

Table 137. Employers' costs per employee-hour worked for total compensation, wages and salaries, and health insurance, by selected characteristics: United States, selected years 1991-2012

[Data are based on surveys of a sample of employers]

Characteristic	1991	1994	1996	2000	2005	2008	2010	2011	2012
Total compensation per employee-hour worked									
State and local government.....	\$22.31	\$25.27	\$25.73	\$29.05	\$35.50	\$37.84	\$39.81	\$40.54	\$41.16
Total private industry.....	15.40	17.08	17.49	19.85	24.17	26.76	27.73	28.10	28.78
Industry:									
Goods producing.....	18.48	20.85	21.27	23.55	28.48	31.38	32.42	32.91	33.76
Service providing.....	14.31	15.82	16.28	18.72	23.11	25.63	26.77	27.11	27.78
Occupational group: ¹									
White collar.....	18.15	20.26	21.10	24.19	---	---	---	---	---
Blue collar.....	15.15	16.92	17.04	18.73	---	---	---	---	---
Service.....	7.82	8.38	8.61	9.72	---	---	---	---	---
Management, professional, and related.....	---	---	---	---	42.09	47.55	48.80	50.08	50.88
Sales and office.....	---	---	---	---	19.30	21.15	21.77	22.02	22.60
Service.....	---	---	---	---	12.07	13.27	13.71	13.98	14.03
Natural resources, construction, and maintenance.....	---	---	---	---	27.26	30.13	31.10	30.93	31.46
Production, transportation, and material moving.....	---	---	---	---	20.82	23.07	23.72	23.70	24.08
Census region:									
Northeast.....	17.56	20.03	20.57	22.67	27.09	30.56	32.13	32.16	32.99
Midwest.....	15.05	16.26	16.30	19.22	24.23	25.98	26.75	27.47	27.92
South.....	13.68	15.05	15.62	17.81	21.36	23.90	24.72	24.93	26.16
West.....	15.97	18.08	18.78	20.88	25.98	28.70	29.52	29.95	30.03
Union status:									
Union.....	19.76	23.26	23.31	25.88	33.17	36.28	37.16	37.68	38.41
Nonunion.....	14.56	16.04	16.61	19.07	23.09	25.64	26.67	27.08	27.80
Establishment employment size:									
1-99 employees.....	13.38	14.58	14.85	17.16	20.22	22.23	22.84	23.21	23.84
100 or more.....	17.34	19.45	20.09	22.81	28.94	31.68	33.33	33.69	34.65
100-499.....	14.31	15.88	16.61	19.30	24.44	26.80	28.55	28.69	29.15
500 or more.....	20.60	23.35	24.03	26.93	34.59	37.60	39.76	40.53	42.33
Wages and salaries as a percent of total compensation									
State and local government.....	69.6	69.5	69.8	70.8	68.3	65.9	65.9	65.5	65.2
Total private industry.....	72.3	71.1	71.9	73.0	71.0	70.6	70.6	70.7	70.4
Industry:									
Goods producing.....	68.7	66.5	67.6	69.0	65.5	66.7	66.7	66.5	66.7
Service providing.....	74.0	73.1	73.7	74.5	72.6	71.8	71.6	71.7	71.3
Occupational group: ¹									
White collar.....	73.8	72.7	73.2	74.0	---	---	---	---	---
Blue collar.....	68.4	66.8	68.1	69.4	---	---	---	---	---
Service.....	76.3	75.5	75.9	77.9	---	---	---	---	---
Management, professional, and related.....	---	---	---	---	71.5	71.0	70.7	70.8	70.3
Sales and office.....	---	---	---	---	72.6	72.0	71.6	71.6	71.4
Service.....	---	---	---	---	75.7	74.8	75.4	75.4	75.2
Natural resources, construction, and maintenance.....	---	---	---	---	68.0	68.3	68.0	68.3	67.8
Production, transportation, and material moving.....	---	---	---	---	66.2	66.6	66.8	66.7	66.8
Census region:									
Northeast.....	72.1	70.5	70.9	72.2	70.4	69.8	69.0	69.5	69.2
Midwest.....	71.1	69.8	71.1	72.4	70.1	69.8	70.0	69.8	69.5
South.....	73.3	72.1	72.7	73.5	72.1	71.8	71.8	71.9	71.5
West.....	72.8	72.0	73.1	74.0	70.9	70.8	71.1	71.0	70.8

Union status:									
Union.....	65.9	63.4	64.1	65.2	62.6	61.9	61.6	61.1	60.3
Nonunion.....	74.0	72.9	73.6	74.4	72.4	72.1	72.0	72.1	71.8
Establishment employment size:									
1-99 employees.....	74.7	73.5	74.7	75.5	73.9	73.8	73.6	74.0	73.7
100 or more.....	70.5	69.3	69.9	71.0	68.5	68.2	68.2	68.0	67.6
100-499.....	72.1	71.6	71.6	72.8	70.2	69.8	70.0	69.9	69.7
500 or more.....	69.3	67.6	68.6	69.4	67.0	66.9	66.5	66.2	65.6
Characteristic									
	1991	1994	1996	2000	2005	2008	2010	2011	2012
Health insurance as a percent of total compensation									
State and local government.....	6.9	8.2	7.7	7.8	10.2	11.0	11.4	11.7	11.6
Total private industry.....	6.0	6.7	5.9	5.5	6.8	7.2	7.5	7.5	7.7
Industry:									
Goods producing.....	6.9	8.1	7.2	6.9	8.0	8.5	8.9	8.9	8.9
Service providing.....	5.5	6.0	5.4	4.9	6.4	6.8	7.2	7.2	7.4
Occupational group: ¹									
White collar.....	5.6	6.2	5.5	5.0	---	---	---	---	---
Blue collar.....	7.0	8.0	7.2	6.8	---	---	---	---	---
Service.....	4.6	5.4	4.8	4.3	---	---	---	---	---
Management, professional, and related.....	---	---	---	---	5.5	5.8	6.2	6.3	6.5
Sales and office.....	---	---	---	---	7.5	7.9	8.6	8.6	8.9
Service.....	---	---	---	---	6.1	6.8	6.7	6.5	6.5
Natural resources, construction, and maintenance.....	---	---	---	---	7.5	7.6	8.0	8.0	8.2
Production, transportation, and material moving.....	---	---	---	---	8.9	9.6	9.9	10.1	9.9
Census region:									
Northeast.....	6.2	6.9	6.2	5.6	6.8	6.9	7.5	7.8	7.9
Midwest.....	6.3	7.3	6.3	5.8	7.3	7.9	8.3	8.3	2.4
South.....	5.5	6.3	5.9	5.4	6.6	6.9	7.2	7.2	7.1
West.....	5.8	6.1	5.2	5.0	6.3	6.9	7.1	7.1	7.3
Union status:									
Union.....	8.2	9.8	8.8	8.4	10.3	10.9	11.8	12.3	12.9
Nonunion.....	5.4	5.9	5.3	5.0	6.2	6.5	6.8	6.8	6.9
Establishment employment size:									
1-99 employees.....	5.1	5.7	5.0	4.8	5.9	6.1	6.4	6.3	6.4
100 or more.....	6.6	7.3	6.6	6.0	7.5	8.0	8.4	8.6	8.7
100-499.....	6.3	6.5	6.3	5.6	7.5	7.9	8.3	8.4	8.5
500 or more.....	6.8	7.9	6.9	6.4	7.6	8.0	8.5	8.7	8.9

---Data not available.

¹Starting with 2004 data, sample establishments were classified by industry categories based on the North American Industry Classification System (NAICS), as defined by the U.S. Office of Management and Budget. Within a sample establishment, specific job categories were selected and classified into about 840 occupational classifications according to the 2000 Standard Occupational Classification (SOC) system. Individual occupations were combined to represent one of five higher-level aggregations, such as management, professional, and related occupations.

NAICS and SOC have replaced the 1987

Standard Industrial Classification System and the Occupational Classification System.

For more detailed information

on NAICS and SOC, including background and definitions, see Appendix I, National Compensation Survey (NCS) and <http://www.bls.gov/soc/home.htm>.

NOTES: Costs are calculated annually from March survey data.

Total compensation includes wages and salaries and benefits. See Appendix II, Employer costs for employee compensation; Industry of employment. Data for additional years are available. See Appendix III.

SOURCE: U.S. Department of Labor, Bureau of Labor Statistics, National Compensation Survey:

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

Available from: <ftp://ftp.bls.gov/pub/special.requests/ocwc/ect/ecechist.pdf>

Employer Costs for Employee Compensation Historical Listing (Quarterly), 2002-2003

Available from: <ftp://ftp.bls.gov/pub/special.requests/ocwc/ect/eceqrt.pdf>

Employer Costs for Employee Compensation Historical Listing March 2004 - September 2011
Available from: <ftp://ftp.bls.gov/pub/special.requests/ocwc/ect/ececqrtn.pdf>
Employer Costs for Employee Compensation March 2012, Tables 3,5,6,7, and 8
Available from: <http://www.bls.gov/news.release/ecec.toc.htm>.
See Appendix I, National Compensation Survey (NCS).

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