

RELATIVE STANDARD ERRORS FOR ESTIMATES PUBLISHED IN EMPLOYER COSTS FOR EMPLOYEE COMPENSATION SUPPLEMENTARY TABLES September 2018

The following tables provide the relative standard errors for all cost estimates published in the Employer Costs for Employee Compensation – September 2018 supplementary tables.

Because the Employer Costs for Employee Compensation is a sample survey, it is subject to sampling errors. Sampling errors are differences that occur between the results computed from a sample of observations and those computed from all observations in the population. The estimates derived from different samples selected using the same sample design may differ from each other. A measure of the variation among these differing estimates is the standard error. The relative standard error is the standard error expressed as a percent of the cost. It can be used to measure the precision with which an estimate from a particular sample approximates the expected result of all possible samples. The chances are about 68 out of 100 that an estimate from the survey differs from a complete population figure by less than the standard error. The chances are about 90 out of 100 that this difference would be less than 1.6 times the standard error. Footnotes have been added for estimates with relative standard errors greater than 30 percent.

For a more detailed explanation of relative standard errors, see “Measuring Trends in the Structure and Levels of Employer Costs for Employee Compensation,” [Compensation and Working Conditions](http://www.bls.gov/opub/mlr/cwc/measuring-trends-in-the-structure-and-levels-of-employer-costs-for-employee-compensation.pdf), Summer 1997 and is available online at www.bls.gov/opub/mlr/cwc/measuring-trends-in-the-structure-and-levels-of-employer-costs-for-employee-compensation.pdf. For a detailed explanation of how to use standard error data to analyze differences in year-to-year changes, see “Analyzing Year-to-Year Changes in Employer Costs for Employee Compensation,” [Compensation and Working Conditions](http://www.bls.gov/opub/mlr/cwc/analyzing-year-to-year-changes-in-employer-costs-for-employee-compensation.pdf), Spring 1998 and is available online at www.bls.gov/opub/mlr/cwc/analyzing-year-to-year-changes-in-employer-costs-for-employee-compensation.pdf. This article supplements an article from the Summer 1997 issue of [Compensation and Working Conditions](http://www.bls.gov/opub/mlr/cwc/explaining-the-differential-growth-rates-of-the-eci-and-ecec.pdf), “Explaining the Differential Growth Rates of the ECI and ECEC,” which examined how differences in the construction of these measures contribute to differing trends and is available online at www.bls.gov/opub/mlr/cwc/explaining-the-differential-growth-rates-of-the-eci-and-ecec.pdf.

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

Obtaining information

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



Supplementary table 1. Employer costs per hour worked for employee compensation and the relative standard error: private industry workers in goods-producing industries, by occupational group, September 2018

(Relative standard error in percent)

Series	Total compensation	Wages and salaries	Benefit costs					
			Total	Paid leave	Supplemental pay	Insurance	Retirement and savings	Legally required benefits
Cost per hour worked								
All workers in goods-producing industries ¹	\$39.80	\$26.59	\$13.21	\$2.56	\$1.63	\$3.73	\$1.96	\$3.34
Occupational group								
Management, professional, and related	69.77	47.25	22.52	6.05	2.77	5.17	3.91	4.61
Management, business, and financial	68.72	47.58	21.14	5.95	2.51	4.84	3.16	4.69
Professional and related	70.86	46.90	23.96	6.16	3.05	5.52	4.70	4.53
Sales and office	32.88	22.79	10.08	2.20	1.07	3.14	1.07	2.60
Office and administrative support	30.92	21.24	9.68	2.03	1.03	3.13	1.04	2.45
Natural resources, construction, and maintenance	37.76	25.28	12.49	1.56	1.29	3.44	2.34	3.85
Construction, extraction, farming, fishing, and forestry ²	38.33	25.62	12.71	1.38	1.16	3.39	2.71	4.07
Installation, maintenance, and repair	36.11	24.28	11.84	2.09	1.67	3.59	1.26	3.23
Production, transportation, and material moving	29.64	19.27	10.37	1.80	1.49	3.45	1.03	2.60
Production	29.41	19.10	10.31	1.84	1.50	3.46	1.00	2.51
Transportation and material moving	30.65	20.02	10.63	1.59	1.46	3.42	1.19	2.97
Relative standard error								
All workers in goods-producing industries ¹	1.9	1.8	2.4	3.6	4.6	2.8	5.7	1.2
Occupational group								
Management, professional, and related	2.1	2.2	3.2	3.5	10.8	2.8	7.4	1.7
Management, business, and financial	2.5	2.7	3.0	4.7	9.4	3.3	8.2	1.9
Professional and related	2.5	2.4	4.4	3.5	15.7	3.1	9.5	2.0
Sales and office	2.9	2.6	4.1	5.1	7.8	4.5	7.7	2.2
Office and administrative support	2.0	1.6	3.3	3.6	7.8	3.8	7.9	1.9
Natural resources, construction, and maintenance	2.5	1.8	4.2	5.7	4.4	5.7	9.5	1.4
Construction, extraction, farming, fishing, and forestry ²	3.2	2.3	5.3	7.8	6.4	7.4	10.2	1.7
Installation, maintenance, and repair	2.8	2.3	3.8	4.3	4.2	5.8	10.6	2.3
Production, transportation, and material moving	1.3	1.1	2.2	2.7	4.1	2.8	6.1	1.7
Production	1.2	0.9	2.3	3.2	5.6	3.0	5.2	1.6
Transportation and material moving	4.3	3.5	6.0	4.4	14.1	6.3	18.3	4.2

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

² Farming, fishing, and forestry occupations were combined with construction and extraction occupational group as of December 2006.

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

Supplementary table 2. Employer costs per hour worked for employee compensation and the relative standard error: private industry workers in manufacturing industries, by occupational group, establishment size and bargaining status, September 2018

(Relative standard error in percent)

Series	Total compensation	Wages and salaries	Benefit costs					
			Total	Paid leave	Supplemental pay	Insurance	Retirement and savings	Legally required benefits
Cost per hour worked								
All workers in manufacturing	\$39.41	\$25.87	\$13.53	\$2.97	\$1.83	\$3.97	\$1.76	\$3.00
Occupational group								
Management, professional, and related	70.68	47.11	23.57	6.42	3.07	5.51	4.04	4.53
Management, business, and financial	70.64	47.81	22.83	6.61	2.92	5.28	3.43	4.58
Professional and related	70.71	46.60	24.11	6.28	3.18	5.68	4.49	4.49
Sales and office	33.79	22.99	10.80	2.47	1.19	3.41	1.22	2.52
Office and administrative support	31.32	21.05	10.28	2.24	1.10	3.44	1.17	2.33
Natural resources, construction, and maintenance	39.80	25.34	14.47	2.72	2.11	4.37	1.98	3.28
Installation, maintenance, and repair	40.08	25.66	14.42	2.82	2.06	4.43	1.88	3.24
Production, transportation, and material moving	28.96	18.71	10.25	1.83	1.45	3.48	0.98	2.49
Production	29.36	18.93	10.43	1.88	1.51	3.54	1.01	2.48
Transportation and material moving	26.55	17.37	9.18	1.56	1.10	3.13	0.83	2.57
Establishment size								
1-99 workers	31.28	22.05	9.23	2.01	1.04	2.75	0.78	2.65
1-49 workers	30.33	21.87	8.45	1.87	0.97	2.36	0.62	2.63
50-99 workers	32.55	22.30	10.25	2.18	1.13	3.27	0.99	2.68
100 workers or more	43.86	27.97	15.89	3.50	2.26	4.64	2.29	3.19
100-499 workers	37.38	24.78	12.60	2.80	1.54	3.91	1.41	2.94
500 workers or more	51.55	31.75	19.80	4.33	3.12	5.50	3.34	3.50
Bargaining status								
Union	42.54	24.14	18.40	3.08	2.44	6.77	2.77	3.33
Nonunion	38.92	26.14	12.78	2.96	1.74	3.54	1.60	2.95
Relative standard error								
All workers in manufacturing	2.5	2.4	2.9	4.0	5.9	2.5	6.2	1.8
Occupational group								
Management, professional, and related	2.5	2.5	3.6	4.1	11.0	3.0	7.4	2.0
Management, business, and financial	3.5	3.3	4.0	6.0	7.9	4.5	8.2	2.5
Professional and related	2.7	2.6	4.8	4.0	16.1	3.3	9.4	2.2
Sales and office	3.8	3.5	5.1	6.3	9.6	5.4	9.7	3.0
Office and administrative support	2.8	2.2	4.5	4.5	9.7	4.6	9.7	2.4
Natural resources, construction, and maintenance	2.6	2.5	3.3	3.1	8.2	4.0	9.0	2.1
Installation, maintenance, and repair	3.0	2.7	3.8	3.5	5.7	4.7	11.1	2.3
Production, transportation, and material moving	1.3	1.0	2.2	2.6	5.1	2.8	4.7	1.6
Production	1.3	1.0	2.3	3.0	5.9	2.8	5.1	1.7
Transportation and material moving	3.3	2.7	4.8	5.6	7.0	6.1	10.2	3.5
Establishment size								
1-99 workers	3.1	3.0	4.0	5.3	6.5	5.2	12.8	2.3
1-49 workers	5.8	5.7	6.6	9.8	10.4	6.0	21.7	4.3
50-99 workers	5.1	4.5	6.7	8.3	9.0	7.4	18.2	3.9
100 workers or more	3.2	3.2	3.3	4.6	6.3	2.4	6.3	2.4
100-499 workers	3.2	3.0	3.8	5.5	6.9	3.3	11.5	2.1
500 workers or more	4.8	4.9	4.9	6.1	8.3	3.6	7.7	4.0
Bargaining status								
Union	2.9	2.6	3.8	4.3	11.4	2.8	7.0	4.1
Nonunion	2.8	2.7	3.3	4.5	6.4	2.8	7.6	1.9

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

Supplementary table 3. Employer costs per hour worked for employee compensation and the relative standard error: private industry workers in service-providing industries, by occupational group, September 2018

(Relative standard error in percent)

Series	Total compensation	Wages and salaries	Benefit costs					
			Total	Paid leave	Supplemental pay	Insurance	Retirement and savings	Legally required benefits
Cost per hour worked								
All workers in service providing industries ¹	\$33.42	\$23.52	\$9.90	\$2.38	\$1.26	\$2.53	\$1.22	\$2.51
Occupational group								
Management, professional, and related	60.21	41.55	18.66	5.16	3.00	4.21	2.41	3.88
Management, business, and financial	71.62	47.57	24.05	6.40	(¹)6.00	4.46	2.89	4.29
Professional and related	54.32	38.44	15.88	4.52	1.46	4.08	2.16	3.66
Sales and office	25.44	18.29	7.15	1.65	0.67	2.16	0.77	1.91
Sales and related	24.72	18.63	6.09	1.41	0.66	1.50	0.64	1.87
Office and administrative support	25.95	18.05	7.91	1.81	0.67	2.63	0.86	1.93
Service	16.23	12.34	3.89	0.63	0.29	1.11	0.28	1.57
Natural resources, construction, and maintenance	33.04	22.72	10.32	2.06	0.95	2.74	1.64	2.93
Installation, maintenance, and repair	33.92	23.27	10.65	2.19	0.97	2.88	1.71	2.90
Production, transportation, and material moving	28.06	18.90	9.16	1.62	0.83	2.58	1.42	2.71
Production	22.58	16.53	6.06	1.14	0.63	1.59	0.58	2.11
Transportation and material moving	29.72	19.62	10.10	1.77	0.89	2.88	1.67	2.89
Relative standard error								
All workers in service providing industries ¹	2.1	1.6	3.5	2.7	19.2	2.1	4.2	1.3
Occupational group								
Management, professional, and related	2.9	2.2	5.3	2.9	27.9	2.0	4.6	1.3
Management, business, and financial	5.9	3.4	11.2	3.1	40.6	2.2	5.3	2.3
Professional and related	2.7	2.8	2.8	4.0	5.1	3.0	6.1	1.5
Sales and office	1.9	1.7	2.6	3.1	4.3	2.8	6.8	1.4
Sales and related	3.2	3.0	4.3	5.9	6.3	4.7	12.3	2.2
Office and administrative support	1.6	1.3	2.4	2.5	5.5	3.1	6.5	1.3
Service	1.9	1.8	2.7	4.4	6.7	4.7	8.2	2.2
Natural resources, construction, and maintenance	2.6	2.1	4.3	4.2	7.5	4.8	11.9	4.0
Installation, maintenance, and repair	2.9	2.3	4.7	4.6	8.0	5.4	13.4	3.2
Production, transportation, and material moving	3.8	3.2	5.3	6.6	6.5	6.2	9.7	2.7
Production	5.3	4.9	7.1	9.0	13.5	8.3	17.4	4.2
Transportation and material moving	4.7	4.0	6.3	7.9	6.3	7.2	11.7	3.3

¹ Includes utilities; wholesale trade; retail trade; transportation and warehousing; information; finance and insurance; real estate and rental and leasing; professional and technical services; management of companies and enterprises; administrative and waste services; educational services; health care and social assistance; arts, entertainment and recreation; accommodation and food services; other services, except public administration; and public administration.

(¹) The relative standard error for this estimate is greater than 30 percent.

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

Supplementary table 4. Employer costs per hour worked for employee compensation and the relative standard error: private industry workers in trade, transportation, and utilities industries, by occupational group, establishment size and bargaining status, September 2018

(Relative standard error in percent)

Series	Total compensation	Wages and salaries	Benefit costs					
			Total	Paid leave	Supplemental pay	Insurance	Retirement and savings	Legally required benefits
Cost per hour worked								
All workers in trade, transportation, and utilities	\$28.63	\$20.10	\$8.53	\$1.78	\$0.81	\$2.32	\$1.22	\$2.39
Occupational group								
Management, professional, and related	57.24	40.85	16.39	4.71	1.94	3.55	2.31	3.88
Management, business, and financial	64.22	45.43	18.79	5.41	2.70	3.84	2.61	4.23
Professional and related	48.32	34.99	13.33	3.83	0.96	3.19	1.92	3.44
Sales and office	21.39	15.89	5.50	1.13	0.50	1.56	0.58	1.74
Sales and related	20.48	15.69	4.79	0.99	0.45	1.23	0.45	1.67
Office and administrative support	23.17	16.28	6.90	1.40	0.59	2.20	0.85	1.86
Service	18.27	12.91	5.36	0.79	0.42	1.69	0.81	1.64
Natural resources, construction, and maintenance	35.63	24.11	11.52	2.35	1.18	3.02	1.88	3.08
Installation, maintenance, and repair	35.27	23.99	11.28	2.33	1.18	2.96	1.76	3.05
Production, transportation, and material moving	32.96	21.49	11.47	2.08	1.03	3.28	1.98	3.10
Transportation and material moving	33.53	21.75	11.78	2.13	1.03	3.36	2.08	3.18
Establishment size								
1-99 workers	25.43	18.86	6.58	1.39	0.64	1.63	0.70	2.22
1-49 workers	24.75	18.60	6.15	1.33	0.62	1.45	0.59	2.16
50-99 workers	27.79	19.74	8.05	1.60	0.72	2.23	1.07	2.43
100 workers or more	32.90	21.76	11.15	2.31	1.05	3.25	1.92	2.62
100-499 workers	26.74	18.34	8.40	1.68	0.81	2.54	1.16	2.21
500 workers or more	52.53	32.63	19.90	4.30	1.82	5.50	4.35	3.93
Bargaining status								
Union	45.51	26.71	18.80	3.41	1.33	6.09	4.43	3.54
Nonunion	25.96	19.05	6.91	1.52	0.73	1.72	0.71	2.21
Relative standard error								
All workers in trade, transportation, and utilities	2.1	1.9	3.0	3.4	5.9	3.1	5.2	1.6
Occupational group								
Management, professional, and related	2.5	2.4	3.3	3.1	13.6	3.2	5.5	1.8
Management, business, and financial	4.1	4.1	4.4	5.1	14.8	3.0	6.6	2.5
Professional and related	5.2	5.6	5.3	6.8	16.0	5.7	8.5	4.6
Sales and office	1.3	1.2	1.9	2.3	7.3	2.6	3.6	1.0
Sales and related	1.6	1.6	2.2	3.7	6.4	4.3	6.2	1.2
Office and administrative support	1.5	1.3	2.5	2.5	14.4	2.7	4.5	1.5
Service	2.4	1.8	4.9	6.7	6.6	8.4	9.8	2.5
Natural resources, construction, and maintenance	4.2	3.7	5.4	5.0	7.7	5.9	12.5	2.9
Installation, maintenance, and repair	4.4	3.9	5.5	5.3	8.3	6.1	12.8	3.1
Production, transportation, and material moving	3.9	3.6	4.9	6.7	6.6	5.0	9.0	2.7
Transportation and material moving	4.2	3.9	5.1	7.1	5.9	5.3	9.8	2.9
Establishment size								
1-99 workers	2.2	2.0	3.1	4.4	8.8	3.4	6.9	1.6
1-49 workers	2.2	2.2	3.3	4.7	9.5	3.7	7.9	1.6
50-99 workers	4.2	4.3	5.0	7.4	13.2	5.9	11.1	3.6
100 workers or more	2.9	2.6	3.7	4.4	6.6	3.7	6.3	2.4
100-499 workers	2.1	2.0	2.8	3.0	8.2	3.4	6.3	1.8
500 workers or more	6.4	6.0	7.5	8.5	10.8	7.2	11.1	4.7
Bargaining status								
Union	5.0	5.3	4.6	7.3	10.3	3.1	5.9	4.2
Nonunion	1.4	1.3	2.4	2.6	6.8	3.1	4.8	1.3

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

Supplementary table 5. Employer costs per hour worked for employee compensation and the relative standard error: private industry workers in wholesale trade industries, by occupational group and establishment size, September 2018

(Relative standard error in percent)

Series	Total compensation	Wages and salaries	Benefit costs					
			Total	Paid leave	Supplemental pay	Insurance	Retirement and savings	Legally required benefits
Cost per hour worked								
All workers in wholesale trade	\$37.53	\$26.58	\$10.95	\$2.72	\$1.24	\$2.81	\$1.31	\$2.87
Occupational group								
Sales and office	35.80	25.92	9.88	2.52	1.10	2.68	0.99	2.59
Office and administrative support	26.57	18.65	7.92	1.73	(*)1.01	2.46	0.66	2.05
Production, transportation, and material moving	25.78	17.69	8.09	1.47	0.85	2.35	0.95	2.47
Transportation and material moving	25.73	17.53	8.20	1.45	0.87	2.31	1.05	2.52
Establishment size								
1-99 workers	37.93	27.26	10.67	2.68	1.28	2.60	1.19	2.91
1-49 workers	38.35	27.71	10.65	2.71	1.29	2.56	1.17	2.91
100 workers or more	36.75	25.25	11.50	2.79	1.17	3.21	1.56	2.77
100-499 workers	33.76	23.72	10.03	2.47	0.85	2.96	1.13	2.62
Relative standard error								
All workers in wholesale trade	3.8	4.0	3.8	4.5	12.4	3.6	7.6	2.4
Occupational group								
Sales and office	3.8	4.7	3.0	3.6	17.7	4.0	9.9	2.8
Office and administrative support	3.2	2.5	6.0	3.8	33.1	6.4	10.4	3.2
Production, transportation, and material moving	3.4	2.7	5.3	7.2	8.6	6.3	15.3	2.9
Transportation and material moving	3.4	2.9	5.2	7.7	8.7	6.7	16.7	2.6
Establishment size								
1-99 workers	6.1	6.2	6.5	8.1	18.2	5.8	7.0	3.4
1-49 workers	6.9	7.0	7.1	8.9	20.6	6.1	6.6	3.7
100 workers or more	3.8	3.6	5.3	5.8	10.5	6.0	14.1	2.7
100-499 workers	4.3	4.5	4.8	7.2	12.2	6.1	14.1	3.2

(*) The relative standard error for this estimate is greater than 30 percent.

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

Supplementary table 6. Employer costs per hour worked for employee compensation and the relative standard error: private industry workers in retail trade industries, by occupational group, establishment size and bargaining status, September 2018

(Relative standard error in percent)

Series	Total compensation	Wages and salaries	Benefit costs					
			Total	Paid leave	Supplemental pay	Insurance	Retirement and savings	Legally required benefits
Cost per hour worked								
All workers in retail trade	\$20.05	\$15.12	\$4.93	\$0.96	\$0.43	\$1.35	\$0.48	\$1.71
Occupational group								
Sales and office	17.58	13.43	4.15	0.75	0.35	1.17	0.38	1.49
Sales and related	17.14	13.32	3.82	0.68	0.35	1.01	0.31	1.47
Office and administrative support	18.96	13.80	5.16	0.98	0.36	1.67	0.61	1.54
Production, transportation, and material moving	18.42	13.23	5.19	0.82	0.34	1.60	0.50	1.93
Transportation and material moving	17.92	12.85	5.07	0.78	0.32	1.55	0.48	1.94
Establishment size								
1-99 workers	18.99	14.85	4.14	0.79	0.33	1.00	0.32	1.70
1-49 workers	18.27	14.46	3.81	0.75	0.31	0.86	0.24	1.66
50-99 workers	21.81	16.39	5.43	0.96	0.39	1.59	0.64	1.85
100 workers or more	21.78	15.55	6.22	1.24	0.60	1.92	0.74	1.74
100-499 workers	21.10	14.98	6.12	1.17	0.61	1.92	0.73	1.70
Bargaining status								
Union	23.40	13.79	9.62	1.31	0.32	3.93	2.17	1.88
Nonunion	19.76	15.23	4.52	0.93	0.44	1.12	0.33	1.70
Relative standard error								
All workers in retail trade	1.7	1.7	2.4	3.4	4.4	3.8	4.8	1.4
Occupational group								
Sales and office	1.1	1.1	1.9	2.7	4.9	3.8	5.2	1.1
Sales and related	1.1	1.1	2.0	3.0	6.2	5.1	5.7	1.2
Office and administrative support	2.0	2.1	2.4	4.3	5.6	3.4	6.6	2.0
Production, transportation, and material moving	2.4	2.0	3.9	4.9	11.0	5.2	12.5	2.2
Transportation and material moving	2.3	1.9	3.8	4.8	12.0	5.4	14.8	2.1
Establishment size								
1-99 workers	1.7	1.5	3.3	3.8	7.1	6.6	9.1	1.7
1-49 workers	1.9	1.6	3.7	4.8	10.3	6.8	9.9	1.9
50-99 workers	6.0	5.9	8.4	10.1	15.7	11.4	21.4	4.7
100 workers or more	3.1	3.1	3.3	5.5	5.7	4.2	5.6	2.0
100-499 workers	2.1	2.2	2.5	4.0	5.4	3.9	5.6	1.5
Bargaining status								
Union	2.6	3.0	2.7	3.1	6.8	4.1	4.1	2.5
Nonunion	1.8	1.6	2.5	3.7	4.5	3.9	5.0	1.4

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

Supplementary table 7. Employer costs per hour worked for employee compensation and the relative standard error: private industry workers in transportation and warehousing industries, by establishment size and bargaining status, September 2018

(Relative standard error in percent)

Series	Total compensation	Wages and salaries	Benefit costs					
			Total	Paid leave	Supplemental pay	Insurance	Retirement and savings	Legally required benefits
Cost per hour worked								
All workers in transportation and warehousing	\$40.39	\$25.91	\$14.48	\$2.79	\$1.32	\$4.11	\$2.65	\$3.61
Establishment size								
1-99 workers	30.61	21.46	9.15	1.62	0.86	2.38	1.04	3.25
1-49 workers	29.58	21.40	8.18	1.41	0.76	2.02	0.76	3.23
100 workers or more	46.27	28.59	17.68	3.49	1.59	5.15	3.61	3.83
100-499 workers	36.21	23.23	12.98	2.33	1.29	3.90	2.09	3.36
Bargaining status								
Union	58.34	34.19	24.15	4.66	1.91	7.43	5.63	4.51
Nonunion	31.34	21.74	9.60	1.85	1.02	2.44	1.14	3.16
Relative standard error								
All workers in transportation and warehousing	4.3	3.9	5.2	6.7	7.0	5.3	10.3	2.9
Establishment size								
1-99 workers	5.4	4.7	9.0	11.8	16.2	11.5	22.2	3.9
1-49 workers	5.4	6.0	8.2	14.1	14.1	12.6	22.9	4.8
100 workers or more	5.2	5.0	6.0	7.1	8.1	5.7	11.3	3.6
100-499 workers	5.2	5.7	5.7	6.9	20.2	7.3	14.5	2.6
Bargaining status								
Union	5.6	6.1	5.0	8.0	12.1	3.4	7.5	3.9
Nonunion	3.7	3.2	5.9	7.1	14.1	7.9	12.3	3.0

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

Supplementary table 8. Employer costs per hour worked for employee compensation and the relative standard error: private industry workers in information industries, by occupational group and establishment size, September 2018

(Relative standard error in percent)

Series	Total compensation	Wages and salaries	Benefit costs					
			Total	Paid leave	Supplemental pay	Insurance	Retirement and savings	Legally required benefits
Cost per hour worked								
All workers in information	\$59.46	\$38.62	\$20.84	\$5.42	\$2.83	\$5.25	\$3.60	\$3.74
Occupational group								
Management, professional, and related	75.44	49.92	25.52	7.27	4.10	5.98	3.54	4.62
Professional and related	68.57	45.00	23.57	6.45	3.59	5.82	3.33	4.38
Sales and office	37.81	24.41	13.40	3.06	1.28	4.25	(*)2.32	2.48
Establishment size								
1-99 workers	48.54	31.66	16.87	4.23	1.91	4.32	3.21	3.20
100 workers or more	67.70	43.87	23.83	6.32	3.53	5.95	3.90	4.14
100-499 workers	60.62	39.00	21.62	5.29	3.20	5.37	(*)3.89	3.87
500 workers or more	75.47	49.21	26.26	7.45	3.89	6.59	3.91	4.43
Relative standard error								
All workers in information	4.4	3.8	5.9	5.1	9.5	3.6	17.4	3.6
Occupational group								
Management, professional, and related	3.6	3.2	4.8	4.8	12.4	3.7	14.2	3.0
Professional and related	4.1	3.6	5.7	4.7	17.6	4.1	16.7	3.4
Sales and office	7.8	6.9	11.5	9.6	10.7	6.7	40.8	6.6
Establishment size								
1-99 workers	7.8	7.1	10.1	9.3	24.3	6.3	27.6	5.8
100 workers or more	3.6	3.4	5.3	4.6	9.3	3.0	19.9	3.3
100-499 workers	6.3	5.9	9.4	6.9	18.8	4.0	32.9	5.0
500 workers or more	4.9	4.7	5.9	6.4	11.9	4.5	16.5	4.5

(*) The relative standard error for this estimate is greater than 30 percent.

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

Supplementary table 9. Employer costs per hour worked for employee compensation and the relative standard error: private industry workers in financial activities industries, by occupational group and establishment size, September 2018

(Relative standard error in percent)

Series	Total compensation	Wages and salaries	Benefit costs					
			Total	Paid leave	Supplemental pay	Insurance	Retirement and savings	Legally required benefits
Cost per hour worked								
All workers in financial activities	\$49.46	\$32.51	\$16.95	\$4.20	(*)\$3.85	\$3.97	\$1.85	\$3.08
Occupational group								
Management, professional, and related	74.63	47.65	26.98	6.89	(*)7.70	5.04	2.99	4.36
Management, business, and financial	76.34	48.12	28.22	6.92	(*)9.03	4.94	2.97	4.37
Professional and related	68.96	46.08	22.88	6.81	3.26	5.38	3.08	4.35
Sales and office	34.95	23.82	11.14	2.70	1.58	3.44	1.17	2.25
Sales and related	53.18	38.15	15.03	4.06	3.01	3.15	1.79	3.02
Office and administrative support	29.73	19.71	10.02	2.31	1.17	3.52	1.00	2.03
Establishment size								
1-99 workers	42.76	28.29	14.48	3.23	(*)4.12	3.18	1.22	2.74
1-49 workers	37.06	26.12	10.94	2.77	1.50	3.02	1.08	2.57
100 workers or more	58.14	37.99	20.15	5.45	3.50	5.00	2.67	3.52
100-499 workers	55.46	37.34	18.12	5.02	2.86	4.59	2.25	3.40
500 workers or more	60.18	38.48	21.70	5.78	3.99	5.31	3.00	3.62
Relative standard error								
All workers in financial activities	4.9	2.7	9.8	4.5	37.7	2.1	3.9	2.2
Occupational group								
Management, professional, and related	6.7	2.5	14.6	4.9	45.3	2.1	2.8	2.4
Management, business, and financial	7.8	2.4	17.6	5.1	49.9	2.5	3.3	2.7
Professional and related	3.1	3.3	2.9	4.9	5.1	1.8	5.0	2.0
Sales and office	3.4	3.9	3.0	4.0	7.9	2.7	5.5	2.2
Sales and related	8.5	9.2	8.6	10.4	15.4	9.6	13.2	6.0
Office and administrative support	1.2	1.0	1.7	1.5	6.2	1.8	3.9	1.1
Establishment size								
1-99 workers	9.0	3.7	21.0	6.7	66.0	2.9	7.3	3.4
1-49 workers	2.9	2.4	5.2	4.3	23.4	3.3	7.8	2.2
100 workers or more	2.3	2.7	2.7	3.1	7.2	2.4	6.9	1.8
100-499 workers	5.5	5.8	5.5	8.3	12.7	4.0	8.1	3.3
500 workers or more	3.2	2.6	5.0	3.3	11.4	3.6	9.5	2.2

(*) The relative standard error for this estimate is greater than 30 percent.

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

Supplementary table 10. Employer costs per hour worked for employee compensation and the relative standard error: private industry workers in professional and business services industries, by occupational group and establishment size, September 2018

(Relative standard error in percent)

Series	Total compensation	Wages and salaries	Benefit costs					
			Total	Paid leave	Supplemental pay	Insurance	Retirement and savings	Legally required benefits
Cost per hour worked								
All workers in professional and business services	\$41.65	\$29.49	\$12.16	\$3.06	(*)\$2.25	\$2.56	\$1.31	\$2.99
Occupational group								
Management, professional, and related	63.80	44.15	19.64	5.24	(*)4.31	3.74	2.27	4.08
Management, business, and financial	74.26	48.67	25.59	6.25	(*)8.37	3.97	2.71	4.29
Professional and related	57.32	41.36	15.96	4.61	1.80	3.59	2.01	3.95
Sales and office	29.77	21.62	8.15	2.11	0.74	2.21	0.90	2.19
Office and administrative support	26.80	19.34	7.46	1.83	0.71	2.17	0.71	2.03
Service	17.55	13.56	4.00	0.64	0.42	0.98	(*)0.24	1.72
Production, transportation, and material moving	20.65	15.50	5.15	0.80	0.55	1.30	0.32	2.17
Transportation and material moving	21.19	15.44	5.75	0.76	0.57	1.74	(*)0.32	2.36
Establishment size								
1-99 workers	41.45	29.57	11.88	2.74	(*)3.01	2.28	0.91	2.94
1-49 workers	42.38	29.85	12.54	2.68	(*)3.76	2.28	0.86	2.96
50-99 workers	38.48	28.68	9.79	2.94	0.64	2.26	(*)1.06	2.89
100 workers or more	41.85	29.41	12.44	3.38	1.50	2.83	1.70	3.03
100-499 workers	40.11	28.62	11.49	3.13	1.25	2.61	1.44	3.05
500 workers or more	43.89	30.35	13.54	3.66	1.79	3.09	1.99	3.01
Relative standard error								
All workers in professional and business services	6.0	4.1	11.2	6.1	47.7	5.1	9.7	3.3
Occupational group								
Management, professional, and related	6.4	3.5	13.2	4.2	54.5	3.1	8.7	2.2
Management, business, and financial	14.4	8.3	26.2	6.3	73.1	5.3	13.4	5.3
Professional and related	2.4	2.2	3.7	5.1	10.3	4.9	8.2	1.7
Sales and office	6.9	6.4	8.7	11.1	12.6	7.2	25.1	5.1
Office and administrative support	2.7	2.3	4.4	4.4	10.5	5.9	14.8	2.7
Service	4.3	4.1	8.8	12.3	15.6	19.3	34.7	5.6
Production, transportation, and material moving	7.1	5.8	11.9	16.5	15.6	21.2	26.1	6.5
Transportation and material moving	10.9	8.3	18.5	25.4	24.9	29.3	33.7	10.9
Establishment size								
1-99 workers	10.6	6.7	21.3	9.3	69.8	7.2	17.5	4.7
1-49 workers	12.8	7.8	25.9	10.3	73.4	8.2	19.1	5.3
50-99 workers	8.6	7.9	11.7	13.9	14.9	9.6	38.3	6.1
100 workers or more	4.6	4.2	5.7	6.8	9.2	5.9	10.6	3.7
100-499 workers	5.1	4.7	6.5	7.6	10.6	6.9	15.6	4.4
500 workers or more	7.9	7.7	8.8	12.7	13.4	8.2	12.3	6.5

(*) The relative standard error for this estimate is greater than 30 percent.

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

Supplementary table 11. Employer costs per hour worked for employee compensation and the relative standard error: private industry workers in education and health services industries, by occupational group, establishment size and bargaining status, September 2018

(Relative standard error in percent)

Series	Total compensation	Wages and salaries	Benefit costs					
			Total	Paid leave	Supplemental pay	Insurance	Retirement and savings	Legally required benefits
Cost per hour worked								
All workers in education and health services	\$37.30	\$26.32	\$10.99	\$3.00	\$0.73	\$3.24	\$1.37	\$2.64
Occupational group								
Management, professional, and related	53.53	37.73	15.80	4.63	1.02	4.32	2.28	3.54
Management, business, and financial	66.33	45.82	20.51	7.06	0.82	5.02	3.44	4.18
Professional and related	51.98	36.75	15.23	4.34	1.04	4.24	2.14	3.47
Sales and office	25.61	17.81	7.80	1.96	0.36	2.92	0.70	1.86
Office and administrative support	25.75	17.88	7.87	1.98	0.36	2.94	0.72	1.87
Service	20.17	14.43	5.74	1.21	0.51	1.87	0.41	1.73
Establishment size								
1-99 workers	30.26	22.71	7.55	2.08	0.36	2.08	0.73	2.30
1-49 workers	31.67	23.80	7.87	2.31	0.33	2.12	0.76	2.35
50-99 workers	26.34	19.67	6.68	1.46	0.45	1.97	0.63	2.16
100 workers or more	42.42	28.93	13.48	3.67	1.00	4.08	1.84	2.89
100-499 workers	38.34	26.85	11.49	3.20	0.61	3.55	1.47	2.66
500 workers or more	46.26	30.90	15.36	4.11	1.37	4.58	2.19	3.10
Bargaining status								
Union	53.90	33.24	20.66	4.96	1.50	7.18	3.40	3.62
Nonunion	35.99	25.77	10.22	2.85	0.67	2.93	1.21	2.56
Relative standard error								
All workers in education and health services	4.1	4.0	4.7	6.0	7.4	4.8	9.9	2.5
Occupational group								
Management, professional, and related	4.6	4.7	4.7	6.6	7.0	4.1	9.5	2.6
Management, business, and financial	9.3	9.8	8.4	9.3	21.0	4.5	18.2	5.5
Professional and related	5.0	5.2	4.8	6.9	6.9	4.7	9.6	2.7
Sales and office	4.5	4.0	6.3	7.1	12.8	9.3	13.3	3.0
Office and administrative support	4.6	4.0	6.5	7.4	13.1	9.5	13.5	3.1
Service	2.9	2.8	5.0	6.3	10.9	7.3	12.7	2.5
Establishment size								
1-99 workers	6.5	6.1	8.2	11.1	19.1	10.6	20.7	4.1
1-49 workers	7.2	6.7	9.4	12.1	27.0	13.4	24.9	4.5
50-99 workers	7.1	7.2	8.3	12.3	15.9	12.3	27.7	5.7
100 workers or more	4.7	4.7	4.8	6.1	7.1	4.7	9.5	2.7
100-499 workers	10.4	10.5	10.3	13.2	9.8	9.3	23.0	5.1
500 workers or more	4.4	3.8	5.8	7.2	9.2	5.6	7.9	3.4
Bargaining status								
Union	6.2	5.5	7.5	8.7	9.5	7.2	12.4	6.4
Nonunion	4.3	4.3	4.7	6.3	7.8	4.7	10.8	2.5

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

Supplementary table 12. Employer costs per hour worked for employee compensation and the relative standard error: private industry workers in educational services industries, by occupational group and establishment size, September 2018

(Relative standard error in percent)

Series	Total compensation	Wages and salaries	Benefit costs					
			Total	Paid leave	Supplemental pay	Insurance	Retirement and savings	Legally required benefits
Cost per hour worked								
All workers in educational services	\$46.20	\$33.54	\$12.67	\$3.34	\$0.24	\$3.70	\$2.19	\$3.20
Occupational group								
Management, professional, and related	51.72	38.07	13.65	3.65	0.24	3.79	2.43	3.54
Management, business, and financial	65.60	45.31	20.29	7.33	0.39	4.86	3.57	4.13
Professional and related	49.53	36.93	12.60	3.07	0.21	3.62	2.25	3.44
Sales and office	29.88	20.19	9.69	2.49	0.15	3.59	1.37	2.08
Office and administrative support	30.05	20.23	9.82	2.52	0.15	3.63	1.43	2.08
Service	26.16	17.64	8.52	1.93	0.26	2.90	1.38	2.05
Establishment size								
1-99 workers	35.71	28.02	7.69	1.56	(*)0.12	2.00	1.17	2.84
100 workers or more	51.03	36.08	14.96	4.16	0.29	4.48	2.66	3.37
100-499 workers	42.49	30.47	12.02	3.34	(*)0.12	3.64	1.96	2.97
500 workers or more	57.23	40.14	17.09	4.75	0.42	5.09	3.17	3.66
Relative standard error								
All workers in educational services	3.6	3.3	4.7	7.9	10.4	4.5	7.6	3.1
Occupational group								
Management, professional, and related	4.2	4.0	5.4	9.1	12.0	5.2	7.7	4.0
Management, business, and financial	4.5	4.8	4.4	6.4	18.3	4.2	6.6	4.0
Professional and related	4.5	4.3	5.8	10.0	13.9	5.7	9.4	4.2
Sales and office	5.0	3.0	9.5	11.2	24.4	10.1	17.5	2.7
Office and administrative support	5.4	3.3	10.1	12.0	25.7	10.6	18.0	3.0
Service	7.4	7.0	11.2	10.4	17.2	14.5	19.9	7.9
Establishment size								
1-99 workers	6.7	6.7	10.3	19.7	38.9	13.1	24.6	6.4
100 workers or more	4.3	3.6	6.1	8.1	13.5	6.2	9.9	3.4
100-499 workers	4.4	3.9	6.6	13.6	39.6	8.0	14.0	5.4
500 workers or more	6.7	5.4	9.6	11.4	16.9	9.2	13.8	4.4

(*) The relative standard error for this estimate is greater than 30 percent.

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

Supplementary table 13. Employer costs per hour worked for employee compensation and the relative standard error: private industry workers in health care and social assistance industries, by occupational group, establishment size and bargaining status, September 2018

(Relative standard error in percent)

Series	Total compensation	Wages and salaries	Benefit costs					
			Total	Paid leave	Supplemental pay	Insurance	Retirement and savings	Legally required benefits
Cost per hour worked								
All workers in health care and social assistance	\$36.00	\$25.26	\$10.74	\$2.95	\$0.81	\$3.17	\$1.25	\$2.56
Occupational group								
Management, professional, and related	53.98	37.64	16.33	4.88	1.21	4.45	2.25	3.55
Professional and related	52.56	36.70	15.86	4.64	1.24	4.39	2.12	3.47
Sales and office	25.07	17.51	7.56	1.90	0.39	2.83	0.61	1.83
Office and administrative support	25.22	17.59	7.62	1.91	0.39	2.85	0.63	1.84
Service	19.97	14.32	5.65	1.19	0.52	1.84	0.38	1.72
Establishment size								
1-99 workers	29.68	22.15	7.54	2.14	0.39	2.09	0.68	2.24
1-49 workers	31.48	23.49	7.98	2.38	0.35	2.18	0.76	2.31
50-99 workers	24.50	18.26	6.24	1.45	0.49	1.84	(*)0.43	2.03
100 workers or more	40.89	27.67	13.22	3.59	1.13	4.01	1.70	2.80
100-499 workers	37.72	26.30	11.41	3.18	0.69	3.53	1.40	2.61
500 workers or more	44.02	29.02	15.01	3.98	1.57	4.47	1.99	2.99
Bargaining status								
Union	52.95	32.34	20.61	5.09	1.62	7.14	3.19	3.57
Nonunion	34.61	24.68	9.93	2.78	0.74	2.85	1.09	2.47
Relative standard error								
All workers in health care and social assistance	4.7	4.6	5.2	6.6	7.6	5.5	11.7	2.9
Occupational group								
Management, professional, and related	5.5	5.8	5.2	7.2	6.8	4.7	11.4	3.0
Professional and related	6.0	6.4	5.4	7.7	6.7	5.4	11.6	3.2
Sales and office	5.0	4.4	7.0	7.9	13.4	10.6	15.3	3.4
Office and administrative support	5.1	4.5	7.1	8.1	13.7	10.9	15.5	3.5
Service	3.0	3.0	5.1	6.6	11.2	7.6	13.5	2.6
Establishment size								
1-99 workers	7.3	6.9	9.1	11.9	19.8	11.7	23.9	4.6
1-49 workers	7.9	7.4	10.1	12.7	27.6	14.2	26.9	5.0
50-99 workers	8.3	8.3	9.6	14.0	16.0	14.2	38.2	6.2
100 workers or more	5.5	5.7	5.4	6.9	7.3	5.4	11.5	3.0
100-499 workers	12.1	12.4	11.9	15.1	10.0	10.7	27.8	5.9
500 workers or more	4.6	4.1	5.9	7.3	8.9	6.3	8.0	3.7
Bargaining status								
Union	6.9	6.2	8.3	9.5	9.5	7.9	14.2	7.1
Nonunion	5.1	5.0	5.3	7.1	8.0	5.5	13.1	2.9

(*) The relative standard error for this estimate is greater than 30 percent.

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

Supplementary table 14. Employer costs per hour worked for employee compensation and the relative standard error: private industry workers in leisure and hospitality industries, by occupational group and establishment size, September 2018

(Relative standard error in percent)

Series	Total compensation	Wages and salaries	Benefit costs					
			Total	Paid leave	Supplemental pay	Insurance	Retirement and savings	Legally required benefits
Cost per hour worked								
All workers in leisure and hospitality	\$15.14	\$11.91	\$3.22	\$0.45	\$0.17	\$0.85	\$0.24	\$1.52
Occupational group								
Sales and office	18.69	14.22	4.46	(*)0.90	0.23	1.37	(*)0.37	1.59
Service	13.27	10.62	2.66	0.29	0.13	0.66	0.17	1.41
Establishment size								
1-99 workers	12.97	10.70	2.27	0.23	0.09	0.45	0.08	1.42
1-49 workers	12.69	10.50	2.18	0.22	0.07	0.43	(*)0.06	1.41
50-99 workers	13.82	11.30	2.52	(*)0.24	0.15	0.54	(*)0.14	1.45
100 workers or more	21.43	15.44	5.99	1.08	0.39	2.02	0.70	1.81
100-499 workers	19.72	14.74	4.99	0.84	0.32	1.63	(*)0.44	1.75
500 workers or more	27.18	17.80	9.38	1.91	0.61	3.31	1.56	1.99
Relative standard error								
All workers in leisure and hospitality	4.2	3.8	6.3	11.5	13.0	8.9	18.8	3.6
Occupational group								
Sales and office	11.5	9.7	17.6	31.5	21.2	18.2	38.7	8.8
Service	2.8	2.8	4.4	6.6	12.8	8.9	17.5	3.8
Establishment size								
1-99 workers	3.6	3.4	5.3	13.9	13.3	9.9	28.4	3.8
1-49 workers	4.3	4.1	6.6	16.7	16.9	15.3	37.0	4.9
50-99 workers	6.8	5.8	13.3	33.0	23.4	29.8	44.3	5.3
100 workers or more	9.6	9.3	10.7	16.9	19.2	9.5	21.2	8.1
100-499 workers	12.1	11.3	14.4	26.4	24.4	13.4	30.3	9.1
500 workers or more	11.2	11.7	10.7	15.2	24.3	7.6	20.8	12.6

(*) The relative standard error for this estimate is greater than 30 percent.

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