

**Table 101. Employers' costs per employee-hour worked for total compensation, wages and salaries, and health insurance, by selected characteristics: United States, selected years 1999–2016**

Excel and PDF versions (with more data years and standard errors when available): <http://www.cdc.gov/nchs/hus/contents2016.htm#101>.

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

Characteristic	1999	2000	2005	2008	2010	2013	2014	2015	2016
Total compensation per employee-hour worked									
State and local government . . . . .	\$28.00	\$29.05	\$35.50	\$37.84	\$39.81	\$42.12	\$43.10	\$44.25	\$45.23
Total private industry . . . . .	19.00	19.85	24.17	26.76	27.73	29.13	29.99	31.65	32.06
Census region:									
Northeast . . . . .	20.94	22.67	27.09	30.56	32.13	33.43	34.79	38.93	39.06
Midwest . . . . .	18.36	19.22	24.23	25.98	26.75	27.93	28.71	29.08	29.40
South . . . . .	16.97	17.81	21.36	23.90	24.72	26.60	27.14	29.04	29.48
West . . . . .	20.74	20.88	25.98	28.70	29.52	30.54	31.59	32.23	33.13
Union status:									
Union . . . . .	24.75	25.88	33.17	36.28	37.16	40.43	43.84	46.62	45.72
Nonunion . . . . .	18.20	19.07	23.09	25.64	26.67	28.02	28.63	30.18	30.72
Establishment employment size:									
1–99 employees . . . . .	16.27	17.16	20.22	22.23	22.84	23.92	25.03	26.45	27.04
100 or more . . . . .	21.88	22.81	28.94	31.68	33.33	35.25	35.76	37.78	38.14
100–499 . . . . .	18.14	19.30	24.44	26.80	28.55	29.71	29.92	32.07	32.62
500 or more . . . . .	26.37	26.93	34.59	37.60	39.76	43.05	44.04	46.19	46.85
Wages and salaries as a percent of total compensation									
State and local government . . . . .	70.6	70.8	68.3	65.9	65.9	64.8	64.4	64.0	63.6
Total private industry . . . . .	73.0	73.0	71.0	70.6	70.6	70.3	69.9	69.3	69.7
Census region:									
Northeast . . . . .	72.0	72.2	70.4	69.8	69.0	68.8	68.4	66.9	67.0
Midwest . . . . .	71.9	72.4	70.1	69.8	70.0	69.5	69.5	69.2	69.4
South . . . . .	74.0	73.5	72.1	71.8	71.8	71.6	71.2	70.8	70.9
West . . . . .	74.1	74.0	70.9	70.8	71.1	70.6	70.0	69.9	70.7
Union status:									
Union . . . . .	65.5	65.2	62.6	61.9	61.6	59.8	60.0	59.8	60.2
Nonunion . . . . .	74.4	74.4	72.4	72.1	72.0	71.8	71.4	70.8	71.0
Establishment employment size:									
1–99 employees . . . . .	75.5	75.5	73.9	73.8	73.6	74.0	73.5	72.5	72.6
100 or more . . . . .	71.0	71.0	68.5	68.2	68.2	67.3	66.9	66.7	67.1
100–499 . . . . .	72.6	72.8	70.2	69.8	70.0	69.1	68.8	68.5	69.1
500 or more . . . . .	69.7	69.4	67.0	66.9	66.5	65.6	65.1	64.9	64.9
Health insurance as a percent of total compensation									
State and local government . . . . .	7.6	7.8	10.2	11.0	11.4	11.7	11.7	11.6	11.7
Total private industry . . . . .	5.4	5.5	6.8	7.2	7.5	7.8	7.9	7.7	7.6
Census region:									
Northeast . . . . .	5.7	5.6	6.8	6.9	7.5	8.1	8.2	7.7	7.7
Midwest . . . . .	5.8	5.8	7.3	7.9	8.3	8.6	8.6	8.5	8.5
South . . . . .	5.2	5.4	6.6	6.9	7.2	7.2	7.3	7.1	7.2
West . . . . .	4.8	5.0	6.3	6.9	7.1	7.4	7.5	7.7	7.3
Union status:									
Union . . . . .	8.2	8.4	10.3	10.9	11.8	12.9	12.6	12.1	12.6
Nonunion . . . . .	4.9	5.0	6.2	6.5	6.8	7.0	7.1	7.0	6.9
Establishment employment size:									
1–99 employees . . . . .	4.7	4.8	5.9	6.1	6.4	6.5	6.6	6.4	6.4
100 or more . . . . .	5.9	6.0	7.5	8.0	8.4	8.8	8.9	8.7	8.7
100–499 . . . . .	5.6	5.6	7.5	7.9	8.3	8.7	8.7	8.5	8.3
500 or more . . . . .	6.2	6.4	7.6	8.0	8.5	8.9	9.1	8.9	9.1

NOTES: Costs are calculated annually from March survey data. Total compensation includes wages, salaries and benefits. See Appendix II, Employer costs for employee compensation. See *Health, United States, 2013*, Table 121 for prior years of data. Data for additional years are available. See the Excel spreadsheet on the *Health, United States* website at: <http://www.cdc.gov/nchs/hus.htm>.

SOURCE: U.S. Department of Labor, Bureau of Labor Statistics, National Compensation Survey: Employer Costs for Employee Compensation Annual, 1999–2001; Quarterly, 2002–2003; March release, 2004–2016. Available from: <http://www.bls.gov/ncs/ect/>. See Appendix I, National Compensation Survey (NCS).