.

- Data not available.

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

Table 1. Civilian workers, by broad occupational group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 1991-2001 -- Continued

Blue-collar occupations

Compensation component	Cost per hour worked by year										
	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation	\$15.31	\$16.01	\$16.58	\$17.08	\$16.91	\$17.28	\$17.46	\$17.85	\$18.20	\$18.95	\$19.57
Wages and salaries	10.44	10.80	11.08	11.38	11.39	11.73	11.93	12.29	12.61	13.11	13.59
Total benefits	4.87	5.21	5.50	5.70	5.53	5.56	5.53	5.55	5.58	5.84	5.98
Paid leave .....	.95	.99	1.02	1.02	1.00	1.02	1.00	1.03	1.04	1.08	1.14
Vacation .....	.49	.50	.52	.52	.52	.53	.52	.52	.53	.54	.56
Holiday .....	.33	.35	.36	.36	.35	.35	.35	.36	.37	.39	.41
Sick .....	.09	.09	.10	.10	.09	.09	.09	.10	.10	.10	.12
Other .....	.04	.05	.05	.05	.04	.04	.04	.04	.04	.05	.05
Supplemental pay .....	.52	.55	.55	.57	.59	.61	.64	.67	.67	.74	.74
Premium ¹ .....	.36	.37	.38	.39	.39	.40	.42	.44	.46	.49	.50
Shift differential .....	.06	.06	.06	.07	.07	.07	.06	.07	.07	.07	.07
Nonproduction bonuses .....	.10	.11	.11	.11	.13	.14	.15	.16	.14	.18	.18
Insurance	1.17	1.32	1.42	1.48	1.38	1.37	1.34	1.32	1.34	1.43	1.51
Life .....	.04	.05	.05	.05	.04	.05	.05	.05	.05	.05	.05
Health	1.08	1.22	1.31	1.38	1.29	1.27	1.23	1.22	1.24	1.33	1.40
Short-term disability ² .....	.05	.06	.06	.05	.04	.04	.04	.04	.04	.04	.04
Long-term disability	-	-	-	-	-	(³)	(³)	.02	.02	.02	.02
Retirement and savings .....	.54	.57	.61	.67	.65	.68	.68	.68	.68	.72	.69
Pensions .....	.47	.50	.53	.59	-	-	-	-	-	-	-
Savings and thrift .....	.07	.07	.08	.08	-	-	-	-	-	-	-
Defined benefit	-	-	-	-	-	.49	.47	.46	.44	.43	.40
Defined contribution	-	-	-	-	-	.19	.21	.22	.24	.29	.29
Legally required benefits	1.66	1.75	1.84	1.91	1.87	1.85	1.84	1.82	1.82	1.84	1.87
Social Security ⁴ .....	.90	.93	.96	.98	.98	.99	1.01	1.04	1.07	1.11	1.15
OASDI	-	-	-	-	-	.80	.82	.84	.86	.90	.93
Medicare	-	-	-	-	-	.19	.19	.20	.20	.21	.22
Federal unemployment insurance ..	.03	.03	.03	.03	.03	.03	.03	.03	.03	.03	.03
State unemployment insurance .....	.10	.12	.13	.14	.13	.13	.12	.12	.12	.11	.10
Workers' compensation .....	.59	.63	.68	.72	.70	.70	.68	.63	.61	.59	.59
Other benefits ⁵ .....	.02	.03	.06	.05	.04	.03	.03	.03	.03	.04	.03
	Percent of total compensation by year										
	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Wages and salaries	68.2	67.4	66.8	66.6	67.3	67.9	68.3	68.9	69.3	69.2	69.4
Total benefits	31.8	32.6	33.2	33.4	32.7	32.1	31.7	31.1	30.7	30.8	30.6
Paid leave	6.2	6.2	6.1	6.0	5.9	5.9	5.7	5.8	5.7	5.7	5.8
Vacation	3.2	3.1	3.1	3.1	3.1	3.0	3.0	2.9	2.9	2.8	2.9
Holiday	2.2	2.2	2.2	2.1	2.1	2.0	2.0	2.0	2.0	2.1	2.1
Sick .....	.6	.6	.6	.6	.6	.5	.5	.6	.5	.5	.6
Other .....	.3	.3	.3	.3	.2	.2	.2	.2	.2	.3	.3
Supplemental pay	3.4	3.4	3.3	3.3	3.5	3.5	3.6	3.8	3.7	3.9	3.8
Premium ¹	2.3	2.3	2.3	2.3	2.3	2.3	2.4	2.5	2.5	2.6	2.6
Shift differential .....	.4	.4	.4	.4	.4	.4	.4	.4	.4	.4	.4
Nonproduction bonuses .....	.7	.7	.7	.7	.7	.8	.8	.9	.8	.9	.9
Insurance	7.7	8.2	8.6	8.7	8.1	7.9	7.7	7.4	7.4	7.5	7.7
Life .....	.3	.3	.3	.3	.3	.3	.3	.3	.3	.3	.3
Health	7.1	7.6	7.9	8.1	7.6	7.4	7.1	6.8	6.8	7.0	7.2
Short-term disability ² .....	.3	.3	.4	.3	.3	.2	.2	.2	.2	.2	.2
Long-term disability	-	-	-	-	-	(⁶)	(⁶)	.1	.1	.1	.1
Retirement and savings	3.5	3.6	3.7	3.9	3.8	3.9	3.9	3.8	3.7	3.8	3.5
Pensions	3.1	3.1	3.2	3.4	-	-	-	-	-	-	-
Savings and thrift .....	.4	.4	.5	.5	-	-	-	-	-	-	-
Defined benefit	-	-	-	-	-	2.8	2.7	2.6	2.4	2.3	2.0
Defined contribution	-	-	-	-	-	1.1	1.2	1.2	1.3	1.5	1.5
Legally required benefits	10.8	10.9	11.1	11.2	11.1	10.7	10.5	10.2	10.0	9.7	9.6
Social Security ⁴	5.9	5.8	5.8	5.7	5.8	5.7	5.8	5.8	5.9	5.9	5.9
OASDI	-	-	-	-	-	4.7	4.7	4.7	4.7	4.7	4.8
Medicare	-	-	-	-	-	1.1	1.1	1.1	1.1	1.1	1.1
Federal unemployment insurance ..	.2	.2	.2	.2	.2	.2	.2	.2	.2	.2	.2
State unemployment insurance .....	.7	.7	.8	.8	.8	.7	.7	.7	.7	.6	.5
Workers' compensation	3.8	3.9	4.1	4.2	4.1	4.1	3.9	3.5	3.4	3.1	3.0
Other benefits ⁵ .....	.1	.2	.4	.3	.2	.2	.2	.2	.2	.2	.2

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

² Short-term disability includes all insured, self-insured, and state-mandated plans that provide benefits for each disability, including unfunded plans.

³ Cost per hour worked is \$0.01 or less.

⁴ The total employer's cost for Social Security is comprised of an OASDI portion and a Medicare portion. OASDI is the acronym

for Old-Age, Survivors, and Disability Insurance.

⁵ Includes severance pay and supplemental unemployment benefits.

⁶ Less than .05 percent.

- Data not available.

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

Table 1. Civilian workers, by broad occupational group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 1991-2001 -- Continued

Service occupations

Compensation component	Cost per hour worked by year										
	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation	\$9.31	\$9.87	\$10.04	\$9.96	\$9.98	\$10.17	\$10.69	\$11.03	\$11.46	\$11.70	\$12.40
Wages and salaries	6.75	7.12	7.25	7.17	7.22	7.38	7.82	8.13	8.45	8.65	9.15
Total benefits	2.56	2.75	2.79	2.79	2.76	2.79	2.87	2.90	3.00	3.06	3.25
Paid leave .....	.56	.59	.58	.58	.57	.57	.60	.60	.64	.66	.71
Vacation .....	.26	.28	.26	.26	.26	.26	.27	.27	.29	.29	.32
Holiday .....	.17	.18	.18	.18	.18	.18	.19	.20	.21	.22	.23
Sick .....	.10	.10	.11	.10	.10	.10	.11	.10	.11	.11	.12
Other .....	.03	.03	.03	.03	.03	.03	.03	.03	.03	.04	.04
Supplemental pay .....	.16	.17	.17	.16	.17	.18	.19	.19	.21	.20	.23
Premium ¹ .....	.08	.08	.09	.08	.09	.09	.10	.10	.11	.11	.12
Shift differential .....	.04	.05	.05	.04	.04	.04	.04	.04	.04	.04	.05
Nonproduction bonuses .....	.04	.03	.03	.03	.04	.04	.05	.05	.06	.05	.06
Insurance .....	.57	.65	.69	.68	.65	.64	.64	.64	.66	.70	.78
Life .....	.02	.02	.02	.02	.02	.02	.02	(²)	.02	.02	.02
Health .....	.53	.61	.65	.65	.62	.60	.60	.60	.62	.66	.74
Short-term disability ³ .....	.02	.02	.02	(²)	(²)	.02	.02	.02	.02	.02	.02
Long-term disability	-	-	-	-	-	(²)	(²)	(²)	(²)	(²)	(²)
Retirement and savings .....	.37	.37	.35	.36	.34	.37	.38	.37	.40	.38	.39
Pensions .....	.35	.36	.34	.34	-	-	-	-	-	-	-
Savings and thrift .....	.02	(²)	(²)	(²)	-	-	-	-	-	-	-
Defined benefit	-	-	-	-	-	.31	.32	.31	.32	.31	.30
Defined contribution	-	-	-	-	-	.05	.06	.06	.07	.08	.10
Legally required benefits .....	.90	.96	1.00	1.01	1.02	1.03	1.06	1.08	1.09	1.10	1.13
Social Security ⁴ .....	.53	.57	.58	.59	.60	.61	.65	.69	.70	.72	.75
OASDI	-	-	-	-	-	.49	.53	.55	.56	.58	.60
Medicare	-	-	-	-	-	.12	.13	.14	.14	.14	.15
Federal unemployment insurance ..	.03	.03	.03	.03	.03	.03	.03	.03	.03	.03	.03
State unemployment insurance .....	.07	.07	.08	.08	.09	.09	.09	.09	.08	.08	.07
Workers' compensation .....	.26	.29	.30	.30	.30	.30	.29	.27	.28	.27	.27
Other benefits ⁵	(²)	(²)	(²)	(²)	(²)	(²)	(²)	(²)	(²)	(²)	(²)
	Percent of total compensation by year										
	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Wages and salaries	72.5	72.2	72.2	72.0	72.3	72.6	73.2	73.7	73.7	73.9	73.8
Total benefits	27.5	27.8	27.8	28.0	27.7	27.4	26.8	26.3	26.2	26.2	26.2
Paid leave	6.0	6.0	5.8	5.8	5.7	5.6	5.6	5.4	5.6	5.6	5.7
Vacation	2.8	2.8	2.6	2.6	2.6	2.5	2.5	2.4	2.5	2.5	2.6
Holiday	1.8	1.8	1.8	1.8	1.8	1.7	1.8	1.8	1.8	1.9	1.9
Sick	1.1	1.0	1.0	1.0	1.0	1.0	1.0	.9	1.0	.9	1.0
Other .....	.3	.3	.3	.3	.3	.3	.3	.3	.3	.3	.3
Supplemental pay	1.7	1.7	1.7	1.6	1.7	1.8	1.8	1.7	1.8	1.7	1.9
Premium ¹ .....	.9	.9	.9	.9	.9	.9	.9	.9	1.0	.9	1.0
Shift differential .....	.4	.5	.5	.4	.4	.4	.4	.4	.3	.3	.4
Nonproduction bonuses .....	.4	.3	.3	.3	.4	.4	.5	.5	.5	.4	.5
Insurance	6.1	6.6	6.8	6.8	6.5	6.2	6.0	5.8	5.8	6.0	6.3
Life .....	.2	.2	.2	.2	.2	.2	.1	(⁶)	.2	.2	.2
Health	5.7	6.2	6.5	6.6	6.2	5.9	5.6	5.4	5.4	5.6	6.0
Short-term disability ³ .....	.2	.2	.2	(⁶)	(⁶)	.2	.2	.2	.2	.2	.2
Long-term disability	-	-	-	-	-	(⁶)	(⁶)	(⁶)	(⁶)	(⁶)	(⁶)
Retirement and savings	4.0	3.8	3.5	3.6	3.4	3.6	3.5	3.4	3.5	3.2	3.1
Pensions	3.8	3.6	3.4	3.4	-	-	-	-	-	-	-
Savings and thrift .....	.2	(⁶)	(⁶)	(⁶)	-	-	-	-	-	-	-
Defined benefit	-	-	-	-	-	3.1	3.0	2.8	2.8	2.6	2.4
Defined contribution	-	-	-	-	-	.5	.5	.5	.6	.7	.8
Legally required benefits	9.7	9.8	10.0	10.1	10.2	10.1	9.9	9.8	9.5	9.4	9.1
Social Security ⁴	5.7	5.7	5.8	5.9	6.0	6.0	6.1	6.3	6.1	6.2	6.0
OASDI	-	-	-	-	-	4.8	4.9	5.0	4.9	5.0	4.8
Medicare	-	-	-	-	-	1.2	1.2	1.3	1.2	1.2	1.2
Federal unemployment insurance ..	.3	.3	.3	.3	.3	.3	.3	.3	.3	.3	.2
State unemployment insurance .....	.7	.7	.8	.8	.9	.9	.8	.8	.7	.7	.6
Workers' compensation	2.8	3.0	3.0	3.0	3.0	3.0	2.7	2.4	2.4	2.3	2.2
Other benefits ⁵	(⁶)	(⁶)	(⁶)	(⁶)	(⁶)	(⁶)	(⁶)	(⁶)	(⁶)	(⁶)	(⁶)

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

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

³ Short-term disability includes all insured, self-insured, and state-mandated plans that provide benefits for each disability, including unfunded plans.

⁴ The total employer's cost for Social Security is comprised of an OASDI portion and a Medicare portion. OASDI is the acronym

for Old-Age, Survivors, and Disability Insurance.

⁵ Includes severance pay and supplemental unemployment benefits.

⁶ Less than .05 percent.

- Data not available.

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

Table 2. State and local government workers, by broad occupational group and for service industries: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 1991-2001

All workers

Compensation component	Cost per hour worked by year										
	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation	\$22.31	\$23.49	\$24.44	\$25.27	\$24.86	\$25.73	\$26.58	\$27.28	\$28.00	\$29.05	\$30.06
Wages and salaries	15.52	16.39	17.00	17.57	17.31	17.95	18.61	19.19	19.78	20.57	21.34
Total benefits	6.79	7.09	7.44	7.71	7.56	7.77	7.97	8.10	8.22	8.48	8.73
Paid leave	1.75	1.80	1.86	1.94	1.95	1.99	2.06	2.11	2.17	2.26	2.34
Vacation .....	.60	.60	.62	.65	.68	.68	.70	.72	.74	.77	.80
Holiday .....	.55	.58	.60	.62	.63	.65	.67	.69	.71	.73	.76
Sick .....	.44	.47	.48	.50	.49	.51	.52	.53	.55	.58	.59
Other .....	.15	.15	.16	.17	.16	.15	.16	.16	.17	.18	.18
Supplemental pay .....	.21	.21	.21	.20	.22	.22	.23	.23	.24	.25	.26
Premium ¹ .....	.10	.10	.10	.11	.11	.11	.11	.11	.11	.12	.12
Shift differential .....	.04	.04	.04	.05	.05	.05	.05	.05	.06	.06	.06
Nonproduction bonuses .....	.07	.07	.07	.05	.06	.06	.06	.06	.07	.07	.08
Insurance	1.63	1.84	2.02	2.15	2.03	2.07	2.09	2.15	2.22	2.38	2.56
Life .....	.05	.05	.05	.05	.05	.05	.05	.05	.05	.05	.06
Health	1.54	1.75	1.93	2.06	1.95	1.98	1.99	2.05	2.12	2.27	2.45
Short-term disability ² .....	.03	.04	.04	.04	.04	.02	.02	.02	.02	.03	.03
Long-term disability	-	-	-	-	-	.02	.03	.03	.03	.03	.03
Retirement and savings	1.85	1.82	1.87	1.90	1.78	1.90	1.95	1.94	1.91	1.84	1.73
Pensions	1.84	1.81	1.85	1.88	-	-	-	-	-	-	-
Savings and thrift	(³)	(³)	.02	.02	-	-	-	-	-	-	-
Defined benefit	-	-	-	-	-	1.76	1.82	1.80	1.73	1.64	1.51
Defined contribution	-	-	-	-	-	.13	.14	.14	.18	.20	.22
Legally required benefits	1.34	1.40	1.44	1.49	1.55	1.56	1.61	1.63	1.64	1.70	1.78
Social Security ⁴	1.04	1.07	1.09	1.12	1.19	1.21	1.25	1.28	1.31	1.35	1.40
OASDI	-	-	-	-	-	.95	.98	1.00	1.01	1.05	1.08
Medicare	-	-	-	-	-	.26	.27	.28	.29	.30	.32
Federal unemployment insurance ..	(³)	(³)	(³)	(³)	(³)	(³)	(³)	(³)	(³)	(³)	(³)
State unemployment insurance .....	.03	.04	.04	.04	.04	.04	.05	.04	.03	.03	.04
Workers' compensation .....	.26	.28	.30	.31	.31	.31	.30	.30	.30	.31	.34
Other benefits ⁵ .....	.02	.02	.03	.03	.02	.03	.04	.04	.04	.05	.06
	Percent of total compensation by year										
	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Wages and salaries	69.6	69.8	69.6	69.5	69.6	69.8	70.0	70.3	70.6	70.8	71.0
Total benefits	30.4	30.2	30.4	30.5	30.4	30.2	30.0	29.7	29.4	29.2	29.0
Paid leave	7.8	7.7	7.6	7.7	7.9	7.8	7.7	7.7	7.8	7.8	7.8
Vacation	2.7	2.6	2.5	2.6	2.7	2.7	2.6	2.6	2.6	2.7	2.7
Holiday	2.5	2.5	2.5	2.5	2.5	2.5	2.5	2.5	2.5	2.5	2.5
Sick	2.0	2.0	2.0	2.0	2.0	2.0	2.0	1.9	2.0	2.0	2.0
Other .....	.7	.7	.7	.7	.6	.6	.6	.6	.6	.6	.6
Supplemental pay .....	.9	.9	.9	.8	.9	.9	.9	.8	.9	.9	.9
Premium ¹ .....	.4	.4	.4	.4	.4	.4	.4	.4	.4	.4	.4
Shift differential .....	.2	.2	.2	.2	.2	.2	.2	.2	.2	.2	.2
Nonproduction bonuses .....	.3	.3	.3	.2	.3	.2	.2	.3	.2	.2	.3
Insurance	7.3	7.8	8.3	8.5	8.2	8.1	7.9	7.9	7.9	8.2	8.5
Life .....	.2	.2	.2	.2	.2	.2	.2	.2	.2	.2	.2
Health	6.9	7.4	7.9	8.2	7.8	7.7	7.5	7.5	7.6	7.8	8.2
Short-term disability ² .....	.1	.2	.2	.1	.1	.1	.1	.1	.1	.1	.1
Long-term disability	-	-	-	-	-	.1	.1	.1	.1	.1	.1
Retirement and savings	8.3	7.8	7.6	7.5	7.1	7.4	7.4	7.1	6.8	6.3	5.8
Pensions	8.2	7.7	7.6	7.4	-	-	-	-	-	-	-
Savings and thrift	(⁶)	(⁶)	.1	.1	-	-	-	-	-	-	-
Defined benefit	-	-	-	-	-	6.9	6.8	6.6	6.2	5.6	5.0
Defined contribution	-	-	-	-	-	.5	.5	.5	.6	.7	.7
Legally required benefits	6.0	6.0	5.9	5.9	6.3	6.1	6.1	6.0	5.9	5.9	5.9
Social Security ⁴	4.6	4.6	4.5	4.4	4.8	4.7	4.7	4.7	4.7	4.6	4.7
OASDI	-	-	-	-	-	3.7	3.7	3.7	3.6	3.6	3.6
Medicare	-	-	-	-	-	1.0	1.0	1.0	1.0	1.0	1.1
Federal unemployment insurance ..	(⁶)	(⁶)	(⁶)	(⁶)	(⁶)	(⁶)	(⁶)	(⁶)	(⁶)	(⁶)	(⁶)
State unemployment insurance .....	.1	.1	.2	.2	.2	.2	.2	.1	.1	.1	.1
Workers' compensation	1.2	1.2	1.2	1.2	1.2	1.2	1.1	1.1	1.1	1.1	1.1
Other benefits ⁵ .....	.1	.1	.1	.1	.1	.1	.1	.1	.1	.2	.2

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

² Short-term disability includes all insured, self-insured, and state-mandated plans that provide benefits for each disability, including unfunded plans.

³ Cost per hour worked is \$0.01 or less.

⁴ The total employer's cost for Social Security is comprised of an OASDI portion and a Medicare portion. OASDI is the acronym

for Old-Age, Survivors, and Disability Insurance.

⁵ Includes severance pay and supplemental unemployment benefits.

⁶ Less than .05 percent.

- Data not available.

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

Table 2. State and local government workers, by broad occupational group and for service industries: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 1991-2001 -- Continued

White-collar occupations

Compensation component	Cost per hour worked by year										
	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation	\$25.07	\$26.55	\$27.67	\$28.60	\$27.60	\$28.56	\$29.54	\$30.34	\$30.99	\$32.17	\$33.32
Wages and salaries	17.86	18.99	19.72	20.38	19.69	20.43	21.21	21.89	22.44	23.36	24.22
Total benefits	7.21	7.56	7.95	8.22	7.91	8.13	8.33	8.45	8.55	8.81	9.10
Paid leave	1.85	1.90	1.98	2.05	2.03	2.08	2.14	2.19	2.24	2.33	2.42
Vacation .....	.58	.57	.59	.61	.64	.65	.66	.67	.69	.72	.75
Holiday .....	.59	.62	.64	.67	.66	.69	.71	.73	.74	.77	.80
Sick .....	.50	.53	.55	.57	.55	.57	.59	.61	.62	.65	.67
Other .....	.17	.18	.19	.20	.18	.17	.18	.18	.19	.19	.20
Supplemental pay .....	.14	.14	.14	.12	.14	.14	.14	.14	.14	.14	.15
Premium ¹ .....	.04	.04	.04	.04	.04	.04	.04	.04	.04	.04	.04
Shift differential .....	.03	.03	.03	.03	.03	.04	.04	.04	.04	.04	.04
Nonproduction bonuses .....	.07	.07	.07	.05	.06	.06	.06	.06	.06	.06	.07
Insurance	1.73	1.96	2.17	2.31	2.14	2.19	2.20	2.27	2.35	2.51	2.72
Life .....	.06	.06	.06	.05	.05	.05	.05	.06	.06	.06	.06
Health	1.63	1.86	2.07	2.22	2.05	2.09	2.10	2.17	2.25	2.40	2.60
Short-term disability ² .....	.04	.04	.05	.04	.04	.02	.02	.02	.02	.02	.02
Long-term disability	-	-	-	-	-	.03	.03	.03	.03	.04	.04
Retirement and savings	2.04	2.03	2.08	2.11	1.90	2.02	2.08	2.07	2.02	1.96	1.83
Pensions	2.03	2.02	2.06	2.09	-	-	-	-	-	-	-
Savings and thrift	(³)	(³)	.02	.02	-	-	-	-	-	-	-
Defined benefit	-	-	-	-	-	1.86	1.91	1.90	1.82	1.73	1.59
Defined contribution	-	-	-	-	-	.16	.17	.17	.20	.23	.24
Legally required benefits	1.43	1.50	1.55	1.60	1.67	1.67	1.73	1.74	1.76	1.82	1.92
Social Security ⁴	1.18	1.22	1.25	1.28	1.36	1.37	1.42	1.46	1.48	1.54	1.59
OASDI	-	-	-	-	-	1.07	1.11	1.13	1.15	1.19	1.23
Medicare	-	-	-	-	-	.30	.31	.32	.33	.35	.36
Federal unemployment insurance ..	(³)	(³)	(³)	(³)	(³)	(³)	(³)	(³)	(³)	(³)	(³)
State unemployment insurance .....	.03	.04	.05	.05	.05	.04	.05	.04	.03	.03	.04
Workers' compensation .....	.21	.24	.26	.27	.26	.26	.25	.25	.24	.25	.28
Other benefits ⁵ .....	.02	.03	.03	.03	.03	.03	.04	.04	.05	.05	.06
	Percent of total compensation by year										
	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Wages and salaries	71.2	71.5	71.3	71.2	71.3	71.5	71.8	72.1	72.4	72.6	72.7
Total benefits	28.8	28.5	28.7	28.8	28.7	28.5	28.2	27.9	27.6	27.4	27.3
Paid leave	7.4	7.2	7.1	7.2	7.4	7.3	7.3	7.2	7.2	7.2	7.3
Vacation	2.3	2.1	2.1	2.1	2.3	2.3	2.2	2.2	2.2	2.2	2.3
Holiday	2.4	2.3	2.3	2.3	2.4	2.4	2.4	2.4	2.4	2.4	2.4
Sick	2.0	2.0	2.0	2.0	2.0	2.0	2.0	2.0	2.0	2.0	2.0
Other .....	.7	.7	.7	.7	.7	.6	.6	.6	.6	.6	.6
Supplemental pay .....	.5	.5	.5	.4	.5	.5	.5	.5	.5	.4	.5
Premium ¹ .....	.2	.2	.2	.1	.2	.1	.1	.1	.1	.1	.1
Shift differential .....	.1	.1	.1	.1	.1	.1	.1	.1	.1	.1	.1
Nonproduction bonuses .....	.3	.3	.2	.2	.2	.2	.2	.2	.2	.2	.2
Insurance	6.9	7.4	7.8	8.1	7.8	7.7	7.5	7.5	7.6	7.8	8.2
Life .....	.2	.2	.2	.2	.2	.2	.2	.2	.2	.2	.2
Health	6.5	7.0	7.5	7.7	7.4	7.3	7.1	7.2	7.3	7.5	7.8
Short-term disability ² .....	.1	.2	.2	.1	.1	.1	.1	.1	.1	.1	.1
Long-term disability	-	-	-	-	-	.1	.1	.1	.1	.1	.1
Retirement and savings	8.2	7.6	7.5	7.4	6.9	7.1	7.0	6.8	6.5	6.1	5.5
Pensions	8.1	7.6	7.4	7.3	-	-	-	-	-	-	-
Savings and thrift	(⁶)	(⁶)	.1	.1	-	-	-	-	-	-	-
Defined benefit	-	-	-	-	-	6.5	6.5	6.3	5.9	5.4	4.8
Defined contribution	-	-	-	-	-	.6	.6	.6	.6	.7	.7
Legally required benefits	5.7	5.7	5.6	5.6	6.0	5.8	5.9	5.7	5.7	5.7	5.8
Social Security ⁴	4.7	4.6	4.5	4.5	4.9	4.8	4.8	4.8	4.8	4.8	4.8
OASDI	-	-	-	-	-	3.7	3.8	3.7	3.7	3.7	3.7
Medicare	-	-	-	-	-	1.0	1.1	1.1	1.1	1.1	1.1
Federal unemployment insurance ..	(⁶)	(⁶)	(⁶)	(⁶)	(⁶)	(⁶)	(⁶)	(⁶)	(⁶)	(⁶)	(⁶)
State unemployment insurance .....	.1	.1	.2	.2	.2	.1	.2	.1	.1	.1	.1
Workers' compensation .....	.8	.9	.9	.9	.9	.9	.9	.8	.8	.8	.8
Other benefits ⁵ .....	.1	.1	.1	.1	.1	.1	.1	.1	.2	.2	.2

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

² Short-term disability includes all insured, self-insured, and state-mandated plans that provide benefits for each disability, including unfunded plans.

³ Cost per hour worked is \$0.01 or less.

⁴ The total employer's cost for Social Security is comprised of an OASDI portion and a Medicare portion. OASDI is the acronym

for Old-Age, Survivors, and Disability Insurance.

⁵ Includes severance pay and supplemental unemployment benefits.

⁶ Less than .05 percent.

- Data not available.

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

Table 2. State and local government workers, by broad occupational group and for service industries: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 1991-2001 -- Continued

Service occupations

Compensation component	Cost per hour worked by year										
	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation	\$16.02	\$16.52	\$17.04	\$17.71	\$18.39	\$18.92	\$19.50	\$20.10	\$21.23	\$22.05	\$22.83
Wages and salaries	10.30	10.54	10.83	11.25	11.77	12.09	12.51	12.97	13.74	14.29	14.91
Total benefits	5.72	5.99	6.21	6.45	6.62	6.83	6.99	7.13	7.49	7.76	7.92
Paid leave	1.49	1.53	1.58	1.66	1.70	1.72	1.78	1.85	1.98	2.06	2.13
Vacation .....	.62	.65	.66	.70	.72	.73	.75	.78	.84	.88	.92
Holiday .....	.46	.47	.49	.51	.54	.55	.57	.60	.63	.66	.67
Sick .....	.31	.31	.32	.33	.34	.33	.34	.35	.37	.38	.39
Other .....	.10	.11	.11	.11	.11	.11	.12	.12	.13	.14	.15
Supplemental pay .....	.37	.36	.37	.39	.40	.42	.44	.45	.51	.53	.55
Premium ¹ .....	.20	.20	.20	.21	.22	.22	.23	.24	.25	.28	.29
Shift differential .....	.09	.10	.10	.11	.10	.11	.11	.12	.13	.12	.13
Nonproduction bonuses .....	.08	.06	.07	.07	.08	.09	.10	.09	.13	.13	.14
Insurance	1.34	1.53	1.65	1.73	1.72	1.73	1.74	1.79	1.84	2.01	2.11
Life .....	.04	.04	.04	.04	.04	.04	.04	.04	.04	.04	.05
Health	1.27	1.46	1.59	1.67	1.66	1.66	1.65	1.71	1.76	1.89	2.00
Short-term disability ² .....	.03	.03	.03	.02	.03	.02	.02	.03	.03	.05	.05
Long-term disability	-	-	-	-	-	(³)	.02	(³)	.02	.02	.02
Retirement and savings	1.49	1.46	1.50	1.53	1.57	1.71	1.76	1.73	1.80	1.73	1.62
Pensions	1.48	1.44	1.49	1.52	-	-	-	-	-	-	-
Savings and thrift	(³)	(³)	(³)	(³)	-	-	-	-	-	-	-
Defined benefit	-	-	-	-	-	1.65	1.70	1.67	1.72	1.65	1.52
Defined contribution	-	-	-	-	-	.06	.05	.06	.08	.08	.10
Legally required benefits	1.03	1.09	1.09	1.12	1.19	1.22	1.24	1.27	1.33	1.38	1.45
Social Security ⁴ .....	.67	.69	.69	.71	.76	.78	.80	.83	.86	.89	.93
OASDI	-	-	-	-	-	.61	.62	.64	.66	.69	.71
Medicare	-	-	-	-	-	.17	.18	.19	.20	.21	.22
Federal unemployment insurance ..	(³)	(³)	(³)	(³)	(³)	(³)	(³)	(³)	(³)	(³)	(³)
State unemployment insurance .....	.02	.03	.04	.04	.04	.05	.05	.05	.04	.04	.04
Workers' compensation .....	.33	.36	.35	.36	.38	.38	.39	.39	.43	.45	.48
Other benefits ⁵ .....	.02	.02	.02	.02	.03	.03	.03	.03	.04	.06	.06

Compensation component	Percent of total compensation by year										
	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Wages and salaries	64.3	63.8	63.5	63.6	64.0	63.9	64.1	64.5	64.7	64.8	65.3
Total benefits	35.7	36.2	36.5	36.4	36.0	36.1	35.9	35.5	35.3	35.2	34.7
Paid leave	9.3	9.3	9.3	9.4	9.3	9.1	9.1	9.2	9.3	9.3	9.3
Vacation	3.9	3.9	3.9	4.0	3.9	3.8	3.9	3.9	4.0	4.0	4.0
Holiday	2.8	2.9	2.9	2.9	2.9	2.9	2.9	3.0	3.0	3.0	2.9
Sick	1.9	1.9	1.9	1.9	1.8	1.7	1.8	1.7	1.7	1.7	1.7
Other .....	.6	.6	.6	.6	.6	.6	.6	.6	.6	.6	.7
Supplemental pay	2.3	2.2	2.2	2.2	2.2	2.2	2.3	2.2	2.4	2.4	2.4
Premium ¹	1.2	1.2	1.2	1.2	1.2	1.2	1.2	1.2	1.2	1.3	1.3
Shift differential .....	.6	.6	.6	.6	.5	.6	.6	.6	.6	.5	.6
Nonproduction bonuses .....	.5	.4	.4	.4	.5	.5	.5	.4	.6	.6	.6
Insurance	8.3	9.2	9.7	9.8	9.4	9.2	8.9	8.9	8.7	9.1	9.2
Life .....	.2	.3	.2	.2	.2	.2	.2	.2	.2	.2	.2
Health	7.9	8.8	9.3	9.4	9.0	8.8	8.5	8.5	8.3	8.6	8.8
Short-term disability ² .....	.2	.2	.2	.1	.2	.1	.1	.1	.1	.2	.2
Long-term disability	-	-	-	-	-	(⁶)	.1	(⁶)	.1	.1	.1
Retirement and savings	9.3	8.8	8.8	8.6	8.6	9.0	9.0	8.6	8.5	7.8	7.1
Pensions	9.2	8.7	8.7	8.6	-	-	-	-	-	-	-
Savings and thrift	(⁶)	(⁶)	(⁶)	(⁶)	-	-	-	-	-	-	-
Defined benefit	-	-	-	-	-	8.7	8.7	8.3	8.1	7.5	6.7
Defined contribution	-	-	-	-	-	.3	.3	.3	.4	.4	.4
Legally required benefits	6.4	6.6	6.4	6.3	6.5	6.4	6.4	6.3	6.3	6.3	6.4
Social Security ⁴	4.2	4.2	4.1	4.0	4.1	4.1	4.1	4.1	4.1	4.0	4.1
OASDI	-	-	-	-	-	3.2	3.2	3.2	3.1	3.1	3.1
Medicare	-	-	-	-	-	.9	.9	.9	.9	1.0	1.0
Federal unemployment insurance ..	(⁶)	(⁶)	(⁶)	(⁶)	(⁶)	(⁶)	(⁶)	(⁶)	(⁶)	(⁶)	(⁶)
State unemployment insurance .....	.2	.2	.2	.2	.2	.3	.3	.2	.2	.2	.2
Workers' compensation	2.0	2.2	2.1	2.1	2.1	2.0	2.0	1.9	2.0	2.0	2.1
Other benefits ⁵ .....	.1	.1	.1	.1	.1	.1	.2	.1	.2	.3	.3

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

² Short-term disability includes all insured, self-insured, and state-mandated plans that provide benefits for each disability, including unfunded plans.

³ Cost per hour worked is \$0.01 or less.

⁴ The total employer's cost for Social Security is comprised of an OASDI portion and a Medicare portion. OASDI is the acronym

for Old-Age, Survivors, and Disability Insurance.

⁵ Includes severance pay and supplemental unemployment benefits.

⁶ Less than .05 percent.

- Data not available.

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

Table 2. State and local government workers, by broad occupational group and for service industries: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 1991-2001 -- Continued

Service industries

Compensation component	Cost per hour worked by year										
	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation	\$23.69	\$24.92	\$26.02	\$26.94	\$25.92	\$26.98	\$27.88	\$28.62	\$29.45	\$30.61	\$31.69
Wages and salaries	16.96	17.85	18.58	19.25	18.60	19.43	20.15	20.80	21.50	22.37	23.18
Total benefits	6.73	7.06	7.44	7.69	7.32	7.55	7.73	7.82	7.95	8.25	8.51
Paid leave	1.59	1.68	1.74	1.80	1.78	1.83	1.87	1.91	1.96	2.04	2.13
Vacation .....	.44	.46	.47	.48	.51	.51	.52	.52	.53	.55	.59
Holiday .....	.52	.55	.57	.59	.59	.62	.63	.65	.66	.68	.71
Sick .....	.47	.50	.52	.54	.52	.54	.55	.57	.59	.62	.64
Other .....	.17	.17	.18	.19	.17	.16	.17	.17	.18	.18	.19
Supplemental pay .....	.16	.15	.16	.14	.15	.15	.15	.15	.15	.16	.17
Premium ¹ .....	.05	.05	.05	.05	.05	.05	.05	.05	.05	.05	.05
Shift differential .....	.04	.04	.04	.04	.04	.05	.05	.05	.05	.05	.05
Nonproduction bonuses .....	.07	.06	.07	.04	.06	.05	.05	.05	.05	.05	.06
Insurance	1.72	1.92	2.12	2.24	2.04	2.09	2.11	2.17	2.27	2.44	2.61
Life .....	.05	.05	.05	.05	.05	.05	.05	.05	.05	.05	.05
Health	1.64	1.83	2.03	2.16	1.95	2.00	2.01	2.08	2.17	2.33	2.50
Short-term disability ³ .....	.03	.04	.04	.04	.03	(²)	.02	.02	.02	.02	.02
Long-term disability	-	-	-	-	-	.02	.03	.03	.03	.03	.03
Retirement and savings	1.92	1.90	1.95	1.97	1.77	1.88	1.93	1.90	1.86	1.84	1.72
Pensions	1.91	1.89	1.94	1.96	-	-	-	-	-	-	-
Savings and thrift	(²)	(²)	(²)	.02	-	-	-	-	-	-	-
Defined benefit	-	-	-	-	-	1.72	1.77	1.74	1.69	1.64	1.51
Defined contribution	-	-	-	-	-	.15	.16	.15	.17	.20	.21
Legally required benefits	1.32	1.40	1.45	1.50	1.57	1.58	1.63	1.64	1.66	1.73	1.83
Social Security ⁴	1.09	1.14	1.16	1.20	1.29	1.30	1.35	1.38	1.42	1.47	1.52
OASDI	-	-	-	-	-	1.02	1.05	1.08	1.10	1.14	1.18
Medicare	-	-	-	-	-	.28	.29	.30	.31	.33	.34
Federal unemployment insurance ..	(²)	(²)	(²)	(²)	(²)	(²)	(²)	(²)	(²)	(²)	(²)
State unemployment insurance .....	.03	.03	.04	.04	.04	.04	.05	.03	.03	.03	.04
Workers' compensation .....	.20	.22	.25	.25	.23	.24	.23	.22	.21	.22	.27
Other benefits ⁵ .....	.02	.03	.03	.03	.02	.03	.04	.05	.05	.05	.06
	Percent of total compensation by year										
	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Wages and salaries	71.6	71.7	71.4	71.5	71.7	72.0	72.3	72.7	73.0	73.1	73.1
Total benefits	28.4	28.3	28.6	28.5	28.3	28.0	27.7	27.3	27.0	27.0	26.9
Paid leave	6.7	6.7	6.7	6.7	6.9	6.8	6.7	6.7	6.7	6.7	6.7
Vacation	1.9	1.8	1.8	1.8	2.0	1.9	1.9	1.8	1.8	1.8	1.9
Holiday	2.2	2.2	2.2	2.2	2.3	2.3	2.3	2.3	2.2	2.2	2.2
Sick	2.0	2.0	2.0	2.0	2.0	2.0	2.0	2.0	2.0	2.0	2.0
Other .....	.7	.7	.7	.7	.6	.6	.6	.6	.6	.6	.6
Supplemental pay .....	.7	.6	.6	.5	.6	.6	.5	.5	.5	.5	.5
Premium ¹ .....	.2	.2	.2	.2	.2	.2	.2	.2	.2	.2	.2
Shift differential .....	.2	.2	.2	.2	.2	.2	.2	.2	.2	.2	.2
Nonproduction bonuses .....	.3	.3	.3	.2	.2	.2	.2	.2	.2	.2	.2
Insurance	7.2	7.7	8.1	8.3	7.9	7.7	7.6	7.6	7.7	8.0	8.2
Life .....	.2	.2	.2	.2	.2	.2	.2	.2	.2	.2	.2
Health	6.9	7.3	7.8	8.0	7.5	7.4	7.2	7.3	7.4	7.6	7.9
Short-term disability ³ .....	.1	.1	.2	.1	.1	(⁶)	.1	.1	.1	.1	.1
Long-term disability	-	-	-	-	-	.1	.1	.1	.1	.1	.1
Retirement and savings	8.1	7.6	7.5	7.3	6.8	7.0	6.9	6.6	6.3	6.0	5.4
Pensions	8.1	7.6	7.5	7.3	-	-	-	-	-	-	-
Savings and thrift	(⁶)	(⁶)	(⁶)	.1	-	-	-	-	-	-	-
Defined benefit	-	-	-	-	-	6.4	6.3	6.1	5.7	5.4	4.8
Defined contribution	-	-	-	-	-	.6	.6	.5	.6	.7	.7
Legally required benefits	5.6	5.6	5.6	5.6	6.0	5.8	5.8	5.7	5.6	5.7	5.8
Social Security ⁴	4.6	4.6	4.5	4.5	5.0	4.8	4.8	4.8	4.8	4.8	4.8
OASDI	-	-	-	-	-	3.8	3.8	3.8	3.7	3.7	3.7
Medicare	-	-	-	-	-	1.0	1.1	1.0	1.1	1.1	1.1
Federal unemployment insurance ..	(⁶)	(⁶)	(⁶)	(⁶)	(⁶)	(⁶)	(⁶)	(⁶)	(⁶)	(⁶)	(⁶)
State unemployment insurance .....	.1	.1	.2	.2	.2	.1	.2	.1	.1	.1	.1
Workers' compensation .....	.8	.9	.9	.9	.9	.9	.8	.8	.7	.7	.9
Other benefits ⁵ .....	.1	.1	.1	.1	.1	.1	.2	.2	.2	.2	.2

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

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

³ Short-term disability includes all insured, self-insured, and state-mandated plans that provide benefits for each disability, including unfunded plans.

⁴ The total employer's cost for Social Security is comprised of an OASDI portion and a Medicare portion. OASDI is the acronym

for Old-Age, Survivors, and Disability Insurance.

⁵ Includes severance pay and supplemental unemployment benefits.

⁶ Less than .05 percent.

- Data not available.

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

Table 3. Private industry workers, by occupational and industry group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 1986-2001

All workers																
Compensation component	Cost per hour worked by year															
	1986	1987	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation	\$13.25	\$13.42	\$13.79	\$14.28	\$14.96	\$15.40	\$16.14	\$16.70	\$17.08	\$17.10	\$17.49	\$17.97	\$18.50	\$19.00	\$19.85	\$20.81
Wages and salaries	9.67	9.83	10.02	10.38	10.84	11.14	11.58	11.90	12.14	12.25	12.58	13.04	13.47	13.87	14.49	15.18
Total benefits	3.58	3.60	3.77	3.90	4.13	4.27	4.55	4.80	4.94	4.85	4.91	4.94	5.02	5.13	5.36	5.63
Paid leave .....	.93	.93	.97	1.00	1.03	1.05	1.09	1.11	1.11	1.09	1.12	1.14	1.16	1.20	1.28	1.37
Vacation .....	.46	.46	.48	.50	.51	.52	.54	.54	.54	.54	.55	.57	.58	.59	.63	.68
Holiday .....	.32	.31	.33	.34	.34	.35	.37	.38	.38	.37	.38	.39	.40	.41	.44	.47
Sick .....	.11	.12	.12	.12	.13	.13	.14	.14	.14	.14	.14	.13	.14	.14	.15	.17
Other .....	.03	.03	.04	.04	.04	.05	.05	.05	.05	.05	.05	.05	.05	.05	.06	.06
Supplemental pay .....	.30	.32	.33	.34	.37	.36	.39	.42	.44	.47	.49	.51	.56	.55	.60	.61
Premium ¹ .....	.16	.16	.17	.17	.17	.17	.18	.19	.19	.19	.20	.21	.22	.23	.24	.24
Shift differential .....	.04	.04	.04	.05	.05	.05	.05	.05	.06	.05	.06	.05	.05	.05	.05	.05
Nonproduction bonuses .....	.10	.12	.12	.12	.16	.13	.15	.19	.20	.23	.24	.26	.29	.28	.31	.32
Insurance .....	.73	.72	.78	.85	.92	1.01	1.12	1.19	1.23	1.15	1.14	1.09	1.10	1.13	1.19	1.28
Life	-	-	-	-	-	.05	.05	.05	.05	.04	.04	.05	.04	.04	.04	.05
Health	-	-	-	-	-	.92	1.02	1.10	1.14	1.06	1.04	.99	1.00	1.03	1.09	1.16
Short-term disability ²	-	-	-	-	-	.04	.05	.05	.05	.04	.03	.03	.04	.04	.04	.04
Long-term disability	-	-	-	-	-	-	-	-	-	-	.02	.02	.02	.02	.03	.03
Retirement and savings .....	.50	.48	.45	.42	.45	.44	.46	.48	.52	.52	.55	.55	.55	.57	.59	.62
Pensions	-	.42	.38	.34	.36	.35	.36	.38	.41	.39	-	-	-	-	-	-
Savings and thrift	-	.06	.07	.08	.09	.10	.10	.10	.11	.13	-	-	-	-	-	-
Defined benefit	-	-	-	-	-	-	-	-	-	-	.30	.26	.24	.25	.23	.21
Defined contribution	-	-	-	-	-	-	-	-	-	-	.25	.29	.30	.32	.36	.40
Legally required benefits	1.11	1.13	1.22	1.27	1.35	1.40	1.47	1.55	1.60	1.59	1.59	1.62	1.63	1.65	1.67	1.73
Social Security ³ .....	.74	.75	.81	.84	.89	.92	.96	.99	1.02	1.02	1.05	1.08	1.12	1.16	1.20	1.26
OASDI	-	-	-	-	-	-	-	-	-	-	.84	.87	.90	.93	.97	1.02
Medicare	-	-	-	-	-	-	-	-	-	-	.21	.21	.22	.23	.24	.25
Federal unemployment insurance .....	.03	.03	.03	.03	.03	.03	.03	.03	.03	.03	.03	.03	.03	.03	.03	.03
State unemployment insurance .....	.12	.12	.12	.11	.09	.09	.10	.11	.13	.12	.12	.12	.11	.10	.10	.09
Workers' compensation .....	.19	.21	.24	.27	.31	.33	.36	.39	.41	.39	.40	.39	.36	.36	.33	.33
Other benefits ⁵ .....	.02	.02	.02	.02	(⁴)	(⁴)	.02	.04	.04	.03	.03	.03	.03	.03	.03	.02
Percent of total compensation by year																
	1986	1987	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Wages and salaries	73.0	73.2	72.7	72.7	72.4	72.3	71.8	71.3	71.1	71.6	71.9	72.5	72.8	73.0	73.0	72.9
Total benefits	27.0	26.8	27.3	27.3	27.6	27.7	28.2	28.7	28.9	28.4	28.1	27.5	27.1	27.0	27.0	27.1
Paid leave	7.0	6.9	7.0	7.0	6.9	6.8	6.8	6.6	6.5	6.4	6.4	6.3	6.3	6.3	6.4	6.6
Vacation	3.5	3.5	3.5	3.5	3.4	3.4	3.3	3.2	3.2	3.1	3.2	3.2	3.1	3.1	3.2	3.3
Holiday	2.4	2.3	2.4	2.4	2.3	2.3	2.3	2.2	2.2	2.2	2.2	2.2	2.2	2.2	2.2	2.3
Sick .....	.9	.9	.9	.9	.8	.8	.9	.8	.8	.8	.8	.7	.8	.7	.8	.8
Other .....	.2	.3	.3	.3	.3	.3	.3	.3	.3	.3	.3	.3	.3	.3	.3	.3
Supplemental pay	2.3	2.4	2.4	2.4	2.5	2.3	2.4	2.5	2.6	2.8	2.8	2.9	3.0	2.9	3.0	2.9
Premium ¹	1.2	1.2	1.2	1.2	1.1	1.1	1.1	1.1	1.1	1.1	1.1	1.1	1.2	1.2	1.2	1.2
Shift differential .....	.3	.3	.3	.3	.3	.3	.3	.3	.3	.3	.3	.3	.3	.3	.3	.2
Nonproduction bonuses .....	.7	.9	.8	.8	1.0	.9	1.0	1.1	1.2	1.3	1.4	1.4	1.6	1.5	1.6	1.5
Insurance	5.5	5.4	5.6	6.0	6.1	6.5	6.9	7.2	7.2	6.7	6.5	6.1	5.9	5.9	6.0	6.2
Life	-	-	-	-	-	.3	.3	.3	.3	.3	.3	.3	.2	.2	.2	.2
Health	-	-	-	-	-	6.0	6.3	6.6	6.7	6.2	5.9	5.5	5.4	5.4	5.5	5.6
Short-term disability ²	-	-	-	-	-	.3	.3	.3	.3	.3	.2	.2	.2	.2	.2	.2
Long-term disability	-	-	-	-	-	-	-	-	-	-	.1	.1	.1	.1	.2	.1
Retirement and savings	3.8	3.6	3.3	2.9	3.0	2.9	2.9	2.9	3.0	3.0	3.1	3.0	3.0	3.0	3.0	3.0
Pensions	-	3.1	2.8	2.4	2.4	2.2	2.3	2.3	2.4	2.3	-	-	-	-	-	-
Savings and thrift	-	.5	.5	.6	.6	.6	.6	.6	.6	.8	-	-	-	-	-	-
Defined benefit	-	-	-	-	-	-	-	-	-	-	1.7	1.4	1.3	1.3	1.2	1.0
Defined contribution	-	-	-	-	-	-	-	-	-	-	1.4	1.6	1.6	1.7	1.8	1.9
Legally required benefits	8.4	8.4	8.8	8.9	9.0	9.1	9.1	9.3	9.4	9.3	9.1	9.0	8.8	8.7	8.4	8.3
Social Security ³	5.6	5.6	5.9	5.9	6.0	6.0	6.0	5.9	5.9	6.0	6.0	6.0	6.1	6.1	6.0	6.1
OASDI	-	-	-	-	-	-	-	-	-	-	4.8	4.8	4.9	4.9	4.9	4.9
Medicare	-	-	-	-	-	-	-	-	-	-	1.2	1.2	1.2	1.2	1.2	1.2
Federal unemployment insurance .....	.2	.2	.2	.2	.2	.2	.2	.2	.2	.2	.2	.2	.2	.2	.2	.1
State unemployment insurance .....	.9	.9	.8	.8	.6	.6	.6	.7	.7	.7	.7	.6	.6	.5	.5	.4
Workers' compensation	1.5	1.6	1.7	1.9	2.1	2.1	2.2	2.3	2.4	2.3	2.3	2.2	1.9	1.9	1.7	1.6
Other benefits ⁵ .....	.1	.1	.2	.1	(⁶)	(⁶)	.1	.2	.2	.2	.2	.1	.2	.2	.2	.1

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

² Short-term disability includes all insured, self-insured, and state-mandated plans that provide benefits for each disability, including unfunded plans.

³ The total employer's cost for Social Security is comprised of an OASDI portion and a Medicare portion. OASDI is the acronym for Old-Age, Survivors, and Disability Insurance.

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

⁵ Includes severance pay and supplemental unemployment benefits.

⁶ Less than .05 percent.

- Data not available.

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

Table 3. Private industry workers, by occupational and industry group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 1986-2001 -- Continued

White-collar occupations

Compensation component	Cost per hour worked by year															
	1986	1987	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation	\$15.34	\$15.56	\$15.97	\$16.57	\$17.59	\$18.15	\$18.95	\$19.67	\$20.26	\$20.50	\$21.10	\$21.60	\$22.38	\$23.02	\$24.19	\$25.34
Wages and salaries	11.41	11.61	11.84	12.29	12.99	13.40	13.90	14.32	14.72	14.98	15.44	15.94	16.54	17.02	17.91	18.71
Total benefits	3.93	3.95	4.13	4.28	4.60	4.75	5.05	5.35	5.54	5.53	5.66	5.66	5.84	6.00	6.28	6.63
Paid leave	1.18	1.20	1.26	1.31	1.35	1.38	1.43	1.44	1.46	1.45	1.50	1.53	1.57	1.63	1.76	1.88
Vacation .....	.57	.58	.61	.63	.65	.67	.68	.69	.70	.69	.72	.75	.77	.79	.86	.92
Holiday .....	.40	.39	.41	.43	.45	.46	.48	.49	.49	.49	.51	.52	.54	.55	.59	.63
Sick .....	.16	.17	.18	.19	.19	.19	.21	.21	.21	.20	.20	.19	.20	.21	.22	.25
Other .....	.04	.05	.05	.06	.06	.06	.07	.06	.07	.06	.07	.07	.07	.07	.08	.08
Supplemental pay .....	.25	.28	.29	.29	.34	.32	.37	.44	.47	.52	.54	.56	.63	.61	.67	.68
Premium ¹ .....	.09	.08	.08	.09	.09	.09	.10	.10	.10	.11	.12	.12	.13	.13	.13	.13
Shift differential .....	.03	.03	.03	.04	.04	.05	.05	.05	.05	.05	.06	.04	.04	.04	.04	.05
Nonproduction bonuses .....	.14	.18	.17	.16	.21	.18	.22	.29	.31	.36	.37	.40	.46	.44	.49	.50
Insurance .....	.77	.77	.83	.92	1.02	1.12	1.23	1.32	1.36	1.29	1.28	1.20	1.24	1.28	1.34	1.43
Life	-	-	-	-	-	.06	.06	.06	.06	.06	.06	.06	.06	.06	.06	.06
Health	-	-	-	-	-	1.02	1.12	1.20	1.25	1.18	1.16	1.07	1.11	1.15	1.21	1.29
Short-term disability ²	-	-	-	-	-	.05	.05	.06	.06	.06	.04	.04	.04	.04	.04	.04
Long-term disability	-	-	-	-	-	-	-	-	-	-	.03	.03	.03	.04	.04	.04
Retirement and savings .....	.62	.57	.54	.50	.54	.52	.53	.57	.59	.61	.66	.65	.66	.69	.70	.75
Pensions	-	.48	.43	.38	.40	.38	.39	.42	.44	-	-	-	-	-	-	-
Savings and thrift	-	.10	.10	.12	.14	.14	.14	.15	.15	-	-	-	-	-	-	-
Defined benefit	-	-	-	-	-	-	-	-	-	-	.30	.24	.22	.23	.20	.17
Defined contribution	-	-	-	-	-	-	-	-	-	-	.36	.41	.44	.46	.50	.58
Legally required benefits	1.10	1.12	1.20	1.25	1.34	1.39	1.47	1.54	1.60	1.62	1.64	1.69	1.71	1.76	1.78	1.85
Social Security ³ .....	.84	.85	.92	.96	1.04	1.08	1.12	1.16	1.20	1.22	1.25	1.29	1.34	1.39	1.45	1.52
OASDI	-	-	-	-	-	-	-	-	-	-	1.00	1.03	1.07	1.11	1.15	1.22
Medicare	-	-	-	-	-	-	-	-	-	-	.25	.26	.27	.28	.29	.31
Federal unemployment insurance ..	.03	.03	.03	.03	.03	.03	.03	.03	.03	.03	.03	.03	.03	.03	.03	.03
State unemployment insurance .....	.11	.11	.10	.10	.09	.09	.09	.11	.12	.12	.12	.12	.11	.10	.10	.09
Workers' compensation .....	.10	.11	.13	.15	.16	.18	.20	.23	.24	.24	.24	.25	.23	.24	.21	.21
Other benefits ⁵ .....	.02	.02	.02	(⁴)	(⁴)	(⁴)	.02	.04	.05	.03	.03	.03	.03	.03	.03	.03
	Percent of total compensation by year															
	1986	1987	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Wages and salaries	74.4	74.6	74.1	74.2	73.8	73.8	73.4	72.8	72.7	73.0	73.2	73.8	73.9	73.9	74.0	73.8
Total benefits	25.6	25.4	25.9	25.8	26.2	26.2	26.6	27.2	27.3	27.0	26.8	26.2	26.1	26.1	26.0	26.2
Paid leave	7.7	7.7	7.9	7.9	7.7	7.6	7.5	7.3	7.2	7.1	7.1	7.1	7.0	7.1	7.3	7.4
Vacation	3.7	3.8	3.8	3.8	3.7	3.7	3.6	3.5	3.4	3.4	3.4	3.5	3.4	3.4	3.6	3.6
Holiday	2.6	2.5	2.6	2.6	2.6	2.5	2.5	2.4	2.4	2.4	2.4	2.4	2.4	2.4	2.4	2.5
Sick	1.1	1.1	1.1	1.1	1.1	1.1	1.1	1.0	1.0	1.0	1.0	.9	.9	.9	.9	1.0
Other .....	.3	.3	.3	.3	.4	.3	.4	.3	.3	.3	.3	.3	.3	.3	.3	.3
Supplemental pay	1.6	1.8	1.8	1.7	1.9	1.8	2.0	2.2	2.3	2.5	2.6	2.6	2.8	2.6	2.8	2.7
Premium ¹ .....	.6	.5	.5	.5	.5	.5	.5	.5	.5	.5	.6	.5	.6	.6	.5	.5
Shift differential .....	.2	.2	.2	.2	.2	.3	.2	.2	.3	.3	.3	.2	.2	.2	.2	.2
Nonproduction bonuses .....	.9	1.1	1.1	1.0	1.2	1.0	1.2	1.5	1.5	1.7	1.8	1.9	2.1	1.9	2.0	2.0
Insurance	5.0	4.9	5.2	5.5	5.8	6.2	6.5	6.7	6.7	6.3	6.1	5.6	5.5	5.6	5.5	5.6
Life	-	-	-	-	-	.3	.3	.3	.3	.3	.3	.3	.3	.3	.2	.2
Health	-	-	-	-	-	5.6	5.9	6.1	6.2	5.7	5.5	5.0	5.0	5.0	5.0	5.1
Short-term disability ²	-	-	-	-	-	.3	.3	.3	.3	.3	.2	.2	.2	.2	.2	.2
Long-term disability	-	-	-	-	-	-	-	-	-	-	.2	.1	.1	.2	.2	.2
Retirement and savings	4.0	3.7	3.4	3.0	3.1	2.9	2.8	2.9	2.9	3.0	3.1	3.0	2.9	3.0	2.9	3.0
Pensions	-	3.1	2.7	2.3	2.3	2.1	2.1	2.2	2.2	-	-	-	-	-	-	-
Savings and thrift	-	.6	.7	.7	.8	.8	.7	.7	.8	-	-	-	-	-	-	-
Defined benefit	-	-	-	-	-	-	-	-	-	-	1.4	1.1	1.0	1.0	.8	.7
Defined contribution	-	-	-	-	-	-	-	-	-	-	1.7	1.9	2.0	2.0	2.1	2.3
Legally required benefits	7.2	7.2	7.5	7.6	7.6	7.7	7.7	7.8	7.9	7.9	7.8	7.8	7.6	7.6	7.4	7.3
Social Security ³	5.5	5.5	5.8	5.8	5.9	5.9	5.9	5.9	5.9	6.0	5.9	6.0	6.0	6.0	6.0	6.0
OASDI	-	-	-	-	-	-	-	-	-	-	4.7	4.8	4.8	4.8	4.8	4.8
Medicare	-	-	-	-	-	-	-	-	-	-	1.2	1.2	1.2	1.2	1.2	1.2
Federal unemployment insurance ..	.2	.2	.2	.2	.2	.2	.2	.2	.2	.2	.1	.1	.1	.1	.1	.1
State unemployment insurance .....	.7	.7	.6	.6	.5	.5	.5	.5	.6	.6	.6	.5	.5	.4	.4	.4
Workers' compensation .....	.7	.7	.8	.9	.9	1.0	1.1	1.2	1.2	1.2	1.1	1.1	1.0	1.0	.9	.8
Other benefits ⁵ .....	.1	.1	.1	(⁶)	(⁶)	(⁶)	.1	.2	.2	.2	.1	.1	.1	.1	.1	.1

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

² Short-term disability includes all insured, self-insured, and state-mandated plans that provide benefits for each disability, including unfunded plans.

³ The total employer's cost for Social Security is comprised of an OASDI portion and a Medicare portion. OASDI is the acronym for Old-Age, Survivors, and Disability Insurance.

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

⁵ Includes severance pay and supplemental unemployment benefits.

⁶ Less than .05 percent.

- Data not available.

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

Table 3. Private industry workers, by occupational and industry group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 1986-2001 -- Continued

Blue-collar occupations

Compensation component	Cost per hour worked by year															
	1986	1987	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation	\$13.34	\$13.43	\$13.87	\$14.35	\$14.57	\$15.15	\$15.88	\$16.43	\$16.92	\$16.69	\$17.04	\$17.19	\$17.56	\$17.98	\$18.73	\$19.35
Wages and salaries	9.30	9.38	9.59	9.91	10.04	10.37	10.74	11.01	11.31	11.28	11.61	11.80	12.15	12.51	12.99	13.48
Total benefits	4.04	4.05	4.27	4.44	4.53	4.78	5.13	5.42	5.62	5.42	5.44	5.39	5.41	5.48	5.73	5.87
Paid leave .....	.83	.82	.85	.87	.86	.91	.94	.97	.97	.94	.95	.93	.96	.98	1.01	1.08
Vacation .....	.44	.43	.44	.46	.46	.47	.49	.50	.51	.50	.51	.50	.50	.51	.52	.54
Holiday .....	.30	.30	.31	.31	.30	.32	.34	.35	.35	.33	.34	.34	.34	.35	.37	.39
Sick .....	.07	.06	.07	.07	.07	.07	.08	.08	.08	.07	.07	.07	.07	.08	.08	.10
Other .....	.02	.03	.03	.03	.03	.04	.04	.04	.04	.03	.04	.03	.04	.04	.04	.04
Supplemental pay .....	.47	.47	.50	.53	.53	.54	.56	.56	.58	.60	.63	.65	.69	.69	.76	.76
Premium ¹ .....	.34	.34	.36	.37	.34	.36	.38	.38	.39	.40	.41	.43	.45	.47	.50	.51
Shift differential .....	.06	.06	.06	.07	.06	.06	.07	.07	.07	.07	.07	.06	.07	.07	.07	.07
Nonproduction bonuses .....	.07	.07	.08	.09	.13	.11	.11	.11	.12	.13	.15	.16	.17	.15	.19	.19
Insurance .....	.87	.87	.93	1.02	1.03	1.15	1.29	1.39	1.45	1.34	1.33	1.29	1.27	1.30	1.39	1.45
Life	-	-	-	-	-	.04	.05	.05	.05	.04	.05	.05	.05	.05	.05	.05
Health	-	-	-	-	-	1.06	1.19	1.28	1.35	1.25	1.23	1.19	1.17	1.20	1.28	1.34
Short-term disability ²	-	-	-	-	-	.05	.06	.06	.06	.05	.04	.04	.04	.04	.04	.05
Long-term disability	-	-	-	-	-	-	-	-	-	-	(³)	(³)	.02	.02	.02	.02
Retirement and savings .....	.51	.50	.48	.45	.47	.49	.53	.56	.63	.60	.62	.62	.62	.64	.69	.66
Pensions	-	.47	.44	.40	.41	.42	.45	.47	.54	-	-	-	-	-	-	-
Savings and thrift	-	.03	.04	.05	.06	.07	.07	.09	.09	-	-	-	-	-	-	-
Defined benefit	-	-	-	-	-	-	-	-	-	-	.42	.40	.39	.40	.40	.37
Defined contribution	-	-	-	-	-	-	-	-	-	-	.20	.22	.23	.24	.29	.29
Legally required benefits	1.33	1.37	1.48	1.53	1.62	1.68	1.77	1.87	1.94	1.90	1.87	1.86	1.83	1.84	1.85	1.89
Social Security ⁴ .....	.75	.75	.82	.84	.87	.90	.93	.96	.98	.98	.99	1.01	1.04	1.07	1.11	1.15
OASDI	-	-	-	-	-	-	-	-	-	-	.80	.82	.84	.87	.90	.93
Medicare	-	-	-	-	-	-	-	-	-	-	.19	.19	.20	.20	.21	.22
Federal unemployment insurance .....	.03	.03	.03	.03	.03	.03	.03	.03	.03	.03	.03	.03	.03	.03	.03	.03
State unemployment insurance .....	.16	.15	.15	.14	.12	.11	.12	.14	.15	.14	.13	.12	.12	.12	.11	.11
Workers' compensation .....	.35	.39	.44	.48	.56	.60	.64	.70	.74	.72	.72	.70	.64	.62	.60	.60
Other benefits ⁵ .....	.03	.03	.03	.03	.02	.02	.04	.07	.05	.04	.03	.04	.03	.03	.04	.03
	Percent of total compensation by year															
	1986	1987	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Wages and salaries	69.7	69.8	69.2	69.1	68.9	68.4	67.7	67.0	66.8	67.6	68.1	68.6	69.2	69.6	69.4	69.7
Total benefits	30.3	30.2	30.8	30.9	31.1	31.6	32.3	33.0	33.2	32.4	31.9	31.4	30.8	30.5	30.6	30.3
Paid leave	6.2	6.1	6.1	6.1	5.9	6.0	5.9	5.9	5.7	5.6	5.6	5.4	5.5	5.5	5.4	5.6
Vacation	3.3	3.2	3.2	3.2	3.1	3.1	3.1	3.1	3.0	3.0	3.0	2.9	2.8	2.8	2.8	2.8
Holiday	2.3	2.2	2.2	2.2	2.1	2.1	2.1	2.1	2.1	2.0	2.0	1.9	1.9	1.9	2.0	2.0
Sick .....	.5	.5	.5	.5	.5	.5	.5	.5	.5	.4	.4	.4	.4	.4	.4	.5
Other .....	.2	.2	.2	.2	.2	.3	.3	.3	.2	.2	.2	.2	.2	.2	.2	.2
Supplemental pay	3.6	3.5	3.6	3.7	3.6	3.5	3.5	3.4	3.4	3.6	3.7	3.8	3.9	3.8	4.1	3.9
Premium ¹	2.5	2.5	2.6	2.5	2.3	2.4	2.4	2.3	2.3	2.4	2.4	2.5	2.6	2.6	2.7	2.6
Shift differential .....	.5	.5	.5	.5	.4	.4	.4	.4	.4	.4	.4	.4	.4	.4	.4	.4
Nonproduction bonuses .....	.5	.5	.6	.6	.9	.7	.7	.7	.7	.8	.9	.9	1.0	.8	1.0	1.0
Insurance	6.5	6.4	6.7	7.1	7.0	7.6	8.1	8.5	8.6	8.0	7.8	7.5	7.2	7.2	7.4	7.5
Life	-	-	-	-	-	.3	.3	.3	.3	.3	.3	.3	.3	.3	.3	.3
Health	-	-	-	-	-	7.0	7.5	7.8	8.0	7.5	7.2	6.9	6.7	6.7	6.8	6.9
Short-term disability ²	-	-	-	-	-	.3	.4	.4	.3	.3	.2	.2	.2	.2	.2	.3
Long-term disability	-	-	-	-	-	-	-	-	-	-	(⁶)	(⁶)	.1	.1	.1	.1
Retirement and savings	3.8	3.7	3.4	3.1	3.2	3.2	3.3	3.4	3.7	3.6	3.6	3.6	3.5	3.6	3.7	3.4
Pensions	-	3.5	3.1	2.8	2.8	2.8	2.9	2.9	3.2	-	-	-	-	-	-	-
Savings and thrift	-	.2	.3	.4	.4	.5	.5	.5	.5	-	-	-	-	-	-	-
Defined benefit	-	-	-	-	-	-	-	-	-	-	2.5	2.4	2.2	2.2	2.1	1.9
Defined contribution	-	-	-	-	-	-	-	-	-	-	1.2	1.3	1.3	1.3	1.5	1.5
Legally required benefits	10.0	10.2	10.7	10.7	11.1	11.1	11.2	11.4	11.4	11.4	11.0	10.8	10.4	10.2	9.9	9.8
Social Security ⁴	5.6	5.6	5.9	5.9	6.0	5.9	5.9	5.8	5.8	5.9	5.8	5.9	5.9	6.0	5.9	5.9
OASDI	-	-	-	-	-	-	-	-	-	-	4.7	4.8	4.8	4.8	4.8	4.8
Medicare	-	-	-	-	-	-	-	-	-	-	1.1	1.1	1.1	1.1	1.1	1.1
Federal unemployment insurance .....	.2	.2	.2	.2	.2	.2	.2	.2	.2	.2	.2	.2	.2	.2	.2	.2
State unemployment insurance	1.2	1.1	1.1	.9	.8	.7	.8	.9	.9	.8	.8	.7	.7	.7	.6	.6
Workers' compensation	2.6	2.9	3.2	3.4	3.9	3.9	4.1	4.3	4.4	4.3	4.2	4.1	3.6	3.4	3.2	3.1
Other benefits ⁵ .....	.2	.2	.2	.2	.2	.2	.2	.4	.3	.2	.2	.2	.2	.2	.2	.2

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

² Short-term disability includes all insured, self-insured, and state-mandated plans that provide benefits for each disability, including unfunded plans.

³ Cost per hour worked is \$0.01 or less.

⁴ The total employer's cost for Social Security is comprised of an OASDI portion and a Medicare portion. OASDI is the acronym for Old-Age, Survivors, and Disability

Insurance.

⁵ Includes severance pay and supplemental unemployment benefits.

⁶ Less than .05 percent.

- Data not available.

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

Table 3. Private industry workers, by occupational and industry group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 1986-2001 -- Continued

Service occupations

Compensation component	Cost per hour worked by year															
	1986	1987	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation	\$6.59	\$6.43	\$6.76	\$7.16	\$7.66	\$7.82	\$8.43	\$8.54	\$8.38	\$8.39	\$8.61	\$9.04	\$9.37	\$9.58	\$9.72	\$10.32
Wages and salaries	5.01	4.96	5.20	5.50	5.84	5.96	6.38	6.48	6.33	6.35	6.53	6.94	7.25	7.44	7.57	8.00
Total benefits	1.58	1.47	1.56	1.66	1.82	1.85	2.05	2.06	2.05	2.04	2.07	2.10	2.12	2.14	2.16	2.32
Paid leave .....	.34	.30	.32	.34	.36	.35	.39	.36	.36	.36	.36	.37	.38	.38	.39	.42
Vacation .....	.15	.15	.17	.18	.19	.18	.20	.18	.17	.17	.18	.18	.18	.18	.18	.20
Holiday .....	.11	.09	.10	.10	.11	.10	.11	.12	.12	.11	.11	.12	.12	.13	.13	.14
Sick .....	.06	.04	.04	.05	.06	.05	.06	.06	.06	.06	.06	.06	.06	.06	.06	.07
Other .....	.02	.02	.02	(1)	(1)	(1)	.02	(1)	(1)	.02	.02	.02	.02	.02	.02	.02
Supplemental pay .....	.10	.08	.09	.10	.12	.11	.12	.12	.12	.13	.14	.14	.14	.16	.14	.16
Premium ² .....	.05	.04	.04	.05	.05	.05	.06	.07	.06	.06	.07	.07	.08	.08	.08	.08
Shift differential .....	.03	.02	.02	.03	.03	.03	.03	.03	.03	.03	.03	.03	.03	.03	.03	.03
Nonproduction bonuses .....	.02	.02	.02	.02	.04	.03	.03	.02	.02	.03	.04	.04	.04	.05	.04	.04
Insurance .....	.33	.27	.30	.32	.38	.39	.45	.48	.47	.45	.45	.44	.43	.43	.45	.52
Life	-	-	-	-	-	(1)	(1)	(1)	(1)	(1)	(1)	(1)	(1)	(1)	(1)	(1)
Health	-	-	-	-	-	.36	.42	.45	.45	.43	.41	.40	.40	.40	.42	.49
Short-term disability ³	-	-	-	-	-	.02	.02	(1)	(1)	(1)	.02	.02	.02	(1)	(1)	(1)
Long-term disability	-	-	-	-	-	-	-	-	-	-	(1)	(1)	(1)	(1)	(1)	(1)
Retirement and savings .....	.12	.12	.11	.11	.13	.12	.14	.11	.12	.11	.13	.12	.13	.13	.13	.15
Pensions	-	.11	.09	.09	.11	.10	.12	.09	.10	-	-	-	-	-	-	-
Savings and thrift	-	(1)	.02	.02	.02	.02	(1)	(1)	(1)	-	-	-	-	-	-	-
Defined benefit	-	-	-	-	-	-	-	-	-	-	.08	.06	.06	.06	.05	.05
Defined contribution	-	-	-	-	-	-	-	-	-	-	.05	.06	.06	.07	.08	.09
Legally required benefits .....	.69	.69	.74	.78	.82	.88	.94	.98	.98	.99	1.00	1.03	1.04	1.04	1.05	1.07
Social Security ⁴ .....	.40	.40	.43	.46	.49	.51	.54	.56	.56	.57	.58	.63	.66	.67	.69	.72
OASDI	-	-	-	-	-	-	-	-	-	-	.47	.51	.53	.55	.56	.58
Medicare	-	-	-	-	-	-	-	-	-	-	.11	.12	.13	.13	.13	.14
Federal unemployment insurance ..	.03	.03	.03	.03	.03	.03	.04	.03	.04	.04	.03	.03	.04	.04	.04	.04
State unemployment insurance .....	.10	.10	.09	.08	.07	.08	.08	.09	.09	.10	.09	.09	.10	.09	.09	.08
Workers' compensation .....	.15	.16	.18	.20	.22	.25	.28	.29	.29	.28	.29	.27	.24	.25	.23	.23
Other benefits ⁵	(1)	(1)	(1)	(1)	(1)	(1)	(1)	(1)	(1)	(1)	(1)	(1)	(1)	(1)	(1)	(1)
	Percent of total compensation by year															
	1986	1987	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Wages and salaries	76.0	77.2	76.9	76.8	76.2	76.3	75.7	75.9	75.5	75.7	75.9	76.7	77.4	77.7	77.9	77.5
Total benefits	24.0	22.8	23.1	23.2	23.8	23.7	24.3	24.1	24.5	24.3	24.1	23.3	22.6	22.3	22.2	22.5
Paid leave	5.1	4.7	4.8	4.8	4.7	4.5	4.6	4.3	4.3	4.2	4.2	4.1	4.1	4.0	4.0	4.1
Vacation	2.3	2.4	2.5	2.5	2.4	2.3	2.4	2.1	2.0	2.0	2.1	2.0	1.9	1.9	1.9	1.9
Holiday	1.7	1.4	1.4	1.4	1.4	1.3	1.4	1.3	1.4	1.3	1.3	1.3	1.3	1.4	1.3	1.4
Sick .....	.9	.7	.7	.7	.7	.7	.7	.7	.7	.7	.7	.7	.6	.6	.6	.7
Other .....	.3	.2	.2	(6)	(6)	(6)	.2	(6)	(6)	.2	.2	.2	.2	.2	.2	.2
Supplemental pay	1.5	1.3	1.3	1.4	1.6	1.4	1.5	1.4	1.4	1.5	1.6	1.6	1.5	1.7	1.4	1.6
Premium ² .....	.7	.7	.6	.7	.7	.7	.7	.8	.7	.7	.8	.8	.9	.8	.8	.8
Shift differential .....	.4	.3	.3	.4	.4	.4	.4	.4	.4	.4	.4	.3	.3	.3	.3	.3
Nonproduction bonuses .....	.4	.3	.4	.3	.5	.3	.3	.3	.3	.4	.4	.5	.4	.5	.4	.4
Insurance	5.0	4.2	4.4	4.5	4.9	5.0	5.4	5.6	5.6	5.4	5.2	4.8	4.6	4.5	4.6	5.0
Life	-	-	-	-	-	(6)	(6)	(6)	(6)	(6)	(6)	(6)	(6)	(6)	(6)	(6)
Health	-	-	-	-	-	4.6	5.0	5.3	5.4	5.1	4.8	4.5	4.3	4.2	4.3	4.7
Short-term disability ³	-	-	-	-	-	.2	.2	(6)	(6)	(6)	.2	.2	(6)	(6)	(6)	(6)
Long-term disability	-	-	-	-	-	-	-	-	-	-	(6)	(6)	(6)	(6)	(6)	(6)
Retirement and savings	1.8	1.9	1.6	1.6	1.7	1.6	1.6	1.2	1.4	1.3	1.5	1.3	1.4	1.4	1.3	1.5
Pensions	-	1.7	1.4	1.3	1.4	1.3	1.5	1.1	1.2	-	-	-	-	-	-	-
Savings and thrift	-	(6)	.2	.3	.3	.3	(6)	(6)	(6)	-	-	-	-	-	-	-
Defined benefit	-	-	-	-	-	-	-	-	-	-	.9	.6	.6	.6	.5	.5
Defined contribution	-	-	-	-	-	-	-	-	-	-	.6	.6	.6	.7	.8	.9
Legally required benefits	10.5	10.7	11.0	10.9	10.8	11.2	11.1	11.5	11.7	11.8	11.6	11.4	11.1	10.9	10.8	10.4
Social Security ⁴	6.1	6.1	6.4	6.4	6.5	6.5	6.4	6.5	6.7	6.7	6.8	6.9	7.0	7.0	7.1	7.0
OASDI	-	-	-	-	-	-	-	-	-	-	5.5	5.6	5.7	5.7	5.8	5.6
Medicare	-	-	-	-	-	-	-	-	-	-	1.3	1.3	1.4	1.4	1.3	1.4
Federal unemployment insurance ..	.4	.5	.5	.4	.4	.4	.4	.4	.4	.4	.4	.4	.4	.4	.4	.4
State unemployment insurance	1.6	1.5	1.3	1.2	.9	1.0	.9	1.1	1.1	1.1	1.1	1.0	1.1	.9	.9	.8
Workers' compensation	2.3	2.5	2.7	2.8	2.9	3.2	3.3	3.4	3.4	3.4	3.3	3.0	2.6	2.6	2.4	2.2
Other benefits ⁵	(6)	(6)	(6)	(6)	(6)	(6)	(6)	(6)	(6)	(6)	(6)	(6)	(6)	(6)	(6)	(6)

¹ Cost per hour worked is \$0.01 or less.

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

³ Short-term disability includes all insured, self-insured, and state-mandated plans that provide benefits for each disability, including unfunded plans.

⁴ The total employer's cost for Social Security is comprised of an OASDI portion and a Medicare portion. OASDI is the acronym for Old-Age, Survivors, and Disability

Insurance.

⁵ Includes severance pay and supplemental unemployment benefits.

⁶ Less than .05 percent.

- Data not available.

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

Table 3. Private industry workers, by occupational and industry group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 1986-2001 -- Continued

Goods-producing industries¹

Compensation component	Cost per hour worked by year															
	1986	1987	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation	\$15.58	\$15.86	\$16.42	\$17.21	\$17.55	\$18.48	\$19.38	\$20.22	\$20.85	\$20.75	\$21.27	\$21.86	\$22.26	\$22.86	\$23.55	\$24.40
Wages and salaries	10.91	11.12	11.42	11.90	12.14	12.70	13.17	13.54	13.87	13.97	14.38	14.92	15.35	15.84	16.25	16.86
Total benefits	4.67	4.74	5.00	5.30	5.41	5.78	6.21	6.67	6.98	6.78	6.89	6.94	6.91	7.02	7.30	7.55
Paid leave	1.09	1.09	1.13	1.20	1.19	1.27	1.33	1.38	1.38	1.37	1.43	1.45	1.47	1.50	1.51	1.60
Vacation .....	.56	.55	.58	.62	.62	.66	.69	.72	.72	.73	.76	.76	.76	.78	.76	.81
Holiday .....	.40	.40	.42	.43	.43	.46	.48	.50	.50	.49	.51	.53	.53	.55	.56	.59
Sick .....	.10	.10	.10	.10	.10	.11	.11	.11	.11	.11	.11	.11	.11	.11	.11	.13
Other .....	.03	.03	.04	.04	.04	.05	.05	.05	.05	.04	.05	.05	.06	.06	.08	.08
Supplemental pay .....	.50	.53	.55	.60	.61	.63	.64	.67	.71	.78	.85	.82	.85	.85	1.02	1.07
Premium ² .....	.31	.33	.35	.37	.34	.35	.37	.39	.40	.40	.42	.45	.47	.49	.54	.54
Shift differential .....	.07	.07	.07	.08	.07	.08	.08	.08	.08	.07	.07	.07	.07	.07	.08	.08
Nonproduction bonuses .....	.13	.13	.13	.15	.20	.20	.19	.21	.23	.31	.36	.30	.30	.28	.41	.44
Insurance	1.00	1.02	1.11	1.28	1.26	1.41	1.60	1.74	1.85	1.66	1.67	1.64	1.62	1.66	1.77	1.85
Life	-	-	-	-	-	.06	.07	.07	.07	.06	.06	.07	.06	.06	.06	.06
Health	-	-	-	-	-	1.28	1.45	1.59	1.70	1.53	1.52	1.49	1.48	1.52	1.62	1.68
Short-term disability ³	-	-	-	-	-	.07	.07	.08	.08	.07	.06	.06	.06	.06	.06	.07
Long-term disability	-	-	-	-	-	-	-	-	-	-	.02	.02	.02	.02	.03	.03
Retirement and savings .....	.67	.64	.61	.57	.61	.66	.70	.77	.85	.82	.80	.85	.82	.84	.83	.83
Pensions	-	.56	.51	.45	.48	.50	.55	.60	.68	-	-	-	-	-	-	-
Savings and thrift	-	.08	.10	.12	.14	.15	.16	.17	.17	-	-	-	-	-	-	-
Defined benefit	-	-	-	-	-	-	-	-	-	-	.48	.49	.45	.45	.41	.38
Defined contribution	-	-	-	-	-	-	-	-	-	-	.32	.36	.37	.39	.43	.46
Legally required benefits	1.38	1.43	1.55	1.61	1.70	1.78	1.89	1.99	2.08	2.08	2.08	2.11	2.09	2.11	2.09	2.14
Social Security ⁴ .....	.86	.88	.96	1.00	1.03	1.09	1.13	1.17	1.20	1.21	1.22	1.27	1.30	1.34	1.38	1.43
OASDI	-	-	-	-	-	-	-	-	-	-	.99	1.02	1.05	1.08	1.12	1.15
Medicare	-	-	-	-	-	-	-	-	-	-	.24	.25	.25	.26	.27	.28
Federal unemployment insurance .....	.03	.03	.03	.03	.03	.03	.03	.03	.03	.03	.03	.03	.03	.03	.03	.03
State unemployment insurance .....	.18	.18	.18	.16	.13	.12	.13	.15	.17	.16	.16	.14	.14	.13	.12	.12
Workers' compensation .....	.29	.32	.37	.41	.50	.54	.58	.63	.68	.67	.67	.68	.63	.61	.56	.56
Other benefits ⁵ .....	.03	.04	.04	.05	.03	.03	.05	.12	.11	.07	.07	.07	.07	.06	.07	.05
	Percent of total compensation by year															
	1986	1987	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Wages and salaries	70.0	70.1	69.6	69.2	69.2	68.7	68.0	67.0	66.5	67.3	67.6	68.2	69.0	69.3	69.0	69.1
Total benefits	30.0	29.9	30.4	30.8	30.8	31.3	32.0	33.0	33.5	32.7	32.4	31.8	31.0	30.7	31.0	30.9
Paid leave	7.0	6.8	6.9	7.0	6.8	6.9	6.9	6.8	6.6	6.6	6.7	6.6	6.6	6.6	6.4	6.6
Vacation	3.6	3.5	3.5	3.6	3.5	3.6	3.6	3.5	3.5	3.5	3.6	3.5	3.4	3.4	3.2	3.3
Holiday	2.6	2.5	2.5	2.5	2.4	2.5	2.5	2.4	2.4	2.4	2.4	2.4	2.4	2.4	2.4	2.4
Sick .....	.6	.6	.6	.6	.6	.6	.6	.6	.5	.5	.5	.5	.5	.5	.5	.5
Other .....	.2	.2	.2	.2	.2	.3	.3	.3	.3	.2	.2	.2	.3	.3	.3	.3
Supplemental pay	3.2	3.3	3.3	3.5	3.5	3.4	3.3	3.3	3.4	3.7	4.0	3.8	3.8	3.7	4.3	4.4
Premium ²	2.0	2.1	2.1	2.2	1.9	1.9	1.9	1.9	1.9	1.9	2.0	2.1	2.1	2.1	2.3	2.2
Shift differential .....	.4	.4	.4	.5	.4	.4	.4	.4	.4	.3	.3	.3	.3	.3	.3	.3
Nonproduction bonuses .....	.8	.8	.8	.8	1.2	1.1	1.0	1.0	1.1	1.5	1.7	1.4	1.3	1.2	1.7	1.8
Insurance	6.4	6.4	6.8	7.4	7.2	7.6	8.2	8.6	8.9	8.0	7.8	7.5	7.3	7.3	7.5	7.6
Life	-	-	-	-	-	.3	.4	.3	.4	.3	.3	.3	.3	.3	.3	.2
Health	-	-	-	-	-	6.9	7.5	7.9	8.1	7.4	7.2	6.8	6.6	6.6	6.9	6.9
Short-term disability ³	-	-	-	-	-	.4	.4	.4	.4	.3	.3	.3	.3	.3	.3	.3
Long-term disability	-	-	-	-	-	-	-	-	-	-	.1	.1	.1	.1	.1	.1
Retirement and savings	4.3	4.1	3.7	3.3	3.5	3.6	3.6	3.8	4.1	4.0	3.7	3.9	3.7	3.7	3.5	3.4
Pensions	-	3.5	3.1	2.6	2.7	2.7	2.8	3.0	3.3	-	-	-	-	-	-	-
Savings and thrift	-	.5	.6	.7	.8	.8	.8	.8	.8	-	-	-	-	-	-	-
Defined benefit	-	-	-	-	-	-	-	-	-	-	2.3	2.2	2.0	2.0	1.7	1.6
Defined contribution	-	-	-	-	-	-	-	-	-	-	1.5	1.7	1.7	1.7	1.8	1.9
Legally required benefits	8.9	9.0	9.5	9.3	9.7	9.7	9.7	9.8	10.0	10.0	9.8	9.7	9.4	9.2	8.9	8.8
Social Security ⁴	5.5	5.6	5.8	5.8	5.9	5.9	5.8	5.8	5.8	5.8	5.8	5.8	5.8	5.9	5.9	5.9
OASDI	-	-	-	-	-	-	-	-	-	-	4.6	4.7	4.7	4.7	4.8	4.7
Medicare	-	-	-	-	-	-	-	-	-	-	1.1	1.1	1.1	1.1	1.1	1.1
Federal unemployment insurance .....	.2	.2	.2	.2	.2	.2	.2	.1	.1	.1	.1	.1	.1	.1	.1	.1
State unemployment insurance	1.2	1.1	1.1	.9	.8	.6	.7	.8	.8	.7	.7	.7	.6	.6	.5	.5
Workers' compensation	1.9	2.0	2.3	2.4	2.8	2.9	3.0	3.1	3.2	3.2	3.2	3.1	2.8	2.7	2.4	2.3
Other benefits ⁵ .....	.2	.2	.3	.3	.2	.2	.3	.6	.5	.4	.3	.3	.3	.3	.3	.2

¹ Includes mining, construction, and manufacturing.

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

³ Short-term disability includes all insured, self-insured, and state-mandated plans that provide benefits for each disability, including unfunded plans.

⁴ The total employer's cost for Social Security is comprised of an OASDI portion and

a Medicare portion. OASDI is the acronym for Old-Age, Survivors, and Disability Insurance.

⁵ Includes severance pay and supplemental unemployment benefits.

- Data not available.

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

Table 3. Private industry workers, by occupational and industry group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 1986-2001 -- Continued

Service-producing industries¹

Compensation component	Cost per hour worked by year															
	1986	1987	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation	\$12.25	\$12.41	\$12.72	\$13.12	\$13.97	\$14.31	\$14.99	\$15.51	\$15.82	\$15.88	\$16.28	\$16.73	\$17.31	\$17.82	\$18.72	\$19.74
Wages and salaries	9.13	9.29	9.45	9.78	10.34	10.58	11.02	11.34	11.56	11.67	12.01	12.44	12.88	13.26	13.95	14.68
Total benefits	3.11	3.12	3.27	3.35	3.63	3.72	3.97	4.17	4.26	4.20	4.27	4.29	4.42	4.55	4.77	5.06
Paid leave .....	.86	.87	.91	.92	.96	.97	1.01	1.01	1.02	1.00	1.02	1.04	1.07	1.11	1.20	1.30
Vacation .....	.42	.43	.44	.45	.47	.47	.48	.48	.48	.47	.49	.50	.52	.54	.59	.64
Holiday .....	.29	.28	.29	.30	.31	.32	.33	.34	.34	.33	.34	.35	.36	.37	.40	.44
Sick .....	.12	.12	.13	.13	.14	.14	.15	.15	.15	.14	.15	.14	.14	.15	.16	.18
Other .....	.03	.04	.04	.04	.05	.05	.05	.05	.05	.05	.05	.05	.05	.05	.05	.05
Supplemental pay .....	.21	.23	.24	.23	.28	.26	.30	.34	.36	.37	.38	.42	.47	.46	.47	.48
Premium ² .....	.10	.09	.10	.09	.10	.11	.12	.12	.12	.12	.13	.13	.14	.14	.15	.15
Shift differential .....	.03	.02	.03	.03	.04	.04	.04	.04	.05	.05	.05	.04	.04	.04	.04	.05
Nonproduction bonuses .....	.08	.11	.11	.10	.14	.11	.14	.18	.19	.20	.20	.25	.29	.28	.29	.29
Insurance .....	.62	.60	.64	.68	.79	.86	.95	1.01	1.03	.98	.97	.92	.94	.97	1.02	1.11
Life	-	-	-	-	-	.04	.04	.04	.04	.04	.04	.04	.04	.04	.04	.04
Health	-	-	-	-	-	.79	.87	.93	.95	.90	.88	.83	.85	.88	.92	1.01
Short-term disability ³	-	-	-	-	-	.03	.04	.04	.04	.04	.03	.03	.03	.03	.03	.03
Long-term disability	-	-	-	-	-	-	-	-	-	-	.02	.02	.02	.02	.03	.03
Retirement and savings .....	.43	.41	.39	.36	.39	.36	.38	.39	.41	.41	.47	.45	.46	.49	.51	.55
Pensions	-	.36	.33	.30	.31	.29	.30	.31	.32	-	-	-	-	-	-	-
Savings and thrift	-	.05	.06	.06	.07	.07	.08	.08	.09	-	-	-	-	-	-	-
Defined benefit	-	-	-	-	-	-	-	-	-	-	.24	.19	.18	.19	.18	.16
Defined contribution	-	-	-	-	-	-	-	-	-	-	.23	.26	.28	.30	.34	.39
Legally required benefits .....	.99	1.01	1.08	1.14	1.21	1.26	1.33	1.40	1.44	1.43	1.44	1.46	1.48	1.51	1.54	1.60
Social Security ⁴ .....	.68	.69	.75	.77	.84	.86	.90	.93	.95	.96	.99	1.03	1.07	1.10	1.15	1.21
OASDI	-	-	-	-	-	-	-	-	-	-	.79	.82	.86	.89	.92	.97
Medicare	-	-	-	-	-	-	-	-	-	-	.20	.20	.21	.22	.23	.24
Federal unemployment insurance ..	.03	.03	.03	.03	.03	.03	.03	.03	.03	.03	.03	.03	.03	.03	.03	.03
State unemployment insurance .....	.10	.10	.09	.09	.08	.08	.09	.10	.11	.11	.11	.11	.10	.09	.09	.09
Workers' compensation .....	.15	.16	.18	.21	.23	.25	.28	.31	.32	.30	.31	.30	.28	.28	.27	.27
Other benefits ⁶	(⁵)	(⁵)	(⁵)	(⁵)	(⁵)	(⁵)	(⁵)	(⁵)	.02	(⁵)	(⁵)	(⁵)	(⁵)	.02	(⁵)	(⁵)
	Percent of total compensation by year															
	1986	1987	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Wages and salaries	74.6	74.8	74.3	74.5	74.0	74.0	73.5	73.1	73.1	73.5	73.7	74.3	74.4	74.4	74.5	74.4
Total benefits	25.4	25.2	25.7	25.5	26.0	26.0	26.5	26.9	26.9	26.5	26.3	25.7	25.5	25.5	25.5	25.6
Paid leave	7.0	7.0	7.1	7.0	6.9	6.8	6.7	6.5	6.4	6.3	6.2	6.2	6.2	6.2	6.4	6.6
Vacation	3.4	3.4	3.5	3.4	3.3	3.3	3.2	3.1	3.1	3.0	3.0	3.0	3.0	3.0	3.2	3.2
Holiday	2.3	2.2	2.3	2.3	2.2	2.2	2.2	2.2	2.2	2.1	2.1	2.1	2.1	2.1	2.1	2.2
Sick	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0	.9	.9	.9	.8	.8	.8	.9	.9
Other .....	.3	.3	.3	.3	.3	.3	.3	.3	.3	.3	.3	.3	.3	.3	.3	.3
Supplemental pay	1.7	1.8	1.9	1.8	2.0	1.8	2.0	2.2	2.2	2.3	2.3	2.5	2.7	2.6	2.5	2.4
Premium ² .....	.8	.7	.8	.7	.7	.8	.8	.8	.7	.7	.8	.8	.8	.8	.8	.8
Shift differential .....	.2	.2	.2	.3	.3	.3	.3	.3	.3	.3	.3	.2	.2	.2	.2	.3
Nonproduction bonuses .....	.7	.9	.9	.8	1.0	.8	.9	1.2	1.2	1.3	1.2	1.5	1.7	1.6	1.5	1.5
Insurance	5.1	4.8	5.0	5.2	5.6	6.0	6.3	6.5	6.5	6.2	5.9	5.5	5.4	5.4	5.4	5.6
Life	-	-	-	-	-	.3	.3	.3	.2	.2	.2	.2	.2	.2	.2	.2
Health	-	-	-	-	-	5.5	5.8	6.0	6.0	5.7	5.4	4.9	4.9	4.9	4.9	5.1
Short-term disability ³	-	-	-	-	-	.2	.2	.3	.2	.2	.2	.2	.2	.2	.2	.2
Long-term disability	-	-	-	-	-	-	-	-	-	-	.1	.1	.1	.1	.2	.2
Retirement and savings	3.5	3.3	3.0	2.7	2.8	2.5	2.5	2.5	2.6	2.6	2.9	2.7	2.7	2.7	2.7	2.8
Pensions	-	2.9	2.6	2.3	2.2	2.0	2.0	2.0	2.0	-	-	-	-	-	-	-
Savings and thrift	-	.4	.4	.5	.5	.5	.5	.5	.6	-	-	-	-	-	-	-
Defined benefit	-	-	-	-	-	-	-	-	-	-	1.5	1.1	1.0	1.1	1.0	.8
Defined contribution	-	-	-	-	-	-	-	-	-	-	1.4	1.6	1.6	1.7	1.8	2.0
Legally required benefits	8.1	8.1	8.5	8.7	8.7	8.8	8.9	9.0	9.1	9.0	8.8	8.7	8.5	8.5	8.2	8.1
Social Security ⁴	5.6	5.6	5.9	5.9	6.0	6.0	6.0	6.0	6.0	6.1	6.1	6.1	6.2	6.2	6.1	6.1
OASDI	-	-	-	-	-	-	-	-	-	-	4.9	4.9	5.0	5.0	4.9	4.9
Medicare	-	-	-	-	-	-	-	-	-	-	1.2	1.2	1.2	1.2	1.2	1.2
Federal unemployment insurance ..	.2	.3	.3	.2	.2	.2	.2	.2	.2	.2	.2	.2	.2	.2	.2	.2
State unemployment insurance .....	.8	.8	.7	.7	.6	.6	.6	.7	.7	.7	.6	.6	.6	.5	.5	.5
Workers' compensation	1.2	1.3	1.5	1.6	1.7	1.8	1.9	2.0	2.0	1.9	1.9	1.8	1.6	1.6	1.4	1.4
Other benefits ⁶	(⁷)	(⁷)	(⁷)	(⁷)	(⁷)	(⁷)	(⁷)	(⁷)	.1	(⁷)	(⁷)	(⁷)	(⁷)	.1	(⁷)	(⁷)

¹ Includes transportation, communication, and public utilities; wholesale and retail trade; finance, insurance, and real estate; and service industries.

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

³ Short-term disability includes all insured, self-insured, and state-mandated plans that provide benefits for each disability, including unfunded plans.

⁴ The total employer's cost for Social Security is comprised of an OASDI portion and a Medicare portion. OASDI is the acronym for Old-Age, Survivors, and Disability

Insurance.

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

⁶ Includes severance pay and supplemental unemployment benefits.

⁷ Less than .05 percent.

- Data not available.

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

Table 3. Private industry workers, by occupational and industry group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 1986-2001 -- Continued

Manufacturing industries

Compensation component	Cost per hour worked by year															
	1986	1987	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation	\$15.30	\$15.51	\$16.26	\$17.16	\$17.33	\$18.22	\$19.20	\$20.09	\$20.72	\$20.47	\$20.99	\$21.84	\$22.29	\$22.77	\$23.41	\$24.30
Wages and salaries	10.60	10.77	11.18	11.71	11.86	12.40	12.93	13.35	13.69	13.72	14.13	14.79	15.22	15.66	16.01	16.66
Total benefits	4.69	4.73	5.07	5.45	5.47	5.81	6.26	6.74	7.03	6.74	6.86	7.05	7.07	7.11	7.40	7.64
Paid leave	1.21	1.21	1.25	1.33	1.31	1.38	1.47	1.52	1.55	1.54	1.60	1.66	1.68	1.73	1.74	1.85
Vacation .....	.61	.61	.63	.68	.67	.71	.75	.78	.79	.80	.83	.85	.86	.89	.86	.92
Holiday .....	.45	.45	.47	.49	.48	.50	.54	.56	.57	.57	.58	.61	.62	.64	.65	.68
Sick .....	.11	.11	.11	.12	.12	.12	.12	.13	.13	.12	.12	.12	.13	.13	.13	.15
Other .....	.04	.04	.04	.04	.05	.05	.06	.06	.06	.05	.06	.07	.07	.07	.10	.10
Supplemental pay .....	.50	.52	.58	.65	.65	.67	.67	.71	.72	.80	.88	.88	.91	.89	1.04	1.09
Premium ¹ .....	.32	.34	.36	.40	.34	.36	.37	.39	.40	.40	.42	.45	.48	.50	.58	.58
Shift differential .....	.08	.08	.09	.10	.09	.09	.10	.10	.10	.09	.09	.09	.09	.10	.10	.11
Nonproduction bonuses .....	.10	.10	.13	.15	.22	.21	.20	.23	.22	.30	.37	.33	.34	.29	.36	.41
Insurance	1.05	1.06	1.20	1.40	1.37	1.51	1.70	1.86	1.96	1.72	1.72	1.70	1.70	1.74	1.85	1.93
Life	-	-	-	-	-	.07	.07	.08	.08	.06	.06	.07	.06	.06	.06	.07
Health	-	-	-	-	-	1.37	1.55	1.69	1.79	1.58	1.56	1.55	1.54	1.58	1.69	1.75
Short-term disability ²	-	-	-	-	-	.07	.08	.09	.09	.07	.07	.07	.07	.07	.07	.08
Long-term disability	-	-	-	-	-	-	-	-	-	-	.02	.02	.02	.03	.03	.04
Retirement and savings .....	.61	.58	.57	.54	.56	.60	.65	.72	.81	.75	.71	.79	.76	.75	.75	.75
Pensions	-	.49	.46	.41	.42	.44	.49	.55	.63	-	-	-	-	-	-	-
Savings and thrift	-	.09	.11	.13	.14	.16	.16	.17	.17	-	-	-	-	-	-	-
Defined benefit	-	-	-	-	-	-	-	-	-	-	.42	.44	.40	.38	.34	.29
Defined contribution	-	-	-	-	-	-	-	-	-	-	.29	.35	.36	.38	.41	.46
Legally required benefits	1.28	1.31	1.43	1.48	1.54	1.62	1.71	1.79	1.87	1.86	1.86	1.94	1.93	1.93	1.92	1.95
Social Security ³ .....	.85	.87	.95	1.00	1.02	1.08	1.13	1.16	1.20	1.21	1.22	1.27	1.30	1.34	1.38	1.42
OASDI	-	-	-	-	-	-	-	-	-	-	.98	1.03	1.05	1.08	1.11	1.15
Medicare	-	-	-	-	-	-	-	-	-	-	.24	.25	.25	.26	.27	.28
Federal unemployment insurance .....	.03	.03	.03	.03	.03	.03	.03	.03	.03	.03	.03	.03	.03	.03	.03	.03
State unemployment insurance .....	.18	.17	.18	.15	.12	.11	.12	.14	.16	.14	.13	.13	.12	.11	.11	.10
Workers' compensation .....	.22	.23	.26	.29	.36	.39	.42	.44	.48	.48	.48	.51	.48	.44	.40	.40
Other benefits ⁴ .....	.04	.04	.05	.05	.04	.04	.06	.14	.12	.09	.08	.08	.08	.08	.09	.07
	Percent of total compensation by year															
	1986	1987	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Wages and salaries	69.3	69.5	68.8	68.2	68.4	68.1	67.4	66.4	66.1	67.0	67.3	67.7	68.3	68.8	68.4	68.6
Total benefits	30.7	30.5	31.2	31.8	31.6	31.9	32.6	33.6	33.9	33.0	32.7	32.3	31.7	31.2	31.6	31.4
Paid leave	7.9	7.8	7.7	7.7	7.6	7.6	7.7	7.6	7.5	7.5	7.6	7.6	7.5	7.6	7.4	7.6
Vacation	4.0	4.0	3.9	3.9	3.9	3.9	3.9	3.9	3.8	3.9	4.0	3.9	3.9	3.9	3.7	3.8
Holiday	3.0	2.9	2.9	2.8	2.7	2.8	2.8	2.8	2.7	2.8	2.8	2.8	2.8	2.8	2.8	2.8
Sick .....	.7	.7	.7	.7	.7	.7	.6	.6	.6	.6	.6	.6	.6	.6	.6	.6
Other .....	.2	.2	.2	.3	.3	.3	.3	.3	.3	.2	.3	.3	.3	.3	.4	.4
Supplemental pay	3.3	3.4	3.5	3.8	3.7	3.7	3.5	3.5	3.5	3.9	4.2	4.0	4.1	3.9	4.4	4.5
Premium ¹	2.1	2.2	2.2	2.3	2.0	2.0	1.9	1.9	1.9	2.0	2.0	2.1	2.2	2.2	2.5	2.4
Shift differential .....	.5	.5	.5	.6	.5	.5	.5	.5	.5	.4	.4	.4	.4	.4	.4	.5
Nonproduction bonuses .....	.7	.7	.8	.9	1.3	1.2	1.1	1.1	1.1	1.5	1.8	1.5	1.5	1.3	1.5	1.7
Insurance	6.8	6.8	7.4	8.1	7.9	8.3	8.9	9.3	9.5	8.4	8.2	7.8	7.6	7.6	7.9	7.9
Life	-	-	-	-	-	.4	.4	.4	.4	.3	.3	.3	.3	.3	.3	.3
Health	-	-	-	-	-	7.5	8.1	8.4	8.6	7.7	7.5	7.1	6.9	6.9	7.2	7.2
Short-term disability ²	-	-	-	-	-	.4	.4	.4	.4	.4	.3	.3	.3	.3	.3	.3
Long-term disability	-	-	-	-	-	-	-	-	-	-	.1	.1	.1	.1	.1	.2
Retirement and savings	4.0	3.8	3.5	3.2	3.3	3.3	3.4	3.6	3.9	3.7	3.4	3.6	3.4	3.3	3.2	3.1
Pensions	-	3.2	2.8	2.4	2.4	2.4	2.6	2.7	3.1	-	-	-	-	-	-	-
Savings and thrift	-	.6	.7	.8	.8	.9	.8	.9	.8	-	-	-	-	-	-	-
Defined benefit	-	-	-	-	-	-	-	-	-	-	2.0	2.0	1.8	1.7	1.5	1.2
Defined contribution	-	-	-	-	-	-	-	-	-	-	1.4	1.6	1.6	1.7	1.8	1.9
Legally required benefits	8.4	8.5	8.8	8.6	8.9	8.9	8.9	8.9	9.0	9.1	8.9	8.9	8.7	8.5	8.2	8.0
Social Security ³	5.6	5.6	5.9	5.9	5.9	5.9	5.9	5.8	5.8	5.9	5.8	5.8	5.8	5.9	5.9	5.8
OASDI	-	-	-	-	-	-	-	-	-	-	4.7	4.7	4.7	4.7	4.7	4.7
Medicare	-	-	-	-	-	-	-	-	-	-	1.1	1.1	1.1	1.1	1.2	1.2
Federal unemployment insurance .....	.2	.2	.2	.2	.2	.2	.2	.1	.1	.1	.1	.1	.1	.1	.1	.1
State unemployment insurance	1.2	1.1	1.1	.9	.7	.6	.6	.7	.8	.7	.6	.6	.5	.5	.5	.4
Workers' compensation	1.4	1.5	1.6	1.7	2.1	2.2	2.2	2.2	2.3	2.3	2.3	2.4	2.2	1.9	1.7	1.6
Other benefits ⁴ .....	.3	.3	.3	.3	.2	.2	.3	.7	.6	.4	.4	.4	.4	.4	.4	.3

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

² Short-term disability includes all insured, self-insured, and state-mandated plans that provide benefits for each disability, including unfunded plans.

³ The total employer's cost for Social Security is comprised of an OASDI portion and a Medicare portion. OASDI is the acronym for Old-Age, Survivors, and Disability

Insurance.

⁴ Includes severance pay and supplemental unemployment benefits. - Data not available.

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

Table 3. Private industry workers, by occupational and industry group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 1986-2001 -- Continued

Nonmanufacturing industries¹

Compensation component	Cost per hour worked by year															
	1986	1987	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation	\$12.62	\$12.80	\$13.08	\$13.46	\$14.32	\$14.67	\$15.34	\$15.85	\$16.19	\$16.29	\$16.69	\$17.10	\$17.66	\$18.20	\$19.12	\$20.12
Wages and salaries	9.38	9.55	9.69	10.00	10.56	10.81	11.23	11.54	11.76	11.89	12.23	12.64	13.09	13.49	14.18	14.89
Total benefits	3.24	3.26	3.39	3.46	3.76	3.86	4.11	4.31	4.43	4.39	4.46	4.46	4.57	4.71	4.94	5.23
Paid leave .....	.84	.85	.89	.91	.95	.96	1.00	1.00	1.00	.98	1.00	1.02	1.05	1.09	1.18	1.28
Vacation .....	.41	.42	.44	.45	.47	.47	.48	.48	.48	.47	.49	.50	.51	.53	.58	.63
Holiday .....	.28	.27	.29	.30	.31	.31	.32	.33	.33	.33	.33	.34	.35	.37	.40	.43
Sick .....	.11	.12	.12	.13	.13	.13	.14	.14	.14	.14	.14	.14	.14	.14	.15	.17
Other .....	.03	.03	.04	.04	.04	.04	.05	.05	.05	.04	.05	.04	.05	.04	.05	.05
Supplemental pay .....	.24	.25	.26	.25	.29	.28	.31	.35	.38	.39	.40	.43	.48	.48	.51	.52
Premium ² .....	.11	.11	.11	.11	.12	.13	.13	.14	.14	.14	.15	.15	.16	.17	.17	.17
Shift differential .....	.03	.02	.03	.03	.03	.04	.04	.04	.04	.05	.05	.04	.04	.04	.04	.04
Nonproduction bonuses .....	.10	.12	.11	.11	.14	.11	.14	.18	.19	.21	.21	.24	.28	.28	.30	.31
Insurance .....	.64	.62	.66	.70	.80	.88	.96	1.03	1.06	1.02	1.00	.95	.97	1.01	1.06	1.15
Life	-	-	-	-	-	.04	.04	.04	.04	.04	.04	.04	.04	.04	.04	.04
Health	-	-	-	-	-	.80	.88	.95	.98	.94	.92	.86	.88	.91	.96	1.05
Short-term disability ³	-	-	-	-	-	.03	.04	.04	.04	.04	.03	.03	.03	.03	.03	.03
Long-term disability	-	-	-	-	-	-	-	-	-	-	.02	.02	.02	.02	.03	.03
Retirement and savings .....	.46	.45	.42	.39	.42	.40	.41	.43	.45	.46	.51	.49	.50	.53	.56	.59
Pensions	-	.40	.36	.32	.34	.32	.33	.34	.35	-	-	-	-	-	-	-
Savings and thrift	-	.05	.06	.07	.08	.08	.08	.09	.09	-	-	-	-	-	-	-
Defined benefit	-	-	-	-	-	-	-	-	-	-	.27	.22	.21	.22	.21	.20
Defined contribution	-	-	-	-	-	-	-	-	-	-	.24	.27	.29	.31	.35	.39
Legally required benefits	1.05	1.08	1.16	1.21	1.29	1.34	1.41	1.49	1.53	1.53	1.53	1.55	1.56	1.59	1.62	1.68
Social Security ⁴ .....	.70	.71	.76	.79	.86	.88	.92	.95	.97	.98	1.01	1.04	1.08	1.12	1.17	1.23
OASDI	-	-	-	-	-	-	-	-	-	-	.81	.83	.87	.90	.94	.99
Medicare	-	-	-	-	-	-	-	-	-	-	.20	.21	.21	.22	.23	.24
Federal unemployment insurance ..	.03	.03	.03	.03	.03	.03	.03	.03	.03	.03	.03	.03	.03	.03	.03	.03
State unemployment insurance .....	.11	.10	.10	.10	.09	.09	.09	.11	.12	.12	.11	.11	.11	.10	.10	.09
Workers' compensation .....	.19	.20	.23	.26	.29	.31	.34	.38	.39	.37	.38	.36	.33	.34	.32	.32
Other benefits ⁶	(⁵)	(⁵)	(⁵)	(⁵)	(⁵)	(⁵)	(⁵)	.02	.02	.02	(⁵)	(⁵)	(⁵)	.02	(⁵)	(⁵)
	Percent of total compensation by year															
	1986	1987	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Wages and salaries	74.3	74.6	74.1	74.3	73.7	73.7	73.2	72.8	72.6	73.0	73.3	73.9	74.1	74.1	74.2	74.0
Total benefits	25.7	25.4	25.9	25.7	26.3	26.3	26.8	27.2	27.4	27.0	26.7	26.1	25.9	25.9	25.8	26.0
Paid leave	6.6	6.6	6.8	6.8	6.6	6.6	6.5	6.3	6.2	6.0	6.0	6.0	5.9	6.0	6.2	6.4
Vacation	3.3	3.3	3.4	3.3	3.3	3.2	3.1	3.0	3.0	2.9	2.9	2.9	2.9	2.9	3.0	3.1
Holiday	2.2	2.1	2.2	2.2	2.2	2.1	2.1	2.1	2.1	2.0	2.0	2.0	2.0	2.0	2.1	2.1
Sick .....	.9	.9	.9	.9	.9	.9	.9	.9	.9	.8	.8	.8	.8	.8	.8	.8
Other .....	.2	.3	.3	.3	.3	.3	.3	.3	.3	.3	.3	.3	.3	.2	.3	.2
Supplemental pay	1.9	2.0	2.0	1.8	2.0	1.9	2.0	2.2	2.3	2.4	2.4	2.5	2.7	2.6	2.7	2.6
Premium ² .....	.9	.8	.9	.8	.8	.9	.9	.9	.8	.8	.9	.9	.9	.9	.9	.8
Shift differential .....	.2	.2	.2	.2	.2	.3	.3	.3	.3	.3	.3	.2	.2	.2	.2	.2
Nonproduction bonuses .....	.8	1.0	.9	.8	1.0	.8	.9	1.1	1.2	1.3	1.3	1.4	1.6	1.5	1.6	1.5
Insurance	5.0	4.8	5.0	5.2	5.6	6.0	6.3	6.5	6.5	6.2	6.0	5.6	5.5	5.5	5.5	5.7
Life	-	-	-	-	-	.3	.3	.3	.2	.2	.2	.2	.2	.2	.2	.2
Health	-	-	-	-	-	5.5	5.8	6.0	6.0	5.8	5.5	5.0	5.0	5.0	5.0	5.2
Short-term disability ³	-	-	-	-	-	.2	.2	.3	.2	.2	.2	.2	.2	.2	.2	.1
Long-term disability	-	-	-	-	-	-	-	-	-	-	.1	.1	.1	.1	.2	.1
Retirement and savings	3.7	3.5	3.2	2.9	2.9	2.7	2.7	2.7	2.8	2.8	3.0	2.9	2.8	2.9	2.9	2.9
Pensions	-	3.1	2.7	2.4	2.4	2.2	2.2	2.1	2.2	-	-	-	-	-	-	-
Savings and thrift	-	.4	.4	.5	.5	.5	.5	.5	.6	-	-	-	-	-	-	-
Defined benefit	-	-	-	-	-	-	-	-	-	-	1.6	1.3	1.2	1.2	1.1	1.0
Defined contribution	-	-	-	-	-	-	-	-	-	-	1.4	1.6	1.6	1.7	1.8	1.9
Legally required benefits	8.4	8.4	8.9	9.0	9.0	9.1	9.2	9.4	9.5	9.4	9.2	9.1	8.8	8.7	8.5	8.3
Social Security ⁴	5.6	5.6	5.8	5.9	6.0	6.0	6.0	6.0	6.0	6.0	6.0	6.1	6.1	6.2	6.1	6.1
OASDI	-	-	-	-	-	-	-	-	-	-	4.8	4.9	4.9	4.9	4.9	4.9
Medicare	-	-	-	-	-	-	-	-	-	-	1.2	1.2	1.2	1.2	1.2	1.2
Federal unemployment insurance ..	.2	.2	.3	.2	.2	.2	.2	.2	.2	.2	.2	.2	.2	.2	.2	.1
State unemployment insurance .....	.9	.8	.8	.7	.6	.6	.6	.7	.7	.7	.7	.7	.6	.5	.5	.4
Workers' compensation	1.5	1.6	1.8	1.9	2.0	2.1	2.2	2.4	2.4	2.3	2.3	2.1	1.9	1.9	1.7	1.6
Other benefits ⁶	(⁷)	(⁷)	(⁷)	(⁷)	(⁷)	(⁷)	(⁷)	.1	.1	.1	(⁷)	(⁷)	(⁷)	.1	(⁷)	(⁷)

¹ Includes all industries except manufacturing.

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

³ Short-term disability includes all insured, self-insured, and state-mandated plans that provide benefits for each disability, including unfunded plans.

⁴ The total employer's cost for Social Security is comprised of an OASDI portion and a Medicare portion. OASDI is the acronym for Old-Age, Survivors, and Disability

Insurance.

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

⁶ Includes severance pay and supplemental unemployment benefits.

⁷ Less than .05 percent.

- Data not available.

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

Table 4. Private industry workers, by major geographic region: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 1988-2001

Northeast

Compensation component	Cost per hour worked by year													
	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation	\$15.50	\$16.18	\$17.02	\$17.56	\$18.84	\$19.44	\$20.03	\$20.09	\$20.57	\$20.27	\$20.38	\$20.94	\$22.67	\$23.91
Wages and salaries	11.19	11.69	12.27	12.65	13.41	13.78	14.13	14.25	14.58	14.52	14.70	15.08	16.37	17.22
Total benefits	4.31	4.48	4.75	4.91	5.43	5.66	5.90	5.84	5.98	5.75	5.68	5.86	6.30	6.69
Paid leave	1.18	1.26	1.28	1.31	1.42	1.40	1.43	1.40	1.45	1.43	1.40	1.44	1.64	1.73
Vacation .....	.57	.59	.60	.61	.67	.66	.68	.67	.69	.68	.67	.69	.81	.86
Holiday .....	.40	.42	.42	.44	.47	.48	.49	.48	.49	.49	.49	.50	.55	.58
Sick .....	.16	.18	.18	.19	.21	.20	.19	.19	.20	.19	.19	.19	.20	.22
Other .....	.06	.07	.07	.07	.08	.07	.07	.07	.07	.06	.06	.06	.07	.07
Supplemental pay .....	.38	.38	.39	.39	.43	.50	.53	.57	.61	.53	.58	.63	.71	.78
Premium ¹ .....	.17	.18	.17	.18	.18	.18	.19	.18	.19	.20	.20	.21	.19	.21
Shift differential .....	.05	.06	.06	.06	.07	.06	.06	.06	.06	.05	.05	.05	.05	.06
Nonproduction bonuses .....	.16	.14	.16	.15	.18	.26	.28	.33	.36	.28	.33	.38	.46	.52
Insurance .....	.86	.98	1.07	1.18	1.36	1.42	1.48	1.39	1.42	1.30	1.28	1.33	1.40	1.50
Life	-	-	-	.05	.06	.06	.06	.05	.05	.05	.05	.05	.05	.05
Health	-	-	-	1.08	1.25	1.31	1.37	1.29	1.28	1.17	1.15	1.19	1.27	1.37
Short-term disability ²	-	-	-	.04	.05	.05	.05	.05	.06	.05	.06	.05	.05	.05
Long-term disability	-	-	-	-	-	-	-	-	.02	.02	.02	.03	.03	.03
Retirement and savings .....	.55	.49	.54	.50	.55	.58	.61	.62	.63	.63	.60	.63	.67	.74
Pensions .....	.46	.40	.45	.41	.46	.48	.49	-	-	-	-	-	-	-
Savings and thrift .....	.08	.09	.10	.09	.09	.11	.12	-	-	-	-	-	-	-
Defined benefit	-	-	-	-	-	-	-	-	.30	.29	.24	.26	.25	.24
Defined contribution	-	-	-	-	-	-	-	-	.33	.34	.35	.37	.42	.50
Legally required benefits	1.33	1.36	1.45	1.52	1.65	1.73	1.83	1.82	1.85	1.84	1.80	1.81	1.85	1.90
Social Security ³ .....	.88	.93	1.00	1.04	1.09	1.12	1.16	1.17	1.20	1.20	1.21	1.25	1.32	1.41
OASDI	-	-	-	-	-	-	-	-	.96	.96	.97	1.00	1.05	1.13
Medicare	-	-	-	-	-	-	-	-	.24	.24	.24	.25	.27	.28
Federal unemployment insurance ..	.04	.03	.03	.03	.03	.03	.03	.03	.03	.03	.03	.03	.03	.03
State unemployment insurance .....	.13	.12	.10	.11	.12	.16	.18	.18	.18	.18	.17	.16	.16	.14
Workers' compensation .....	.24	.25	.28	.31	.36	.39	.42	.41	.44	.42	.38	.37	.34	.32
Other benefits ⁵ .....	.02	.02	(⁴)	.02	.02	.03	.03	.03	.03	.03	.03	.03	.03	.03
	Percent of total compensation by year													
	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Wages and salaries	72.2	72.3	72.1	72.1	71.2	70.9	70.5	70.9	70.9	71.6	72.1	72.0	72.2	72.0
Total benefits	27.8	27.7	27.9	27.9	28.8	29.1	29.5	29.1	29.1	28.4	27.9	28.0	27.8	28.0
Paid leave	7.6	7.8	7.5	7.4	7.6	7.2	7.1	7.0	7.1	7.1	6.9	6.9	7.2	7.2
Vacation	3.6	3.7	3.5	3.5	3.5	3.4	3.4	3.3	3.3	3.4	3.3	3.3	3.6	3.6
Holiday	2.6	2.6	2.5	2.5	2.5	2.5	2.4	2.4	2.4	2.4	2.4	2.4	2.4	2.4
Sick	1.0	1.1	1.1	1.1	1.1	1.0	.9	.9	1.0	.9	.9	.9	.9	.9
Other .....	.4	.4	.4	.4	.4	.4	.4	.4	.4	.3	.3	.3	.3	.3
Supplemental pay	2.4	2.3	2.3	2.2	2.3	2.6	2.6	2.8	3.0	2.6	2.8	3.0	3.1	3.3
Premium ¹	1.1	1.1	1.0	1.0	1.0	.9	.9	.9	.9	1.0	1.0	1.0	.8	.9
Shift differential .....	.3	.4	.4	.4	.4	.3	.3	.3	.3	.3	.2	.2	.2	.3
Nonproduction bonuses	1.0	.8	.9	.8	1.0	1.3	1.4	1.6	1.7	1.4	1.6	1.8	2.0	2.2
Insurance	5.5	6.1	6.3	6.7	7.2	7.3	7.4	6.9	6.9	6.4	6.3	6.4	6.2	6.3
Life	-	-	-	.3	.3	.3	.3	.3	.3	.3	.2	.2	.2	.2
Health	-	-	-	6.2	6.6	6.7	6.9	6.4	6.2	5.8	5.6	5.7	5.6	5.7
Short-term disability ²	-	-	-	.2	.3	.3	.3	.2	.3	.3	.3	.2	.2	.2
Long-term disability	-	-	-	-	-	-	-	-	.1	.1	.1	.1	.1	.1
Retirement and savings	3.5	3.0	3.2	2.8	2.9	3.0	3.0	3.1	3.1	3.1	2.9	3.0	3.0	3.1
Pensions	3.0	2.5	2.6	2.3	2.4	2.4	2.5	-	-	-	-	-	-	-
Savings and thrift .....	.5	.5	.6	.5	.5	.6	.6	-	-	-	-	-	-	-
Defined benefit	-	-	-	-	-	-	-	-	1.5	1.4	1.2	1.2	1.1	1.0
Defined contribution	-	-	-	-	-	-	-	-	1.6	1.7	1.7	1.8	1.9	2.1
Legally required benefits	8.6	8.4	8.5	8.7	8.8	8.9	9.1	9.1	9.0	9.1	8.8	8.6	8.2	7.9
Social Security ³	5.7	5.8	5.9	5.9	5.8	5.8	5.8	5.8	5.8	5.9	5.9	6.0	5.8	5.9
OASDI	-	-	-	-	-	-	-	-	4.7	4.7	4.8	4.8	4.6	4.7
Medicare	-	-	-	-	-	-	-	-	1.2	1.2	1.2	1.2	1.2	1.2
Federal unemployment insurance ..	.3	.2	.2	.2	.2	.2	.2	.2	.2	.2	.1	.1	.1	.1
State unemployment insurance .....	.8	.7	.6	.6	.6	.8	.9	.9	.9	.9	.8	.8	.7	.6
Workers' compensation	1.5	1.5	1.7	1.8	1.9	2.0	2.1	2.0	2.1	2.1	1.9	1.8	1.5	1.3
Other benefits ⁵ .....	.1	.1	(⁶)	.1	.1	.1	.1	.1	.1	.1	.1	.1	.1	.1

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

² Short-term disability includes all insured, self-insured, and state-mandated plans that provide benefits for each disability, including unfunded plans.

³ The total employer's cost for Social Security is comprised of an OASDI portion and a Medicare portion. OASDI is the acronym for Old-Age, Survivors, and Disability Insurance.

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

⁵ Includes severance pay and supplemental unemployment benefits.

⁶ Less than .05 percent.

- Data not available.

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

Table 4. Private industry workers, by major geographic region: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 1988-2001 -- Continued

South

Compensation component	Cost per hour worked by year													
	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation	\$12.23	\$12.53	\$13.22	\$13.68	\$14.52	\$14.81	\$15.05	\$15.31	\$15.62	\$15.79	\$16.45	\$16.97	\$17.81	\$18.59
Wages and salaries	9.06	9.24	9.73	10.03	10.58	10.74	10.85	11.04	11.36	11.61	12.14	12.55	13.09	13.71
Total benefits	3.17	3.29	3.49	3.65	3.94	4.07	4.20	4.27	4.26	4.18	4.31	4.42	4.72	4.89
Paid leave .....	.80	.82	.85	.87	.94	.94	.94	.93	.93	.92	.97	1.01	1.08	1.17
Vacation .....	.40	.41	.43	.44	.47	.47	.46	.46	.47	.47	.49	.51	.54	.58
Holiday .....	.27	.28	.29	.29	.31	.32	.32	.31	.32	.31	.33	.34	.37	.40
Sick .....	.10	.10	.10	.10	.11	.11	.12	.11	.11	.11	.12	.12	.13	.14
Other .....	.03	.03	.04	.04	.04	.04	.04	.04	.04	.04	.04	.04	.05	.05
Supplemental pay .....	.27	.28	.30	.30	.32	.33	.36	.42	.38	.38	.42	.43	.53	.48
Premium ¹ .....	.15	.16	.15	.16	.17	.17	.17	.19	.18	.19	.21	.21	.22	.22
Shift differential .....	.03	.04	.04	.04	.04	.04	.04	.04	.04	.04	.03	.03	.04	.04
Nonproduction bonuses .....	.09	.09	.12	.10	.11	.12	.15	.19	.16	.16	.18	.18	.27	.22
Insurance .....	.64	.71	.77	.83	.94	.99	1.04	1.01	1.01	.95	.96	.98	1.06	1.16
Life	-	-	-	.04	.04	.04	.04	.04	.04	.04	.04	.04	.04	.04
Health	-	-	-	.76	.86	.91	.95	.92	.92	.86	.87	.89	.96	1.05
Short-term disability ²	-	-	-	.03	.04	.04	.05	.04	.03	.03	.03	.03	.03	.03
Long-term disability	-	-	-	-	-	-	-	-	.02	.02	.02	.03	.03	.03
Retirement and savings .....	.37	.35	.34	.35	.38	.41	.42	.46	.50	.46	.48	.48	.51	.51
Pensions .....	.31	.26	.25	.25	.29	.31	.32	-	-	-	-	-	-	-
Savings and thrift .....	.07	.09	.09	.10	.10	.10	.10	-	-	-	-	-	-	-
Defined benefit	-	-	-	-	-	-	-	-	.27	.22	.22	.20	.18	.16
Defined contribution	-	-	-	-	-	-	-	-	.23	.24	.26	.29	.33	.34
Legally required benefits	1.08	1.13	1.22	1.28	1.34	1.38	1.42	1.44	1.42	1.46	1.46	1.49	1.53	1.55
Social Security ³ .....	.73	.75	.81	.84	.88	.89	.91	.93	.94	.97	1.02	1.06	1.10	1.15
OASDI	-	-	-	-	-	-	-	-	.76	.78	.82	.85	.89	.93
Medicare	-	-	-	-	-	-	-	-	.19	.19	.20	.20	.22	.22
Federal unemployment insurance ..	.03	.03	.03	.03	.03	.03	.03	.03	.03	.03	.03	.03	.03	.03
State unemployment insurance .....	.09	.09	.07	.07	.08	.08	.09	.08	.07	.07	.06	.06	.06	.06
Workers' compensation .....	.22	.24	.29	.33	.34	.36	.38	.38	.37	.38	.34	.34	.33	.31
Other benefits ⁵	(⁴)	(⁴)	(⁴)	(⁴)	.02	.02	.02	.02	.02	.02	.02	.02	.02	.02
	Percent of total compensation by year													
	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Wages and salaries	74.1	73.7	73.6	73.3	72.8	72.5	72.1	72.1	72.7	73.5	73.8	74.0	73.5	73.7
Total benefits	25.9	26.3	26.4	26.7	27.2	27.5	27.9	27.3	27.3	26.5	26.2	26.0	26.5	26.3
Paid leave	6.6	6.5	6.4	6.4	6.5	6.4	6.3	6.1	6.0	5.8	5.9	6.0	6.1	6.3
Vacation	3.3	3.3	3.2	3.2	3.2	3.2	3.1	3.0	3.0	2.9	3.0	3.0	3.0	3.1
Holiday	2.2	2.2	2.2	2.1	2.2	2.1	2.1	2.0	2.0	2.0	2.0	2.0	2.1	2.2
Sick .....	.8	.8	.8	.8	.8	.8	.8	.7	.7	.7	.7	.7	.7	.8
Other .....	.2	.3	.3	.3	.3	.3	.3	.3	.3	.2	.2	.2	.3	.3
Supplemental pay	2.2	2.3	2.3	2.2	2.2	2.2	2.4	2.7	2.4	2.4	2.6	2.5	3.0	2.6
Premium ¹	1.2	1.2	1.1	1.1	1.1	1.1	1.1	1.2	1.2	1.2	1.3	1.2	1.2	1.2
Shift differential .....	.3	.3	.3	.3	.3	.3	.3	.3	.2	.2	.2	.2	.2	.2
Nonproduction bonuses .....	.7	.7	.9	.7	.8	.8	1.0	1.2	1.0	1.1	1.1	1.1	1.5	1.2
Insurance	5.2	5.6	5.8	6.1	6.5	6.7	6.9	6.6	6.5	6.0	5.8	5.8	6.0	6.2
Life	-	-	-	.3	.3	.3	.3	.3	.3	.3	.2	.2	.2	.2
Health	-	-	-	5.5	5.9	6.1	6.3	6.0	5.9	5.4	5.3	5.2	5.4	5.6
Short-term disability ²	-	-	-	.3	.3	.3	.3	.3	.2	.2	.2	.2	.2	.2
Long-term disability	-	-	-	-	-	-	-	-	.1	.1	.1	.2	.2	.2
Retirement and savings	3.0	2.8	2.6	2.6	2.6	2.7	2.8	3.0	3.2	2.9	2.9	2.8	2.9	2.7
Pensions	2.5	2.1	1.9	1.8	2.0	2.1	2.2	-	-	-	-	-	-	-
Savings and thrift .....	.5	.7	.7	.8	.7	.7	.7	-	-	-	-	-	-	-
Defined benefit	-	-	-	-	-	-	-	-	1.7	1.4	1.3	1.2	1.0	.9
Defined contribution	-	-	-	-	-	-	-	-	1.5	1.5	1.6	1.7	1.9	1.8
Legally required benefits	8.8	9.0	9.2	9.4	9.3	9.3	9.4	9.4	9.1	9.2	8.9	8.8	8.6	8.3
Social Security ³	6.0	6.0	6.1	6.1	6.1	6.0	6.0	6.1	6.0	6.2	6.2	6.2	6.2	6.2
OASDI	-	-	-	-	-	-	-	-	4.9	5.0	5.0	5.0	5.0	5.0
Medicare	-	-	-	-	-	-	-	-	1.2	1.2	1.2	1.2	1.2	1.2
Federal unemployment insurance ..	.2	.2	.2	.2	.2	.2	.2	.2	.2	.2	.2	.2	.2	.2
State unemployment insurance .....	.7	.7	.5	.5	.5	.6	.6	.5	.5	.4	.4	.4	.3	.3
Workers' compensation	1.8	1.9	2.2	2.4	2.3	2.5	2.5	2.5	2.4	2.4	2.1	2.0	1.9	1.7
Other benefits ⁵	(⁶)	(⁶)	(⁶)	(⁶)	.1	.1	.1	.1	.1	.1	.1	.1	.1	.1

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

² Short-term disability includes all insured, self-insured, and state-mandated plans that provide benefits for each disability, including unfunded plans.

³ The total employer's cost for Social Security is comprised of an OASDI portion and a Medicare portion. OASDI is the acronym for Old-Age, Survivors, and Disability Insurance.

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

⁵ Includes severance pay and supplemental unemployment benefits.

⁶ Less than .05 percent.

- Data not available.

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

Table 4. Private industry workers, by major geographic region: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 1988-2001 -- Continued

Midwest

Compensation component	Cost per hour worked by year													
	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation	\$13.71	\$14.28	\$14.62	\$15.05	\$15.47	\$15.93	\$16.26	\$15.89	\$16.30	\$17.33	\$18.15	\$18.36	\$19.22	\$20.47
Wages and salaries	9.75	10.16	10.38	10.70	10.93	11.09	11.34	11.24	11.59	12.33	12.99	13.21	13.91	14.69
Total benefits	3.96	4.12	4.24	4.35	4.54	4.84	4.91	4.65	4.71	5.00	5.16	5.15	5.32	5.78
Paid leave .....	.98	1.00	1.00	1.03	1.01	1.04	1.03	.99	1.02	1.08	1.13	1.14	1.19	1.33
Vacation .....	.51	.53	.53	.55	.51	.52	.52	.50	.52	.56	.58	.58	.59	.66
Holiday .....	.33	.33	.33	.34	.35	.36	.36	.35	.35	.37	.39	.40	.41	.46
Sick .....	.10	.10	.10	.10	.11	.12	.11	.11	.11	.10	.11	.11	.12	.15
Other .....	.03	.03	.04	.04	.04	.04	.04	.04	.04	.04	.05	.05	.06	.07
Supplemental pay .....	.39	.41	.45	.40	.43	.48	.46	.47	.51	.67	.70	.62	.64	.75
Premium ¹ .....	.22	.22	.19	.20	.20	.21	.21	.21	.23	.26	.27	.28	.31	.30
Shift differential .....	.05	.05	.05	.05	.05	.06	.06	.06	.07	.06	.06	.06	.07	.08
Nonproduction bonuses .....	.13	.14	.20	.15	.18	.21	.19	.20	.22	.36	.36	.28	.27	.37
Insurance .....	.87	.94	.97	1.05	1.15	1.26	1.29	1.15	1.12	1.12	1.14	1.18	1.23	1.35
Life	-	-	-	.05	.05	.05	.05	.04	.04	.05	.05	.05	.05	.05
Health	-	-	-	.95	1.05	1.15	1.19	1.06	1.03	1.02	1.04	1.07	1.12	1.22
Short-term disability ²	-	-	-	.06	.06	.06	.05	.05	.03	.04	.04	.04	.04	.04
Long-term disability	-	-	-	-	-	-	-	-	.02	.02	.02	.02	.02	.03
Retirement and savings .....	.46	.45	.48	.49	.49	.49	.55	.49	.55	.58	.60	.62	.61	.63
Pensions .....	.40	.38	.41	.41	.40	.40	.46	-	-	-	-	-	-	-
Savings and thrift .....	.06	.07	.07	.08	.09	.09	.09	-	-	-	-	-	-	-
Defined benefit	-	-	-	-	-	-	-	-	.32	.29	.29	.29	.27	.27
Defined contribution	-	-	-	-	-	-	-	-	.22	.29	.31	.33	.34	.37
Legally required benefits	1.22	1.28	1.32	1.35	1.42	1.50	1.53	1.50	1.48	1.51	1.55	1.56	1.60	1.69
Social Security ³ .....	.81	.84	.87	.90	.93	.95	.97	.96	.98	1.04	1.10	1.12	1.17	1.24
OASDI	-	-	-	-	-	-	-	-	.79	.84	.88	.90	.94	.99
Medicare	-	-	-	-	-	-	-	-	.19	.20	.21	.22	.23	.24
Federal unemployment insurance ..	.03	.03	.03	.03	.04	.03	.03	.03	.03	.03	.03	.03	.03	.03
State unemployment insurance .....	.14	.13	.11	.10	.11	.12	.12	.12	.11	.10	.10	.09	.09	.08
Workers' compensation .....	.20	.24	.28	.29	.32	.37	.38	.36	.36	.34	.32	.32	.31	.34
Other benefits ⁴ .....	.04	.04	.02	.02	.03	.08	.06	.04	.03	.04	.04	.04	.04	.03
	Percent of total compensation by year													
	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Wages and salaries	71.1	71.2	71.0	71.1	70.6	69.6	69.8	70.8	71.1	71.1	71.6	71.9	72.4	71.8
Total benefits	28.9	28.8	29.0	28.9	29.4	30.4	30.2	29.2	28.9	28.9	28.4	28.1	27.7	28.2
Paid leave	7.1	7.0	6.9	6.9	6.5	6.6	6.4	6.2	6.2	6.2	6.2	6.2	6.2	6.5
Vacation	3.7	3.7	3.6	3.6	3.3	3.3	3.2	3.1	3.2	3.2	3.2	3.2	3.1	3.2
Holiday	2.4	2.3	2.3	2.3	2.2	2.3	2.2	2.2	2.2	2.2	2.1	2.2	2.1	2.2
Sick .....	.7	.7	.7	.7	.7	.7	.7	.7	.6	.6	.6	.6	.6	.7
Other .....	.2	.2	.2	.3	.3	.3	.3	.2	.2	.3	.3	.3	.3	.3
Supplemental pay	2.8	2.9	3.0	2.7	2.8	3.0	2.8	2.9	3.2	3.9	3.9	3.4	3.3	3.7
Premium ¹	1.6	1.5	1.3	1.3	1.3	1.3	1.3	1.3	1.4	1.5	1.5	1.5	1.6	1.5
Shift differential .....	.3	.4	.3	.4	.3	.4	.4	.4	.4	.3	.3	.3	.4	.4
Nonproduction bonuses .....	.9	1.0	1.4	1.0	1.2	1.3	1.2	1.3	2.1	2.0	1.5	1.4	1.8	1.6
Insurance	6.4	6.6	6.6	7.0	7.4	7.9	7.9	7.3	6.9	6.5	6.3	6.4	6.4	6.6
Life	-	-	-	.3	.3	.3	.3	.3	.3	.3	.3	.3	.3	.2
Health	-	-	-	6.3	6.8	7.2	7.3	6.7	6.3	5.9	5.7	5.8	5.8	6.0
Short-term disability ²	-	-	-	.4	.4	.4	.3	.3	.2	.2	.2	.2	.2	.2
Long-term disability	-	-	-	-	-	-	-	-	.1	.1	.1	.1	.1	.1
Retirement and savings	3.3	3.1	3.3	3.3	3.2	3.1	3.4	3.1	3.3	3.4	3.3	3.4	3.2	3.1
Pensions	2.9	2.7	2.8	2.7	2.6	2.5	2.8	-	-	-	-	-	-	-
Savings and thrift .....	.4	.5	.5	.6	.6	.6	.6	-	-	-	-	-	-	-
Defined benefit	-	-	-	-	-	-	-	-	2.0	1.7	1.6	1.6	1.4	1.3
Defined contribution	-	-	-	-	-	-	-	-	1.4	1.7	1.7	1.8	1.8	1.8
Legally required benefits	8.9	9.0	9.0	9.0	9.2	9.4	9.4	9.4	9.1	8.7	8.5	8.5	8.3	8.3
Social Security ³	5.9	5.9	5.9	6.0	6.0	6.0	5.9	6.1	6.0	6.0	6.1	6.1	6.1	6.1
OASDI	-	-	-	-	-	-	-	-	4.9	4.8	4.8	4.9	4.9	4.8
Medicare	-	-	-	-	-	-	-	-	1.2	1.2	1.2	1.2	1.2	1.2
Federal unemployment insurance ..	.2	.2	.2	.2	.2	.2	.2	.2	.2	.2	.2	.2	.2	.1
State unemployment insurance	1.0	.9	.7	.7	.7	.7	.8	.8	.7	.6	.6	.5	.5	.4
Workers' compensation	1.5	1.7	1.9	1.9	2.1	2.3	2.3	2.3	2.2	2.0	1.8	1.7	1.6	1.7
Other benefits ⁴ .....	.3	.3	.2	.1	.2	.5	.3	.3	.2	.2	.2	.2	.2	.1

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

² Short-term disability includes all insured, self-insured, and state-mandated plans that provide benefits for each disability, including unfunded plans.

³ The total employer's cost for Social Security is comprised of an OASDI portion and a Medicare portion. OASDI is the acronym for Old-Age, Survivors,

and Disability Insurance.

⁴ Includes severance pay and supplemental unemployment benefits. - Data not available.

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

Table 4. Private industry workers, by major geographic region: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 1988-2001 -- Continued

West

Compensation component	Cost per hour worked by year													
	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation	\$14.59	\$14.98	\$15.73	\$15.97	\$16.26	\$17.43	\$18.08	\$18.35	\$18.78	\$19.68	\$19.94	\$20.74	\$20.88	\$21.86
Wages and salaries	10.69	11.02	11.48	11.62	11.82	12.55	13.01	13.39	13.72	14.57	14.75	15.36	15.45	16.19
Total benefits	3.90	3.96	4.25	4.34	4.45	4.87	5.06	4.96	5.06	5.11	5.18	5.38	5.43	5.67
Paid leave	1.00	1.01	1.02	1.04	1.05	1.09	1.12	1.14	1.18	1.23	1.23	1.29	1.33	1.41
Vacation .....	.49	.50	.50	.51	.51	.53	.55	.56	.58	.61	.60	.63	.64	.69
Holiday .....	.34	.35	.36	.36	.36	.37	.38	.39	.40	.42	.43	.45	.47	.49
Sick .....	.14	.14	.13	.13	.14	.15	.15	.15	.15	.15	.15	.16	.17	.19
Other .....	.03	.03	.03	.03	.04	.04	.04	.04	.05	.05	.05	.05	.05	.04
Supplemental pay .....	.28	.29	.36	.35	.38	.42	.46	.45	.52	.49	.56	.56	.54	.52
Premium ¹ .....	.15	.15	.16	.17	.18	.19	.19	.17	.19	.18	.19	.20	.21	.22
Shift differential .....	.03	.04	.04	.04	.04	.05	.06	.06	.07	.05	.05	.04	.04	.04
Nonproduction bonuses .....	.10	.10	.16	.14	.15	.18	.21	.22	.27	.26	.33	.32	.29	.26
Insurance .....	.81	.83	.92	1.01	1.04	1.17	1.18	1.11	1.05	1.03	1.05	1.09	1.14	1.19
Life	-	-	-	.04	.04	.05	.04	.04	.04	.04	.04	.04	.04	.04
Health	-	-	-	.92	.96	1.08	1.10	1.03	.97	.95	.97	1.00	1.05	1.09
Short-term disability ²	-	-	-	.04	.04	.04	.04	.04	.02	.02	.02	.02	.02	.03
Long-term disability	-	-	-	-	-	-	-	-	.02	.02	.02	.03	.03	.03
Retirement and savings .....	.45	.44	.47	.45	.44	.49	.52	.51	.53	.54	.54	.58	.61	.66
Pensions .....	.38	.35	.37	.33	.32	.36	.39	-	-	-	-	-	-	-
Savings and thrift .....	.07	.08	.11	.11	.12	.13	.13	-	-	-	-	-	-	-
Defined benefit	-	-	-	-	-	-	-	-	.29	.24	.23	.25	.25	.21
Defined contribution	-	-	-	-	-	-	-	-	.24	.31	.31	.33	.36	.45
Legally required benefits	1.35	1.40	1.46	1.49	1.53	1.66	1.72	1.72	1.75	1.80	1.78	1.84	1.79	1.87
Social Security ³ .....	.85	.87	.93	.96	.97	1.04	1.08	1.11	1.14	1.19	1.21	1.26	1.28	1.34
OASDI	-	-	-	-	-	-	-	-	.91	.95	.97	1.01	1.02	1.07
Medicare	-	-	-	-	-	-	-	-	.22	.24	.24	.25	.25	.26
Federal unemployment insurance ..	.03	.03	.03	.03	.03	.03	.03	.03	.03	.03	.03	.03	.03	.03
State unemployment insurance .....	.12	.12	.10	.10	.10	.12	.13	.13	.13	.14	.13	.12	.12	.11
Workers' compensation .....	.34	.37	.40	.40	.43	.47	.48	.44	.45	.43	.41	.42	.37	.39
Other benefits ⁵	(⁴)	(⁴)	(⁴)	(⁴)	(⁴)	.05	.07	.03	.03	.02	.02	.02	.02	(⁴)
	Percent of total compensation by year													
	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Wages and salaries	73.2	73.6	73.0	72.8	72.7	72.0	72.0	73.0	73.1	74.0	74.0	74.1	74.0	74.1
Total benefits	26.8	26.4	27.0	27.2	27.3	28.0	28.0	27.0	26.9	26.0	26.0	25.9	26.0	25.9
Paid leave	6.9	6.7	6.5	6.5	6.4	6.3	6.2	6.2	6.3	6.2	6.2	6.2	6.4	6.5
Vacation	3.4	3.3	3.2	3.2	3.1	3.1	3.0	3.0	3.1	3.1	3.0	3.0	3.1	3.2
Holiday	2.3	2.3	2.3	2.3	2.2	2.1	2.1	2.1	2.1	2.1	2.2	2.2	2.3	2.2
Sick .....	.9	.9	.8	.8	.8	.8	.8	.8	.8	.8	.8	.8	.8	.9
Other .....	.2	.2	.2	.2	.3	.2	.2	.2	.3	.3	.3	.2	.2	.2
Supplemental pay	1.9	1.9	2.3	2.2	2.3	2.4	2.5	2.5	2.8	2.5	2.8	2.7	2.6	2.4
Premium ¹	1.0	1.0	1.0	1.0	1.1	1.1	1.1	.9	1.0	.9	1.0	1.0	1.0	1.0
Shift differential .....	.2	.3	.2	.3	.3	.3	.3	.3	.4	.2	.3	.2	.2	.2
Nonproduction bonuses .....	.7	.7	1.0	.9	.9	1.0	1.1	1.2	1.4	1.3	1.7	1.5	1.4	1.2
Insurance	5.5	5.5	5.8	6.3	6.4	6.7	6.5	6.0	5.6	5.2	5.3	5.3	5.5	5.4
Life	-	-	-	.3	.3	.3	.2	.2	.2	.2	.2	.2	.2	.2
Health	-	-	-	5.8	5.9	6.2	6.1	5.6	5.2	4.8	4.9	4.8	5.0	5.0
Short-term disability ²	-	-	-	.3	.2	.2	.2	.2	.1	.1	.1	.1	.1	.1
Long-term disability	-	-	-	-	-	-	-	-	.1	.1	.1	.1	.1	.1
Retirement and savings	3.1	2.9	3.0	2.8	2.7	2.8	2.9	2.8	2.8	2.8	2.7	2.8	2.9	3.0
Pensions	2.6	2.3	2.3	2.1	2.0	2.1	2.1	-	-	-	-	-	-	-
Savings and thrift .....	.5	.6	.7	.7	.7	.7	.7	-	-	-	-	-	-	-
Defined benefit	-	-	-	-	-	-	-	-	1.5	1.2	1.2	1.2	1.2	1.0
Defined contribution	-	-	-	-	-	-	-	-	1.3	1.6	1.6	1.6	1.7	2.1
Legally required benefits	9.3	9.3	9.3	9.3	9.4	9.5	9.5	9.4	9.3	9.1	8.9	8.9	8.6	8.6
Social Security ³	5.8	5.8	5.9	6.0	6.0	6.0	6.0	6.0	6.1	6.0	6.1	6.1	6.1	6.1
OASDI	-	-	-	-	-	-	-	-	4.9	4.8	4.9	4.9	4.9	4.9
Medicare	-	-	-	-	-	-	-	-	1.2	1.2	1.2	1.2	1.2	1.2
Federal unemployment insurance ..	.2	.2	.2	.2	.2	.2	.2	.2	.2	.2	.2	.1	.1	.1
State unemployment insurance .....	.8	.8	.6	.6	.6	.7	.7	.7	.7	.7	.7	.6	.6	.5
Workers' compensation	2.3	2.5	2.5	2.5	2.6	2.7	2.7	2.4	2.4	2.2	2.1	2.0	1.8	1.8
Other benefits ⁵	(⁶)	(⁶)	(⁶)	(⁶)	(⁶)	.3	.4	.1	.1	.1	.1	.1	.1	(⁶)

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

² Short-term disability includes all insured, self-insured, and state-mandated plans that provide benefits for each disability, including unfunded plans.

³ The total employer's cost for Social Security is comprised of an OASDI portion and a Medicare portion. OASDI is the acronym for Old-Age, Survivors, and Disability Insurance.

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

⁵ Includes severance pay and supplemental unemployment benefits.

⁶ Less than .05 percent.

- Data not available.

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

Table 5. Private industry workers, by bargaining status: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 1986-2001

Union																
Compensation component	Cost per hour worked by year															
	1986	1987	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation	\$16.79	\$17.58	\$18.16	\$18.24	\$18.78	\$19.76	\$21.09	\$21.86	\$23.26	\$22.40	\$23.31	\$23.48	\$23.59	\$24.75	\$25.88	\$27.80
Wages and salaries	11.32	11.83	12.04	12.10	12.47	13.02	13.63	13.98	14.76	14.42	14.93	15.13	15.38	16.21	16.87	18.36
Total benefits	5.47	5.75	6.12	6.13	6.30	6.75	7.46	7.88	8.51	7.99	8.38	8.34	8.22	8.53	9.01	9.45
Paid leave	1.23	1.27	1.35	1.32	1.35	1.43	1.56	1.58	1.66	1.55	1.63	1.56	1.57	1.66	1.75	1.92
Vacation	-	-	.72	.71	.73	.77	.83	.84	.90	.84	.89	.86	.85	.90	.91	.98
Holiday	-	-	.44	.44	.43	.45	.49	.51	.53	.49	.49	.49	.51	.53	.58	.64
Sick	-	-	.12	.12	.14	.15	.16	.16	.16	.16	.17	.14	.14	.16	.18	.22
Other	-	-	.06	.05	.05	.06	.07	.07	.08	.06	.07	.06	.07	.07	.08	.08
Supplemental pay .....	.54	.58	.64	.68	.66	.69	.73	.73	.75	.73	.84	.91	.95	.94	1.05	1.12
Premium ¹	-	-	.45	.46	.44	.47	.48	.48	.50	.49	.54	.59	.60	.62	.68	.66
Shift differential	-	-	.10	.12	.11	.11	.12	.13	.14	.12	.13	.13	.13	.14	.15	.15
Nonproduction bonuses	-	-	.08	.10	.12	.10	.12	.13	.11	.12	.17	.19	.21	.17	.22	.30
Insurance	1.24	1.32	1.45	1.52	1.56	1.78	2.06	2.25	2.46	2.24	2.24	2.19	2.15	2.21	2.37	2.48
Life	-	-	-	-	-	.07	.07	.08	.08	.07	.08	.08	.08	.08	.08	.09
Health	-	-	-	-	-	1.63	1.89	2.07	2.28	2.09	2.05	2.01	1.97	2.02	2.17	2.26
Short-term disability ²	-	-	-	-	-	.09	.10	.10	.10	.08	.08	.08	.08	.08	.08	.08
Long-term disability	-	-	-	-	-	-	-	-	-	.02	.02	.02	.02	.03	.04	.05
Retirement and savings .....	.87	.90	.86	.76	.84	.87	.99	1.03	1.23	1.15	1.32	1.33	1.29	1.37	1.49	1.52
Pensions	-	-	.81	.69	.78	.78	.89	.93	1.12	-	-	-	-	-	-	-
Savings and thrift	-	-	.06	.07	.07	.09	.09	.11	.12	-	-	-	-	-	-	-
Defined benefit	-	-	-	-	-	-	-	-	-	-	1.06	1.06	1.00	1.05	1.07	1.08
Defined contribution	-	-	-	-	-	-	-	-	-	-	.27	.26	.29	.32	.41	.45
Legally required benefits	1.54	1.63	1.76	1.77	1.83	1.93	2.05	2.14	2.30	2.24	2.28	2.27	2.18	2.26	2.25	2.34
Social Security ³	-	-	1.02	1.03	1.08	1.13	1.18	1.22	1.27	1.23	1.28	1.30	1.33	1.40	1.45	1.56
OASDI	-	-	-	-	-	-	-	-	-	-	1.04	1.06	1.07	1.13	1.17	1.26
Medicare	-	-	-	-	-	-	-	-	-	-	.25	.25	.25	.27	.28	.30
Federal unemployment insurance ..	-	-	.04	.03	.03	.03	.03	.03	.03	.03	.03	.03	.03	.03	.03	.03
State unemployment insurance	-	-	.17	.15	.13	.12	.14	.16	.17	.16	.16	.15	.14	.14	.13	.13
Workers' compensation	-	-	.43	.48	.52	.55	.62	.67	.76	.72	.81	.79	.69	.69	.64	.62
Other benefits ⁴ .....	.05	.05	.06	.06	.05	.05	.07	.14	.11	.08	.07	.08	.08	.09	.10	.07
Percent of total compensation by year																
	1986	1987	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Wages and salaries	67.4	67.3	66.3	66.4	66.4	65.9	64.6	64.0	63.4	64.3	64.1	64.5	65.2	65.5	65.2	66.0
Total benefits	32.6	32.7	33.7	33.6	33.6	34.1	35.4	36.0	36.6	35.7	35.9	35.5	34.8	34.5	34.8	34.0
Paid leave	7.4	7.2	7.4	7.3	7.2	7.2	7.4	7.2	7.1	6.9	7.0	6.6	6.7	6.7	6.8	6.9
Vacation	-	-	4.0	3.9	3.9	3.9	4.0	3.9	3.9	3.8	3.8	3.7	3.6	3.6	3.5	3.5
Holiday	-	-	2.4	2.4	2.3	2.3	2.3	2.3	2.2	2.1	2.1	2.1	2.2	2.1	2.2	2.3
Sick	-	-	.7	.7	.7	.8	.8	.7	.7	.7	.7	.6	.6	.6	.7	.8
Other	-	-	.3	.3	.3	.3	.3	.3	.3	.3	.3	.3	.3	.3	.3	.3
Supplemental pay	3.2	3.3	3.5	3.8	3.5	3.5	3.5	3.3	3.2	3.3	3.6	3.9	4.0	3.8	4.1	4.0
Premium ¹	-	-	2.5	2.5	2.3	2.4	2.3	2.2	2.1	2.2	2.3	2.5	2.5	2.5	2.6	2.4
Shift differential	-	-	.6	.7	.6	.6	.6	.6	.6	.5	.5	.6	.6	.6	.6	.5
Nonproduction bonuses	-	-	.4	.5	.6	.5	.6	.6	.5	.5	.7	.8	.9	.7	.9	1.1
Insurance	7.4	7.5	8.0	8.3	8.3	9.0	9.8	10.3	10.6	10.0	9.6	9.3	9.1	8.9	9.2	8.9
Life	-	-	-	-	-	.3	.4	.4	.3	.3	.4	.4	.3	.3	.3	.3
Health	-	-	-	-	-	8.2	9.0	9.5	9.8	9.3	8.8	8.5	8.4	8.2	8.4	8.1
Short-term disability ²	-	-	-	-	-	.4	.5	.5	.4	.4	.3	.3	.3	.3	.3	.3
Long-term disability	-	-	-	-	-	-	-	-	-	-	.1	.1	.1	.1	.2	.2
Retirement and savings	5.2	5.1	4.8	4.2	4.5	4.4	4.7	4.7	5.3	5.1	5.7	5.7	5.5	5.5	5.8	5.5
Pensions	-	-	4.4	3.8	4.1	4.0	4.2	4.3	4.8	-	-	-	-	-	-	-
Savings and thrift	-	-	.3	.4	.4	.4	.4	.5	.5	-	-	-	-	-	-	-
Defined benefit	-	-	-	-	-	-	-	-	-	-	4.5	4.5	4.2	4.2	4.1	3.9
Defined contribution	-	-	-	-	-	-	-	-	-	-	1.1	1.1	1.2	1.3	1.6	1.6
Legally required benefits	9.2	9.3	9.7	9.7	9.8	9.8	9.7	9.8	9.9	10.0	9.8	9.7	9.2	9.1	8.7	8.4
Social Security ³	-	-	5.6	5.7	5.7	5.7	5.6	5.6	5.5	5.5	5.5	5.6	5.6	5.7	5.6	5.6
OASDI	-	-	-	-	-	-	-	-	-	-	4.4	4.5	4.5	4.6	4.5	4.5
Medicare	-	-	-	-	-	-	-	-	-	-	1.1	1.1	1.1	1.1	1.1	1.1
Federal unemployment insurance ..	-	-	.2	.2	.2	.2	.2	.1	.1	.1	.1	.1	.1	.1	.1	.1
State unemployment insurance	-	-	.9	.8	.7	.6	.6	.7	.7	.7	.7	.6	.6	.6	.5	.5
Workers' compensation	-	-	2.4	2.6	2.7	2.8	3.0	3.1	3.2	3.2	3.5	3.4	2.9	2.8	2.5	2.2
Other benefits ⁴ .....	.3	.3	.3	.3	.2	.2	.3	.7	.5	.3	.3	.3	.3	.4	.4	.3

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

² Short-term disability includes all insured, self-insured, and state-mandated plans that provide benefits for each disability, including unfunded plans.

³ The total employer's cost for Social Security is comprised of an OASDI portion and a Medicare portion. OASDI is the acronym for Old-Age, Survivors, and Disability

Insurance.

⁴ Includes severance pay and supplemental unemployment benefits.
- Data not available.

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

Table 5. Private industry workers, by bargaining status: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 1986-2001 -- Continued

Compensation component	Cost per hour worked by year															
	1986	1987	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation	\$12.39	\$12.54	\$12.90	\$13.48	\$14.22	\$14.56	\$15.22	\$15.76	\$16.04	\$16.26	\$16.61	\$17.21	\$17.80	\$18.20	\$19.07	\$19.98
Wages and salaries	9.26	9.40	9.61	10.03	10.52	10.78	11.21	11.52	11.70	11.90	12.23	12.75	13.21	13.54	14.18	14.81
Total benefits	3.12	3.14	3.29	3.45	3.70	3.79	4.01	4.24	4.34	4.35	4.39	4.46	4.58	4.66	4.89	5.18
Paid leave .....	.85	.86	.89	.94	.96	.98	1.01	1.02	1.02	1.02	1.04	1.08	1.11	1.13	1.22	1.31
Vacation	-	-	.43	.46	.47	.47	.48	.48	.48	.49	.50	.53	.54	.55	.59	.64
Holiday	-	-	.30	.32	.33	.33	.35	.35	.36	.36	.36	.38	.39	.40	.42	.45
Sick	-	-	.12	.13	.13	.13	.14	.14	.14	.13	.13	.13	.14	.14	.15	.16
Other	-	-	.03	.04	.04	.04	.05	.04	.04	.04	.05	.05	.05	.05	.05	.05
Supplemental pay .....	.24	.26	.26	.27	.31	.29	.32	.37	.39	.43	.44	.46	.51	.50	.54	.55
Premium ¹	-	-	.11	.11	.11	.12	.13	.13	.14	.14	.15	.15	.17	.17	.18	.19
Shift differential	-	-	.03	.03	.03	.04	.04	.04	.04	.04	.04	.04	.04	.03	.04	.04
Nonproduction bonuses	-	-	.12	.12	.16	.14	.16	.20	.21	.24	.25	.27	.30	.30	.33	.32
Insurance .....	.61	.60	.64	.72	.79	.86	.94	1.00	1.03	.98	.97	.94	.96	.98	1.04	1.14
Life	-	-	-	-	-	.04	.04	.04	.04	.04	.04	.04	.04	.04	.04	.04
Health	-	-	-	-	-	.78	.86	.92	.94	.90	.88	.85	.86	.89	.95	1.04
Short-term disability ²	-	-	-	-	-	.03	.04	.04	.04	.04	.03	.03	.03	.03	.03	.03
Long-term disability	-	-	-	-	-	-	-	-	-	-	.02	.02	.02	.02	.03	.03
Retirement and savings .....	.41	.39	.36	.35	.37	.36	.36	.38	.40	.42	.43	.44	.45	.46	.47	.51
Pensions	-	-	.29	.27	.28	.26	.27	.28	.29	-	-	-	-	-	-	-
Savings and thrift	-	-	.07	.08	.10	.10	.10	.10	.11	-	-	-	-	-	-	-
Defined benefit	-	-	-	-	-	-	-	-	-	-	.18	.15	.14	.14	.12	.11
Defined contribution	-	-	-	-	-	-	-	-	-	-	.25	.29	.31	.32	.35	.40
Legally required benefits	1.00	1.03	1.11	1.17	1.25	1.30	1.37	1.44	1.48	1.49	1.49	1.53	1.55	1.57	1.59	1.65
Social Security ³	-	-	.76	.80	.86	.88	.92	.95	.97	.99	1.01	1.05	1.09	1.12	1.17	1.23
OASDI	-	-	-	-	-	-	-	-	-	-	.81	.84	.88	.90	.94	.99
Medicare	-	-	-	-	-	-	-	-	-	-	.20	.21	.22	.22	.23	.24
Federal unemployment insurance	-	-	.03	.03	.03	.03	.03	.03	.03	.03	.03	.03	.03	.03	.03	.03
State unemployment insurance	-	-	.10	.10	.09	.09	.09	.11	.12	.12	.11	.11	.11	.10	.10	.09
Workers' compensation	-	-	.20	.23	.27	.28	.31	.34	.35	.34	.33	.34	.31	.31	.29	.30
Other benefits ⁵	(4)	(4)	(4)	(4)	(4)	(4)	(4)	(4)	.02	.03	.02	.02	.02	.02	.02	.02
	Percent of total compensation by year															
	1986	1987	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Wages and salaries	74.8	75.0	74.5	74.4	74.0	74.0	73.6	73.1	72.9	73.2	73.6	74.1	74.2	74.4	74.4	74.1
Total benefits	25.2	25.0	25.5	25.6	26.0	26.0	26.4	26.9	27.1	26.8	26.4	25.9	25.7	25.6	25.6	25.9
Paid leave	6.9	6.8	6.9	7.0	6.8	6.7	6.6	6.5	6.3	6.3	6.3	6.3	6.2	6.2	6.4	6.6
Vacation	-	-	3.4	3.4	3.3	3.2	3.2	3.1	3.0	3.0	3.0	3.1	3.0	3.0	3.1	3.2
Holiday	-	-	2.4	2.4	2.3	2.3	2.2	2.2	2.2	2.2	2.2	2.2	2.2	2.2	2.2	2.3
Sick	-	-	.9	.9	.9	.9	.9	.8	.8	.8	.8	.8	.8	.8	.8	.8
Other	-	-	.3	.3	.3	.3	.3	.3	.3	.3	.3	.3	.3	.3	.3	.3
Supplemental pay	1.9	2.1	2.0	2.0	2.2	2.0	2.1	2.3	2.4	2.6	2.7	2.7	2.9	2.7	2.8	2.8
Premium ¹	-	-	.9	.9	.8	.8	.8	.8	.8	.9	.9	.9	1.0	.9	.9	1.0
Shift differential	-	-	.2	.2	.2	.3	.2	.2	.3	.3	.3	.2	.2	.2	.2	.2
Nonproduction bonuses	-	-	1.0	.9	1.1	1.0	1.3	1.3	1.5	1.5	1.6	1.7	1.6	1.7	1.6	1.6
Insurance	4.9	4.7	5.0	5.3	5.6	5.9	6.2	6.4	6.4	6.0	5.8	5.4	5.4	5.4	5.5	5.7
Life	-	-	-	-	-	.3	.3	.3	.3	.2	.2	.2	.2	.2	.2	.2
Health	-	-	-	-	-	5.4	5.7	5.8	5.9	5.5	5.3	4.9	4.8	4.9	5.0	5.2
Short-term disability ²	-	-	-	-	-	.2	.2	.3	.2	.2	.2	.2	.2	.2	.2	.2
Long-term disability	-	-	-	-	-	-	-	-	-	-	.1	.1	.1	.1	.2	.2
Retirement and savings	3.3	3.1	2.8	2.6	2.6	2.5	2.4	2.4	2.5	2.6	2.6	2.5	2.5	2.5	2.5	2.6
Pensions	-	-	2.3	2.0	2.0	1.8	1.7	1.8	1.8	-	-	-	-	-	-	-
Savings and thrift	-	-	.6	.6	.7	.7	.6	.7	.7	-	-	-	-	-	-	-
Defined benefit	-	-	-	-	-	-	-	-	-	-	1.1	.9	.8	.8	.6	.6
Defined contribution	-	-	-	-	-	-	-	-	-	-	1.5	1.7	1.7	1.8	1.8	2.0
Legally required benefits	8.1	8.2	8.6	8.7	8.8	8.9	9.0	9.1	9.2	9.2	9.0	8.9	8.7	8.6	8.3	8.3
Social Security ³	-	-	5.9	5.9	6.0	6.1	6.0	6.0	6.1	6.1	6.1	6.1	6.1	6.2	6.1	6.2
OASDI	-	-	-	-	-	-	-	-	-	-	4.9	4.9	4.9	4.9	4.9	5.0
Medicare	-	-	-	-	-	-	-	-	-	-	1.2	1.2	1.2	1.2	1.2	1.2
Federal unemployment insurance	-	-	.3	.2	.2	.2	.2	.2	.2	.2	.2	.2	.2	.2	.2	.2
State unemployment insurance	-	-	.8	.7	.6	.6	.6	.7	.7	.7	.7	.6	.6	.5	.5	.5
Workers' compensation	-	-	1.6	1.7	1.9	1.9	2.0	2.2	2.2	2.1	2.0	2.0	1.7	1.7	1.5	1.5
Other benefits ⁵	(6)	(6)	(6)	(6)	(6)	(6)	(6)	.1	.2	.1	.1	.1	.1	.1	.1	.1

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

² Short-term disability includes all insured, self-insured, and state-mandated plans that provide benefits for each disability, including unfunded plans.

³ The total employer's cost for Social Security is comprised of an OASDI portion and a Medicare portion. OASDI is the acronym for Old-Age, Survivors, and Disability Insurance.

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

⁵ Includes severance pay and supplemental unemployment benefits.

⁶ Less than .05 percent.

- Data not available.

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

Table 6. Private industry workers, by establishment size: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 1990-2001

Establishments with 1-99 workers

Compensation component	Cost per hour worked by year											
	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation	\$13.08	\$13.38	\$13.95	\$14.56	\$14.58	\$14.58	\$14.85	\$15.37	\$15.92	\$16.27	\$17.16	\$17.86
Wages and salaries	9.77	10.00	10.36	10.75	10.72	10.81	11.09	11.54	12.01	12.29	12.95	13.41
Total benefits	3.31	3.38	3.59	3.81	3.86	3.77	3.76	3.82	3.91	3.98	4.21	4.45
Paid leave .....	.74	.77	.77	.81	.78	.77	.77	.78	.81	.83	.92	1.02
Vacation .....	.37	.38	.37	.38	.37	.37	.37	.38	.39	.40	.46	.50
Holiday .....	.26	.27	.27	.28	.28	.27	.27	.28	.29	.30	.32	.35
Sick .....	.09	.09	.10	.10	.10	.10	.10	.09	.09	.10	.11	.13
Other .....	.03	.03	.03	.03	.03	.03	.03	.03	.03	.03	.03	.03
Supplemental pay .....	.30	.26	.30	.33	.34	.35	.36	.39	.43	.40	.47	.47
Premium ¹ .....	.11	.12	.12	.13	.13	.12	.13	.14	.15	.16	.17	.18
Shift differential	(²)	(²)	(²)	(²)	(²)	(²)	(²)	(²)	(²)	(²)	(²)	(²)
Nonproduction bonuses .....	.18	.14	.17	.19	.20	.22	.22	.24	.27	.23	.29	.28
Insurance .....	.69	.74	.83	.89	.90	.82	.80	.79	.80	.84	.89	.94
Life	-	.03	.03	.04	.03	.03	.03	.04	.03	.03	.03	.03
Health	-	.68	.76	.82	.84	.77	.74	.72	.73	.77	.82	.88
Short-term disability ³	-	.02	.03	.03	.03	.03	.02	.02	.02	.02	.02	.02
Long-term disability	-	-	-	-	-	-	(²)	(²)	(²)	.02	.02	.02
Retirement and savings .....	.33	.32	.31	.32	.33	.33	.34	.35	.35	.39	.40	.42
Pensions .....	.29	.28	.26	.27	.27	-	-	-	-	-	-	-
Savings and thrift .....	.04	.04	.05	.05	.06	-	-	-	-	-	-	-
Defined benefit	-	-	-	-	-	-	.16	.14	.13	.14	.14	.12
Defined contribution	-	-	-	-	-	-	.18	.22	.23	.25	.26	.31
Legally required benefits	1.25	1.29	1.37	1.47	1.49	1.48	1.48	1.50	1.51	1.51	1.53	1.59
Social Security ⁴ .....	.80	.82	.85	.89	.90	.91	.92	.96	1.00	1.02	1.07	1.11
OASDI	-	-	-	-	-	-	.74	.77	.80	.83	.86	.89
Medicare	-	-	-	-	-	-	.18	.19	.20	.20	.21	.22
Federal unemployment insurance ..	.03	.03	.03	.03	.03	.03	.03	.03	.03	.03	.03	.03
State unemployment insurance .....	.09	.09	.10	.12	.13	.12	.12	.11	.11	.10	.10	.09
Workers' compensation .....	.32	.34	.38	.42	.43	.42	.41	.39	.36	.35	.33	.35
Other benefits ⁵	(²)	(²)	(²)	(²)	(²)	(²)	(²)	(²)	(²)	(²)	(²)	(²)
	Percent of total compensation by year											
	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Wages and salaries	74.7	74.7	74.3	73.8	73.5	74.1	74.7	75.1	75.4	75.5	75.5	75.1
Total benefits	25.3	25.3	25.7	26.2	26.5	25.9	25.3	24.9	24.6	24.5	24.5	24.9
Paid leave	5.6	5.7	5.6	5.5	5.4	5.3	5.2	5.1	5.1	5.1	5.4	5.7
Vacation	2.8	2.8	2.6	2.6	2.6	2.5	2.5	2.5	2.4	2.5	2.7	2.8
Holiday	2.0	2.0	1.9	2.0	1.9	1.9	1.8	1.8	1.8	1.8	1.9	2.0
Sick .....	.7	.7	.7	.7	.7	.7	.6	.6	.6	.6	.6	.7
Other .....	.2	.2	.3	.2	.2	.2	.2	.2	.2	.2	.2	.2
Supplemental pay	2.3	1.9	2.2	2.2	2.3	2.4	2.4	2.6	2.7	2.5	2.7	2.6
Premium ¹ .....	.9	.9	.9	.9	.9	.9	.8	.9	.9	1.0	1.0	1.0
Shift differential	(⁶)	(⁶)	(⁶)	(⁶)	(⁶)	(⁶)	(⁶)	(⁶)	(⁶)	(⁶)	(⁶)	(⁶)
Nonproduction bonuses	1.3	1.0	1.2	1.3	1.4	1.5	1.5	1.6	1.7	1.4	1.7	1.6
Insurance	5.2	5.5	5.9	6.1	6.2	5.7	5.4	5.2	5.0	5.2	5.2	5.3
Life	-	.3	.2	.2	.2	.2	.2	.2	.2	.2	.2	.2
Health	-	5.1	5.5	5.6	5.7	5.3	5.0	4.7	4.6	4.7	4.8	4.9
Short-term disability ³	-	.2	.2	.2	.2	.2	.1	.1	.1	.1	.1	.1
Long-term disability	-	-	-	-	-	-	(⁶)	(⁶)	(⁶)	.1	.1	.1
Retirement and savings	2.6	2.4	2.2	2.2	2.3	2.3	2.3	2.3	2.2	2.4	2.3	2.4
Pensions	2.2	2.1	1.9	1.8	1.9	-	-	-	-	-	-	-
Savings and thrift .....	.3	.3	.3	.4	.4	-	-	-	-	-	-	-
Defined benefit	-	-	-	-	-	-	1.1	.9	.8	.9	.8	.7
Defined contribution	-	-	-	-	-	-	1.2	1.4	1.4	1.5	1.5	1.7
Legally required benefits	9.6	9.7	9.8	10.1	10.2	10.2	10.0	9.7	9.5	9.3	8.9	8.9
Social Security ⁴	6.1	6.1	6.1	6.1	6.1	6.2	6.2	6.2	6.3	6.3	6.2	6.2
OASDI	-	-	-	-	-	-	5.0	5.0	5.0	5.1	5.0	5.0
Medicare	-	-	-	-	-	-	1.2	1.2	1.3	1.2	1.2	1.2
Federal unemployment insurance ..	.2	.2	.2	.2	.2	.2	.2	.2	.2	.2	.2	.2
State unemployment insurance .....	.7	.7	.7	.8	.9	.8	.8	.7	.7	.6	.6	.5
Workers' compensation	2.5	2.5	2.7	2.9	3.0	2.8	2.8	2.6	2.3	2.2	1.9	2.0
Other benefits ⁵	(⁶)	(⁶)	(⁶)	(⁶)	(⁶)	(⁶)	(⁶)	(⁶)	(⁶)	(⁶)	(⁶)	(⁶)

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

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

³ Short-term disability includes all insured, self-insured, and state-mandated plans that provide benefits for each disability, including unfunded plans.

⁴ The total employer's cost for Social Security is comprised of an OASDI portion and a Medicare portion. OASDI is the acronym for

Old-Age, Survivors, and Disability Insurance.

⁵ Includes severance pay and supplemental unemployment benefits.

⁶ Less than .05 percent.

- Data not available.

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

Table 6. Private industry workers, by establishment size: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 1990-2001 -- Continued

Establishments with 100 or more workers

Compensation component	Cost per hour worked by year											
	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation	\$16.82	\$17.34	\$18.06	\$18.52	\$19.45	\$19.44	\$20.09	\$20.61	\$21.20	\$21.88	\$22.81	\$24.19
Wages and salaries	11.89	12.23	12.66	12.88	13.48	13.58	14.05	14.55	15.01	15.54	16.19	17.20
Total benefits	4.93	5.11	5.40	5.64	5.97	5.85	6.04	6.06	6.19	6.35	6.62	6.99
Paid leave	1.31	1.32	1.37	1.36	1.42	1.39	1.46	1.50	1.53	1.58	1.67	1.78
Vacation .....	.65	.66	.68	.67	.70	.69	.73	.75	.77	.80	.82	.88
Holiday .....	.43	.44	.45	.46	.48	.47	.48	.50	.51	.53	.57	.61
Sick .....	.17	.17	.17	.17	.17	.17	.18	.18	.18	.19	.20	.21
Other .....	.06	.06	.06	.06	.07	.06	.07	.07	.07	.07	.08	.08
Supplemental pay .....	.44	.45	.46	.51	.54	.58	.63	.64	.69	.71	.75	.78
Premium ¹ .....	.22	.23	.23	.24	.24	.25	.27	.27	.29	.30	.32	.31
Shift differential .....	.08	.09	.09	.09	.10	.10	.10	.09	.09	.09	.09	.10
Nonproduction bonuses .....	.14	.13	.14	.18	.20	.24	.26	.28	.32	.33	.34	.37
Insurance	1.15	1.26	1.37	1.46	1.55	1.45	1.47	1.39	1.42	1.44	1.54	1.66
Life	-	.06	.06	.06	.06	.05	.06	.06	.06	.06	.06	.06
Health	-	1.14	1.25	1.33	1.42	1.34	1.33	1.26	1.28	1.30	1.38	1.49
Short-term disability ²	-	.06	.06	.07	.07	.06	.05	.05	.05	.05	.06	.06
Long-term disability	-	-	-	-	-	-	.03	.03	.03	.03	.04	.04
Retirement and savings .....	.57	.56	.60	.63	.70	.69	.75	.74	.75	.76	.80	.84
Pensions .....	.42	.41	.45	.48	.54	-	-	-	-	-	-	-
Savings and thrift .....	.14	.15	.14	.15	.16	-	-	-	-	-	-	-
Defined benefit	-	-	-	-	-	-	.43	.38	.37	.36	.34	.32
Defined contribution	-	-	-	-	-	-	.31	.36	.39	.40	.46	.51
Legally required benefits	1.44	1.50	1.56	1.62	1.70	1.69	1.70	1.75	1.75	1.80	1.82	1.89
Social Security ³ .....	.99	1.02	1.06	1.08	1.13	1.13	1.17	1.21	1.25	1.30	1.35	1.44
OASDI	-	-	-	-	-	-	.94	.97	1.01	1.04	1.09	1.15
Medicare	-	-	-	-	-	-	.23	.24	.25	.26	.27	.28
Federal unemployment insurance ..	.03	.03	.03	.03	.03	.03	.03	.03	.03	.03	.03	.03
State unemployment insurance .....	.09	.09	.10	.11	.12	.12	.12	.12	.11	.10	.10	.10
Workers' compensation .....	.29	.31	.34	.37	.38	.37	.38	.39	.35	.36	.33	.32
Other benefits ⁴ .....	.02	.02	.03	.07	.07	.05	.05	.05	.05	.05	.05	.04
	Percent of total compensation by year											
	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Wages and salaries	70.7	70.5	70.1	69.5	69.3	69.9	69.9	70.6	70.8	71.0	71.0	71.1
Total benefits	29.3	29.5	29.9	30.5	30.7	30.1	30.1	29.4	29.2	29.0	29.0	28.9
Paid leave	7.8	7.6	7.6	7.3	7.3	7.2	7.2	7.3	7.2	7.2	7.3	7.4
Vacation	3.9	3.8	3.8	3.6	3.6	3.6	3.6	3.7	3.6	3.7	3.6	3.6
Holiday	2.6	2.5	2.5	2.5	2.5	2.4	2.4	2.4	2.4	2.4	2.5	2.5
Sick	1.0	1.0	1.0	.9	.9	.9	.9	.9	.8	.9	.9	.9
Other .....	.3	.3	.4	.3	.3	.3	.3	.3	.3	.3	.4	.3
Supplemental pay	2.6	2.6	2.6	2.7	2.8	3.0	3.1	3.1	3.3	3.2	3.3	3.2
Premium ¹	1.3	1.3	1.3	1.3	1.3	1.3	1.3	1.3	1.4	1.4	1.4	1.3
Shift differential .....	.5	.5	.5	.5	.5	.5	.5	.4	.4	.4	.4	.4
Nonproduction bonuses .....	.8	.7	.8	1.0	1.0	1.2	1.3	1.3	1.5	1.5	1.5	1.5
Insurance	6.8	7.3	7.6	7.9	8.0	7.5	7.3	6.7	6.7	6.6	6.8	6.9
Life	-	.3	.3	.3	.3	.3	.3	.3	.3	.3	.3	.2
Health	-	6.6	6.9	7.2	7.3	6.9	6.6	6.1	6.0	5.9	6.0	6.2
Short-term disability ²	-	.3	.3	.4	.3	.3	.3	.2	.2	.2	.3	.2
Long-term disability	-	-	-	-	-	-	.1	.1	.1	.1	.2	.2
Retirement and savings	3.4	3.2	3.3	3.4	3.6	3.5	3.7	3.6	3.5	3.5	3.5	3.5
Pensions	2.5	2.4	2.5	2.6	2.8	-	-	-	-	-	-	-
Savings and thrift .....	.8	.8	.8	.8	.8	-	-	-	-	-	-	-
Defined benefit	-	-	-	-	-	-	2.2	1.9	1.7	1.6	1.5	1.3
Defined contribution	-	-	-	-	-	-	1.6	1.7	1.8	1.8	2.0	2.1
Legally required benefits	8.6	8.6	8.6	8.7	8.7	8.7	8.5	8.5	8.3	8.2	8.0	7.8
Social Security ³	5.9	5.9	5.8	5.8	5.8	5.8	5.8	5.9	5.9	5.9	5.9	6.0
OASDI	-	-	-	-	-	-	4.7	4.7	4.8	4.8	4.8	4.8
Medicare	-	-	-	-	-	-	1.1	1.2	1.2	1.2	1.2	1.2
Federal unemployment insurance ..	.2	.2	.2	.2	.2	.2	.1	.1	.1	.1	.1	.1
State unemployment insurance .....	.6	.5	.5	.6	.6	.6	.6	.6	.5	.5	.4	.4
Workers' compensation	1.7	1.8	1.9	2.0	2.0	1.9	1.9	1.9	1.7	1.6	1.4	1.3
Other benefits ⁴ .....	.1	.1	.2	.4	.3	.3	.2	.2	.2	.2	.2	.2

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

² Short-term disability includes all insured, self-insured, and state-mandated plans that provide benefits for each disability, including unfunded plans.

³ The total employer's cost for Social Security is comprised of an OASDI portion and a Medicare portion. OASDI is the acronym for

Old-Age, Survivors, and Disability Insurance.

⁴ Includes severance pay and supplemental unemployment benefits.

- Data not available.

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

Table 6. Private industry workers, by establishment size: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 1990-2001 -- Continued

Establishments with 100-499 workers

Compensation component	Cost per hour worked by year											
	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation	\$13.82	\$14.31	\$15.03	\$15.21	\$15.88	\$16.30	\$16.61	\$16.97	\$17.52	\$18.14	\$19.30	\$20.97
Wages and salaries	10.02	10.32	10.82	10.92	11.37	11.62	11.90	12.29	12.67	13.17	14.05	15.21
Total benefits	3.81	3.99	4.21	4.29	4.51	4.68	4.72	4.68	4.85	4.97	5.25	5.76
Paid leave .....	.94	.95	.99	.96	.99	1.01	1.03	1.06	1.08	1.11	1.23	1.39
Vacation .....	.46	.46	.48	.46	.47	.49	.51	.52	.53	.55	.60	.68
Holiday .....	.32	.33	.34	.33	.35	.35	.36	.36	.37	.38	.43	.49
Sick .....	.12	.12	.13	.12	.12	.12	.12	.13	.13	.14	.15	.16
Other .....	.04	.04	.04	.04	.05	.05	.05	.05	.05	.05	.06	.06
Supplemental pay .....	.31	.32	.34	.36	.40	.51	.50	.46	.57	.58	.59	.64
Premium ¹ .....	.18	.19	.20	.20	.20	.23	.24	.23	.25	.25	.26	.27
Shift differential .....	.04	.04	.04	.05	.05	.06	.06	.04	.05	.05	.06	.07
Nonproduction bonuses .....	.09	.09	.10	.11	.14	.22	.21	.19	.27	.28	.28	.30
Insurance .....	.88	.98	1.06	1.07	1.12	1.14	1.15	1.08	1.11	1.12	1.20	1.38
Life	-	.04	.04	.04	.04	.04	.04	.04	.04	.04	.05	.05
Health	-	.90	.98	.98	1.03	1.05	1.05	.98	1.01	1.01	1.09	1.26
Short-term disability ²	-	.04	.04	.04	.04	.05	.04	.04	.04	.04	.04	.05
Long-term disability	-	-	-	-	-	-	.02	.02	.02	.02	.03	.03
Retirement and savings .....	.39	.40	.41	.42	.45	.48	.49	.51	.51	.53	.56	.61
Pensions .....	.29	.29	.31	.33	.34	-	-	-	-	-	-	-
Savings and thrift .....	.10	.10	.09	.10	.11	-	-	-	-	-	-	-
Defined benefit	-	-	-	-	-	-	.26	.22	.20	.21	.21	.21
Defined contribution	-	-	-	-	-	-	.23	.29	.31	.32	.35	.40
Legally required benefits	1.28	1.33	1.40	1.44	1.50	1.53	1.52	1.56	1.57	1.62	1.65	1.72
Social Security ³ .....	.84	.87	.90	.91	.94	.97	.98	1.02	1.06	1.10	1.17	1.27
OASDI	-	-	-	-	-	-	.79	.82	.85	.89	.94	1.02
Medicare	-	-	-	-	-	-	.19	.20	.21	.22	.23	.25
Federal unemployment insurance ..	.03	.03	.03	.03	.03	.03	.03	.03	.03	.03	.03	.03
State unemployment insurance .....	.10	.09	.10	.12	.13	.13	.12	.12	.12	.11	.10	.10
Workers' compensation .....	.31	.33	.36	.38	.39	.39	.38	.38	.36	.38	.34	.32
Other benefits ⁵	(⁴)	(⁴)	(⁴)	.04	.05	.02	.02	.02	(⁴)	.02	.02	.02
	Percent of total compensation by year											
	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Wages and salaries	72.5	72.1	72.0	71.8	71.6	71.3	71.6	72.4	72.3	72.6	72.8	72.5
Total benefits	27.5	27.9	28.0	28.2	28.4	28.7	28.4	27.6	27.7	27.4	27.2	27.5
Paid leave	6.8	6.7	6.6	6.3	6.2	6.2	6.2	6.2	6.2	6.1	6.4	6.6
Vacation	3.3	3.2	3.2	3.0	3.0	3.0	3.0	3.1	3.0	3.0	3.1	3.2
Holiday	2.3	2.3	2.3	2.2	2.2	2.2	2.1	2.1	2.1	2.1	2.2	2.3
Sick .....	.9	.9	.8	.8	.8	.8	.7	.7	.7	.8	.8	.8
Other .....	.3	.3	.3	.3	.3	.3	.3	.3	.3	.3	.3	.3
Supplemental pay	2.3	2.3	2.3	2.4	2.5	3.1	3.0	2.7	3.3	3.2	3.1	3.1
Premium ¹	1.3	1.3	1.3	1.3	1.3	1.4	1.4	1.3	1.4	1.4	1.3	1.3
Shift differential .....	.3	.3	.3	.3	.3	.3	.4	.3	.3	.3	.3	.3
Nonproduction bonuses .....	.6	.6	.6	.7	.9	1.3	1.3	1.1	1.5	1.5	1.5	1.4
Insurance	6.3	6.9	7.1	7.0	7.0	7.0	6.9	6.4	6.3	6.2	6.2	6.6
Life	-	.3	.3	.3	.3	.3	.3	.3	.2	.2	.3	.2
Health	-	6.3	6.5	6.4	6.5	6.5	6.3	5.8	5.8	5.6	5.6	6.0
Short-term disability ²	-	.3	.3	.3	.3	.3	.2	.2	.2	.2	.2	.2
Long-term disability	-	-	-	-	-	-	.1	.1	.1	.1	.2	.1
Retirement and savings	2.8	2.8	2.7	2.8	2.8	2.9	3.0	3.0	2.9	2.9	2.9	2.9
Pensions	2.1	2.0	2.1	2.2	2.1	-	-	-	-	-	-	-
Savings and thrift .....	.7	.7	.6	.6	.7	-	-	-	-	-	-	-
Defined benefit	-	-	-	-	-	-	1.6	1.3	1.1	1.2	1.1	1.0
Defined contribution	-	-	-	-	-	-	1.4	1.7	1.8	1.8	1.8	1.9
Legally required benefits	9.3	9.3	9.3	9.5	9.5	9.4	9.1	9.2	9.0	8.9	8.5	8.2
Social Security ³	6.0	6.1	6.0	6.0	5.9	6.0	5.9	6.0	6.1	6.1	6.1	6.1
OASDI	-	-	-	-	-	-	4.8	4.8	4.9	4.9	4.9	4.9
Medicare	-	-	-	-	-	-	1.2	1.2	1.2	1.2	1.2	1.2
Federal unemployment insurance ..	.2	.2	.2	.2	.2	.2	.2	.2	.2	.2	.2	.1
State unemployment insurance .....	.7	.6	.7	.8	.8	.8	.7	.7	.7	.6	.5	.5
Workers' compensation	2.2	2.3	2.4	2.5	2.5	2.4	2.3	2.3	2.1	2.1	1.8	1.5
Other benefits ⁵	(⁶)	(⁶)	(⁶)	.3	.3	.1	.1	.1	(⁶)	.1	.1	.1

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

² Short-term disability includes all insured, self-insured, and state-mandated plans that provide benefits for each disability, including unfunded plans.

³ The total employer's cost for Social Security is comprised of an OASDI portion and a Medicare portion. OASDI is the acronym for Old-Age, Survivors, and Disability Insurance.

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

⁵ Includes severance pay and supplemental unemployment benefits.

⁶ Less than .05 percent.

- Data not available.

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

Table 6. Private industry workers, by establishment size: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 1990-2001 -- Continued

Establishments with 500 or more workers

Compensation component	Cost per hour worked by year											
	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation	\$20.02	\$20.60	\$21.23	\$21.92	\$23.35	\$22.85	\$24.03	\$24.75	\$25.56	\$26.37	\$26.93	\$28.17
Wages and salaries	13.90	14.28	14.58	14.89	15.79	15.72	16.49	17.12	17.78	18.37	18.70	19.67
Total benefits	6.12	6.32	6.64	7.02	7.56	7.13	7.55	7.63	7.78	8.00	8.23	8.50
Paid leave	1.70	1.72	1.77	1.78	1.89	1.81	1.94	2.00	2.07	2.15	2.18	2.27
Vacation .....	.86	.87	.89	.89	.95	.91	.98	1.02	1.05	1.09	1.08	1.13
Holiday .....	.55	.55	.57	.58	.62	.60	.63	.66	.68	.71	.73	.75
Sick .....	.22	.22	.22	.22	.23	.22	.24	.24	.24	.25	.26	.28
Other .....	.08	.08	.08	.08	.09	.07	.09	.09	.09	.10	.11	.11
Supplemental pay .....	.57	.58	.59	.66	.69	.66	.77	.83	.84	.87	.93	.95
Premium ¹ .....	.26	.27	.27	.27	.29	.27	.31	.32	.34	.35	.38	.36
Shift differential .....	.13	.14	.14	.14	.15	.14	.14	.14	.13	.13	.13	.14
Nonproduction bonuses .....	.19	.17	.19	.25	.25	.25	.32	.38	.37	.39	.42	.45
Insurance	1.44	1.56	1.69	1.86	2.01	1.80	1.82	1.74	1.78	1.83	1.93	2.00
Life	-	.07	.08	.07	.08	.07	.07	.07	.07	.07	.07	.08
Health	-	1.40	1.53	1.69	1.84	1.65	1.65	1.57	1.59	1.64	1.73	1.79
Short-term disability ²	-	.08	.08	.09	.09	.08	.06	.07	.08	.07	.07	.08
Long-term disability	-	-	-	-	-	-	.04	.04	.04	.05	.06	.06
Retirement and savings .....	.76	.74	.80	.83	.96	.91	1.03	1.01	1.04	1.05	1.08	1.12
Pensions .....	.57	.54	.60	.63	.76	-	-	-	-	-	-	-
Savings and thrift .....	.19	.19	.20	.20	.21	-	-	-	-	-	-	-
Defined benefit	-	-	-	-	-	-	.63	.58	.56	.55	.49	.46
Defined contribution	-	-	-	-	-	-	.41	.43	.48	.50	.59	.66
Legally required benefits	1.61	1.68	1.73	1.80	1.91	1.87	1.90	1.97	1.97	2.01	2.02	2.09
Social Security ³	1.15	1.19	1.22	1.25	1.33	1.31	1.38	1.43	1.48	1.54	1.57	1.65
OASDI	-	-	-	-	-	-	1.11	1.15	1.19	1.23	1.26	1.32
Medicare	-	-	-	-	-	-	.27	.29	.29	.31	.31	.33
Federal unemployment insurance ..	.03	.03	.03	.03	.03	.03	.03	.03	.03	.03	.03	.03
State unemployment insurance .....	.09	.09	.09	.11	.12	.11	.11	.11	.10	.10	.10	.09
Workers' compensation .....	.27	.30	.33	.35	.37	.35	.38	.39	.35	.34	.32	.32
Other benefits ⁴ .....	.04	.04	.06	.10	.09	.08	.08	.08	.08	.09	.09	.07
	Percent of total compensation by year											
	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Wages and salaries	69.4	69.3	68.7	68.0	67.6	68.8	68.6	69.2	69.6	69.7	69.4	69.8
Total benefits	30.6	30.7	31.3	32.0	32.4	31.2	31.4	30.8	30.4	30.3	30.6	30.2
Paid leave	8.5	8.3	8.4	8.1	8.1	7.9	8.1	8.1	8.1	8.2	8.1	8.1
Vacation	4.3	4.2	4.2	4.1	4.1	4.0	4.1	4.1	4.1	4.1	4.0	4.0
Holiday	2.7	2.7	2.7	2.7	2.7	2.6	2.6	2.7	2.7	2.7	2.7	2.7
Sick	1.1	1.1	1.0	1.0	1.0	1.0	1.0	1.0	.9	.9	1.0	1.0
Other .....	.4	.4	.4	.4	.4	.3	.4	.4	.4	.4	.4	.4
Supplemental pay	2.9	2.8	2.8	3.0	3.0	2.9	3.2	3.4	3.3	3.3	3.5	3.4
Premium ¹	1.3	1.3	1.3	1.2	1.2	1.2	1.3	1.3	1.3	1.3	1.4	1.3
Shift differential .....	.7	.7	.6	.6	.6	.6	.6	.6	.5	.5	.5	.5
Nonproduction bonuses .....	.9	.8	.9	1.1	1.1	1.1	1.3	1.5	1.4	1.5	1.6	1.6
Insurance	7.2	7.6	8.0	8.5	8.6	7.9	7.6	7.0	7.0	6.9	7.2	7.1
Life	-	.4	.4	.3	.3	.3	.3	.3	.3	.3	.3	.3
Health	-	6.8	7.2	7.7	7.9	7.2	6.9	6.3	6.2	6.2	6.4	6.4
Short-term disability ²	-	.4	.4	.4	.4	.4	.3	.3	.3	.3	.3	.3
Long-term disability	-	-	-	-	-	-	.2	.2	.2	.2	.2	.2
Retirement and savings	3.8	3.6	3.8	3.8	4.1	4.0	4.3	4.1	4.1	4.0	4.0	4.0
Pensions	2.8	2.6	2.8	2.9	3.2	-	-	-	-	-	-	-
Savings and thrift	1.0	.9	.9	.9	.9	-	-	-	-	-	-	-
Defined benefit	-	-	-	-	-	-	2.6	2.3	2.2	2.1	1.8	1.6
Defined contribution	-	-	-	-	-	-	1.7	1.7	1.9	1.9	2.2	2.3
Legally required benefits	8.0	8.2	8.2	8.2	8.2	8.2	7.9	7.9	7.7	7.6	7.5	7.4
Social Security ³	5.7	5.8	5.7	5.7	5.7	5.7	5.7	5.8	5.8	5.8	5.8	5.9
OASDI	-	-	-	-	-	-	4.6	4.6	4.7	4.7	4.7	4.7
Medicare	-	-	-	-	-	-	1.1	1.2	1.1	1.2	1.2	1.2
Federal unemployment insurance ..	.2	.1	.1	.1	.1	.1	.1	.1	.1	.1	.1	.1
State unemployment insurance .....	.5	.4	.4	.5	.5	.5	.5	.5	.4	.4	.4	.3
Workers' compensation	1.4	1.4	1.5	1.6	1.6	1.5	1.6	1.6	1.4	1.3	1.2	1.1
Other benefits ⁴ .....	.2	.2	.3	.5	.4	.3	.3	.3	.3	.3	.3	.2

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

² Short-term disability includes all insured, self-insured, and state-mandated plans that provide benefits for each disability, including unfunded plans.

³ The total employer's cost for Social Security is comprised of an OASDI portion and a Medicare portion. OASDI is the acronym for

Old-Age, Survivors, and Disability Insurance.

⁴ Includes severance pay and supplemental unemployment benefits.

- Data not available.

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

Table 7. Civilian workers, by occupational and industry group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 1991-2001

Professional specialty and technical occupations

Compensation component	Cost per hour worked by year										
	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation	\$25.96	\$27.49	\$29.33	\$30.02	\$29.77	\$30.82	\$31.08	\$31.56	\$32.42	\$34.44	\$36.04
Wages and salaries	19.09	20.13	21.41	21.91	21.83	22.55	22.87	23.34	24.04	25.59	26.74
Total benefits	6.87	7.35	7.92	8.11	7.93	8.27	8.21	8.22	8.38	8.85	9.31
Paid leave	1.90	1.97	2.05	2.07	2.06	2.12	2.14	2.16	2.27	2.55	2.67
Supplemental pay .....	.32	.39	.42	.42	.45	.58	.62	.63	.50	.54	.57
Insurance	1.54	1.74	1.94	2.02	1.88	1.87	1.75	1.80	1.89	2.00	2.15
Retirement and savings	1.35	1.36	1.51	1.54	1.42	1.51	1.48	1.42	1.45	1.43	1.47
Legally required benefits	1.74	1.85	1.96	2.01	2.09	2.14	2.18	2.16	2.21	2.28	2.40
Other benefits ¹ .....	.02	.03	.04	.05	.05	.05	.05	.05	.06	.05	.05
	Percent of total compensation by year										
	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Wages and salaries	73.5	73.2	73.0	73.0	73.4	73.2	73.6	74.0	74.2	74.3	74.2
Total benefits	26.5	26.8	27.0	27.0	26.6	26.8	26.4	26.0	25.8	25.7	25.8
Paid leave	7.3	7.2	7.0	6.9	6.9	6.9	6.9	6.8	7.0	7.4	7.4
Supplemental pay	1.2	1.4	1.4	1.4	1.5	1.9	2.0	2.0	1.5	1.6	1.6
Insurance	5.9	6.3	6.6	6.7	6.3	6.1	5.6	5.7	5.8	5.8	6.0
Retirement and savings	5.2	5.0	5.1	5.1	4.8	4.9	4.8	4.5	4.5	4.2	4.1
Legally required benefits	6.7	6.7	6.7	6.7	7.0	6.9	7.0	6.8	6.8	6.6	6.7
Other benefits ¹ .....	.1	.1	.1	.2	.2	.2	.2	.2	.2	.1	.1

¹ Includes severance pay and supplemental unemployment benefits.

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

Table 7. Civilian workers, by occupational and industry group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 1991¹-2001 -- Continued

Professional specialty occupations

Compensation component	Cost per hour worked by year										
	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation	-	-	-	\$31.91	\$31.59	\$32.60	\$33.11	\$33.69	\$34.31	\$36.85	\$38.77
Wages and salaries	-	-	-	23.40	23.28	23.95	24.48	25.01	25.58	27.53	28.94
Total benefits	-	-	-	8.51	8.31	8.65	8.63	8.68	8.73	9.32	9.83
Paid leave	-	-	-	2.13	2.13	2.21	2.24	2.27	2.36	2.71	2.85
Supplemental pay	-	-	-	.42	.44	.61	.64	.64	.48	.50	.53
Insurance	-	-	-	2.12	1.97	1.96	1.85	1.90	2.00	2.13	2.26
Retirement and savings	-	-	-	1.73	1.57	1.64	1.61	1.57	1.57	1.58	1.63
Legally required benefits	-	-	-	2.07	2.15	2.19	2.24	2.25	2.27	2.36	2.51
Other benefits ²	-	-	-	.05	.05	.05	.05	.05	.06	.05	.06
	Percent of total compensation by year										
	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation	-	-	-	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Wages and salaries	-	-	-	73.3	73.7	73.5	73.9	74.2	74.6	74.7	74.6
Total benefits	-	-	-	26.7	26.3	26.5	26.1	25.8	25.4	25.3	25.4
Paid leave	-	-	-	6.7	6.7	6.8	6.8	6.7	6.9	7.4	7.4
Supplemental pay	-	-	-	1.3	1.4	1.9	1.9	1.9	1.4	1.4	1.4
Insurance	-	-	-	6.6	6.2	6.0	5.6	5.6	5.8	5.8	5.8
Retirement and savings	-	-	-	5.4	5.0	5.0	4.9	4.7	4.6	4.3	4.2
Legally required benefits	-	-	-	6.5	6.8	6.7	6.8	6.7	6.6	6.4	6.5
Other benefits ²	-	-	-	.2	.2	.1	.2	.1	.2	.1	.2

¹ This series began in 1994.

² Includes severance pay and supplemental unemployment benefits.

- Data not available.

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

Table 7. Civilian workers, by occupational and industry group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 1991¹-2001 -- Continued

Nurses

Compensation component	Cost per hour worked by year										
	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation	-	-	-	\$27.17	\$27.58	\$28.69	\$28.41	\$28.59	\$29.37	\$30.28	\$32.26
Wages and salaries	-	-	-	19.65	20.12	20.87	20.54	20.88	21.53	22.04	23.35
Total benefits	-	-	-	7.52	7.46	7.82	7.87	7.71	7.85	8.24	8.92
Paid leave	-	-	-	1.99	1.99	2.13	2.32	2.29	2.34	2.48	2.59
Supplemental pay	-	-	-	1.02	1.03	1.08	.97	.97	.94	1.00	1.06
Insurance	-	-	-	1.46	1.41	1.46	1.42	1.39	1.49	1.58	1.61
Retirement and savings	-	-	-	.82	.71	.78	.85	.78	.77	.85	.94
Legally required benefits	-	-	-	2.21	2.30	2.36	2.31	2.27	2.30	2.32	2.71
Other benefits ³	-	-	-	.02	(²)	(²)	(²)	(²)	(²)	(²)	.02
	Percent of total compensation by year										
	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation	-	-	-	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Wages and salaries	-	-	-	72.3	73.0	72.7	72.3	73.0	73.3	72.8	72.4
Total benefits	-	-	-	27.7	27.0	27.3	27.7	27.0	26.7	27.2	27.7
Paid leave	-	-	-	7.3	7.2	7.4	8.2	8.0	8.0	8.2	8.0
Supplemental pay	-	-	-	3.7	3.7	3.8	3.4	3.4	3.2	3.3	3.3
Insurance	-	-	-	5.4	5.1	5.1	5.0	4.9	5.1	5.2	5.0
Retirement and savings	-	-	-	3.0	2.6	2.7	3.0	2.7	2.6	2.8	2.9
Legally required benefits	-	-	-	8.1	8.3	8.2	8.1	7.9	7.8	7.7	8.4
Other benefits ³	-	-	-	.1	(⁴)	(⁴)	(⁴)	(⁴)	(⁴)	(⁴)	.1

¹ This series began in 1994.

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

³ Includes severance pay and supplemental unemployment benefits.

⁴ Less than .05 percent.

- Data not available.

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

Table 7. Civilian workers, by occupational and industry group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 1991¹-2001 -- Continued

Teachers

Compensation component	Cost per hour worked by year										
	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation	-	-	-	\$34.76	\$34.07	\$35.50	\$35.37	\$36.24	\$36.88	\$39.19	\$40.93
Wages and salaries	-	-	-	26.16	25.72	26.82	26.79	27.57	28.13	29.93	31.31
Total benefits	-	-	-	8.61	8.35	8.68	8.58	8.67	8.75	9.27	9.62
Paid leave	-	-	-	1.61	1.63	1.75	1.78	1.82	1.88	2.04	2.16
Supplemental pay	-	-	-	.04	.07	.07	.06	.08	.07	.08	.08
Insurance	-	-	-	2.44	2.20	2.28	2.19	2.25	2.33	2.55	2.75
Retirement and savings	-	-	-	2.55	2.34	2.46	2.40	2.37	2.31	2.34	2.24
Legally required benefits	-	-	-	1.92	2.08	2.08	2.09	2.09	2.11	2.20	2.31
Other benefits ²	-	-	-	.04	.03	.04	.06	.06	.06	.07	.08
	Percent of total compensation by year										
	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation	-	-	-	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Wages and salaries	-	-	-	75.2	75.5	75.6	75.8	76.1	76.3	76.4	76.5
Total benefits	-	-	-	24.8	24.5	24.4	24.2	23.9	23.7	23.7	23.5
Paid leave	-	-	-	4.6	4.8	4.9	5.0	5.0	5.1	5.2	5.3
Supplemental pay	-	-	-	.1	.2	.2	.2	.2	.2	.2	.2
Insurance	-	-	-	7.0	6.5	6.4	6.2	6.2	6.3	6.5	6.7
Retirement and savings	-	-	-	7.3	6.9	6.9	6.8	6.5	6.3	6.0	5.5
Legally required benefits	-	-	-	5.5	6.1	5.9	5.9	5.8	5.7	5.6	5.6
Other benefits ²	-	-	-	.1	.1	.1	.2	.2	.2	.2	.2

¹ This series began in 1994.

² Includes severance pay and supplemental unemployment benefits.

- Data not available.

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

Table 7. Civilian workers, by occupational and industry group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 1991¹-2001 -- Continued

Technical occupations

Compensation component	Cost per hour worked by year										
	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation	-	-	-	\$23.42	\$23.29	\$24.24	\$23.80	\$23.96	\$25.72	\$26.15	\$26.97
Wages and salaries	-	-	-	16.71	16.71	17.36	17.09	17.34	18.59	18.94	19.41
Total benefits	-	-	-	6.71	6.58	6.88	6.71	6.61	7.14	7.22	7.56
Paid leave	-	-	-	1.88	1.79	1.83	1.78	1.79	1.95	1.99	2.08
Supplemental pay	-	-	-	.45	.47	.48	.52	.60	.58	.67	.69
Insurance	-	-	-	1.68	1.56	1.53	1.42	1.43	1.52	1.58	1.80
Retirement and savings	-	-	-	.85	.89	1.05	1.01	.89	1.02	.92	.93
Legally required benefits	-	-	-	1.81	1.84	1.94	1.94	1.86	2.01	2.00	2.03
Other benefits ²	-	-	-	.03	.04	.05	.05	.04	.06	.05	.03
	Percent of total compensation by year										
	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation	-	-	-	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Wages and salaries	-	-	-	71.4	71.8	71.6	71.8	72.4	72.3	72.4	72.0
Total benefits	-	-	-	28.6	28.2	28.4	28.2	27.6	27.8	27.6	28.0
Paid leave	-	-	-	8.0	7.7	7.5	7.5	7.5	7.6	7.6	7.7
Supplemental pay	-	-	-	1.9	2.0	2.0	2.2	2.5	2.3	2.6	2.6
Insurance	-	-	-	7.2	6.7	6.3	6.0	6.0	5.9	6.0	6.7
Retirement and savings	-	-	-	3.6	3.8	4.3	4.3	3.7	4.0	3.5	3.4
Legally required benefits	-	-	-	7.7	7.9	8.0	8.1	7.8	7.8	7.6	7.5
Other benefits ²	-	-	-	.1	.2	.2	.2	.2	.2	.2	.1

¹ This series began in 1994.

² Includes severance pay and supplemental unemployment benefits.

- Data not available.

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

Table 7. Civilian workers, by occupational and industry group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 1991-2001 -- Continued

Executive, administrative, and managerial occupations

Compensation component	Cost per hour worked by year										
	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation	\$28.23	\$29.49	\$30.48	\$31.24	\$32.32	\$33.05	\$33.12	\$34.39	\$35.18	\$37.19	\$40.25
Wages and salaries	20.66	21.47	21.98	22.41	23.12	23.81	24.04	24.85	25.31	26.97	28.94
Total benefits	7.57	8.02	8.50	8.83	9.21	9.24	9.07	9.54	9.87	10.21	11.32
Paid leave	2.52	2.63	2.65	2.69	2.77	2.89	2.87	2.99	3.05	3.18	3.50
Supplemental pay .....	.46	.52	.67	.72	.94	.76	.77	.99	1.14	1.19	1.39
Insurance	1.46	1.63	1.76	1.84	1.82	1.84	1.72	1.77	1.86	1.98	2.21
Retirement and savings	1.18	1.19	1.19	1.21	1.32	1.39	1.33	1.38	1.36	1.36	1.54
Legally required benefits	1.93	2.02	2.13	2.24	2.30	2.30	2.32	2.36	2.41	2.45	2.62
Other benefits ¹ .....	.03	.03	.10	.14	.05	.05	.05	.05	.05	.05	.05
	Percent of total compensation by year										
	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Wages and salaries	73.2	72.8	72.1	71.7	71.5	72.0	72.6	72.3	71.9	72.5	71.9
Total benefits	26.8	27.2	27.9	28.3	28.5	28.0	27.4	27.7	28.1	27.5	28.1
Paid leave	8.9	8.9	8.7	8.6	8.6	8.7	8.7	8.7	8.7	8.6	8.7
Supplemental pay	1.6	1.7	2.2	2.3	2.9	2.3	2.3	2.9	3.2	3.2	3.5
Insurance	5.2	5.5	5.8	5.9	5.6	5.6	5.2	5.1	5.3	5.3	5.5
Retirement and savings	4.2	4.0	3.9	3.9	4.1	4.2	4.0	4.0	3.9	3.7	3.8
Legally required benefits	6.8	6.9	7.0	7.2	7.1	7.0	7.0	6.9	6.9	6.6	6.5
Other benefits ¹ .....	.1	.1	.3	.4	.2	.2	.2	.1	.1	.1	.1

¹ Includes severance pay and supplemental unemployment benefits.

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

Table 7. Civilian workers, by occupational and industry group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 1991-2001 -- Continued

Administrative support, including clerical occupations

Compensation component	Cost per hour worked by year										
	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation	\$13.38	\$13.90	\$14.36	\$14.87	\$14.84	\$15.17	\$15.44	\$16.09	\$16.63	\$17.22	\$17.59
Wages and salaries	9.44	9.77	10.05	10.38	10.48	10.73	10.99	11.47	11.90	12.26	12.62
Total benefits	3.94	4.13	4.31	4.49	4.36	4.44	4.45	4.62	4.73	4.96	4.96
Paid leave	1.04	1.07	1.08	1.12	1.09	1.12	1.13	1.17	1.21	1.25	1.26
Supplemental pay .....	.22	.23	.25	.26	.26	.27	.29	.32	.31	.41	.35
Insurance	1.17	1.27	1.35	1.41	1.31	1.32	1.27	1.34	1.37	1.42	1.48
Retirement and savings .....	.47	.47	.50	.51	.50	.55	.55	.56	.58	.58	.55
Legally required benefits	1.02	1.07	1.12	1.17	1.17	1.17	1.19	1.22	1.25	1.27	1.30
Other benefits ²	(¹)	(¹)	.02	.02	.02	.02	.02	.02	.02	.02	.02
	Percent of total compensation by year										
	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Wages and salaries	70.6	70.3	70.0	69.8	70.6	70.7	71.2	71.3	71.6	71.2	71.7
Total benefits	29.4	29.7	30.0	30.2	29.4	29.3	28.8	28.7	28.4	28.8	28.2
Paid leave	7.8	7.7	7.5	7.5	7.3	7.4	7.3	7.3	7.3	7.3	7.2
Supplemental pay	1.6	1.7	1.7	1.7	1.8	1.8	1.9	2.0	1.9	2.4	2.0
Insurance	8.8	9.2	9.4	9.5	8.8	8.7	8.2	8.3	8.2	8.2	8.4
Retirement and savings	3.5	3.4	3.4	3.4	3.4	3.6	3.6	3.5	3.5	3.4	3.1
Legally required benefits	7.6	7.7	7.8	7.8	7.9	7.7	7.7	7.6	7.5	7.4	7.4
Other benefits ²	(³)	(³)	.1	.1	.1	.1	.1	.1	.1	.1	.1

¹ Cost per hour worked is \$0.01 or less.

² Includes severance pay and supplemental unemployment benefits.

³ Less than .05 percent.

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

Table 7. Civilian workers, by occupational and industry group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 1991-2001 -- Continued

Service industries

Compensation component	Cost per hour worked by year										
	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation	\$17.02	\$18.14	\$18.91	\$19.36	\$19.10	\$19.54	\$20.27	\$20.81	\$21.23	\$22.20	\$23.54
Wages and salaries	12.53	13.28	13.80	14.11	14.01	14.37	15.03	15.49	15.87	16.62	17.59
Total benefits	4.49	4.86	5.11	5.24	5.09	5.16	5.24	5.32	5.37	5.58	5.96
Paid leave	1.18	1.25	1.26	1.29	1.27	1.29	1.33	1.36	1.40	1.52	1.64
Supplemental pay .....	.22	.26	.27	.28	.27	.30	.36	.37	.33	.31	.31
Insurance	1.05	1.18	1.29	1.36	1.27	1.23	1.18	1.22	1.26	1.33	1.46
Retirement and savings .....	.76	.79	.83	.83	.77	.83	.80	.79	.78	.79	.80
Legally required benefits	1.28	1.36	1.43	1.47	1.49	1.50	1.55	1.56	1.58	1.62	1.72
Other benefits ²	(¹)	(¹)	.02	.02	.02	(¹)	.02	.02	.02	.02	.02
	Percent of total compensation by year										
	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Wages and salaries	73.6	73.2	73.0	72.9	73.4	73.6	74.2	74.4	74.8	74.9	74.7
Total benefits	26.4	26.8	27.0	27.1	26.6	26.4	25.8	25.6	25.3	25.1	25.3
Paid leave	6.9	6.9	6.7	6.6	6.7	6.6	6.6	6.5	6.6	6.8	7.0
Supplemental pay	1.3	1.5	1.4	1.4	1.4	1.5	1.8	1.8	1.6	1.4	1.3
Insurance	6.2	6.5	6.8	7.0	6.7	6.3	5.8	5.9	5.9	6.0	6.2
Retirement and savings	4.5	4.4	4.4	4.3	4.0	4.2	4.0	3.8	3.7	3.6	3.4
Legally required benefits	7.5	7.5	7.6	7.6	7.8	7.7	7.6	7.5	7.4	7.3	7.3
Other benefits ²	(³)	(³)	.1	.1	.1	(³)	.1	.1	.1	.1	.1

¹ Cost per hour worked is \$0.01 or less.

² Includes severance pay and supplemental unemployment benefits.

³ Less than .05 percent.

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

Table 7. Civilian workers, by occupational and industry group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 1991-2001 -- Continued

Health services

Compensation component	Cost per hour worked by year										
	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation	\$16.75	\$17.05	\$17.55	\$17.99	\$18.01	\$18.34	\$18.58	\$19.25	\$19.44	\$22.05	\$23.75
Wages and salaries	12.00	12.22	12.66	12.95	13.00	13.21	13.55	14.11	14.30	16.17	17.26
Total benefits	4.76	4.83	4.88	5.04	5.00	5.12	5.03	5.14	5.14	5.87	6.50
Paid leave	1.52	1.47	1.36	1.36	1.36	1.39	1.44	1.47	1.47	1.88	2.01
Supplemental pay .....	.41	.43	.44	.44	.47	.45	.43	.47	.44	.44	.45
Insurance .....	.99	1.07	1.16	1.23	1.18	1.20	1.08	1.13	1.13	1.27	1.48
Retirement and savings .....	.50	.43	.49	.51	.48	.56	.57	.55	.54	.61	.72
Legally required benefits	1.33	1.42	1.42	1.48	1.50	1.51	1.50	1.52	1.55	1.66	1.83
Other benefits ²	(¹)	(¹)	(¹)	(¹)	(¹)	(¹)	(¹)	(¹)	(¹)	(¹)	(¹)
	Percent of total compensation by year										
	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Wages and salaries	71.6	71.7	72.2	72.0	72.2	72.1	72.9	73.3	73.6	73.3	72.7
Total benefits	28.4	28.3	27.8	28.0	27.8	27.9	27.1	26.7	26.4	26.6	27.4
Paid leave	9.1	8.6	7.8	7.6	7.5	7.6	7.8	7.6	7.6	8.5	8.5
Supplemental pay	2.4	2.5	2.5	2.5	2.6	2.4	2.3	2.4	2.3	2.0	1.9
Insurance	5.9	6.3	6.6	6.8	6.6	6.5	5.8	5.9	5.8	5.8	6.2
Retirement and savings	3.0	2.5	2.8	2.8	2.7	3.1	3.1	2.9	2.8	2.8	3.0
Legally required benefits	8.0	8.3	8.1	8.3	8.4	8.2	8.1	7.9	8.0	7.5	7.7
Other benefits ²	(³)	(³)	(³)	(³)	(³)	(³)	(³)	(³)	(³)	(³)	(³)

¹ Cost per hour worked is \$0.01 or less.

² Includes severance pay and supplemental unemployment benefits.

³ Less than .05 percent.

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

Table 7. Civilian workers, by occupational and industry group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 1991-2001 -- Continued

Hospitals

Compensation component	Cost per hour worked by year										
	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation	\$18.63	\$19.68	\$19.74	\$20.57	\$21.14	\$21.71	\$21.79	\$22.29	\$22.90	\$23.79	\$25.31
Wages and salaries	13.12	13.78	13.83	14.37	14.83	15.10	15.28	15.76	16.15	16.77	17.75
Total benefits	5.51	5.90	5.91	6.20	6.31	6.61	6.52	6.53	6.75	7.03	7.57
Paid leave	1.72	1.82	1.69	1.75	1.81	1.91	1.93	1.95	2.04	2.09	2.22
Supplemental pay .....	.62	.64	.60	.62	.64	.68	.67	.66	.65	.65	.65
Insurance	1.22	1.37	1.54	1.63	1.62	1.65	1.55	1.52	1.63	1.77	1.88
Retirement and savings .....	.52	.53	.56	.60	.62	.71	.68	.69	.70	.71	.82
Legally required benefits	1.42	1.53	1.51	1.58	1.60	1.64	1.66	1.68	1.72	1.80	1.99
Other benefits ²	(¹)	(¹)	(¹)	.02	.02	.02	(¹)	.02	(¹)	(¹)	.02
	Percent of total compensation by year										
	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Wages and salaries	70.4	70.0	70.0	69.8	70.2	69.6	70.1	70.7	70.5	70.5	70.1
Total benefits	29.6	30.0	30.0	30.2	29.8	30.4	29.9	29.3	29.5	29.6	29.9
Paid leave	9.2	9.3	8.6	8.5	8.6	8.8	8.9	8.7	8.9	8.8	8.8
Supplemental pay	3.3	3.3	3.0	3.0	3.0	3.1	3.1	3.0	2.8	2.7	2.6
Insurance	6.6	6.9	7.8	7.9	7.7	7.6	7.1	6.8	7.1	7.4	7.4
Retirement and savings	2.8	2.7	2.8	2.9	2.9	3.3	3.1	3.1	3.1	3.0	3.2
Legally required benefits	7.6	7.8	7.7	7.7	7.6	7.6	7.6	7.5	7.5	7.6	7.9
Other benefits ²	(³)	(³)	(³)	.1	.1	.1	(³)	.1	(³)	(³)	.1

¹ Cost per hour worked is \$0.01 or less.

² Includes severance pay and supplemental unemployment benefits.

³ Less than .05 percent.

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

Table 7. Civilian workers, by occupational and industry group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 1991-2001 -- Continued

Educational services

Compensation component	Cost per hour worked by year										
	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation	\$24.58	\$25.73	\$26.87	\$27.73	\$26.64	\$27.70	\$28.57	\$29.40	\$30.13	\$31.03	\$32.09
Wages and salaries	18.01	18.80	19.56	20.19	19.50	20.34	21.03	21.73	22.34	23.03	23.83
Total benefits	6.57	6.94	7.32	7.54	7.14	7.37	7.54	7.67	7.79	8.00	8.27
Paid leave	1.48	1.57	1.63	1.69	1.65	1.73	1.77	1.83	1.88	1.94	2.05
Supplemental pay .....	.09	.08	.08	.06	.08	.09	.09	.10	.09	.10	.11
Insurance	1.70	1.91	2.09	2.21	1.98	2.02	2.04	2.09	2.19	2.33	2.49
Retirement and savings	1.88	1.89	1.95	1.97	1.76	1.85	1.90	1.89	1.83	1.80	1.70
Legally required benefits	1.40	1.46	1.53	1.57	1.64	1.65	1.70	1.72	1.75	1.79	1.87
Other benefits ¹ .....	.02	.03	.03	.03	.02	.03	.04	.04	.05	.05	.05
	Percent of total compensation by year										
	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Wages and salaries	73.3	73.0	72.8	72.8	73.2	73.4	73.6	73.9	74.1	74.2	74.3
Total benefits	26.7	27.0	27.2	27.2	26.8	26.6	26.4	26.1	25.9	25.8	25.8
Paid leave	6.0	6.1	6.1	6.1	6.2	6.2	6.2	6.2	6.2	6.3	6.4
Supplemental pay .....	.4	.3	.3	.2	.3	.3	.3	.3	.3	.3	.3
Insurance	6.9	7.4	7.8	8.0	7.4	7.3	7.1	7.1	7.3	7.5	7.8
Retirement and savings	7.6	7.4	7.3	7.1	6.6	6.7	6.6	6.4	6.1	5.8	5.3
Legally required benefits	5.7	5.7	5.7	5.7	6.2	6.0	6.0	5.9	5.8	5.8	5.8
Other benefits ¹ .....	.1	.1	.1	.1	.1	.1	.1	.1	.2	.2	.2

¹ Includes severance pay and supplemental unemployment benefits.

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

Table 7. Civilian workers, by occupational and industry group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 1991-2001 -- Continued

Elementary and secondary education

Compensation component	Cost per hour worked by year										
	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation	\$25.03	\$26.07	\$27.24	\$28.10	\$26.37	\$27.33	\$28.26	\$28.82	\$29.52	\$30.46	\$31.29
Wages and salaries	18.29	18.97	19.78	20.40	19.36	20.12	20.84	21.38	21.88	22.63	23.29
Total benefits	6.74	7.11	7.46	7.70	7.01	7.21	7.43	7.45	7.63	7.83	7.99
Paid leave	1.40	1.48	1.54	1.60	1.48	1.53	1.58	1.61	1.66	1.71	1.81
Supplemental pay .....	.08	.08	.08	.04	.06	.06	.06	.07	.07	.07	.08
Insurance	1.84	2.07	2.25	2.39	2.10	2.16	2.21	2.25	2.37	2.51	2.68
Retirement and savings	2.05	2.03	2.09	2.11	1.79	1.88	1.91	1.83	1.84	1.80	1.64
Legally required benefits	1.34	1.41	1.47	1.51	1.56	1.54	1.61	1.62	1.63	1.67	1.71
Other benefits ¹ .....	.03	.04	.04	.04	.03	.04	.06	.06	.06	.07	.08
	Percent of total compensation by year										
	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Wages and salaries	73.1	72.7	72.6	72.6	73.4	73.6	73.7	74.2	74.1	74.3	74.4
Total benefits	26.9	27.3	27.4	27.4	26.6	26.4	26.3	25.9	25.8	25.7	25.5
Paid leave	5.6	5.7	5.7	5.7	5.6	5.6	5.6	5.6	5.6	5.6	5.8
Supplemental pay .....	.3	.3	.3	.2	.2	.2	.2	.2	.2	.2	.3
Insurance	7.3	8.0	8.3	8.5	7.9	7.9	7.8	7.8	8.0	8.2	8.6
Retirement and savings	8.2	7.8	7.7	7.5	6.8	6.9	6.7	6.3	6.2	5.9	5.2
Legally required benefits	5.4	5.4	5.4	5.4	5.9	5.7	5.7	5.6	5.5	5.5	5.5
Other benefits ¹ .....	.1	.1	.1	.1	.1	.1	.2	.2	.2	.2	.3

¹ Includes severance pay and supplemental unemployment benefits.

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

Table 7. Civilian workers, by occupational and industry group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 1991-2001 -- Continued

Higher education

Compensation component	Cost per hour worked by year										
	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation	\$24.74	\$26.23	\$27.39	\$28.14	\$28.11	\$29.29	\$30.18	\$31.46	\$32.39	\$33.40	\$34.65
Wages and salaries	18.22	19.30	20.02	20.60	20.43	21.38	22.14	23.10	23.99	24.71	25.54
Total benefits	6.52	6.93	7.37	7.54	7.68	7.91	8.04	8.36	8.40	8.68	9.11
Paid leave	1.69	1.80	1.86	1.91	2.05	2.13	2.17	2.29	2.38	2.46	2.58
Supplemental pay .....	.11	.10	.10	.11	.12	.15	.15	.15	.14	.14	.15
Insurance	1.51	1.68	1.91	1.97	1.85	1.83	1.80	1.85	1.94	2.07	2.28
Retirement and savings	1.65	1.74	1.81	1.83	1.83	1.92	2.01	2.10	1.92	1.94	1.94
Legally required benefits	1.55	1.61	1.68	1.72	1.82	1.88	1.91	1.96	2.02	2.06	2.15
Other benefits ²	(¹)	(¹)	(¹)	(¹)	(¹)	(¹)	(¹)	(¹)	(¹)	(¹)	(¹)
	Percent of total compensation by year										
	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Wages and salaries	73.7	73.6	73.1	73.2	72.7	73.0	73.4	73.4	74.1	74.0	73.7
Total benefits	26.3	26.4	26.9	26.8	27.3	27.0	26.6	26.6	25.9	26.0	26.3
Paid leave	6.8	6.8	6.8	6.8	7.3	7.3	7.2	7.3	7.3	7.4	7.4
Supplemental pay .....	.5	.4	.4	.4	.4	.5	.5	.5	.4	.4	.4
Insurance	6.1	6.4	7.0	7.0	6.6	6.2	6.0	5.9	6.0	6.2	6.6
Retirement and savings	6.7	6.6	6.6	6.5	6.5	6.5	6.7	6.7	5.9	5.8	5.6
Legally required benefits	6.3	6.1	6.2	6.1	6.5	6.4	6.3	6.2	6.2	6.2	6.2
Other benefits ²	(³)	(³)	(³)	(³)	(³)	(³)	(³)	(³)	(³)	(³)	(³)

¹ Cost per hour worked is \$0.01 or less.

² Includes severance pay and supplemental unemployment benefits.

³ Less than .05 percent.

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

Table 8. State and local government workers, by occupational and industry group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 1991-2001

Professional specialty and technical occupations

Compensation component	Cost per hour worked by year										
	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation	\$21.06	\$31.50	\$32.91	\$34.04	\$32.63	\$33.81	\$34.92	\$35.76	\$36.67	\$38.15	\$39.26
Wages and salaries	13.13	23.10	24.07	24.90	23.91	24.86	25.78	26.54	27.30	28.48	29.35
Total benefits	7.93	8.40	8.83	9.15	8.72	8.95	9.14	9.22	9.36	9.67	9.92
Paid leave	2.11	1.87	1.95	2.03	2.01	2.07	2.12	2.15	2.21	2.30	2.39
Supplemental pay .....	.63	.16	.16	.13	.15	.16	.15	.16	.15	.15	.16
Insurance	1.48	2.14	2.37	2.52	2.27	2.32	2.33	2.41	2.51	2.68	2.88
Retirement and savings	2.38	2.48	2.54	2.60	2.32	2.44	2.49	2.45	2.41	2.37	2.19
Legally required benefits	1.31	1.71	1.77	1.83	1.93	1.92	1.99	2.00	2.02	2.10	2.22
Other benefits ¹ .....	.03	.04	.04	.04	.04	.04	.06	.06	.07	.07	.08
	Percent of total compensation by year										
	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Wages and salaries	62.3	73.3	73.2	73.1	73.3	73.5	73.8	74.2	74.4	74.7	74.8
Total benefits	37.7	26.7	26.8	26.9	26.7	26.5	26.2	25.8	25.5	25.3	25.3
Paid leave	10.0	5.9	5.9	6.0	6.2	6.1	6.1	6.0	6.0	6.0	6.1
Supplemental pay	3.0	.5	.5	.4	.5	.5	.4	.4	.4	.4	.4
Insurance	7.0	6.8	7.2	7.4	6.9	6.9	6.7	6.7	6.8	7.0	7.3
Retirement and savings	11.3	7.9	7.7	7.6	7.1	7.2	7.1	6.9	6.6	6.2	5.6
Legally required benefits	6.2	5.4	5.4	5.4	5.9	5.7	5.7	5.6	5.5	5.5	5.7
Other benefits ¹ .....	.1	.1	.1	.1	.1	.1	.2	.2	.2	.2	.2

¹ Includes severance pay and supplemental unemployment benefits.

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

Table 8. State and local government workers, by occupational and industry group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 1991-2001 -- Continued

Professional specialty occupations

Compensation component	Cost per hour worked by year										
	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation	\$20.11	-	-	\$35.31	\$33.88	\$35.14	\$36.25	\$37.14	\$38.03	\$39.41	\$40.59
Wages and salaries	13.32	-	-	25.93	24.95	25.97	26.89	27.70	28.45	29.55	30.47
Total benefits	6.79	-	-	9.38	8.93	9.17	9.36	9.44	9.58	9.86	10.12
Paid leave	2.02	-	-	2.04	2.02	2.08	2.13	2.16	2.22	2.31	2.40
Supplemental pay .....	.26	-	-	.10	.13	.13	.13	.14	.13	.13	.14
Insurance	1.41	-	-	2.60	2.33	2.39	2.40	2.47	2.58	2.75	2.96
Retirement and savings	1.81	-	-	2.72	2.41	2.55	2.59	2.54	2.51	2.46	2.27
Legally required benefits	1.26	-	-	1.88	1.99	1.98	2.05	2.05	2.07	2.13	2.27
Other benefits ¹ .....	.02	-	-	.05	.04	.04	.06	.07	.07	.07	.08
	Percent of total compensation by year										
	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation	100.0	-	-	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Wages and salaries	66.2	-	-	73.4	73.6	73.9	74.2	74.6	74.8	75.0	75.1
Total benefits	33.8	-	-	26.6	26.4	26.1	25.8	25.4	25.2	25.0	24.9
Paid leave	10.0	-	-	5.8	6.0	5.9	5.9	5.8	5.8	5.9	5.9
Supplemental pay	1.3	-	-	.3	.4	.4	.4	.4	.3	.3	.3
Insurance	7.0	-	-	7.4	6.9	6.8	6.6	6.7	6.8	7.0	7.3
Retirement and savings	9.0	-	-	7.7	7.1	7.2	7.1	6.8	6.6	6.2	5.6
Legally required benefits	6.3	-	-	5.3	5.9	5.6	5.7	5.5	5.4	5.4	5.6
Other benefits ¹ .....	.1	-	-	.1	.1	.1	.2	.2	.2	.2	.2

¹ Includes severance pay and supplemental unemployment benefits.

- Data not available.

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

Table 8. State and local government workers, by occupational and industry group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 1991¹-2001 -- Continued

Teachers

Compensation component	Cost per hour worked by year										
	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation	-	-	-	\$37.22	\$36.30	\$37.56	\$38.86	\$39.88	\$40.83	\$42.18	\$43.38
Wages and salaries	-	-	-	27.77	27.11	28.14	29.20	30.13	30.94	32.02	33.03
Total benefits	-	-	-	9.45	9.19	9.43	9.66	9.75	9.89	10.16	10.35
Paid leave	-	-	-	1.78	1.82	1.92	1.97	2.01	2.08	2.18	2.28
Supplemental pay	-	-	-	.04	.07	.06	.06	.07	.06	.07	.08
Insurance	-	-	-	2.72	2.46	2.52	2.54	2.62	2.73	2.90	3.10
Retirement and savings	-	-	-	2.97	2.73	2.84	2.89	2.84	2.80	2.74	2.53
Legally required benefits	-	-	-	1.90	2.07	2.05	2.13	2.14	2.14	2.20	2.27
Other benefits ²	-	-	-	.04	.04	.05	.07	.08	.08	.09	.10
	Percent of total compensation by year										
	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation	-	-	-	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Wages and salaries	-	-	-	74.6	74.7	74.9	75.1	75.6	75.8	75.9	76.1
Total benefits	-	-	-	25.4	25.3	25.1	24.9	24.4	24.2	24.1	23.9
Paid leave	-	-	-	4.8	5.0	5.1	5.1	5.0	5.1	5.2	5.3
Supplemental pay	-	-	-	.1	.2	.2	.1	.2	.1	.2	.2
Insurance	-	-	-	7.3	6.8	6.7	6.5	6.6	6.7	6.9	7.1
Retirement and savings	-	-	-	8.0	7.5	7.6	7.4	7.1	6.9	6.5	5.8
Legally required benefits	-	-	-	5.1	5.7	5.4	5.5	5.4	5.2	5.2	5.2
Other benefits ²	-	-	-	.1	.1	.1	.2	.2	.2	.2	.2

¹ This series began in 1994.

² Includes severance pay and supplemental unemployment benefits.

- Data not available.

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

Table 8. State and local government workers, by occupational and industry group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 1991¹-2001 -- Continued

Technical occupations

Compensation component	Cost per hour worked by year										
	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation	-	-	-	-	-	-	-	\$22.02	\$22.88	\$24.76	\$25.32
Wages and salaries	-	-	-	-	-	-	-	14.95	15.70	17.08	17.53
Total benefits	-	-	-	-	-	-	-	7.06	7.17	7.68	7.79
Paid leave	-	-	-	-	-	-	-	2.03	2.14	2.25	2.28
Supplemental pay	-	-	-	-	-	-	-	.36	.35	.40	.40
Insurance	-	-	-	-	-	-	-	1.73	1.76	1.92	2.03
Retirement and savings	-	-	-	-	-	-	-	1.50	1.36	1.38	1.36
Legally required benefits	-	-	-	-	-	-	-	1.41	1.54	1.70	1.68
Other benefits ²	-	-	-	-	-	-	-	.03	.03	.04	.04
	Percent of total compensation by year										
	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation	-	-	-	-	-	-	-	100.0	100.0	100.0	100.0
Wages and salaries	-	-	-	-	-	-	-	67.9	68.6	69.0	69.2
Total benefits	-	-	-	-	-	-	-	32.1	31.3	31.0	30.8
Paid leave	-	-	-	-	-	-	-	9.2	9.4	9.1	9.0
Supplemental pay	-	-	-	-	-	-	-	1.6	1.5	1.6	1.6
Insurance	-	-	-	-	-	-	-	7.9	7.7	7.8	8.0
Retirement and savings	-	-	-	-	-	-	-	6.8	5.9	5.6	5.4
Legally required benefits	-	-	-	-	-	-	-	6.4	6.7	6.9	6.6
Other benefits ²	-	-	-	-	-	-	-	.1	.1	.2	.2

¹ This series began in 1998.

² Includes severance pay and supplemental unemployment benefits.

- Data not available.

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

Table 8. State and local government workers, by occupational and industry group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 1991-2001 -- Continued

Executive, administrative, and managerial occupations

Compensation component	Cost per hour worked by year										
	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation	\$28.36	\$29.86	\$30.66	\$31.81	\$32.02	\$32.81	\$33.78	\$34.50	\$35.08	\$36.20	\$37.42
Wages and salaries	19.66	20.84	21.26	22.04	22.08	22.72	23.43	24.01	24.58	25.44	26.31
Total benefits	8.70	9.02	9.39	9.77	9.94	10.09	10.35	10.49	10.51	10.76	11.12
Paid leave	2.85	2.98	3.07	3.19	3.28	3.29	3.40	3.47	3.52	3.64	3.76
Supplemental pay .....	.12	.14	.15	.15	.18	.18	.18	.17	.17	.18	.19
Insurance	1.65	1.81	2.02	2.20	2.25	2.25	2.24	2.33	2.42	2.60	2.88
Retirement and savings	2.36	2.31	2.35	2.37	2.26	2.40	2.48	2.47	2.37	2.23	2.10
Legally required benefits	1.70	1.76	1.80	1.85	1.97	1.96	2.03	2.03	2.02	2.07	2.15
Other benefits ² .....	.02	.02	.02	.02	(¹)	(¹)	(¹)	(¹)	(¹)	.03	.03
	Percent of total compensation by year										
	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Wages and salaries	69.3	69.8	69.4	69.3	69.0	69.2	69.4	69.6	70.1	70.3	70.3
Total benefits	30.7	30.2	30.6	30.7	31.0	30.8	30.6	30.4	30.0	29.7	29.7
Paid leave	10.1	10.0	10.0	10.0	10.2	10.0	10.1	10.1	10.0	10.1	10.0
Supplemental pay .....	.4	.5	.5	.5	.6	.5	.5	.5	.5	.5	.5
Insurance	5.8	6.1	6.6	6.9	7.0	6.8	6.6	6.8	6.9	7.2	7.7
Retirement and savings	8.3	7.7	7.7	7.4	7.1	7.3	7.3	7.2	6.8	6.2	5.6
Legally required benefits	6.0	5.9	5.9	5.8	6.1	6.0	6.0	5.9	5.8	5.7	5.7
Other benefits ² .....	.1	.1	.1	.1	(³)	(³)	(³)	(³)	(³)	(³)	.1

¹ Cost per hour worked is \$0.01 or less.

² Includes severance pay and supplemental unemployment benefits.

³ Less than .05 percent.

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

Table 8. State and local government workers, by occupational and industry group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 1991-2001 -- Continued

Administrative support, including clerical occupations

Compensation component	Cost per hour worked by year										
	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation	\$14.37	\$15.03	\$15.59	\$16.10	\$15.99	\$16.55	\$17.04	\$17.48	\$17.88	\$18.52	\$19.27
Wages and salaries	9.54	9.90	10.18	10.53	10.59	10.93	11.28	11.60	11.91	12.38	12.88
Total benefits	4.82	5.13	5.41	5.58	5.40	5.61	5.76	5.88	5.97	6.14	6.39
Paid leave	1.33	1.41	1.44	1.50	1.47	1.51	1.55	1.59	1.63	1.70	1.76
Supplemental pay .....	.09	.09	.09	.09	.09	.09	.09	.09	.10	.10	.11
Insurance	1.46	1.68	1.85	1.94	1.84	1.92	1.93	1.98	2.02	2.14	2.32
Retirement and savings	1.03	.99	1.01	1.01	.95	1.04	1.09	1.10	1.09	1.04	.99
Legally required benefits .....	.90	.95	.99	1.02	1.03	1.05	1.08	1.10	1.11	1.14	1.19
Other benefits ²	(¹)	(¹)	.02	(¹)	(¹)	(¹)	.02	.02	.02	.03	.03
	Percent of total compensation by year										
	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Wages and salaries	66.4	65.9	65.3	65.4	66.2	66.1	66.2	66.4	66.6	66.8	66.8
Total benefits	33.6	34.1	34.7	34.6	33.8	33.9	33.8	33.6	33.4	33.2	33.2
Paid leave	9.2	9.4	9.3	9.3	9.2	9.1	9.1	9.1	9.1	9.2	9.1
Supplemental pay .....	.6	.6	.6	.6	.5	.5	.5	.5	.6	.5	.6
Insurance	10.2	11.2	11.9	12.1	11.5	11.6	11.3	11.3	11.3	11.6	12.0
Retirement and savings	7.2	6.6	6.5	6.3	5.9	6.3	6.4	6.3	6.1	5.6	5.1
Legally required benefits	6.3	6.3	6.3	6.3	6.4	6.3	6.3	6.3	6.2	6.2	6.2
Other benefits ²	(³)	(³)	.1	(³)	(³)	(³)	.1	.1	.1	.2	.2

¹ Cost per hour worked is \$0.01 or less.

² Includes severance pay and supplemental unemployment benefits.

³ Less than .05 percent.

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

Table 8. State and local government workers, by occupational and industry group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 1991-2001 -- Continued

Blue-collar occupations

Compensation component	Cost per hour worked by year										
	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation	\$17.66	\$18.06	\$18.78	\$19.42	\$20.12	\$20.88	\$21.50	\$22.08	\$21.94	\$22.78	\$23.44
Wages and salaries	11.39	11.69	12.13	12.49	12.99	13.56	13.93	14.38	14.47	15.05	15.49
Total benefits	6.27	6.38	6.65	6.93	7.13	7.32	7.57	7.70	7.47	7.72	7.95
Paid leave	1.61	1.67	1.71	1.78	1.92	1.95	2.03	2.09	2.09	2.18	2.25
Supplemental pay .....	.35	.34	.35	.36	.36	.36	.38	.39	.34	.36	.37
Insurance	1.56	1.70	1.84	1.94	1.93	1.97	2.03	2.06	2.09	2.28	2.45
Retirement and savings	1.35	1.26	1.32	1.34	1.39	1.51	1.58	1.58	1.41	1.31	1.28
Legally required benefits	1.38	1.39	1.42	1.49	1.51	1.50	1.53	1.56	1.53	1.57	1.57
Other benefits ²	(¹)	.02	(¹)	.02	.02	.03	.03	.03	.02	.03	.03
	Percent of total compensation by year										
	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Wages and salaries	64.5	64.7	64.6	64.3	64.6	64.9	64.8	65.1	66.0	66.1	66.1
Total benefits	35.5	35.3	35.4	35.7	35.4	35.1	35.2	34.9	34.0	33.9	33.9
Paid leave	9.1	9.2	9.1	9.2	9.6	9.3	9.4	9.5	9.5	9.6	9.6
Supplemental pay	2.0	1.9	1.9	1.9	1.8	1.7	1.7	1.8	1.5	1.6	1.6
Insurance	8.8	9.4	9.8	10.0	9.6	9.4	9.4	9.3	9.5	10.0	10.5
Retirement and savings	7.6	7.0	7.0	6.9	6.9	7.2	7.3	7.2	6.4	5.8	5.5
Legally required benefits	7.8	7.7	7.6	7.7	7.5	7.2	7.1	7.1	7.0	6.9	6.7
Other benefits ²	(³)	.1	(³)	.1	.1	.1	.1	.1	.1	.1	.1

¹ Cost per hour worked is \$0.01 or less.

² Includes severance pay and supplemental unemployment benefits.

³ Less than .05 percent.

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

Table 8. State and local government workers, by occupational and industry group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 1991-2001 -- Continued

Health services

Compensation component	Cost per hour worked by year										
	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation	\$17.87	\$18.42	\$19.31	\$20.03	\$21.11	\$21.86	\$21.99	\$22.20	\$22.95	\$23.74	\$24.52
Wages and salaries	12.03	12.45	12.91	13.37	14.13	14.49	14.67	14.95	15.52	16.03	16.22
Total benefits	5.84	5.98	6.41	6.65	6.98	7.37	7.32	7.25	7.43	7.70	8.29
Paid leave	1.82	1.90	1.97	2.05	2.16	2.26	2.28	2.26	2.35	2.40	2.42
Supplemental pay .....	.45	.49	.50	.52	.51	.57	.58	.57	.58	.60	.61
Insurance	1.26	1.32	1.56	1.60	1.71	1.79	1.71	1.72	1.72	1.91	2.02
Retirement and savings	1.09	.98	1.02	1.08	1.08	1.18	1.14	1.10	1.15	1.08	1.09
Legally required benefits	1.20	1.27	1.33	1.39	1.50	1.56	1.59	1.57	1.60	1.68	2.12
Other benefits ²	(¹)	.02	.02	.02	.02	.02	.03	.03	.03	.04	.04
	Percent of total compensation by year										
	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Wages and salaries	67.3	67.6	66.8	66.8	66.9	66.3	66.7	67.3	67.6	67.5	66.2
Total benefits	32.7	32.4	33.2	33.2	33.1	33.7	33.3	32.7	32.4	32.4	33.8
Paid leave	10.2	10.3	10.2	10.2	10.2	10.3	10.4	10.2	10.2	10.1	9.9
Supplemental pay	2.5	2.7	2.6	2.6	2.4	2.6	2.6	2.6	2.5	2.5	2.5
Insurance	7.1	7.1	8.1	8.0	8.1	8.2	7.8	7.7	7.5	8.0	8.2
Retirement and savings	6.1	5.3	5.3	5.4	5.1	5.4	5.2	5.0	5.0	4.5	4.4
Legally required benefits	6.7	6.9	6.9	7.0	7.1	7.1	7.2	7.1	7.0	7.1	8.6
Other benefits ²	(³)	.1	.1	.1	.1	.1	.1	.1	.1	.2	.2

¹ Cost per hour worked is \$0.01 or less.

² Includes severance pay and supplemental unemployment benefits.

³ Less than .05 percent.

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

Table 8. State and local government workers, by occupational and industry group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 1991-2001 -- Continued

Hospitals

Compensation component	Cost per hour worked by year										
	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation	\$18.17	\$18.80	\$19.60	\$20.28	\$21.42	\$22.29	\$22.53	\$22.81	\$23.48	\$24.31	\$25.10
Wages and salaries	12.32	12.77	13.20	13.64	14.46	14.88	15.10	15.43	15.89	16.42	16.62
Total benefits	5.85	6.02	6.40	6.64	6.96	7.41	7.43	7.38	7.59	7.88	8.49
Paid leave	1.86	1.94	2.01	2.08	2.20	2.32	2.35	2.35	2.41	2.47	2.48
Supplemental pay .....	.45	.48	.49	.50	.49	.55	.56	.55	.58	.59	.60
Insurance	1.22	1.31	1.53	1.56	1.65	1.74	1.68	1.70	1.75	1.96	2.03
Retirement and savings	1.08	.98	1.02	1.07	1.09	1.21	1.19	1.14	1.19	1.11	1.13
Legally required benefits	1.21	1.29	1.34	1.41	1.51	1.56	1.62	1.61	1.63	1.71	2.21
Other benefits ¹ .....	.02	.02	.02	.02	.02	.03	.03	.03	.03	.04	.04
	Percent of total compensation by year										
	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Wages and salaries	67.8	68.0	67.3	67.3	67.5	66.8	67.0	67.6	67.7	67.5	66.2
Total benefits	32.2	32.0	32.7	32.7	32.5	33.2	33.0	32.4	32.3	32.4	33.8
Paid leave	10.2	10.3	10.2	10.2	10.3	10.4	10.4	10.3	10.3	10.2	9.9
Supplemental pay	2.5	2.6	2.5	2.5	2.3	2.5	2.5	2.4	2.5	2.4	2.4
Insurance	6.7	7.0	7.8	7.7	7.7	7.8	7.5	7.5	7.5	8.1	8.1
Retirement and savings	6.0	5.2	5.2	5.3	5.1	5.4	5.3	5.0	5.1	4.6	4.5
Legally required benefits	6.7	6.9	6.8	7.0	7.1	7.0	7.2	7.1	6.9	7.0	8.8
Other benefits ¹ .....	.1	.1	.1	.1	.1	.1	.1	.1	.1	.2	.2

¹ Includes severance pay and supplemental unemployment benefits.

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

Table 8. State and local government workers, by occupational and industry group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 1991-2001 -- Continued

Educational services

Compensation component	Cost per hour worked by year										
	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation	\$25.40	\$26.55	\$27.68	\$28.60	\$27.09	\$28.21	\$29.21	\$29.97	\$30.67	\$31.86	\$32.99
Wages and salaries	18.45	19.25	20.00	20.67	19.67	20.59	21.37	22.03	22.64	23.54	24.44
Total benefits	6.94	7.30	7.68	7.93	7.41	7.62	7.84	7.93	8.03	8.32	8.55
Paid leave	1.53	1.63	1.69	1.75	1.70	1.74	1.79	1.84	1.89	1.97	2.07
Supplemental pay .....	.10	.09	.09	.07	.08	.09	.09	.09	.09	.09	.11
Insurance	1.83	2.04	2.24	2.37	2.09	2.13	2.17	2.23	2.34	2.50	2.68
Retirement and savings	2.10	2.09	2.15	2.17	1.91	2.03	2.09	2.06	1.98	1.96	1.83
Legally required benefits	1.37	1.43	1.49	1.54	1.60	1.60	1.66	1.67	1.68	1.74	1.80
Other benefits ¹ .....	.02	.03	.03	.03	.03	.03	.05	.05	.05	.06	.06
	Percent of total compensation by year										
	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Wages and salaries	72.7	72.5	72.2	72.3	72.6	73.0	73.2	73.5	73.8	73.9	74.1
Total benefits	27.3	27.5	27.8	27.7	27.4	27.0	26.8	26.5	26.2	26.1	25.9
Paid leave	6.0	6.1	6.1	6.1	6.3	6.2	6.1	6.1	6.2	6.2	6.3
Supplemental pay .....	.4	.3	.3	.2	.3	.3	.3	.3	.3	.3	.3
Insurance	7.2	7.7	8.1	8.3	7.7	7.6	7.4	7.4	7.6	7.8	8.1
Retirement and savings	8.3	7.9	7.8	7.6	7.1	7.2	7.1	6.9	6.5	6.2	5.5
Legally required benefits	5.4	5.4	5.4	5.4	5.9	5.7	5.7	5.6	5.5	5.5	5.5
Other benefits ¹ .....	.1	.1	.1	.1	.1	.1	.2	.2	.2	.2	.2

¹ Includes severance pay and supplemental unemployment benefits.

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

Table 8. State and local government workers, by occupational and industry group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 1991-2001 -- Continued

Elementary and secondary education

Compensation component	Cost per hour worked by year										
	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation	\$25.70	\$26.73	\$27.88	\$28.78	\$26.89	\$28.04	\$28.94	\$29.57	\$30.25	\$31.23	\$32.06
Wages and salaries	18.72	19.38	20.18	20.82	19.67	20.58	21.29	21.88	22.38	23.13	23.83
Total benefits	6.98	7.35	7.70	7.96	7.22	7.45	7.66	7.68	7.87	8.10	8.23
Paid leave	1.45	1.53	1.59	1.65	1.52	1.59	1.63	1.67	1.71	1.77	1.83
Supplemental pay .....	.08	.08	.08	.05	.06	.06	.06	.06	.06	.07	.08
Insurance	1.89	2.14	2.32	2.48	2.16	2.23	2.28	2.34	2.46	2.62	2.81
Retirement and savings	2.18	2.16	2.21	2.23	1.89	1.99	2.02	1.94	1.96	1.91	1.73
Legally required benefits	1.35	1.41	1.46	1.51	1.56	1.55	1.61	1.61	1.61	1.66	1.70
Other benefits ¹ .....	.03	.04	.04	.05	.03	.04	.06	.06	.07	.07	.08
	Percent of total compensation by year										
	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Wages and salaries	72.8	72.5	72.4	72.4	73.2	73.4	73.5	74.0	74.0	74.1	74.3
Total benefits	27.2	27.5	27.6	27.6	26.8	26.6	26.5	26.0	26.0	25.9	25.7
Paid leave	5.6	5.7	5.7	5.7	5.7	5.7	5.6	5.6	5.7	5.7	5.7
Supplemental pay .....	.3	.3	.3	.2	.2	.2	.2	.2	.2	.2	.2
Insurance	7.4	8.0	8.3	8.6	8.0	8.0	7.9	7.9	8.1	8.4	8.8
Retirement and savings	8.5	8.1	7.9	7.8	7.0	7.1	7.0	6.6	6.5	6.1	5.4
Legally required benefits	5.2	5.3	5.3	5.3	5.8	5.5	5.6	5.4	5.3	5.3	5.3
Other benefits ¹ .....	.1	.2	.1	.2	.1	.1	.2	.2	.2	.2	.2

¹ Includes severance pay and supplemental unemployment benefits.

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

Table 8. State and local government workers, by occupational and industry group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 1991-2001 -- Continued

Higher education

Compensation component	Cost per hour worked by year										
	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation	\$25.42	\$26.95	\$28.13	\$28.94	\$28.29	\$29.25	\$30.53	\$31.53	\$32.35	\$34.18	\$36.11
Wages and salaries	18.38	19.59	20.29	20.91	20.17	21.08	22.10	22.86	23.80	25.17	26.63
Total benefits	7.03	7.36	7.84	8.03	8.12	8.17	8.43	8.66	8.55	9.00	9.48
Paid leave	1.79	1.91	1.97	2.03	2.22	2.16	2.23	2.31	2.41	2.52	2.69
Supplemental pay .....	.15	.12	.12	.13	.15	.17	.17	.17	.16	.17	.18
Insurance	1.67	1.82	2.07	2.15	1.93	1.89	1.90	1.94	2.01	2.18	2.40
Retirement and savings	1.94	1.96	2.06	2.07	2.04	2.17	2.31	2.39	2.08	2.14	2.11
Legally required benefits	1.49	1.54	1.61	1.65	1.77	1.77	1.81	1.85	1.89	1.98	2.09
Other benefits ²	(¹)	(¹)	(¹)	(¹)	(¹)	(¹)	(¹)	(¹)	(¹)	(¹)	(¹)
	Percent of total compensation by year										
	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Wages and salaries	72.3	72.7	72.1	72.3	71.3	72.1	72.4	72.5	73.6	73.6	73.7
Total benefits	27.7	27.3	27.9	27.7	28.7	27.9	27.6	27.5	26.4	26.3	26.3
Paid leave	7.0	7.1	7.0	7.0	7.9	7.4	7.3	7.3	7.4	7.4	7.4
Supplemental pay .....	.6	.4	.4	.4	.5	.6	.6	.5	.5	.5	.5
Insurance	6.6	6.8	7.4	7.4	6.8	6.5	6.2	6.2	6.2	6.4	6.6
Retirement and savings	7.6	7.3	7.3	7.1	7.2	7.4	7.6	7.6	6.4	6.3	5.8
Legally required benefits	5.9	5.7	5.7	5.7	6.2	6.1	5.9	5.9	5.8	5.8	5.8
Other benefits ²	(³)	(³)	(³)	(³)	(³)	(³)	(³)	(³)	(³)	(³)	(³)

¹ Cost per hour worked is \$0.01 or less.

² Includes severance pay and supplemental unemployment benefits.

³ Less than .05 percent.

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

Table 8. State and local government workers, by occupational and industry group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 1991-2001 -- Continued

Public administration

Compensation component	Cost per hour worked by year										
	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation	\$20.11	\$20.76	\$21.35	\$22.11	\$22.82	\$23.39	\$24.07	\$24.73	\$25.39	\$26.26	\$27.19
Wages and salaries	13.32	13.69	14.02	14.47	14.94	15.24	15.73	16.24	16.78	17.47	18.14
Total benefits	6.79	7.07	7.33	7.64	7.89	8.15	8.33	8.49	8.61	8.79	9.05
Paid leave	2.02	2.03	2.10	2.19	2.27	2.31	2.40	2.46	2.53	2.65	2.72
Supplemental pay .....	.26	.28	.28	.29	.31	.31	.33	.34	.37	.38	.40
Insurance	1.41	1.64	1.79	1.90	1.97	2.01	1.99	2.05	2.10	2.25	2.45
Retirement and savings	1.81	1.77	1.80	1.86	1.88	2.03	2.10	2.10	2.03	1.88	1.77
Legally required benefits	1.26	1.32	1.32	1.37	1.43	1.46	1.49	1.52	1.55	1.59	1.66
Other benefits ¹ .....	.02	.02	.03	.02	.03	.03	.03	.03	.03	.05	.05
	Percent of total compensation by year										
	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Wages and salaries	66.2	66.0	65.7	65.5	65.5	65.1	65.4	65.7	66.1	66.5	66.7
Total benefits	33.8	34.0	34.3	34.5	34.5	34.9	34.6	34.3	33.9	33.5	33.3
Paid leave	10.0	9.8	9.8	9.9	10.0	9.9	10.0	9.9	10.0	10.1	10.0
Supplemental pay	1.3	1.4	1.3	1.3	1.3	1.3	1.4	1.4	1.5	1.4	1.5
Insurance	7.0	7.9	8.4	8.6	8.6	8.6	8.3	8.3	8.3	8.6	9.0
Retirement and savings	9.0	8.5	8.4	8.4	8.2	8.7	8.7	8.5	8.0	7.2	6.5
Legally required benefits	6.3	6.4	6.2	6.2	6.3	6.2	6.2	6.1	6.1	6.1	6.1
Other benefits ¹ .....	.1	.1	.1	.1	.1	.1	.1	.1	.1	.2	.2

¹ Includes severance pay and supplemental unemployment benefits.

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

Table 9. Private industry workers, by occupational and industry group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 1986-2001

Professional specialty and technical occupations

Compensation component	Cost per hour worked by year															
	1986	1987	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation	\$19.72	\$19.81	\$20.85	\$21.79	\$23.27	\$23.79	\$25.20	\$27.13	\$27.66	\$28.19	\$29.19	\$29.10	\$29.54	\$30.38	\$32.68	\$34.48
Wages and salaries	14.53	14.66	15.36	16.11	17.07	17.54	18.45	19.76	20.14	20.65	21.25	21.33	21.80	22.47	24.23	25.47
Total benefits	5.19	5.15	5.49	5.67	6.20	6.24	6.75	7.37	7.52	7.54	7.94	7.77	7.75	7.91	8.46	9.01
Paid leave	1.61	1.66	1.77	1.83	1.92	1.95	2.03	2.11	2.10	2.10	2.17	2.15	2.17	2.30	2.66	2.80
Supplemental pay .....	.30	.32	.38	.37	.44	.40	.52	.59	.61	.63	.83	.87	.86	.67	.72	.77
Insurance .....	.97	.92	.98	1.14	1.29	1.35	1.51	1.69	1.74	1.67	1.64	1.47	1.50	1.60	1.68	1.80
Retirement and savings .....	.94	.85	.81	.69	.80	.74	.73	.88	.91	.91	1.00	.95	.93	.99	.99	1.12
Legally required benefits	1.36	1.40	1.52	1.63	1.74	1.79	1.93	2.07	2.11	2.17	2.25	2.27	2.24	2.31	2.36	2.48
Other benefits ² .....	.02	(¹)	.02	.02	.02	.02	.02	.03	.05	.05	.05	.05	.04	.05	.05	.04
	Percent of total compensation by year															
	1986	1987	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Wages and salaries	73.7	74.0	73.7	74.0	73.3	73.8	73.2	72.8	72.8	73.3	72.8	73.3	73.8	74.0	74.1	73.9
Total benefits	26.3	26.0	26.3	26.0	26.7	26.2	26.8	27.2	27.2	26.7	27.2	26.7	26.2	26.0	25.9	26.1
Paid leave	8.2	8.4	8.5	8.4	8.2	8.2	8.0	7.8	7.6	7.4	7.4	7.4	7.3	7.6	8.1	8.1
Supplemental pay	1.5	1.6	1.8	1.7	1.9	1.7	2.1	2.2	2.2	2.2	2.9	3.0	2.9	2.2	2.2	2.2
Insurance	4.9	4.6	4.7	5.2	5.5	5.7	6.0	6.2	6.3	5.9	5.6	5.1	5.1	5.3	5.1	5.2
Retirement and savings	4.7	4.3	3.9	3.2	3.5	3.1	2.9	3.2	3.3	3.2	3.4	3.3	3.1	3.3	3.0	3.2
Legally required benefits	6.9	7.0	7.3	7.5	7.5	7.5	7.7	7.6	7.6	7.7	7.7	7.8	7.6	7.6	7.2	7.2
Other benefits ² .....	.1	(³)	.1	.1	.1	.1	.1	.1	.2	.2	.2	.2	.1	.2	.2	.1

¹ Cost per hour worked is \$0.01 or less.

² Includes severance pay and supplemental unemployment benefits.

³ Less than .05 percent.

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

Table 9. Private industry workers, by occupational and industry group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 1986¹-2001 -- Continued

Professional specialty occupations

Compensation component	Cost per hour worked by year															
	1986	1987	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation	-	-	-	-	-	-	-	-	\$29.25	\$29.95	\$30.80	\$31.01	\$31.60	\$32.05	\$35.30	\$37.62
Wages and salaries	-	-	-	-	-	-	-	-	21.40	22.04	22.49	22.84	23.38	23.83	26.30	27.97
Total benefits	-	-	-	-	-	-	-	-	7.85	7.91	8.31	8.17	8.21	8.22	8.99	9.65
Paid leave	-	-	-	-	-	-	-	-	2.20	2.22	2.30	2.31	2.33	2.44	2.95	3.13
Supplemental pay	-	-	-	-	-	-	-	-	.67	.68	.95	.99	.94	.69	.72	.79
Insurance	-	-	-	-	-	-	-	-	1.75	1.71	1.68	1.50	1.55	1.64	1.74	1.82
Retirement and savings	-	-	-	-	-	-	-	-	.97	.96	1.01	.96	.98	.99	1.04	1.22
Legally required benefits	-	-	-	-	-	-	-	-	2.21	2.27	2.32	2.36	2.37	2.40	2.50	2.66
Other benefits ²	-	-	-	-	-	-	-	-	.06	.06	.05	.04	.04	.05	.05	.04
	Percent of total compensation by year															
	1986	1987	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation	-	-	-	-	-	-	-	-	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Wages and salaries	-	-	-	-	-	-	-	-	73.2	73.6	73.0	73.6	74.0	74.4	74.5	74.3
Total benefits	-	-	-	-	-	-	-	-	26.8	26.4	27.0	26.4	26.0	25.6	25.5	25.7
Paid leave	-	-	-	-	-	-	-	-	7.5	7.4	7.5	7.4	7.4	7.6	8.4	8.3
Supplemental pay	-	-	-	-	-	-	-	-	2.3	2.3	3.1	3.2	3.0	2.2	2.0	2.1
Insurance	-	-	-	-	-	-	-	-	6.0	5.7	5.4	4.8	4.9	5.1	4.9	4.8
Retirement and savings	-	-	-	-	-	-	-	-	3.3	3.2	3.3	3.1	3.1	3.1	2.9	3.2
Legally required benefits	-	-	-	-	-	-	-	-	7.6	7.6	7.5	7.6	7.5	7.5	7.1	7.1
Other benefits ²	-	-	-	-	-	-	-	-	.2	.2	.2	.1	.1	.2	.1	.1

¹ This series began in 1994.

² Includes severance pay and supplemental unemployment benefits.

- Data not available.

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

Table 9. Private industry workers, by occupational and industry group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 1986¹-2001 -- Continued

Technical occupations

Compensation component	Cost per hour worked by year															
	1986	1987	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation	-	-	-	-	-	-	-	-	\$23.95	\$23.76	\$24.84	\$24.15	\$24.26	\$26.16	\$26.35	\$27.20
Wages and salaries	-	-	-	-	-	-	-	-	17.19	17.15	17.90	17.43	17.72	19.02	19.19	19.68
Total benefits	-	-	-	-	-	-	-	-	6.76	6.60	6.94	6.72	6.54	7.13	7.15	7.53
Paid leave	-	-	-	-	-	-	-	-	1.89	1.78	1.83	1.76	1.76	1.92	1.96	2.06
Supplemental pay	-	-	-	-	-	-	-	-	.47	.50	.52	.55	.64	.62	.71	.73
Insurance	-	-	-	-	-	-	-	-	1.71	1.57	1.54	1.40	1.38	1.48	1.54	1.77
Retirement and savings	-	-	-	-	-	-	-	-	.78	.79	.97	.93	.80	.97	.86	.87
Legally required benefits	-	-	-	-	-	-	-	-	1.89	1.92	2.04	2.02	1.93	2.08	2.04	2.08
Other benefits ²	-	-	-	-	-	-	-	-	.03	.04	.05	.05	.04	.07	.05	.03
	Percent of total compensation by year															
	1986	1987	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation	-	-	-	-	-	-	-	-	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Wages and salaries	-	-	-	-	-	-	-	-	71.8	72.2	72.1	72.2	73.0	72.7	72.8	72.4
Total benefits	-	-	-	-	-	-	-	-	28.2	27.8	27.9	27.8	27.0	27.3	27.1	27.7
Paid leave	-	-	-	-	-	-	-	-	7.9	7.5	7.4	7.3	7.3	7.3	7.4	7.6
Supplemental pay	-	-	-	-	-	-	-	-	2.0	2.1	2.1	2.3	2.6	2.4	2.7	2.7
Insurance	-	-	-	-	-	-	-	-	7.1	6.6	6.2	5.8	5.7	5.7	5.8	6.5
Retirement and savings	-	-	-	-	-	-	-	-	3.3	3.3	3.9	3.9	3.3	3.7	3.3	3.2
Legally required benefits	-	-	-	-	-	-	-	-	7.9	8.1	8.2	8.4	8.0	8.0	7.7	7.6
Other benefits ²	-	-	-	-	-	-	-	-	.1	.2	.2	.2	.2	.3	.2	.1

¹ This series began in 1994.

² Includes severance pay and supplemental unemployment benefits.

- Data not available.

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

Table 9. Private industry workers, by occupational and industry group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 1986-2001 -- Continued

Executive, administrative, and managerial occupations

Compensation component	Cost per hour worked by year															
	1986	1987	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation	\$22.23	\$23.81	\$23.74	\$25.22	\$26.61	\$28.15	\$29.42	\$30.45	\$31.13	\$32.43	\$33.12	\$32.98	\$34.37	\$35.20	\$37.40	\$40.86
Wages and salaries	16.82	17.86	17.69	18.75	19.65	20.85	21.62	22.14	22.50	23.36	24.07	24.17	25.02	25.47	27.31	29.50
Total benefits	5.42	5.95	6.05	6.48	6.96	7.30	7.81	8.31	8.63	9.06	9.05	8.81	9.35	9.73	10.09	11.36
Paid leave	1.86	1.99	2.07	2.24	2.30	2.43	2.56	2.55	2.59	2.67	2.80	2.77	2.89	2.95	3.08	3.45
Supplemental pay .....	.40	.54	.46	.46	.61	.53	.60	.78	.84	1.11	.90	.89	1.16	1.35	1.41	1.65
Insurance .....	.87	.98	1.05	1.19	1.29	1.41	1.59	1.71	1.76	1.73	1.75	1.62	1.65	1.74	1.85	2.07
Retirement and savings .....	.80	.88	.81	.82	.89	.90	.94	.94	.95	1.12	1.16	1.09	1.16	1.14	1.17	1.42
Legally required benefits	1.47	1.55	1.64	1.74	1.85	1.99	2.08	2.20	2.33	2.37	2.38	2.38	2.43	2.49	2.53	2.72
Other benefits ¹ .....	.02	.02	.02	.02	.02	.03	.03	.12	.16	.06	.06	.06	.06	.06	.06	.06
	Percent of total compensation by year															
	1986	1987	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Wages and salaries	75.6	75.0	74.5	74.3	73.9	74.1	73.5	72.7	72.3	72.0	72.7	73.3	72.8	72.4	73.0	72.2
Total benefits	24.4	25.0	25.5	25.7	26.1	25.9	26.5	27.3	27.7	28.0	27.3	26.7	27.2	27.6	27.0	27.8
Paid leave	8.3	8.4	8.7	8.9	8.6	8.6	8.7	8.4	8.3	8.2	8.5	8.4	8.4	8.4	8.2	8.4
Supplemental pay	1.8	2.3	2.0	1.8	2.3	1.9	2.0	2.6	2.7	3.4	2.7	2.7	3.4	3.8	3.8	4.0
Insurance	3.9	4.1	4.4	4.7	4.8	5.0	5.4	5.6	5.7	5.3	5.3	4.9	4.8	4.9	4.9	5.1
Retirement and savings	3.6	3.7	3.4	3.3	3.3	3.2	3.2	3.1	3.1	3.4	3.5	3.3	3.4	3.2	3.1	3.5
Legally required benefits	6.6	6.5	6.9	6.9	7.0	7.1	7.1	7.2	7.5	7.3	7.2	7.2	7.1	7.1	6.8	6.7
Other benefits ¹ .....	.1	.1	.1	.1	.1	.1	.1	.4	.5	.2	.2	.2	.2	.2	.2	.1

¹ Includes severance pay and supplemental unemployment benefits.

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

Table 9. Private industry workers, by occupational and industry group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 1986¹-2001 -- Continued

Sales occupations

Compensation component	Cost per hour worked by year															
	1986	1987	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation	-	-	\$10.86	\$11.39	\$12.12	\$12.90	\$13.26	\$13.32	\$13.82	\$13.63	\$14.34	\$14.79	\$15.56	\$16.13	\$16.32	\$16.11
Wages and salaries	-	-	8.42	8.91	9.46	10.00	10.24	10.15	10.56	10.47	11.09	11.55	12.19	12.64	12.81	12.62
Total benefits	-	-	2.44	2.48	2.66	2.90	3.03	3.17	3.26	3.16	3.25	3.24	3.38	3.49	3.50	3.49
Paid leave	-	-	.59	.60	.63	.65	.66	.66	.65	.63	.64	.66	.68	.69	.72	.81
Supplemental pay	-	-	.16	.16	.17	.23	.23	.31	.36	.34	.39	.33	.39	.44	.41	.33
Insurance	-	-	.52	.51	.60	.67	.72	.74	.75	.71	.70	.67	.66	.66	.70	.73
Retirement and savings	-	-	.24	.24	.24	.25	.27	.26	.27	.26	.28	.32	.32	.35	.34	.29
Legally required benefits	-	-	.90	.96	1.01	1.10	1.14	1.18	1.22	1.22	1.23	1.25	1.31	1.34	1.34	1.33
Other benefits ³	-	-	.02	(²)	(²)	(²)	(²)	(²)	(²)	(²)	(²)	(²)	(²)	(²)	(²)	(²)
	Percent of total compensation by year															
	1986	1987	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation	-	-	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Wages and salaries	-	-	77.5	78.3	78.0	77.5	77.2	76.2	76.4	76.8	77.3	78.1	78.3	78.4	78.5	78.3
Total benefits	-	-	22.5	21.7	22.0	22.5	22.8	23.8	23.6	23.2	22.7	21.9	21.7	21.6	21.4	21.7
Paid leave	-	-	5.4	5.3	5.2	5.1	5.0	5.0	4.7	4.6	4.5	4.5	4.4	4.3	4.4	5.0
Supplemental pay	-	-	1.5	1.4	1.4	1.8	1.7	2.4	2.6	2.5	2.7	2.3	2.5	2.7	2.5	2.0
Insurance	-	-	4.8	4.5	5.0	5.2	5.4	5.6	5.4	5.2	4.9	4.5	4.2	4.1	4.3	4.5
Retirement and savings	-	-	2.2	2.1	2.0	1.9	2.0	2.0	2.0	1.9	2.0	2.1	2.1	2.2	2.1	1.8
Legally required benefits	-	-	8.3	8.4	8.4	8.5	8.6	8.9	8.8	9.0	8.6	8.5	8.4	8.3	8.2	8.3
Other benefits ³	-	-	.2	(⁴)	(⁴)	(⁴)	(⁴)	(⁴)	(⁴)	(⁴)	(⁴)	(⁴)	(⁴)	(⁴)	(⁴)	(⁴)

¹ This series began in 1988.

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

³ Includes severance pay and supplemental unemployment benefits.

⁴ Less than .05 percent.

- Data not available.

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

Table 9. Private industry workers, by occupational and industry group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 1986-2001 -- Continued

Administrative support, including clerical occupations

Compensation component	Cost per hour worked by year															
	1986	1987	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation	\$10.31	\$10.94	\$11.53	\$12.03	\$12.64	\$13.17	\$13.69	\$14.14	\$14.66	\$14.64	\$14.93	\$15.14	\$15.83	\$16.39	\$16.97	\$17.27
Wages and salaries	7.40	7.91	8.32	8.64	9.08	9.41	9.74	10.02	10.36	10.47	10.69	10.94	11.44	11.89	12.24	12.57
Total benefits	2.91	3.04	3.21	3.38	3.56	3.76	3.95	4.12	4.29	4.17	4.23	4.21	4.39	4.50	4.74	4.70
Paid leave .....	.78	.85	.89	.93	.95	.99	1.01	1.02	1.05	1.02	1.05	1.05	1.09	1.13	1.16	1.17
Supplemental pay .....	.18	.20	.21	.22	.25	.24	.26	.28	.29	.30	.30	.33	.36	.35	.47	.39
Insurance .....	.69	.72	.79	.89	.98	1.12	1.20	1.26	1.32	1.22	1.21	1.15	1.22	1.25	1.29	1.33
Retirement and savings .....	.43	.42	.38	.38	.37	.36	.38	.40	.42	.42	.46	.44	.45	.48	.50	.47
Legally required benefits .....	.81	.85	.92	.95	1.00	1.04	1.09	1.14	1.19	1.20	1.20	1.21	1.24	1.27	1.30	1.32
Other benefits ²	(¹)	(¹)	.02	(¹)	(¹)	(¹)	(¹)	.02	.02	.02	.02	.02	.02	.02	.02	.02
	Percent of total compensation by year															
	1986	1987	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Wages and salaries	71.8	72.3	72.2	71.9	71.8	71.4	71.2	70.9	70.7	71.5	71.6	72.2	72.3	72.5	72.1	72.8
Total benefits	28.2	27.7	27.8	28.1	28.2	28.6	28.8	29.1	29.3	28.5	28.4	27.8	27.7	27.5	27.9	27.2
Paid leave	7.5	7.7	7.7	7.7	7.5	7.5	7.4	7.2	7.2	7.0	7.0	7.0	6.9	6.9	6.8	6.8
Supplemental pay	1.8	1.8	1.8	1.8	2.0	1.8	1.9	2.0	2.0	2.0	2.0	2.2	2.3	2.1	2.8	2.3
Insurance	6.7	6.5	6.9	7.4	7.8	8.5	8.8	8.9	9.0	8.3	8.1	7.6	7.7	7.6	7.6	7.7
Retirement and savings	4.2	3.8	3.3	3.2	2.9	2.8	2.8	2.8	2.9	2.9	3.1	2.9	2.8	2.9	2.9	2.7
Legally required benefits	7.9	7.8	8.0	7.9	7.9	7.9	7.9	8.1	8.2	8.2	8.0	8.0	7.8	7.7	7.7	7.6
Other benefits ²	(³)	(³)	.1	(³)	(³)	(³)	(³)	.1	.1	.1	.1	.1	.1	.1	.1	.1

¹ Cost per hour worked is \$0.01 or less.

² Includes severance pay and supplemental unemployment benefits.

³ Less than .05 percent.

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

Table 9. Private industry workers, by occupational and industry group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 1986-2001 -- Continued

Precision production, craft, and repair occupations

Compensation component	Cost per hour worked by year															
	1986	1987	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation	\$16.66	\$16.85	\$17.32	\$17.70	\$18.34	\$19.24	\$20.30	\$21.05	\$21.74	\$21.70	\$22.12	\$22.33	\$23.06	\$24.12	\$24.76	\$24.84
Wages and salaries	11.83	11.92	12.14	12.40	12.73	13.26	13.86	14.21	14.63	14.72	15.10	15.41	16.01	16.78	17.23	17.38
Total benefits	4.83	4.93	5.18	5.30	5.61	5.98	6.44	6.84	7.11	6.98	7.02	6.92	7.04	7.34	7.53	7.47
Paid leave	1.00	.98	1.05	1.10	1.12	1.18	1.26	1.29	1.30	1.28	1.31	1.27	1.33	1.40	1.41	1.46
Supplemental pay .....	.56	.57	.61	.62	.62	.64	.67	.67	.70	.72	.74	.75	.84	.86	.95	.91
Insurance .....	.97	.99	1.05	1.12	1.18	1.34	1.53	1.69	1.75	1.67	1.64	1.57	1.58	1.66	1.72	1.75
Retirement and savings .....	.65	.69	.63	.57	.65	.68	.73	.77	.84	.82	.86	.88	.90	.96	1.05	.94
Legally required benefits	1.62	1.67	1.81	1.84	2.01	2.11	2.21	2.36	2.46	2.44	2.41	2.39	2.35	2.40	2.36	2.37
Other benefits ¹ .....	.03	.04	.04	.04	.03	.03	.04	.07	.05	.06	.05	.05	.05	.05	.04	.03
	Percent of total compensation by year															
	1986	1987	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Wages and salaries	71.0	70.8	70.1	70.1	69.4	68.9	68.3	67.5	67.3	67.8	68.3	69.0	69.4	69.6	69.6	70.0
Total benefits	29.0	29.2	29.9	29.9	30.6	31.1	31.7	32.5	32.7	32.2	31.7	31.0	30.5	30.4	30.4	30.1
Paid leave	6.0	5.8	6.0	6.2	6.1	6.2	6.2	6.1	6.0	5.9	5.9	5.7	5.8	5.8	5.7	5.9
Supplemental pay	3.3	3.4	3.5	3.5	3.4	3.3	3.3	3.2	3.2	3.3	3.3	3.4	3.6	3.6	3.8	3.7
Insurance	5.8	5.9	6.1	6.4	6.4	7.0	7.6	8.0	8.1	7.7	7.4	7.1	6.9	6.9	6.9	7.0
Retirement and savings	3.9	4.1	3.6	3.2	3.6	3.5	3.6	3.6	3.9	3.8	3.9	3.9	3.9	4.0	4.2	3.8
Legally required benefits	9.7	9.9	10.4	10.4	10.9	11.0	10.9	11.2	11.3	11.2	10.9	10.7	10.2	10.0	9.5	9.5
Other benefits ¹ .....	.2	.2	.3	.2	.2	.2	.2	.3	.2	.3	.2	.2	.2	.2	.2	.1

¹ Includes severance pay and supplemental unemployment benefits.

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

Table 9. Private industry workers, by occupational and industry group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 1986-2001 -- Continued

Machine operators, assemblers, and inspectors occupations

Compensation component	Cost per hour worked by year															
	1986	1987	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation	\$11.72	\$12.44	\$12.95	\$13.59	\$13.47	\$14.24	\$14.98	\$15.50	\$16.04	\$15.22	\$15.48	\$16.00	\$16.42	\$16.90	\$17.55	\$17.98
Wages and salaries	7.99	8.44	8.69	9.04	9.04	9.46	9.79	10.03	10.30	9.93	10.22	10.61	11.02	11.41	11.72	12.05
Total benefits	3.72	4.00	4.26	4.55	4.43	4.78	5.19	5.47	5.74	5.29	5.27	5.39	5.40	5.49	5.82	5.93
Paid leave .....	.79	.89	.90	.93	.88	.94	.99	1.02	1.04	.97	.99	1.00	1.01	1.04	1.09	1.19
Supplemental pay .....	.49	.55	.59	.65	.64	.66	.68	.69	.71	.70	.76	.82	.84	.82	.96	1.00
Insurance .....	.85	.93	1.06	1.21	1.13	1.30	1.46	1.54	1.64	1.43	1.43	1.41	1.40	1.46	1.56	1.57
Retirement and savings .....	.44	.42	.41	.40	.38	.41	.47	.50	.61	.53	.47	.51	.51	.50	.54	.51
Legally required benefits	1.13	1.17	1.26	1.31	1.36	1.44	1.53	1.59	1.65	1.58	1.56	1.60	1.59	1.61	1.60	1.61
Other benefits ¹ .....	.04	.04	.05	.05	.04	.04	.07	.13	.09	.07	.05	.06	.05	.05	.07	.05
	Percent of total compensation by year															
	1986	1987	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Wages and salaries	68.2	67.9	67.1	66.6	67.1	66.4	65.3	64.7	64.2	65.2	66.0	66.3	67.1	67.5	66.8	67.0
Total benefits	31.8	32.1	32.9	33.4	32.9	33.6	34.7	35.3	35.8	34.8	34.0	33.7	32.9	32.5	33.2	33.0
Paid leave	6.7	7.1	6.9	6.8	6.5	6.6	6.6	6.6	6.5	6.4	6.4	6.2	6.2	6.2	6.2	6.6
Supplemental pay	4.2	4.4	4.6	4.8	4.8	4.6	4.5	4.4	4.5	4.6	4.9	5.1	5.1	4.9	5.5	5.6
Insurance	7.2	7.5	8.2	8.9	8.4	9.1	9.8	9.9	10.2	9.4	9.2	8.8	8.5	8.6	8.9	8.7
Retirement and savings	3.7	3.3	3.1	3.0	2.8	2.9	3.1	3.2	3.8	3.5	3.0	3.2	3.1	3.0	3.1	2.8
Legally required benefits	9.6	9.4	9.7	9.6	10.1	10.1	10.2	10.3	10.3	10.4	10.1	10.0	9.7	9.5	9.1	9.0
Other benefits ¹ .....	.3	.3	.4	.4	.3	.3	.4	.9	.6	.5	.3	.4	.3	.3	.4	.3

¹ Includes severance pay and supplemental unemployment benefits.

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

Table 9. Private industry workers, by occupational and industry group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 1986-2001 -- Continued

Transportation and material moving occupations

Compensation component	Cost per hour worked by year															
	1986	1987	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation	\$12.84	\$13.83	\$14.40	\$15.06	\$15.41	\$15.56	\$16.15	\$16.40	\$17.08	\$16.97	\$16.96	\$16.88	\$17.50	\$17.64	\$18.37	\$19.08
Wages and salaries	8.99	9.65	9.96	10.42	10.62	10.59	10.87	10.96	11.41	11.42	11.62	11.71	12.19	12.37	12.82	13.30
Total benefits	3.84	4.17	4.44	4.64	4.79	4.97	5.28	5.43	5.67	5.55	5.34	5.17	5.31	5.28	5.54	5.78
Paid leave .....	.79	.85	.87	.89	.88	.92	.92	.92	.93	.88	.83	.83	.88	.85	.92	.93
Supplemental pay .....	.36	.39	.41	.43	.46	.48	.51	.49	.49	.56	.54	.56	.61	.61	.61	.65
Insurance .....	.84	.84	.91	.97	1.03	1.12	1.22	1.28	1.38	1.31	1.25	1.25	1.22	1.23	1.31	1.43
Retirement and savings .....	.47	.50	.53	.53	.54	.57	.57	.61	.67	.65	.74	.60	.61	.63	.65	.73
Legally required benefits	1.36	1.58	1.71	1.80	1.87	1.86	2.04	2.10	2.17	2.14	1.97	1.92	1.97	1.94	2.04	2.03
Other benefits ²	(¹)	(¹)	.02	(¹)	(¹)	(¹)	.02	.03	.03	(¹)	(¹)	(¹)	(¹)	(¹)	(¹)	.02
	Percent of total compensation by year															
	1986	1987	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Wages and salaries	70.1	69.8	69.2	69.2	68.9	68.0	67.3	66.9	66.8	67.3	68.5	69.4	69.7	70.1	69.8	69.7
Total benefits	29.9	30.2	30.8	30.8	31.1	32.0	32.7	33.1	33.2	32.7	31.5	30.6	30.3	29.9	30.2	30.3
Paid leave	6.1	6.1	6.0	5.9	5.7	5.9	5.7	5.6	5.5	5.2	4.9	4.9	5.0	4.8	5.0	4.9
Supplemental pay	2.8	2.8	2.8	2.9	3.0	3.1	3.1	3.0	2.9	3.3	3.2	3.3	3.5	3.5	3.3	3.4
Insurance	6.6	6.1	6.3	6.4	6.7	7.2	7.5	7.8	8.1	7.7	7.4	7.4	7.0	7.0	7.1	7.5
Retirement and savings	3.7	3.6	3.7	3.5	3.5	3.6	3.6	3.7	3.9	3.8	4.4	3.6	3.5	3.6	3.5	3.8
Legally required benefits	10.6	11.5	11.9	11.9	12.1	12.0	12.6	12.8	12.7	12.6	11.6	11.4	11.3	11.0	11.1	10.6
Other benefits ²	(³)	(³)	.1	(³)	(³)	(³)	.1	.2	.2	(³)	(³)	(³)	(³)	(³)	(³)	.1

¹ Cost per hour worked is \$0.01 or less.

² Includes severance pay and supplemental unemployment benefits.

³ Less than .05 percent.

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

Table 9. Private industry workers, by occupational and industry group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 1986-2001 -- Continued

Handlers, equipment cleaners, helpers, and laborers

Compensation component	Cost per hour worked by year															
	1986	1987	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation	\$10.69	\$9.81	\$10.14	\$10.51	\$10.61	\$10.94	\$11.41	\$11.78	\$11.96	\$11.62	\$12.07	\$12.42	\$12.46	\$12.67	\$13.06	\$13.83
Wages and salaries	7.37	6.93	7.11	7.40	7.45	7.69	7.95	8.14	8.29	8.18	8.48	8.72	8.84	9.06	9.38	9.97
Total benefits	3.32	2.89	3.03	3.11	3.16	3.25	3.46	3.64	3.67	3.44	3.59	3.70	3.61	3.61	3.68	3.86
Paid leave .....	.62	.51	.52	.52	.51	.53	.54	.56	.54	.48	.50	.53	.53	.53	.54	.61
Supplemental pay .....	.35	.29	.31	.33	.33	.32	.34	.35	.35	.36	.39	.42	.43	.42	.44	.44
Insurance .....	.75	.63	.66	.69	.73	.79	.87	.94	.93	.83	.85	.86	.83	.82	.87	1.00
Retirement and savings .....	.41	.36	.34	.31	.31	.31	.33	.34	.36	.35	.41	.43	.40	.43	.42	.38
Legally required benefits	1.17	1.08	1.19	1.25	1.27	1.30	1.36	1.44	1.48	1.41	1.43	1.44	1.41	1.40	1.40	1.43
Other benefits ² .....	.02	(¹)	(¹)	(¹)	(¹)	(¹)	(¹)	.02	(¹)	(¹)	(¹)	(¹)	(¹)	(¹)	(¹)	(¹)
	Percent of total compensation by year															
	1986	1987	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Wages and salaries	69.0	70.6	70.1	70.4	70.2	70.3	69.7	69.1	69.3	70.4	70.3	70.2	70.9	71.5	71.8	72.1
Total benefits	31.0	29.4	29.9	29.6	29.8	29.7	30.3	30.9	30.7	29.6	29.7	29.8	29.0	28.5	28.2	27.9
Paid leave	5.8	5.2	5.1	5.0	4.8	4.8	4.7	4.7	4.5	4.2	4.1	4.3	4.3	4.2	4.1	4.4
Supplemental pay	3.3	3.0	3.1	3.2	3.1	2.9	2.9	3.0	2.9	3.1	3.2	3.4	3.5	3.3	3.4	3.2
Insurance	7.0	6.5	6.5	6.6	6.9	7.2	7.7	8.0	7.8	7.2	7.1	6.9	6.7	6.5	6.7	7.2
Retirement and savings	3.9	3.7	3.3	2.9	2.9	2.8	2.9	2.8	3.0	3.0	3.4	3.5	3.2	3.4	3.2	2.7
Legally required benefits	10.9	11.0	11.7	11.9	11.9	11.9	12.0	12.2	12.4	12.1	11.9	11.6	11.3	11.0	10.7	10.3
Other benefits ² .....	.1	(³)	(³)	(³)	(³)	(³)	(³)	.2	(³)	(³)	(³)	(³)	(³)	(³)	(³)	(³)

¹ Cost per hour worked is \$0.01 or less.

² Includes severance pay and supplemental unemployment benefits.

³ Less than .05 percent.

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

Table 9. Private industry workers, by occupational and industry group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 1986¹-2001 -- Continued

Construction																
Compensation component	Cost per hour worked by year															
	1986	1987	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation	-	-	\$16.23	\$16.70	\$17.42	\$18.32	\$18.91	\$19.71	\$20.59	\$21.03	\$21.59	\$21.47	\$21.71	\$22.64	\$23.37	\$24.08
Wages and salaries	-	-	11.90	12.20	12.55	13.08	13.34	13.64	14.14	14.42	14.86	15.13	15.51	16.13	16.62	17.04
Total benefits	-	-	4.33	4.50	4.87	5.23	5.56	6.07	6.45	6.61	6.73	6.34	6.21	6.51	6.75	7.04
Paid leave	-	-	.57	.62	.63	.68	.62	.63	.64	.66	.71	.69	.68	.72	.77	.85
Supplemental pay	-	-	.41	.40	.46	.47	.50	.53	.61	.67	.69	.58	.60	.67	.93	1.00
Insurance	-	-	.70	.75	.83	.94	1.10	1.22	1.38	1.41	1.41	1.35	1.28	1.37	1.43	1.51
Retirement and savings	-	-	.65	.67	.71	.77	.81	.89	.91	.96	1.05	1.04	1.01	1.08	1.05	1.05
Legally required benefits	-	-	1.98	2.05	2.22	2.36	2.54	2.78	2.91	2.90	2.86	2.69	2.63	2.66	2.57	2.62
Other benefits ³	-	-	.02	.02	.02	.02	(²)	(²)	(²)	(²)	(²)	(²)	(²)	(²)	(²)	(²)
Compensation component	Percent of total compensation by year															
	1986	1987	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation	-	-	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Wages and salaries	-	-	73.3	73.1	72.0	71.4	70.6	69.2	68.7	68.6	68.8	70.5	71.4	71.2	71.1	70.8
Total benefits	-	-	26.7	26.9	28.0	28.6	29.4	30.8	31.3	31.4	31.2	29.5	28.6	28.8	28.9	29.2
Paid leave	-	-	3.5	3.7	3.6	3.7	3.3	3.2	3.1	3.1	3.3	3.2	3.1	3.2	3.3	3.5
Supplemental pay	-	-	2.5	2.4	2.6	2.6	2.6	2.7	3.0	3.2	3.2	2.7	2.8	3.0	4.0	4.2
Insurance	-	-	4.3	4.5	4.8	5.1	5.8	6.2	6.7	6.7	6.5	6.3	5.9	6.1	6.1	6.3
Retirement and savings	-	-	4.0	4.0	4.1	4.2	4.3	4.5	4.4	4.6	4.9	4.8	4.7	4.8	4.5	4.4
Legally required benefits	-	-	12.2	12.3	12.7	12.9	13.4	14.1	14.1	13.8	13.2	12.5	12.1	11.7	11.0	10.9
Other benefits ³	-	-	.1	.1	.1	.1	(⁴)	(⁴)	(⁴)	(⁴)	(⁴)	(⁴)	(⁴)	(⁴)	(⁴)	(⁴)

¹ This series began in 1988.

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

³ Includes severance pay and supplemental unemployment benefits.

⁴ Less than .05 percent.

- Data not available.

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

Table 9. Private industry workers, by occupational and industry group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 1986-2001 -- Continued

Durables manufacturing

Compensation component	Cost per hour worked by year															
	1986	1987	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation	\$16.54	\$16.75	\$17.44	\$18.42	\$18.56	\$19.59	\$20.77	\$21.88	\$22.47	\$22.29	\$22.50	\$23.49	\$24.03	\$24.66	\$25.05	\$25.63
Wages and salaries	11.30	11.51	11.85	12.44	12.54	13.18	13.77	14.21	14.52	14.64	14.92	15.68	16.17	16.75	16.84	17.35
Total benefits	5.25	5.24	5.60	5.98	6.02	6.41	7.00	7.67	7.95	7.65	7.58	7.81	7.85	7.91	8.21	8.28
Paid leave	1.33	1.33	1.36	1.44	1.45	1.54	1.64	1.72	1.72	1.68	1.74	1.82	1.85	1.91	1.90	2.00
Supplemental pay .....	.56	.57	.64	.73	.77	.77	.79	.82	.83	.95	1.05	1.04	1.08	1.05	1.22	1.24
Insurance	1.21	1.21	1.38	1.60	1.52	1.70	1.95	2.18	2.25	2.00	1.90	1.88	1.89	1.93	2.08	2.08
Retirement and savings .....	.70	.65	.61	.55	.60	.65	.73	.81	.94	.86	.75	.85	.84	.80	.82	.81
Legally required benefits	1.38	1.41	1.54	1.58	1.64	1.71	1.80	1.91	2.01	2.03	2.01	2.10	2.08	2.10	2.07	2.07
Other benefits ¹ .....	.06	.06	.07	.08	.05	.05	.09	.24	.19	.13	.12	.13	.12	.12	.13	.09
	Percent of total compensation by year															
	1986	1987	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Wages and salaries	68.3	68.7	67.9	67.5	67.6	67.3	66.3	64.9	64.6	65.7	66.3	66.8	67.3	67.9	67.2	67.7
Total benefits	31.7	31.3	32.1	32.5	32.4	32.7	33.7	35.1	35.4	34.3	33.7	33.2	32.7	32.1	32.8	32.3
Paid leave	8.0	8.0	7.8	7.8	7.8	7.9	7.9	7.9	7.7	7.6	7.7	7.7	7.7	7.7	7.6	7.8
Supplemental pay	3.4	3.4	3.6	3.9	4.1	4.0	3.8	3.8	3.7	4.3	4.7	4.4	4.5	4.3	4.9	4.8
Insurance	7.3	7.3	7.9	8.7	8.2	8.7	9.4	10.0	10.0	9.0	8.4	8.0	7.9	7.8	8.3	8.1
Retirement and savings	4.3	3.9	3.5	3.0	3.2	3.3	3.5	3.7	4.2	3.9	3.3	3.6	3.5	3.2	3.3	3.2
Legally required benefits	8.3	8.4	8.8	8.6	8.8	8.7	8.7	8.7	8.9	9.1	8.9	8.9	8.7	8.5	8.3	8.1
Other benefits ¹ .....	.4	.4	.4	.4	.3	.2	.4	1.1	.9	.6	.5	.5	.5	.5	.5	.4

¹ Includes severance pay and supplemental unemployment benefits.

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

Table 9. Private industry workers, by occupational and industry group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 1986-2001 -- Continued

Nondurables manufacturing

Compensation component	Cost per hour worked by year															
	1986	1987	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation	\$13.48	\$13.72	\$14.55	\$15.33	\$15.59	\$16.36	\$17.10	\$17.75	\$18.42	\$17.99	\$18.88	\$19.48	\$19.74	\$19.98	\$20.93	\$22.25
Wages and salaries	9.59	9.72	10.23	10.65	10.89	11.36	11.82	12.23	12.60	12.48	13.03	13.52	13.82	14.04	14.77	15.59
Total benefits	3.89	4.01	4.32	4.68	4.69	5.00	5.28	5.53	5.82	5.51	5.85	5.96	5.91	5.94	6.16	6.66
Paid leave	1.03	1.04	1.10	1.16	1.12	1.18	1.24	1.27	1.32	1.33	1.40	1.43	1.44	1.46	1.51	1.63
Supplemental pay .....	.42	.46	.49	.54	.48	.52	.51	.56	.57	.59	.65	.65	.67	.65	.77	.86
Insurance .....	.81	.84	.94	1.10	1.15	1.25	1.37	1.44	1.58	1.33	1.47	1.46	1.43	1.45	1.52	1.70
Retirement and savings .....	.48	.49	.51	.53	.52	.54	.56	.60	.64	.60	.65	.69	.65	.69	.65	.65
Legally required benefits	1.14	1.17	1.26	1.34	1.40	1.49	1.58	1.63	1.70	1.62	1.64	1.71	1.69	1.67	1.69	1.78
Other benefits ²	(¹)	(¹)	.02	.02	.02	.02	.02	.02	.03	.03	.03	.02	.02	.02	.03	.04
	Percent of total compensation by year															
	1986	1987	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Wages and salaries	71.1	70.8	70.3	69.5	69.9	69.4	69.1	68.9	68.4	69.4	69.0	69.4	70.0	70.3	70.6	70.1
Total benefits	28.9	29.2	29.7	30.5	30.1	30.6	30.9	31.1	31.6	30.6	31.0	30.6	29.9	29.7	29.4	29.9
Paid leave	7.6	7.6	7.5	7.5	7.2	7.2	7.2	7.2	7.2	7.4	7.4	7.3	7.3	7.3	7.2	7.3
Supplemental pay	3.1	3.3	3.4	3.5	3.1	3.2	3.0	3.2	3.1	3.3	3.4	3.3	3.4	3.3	3.7	3.9
Insurance	6.0	6.1	6.5	7.2	7.4	7.7	8.0	8.1	8.6	7.4	7.8	7.5	7.2	7.3	7.3	7.6
Retirement and savings	3.6	3.5	3.5	3.5	3.3	3.3	3.3	3.4	3.4	3.3	3.5	3.6	3.3	3.5	3.1	2.9
Legally required benefits	8.5	8.6	8.7	8.7	9.0	9.1	9.3	9.2	9.2	9.0	8.7	8.8	8.6	8.4	8.1	8.0
Other benefits ²	(³)	(³)	.1	.1	.1	.1	.1	.1	.1	.2	.2	.1	.1	.1	.1	.2

¹ Cost per hour worked is \$0.01 or less.

² Includes severance pay and supplemental unemployment benefits.

³ Less than .05 percent.

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

Table 9. Private industry workers, by occupational and industry group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 1986-2001 -- Continued

Transportation and public utilities

Compensation component	Cost per hour worked by year															
	1986	1987	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation	\$19.87	\$20.24	\$20.50	\$20.20	\$21.48	\$22.09	\$22.91	\$24.07	\$24.58	\$23.24	\$24.22	—	\$23.46	\$24.65	\$25.84	\$27.70
Wages and salaries	13.56	13.77	13.90	13.97	14.74	15.14	15.72	16.39	16.68	15.91	16.51	—	16.26	17.05	17.73	18.94
Total benefits	6.32	6.47	6.60	6.23	6.74	6.95	7.19	7.68	7.89	7.33	7.71	—	7.20	7.60	8.12	8.76
Paid leave	1.72	1.75	1.81	1.65	1.77	1.83	1.87	1.96	1.96	1.76	1.79	—	1.68	1.79	1.94	1.98
Supplemental pay .....	.47	.51	.46	.43	.43	.43	.50	.53	.54	.59	.58	—	.65	.73	.95	1.17
Insurance	1.22	1.32	1.44	1.35	1.55	1.71	1.81	2.04	2.08	1.88	1.97	—	1.76	1.77	1.89	2.08
Retirement and savings	1.21	1.17	1.03	.84	.93	.85	.83	.84	.94	.86	1.15	—	1.01	1.12	1.17	1.28
Legally required benefits	1.67	1.70	1.83	1.94	2.03	2.10	2.15	2.28	2.34	2.22	2.20	—	2.05	2.13	2.13	2.21
Other benefits ¹ .....	.02	.03	.03	.03	.02	.02	.03	.03	.03	.02	.03	—	.04	.06	.04	.04
	Percent of total compensation by year															
	1986	1987	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	—	100.0	100.0	100.0	100.0
Wages and salaries	68.2	68.0	67.8	69.2	68.6	68.5	68.6	68.1	67.9	68.5	68.2	—	69.3	69.2	68.6	68.4
Total benefits	31.8	32.0	32.2	30.8	31.4	31.5	31.4	31.9	32.1	31.5	31.8	—	30.7	30.8	31.4	31.6
Paid leave	8.6	8.6	8.8	8.1	8.3	8.3	8.2	8.2	8.0	7.6	7.4	—	7.2	7.3	7.5	7.1
Supplemental pay	2.4	2.5	2.3	2.1	2.0	2.0	2.2	2.2	2.2	2.5	2.4	—	2.8	3.0	3.7	4.2
Insurance	6.2	6.5	7.0	6.7	7.2	7.7	7.9	8.5	8.5	8.1	8.1	—	7.5	7.2	7.3	7.5
Retirement and savings	6.1	5.8	5.0	4.1	4.3	3.9	3.6	3.5	3.8	3.7	4.7	—	4.3	4.5	4.5	4.6
Legally required benefits	8.4	8.4	8.9	9.6	9.5	9.5	9.4	9.5	9.5	9.6	9.1	—	8.7	8.6	8.2	8.0
Other benefits ¹ .....	.1	.1	.2	.1	.1	.1	.1	.1	.1	.1	.1	—	.2	.2	.2	.1

¹ Includes severance pay and supplemental unemployment benefits.

— Data not available.

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

Table 9. Private industry workers, by occupational and industry group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 1986-2001 -- Continued

Wholesale trade

Compensation component	Cost per hour worked by year															
	1986	1987	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation	\$15.40	\$15.15	\$15.72	\$16.50	\$17.45	\$17.10	\$17.67	\$18.12	\$18.42	\$18.60	\$19.04	\$19.98	\$20.88	\$21.17	\$22.12	\$22.83
Wages and salaries	11.39	11.24	11.59	12.10	12.65	12.37	12.70	12.92	13.11	13.54	13.98	14.58	15.20	15.30	15.90	16.51
Total benefits	4.01	3.91	4.13	4.41	4.80	4.72	4.97	5.20	5.31	5.06	5.06	5.40	5.68	5.87	6.22	6.33
Paid leave	1.03	1.05	1.10	1.16	1.23	1.12	1.15	1.19	1.20	1.16	1.16	1.23	1.30	1.30	1.38	1.53
Supplemental pay .....	.29	.35	.37	.41	.46	.45	.48	.45	.48	.49	.47	.55	.63	.69	.77	.70
Insurance .....	.93	.80	.86	.97	1.12	1.18	1.29	1.41	1.42	1.23	1.25	1.29	1.33	1.41	1.47	1.55
Retirement and savings .....	.51	.49	.47	.47	.51	.45	.44	.44	.47	.52	.48	.57	.62	.69	.71	.65
Legally required benefits	1.23	1.21	1.32	1.37	1.47	1.51	1.59	1.67	1.72	1.65	1.68	1.73	1.78	1.77	1.87	1.88
Other benefits ² .....	.02	(¹)	(¹)	.02	.02	.02	.02	.03	.02	(¹)	(¹)	.02	.02	.02	.02	.03
	Percent of total compensation by year															
	1986	1987	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Wages and salaries	74.0	74.2	73.7	73.3	72.5	72.4	71.9	71.3	71.2	72.8	73.4	73.0	72.8	72.3	71.9	72.3
Total benefits	26.0	25.8	26.3	26.7	27.5	27.6	28.1	28.7	28.8	27.2	26.6	27.0	27.2	27.7	28.1	27.7
Paid leave	6.7	6.9	7.0	7.1	7.1	6.5	6.5	6.6	6.5	6.2	6.1	6.2	6.2	6.1	6.2	6.7
Supplemental pay	1.9	2.3	2.4	2.5	2.6	2.6	2.7	2.5	2.6	2.6	2.5	2.7	3.0	3.3	3.5	3.1
Insurance	6.0	5.3	5.5	5.9	6.4	6.9	7.3	7.8	7.7	6.6	6.6	6.5	6.4	6.7	6.6	6.8
Retirement and savings	3.3	3.3	3.0	2.8	2.9	2.7	2.5	2.4	2.6	2.8	2.5	2.9	3.0	3.3	3.2	2.8
Legally required benefits	8.0	8.0	8.4	8.3	8.4	8.8	9.0	9.2	9.4	8.9	8.8	8.7	8.5	8.4	8.5	8.2
Other benefits ² .....	.1	(³)	(³)	.1	.1	.1	.1	.2	.1	(³)	(³)	.1	.1	.1	.1	.1

¹ Cost per hour worked is \$0.01 or less.

² Includes severance pay and supplemental unemployment benefits.

³ Less than .05 percent.

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

Table 9. Private industry workers, by occupational and industry group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 1986-2001 -- Continued

Retail trade																
Compensation component	Cost per hour worked by year															
	1986	1987	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation	\$7.82	\$7.85	\$8.00	\$8.10	\$8.52	\$8.81	\$9.07	\$9.28	\$9.17	\$9.32	\$9.54	\$9.92	\$10.33	\$10.64	\$10.99	\$11.49
Wages and salaries	6.04	6.07	6.18	6.31	6.62	6.82	7.00	7.18	7.14	7.30	7.50	7.81	8.17	8.41	8.73	9.13
Total benefits	1.77	1.78	1.82	1.79	1.90	1.98	2.07	2.10	2.03	2.02	2.04	2.11	2.16	2.23	2.26	2.36
Paid leave .....	.38	.37	.38	.36	.37	.38	.38	.38	.37	.35	.35	.37	.38	.40	.40	.46
Supplemental pay .....	.14	.15	.14	.14	.16	.16	.17	.16	.14	.15	.16	.18	.18	.18	.19	.17
Insurance .....	.35	.35	.36	.33	.38	.41	.44	.45	.40	.40	.40	.40	.40	.40	.42	.46
Retirement and savings .....	.15	.14	.14	.13	.13	.12	.12	.11	.11	.11	.12	.13	.13	.15	.14	.16
Legally required benefits .....	.74	.74	.79	.83	.86	.92	.95	1.00	1.01	1.01	1.00	1.03	1.07	1.10	1.10	1.11
Other benefits ² .....	.02	.02	.02	(.1)	(.1)	(.1)	(.1)	(.1)	(.1)	(.1)	(.1)	(.1)	(.1)	(.1)	(.1)	(.1)
	Percent of total compensation by year															
	1986	1987	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Wages and salaries	77.3	77.3	77.2	77.9	77.7	77.5	77.2	77.3	77.9	78.3	78.6	78.7	79.1	79.0	79.4	79.5
Total benefits	22.7	22.7	22.8	22.1	22.3	22.5	22.8	22.7	22.1	21.7	21.4	21.3	20.9	21.0	20.6	20.5
Paid leave	4.9	4.8	4.7	4.4	4.3	4.3	4.2	4.1	4.0	3.7	3.7	3.7	3.7	3.8	3.6	4.0
Supplemental pay	1.8	1.9	1.7	1.7	1.8	1.8	1.8	1.7	1.6	1.6	1.6	1.8	1.7	1.7	1.7	1.5
Insurance	4.5	4.5	4.5	4.1	4.5	4.7	4.9	4.8	4.4	4.3	4.2	4.1	3.9	3.8	3.8	4.0
Retirement and savings	1.9	1.8	1.8	1.6	1.5	1.3	1.3	1.2	1.2	1.2	1.3	1.3	1.3	1.4	1.3	1.4
Legally required benefits	9.4	9.5	9.8	10.2	10.1	10.4	10.5	10.8	11.0	10.9	10.5	10.4	10.4	10.3	10.0	9.7
Other benefits ² .....	.2	.2	.2	(.3)	(.3)	(.3)	(.3)	(.3)	(.3)	(.3)	(.3)	(.3)	(.3)	(.3)	(.3)	(.3)

¹ Cost per hour worked is \$0.01 or less.

² Includes severance pay and supplemental unemployment benefits.

³ Less than .05 percent.

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

Table 9. Private industry workers, by occupational and industry group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 1986¹-2001 -- Continued

Finance, insurance, and real estate

Compensation component	Cost per hour worked by year															
	1986	1987	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation	-	-	\$16.00	\$17.11	\$18.04	\$19.04	\$19.95	\$20.27	\$21.02	\$21.39	\$22.59	\$23.01	\$24.18	\$25.11	\$26.97	\$27.29
Wages and salaries	-	-	11.91	12.76	13.35	14.02	14.58	14.52	15.04	15.15	16.12	16.50	17.15	17.81	19.30	19.35
Total benefits	-	-	4.09	4.35	4.69	5.01	5.38	5.75	5.99	6.24	6.48	6.51	7.03	7.30	7.67	7.93
Paid leave	-	-	1.31	1.39	1.49	1.54	1.57	1.51	1.50	1.54	1.64	1.69	1.75	1.80	1.93	2.04
Supplemental pay	-	-	.29	.28	.25	.30	.31	.71	.81	.90	.86	.80	1.17	1.24	1.23	1.22
Insurance	-	-	.84	.98	1.16	1.29	1.48	1.44	1.43	1.45	1.51	1.49	1.52	1.59	1.67	1.70
Retirement and savings	-	-	.52	.53	.54	.57	.65	.64	.68	.74	.82	.86	.90	.92	1.02	1.07
Legally required benefits	-	-	1.12	1.16	1.23	1.29	1.35	1.43	1.52	1.56	1.61	1.62	1.66	1.71	1.79	1.84
Other benefits ³	-	-	(²)	(²)	(²)	.02	.02	.03	.05	.04	.04	.04	.04	.04	.04	.06
	Percent of total compensation by year															
	1986	1987	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation	-	-	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Wages and salaries	-	-	74.5	74.6	74.0	73.7	73.1	71.6	71.5	70.8	71.3	71.7	70.9	70.9	71.6	70.9
Total benefits	-	-	25.5	25.4	26.0	26.3	26.9	28.4	28.5	29.2	28.7	28.3	29.1	29.1	28.4	29.1
Paid leave	-	-	8.2	8.1	8.3	8.1	7.9	7.5	7.1	7.2	7.2	7.4	7.2	7.2	7.2	7.5
Supplemental pay	-	-	1.8	1.6	1.4	1.6	1.5	3.5	3.8	4.2	3.8	3.5	4.8	4.9	4.6	4.5
Insurance	-	-	5.2	5.7	6.4	6.8	7.4	7.1	6.8	6.8	6.7	6.5	6.3	6.3	6.2	6.2
Retirement and savings	-	-	3.3	3.1	3.0	3.0	3.2	3.1	3.2	3.5	3.6	3.7	3.7	3.7	3.8	3.9
Legally required benefits	-	-	7.0	6.8	6.8	6.8	6.8	7.0	7.2	7.3	7.1	7.1	6.9	6.8	6.6	6.7
Other benefits ³	-	-	(⁴)	(⁴)	(⁴)	.1	.1	.1	.2	.2	.2	.2	.2	.2	.1	.2

¹ This series began in 1988.

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

³ Includes severance pay and supplemental unemployment benefits.

⁴ Less than .05 percent.

- Data not available.

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

Table 9. Private industry workers, by occupational and industry group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 1986-2001 -- Continued

Service industries

Compensation component	Cost per hour worked by year															
	1986	1987	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation	\$12.26	\$12.34	\$12.98	\$13.44	\$14.41	\$14.70	\$15.59	\$16.34	\$16.79	\$16.92	\$17.18	\$17.84	\$18.38	\$18.76	\$19.73	\$21.11
Wages and salaries	9.23	9.34	9.78	10.09	10.75	10.98	11.56	12.07	12.37	12.53	12.76	13.39	13.84	14.17	14.93	15.92
Total benefits	3.04	3.00	3.20	3.35	3.67	3.72	4.03	4.27	4.42	4.39	4.42	4.46	4.54	4.59	4.80	5.19
Paid leave .....	.91	.91	.96	1.01	1.02	1.03	1.09	1.10	1.12	1.12	1.13	1.16	1.19	1.22	1.36	1.49
Supplemental pay .....	.19	.19	.22	.20	.30	.24	.30	.32	.33	.32	.36	.43	.44	.38	.35	.36
Insurance .....	.58	.53	.57	.66	.74	.82	.90	1.00	1.06	1.03	.97	.89	.92	.96	1.01	1.12
Retirement and savings .....	.38	.37	.37	.36	.39	.36	.38	.42	.43	.43	.48	.44	.45	.45	.48	.53
Legally required benefits .....	.96	1.00	1.08	1.12	1.21	1.26	1.35	1.43	1.47	1.47	1.48	1.52	1.53	1.55	1.58	1.68
Other benefits ²	(¹)	(¹)	(¹)	(¹)	(¹)	(¹)	(¹)	(¹)	(¹)	.02	(¹)	(¹)	(¹)	(¹)	(¹)	(¹)
	Percent of total compensation by year															
	1986	1987	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Wages and salaries	75.3	75.7	75.4	75.1	74.6	74.7	74.2	73.9	73.6	74.1	74.3	75.0	75.3	75.5	75.7	75.4
Total benefits	24.7	24.3	24.6	24.9	25.4	25.3	25.8	26.1	26.4	25.9	25.7	25.0	24.7	24.5	24.3	24.6
Paid leave	7.4	7.4	7.4	7.5	7.0	7.0	7.0	6.7	6.7	6.6	6.6	6.5	6.5	6.5	6.9	7.1
Supplemental pay	1.5	1.5	1.7	1.5	2.1	1.6	2.0	1.9	2.0	1.9	2.1	2.4	2.4	2.0	1.8	1.7
Insurance	4.8	4.3	4.4	4.9	5.2	5.6	5.8	6.1	6.3	6.1	5.6	5.0	5.0	5.1	5.1	5.3
Retirement and savings	3.1	3.0	2.9	2.7	2.7	2.5	2.4	2.5	2.6	2.5	2.8	2.4	2.4	2.4	2.4	2.5
Legally required benefits	7.9	8.1	8.3	8.4	8.4	8.6	8.7	8.7	8.8	8.7	8.6	8.5	8.3	8.3	8.0	8.0
Other benefits ²	(³)	(³)	(³)	(³)	(³)	(³)	(³)	(³)	.1	(³)	(³)	(³)	(³)	(³)	(³)	(³)

¹ Cost per hour worked is \$0.01 or less.

² Includes severance pay and supplemental unemployment benefits.

³ Less than .05 percent.

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

Table 10. Private industry, full-time workers, by occupational and industry group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 1993-2001

All workers

Compensation component	Cost per hour worked by year								
	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation	\$18.54	\$19.28	\$19.44	\$20.01	\$20.37	\$20.95	\$21.55	\$22.62	\$23.55
Wages and salaries	13.04	13.52	13.71	14.16	14.55	15.03	15.48	16.25	16.91
Total benefits	5.50	5.77	5.73	5.85	5.82	5.93	6.07	6.37	6.64
Paid leave	1.30	1.33	1.33	1.38	1.38	1.42	1.46	1.56	1.67
Supplemental pay .....	.49	.52	.57	.60	.62	.68	.67	.73	.74
Insurance	1.41	1.48	1.40	1.40	1.33	1.34	1.39	1.47	1.55
Retirement and savings .....	.57	.63	.63	.67	.66	.67	.69	.72	.75
Legally required benefits	1.68	1.75	1.76	1.76	1.79	1.78	1.82	1.84	1.89
Other benefits ¹ .....	.05	.05	.04	.03	.03	.03	.03	.03	.03
	Percent of total compensation by year								
	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Wages and salaries	70.4	70.1	70.5	70.8	71.4	71.7	71.8	71.8	71.8
Total benefits	29.6	29.9	29.5	29.2	28.6	28.3	28.2	28.2	28.2
Paid leave	7.0	6.9	6.9	6.9	6.8	6.8	6.8	6.9	7.1
Supplemental pay	2.6	2.7	2.9	3.0	3.0	3.2	3.1	3.2	3.1
Insurance	7.6	7.7	7.2	7.0	6.5	6.4	6.5	6.5	6.6
Retirement and savings	3.1	3.2	3.3	3.4	3.3	3.2	3.2	3.2	3.2
Legally required benefits	9.0	9.1	9.0	8.8	8.8	8.5	8.4	8.1	8.0
Other benefits ¹ .....	.3	.3	.2	.2	.2	.1	.1	.1	.1

¹ Includes severance pay and supplemental unemployment benefits.

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

Table 10. Private industry, full-time workers, by occupational and industry group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 1993-2001 -- Continued

White-collar occupations

Compensation component	Cost per hour worked by year								
	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation	\$21.60	\$22.42	\$22.84	\$23.53	\$24.04	\$24.75	\$25.42	\$26.92	\$28.37
Wages and salaries	15.57	16.12	16.49	17.00	17.53	18.07	18.57	19.70	20.68
Total benefits	6.03	6.30	6.35	6.53	6.51	6.67	6.85	7.22	7.69
Paid leave	1.67	1.71	1.72	1.79	1.81	1.85	1.90	2.07	2.25
Supplemental pay .....	.49	.54	.59	.63	.66	.73	.71	.78	.80
Insurance	1.53	1.59	1.52	1.52	1.42	1.44	1.51	1.59	1.70
Retirement and savings .....	.66	.69	.73	.78	.77	.78	.81	.82	.91
Legally required benefits	1.64	1.72	1.75	1.77	1.82	1.84	1.88	1.92	2.00
Other benefits ¹ .....	.04	.06	.04	.04	.04	.04	.04	.04	.03
	Percent of total compensation by year								
	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Wages and salaries	72.1	71.9	72.2	72.3	72.9	73.0	73.1	73.2	72.9
Total benefits	27.9	28.1	27.8	27.7	27.1	26.9	26.9	26.8	27.1
Paid leave	7.7	7.6	7.5	7.6	7.5	7.5	7.5	7.7	7.9
Supplemental pay	2.3	2.4	2.6	2.7	2.7	2.9	2.8	2.9	2.8
Insurance	7.1	7.1	6.7	6.4	5.9	5.8	5.9	5.9	6.0
Retirement and savings	3.1	3.1	3.2	3.3	3.2	3.2	3.2	3.0	3.2
Legally required benefits	7.6	7.7	7.7	7.5	7.6	7.4	7.4	7.1	7.0
Other benefits ¹ .....	.2	.2	.2	.2	.2	.2	.2	.1	.1

¹ Includes severance pay and supplemental unemployment benefits.

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

Table 10. Private industry, full-time workers, by occupational and industry group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 1993-2001 -- Continued

Sales occupations

Compensation component	Cost per hour worked by year								
	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation	\$17.08	\$18.20	\$17.86	\$18.89	\$19.52	\$20.27	\$20.97	\$21.05	\$21.13
Wages and salaries	12.88	13.73	13.54	14.45	15.07	15.70	16.22	16.37	16.27
Total benefits	4.21	4.48	4.32	4.44	4.44	4.57	4.75	4.68	4.86
Paid leave .....	.91	.94	.91	.93	.98	.99	1.01	1.04	1.22
Supplemental pay .....	.45	.53	.50	.57	.48	.56	.63	.57	.49
Insurance	1.05	1.10	1.03	1.01	.96	.95	.95	.98	1.11
Retirement and savings .....	.36	.40	.38	.40	.46	.46	.50	.47	.43
Legally required benefits	1.42	1.49	1.49	1.51	1.55	1.60	1.63	1.61	1.61
Other benefits ²	(¹)	(¹)	.02	(¹)	.02	.02	.02	(¹)	(¹)
	Percent of total compensation by year								
	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Wages and salaries	75.4	75.4	75.8	76.5	77.2	77.5	77.3	77.8	77.0
Total benefits	24.6	24.6	24.2	23.5	22.8	22.5	22.7	22.2	23.0
Paid leave	5.3	5.2	5.1	4.9	5.0	4.9	4.8	4.9	5.8
Supplemental pay	2.6	2.9	2.8	3.0	2.4	2.8	3.0	2.7	2.3
Insurance	6.2	6.0	5.8	5.4	4.9	4.7	4.5	4.7	5.3
Retirement and savings	2.1	2.2	2.1	2.1	2.3	2.3	2.4	2.2	2.0
Legally required benefits	8.3	8.2	8.3	8.0	7.9	7.9	7.8	7.6	7.6
Other benefits ²	(³)	(³)	.1	(³)	.1	.1	.1	(³)	(³)

¹ Cost per hour worked is \$0.01 or less.

² Includes severance pay and supplemental unemployment benefits.

³ Less than .05 percent.

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

Table 10. Private industry, full-time workers, by occupational and industry group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 1993-2001 -- Continued

Administrative support, including clerical occupations

Compensation component	Cost per hour worked by year								
	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation	\$14.88	\$15.47	\$15.55	\$15.88	\$15.99	\$16.66	\$17.25	\$18.04	\$18.43
Wages and salaries	10.40	10.80	10.95	11.20	11.37	11.89	12.33	12.80	13.21
Total benefits	4.49	4.67	4.60	4.68	4.62	4.76	4.92	5.24	5.22
Paid leave	1.13	1.17	1.16	1.18	1.18	1.22	1.26	1.31	1.33
Supplemental pay .....	.30	.32	.33	.34	.36	.39	.38	.53	.44
Insurance	1.41	1.47	1.39	1.38	1.32	1.35	1.41	1.48	1.52
Retirement and savings .....	.45	.46	.47	.52	.50	.51	.53	.55	.54
Legally required benefits	1.17	1.23	1.24	1.24	1.25	1.27	1.31	1.35	1.38
Other benefits ¹ .....	.02	.02	.02	.02	.02	.02	.03	.03	.02
	Percent of total compensation by year								
	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Wages and salaries	69.8	69.8	70.4	70.5	71.1	71.4	71.5	71.0	71.7
Total benefits	30.2	30.2	29.6	29.5	28.9	28.6	28.5	29.0	28.3
Paid leave	7.6	7.5	7.4	7.5	7.4	7.3	7.3	7.3	7.2
Supplemental pay	2.0	2.1	2.1	2.1	2.3	2.3	2.2	2.9	2.4
Insurance	9.5	9.5	8.9	8.7	8.2	8.1	8.2	8.2	8.2
Retirement and savings	3.0	3.0	3.0	3.3	3.1	3.1	3.1	3.0	2.9
Legally required benefits	7.9	7.9	8.0	7.8	7.8	7.6	7.6	7.5	7.5
Other benefits ¹ .....	.1	.1	.1	.1	.1	.1	.2	.2	.1

¹ Includes severance pay and supplemental unemployment benefits.

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

Table 10. Private industry, full-time workers, by occupational and industry group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 1993-2001 -- Continued

Blue-collar occupations

Compensation component	Cost per hour worked by year								
	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation	\$17.08	\$17.68	\$17.51	\$17.96	\$18.02	\$18.48	\$19.00	\$19.73	\$20.41
Wages and salaries	11.38	11.74	11.74	12.13	12.29	12.70	13.12	13.58	14.10
Total benefits	5.70	5.95	5.78	5.83	5.73	5.77	5.88	6.14	6.30
Paid leave	1.03	1.05	1.02	1.04	1.01	1.05	1.07	1.11	1.18
Supplemental pay .....	.60	.62	.65	.68	.70	.75	.74	.83	.84
Insurance	1.47	1.55	1.44	1.45	1.39	1.38	1.42	1.51	1.58
Retirement and savings .....	.59	.67	.64	.67	.66	.66	.69	.74	.71
Legally required benefits	1.93	2.01	1.98	1.96	1.93	1.91	1.92	1.93	1.97
Other benefits ¹ .....	.07	.05	.05	.04	.04	.04	.04	.04	.03
	Percent of total compensation by year								
	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Wages and salaries	66.6	66.4	67.0	67.5	68.2	68.7	69.1	68.8	69.1
Total benefits	33.4	33.6	33.0	32.5	31.8	31.2	30.9	31.1	30.9
Paid leave	6.1	5.9	5.8	5.8	5.6	5.7	5.6	5.6	5.8
Supplemental pay	3.5	3.5	3.7	3.8	3.9	4.1	3.9	4.2	4.1
Insurance	8.6	8.8	8.2	8.1	7.7	7.5	7.5	7.7	7.7
Retirement and savings	3.5	3.8	3.7	3.7	3.6	3.6	3.6	3.8	3.5
Legally required benefits	11.3	11.4	11.3	10.9	10.7	10.3	10.1	9.8	9.7
Other benefits ¹ .....	.4	.3	.3	.2	.2	.2	.2	.2	.1

¹ Includes severance pay and supplemental unemployment benefits.

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

Table 10. Private industry, full-time workers, by occupational and industry group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 1993-2001 -- Continued

Service occupations

Compensation component	Cost per hour worked by year								
	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation	\$10.14	\$10.43	\$10.49	\$10.87	\$11.10	\$11.39	\$11.77	\$11.90	\$12.20
Wages and salaries	7.44	7.57	7.60	7.88	8.12	8.38	8.70	8.77	9.04
Total benefits	2.69	2.86	2.89	2.99	2.98	3.02	3.07	3.13	3.15
Paid leave .....	.54	.58	.60	.63	.62	.63	.64	.66	.68
Supplemental pay .....	.16	.18	.20	.22	.22	.23	.25	.23	.23
Insurance .....	.72	.79	.77	.76	.75	.77	.76	.83	.83
Retirement and savings .....	.16	.19	.20	.22	.20	.21	.20	.21	.25
Legally required benefits	1.10	1.11	1.12	1.15	1.18	1.17	1.21	1.19	1.16
Other benefits ²	(¹)	(¹)	(¹)	(¹)	(¹)	(¹)	(¹)	(¹)	(¹)
	Percent of total compensation by year								
	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Wages and salaries	73.4	72.6	72.4	72.5	73.2	73.6	73.9	73.7	74.1
Total benefits	26.6	27.4	27.6	27.5	26.8	26.5	26.1	26.3	25.8
Paid leave	5.3	5.6	5.7	5.8	5.6	5.5	5.4	5.5	5.6
Supplemental pay	1.6	1.7	1.9	2.0	2.0	2.0	2.1	1.9	1.9
Insurance	7.1	7.5	7.3	7.0	6.8	6.8	6.5	7.0	6.8
Retirement and savings	1.6	1.9	1.9	2.0	1.8	1.8	1.7	1.8	2.0
Legally required benefits	10.9	10.7	10.7	10.6	10.6	10.3	10.3	10.0	9.5
Other benefits ²	(³)	(³)	(³)	(³)	(³)	(³)	(³)	(³)	(³)

¹ Cost per hour worked is \$0.01 or less.

² Includes severance pay and supplemental unemployment benefits.

³ Less than .05 percent.

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

Table 10. Private industry, full-time workers, by occupational and industry group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 1993¹-2001 -- Continued

Goods-producing industries²

Compensation component	Cost per hour worked by year								
	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation	-	-	\$21.07	\$21.54	\$22.12	\$22.58	\$23.20	\$23.90	\$24.72
Wages and salaries	-	-	14.14	14.53	15.07	15.53	16.04	16.45	17.05
Total benefits	-	-	6.92	7.01	7.05	7.05	7.16	7.44	7.68
Paid leave	-	-	1.41	1.46	1.48	1.51	1.54	1.55	1.64
Supplemental pay	-	-	.79	.87	.84	.87	.86	1.04	1.09
Insurance	-	-	1.70	1.70	1.67	1.66	1.70	1.81	1.89
Retirement and savings	-	-	.84	.81	.87	.85	.86	.86	.85
Legally required benefits	-	-	2.10	2.10	2.12	2.10	2.13	2.11	2.16
Other benefits ³	-	-	.08	.07	.07	.07	.07	.07	.05
	Percent of total compensation by year								
	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation	-	-	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Wages and salaries	-	-	67.1	67.4	68.1	68.8	69.1	68.8	69.0
Total benefits	-	-	32.9	32.6	31.9	31.2	30.9	31.1	31.1
Paid leave	-	-	6.7	6.8	6.7	6.7	6.6	6.5	6.6
Supplemental pay	-	-	3.8	4.0	3.8	3.9	3.7	4.4	4.4
Insurance	-	-	8.1	7.9	7.6	7.4	7.3	7.6	7.6
Retirement and savings	-	-	4.0	3.8	3.9	3.8	3.7	3.6	3.4
Legally required benefits	-	-	10.0	9.7	9.6	9.3	9.2	8.8	8.7
Other benefits ³	-	-	.4	.3	.3	.3	.3	.3	.2

¹ This series began in 1995.

² Includes mining, construction, and manufacturing.

³ Includes severance pay and supplemental unemployment benefits.

- Data not available.

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

Table 10. Private industry, full-time workers, by occupational and industry group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 1993¹-2001 -- Continued

Construction

Compensation component	Cost per hour worked by year								
	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation	-	-	\$21.38	\$21.88	\$21.78	\$22.06	\$22.96	\$23.75	\$24.28
Wages and salaries	-	-	14.62	15.01	15.31	15.71	16.32	16.84	17.16
Total benefits	-	-	6.76	6.87	6.47	6.35	6.63	6.91	7.12
Paid leave	-	-	.68	.73	.71	.70	.73	.79	.86
Supplemental pay	-	-	.68	.71	.59	.61	.68	.96	1.02
Insurance	-	-	1.43	1.46	1.39	1.32	1.41	1.48	1.54
Retirement and savings	-	-	1.00	1.08	1.07	1.05	1.12	1.08	1.07
Legally required benefits	-	-	2.95	2.89	2.72	2.66	2.69	2.60	2.63
Other benefits ³	-	-	(²)	(²)	(²)	(²)	(²)	(²)	(²)
	Percent of total compensation by year								
	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation	-	-	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Wages and salaries	-	-	68.4	68.6	70.3	71.2	71.1	70.9	70.7
Total benefits	-	-	31.6	31.4	29.7	28.8	28.9	29.1	29.3
Paid leave	-	-	3.2	3.3	3.2	3.2	3.2	3.3	3.5
Supplemental pay	-	-	3.2	3.2	2.7	2.8	3.0	4.0	4.2
Insurance	-	-	6.7	6.7	6.4	6.0	6.1	6.2	6.3
Retirement and savings	-	-	4.7	4.9	4.9	4.8	4.9	4.5	4.4
Legally required benefits	-	-	13.8	13.2	12.5	12.1	11.7	10.9	10.8
Other benefits ³	-	-	(⁴)	(⁴)	(⁴)	(⁴)	(⁴)	(⁴)	(⁴)

¹ This series began in 1995.

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

³ Includes severance pay and supplemental unemployment benefits.

⁴ Less than .05 percent.

- Data not available.

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

Table 10. Private industry, full-time workers, by occupational and industry group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 1993¹-2001 -- Continued

Manufacturing

Compensation component	Cost per hour worked by year								
	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation	-	-	\$20.78	\$21.25	\$22.10	\$22.60	\$23.11	\$23.74	\$24.66
Wages and salaries	-	-	13.90	14.28	14.94	15.40	15.85	16.21	16.87
Total benefits	-	-	6.88	6.97	7.16	7.19	7.26	7.53	7.79
Paid leave	-	-	1.57	1.63	1.69	1.72	1.77	1.78	1.89
Supplemental pay	-	-	.82	.90	.89	.93	.91	1.06	1.11
Insurance	-	-	1.76	1.75	1.74	1.74	1.78	1.89	1.97
Retirement and savings	-	-	.77	.72	.80	.78	.77	.77	.76
Legally required benefits	-	-	1.88	1.88	1.94	1.93	1.95	1.94	1.97
Other benefits ²	-	-	.09	.09	.08	.08	.08	.09	.07
	Percent of total compensation by year								
	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation	-	-	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Wages and salaries	-	-	66.9	67.2	67.6	68.1	68.6	68.3	68.4
Total benefits	-	-	33.1	32.8	32.4	31.8	31.4	31.7	31.6
Paid leave	-	-	7.6	7.7	7.6	7.6	7.7	7.5	7.7
Supplemental pay	-	-	3.9	4.2	4.0	4.1	3.9	4.5	4.5
Insurance	-	-	8.5	8.3	7.9	7.7	7.7	8.0	8.0
Retirement and savings	-	-	3.7	3.4	3.6	3.5	3.3	3.2	3.1
Legally required benefits	-	-	9.0	8.8	8.8	8.5	8.4	8.2	8.0
Other benefits ²	-	-	.4	.4	.4	.4	.3	.4	.3

¹ This series began in 1995.

² Includes severance pay and supplemental unemployment benefits.

- Data not available.

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

Table 10. Private industry, full-time workers, by occupational and industry group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 1993-2001 -- Continued

Service-producing industries¹

Compensation component	Cost per hour worked by year								
	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation	\$17.71	\$18.48	\$18.70	\$19.33	\$19.61	\$20.26	\$20.87	\$22.09	\$23.07
Wages and salaries	12.78	13.30	13.52	14.00	14.32	14.81	15.25	16.17	16.85
Total benefits	4.93	5.18	5.18	5.33	5.28	5.44	5.61	5.92	6.22
Paid leave	1.25	1.30	1.30	1.35	1.34	1.38	1.43	1.57	1.69
Supplemental pay .....	.40	.44	.46	.48	.53	.60	.59	.60	.60
Insurance	1.24	1.30	1.27	1.27	1.18	1.20	1.26	1.33	1.42
Retirement and savings .....	.48	.52	.54	.61	.57	.59	.62	.66	.72
Legally required benefits	1.53	1.60	1.60	1.61	1.64	1.65	1.69	1.73	1.78
Other benefits ² .....	.02	.02	.02	.02	.02	.02	.02	.02	.02
	Percent of total compensation by year								
	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Wages and salaries	72.2	72.0	72.3	72.4	73.1	73.1	73.1	73.2	73.0
Total benefits	27.8	28.0	27.7	27.6	26.9	26.9	26.9	26.8	27.0
Paid leave	7.1	7.0	7.0	7.0	6.8	6.8	6.9	7.1	7.3
Supplemental pay	2.3	2.4	2.5	2.5	2.7	3.0	2.8	2.7	2.6
Insurance	7.0	7.0	6.8	6.5	6.0	5.9	6.0	6.0	6.2
Retirement and savings	2.7	2.8	2.9	3.2	2.9	2.9	3.0	3.0	3.1
Legally required benefits	8.7	8.6	8.5	8.3	8.4	8.1	8.1	7.8	7.7
Other benefits ² .....	.1	.1	.1	.1	.1	.1	.1	.1	.1

¹ Includes transportation, communication, and public utilities; wholesale and retail trade; finance, insurance, and real estate; and service industries.

² Includes severance pay and supplemental

unemployment benefits.

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

Table 10. Private industry, full-time workers, by occupational and industry group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 1993¹-2001 -- Continued

Transportation and public utilities

Compensation component	Cost per hour worked by year								
	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation	-	-	\$24.66	\$25.82	-	\$25.33	\$26.64	\$27.89	\$29.45
Wages and salaries	-	-	16.75	17.42	-	17.49	18.34	19.04	20.09
Total benefits	-	-	7.92	8.40	-	7.84	8.30	8.85	9.36
Paid leave	-	-	1.96	2.01	-	1.90	2.02	2.17	2.16
Supplemental pay	-	-	.65	.64	-	.71	.79	1.05	1.29
Insurance	-	-	2.05	2.17	-	1.95	1.97	2.09	2.20
Retirement and savings	-	-	.91	1.23	-	1.08	1.21	1.26	1.38
Legally required benefits	-	-	2.32	2.31	-	2.15	2.24	2.24	2.28
Other benefits ²	-	-	.02	.03	-	.04	.07	.05	.04
	Percent of total compensation by year								
	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation	-	-	100.0	100.0	-	100.0	100.0	100.0	100.0
Wages and salaries	-	-	67.9	67.5	-	69.0	68.8	68.3	68.2
Total benefits	-	-	32.1	32.5	-	31.0	31.2	31.7	31.8
Paid leave	-	-	7.9	7.8	-	7.5	7.6	7.8	7.3
Supplemental pay	-	-	2.6	2.5	-	2.8	3.0	3.8	4.4
Insurance	-	-	8.3	8.4	-	7.7	7.4	7.5	7.5
Retirement and savings	-	-	3.7	4.8	-	4.3	4.5	4.5	4.7
Legally required benefits	-	-	9.4	8.9	-	8.5	8.4	8.0	7.7
Other benefits ²	-	-	.1	.1	-	.2	.3	.2	.1

¹ This series began in 1995.

² Includes severance pay and supplemental unemployment benefits.

- Data not available.

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

Table 10. Private industry, full-time workers, by occupational and industry group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 1993¹-2001 -- Continued

Wholesale trade

Compensation component	Cost per hour worked by year								
	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation	-	-	\$19.46	\$19.88	\$20.77	\$21.63	\$21.91	\$22.94	\$23.76
Wages and salaries	-	-	14.08	14.53	15.09	15.68	15.75	16.40	17.13
Total benefits	-	-	5.38	5.35	5.68	5.95	6.16	6.54	6.63
Paid leave	-	-	1.25	1.24	1.31	1.37	1.38	1.46	1.63
Supplemental pay	-	-	.51	.49	.58	.67	.73	.82	.73
Insurance	-	-	1.33	1.35	1.37	1.41	1.50	1.56	1.64
Retirement and savings	-	-	.56	.51	.61	.65	.73	.75	.68
Legally required benefits	-	-	1.70	1.74	1.79	1.83	1.81	1.92	1.92
Other benefits ²	-	-	.02	.02	.02	.02	.02	.02	.03
	Percent of total compensation by year								
	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation	-	-	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Wages and salaries	-	-	72.4	73.1	72.6	72.5	71.9	71.5	72.1
Total benefits	-	-	27.6	26.9	27.4	27.5	28.1	28.5	27.9
Paid leave	-	-	6.4	6.2	6.3	6.3	6.3	6.4	6.9
Supplemental pay	-	-	2.6	2.5	2.8	3.1	3.3	3.6	3.1
Insurance	-	-	6.8	6.8	6.6	6.5	6.8	6.8	6.9
Retirement and savings	-	-	2.9	2.6	2.9	3.0	3.3	3.3	2.9
Legally required benefits	-	-	8.8	8.8	8.6	8.5	8.3	8.4	8.1
Other benefits ²	-	-	.1	.1	.1	.1	.1	.1	.1

¹ This series began in 1995.
² Includes severance pay and supplemental unemployment benefits.
 - Data not available.

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

Table 10. Private industry, full-time workers, by occupational and industry group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 1993-2001 -- Continued

Retail trade

Compensation component	Cost per hour worked by year								
	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation	\$11.34	\$11.89	\$12.25	\$12.43	\$12.87	\$13.32	\$13.78	\$14.31	\$14.71
Wages and salaries	8.62	9.09	9.40	9.60	9.95	10.33	10.66	11.15	11.44
Total benefits	2.72	2.80	2.85	2.82	2.92	2.99	3.12	3.16	3.26
Paid leave .....	.55	.59	.58	.58	.60	.64	.67	.68	.74
Supplemental pay .....	.22	.21	.24	.22	.27	.27	.27	.29	.25
Insurance .....	.64	.63	.63	.63	.62	.62	.63	.66	.72
Retirement and savings .....	.14	.15	.17	.18	.18	.19	.20	.20	.24
Legally required benefits	1.17	1.20	1.23	1.21	1.25	1.27	1.34	1.33	1.32
Other benefits ²	(¹)	(¹)	(¹)	(¹)	(¹)	(¹)	(¹)	(¹)	(¹)
	Percent of total compensation by year								
	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Wages and salaries	76.0	76.4	76.7	77.3	77.3	77.6	77.4	77.9	77.8
Total benefits	24.0	23.6	23.3	22.7	22.7	22.4	22.6	22.1	22.2
Paid leave	4.8	4.9	4.7	4.6	4.6	4.8	4.9	4.8	5.0
Supplemental pay	2.0	1.8	1.9	1.8	2.1	2.0	2.0	2.0	1.7
Insurance	5.6	5.3	5.2	5.0	4.8	4.7	4.6	4.6	4.9
Retirement and savings	1.2	1.3	1.4	1.5	1.4	1.4	1.5	1.4	1.6
Legally required benefits	10.3	10.1	10.0	9.7	9.7	9.5	9.7	9.3	9.0
Other benefits ²	(³)	(³)	(³)	(³)	(³)	(³)	(³)	(³)	(³)

¹ Cost per hour worked is \$0.01 or less.

² Includes severance pay and supplemental unemployment benefits.

³ Less than .05 percent.

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

Table 10. Private industry, full-time workers, by occupational and industry group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 1993¹-2001 -- Continued

Finance, insurance, and real estate

Compensation component	Cost per hour worked by year								
	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation	-	-	\$22.69	\$23.87	\$24.15	\$25.56	\$26.52	\$28.50	\$29.08
Wages and salaries	-	-	15.96	16.93	17.21	18.02	18.69	20.30	20.52
Total benefits	-	-	6.73	6.94	6.95	7.54	7.83	8.20	8.56
Paid leave	-	-	1.68	1.78	1.83	1.89	1.95	2.08	2.23
Supplemental pay	-	-	1.00	.95	.86	1.27	1.35	1.32	1.33
Insurance	-	-	1.58	1.63	1.61	1.64	1.72	1.79	1.83
Retirement and savings	-	-	.81	.89	.93	.97	1.00	1.11	1.18
Legally required benefits	-	-	1.62	1.66	1.67	1.73	1.77	1.86	1.93
Other benefits ²	-	-	.04	.04	.05	.05	.05	.04	.06
	Percent of total compensation by year								
	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation	-	-	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Wages and salaries	-	-	70.3	70.9	71.2	70.5	70.5	71.2	70.6
Total benefits	-	-	29.7	29.1	28.8	29.5	29.5	28.8	29.4
Paid leave	-	-	7.4	7.5	7.6	7.4	7.4	7.3	7.7
Supplemental pay	-	-	4.4	4.0	3.6	5.0	5.1	4.6	4.6
Insurance	-	-	7.0	6.8	6.7	6.4	6.5	6.3	6.3
Retirement and savings	-	-	3.6	3.7	3.9	3.8	3.8	3.9	4.1
Legally required benefits	-	-	7.1	7.0	6.9	6.8	6.7	6.5	6.6
Other benefits ²	-	-	.2	.2	.2	.2	.2	.1	.2

¹ This series began in 1995.

² Includes severance pay and supplemental unemployment benefits.

- Data not available.

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

Table 10. Private industry, full-time workers, by occupational and industry group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 1993-2001 -- Continued

Service industries

Compensation component	Cost per hour worked by year								
	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation	\$18.01	\$18.65	\$18.85	\$19.58	\$19.80	\$20.42	\$20.90	\$22.18	\$23.54
Wages and salaries	13.12	13.53	13.75	14.26	14.59	15.10	15.51	16.48	17.42
Total benefits	4.89	5.11	5.10	5.32	5.21	5.32	5.39	5.69	6.11
Paid leave	1.31	1.36	1.37	1.45	1.42	1.46	1.51	1.70	1.86
Supplemental pay .....	.34	.37	.36	.43	.52	.52	.45	.41	.40
Insurance	1.20	1.28	1.26	1.23	1.10	1.13	1.20	1.27	1.38
Retirement and savings .....	.51	.53	.54	.61	.53	.55	.56	.60	.67
Legally required benefits	1.51	1.56	1.56	1.59	1.63	1.64	1.67	1.70	1.79
Other benefits ² .....	.02	.02	.02	(¹)	.02	(¹)	(¹)	.02	(¹)
	Percent of total compensation by year								
	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Wages and salaries	72.8	72.6	72.9	72.8	73.7	73.9	74.2	74.3	74.0
Total benefits	27.2	27.4	27.1	27.2	26.3	26.1	25.8	25.7	26.0
Paid leave	7.3	7.3	7.3	7.4	7.2	7.1	7.2	7.7	7.9
Supplemental pay	1.9	2.0	1.9	2.2	2.6	2.5	2.2	1.8	1.7
Insurance	6.7	6.9	6.7	6.3	5.5	5.5	5.7	5.7	5.9
Retirement and savings	2.8	2.8	2.8	3.1	2.7	2.7	2.7	2.7	2.8
Legally required benefits	8.4	8.4	8.3	8.1	8.2	8.0	8.0	7.7	7.6
Other benefits ² .....	.1	.1	.1	(³)	.1	(³)	(³)	.1	(³)

¹ Cost per hour worked is \$0.01 or less.

² Includes severance pay and supplemental unemployment benefits.

³ Less than .05 percent.

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

Table 11. Private industry, part-time workers, by occupational and industry group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 1993-2001

All workers

Compensation component	Cost per hour worked by year								
	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation	\$9.00	\$8.80	\$8.98	\$9.19	\$9.60	\$10.01	\$10.20	\$10.75	\$11.65
Wages and salaries	7.12	6.97	7.17	7.38	7.75	8.10	8.29	8.70	9.41
Total benefits	1.89	1.83	1.81	1.82	1.85	1.90	1.91	2.04	2.25
Paid leave .....	.30	.27	.25	.25	.27	.27	.28	.33	.37
Supplemental pay .....	.16	.14	.14	.15	.14	.15	.15	.17	.18
Insurance .....	.31	.30	.28	.27	.25	.27	.25	.28	.36
Retirement and savings .....	.11	.11	.10	.13	.13	.14	.15	.16	.15
Legally required benefits	1.01	1.02	1.02	1.03	1.04	1.08	1.08	1.11	1.18
Other benefits ²	(¹)	(¹)	(¹)	(¹)	(¹)	(¹)	(¹)	(¹)	(¹)
	Percent of total compensation by year								
	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Wages and salaries	79.1	79.2	79.9	80.2	80.8	80.9	81.3	80.9	80.8
Total benefits	20.9	20.8	20.1	19.8	19.2	19.0	18.7	19.0	19.3
Paid leave	3.3	3.0	2.8	2.7	2.8	2.7	2.7	3.1	3.2
Supplemental pay	1.7	1.5	1.6	1.6	1.5	1.5	1.5	1.6	1.5
Insurance	3.4	3.4	3.2	2.9	2.6	2.7	2.5	2.6	3.1
Retirement and savings	1.2	1.2	1.2	1.4	1.4	1.4	1.5	1.5	1.3
Legally required benefits	11.2	11.6	11.4	11.2	10.9	10.8	10.6	10.3	10.1
Other benefits ²	(³)	(³)	(³)	(³)	(³)	(³)	(³)	(³)	(³)

¹ Cost per hour worked is \$0.01 or less.

² Includes severance pay and supplemental unemployment benefits.

³ Less than .05 percent.

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

Table 11. Private industry, part-time workers, by occupational and industry group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 1993-2001 -- Continued

White-collar occupations

Compensation component	Cost per hour worked by year								
	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation	\$10.99	\$10.99	\$11.34	\$11.71	\$11.89	\$12.52	\$12.89	\$13.53	\$14.31
Wages and salaries	8.71	8.72	9.05	9.41	9.64	10.14	10.49	10.91	11.55
Total benefits	2.28	2.27	2.29	2.30	2.25	2.38	2.40	2.62	2.76
Paid leave .....	.44	.41	.39	.39	.42	.43	.46	.53	.54
Supplemental pay .....	.22	.20	.22	.22	.19	.20	.20	.23	.25
Insurance .....	.37	.40	.39	.37	.32	.38	.33	.39	.46
Retirement and savings .....	.15	.15	.15	.17	.17	.18	.19	.22	.20
Legally required benefits	1.10	1.11	1.14	1.15	1.15	1.18	1.21	1.25	1.31
Other benefits ²	(¹)	(¹)	(¹)	(¹)	(¹)	(¹)	(¹)	(¹)	(¹)
	Percent of total compensation by year								
	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Wages and salaries	79.2	79.3	79.8	80.4	81.1	81.0	81.4	80.6	80.7
Total benefits	20.8	20.7	20.2	19.6	18.9	19.0	18.6	19.4	19.3
Paid leave	4.0	3.7	3.4	3.3	3.5	3.4	3.6	3.9	3.8
Supplemental pay	2.0	1.8	1.9	1.9	1.6	1.6	1.6	1.7	1.7
Insurance	3.4	3.6	3.5	3.1	2.7	3.0	2.6	2.9	3.2
Retirement and savings	1.3	1.4	1.3	1.5	1.4	1.4	1.5	1.6	1.4
Legally required benefits	10.0	10.1	10.1	9.8	9.7	9.4	9.4	9.2	9.2
Other benefits ²	(³)	(³)	(³)	(³)	(³)	(³)	(³)	(³)	(³)

¹ Cost per hour worked is \$0.01 or less.
² Includes severance pay and supplemental unemployment benefits.
³ Less than .05 percent.

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

Table 11. Private industry, part-time workers, by occupational and industry group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 1993-2001 -- Continued

Sales occupations

Compensation component	Cost per hour worked by year								
	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation	\$7.10	\$7.40	\$7.57	\$7.79	\$7.68	\$8.03	\$8.42	\$8.74	\$8.89
Wages and salaries	5.66	5.92	6.07	6.25	6.25	6.57	6.94	7.12	7.36
Total benefits	1.44	1.48	1.50	1.54	1.42	1.46	1.48	1.62	1.53
Paid leave .....	.24	.23	.22	.22	.18	.19	.18	.21	.22
Supplemental pay .....	.09	.10	.11	.13	.12	.12	.12	.13	.10
Insurance .....	.23	.25	.25	.25	.22	.20	.19	.25	.18
Retirement and savings .....	.09	.08	.08	.11	.10	.10	.11	.13	.11
Legally required benefits .....	.79	.81	.84	.83	.80	.84	.87	.90	.92
Other benefits ²	(¹)	(¹)	(¹)	(¹)	(¹)	(¹)	(¹)	(¹)	(¹)
	Percent of total compensation by year								
	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Wages and salaries	79.6	80.0	80.2	80.2	81.4	81.8	82.4	81.5	82.8
Total benefits	20.4	20.0	19.8	19.8	18.6	18.2	17.6	18.5	17.2
Paid leave	3.4	3.2	3.0	2.9	2.3	2.4	2.1	2.4	2.5
Supplemental pay	1.3	1.3	1.4	1.7	1.5	1.5	1.4	1.5	1.1
Insurance	3.2	3.4	3.3	3.2	2.9	2.5	2.3	2.9	2.0
Retirement and savings	1.3	1.1	1.0	1.4	1.3	1.2	1.3	1.5	1.2
Legally required benefits	11.2	11.0	11.1	10.6	10.5	10.5	10.3	10.3	10.3
Other benefits ²	(³)	(³)	(³)	(³)	(³)	(³)	(³)	(³)	(³)

¹ Cost per hour worked is \$0.01 or less.

² Includes severance pay and supplemental unemployment benefits.

³ Less than .05 percent.

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

Table 11. Private industry, part-time workers, by occupational and industry group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 1993-2001 -- Continued

Administrative support, including clerical occupations

Compensation component	Cost per hour worked by year								
	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation	\$9.94	\$9.90	\$10.21	\$10.19	\$10.98	\$11.53	\$11.71	\$12.14	\$12.59
Wages and salaries	7.91	7.79	8.12	8.18	8.82	9.10	9.48	9.69	10.00
Total benefits	2.03	2.11	2.09	2.01	2.16	2.43	2.22	2.45	2.59
Paid leave .....	.38	.37	.36	.36	.43	.43	.43	.50	.51
Supplemental pay .....	.12	.12	.16	.13	.16	.21	.17	.19	.21
Insurance .....	.41	.44	.40	.36	.34	.57	.35	.43	.55
Retirement and savings .....	.14	.16	.17	.16	.17	.18	.18	.25	.20
Legally required benefits .....	.97	1.00	1.00	.99	1.05	1.05	1.08	1.08	1.11
Other benefits ²	(¹)	(¹)	(¹)	(¹)	(¹)	(¹)	(¹)	(¹)	(¹)
	Percent of total compensation by year								
	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Wages and salaries	79.6	78.7	79.5	80.3	80.3	78.9	81.0	79.8	79.4
Total benefits	20.4	21.3	20.5	19.7	19.7	21.1	19.0	20.2	20.6
Paid leave	3.8	3.8	3.5	3.6	3.9	3.7	3.7	4.1	4.1
Supplemental pay	1.2	1.2	1.6	1.3	1.4	1.8	1.5	1.6	1.7
Insurance	4.1	4.5	4.0	3.5	3.1	4.9	3.0	3.5	4.4
Retirement and savings	1.4	1.6	1.7	1.6	1.6	1.6	1.5	2.1	1.6
Legally required benefits	9.8	10.1	9.8	9.7	9.6	9.1	9.2	8.9	8.8
Other benefits ²	(³)	(³)	(³)	(³)	(³)	(³)	(³)	(³)	(³)

¹ Cost per hour worked is \$0.01 or less.

² Includes severance pay and supplemental unemployment benefits.

³ Less than .05 percent.

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

Table 11. Private industry, part-time workers, by occupational and industry group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 1993-2001 -- Continued

Blue-collar occupations

Compensation component	Cost per hour worked by year								
	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation	\$9.38	\$9.40	\$9.16	\$9.37	\$9.66	\$9.86	\$10.02	\$10.76	\$11.53
Wages and salaries	6.97	7.06	7.06	7.22	7.32	7.54	7.70	8.29	8.87
Total benefits	2.42	2.33	2.11	2.14	2.35	2.32	2.32	2.47	2.66
Paid leave .....	.28	.24	.20	.21	.22	.22	.22	.27	.37
Supplemental pay .....	.18	.17	.16	.17	.23	.24	.23	.26	.23
Insurance .....	.53	.47	.38	.34	.42	.40	.38	.41	.50
Retirement and savings .....	.19	.20	.19	.24	.31	.25	.29	.29	.26
Legally required benefits	1.24	1.25	1.16	1.18	1.17	1.21	1.20	1.23	1.30
Other benefits ²	(¹)	(¹)	(¹)	(¹)	(¹)	(¹)	(¹)	(¹)	(¹)
	Percent of total compensation by year								
	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Wages and salaries	74.3	75.2	77.0	77.1	75.7	76.5	76.8	77.0	76.9
Total benefits	25.7	24.8	23.0	22.9	24.3	23.5	23.2	23.0	23.1
Paid leave	3.0	2.6	2.2	2.2	2.2	2.2	2.2	2.5	3.2
Supplemental pay	1.9	1.8	1.7	1.9	2.4	2.4	2.3	2.4	2.0
Insurance	5.6	5.0	4.2	3.6	4.4	4.1	3.8	3.8	4.3
Retirement and savings	2.0	2.1	2.1	2.6	3.2	2.5	2.9	2.7	2.3
Legally required benefits	13.2	13.3	12.7	12.6	12.1	12.3	12.0	11.4	11.3
Other benefits ²	(³)	(³)	(³)	(³)	(³)	(³)	(³)	(³)	(³)

¹ Cost per hour worked is \$0.01 or less.

² Includes severance pay and supplemental unemployment benefits.

³ Less than .05 percent.

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

Table 11. Private industry, part-time workers, by occupational and industry group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 1993-2001 -- Continued

Service occupations

Compensation component	Cost per hour worked by year								
	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation	\$6.36	\$6.18	\$6.24	\$6.41	\$6.94	\$7.41	\$7.46	\$7.76	\$8.21
Wages and salaries	5.17	5.00	5.08	5.23	5.73	6.15	6.22	6.48	6.83
Total benefits	1.20	1.18	1.16	1.19	1.21	1.26	1.24	1.28	1.38
Paid leave .....	.13	.11	.11	.11	.13	.12	.13	.14	.14
Supplemental pay .....	.07	.05	.05	.06	.06	.06	.07	.07	.08
Insurance .....	.15	.13	.13	.14	.11	.11	.11	.11	.17
Retirement and savings .....	.03	.03	.02	.03	.03	.05	.05	.05	.04
Legally required benefits .....	.81	.85	.85	.84	.88	.91	.88	.92	.96
Other benefits ²	(¹)	(¹)	(¹)	(¹)	(¹)	(¹)	(¹)	(¹)	(¹)
	Percent of total compensation by year								
	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Wages and salaries	81.2	80.9	81.4	81.5	82.6	83.0	83.4	83.5	83.2
Total benefits	18.8	19.1	18.6	18.5	17.4	17.0	16.6	16.5	16.8
Paid leave	2.0	1.9	1.7	1.7	1.8	1.6	1.7	1.8	1.7
Supplemental pay	1.0	.9	.9	.9	.9	.8	.9	.9	1.0
Insurance	2.4	2.1	2.0	2.2	1.6	1.5	1.5	1.4	2.1
Retirement and savings .....	.5	.5	.4	.5	.5	.7	.7	.6	.5
Legally required benefits	12.8	13.7	13.6	13.2	12.6	12.3	11.8	11.9	11.7
Other benefits ²	(³)	(³)	(³)	(³)	(³)	(³)	(³)	(³)	(³)

¹ Cost per hour worked is \$0.01 or less.

² Includes severance pay and supplemental unemployment benefits.

³ Less than .05 percent.

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

Table 11. Private industry, part-time workers, by occupational and industry group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 1993¹-2001 -- Continued

Goods-producing industries²

Compensation component	Cost per hour worked by year								
	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation	-	-	\$10.80	\$10.92	\$12.07	\$12.21	\$11.78	\$12.25	\$13.31
Wages and salaries	-	-	8.37	8.61	9.28	9.52	9.39	9.65	10.28
Total benefits	-	-	2.43	2.32	2.79	2.69	2.39	2.60	3.03
Paid leave	-	-	.26	.30	.29	.25	.23	.33	.43
Supplemental pay	-	-	.27	.21	.30	.30	.24	.28	.29
Insurance	-	-	.44	.27	.28	.27	.30	.35	.46
Retirement and savings	-	-	.10	.12	.13	.12	.11	.17	.31
Legally required benefits	-	-	1.36	1.41	1.79	1.74	1.51	1.47	1.54
Other benefits ⁴	-	-	(³)	(³)	(³)	(³)	(³)	(³)	(³)
	Percent of total compensation by year								
	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation	-	-	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Wages and salaries	-	-	77.5	78.8	76.8	78.0	79.7	78.8	77.2
Total benefits	-	-	22.5	21.2	23.2	22.0	20.3	21.2	22.8
Paid leave	-	-	2.4	2.8	2.4	2.0	2.0	2.7	3.2
Supplemental pay	-	-	2.5	1.9	2.5	2.5	2.0	2.3	2.2
Insurance	-	-	4.1	2.5	2.4	2.2	2.5	2.9	3.5
Retirement and savings	-	-	.9	1.1	1.0	1.0	.9	1.4	2.3
Legally required benefits	-	-	12.6	12.9	14.8	14.3	12.8	12.0	11.6
Other benefits ⁴	-	-	(⁵)	(⁵)	(⁵)	(⁵)	(⁵)	(⁵)	(⁵)

¹ This series began in 1995.

² Includes mining, construction, and manufacturing.

³ Cost per hour worked is \$0.01 or less.

⁴ Includes severance pay and supplemental unemployment benefits.

⁵ Less than .05 percent.

- Data not available.

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

Table 11. Private industry, part-time workers, by occupational and industry group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 1993-2001 -- Continued

Service-producing industries¹

Compensation component	Cost per hour worked by year								
	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation	\$8.88	\$8.72	\$8.91	\$9.15	\$9.53	\$9.93	\$10.15	\$10.70	\$11.60
Wages and salaries	7.02	6.91	7.13	7.34	7.71	8.06	8.26	8.67	9.38
Total benefits	1.86	1.81	1.78	1.80	1.82	1.88	1.89	2.03	2.22
Paid leave .....	.29	.26	.25	.25	.27	.27	.29	.33	.37
Supplemental pay .....	.16	.13	.14	.14	.14	.14	.15	.16	.18
Insurance .....	.31	.29	.28	.27	.25	.27	.24	.28	.36
Retirement and savings .....	.11	.11	.10	.13	.13	.14	.15	.16	.14
Legally required benefits .....	.99	1.01	1.01	1.02	1.02	1.05	1.06	1.10	1.17
Other benefits ³	(²)	(²)	(²)	(²)	(²)	(²)	(²)	(²)	(²)
	Percent of total compensation by year								
	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Wages and salaries	79.0	79.2	80.0	80.3	80.9	81.2	81.4	81.0	80.9
Total benefits	21.0	20.8	20.0	19.7	19.1	18.9	18.6	19.0	19.1
Paid leave	3.3	3.0	2.8	2.7	2.9	2.7	2.9	3.1	3.2
Supplemental pay	1.8	1.5	1.6	1.6	1.4	1.4	1.5	1.5	1.6
Insurance	3.5	3.4	3.1	2.9	2.7	2.7	2.4	2.6	3.1
Retirement and savings	1.2	1.2	1.2	1.4	1.4	1.4	1.5	1.5	1.2
Legally required benefits	11.2	11.6	11.4	11.1	10.7	10.6	10.4	10.3	10.1
Other benefits ³	(⁴)	(⁴)	(⁴)	(⁴)	(⁴)	(⁴)	(⁴)	(⁴)	(⁴)

¹ Includes transportation, communication, and public utilities; wholesale and retail trade; finance, insurance, and real estate; and service industries.

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

³ Includes severance pay and supplemental

unemployment benefits.

⁴ Less than .05 percent.

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

Table 11. Private industry, part-time workers, by occupational and industry group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 1993-2001 -- Continued

Retail trade industries

Compensation component	Cost per hour worked by year								
	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation	\$6.57	\$6.35	\$6.52	\$6.68	\$6.99	\$7.37	\$7.46	\$7.83	\$8.24
Wages and salaries	5.28	5.12	5.29	5.42	5.68	6.04	6.13	6.43	6.79
Total benefits	1.30	1.23	1.23	1.27	1.31	1.33	1.33	1.41	1.44
Paid leave .....	.17	.14	.13	.13	.13	.13	.13	.15	.17
Supplemental pay .....	.08	.07	.07	.09	.08	.08	.09	.09	.09
Insurance .....	.19	.16	.17	.17	.19	.17	.16	.19	.19
Retirement and savings .....	.06	.06	.05	.07	.07	.07	.09	.09	.08
Legally required benefits .....	.79	.80	.81	.80	.82	.87	.86	.89	.91
Other benefits ²	(¹)	(¹)	(¹)	(¹)	(¹)	(¹)	(¹)	(¹)	(¹)
	Percent of total compensation by year								
	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Wages and salaries	80.3	80.6	81.1	81.1	81.3	82.0	82.2	82.1	82.4
Total benefits	19.7	19.4	18.9	18.9	18.7	18.0	17.8	18.0	17.5
Paid leave	2.6	2.1	2.0	2.0	1.9	1.8	1.7	1.9	2.1
Supplemental pay	1.2	1.1	1.1	1.4	1.2	1.1	1.2	1.1	1.1
Insurance	2.9	2.5	2.6	2.5	2.7	2.3	2.1	2.4	2.3
Retirement and savings	1.0	.9	.8	1.0	1.1	.9	1.2	1.1	1.0
Legally required benefits	12.0	12.7	12.4	12.0	11.8	11.8	11.5	11.4	11.0
Other benefits ²	(³)	(³)	(³)	(³)	(³)	(³)	(³)	(³)	(³)

¹ Cost per hour worked is \$0.01 or less.

² Includes severance pay and supplemental unemployment benefits.

³ Less than .05 percent.

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

Table 11. Private industry, part-time workers, by occupational and industry group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 1993-2001 -- Continued

Service industries

Compensation component	Cost per hour worked by year								
	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation	\$11.09	\$11.10	\$11.27	\$11.18	\$12.13	\$12.47	\$12.62	\$13.17	\$14.55
Wages and salaries	8.78	8.79	8.98	8.99	9.88	10.18	10.33	10.76	11.84
Total benefits	2.32	2.31	2.29	2.19	2.26	2.29	2.29	2.41	2.70
Paid leave .....	.41	.38	.38	.34	.41	.40	.42	.47	.51
Supplemental pay .....	.24	.21	.21	.19	.19	.19	.19	.20	.23
Insurance .....	.37	.39	.36	.32	.28	.33	.28	.29	.42
Retirement and savings .....	.12	.13	.12	.13	.15	.16	.17	.17	.15
Legally required benefits	1.17	1.20	1.21	1.20	1.22	1.22	1.23	1.27	1.38
Other benefits ²	(¹)	(¹)	(¹)	(¹)	(¹)	(¹)	(¹)	(¹)	(¹)
	Percent of total compensation by year								
	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Wages and salaries	79.1	79.2	79.7	80.4	81.4	81.6	81.9	81.7	81.4
Total benefits	20.9	20.8	20.3	19.6	18.6	18.4	18.1	18.3	18.6
Paid leave	3.7	3.5	3.4	3.1	3.4	3.2	3.3	3.6	3.5
Supplemental pay	2.2	1.8	1.9	1.7	1.5	1.5	1.5	1.5	1.6
Insurance	3.3	3.5	3.2	2.9	2.3	2.6	2.2	2.2	2.9
Retirement and savings	1.1	1.2	1.1	1.2	1.2	1.3	1.3	1.3	1.0
Legally required benefits	10.6	10.8	10.7	10.7	10.1	9.8	9.7	9.6	9.5
Other benefits ²	(³)	(³)	(³)	(³)	(³)	(³)	(³)	(³)	(³)

¹ Cost per hour worked is \$0.01 or less.

² Includes severance pay and supplemental unemployment benefits.

³ Less than .05 percent.

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

Table 12. Private industry workers, goods-producing industries, by occupational group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 1988-2001

White-collar occupations

Compensation component	Cost per hour worked by year													
	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation	\$20.41	\$21.36	\$22.44	\$23.65	\$24.51	\$25.65	\$26.29	\$27.37	\$28.52	\$29.26	\$29.71	\$30.77	\$31.53	\$32.90
Wages and salaries	14.70	15.29	16.06	16.89	17.43	17.99	18.32	19.25	20.01	20.78	21.27	22.09	22.47	23.30
Total benefits	5.71	6.07	6.38	6.76	7.08	7.67	7.98	8.13	8.51	8.47	8.44	8.68	9.06	9.60
Paid leave	1.75	1.85	1.91	2.02	2.07	2.16	2.16	2.24	2.39	2.46	2.47	2.58	2.57	2.70
Supplemental pay .....	.39	.43	.51	.52	.49	.56	.62	.83	.97	.77	.75	.79	1.13	1.29
Insurance	1.23	1.44	1.51	1.63	1.80	1.98	2.08	1.83	1.90	1.83	1.86	1.91	2.04	2.20
Retirement and savings .....	.79	.71	.77	.80	.83	.91	.90	.99	.96	1.06	1.01	1.01	.94	1.01
Legally required benefits	1.52	1.59	1.67	1.76	1.86	1.93	2.04	2.13	2.19	2.25	2.25	2.29	2.28	2.32
Other benefits ¹ .....	.04	.04	.03	.03	.04	.13	.17	.09	.10	.09	.09	.09	.10	.07
	Percent of total compensation by year													
	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Wages and salaries	72.0	71.6	71.6	71.4	71.1	70.1	69.7	70.3	70.2	71.0	71.6	71.8	71.3	70.8
Total benefits	28.0	28.4	28.4	28.6	28.9	29.9	30.3	29.7	29.8	29.0	28.4	28.2	28.7	29.2
Paid leave	8.6	8.7	8.5	8.5	8.4	8.4	8.2	8.2	8.4	8.4	8.3	8.4	8.2	8.2
Supplemental pay	1.9	2.0	2.3	2.2	2.0	2.2	2.4	3.0	3.4	2.6	2.5	2.6	3.6	3.9
Insurance	6.0	6.7	6.7	6.9	7.3	7.7	7.9	6.7	6.7	6.3	6.3	6.2	6.5	6.7
Retirement and savings	3.9	3.3	3.4	3.4	3.4	3.5	3.4	3.6	3.4	3.6	3.4	3.3	3.0	3.1
Legally required benefits	7.4	7.5	7.4	7.4	7.6	7.5	7.8	7.8	7.7	7.7	7.6	7.4	7.2	7.1
Other benefits ¹ .....	.2	.2	.1	.1	.2	.5	.7	.3	.4	.3	.3	.3	.3	.2

¹ Includes severance pay and supplemental unemployment benefits.

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

Table 12. Private industry workers, goods-producing industries, by occupational group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 1988-2001 -- Continued

Professional specialty and technical occupations

Compensation component	Cost per hour worked by year													
	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation	\$22.76	\$23.92	\$25.32	\$26.40	\$27.87	\$29.35	\$30.23	\$33.21	\$34.93	\$35.21	\$35.69	\$36.89	\$37.70	\$36.95
Wages and salaries	16.28	17.06	17.98	18.71	19.60	20.29	20.75	23.18	24.28	24.98	25.62	26.55	26.92	25.85
Total benefits	6.48	6.86	7.34	7.70	8.27	9.06	9.48	10.03	10.66	10.23	10.07	10.34	10.78	11.10
Paid leave	2.03	2.18	2.28	2.36	2.51	2.63	2.68	2.99	3.17	3.23	3.21	3.34	3.46	3.40
Supplemental pay .....	.39	.43	.40	.46	.48	.57	.75	.99	1.37	.84	.77	.72	.95	1.08
Insurance	1.40	1.64	1.76	1.86	2.11	2.39	2.44	2.25	2.28	2.14	2.20	2.24	2.38	2.63
Retirement and savings .....	.93	.78	.98	1.06	1.07	1.26	1.29	1.23	1.19	1.23	1.12	1.24	1.21	1.26
Legally required benefits	1.67	1.77	1.87	1.91	2.04	2.15	2.24	2.43	2.51	2.64	2.63	2.66	2.64	2.57
Other benefits ¹ .....	.06	.06	.04	.05	.06	.06	.09	.14	.14	.15	.13	.13	.13	.15
	Percent of total compensation by year													
	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Wages and salaries	71.5	71.3	71.0	70.9	70.3	69.1	68.6	69.8	69.5	71.0	71.8	72.0	71.4	70.0
Total benefits	28.5	28.7	29.0	29.1	29.7	30.9	31.4	30.2	30.5	29.0	28.2	28.0	28.6	30.0
Paid leave	8.9	9.1	9.0	9.0	9.0	9.0	8.9	9.0	9.1	9.2	9.0	9.1	9.2	9.2
Supplemental pay	1.7	1.8	1.6	1.7	1.7	1.9	2.5	3.0	3.9	2.4	2.2	2.0	2.5	2.9
Insurance	6.1	6.9	7.0	7.0	7.6	8.1	8.1	6.8	6.5	6.1	6.2	6.1	6.3	7.1
Retirement and savings	4.1	3.3	3.9	4.0	3.8	4.3	4.3	3.7	3.4	3.5	3.1	3.4	3.2	3.4
Legally required benefits	7.3	7.4	7.4	7.2	7.3	7.3	7.4	7.3	7.2	7.5	7.4	7.2	7.0	7.0
Other benefits ¹ .....	.3	.2	.2	.2	.2	.2	.3	.4	.4	.4	.4	.4	.3	.4

¹ Includes severance pay and supplemental unemployment benefits.

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

Table 12. Private industry workers, goods-producing industries, by occupational group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 1988¹-2001 -- Continued

Professional specialty occupations

Compensation component	Cost per hour worked by year													
	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation	-	-	-	-	-	-	\$33.29	\$35.66	\$37.51	\$38.21	\$38.63	\$39.88	\$41.78	\$42.10
Wages and salaries	-	-	-	-	-	-	23.06	25.06	26.18	27.28	27.93	28.91	30.06	29.71
Total benefits	-	-	-	-	-	-	10.22	10.59	11.32	10.93	10.70	10.97	11.72	12.38
Paid leave	-	-	-	-	-	-	2.95	3.21	3.38	3.56	3.54	3.69	3.95	3.98
Supplemental pay	-	-	-	-	-	-	.84	1.12	1.55	.83	.73	.67	.90	1.04
Insurance	-	-	-	-	-	-	2.52	2.30	2.34	2.22	2.31	2.32	2.49	2.78
Retirement and savings	-	-	-	-	-	-	1.43	1.27	1.27	1.35	1.19	1.33	1.35	1.53
Legally required benefits	-	-	-	-	-	-	2.38	2.55	2.65	2.83	2.81	2.82	2.89	2.86
Other benefits ²	-	-	-	-	-	-	.11	.15	.14	.14	.13	.14	.15	.19
	Percent of total compensation by year													
	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation	-	-	-	-	-	-	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Wages and salaries	-	-	-	-	-	-	69.3	70.3	69.8	71.4	72.3	72.5	71.9	70.6
Total benefits	-	-	-	-	-	-	30.7	29.7	30.2	28.6	27.7	27.5	28.1	29.4
Paid leave	-	-	-	-	-	-	8.9	9.0	9.0	9.3	9.2	9.3	9.5	9.5
Supplemental pay	-	-	-	-	-	-	2.5	3.1	4.1	2.2	1.9	1.7	2.2	2.5
Insurance	-	-	-	-	-	-	7.6	6.5	6.2	5.8	6.0	5.8	6.0	6.6
Retirement and savings	-	-	-	-	-	-	4.3	3.6	3.4	3.5	3.1	3.3	3.2	3.6
Legally required benefits	-	-	-	-	-	-	7.2	7.1	7.1	7.4	7.3	7.1	6.9	6.8
Other benefits ²	-	-	-	-	-	-	.3	.4	.4	.4	.3	.4	.4	.5

¹ This series began in 1994.

² Includes severance pay and supplemental unemployment benefits.

- Data not available.

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

Table 12. Private industry workers, goods-producing industries, by occupational group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 1988¹-2001 -- Continued

Technical occupations

Compensation component	Cost per hour worked by year													
	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation	-	-	-	-	-	-	\$24.30	\$26.54	\$27.51	\$26.65	\$27.07	\$28.17	\$27.96	\$28.51
Wages and salaries	-	-	-	-	-	-	16.25	18.06	18.78	18.41	18.86	19.66	19.44	19.52
Total benefits	-	-	-	-	-	-	8.04	8.48	8.73	8.23	8.21	8.51	8.52	8.99
Paid leave	-	-	-	-	-	-	2.16	2.38	2.54	2.31	2.25	2.33	2.27	2.44
Supplemental pay	-	-	-	-	-	-	.57	.63	.83	.87	.90	.88	1.09	1.15
Insurance	-	-	-	-	-	-	2.29	2.10	2.10	1.90	1.90	2.01	2.12	2.39
Retirement and savings	-	-	-	-	-	-	1.00	1.14	.99	.91	.93	.99	.87	.82
Legally required benefits	-	-	-	-	-	-	1.95	2.12	2.12	2.07	2.09	2.21	2.05	2.10
Other benefits ²	-	-	-	-	-	-	.06	.12	.15	.16	.14	.09	.11	.09
	Percent of total compensation by year													
	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation	-	-	-	-	-	-	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Wages and salaries	-	-	-	-	-	-	66.9	68.1	68.3	69.1	69.7	69.8	69.5	68.5
Total benefits	-	-	-	-	-	-	33.1	31.9	31.7	30.9	30.3	30.2	30.5	31.5
Paid leave	-	-	-	-	-	-	8.9	9.0	9.2	8.7	8.3	8.3	8.1	8.6
Supplemental pay	-	-	-	-	-	-	2.4	2.4	3.0	3.3	3.3	3.1	3.9	4.0
Insurance	-	-	-	-	-	-	9.4	7.9	7.6	7.1	7.0	7.1	7.6	8.4
Retirement and savings	-	-	-	-	-	-	4.1	4.3	3.6	3.4	3.4	3.5	3.1	2.9
Legally required benefits	-	-	-	-	-	-	8.0	8.0	7.7	7.8	7.7	7.8	7.3	7.4
Other benefits ²	-	-	-	-	-	-	.3	.4	.5	.6	.5	.3	.4	.3

¹ This series began in 1994.

² Includes severance pay and supplemental unemployment benefits.

- Data not available.

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

Table 12. Private industry workers, goods-producing industries, by occupational group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 1988-2001 -- Continued

Executive, administrative, and managerial occupations

Compensation component	Cost per hour worked by year													
	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation	\$27.24	\$28.63	\$32.05	\$34.22	\$35.15	\$37.37	\$37.34	\$36.39	\$37.24	\$39.62	\$40.03	\$42.12	\$41.13	\$45.41
Wages and salaries	19.91	20.90	23.31	24.81	25.57	26.81	26.52	25.79	26.49	28.19	28.54	30.04	29.77	32.31
Total benefits	7.32	7.73	8.75	9.40	9.58	10.57	10.81	10.60	10.75	11.43	11.49	12.08	11.35	13.10
Paid leave	2.43	2.55	2.92	3.11	3.16	3.34	3.20	2.95	3.13	3.40	3.41	3.66	3.38	3.71
Supplemental pay .....	.59	.66	.81	.88	.71	.80	.79	1.25	1.17	1.10	1.13	1.41	1.27	2.46
Insurance	1.33	1.51	1.67	1.79	1.93	2.12	2.32	2.03	2.05	2.13	2.14	2.20	2.26	2.39
Retirement and savings	1.01	.94	1.12	1.17	1.16	1.24	1.17	1.43	1.37	1.73	1.74	1.59	1.32	1.38
Legally required benefits	1.92	2.03	2.21	2.42	2.58	2.67	2.84	2.84	2.91	2.97	2.96	3.11	2.98	3.12
Other benefits ¹ .....	.04	.04	.03	.04	.05	.39	.50	.09	.12	.11	.11	.12	.14	.04
	Percent of total compensation by year													
	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Wages and salaries	73.1	73.0	72.7	72.5	72.7	71.7	71.0	70.9	71.1	71.2	71.3	71.3	72.4	71.2
Total benefits	26.9	27.0	27.3	27.5	27.3	28.3	29.0	29.1	28.9	28.8	28.7	28.7	27.6	28.8
Paid leave	8.9	8.9	9.1	9.1	9.0	8.9	8.6	8.1	8.4	8.6	8.5	8.7	8.2	8.2
Supplemental pay	2.2	2.3	2.5	2.6	2.0	2.1	2.1	3.4	3.1	2.8	2.8	3.3	3.1	5.4
Insurance	4.9	5.3	5.2	5.2	5.5	5.7	6.2	5.6	5.5	5.4	5.3	5.2	5.5	5.3
Retirement and savings	3.7	3.3	3.5	3.4	3.3	3.3	3.1	3.9	3.7	4.4	4.3	3.8	3.2	3.0
Legally required benefits	7.1	7.1	6.9	7.1	7.3	7.2	7.6	7.8	7.8	7.5	7.4	7.4	7.2	6.9
Other benefits ¹ .....	.2	.1	.1	.1	.1	1.1	1.3	.2	.3	.3	.3	.3	.3	.1

¹ Includes severance pay and supplemental unemployment benefits.

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

Table 12. Private industry workers, goods-producing industries, by occupational group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 1988-2001 -- Continued

Administrative support, including clerical occupations

Compensation component	Cost per hour worked by year													
	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation	\$12.91	\$13.75	\$14.02	\$14.59	\$15.15	\$15.75	\$16.23	\$15.97	\$16.43	\$16.52	\$16.84	\$17.17	\$18.93	\$20.03
Wages and salaries	9.01	9.49	9.74	10.14	10.43	10.74	11.03	11.12	11.40	11.60	11.95	12.27	12.94	13.97
Total benefits	3.90	4.27	4.28	4.46	4.72	5.01	5.20	4.85	5.03	4.91	4.89	4.90	5.98	6.06
Paid leave	1.00	1.08	1.03	1.09	1.10	1.13	1.15	1.14	1.19	1.15	1.17	1.18	1.23	1.46
Supplemental pay .....	.27	.31	.42	.37	.37	.41	.44	.43	.50	.51	.49	.45	1.26	.77
Insurance	1.05	1.26	1.23	1.37	1.52	1.65	1.73	1.36	1.45	1.38	1.40	1.47	1.59	1.78
Retirement and savings .....	.51	.48	.42	.42	.45	.47	.49	.51	.47	.47	.42	.41	.43	.53
Legally required benefits	1.06	1.10	1.15	1.19	1.25	1.31	1.37	1.36	1.37	1.39	1.38	1.36	1.43	1.51
Other benefits ¹ .....	.03	.03	.02	.02	.02	.02	.03	.05	.06	.03	.04	.05	.04	.02
	Percent of total compensation by year													
	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Wages and salaries	69.8	69.0	69.5	69.5	68.8	68.2	68.0	69.6	69.4	70.3	71.0	71.5	68.4	69.7
Total benefits	30.2	31.0	30.5	30.5	31.2	31.8	32.0	30.4	30.6	29.7	29.0	28.5	31.6	30.3
Paid leave	7.7	7.9	7.4	7.5	7.3	7.2	7.1	7.1	7.2	6.9	6.9	6.9	6.5	7.3
Supplemental pay	2.1	2.3	3.0	2.5	2.4	2.6	2.7	2.7	3.0	3.1	2.9	2.6	6.7	3.8
Insurance	8.1	9.1	8.8	9.4	10.1	10.5	10.7	8.5	8.8	8.3	8.3	8.6	8.4	8.9
Retirement and savings	3.9	3.5	3.0	2.9	3.0	3.0	3.0	3.2	2.9	2.8	2.5	2.4	2.3	2.6
Legally required benefits	8.2	8.0	8.2	8.1	8.2	8.3	8.4	8.5	8.4	8.4	8.2	7.9	7.6	7.5
Other benefits ¹ .....	.2	.2	.1	.1	.2	.2	.2	.3	.4	.2	.2	.3	.2	.1

¹ Includes severance pay and supplemental unemployment benefits.

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

Table 12. Private industry workers, goods-producing industries, by occupational group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 1988-2001 -- Continued

Blue-collar occupations

Compensation component	Cost per hour worked by year													
	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation	\$14.76	\$15.46	\$15.52	\$16.32	\$17.22	\$18.03	\$18.75	\$18.24	\$18.59	\$19.09	\$19.42	\$19.93	\$20.65	\$21.23
Wages and salaries	10.06	10.48	10.50	10.94	11.36	11.74	12.14	11.95	12.28	12.71	13.09	13.52	13.99	14.45
Total benefits	4.70	4.98	5.02	5.38	5.86	6.29	6.62	6.29	6.31	6.38	6.33	6.41	6.66	6.78
Paid leave .....	.87	.92	.89	.95	1.02	1.06	1.08	1.03	1.06	1.06	1.07	1.09	1.12	1.19
Supplemental pay .....	.62	.67	.66	.68	.71	.73	.75	.76	.81	.84	.89	.87	.98	.99
Insurance	1.06	1.20	1.15	1.31	1.51	1.65	1.77	1.60	1.59	1.56	1.53	1.57	1.67	1.72
Retirement and savings .....	.53	.52	.55	.59	.65	.72	.83	.76	.74	.78	.76	.78	.80	.77
Legally required benefits	1.58	1.62	1.73	1.81	1.91	2.02	2.12	2.07	2.05	2.07	2.04	2.05	2.03	2.08
Other benefits ¹ .....	.05	.05	.04	.03	.05	.11	.08	.07	.06	.06	.05	.05	.06	.04
	Percent of total compensation by year													
	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Wages and salaries	68.2	67.8	67.7	67.0	66.0	65.1	64.7	65.5	66.1	66.6	67.4	67.8	67.7	68.1
Total benefits	31.8	32.2	32.3	33.0	34.0	34.9	35.3	34.5	33.9	33.4	32.6	32.2	32.3	31.9
Paid leave	5.9	5.9	5.7	5.8	5.9	5.9	5.7	5.7	5.7	5.6	5.5	5.5	5.4	5.6
Supplemental pay	4.2	4.4	4.2	4.2	4.1	4.0	4.0	4.2	4.3	4.4	4.6	4.4	4.7	4.7
Insurance	7.2	7.8	7.4	8.1	8.8	9.2	9.4	8.8	8.6	8.2	7.9	7.9	8.1	8.1
Retirement and savings	3.6	3.4	3.5	3.6	3.8	4.0	4.4	4.2	4.0	4.1	3.9	3.9	3.9	3.6
Legally required benefits	10.7	10.5	11.2	11.1	11.1	11.2	11.3	11.4	11.0	10.9	10.5	10.3	9.8	9.8
Other benefits ¹ .....	.3	.3	.2	.2	.3	.6	.4	.4	.3	.3	.3	.3	.3	.2

¹ Includes severance pay and supplemental unemployment benefits.

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

Table 12. Private industry workers, goods-producing industries, by occupational group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 1988-2001 -- Continued

Precision production, craft, and repair occupations

Compensation component	Cost per hour worked by year													
	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation	\$17.83	\$18.56	\$19.31	\$20.30	\$21.61	\$22.61	\$23.69	\$23.23	\$23.35	\$23.68	\$24.26	\$25.12	\$25.90	\$25.60
Wages and salaries	12.36	12.84	13.21	13.73	14.44	14.88	15.51	15.34	15.54	15.93	16.48	17.18	17.73	17.65
Total benefits	5.48	5.71	6.10	6.57	7.17	7.73	8.18	7.90	7.81	7.75	7.78	7.95	8.18	7.95
Paid leave .....	.95	1.02	1.05	1.12	1.24	1.28	1.31	1.27	1.29	1.27	1.30	1.33	1.32	1.36
Supplemental pay .....	.71	.75	.74	.77	.81	.81	.84	.85	.87	.89	.99	.95	1.05	1.00
Insurance	1.11	1.23	1.26	1.44	1.70	1.91	2.04	1.87	1.81	1.77	1.74	1.83	1.95	1.91
Retirement and savings .....	.71	.66	.78	.84	.91	.99	1.13	1.06	1.06	1.08	1.06	1.14	1.19	1.06
Legally required benefits	1.95	1.99	2.23	2.35	2.46	2.64	2.77	2.74	2.70	2.66	2.61	2.64	2.60	2.58
Other benefits ¹ .....	.05	.06	.04	.04	.05	.10	.08	.09	.08	.07	.07	.07	.06	.04
	Percent of total compensation by year													
	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Wages and salaries	69.3	69.2	68.4	67.6	66.8	65.8	65.5	66.0	66.5	67.3	67.9	68.4	68.5	68.9
Total benefits	30.7	30.8	31.6	32.4	33.2	34.2	34.5	34.0	33.5	32.7	32.1	31.6	31.6	31.1
Paid leave	5.3	5.5	5.4	5.5	5.7	5.6	5.5	5.5	5.5	5.4	5.4	5.3	5.1	5.3
Supplemental pay	4.0	4.1	3.8	3.8	3.7	3.6	3.6	3.7	3.7	3.8	4.1	3.8	4.1	3.9
Insurance	6.2	6.6	6.5	7.1	7.9	8.4	8.6	8.1	7.7	7.5	7.2	7.3	7.5	7.5
Retirement and savings	4.0	3.6	4.0	4.2	4.2	4.4	4.8	4.6	4.6	4.6	4.4	4.5	4.6	4.1
Legally required benefits	10.9	10.7	11.5	11.6	11.4	11.7	11.7	11.8	11.6	11.2	10.8	10.5	10.0	10.1
Other benefits ¹ .....	.3	.3	.2	.2	.2	.4	.4	.4	.3	.3	.3	.3	.2	.2

¹ Includes severance pay and supplemental unemployment benefits.

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

Table 12. Private industry workers, goods-producing industries, by occupational group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 1988-2001 -- Continued

Machine operators, assemblers, and inspectors occupations

Compensation component	Cost per hour worked by year													
	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation	\$13.25	\$14.03	\$13.83	\$14.72	\$15.52	\$16.20	\$16.98	\$15.97	\$16.25	\$17.04	\$17.36	\$17.91	\$18.81	\$19.42
Wages and salaries	8.84	9.26	9.17	9.69	10.04	10.37	10.75	10.27	10.57	11.09	11.48	11.92	12.35	12.77
Total benefits	4.41	4.77	4.66	5.03	5.49	5.84	6.22	5.69	5.69	5.95	5.88	5.99	6.46	6.66
Paid leave .....	.92	.96	.92	.99	1.04	1.08	1.12	1.04	1.07	1.09	1.10	1.14	1.21	1.34
Supplemental pay .....	.62	.70	.70	.71	.73	.75	.79	.76	.84	.93	.94	.92	1.10	1.17
Insurance	1.12	1.30	1.22	1.38	1.56	1.66	1.80	1.57	1.58	1.59	1.55	1.61	1.76	1.77
Retirement and savings .....	.42	.42	.40	.43	.51	.56	.70	.60	.52	.59	.58	.57	.63	.60
Legally required benefits	1.28	1.33	1.38	1.48	1.57	1.64	1.71	1.64	1.61	1.69	1.66	1.69	1.68	1.71
Other benefits ¹ .....	.05	.06	.05	.04	.07	.16	.11	.08	.06	.07	.06	.06	.09	.06
	Percent of total compensation by year													
	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Wages and salaries	66.7	66.0	66.3	65.8	64.7	64.0	63.3	64.3	65.0	65.1	66.1	66.6	65.7	65.8
Total benefits	33.3	34.0	33.7	34.2	35.3	36.0	36.7	35.7	35.0	34.9	33.9	33.4	34.3	34.3
Paid leave	6.9	6.9	6.6	6.7	6.7	6.7	6.6	6.5	6.6	6.4	6.3	6.4	6.4	6.9
Supplemental pay	4.7	5.0	5.1	4.8	4.7	4.7	4.6	4.8	5.2	5.4	5.4	5.1	5.8	6.0
Insurance	8.4	9.3	8.8	9.4	10.1	10.2	10.6	9.8	9.7	9.3	8.9	9.0	9.4	9.1
Retirement and savings	3.1	3.0	2.9	2.9	3.3	3.4	4.1	3.8	3.2	3.5	3.3	3.2	3.3	3.1
Legally required benefits	9.7	9.5	10.0	10.0	10.1	10.1	10.1	10.3	9.9	9.9	9.6	9.4	8.9	8.8
Other benefits ¹ .....	.4	.4	.3	.3	.5	1.0	.6	.5	.4	.4	.3	.3	.5	.3

¹ Includes severance pay and supplemental unemployment benefits.

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

Table 12. Private industry workers, goods-producing industries, by occupational group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 1988-2001 -- Continued

Transportation and material moving occupations

Compensation component	Cost per hour worked by year													
	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation	\$15.93	\$16.44	\$16.30	\$16.67	\$17.55	\$18.29	\$18.81	\$18.05	\$18.36	\$18.13	\$19.06	\$19.11	\$19.61	\$22.47
Wages and salaries	10.69	11.01	10.93	11.08	11.39	11.77	12.04	11.61	12.03	12.07	12.75	12.88	13.34	15.16
Total benefits	5.24	5.43	5.36	5.59	6.16	6.51	6.77	6.45	6.32	6.05	6.30	6.23	6.27	7.31
Paid leave .....	.88	.91	.87	.90	.95	.97	1.01	.95	.98	.92	.99	.93	.98	1.03
Supplemental pay .....	.64	.69	.68	.71	.78	.77	.76	.87	.88	.85	.93	1.02	1.01	1.09
Insurance	1.13	1.21	1.18	1.28	1.51	1.63	1.77	1.65	1.59	1.48	1.47	1.45	1.46	1.88
Retirement and savings .....	.69	.69	.71	.76	.80	.88	.92	.80	.82	.71	.74	.73	.65	.94
Legally required benefits	1.86	1.89	1.91	1.91	2.09	2.20	2.23	2.15	2.04	2.09	2.15	2.09	2.15	2.34
Other benefits ² .....	.04	.04	.02	.02	.03	.07	.08	.03	(¹)	(¹)	(¹)	(¹)	.02	.03
	Percent of total compensation by year													
	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Wages and salaries	67.1	67.0	67.1	66.5	64.9	64.4	64.0	64.3	65.6	66.6	66.9	67.4	68.0	67.5
Total benefits	32.9	33.0	32.9	33.5	35.1	35.6	36.0	35.7	34.4	33.4	33.1	32.6	32.0	32.5
Paid leave	5.5	5.6	5.3	5.4	5.4	5.3	5.4	5.2	5.3	5.1	5.2	4.9	5.0	4.6
Supplemental pay	4.0	4.2	4.2	4.3	4.5	4.2	4.0	4.8	4.8	4.7	4.9	5.3	5.2	4.9
Insurance	7.1	7.4	7.2	7.7	8.6	8.9	9.4	9.1	8.7	8.1	7.7	7.6	7.4	8.4
Retirement and savings	4.4	4.2	4.4	4.6	4.5	4.8	4.9	4.4	4.5	3.9	3.9	3.8	3.3	4.2
Legally required benefits	11.7	11.5	11.7	11.4	11.9	12.0	11.9	11.9	11.1	11.5	11.3	10.9	11.0	10.4
Other benefits ² .....	.2	.2	.1	.1	.2	.4	.4	.1	(³)	(³)	(³)	(³)	.1	.1

¹ Cost per hour worked is \$0.01 or less.

² Includes severance pay and supplemental unemployment benefits.

³ Less than .05 percent.

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

Table 12. Private industry workers, goods-producing industries, by occupational group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 1988-2001 -- Continued

Handlers, equipment cleaners, helpers, and laborers

Compensation component	Cost per hour worked by year													
	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation	\$11.80	\$12.28	\$11.88	\$12.40	\$12.86	\$13.30	\$13.59	\$13.41	\$14.01	\$14.21	\$14.09	\$14.25	\$14.50	\$15.27
Wages and salaries	8.17	8.46	8.23	8.52	8.70	8.86	9.04	9.09	9.47	9.73	9.77	9.97	10.29	10.81
Total benefits	3.63	3.81	3.65	3.88	4.16	4.44	4.55	4.32	4.54	4.47	4.32	4.28	4.21	4.46
Paid leave .....	.56	.58	.53	.58	.58	.59	.58	.53	.57	.59	.57	.55	.57	.61
Supplemental pay .....	.41	.44	.41	.41	.45	.47	.47	.51	.55	.53	.52	.53	.57	.58
Insurance .....	.79	.87	.81	.93	1.05	1.15	1.18	1.07	1.12	1.09	1.02	.99	1.02	1.17
Retirement and savings .....	.40	.41	.38	.43	.45	.50	.52	.49	.57	.57	.53	.53	.44	.45
Legally required benefits	1.46	1.50	1.51	1.52	1.61	1.68	1.77	1.71	1.72	1.68	1.66	1.66	1.59	1.63
Other benefits ²	(¹)	.02	(¹)	(¹)	.02	.05	.03	(¹)	(¹)	(¹)	.02	(¹)	(¹)	.02
	Percent of total compensation by year													
	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Wages and salaries	69.2	68.9	69.3	68.7	67.7	66.6	66.5	67.8	67.6	68.5	69.3	70.0	71.0	70.8
Total benefits	30.8	31.1	30.7	31.3	32.3	33.4	33.5	32.2	32.4	31.5	30.7	30.0	29.0	29.2
Paid leave	4.7	4.7	4.5	4.7	4.5	4.5	4.2	4.0	4.0	4.1	4.0	3.9	3.9	4.0
Supplemental pay	3.5	3.6	3.5	3.3	3.5	3.6	3.4	3.8	3.9	3.7	3.7	3.7	3.9	3.8
Insurance	6.7	7.1	6.8	7.5	8.1	8.6	8.7	8.0	8.0	7.7	7.2	6.9	7.0	7.7
Retirement and savings	3.4	3.3	3.2	3.5	3.5	3.8	3.9	3.6	4.0	4.0	3.8	3.7	3.0	2.9
Legally required benefits	12.4	12.3	12.7	12.2	12.6	12.6	13.0	12.7	12.3	11.8	11.8	11.6	11.0	10.7
Other benefits ²	(³)	.1	(³)	(³)	.1	.4	.2	(³)	(³)	(³)	.1	(³)	(³)	.1

¹ Cost per hour worked is \$0.01 or less.

² Includes severance pay and supplemental unemployment benefits.

³ Less than .05 percent.

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

Table 12. Private industry workers, goods-producing industries, by occupational group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 1988-2001 -- Continued

Service occupations

Compensation component	Cost per hour worked by year													
	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation	\$12.33	\$13.24	\$13.49	\$14.12	\$14.55	\$15.27	\$15.47	\$14.32	\$14.43	\$16.03	\$16.48	\$16.77	\$16.55	\$16.41
Wages and salaries	8.14	8.56	9.15	9.56	9.78	10.18	10.36	9.47	9.58	10.59	10.86	11.05	10.80	11.26
Total benefits	4.19	4.68	4.34	4.56	4.77	5.09	5.11	4.86	4.85	5.44	5.62	5.72	5.75	5.16
Paid leave .....	.85	.94	.91	.94	.95	.97	.97	.88	.92	1.05	1.09	1.08	1.01	1.05
Supplemental pay .....	.51	.62	.50	.48	.46	.45	.42	.62	.77	.80	.86	.82	.95	.64
Insurance	1.17	1.41	1.14	1.21	1.36	1.43	1.45	1.36	1.21	1.42	1.39	1.56	1.56	1.41
Retirement and savings .....	.44	.46	.48	.54	.55	.61	.68	.50	.38	.45	.53	.50	.52	.49
Legally required benefits	1.15	1.20	1.29	1.35	1.39	1.49	1.52	1.41	1.46	1.63	1.68	1.71	1.61	1.47
Other benefits ¹ .....	.07	.06	.03	.03	.05	.14	.07	.09	.10	.08	.08	.06	.09	.10
	Percent of total compensation by year													
	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Wages and salaries	66.0	64.6	67.8	67.7	67.2	66.7	67.0	66.1	66.4	66.1	65.9	65.9	65.3	68.6
Total benefits	34.0	35.4	32.2	32.3	32.8	33.3	33.0	33.9	33.6	33.9	34.1	34.1	34.7	31.4
Paid leave	6.9	7.1	6.7	6.7	6.5	6.3	6.3	6.1	6.4	6.5	6.6	6.4	6.1	6.4
Supplemental pay	4.2	4.6	3.7	3.4	3.2	3.0	2.7	4.3	5.4	5.0	5.2	4.9	5.7	3.9
Insurance	9.5	10.6	8.4	8.6	9.4	9.4	9.4	9.5	8.4	8.9	8.4	9.3	9.4	8.6
Retirement and savings	3.5	3.5	3.6	3.8	3.8	4.0	4.4	3.5	2.6	2.8	3.2	3.0	3.1	3.0
Legally required benefits	9.4	9.1	9.5	9.5	9.5	9.8	9.8	9.9	10.1	10.2	10.2	10.2	9.7	9.0
Other benefits ¹ .....	.5	.5	.3	.2	.3	.9	.5	.6	.7	.5	.5	.4	.5	.6

¹ Includes severance pay and supplemental unemployment benefits.

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

Table 13. Private industry workers, service-producing industries, by occupational group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 1988-2001

White-collar occupations

Compensation component	Cost per hour worked by year													
	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation	\$15.04	\$15.59	\$16.64	\$17.13	\$17.92	\$18.65	\$19.26	\$19.39	\$19.95	\$20.44	\$21.25	\$21.89	\$23.14	\$24.27
Wages and salaries	11.24	11.68	12.38	12.75	13.25	13.69	14.13	14.29	14.73	15.21	15.81	16.28	17.26	18.06
Total benefits	3.80	3.91	4.25	4.38	4.67	4.96	5.14	5.10	5.21	5.23	5.44	5.61	5.88	6.21
Paid leave	1.16	1.19	1.24	1.26	1.31	1.32	1.35	1.32	1.36	1.39	1.43	1.49	1.64	1.77
Supplemental pay .....	.27	.25	.31	.29	.35	.42	.45	.46	.48	.53	.61	.59	.60	.59
Insurance .....	.74	.81	.93	1.03	1.13	1.20	1.24	1.20	1.18	1.10	1.14	1.19	1.24	1.32
Retirement and savings .....	.49	.46	.49	.47	.48	.51	.54	.55	.61	.59	.61	.64	.66	.72
Legally required benefits	1.13	1.18	1.27	1.33	1.40	1.48	1.53	1.54	1.56	1.60	1.63	1.68	1.71	1.79
Other benefits ² .....	.02	(¹)	(¹)	(¹)	(¹)	.02	.03	.02	.02	.02	.02	.02	.02	.02
	Percent of total compensation by year													
	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Wages and salaries	74.7	74.9	74.4	74.4	73.9	73.4	73.3	73.7	73.9	74.4	74.4	74.4	74.6	74.4
Total benefits	25.3	25.1	25.6	25.6	26.1	26.6	26.7	26.3	26.1	25.6	25.6	25.6	25.4	25.6
Paid leave	7.7	7.7	7.5	7.4	7.3	7.1	7.0	6.8	6.8	6.8	6.7	6.8	7.1	7.3
Supplemental pay	1.8	1.6	1.9	1.7	1.9	2.3	2.3	2.4	2.4	2.6	2.9	2.7	2.6	2.4
Insurance	4.9	5.2	5.6	6.0	6.3	6.5	6.5	6.2	5.9	5.4	5.4	5.4	5.4	5.4
Retirement and savings	3.2	3.0	3.0	2.7	2.7	2.7	2.8	2.8	3.1	2.9	2.9	2.9	2.9	3.0
Legally required benefits	7.5	7.6	7.6	7.7	7.8	7.9	7.9	8.0	7.8	7.8	7.7	7.7	7.4	7.4
Other benefits ² .....	.1	(³)	(³)	(³)	(³)	.1	.1	.1	.1	.1	.1	.1	.1	.1

¹ Cost per hour worked is \$0.01 or less.

² Includes severance pay and supplemental unemployment benefits.

³ Less than .05 percent.

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

Table 13. Private industry workers, service-producing industries, by occupational group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 1988-2001 -- Continued

Professional specialty and technical occupations

Compensation component	Cost per hour worked by year													
	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation	\$20.28	\$21.14	\$22.79	\$23.18	\$24.60	\$26.65	\$27.13	\$27.06	\$27.93	\$27.77	\$28.16	\$28.93	\$31.64	\$34.00
Wages and salaries	15.09	15.83	16.85	17.27	18.19	19.65	20.01	20.08	20.58	20.54	20.94	21.56	23.66	25.39
Total benefits	5.19	5.32	5.94	5.90	6.41	7.00	7.12	6.98	7.35	7.24	7.23	7.37	7.97	8.61
Paid leave	1.69	1.73	1.83	1.85	1.92	2.00	1.99	1.90	1.95	1.92	1.94	2.06	2.50	2.69
Supplemental pay .....	.37	.35	.45	.38	.53	.59	.58	.55	.72	.88	.88	.66	.67	.71
Insurance .....	.86	.98	1.17	1.23	1.38	1.53	1.59	1.54	1.50	1.33	1.35	1.45	1.54	1.64
Retirement and savings .....	.77	.66	.76	.67	.66	.79	.84	.84	.96	.89	.88	.93	.94	1.09
Legally required benefits	1.48	1.58	1.70	1.76	1.91	2.06	2.09	2.11	2.19	2.19	2.16	2.23	2.31	2.46
Other benefits ²	(¹)	(¹)	(¹)	(¹)	(¹)	.03	.04	.03	.03	.02	.02	.03	.03	.02
	Percent of total compensation by year													
	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Wages and salaries	74.4	74.9	73.9	74.5	74.0	73.7	73.8	74.2	73.7	73.9	74.4	74.5	74.8	74.7
Total benefits	25.6	25.1	26.1	25.5	26.0	26.3	26.2	25.8	26.3	26.1	25.7	25.5	25.2	25.3
Paid leave	8.4	8.2	8.0	8.0	7.8	7.5	7.3	7.0	7.0	6.9	6.9	7.1	7.9	7.9
Supplemental pay	1.8	1.7	2.0	1.7	2.1	2.2	2.1	2.0	2.6	3.2	3.1	2.3	2.1	2.1
Insurance	4.3	4.6	5.2	5.3	5.6	5.8	5.9	5.7	5.4	4.8	4.8	5.0	4.9	4.8
Retirement and savings	3.8	3.1	3.3	2.9	2.7	3.0	3.1	3.1	3.4	3.2	3.1	3.2	3.0	3.2
Legally required benefits	7.3	7.5	7.5	7.6	7.8	7.7	7.7	7.8	7.8	7.9	7.7	7.7	7.3	7.2
Other benefits ²	(³)	(³)	(³)	(³)	(³)	.1	.1	.1	.1	.1	.1	.1	.1	.1

¹ Cost per hour worked is \$0.01 or less.

² Includes severance pay and supplemental unemployment benefits.

³ Less than .05 percent.

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

Table 13. Private industry workers, service-producing industries, by occupational group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 1988¹-2001 -- Continued

Professional specialty occupations

Compensation component	Cost per hour worked by year													
	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation	-	-	-	-	-	-	\$28.48	\$28.64	\$29.31	\$29.40	\$29.95	\$30.22	\$33.95	\$36.87
Wages and salaries	-	-	-	-	-	-	21.09	21.35	21.67	21.85	22.32	22.65	25.52	27.68
Total benefits	-	-	-	-	-	-	7.40	7.29	7.64	7.56	7.63	7.57	8.43	9.20
Paid leave	-	-	-	-	-	-	2.05	1.99	2.05	2.03	2.05	2.15	2.75	2.98
Supplemental pay	-	-	-	-	-	-	.64	.58	.82	1.03	.99	.70	.68	.74
Insurance	-	-	-	-	-	-	1.60	1.58	1.53	1.34	1.38	1.48	1.59	1.66
Retirement and savings	-	-	-	-	-	-	.88	.89	.96	.88	.93	.91	.97	1.17
Legally required benefits	-	-	-	-	-	-	2.18	2.20	2.25	2.26	2.26	2.30	2.41	2.62
Other benefits ²	-	-	-	-	-	-	.05	.04	.03	.02	.02	.02	.02	.02
	Percent of total compensation by year													
	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation	-	-	-	-	-	-	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Wages and salaries	-	-	-	-	-	-	74.0	74.5	73.9	74.3	74.5	75.0	75.2	75.1
Total benefits	-	-	-	-	-	-	26.0	25.5	26.1	25.7	25.5	25.0	24.8	25.0
Paid leave	-	-	-	-	-	-	7.2	7.0	7.0	6.9	6.8	7.1	8.1	8.1
Supplemental pay	-	-	-	-	-	-	2.2	2.0	2.8	3.5	3.3	2.3	2.0	2.0
Insurance	-	-	-	-	-	-	5.6	5.5	5.2	4.6	4.6	4.9	4.7	4.5
Retirement and savings	-	-	-	-	-	-	3.1	3.1	3.3	3.0	3.1	3.0	2.9	3.2
Legally required benefits	-	-	-	-	-	-	7.6	7.7	7.7	7.7	7.5	7.6	7.1	7.1
Other benefits ²	-	-	-	-	-	-	.2	.1	.1	.1	.1	.1	.1	.1

¹ This series began in 1994.

² Includes severance pay and supplemental unemployment benefits.

- Data not available.

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

Table 13. Private industry workers, service-producing industries, by occupational group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 1988¹-2001 -- Continued

Technical occupations

Compensation component	Cost per hour worked by year													
	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation	-	-	-	-	-	-	\$23.87	\$23.18	\$24.29	\$23.66	\$23.70	\$25.76	\$26.01	\$26.87
Wages and salaries	-	-	-	-	-	-	17.41	16.97	17.72	17.24	17.49	18.90	19.14	19.72
Total benefits	-	-	-	-	-	-	6.46	6.21	6.58	6.42	6.21	6.86	6.86	7.16
Paid leave	-	-	-	-	-	-	1.82	1.66	1.68	1.64	1.66	1.84	1.89	1.96
Supplemental pay	-	-	-	-	-	-	.45	.47	.46	.49	.58	.57	.63	.62
Insurance	-	-	-	-	-	-	1.57	1.47	1.42	1.31	1.28	1.37	1.41	1.61
Retirement and savings	-	-	-	-	-	-	.73	.72	.97	.93	.77	.97	.86	.88
Legally required benefits	-	-	-	-	-	-	1.87	1.88	2.02	2.02	1.90	2.05	2.04	2.08
Other benefits ³	-	-	-	-	-	-	.02	.02	.03	.03	.02	.06	.04	(²)
	Percent of total compensation by year													
	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation	-	-	-	-	-	-	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Wages and salaries	-	-	-	-	-	-	72.9	73.2	72.9	72.9	73.8	73.4	73.6	73.4
Total benefits	-	-	-	-	-	-	27.1	26.8	27.1	27.1	26.2	26.6	26.4	26.6
Paid leave	-	-	-	-	-	-	7.6	7.2	6.9	7.0	7.0	7.1	7.3	7.3
Supplemental pay	-	-	-	-	-	-	1.9	2.0	1.9	2.1	2.4	2.2	2.4	2.3
Insurance	-	-	-	-	-	-	6.6	6.3	5.9	5.5	5.4	5.3	5.4	6.0
Retirement and savings	-	-	-	-	-	-	3.0	3.1	4.0	4.0	3.2	3.8	3.3	3.3
Legally required benefits	-	-	-	-	-	-	7.8	8.1	8.3	8.5	8.0	8.0	7.8	7.7
Other benefits ³	-	-	-	-	-	-	.1	.1	.1	.1	.1	.2	.2	(⁴)

¹ This series began in 1994.

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

³ Includes severance pay and supplemental unemployment benefits.

⁴ Less than .05 percent.

- Data not available.

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

Table 13. Private industry workers, service-producing industries, by occupational group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 1988-2001 -- Continued

Executive, administrative, and managerial occupations

Compensation component	Cost per hour worked by year													
	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation	\$22.58	\$24.05	\$24.84	\$26.12	\$27.46	\$28.36	\$29.26	\$31.16	\$31.85	\$31.30	\$32.96	\$33.63	\$36.55	\$39.78
Wages and salaries	16.95	18.01	18.46	19.52	20.27	20.73	21.29	22.59	23.32	23.15	24.15	24.43	26.74	28.83
Total benefits	5.63	6.04	6.38	6.59	7.20	7.63	7.97	8.58	8.53	8.15	8.81	9.20	9.81	10.95
Paid leave	1.95	2.13	2.10	2.20	2.36	2.32	2.40	2.59	2.70	2.61	2.76	2.79	3.01	3.39
Supplemental pay .....	.42	.39	.55	.42	.56	.78	.86	1.06	.81	.84	1.16	1.34	1.44	1.46
Insurance .....	.96	1.08	1.16	1.28	1.47	1.59	1.59	1.64	1.66	1.49	1.53	1.64	1.75	1.99
Retirement and savings .....	.74	.78	.81	.82	.87	.85	.89	1.01	1.09	.93	1.01	1.04	1.14	1.43
Legally required benefits	1.54	1.65	1.74	1.85	1.91	2.05	2.17	2.22	2.22	2.23	2.29	2.35	2.43	2.62
Other benefits ² .....	.02	.02	(¹)	.03	.03	.04	.06	.05	.05	.05	.05	.04	.04	.06
	Percent of total compensation by year													
	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Wages and salaries	75.1	74.9	74.3	74.8	73.8	73.1	72.8	72.5	73.2	74.0	73.3	72.6	73.2	72.5
Total benefits	24.9	25.1	25.7	25.2	26.2	26.9	27.2	27.5	26.8	26.0	26.7	27.4	26.8	27.5
Paid leave	8.6	8.9	8.5	8.4	8.6	8.2	8.2	8.3	8.5	8.3	8.4	8.3	8.2	8.5
Supplemental pay	1.9	1.6	2.2	1.6	2.0	2.7	2.9	3.4	2.6	2.7	3.5	4.0	3.9	3.7
Insurance	4.2	4.5	4.7	4.9	5.4	5.6	5.4	5.3	5.2	4.8	4.6	4.9	4.8	5.0
Retirement and savings	3.3	3.3	3.3	3.1	3.2	3.0	3.0	3.3	3.4	3.0	3.1	3.1	3.1	3.6
Legally required benefits	6.8	6.8	7.0	7.1	7.0	7.2	7.4	7.1	7.0	7.1	6.9	7.0	6.6	6.6
Other benefits ² .....	.1	.1	(³)	.1	.1	.2	.2	.2	.1	.2	.2	.1	.1	.2

¹ Cost per hour worked is \$0.01 or less.

² Includes severance pay and supplemental unemployment benefits.

³ Less than .05 percent.

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

Table 13. Private industry workers, service-producing industries, by occupational group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 1988-2001 -- Continued

Sales occupations

Compensation component	Cost per hour worked by year													
	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation	\$10.47	\$11.06	\$11.70	\$12.54	\$12.92	\$12.99	\$13.44	\$13.36	\$14.07	\$14.51	\$15.28	\$15.86	\$15.90	\$15.52
Wages and salaries	8.12	8.68	9.15	9.74	9.99	9.92	10.29	10.29	10.91	11.36	11.99	12.45	12.51	12.17
Total benefits	2.35	2.38	2.55	2.81	2.92	3.07	3.15	3.07	3.15	3.16	3.29	3.41	3.39	3.35
Paid leave .....	.55	.57	.60	.62	.63	.63	.62	.60	.61	.64	.66	.67	.69	.77
Supplemental pay .....	.17	.16	.17	.22	.23	.31	.35	.33	.38	.33	.38	.43	.39	.31
Insurance .....	.50	.48	.57	.64	.69	.71	.72	.68	.67	.65	.64	.65	.67	.70
Retirement and savings .....	.23	.22	.23	.24	.25	.25	.26	.25	.27	.31	.31	.34	.32	.27
Legally required benefits .....	.88	.93	.98	1.07	1.12	1.16	1.19	1.20	1.21	1.23	1.28	1.32	1.31	1.29
Other benefits ² .....	.02	(¹)	(¹)	(¹)	(¹)	(¹)	(¹)	(¹)	(¹)	(¹)	(¹)	(¹)	(¹)	(¹)
	Percent of total compensation by year													
	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Wages and salaries	77.6	78.5	78.2	77.6	77.4	76.4	76.6	77.0	77.6	78.3	78.5	78.5	78.7	78.4
Total benefits	22.4	21.5	21.8	22.4	22.6	23.6	23.4	23.0	22.4	21.7	21.5	21.5	21.3	21.6
Paid leave	5.3	5.2	5.1	5.0	4.9	4.8	4.6	4.5	4.4	4.4	4.3	4.2	4.3	5.0
Supplemental pay	1.6	1.5	1.5	1.8	1.7	2.4	2.6	2.5	2.7	2.3	2.5	2.7	2.5	2.0
Insurance	4.8	4.4	4.8	5.1	5.4	5.5	5.4	5.1	4.8	4.5	4.2	4.1	4.2	4.5
Retirement and savings	2.2	2.0	2.0	1.9	2.0	1.9	1.9	1.9	1.9	2.1	2.0	2.1	2.0	1.7
Legally required benefits	8.4	8.4	8.4	8.5	8.7	9.0	8.9	9.0	8.6	8.5	8.4	8.3	8.2	8.3
Other benefits ² .....	.2	(³)	(³)	(³)	(³)	(³)	(³)	(³)	(³)	(³)	(³)	(³)	(³)	(³)

¹ Cost per hour worked is \$0.01 or less.

² Includes severance pay and supplemental unemployment benefits.

³ Less than .05 percent.

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

Table 13. Private industry workers, service-producing industries, by occupational group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 1988-2001 -- Continued

Administrative support, including clerical occupations

Compensation component	Cost per hour worked by year													
	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation	\$11.23	\$11.68	\$12.32	\$12.89	\$13.40	\$13.85	\$14.38	\$14.43	\$14.71	\$14.93	\$15.68	\$16.28	\$16.69	\$16.89
Wages and salaries	8.17	8.47	8.93	9.27	9.61	9.89	10.25	10.37	10.59	10.83	11.37	11.84	12.14	12.38
Total benefits	3.06	3.21	3.40	3.63	3.79	3.96	4.13	4.07	4.11	4.10	4.31	4.44	4.55	4.51
Paid leave .....	.86	.90	.93	.97	.99	1.00	1.03	1.00	1.03	1.04	1.08	1.12	1.15	1.13
Supplemental pay .....	.19	.20	.21	.22	.24	.25	.26	.28	.27	.30	.34	.33	.35	.34
Insurance .....	.74	.82	.93	1.07	1.14	1.19	1.25	1.20	1.18	1.12	1.20	1.21	1.24	1.26
Retirement and savings .....	.36	.36	.36	.35	.36	.39	.41	.40	.46	.44	.46	.49	.51	.46
Legally required benefits .....	.89	.92	.97	1.02	1.06	1.11	1.16	1.17	1.17	1.19	1.22	1.26	1.28	1.30
Other benefits ²	(¹)	(¹)	(¹)	(¹)	(¹)	.02	(¹)	(¹)	(¹)	.02	.02	.02	.02	.02
	Percent of total compensation by year													
	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Wages and salaries	72.7	72.5	72.4	71.9	71.7	71.4	71.3	71.8	72.0	72.6	72.5	72.7	72.7	73.3
Total benefits	27.3	27.5	27.6	28.1	28.3	28.6	28.7	28.2	28.0	27.4	27.5	27.3	27.3	26.7
Paid leave	7.7	7.7	7.5	7.5	7.4	7.2	7.2	7.0	7.0	7.0	6.9	6.9	6.9	6.7
Supplemental pay	1.7	1.7	1.7	1.7	1.8	1.8	1.8	1.9	1.9	2.0	2.2	2.0	2.1	2.0
Insurance	6.6	7.0	7.5	8.3	8.5	8.6	8.7	8.3	8.0	7.5	7.7	7.4	7.4	7.5
Retirement and savings	3.2	3.1	2.9	2.7	2.7	2.8	2.8	2.8	3.1	2.9	2.9	3.0	3.1	2.7
Legally required benefits	8.0	7.8	7.9	7.9	7.9	8.0	8.1	8.1	8.0	8.0	7.8	7.7	7.7	7.7
Other benefits ²	(³)	(³)	(³)	(³)	(³)	.1	(³)	(³)	(³)	.1	.1	.1	.1	.1

¹ Cost per hour worked is \$0.01 or less.

² Includes severance pay and supplemental unemployment benefits.

³ Less than .05 percent.

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

Table 13. Private industry workers, service-producing industries, by occupational group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 1988-2001 -- Continued

Blue-collar occupations

Compensation component	Cost per hour worked by year													
	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation	\$12.57	\$12.82	\$13.33	\$13.70	\$14.18	\$14.48	\$14.70	\$14.66	\$15.08	\$14.85	\$15.32	\$15.76	\$16.55	\$17.28
Wages and salaries	8.91	9.13	9.44	9.66	9.96	10.12	10.30	10.39	10.75	10.67	11.03	11.34	11.87	12.42
Total benefits	3.65	3.69	3.89	4.04	4.22	4.37	4.40	4.27	4.33	4.18	4.29	4.41	4.68	4.86
Paid leave .....	.81	.82	.83	.85	.85	.87	.84	.81	.81	.78	.82	.85	.89	.96
Supplemental pay .....	.33	.33	.36	.36	.37	.37	.38	.40	.40	.42	.46	.48	.52	.52
Insurance .....	.75	.76	.86	.95	1.01	1.07	1.07	1.00	1.00	.95	.97	1.00	1.06	1.17
Retirement and savings .....	.40	.36	.37	.36	.37	.36	.38	.39	.46	.43	.45	.48	.56	.53
Legally required benefits	1.34	1.41	1.47	1.52	1.60	1.68	1.72	1.67	1.64	1.59	1.59	1.59	1.65	1.68
Other benefits ²	(¹)	(¹)	(¹)	(¹)	(¹)	(¹)	(¹)	(¹)	(¹)	(¹)	(¹)	(¹)	(¹)	(¹)
	Percent of total compensation by year													
	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Wages and salaries	70.9	71.2	70.8	70.5	70.2	69.8	70.1	70.9	71.3	71.8	72.0	72.0	71.7	71.9
Total benefits	29.1	28.8	29.2	29.5	29.8	30.2	29.9	29.1	28.7	28.2	28.0	28.0	28.3	28.1
Paid leave	6.5	6.4	6.2	6.2	6.0	6.0	5.7	5.6	5.4	5.2	5.4	5.4	5.4	5.6
Supplemental pay	2.7	2.6	2.7	2.6	2.6	2.5	2.6	2.7	2.7	2.8	3.0	3.0	3.1	3.0
Insurance	6.0	6.0	6.4	6.9	7.2	7.4	7.3	6.8	6.6	6.4	6.3	6.3	6.4	6.8
Retirement and savings	3.2	2.8	2.8	2.6	2.6	2.5	2.6	2.6	3.1	2.9	2.9	3.0	3.4	3.1
Legally required benefits	10.6	11.0	11.0	11.1	11.3	11.6	11.7	11.4	10.9	10.7	10.4	10.1	10.0	9.7
Other benefits ²	(³)	(³)	(³)	(³)	(³)	(³)	(³)	(³)	(³)	(³)	(³)	(³)	(³)	(³)

¹ Cost per hour worked is \$0.01 or less.

² Includes severance pay and supplemental unemployment benefits.

³ Less than .05 percent.

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

Table 13. Private industry workers, service-producing industries, by occupational group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 1988-2001 -- Continued

Precision production, craft, and repair occupations

Compensation component	Cost per hour worked by year													
	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation	\$16.49	\$16.37	\$16.94	\$17.83	\$18.46	\$18.92	\$19.10	\$19.39	\$20.24	\$20.01	\$21.04	\$22.45	\$23.01	\$23.65
Wages and salaries	11.80	11.71	12.03	12.63	13.04	13.29	13.44	13.78	14.43	14.52	15.23	16.13	16.47	16.94
Total benefits	4.69	4.65	4.91	5.20	5.41	5.62	5.66	5.61	5.80	5.49	5.81	6.32	6.55	6.71
Paid leave	1.21	1.22	1.24	1.26	1.29	1.32	1.28	1.30	1.35	1.26	1.38	1.53	1.54	1.60
Supplemental pay .....	.43	.42	.45	.46	.47	.47	.51	.51	.54	.51	.58	.72	.80	.78
Insurance .....	.95	.96	1.06	1.21	1.30	1.39	1.37	1.35	1.39	1.23	1.30	1.39	1.38	1.50
Retirement and savings .....	.50	.42	.47	.46	.47	.46	.45	.46	.54	.53	.63	.68	.82	.76
Legally required benefits	1.58	1.61	1.68	1.80	1.86	1.97	2.04	1.98	1.98	1.94	1.92	1.99	2.00	2.05
Other benefits ² .....	.03	.02	(¹)	(¹)	.02	.02	(¹)	(¹)	(¹)	(¹)	.02	.02	.02	.02
	Percent of total compensation by year													
	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Wages and salaries	71.5	71.6	71.0	70.8	70.7	70.3	70.3	71.1	71.3	72.6	72.4	71.8	71.6	71.6
Total benefits	28.5	28.4	29.0	29.2	29.3	29.7	29.7	28.9	28.7	27.4	27.6	28.2	28.5	28.4
Paid leave	7.3	7.4	7.3	7.1	7.0	7.0	6.7	6.7	6.7	6.3	6.6	6.8	6.7	6.8
Supplemental pay	2.6	2.6	2.6	2.6	2.6	2.5	2.6	2.6	2.7	2.6	2.8	3.2	3.5	3.3
Insurance	5.7	5.8	6.3	6.8	7.0	7.4	7.2	7.0	6.9	6.2	6.2	6.2	6.0	6.3
Retirement and savings	3.1	2.6	2.7	2.6	2.5	2.4	2.4	2.4	2.7	2.7	3.0	3.0	3.6	3.2
Legally required benefits	9.6	9.9	9.9	10.1	10.1	10.4	10.7	10.2	9.8	9.7	9.1	8.9	8.7	8.7
Other benefits ² .....	.2	.1	(³)	(³)	.1	.1	(³)	(³)	(³)	(³)	.1	.1	.1	.1

¹ Cost per hour worked is \$0.01 or less.

² Includes severance pay and supplemental unemployment benefits.

³ Less than .05 percent.

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

Table 13. Private industry workers, service-producing industries, by occupational group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 1988-2001 -- Continued

Transportation and material moving occupations

Compensation component	Cost per hour worked by year													
	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation	\$13.81	\$14.56	\$15.05	\$15.10	\$15.59	\$15.65	\$16.38	\$16.52	\$16.44	\$16.38	\$16.93	\$17.17	\$18.00	\$18.16
Wages and salaries	9.68	10.20	10.49	10.39	10.67	10.65	11.15	11.35	11.46	11.56	11.99	12.20	12.67	12.79
Total benefits	4.13	4.35	4.56	4.72	4.92	5.01	5.23	5.18	4.98	4.82	4.94	4.97	5.33	5.36
Paid leave .....	.86	.89	.89	.93	.91	.90	.90	.85	.78	.80	.83	.83	.90	.90
Supplemental pay .....	.32	.34	.37	.39	.40	.38	.38	.43	.42	.44	.50	.48	.49	.52
Insurance .....	.83	.88	.97	1.06	1.10	1.14	1.23	1.17	1.12	1.16	1.13	1.16	1.27	1.31
Retirement and savings .....	.47	.48	.47	.49	.49	.50	.56	.59	.71	.56	.57	.60	.65	.68
Legally required benefits	1.65	1.76	1.85	1.85	2.01	2.06	2.14	2.14	1.95	1.86	1.91	1.89	2.01	1.94
Other benefits ²	(¹)	(¹)	(¹)	(¹)	(¹)	.02	(¹)	(¹)	(¹)	(¹)	(¹)	(¹)	(¹)	.02
	Percent of total compensation by year													
	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Wages and salaries	70.1	70.1	69.7	68.8	68.4	68.0	68.1	68.7	69.7	70.6	70.8	71.1	70.4	70.4
Total benefits	29.9	29.9	30.3	31.2	31.6	32.0	31.9	31.3	30.3	29.4	29.2	28.9	29.6	29.5
Paid leave	6.2	6.1	5.9	6.2	5.8	5.8	5.5	5.1	4.7	4.9	4.9	4.8	5.0	5.0
Supplemental pay	2.3	2.3	2.5	2.6	2.5	2.4	2.3	2.6	2.5	2.7	3.0	2.8	2.7	2.9
Insurance	6.0	6.0	6.5	7.0	7.1	7.3	7.5	7.1	6.8	7.1	6.7	6.8	7.1	7.2
Retirement and savings	3.4	3.3	3.1	3.2	3.1	3.2	3.4	3.6	4.3	3.4	3.4	3.5	3.6	3.7
Legally required benefits	11.9	12.1	12.3	12.2	12.9	13.2	13.1	12.9	11.9	11.3	11.3	11.0	11.2	10.7
Other benefits ²	(³)	(³)	(³)	(³)	(³)	.1	(³)	(³)	(³)	(³)	(³)	(³)	(³)	.1

¹ Cost per hour worked is \$0.01 or less.

² Includes severance pay and supplemental unemployment benefits.

³ Less than .05 percent.

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

Table 13. Private industry workers, service-producing industries, by occupational group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 1988-2001 -- Continued

Handlers, equipment cleaners, helpers, and laborers

Compensation component	Cost per hour worked by year													
	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation	\$9.10	\$9.49	\$9.81	\$10.12	\$10.56	\$10.95	\$11.01	\$10.57	\$10.98	\$11.50	\$11.65	\$11.91	\$12.28	\$12.96
Wages and salaries	6.45	6.79	6.96	7.23	7.51	7.74	7.85	7.64	7.93	8.20	8.38	8.62	8.89	9.46
Total benefits	2.65	2.71	2.85	2.89	3.04	3.21	3.16	2.93	3.05	3.30	3.27	3.29	3.40	3.50
Paid leave .....	.49	.49	.49	.50	.52	.54	.52	.45	.46	.50	.51	.52	.52	.60
Supplemental pay .....	.25	.27	.28	.27	.27	.28	.28	.28	.29	.37	.38	.37	.37	.35
Insurance .....	.58	.59	.69	.71	.77	.83	.79	.69	.70	.74	.74	.74	.80	.90
Retirement and savings .....	.30	.25	.26	.24	.26	.24	.27	.27	.32	.36	.34	.38	.41	.33
Legally required benefits	1.02	1.10	1.12	1.18	1.22	1.30	1.31	1.23	1.27	1.32	1.28	1.28	1.29	1.31
Other benefits ²	(¹)	(¹)	(¹)	(¹)	(¹)	(¹)	(¹)	(¹)	(¹)	(¹)	(¹)	(¹)	(¹)	(¹)
	Percent of total compensation by year													
	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Wages and salaries	70.9	71.5	71.0	71.4	71.2	70.7	71.3	72.3	72.2	71.3	71.9	72.4	72.4	73.0
Total benefits	29.1	28.5	29.0	28.6	28.8	29.3	28.7	27.7	27.8	28.7	28.1	27.6	27.7	27.0
Paid leave	5.4	5.1	5.0	4.9	4.9	4.9	4.7	4.3	4.2	4.3	4.4	4.4	4.2	4.6
Supplemental pay	2.7	2.9	2.9	2.6	2.5	2.6	2.5	2.6	2.7	3.2	3.3	3.1	3.0	2.7
Insurance	6.4	6.2	7.0	7.0	7.3	7.6	7.1	6.6	6.4	6.5	6.4	6.2	6.5	6.9
Retirement and savings	3.3	2.6	2.7	2.3	2.4	2.2	2.4	2.6	2.9	3.2	2.9	3.2	3.3	2.5
Legally required benefits	11.2	11.6	11.4	11.6	11.5	11.9	11.9	11.6	11.6	11.5	11.0	10.7	10.5	10.1
Other benefits ²	(³)	(³)	(³)	(³)	(³)	(³)	(³)	(³)	(³)	(³)	(³)	(³)	(³)	(³)

¹ Cost per hour worked is \$0.01 or less.

² Includes severance pay and supplemental unemployment benefits.

³ Less than .05 percent.

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

Table 13. Private industry workers, service-producing industries, by occupational group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 1988-2001 -- Continued

Service occupations

Compensation component	Cost per hour worked by year													
	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation	\$6.61	\$7.02	\$7.50	\$7.66	\$8.27	\$8.37	\$8.21	\$8.24	\$8.46	\$8.87	\$9.21	\$9.42	\$9.59	\$10.24
Wages and salaries	5.12	5.43	5.75	5.87	6.30	6.39	6.23	6.28	6.45	6.85	7.16	7.36	7.50	7.96
Total benefits	1.50	1.59	1.75	1.79	1.98	1.98	1.97	1.97	2.00	2.02	2.04	2.06	2.08	2.28
Paid leave .....	.31	.33	.35	.34	.38	.35	.34	.34	.35	.36	.36	.37	.37	.41
Supplemental pay .....	.08	.09	.11	.10	.11	.11	.11	.12	.12	.13	.13	.14	.13	.16
Insurance .....	.27	.30	.35	.37	.43	.46	.45	.43	.43	.41	.41	.40	.43	.51
Retirement and savings .....	.10	.11	.12	.11	.13	.09	.10	.10	.12	.11	.12	.12	.12	.14
Legally required benefits .....	.73	.77	.81	.87	.93	.97	.97	.98	.98	1.01	1.03	1.03	1.03	1.06
Other benefits ²	(¹)	(¹)	(¹)	(¹)	(¹)	(¹)	(¹)	(¹)	(¹)	(¹)	(¹)	(¹)	(¹)	(¹)
	Percent of total compensation by year													
	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Wages and salaries	77.4	77.4	76.6	76.7	76.1	76.3	75.9	76.1	76.3	77.2	77.7	78.1	78.2	77.7
Total benefits	22.6	22.6	23.4	23.3	23.9	23.7	24.1	23.9	23.7	22.8	22.1	21.9	21.7	22.3
Paid leave	4.7	4.7	4.6	4.4	4.6	4.2	4.2	4.2	4.1	4.0	3.9	3.9	3.9	4.0
Supplemental pay	1.2	1.2	1.5	1.3	1.4	1.4	1.3	1.4	1.4	1.4	1.4	1.5	1.4	1.6
Insurance	4.1	4.2	4.7	4.9	5.2	5.4	5.4	5.2	5.0	4.7	4.5	4.2	4.5	5.0
Retirement and savings	1.6	1.5	1.7	1.5	1.5	1.1	1.2	1.2	1.4	1.2	1.3	1.3	1.3	1.4
Legally required benefits	11.0	11.0	10.8	11.3	11.2	11.6	11.8	11.8	11.6	11.4	11.2	10.9	10.7	10.4
Other benefits ²	(³)	(³)	(³)	(³)	(³)	(³)	(³)	(³)	(³)	(³)	(³)	(³)	(³)	(³)

¹ Cost per hour worked is \$0.01 or less.

² Includes severance pay and supplemental unemployment benefits.

³ Less than .05 percent.

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

Table 14. Private industry workers, manufacturing, by occupational group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 1988-2001

White-collar occupations

Compensation component	Cost per hour worked by year													
	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation	\$20.53	\$21.54	\$22.44	\$23.38	\$24.44	\$25.82	\$26.45	\$27.62	\$28.75	\$29.79	\$30.31	\$31.25	\$32.10	\$33.40
Wages and salaries	14.67	15.32	15.97	16.63	17.30	18.00	18.40	19.47	20.20	21.10	21.59	22.37	23.00	23.76
Total benefits	5.86	6.23	6.46	6.75	7.15	7.82	8.05	8.15	8.55	8.68	8.72	8.88	9.09	9.64
Paid leave	1.80	1.92	1.94	2.02	2.14	2.24	2.27	2.36	2.50	2.60	2.63	2.73	2.77	2.88
Supplemental pay .....	.39	.43	.51	.53	.49	.56	.56	.75	.88	.78	.78	.77	.89	1.05
Insurance	1.28	1.51	1.58	1.69	1.88	2.08	2.15	1.87	1.93	1.88	1.93	1.97	2.07	2.28
Retirement and savings .....	.83	.74	.76	.78	.79	.90	.90	.97	.97	1.09	1.05	1.06	1.00	1.04
Legally required benefits	1.51	1.58	1.64	1.71	1.80	1.89	1.98	2.10	2.16	2.24	2.23	2.25	2.25	2.30
Other benefits ¹ .....	.04	.05	.03	.03	.04	.15	.19	.09	.11	.10	.10	.11	.11	.09
	Percent of total compensation by year													
	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Wages and salaries	71.5	71.1	71.2	71.1	70.8	69.7	69.6	70.5	70.3	70.8	71.2	71.6	71.7	71.1
Total benefits	28.5	28.9	28.8	28.9	29.2	30.3	30.4	29.5	29.7	29.2	28.8	28.4	28.3	28.9
Paid leave	8.8	8.9	8.7	8.6	8.8	8.7	8.6	8.6	8.7	8.7	8.7	8.7	8.6	8.6
Supplemental pay	1.9	2.0	2.3	2.3	2.0	2.2	2.1	2.7	3.0	2.6	2.6	2.5	2.8	3.1
Insurance	6.2	7.0	7.0	7.2	7.7	8.1	8.1	6.8	6.7	6.3	6.4	6.3	6.4	6.8
Retirement and savings	4.1	3.4	3.4	3.3	3.2	3.5	3.4	3.5	3.4	3.7	3.5	3.4	3.1	3.1
Legally required benefits	7.3	7.3	7.3	7.3	7.4	7.3	7.5	7.6	7.5	7.5	7.4	7.2	7.0	6.9
Other benefits ¹ .....	.2	.2	.1	.1	.2	.6	.7	.3	.4	.3	.3	.4	.3	.3

¹ Includes severance pay and supplemental unemployment benefits.

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

Table 14. Private industry workers, manufacturing, by occupational group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 1988-2001 -- Continued

Professional specialty and technical occupations

Compensation component	Cost per hour worked by year													
	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation	\$22.44	\$23.81	\$25.03	\$25.80	\$27.45	\$28.97	\$29.46	\$32.80	\$34.65	\$35.25	\$35.75	\$36.92	\$37.96	\$37.36
Wages and salaries	15.99	16.96	17.76	18.28	19.27	20.03	20.35	23.01	24.19	25.00	25.57	26.47	27.04	26.14
Total benefits	6.45	6.85	7.27	7.53	8.18	8.94	9.10	9.79	10.46	10.25	10.18	10.45	10.92	11.22
Paid leave	2.02	2.19	2.27	2.33	2.50	2.62	2.65	2.98	3.17	3.27	3.25	3.39	3.53	3.47
Supplemental pay .....	.39	.42	.41	.47	.46	.49	.50	.85	1.19	.83	.79	.72	.97	1.09
Insurance	1.40	1.64	1.76	1.83	2.13	2.42	2.48	2.26	2.29	2.17	2.24	2.27	2.40	2.61
Retirement and savings .....	.92	.78	.93	.98	1.03	1.22	1.20	1.14	1.16	1.21	1.13	1.27	1.23	1.29
Legally required benefits	1.65	1.76	1.86	1.88	2.00	2.13	2.21	2.43	2.51	2.63	2.63	2.66	2.65	2.59
Other benefits ¹ .....	.06	.06	.04	.04	.06	.05	.07	.12	.13	.15	.14	.13	.14	.17
	Percent of total compensation by year													
	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Wages and salaries	71.3	71.2	71.0	70.8	70.2	69.1	69.1	70.2	69.8	70.9	71.5	71.7	71.2	70.0
Total benefits	28.7	28.8	29.0	29.2	29.8	30.9	30.9	29.8	30.2	29.1	28.5	28.3	28.8	30.0
Paid leave	9.0	9.2	9.1	9.0	9.1	9.1	9.0	9.1	9.1	9.3	9.1	9.2	9.3	9.3
Supplemental pay	1.7	1.8	1.6	1.8	1.7	1.7	1.7	2.6	3.4	2.4	2.2	2.0	2.6	2.9
Insurance	6.2	6.9	7.0	7.1	7.8	8.3	8.4	6.9	6.6	6.1	6.3	6.1	6.3	7.0
Retirement and savings	4.1	3.3	3.7	3.8	3.8	4.2	4.1	3.5	3.4	3.4	3.2	3.4	3.2	3.5
Legally required benefits	7.4	7.4	7.4	7.3	7.3	7.4	7.5	7.4	7.2	7.5	7.4	7.2	7.0	6.9
Other benefits ¹ .....	.3	.2	.2	.2	.2	.2	.2	.4	.4	.4	.4	.4	.4	.5

¹ Includes severance pay and supplemental unemployment benefits.

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

Table 14. Private industry workers, manufacturing, by occupational group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 1988¹-2001 -- Continued

Professional specialty occupations

Compensation component	Cost per hour worked by year													
	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation	-	-	-	-	-	-	\$32.23	\$35.00	\$36.89	\$38.05	\$38.45	\$39.66	\$41.73	\$41.71
Wages and salaries	-	-	-	-	-	-	22.53	24.74	25.90	27.18	27.70	28.65	29.96	29.47
Total benefits	-	-	-	-	-	-	9.70	10.26	10.99	10.88	10.75	11.01	11.77	12.25
Paid leave	-	-	-	-	-	-	2.91	3.18	3.35	3.56	3.55	3.72	3.98	3.98
Supplemental pay	-	-	-	-	-	-	.48	.94	1.31	.82	.74	.65	.91	1.01
Insurance	-	-	-	-	-	-	2.56	2.31	2.34	2.24	2.33	2.34	2.49	2.71
Retirement and savings	-	-	-	-	-	-	1.34	1.18	1.23	1.31	1.19	1.35	1.36	1.50
Legally required benefits	-	-	-	-	-	-	2.35	2.53	2.63	2.81	2.80	2.80	2.88	2.85
Other benefits ²	-	-	-	-	-	-	.07	.13	.13	.14	.14	.15	.15	.20
	Percent of total compensation by year													
	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation	-	-	-	-	-	-	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Wages and salaries	-	-	-	-	-	-	69.9	70.7	70.2	71.4	72.0	72.2	71.8	70.7
Total benefits	-	-	-	-	-	-	30.1	29.3	29.8	28.6	28.0	27.8	28.2	29.4
Paid leave	-	-	-	-	-	-	9.0	9.1	9.1	9.4	9.2	9.4	9.5	9.5
Supplemental pay	-	-	-	-	-	-	1.5	2.7	3.5	2.1	1.9	1.6	2.2	2.4
Insurance	-	-	-	-	-	-	7.9	6.6	6.4	5.9	6.1	5.9	6.0	6.5
Retirement and savings	-	-	-	-	-	-	4.2	3.4	3.3	3.4	3.1	3.4	3.3	3.6
Legally required benefits	-	-	-	-	-	-	7.3	7.2	7.1	7.4	7.3	7.1	6.9	6.8
Other benefits ²	-	-	-	-	-	-	.2	.4	.4	.4	.4	.4	.4	.5

¹ This series began in 1994.

² Includes severance pay and supplemental unemployment benefits.

- Data not available.

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

Table 14. Private industry workers, manufacturing, by occupational group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 1988¹-2001 -- Continued

Technical occupations

Compensation component	Cost per hour worked by year													
	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation	-	-	-	-	-	-	\$24.12	\$26.62	\$27.90	\$27.03	\$27.64	\$28.80	\$28.59	\$29.40
Wages and salaries	-	-	-	-	-	-	16.17	18.16	19.04	18.62	19.17	20.00	19.78	20.04
Total benefits	-	-	-	-	-	-	7.95	8.46	8.86	8.41	8.46	8.80	8.81	9.35
Paid leave	-	-	-	-	-	-	2.15	2.43	2.62	2.39	2.35	2.44	2.40	2.54
Supplemental pay	-	-	-	-	-	-	.55	.61	.85	.89	.93	.91	1.13	1.25
Insurance	-	-	-	-	-	-	2.32	2.13	2.12	1.95	1.96	2.08	2.17	2.44
Retirement and savings	-	-	-	-	-	-	.94	1.06	.97	.93	.96	1.02	.90	.90
Legally required benefits	-	-	-	-	-	-	1.94	2.13	2.15	2.09	2.12	2.25	2.08	2.12
Other benefits ²	-	-	-	-	-	-	.05	.11	.14	.17	.14	.10	.12	.10
	Percent of total compensation by year													
	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation	-	-	-	-	-	-	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Wages and salaries	-	-	-	-	-	-	67.0	68.2	68.2	68.9	69.4	69.4	69.2	68.2
Total benefits	-	-	-	-	-	-	33.0	31.8	31.8	31.1	30.6	30.6	30.8	31.8
Paid leave	-	-	-	-	-	-	8.9	9.1	9.4	8.8	8.5	8.5	8.4	8.6
Supplemental pay	-	-	-	-	-	-	2.3	2.3	3.1	3.3	3.4	3.2	4.0	4.3
Insurance	-	-	-	-	-	-	9.6	8.0	7.6	7.2	7.1	7.2	7.6	8.3
Retirement and savings	-	-	-	-	-	-	3.9	4.0	3.5	3.4	3.5	3.5	3.1	3.1
Legally required benefits	-	-	-	-	-	-	8.0	8.0	7.7	7.7	7.7	7.8	7.3	7.2
Other benefits ²	-	-	-	-	-	-	.2	.4	.5	.6	.5	.3	.4	.3

¹ This series began in 1994.

² Includes severance pay and supplemental unemployment benefits.

- Data not available.

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

Table 14. Private industry workers, manufacturing, by occupational group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 1988-2001 -- Continued

Executive, administrative, and managerial occupations

Compensation component	Cost per hour worked by year													
	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation	\$27.66	\$28.92	\$32.53	\$34.34	\$35.59	\$38.66	\$39.36	\$37.42	\$37.72	\$40.76	\$41.78	\$43.71	\$43.46	\$47.00
Wages and salaries	20.11	21.02	23.59	24.89	25.83	27.52	27.83	26.63	26.91	28.95	29.67	31.23	31.52	34.41
Total benefits	7.55	7.90	8.93	9.45	9.76	11.14	11.53	10.79	10.81	11.80	12.11	12.47	11.94	12.59
Paid leave	2.56	2.67	3.02	3.18	3.39	3.63	3.62	3.26	3.37	3.68	3.78	4.06	3.86	4.17
Supplemental pay .....	.58	.64	.79	.86	.74	.90	.87	1.16	1.07	1.12	1.23	1.40	1.27	1.45
Insurance	1.38	1.57	1.81	1.91	2.08	2.35	2.45	2.11	2.05	2.17	2.23	2.28	2.29	2.49
Retirement and savings	1.11	1.00	1.14	1.14	1.08	1.22	1.26	1.46	1.41	1.86	1.91	1.69	1.48	1.41
Legally required benefits	1.87	1.96	2.13	2.31	2.44	2.53	2.68	2.69	2.75	2.85	2.83	2.90	2.86	3.01
Other benefits ¹ .....	.04	.05	.03	.04	.04	.50	.64	.11	.14	.13	.14	.15	.18	.06
	Percent of total compensation by year													
	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Wages and salaries	72.7	72.7	72.5	72.5	72.6	71.2	70.7	71.2	71.4	71.0	71.0	71.4	72.5	73.2
Total benefits	27.3	27.3	27.5	27.5	27.4	28.8	29.3	28.8	28.6	29.0	29.0	28.5	27.5	26.8
Paid leave	9.3	9.2	9.3	9.2	9.5	9.4	9.2	8.7	8.9	9.0	9.0	9.3	8.9	8.9
Supplemental pay	2.1	2.2	2.4	2.5	2.1	2.3	2.2	3.1	2.8	2.7	2.9	3.2	2.9	3.1
Insurance	5.0	5.4	5.6	5.6	5.8	6.1	6.2	5.6	5.4	5.3	5.3	5.2	5.3	5.3
Retirement and savings	4.0	3.5	3.5	3.3	3.0	3.2	3.2	3.9	3.7	4.6	4.6	3.9	3.4	3.0
Legally required benefits	6.8	6.8	6.6	6.7	6.8	6.5	6.8	7.2	7.3	7.0	6.8	6.6	6.6	6.4
Other benefits ¹ .....	.2	.2	.1	.1	.1	1.3	1.6	.3	.4	.3	.3	.3	.4	.1

¹ Includes severance pay and supplemental unemployment benefits.

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

Table 14. Private industry workers, manufacturing, by occupational group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 1988-2001 -- Continued

Administrative support, including clerical occupations

Compensation component	Cost per hour worked by year													
	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation	\$13.08	\$13.93	\$14.19	\$14.71	\$15.47	\$16.02	\$16.47	\$16.19	\$16.69	\$16.85	\$17.15	\$17.39	\$18.07	\$20.36
Wages and salaries	8.96	9.42	9.72	10.10	10.56	10.85	11.15	11.27	11.54	11.75	12.07	12.36	12.77	14.01
Total benefits	4.12	4.51	4.47	4.61	4.91	5.18	5.33	4.92	5.15	5.09	5.09	5.03	5.30	6.35
Paid leave	1.04	1.12	1.08	1.12	1.17	1.20	1.22	1.23	1.27	1.24	1.26	1.26	1.28	1.55
Supplemental pay .....	.29	.35	.47	.39	.38	.43	.43	.40	.47	.51	.49	.42	.53	.83
Insurance	1.14	1.37	1.31	1.45	1.61	1.72	1.78	1.35	1.47	1.41	1.44	1.50	1.59	1.89
Retirement and savings .....	.55	.53	.44	.44	.46	.48	.49	.52	.48	.50	.45	.43	.44	.53
Legally required benefits	1.07	1.10	1.16	1.19	1.26	1.32	1.38	1.37	1.39	1.41	1.40	1.36	1.39	1.52
Other benefits ¹ .....	.03	.03	.02	.02	.03	.03	.03	.06	.07	.03	.05	.06	.06	.02
	Percent of total compensation by year													
	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Wages and salaries	68.5	67.6	68.5	68.7	68.2	67.7	67.7	69.6	69.1	69.8	70.4	71.1	70.7	68.8
Total benefits	31.5	32.4	31.5	31.3	31.8	32.3	32.3	30.4	30.9	30.2	29.7	28.9	29.3	31.2
Paid leave	7.9	8.1	7.6	7.6	7.6	7.5	7.4	7.6	7.6	7.3	7.3	7.2	7.1	7.6
Supplemental pay	2.2	2.5	3.3	2.7	2.5	2.7	2.6	2.5	2.8	3.0	2.9	2.4	2.9	4.1
Insurance	8.7	9.9	9.2	9.8	10.4	10.8	10.8	8.3	8.8	8.4	8.4	8.6	8.8	9.3
Retirement and savings	4.2	3.8	3.1	3.0	3.0	3.0	3.0	3.2	2.9	2.9	2.6	2.5	2.4	2.6
Legally required benefits	8.2	7.9	8.2	8.1	8.2	8.2	8.4	8.5	8.3	8.4	8.2	7.8	7.7	7.5
Other benefits ¹ .....	.3	.2	.1	.1	.2	.2	.2	.4	.4	.2	.3	.3	.3	.1

¹ Includes severance pay and supplemental unemployment benefits.

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

Table 14. Private industry workers, manufacturing, by occupational group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 1988-2001 -- Continued

Blue-collar occupations

Compensation component	Cost per hour worked by year													
	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation	\$14.30	\$15.13	\$14.94	\$15.83	\$16.75	\$17.52	\$18.21	\$17.34	\$17.58	\$18.28	\$18.65	\$18.99	\$19.68	\$20.23
Wages and salaries	9.58	10.04	9.92	10.43	10.89	11.24	11.60	11.20	11.45	11.96	12.34	12.66	13.01	13.48
Total benefits	4.72	5.09	5.02	5.39	5.87	6.28	6.60	6.14	6.12	6.32	6.31	6.32	6.67	6.75
Paid leave	1.00	1.05	1.02	1.09	1.15	1.20	1.23	1.17	1.20	1.23	1.25	1.28	1.30	1.39
Supplemental pay .....	.67	.75	.72	.74	.77	.79	.80	.82	.89	.92	.97	.94	1.11	1.11
Insurance	1.16	1.34	1.27	1.43	1.62	1.76	1.88	1.65	1.63	1.63	1.60	1.63	1.76	1.77
Retirement and savings .....	.44	.45	.47	.52	.59	.64	.76	.66	.60	.65	.63	.62	.65	.61
Legally required benefits	1.39	1.44	1.50	1.58	1.67	1.75	1.83	1.76	1.73	1.81	1.79	1.79	1.77	1.80
Other benefits ¹ .....	.05	.06	.04	.04	.07	.14	.09	.08	.07	.07	.07	.07	.08	.06
	Percent of total compensation by year													
	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Wages and salaries	67.0	66.4	66.4	65.9	65.0	64.2	63.7	64.6	65.2	65.4	66.2	66.7	66.1	66.6
Total benefits	33.0	33.6	33.6	34.1	35.0	35.8	36.3	35.4	34.8	34.6	33.8	33.3	33.9	33.4
Paid leave	7.0	6.9	6.8	6.9	6.9	6.8	6.8	6.8	6.8	6.7	6.7	6.7	6.6	6.9
Supplemental pay	4.7	5.0	4.8	4.7	4.6	4.5	4.4	4.7	5.0	5.0	5.2	4.9	5.6	5.5
Insurance	8.1	8.9	8.5	9.0	9.7	10.1	10.3	9.5	9.3	8.9	8.6	8.6	8.9	8.7
Retirement and savings	3.1	3.0	3.1	3.3	3.5	3.6	4.2	3.8	3.4	3.6	3.4	3.3	3.3	3.0
Legally required benefits	9.7	9.5	10.1	10.0	10.0	10.0	10.1	10.1	9.9	9.9	9.6	9.4	9.0	8.9
Other benefits ¹ .....	.4	.4	.3	.2	.4	.8	.5	.5	.4	.4	.4	.4	.4	.3

¹ Includes severance pay and supplemental unemployment benefits.

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

Table 14. Private industry workers, manufacturing, by occupational group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 1988-2001 -- Continued

Precision production, craft, and repair occupations

Compensation component	Cost per hour worked by year													
	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation	\$17.81	\$18.83	\$19.36	\$20.67	\$22.02	\$23.02	\$24.13	\$22.82	\$22.67	\$23.75	\$24.39	\$25.15	\$25.66	\$25.32
Wages and salaries	12.04	12.62	12.86	13.59	14.31	14.73	15.38	14.70	14.71	15.46	15.93	16.59	16.90	16.95
Total benefits	5.78	6.20	6.50	7.08	7.71	8.29	8.76	8.12	7.96	8.29	8.45	8.56	8.76	8.37
Paid leave	1.30	1.37	1.49	1.60	1.70	1.76	1.82	1.73	1.73	1.83	1.91	2.00	1.93	1.90
Supplemental pay .....	.89	1.00	.92	.96	1.01	1.02	1.04	1.06	1.12	1.15	1.31	1.24	1.45	1.34
Insurance	1.35	1.53	1.54	1.77	2.01	2.27	2.40	2.04	1.95	2.00	1.96	2.04	2.16	2.07
Retirement and savings .....	.53	.54	.68	.77	.86	.91	1.08	.92	.85	.92	.87	.88	.88	.79
Legally required benefits	1.64	1.69	1.83	1.94	2.05	2.16	2.31	2.22	2.18	2.27	2.27	2.27	2.23	2.20
Other benefits ¹ .....	.07	.08	.05	.05	.09	.17	.10	.14	.13	.13	.13	.13	.11	.07
	Percent of total compensation by year													
	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Wages and salaries	67.6	67.0	66.4	65.7	65.0	64.0	63.7	64.4	64.9	65.1	65.3	66.0	65.9	66.9
Total benefits	32.4	33.0	33.6	34.3	35.0	36.0	36.3	35.6	35.1	34.9	34.6	34.0	34.1	33.1
Paid leave	7.3	7.3	7.7	7.7	7.7	7.7	7.6	7.6	7.7	7.7	7.8	8.0	7.5	7.5
Supplemental pay	5.0	5.3	4.7	4.6	4.6	4.4	4.3	4.7	4.9	4.8	5.4	4.9	5.7	5.3
Insurance	7.6	8.1	7.9	8.5	9.1	9.8	9.9	9.0	8.6	8.4	8.0	8.1	8.4	8.2
Retirement and savings	3.0	2.9	3.5	3.7	3.9	3.9	4.5	4.0	3.7	3.9	3.6	3.5	3.4	3.1
Legally required benefits	9.2	9.0	9.5	9.4	9.3	9.4	9.6	9.7	9.6	9.5	9.3	9.0	8.7	8.7
Other benefits ¹ .....	.4	.4	.3	.2	.4	.7	.4	.6	.6	.5	.5	.5	.4	.3

¹ Includes severance pay and supplemental unemployment benefits.

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

Table 14. Private industry workers, manufacturing, by occupational group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 1988-2001 -- Continued

Machine operators, assemblers, and inspectors

Compensation component	Cost per hour worked by year													
	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation	\$13.25	\$14.02	\$13.81	\$14.69	\$15.50	\$16.19	\$16.98	\$15.90	\$16.16	\$16.94	\$17.27	\$17.80	\$18.81	\$19.38
Wages and salaries	8.83	9.24	9.15	9.67	10.01	10.34	10.75	10.22	10.51	11.02	11.42	11.84	12.33	12.72
Total benefits	4.42	4.78	4.66	5.02	5.48	5.84	6.22	5.68	5.66	5.92	5.85	5.95	6.48	6.66
Paid leave .....	.92	.97	.92	.99	1.04	1.08	1.13	1.05	1.07	1.10	1.10	1.14	1.22	1.35
Supplemental pay .....	.62	.70	.70	.71	.73	.75	.78	.76	.83	.91	.93	.91	1.10	1.17
Insurance	1.12	1.31	1.22	1.38	1.57	1.66	1.80	1.57	1.58	1.58	1.54	1.60	1.78	1.77
Retirement and savings .....	.42	.42	.39	.43	.51	.56	.70	.60	.51	.58	.57	.56	.62	.60
Legally required benefits	1.28	1.33	1.38	1.47	1.56	1.63	1.71	1.63	1.60	1.68	1.64	1.67	1.68	1.70
Other benefits ¹ .....	.05	.06	.05	.04	.08	.16	.11	.08	.06	.07	.06	.07	.09	.06
	Percent of total compensation by year													
	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Wages and salaries	66.6	65.9	66.3	65.8	64.6	63.9	63.3	64.3	65.0	65.1	66.1	66.5	65.6	65.6
Total benefits	33.4	34.1	33.7	34.2	35.4	36.1	36.7	35.7	35.0	34.9	33.9	33.4	34.4	34.4
Paid leave	7.0	6.9	6.7	6.7	6.7	6.7	6.6	6.6	6.6	6.5	6.4	6.4	6.5	7.0
Supplemental pay	4.7	5.0	5.1	4.9	4.7	4.7	4.6	4.8	5.1	5.4	5.4	5.1	5.8	6.0
Insurance	8.5	9.3	8.9	9.4	10.1	10.3	10.6	9.8	9.8	9.3	8.9	9.0	9.5	9.1
Retirement and savings	3.1	3.0	2.9	2.9	3.3	3.4	4.1	3.7	3.2	3.4	3.3	3.1	3.3	3.1
Legally required benefits	9.7	9.5	10.0	10.0	10.1	10.0	10.1	10.2	9.9	9.9	9.5	9.4	8.9	8.8
Other benefits ¹ .....	.4	.4	.3	.3	.5	1.0	.6	.5	.4	.4	.3	.4	.5	.3

¹ Includes severance pay and supplemental unemployment benefits.

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

Table 14. Private industry workers, manufacturing, by occupational group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 1988-2001 -- Continued

Transportation and material moving occupations

Compensation component	Cost per hour worked by year													
	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation	\$15.55	\$16.17	\$16.00	\$16.38	\$17.22	\$17.86	\$18.60	\$17.48	\$17.60	\$17.45	\$18.30	\$17.84	\$18.44	\$20.35
Wages and salaries	10.36	10.67	10.61	10.78	11.25	11.61	11.93	11.23	11.57	11.78	12.40	12.21	12.41	13.81
Total benefits	5.18	5.50	5.39	5.60	5.98	6.24	6.67	6.25	6.02	5.67	5.90	5.63	6.03	6.54
Paid leave	1.08	1.13	.99	1.02	1.08	1.11	1.15	1.04	1.08	1.01	1.09	.99	1.04	1.16
Supplemental pay .....	.61	.68	.69	.72	.76	.73	.72	.89	.89	.77	.84	.93	1.00	1.00
Insurance	1.27	1.42	1.28	1.37	1.55	1.68	1.89	1.72	1.65	1.41	1.45	1.38	1.46	1.65
Retirement and savings .....	.53	.53	.64	.69	.72	.74	.85	.66	.63	.54	.57	.45	.53	.62
Legally required benefits	1.65	1.70	1.77	1.77	1.82	1.89	1.98	1.90	1.77	1.92	1.93	1.86	1.99	2.07
Other benefits ² .....	.05	.05	.02	.03	.05	.09	.08	.04	(¹)	(¹)	.02	.02	.03	.04
	Percent of total compensation by year													
	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Wages and salaries	66.6	66.0	66.3	65.8	65.3	65.0	64.1	64.3	65.8	67.5	67.8	68.4	67.3	67.9
Total benefits	33.3	34.0	33.7	34.2	34.7	35.0	35.9	35.7	34.2	32.5	32.2	31.6	32.7	32.1
Paid leave	6.9	7.0	6.2	6.2	6.3	6.2	6.2	6.0	6.1	5.8	6.0	5.5	5.6	5.7
Supplemental pay	3.9	4.2	4.3	4.4	4.4	4.1	3.9	5.1	5.0	4.4	4.6	5.2	5.4	4.9
Insurance	8.2	8.8	8.0	8.4	9.0	9.4	10.2	9.8	9.4	8.1	7.9	7.7	7.9	8.1
Retirement and savings	3.4	3.3	4.0	4.2	4.2	4.2	4.6	3.8	3.6	3.1	3.1	2.5	2.9	3.0
Legally required benefits	10.6	10.5	11.1	10.8	10.6	10.6	10.7	10.9	10.1	11.0	10.5	10.4	10.8	10.2
Other benefits ² .....	.3	.3	.1	.2	.3	.5	.4	.2	(³)	(³)	.1	.1	.2	.2

¹ Cost per hour worked is \$0.01 or less.

² Includes severance pay and supplemental unemployment benefits.

³ Less than .05 percent.

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

Table 14. Private industry workers, manufacturing, by occupational group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 1988-2001 -- Continued

Handlers, equipment cleaners, helpers, and laborers

Compensation component	Cost per hour worked by year													
	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation	\$11.78	\$12.21	\$11.66	\$12.17	\$12.66	\$13.10	\$13.32	\$12.94	\$13.65	\$13.96	\$14.12	\$14.16	\$14.41	\$14.73
Wages and salaries	7.94	8.15	7.82	8.15	8.41	8.56	8.70	8.65	9.08	9.36	9.57	9.72	9.90	10.18
Total benefits	3.84	4.06	3.84	4.03	4.25	4.54	4.63	4.29	4.57	4.60	4.56	4.44	4.51	4.55
Paid leave .....	.72	.74	.65	.69	.73	.74	.74	.70	.75	.77	.76	.74	.76	.79
Supplemental pay .....	.46	.52	.50	.50	.51	.55	.53	.60	.68	.62	.60	.60	.68	.62
Insurance .....	.97	1.10	1.01	1.11	1.23	1.33	1.37	1.21	1.25	1.25	1.25	1.18	1.24	1.36
Retirement and savings .....	.35	.36	.33	.37	.38	.42	.47	.42	.46	.50	.50	.48	.44	.36
Legally required benefits	1.31	1.32	1.33	1.35	1.37	1.43	1.49	1.34	1.41	1.44	1.41	1.42	1.36	1.40
Other benefits ¹ .....	.02	.03	.02	.02	.03	.07	.04	.02	.02	.02	.03	.02	.02	.04
	Percent of total compensation by year													
	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Wages and salaries	67.4	66.7	67.1	66.9	66.4	65.3	65.3	66.8	66.5	67.1	67.8	68.6	68.7	69.1
Total benefits	32.6	33.3	32.9	33.1	33.6	34.7	34.7	33.2	33.5	32.9	32.3	31.4	31.3	30.9
Paid leave	6.1	6.1	5.6	5.6	5.7	5.6	5.5	5.4	5.5	5.5	5.4	5.2	5.3	5.4
Supplemental pay	3.9	4.2	4.3	4.1	4.1	4.2	4.0	4.6	5.0	4.4	4.2	4.2	4.7	4.2
Insurance	8.2	9.0	8.7	9.1	9.7	10.2	10.3	9.4	9.2	9.0	8.9	8.3	8.6	9.2
Retirement and savings	3.0	2.9	2.8	3.0	3.0	3.2	3.5	3.2	3.3	3.6	3.5	3.4	3.1	2.4
Legally required benefits	11.2	10.8	11.4	11.1	10.8	10.9	11.2	10.4	10.3	10.3	10.0	10.0	9.4	9.5
Other benefits ¹ .....	.2	.2	.1	.1	.2	.5	.3	.2	.1	.2	.2	.1	.1	.3

¹ Includes severance pay and supplemental unemployment benefits.

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

Table 14. Private industry workers, manufacturing, by occupational group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 1988-2001 -- Continued

Service occupations

Compensation component	Cost per hour worked by year													
	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation	\$12.48	\$13.44	\$13.65	\$14.26	\$15.18	\$15.97	\$16.11	\$15.37	\$15.55	\$16.95	\$17.67	\$17.76	\$16.99	\$17.22
Wages and salaries	8.19	8.61	9.23	9.64	10.10	10.53	10.66	9.96	10.09	11.05	11.45	11.55	11.03	11.59
Total benefits	4.30	4.83	4.42	4.62	5.09	5.44	5.45	5.41	5.46	5.90	6.22	6.22	5.97	5.63
Paid leave .....	.88	.98	.94	.97	1.03	1.05	1.06	1.01	1.07	1.16	1.25	1.21	1.09	1.19
Supplemental pay .....	.53	.64	.49	.48	.51	.50	.45	.70	.90	.89	.97	.89	.98	.72
Insurance	1.22	1.47	1.17	1.24	1.47	1.56	1.58	1.56	1.39	1.56	1.55	1.72	1.62	1.59
Retirement and savings .....	.45	.48	.49	.56	.60	.67	.75	.58	.45	.50	.59	.54	.54	.57
Legally required benefits	1.15	1.20	1.29	1.34	1.43	1.52	1.54	1.46	1.52	1.72	1.78	1.79	1.64	1.46
Other benefits ¹ .....	.07	.07	.04	.03	.06	.16	.08	.10	.12	.09	.09	.07	.10	.11
	Percent of total compensation by year													
	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Wages and salaries	65.6	64.1	67.6	67.6	66.5	65.9	66.2	64.8	64.9	65.2	64.8	65.0	64.9	67.3
Total benefits	34.4	35.9	32.4	32.4	33.5	34.1	33.8	35.2	35.1	34.8	35.2	35.0	35.1	32.7
Paid leave	7.0	7.3	6.9	6.8	6.8	6.6	6.6	6.6	6.9	6.8	7.1	6.8	6.4	6.9
Supplemental pay	4.3	4.8	3.6	3.4	3.3	3.1	2.8	4.6	5.8	5.2	5.5	5.0	5.8	4.2
Insurance	9.7	10.9	8.6	8.7	9.7	9.8	9.8	10.1	8.9	9.2	8.8	9.7	9.5	9.2
Retirement and savings	3.6	3.6	3.6	3.9	4.0	4.2	4.7	3.8	2.9	2.9	3.3	3.0	3.2	3.3
Legally required benefits	9.2	8.9	9.5	9.4	9.4	9.5	9.5	9.5	9.8	10.1	10.1	10.1	9.7	8.5
Other benefits ¹ .....	.6	.5	.3	.2	.4	1.0	.5	.7	.8	.5	.5	.4	.6	.6

¹ Includes severance pay and supplemental unemployment benefits.

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

Table 15. Private industry workers, nonmanufacturing, by occupational group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 1988-2001

White-collar occupations

Compensation component	Cost per hour worked by year													
	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation	\$15.21	\$15.75	\$16.82	\$17.36	\$18.12	\$18.80	\$19.41	\$19.55	\$20.11	\$20.56	\$21.37	\$22.03	\$23.29	\$24.44
Wages and salaries	11.37	11.79	12.52	12.91	13.39	13.80	14.22	14.38	14.82	15.29	15.90	16.38	17.33	18.15
Total benefits	3.84	3.95	4.31	4.45	4.73	5.00	5.19	5.18	5.28	5.27	5.48	5.66	5.96	6.29
Paid leave	1.17	1.20	1.26	1.29	1.32	1.33	1.35	1.33	1.37	1.39	1.44	1.49	1.64	1.77
Supplemental pay .....	.27	.26	.32	.29	.35	.42	.46	.48	.50	.53	.61	.59	.64	.64
Insurance .....	.75	.82	.94	1.04	1.13	1.21	1.26	1.21	1.20	1.11	1.15	1.20	1.26	1.34
Retirement and savings .....	.49	.46	.50	.48	.49	.52	.55	.56	.62	.60	.61	.64	.66	.72
Legally required benefits	1.15	1.20	1.29	1.35	1.42	1.49	1.55	1.56	1.58	1.62	1.65	1.70	1.73	1.80
Other benefits ² .....	.02	(¹)	(¹)	(¹)	(¹)	.02	.03	.02	.02	.02	.02	.02	.02	.02
	Percent of total compensation by year													
	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Wages and salaries	74.7	74.9	74.4	74.4	73.9	73.4	73.2	73.5	73.7	74.3	74.4	74.4	74.4	74.3
Total benefits	25.3	25.1	25.6	25.6	26.1	26.6	26.8	26.5	26.3	25.7	25.6	25.7	25.6	25.7
Paid leave	7.7	7.6	7.5	7.4	7.3	7.1	7.0	6.8	6.8	6.8	6.7	6.8	7.0	7.2
Supplemental pay	1.8	1.7	1.9	1.7	1.9	2.3	2.4	2.5	2.5	2.6	2.9	2.7	2.7	2.6
Insurance	4.9	5.2	5.6	6.0	6.3	6.4	6.5	6.2	5.9	5.4	5.4	5.4	5.4	5.5
Retirement and savings	3.2	2.9	3.0	2.8	2.7	2.8	2.8	2.9	3.1	2.9	2.9	2.9	2.8	2.9
Legally required benefits	7.6	7.6	7.6	7.7	7.8	7.9	8.0	8.0	7.9	7.9	7.7	7.7	7.4	7.4
Other benefits ² .....	.1	(³)	(³)	(³)	(³)	.1	.1	.1	.1	.1	.1	.1	.1	.1

¹ Cost per hour worked is \$0.01 or less.

² Includes severance pay and supplemental unemployment benefits.

³ Less than .05 percent.

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

Table 15. Private industry workers, nonmanufacturing, by occupational group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 1988-2001 -- Continued

Professional specialty and technical occupations

Compensation component	Cost per hour worked by year													
	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation	\$20.43	\$21.23	\$22.90	\$23.37	\$24.74	\$26.76	\$27.32	\$27.22	\$28.06	\$27.86	\$28.27	\$29.05	\$31.69	\$33.99
Wages and salaries	15.20	15.88	16.92	17.39	18.28	19.71	20.09	20.16	20.64	20.59	21.02	21.66	23.70	25.35
Total benefits	5.24	5.35	5.98	5.97	6.46	7.06	7.22	7.06	7.42	7.27	7.25	7.39	7.99	8.64
Paid leave	1.71	1.73	1.85	1.87	1.93	2.01	2.00	1.91	1.96	1.93	1.95	2.07	2.50	2.69
Supplemental pay .....	.37	.36	.45	.38	.53	.61	.63	.58	.76	.88	.87	.66	.67	.71
Insurance .....	.88	1.00	1.18	1.25	1.39	1.54	1.60	1.55	1.51	1.33	1.35	1.46	1.55	1.66
Retirement and savings .....	.78	.67	.78	.69	.67	.81	.86	.87	.97	.90	.89	.93	.94	1.09
Legally required benefits	1.49	1.59	1.71	1.77	1.92	2.06	2.09	2.12	2.19	2.20	2.16	2.24	2.31	2.46
Other benefits ²	(¹)	(¹)	(¹)	(¹)	.02	.03	.04	.04	.03	.03	.02	.03	.03	.02
	Percent of total compensation by year													
	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Wages and salaries	74.4	74.8	73.9	74.4	73.9	73.6	73.6	74.1	73.5	73.9	74.4	74.6	74.8	74.6
Total benefits	25.6	25.2	26.1	25.6	26.1	26.4	26.4	25.9	26.5	26.1	25.6	25.4	25.2	25.4
Paid leave	8.4	8.2	8.1	8.0	7.8	7.5	7.3	7.0	7.0	6.9	6.9	7.1	7.9	7.9
Supplemental pay	1.8	1.7	2.0	1.6	2.1	2.3	2.3	2.1	2.7	3.2	3.1	2.3	2.1	2.1
Insurance	4.3	4.7	5.2	5.3	5.6	5.8	5.8	5.7	5.4	4.8	4.8	5.0	4.9	4.9
Retirement and savings	3.8	3.1	3.4	3.0	2.7	3.0	3.1	3.2	3.5	3.2	3.1	3.2	3.0	3.2
Legally required benefits	7.3	7.5	7.5	7.6	7.8	7.7	7.7	7.8	7.8	7.9	7.6	7.7	7.3	7.2
Other benefits ²	(³)	(³)	(³)	(³)	.1	.1	.2	.1	.1	.1	.1	.1	.1	.1

¹ Cost per hour worked is \$0.01 or less.

² Includes severance pay and supplemental unemployment benefits.

³ Less than .05 percent.

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

Table 15. Private industry workers, nonmanufacturing, by occupational group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 1988¹-2001 -- Continued

Professional specialty occupations

Compensation component	Cost per hour worked by year													
	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation	-	-	-	-	-	-	\$28.73	\$28.85	\$29.50	\$29.53	\$30.12	\$30.42	\$34.07	\$36.98
Wages and salaries	-	-	-	-	-	-	21.20	21.46	21.76	21.93	22.45	22.80	25.61	27.73
Total benefits	-	-	-	-	-	-	7.52	7.40	7.74	7.61	7.67	7.62	8.47	9.25
Paid leave	-	-	-	-	-	-	2.07	2.01	2.07	2.05	2.07	2.17	2.76	2.99
Supplemental pay	-	-	-	-	-	-	.71	.63	.88	1.03	.99	.70	.68	.75
Insurance	-	-	-	-	-	-	1.61	1.58	1.54	1.35	1.38	1.49	1.60	1.68
Retirement and savings	-	-	-	-	-	-	.90	.92	.97	.89	.93	.92	.98	1.18
Legally required benefits	-	-	-	-	-	-	2.19	2.21	2.26	2.27	2.27	2.32	2.42	2.63
Other benefits ²	-	-	-	-	-	-	.05	.04	.03	.02	.02	.02	.03	.02
	Percent of total compensation by year													
	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation	-	-	-	-	-	-	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Wages and salaries	-	-	-	-	-	-	73.8	74.4	73.8	74.2	74.5	75.0	75.2	75.0
Total benefits	-	-	-	-	-	-	26.2	25.6	26.2	25.8	25.5	25.0	24.9	25.0
Paid leave	-	-	-	-	-	-	7.2	7.0	7.0	6.9	6.9	7.1	8.1	8.1
Supplemental pay	-	-	-	-	-	-	2.5	2.2	3.0	3.5	3.3	2.3	2.0	2.0
Insurance	-	-	-	-	-	-	5.6	5.5	5.2	4.6	4.6	4.9	4.7	4.5
Retirement and savings	-	-	-	-	-	-	3.1	3.2	3.3	3.0	3.1	3.0	2.9	3.2
Legally required benefits	-	-	-	-	-	-	7.6	7.7	7.7	7.7	7.5	7.6	7.1	7.1
Other benefits ²	-	-	-	-	-	-	.2	.2	.1	.1	.1	.1	.1	.1

¹ This series began in 1994.

² Includes severance pay and supplemental unemployment benefits.

- Data not available.

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

Table 15. Private industry workers, nonmanufacturing, by occupational group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 1988¹-2001 -- Continued

Technical occupations

Compensation component	Cost per hour worked by year													
	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation	-	-	-	-	-	-	\$23.92	\$23.21	\$24.27	\$23.63	\$23.65	\$25.69	\$25.93	\$26.76
Wages and salaries	-	-	-	-	-	-	17.42	16.96	17.69	17.22	17.45	18.85	19.08	19.60
Total benefits	-	-	-	-	-	-	6.50	6.25	6.59	6.41	6.20	6.84	6.85	7.15
Paid leave	-	-	-	-	-	-	1.83	1.66	1.68	1.64	1.65	1.83	1.87	1.96
Supplemental pay	-	-	-	-	-	-	.45	.48	.46	.49	.58	.57	.64	.62
Insurance	-	-	-	-	-	-	1.58	1.47	1.43	1.31	1.27	1.37	1.42	1.63
Retirement and savings	-	-	-	-	-	-	.74	.74	.97	.93	.77	.96	.85	.87
Legally required benefits	-	-	-	-	-	-	1.88	1.88	2.02	2.01	1.90	2.05	2.03	2.07
Other benefits ³	-	-	-	-	-	-	.02	.02	.03	.03	.03	.06	.03	(²)
	Percent of total compensation by year													
	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation	-	-	-	-	-	-	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Wages and salaries	-	-	-	-	-	-	72.8	73.1	72.9	72.9	73.8	73.4	73.6	73.2
Total benefits	-	-	-	-	-	-	27.2	26.9	27.1	27.1	26.2	26.6	26.4	26.7
Paid leave	-	-	-	-	-	-	7.6	7.1	6.9	6.9	7.0	7.1	7.2	7.3
Supplemental pay	-	-	-	-	-	-	1.9	2.0	1.9	2.1	2.5	2.2	2.5	2.3
Insurance	-	-	-	-	-	-	6.6	6.3	5.9	5.5	5.4	5.3	5.5	6.1
Retirement and savings	-	-	-	-	-	-	3.1	3.2	4.0	3.9	3.3	3.7	3.3	3.3
Legally required benefits	-	-	-	-	-	-	7.8	8.1	8.3	8.5	8.0	8.0	7.8	7.7
Other benefits ³	-	-	-	-	-	-	.1	.1	.1	.1	.1	.2	.1	(⁴)

¹ This series began in 1994.

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

³ Includes severance pay and supplemental unemployment benefits.

⁴ Less than .05 percent.

- Data not available.

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

Table 15. Private industry workers, nonmanufacturing, by occupational group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 1988-2001 -- Continued

Executive, administrative, and managerial occupations

Compensation component	Cost per hour worked by year													
	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation	\$22.79	\$24.30	\$25.25	\$26.68	\$27.95	\$28.70	\$29.37	\$31.33	\$32.11	\$31.53	\$33.06	\$33.86	\$36.48	\$39.87
Wages and salaries	17.10	18.18	18.75	19.89	20.61	21.00	21.36	22.64	23.44	23.27	24.20	24.56	26.67	28.71
Total benefits	5.69	6.12	6.50	6.79	7.34	7.71	8.01	8.69	8.67	8.25	8.86	9.30	9.81	11.16
Paid leave	1.95	2.13	2.13	2.26	2.36	2.32	2.37	2.55	2.68	2.60	2.74	2.78	2.96	3.33
Supplemental pay .....	.44	.41	.57	.45	.56	.76	.83	1.09	.86	.85	1.14	1.34	1.43	1.68
Insurance .....	.97	1.09	1.17	1.29	1.47	1.57	1.61	1.65	1.68	1.52	1.55	1.66	1.78	2.00
Retirement and savings .....	.73	.78	.83	.85	.91	.88	.89	1.04	1.10	.95	1.02	1.05	1.13	1.42
Legally required benefits	1.58	1.69	1.79	1.91	2.00	2.13	2.25	2.30	2.30	2.29	2.36	2.43	2.48	2.67
Other benefits ² .....	.02	.02	(¹)	.03	.03	.04	.06	.05	.05	.05	.04	.04	.04	.06
	Percent of total compensation by year													
	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Wages and salaries	75.0	74.8	74.2	74.6	73.8	73.1	72.7	72.3	73.0	73.8	73.2	72.5	73.1	72.0
Total benefits	25.0	25.2	25.8	25.4	26.2	26.9	27.3	27.7	27.0	26.2	26.8	27.5	26.9	28.0
Paid leave	8.6	8.8	8.5	8.5	8.5	8.1	8.1	8.1	8.3	8.2	8.3	8.2	8.1	8.4
Supplemental pay	1.9	1.7	2.3	1.7	2.0	2.6	2.8	3.5	2.7	2.7	3.4	4.0	3.9	4.2
Insurance	4.3	4.5	4.6	4.8	5.3	5.5	5.5	5.3	5.2	4.8	4.7	4.9	4.9	5.0
Retirement and savings	3.2	3.2	3.3	3.2	3.3	3.1	3.0	3.3	3.4	3.0	3.1	3.1	3.1	3.6
Legally required benefits	6.9	7.0	7.1	7.2	7.1	7.4	7.7	7.3	7.2	7.3	7.1	7.2	6.8	6.7
Other benefits ² .....	.1	.1	(³)	.1	.1	.2	.2	.2	.1	.2	.1	.1	.1	.2

¹ Cost per hour worked is \$0.01 or less.

² Includes severance pay and supplemental unemployment benefits.

³ Less than .05 percent.

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

Table 15. Private industry workers, nonmanufacturing, by occupational group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 1988-2001 -- Continued

Sales occupations

Compensation component	Cost per hour worked by year													
	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation	\$10.54	\$11.12	\$11.77	\$12.60	\$12.98	\$13.00	\$13.50	\$13.38	\$14.12	\$14.58	\$15.34	\$15.92	\$15.95	\$15.69
Wages and salaries	8.18	8.73	9.20	9.79	10.04	9.93	10.33	10.30	10.94	11.41	12.03	12.50	12.55	12.30
Total benefits	2.36	2.39	2.57	2.82	2.94	3.07	3.17	3.08	3.17	3.17	3.30	3.41	3.39	3.38
Paid leave .....	.55	.57	.60	.62	.63	.63	.62	.60	.62	.64	.66	.67	.69	.78
Supplemental pay .....	.17	.16	.17	.22	.23	.31	.35	.33	.39	.33	.38	.43	.39	.32
Insurance .....	.50	.49	.57	.65	.70	.71	.73	.68	.67	.65	.65	.65	.68	.70
Retirement and savings .....	.23	.22	.24	.25	.26	.25	.26	.25	.27	.31	.31	.34	.32	.28
Legally required benefits .....	.88	.94	.99	1.08	1.13	1.16	1.20	1.20	1.21	1.23	1.29	1.32	1.31	1.30
Other benefits ² .....	.02	(¹)	(¹)	(¹)	(¹)	(¹)	(¹)	(¹)	(¹)	(¹)	(¹)	(¹)	(¹)	(¹)
	Percent of total compensation by year													
	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Wages and salaries	77.6	78.5	78.2	77.6	77.3	76.4	76.5	77.0	77.5	78.2	78.4	78.5	78.7	78.4
Total benefits	22.4	21.5	21.8	22.4	22.7	23.6	23.5	23.0	22.5	21.8	21.5	21.4	21.3	21.5
Paid leave	5.3	5.2	5.1	5.0	4.9	4.8	4.6	4.5	4.4	4.4	4.3	4.2	4.3	5.0
Supplemental pay	1.6	1.5	1.5	1.8	1.8	2.4	2.6	2.5	2.8	2.2	2.5	2.7	2.4	2.0
Insurance	4.8	4.4	4.8	5.1	5.4	5.5	5.4	5.1	4.8	4.5	4.2	4.1	4.3	4.5
Retirement and savings	2.2	2.0	2.0	1.9	2.0	1.9	1.9	1.9	2.1	2.0	2.1	2.1	2.0	1.8
Legally required benefits	8.4	8.4	8.4	8.5	8.7	9.0	8.9	9.0	8.6	8.5	8.4	8.3	8.2	8.3
Other benefits ² .....	.2	(³)	(³)	(³)	(³)	(³)	(³)	(³)	(³)	(³)	(³)	(³)	(³)	(³)

¹ Cost per hour worked is \$0.01 or less.

² Includes severance pay and supplemental unemployment benefits.

³ Less than .05 percent.

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

Table 15. Private industry workers, nonmanufacturing, by occupational group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 1988-2001 -- Continued

Administrative support, including clerical occupations

Compensation component	Cost per hour worked by year													
	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation	\$11.28	\$11.74	\$12.36	\$12.93	\$13.41	\$13.86	\$14.39	\$14.45	\$14.72	\$14.93	\$15.67	\$16.27	\$16.85	\$16.94
Wages and salaries	8.21	8.53	8.96	9.30	9.62	9.90	10.25	10.37	10.59	10.83	11.37	11.84	12.18	12.42
Total benefits	3.06	3.21	3.40	3.63	3.79	3.96	4.14	4.08	4.12	4.09	4.30	4.44	4.67	4.52
Paid leave .....	.86	.90	.92	.97	.99	.99	1.03	1.00	1.02	1.03	1.07	1.12	1.15	1.13
Supplemental pay .....	.19	.20	.21	.22	.24	.25	.27	.29	.28	.30	.34	.34	.46	.35
Insurance .....	.74	.82	.93	1.07	1.13	1.19	1.25	1.20	1.18	1.12	1.20	1.22	1.25	1.27
Retirement and savings .....	.36	.36	.36	.35	.36	.39	.41	.41	.45	.44	.46	.48	.51	.46
Legally required benefits .....	.90	.92	.98	1.02	1.06	1.12	1.17	1.18	1.17	1.19	1.22	1.26	1.29	1.30
Other benefits ²	(¹)	(¹)	(¹)	(¹)	(¹)	.02	(¹)	(¹)	(¹)	.02	(¹)	.02	.02	.02
	Percent of total compensation by year													
	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Wages and salaries	72.8	72.6	72.5	71.9	71.7	71.4	71.2	71.8	72.0	72.6	72.6	72.8	72.3	73.3
Total benefits	27.2	27.4	27.5	28.1	28.3	28.6	28.8	28.2	28.0	27.4	27.4	27.3	27.7	26.7
Paid leave	7.7	7.7	7.5	7.5	7.3	7.1	7.1	6.9	6.9	6.9	6.8	6.9	6.8	6.7
Supplemental pay	1.7	1.7	1.7	1.7	1.8	1.8	1.9	2.0	1.9	2.0	2.2	2.1	2.7	2.1
Insurance	6.6	6.9	7.5	8.2	8.5	8.6	8.7	8.3	8.0	7.5	7.7	7.5	7.4	7.5
Retirement and savings	3.2	3.1	2.9	2.7	2.7	2.8	2.9	2.8	3.1	2.9	2.9	3.0	3.0	2.7
Legally required benefits	8.0	7.9	7.9	7.9	7.9	8.1	8.1	8.1	8.0	8.0	7.8	7.7	7.7	7.7
Other benefits ²	(³)	(³)	(³)	(³)	(³)	.1	(³)	(³)	(³)	.1	(³)	.1	.1	.1

¹ Cost per hour worked is \$0.01 or less.

² Includes severance pay and supplemental unemployment benefits.

³ Less than .05 percent.

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

Table 15. Private industry workers, nonmanufacturing, by occupational group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 1988-2001 -- Continued

Blue-collar occupations

Compensation component	Cost per hour worked by year													
	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation	\$13.52	\$13.74	\$14.30	\$14.66	\$15.22	\$15.65	\$16.03	\$16.22	\$16.67	\$16.47	\$16.86	\$17.38	\$18.17	\$18.86
Wages and salaries	9.60	9.81	10.13	10.32	10.63	10.84	11.10	11.33	11.71	11.69	12.04	12.41	12.99	13.48
Total benefits	3.92	3.93	4.17	4.34	4.59	4.81	4.93	4.89	4.96	4.78	4.82	4.97	5.19	5.38
Paid leave .....	.72	.74	.75	.78	.79	.81	.79	.77	.78	.74	.77	.80	.84	.91
Supplemental pay .....	.37	.36	.39	.39	.40	.40	.42	.44	.45	.47	.51	.53	.56	.57
Insurance .....	.75	.76	.85	.95	1.05	1.12	1.15	1.11	1.12	1.07	1.06	1.11	1.17	1.28
Retirement and savings .....	.51	.45	.47	.47	.48	.50	.53	.56	.64	.60	.61	.66	.71	.68
Legally required benefits	1.55	1.60	1.70	1.75	1.85	1.96	2.01	2.00	1.97	1.89	1.86	1.87	1.90	1.93
Other benefits ² .....	.02	(¹)	(¹)	(¹)	(¹)	(¹)	.02	(¹)	(¹)	(¹)	(¹)	(¹)	(¹)	(¹)
	Percent of total compensation by year													
	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Wages and salaries	71.0	71.4	70.8	70.4	69.8	69.3	69.3	69.9	70.2	71.0	71.4	71.4	71.5	71.5
Total benefits	29.0	28.6	29.2	29.6	30.2	30.7	30.7	30.1	29.8	29.0	28.6	28.6	28.6	28.5
Paid leave	5.4	5.4	5.2	5.3	5.2	5.2	4.9	4.7	4.7	4.5	4.6	4.6	4.6	4.8
Supplemental pay	2.7	2.6	2.7	2.6	2.7	2.6	2.6	2.7	2.7	2.9	3.0	3.0	3.1	3.0
Insurance	5.5	5.6	6.0	6.5	6.9	7.2	7.2	6.9	6.7	6.5	6.3	6.4	6.4	6.8
Retirement and savings	3.8	3.3	3.3	3.2	3.2	3.2	3.3	3.4	3.8	3.7	3.6	3.8	3.9	3.6
Legally required benefits	11.5	11.7	11.9	11.9	12.2	12.5	12.5	12.3	11.8	11.5	11.0	10.8	10.5	10.2
Other benefits ² .....	.1	(³)	(³)	(³)	(³)	(³)	.1	(³)	(³)	(³)	(³)	(³)	(³)	(³)

¹ Cost per hour worked is \$0.01 or less.

² Includes severance pay and supplemental unemployment benefits.

³ Less than .05 percent.

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

Table 15. Private industry workers, nonmanufacturing, by occupational group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 1988-2001 -- Continued

Precision production, craft, and repair occupations

Compensation component	Cost per hour worked by year													
	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation	\$17.08	\$17.12	\$17.89	\$18.62	\$19.47	\$20.13	\$20.70	\$21.18	\$21.87	\$21.69	\$22.47	\$23.70	\$24.43	\$24.65
Wages and salaries	12.20	12.29	12.67	13.11	13.64	13.96	14.31	14.72	15.28	15.39	16.04	16.86	17.35	17.54
Total benefits	4.88	4.84	5.22	5.51	5.83	6.16	6.39	6.45	6.59	6.30	6.42	6.84	7.08	7.11
Paid leave .....	.92	.96	.97	1.01	1.05	1.07	1.07	1.07	1.12	1.01	1.07	1.16	1.22	1.29
Supplemental pay .....	.46	.43	.49	.50	.51	.50	.55	.55	.57	.57	.63	.71	.77	.75
Insurance .....	.90	.92	1.02	1.16	1.30	1.42	1.47	1.49	1.50	1.38	1.41	1.51	1.56	1.62
Retirement and savings .....	.68	.58	.64	.64	.66	.70	.74	.78	.86	.87	.92	1.00	1.10	1.00
Legally required benefits	1.89	1.92	2.08	2.18	2.29	2.45	2.53	2.54	2.52	2.45	2.38	2.45	2.41	2.44
Other benefits ² .....	.03	.03	.02	.02	.02	.02	.03	.02	.02	(¹)	.02	(¹)	.02	.02
	Percent of total compensation by year													
	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Wages and salaries	71.4	71.8	70.8	70.4	70.1	69.4	69.1	69.5	69.9	71.0	71.4	71.1	71.0	71.2
Total benefits	28.6	28.2	29.2	29.6	29.9	30.6	30.9	30.5	30.1	29.0	28.6	28.9	29.0	28.8
Paid leave	5.4	5.6	5.4	5.4	5.4	5.3	5.2	5.1	5.1	4.7	4.8	4.9	5.0	5.2
Supplemental pay	2.7	2.5	2.7	2.7	2.6	2.5	2.7	2.6	2.6	2.6	2.8	3.0	3.2	3.0
Insurance	5.3	5.4	5.7	6.2	6.7	7.1	7.1	7.0	6.9	6.4	6.3	6.4	6.4	6.6
Retirement and savings	4.0	3.4	3.6	3.4	3.4	3.5	3.6	3.7	3.9	4.0	4.1	4.2	4.5	4.1
Legally required benefits	11.1	11.2	11.6	11.7	11.8	12.2	12.2	12.0	11.5	11.3	10.6	10.3	9.9	9.9
Other benefits ² .....	.2	.2	.1	.1	.1	.1	.2	.1	.1	(³)	.1	(³)	.1	.1

¹ Cost per hour worked is \$0.01 or less.

² Includes severance pay and supplemental unemployment benefits.

³ Less than .05 percent.

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

Table 15. Private industry workers, nonmanufacturing, by occupational group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 1988-2001 -- Continued

Transportation and material moving occupations

Compensation component	Cost per hour worked by year													
	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation	\$14.14	\$14.83	\$15.26	\$15.34	\$15.88	\$16.02	\$16.71	\$16.84	\$16.82	\$16.73	\$17.32	\$17.61	\$18.35	\$18.90
Wages and salaries	9.87	10.37	10.62	10.54	10.78	10.80	11.28	11.47	11.63	11.69	12.15	12.39	12.89	13.23
Total benefits	4.27	4.46	4.64	4.81	5.10	5.22	5.43	5.37	5.19	5.04	5.17	5.21	5.46	5.67
Paid leave .....	.82	.85	.86	.90	.88	.87	.88	.84	.78	.79	.83	.83	.90	.89
Supplemental pay .....	.36	.38	.40	.42	.45	.43	.43	.48	.47	.50	.56	.55	.55	.59
Insurance .....	.83	.87	.97	1.06	1.14	1.17	1.26	1.20	1.16	1.21	1.17	1.21	1.29	1.40
Retirement and savings .....	.53	.53	.51	.54	.54	.57	.62	.65	.76	.61	.62	.67	.67	.75
Legally required benefits	1.72	1.82	1.89	1.89	2.09	2.16	2.22	2.20	2.02	1.92	1.98	1.95	2.05	2.02
Other benefits ²	(¹)	(¹)	(¹)	(¹)	(¹)	.02	.02	(¹)	(¹)	(¹)	(¹)	(¹)	(¹)	.02
	Percent of total compensation by year													
	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Wages and salaries	69.8	69.9	69.6	68.7	67.9	67.4	67.5	68.1	69.1	69.9	70.2	70.4	70.2	70.0
Total benefits	30.2	30.1	30.4	31.3	32.1	32.6	32.5	31.9	30.9	30.1	29.8	29.6	29.8	30.0
Paid leave	5.8	5.7	5.6	5.8	5.5	5.5	5.3	5.0	4.6	4.7	4.8	4.7	4.9	4.7
Supplemental pay	2.6	2.6	2.6	2.7	2.8	2.7	2.6	2.8	2.8	3.0	3.2	3.1	3.0	3.1
Insurance	5.9	5.9	6.3	6.9	7.2	7.3	7.5	7.1	6.9	7.2	6.8	6.9	7.0	7.4
Retirement and savings	3.7	3.6	3.4	3.5	3.4	3.6	3.7	3.8	4.5	3.7	3.6	3.8	3.7	4.0
Legally required benefits	12.2	12.3	12.4	12.3	13.2	13.5	13.3	13.1	12.0	11.5	11.4	11.1	11.2	10.7
Other benefits ²	(³)	(³)	(³)	(³)	(³)	.1	.1	(³)	(³)	(³)	(³)	(³)	(³)	.1

¹ Cost per hour worked is \$0.01 or less.

² Includes severance pay and supplemental unemployment benefits.

³ Less than .05 percent.

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

Table 15. Private industry workers, nonmanufacturing, by occupational group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 1988-2001 -- Continued

Handlers, equipment cleaners, helpers, and laborers

Compensation component	Cost per hour worked by year													
	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation	\$9.63	\$10.04	\$10.27	\$10.57	\$11.00	\$11.38	\$11.54	\$11.24	\$11.64	\$12.02	\$12.05	\$12.32	\$12.70	\$13.58
Wages and salaries	6.86	7.19	7.33	7.56	7.80	8.01	8.17	8.04	8.32	8.55	8.67	8.90	9.24	9.91
Total benefits	2.78	2.85	2.94	3.01	3.20	3.37	3.37	3.20	3.32	3.47	3.39	3.41	3.46	3.66
Paid leave .....	.45	.46	.46	.48	.48	.50	.48	.42	.43	.47	.48	.48	.48	.55
Supplemental pay .....	.26	.28	.28	.26	.28	.29	.29	.30	.31	.37	.39	.38	.38	.38
Insurance .....	.57	.58	.64	.69	.76	.82	.80	.72	.74	.76	.73	.74	.78	.90
Retirement and savings .....	.33	.29	.30	.29	.31	.31	.33	.33	.40	.42	.38	.41	.41	.38
Legally required benefits	1.15	1.23	1.25	1.29	1.36	1.44	1.48	1.43	1.44	1.45	1.40	1.40	1.41	1.44
Other benefits ²	(¹)	(¹)	(¹)	(¹)	(¹)	(¹)	(¹)	(¹)	(¹)	(¹)	(¹)	(¹)	(¹)	(¹)
	Percent of total compensation by year													
	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Wages and salaries	71.2	71.6	71.4	71.5	70.9	70.4	70.8	71.5	71.5	71.1	72.0	72.2	72.8	73.0
Total benefits	28.8	28.4	28.6	28.5	29.1	29.6	29.2	28.5	28.5	28.9	28.1	27.7	27.2	27.0
Paid leave	4.7	4.6	4.5	4.6	4.4	4.4	4.1	3.7	3.7	3.9	4.0	3.9	3.8	4.1
Supplemental pay	2.7	2.8	2.7	2.5	2.5	2.5	2.5	2.6	2.6	3.1	3.2	3.1	3.0	2.8
Insurance	5.9	5.7	6.3	6.5	6.9	7.2	6.9	6.4	6.4	6.3	6.1	6.0	6.1	6.6
Retirement and savings	3.5	2.9	2.9	2.7	2.8	2.7	2.9	3.0	3.4	3.5	3.2	3.3	3.2	2.8
Legally required benefits	11.9	12.2	12.1	12.2	12.4	12.6	12.8	12.7	12.4	12.0	11.6	11.4	11.1	10.6
Other benefits ²	(³)	(³)	(³)	(³)	(³)	(³)	(³)	(³)	(³)	(³)	(³)	(³)	(³)	(³)

¹ Cost per hour worked is \$0.01 or less.

² Includes severance pay and supplemental unemployment benefits.

³ Less than .05 percent.

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

Table 15. Private industry workers, nonmanufacturing, by occupational group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 1988-2001 -- Continued

Service occupations

Compensation component	Cost per hour worked by year													
	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation	\$6.62	\$7.02	\$7.50	\$7.66	\$8.28	\$8.37	\$8.21	\$8.24	\$8.46	\$8.87	\$9.21	\$9.41	\$9.59	\$10.25
Wages and salaries	5.12	5.43	5.75	5.87	6.30	6.39	6.23	6.28	6.46	6.85	7.16	7.35	7.51	7.96
Total benefits	1.50	1.59	1.75	1.79	1.98	1.98	1.97	1.97	2.00	2.02	2.04	2.06	2.09	2.28
Paid leave .....	.31	.33	.35	.34	.38	.35	.34	.34	.35	.36	.36	.36	.37	.41
Supplemental pay .....	.08	.09	.11	.10	.11	.11	.11	.12	.12	.13	.13	.14	.13	.16
Insurance .....	.27	.30	.35	.37	.43	.46	.45	.43	.43	.41	.41	.40	.43	.51
Retirement and savings .....	.10	.11	.12	.11	.13	.09	.10	.10	.12	.11	.12	.12	.12	.14
Legally required benefits .....	.73	.77	.81	.87	.93	.97	.97	.98	.99	1.01	1.03	1.03	1.03	1.06
Other benefits ²	(¹)	(¹)	(¹)	(¹)	(¹)	(¹)	(¹)	(¹)	(¹)	(¹)	(¹)	(¹)	(¹)	(¹)
	Percent of total compensation by year													
	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Wages and salaries	77.4	77.4	76.6	76.7	76.1	76.3	75.9	76.2	76.3	77.2	77.7	78.1	78.3	77.7
Total benefits	22.6	22.6	23.4	23.3	23.9	23.7	24.1	23.8	23.7	22.8	22.1	21.9	21.8	22.2
Paid leave	4.7	4.7	4.6	4.4	4.6	4.2	4.2	4.1	4.1	4.0	3.9	3.8	3.9	4.0
Supplemental pay	1.2	1.2	1.5	1.3	1.4	1.4	1.3	1.4	1.4	1.4	1.4	1.5	1.4	1.6
Insurance	4.1	4.2	4.7	4.9	5.2	5.4	5.4	5.2	5.0	4.7	4.5	4.3	4.5	5.0
Retirement and savings	1.6	1.5	1.7	1.5	1.5	1.1	1.2	1.2	1.4	1.2	1.3	1.3	1.3	1.4
Legally required benefits	11.0	11.0	10.8	11.3	11.2	11.6	11.8	11.8	11.6	11.4	11.2	10.9	10.7	10.3
Other benefits ²	(³)	(³)	(³)	(³)	(³)	(³)	(³)	(³)	(³)	(³)	(³)	(³)	(³)	(³)

¹ Cost per hour worked is \$0.01 or less.

² Includes severance pay and supplemental unemployment benefits.

³ Less than .05 percent.

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

Table 16. Private industry, union workers, for blue-collar workers and by major industry group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 1986-2001

Blue-collar occupations

Compensation component	Cost per hour worked by year															
	1986	1987	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation	\$17.70	\$18.23	\$18.91	\$19.44	\$20.05	\$21.11	\$22.03	\$23.16	\$24.18	\$23.07	\$23.70	\$24.07	\$24.86	\$25.76	\$27.47	\$28.07
Wages and salaries	11.75	12.06	12.23	12.60	12.94	13.50	13.83	14.31	14.84	14.43	14.90	15.16	15.75	16.41	17.37	18.06
Total benefits	5.95	6.17	6.68	6.84	7.11	7.61	8.19	8.85	9.35	8.64	8.80	8.91	9.12	9.35	10.09	10.01
Paid leave	1.27	1.26	1.34	1.36	1.38	1.47	1.52	1.61	1.63	1.47	1.51	1.51	1.58	1.64	1.74	1.82
Supplemental pay .....	.67	.70	.79	.85	.84	.87	.90	.92	.92	.91	1.00	1.06	1.15	1.13	1.31	1.22
Insurance	1.35	1.41	1.59	1.70	1.75	1.99	2.22	2.47	2.65	2.34	2.32	2.35	2.35	2.43	2.64	2.66
Retirement and savings .....	.92	.95	.94	.87	1.00	1.05	1.14	1.22	1.42	1.31	1.42	1.48	1.54	1.60	1.79	1.70
Legally required benefits	1.69	1.79	1.93	1.98	2.07	2.18	2.30	2.44	2.59	2.51	2.47	2.42	2.40	2.45	2.47	2.51
Other benefits ¹ .....	.06	.07	.08	.08	.07	.06	.10	.20	.14	.10	.08	.10	.10	.10	.13	.09
	Percent of total compensation by year															
	1986	1987	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Wages and salaries	66.4	66.1	64.7	64.8	64.5	64.0	62.8	61.8	61.3	62.5	62.9	63.0	63.4	63.7	63.2	64.3
Total benefits	33.6	33.9	35.3	35.2	35.5	36.0	37.2	38.2	38.7	37.5	37.1	37.0	36.7	36.3	36.7	35.7
Paid leave	7.2	6.9	7.1	7.0	6.9	6.9	6.9	6.9	6.7	6.4	6.4	6.3	6.4	6.4	6.3	6.5
Supplemental pay	3.8	3.8	4.2	4.4	4.2	4.1	4.1	4.0	3.8	3.9	4.2	4.4	4.6	4.4	4.8	4.3
Insurance	7.6	7.7	8.4	8.8	8.7	9.4	10.1	10.7	11.0	10.2	9.8	9.8	9.5	9.4	9.6	9.5
Retirement and savings	5.2	5.2	5.0	4.5	5.0	5.0	5.2	5.3	5.9	5.7	6.0	6.2	6.2	6.2	6.5	6.1
Legally required benefits	9.5	9.8	10.2	10.2	10.3	10.3	10.5	10.5	10.7	10.9	10.4	10.0	9.7	9.5	9.0	8.9
Other benefits ¹ .....	.4	.4	.4	.4	.3	.3	.5	.9	.6	.4	.3	.4	.4	.4	.5	.3

¹ Includes severance pay and supplemental unemployment benefits.

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

Table 16. Private industry, union workers, for blue-collar workers and by major industry group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 1986-2001 -- Continued

Goods-producing industries¹

Compensation component	Cost per hour worked by year															
	1986	1987	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation	\$17.92	\$18.44	\$19.31	\$19.78	\$20.61	\$21.85	\$23.01	\$24.21	\$25.19	\$23.67	\$23.91	\$24.65	\$25.37	\$26.33	\$28.61	\$29.65
Wages and salaries	11.78	12.18	12.42	12.72	13.20	13.85	14.23	14.70	15.22	14.57	14.85	15.44	16.01	16.74	18.01	18.80
Total benefits	6.15	6.26	6.89	7.06	7.41	7.99	8.78	9.51	9.98	9.10	9.06	9.21	9.36	9.59	10.61	10.85
Paid leave	1.20	1.20	1.29	1.33	1.36	1.46	1.55	1.62	1.62	1.46	1.47	1.50	1.58	1.62	1.75	1.83
Supplemental pay .....	.76	.78	.89	.95	.97	1.00	1.04	1.06	1.01	1.02	1.13	1.15	1.22	1.19	1.48	1.68
Insurance	1.43	1.46	1.69	1.85	1.85	2.12	2.42	2.70	2.90	2.52	2.44	2.46	2.46	2.57	2.83	2.84
Retirement and savings .....	.97	.95	.96	.89	1.06	1.14	1.27	1.37	1.60	1.44	1.40	1.48	1.50	1.56	1.78	1.74
Legally required benefits	1.70	1.79	1.95	1.94	2.08	2.19	2.36	2.47	2.64	2.52	2.50	2.49	2.46	2.51	2.59	2.65
Other benefits ² .....	.09	.09	.10	.11	.09	.08	.14	.28	.20	.14	.11	.13	.13	.13	.18	.12
	Percent of total compensation by year															
	1986	1987	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Wages and salaries	65.7	66.0	64.3	64.3	64.0	63.4	61.8	60.7	60.4	61.6	62.1	62.6	63.1	63.6	63.0	63.4
Total benefits	34.3	34.0	35.7	35.7	36.0	36.6	38.2	39.3	39.6	38.4	37.9	37.4	36.9	36.4	37.1	36.6
Paid leave	6.7	6.5	6.7	6.7	6.6	6.7	6.7	6.7	6.4	6.2	6.2	6.1	6.2	6.2	6.1	6.2
Supplemental pay	4.3	4.2	4.6	4.8	4.7	4.6	4.5	4.4	4.0	4.3	4.7	4.7	4.8	4.5	5.2	5.7
Insurance	8.0	7.9	8.8	9.3	9.0	9.7	10.5	11.2	11.5	10.6	10.2	10.0	9.7	9.8	9.9	9.6
Retirement and savings	5.4	5.2	5.0	4.5	5.1	5.2	5.5	5.7	6.3	6.1	5.9	6.0	5.9	5.9	6.2	5.9
Legally required benefits	9.5	9.7	10.1	9.8	10.1	10.0	10.3	10.2	10.5	10.6	10.5	10.1	9.7	9.5	9.1	8.9
Other benefits ² .....	.5	.5	.5	.6	.4	.4	.6	1.2	.8	.6	.5	.5	.5	.5	.6	.4

¹ Includes mining, construction, and manufacturing.

² Includes severance pay and supplemental unemployment benefits.

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

Table 16. Private industry, union workers, for blue-collar workers and by major industry group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 1986¹-2001 -- Continued

Service-producing industries²

Compensation component	Cost per hour worked by year															
	1986	1987	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation	-	-	\$17.03	\$16.70	\$17.39	\$18.23	\$19.57	\$20.02	\$21.50	\$21.23	\$22.75	\$22.28	\$21.94	\$23.37	\$23.70	\$26.38
Wages and salaries	-	-	11.66	11.49	11.93	12.41	13.16	13.42	14.34	14.27	15.00	14.83	14.78	15.75	15.96	18.02
Total benefits	-	-	5.37	5.21	5.46	5.83	6.42	6.60	7.17	6.96	7.76	7.45	7.16	7.62	7.74	8.37
Paid leave	-	-	1.40	1.32	1.35	1.41	1.56	1.54	1.68	1.63	1.77	1.61	1.56	1.70	1.75	1.98
Supplemental pay	-	-	.39	.42	.43	.45	.48	.47	.51	.47	.57	.67	.69	.72	.71	.68
Insurance	-	-	1.22	1.20	1.34	1.54	1.77	1.89	2.06	1.99	2.05	1.92	1.86	1.89	2.01	2.21
Retirement and savings	-	-	.77	.64	.68	.68	.76	.77	.90	.87	1.25	1.17	1.09	1.21	1.25	1.36
Legally required benefits	-	-	1.57	1.61	1.64	1.74	1.81	1.89	1.99	1.98	2.08	2.06	1.93	2.04	1.98	2.10
Other benefits ⁴	-	-	.02	.02	(³)	.02	.02	.03	.03	.02	.03	.03	.03	.05	.03	.03
	Percent of total compensation by year															
	1986	1987	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation	-	-	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Wages and salaries	-	-	68.5	68.8	68.6	68.0	67.2	67.0	66.7	67.2	65.9	66.5	67.4	67.4	67.3	68.3
Total benefits	-	-	31.5	31.2	31.4	32.0	32.8	33.0	33.3	32.8	34.1	33.5	32.6	32.6	32.7	31.7
Paid leave	-	-	8.2	7.9	7.8	7.7	8.0	7.7	7.8	7.7	7.8	7.2	7.1	7.3	7.4	7.5
Supplemental pay	-	-	2.3	2.5	2.5	2.5	2.5	2.4	2.3	2.2	2.5	3.0	3.1	3.1	3.0	2.6
Insurance	-	-	7.1	7.2	7.7	8.4	9.1	9.4	9.6	9.4	9.0	8.6	8.5	8.1	8.5	8.4
Retirement and savings	-	-	4.5	3.8	3.9	3.7	3.9	3.8	4.2	4.1	5.5	5.3	5.0	5.2	5.3	5.2
Legally required benefits	-	-	9.2	9.6	9.5	9.5	9.3	9.4	9.2	9.3	9.1	9.2	8.8	8.7	8.4	8.0
Other benefits ⁴	-	-	.1	.1	(⁵)	.1	.1	.2	.1	.1	.1	.1	.1	.2	.1	.1

¹ This series began in 1988.

² Includes transportation, communication, and public utilities; wholesale and retail trade; finance, insurance, and real estate; and service industries.

³ Cost per hour worked is \$0.01 or less.

⁴ Includes severance pay and supplemental unemployment benefits.

⁵ Less than .05 percent.

- Data not available.

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

Table 16. Private industry, union workers, for blue-collar workers and by major industry group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 1986-2001 -- Continued

Manufacturing industries

Compensation component	Cost per hour worked by year															
	1986	1987	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation	\$16.64	\$16.99	\$17.91	\$18.54	\$19.07	\$20.26	\$21.62	\$22.84	\$23.68	\$21.40	\$21.22	\$21.87	\$22.75	\$23.21	\$25.72	\$26.69
Wages and salaries	10.80	11.09	11.46	11.79	12.03	12.66	13.20	13.66	14.10	13.00	13.08	13.54	14.20	14.60	15.93	17.11
Total benefits	5.84	5.91	6.45	6.75	7.04	7.60	8.42	9.18	9.58	8.41	8.14	8.33	8.55	8.61	9.79	9.58
Paid leave	1.34	1.35	1.38	1.42	1.49	1.59	1.68	1.77	1.80	1.63	1.62	1.64	1.74	1.78	1.95	2.10
Supplemental pay .....	.79	.81	.91	1.01	1.03	1.06	1.11	1.14	1.10	1.11	1.24	1.26	1.33	1.29	1.69	1.61
Insurance	1.39	1.41	1.67	1.85	1.83	2.09	2.41	2.70	2.88	2.36	2.22	2.20	2.22	2.30	2.57	2.50
Retirement and savings .....	.73	.67	.66	.63	.77	.85	1.01	1.08	1.33	1.09	.92	1.00	1.00	.96	1.14	.97
Legally required benefits	1.48	1.56	1.71	1.72	1.82	1.93	2.04	2.13	2.25	2.05	2.01	2.08	2.10	2.12	2.23	2.25
Other benefits ¹ .....	.10	.10	.11	.12	.10	.09	.16	.35	.22	.18	.14	.16	.16	.17	.22	.15
	Percent of total compensation by year															
	1986	1987	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Wages and salaries	64.9	65.2	64.0	63.6	63.1	62.5	61.0	59.8	59.5	60.7	61.6	61.9	62.4	62.9	61.9	64.1
Total benefits	35.1	34.8	36.0	36.4	36.9	37.5	39.0	40.2	40.5	39.3	38.4	38.1	37.6	37.1	38.1	35.9
Paid leave	8.1	8.0	7.7	7.7	7.8	7.8	7.8	7.8	7.6	7.6	7.6	7.5	7.6	7.7	7.6	7.9
Supplemental pay	4.8	4.8	5.1	5.4	5.4	5.2	5.1	5.0	4.6	5.2	5.8	5.8	5.8	5.6	6.6	6.0
Insurance	8.4	8.3	9.3	10.0	9.6	10.3	11.2	11.8	12.2	11.0	10.4	10.0	9.8	9.9	10.0	9.4
Retirement and savings	4.4	3.9	3.7	3.4	4.1	4.2	4.7	4.7	5.6	5.1	4.3	4.6	4.4	4.1	4.4	3.6
Legally required benefits	8.9	9.2	9.6	9.3	9.6	9.5	9.5	9.3	9.5	9.6	9.5	9.5	9.2	9.1	8.7	8.4
Other benefits ¹ .....	.6	.6	.6	.6	.5	.4	.8	1.5	.9	.8	.7	.7	.7	.7	.9	.6

¹ Includes severance pay and supplemental unemployment benefits.

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

Table 16. Private industry, union workers, for blue-collar workers and by major industry group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 1986-2001 -- Continued

Blue-collar occupations in manufacturing industries

Compensation component	Cost per hour worked by year															
	1986	1987	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation	\$16.56	\$16.94	\$17.87	\$18.52	\$19.05	\$20.29	\$21.67	\$22.94	\$23.77	\$21.28	\$21.12	\$21.63	\$22.62	\$23.06	\$25.51	\$26.45
Wages and salaries	10.75	11.04	11.42	11.77	11.97	12.62	13.17	13.64	14.05	12.75	12.93	13.31	13.98	14.38	15.67	16.90
Total benefits	5.82	5.89	6.45	6.75	7.07	7.67	8.50	9.30	9.72	8.53	8.18	8.33	8.64	8.68	9.84	9.55
Paid leave	1.33	1.34	1.36	1.41	1.47	1.58	1.67	1.77	1.80	1.58	1.57	1.59	1.69	1.72	1.90	2.06
Supplemental pay .....	.81	.83	.93	1.02	1.04	1.08	1.14	1.18	1.13	1.17	1.28	1.29	1.40	1.36	1.75	1.63
Insurance	1.39	1.41	1.67	1.85	1.85	2.12	2.44	2.74	2.93	2.40	2.23	2.20	2.22	2.30	2.58	2.48
Retirement and savings .....	.70	.65	.64	.63	.77	.85	1.01	1.08	1.35	1.11	.94	1.01	1.04	1.00	1.16	.97
Legally required benefits	1.49	1.57	1.72	1.73	1.84	1.95	2.07	2.16	2.28	2.08	2.03	2.07	2.12	2.13	2.23	2.26
Other benefits ¹ .....	.10	.10	.11	.12	.10	.09	.17	.37	.23	.19	.14	.16	.17	.17	.22	.15
	Percent of total compensation by year															
	1986	1987	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Wages and salaries	64.9	65.2	63.9	63.5	62.9	62.2	60.8	59.5	59.1	59.9	61.2	61.5	61.8	62.4	61.4	63.9
Total benefits	35.1	34.8	36.1	36.5	37.1	37.8	39.2	40.5	40.9	40.1	38.8	38.5	38.2	37.6	38.6	36.1
Paid leave	8.0	7.9	7.6	7.6	7.7	7.8	7.7	7.7	7.6	7.4	7.4	7.4	7.5	7.5	7.4	7.8
Supplemental pay	4.9	4.9	5.2	5.5	5.4	5.3	5.3	5.1	4.8	5.5	6.1	5.9	6.2	5.9	6.9	6.2
Insurance	8.4	8.3	9.4	10.0	9.7	10.4	11.2	11.9	12.3	11.3	10.5	10.2	9.8	10.0	10.1	9.4
Retirement and savings	4.3	3.8	3.6	3.4	4.0	4.2	4.6	4.7	5.7	5.2	4.4	4.7	4.6	4.3	4.5	3.7
Legally required benefits	9.0	9.3	9.6	9.3	9.7	9.6	9.6	9.4	9.6	9.8	9.6	9.6	9.4	9.2	8.7	8.5
Other benefits ¹ .....	.6	.6	.6	.6	.5	.4	.8	1.6	1.0	.9	.7	.8	.8	.7	.9	.6

¹ Includes severance pay and supplemental unemployment benefits.

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

Table 16. Private industry, union workers, for blue-collar workers and by major industry group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 1986¹-2001 -- Continued

Nonmanufacturing industries²

Compensation component	Cost per hour worked by year															
	1986	1987	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation	-	-	\$18.34	\$18.02	\$18.62	\$19.51	\$20.80	\$21.32	\$23.01	\$22.98	\$24.48	\$24.48	\$24.10	\$25.61	\$25.96	\$28.31
Wages and salaries	-	-	12.44	12.33	12.71	13.20	13.87	14.15	15.15	15.23	15.97	16.13	16.09	17.12	17.34	18.93
Total benefits	-	-	5.90	5.70	5.92	6.30	6.93	7.17	7.86	7.75	8.51	8.35	8.01	8.49	8.62	9.39
Paid leave	-	-	1.33	1.26	1.28	1.35	1.49	1.47	1.57	1.51	1.63	1.51	1.47	1.59	1.65	1.83
Supplemental pay	-	-	.44	.46	.47	.49	.52	.51	.54	.52	.62	.69	.71	.74	.73	.89
Insurance	-	-	1.30	1.29	1.42	1.62	1.87	2.00	2.21	2.17	2.25	2.19	2.10	2.16	2.28	2.47
Retirement and savings	-	-	1.01	.85	.88	.88	.98	1.01	1.18	1.18	1.55	1.53	1.46	1.61	1.66	1.78
Legally required benefits	-	-	1.79	1.82	1.84	1.93	2.06	2.15	2.33	2.35	2.43	2.40	2.23	2.34	2.26	2.38
Other benefits ³	-	-	.03	.03	.02	.02	.02	.03	.04	.02	.03	.03	.03	.04	.03	.03
	Percent of total compensation by year															
	1986	1987	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation	-	-	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Wages and salaries	-	-	67.8	68.4	68.2	67.7	66.7	66.4	65.8	66.3	65.2	65.9	66.8	66.8	66.8	66.9
Total benefits	-	-	32.2	31.6	31.8	32.3	33.3	33.6	34.2	33.7	34.8	34.1	33.2	33.2	33.2	33.2
Paid leave	-	-	7.2	7.0	6.9	6.9	7.1	6.9	6.8	6.6	6.7	6.2	6.1	6.2	6.4	6.5
Supplemental pay	-	-	2.4	2.5	2.5	2.5	2.5	2.4	2.3	2.3	2.5	2.8	2.9	2.9	2.8	3.1
Insurance	-	-	7.1	7.1	7.6	8.3	9.0	9.4	9.6	9.5	9.2	8.9	8.7	8.4	8.8	8.7
Retirement and savings	-	-	5.5	4.7	4.7	4.5	4.7	4.7	5.1	5.1	6.3	6.3	6.1	6.3	6.4	6.3
Legally required benefits	-	-	9.8	10.1	9.9	9.9	9.9	10.1	10.1	10.2	9.9	9.8	9.3	9.1	8.7	8.4
Other benefits ³	-	-	.2	.1	.1	.1	.1	.2	.2	.1	.1	.1	.1	.2	.1	.1

¹ This series began in 1988.

² Includes all industries except manufacturing.

³ Includes severance pay and supplemental unemployment benefits.

- Data not available.

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

Table 17. Private industry, nonunion workers, for blue-collar workers and by major industry group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 1986-2001

Blue-collar occupations

Compensation component	Cost per hour worked by year															
	1986	1987	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation	\$10.32	\$10.60	\$11.13	\$11.70	\$12.12	\$12.40	\$13.01	\$13.35	\$13.74	\$14.14	\$14.47	\$14.75	\$15.13	\$15.39	\$16.08	\$16.93
Wages and salaries	7.60	7.80	8.16	8.51	8.75	8.93	9.30	9.49	9.76	10.01	10.33	10.60	10.96	11.20	11.67	12.21
Total benefits	2.71	2.81	2.97	3.19	3.37	3.48	3.71	3.85	3.98	4.13	4.14	4.14	4.17	4.18	4.42	4.72
Paid leave .....	.53	.55	.58	.62	.63	.65	.67	.68	.68	.72	.74	.73	.75	.76	.79	.87
Supplemental pay .....	.34	.34	.35	.37	.39	.38	.40	.40	.43	.48	.48	.51	.54	.54	.60	.64
Insurance .....	.54	.54	.58	.66	.70	.76	.86	.90	.92	.94	.95	.91	.91	.92	1.01	1.12
Retirement and savings .....	.22	.24	.23	.23	.24	.23	.24	.26	.28	.31	.31	.32	.31	.32	.35	.37
Legally required benefits	1.08	1.12	1.24	1.30	1.41	1.45	1.53	1.61	1.65	1.66	1.64	1.66	1.64	1.63	1.66	1.72
Other benefits ²	(¹)	(¹)	(¹)	(¹)	(¹)	(¹)	(¹)	(¹)	(¹)	.02	.02	(¹)	(¹)	(¹)	(¹)	(¹)
	Percent of total compensation by year															
	1986	1987	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Wages and salaries	73.7	73.5	73.3	72.7	72.2	72.0	71.5	71.1	71.0	70.8	71.4	71.9	72.4	72.8	72.6	72.1
Total benefits	26.3	26.5	26.7	27.3	27.8	28.0	28.5	28.9	29.0	29.2	28.6	28.1	27.6	27.2	27.5	27.9
Paid leave	5.1	5.2	5.2	5.3	5.2	5.2	5.2	5.1	5.0	5.1	5.1	5.0	5.0	4.9	4.9	5.1
Supplemental pay	3.3	3.2	3.1	3.1	3.2	3.1	3.1	3.0	3.1	3.4	3.3	3.5	3.6	3.5	3.7	3.8
Insurance	5.3	5.1	5.2	5.6	5.8	6.2	6.6	6.7	6.7	6.6	6.5	6.2	6.0	6.0	6.3	6.6
Retirement and savings	2.2	2.3	2.0	2.0	1.9	1.9	1.9	1.9	2.0	2.2	2.1	2.1	2.0	2.1	2.2	2.2
Legally required benefits	10.4	10.5	11.1	11.1	11.7	11.7	11.7	12.0	12.0	11.7	11.3	11.3	10.8	10.6	10.3	10.2
Other benefits ²	(³)	(³)	(³)	(³)	(³)	(³)	(³)	(³)	(³)	.1	.1	(³)	(³)	(³)	(³)	(³)

¹ Cost per hour worked is \$0.01 or less.

² Includes severance pay and supplemental unemployment benefits.

³ Less than .05 percent.

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

Table 17. Private industry, nonunion workers, for blue-collar workers and by major industry group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 1986-2001 -- Continued

Goods-producing industries¹

Compensation component	Cost per hour worked by year															
	1986	1987	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation	\$14.56	\$14.73	\$15.23	\$16.12	\$16.52	\$17.30	\$18.08	\$18.75	\$19.20	\$19.72	\$20.35	\$20.91	\$21.27	\$21.75	\$22.15	\$23.10
Wages and salaries	10.53	10.66	11.01	11.56	11.78	12.29	12.79	13.12	13.36	13.75	14.21	14.74	15.14	15.56	15.77	16.38
Total benefits	4.03	4.07	4.22	4.57	4.73	5.00	5.29	5.63	5.84	5.96	6.14	6.17	6.13	6.20	6.38	6.72
Paid leave	1.04	1.04	1.07	1.14	1.14	1.20	1.26	1.29	1.29	1.34	1.41	1.43	1.43	1.46	1.45	1.55
Supplemental pay .....	.39	.42	.41	.45	.49	.50	.50	.53	.59	.69	.76	.71	.73	.73	.89	.91
Insurance .....	.81	.82	.88	1.04	1.06	1.16	1.30	1.39	1.45	1.36	1.40	1.36	1.35	1.37	1.48	1.60
Retirement and savings .....	.54	.51	.46	.44	.46	.49	.50	.55	.56	.60	.59	.64	.61	.61	.57	.61
Legally required benefits	1.24	1.27	1.39	1.47	1.58	1.64	1.72	1.81	1.87	1.92	1.93	1.99	1.97	1.98	1.95	2.01
Other benefits ³	(²)	(²)	.02	.02	(²)	.02	.02	.06	.08	.05	.05	.04	.04	.04	.04	.04
	Percent of total compensation by year															
	1986	1987	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Wages and salaries	72.3	72.4	72.3	71.7	71.3	71.1	70.7	70.0	69.6	69.8	69.8	70.5	71.2	71.5	71.2	70.9
Total benefits	27.7	27.6	27.7	28.3	28.7	28.9	29.3	30.0	30.4	30.2	30.2	29.5	28.8	28.5	28.8	29.1
Paid leave	7.1	7.0	7.0	7.1	6.9	7.0	6.9	6.9	6.7	6.8	6.9	6.9	6.7	6.7	6.5	6.7
Supplemental pay	2.7	2.8	2.7	2.8	3.0	2.9	2.7	2.8	3.1	3.5	3.7	3.4	3.4	3.4	4.0	3.9
Insurance	5.6	5.6	5.8	6.4	6.4	6.7	7.2	7.4	7.6	6.9	6.9	6.5	6.3	6.3	6.7	6.9
Retirement and savings	3.7	3.4	3.0	2.8	2.8	2.8	2.8	2.9	2.9	3.0	2.9	3.0	2.9	2.8	2.6	2.6
Legally required benefits	8.5	8.6	9.1	9.1	9.6	9.5	9.5	9.6	9.7	9.8	9.5	9.5	9.3	9.1	8.8	8.7
Other benefits ³	(⁴)	(⁴)	.1	.1	(⁴)	.1	.1	.3	.4	.3	.3	.2	.2	.2	.2	.2

¹ Includes mining, construction, and manufacturing.

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

³ Includes severance pay and supplemental unemployment benefits.

⁴ Less than .05 percent.

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

Table 17. Private industry, nonunion workers, for blue-collar workers and by major industry group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 1986¹-2001 -- Continued

Service-producing industries²

Compensation component	Cost per hour worked by year															
	1986	1987	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation	-	-	\$12.13	\$12.65	\$13.47	\$13.74	\$14.38	\$14.92	\$15.19	\$15.32	\$15.63	\$16.25	\$16.89	\$17.29	\$18.27	\$19.18
Wages and salaries	-	-	9.15	9.55	10.10	10.32	10.74	11.07	11.25	11.40	11.71	12.23	12.71	13.03	13.77	14.40
Total benefits	-	-	2.98	3.10	3.36	3.42	3.64	3.85	3.94	3.92	3.93	4.02	4.18	4.27	4.50	4.78
Paid leave	-	-	.84	.87	.90	.91	.94	.94	.94	.93	.94	.99	1.02	1.05	1.15	1.25
Supplemental pay	-	-	.22	.21	.25	.23	.27	.32	.34	.36	.36	.39	.45	.44	.45	.46
Insurance	-	-	.56	.62	.71	.77	.83	.89	.91	.88	.86	.83	.85	.88	.93	1.02
Retirement and savings	-	-	.33	.32	.35	.32	.32	.34	.35	.37	.39	.39	.41	.42	.45	.48
Legally required benefits	-	-	1.02	1.07	1.15	1.19	1.26	1.34	1.38	1.37	1.37	1.41	1.44	1.46	1.50	1.56
Other benefits ⁴	-	-	(³)	(³)	(³)	(³)	(³)	(³)	(³)	(³)	(³)	(³)	(³)	(³)	(³)	(³)
	Percent of total compensation by year															
	1986	1987	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation	-	-	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Wages and salaries	-	-	75.4	75.5	75.0	75.1	74.7	74.2	74.1	74.4	74.9	75.3	75.3	75.4	75.4	75.1
Total benefits	-	-	24.6	24.5	25.0	24.9	25.3	25.8	25.9	25.6	25.1	24.7	24.7	24.7	24.6	24.9
Paid leave	-	-	6.9	6.9	6.7	6.6	6.5	6.3	6.2	6.1	6.0	6.1	6.0	6.1	6.3	6.5
Supplemental pay	-	-	1.8	1.6	1.9	1.7	1.9	2.2	2.2	2.3	2.3	2.4	2.7	2.5	2.5	2.4
Insurance	-	-	4.6	4.9	5.3	5.6	5.8	6.0	6.0	5.7	5.5	5.1	5.0	5.1	5.1	5.3
Retirement and savings	-	-	2.7	2.6	2.6	2.3	2.3	2.3	2.3	2.4	2.5	2.4	2.4	2.4	2.5	2.5
Legally required benefits	-	-	8.4	8.5	8.5	8.7	8.8	9.0	9.1	9.0	8.8	8.7	8.5	8.4	8.2	8.1
Other benefits ⁴	-	-	(⁵)	(⁵)	(⁵)	(⁵)	(⁵)	(⁵)	.1	(⁵)	(⁵)	(⁵)	(⁵)	(⁵)	(⁵)	(⁵)

¹ This series began in 1988.

² Includes transportation, communication, and public utilities; wholesale and retail trade; finance, insurance, and real estate; and service industries.

³ Cost per hour worked is \$0.01 or less.

⁴ Includes severance pay and supplemental unemployment benefits.

⁵ Less than .05 percent.

- Data not available.

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

Table 17. Private industry, nonunion workers, for blue-collar workers and by major industry group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 1986-2001 -- Continued

Manufacturing industries

Compensation component	Cost per hour worked by year															
	1986	1987	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation	\$14.69	\$14.83	\$15.52	\$16.52	\$16.72	\$17.47	\$18.31	\$19.07	\$19.59	\$20.14	\$20.91	\$21.82	\$22.13	\$22.62	\$22.74	\$23.70
Wages and salaries	10.51	10.63	11.06	11.67	11.80	12.31	12.84	13.23	13.54	13.97	14.49	15.22	15.56	16.01	16.04	16.54
Total benefits	4.17	4.20	4.46	4.85	4.92	5.16	5.47	5.84	6.06	6.17	6.42	6.61	6.57	6.61	6.70	7.15
Paid leave	1.15	1.15	1.19	1.28	1.25	1.31	1.39	1.43	1.45	1.51	1.59	1.66	1.66	1.71	1.69	1.79
Supplemental pay .....	.37	.39	.42	.48	.52	.52	.51	.55	.57	.69	.77	.75	.77	.75	.85	.96
Insurance .....	.89	.90	.99	1.19	1.20	1.30	1.44	1.55	1.61	1.49	1.55	1.54	1.53	1.55	1.65	1.78
Retirement and savings .....	.56	.54	.52	.50	.49	.51	.52	.58	.61	.64	.64	.71	.69	.68	.64	.69
Legally required benefits	1.19	1.20	1.30	1.37	1.44	1.50	1.58	1.66	1.73	1.79	1.81	1.89	1.87	1.86	1.83	1.88
Other benefits ²	(¹)	(¹)	.02	.03	.02	.02	.02	.07	.09	.06	.06	.05	.05	.05	.05	.05
	Percent of total compensation by year															
	1986	1987	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Wages and salaries	71.6	71.7	71.3	70.7	70.6	70.4	70.1	69.4	69.1	69.4	69.3	69.7	70.3	70.8	70.5	69.8
Total benefits	28.4	28.3	28.7	29.3	29.4	29.6	29.9	30.6	30.9	30.6	30.7	30.3	29.7	29.2	29.5	30.2
Paid leave	7.8	7.8	7.7	7.8	7.5	7.5	7.6	7.5	7.4	7.5	7.6	7.6	7.5	7.6	7.4	7.6
Supplemental pay	2.5	2.6	2.7	2.9	3.1	3.0	2.8	2.9	2.9	3.4	3.7	3.4	3.5	3.3	3.7	4.1
Insurance	6.1	6.1	6.4	7.2	7.2	7.4	7.9	8.1	8.2	7.4	7.4	7.0	6.9	6.9	7.3	7.5
Retirement and savings	3.8	3.7	3.4	3.0	2.9	2.9	2.9	3.1	3.1	3.2	3.1	3.3	3.1	3.0	2.8	2.9
Legally required benefits	8.1	8.1	8.4	8.3	8.6	8.6	8.6	8.7	8.8	8.9	8.6	8.7	8.5	8.2	8.0	7.9
Other benefits ²	(³)	(³)	.2	.2	.1	.1	.1	.4	.4	.3	.3	.2	.2	.2	.2	.2

¹ Cost per hour worked is \$0.01 or less.

² Includes severance pay and supplemental unemployment benefits.

³ Less than .05 percent.

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

Table 17. Private industry, nonunion workers, for blue-collar workers and by major industry group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 1986-2001 -- Continued

Blue-collar occupations in manufacturing industries

Compensation component	Cost per hour worked by year															
	1986	1987	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation	\$10.77	\$11.01	\$11.54	\$12.40	\$12.63	\$13.24	\$13.86	\$14.36	\$14.87	\$15.39	\$15.85	\$16.55	\$16.73	\$16.99	\$17.21	\$17.96
Wages and salaries	7.66	7.84	8.16	8.65	8.77	9.17	9.54	9.84	10.13	10.44	10.73	11.27	11.54	11.82	11.88	12.23
Total benefits	3.11	3.17	3.38	3.75	3.86	4.07	4.31	4.51	4.73	4.96	5.11	5.28	5.19	5.16	5.33	5.73
Paid leave .....	.67	.69	.71	.76	.76	.80	.85	.87	.89	.97	1.02	1.05	1.04	1.06	1.05	1.15
Supplemental pay .....	.42	.43	.46	.54	.54	.54	.55	.56	.60	.65	.70	.74	.76	.74	.83	.93
Insurance .....	.69	.70	.77	.93	.94	1.03	1.14	1.20	1.25	1.28	1.35	1.33	1.30	1.30	1.42	1.51
Retirement and savings .....	.29	.29	.29	.30	.30	.33	.34	.37	.41	.43	.43	.46	.43	.43	.43	.49
Legally required benefits	1.04	1.05	1.14	1.21	1.31	1.37	1.43	1.50	1.57	1.60	1.58	1.67	1.62	1.62	1.58	1.64
Other benefits ²	(¹)	(¹)	(¹)	(¹)	(¹)	(¹)	(¹)	(¹)	(¹)	.03	.04	.03	.03	.02	.02	.02
	Percent of total compensation by year															
	1986	1987	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Wages and salaries	71.1	71.2	70.7	69.8	69.4	69.2	68.9	68.6	68.2	67.8	67.7	68.1	69.0	69.6	69.0	68.1
Total benefits	28.9	28.8	29.3	30.2	30.6	30.8	31.1	31.4	31.8	32.2	32.3	31.9	31.0	30.4	31.0	31.9
Paid leave	6.2	6.3	6.2	6.1	6.0	6.1	6.1	6.0	6.0	6.3	6.4	6.3	6.2	6.2	6.1	6.4
Supplemental pay	3.9	3.9	4.0	4.3	4.3	4.1	3.9	3.9	4.0	4.2	4.4	4.4	4.5	4.4	4.8	5.2
Insurance	6.4	6.4	6.7	7.5	7.5	7.8	8.2	8.3	8.4	8.3	8.5	8.1	7.8	7.7	8.3	8.4
Retirement and savings	2.7	2.6	2.5	2.4	2.4	2.5	2.5	2.6	2.8	2.8	2.7	2.8	2.6	2.5	2.5	2.7
Legally required benefits	9.7	9.6	9.9	9.7	10.4	10.3	10.3	10.5	10.6	10.4	10.0	10.1	9.7	9.5	9.2	9.1
Other benefits ²	(³)	(³)	(³)	(³)	(³)	(³)	(³)	(³)	(³)	.2	.2	.2	.2	.1	.1	.1

¹ Cost per hour worked is \$0.01 or less.

² Includes severance pay and supplemental unemployment benefits.

³ Less than .05 percent.

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

Table 17. Private industry, nonunion workers, for blue-collar workers and by major industry group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 1986¹-2001 -- Continued

Nonmanufacturing industries²

Compensation component	Cost per hour worked by year															
	1986	1987	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation	-	-	\$12.29	\$12.80	\$13.64	\$13.92	\$14.55	\$15.07	\$15.34	\$15.48	\$15.79	\$16.35	\$17.00	\$17.42	\$18.43	\$19.35
Wages and salaries	-	-	9.28	9.66	10.22	10.44	10.85	11.17	11.33	11.49	11.79	12.29	12.78	13.11	13.86	14.51
Total benefits	-	-	3.02	3.14	3.42	3.49	3.70	3.90	4.00	3.99	4.00	4.07	4.22	4.32	4.57	4.84
Paid leave	-	-	.82	.86	.89	.90	.93	.93	.93	.92	.93	.97	1.00	1.03	1.13	1.23
Supplemental pay	-	-	.23	.22	.26	.24	.28	.33	.36	.38	.38	.41	.46	.45	.49	.49
Insurance	-	-	.56	.61	.70	.76	.83	.89	.91	.88	.86	.83	.85	.88	.94	1.02
Retirement and savings	-	-	.33	.32	.35	.32	.33	.34	.36	.37	.39	.39	.40	.42	.44	.48
Legally required benefits	-	-	1.07	1.12	1.21	1.25	1.32	1.39	1.43	1.43	1.43	1.46	1.49	1.51	1.55	1.61
Other benefits ⁴	-	-	(³)	(³)	(³)	(³)	(³)	(³)	.02	(³)	(³)	(³)	(³)	(³)	(³)	(³)
	Percent of total compensation by year															
	1986	1987	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation	-	-	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Wages and salaries	-	-	75.5	75.5	74.9	75.0	74.6	74.1	73.9	74.2	74.7	75.1	75.2	75.3	75.2	75.0
Total benefits	-	-	24.5	24.5	25.1	25.0	25.4	25.9	26.1	25.8	25.3	24.9	24.8	24.8	24.8	25.0
Paid leave	-	-	6.7	6.7	6.6	6.5	6.4	6.2	6.1	6.0	5.9	5.9	5.9	5.9	6.1	6.4
Supplemental pay	-	-	1.8	1.7	1.9	1.7	2.0	2.2	2.3	2.4	2.4	2.5	2.7	2.6	2.7	2.5
Insurance	-	-	4.5	4.8	5.1	5.5	5.7	5.9	5.9	5.7	5.4	5.1	5.0	5.1	5.1	5.3
Retirement and savings	-	-	2.7	2.5	2.5	2.3	2.3	2.3	2.3	2.4	2.5	2.4	2.4	2.4	2.4	2.5
Legally required benefits	-	-	8.7	8.8	8.9	9.0	9.1	9.2	9.3	9.2	9.0	8.9	8.8	8.7	8.4	8.3
Other benefits ⁴	-	-	(⁵)	(⁵)	(⁵)	(⁵)	(⁵)	(⁵)	.1	(⁵)	(⁵)	(⁵)	(⁵)	(⁵)	(⁵)	(⁵)

¹ This series began in 1988.

² Includes all industries except manufacturing.

³ Cost per hour worked is \$0.01 or less.

⁴ Includes severance pay and supplemental unemployment benefits.

⁵ Less than .05 percent.

- Data not available.

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

Table 18. Private industry workers, by broad occupational group and establishment size: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 1990-2001

White-collar occupations in establishments with 1-99 workers

Compensation component	Cost per hour worked by year											
	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation	\$15.52	\$15.93	\$16.58	\$17.46	\$17.68	\$17.66	\$18.09	\$18.29	\$19.18	\$19.58	\$20.86	\$21.72
Wages and salaries	11.73	12.08	12.48	13.03	13.17	13.24	13.64	13.88	14.57	14.87	15.83	16.39
Total benefits	3.79	3.86	4.11	4.43	4.51	4.42	4.45	4.41	4.61	4.71	5.03	5.33
Paid leave	1.03	1.06	1.06	1.13	1.12	1.09	1.10	1.10	1.15	1.18	1.33	1.48
Supplemental pay .....	.32	.26	.34	.40	.42	.43	.46	.49	.55	.49	.58	.56
Insurance .....	.82	.90	.99	1.07	1.09	1.01	.98	.92	.95	1.01	1.05	1.10
Retirement and savings .....	.40	.38	.36	.39	.40	.42	.42	.42	.44	.48	.48	.53
Legally required benefits	1.22	1.26	1.35	1.43	1.47	1.47	1.48	1.48	1.52	1.54	1.58	1.65
Other benefits ²	(¹)	(¹)	(¹)	(¹)	(¹)	(¹)	(¹)	(¹)	(¹)	(¹)	(¹)	(¹)
	Percent of total compensation by year											
	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Wages and salaries	75.6	75.8	75.2	74.6	74.5	75.0	75.4	75.9	76.0	75.9	75.9	75.5
Total benefits	24.4	24.2	24.8	25.4	25.5	25.0	24.6	24.1	24.0	24.1	24.1	24.5
Paid leave	6.6	6.7	6.4	6.5	6.3	6.2	6.1	6.0	6.0	6.0	6.4	6.8
Supplemental pay	2.1	1.6	2.1	2.3	2.4	2.4	2.5	2.7	2.9	2.5	2.8	2.6
Insurance	5.3	5.6	6.0	6.1	6.2	5.7	5.4	5.0	5.0	5.2	5.0	5.1
Retirement and savings	2.6	2.4	2.2	2.3	2.2	2.4	2.3	2.3	2.3	2.5	2.3	2.4
Legally required benefits	7.8	7.9	8.1	8.2	8.3	8.3	8.2	8.1	7.9	7.9	7.6	7.6
Other benefits ²	(³)	(³)	(³)	(³)	(³)	(³)	(³)	(³)	(³)	(³)	(³)	(³)

¹ Cost per hour worked is \$0.01 or less.

² Includes severance pay and supplemental unemployment benefits.

³ Less than .05 percent.

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

Table 18. Private industry workers, by broad occupational group and establishment size: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 1990-2001 -- Continued

White-collar occupations in establishments with 100 or more workers

Compensation component	Cost per hour worked by year											
	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation	\$19.50	\$20.14	\$20.89	\$21.46	\$22.49	\$23.01	\$23.95	\$24.89	\$25.54	\$26.39	\$27.56	\$29.06
Wages and salaries	14.15	14.59	15.07	15.36	16.06	16.51	17.15	18.00	18.48	19.13	20.02	21.10
Total benefits	5.35	5.56	5.82	6.10	6.43	6.49	6.80	6.89	7.05	7.26	7.54	7.97
Paid leave	1.65	1.67	1.73	1.70	1.76	1.77	1.88	1.96	1.99	2.06	2.19	2.30
Supplemental pay .....	.36	.38	.40	.48	.52	.59	.63	.63	.71	.74	.75	.80
Insurance	1.21	1.32	1.43	1.52	1.60	1.54	1.56	1.48	1.52	1.55	1.64	1.77
Retirement and savings .....	.67	.64	.67	.71	.76	.78	.88	.88	.88	.90	.92	.98
Legally required benefits	1.44	1.51	1.57	1.63	1.72	1.76	1.80	1.89	1.90	1.97	1.99	2.06
Other benefits ¹ .....	.02	.02	.02	.06	.07	.05	.05	.05	.05	.05	.05	.05
	Percent of total compensation by year											
	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Wages and salaries	72.6	72.4	72.1	71.6	71.4	71.8	71.6	72.3	72.4	72.5	72.6	72.6
Total benefits	27.4	27.6	27.9	28.4	28.6	28.2	28.4	27.7	27.6	27.5	27.4	27.4
Paid leave	8.5	8.3	8.3	7.9	7.8	7.7	7.8	7.9	7.8	7.8	7.9	7.9
Supplemental pay	1.9	1.9	1.9	2.2	2.3	2.6	2.6	2.5	2.8	2.8	2.7	2.8
Insurance	6.2	6.6	6.8	7.1	7.1	6.7	6.5	5.9	6.0	5.9	6.0	6.1
Retirement and savings	3.4	3.2	3.2	3.3	3.4	3.4	3.7	3.5	3.4	3.4	3.3	3.4
Legally required benefits	7.4	7.5	7.5	7.6	7.6	7.6	7.5	7.6	7.4	7.5	7.2	7.1
Other benefits ¹ .....	.1	.1	.1	.3	.3	.2	.2	.2	.2	.2	.2	.2

¹ Includes severance pay and supplemental unemployment benefits.

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

Table 18. Private industry workers, by broad occupational group and establishment size: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 1990-2001 -- Continued

White-collar occupations in establishments with 100-499 workers

Compensation component	Cost per hour worked by year											
	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation	\$16.39	\$17.11	\$17.58	\$17.81	\$18.70	\$19.55	\$19.88	\$20.62	\$21.22	\$21.99	\$23.52	\$25.13
Wages and salaries	12.15	12.61	12.97	13.11	13.71	14.30	14.61	15.26	15.61	16.21	17.44	18.57
Total benefits	4.24	4.50	4.61	4.70	4.98	5.26	5.27	5.36	5.61	5.78	6.08	6.55
Paid leave	1.26	1.28	1.30	1.23	1.27	1.32	1.34	1.41	1.43	1.48	1.65	1.81
Supplemental pay .....	.26	.28	.29	.33	.40	.56	.53	.48	.65	.65	.64	.66
Insurance .....	.97	1.11	1.17	1.16	1.22	1.22	1.23	1.17	1.24	1.24	1.32	1.47
Retirement and savings .....	.46	.46	.46	.48	.50	.55	.58	.63	.60	.64	.68	.73
Legally required benefits	1.28	1.35	1.39	1.43	1.50	1.58	1.57	1.65	1.67	1.74	1.78	1.85
Other benefits ²	(¹)	(¹)	(¹)	.08	.09	.03	.02	.03	.02	.03	.03	.03
	Percent of total compensation by year											
	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Wages and salaries	74.1	73.7	73.8	73.6	73.3	73.1	73.5	74.0	73.6	73.7	74.1	73.9
Total benefits	25.9	26.3	26.2	26.4	26.7	26.9	26.5	26.0	26.4	26.3	25.9	26.1
Paid leave	7.7	7.5	7.4	6.9	6.8	6.8	6.8	6.8	6.7	6.7	7.0	7.2
Supplemental pay	1.6	1.6	1.6	1.8	2.1	2.8	2.7	2.3	3.1	3.0	2.7	2.6
Insurance	5.9	6.5	6.7	6.5	6.5	6.3	6.2	5.7	5.8	5.6	5.6	5.8
Retirement and savings	2.8	2.7	2.6	2.7	2.7	2.8	2.9	3.0	2.8	2.9	2.9	2.9
Legally required benefits	7.8	7.9	7.9	8.0	8.0	8.1	7.9	8.0	7.9	7.9	7.6	7.4
Other benefits ²	(³)	(³)	(³)	.4	.5	.2	.1	.1	.1	.1	.1	.1

¹ Cost per hour worked is \$0.01 or less.

² Includes severance pay and supplemental unemployment benefits.

³ Less than .05 percent.

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

Table 18. Private industry workers, by broad occupational group and establishment size: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 1990-2001 -- Continued

White-collar occupations in establishments with 500 or more workers

Compensation component	Cost per hour worked by year											
	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation	\$22.22	\$22.79	\$23.86	\$24.64	\$25.94	\$26.03	\$27.60	\$28.70	\$29.53	\$30.56	\$31.61	\$33.44
Wages and salaries	15.90	16.31	16.96	17.33	18.20	18.45	19.42	20.44	21.14	21.89	22.61	23.90
Total benefits	6.32	6.48	6.90	7.31	7.74	7.58	8.17	8.26	8.39	8.67	9.00	9.54
Paid leave	1.99	2.01	2.12	2.11	2.20	2.16	2.35	2.44	2.50	2.61	2.74	2.84
Supplemental pay .....	.45	.47	.50	.61	.63	.62	.72	.77	.76	.82	.87	.96
Insurance	1.42	1.51	1.66	1.83	1.93	1.82	1.86	1.76	1.79	1.84	1.96	2.10
Retirement and savings .....	.85	.80	.87	.92	1.00	.99	1.16	1.11	1.14	1.14	1.16	1.26
Legally required benefits	1.58	1.65	1.73	1.81	1.92	1.92	2.01	2.11	2.12	2.18	2.20	2.30
Other benefits ¹ .....	.02	.03	.03	.04	.06	.06	.08	.07	.07	.08	.08	.07
	Percent of total compensation by year											
	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Wages and salaries	71.6	71.6	71.1	70.3	70.2	70.9	70.4	71.2	71.6	71.6	71.5	71.5
Total benefits	28.4	28.4	28.9	29.7	29.8	29.1	29.6	28.8	28.4	28.4	28.5	28.5
Paid leave	9.0	8.8	8.9	8.5	8.5	8.3	8.5	8.5	8.5	8.5	8.7	8.5
Supplemental pay	2.0	2.1	2.1	2.5	2.4	2.4	2.6	2.7	2.6	2.7	2.8	2.9
Insurance	6.4	6.6	7.0	7.4	7.5	7.0	6.7	6.1	6.1	6.0	6.2	6.3
Retirement and savings	3.8	3.5	3.6	3.7	3.8	3.8	4.2	3.9	3.9	3.7	3.7	3.8
Legally required benefits	7.1	7.3	7.2	7.4	7.4	7.4	7.3	7.3	7.2	7.1	7.0	6.9
Other benefits ¹ .....	.1	.1	.1	.2	.2	.2	.3	.2	.2	.3	.3	.2

¹ Includes severance pay and supplemental unemployment benefits.

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

Table 18. Private industry workers, by broad occupational group and establishment size: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 1990-2001 -- Continued

Blue-collar occupations in establishments with 1-99 workers

Compensation component	Cost per hour worked by year											
	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation	\$12.97	\$13.30	\$13.79	\$14.17	\$14.79	\$14.96	\$15.28	\$15.81	\$16.10	\$16.51	\$17.19	\$17.67
Wages and salaries	9.33	9.51	9.80	10.02	10.37	10.59	10.90	11.36	11.68	12.01	12.51	12.81
Total benefits	3.64	3.79	3.99	4.16	4.42	4.37	4.38	4.45	4.42	4.49	4.68	4.86
Paid leave .....	.59	.62	.63	.63	.65	.64	.65	.65	.67	.68	.74	.80
Supplemental pay .....	.37	.37	.37	.36	.40	.42	.40	.45	.49	.49	.55	.58
Insurance .....	.73	.80	.91	.97	1.04	.96	.95	.99	.96	1.00	1.06	1.12
Retirement and savings .....	.37	.37	.35	.36	.41	.40	.42	.45	.43	.47	.50	.49
Legally required benefits	1.57	1.63	1.71	1.83	1.91	1.93	1.94	1.91	1.86	1.84	1.83	1.87
Other benefits ²	(¹)	(¹)	(¹)	(¹)	.02	(¹)	(¹)	(¹)	(¹)	(¹)	(¹)	(¹)
	Percent of total compensation by year											
	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Wages and salaries	71.9	71.5	71.1	70.7	70.1	70.8	71.3	71.9	72.5	72.7	72.8	72.5
Total benefits	28.1	28.5	28.9	29.3	29.9	29.2	28.7	28.1	27.5	27.2	27.2	27.5
Paid leave	4.6	4.7	4.6	4.5	4.4	4.3	4.3	4.1	4.2	4.1	4.3	4.5
Supplemental pay	2.8	2.8	2.7	2.5	2.7	2.8	2.6	2.8	3.0	3.0	3.2	3.3
Insurance	5.6	6.0	6.6	6.9	7.0	6.4	6.2	6.2	6.0	6.1	6.2	6.3
Retirement and savings	2.9	2.7	2.6	2.5	2.7	2.7	2.8	2.8	2.7	2.8	2.9	2.8
Legally required benefits	12.1	12.2	12.4	12.9	12.9	12.9	12.7	12.1	11.6	11.1	10.6	10.6
Other benefits ²	(³)	(³)	(³)	(³)	.1	(³)	(³)	(³)	(³)	(³)	(³)	(³)

¹ Cost per hour worked is \$0.01 or less.

² Includes severance pay and supplemental unemployment benefits.

³ Less than .05 percent.

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

Table 18. Private industry workers, by broad occupational group and establishment size: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 1990-2001 -- Continued

Blue-collar occupations in establishments with 100 or more workers

Compensation component	Cost per hour worked by year											
	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation	\$16.15	\$16.88	\$17.70	\$18.41	\$18.94	\$18.19	\$18.58	\$18.47	\$18.99	\$19.48	\$20.39	\$21.24
Wages and salaries	10.75	11.17	11.56	11.87	12.19	11.87	12.22	12.19	12.62	13.01	13.52	14.23
Total benefits	5.40	5.71	6.14	6.53	6.75	6.32	6.36	6.27	6.37	6.47	6.87	7.00
Paid leave	1.13	1.17	1.22	1.27	1.28	1.19	1.21	1.20	1.24	1.28	1.31	1.40
Supplemental pay .....	.68	.69	.72	.74	.75	.76	.83	.84	.89	.88	1.00	.97
Insurance	1.32	1.48	1.62	1.76	1.84	1.66	1.66	1.57	1.57	1.61	1.74	1.83
Retirement and savings .....	.57	.61	.68	.73	.84	.77	.79	.78	.80	.81	.89	.84
Legally required benefits	1.66	1.72	1.83	1.91	1.96	1.87	1.81	1.81	1.80	1.83	1.87	1.91
Other benefits ¹ .....	.04	.04	.06	.12	.08	.07	.06	.06	.06	.06	.07	.05
	Percent of total compensation by year											
	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Wages and salaries	66.5	66.2	65.3	64.5	64.4	65.3	65.8	66.0	66.5	66.8	66.3	67.0
Total benefits	33.5	33.8	34.7	35.5	35.6	34.7	34.2	34.0	33.5	33.2	33.7	33.0
Paid leave	7.0	6.9	6.9	6.9	6.7	6.5	6.5	6.5	6.5	6.6	6.4	6.6
Supplemental pay	4.2	4.1	4.1	4.0	4.0	4.2	4.4	4.6	4.7	4.5	4.9	4.6
Insurance	8.2	8.7	9.2	9.6	9.7	9.1	8.9	8.5	8.3	8.3	8.5	8.6
Retirement and savings	3.5	3.6	3.8	4.0	4.4	4.2	4.3	4.2	4.2	4.2	4.4	4.0
Legally required benefits	10.3	10.2	10.3	10.4	10.4	10.3	9.7	9.8	9.5	9.4	9.2	9.0
Other benefits ¹ .....	.3	.2	.4	.7	.4	.4	.3	.3	.3	.3	.3	.2

¹ Includes severance pay and supplemental unemployment benefits.

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

Table 18. Private industry workers, by broad occupational group and establishment size: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 1990-2001 -- Continued

Blue-collar occupations in establishments with 100-499 workers

Compensation component	Cost per hour worked by year											
	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation	\$13.62	\$14.08	\$14.94	\$15.38	\$15.82	\$15.91	\$16.37	\$16.27	\$16.83	\$17.34	\$17.94	\$18.99
Wages and salaries	9.41	9.68	10.20	10.42	10.72	10.71	11.06	11.14	11.58	12.02	12.35	13.07
Total benefits	4.21	4.40	4.74	4.96	5.10	5.20	5.31	5.12	5.25	5.32	5.59	5.93
Paid leave .....	.81	.82	.86	.89	.90	.91	.94	.94	.96	.99	1.04	1.11
Supplemental pay .....	.49	.49	.53	.53	.55	.62	.65	.61	.67	.68	.75	.79
Insurance	1.00	1.10	1.21	1.27	1.31	1.36	1.40	1.29	1.29	1.29	1.40	1.59
Retirement and savings .....	.41	.45	.49	.53	.56	.57	.59	.58	.60	.60	.63	.63
Legally required benefits	1.50	1.53	1.64	1.73	1.76	1.73	1.71	1.70	1.71	1.75	1.76	1.79
Other benefits ²	(¹)	(¹)	(¹)	(¹)	(¹)	.02	.02	(¹)	(¹)	(¹)	(¹)	(¹)
	Percent of total compensation by year											
	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Wages and salaries	69.1	68.8	68.3	67.7	67.8	67.3	67.6	68.5	68.8	69.3	68.8	68.8
Total benefits	30.9	31.2	31.7	32.3	32.2	32.7	32.4	31.5	31.2	30.7	31.2	31.2
Paid leave	5.9	5.8	5.8	5.8	5.7	5.7	5.7	5.8	5.7	5.7	5.8	5.8
Supplemental pay	3.6	3.5	3.5	3.5	3.5	3.9	4.0	3.7	4.0	3.9	4.2	4.2
Insurance	7.3	7.8	8.1	8.3	8.3	8.5	8.6	7.9	7.7	7.4	7.8	8.4
Retirement and savings	3.0	3.2	3.3	3.4	3.5	3.6	3.6	3.6	3.6	3.5	3.5	3.3
Legally required benefits	11.0	10.9	11.0	11.2	11.1	10.9	10.4	10.4	10.2	10.1	9.8	9.4
Other benefits ²	(³)	(³)	(³)	(³)	(³)	.1	.1	(³)	(³)	(³)	(³)	(³)

¹ Cost per hour worked is \$0.01 or less.

² Includes severance pay and supplemental unemployment benefits.

³ Less than .05 percent.

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

Table 18. Private industry workers, by broad occupational group and establishment size: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 1990-2001 -- Continued

Blue-collar occupations in establishments with 500 or more workers

Compensation component	Cost per hour worked by year											
	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation	\$19.20	\$20.25	\$21.04	\$21.98	\$22.86	\$21.21	\$21.59	\$21.46	\$21.89	\$22.40	\$23.57	\$24.39
Wages and salaries	12.36	12.96	13.21	13.59	14.03	13.40	13.80	13.63	14.01	14.36	15.03	15.87
Total benefits	6.83	7.28	7.84	8.39	8.83	7.80	7.80	7.84	7.88	8.05	8.54	8.52
Paid leave	1.52	1.60	1.65	1.71	1.75	1.57	1.58	1.56	1.61	1.66	1.66	1.81
Supplemental pay .....	.92	.93	.96	.99	1.00	.94	1.06	1.16	1.18	1.15	1.32	1.22
Insurance	1.70	1.93	2.13	2.34	2.51	2.06	2.02	1.96	1.96	2.05	2.19	2.18
Retirement and savings .....	.76	.79	.92	.98	1.18	1.03	1.07	1.06	1.07	1.10	1.22	1.14
Legally required benefits	1.85	1.96	2.06	2.12	2.21	2.06	1.95	1.96	1.93	1.95	2.01	2.07
Other benefits ¹ .....	.09	.08	.13	.26	.18	.14	.11	.13	.13	.13	.14	.11
	Percent of total compensation by year											
	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Wages and salaries	64.4	64.0	62.8	61.8	61.4	63.2	63.9	63.5	64.0	64.1	63.8	65.1
Total benefits	35.6	36.0	37.2	38.2	38.6	36.8	36.1	36.5	36.0	35.9	36.2	34.9
Paid leave	7.9	7.9	7.8	7.8	7.7	7.4	7.3	7.3	7.4	7.4	7.0	7.4
Supplemental pay	4.8	4.6	4.6	4.5	4.4	4.4	4.9	5.4	5.4	5.1	5.6	5.0
Insurance	8.9	9.5	10.1	10.7	11.0	9.7	9.3	9.1	9.0	9.2	9.3	8.9
Retirement and savings	4.0	3.9	4.4	4.4	5.2	4.9	5.0	4.9	4.9	4.9	5.2	4.7
Legally required benefits	9.6	9.7	9.8	9.6	9.7	9.7	9.0	9.1	8.8	8.7	8.5	8.5
Other benefits ¹ .....	.4	.4	.6	1.2	.8	.7	.5	.6	.6	.6	.6	.5

¹ Includes severance pay and supplemental unemployment benefits.

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

Table 19. Private industry workers, by broad industry group and establishment size: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 1990-2001

Establishments with 1-99 workers in goods-producing¹ industries

Compensation component	Cost per hour worked by year											
	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation	\$15.13	\$15.66	\$16.50	\$17.18	\$18.17	\$17.94	\$18.56	\$18.48	\$18.54	\$18.98	\$19.96	\$20.78
Wages and salaries	10.92	11.23	11.76	12.12	12.60	12.56	13.02	13.16	13.40	13.79	14.38	14.89
Total benefits	4.21	4.44	4.74	5.07	5.57	5.38	5.54	5.32	5.13	5.19	5.58	5.89
Paid leave .....	.70	.74	.76	.79	.83	.82	.88	.81	.80	.81	.89	.94
Supplemental pay .....	.44	.47	.45	.47	.57	.56	.60	.50	.54	.52	.75	.85
Insurance .....	.82	.88	1.07	1.17	1.31	1.15	1.16	1.16	1.10	1.14	1.27	1.35
Retirement and savings .....	.46	.48	.48	.51	.59	.60	.63	.64	.58	.62	.60	.62
Legally required benefits	1.77	1.85	1.96	2.12	2.24	2.24	2.27	2.18	2.10	2.10	2.06	2.13
Other benefits ³	(²)	(²)	(²)	(²)	.03	.02	(²)	(²)	(²)	(²)	(²)	(²)
	Percent of total compensation by year											
	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Wages and salaries	72.2	71.7	71.3	70.5	69.3	70.0	70.1	71.2	72.3	72.7	72.0	71.7
Total benefits	27.8	28.3	28.7	29.5	30.7	30.0	29.9	28.8	27.7	27.3	28.0	28.3
Paid leave	4.6	4.8	4.6	4.6	4.6	4.5	4.7	4.4	4.3	4.3	4.5	4.5
Supplemental pay	2.9	3.0	2.8	2.7	3.2	3.1	3.2	2.7	2.9	2.7	3.8	4.1
Insurance	5.4	5.6	6.5	6.8	7.2	6.4	6.2	6.3	5.9	6.0	6.4	6.5
Retirement and savings	3.1	3.1	2.9	3.0	3.2	3.3	3.4	3.5	3.1	3.3	3.0	3.0
Legally required benefits	11.7	11.8	11.9	12.3	12.3	12.5	12.2	11.8	11.3	11.1	10.3	10.3
Other benefits ³	(⁴)	(⁴)	(⁴)	(⁴)	.2	.1	(⁴)	(⁴)	(⁴)	(⁴)	(⁴)	(⁴)

¹ Includes mining, construction, and manufacturing.

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

³ Includes severance pay and supplemental unemployment benefits.

⁴ Less than .05 percent.

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

Table 19. Private industry workers, by broad industry group and establishment size: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 1990-2001 -- Continued

Establishments with 100 or more workers in goods-producing¹ industries

Compensation component	Cost per hour worked by year											
	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation	\$18.93	\$20.01	\$20.86	\$21.71	\$22.26	\$22.26	\$22.73	\$23.91	\$24.70	\$25.50	\$26.15	\$26.96
Wages and salaries	12.83	13.50	13.89	14.25	14.54	14.72	15.11	15.98	16.62	17.24	17.60	18.25
Total benefits	6.09	6.51	6.97	7.46	7.72	7.54	7.62	7.93	8.08	8.26	8.54	8.71
Paid leave	1.47	1.56	1.63	1.67	1.68	1.67	1.72	1.84	1.90	1.97	1.97	2.07
Supplemental pay .....	.71	.72	.74	.78	.77	.89	.99	1.02	1.05	1.07	1.22	1.22
Insurance	1.51	1.69	1.86	2.03	2.14	1.94	1.94	1.92	1.96	2.02	2.13	2.20
Retirement and savings .....	.70	.75	.82	.90	.98	.94	.89	.98	.99	.99	1.00	.98
Legally required benefits	1.67	1.75	1.85	1.92	2.00	1.99	1.98	2.07	2.09	2.12	2.11	2.15
Other benefits ² .....	.05	.05	.07	.17	.15	.10	.10	.10	.10	.10	.11	.08
	Percent of total compensation by year											
	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Wages and salaries	67.8	67.5	66.6	65.6	65.3	66.1	66.5	66.8	67.3	67.6	67.3	67.7
Total benefits	32.2	32.5	33.4	34.4	34.7	33.9	33.5	33.2	32.7	32.4	32.7	32.3
Paid leave	7.8	7.8	7.8	7.7	7.5	7.5	7.6	7.7	7.7	7.7	7.5	7.7
Supplemental pay	3.7	3.6	3.5	3.6	3.5	4.0	4.4	4.3	4.3	4.2	4.7	4.5
Insurance	8.0	8.5	8.9	9.3	9.6	8.7	8.6	8.0	7.9	7.9	8.1	8.2
Retirement and savings	3.7	3.8	3.9	4.1	4.4	4.2	3.9	4.1	4.0	3.9	3.8	3.6
Legally required benefits	8.8	8.7	8.9	8.8	9.0	9.0	8.7	8.7	8.5	8.3	8.1	8.0
Other benefits ² .....	.3	.2	.4	.8	.7	.5	.4	.4	.4	.4	.4	.3

¹ Includes mining, construction, and manufacturing.

² Includes severance pay and supplemental unemployment benefits.

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

Table 19. Private industry workers, by broad industry group and establishment size: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 1990-2001 -- Continued

Establishments with 100-499 workers in goods-producing¹ industries

Compensation component	Cost per hour worked by year											
	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation	\$15.66	\$16.27	\$16.99	\$17.66	\$18.35	\$19.06	\$19.49	\$19.91	\$20.61	\$21.58	\$22.08	\$23.34
Wages and salaries	10.94	11.34	11.72	12.06	12.50	12.79	13.13	13.56	14.10	14.80	15.15	15.94
Total benefits	4.72	4.94	5.27	5.60	5.85	6.27	6.36	6.36	6.52	6.79	6.93	7.40
Paid leave	1.02	1.05	1.09	1.11	1.15	1.23	1.26	1.28	1.32	1.39	1.43	1.57
Supplemental pay .....	.50	.50	.55	.56	.57	.81	.81	.79	.88	.94	1.00	1.10
Insurance	1.17	1.29	1.40	1.48	1.57	1.61	1.69	1.59	1.62	1.65	1.75	1.96
Retirement and savings .....	.48	.49	.54	.60	.63	.69	.68	.76	.74	.79	.81	.77
Legally required benefits	1.55	1.59	1.69	1.76	1.82	1.89	1.88	1.92	1.94	1.99	1.93	1.97
Other benefits ³	(²)	(²)	(²)	.09	.11	.03	.03	.02	.02	.02	.02	.02
	Percent of total compensation by year											
	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Wages and salaries	69.9	69.7	69.0	68.3	68.1	67.1	67.4	68.1	68.4	68.6	68.6	68.3
Total benefits	30.1	30.3	31.0	31.7	31.9	32.9	32.6	31.9	31.6	31.5	31.4	31.7
Paid leave	6.5	6.4	6.4	6.3	6.3	6.4	6.5	6.5	6.4	6.4	6.5	6.7
Supplemental pay	3.2	3.1	3.2	3.2	3.1	4.3	4.2	3.9	4.3	4.4	4.5	4.7
Insurance	7.4	8.0	8.3	8.4	8.5	8.5	8.7	8.0	7.9	7.6	7.9	8.4
Retirement and savings	3.1	3.0	3.2	3.4	3.5	3.6	3.5	3.8	3.6	3.7	3.7	3.3
Legally required benefits	9.9	9.8	9.9	10.0	9.9	9.9	9.7	9.6	9.4	9.2	8.7	8.4
Other benefits ³	(⁴)	(⁴)	(⁴)	.5	.6	.2	.2	.1	.1	.1	.1	.1

¹ Includes mining, construction, and manufacturing.

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

³ Includes severance pay and supplemental unemployment benefits.

⁴ Less than .05 percent.

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

Table 19. Private industry workers, by broad industry group and establishment size: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 1990-2001 -- Continued

Establishments with 500 or more workers in goods-producing¹ industries

Compensation component	Cost per hour worked by year											
	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation	\$22.03	\$23.41	\$24.40	\$25.46	\$26.11	\$25.37	\$26.11	\$27.81	\$28.63	\$29.39	\$30.28	\$30.79
Wages and salaries	14.63	15.46	15.88	16.27	16.55	16.60	17.18	18.34	19.05	19.66	20.09	20.69
Total benefits	7.40	7.95	8.52	9.18	9.56	8.77	8.94	9.47	9.58	9.73	10.19	10.09
Paid leave	1.90	2.02	2.12	2.18	2.19	2.10	2.21	2.38	2.46	2.55	2.52	2.60
Supplemental pay .....	.90	.91	.91	.98	.97	.97	1.17	1.25	1.21	1.19	1.43	1.35
Insurance	1.83	2.05	2.29	2.53	2.70	2.26	2.21	2.25	2.29	2.38	2.53	2.46
Retirement and savings .....	.90	.99	1.07	1.18	1.32	1.18	1.11	1.19	1.22	1.19	1.21	1.21
Legally required benefits	1.78	1.89	1.99	2.07	2.18	2.09	2.07	2.23	2.23	2.24	2.30	2.33
Other benefits ² .....	.09	.08	.13	.25	.19	.17	.17	.18	.18	.18	.20	.15
	Percent of total compensation by year											
	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Wages and salaries	66.4	66.0	65.1	63.9	63.4	65.4	65.8	66.0	66.5	66.9	66.3	67.2
Total benefits	33.6	34.0	34.9	36.1	36.6	34.6	34.2	34.0	33.5	33.1	33.7	32.8
Paid leave	8.6	8.6	8.7	8.6	8.4	8.3	8.5	8.6	8.6	8.7	8.3	8.4
Supplemental pay	4.1	3.9	3.7	3.8	3.7	3.8	4.5	4.5	4.2	4.0	4.7	4.4
Insurance	8.3	8.8	9.4	9.9	10.3	8.9	8.5	8.1	8.0	8.1	8.4	8.0
Retirement and savings	4.1	4.2	4.4	4.6	5.1	4.6	4.2	4.3	4.3	4.0	4.0	3.9
Legally required benefits	8.1	8.1	8.2	8.1	8.4	8.2	7.9	8.0	7.8	7.6	7.6	7.6
Other benefits ² .....	.4	.4	.5	1.0	.7	.7	.6	.6	.6	.6	.7	.5

¹ Includes mining, construction, and manufacturing.

² Includes severance pay and supplemental unemployment benefits.

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

Table 19. Private industry workers, by broad industry group and establishment size: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 1990-2001 -- Continued

Establishments with 1-99 workers in service-producing¹ industries

Compensation component	Cost per hour worked by year											
	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation	\$12.56	\$12.85	\$13.35	\$13.98	\$13.80	\$13.83	\$14.08	\$14.68	\$15.32	\$15.65	\$16.52	\$17.23
Wages and salaries	9.48	9.71	10.03	10.45	10.31	10.42	10.69	11.18	11.69	11.95	12.62	13.10
Total benefits	3.09	3.14	3.32	3.53	3.49	3.41	3.39	3.49	3.63	3.71	3.90	4.14
Paid leave .....	.75	.77	.78	.81	.77	.76	.75	.78	.81	.84	.93	1.04
Supplemental pay .....	.26	.21	.27	.30	.29	.31	.31	.37	.41	.38	.40	.39
Insurance .....	.65	.71	.77	.82	.81	.75	.73	.71	.73	.77	.80	.86
Retirement and savings .....	.30	.28	.27	.27	.27	.27	.28	.29	.30	.34	.35	.38
Legally required benefits	1.12	1.16	1.23	1.32	1.33	1.32	1.32	1.34	1.37	1.38	1.41	1.47
Other benefits ³	(²)	(²)	(²)	(²)	(²)	(²)	(²)	(²)	(²)	(²)	(²)	(²)
	Percent of total compensation by year											
	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Wages and salaries	75.4	75.6	75.2	74.7	74.7	75.3	75.9	76.2	76.3	76.4	76.4	76.0
Total benefits	24.6	24.4	24.8	25.3	25.3	24.7	24.1	23.8	23.7	23.7	23.6	24.0
Paid leave	6.0	6.0	5.8	5.8	5.6	5.5	5.3	5.3	5.3	5.4	5.6	6.0
Supplemental pay	2.1	1.6	2.0	2.1	2.1	2.2	2.2	2.5	2.7	2.4	2.4	2.3
Insurance	5.2	5.5	5.7	5.9	5.9	5.4	5.2	4.8	4.8	4.9	4.8	5.0
Retirement and savings	2.4	2.2	2.0	2.0	2.0	2.0	2.0	2.0	2.0	2.2	2.1	2.2
Legally required benefits	8.9	9.0	9.2	9.5	9.7	9.5	9.4	9.2	8.9	8.8	8.5	8.5
Other benefits ³	(⁴)	(⁴)	(⁴)	(⁴)	(⁴)	(⁴)	(⁴)	(⁴)	(⁴)	(⁴)	(⁴)	(⁴)

¹ Includes transportation, communication, and public utilities; wholesale and retail trade; finance, insurance, and real estate; and service industries.

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

³ Includes severance pay and supplemental unemployment

benefits.

⁴ Less than .05 percent.

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

Table 19. Private industry workers, by broad industry group and establishment size: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 1990-2001 -- Continued

Establishments with 100 or more workers in service-producing¹ industries

Compensation component	Cost per hour worked by year											
	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation	\$15.68	\$16.00	\$16.71	\$17.07	\$18.13	\$18.14	\$18.88	\$19.18	\$19.72	\$20.42	\$21.48	\$23.07
Wages and salaries	11.38	11.59	12.06	12.26	12.99	13.06	13.56	13.93	14.33	14.85	15.62	16.78
Total benefits	4.30	4.41	4.65	4.81	5.15	5.08	5.32	5.25	5.39	5.57	5.86	6.29
Paid leave	1.22	1.21	1.25	1.22	1.30	1.26	1.33	1.35	1.38	1.43	1.55	1.66
Supplemental pay .....	.30	.31	.33	.39	.43	.44	.46	.47	.54	.57	.56	.60
Insurance .....	.96	1.04	1.13	1.20	1.27	1.23	1.25	1.16	1.19	1.21	1.30	1.44
Retirement and savings .....	.49	.46	.49	.50	.56	.57	.68	.64	.66	.67	.72	.78
Legally required benefits	1.32	1.37	1.42	1.48	1.56	1.55	1.57	1.61	1.61	1.67	1.70	1.78
Other benefits ³	(²)	(²)	(²)	.02	.03	.02	.02	.02	.02	.03	.03	.03
	Percent of total compensation by year											
	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Wages and salaries	72.6	72.4	72.2	71.8	71.6	72.0	71.8	72.6	72.7	72.7	72.7	72.7
Total benefits	27.4	27.6	27.8	28.2	28.4	28.0	28.2	27.4	27.3	27.3	27.3	27.3
Paid leave	7.8	7.5	7.5	7.2	7.2	7.0	7.1	7.0	7.0	7.0	7.2	7.2
Supplemental pay	1.9	2.0	2.0	2.3	2.4	2.4	2.5	2.5	2.7	2.8	2.6	2.6
Insurance	6.1	6.5	6.8	7.0	7.0	6.8	6.6	6.0	6.0	5.9	6.1	6.2
Retirement and savings	3.2	2.9	2.9	2.9	3.1	3.1	3.6	3.3	3.3	3.3	3.4	3.4
Legally required benefits	8.4	8.6	8.5	8.7	8.6	8.6	8.3	8.4	8.2	8.2	7.9	7.7
Other benefits ³	(⁴)	(⁴)	(⁴)	.1	.2	.1	.1	.1	.1	.1	.1	.1

¹ Includes transportation, communication, and public utilities; wholesale and retail trade; finance, insurance, and real estate; and service industries.

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

³ Includes severance pay and supplemental unemployment

benefits.

⁴ Less than .05 percent.

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

Table 19. Private industry workers, by broad industry group and establishment size: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 1990-2001 -- Continued

Establishments with 100-499 workers in service-producing¹ industries

Compensation component	Cost per hour worked by year											
	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation	\$12.91	\$13.43	\$14.18	\$14.17	\$14.80	\$15.12	\$15.38	\$15.83	\$16.37	\$16.91	\$18.30	\$20.11
Wages and salaries	9.56	9.86	10.43	10.43	10.88	11.12	11.36	11.80	12.14	12.59	13.65	14.95
Total benefits	3.35	3.57	3.75	3.74	3.92	4.01	4.02	4.03	4.24	4.32	4.65	5.16
Paid leave .....	.91	.91	.95	.89	.91	.92	.93	.97	.99	1.01	1.16	1.32
Supplemental pay .....	.22	.24	.25	.28	.33	.38	.37	.34	.45	.45	.45	.47
Insurance .....	.73	.84	.92	.89	.92	.94	.92	.88	.92	.92	1.00	1.17
Retirement and savings .....	.34	.35	.35	.35	.37	.38	.41	.41	.43	.43	.47	.55
Legally required benefits	1.15	1.21	1.27	1.31	1.37	1.38	1.36	1.42	1.43	1.48	1.55	1.63
Other benefits ³	(²)	(²)	(²)	.02	.02	.02	(²)	.02	(²)	.02	.02	.02
	Percent of total compensation by year											
	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Wages and salaries	74.0	73.4	73.5	73.6	73.5	73.5	73.9	74.5	74.2	74.5	74.6	74.3
Total benefits	26.0	26.6	26.5	26.4	26.5	26.5	26.1	25.5	25.9	25.5	25.4	25.7
Paid leave	7.0	6.8	6.7	6.3	6.2	6.1	6.0	6.1	6.0	6.0	6.3	6.6
Supplemental pay	1.7	1.8	1.8	2.0	2.2	2.5	2.4	2.1	2.7	2.7	2.5	2.3
Insurance	5.7	6.3	6.5	6.3	6.2	6.2	6.0	5.6	5.6	5.4	5.5	5.8
Retirement and savings	2.6	2.6	2.5	2.5	2.5	2.5	2.7	2.6	2.6	2.5	2.6	2.7
Legally required benefits	8.9	9.0	9.0	9.2	9.2	9.1	8.9	8.9	8.7	8.8	8.5	8.1
Other benefits ³	(⁴)	(⁴)	(⁴)	.1	.1	.1	(⁴)	.1	(⁴)	.1	.1	.1

¹ Includes transportation, communication, and public utilities; wholesale and retail trade; finance, insurance, and real estate; and service industries.

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

³ Includes severance pay and supplemental unemployment

benefits.

⁴ Less than .05 percent.

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

Table 19. Private industry workers, by broad industry group and establishment size: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 1990-2001 -- Continued

Establishments with 500 or more workers in service-producing¹ industries

Compensation component	Cost per hour worked by year											
	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation	\$18.83	\$19.00	\$19.55	\$20.18	\$21.94	\$21.59	\$23.02	\$23.25	\$24.03	\$24.97	\$25.44	\$26.98
Wages and salaries	13.46	13.61	13.89	14.22	15.40	15.28	16.15	16.52	17.15	17.77	18.08	19.20
Total benefits	5.37	5.39	5.65	5.96	6.55	6.31	6.87	6.73	6.89	7.19	7.37	7.77
Paid leave	1.58	1.55	1.59	1.58	1.74	1.66	1.81	1.81	1.88	1.97	2.03	2.12
Supplemental pay .....	.38	.40	.42	.50	.55	.51	.57	.63	.66	.71	.71	.77
Insurance	1.21	1.27	1.37	1.53	1.67	1.57	1.63	1.50	1.53	1.58	1.66	1.79
Retirement and savings .....	.67	.59	.65	.66	.78	.78	1.00	.91	.95	.98	1.02	1.08
Legally required benefits	1.51	1.56	1.59	1.66	1.78	1.75	1.82	1.84	1.84	1.90	1.89	1.98
Other benefits ² .....	.02	.02	.02	.03	.04	.03	.04	.03	.04	.04	.04	.04
	Percent of total compensation by year											
	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Wages and salaries	71.5	71.6	71.1	70.5	70.2	70.8	70.2	71.1	71.4	71.2	71.1	71.2
Total benefits	28.5	28.4	28.9	29.5	29.8	29.2	29.8	28.9	28.7	28.8	29.0	28.8
Paid leave	8.4	8.1	8.1	7.8	7.9	7.7	7.9	7.8	7.8	7.9	8.0	7.9
Supplemental pay	2.0	2.1	2.2	2.5	2.5	2.3	2.5	2.7	2.7	2.8	2.8	2.9
Insurance	6.4	6.7	7.0	7.6	7.6	7.3	7.1	6.4	6.4	6.3	6.5	6.6
Retirement and savings	3.6	3.1	3.3	3.3	3.6	3.6	4.3	3.9	4.0	3.9	4.0	4.0
Legally required benefits	8.0	8.2	8.2	8.2	8.1	8.1	7.9	7.9	7.7	7.6	7.4	7.3
Other benefits ² .....	.1	.1	.1	.2	.2	.1	.2	.1	.2	.2	.2	.1

¹ Includes transportation, communication, and public utilities; wholesale and retail trade; finance, insurance, and real estate; and service industries.

² Includes severance pay and supplemental unemployment

benefits.

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

Table 20. Private industry, health services, by occupational group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 1994-2001

All workers

Compensation component	Cost per hour worked by year							
	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation	\$18.01	\$17.99	\$18.24	\$18.32	\$18.90	\$19.05	\$21.87	\$23.67
Wages and salaries	13.06	13.17	13.34	13.55	14.01	14.16	16.19	17.37
Total benefits	4.94	4.82	4.90	4.77	4.89	4.88	5.68	6.30
Paid leave	1.31	1.27	1.30	1.35	1.37	1.37	1.83	1.96
Supplemental pay .....	.46	.47	.43	.41	.45	.42	.43	.43
Insurance	1.23	1.13	1.14	1.00	1.06	1.07	1.20	1.42
Retirement and savings .....	.43	.43	.51	.52	.48	.47	.56	.68
Legally required benefits	1.51	1.51	1.51	1.49	1.51	1.54	1.66	1.80
Other benefits ²	(¹)	(¹)	(¹)	(¹)	(¹)	(¹)	(¹)	(¹)
	Percent of total compensation by year							
	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Wages and salaries	72.5	73.2	73.1	73.9	74.1	74.3	74.0	73.4
Total benefits	27.5	26.8	26.9	26.1	25.9	25.6	26.0	26.6
Paid leave	7.2	7.1	7.1	7.4	7.2	7.2	8.4	8.3
Supplemental pay	2.5	2.6	2.4	2.2	2.4	2.2	2.0	1.8
Insurance	6.8	6.3	6.2	5.5	5.6	5.6	5.5	6.0
Retirement and savings	2.4	2.4	2.8	2.8	2.5	2.5	2.6	2.9
Legally required benefits	8.4	8.4	8.3	8.1	8.0	8.1	7.6	7.6
Other benefits ²	(³)	(³)	(³)	(³)	(³)	(³)	(³)	(³)

¹ Cost per hour worked is \$0.01 or less.

² Includes severance pay and supplemental unemployment benefits.

³ Less than .05 percent.

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

Table 20. Private industry, health services, by occupational group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 1994-2001 -- Continued

Professional specialty and technical occupations

Compensation component	Cost per hour worked by year							
	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation	\$24.95	\$24.89	\$25.36	\$25.67	\$25.90	\$26.01	\$31.03	\$33.84
Wages and salaries	18.28	18.45	18.71	19.07	19.36	19.40	22.91	24.91
Total benefits	6.67	6.44	6.65	6.60	6.54	6.61	8.12	8.93
Paid leave	1.86	1.78	1.82	1.92	1.91	1.89	2.89	3.14
Supplemental pay .....	.77	.74	.73	.68	.70	.69	.69	.69
Insurance	1.43	1.33	1.37	1.26	1.25	1.36	1.52	1.63
Retirement and savings .....	.57	.54	.66	.72	.66	.59	.78	1.00
Legally required benefits	2.02	2.03	2.06	2.02	2.02	2.08	2.23	2.46
Other benefits ² .....	.02	(¹)	(¹)	(¹)	(¹)	(¹)	(¹)	(¹)
	Percent of total compensation by year							
	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Wages and salaries	73.3	74.1	73.8	74.3	74.7	74.6	73.8	73.6
Total benefits	26.7	25.9	26.2	25.7	25.3	25.4	26.2	26.4
Paid leave	7.4	7.2	7.2	7.5	7.4	7.3	9.3	9.3
Supplemental pay	3.1	3.0	2.9	2.7	2.7	2.7	2.2	2.0
Insurance	5.7	5.3	5.4	4.9	4.8	5.2	4.9	4.8
Retirement and savings	2.3	2.2	2.6	2.8	2.5	2.3	2.5	3.0
Legally required benefits	8.1	8.2	8.1	7.9	7.8	8.0	7.2	7.3
Other benefits ² .....	.1	(³)	(³)	(³)	(³)	(³)	(³)	(³)

¹ Cost per hour worked is \$0.01 or less.

² Includes severance pay and supplemental unemployment benefits.

³ Less than .05 percent.

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

Table 20. Private industry, health services, by occupational group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 1994-2001 -- Continued

Professional specialty occupations

Compensation component	Cost per hour worked by year							
	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation	\$28.39	\$28.27	\$28.91	\$29.26	\$29.51	\$29.44	\$37.01	\$40.77
Wages and salaries	20.86	20.96	21.25	21.65	22.05	21.97	27.19	30.06
Total benefits	7.53	7.31	7.66	7.61	7.46	7.47	9.82	10.72
Paid leave	2.18	2.13	2.21	2.34	2.28	2.22	3.81	4.11
Supplemental pay .....	.91	.88	.93	.83	.82	.79	.77	.77
Insurance	1.55	1.44	1.51	1.36	1.34	1.47	1.69	1.73
Retirement and savings .....	.64	.60	.71	.85	.76	.66	1.01	1.31
Legally required benefits	2.22	2.24	2.28	2.23	2.25	2.32	2.52	2.80
Other benefits ² .....	.03	.02	(¹)	(¹)	(¹)	(¹)	(¹)	(¹)
	Percent of total compensation by year							
	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Wages and salaries	73.5	74.1	73.5	74.0	74.7	74.6	73.5	73.7
Total benefits	26.5	25.9	26.5	26.0	25.3	25.4	26.5	26.3
Paid leave	7.7	7.6	7.7	8.0	7.7	7.5	10.3	10.1
Supplemental pay	3.2	3.1	3.2	2.8	2.8	2.7	2.1	1.9
Insurance	5.5	5.1	5.2	4.7	4.5	5.0	4.6	4.2
Retirement and savings	2.3	2.1	2.5	2.9	2.6	2.2	2.7	3.2
Legally required benefits	7.8	7.9	7.9	7.6	7.6	7.9	6.8	6.9
Other benefits ² .....	.1	.1	(³)	(³)	(³)	(³)	(³)	(³)

¹ Cost per hour worked is \$0.01 or less.

² Includes severance pay and supplemental unemployment benefits.

³ Less than .05 percent.

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

Table 20. Private industry, health services, by occupational group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 1994-2001 -- Continued

Nurses

Compensation component	Cost per hour worked by year							
	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation	\$27.21	\$27.41	\$28.38	\$28.07	\$28.21	\$29.21	\$29.90	\$31.41
Wages and salaries	19.66	19.98	20.46	20.36	20.72	21.48	21.87	22.68
Total benefits	7.55	7.43	7.92	7.71	7.48	7.73	8.03	8.73
Paid leave	2.01	2.04	2.21	2.27	2.22	2.30	2.41	2.69
Supplemental pay	1.09	1.09	1.12	1.05	1.04	1.00	.98	.97
Insurance	1.52	1.46	1.55	1.38	1.33	1.47	1.55	1.64
Retirement and savings .....	.67	.58	.71	.73	.65	.64	.74	.91
Legally required benefits	2.24	2.25	2.32	2.27	2.24	2.32	2.34	2.51
Other benefits ² .....	.02	.02	(¹)	(¹)	(¹)	(¹)	(¹)	(¹)
	Percent of total compensation by year							
	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Wages and salaries	72.3	72.9	72.1	72.5	73.4	73.5	73.1	72.2
Total benefits	27.7	27.1	27.9	27.5	26.5	26.5	26.9	27.8
Paid leave	7.4	7.4	7.8	8.1	7.9	7.9	8.1	8.6
Supplemental pay	4.0	4.0	4.0	3.7	3.7	3.4	3.3	3.1
Insurance	5.6	5.3	5.5	4.9	4.7	5.0	5.2	5.2
Retirement and savings	2.4	2.1	2.5	2.6	2.3	2.2	2.5	2.9
Legally required benefits	8.2	8.2	8.2	8.1	7.9	7.9	7.8	8.0
Other benefits ² .....	.1	.1	(³)	(³)	(³)	(³)	(³)	(³)

¹ Cost per hour worked is \$0.01 or less.

² Includes severance pay and supplemental unemployment benefits.

³ Less than .05 percent.

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

Table 20. Private industry, health services, by occupational group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 1994-2001 -- Continued

Technical occupations

Compensation component	Cost per hour worked by year							
	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation	\$18.96	\$19.73	\$20.23	\$19.84	\$20.08	\$20.60	\$21.73	\$22.46
Wages and salaries	13.78	14.63	15.04	14.87	15.01	15.35	16.25	16.47
Total benefits	5.18	5.10	5.19	4.96	5.07	5.25	5.48	5.99
Paid leave	1.29	1.24	1.26	1.25	1.33	1.37	1.47	1.55
Supplemental pay .....	.51	.53	.45	.45	.50	.52	.55	.56
Insurance	1.22	1.16	1.16	1.10	1.10	1.18	1.26	1.48
Retirement and savings .....	.46	.45	.58	.50	.49	.47	.42	.49
Legally required benefits	1.68	1.71	1.73	1.67	1.66	1.70	1.79	1.90
Other benefits ²	(¹)	(¹)	(¹)	(¹)	(¹)	(¹)	(¹)	(¹)
	Percent of total compensation by year							
	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Wages and salaries	72.7	74.1	74.4	75.0	74.8	74.5	74.8	73.3
Total benefits	27.3	25.9	25.6	25.0	25.2	25.5	25.2	26.7
Paid leave	6.8	6.3	6.2	6.3	6.6	6.7	6.8	6.9
Supplemental pay	2.7	2.7	2.2	2.2	2.5	2.5	2.5	2.5
Insurance	6.4	5.9	5.8	5.5	5.5	5.7	5.8	6.6
Retirement and savings	2.4	2.3	2.8	2.5	2.4	2.3	1.9	2.2
Legally required benefits	8.9	8.7	8.5	8.4	8.3	8.3	8.2	8.5
Other benefits ²	(³)	(³)	(³)	(³)	(³)	(³)	(³)	(³)

¹ Cost per hour worked is \$0.01 or less.

² Includes severance pay and supplemental unemployment benefits.

³ Less than .05 percent.

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

Table 20. Private industry, health services, by occupational group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 1994-2001 -- Continued

Administrative support, including clerical occupations

Compensation component	Cost per hour worked by year							
	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation	\$13.90	\$14.17	\$14.46	\$14.79	\$15.57	\$15.81	\$16.70	\$15.93
Wages and salaries	9.76	10.00	10.30	10.54	10.97	11.41	12.07	11.48
Total benefits	4.14	4.17	4.16	4.25	4.60	4.40	4.64	4.45
Paid leave .....	.99	1.01	1.05	1.18	1.20	1.27	1.30	1.07
Supplemental pay .....	.26	.35	.27	.25	.30	.23	.23	.22
Insurance	1.34	1.20	1.15	1.07	1.37	1.11	1.23	1.39
Retirement and savings .....	.46	.50	.56	.60	.54	.57	.60	.54
Legally required benefits	1.08	1.10	1.13	1.13	1.17	1.21	1.27	1.23
Other benefits ²	(¹)	(¹)	(¹)	(¹)	(¹)	(¹)	(¹)	(¹)
	Percent of total compensation by year							
	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Wages and salaries	70.2	70.6	71.3	71.3	70.5	72.2	72.3	72.1
Total benefits	29.8	29.4	28.7	28.7	29.5	27.8	27.8	27.9
Paid leave	7.1	7.1	7.2	8.0	7.7	8.0	7.8	6.7
Supplemental pay	1.9	2.5	1.8	1.7	1.9	1.5	1.4	1.4
Insurance	9.6	8.5	7.9	7.2	8.8	7.0	7.4	8.7
Retirement and savings	3.3	3.5	3.9	4.1	3.5	3.6	3.6	3.4
Legally required benefits	7.8	7.8	7.8	7.7	7.5	7.7	7.6	7.7
Other benefits ²	(³)	(³)	(³)	(³)	(³)	(³)	(³)	(³)

¹ Cost per hour worked is \$0.01 or less.

² Includes severance pay and supplemental unemployment benefits.

³ Less than .05 percent.

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

Table 20. Private industry, health services, by occupational group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 1994-2001 -- Continued

Service occupations

Compensation component	Cost per hour worked by year							
	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation	\$10.81	\$11.06	\$11.25	\$10.81	\$11.13	\$11.40	\$11.61	\$13.12
Wages and salaries	7.76	8.03	8.18	8.13	8.38	8.61	8.71	9.53
Total benefits	3.05	3.04	3.06	2.68	2.75	2.80	2.91	3.60
Paid leave .....	.67	.68	.71	.62	.64	.65	.67	.78
Supplemental pay .....	.25	.28	.25	.21	.24	.23	.23	.27
Insurance .....	.84	.77	.78	.63	.64	.65	.74	1.09
Retirement and savings .....	.19	.19	.24	.19	.22	.22	.22	.29
Legally required benefits	1.09	1.11	1.08	1.02	1.01	1.03	1.04	1.15
Other benefits ²	(¹)	(¹)	(¹)	(¹)	(¹)	(¹)	(¹)	(¹)
	Percent of total compensation by year							
	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Wages and salaries	71.8	72.5	72.8	75.2	75.3	75.5	75.0	72.6
Total benefits	28.2	27.5	27.2	24.8	24.7	24.6	25.1	27.4
Paid leave	6.2	6.2	6.3	5.8	5.8	5.7	5.8	5.9
Supplemental pay	2.3	2.5	2.2	2.0	2.2	2.0	2.0	2.1
Insurance	7.7	6.9	7.0	5.9	5.8	5.7	6.4	8.3
Retirement and savings	1.7	1.8	2.1	1.7	2.0	1.9	1.9	2.2
Legally required benefits	10.1	10.0	9.6	9.4	9.1	9.0	9.0	8.8
Other benefits ²	(³)	(³)	(³)	(³)	(³)	(³)	(³)	(³)

¹ Cost per hour worked is \$0.01 or less.

² Includes severance pay and supplemental unemployment benefits.

³ Less than .05 percent.

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

Table 20. Private industry, hospitals, by occupational group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 1994-2001 -- Continued

All workers

Compensation component	Cost per hour worked by year							
	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation	\$20.65	\$21.06	\$21.55	\$21.60	\$22.15	\$22.75	\$23.67	\$25.37
Wages and salaries	14.57	14.93	15.16	15.33	15.85	16.21	16.85	18.02
Total benefits	6.08	6.12	6.39	6.27	6.31	6.54	6.82	7.34
Paid leave	1.66	1.70	1.80	1.82	1.85	1.94	2.00	2.15
Supplemental pay .....	.65	.68	.71	.71	.69	.67	.66	.66
Insurance	1.65	1.61	1.63	1.51	1.48	1.60	1.72	1.84
Retirement and savings .....	.47	.48	.57	.55	.57	.58	.62	.74
Legally required benefits	1.63	1.63	1.66	1.67	1.70	1.74	1.82	1.93
Other benefits ² .....	.02	.02	.02	(¹)	(¹)	(¹)	(¹)	(¹)
	Percent of total compensation by year							
	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Wages and salaries	70.6	70.9	70.4	71.0	71.6	71.3	71.2	71.0
Total benefits	29.4	29.1	29.6	29.0	28.5	28.7	28.8	28.9
Paid leave	8.0	8.1	8.3	8.4	8.4	8.5	8.4	8.5
Supplemental pay	3.2	3.2	3.3	3.3	3.1	2.9	2.8	2.6
Insurance	8.0	7.7	7.6	7.0	6.7	7.0	7.3	7.3
Retirement and savings	2.3	2.3	2.6	2.5	2.6	2.5	2.6	2.9
Legally required benefits	7.9	7.7	7.7	7.7	7.7	7.6	7.7	7.6
Other benefits ² .....	.1	.1	.1	(³)	(³)	(³)	(³)	(³)

¹ Cost per hour worked is \$0.01 or less.

² Includes severance pay and supplemental unemployment benefits.

³ Less than .05 percent.

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

Table 20. Private industry, hospitals, by occupational group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 1994-2001 -- Continued

Professional specialty and technical occupations

Compensation component	Cost per hour worked by year							
	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation	\$25.08	\$25.58	\$26.48	\$26.77	\$27.15	\$27.82	\$28.46	\$31.11
Wages and salaries	17.92	18.33	18.78	19.16	19.56	19.97	20.42	22.26
Total benefits	7.16	7.25	7.70	7.61	7.58	7.85	8.04	8.85
Paid leave	2.00	2.05	2.19	2.23	2.23	2.34	2.39	2.71
Supplemental pay .....	.95	.98	1.06	1.04	.99	.96	.95	.96
Insurance	1.64	1.63	1.69	1.60	1.57	1.71	1.80	1.90
Retirement and savings .....	.55	.57	.68	.65	.69	.69	.72	.90
Legally required benefits	2.00	1.99	2.06	2.08	2.09	2.14	2.18	2.36
Other benefits ² .....	.02	.02	.02	(¹)	(¹)	(¹)	(¹)	.02
	Percent of total compensation by year							
	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Wages and salaries	71.5	71.7	70.9	71.6	72.0	71.8	71.7	71.6
Total benefits	28.5	28.3	29.1	28.4	27.9	28.2	28.3	28.4
Paid leave	8.0	8.0	8.3	8.3	8.2	8.4	8.4	8.7
Supplemental pay	3.8	3.8	4.0	3.9	3.6	3.5	3.3	3.1
Insurance	6.5	6.4	6.4	6.0	5.8	6.1	6.3	6.1
Retirement and savings	2.2	2.2	2.6	2.4	2.5	2.5	2.5	2.9
Legally required benefits	8.0	7.8	7.8	7.8	7.7	7.7	7.7	7.6
Other benefits ² .....	.1	.1	.1	(³)	(³)	(³)	(³)	.1

¹ Cost per hour worked is \$0.01 or less.

² Includes severance pay and supplemental unemployment benefits.

³ Less than .05 percent.

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

Table 20. Private industry, hospitals, by occupational group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 1994-2001 -- Continued

Professional specialty occupations

Compensation component	Cost per hour worked by year							
	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation	\$27.25	\$27.90	\$28.88	\$29.36	\$29.79	\$30.67	\$31.60	\$34.35
Wages and salaries	19.66	20.17	20.57	21.15	21.64	22.17	22.80	24.69
Total benefits	7.59	7.74	8.31	8.21	8.15	8.49	8.81	9.66
Paid leave	2.14	2.21	2.38	2.42	2.42	2.57	2.69	3.10
Supplemental pay	1.05	1.10	1.22	1.20	1.12	1.10	1.07	1.04
Insurance	1.62	1.62	1.72	1.59	1.56	1.71	1.83	1.90
Retirement and savings .....	.59	.61	.72	.71	.75	.74	.81	1.03
Legally required benefits	2.16	2.18	2.26	2.28	2.29	2.36	2.41	2.58
Other benefits ² .....	.02	.02	.02	(¹)	(¹)	(¹)	(¹)	.02
	Percent of total compensation by year							
	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Wages and salaries	72.1	72.3	71.2	72.0	72.6	72.3	72.2	71.9
Total benefits	27.9	27.7	28.8	28.0	27.4	27.7	27.9	28.1
Paid leave	7.9	7.9	8.2	8.2	8.1	8.4	8.5	9.0
Supplemental pay	3.8	3.9	4.2	4.1	3.8	3.6	3.4	3.0
Insurance	6.0	5.8	5.9	5.4	5.2	5.6	5.8	5.5
Retirement and savings	2.2	2.2	2.5	2.4	2.5	2.4	2.6	3.0
Legally required benefits	7.9	7.8	7.8	7.8	7.7	7.7	7.6	7.5
Other benefits ² .....	.1	.1	.1	(³)	(³)	(³)	(³)	.1

¹ Cost per hour worked is \$0.01 or less.

² Includes severance pay and supplemental unemployment benefits.

³ Less than .05 percent.

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

Table 20. Private industry, hospitals, by occupational group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 1994-2001 -- Continued

Nurses

Compensation component	Cost per hour worked by year							
	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation	\$27.77	\$28.35	\$29.48	\$29.51	\$29.78	\$30.85	\$31.64	\$33.32
Wages and salaries	19.95	20.40	20.86	21.04	21.42	22.12	22.73	23.71
Total benefits	7.82	7.95	8.62	8.47	8.36	8.72	8.91	9.61
Paid leave	2.11	2.18	2.39	2.45	2.44	2.62	2.69	3.04
Supplemental pay	1.24	1.28	1.42	1.42	1.33	1.30	1.21	1.14
Insurance	1.62	1.63	1.74	1.57	1.54	1.67	1.81	1.88
Retirement and savings .....	.60	.61	.74	.70	.71	.73	.77	.98
Legally required benefits	2.23	2.23	2.32	2.32	2.32	2.39	2.42	2.55
Other benefits ² .....	.02	.02	(¹)	(¹)	(¹)	(¹)	(¹)	.02
	Percent of total compensation by year							
	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Wages and salaries	71.8	72.0	70.8	71.3	71.9	71.7	71.8	71.2
Total benefits	28.2	28.0	29.2	28.7	28.1	28.3	28.2	28.8
Paid leave	7.6	7.7	8.1	8.3	8.2	8.5	8.5	9.1
Supplemental pay	4.5	4.5	4.8	4.8	4.5	4.2	3.8	3.4
Insurance	5.9	5.7	5.9	5.3	5.2	5.4	5.7	5.6
Retirement and savings	2.2	2.1	2.5	2.4	2.4	2.4	2.4	2.9
Legally required benefits	8.0	7.9	7.9	7.8	7.8	7.7	7.6	7.7
Other benefits ² .....	.1	.1	(³)	(³)	(³)	(³)	(³)	.1

¹ Cost per hour worked is \$0.01 or less.

² Includes severance pay and supplemental unemployment benefits.

³ Less than .05 percent.

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

Table 20. Private industry, hospitals, by occupational group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 1994-2001 -- Continued

Technical occupations

Compensation component	Cost per hour worked by year							
	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation	\$19.15	\$19.40	\$20.14	\$20.24	\$20.93	\$21.39	\$21.76	\$23.26
Wages and salaries	13.18	13.46	14.04	14.14	14.67	15.01	15.37	16.37
Total benefits	5.97	5.94	6.09	6.10	6.25	6.38	6.40	6.90
Paid leave	1.62	1.63	1.70	1.75	1.78	1.81	1.75	1.79
Supplemental pay .....	.69	.68	.66	.64	.67	.64	.69	.77
Insurance	1.67	1.68	1.60	1.63	1.60	1.69	1.72	1.91
Retirement and savings .....	.43	.44	.56	.51	.56	.58	.53	.58
Legally required benefits	1.55	1.49	1.55	1.56	1.63	1.65	1.70	1.83
Other benefits ² .....	.02	.02	.02	(¹)	(¹)	(¹)	(¹)	(¹)
	Percent of total compensation by year							
	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Wages and salaries	68.8	69.4	69.7	69.9	70.1	70.2	70.6	70.4
Total benefits	31.2	30.6	30.3	30.1	29.9	29.8	29.4	29.7
Paid leave	8.5	8.4	8.4	8.6	8.5	8.5	8.0	7.7
Supplemental pay	3.6	3.5	3.3	3.2	3.2	3.0	3.2	3.3
Insurance	8.7	8.7	8.0	8.0	7.6	7.9	7.9	8.2
Retirement and savings	2.2	2.3	2.8	2.5	2.7	2.7	2.4	2.5
Legally required benefits	8.1	7.7	7.7	7.7	7.8	7.7	7.8	7.9
Other benefits ² .....	.1	.1	.1	(³)	(³)	(³)	(³)	(³)

¹ Cost per hour worked is \$0.01 or less.

² Includes severance pay and supplemental unemployment benefits.

³ Less than .05 percent.

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

Table 20. Private industry, hospitals, by occupational group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 1994-2001 -- Continued

Administrative support, including clerical occupations

Compensation component	Cost per hour worked by year							
	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation	\$14.82	\$14.91	\$15.30	\$15.36	\$15.69	\$16.17	\$16.84	\$17.24
Wages and salaries	10.13	10.33	10.53	10.65	11.01	11.26	11.63	11.82
Total benefits	4.69	4.58	4.77	4.70	4.68	4.92	5.21	5.42
Paid leave	1.19	1.18	1.25	1.32	1.37	1.40	1.42	1.37
Supplemental pay .....	.29	.30	.29	.30	.30	.28	.30	.31
Insurance	1.67	1.55	1.59	1.48	1.40	1.58	1.70	1.86
Retirement and savings .....	.39	.39	.45	.44	.43	.44	.51	.57
Legally required benefits	1.14	1.13	1.17	1.15	1.18	1.21	1.27	1.29
Other benefits ² .....	.02	(¹)	.02	(¹)	(¹)	(¹)	(¹)	(¹)
	Percent of total compensation by year							
	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Wages and salaries	68.4	69.3	68.8	69.4	70.2	69.6	69.1	68.6
Total benefits	31.6	30.7	31.2	30.6	29.8	30.4	30.9	31.4
Paid leave	8.0	7.9	8.1	8.6	8.7	8.7	8.4	7.9
Supplemental pay	2.0	2.0	1.9	2.0	1.9	1.7	1.8	1.8
Insurance	11.2	10.4	10.4	9.7	8.9	9.8	10.1	10.8
Retirement and savings	2.6	2.6	3.0	2.9	2.7	2.7	3.0	3.3
Legally required benefits	7.7	7.6	7.6	7.5	7.5	7.5	7.5	7.5
Other benefits ² .....	.1	(³)	.1	(³)	(³)	(³)	(³)	(³)

¹ Cost per hour worked is \$0.01 or less.

² Includes severance pay and supplemental unemployment benefits.

³ Less than .05 percent.

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

Table 20. Private industry, hospitals, by occupational group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 1994-2001 -- Continued

Service occupations

Compensation component	Cost per hour worked by year							
	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation	\$13.14	\$13.24	\$13.56	\$12.96	\$13.20	\$13.52	\$13.85	\$14.70
Wages and salaries	8.80	8.93	9.22	8.82	9.05	9.25	9.53	10.13
Total benefits	4.33	4.31	4.34	4.14	4.15	4.27	4.32	4.57
Paid leave .....	.97	.99	1.05	1.00	1.00	1.06	1.01	1.03
Supplemental pay .....	.39	.40	.42	.42	.43	.43	.38	.34
Insurance	1.59	1.56	1.49	1.37	1.34	1.39	1.47	1.64
Retirement and savings .....	.29	.29	.32	.31	.33	.33	.32	.36
Legally required benefits	1.07	1.06	1.06	1.04	1.04	1.05	1.12	1.20
Other benefits ² .....	.02	(¹)	(¹)	(¹)	(¹)	(¹)	(¹)	(¹)
	Percent of total compensation by year							
	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Wages and salaries	67.0	67.5	68.0	68.1	68.6	68.4	68.8	68.9
Total benefits	33.0	32.5	32.0	31.9	31.4	31.6	31.2	31.1
Paid leave	7.4	7.5	7.7	7.7	7.6	7.8	7.3	7.0
Supplemental pay	3.0	3.0	3.1	3.3	3.3	3.2	2.7	2.3
Insurance	12.1	11.8	11.0	10.6	10.2	10.3	10.6	11.2
Retirement and savings	2.2	2.2	2.4	2.4	2.5	2.4	2.3	2.4
Legally required benefits	8.1	8.0	7.8	8.0	7.9	7.8	8.1	8.2
Other benefits ² .....	.2	(³)	(³)	(³)	(³)	(³)	(³)	(³)

¹ Cost per hour worked is \$0.01 or less.

² Includes severance pay and supplemental unemployment benefits.

³ Less than .05 percent.

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

Table 20. Private industry, nursing homes, by occupational group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 1994-2001 -- Continued

All workers

Compensation component	Cost per hour worked by year							
	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation	\$11.06	\$11.30	\$11.54	\$12.26	\$12.82	\$13.29	\$14.12	\$15.33
Wages and salaries	8.15	8.33	8.58	9.21	9.70	10.06	10.67	11.37
Total benefits	2.91	2.96	2.96	3.06	3.12	3.23	3.46	3.95
Paid leave .....	.66	.69	.71	.77	.79	.83	.89	1.02
Supplemental pay .....	.23	.23	.22	.24	.27	.27	.30	.38
Insurance .....	.57	.58	.60	.62	.63	.68	.76	.89
Retirement and savings .....	.10	.12	.12	.13	.16	.15	.18	.24
Legally required benefits	1.34	1.34	1.30	1.29	1.27	1.30	1.32	1.42
Other benefits ²	(¹)	(¹)	(¹)	(¹)	(¹)	(¹)	(¹)	(¹)
	Percent of total compensation by year							
	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Wages and salaries	73.7	73.8	74.4	75.1	75.7	75.7	75.6	74.2
Total benefits	26.3	26.2	25.6	24.9	24.3	24.3	24.5	25.8
Paid leave	6.0	6.1	6.1	6.3	6.2	6.2	6.3	6.7
Supplemental pay	2.1	2.1	1.9	2.0	2.1	2.0	2.1	2.5
Insurance	5.1	5.2	5.2	5.0	4.9	5.1	5.4	5.8
Retirement and savings .....	.9	1.1	1.0	1.1	1.2	1.1	1.3	1.6
Legally required benefits	12.1	11.8	11.3	10.5	9.9	9.8	9.3	9.3
Other benefits ²	(³)	(³)	(³)	(³)	(³)	(³)	(³)	(³)

¹ Cost per hour worked is \$0.01 or less.

² Includes severance pay and supplemental unemployment benefits.

³ Less than .05 percent.

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

Table 20. Private industry, nursing homes, by occupational group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 1994-2001 -- Continued

Professional specialty and technical occupations

Compensation component	Cost per hour worked by year							
	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation	\$17.41	\$17.61	\$17.91	\$18.14	\$18.86	\$19.45	\$20.25	\$22.45
Wages and salaries	12.96	13.11	13.43	13.78	14.45	14.92	15.52	16.76
Total benefits	4.45	4.50	4.48	4.36	4.40	4.53	4.73	5.69
Paid leave	1.10	1.11	1.16	1.12	1.14	1.18	1.21	1.50
Supplemental pay .....	.43	.42	.41	.42	.43	.45	.52	.67
Insurance .....	.63	.67	.69	.67	.73	.77	.82	1.07
Retirement and savings .....	.16	.20	.21	.21	.22	.22	.27	.38
Legally required benefits	2.12	2.10	2.01	1.94	1.88	1.92	1.90	2.07
Other benefits ²	(¹)	(¹)	(¹)	(¹)	(¹)	(¹)	(¹)	(¹)
	Percent of total compensation by year							
	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Wages and salaries	74.4	74.5	75.0	76.0	76.6	76.7	76.6	74.7
Total benefits	25.6	25.5	25.0	24.0	23.3	23.3	23.4	25.3
Paid leave	6.3	6.3	6.5	6.2	6.0	6.1	6.0	6.7
Supplemental pay	2.5	2.4	2.3	2.3	2.3	2.3	2.6	3.0
Insurance	3.6	3.8	3.8	3.7	3.9	4.0	4.0	4.8
Retirement and savings .....	.9	1.1	1.1	1.1	1.2	1.1	1.3	1.7
Legally required benefits	12.2	11.9	11.2	10.7	10.0	9.9	9.4	9.2
Other benefits ²	(³)	(³)	(³)	(³)	(³)	(³)	(³)	(³)

¹ Cost per hour worked is \$0.01 or less.

² Includes severance pay and supplemental unemployment benefits.

³ Less than .05 percent.

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

Table 20. Private industry, nursing homes, by occupational group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 1994-2001 -- Continued

Professional specialty occupations

Compensation component	Cost per hour worked by year							
	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation	\$19.50	\$19.59	\$20.24	\$20.36	\$20.85	\$21.57	\$22.69	\$25.96
Wages and salaries	14.86	14.87	15.35	15.63	16.16	16.74	17.48	19.29
Total benefits	4.64	4.73	4.89	4.73	4.68	4.83	5.21	6.67
Paid leave	1.24	1.27	1.35	1.25	1.24	1.27	1.39	1.86
Supplemental pay .....	.39	.36	.36	.38	.36	.37	.51	.69
Insurance .....	.59	.69	.74	.72	.78	.84	.91	1.29
Retirement and savings .....	.17	.20	.22	.25	.25	.25	.33	.45
Legally required benefits	2.24	2.21	2.22	2.13	2.05	2.10	2.07	2.37
Other benefits ²	(¹)	(¹)	(¹)	(¹)	(¹)	(¹)	(¹)	(¹)
	Percent of total compensation by year							
	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Wages and salaries	76.2	75.9	75.8	76.8	77.5	77.6	77.0	74.3
Total benefits	23.8	24.1	24.2	23.2	22.4	22.4	23.0	25.7
Paid leave	6.4	6.5	6.7	6.2	5.9	5.9	6.1	7.2
Supplemental pay	2.0	1.8	1.8	1.9	1.7	1.7	2.2	2.7
Insurance	3.0	3.5	3.7	3.5	3.7	3.9	4.0	5.0
Retirement and savings .....	.9	1.0	1.1	1.2	1.2	1.2	1.5	1.7
Legally required benefits	11.5	11.3	11.0	10.4	9.8	9.7	9.1	9.1
Other benefits ²	(³)	(³)	(³)	(³)	(³)	(³)	(³)	(³)

¹ Cost per hour worked is \$0.01 or less.

² Includes severance pay and supplemental unemployment benefits.

³ Less than .05 percent.

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

Table 20. Private industry, nursing homes, by occupational group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 1994-2001 -- Continued

Technical occupations

Compensation component	Cost per hour worked by year							
	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation	\$15.68	\$15.95	\$15.99	\$16.16	\$17.02	\$17.51	\$18.03	\$19.50
Wages and salaries	11.38	11.65	11.86	12.13	12.88	13.25	13.74	14.63
Total benefits	4.29	4.30	4.13	4.03	4.15	4.26	4.29	4.87
Paid leave .....	.98	.98	1.00	1.00	1.04	1.09	1.06	1.19
Supplemental pay .....	.46	.47	.46	.45	.50	.52	.53	.66
Insurance .....	.66	.64	.64	.62	.68	.70	.74	.88
Retirement and savings .....	.16	.20	.20	.17	.19	.19	.21	.32
Legally required benefits	2.03	2.01	1.83	1.78	1.72	1.76	1.75	1.83
Other benefits ²	(¹)	(¹)	(¹)	(¹)	(¹)	(¹)	(¹)	(¹)
	Percent of total compensation by year							
	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Wages and salaries	72.6	73.0	74.2	75.1	75.7	75.7	76.2	75.0
Total benefits	27.4	27.0	25.8	24.9	24.4	24.3	23.8	25.0
Paid leave	6.3	6.1	6.3	6.2	6.1	6.2	5.9	6.1
Supplemental pay	3.0	3.0	2.9	2.8	2.9	3.0	2.9	3.4
Insurance	4.2	4.0	4.0	3.8	4.0	4.0	4.1	4.5
Retirement and savings	1.0	1.2	1.2	1.1	1.1	1.1	1.2	1.6
Legally required benefits	12.9	12.6	11.5	11.0	10.1	10.1	9.7	9.4
Other benefits ²	(³)	(³)	(³)	(³)	(³)	(³)	(³)	(³)

¹ Cost per hour worked is \$0.01 or less.

² Includes severance pay and supplemental unemployment benefits.

³ Less than .05 percent.

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

Table 20. Private industry, nursing homes, by occupational group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 1994-2001 -- Continued

Service occupations

Compensation component	Cost per hour worked by year							
	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation	\$8.87	\$9.19	\$9.43	\$9.82	\$10.19	\$10.57	\$10.99	\$11.78
Wages and salaries	6.45	6.70	6.93	7.29	7.61	7.91	8.18	8.65
Total benefits	2.41	2.49	2.50	2.53	2.58	2.66	2.81	3.13
Paid leave .....	.49	.52	.54	.59	.60	.63	.66	.72
Supplemental pay .....	.19	.20	.19	.20	.23	.23	.25	.31
Insurance .....	.53	.54	.56	.57	.58	.62	.69	.80
Retirement and savings .....	.08	.09	.09	.11	.13	.12	.13	.17
Legally required benefits	1.12	1.14	1.11	1.07	1.05	1.07	1.07	1.12
Other benefits ²	(¹)	(¹)	(¹)	(¹)	(¹)	(¹)	(¹)	(¹)
	Percent of total compensation by year							
	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Wages and salaries	72.8	72.9	73.5	74.2	74.7	74.8	74.4	73.4
Total benefits	27.2	27.1	26.5	25.8	25.3	25.2	25.6	26.6
Paid leave	5.5	5.7	5.7	6.0	5.9	6.0	6.0	6.1
Supplemental pay	2.2	2.2	2.0	2.0	2.3	2.2	2.3	2.6
Insurance	5.9	5.9	5.9	5.8	5.7	5.9	6.3	6.8
Retirement and savings .....	.9	.9	.9	1.1	1.3	1.1	1.2	1.4
Legally required benefits	12.7	12.4	11.8	10.9	10.3	10.1	9.7	9.5
Other benefits ²	(³)	(³)	(³)	(³)	(³)	(³)	(³)	(³)

¹ Cost per hour worked is \$0.01 or less.

² Includes severance pay and supplemental unemployment benefits.

³ Less than .05 percent.

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

Table 21. Private industry, transportation equipment manufacturing (SIC 37), by occupational group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 1989¹-2001

All workers

Compensation component	Cost per hour worked by year												
	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation	-	-	-	-	-	\$30.67	\$31.37	\$29.81	\$31.06	\$32.34	\$33.21	\$34.51	\$33.67
Wages and salaries	-	-	-	-	-	17.78	18.07	18.11	19.00	20.23	21.03	21.51	21.84
Total benefits	-	-	-	-	-	12.89	13.29	11.69	12.06	12.11	12.18	13.01	11.84
Paid leave	-	-	-	-	-	2.48	2.60	2.55	2.67	2.83	2.91	2.92	2.85
Supplemental pay	-	-	-	-	-	1.52	1.58	1.70	1.75	1.78	1.62	2.04	2.05
Insurance	-	-	-	-	-	3.78	3.67	2.92	2.92	2.85	3.04	3.35	2.81
Retirement and savings	-	-	-	-	-	2.17	2.14	1.47	1.56	1.57	1.45	1.50	1.15
Legally required benefits	-	-	-	-	-	2.57	2.87	2.71	2.79	2.76	2.79	2.78	2.73
Other benefits ²	-	-	-	-	-	.38	.43	.35	.37	.32	.37	.43	.25
	Percent of total compensation by year												
	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation	-	-	-	-	-	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Wages and salaries	-	-	-	-	-	58.0	57.6	60.8	61.2	62.6	63.3	62.3	64.9
Total benefits	-	-	-	-	-	42.0	42.4	39.2	38.8	37.4	36.7	37.7	35.2
Paid leave	-	-	-	-	-	8.1	8.3	8.6	8.6	8.8	8.8	8.5	8.5
Supplemental pay	-	-	-	-	-	4.9	5.0	5.7	5.6	5.5	4.9	5.9	6.1
Insurance	-	-	-	-	-	12.3	11.7	9.8	9.4	8.8	9.2	9.7	8.3
Retirement and savings	-	-	-	-	-	7.1	6.8	4.9	5.0	4.9	4.4	4.3	3.4
Legally required benefits	-	-	-	-	-	8.4	9.1	9.1	9.0	8.5	8.4	8.1	8.1
Other benefits ²	-	-	-	-	-	1.2	1.4	1.2	1.2	1.0	1.1	1.2	.7

¹ This series began in 1994.

² Includes severance pay and supplemental unemployment benefits.

- Data not available.

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

Table 21. Private industry, transportation equipment manufacturing (SIC 37), by occupational group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 1989¹-2001 -- Continued

White-collar occupations

Compensation component	Cost per hour worked by year												
	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation	-	-	-	-	-	\$31.98	\$32.94	\$35.76	\$36.48	\$37.68	\$38.81	\$40.48	\$43.78
Wages and salaries	-	-	-	-	-	21.37	22.02	23.67	24.74	25.95	27.03	28.28	30.27
Total benefits	-	-	-	-	-	10.61	10.92	12.08	11.74	11.73	11.79	12.21	13.52
Paid leave	-	-	-	-	-	2.90	3.03	3.48	3.57	3.72	3.84	3.90	4.24
Supplemental pay	-	-	-	-	-	.73	.78	1.13	.91	.89	.85	1.28	1.56
Insurance	-	-	-	-	-	2.95	3.08	2.72	2.66	2.63	2.72	2.67	2.97
Retirement and savings	-	-	-	-	-	1.53	1.36	1.71	1.58	1.50	1.31	1.29	1.44
Legally required benefits	-	-	-	-	-	2.38	2.59	2.79	2.79	2.80	2.80	2.76	3.06
Other benefits ²	-	-	-	-	-	.11	.08	.25	.23	.19	.27	.31	.24
	Percent of total compensation by year												
	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation	-	-	-	-	-	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Wages and salaries	-	-	-	-	-	66.8	66.8	66.2	67.8	68.9	69.6	69.9	69.1
Total benefits	-	-	-	-	-	33.2	33.2	33.8	32.2	31.1	30.4	30.2	30.9
Paid leave	-	-	-	-	-	9.1	9.2	9.7	9.8	9.9	9.9	9.6	9.7
Supplemental pay	-	-	-	-	-	2.3	2.4	3.2	2.5	2.4	2.2	3.2	3.6
Insurance	-	-	-	-	-	9.2	9.3	7.6	7.3	7.0	7.0	6.6	6.8
Retirement and savings	-	-	-	-	-	4.8	4.1	4.8	4.3	4.0	3.4	3.2	3.3
Legally required benefits	-	-	-	-	-	7.5	7.9	7.8	7.6	7.4	7.2	6.8	7.0
Other benefits ²	-	-	-	-	-	.4	.2	.7	.6	.5	.7	.8	.5

¹ This series began in 1994.

² Includes severance pay and supplemental unemployment benefits.

- Data not available.

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

Table 21. Private industry, transportation equipment manufacturing (SIC 37), by occupational group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 1989¹-2001 -- Continued

Professional specialty and technical occupations

Compensation component	Cost per hour worked by year												
	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation	-	-	-	-	-	\$33.29	\$34.27	\$39.81	\$41.59	\$42.58	\$44.07	\$45.26	\$45.66
Wages and salaries	-	-	-	-	-	22.64	23.13	26.76	28.67	29.81	31.22	31.62	31.02
Total benefits	-	-	-	-	-	10.65	11.14	13.05	12.92	12.77	12.86	13.64	14.65
Paid leave	-	-	-	-	-	3.04	3.18	3.82	4.08	4.17	4.36	4.73	4.73
Supplemental pay	-	-	-	-	-	.57	.64	1.07	.82	.90	.77	1.15	1.31
Insurance	-	-	-	-	-	2.91	3.10	2.85	2.84	2.74	2.80	2.88	3.41
Retirement and savings	-	-	-	-	-	1.50	1.40	1.95	1.79	1.63	1.46	1.47	1.58
Legally required benefits	-	-	-	-	-	2.52	2.75	3.09	3.16	3.15	3.18	3.12	3.26
Other benefits ²	-	-	-	-	-	.10	.07	.27	.24	.18	.29	.29	.36
	Percent of total compensation by year												
	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation	-	-	-	-	-	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Wages and salaries	-	-	-	-	-	68.0	67.5	67.2	68.9	70.0	70.8	69.9	67.9
Total benefits	-	-	-	-	-	32.0	32.5	32.8	31.1	30.0	29.2	30.1	32.1
Paid leave	-	-	-	-	-	9.1	9.3	9.6	9.8	9.8	9.9	10.5	10.4
Supplemental pay	-	-	-	-	-	1.7	1.9	2.7	2.0	2.1	1.7	2.5	2.9
Insurance	-	-	-	-	-	8.7	9.0	7.2	6.8	6.4	6.4	6.4	7.5
Retirement and savings	-	-	-	-	-	4.5	4.1	4.9	4.3	3.8	3.3	3.2	3.5
Legally required benefits	-	-	-	-	-	7.6	8.0	7.8	7.6	7.4	7.2	6.9	7.1
Other benefits ²	-	-	-	-	-	.3	.2	.7	.6	.4	.7	.6	.8

¹ This series began in 1994.

² Includes severance pay and supplemental unemployment benefits.

- Data not available.

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

Table 21. Private industry, transportation equipment manufacturing (SIC 37), by occupational group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 1989¹-2001 -- Continued

Executive, administrative, and managerial occupations

Compensation component	Cost per hour worked by year												
	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation	-	-	-	-	-	\$38.66	\$39.94	\$41.32	\$40.15	\$41.90	\$43.55	\$50.67	\$54.15
Wages and salaries	-	-	-	-	-	26.70	27.80	27.36	27.42	28.95	30.47	36.83	39.43
Total benefits	-	-	-	-	-	11.96	12.14	13.96	12.73	12.95	13.08	13.84	14.72
Paid leave	-	-	-	-	-	3.63	3.85	4.42	4.25	4.45	4.60	4.69	4.91
Supplemental pay	-	-	-	-	-	.54	.63	1.50	1.05	.95	1.07	1.38	2.04
Insurance	-	-	-	-	-	3.17	3.41	2.78	2.61	2.66	2.82	2.62	2.52
Retirement and savings	-	-	-	-	-	1.83	1.29	1.91	1.71	1.71	1.42	1.54	1.63
Legally required benefits	-	-	-	-	-	2.71	2.91	3.09	2.91	3.00	2.92	3.10	3.46
Other benefits ²	-	-	-	-	-	.07	.05	.25	.20	.19	.25	.51	.16
	Percent of total compensation by year												
	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation	-	-	-	-	-	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Wages and salaries	-	-	-	-	-	69.1	69.6	66.2	68.3	69.1	70.0	72.7	72.8
Total benefits	-	-	-	-	-	30.9	30.4	33.8	31.7	30.9	30.0	27.3	27.2
Paid leave	-	-	-	-	-	9.4	9.7	10.7	10.6	10.6	10.6	9.3	9.1
Supplemental pay	-	-	-	-	-	1.4	1.6	3.6	2.6	2.3	2.5	2.7	3.8
Insurance	-	-	-	-	-	8.2	8.5	6.7	6.5	6.3	6.5	5.2	4.7
Retirement and savings	-	-	-	-	-	4.7	3.2	4.6	4.2	4.1	3.3	3.0	3.0
Legally required benefits	-	-	-	-	-	7.0	7.3	7.5	7.2	7.2	6.7	6.1	6.4
Other benefits ²	-	-	-	-	-	.2	.1	.6	.5	.5	.6	1.0	.3

¹ This series began in 1994.

² Includes severance pay and supplemental unemployment benefits.

- Data not available.

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

Table 21. Private industry, transportation equipment manufacturing (SIC 37), by occupational group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 1989¹-2001 -- Continued

Blue-collar occupations

Compensation component	Cost per hour worked by year												
	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation	-	-	-	-	-	\$30.13	\$30.70	\$26.64	\$28.22	\$29.22	\$30.11	\$31.41	\$28.41
Wages and salaries	-	-	-	-	-	16.12	16.40	15.29	16.10	17.02	17.81	18.06	17.43
Total benefits	-	-	-	-	-	14.01	14.30	11.35	12.13	12.20	12.30	13.35	10.98
Paid leave	-	-	-	-	-	2.30	2.42	2.05	2.20	2.30	2.39	2.41	2.12
Supplemental pay	-	-	-	-	-	1.91	1.93	1.96	2.15	2.25	2.01	2.41	2.33
Insurance	-	-	-	-	-	4.15	3.92	3.00	3.05	2.96	3.20	3.68	2.73
Retirement and savings	-	-	-	-	-	2.48	2.47	1.32	1.54	1.60	1.52	1.59	.99
Legally required benefits	-	-	-	-	-	2.66	2.99	2.66	2.77	2.71	2.77	2.79	2.56
Other benefits ²	-	-	-	-	-	.51	.58	.37	.42	.38	.40	.48	.25
	Percent of total compensation by year												
	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation	-	-	-	-	-	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Wages and salaries	-	-	-	-	-	53.5	53.4	57.4	57.0	58.2	59.1	57.5	61.4
Total benefits	-	-	-	-	-	46.5	46.6	42.6	43.0	41.8	40.9	42.5	38.6
Paid leave	-	-	-	-	-	7.6	7.9	7.7	7.8	7.9	7.9	7.7	7.5
Supplemental pay	-	-	-	-	-	6.3	6.3	7.3	7.6	7.7	6.7	7.7	8.2
Insurance	-	-	-	-	-	13.8	12.8	11.3	10.8	10.1	10.6	11.7	9.6
Retirement and savings	-	-	-	-	-	8.2	8.0	4.9	5.5	5.5	5.0	5.1	3.5
Legally required benefits	-	-	-	-	-	8.8	9.7	10.0	9.8	9.3	9.2	8.9	9.0
Other benefits ²	-	-	-	-	-	1.7	1.9	1.4	1.5	1.3	1.3	1.5	.9

¹ This series began in 1994.

² Includes severance pay and supplemental unemployment benefits.

- Data not available.

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

Table 21. Private industry, transportation equipment manufacturing (SIC 37), by occupational group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 1989¹-2001 -- Continued

Service occupations

Compensation component	Cost per hour worked by year												
	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation	-	-	-	-	-	\$28.51	\$30.61	\$32.27	\$32.33	\$34.69	\$34.75	\$35.58	\$25.08
Wages and salaries	-	-	-	-	-	15.72	16.22	16.14	17.06	18.45	19.06	18.23	15.55
Total benefits	-	-	-	-	-	12.79	14.39	16.13	15.26	16.24	15.68	17.35	9.54
Paid leave	-	-	-	-	-	2.05	2.30	3.05	2.77	3.17	3.12	3.38	2.30
Supplemental pay	-	-	-	-	-	1.30	1.77	3.00	2.93	3.27	2.83	3.24	1.25
Insurance	-	-	-	-	-	4.54	4.24	3.57	3.25	3.31	3.44	4.20	2.84
Retirement and savings	-	-	-	-	-	2.06	2.56	2.14	2.04	2.16	1.98	2.15	.90
Legally required benefits	-	-	-	-	-	2.39	2.72	3.19	3.27	3.40	3.52	3.18	2.06
Other benefits ²	-	-	-	-	-	.45	.79	1.18	1.00	.93	.80	1.20	.19
	Percent of total compensation by year												
	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation	-	-	-	-	-	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Wages and salaries	-	-	-	-	-	55.1	53.0	50.0	52.8	53.2	54.8	51.2	62.0
Total benefits	-	-	-	-	-	44.9	47.0	50.0	47.2	46.8	45.1	48.8	38.0
Paid leave	-	-	-	-	-	7.2	7.5	9.5	8.6	9.1	9.0	9.5	9.2
Supplemental pay	-	-	-	-	-	4.6	5.8	9.3	9.1	9.4	8.1	9.1	5.0
Insurance	-	-	-	-	-	15.9	13.8	11.1	10.1	9.5	9.9	11.8	11.3
Retirement and savings	-	-	-	-	-	7.2	8.4	6.6	6.3	6.2	5.7	6.0	3.6
Legally required benefits	-	-	-	-	-	8.4	8.9	9.9	10.1	9.8	10.1	8.9	8.2
Other benefits ²	-	-	-	-	-	1.6	2.6	3.7	3.1	2.7	2.3	3.4	.8

¹ This series began in 1994.

² Includes severance pay and supplemental unemployment benefits.

- Data not available.

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

Table 21. Private industry, aircraft manufacturing (SIC 3721), by occupational group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 1989-2001 -- Continued

All workers

Compensation component	Cost per hour worked by year												
	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation	\$22.67	\$24.17	\$25.30	\$26.97	\$28.62	\$29.34	\$30.66	\$34.09	\$33.98	\$34.27	\$35.33	\$37.87	\$40.09
Wages and salaries	15.66	16.32	17.11	18.02	18.68	19.53	20.28	21.79	22.63	23.32	24.28	25.47	26.79
Total benefits	7.01	7.84	8.19	8.95	9.94	9.82	10.38	12.30	11.35	10.95	11.05	12.39	13.30
Paid leave	2.08	2.16	2.27	2.33	2.45	2.54	2.72	3.13	3.07	3.23	3.34	3.51	3.69
Supplemental pay .....	.93	1.27	1.22	1.17	1.43	1.05	.89	1.68	1.05	1.08	1.19	1.67	1.79
Insurance	1.61	1.84	2.07	2.39	2.64	2.70	2.83	2.86	2.75	2.48	2.60	2.67	3.13
Retirement and savings .....	.68	.76	.73	1.05	1.23	1.27	1.38	1.82	1.58	1.42	.97	1.20	1.36
Legally required benefits	1.69	1.79	1.88	1.98	2.15	2.23	2.53	2.72	2.81	2.69	2.77	2.92	3.12
Other benefits ² .....	.02	(¹)	.02	.03	.04	.03	.03	.10	.09	.04	.18	.42	.21
	Percent of total compensation by year												
	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Wages and salaries	69.1	67.5	67.6	66.8	65.3	66.5	66.2	63.9	66.6	68.0	68.7	67.3	66.8
Total benefits	30.9	32.4	32.4	33.2	34.7	33.5	33.8	36.1	33.4	32.0	31.3	32.7	33.2
Paid leave	9.2	8.9	9.0	8.6	8.6	8.6	8.9	9.2	9.0	9.4	9.5	9.3	9.2
Supplemental pay	4.1	5.3	4.8	4.3	5.0	3.6	2.9	4.9	3.1	3.2	3.4	4.4	4.5
Insurance	7.1	7.6	8.2	8.9	9.2	9.2	9.2	8.4	8.1	7.2	7.4	7.1	7.8
Retirement and savings	3.0	3.1	2.9	3.9	4.3	4.3	4.5	5.3	4.6	4.1	2.7	3.2	3.4
Legally required benefits	7.5	7.4	7.4	7.3	7.5	7.6	8.2	8.0	8.3	7.8	7.8	7.7	7.8
Other benefits ² .....	.1	(³)	.1	.1	.1	.1	.1	.3	.3	.1	.5	1.1	.5

¹ Cost per hour worked is \$0.01 or less.

² Includes severance pay and supplemental unemployment benefits.

³ Less than .05 percent.

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

Table 21. Private industry, aircraft manufacturing (SIC 3721), by occupational group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 1989-2001 -- Continued

White-collar occupations

Compensation component	Cost per hour worked by year												
	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation	\$24.05	\$25.51	\$26.37	\$28.10	\$29.62	\$30.33	\$31.78	\$36.23	\$36.32	\$36.97	\$38.12	\$40.76	\$43.63
Wages and salaries	17.10	17.71	18.30	19.18	19.81	20.67	21.52	23.72	24.83	25.68	26.88	28.31	29.68
Total benefits	6.96	7.80	8.08	8.91	9.81	9.67	10.26	12.51	11.50	11.30	11.24	12.44	13.95
Paid leave	2.33	2.40	2.49	2.59	2.70	2.80	2.98	3.49	3.43	3.52	3.71	4.04	4.22
Supplemental pay .....	.50	.87	.83	.77	.93	.55	.46	1.34	.72	.77	.71	.81	1.56
Insurance	1.61	1.82	2.01	2.34	2.62	2.65	2.78	2.72	2.66	2.48	2.60	2.69	3.19
Retirement and savings .....	.80	.89	.85	1.20	1.38	1.42	1.52	2.09	1.71	1.61	1.12	1.32	1.50
Legally required benefits	1.70	1.81	1.88	1.98	2.13	2.20	2.48	2.80	2.90	2.88	2.87	2.99	3.23
Other benefits ² .....	.02	(¹)	.02	.04	.06	.04	.04	.06	.08	.04	.24	.59	.26
	Percent of total compensation by year												
	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Wages and salaries	71.1	69.4	69.4	68.3	66.9	68.1	67.7	65.5	68.4	69.5	70.5	69.5	68.0
Total benefits	28.9	30.6	30.6	31.7	33.1	31.9	32.3	34.5	31.6	30.6	29.5	30.5	32.0
Paid leave	9.7	9.4	9.4	9.2	9.1	9.2	9.4	9.6	9.4	9.5	9.7	9.9	9.7
Supplemental pay	2.1	3.4	3.1	2.7	3.1	1.8	1.5	3.7	2.0	2.1	1.9	2.0	3.6
Insurance	6.7	7.1	7.6	8.3	8.8	8.8	8.8	7.5	7.3	6.7	6.8	6.6	7.3
Retirement and savings	3.3	3.5	3.2	4.3	4.7	4.7	4.8	5.8	4.7	4.4	2.9	3.2	3.4
Legally required benefits	7.1	7.1	7.1	7.0	7.2	7.2	7.8	7.7	8.0	7.8	7.5	7.3	7.4
Other benefits ² .....	.1	(³)	.1	.1	.2	.1	.1	.2	.2	.1	.6	1.4	.6

¹ Cost per hour worked is \$0.01 or less.

² Includes severance pay and supplemental unemployment benefits.

³ Less than .05 percent.

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

Table 21. Private industry, aircraft manufacturing (SIC 3721), by occupational group: employer costs per hour worked for employer compensation and costs as a percent of total compensation, 1989-2001 -- Continued

Blue-collar occupations

Compensation component	Cost per hour worked by year												
	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation	\$20.64	\$22.22	\$23.78	\$25.42	\$27.32	\$28.01	\$29.06	\$30.52	\$30.14	\$29.56	\$30.56	\$33.33	\$34.18
Wages and salaries	13.50	14.26	15.35	16.35	17.09	17.91	18.47	18.60	19.04	19.24	19.84	20.94	22.00
Total benefits	7.14	7.96	8.43	9.07	10.23	10.10	10.59	11.92	11.10	10.32	10.72	12.39	12.18
Paid leave	1.71	1.80	1.92	1.95	2.08	2.14	2.32	2.53	2.48	2.72	2.70	2.66	2.81
Supplemental pay	1.62	1.93	1.87	1.82	2.23	1.83	1.57	2.29	1.64	1.63	2.02	3.13	2.18
Insurance	1.62	1.88	2.16	2.46	2.66	2.75	2.88	3.10	2.91	2.49	2.60	2.61	3.02
Retirement and savings .....	.49	.56	.55	.82	1.02	1.06	1.19	1.36	1.37	1.08	.73	1.02	1.10
Legally required benefits	1.69	1.79	1.90	2.00	2.21	2.30	2.60	2.57	2.66	2.35	2.58	2.83	2.94
Other benefits ²	(¹)	(¹)	.02	.02	.02	.02	.02	.08	.05	.05	.09	.13	.13
	Percent of total compensation by year												
	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Total compensation	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Wages and salaries	65.4	64.2	64.6	64.3	62.6	63.9	63.5	60.9	63.2	65.1	64.9	62.8	64.4
Total benefits	34.6	35.8	35.4	35.7	37.4	36.1	36.4	39.1	36.8	34.9	35.1	37.2	35.6
Paid leave	8.3	8.1	8.1	7.7	7.6	7.6	8.0	8.3	8.2	9.2	8.8	8.0	8.2
Supplemental pay	7.8	8.7	7.9	7.2	8.2	6.5	5.4	7.5	5.4	5.5	6.6	9.4	6.4
Insurance	7.8	8.5	9.1	9.7	9.8	9.8	9.9	10.2	9.7	8.4	8.5	7.8	8.8
Retirement and savings	2.4	2.5	2.3	3.2	3.7	3.8	4.1	4.5	4.5	3.7	2.4	3.1	3.2
Legally required benefits	8.2	8.1	8.0	7.9	8.1	8.2	9.0	8.4	8.8	7.9	8.4	8.5	8.6
Other benefits ²	(³)	(³)	.1	.1	.1	.1	.1	.3	.2	.2	.3	.4	.4

¹ Cost per hour worked is \$0.01 or less.

² Includes severance pay and supplemental unemployment benefits.

³ Less than .05 percent.

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

Table 22. Private industry, public utilities (SICs 48 and 49), by occupational group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 1995-2001

All workers

Compensation component	Cost per hour worked by year						
	1995	1996	1997	1998	1999	2000	2001
Total compensation	\$26.51	\$27.12	\$26.73	\$27.72	\$28.72	\$30.15	\$32.58
Wages and salaries	17.97	18.30	18.62	19.11	19.72	20.50	21.83
Total benefits	8.54	8.82	8.10	8.61	8.99	9.66	10.76
Paid leave	2.47	2.51	2.31	2.36	2.52	2.71	2.87
Supplemental pay .....	.79	.82	.73	.81	.97	1.21	1.64
Insurance	2.39	2.49	2.07	2.24	2.23	2.29	2.48
Retirement and savings .....	.89	.98	.92	1.13	1.07	1.29	1.46
Legally required benefits	1.96	1.96	1.99	1.98	2.06	2.06	2.22
Other benefits ¹ .....	.04	.06	.07	.08	.14	.11	.09
	Percent of total compensation by year						
	1995	1996	1997	1998	1999	2000	2001
Total compensation	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Wages and salaries	67.8	67.5	69.7	68.9	68.7	68.0	67.0
Total benefits	32.2	32.5	30.3	31.1	31.3	32.0	33.0
Paid leave	9.3	9.3	8.7	8.5	8.8	9.0	8.8
Supplemental pay	3.0	3.0	2.7	2.9	3.4	4.0	5.0
Insurance	9.0	9.2	7.7	8.1	7.8	7.6	7.6
Retirement and savings	3.4	3.6	3.4	4.1	3.7	4.3	4.5
Legally required benefits	7.4	7.2	7.5	7.1	7.2	6.8	6.8
Other benefits ¹ .....	.1	.2	.3	.3	.5	.4	.3

¹ Includes severance pay and supplemental unemployment benefits.

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

Table 22. Private industry, public utilities (SICs 48 and 49), by occupational group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 1995-2001 -- Continued

White-collar occupations

Compensation component	Cost per hour worked by year						
	1995	1996	1997	1998	1999	2000	2001
Total compensation	\$26.55	\$26.86	\$26.54	\$27.57	\$28.50	\$30.08	\$33.01
Wages and salaries	18.23	18.42	18.74	19.20	19.73	20.71	22.40
Total benefits	8.33	8.44	7.80	8.37	8.77	9.37	10.61
Paid leave	2.47	2.50	2.27	2.34	2.45	2.70	2.78
Supplemental pay .....	.72	.66	.60	.67	.86	1.20	1.73
Insurance	2.35	2.42	2.00	2.19	2.17	2.25	2.39
Retirement and savings .....	.85	.92	.89	1.11	1.05	1.05	1.41
Legally required benefits	1.89	1.87	1.96	1.96	2.04	2.04	2.19
Other benefits ¹ .....	.05	.07	.08	.11	.20	.13	.11
	Percent of total compensation by year						
	1995	1996	1997	1998	1999	2000	2001
Total compensation	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Wages and salaries	68.6	68.6	70.6	69.6	69.2	68.8	67.9
Total benefits	31.4	31.4	29.4	30.4	30.8	31.2	32.1
Paid leave	9.3	9.3	8.5	8.5	8.6	9.0	8.4
Supplemental pay	2.7	2.5	2.3	2.4	3.0	4.0	5.2
Insurance	8.8	9.0	7.5	7.9	7.6	7.5	7.2
Retirement and savings	3.2	3.4	3.3	4.0	3.7	3.5	4.3
Legally required benefits	7.1	7.0	7.4	7.1	7.2	6.8	6.6
Other benefits ¹ .....	.2	.3	.3	.4	.7	.4	.3

¹ Includes severance pay and supplemental unemployment benefits.

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

Table 22. Private industry, public utilities (SICs 48 and 49), by occupational group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 1995-2001 -- Continued

Blue-collar occupations

Compensation component	Cost per hour worked by year						
	1995	1996	1997	1998	1999	2000	2001
Total compensation	\$27.12	\$28.01	\$27.58	\$28.44	\$29.67	\$30.59	\$32.34
Wages and salaries	18.00	18.44	18.67	19.19	20.03	20.26	21.09
Total benefits	9.13	9.57	8.91	9.25	9.63	10.33	11.24
Paid leave	2.55	2.59	2.47	2.46	2.72	2.78	3.08
Supplemental pay .....	.93	1.07	1.02	1.09	1.17	1.22	1.52
Insurance	2.53	2.65	2.27	2.41	2.41	2.37	2.69
Retirement and savings .....	.98	1.09	1.00	1.19	1.13	1.77	1.58
Legally required benefits	2.12	2.13	2.10	2.04	2.15	2.12	2.30
Other benefits ¹ .....	.02	.04	.05	.05	.05	.07	.06
	Percent of total compensation by year						
	1995	1996	1997	1998	1999	2000	2001
Total compensation	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Wages and salaries	66.3	65.8	67.7	67.5	67.5	66.2	65.2
Total benefits	33.7	34.2	32.3	32.5	32.5	33.8	34.8
Paid leave	9.4	9.3	9.0	8.6	9.2	9.1	9.5
Supplemental pay	3.4	3.8	3.7	3.8	3.9	4.0	4.7
Insurance	9.3	9.5	8.2	8.5	8.1	7.7	8.3
Retirement and savings	3.6	3.9	3.6	4.2	3.8	5.8	4.9
Legally required benefits	7.8	7.6	7.6	7.2	7.2	6.9	7.1
Other benefits ¹ .....	.1	.1	.2	.2	.2	.2	.2

¹ Includes severance pay and supplemental unemployment benefits.

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

**Table 22. Private industry, communications (SIC 48), by occupational group:
employer costs per hour worked for employee compensation and costs as a percent
of total compensation, 1995-2001 -- Continued**

All workers

Compensation component	Cost per hour worked by year						
	1995	1996	1997	1998	1999	2000	2001
Total compensation	\$25.38	\$25.92	\$24.22	\$25.14	\$26.15	\$27.98	\$32.02
Wages and salaries	17.28	17.61	17.20	17.64	18.18	19.41	21.68
Total benefits	8.10	8.31	7.02	7.51	7.97	8.57	10.34
Paid leave	2.36	2.42	1.93	2.01	2.18	2.47	2.75
Supplemental pay .....	.85	.85	.64	.69	.91	1.18	1.63
Insurance	2.34	2.46	1.87	2.04	1.98	2.05	2.30
Retirement and savings .....	.68	.69	.69	.87	.88	.87	1.48
Legally required benefits	1.83	1.82	1.83	1.81	1.90	1.90	2.09
Other benefits ¹ .....	.05	.07	.06	.09	.12	.10	.09
	Percent of total compensation by year						
	1995	1996	1997	1998	1999	2000	2001
Total compensation	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Wages and salaries	68.1	67.9	71.0	70.2	69.5	69.4	67.7
Total benefits	31.9	32.1	29.0	29.9	30.5	30.6	32.3
Paid leave	9.3	9.3	8.0	8.0	8.3	8.8	8.6
Supplemental pay	3.4	3.3	2.6	2.7	3.5	4.2	5.1
Insurance	9.2	9.5	7.7	8.1	7.6	7.3	7.2
Retirement and savings	2.7	2.7	2.8	3.5	3.4	3.1	4.6
Legally required benefits	7.2	7.0	7.5	7.2	7.3	6.8	6.5
Other benefits ¹ .....	.2	.3	.2	.4	.5	.4	.3

¹ Includes severance pay and supplemental unemployment benefits.

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

**Table 22. Private industry, communications (SIC 48), by occupational group:
employer costs per hour worked for employee compensation and costs as a percent
of total compensation, 1995-2001 -- Continued**

White-collar occupations

Compensation component	Cost per hour worked by year						
	1995	1996	1997	1998	1999	2000	2001
Total compensation	\$25.03	\$25.27	\$23.81	\$24.69	\$25.60	\$28.00	\$32.15
Wages and salaries	17.20	17.42	17.07	17.44	17.94	19.49	22.03
Total benefits	7.83	7.85	6.74	7.25	7.66	8.51	10.11
Paid leave	2.25	2.31	1.89	1.97	2.08	2.45	2.63
Supplemental pay .....	.84	.73	.56	.61	.85	1.19	1.69
Insurance	2.26	2.31	1.77	1.96	1.87	2.02	2.20
Retirement and savings .....	.65	.67	.64	.81	.82	.83	1.43
Legally required benefits	1.79	1.75	1.81	1.81	1.88	1.91	2.08
Other benefits ¹ .....	.05	.08	.07	.10	.17	.12	.09
	Percent of total compensation by year						
	1995	1996	1997	1998	1999	2000	2001
Total compensation	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Wages and salaries	68.7	69.0	71.7	70.6	70.1	69.6	68.5
Total benefits	31.3	31.0	28.3	29.4	29.9	30.4	31.4
Paid leave	9.0	9.1	7.9	8.0	8.1	8.8	8.2
Supplemental pay	3.3	2.9	2.4	2.5	3.3	4.2	5.3
Insurance	9.0	9.1	7.4	7.9	7.3	7.2	6.8
Retirement and savings	2.6	2.7	2.7	3.3	3.2	3.0	4.4
Legally required benefits	7.1	6.9	7.6	7.3	7.3	6.8	6.5
Other benefits ¹ .....	.2	.3	.3	.4	.7	.4	.3

¹ Includes severance pay and supplemental unemployment benefits.

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

**Table 22. Private industry, communications (SIC 48), by occupational group:
employer costs per hour worked for employee compensation and costs as a percent
of total compensation, 1995-2001 -- Continued**

Blue-collar occupations

Compensation component	Cost per hour worked by year						
	1995	1996	1997	1998	1999	2000	2001
Total compensation	\$27.27	\$28.12	\$26.10	\$26.85	\$28.11	\$28.23	\$31.84
Wages and salaries	18.13	18.49	17.97	18.43	19.14	19.38	20.84
Total benefits	9.14	9.63	8.13	8.41	8.98	8.85	11.00
Paid leave	2.73	2.77	2.17	2.18	2.50	2.57	3.10
Supplemental pay .....	.94	1.14	.91	.93	1.07	1.16	1.48
Insurance	2.68	2.89	2.25	2.35	2.32	2.17	2.58
Retirement and savings .....	.77	.76	.85	1.06	1.07	.98	1.64
Legally required benefits	1.99	2.01	1.91	1.85	1.98	1.91	2.13
Other benefits ¹ .....	.03	.06	.04	.05	.04	.07	.08
	Percent of total compensation by year						
	1995	1996	1997	1998	1999	2000	2001
Total compensation	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Wages and salaries	66.5	65.8	68.8	68.6	68.1	68.7	65.5
Total benefits	33.5	34.2	31.2	31.3	31.9	31.3	34.5
Paid leave	10.0	9.8	8.3	8.1	8.9	9.1	9.7
Supplemental pay	3.4	4.1	3.5	3.5	3.8	4.1	4.6
Insurance	9.8	10.3	8.6	8.8	8.3	7.7	8.1
Retirement and savings	2.8	2.7	3.2	3.9	3.8	3.5	5.2
Legally required benefits	7.3	7.1	7.3	6.9	7.0	6.8	6.7
Other benefits ¹ .....	.1	.2	.1	.2	.1	.2	.3

¹ Includes severance pay and supplemental unemployment benefits.

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

Table 22. Private industry, electric, gas, and sanitary services (SIC 49), by occupational group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 1995-2001 -- Continued

All workers

Compensation component	Cost per hour worked by year						
	1995	1996	1997	1998	1999	2000	2001
Total compensation	\$28.18	\$28.97	\$30.64	\$32.15	\$33.28	\$34.22	\$33.71
Wages and salaries	18.99	19.36	20.84	21.64	22.46	22.53	22.11
Total benefits	9.20	9.61	9.80	10.51	10.82	11.69	11.60
Paid leave	2.65	2.65	2.91	2.98	3.13	3.15	3.10
Supplemental pay .....	.70	.78	.88	1.00	1.07	1.26	1.66
Insurance	2.46	2.54	2.39	2.59	2.69	2.72	2.84
Retirement and savings	1.21	1.42	1.28	1.58	1.40	2.06	1.42
Legally required benefits	2.15	2.19	2.25	2.28	2.36	2.37	2.47
Other benefits ¹ .....	.03	.04	.09	.08	.17	.12	.11
	Percent of total compensation by year						
	1995	1996	1997	1998	1999	2000	2001
Total compensation	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Wages and salaries	67.4	66.8	68.0	67.3	67.5	65.8	65.6
Total benefits	32.6	33.2	32.0	32.7	32.5	34.2	34.4
Paid leave	9.4	9.2	9.5	9.3	9.4	9.2	9.2
Supplemental pay	2.5	2.7	2.9	3.1	3.2	3.7	4.9
Insurance	8.7	8.8	7.8	8.1	8.1	7.9	8.4
Retirement and savings	4.3	4.9	4.2	4.9	4.2	6.0	4.2
Legally required benefits	7.6	7.6	7.4	7.1	7.1	6.9	7.3
Other benefits ¹ .....	.1	.1	.3	.2	.5	.4	.3

¹ Includes severance pay and supplemental unemployment benefits.

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

Table 22. Private industry, electric, gas, and sanitary services (SIC 49), by occupational group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 1995-2001 -- Continued

White-collar occupations

Compensation component	Cost per hour worked by year						
	1995	1996	1997	1998	1999	2000	2001
Total compensation	\$29.91	\$30.53	\$32.44	\$34.00	\$35.00	\$35.32	\$35.60
Wages and salaries	20.49	20.71	22.35	23.12	23.76	23.78	23.50
Total benefits	9.43	9.82	10.08	10.88	11.24	11.53	12.10
Paid leave	2.97	2.94	3.09	3.17	3.29	3.30	3.26
Supplemental pay .....	.47	.51	.70	.80	.87	1.22	1.84
Insurance	2.54	2.66	2.49	2.70	2.85	2.85	2.98
Retirement and savings	1.28	1.48	1.42	1.79	1.58	1.60	1.36
Legally required benefits	2.11	2.16	2.27	2.31	2.39	2.39	2.49
Other benefits ¹ .....	.05	.06	.12	.11	.27	.16	.18
	Percent of total compensation by year						
	1995	1996	1997	1998	1999	2000	2001
Total compensation	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Wages and salaries	68.5	67.8	68.9	68.0	67.9	67.3	66.0
Total benefits	31.5	32.2	31.1	32.0	32.1	32.6	34.0
Paid leave	9.9	9.6	9.5	9.3	9.4	9.3	9.2
Supplemental pay	1.6	1.7	2.1	2.4	2.5	3.5	5.2
Insurance	8.5	8.7	7.7	7.9	8.1	8.1	8.4
Retirement and savings	4.3	4.8	4.4	5.3	4.5	4.5	3.8
Legally required benefits	7.1	7.1	7.0	6.8	6.8	6.8	7.0
Other benefits ¹ .....	.2	.2	.4	.3	.8	.5	.5

¹ Includes severance pay and supplemental unemployment benefits.

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

Table 22. Private industry, electric, gas, and sanitary services (SIC 49), by occupational group: employer costs per hour worked for employee compensation and costs as a percent of total compensation, 1995-2001 -- Continued

Blue-collar occupations

Compensation component	Cost per hour worked by year						
	1995	1996	1997	1998	1999	2000	2001
Total compensation	\$27.00	\$27.91	\$28.82	\$30.16	\$31.53	\$33.18	\$32.87
Wages and salaries	17.88	18.40	19.26	20.01	21.11	21.23	21.37
Total benefits	9.12	9.51	9.56	10.14	10.42	11.95	11.50
Paid leave	2.40	2.44	2.72	2.77	2.98	3.01	3.07
Supplemental pay .....	.92	1.00	1.10	1.26	1.28	1.28	1.56
Insurance	2.40	2.44	2.29	2.48	2.53	2.59	2.82
Retirement and savings	1.16	1.37	1.13	1.34	1.21	2.63	1.53
Legally required benefits	2.22	2.24	2.25	2.25	2.35	2.36	2.49
Other benefits ²	(¹)	.02	.06	.05	.06	.07	.04
	Percent of total compensation by year						
	1995	1996	1997	1998	1999	2000	2001
Total compensation	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Wages and salaries	66.2	65.9	66.8	66.3	67.0	64.0	65.0
Total benefits	33.8	34.1	33.2	33.6	33.0	36.0	35.0
Paid leave	8.9	8.8	9.4	9.2	9.5	9.1	9.3
Supplemental pay	3.4	3.6	3.8	4.2	4.1	3.9	4.7
Insurance	8.9	8.7	8.0	8.2	8.0	7.8	8.6
Retirement and savings	4.3	4.9	3.9	4.4	3.8	7.9	4.7
Legally required benefits	8.2	8.0	7.8	7.5	7.5	7.1	7.6
Other benefits ²	(³)	.1	.2	.2	.2	.2	.1

¹ Cost per hour worked is \$0.01 or less.

² Includes severance pay and supplemental unemployment benefits.

³ Less than .05 percent.

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