Employer Costs for Employee Compensation
Historical Listing
National Compensation Survey

March 2004 – March 2019

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Table 1. Civilian workers, by major occupational group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation

All workers

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Total compensation								
2004	$24.95	$24.96	$25.36	$25.57	100.0	100.0	100.0	100.0
2005	25.87	25.86	26.05	26.46	100.0	100.0	100.0	100.0
2006	26.86	26.86	27.31	27.54	100.0	100.0	100.0	100.0
2007	27.82	27.75	28.03	28.11	100.0	100.0	100.0	100.0
2008	28.46	28.48	28.87	29.18	100.0	100.0	100.0	100.0
2009	29.39	29.31	29.40	29.37	100.0	100.0	100.0	100.0
2010	29.71	29.52	29.75	29.72	100.0	100.0	100.0	100.0
2011	30.07	29.98	30.11	30.45	100.0	100.0	100.0	100.0
2012	30.69	30.61	30.78	30.82	100.0	100.0	100.0	100.0
2013	31.09	31.00	31.16	31.57	100.0	100.0	100.0	100.0
2014	31.93	31.96	32.20	33.13	100.0	100.0	100.0	100.0
2015	33.49	33.19	33.37	33.58	100.0	100.0	100.0	100.0
2016	33.94	34.05	34.15	34.90	100.0	100.0	100.0	100.0
2017	35.28	35.28	35.64	35.87	100.0	100.0	100.0	100.0
2018	36.32	36.22	36.63	36.32	100.0	100.0	100.0	100.0
2019	36.77	–	–	–	100.0	–	–	–
Wages and salaries								
2004	17.71	17.70	17.96	18.07	71.0	70.9	70.8	70.7
2005	18.22	18.21	18.28	18.59	70.4	70.4	70.2	70.2
2006	18.82	18.80	19.12	19.24	70.1	70.0	70.0	69.9
2007	19.47	19.38	19.56	19.62	70.0	69.8	69.8	69.8
2008	19.83	19.85	20.13	20.37	69.7	69.7	69.7	69.8
2009	20.49	20.42	20.50	20.49	69.7	69.7	69.7	69.8
2010	20.67	20.55	20.69	20.71	69.6	69.6	69.5	69.7
2011	20.91	20.80	20.91	21.14	69.6	69.4	69.4	69.4
2012	21.27	21.22	21.32	21.35	69.3	69.3	69.3	69.3
2013	21.50	21.44	21.54	21.77	69.1	69.2	69.1	69.0
2014	21.96	21.95	22.13	22.65	68.8	68.7	68.7	68.4
2015	22.88	22.72	22.88	23.06	68.3	68.5	68.6	68.7
2016	23.25	23.35	23.42	23.87	68.5	68.6	68.6	68.4
2017	24.10	24.10	24.33	24.49	68.3	68.3	68.3	68.3
2018	24.77	24.72	25.03	24.91	68.2	68.3	68.3	68.6
2019	25.22	–	–	–	68.6	–	–	–
Total benefits								
2004	7.23	7.26	7.40	7.50	29.0	29.1	29.2	29.3
2005	7.65	7.64	7.77	7.87	29.6	29.6	29.8	29.8
2006	8.04	8.06	8.18	8.30	29.9	30.0	30.0	30.1
2007	8.35	8.37	8.47	8.49	30.0	30.2	30.2	30.2
2008	8.63	8.64	8.74	8.81	30.3	30.3	30.3	30.2
2009	8.90	8.89	8.90	8.88	30.3	30.3	30.3	30.2
2010	9.04	8.96	9.06	9.02	30.4	30.4	30.5	30.3
2011	9.15	9.17	9.21	9.30	30.4	30.6	30.6	30.6
2012	9.42	9.39	9.46	9.47	30.7	30.7	30.7	30.7
2013	9.59	9.56	9.61	9.80	30.9	30.8	30.9	31.0
2014	9.97	10.00	10.07	10.49	31.2	31.3	31.3	31.6
2015	10.61	10.47	10.48	10.52	31.7	31.5	31.4	31.3
2016	10.70	10.70	10.73	11.03	31.5	31.4	31.4	31.6
2017	11.18	11.18	11.31	11.38	31.7	31.7	31.7	31.7
2018	11.55	11.50	11.60	11.41	31.8	31.7	31.7	31.4
2019	11.55	–	–	–	31.4	–	–	–
Paid leave								
2004	1.66	1.66	1.68	1.70	6.7	6.6	6.6	6.6
2005	1.72	1.70	1.72	1.77	6.6	6.6	6.6	6.7
2006	1.88	1.88	1.91	1.94	7.0	7.0	7.0	7.0
2007	1.96	1.95	1.95	1.96	7.0	7.0	7.0	7.0
2008	2.00	1.99	2.03	2.06	7.0	7.0	7.0	7.1
2009	2.08	2.07	2.04	2.04	7.1	7.1	6.9	6.9
2010	2.06	2.04	2.05	2.07	6.9	6.9	6.9	7.0
2011	2.09	2.07	2.07	2.13	7.0	6.9	6.9	7.0
2012	2.14	2.13	2.14	2.15	7.0	7.0	6.9	7.0
2013	2.17	2.16	2.17	2.21	7.0	7.0	7.0	7.0
2014	2.25	2.23	2.25	2.31	7.0	7.0	7.0	7.0
2015	2.33	2.30	2.32	2.33	7.0	6.9	7.0	6.9
2016	2.35	2.36	2.36	2.46	6.9	6.9	6.9	7.1

See footnotes at end of table.

Table 1. Civilian workers, by major occupational group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation

All workers

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Paid leave								
2017	2.49	2.48	2.51	2.55	7.1	7.0	7.0	7.1
2018	2.58	2.56	2.59	2.62	7.1	7.1	7.1	7.2
2019	2.66	–	–	–	7.2	–	–	–
Vacation								
2004	.76	.76	.78	.78	3.1	3.1	3.1	3.1
2005	.79	.79	.80	.81	3.0	3.1	3.1	3.1
2006	.88	.88	.89	.91	3.3	3.3	3.3	3.3
2007	.92	.92	.93	.95	3.3	3.3	3.3	3.4
2008	.94	.94	.96	.98	3.3	3.3	3.3	3.4
2009	.99	.99	.99	.98	3.4	3.4	3.4	3.3
2010	.99	.98	.99	.99	3.3	3.3	3.3	3.3
2011	1.00	1.00	1.00	1.03	3.3	3.3	3.3	3.4
2012	1.04	1.04	1.04	1.05	3.4	3.4	3.4	3.4
2013	1.06	1.05	1.06	1.08	3.4	3.4	3.4	3.4
2014	1.10	1.09	1.11	1.13	3.4	3.4	3.4	3.4
2015	1.15	1.14	1.14	1.14	3.4	3.4	3.4	3.4
2016	1.15	1.16	1.15	1.20	3.4	3.4	3.4	3.4
2017	1.21	1.21	1.22	1.25	3.4	3.4	3.4	3.5
2018	1.27	1.26	1.27	1.28	3.5	3.5	3.5	3.5
2019	1.30	–	–	–	3.5	–	–	–
Holiday								
2004	.57	.56	.57	.58	2.3	2.3	2.3	2.3
2005	.58	.58	.59	.60	2.3	2.2	2.3	2.3
2006	.62	.62	.63	.63	2.3	2.3	2.3	2.3
2007	.64	.64	.64	.63	2.3	2.3	2.3	2.2
2008	.66	.65	.67	.67	2.3	2.3	2.3	2.3
2009	.68	.67	.65	.64	2.3	2.3	2.2	2.2
2010	.65	.64	.64	.64	2.2	2.2	2.2	2.2
2011	.65	.64	.64	.65	2.2	2.1	2.1	2.1
2012	.65	.65	.65	.65	2.1	2.1	2.1	2.1
2013	.66	.66	.66	.67	2.1	2.1	2.1	2.1
2014	.68	.67	.68	.70	2.1	2.1	2.1	2.1
2015	.70	.69	.70	.70	2.1	2.1	2.1	2.1
2016	.71	.71	.71	.74	2.1	2.1	2.1	2.1
2017	.74	.74	.75	.76	2.1	2.1	2.1	2.1
2018	.77	.76	.77	.78	2.1	2.1	2.1	2.1
2019	.79	–	–	–	2.1	–	–	–
Sick								
2004	.25	.25	.25	.25	1.0	1.0	1.0	1.0
2005	.26	.25	.25	.26	1.0	1.0	1.0	1.0
2006	.29	.28	.29	.30	1.1	1.1	1.1	1.1
2007	.30	.29	.30	.30	1.1	1.1	1.1	1.1
2008	.31	.31	.31	.32	1.1	1.1	1.1	1.1
2009	.33	.32	.31	.32	1.1	1.1	1.1	1.1
2010	.32	.31	.32	.32	1.1	1.1	1.1	1.1
2011	.33	.32	.32	.33	1.1	1.1	1.1	1.1
2012	.33	.32	.33	.33	1.1	1.1	1.1	1.1
2013	.33	.33	.33	.33	1.1	1.1	1.1	1.1
2014	.34	.34	.34	.35	1.1	1.1	1.0	1.0
2015	.35	.34	.34	.34	1.0	1.0	1.0	1.0
2016	.35	.35	.35	.37	1.0	1.0	1.0	1.1
2017	.38	.37	.37	.39	1.1	1.1	1.1	1.1
2018	.39	.38	.39	.40	1.1	1.1	1.1	1.1
2019	.42	–	–	–	1.1	–	–	–
Personal[1]								
2004	.08	.08	.08	.09	.3	.3	.3	.3
2005	.09	.08	.09	.10	.3	.3	.3	.4
2006	.10	.10	.10	.10	.4	.4	.4	.4
2007	.10	.10	.09	.09	.4	.4	.3	.3
2008	.09	.08	.09	.09	.3	.3	.3	.3
2009	.09	.09	.09	.10	.3	.3	.3	.3
2010	.11	.10	.11	.11	.4	.4	.4	.4
2011	.11	.11	.11	.12	.4	.4	.4	.4

See footnotes at end of table.

Table 1. Civilian workers, by major occupational group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation

All workers

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Personal[1]								
2012	0.12	0.12	0.12	0.12	0.4	0.4	0.4	0.4
2013	.12	.12	.12	.13	.4	.4	.4	.4
2014	.13	.13	.13	.13	.4	.4	.4	.4
2015	.14	.13	.13	.14	.4	.4	.4	.4
2016	.15	.15	.14	.15	.4	.4	.4	.4
2017	.16	.16	.16	.16	.4	.4	.4	.4
2018	.16	.16	.16	.16	.4	.4	.4	.4
2019	.16	–	–	–	.4	–	–	–
Supplemental pay								
2004	.60	.59	.60	.60	2.4	2.4	2.4	2.4
2005	.62	.64	.65	.66	2.4	2.5	2.5	2.5
2006	.67	.67	.69	.69	2.5	2.5	2.5	2.5
2007	.70	.72	.72	.72	2.5	2.6	2.6	2.6
2008	.73	.76	.75	.74	2.6	2.7	2.6	2.5
2009	.71	.76	.76	.74	2.4	2.6	2.6	2.5
2010	.73	.71	.71	.69	2.5	2.4	2.4	2.3
2011	.70	.73	.73	.73	2.3	2.4	2.4	2.4
2012	.75	.75	.75	.74	2.4	2.5	2.4	2.4
2013	.73	.74	.73	.77	2.4	2.4	2.4	2.4
2014	.78	.78	.79	.99	2.4	2.4	2.4	3.0
2015	1.01	1.00	.94	.96	3.0	3.0	2.8	2.9
2016	1.05	1.05	1.05	1.05	3.1	3.1	3.1	3.0
2017	1.07	1.09	1.10	1.17	3.0	3.1	3.1	3.3
2018	1.20	1.21	1.21	1.01	3.3	3.3	3.3	2.8
2019	1.02	–	–	–	2.8	–	–	–
Overtime and premium[2]								
2004	.22	.22	.22	.22	.9	.9	.9	.9
2005	.23	.23	.23	.23	.9	.9	.9	.9
2006	.24	.25	.25	.25	.9	.9	.9	.9
2007	.25	.26	.26	.26	.9	.9	.9	.9
2008	.26	.26	.27	.26	.9	.9	.9	.9
2009	.26	.26	.26	.25	.9	.9	.9	.8
2010	.25	.25	.25	.24	.8	.9	.8	.8
2011	.24	.24	.25	.24	.8	.8	.8	.8
2012	.24	.24	.24	.23	.8	.8	.8	.8
2013	.23	.24	.24	.24	.8	.8	.8	.8
2014	.24	.24	.25	.25	.7	.8	.8	.8
2015	.25	.26	.26	.25	.7	.8	.8	.8
2016	.26	.26	.26	.25	.8	.8	.8	.7
2017	.26	.26	.26	.28	.7	.7	.7	.8
2018	.27	.28	.28	.28	.8	.8	.8	.8
2019	.28	–	–	–	.8	–	–	–
Shift differentials								
2004	.06	.06	.06	.06	.2	.2	.2	.2
2005	.06	.06	.06	.06	.2	.2	.2	.2
2006	.06	.06	.06	.07	.2	.2	.2	.2
2007	.07	.07	.07	.07	.2	.2	.2	.2
2008	.07	.07	.07	.06	.2	.2	.2	.2
2009	.06	.06	.06	.06	.2	.2	.2	.2
2010	.06	.06	.06	.06	.2	.2	.2	.2
2011	.06	.06	.06	.06	.2	.2	.2	.2
2012	.06	.06	.06	.06	.2	.2	.2	.2
2013	.06	.06	.06	.06	.2	.2	.2	.2
2014	.06	.06	.06	.06	.2	.2	.2	.2
2015	.06	.06	.06	.06	.2	.2	.2	.2
2016	.06	.06	.06	.06	.2	.2	.2	.2
2017	.06	.06	.06	.07	.2	.2	.2	.2
2018	.07	.07	.07	.07	.2	.2	.2	.2
2019	.07	–	–	–	.2	–	–	–
Nonproduction bonuses								
2004	.32	.31	.32	.32	1.3	1.2	1.3	1.3
2005	.34	.35	.36	.37	1.3	1.4	1.4	1.4
2006	.37	.37	.37	.37	1.4	1.4	1.4	1.3

See footnotes at end of table.

Table 1. Civilian workers, by major occupational group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation

All workers

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Nonproduction bonuses								
2007	0.38	0.39	0.39	0.40	1.4	1.4	1.4	1.4
2008	.41	.43	.42	.42	1.4	1.5	1.4	1.4
2009	.39	.43	.43	.43	1.3	1.5	1.5	1.5
2010	.42	.40	.40	.39	1.4	1.3	1.3	1.3
2011	.39	.42	.42	.44	1.3	1.4	1.4	1.4
2012	.46	.45	.45	.45	1.5	1.5	1.5	1.5
2013	.44	.44	.43	.47	1.4	1.4	1.4	1.5
2014	.48	.48	.48	.68	1.5	1.5	1.5	2.1
2015	.70	.68	.63	.65	2.1	2.1	1.9	1.9
2016	.74	.74	.74	.75	2.2	2.2	2.2	2.1
2017	.76	.77	.78	.82	2.2	2.2	2.2	2.3
2018	.86	.86	.86	.66	2.4	2.4	2.4	1.8
2019	.66	–	–	–	1.8	–	–	–
Insurance								
2004	1.93	1.93	1.96	1.99	7.7	7.7	7.7	7.8
2005	2.06	2.05	2.10	2.13	8.0	7.9	8.0	8.1
2006	2.18	2.19	2.22	2.26	8.1	8.1	8.1	8.2
2007	2.33	2.32	2.35	2.34	8.4	8.4	8.4	8.3
2008	2.40	2.39	2.42	2.45	8.4	8.4	8.4	8.4
2009	2.52	2.50	2.53	2.54	8.6	8.5	8.6	8.7
2010	2.62	2.60	2.63	2.62	8.8	8.8	8.8	8.8
2011	2.67	2.66	2.67	2.70	8.9	8.9	8.9	8.9
2012	2.74	2.73	2.74	2.74	8.9	8.9	8.9	8.9
2013	2.81	2.78	2.79	2.84	9.0	9.0	9.0	9.0
2014	2.89	2.87	2.89	2.92	9.1	9.0	9.0	8.8
2015	2.97	2.95	2.97	2.94	8.9	8.9	8.9	8.8
2016	3.00	2.98	3.00	3.06	8.8	8.8	8.8	8.8
2017	3.09	3.07	3.11	3.14	8.8	8.7	8.7	8.7
2018	3.18	3.14	3.17	3.16	8.8	8.7	8.7	8.7
2019	3.21	–	–	–	8.7	–	–	–
Life								
2004	.04	.04	.04	.04	.2	.2	.2	.2
2005	.04	.04	.04	.04	.2	.2	.2	.2
2006	.05	.05	.05	.05	.2	.2	.2	.2
2007	.05	.05	.05	.05	.2	.2	.2	.2
2008	.05	.05	.05	.05	.2	.2	.2	.2
2009	.05	.05	.05	.05	.2	.2	.2	.2
2010	.05	.05	.05	.05	.2	.2	.2	.2
2011	.05	.05	.05	.05	.2	.2	.2	.2
2012	.05	.05	.05	.05	.2	.2	.2	.1
2013	.05	.05	.05	.05	.2	.1	.1	.2
2014	.04	.04	.04	.05	.1	.1	.1	.1
2015	.05	.04	.05	.04	.1	.1	.1	.1
2016	.05	.04	.04	.05	.1	.1	.1	.1
2017	.05	.05	.05	.05	.1	.1	.1	.1
2018	.05	.05	.05	.05	.1	.1	.1	.1
2019	.05	–	–	–	.1	–	–	–
Health								
2004	1.81	1.81	1.84	1.87	7.2	7.3	7.3	7.3
2005	1.93	1.93	1.97	2.01	7.5	7.5	7.6	7.6
2006	2.05	2.06	2.09	2.13	7.6	7.7	7.6	7.7
2007	2.19	2.18	2.21	2.21	7.9	7.9	7.9	7.8
2008	2.26	2.25	2.27	2.31	7.9	7.9	7.9	7.9
2009	2.37	2.36	2.39	2.40	8.1	8.0	8.1	8.2
2010	2.48	2.46	2.49	2.49	8.3	8.3	8.4	8.4
2011	2.53	2.52	2.54	2.56	8.4	8.4	8.4	8.4
2012	2.60	2.59	2.61	2.60	8.5	8.5	8.5	8.4
2013	2.67	2.65	2.65	2.70	8.6	8.5	8.5	8.5
2014	2.75	2.74	2.75	2.78	8.6	8.6	8.5	8.4
2015	2.82	2.80	2.83	2.79	8.4	8.4	8.5	8.3
2016	2.85	2.84	2.85	2.91	8.4	8.3	8.4	8.3
2017	2.94	2.92	2.96	2.99	8.3	8.3	8.3	8.3
2018	3.03	2.99	3.02	3.00	8.3	8.2	8.2	8.3

See footnotes at end of table.

Table 1. Civilian workers, by major occupational group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation

All workers

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Health								
2019	3.06	–	–	–	8.3	–	–	–
Short-term disability								
2004	.04	0.04	0.05	0.04	.2	0.2	0.2	0.2
2005	.05	.05	.05	.05	.2	.2	.2	.2
2006	.05	.05	.05	.05	.2	.2	.2	.2
2007	.05	.05	.05	.05	.2	.2	.2	.2
2008	.05	.05	.05	.05	.2	.2	.2	.2
2009	.05	.05	.05	.05	.2	.2	.2	.2
2010	.05	.05	.05	.05	.2	.2	.2	.2
2011	.05	.05	.05	.05	.2	.2	.2	.1
2012	.05	.05	.05	.05	.2	.2	.2	.2
2013	.05	.05	.05	.05	.2	.2	.2	.2
2014	.05	.05	.05	.05	.2	.2	.2	.2
2015	.06	.06	.06	.05	.2	.2	.2	.2
2016	.05	.05	.05	.06	.2	.2	.2	.2
2017	.06	.06	.06	.06	.2	.2	.2	.2
2018	.06	.06	.06	.06	.2	.2	.2	.2
2019	.06	–	–	–	.2	–	–	–
Long-term disability								
2004	.03	.03	.03	.03	.1	.1	.1	.1
2005	.03	.03	.03	.04	.1	.1	.1	.1
2006	.04	.04	.04	.04	.1	.1	.1	.1
2007	.04	.04	.04	.04	.1	.1	.1	.1
2008	.04	.04	.04	.04	.1	.1	.1	.1
2009	.04	.04	.04	.04	.1	.1	.1	.1
2010	.04	.04	.04	.04	.1	.1	.1	.1
2011	.04	.04	.04	.04	.1	.1	.1	.1
2012	.04	.04	.04	.04	.1	.1	.1	.1
2013	.04	.04	.04	.05	.1	.1	.1	.1
2014	.04	.04	.05	.05	.1	.1	.1	.1
2015	.05	.05	.05	.05	.1	.1	.1	.1
2016	.05	.05	.05	.05	.1	.1	.1	.1
2017	.05	.05	.05	.05	.1	.1	.1	.1
2018	.05	.05	.05	.04	.1	.1	.1	.1
2019	.04	–	–	–	.1	–	–	–
Retirement and savings								
2004	.99	1.01	1.05	1.08	4.0	4.1	4.1	4.2
2005	1.11	1.09	1.13	1.13	4.3	4.2	4.3	4.3
2006	1.15	1.15	1.18	1.21	4.3	4.3	4.3	4.4
2007	1.16	1.17	1.22	1.24	4.2	4.2	4.4	4.4
2008	1.26	1.25	1.28	1.29	4.4	4.4	4.4	4.4
2009	1.31	1.29	1.29	1.29	4.5	4.4	4.4	4.4
2010	1.32	1.31	1.34	1.33	4.5	4.4	4.5	4.5
2011	1.36	1.37	1.38	1.39	4.5	4.6	4.6	4.6
2012	1.40	1.39	1.42	1.44	4.6	4.5	4.6	4.7
2013	1.47	1.47	1.49	1.53	4.7	4.7	4.8	4.8
2014	1.60	1.66	1.67	1.75	5.0	5.2	5.2	5.3
2015	1.78	1.70	1.72	1.75	5.3	5.1	5.2	5.2
2016	1.74	1.75	1.76	1.88	5.1	5.1	5.2	5.4
2017	1.92	1.92	1.96	1.90	5.4	5.4	5.5	5.3
2018	1.92	1.93	1.95	1.95	5.3	5.3	5.3	5.4
2019	1.98	–	–	–	5.4	–	–	–
Defined benefit								
2004	.59	.62	.64	.67	2.4	2.5	2.5	2.6
2005	.69	.68	.71	.70	2.7	2.6	2.7	2.6
2006	.72	.72	.74	.76	2.7	2.7	2.7	2.8
2007	.71	.72	.76	.75	2.6	2.6	2.7	2.7
2008	.76	.75	.77	.78	2.7	2.6	2.7	2.7
2009	.80	.79	.79	.78	2.7	2.7	2.7	2.6
2010	.81	.80	.83	.81	2.7	2.7	2.8	2.7
2011	.83	.85	.85	.83	2.7	2.8	2.8	2.7
2012	.85	.84	.87	.88	2.8	2.7	2.8	2.9
2013	.90	.91	.92	.94	2.9	2.9	3.0	3.0

See footnotes at end of table.

Table 1. Civilian workers, by major occupational group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation

All workers

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Defined benefit								
2014	0.98	1.05	1.06	1.11	3.1	3.3	3.3	3.3
2015	1.13	1.06	1.07	1.09	3.4	3.2	3.2	3.3
2016	1.09	1.09	1.11	1.20	3.2	3.2	3.2	3.4
2017	1.22	1.22	1.26	1.18	3.5	3.5	3.5	3.3
2018	1.20	1.21	1.22	1.22	3.3	3.3	3.3	3.4
2019	1.24	–	–	–	3.4	–	–	–
Defined contribution								
2004	.40	.40	.41	.41	1.6	1.6	1.6	1.6
2005	.42	.41	.42	.43	1.6	1.6	1.6	1.6
2006	.44	.43	.44	.44	1.6	1.6	1.6	1.6
2007	.45	.45	.46	.49	1.6	1.6	1.6	1.7
2008	.50	.50	.51	.51	1.8	1.8	1.8	1.8
2009	.51	.50	.50	.51	1.7	1.7	1.7	1.7
2010	.51	.50	.51	.52	1.7	1.7	1.7	1.8
2011	.54	.53	.53	.55	1.8	1.8	1.8	1.8
2012	.55	.55	.56	.56	1.8	1.8	1.8	1.8
2013	.57	.56	.57	.59	1.8	1.8	1.8	1.9
2014	.61	.61	.61	.64	1.9	1.9	1.9	1.9
2015	.65	.64	.65	.66	1.9	1.9	2.0	2.0
2016	.65	.67	.66	.68	1.9	2.0	1.9	2.0
2017	.69	.69	.70	.72	2.0	2.0	2.0	2.0
2018	.73	.72	.73	.73	2.0	2.0	2.0	2.0
2019	.74	–	–	–	2.0	–	–	–
Legally required benefits								
2004	2.01	2.03	2.06	2.07	8.1	8.1	8.1	8.1
2005	2.10	2.12	2.13	2.15	8.1	8.2	8.2	8.1
2006	2.16	2.17	2.19	2.20	8.0	8.1	8.0	8.0
2007	2.21	2.21	2.22	2.23	7.9	8.0	7.9	7.9
2008	2.24	2.25	2.27	2.27	7.9	7.9	7.9	7.8
2009	2.28	2.28	2.28	2.27	7.8	7.8	7.8	7.7
2010	2.30	2.30	2.32	2.30	7.7	7.8	7.8	7.8
2011	2.33	2.35	2.36	2.36	7.8	7.8	7.8	7.7
2012	2.38	2.39	2.41	2.40	7.8	7.8	7.8	7.8
2013	2.41	2.41	2.43	2.45	7.8	7.8	7.8	7.8
2014	2.46	2.46	2.47	2.51	7.7	7.7	7.7	7.6
2015	2.52	2.52	2.52	2.55	7.5	7.6	7.6	7.6
2016	2.55	2.55	2.56	2.58	7.5	7.5	7.5	7.4
2017	2.61	2.62	2.63	2.63	7.4	7.4	7.4	7.3
2018	2.66	2.65	2.67	2.66	7.3	7.3	7.3	7.3
2019	2.68	–	–	–	7.3	–	–	–
Social Security and Medicare								
2004	1.42	1.42	1.44	1.44	5.7	5.7	5.7	5.6
2005	1.46	1.46	1.47	1.49	5.6	5.6	5.7	5.6
2006	1.51	1.51	1.54	1.54	5.6	5.6	5.6	5.6
2007	1.56	1.56	1.58	1.59	5.6	5.6	5.6	5.7
2008	1.61	1.62	1.63	1.65	5.7	5.7	5.7	5.7
2009	1.67	1.66	1.67	1.67	5.7	5.7	5.7	5.7
2010	1.68	1.67	1.68	1.68	5.6	5.7	5.7	5.6
2011	1.69	1.69	1.69	1.71	5.6	5.6	5.6	5.6
2012	1.72	1.72	1.72	1.73	5.6	5.6	5.6	5.6
2013	1.74	1.73	1.75	1.77	5.6	5.6	5.6	5.6
2014	1.78	1.78	1.79	1.82	5.6	5.6	5.6	5.5
2015	1.84	1.83	1.84	1.86	5.5	5.5	5.5	5.5
2016	1.87	1.88	1.89	1.91	5.5	5.5	5.5	5.5
2017	1.95	1.95	1.97	1.98	5.5	5.5	5.5	5.5
2018	2.01	2.01	2.03	2.03	5.5	5.5	5.5	5.6
2019	2.06	–	–	–	5.6	–	–	–
Social Security[3]								
2004	1.13	1.13	1.15	1.15	4.5	4.5	4.5	4.5
2005	1.16	1.16	1.17	1.19	4.5	4.5	4.5	4.5
2006	1.20	1.21	1.22	1.23	4.5	4.5	4.5	4.5
2007	1.24	1.24	1.26	1.27	4.5	4.5	4.5	4.5
2008	1.28	1.29	1.30	1.32	4.5	4.5	4.5	4.5

See footnotes at end of table.

Table 1. Civilian workers, by major occupational group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation

All workers

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Social Security[3]								
2009	1.33	1.33	1.33	1.33	4.5	4.5	4.5	4.5
2010	1.34	1.33	1.34	1.34	4.5	4.5	4.5	4.5
2011	1.35	1.34	1.35	1.36	4.5	4.5	4.5	4.5
2012	1.37	1.37	1.38	1.38	4.5	4.5	4.5	4.5
2013	1.39	1.38	1.39	1.41	4.5	4.5	4.5	4.5
2014	1.42	1.42	1.43	1.45	4.4	4.4	4.4	4.4
2015	1.46	1.45	1.46	1.48	4.4	4.4	4.4	4.4
2016	1.49	1.49	1.50	1.52	4.4	4.4	4.4	4.4
2017	1.55	1.55	1.56	1.57	4.4	4.4	4.4	4.4
2018	1.59	1.59	1.61	1.62	4.4	4.4	4.4	4.5
2019	1.64	–	–	–	4.5	–	–	–
Medicare								
2004	.29	.29	.29	.29	1.2	1.2	1.2	1.1
2005	.30	.30	.30	.30	1.1	1.1	1.1	1.1
2006	.31	.31	.31	.31	1.1	1.1	1.1	1.1
2007	.32	.32	.32	.32	1.1	1.1	1.1	1.1
2008	.33	.33	.33	.33	1.1	1.1	1.1	1.1
2009	.34	.34	.34	.34	1.1	1.1	1.1	1.1
2010	.34	.34	.34	.34	1.1	1.1	1.1	1.1
2011	.34	.34	.34	.35	1.1	1.1	1.1	1.1
2012	.35	.35	.35	.35	1.1	1.1	1.1	1.1
2013	.35	.35	.35	.36	1.1	1.1	1.1	1.1
2014	.36	.36	.36	.37	1.1	1.1	1.1	1.1
2015	.38	.38	.38	.38	1.1	1.1	1.1	1.1
2016	.39	.39	.39	.40	1.1	1.1	1.1	1.1
2017	.40	.40	.40	.41	1.1	1.1	1.1	1.1
2018	.41	.41	.42	.41	1.1	1.1	1.1	1.1
2019	.42	–	–	–	1.1	–	–	–
Federal unemployment insurance								
2004	.03	.03	.03	.03	.1	.1	.1	.1
2005	.03	.03	.03	.03	.1	.1	.1	.1
2006	.03	.03	.03	.03	.1	.1	.1	.1
2007	.03	.03	.03	.03	.1	.1	.1	.1
2008	.03	.03	.03	.03	.1	.1	.1	.1
2009	.03	.03	.03	.03	.1	.1	.1	.1
2010	.03	.03	.03	.03	.1	.1	.1	.1
2011	.03	.03	.02	.02	.1	.1	.1	.1
2012	.03	.03	.03	.03	.1	.1	.1	.1
2013	.03	.03	.03	.03	.1	.1	.1	.1
2014	.03	.03	.03	.03	.1	.1	.1	.1
2015	.03	.03	.03	.04	.1	.1	.1	.1
2016	.03	.03	.03	.03	.1	.1	.1	.1
2017	.03	.03	.03	.03	.1	.1	.1	.1
2018	.03	.03	.03	.03	.1	.1	.1	.1
2019	.02	–	–	–	.1	–	–	–
State unemployment insurance								
2004	.12	.13	.13	.14	.5	.5	.5	.5
2005	.14	.15	.15	.15	.6	.6	.6	.6
2006	.15	.15	.15	.15	.5	.5	.5	.5
2007	.14	.14	.14	.14	.5	.5	.5	.5
2008	.14	.14	.14	.14	.5	.5	.5	.5
2009	.14	.14	.14	.13	.5	.5	.5	.5
2010	.15	.16	.17	.17	.5	.6	.6	.6
2011	.18	.19	.20	.20	.6	.6	.7	.7
2012	.21	.21	.21	.22	.7	.7	.7	.7
2013	.22	.22	.21	.21	.7	.7	.7	.7
2014	.21	.20	.20	.20	.6	.6	.6	.6
2015	.20	.19	.19	.18	.6	.6	.6	.5
2016	.18	.17	.17	.16	.5	.5	.5	.5
2017	.16	.16	.15	.15	.5	.4	.4	.4
2018	.15	.14	.14	.14	.4	.4	.4	.4
2019	.13	–	–	–	.4	–	–	–

See footnotes at end of table.

Table 1. Civilian workers, by major occupational group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation

All workers

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Workers' compensation								
2004	0.44	0.46	0.46	0.46	1.8	1.8	1.8	1.8
2005	.47	.48	.48	.48	1.8	1.9	1.9	1.8
2006	.47	.48	.48	.48	1.8	1.8	1.8	1.8
2007	.48	.48	.48	.47	1.7	1.7	1.7	1.7
2008	.46	.47	.47	.45	1.6	1.6	1.6	1.6
2009	.45	.45	.45	.44	1.5	1.5	1.5	1.5
2010	.44	.44	.44	.43	1.5	1.5	1.5	1.4
2011	.43	.44	.45	.43	1.4	1.5	1.5	1.4
2012	.43	.43	.44	.43	1.4	1.4	1.4	1.4
2013	.42	.43	.44	.44	1.4	1.4	1.4	1.4
2014	.44	.44	.45	.45	1.4	1.4	1.4	1.4
2015	.45	.46	.46	.47	1.4	1.4	1.4	1.4
2016	.47	.47	.47	.47	1.4	1.4	1.4	1.3
2017	.47	.48	.48	.47	1.3	1.4	1.3	1.3
2018	.47	.47	.47	.46	1.3	1.3	1.3	1.3
2019	.46	–	–	–	1.3	–	–	–
Other benefits[4]								
2004	.04	.04	.04	.04	.2	.2	.2	.2
2005	.04	.04	.04	.04	.2	.1	.1	.1

[1] Prior to June 2008, paid personal leave was included in other leave. Other leave also included paid military, funeral, and jury leave.
[2] Includes premium pay (such as overtime, weekends, and holidays) for work in addition to the regular work schedule.
[3] Social Security refers to the Old-Age, Survivors, and Disability Insurance (OASDI) program.
[4] Includes severance pay and supplemental unemployment benefits. Publication of other benefits was discontinued beginning in June 2006.

Note: The sum of individual items may not equal totals due to rounding. Dashes indicate data are not available.

Table 1. Civilian workers, by major occupational group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Management, professional, and related occupations[1]

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Total compensation								
2004	$40.64	$40.87	$41.47	$41.91	100.0	100.0	100.0	100.0
2005	42.40	42.76	42.84	43.77	100.0	100.0	100.0	100.0
2006	44.54	44.82	45.77	45.92	100.0	100.0	100.0	100.0
2007	46.42	46.48	46.82	46.67	100.0	100.0	100.0	100.0
2008	47.16	47.57	48.23	48.49	100.0	100.0	100.0	100.0
2009	48.66	48.87	48.87	48.17	100.0	100.0	100.0	100.0
2010	48.66	48.74	49.14	49.30	100.0	100.0	100.0	100.0
2011	49.81	50.07	50.11	50.23	100.0	100.0	100.0	100.0
2012	50.59	50.85	51.13	51.03	100.0	100.0	100.0	100.0
2013	51.26	51.52	51.74	52.04	100.0	100.0	100.0	100.0
2014	52.65	53.19	53.38	54.95	100.0	100.0	100.0	100.0
2015	55.21	55.22	55.26	55.47	100.0	100.0	100.0	100.0
2016	56.04	56.66	56.67	58.00	100.0	100.0	100.0	100.0
2017	58.46	58.90	59.41	59.89	100.0	100.0	100.0	100.0
2018	60.37	60.49	61.08	59.86	100.0	100.0	100.0	100.0
2019	60.30	–	–	–	100.0	–	–	–
Wages and salaries								
2004	29.31	29.45	29.82	30.11	72.1	72.0	71.9	71.9
2005	30.33	30.55	30.44	31.16	71.5	71.5	71.0	71.2
2006	31.58	31.75	32.46	32.50	70.9	70.8	70.9	70.8
2007	32.89	32.87	33.02	32.82	70.9	70.7	70.5	70.3
2008	33.08	33.32	33.82	34.07	70.1	70.0	70.1	70.3
2009	34.15	34.19	34.25	33.77	70.2	70.0	70.1	70.1
2010	34.08	34.17	34.40	34.50	70.0	70.1	70.0	70.0
2011	34.86	34.95	35.01	35.05	70.0	69.8	69.9	69.8
2012	35.22	35.42	35.53	35.46	69.6	69.6	69.5	69.5
2013	35.58	35.75	35.88	35.95	69.4	69.4	69.3	69.1
2014	36.28	36.59	36.74	37.45	68.9	68.8	68.8	68.2
2015	37.56	37.68	37.86	38.01	68.0	68.2	68.5	68.5
2016	38.22	38.64	38.65	39.36	68.2	68.2	68.2	67.9
2017	39.58	39.89	40.19	40.61	67.7	67.7	67.6	67.8
2018	40.83	40.95	41.40	40.94	67.6	67.7	67.8	68.4
2019	41.21	–	–	–	68.3	–	–	–
Total benefits								
2004	11.34	11.43	11.64	11.80	27.9	28.0	28.1	28.1
2005	12.08	12.21	12.40	12.62	28.5	28.5	29.0	28.8
2006	12.96	13.07	13.31	13.43	29.1	29.2	29.1	29.2
2007	13.53	13.61	13.80	13.85	29.1	29.3	29.5	29.7
2008	14.08	14.25	14.40	14.43	29.9	30.0	29.9	29.7
2009	14.51	14.68	14.62	14.41	29.8	30.0	29.9	29.9
2010	14.58	14.57	14.74	14.80	30.0	29.9	30.0	30.0
2011	14.95	15.12	15.10	15.18	30.0	30.2	30.1	30.2
2012	15.37	15.43	15.60	15.56	30.4	30.4	30.5	30.5
2013	15.68	15.77	15.86	16.09	30.6	30.6	30.7	30.9
2014	16.38	16.61	16.65	17.50	31.1	31.2	31.2	31.8
2015	17.65	17.54	17.40	17.46	32.0	31.8	31.5	31.5
2016	17.81	18.02	18.01	18.63	31.8	31.8	31.8	32.1
2017	18.87	19.01	19.23	19.29	32.3	32.3	32.4	32.2
2018	19.54	19.54	19.68	18.92	32.4	32.3	32.2	31.6
2019	19.09	–	–	–	31.7	–	–	–
Paid leave								
2004	3.06	3.10	3.15	3.17	7.5	7.6	7.6	7.6
2005	3.19	3.22	3.24	3.31	7.5	7.5	7.6	7.6
2006	3.56	3.61	3.67	3.70	8.0	8.0	8.0	8.1
2007	3.73	3.77	3.76	3.76	8.0	8.1	8.0	8.1
2008	3.87	3.90	3.98	4.00	8.2	8.2	8.2	8.2
2009	4.01	4.03	3.90	3.83	8.2	8.3	8.0	8.0
2010	3.85	3.87	3.90	3.93	7.9	7.9	7.9	8.0
2011	3.97	3.99	3.96	4.03	8.0	8.0	7.9	8.0
2012	4.03	4.08	4.10	4.10	8.0	8.0	8.0	8.0
2013	4.12	4.15	4.17	4.20	8.0	8.1	8.1	8.1
2014	4.27	4.31	4.32	4.38	8.1	8.1	8.1	8.0
2015	4.38	4.40	4.41	4.38	7.9	8.0	8.0	7.9
2016	4.41	4.51	4.49	4.71	7.9	8.0	7.9	8.1

See footnotes at end of table.

Table 1. Civilian workers, by major occupational group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Management, professional, and related occupations[1]

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Paid leave								
2017	4.74	4.79	4.82	4.92	8.1	8.1	8.1	8.2
2018	4.96	4.98	5.02	5.04	8.2	8.2	8.2	8.4
2019	5.09	–	–	–	8.4	–	–	–
Vacation								
2004	1.37	1.39	1.42	1.42	3.4	3.4	3.4	3.4
2005	1.42	1.45	1.46	1.48	3.4	3.4	3.4	3.4
2006	1.60	1.63	1.66	1.67	3.6	3.6	3.6	3.6
2007	1.70	1.72	1.72	1.77	3.7	3.7	3.7	3.8
2008	1.75	1.78	1.82	1.84	3.7	3.7	3.8	3.8
2009	1.83	1.86	1.86	1.80	3.8	3.8	3.8	3.7
2010	1.80	1.82	1.84	1.85	3.7	3.7	3.7	3.7
2011	1.87	1.89	1.87	1.92	3.7	3.8	3.7	3.8
2012	1.93	1.97	1.97	1.97	3.8	3.9	3.9	3.9
2013	1.99	2.01	2.01	2.03	3.9	3.9	3.9	3.9
2014	2.06	2.09	2.10	2.13	3.9	3.9	3.9	3.9
2015	2.12	2.15	2.15	2.12	3.8	3.9	3.9	3.8
2016	2.12	2.19	2.17	2.26	3.8	3.9	3.8	3.9
2017	2.27	2.32	2.33	2.38	3.9	3.9	3.9	4.0
2018	2.41	2.44	2.45	2.45	4.0	4.0	4.0	4.1
2019	2.46	–	–	–	4.1	–	–	–
Holiday								
2004	1.03	1.04	1.05	1.06	2.5	2.5	2.5	2.5
2005	1.07	1.08	1.09	1.11	2.5	2.5	2.5	2.5
2006	1.15	1.16	1.18	1.19	2.6	2.6	2.6	2.6
2007	1.20	1.21	1.21	1.17	2.6	2.6	2.6	2.5
2008	1.25	1.26	1.28	1.28	2.7	2.7	2.7	2.6
2009	1.28	1.28	1.19	1.17	2.6	2.6	2.4	2.4
2010	1.16	1.16	1.18	1.17	2.4	2.4	2.4	2.4
2011	1.18	1.18	1.19	1.18	2.4	2.4	2.4	2.3
2012	1.18	1.18	1.20	1.19	2.3	2.3	2.3	2.3
2013	1.20	1.20	1.21	1.22	2.3	2.3	2.3	2.3
2014	1.23	1.24	1.25	1.27	2.3	2.3	2.3	2.3
2015	1.27	1.27	1.28	1.27	2.3	2.3	2.3	2.3
2016	1.28	1.30	1.30	1.36	2.3	2.3	2.3	2.3
2017	1.37	1.38	1.39	1.41	2.3	2.3	2.3	2.4
2018	1.42	1.42	1.44	1.45	2.3	2.3	2.4	2.4
2019	1.45	–	–	–	2.4	–	–	–
Sick								
2004	.49	.50	.50	.51	1.2	1.2	1.2	1.2
2005	.52	.51	.52	.53	1.2	1.2	1.2	1.2
2006	.61	.60	.62	.63	1.4	1.3	1.3	1.4
2007	.62	.62	.63	.63	1.3	1.3	1.3	1.3
2008	.66	.66	.68	.68	1.4	1.4	1.4	1.4
2009	.70	.69	.66	.66	1.4	1.4	1.3	1.4
2010	.67	.66	.67	.68	1.4	1.4	1.4	1.4
2011	.70	.69	.68	.69	1.4	1.4	1.4	1.4
2012	.69	.69	.69	.69	1.4	1.4	1.4	1.4
2013	.70	.69	.69	.70	1.4	1.3	1.3	1.3
2014	.72	.71	.71	.72	1.4	1.3	1.3	1.3
2015	.71	.71	.71	.70	1.3	1.3	1.3	1.3
2016	.72	.73	.72	.78	1.3	1.3	1.3	1.3
2017	.78	.78	.78	.80	1.3	1.3	1.3	1.3
2018	.80	.79	.81	.83	1.3	1.3	1.3	1.4
2019	.85	–	–	–	1.4	–	–	–
Personal[2]								
2004	.17	.17	.17	.17	.4	.4	.4	.4
2005	.17	.17	.18	.18	.4	.4	.4	.4
2006	.21	.21	.21	.21	.5	.5	.5	.5
2007	.21	.21	.19	.19	.5	.5	.4	.4
2008	.20	.19	.19	.20	.4	.4	.4	.4
2009	.20	.21	.19	.21	.4	.4	.4	.4
2010	.22	.22	.22	.23	.5	.5	.5	.5
2011	.23	.23	.23	.24	.5	.5	.5	.5

See footnotes at end of table.

Table 1. Civilian workers, by major occupational group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Management, professional, and related occupations[1]

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Personal[2]								
2012	0.24	0.24	0.24	0.25	0.5	0.5	0.5	0.5
2013	.24	.25	.25	.26	.5	.5	.5	.5
2014	.26	.26	.26	.26	.5	.5	.5	.5
2015	.27	.27	.27	.28	.5	.5	.5	.5
2016	.29	.29	.29	.31	.5	.5	.5	.5
2017	.31	.32	.32	.32	.5	.5	.5	.5
2018	.33	.32	.32	.31	.5	.5	.5	.5
2019	.32	–	–	–	.5	–	–	–
Supplemental pay								
2004	.92	.89	.91	.91	2.3	2.2	2.2	2.2
2005	.95	1.02	1.05	1.05	2.2	2.4	2.5	2.4
2006	1.08	1.10	1.12	1.09	2.4	2.5	2.4	2.4
2007	1.11	1.16	1.15	1.14	2.4	2.5	2.5	2.5
2008	1.16	1.23	1.18	1.16	2.5	2.6	2.4	2.4
2009	1.10	1.28	1.28	1.22	2.3	2.6	2.6	2.5
2010	1.21	1.19	1.19	1.13	2.5	2.4	2.4	2.3
2011	1.10	1.20	1.20	1.20	2.2	2.4	2.4	2.4
2012	1.23	1.24	1.25	1.22	2.4	2.4	2.4	2.4
2013	1.18	1.20	1.18	1.25	2.3	2.3	2.3	2.4
2014	1.25	1.26	1.26	1.87	2.4	2.4	2.4	3.4
2015	1.94	1.93	1.73	1.75	3.5	3.5	3.1	3.2
2016	2.01	2.03	2.02	1.97	3.6	3.6	3.6	3.4
2017	2.02	2.09	2.11	2.22	3.5	3.6	3.5	3.7
2018	2.29	2.34	2.33	1.63	3.8	3.9	3.8	2.7
2019	1.63	–	–	–	2.7	–	–	–
Overtime and premium[3]								
2004	.12	.11	.11	.11	.3	.3	.3	.3
2005	.11	.12	.12	.12	.3	.3	.3	.3
2006	.15	.16	.16	.15	.3	.3	.3	.3
2007	.16	.16	.16	.16	.3	.3	.3	.3
2008	.16	.17	.17	.16	.3	.4	.3	.3
2009	.16	.16	.16	.16	.3	.3	.3	.3
2010	.16	.16	.15	.14	.3	.3	.3	.3
2011	.14	.14	.15	.14	.3	.3	.3	.3
2012	.14	.14	.14	.14	.3	.3	.3	.3
2013	.14	.14	.14	.13	.3	.3	.3	.2
2014	.13	.13	.13	.15	.2	.2	.2	.3
2015	.16	.16	.16	.17	.3	.3	.3	.3
2016	.17	.17	.17	.14	.3	.3	.3	.2
2017	.15	.16	.16	.18	.3	.3	.3	.3
2018	.16	.16	.16	.16	.3	.3	.3	.3
2019	.16	–	–	–	.3	–	–	–
Shift differentials								
2004	.08	.08	.09	.08	.2	.2	.2	.2
2005	.09	.09	.09	.09	.2	.2	.2	.2
2006	.09	.09	.09	.11	.2	.2	.2	.2
2007	.11	.11	.11	.11	.2	.2	.2	.2
2008	.11	.11	.11	.10	.2	.2	.2	.2
2009	.10	.11	.11	.10	.2	.2	.2	.2
2010	.10	.10	.11	.11	.2	.2	.2	.2
2011	.11	.11	.11	.09	.2	.2	.2	.2
2012	.09	.10	.10	.09	.2	.2	.2	.2
2013	.09	.09	.09	.09	.2	.2	.2	.2
2014	.09	.09	.09	.08	.2	.2	.2	.1
2015	.08	.08	.08	.08	.1	.1	.1	.1
2016	.08	.08	.08	.08	.1	.1	.1	.1
2017	.08	.08	.08	.09	.1	.1	.1	.2
2018	.10	.10	.10	.10	.2	.2	.2	.2
2019	.11	–	–	–	.2	–	–	–
Nonproduction bonuses								
2004	.72	.70	.71	.71	1.8	1.7	1.7	1.7
2005	.75	.82	.84	.84	1.8	1.9	2.0	1.9
2006	.83	.85	.87	.83	1.9	1.9	1.9	1.8

See footnotes at end of table.

Table 1. Civilian workers, by major occupational group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Management, professional, and related occupations[1]

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Nonproduction bonuses								
2007	0.85	0.88	0.88	0.88	1.8	1.9	1.9	1.9
2008	.89	.96	.90	.90	1.9	2.0	1.9	1.9
2009	.83	1.01	1.01	.96	1.7	2.1	2.1	2.0
2010	.95	.93	.94	.88	1.9	1.9	1.9	1.8
2011	.85	.95	.95	.97	1.7	1.9	1.9	1.9
2012	1.00	1.00	1.01	.99	2.0	2.0	2.0	1.9
2013	.96	.97	.95	1.04	1.9	1.9	1.8	2.0
2014	1.03	1.04	1.04	1.64	2.0	2.0	1.9	3.0
2015	1.70	1.69	1.49	1.50	3.1	3.1	2.7	2.7
2016	1.76	1.78	1.77	1.76	3.1	3.1	3.1	3.0
2017	1.79	1.85	1.87	1.95	3.1	3.1	3.1	3.2
2018	2.03	2.07	2.07	1.36	3.4	3.4	3.4	2.3
2019	1.37	–	–	–	2.3	–	–	–
Insurance								
2004	2.83	2.84	2.88	2.93	7.0	6.9	6.9	7.0
2005	3.01	3.02	3.10	3.18	7.1	7.1	7.2	7.3
2006	3.22	3.25	3.30	3.36	7.2	7.3	7.2	7.3
2007	3.47	3.46	3.51	3.49	7.5	7.4	7.5	7.5
2008	3.56	3.57	3.61	3.65	7.6	7.5	7.5	7.5
2009	3.72	3.72	3.76	3.78	7.7	7.6	7.7	7.9
2010	3.88	3.87	3.91	3.96	8.0	7.9	8.0	8.0
2011	4.02	4.02	4.03	4.05	8.1	8.0	8.0	8.1
2012	4.12	4.13	4.17	4.16	8.2	8.1	8.2	8.1
2013	4.24	4.24	4.24	4.29	8.3	8.2	8.2	8.2
2014	4.34	4.35	4.36	4.40	8.2	8.2	8.2	8.0
2015	4.45	4.43	4.46	4.46	8.1	8.0	8.1	8.0
2016	4.56	4.56	4.60	4.74	8.1	8.1	8.1	8.2
2017	4.78	4.76	4.82	4.84	8.2	8.1	8.1	8.1
2018	4.89	4.83	4.88	4.81	8.1	8.0	8.0	8.0
2019	4.87	–	–	–	8.1	–	–	–
Life								
2004	.08	.08	.08	.08	.2	.2	.2	.2
2005	.08	.08	.08	.08	.2	.2	.2	.2
2006	.08	.08	.08	.08	.2	.2	.2	.2
2007	.08	.08	.08	.08	.2	.2	.2	.2
2008	.08	.10	.10	.10	.2	.2	.2	.2
2009	.10	.10	.10	.10	.2	.2	.2	.2
2010	.09	.09	.09	.10	.2	.2	.2	.2
2011	.09	.10	.10	.09	.2	.2	.2	.2
2012	.09	.09	.09	.09	.2	.2	.2	.2
2013	.09	.09	.09	.09	.2	.2	.2	.2
2014	.07	.08	.08	.08	.1	.1	.1	.1
2015	.08	.08	.08	.08	.1	.1	.1	.1
2016	.08	.08	.08	.08	.1	.1	.1	.1
2017	.08	.08	.08	.08	.1	.1	.1	.1
2018	.08	.08	.08	.08	.1	.1	.1	.1
2019	.08	–	–	–	.1	–	–	–
Health								
2004	2.62	2.63	2.67	2.72	6.5	6.4	6.4	6.5
2005	2.80	2.81	2.88	2.96	6.6	6.6	6.7	6.8
2006	3.00	3.03	3.07	3.13	6.7	6.8	6.7	6.8
2007	3.23	3.22	3.28	3.26	7.0	6.9	7.0	7.0
2008	3.32	3.32	3.35	3.39	7.0	7.0	6.9	7.0
2009	3.47	3.46	3.51	3.54	7.1	7.1	7.2	7.3
2010	3.63	3.62	3.66	3.72	7.5	7.4	7.4	7.5
2011	3.78	3.77	3.78	3.81	7.6	7.5	7.5	7.6
2012	3.89	3.89	3.93	3.92	7.7	7.6	7.7	7.7
2013	4.00	4.00	4.00	4.04	7.8	7.8	7.7	7.8
2014	4.11	4.11	4.12	4.16	7.8	7.7	7.7	7.6
2015	4.20	4.19	4.21	4.22	7.6	7.6	7.6	7.6
2016	4.32	4.32	4.36	4.49	7.7	7.6	7.7	7.7
2017	4.53	4.50	4.56	4.57	7.7	7.6	7.7	7.6
2018	4.62	4.56	4.61	4.54	7.7	7.5	7.5	7.6

See footnotes at end of table.

Table 1. Civilian workers, by major occupational group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Management, professional, and related occupations[1]

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Health								
2019	4.60	–	–	–	7.6	–	–	–
Short-term disability								
2004	.06	0.06	0.06	0.06	.2	0.2	0.2	0.1
2005	.06	.07	.07	.07	.2	.2	.2	.2
2006	.07	.07	.07	.07	.2	.2	.2	.2
2007	.07	.07	.07	.07	.2	.2	.2	.2
2008	.08	.08	.08	.07	.2	.2	.2	.2
2009	.07	.08	.07	.07	.1	.2	.2	.1
2010	.07	.07	.07	.06	.1	.1	.1	.1
2011	.07	.07	.07	.07	.1	.1	.1	.1
2012	.07	.07	.07	.07	.1	.1	.1	.1
2013	.07	.07	.08	.08	.1	.1	.1	.1
2014	.08	.08	.08	.08	.1	.1	.1	.2
2015	.09	.09	.09	.09	.2	.2	.2	.2
2016	.09	.09	.09	.09	.2	.2	.2	.2
2017	.09	.09	.09	.10	.2	.2	.2	.2
2018	.10	.10	.10	.11	.2	.2	.2	.2
2019	.11	–	–	–	.2	–	–	–
Long-term disability								
2004	.07	.07	.07	.07	.2	.2	.2	.2
2005	.07	.07	.07	.07	.2	.2	.2	.2
2006	.08	.08	.08	.08	.2	.2	.2	.2
2007	.08	.08	.08	.08	.2	.2	.2	.2
2008	.08	.08	.08	.09	.2	.2	.2	.2
2009	.09	.09	.09	.08	.2	.2	.2	.2
2010	.08	.08	.08	.08	.2	.2	.2	.2
2011	.08	.08	.08	.08	.2	.2	.2	.2
2012	.08	.08	.08	.08	.2	.2	.2	.2
2013	.08	.08	.08	.08	.2	.2	.2	.2
2014	.08	.08	.08	.08	.1	.1	.1	.1
2015	.08	.08	.08	.08	.1	.1	.1	.1
2016	.08	.08	.08	.08	.1	.1	.1	.1
2017	.08	.08	.08	.09	.1	.1	.1	.1
2018	.09	.09	.09	.09	.1	.1	.1	.1
2019	.09	–	–	–	.1	–	–	–
Retirement and savings								
2004	1.75	1.79	1.86	1.92	4.3	4.4	4.5	4.6
2005	2.01	2.00	2.06	2.08	4.8	4.7	4.8	4.8
2006	2.12	2.11	2.19	2.23	4.8	4.7	4.8	4.9
2007	2.14	2.16	2.28	2.37	4.6	4.7	4.9	5.1
2008	2.38	2.41	2.47	2.43	5.1	5.1	5.1	5.0
2009	2.49	2.46	2.47	2.41	5.1	5.0	5.0	5.0
2010	2.45	2.43	2.50	2.54	5.0	5.0	5.1	5.2
2011	2.59	2.60	2.59	2.61	5.2	5.2	5.2	5.2
2012	2.65	2.63	2.71	2.74	5.2	5.2	5.3	5.4
2013	2.77	2.79	2.87	2.94	5.4	5.4	5.5	5.6
2014	3.10	3.25	3.28	3.37	5.9	6.1	6.1	6.1
2015	3.40	3.27	3.30	3.33	6.2	5.9	6.0	6.0
2016	3.29	3.36	3.35	3.66	5.9	5.9	5.9	6.3
2017	3.72	3.73	3.83	3.63	6.4	6.3	6.5	6.1
2018	3.68	3.67	3.69	3.72	6.1	6.1	6.0	6.2
2019	3.74	–	–	–	6.2	–	–	–
Defined benefit								
2004	.99	1.02	1.07	1.11	2.4	2.5	2.6	2.7
2005	1.19	1.20	1.25	1.25	2.8	2.8	2.9	2.8
2006	1.27	1.26	1.33	1.38	2.8	2.8	2.9	3.0
2007	1.29	1.30	1.39	1.41	2.8	2.8	3.0	3.0
2008	1.42	1.44	1.47	1.47	3.0	3.0	3.1	3.0
2009	1.52	1.50	1.50	1.44	3.1	3.1	3.1	3.0
2010	1.48	1.46	1.50	1.52	3.0	3.0	3.1	3.1
2011	1.54	1.55	1.55	1.52	3.1	3.1	3.1	3.0
2012	1.57	1.54	1.61	1.64	3.1	3.0	3.1	3.2
2013	1.67	1.69	1.75	1.79	3.3	3.3	3.4	3.4

See footnotes at end of table.

Table 1. Civilian workers, by major occupational group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Management, professional, and related occupations[1]

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Defined benefit								
2014	1.89	2.03	2.06	2.11	3.6	3.8	3.9	3.8
2015	2.13	2.01	2.02	2.05	3.9	3.6	3.7	3.7
2016	2.03	2.05	2.08	2.32	3.6	3.6	3.7	4.0
2017	2.37	2.38	2.46	2.25	4.1	4.0	4.1	3.8
2018	2.29	2.27	2.28	2.31	3.8	3.8	3.7	3.9
2019	2.32	–	–	–	3.8	–	–	–
Defined contribution								
2004	.76	.77	.79	.80	1.9	1.9	1.9	1.9
2005	.82	.80	.82	.84	1.9	1.9	1.9	1.9
2006	.86	.85	.87	.85	1.9	1.9	1.9	1.8
2007	.85	.86	.88	.95	1.8	1.8	1.9	2.0
2008	.96	.97	.99	.96	2.0	2.0	2.1	2.0
2009	.97	.96	.96	.97	2.0	2.0	2.0	2.0
2010	.98	.97	1.00	1.02	2.0	2.0	2.0	2.1
2011	1.05	1.05	1.04	1.09	2.1	2.1	2.1	2.2
2012	1.09	1.09	1.11	1.10	2.1	2.1	2.2	2.2
2013	1.10	1.10	1.12	1.15	2.1	2.1	2.2	2.2
2014	1.21	1.22	1.22	1.27	2.3	2.3	2.3	2.3
2015	1.27	1.26	1.27	1.28	2.3	2.3	2.3	2.3
2016	1.26	1.31	1.27	1.33	2.2	2.3	2.2	2.3
2017	1.34	1.36	1.38	1.38	2.3	2.3	2.3	2.3
2018	1.39	1.40	1.41	1.41	2.3	2.3	2.3	2.4
2019	1.42	–	–	–	2.4	–	–	–
Legally required benefits								
2004	2.71	2.73	2.77	2.79	6.7	6.7	6.7	6.7
2005	2.84	2.86	2.88	2.93	6.7	6.7	6.7	6.7
2006	2.97	2.99	3.03	3.05	6.7	6.7	6.6	6.6
2007	3.07	3.07	3.10	3.09	6.6	6.6	6.6	6.6
2008	3.11	3.14	3.17	3.18	6.6	6.6	6.6	6.6
2009	3.19	3.20	3.21	3.17	6.6	6.5	6.6	6.6
2010	3.19	3.21	3.24	3.23	6.6	6.6	6.6	6.6
2011	3.27	3.30	3.31	3.29	6.6	6.6	6.6	6.5
2012	3.32	3.36	3.37	3.35	6.6	6.6	6.6	6.6
2013	3.36	3.38	3.40	3.41	6.5	6.6	6.6	6.5
2014	3.42	3.44	3.44	3.48	6.5	6.5	6.5	6.3
2015	3.49	3.50	3.51	3.53	6.3	6.3	6.3	6.4
2016	3.54	3.56	3.55	3.56	6.3	6.3	6.3	6.1
2017	3.61	3.64	3.65	3.69	6.2	6.2	6.1	6.2
2018	3.72	3.73	3.75	3.73	6.2	6.2	6.1	6.2
2019	3.75	–	–	–	6.2	–	–	–
Social Security and Medicare								
2004	2.23	2.24	2.27	2.28	5.5	5.5	5.5	5.4
2005	2.30	2.32	2.34	2.38	5.4	5.4	5.5	5.4
2006	2.42	2.44	2.48	2.49	5.4	5.4	5.4	5.4
2007	2.52	2.53	2.55	2.55	5.4	5.4	5.4	5.5
2008	2.58	2.60	2.63	2.65	5.5	5.5	5.4	5.5
2009	2.66	2.67	2.68	2.65	5.5	5.5	5.5	5.5
2010	2.66	2.67	2.69	2.69	5.5	5.5	5.5	5.5
2011	2.72	2.72	2.73	2.72	5.5	5.4	5.4	5.4
2012	2.74	2.76	2.77	2.76	5.4	5.4	5.4	5.4
2013	2.77	2.78	2.81	2.82	5.4	5.4	5.4	5.4
2014	2.84	2.86	2.87	2.90	5.4	5.4	5.4	5.3
2015	2.91	2.92	2.93	2.95	5.3	5.3	5.3	5.3
2016	2.97	2.99	3.00	3.03	5.3	5.3	5.3	5.2
2017	3.09	3.12	3.13	3.17	5.3	5.3	5.3	5.3
2018	3.19	3.21	3.23	3.22	5.3	5.3	5.3	5.4
2019	3.26	–	–	–	5.4	–	–	–
Social Security[4]								
2004	1.76	1.76	1.78	1.79	4.3	4.3	4.3	4.3
2005	1.81	1.82	1.84	1.87	4.3	4.3	4.3	4.3
2006	1.91	1.92	1.95	1.96	4.3	4.3	4.3	4.3
2007	1.98	1.99	2.01	2.01	4.3	4.3	4.3	4.3
2008	2.03	2.05	2.07	2.08	4.3	4.3	4.3	4.3

See footnotes at end of table.

Table 1. Civilian workers, by major occupational group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Management, professional, and related occupations[1]

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Social Security[4]								
2009	2.10	2.11	2.12	2.09	4.3	4.3	4.3	4.3
2010	2.10	2.11	2.12	2.12	4.3	4.3	4.3	4.3
2011	2.14	2.15	2.15	2.14	4.3	4.3	4.3	4.3
2012	2.16	2.17	2.18	2.18	4.3	4.3	4.3	4.3
2013	2.18	2.19	2.22	2.22	4.3	4.3	4.3	4.3
2014	2.24	2.25	2.26	2.27	4.2	4.2	4.2	4.1
2015	2.28	2.29	2.30	2.32	4.1	4.1	4.2	4.2
2016	2.33	2.34	2.35	2.37	4.2	4.1	4.1	4.1
2017	2.42	2.45	2.46	2.48	4.1	4.2	4.1	4.1
2018	2.50	2.52	2.53	2.54	4.1	4.2	4.1	4.2
2019	2.57	–	–	–	4.3	–	–	–
Medicare								
2004	.47	.48	.48	.49	1.2	1.2	1.2	1.2
2005	.49	.50	.49	.51	1.2	1.2	1.2	1.2
2006	.51	.52	.53	.53	1.2	1.2	1.2	1.2
2007	.54	.54	.54	.54	1.2	1.2	1.2	1.2
2008	.55	.55	.56	.56	1.2	1.2	1.2	1.2
2009	.56	.57	.57	.56	1.2	1.2	1.2	1.2
2010	.56	.56	.57	.57	1.2	1.2	1.2	1.2
2011	.57	.58	.58	.58	1.1	1.2	1.2	1.2
2012	.58	.58	.59	.59	1.1	1.1	1.1	1.1
2013	.59	.59	.59	.59	1.1	1.1	1.1	1.1
2014	.60	.61	.61	.63	1.1	1.1	1.1	1.1
2015	.63	.63	.63	.63	1.1	1.1	1.1	1.1
2016	.64	.65	.65	.66	1.1	1.1	1.1	1.1
2017	.67	.67	.68	.69	1.1	1.1	1.1	1.1
2018	.69	.69	.70	.68	1.1	1.1	1.1	1.1
2019	.69	–	–	–	1.1	–	–	–
Federal unemployment insurance								
2004	.02	.02	.02	.02	.1	.1	.1	.1
2005	.02	.02	.02	.02	.1	.1	.1	([5])
2006	.02	.02	.02	.02	([5])	([5])	([5])	([5])
2007	.02	.02	.02	.02	([5])	([5])	([5])	([5])
2008	.02	.02	.02	.02	([5])	([5])	([5])	([5])
2009	.02	.02	.02	.02	([5])	([5])	([5])	([5])
2010	.02	.02	.02	.02	([5])	([5])	([5])	([5])
2011	.02	.02	.02	.02	([5])	([5])	([5])	([5])
2012	.02	.02	.02	.02	([5])	([5])	([5])	([5])
2013	.02	.02	.02	.02	([5])	([5])	([5])	([5])
2014	.03	.03	.03	.03	([5])	([5])	([5])	([5])
2015	.03	.03	.03	.03	([5])	([5])	([5])	([5])
2016	.02	.02	.02	.02	([5])	([5])	([5])	([5])
2017	.02	.02	.02	.02	([5])	([5])	([5])	([5])
2018	.02	.02	.02	.02	([5])	([5])	([5])	([5])
2019	.02	–	–	–	([5])	–	–	–
State unemployment insurance								
2004	.12	.12	.13	.13	.3	.3	.3	.3
2005	.14	.15	.14	.15	.3	.3	.3	.3
2006	.14	.14	.14	.15	.3	.3	.3	.3
2007	.14	.14	.14	.14	.3	.3	.3	.3
2008	.13	.13	.13	.13	.3	.3	.3	.3
2009	.13	.13	.13	.13	.3	.3	.3	.3
2010	.14	.15	.16	.16	.3	.3	.3	.3
2011	.17	.18	.19	.19	.3	.4	.4	.4
2012	.20	.20	.20	.20	.4	.4	.4	.4
2013	.20	.21	.20	.20	.4	.4	.4	.4
2014	.19	.19	.18	.18	.4	.4	.3	.3
2015	.18	.18	.17	.17	.3	.3	.3	.3
2016	.17	.17	.16	.15	.3	.3	.3	.3
2017	.15	.15	.14	.15	.3	.2	.2	.2
2018	.15	.14	.14	.14	.2	.2	.2	.2
2019	.13	–	–	–	.2	–	–	–

See footnotes at end of table.

Table 1. Civilian workers, by major occupational group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Management, professional, and related occupations[1]

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Workers' compensation								
2004	0.34	0.35	0.36	0.36	0.8	0.8	0.9	0.9
2005	.37	.38	.38	.38	.9	.9	.9	.9
2006	.38	.39	.39	.39	.9	.9	.8	.9
2007	.39	.39	.39	.39	.8	.8	.8	.8
2008	.38	.38	.39	.38	.8	.8	.8	.8
2009	.38	.38	.38	.37	.8	.8	.8	.8
2010	.37	.37	.37	.36	.8	.8	.7	.7
2011	.36	.38	.38	.36	.7	.8	.8	.7
2012	.37	.37	.37	.36	.7	.7	.7	.7
2013	.36	.36	.37	.37	.7	.7	.7	.7
2014	.37	.37	.37	.37	.7	.7	.7	.7
2015	.37	.38	.38	.37	.7	.7	.7	.7
2016	.37	.38	.37	.35	.7	.7	.7	.6
2017	.35	.35	.35	.35	.6	.6	.6	.6
2018	.35	.35	.35	.34	.6	.6	.6	.6
2019	.35	–	–	–	.6	–	–	–
Other benefits[6]								
2004	.07	.07	.07	.07	.2	.2	.2	.2
2005	.07	.07	.07	.07	.2	.2	.2	.2

[1] Estimates from December 2013 to March 2014 for this series were corrected, details are available at www.bls.gov/bls/ecec_correction_091014.htm.
[2] Prior to June 2008, paid personal leave was included in other leave. Other leave also included paid military, funeral, and jury leave.
[3] Includes premium pay (such as overtime, weekends, and holidays) for work in addition to the regular work schedule.
[4] Social Security refers to the Old-Age, Survivors, and Disability Insurance (OASDI) program.
[5] Less than .05 percent.
[6] Includes severance pay and supplemental unemployment benefits. Publication of other benefits was discontinued beginning in June 2006.

Note: The sum of individual items may not equal totals due to rounding. Dashes indicate data are not available.

Table 1. Civilian workers, by major occupational group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Sales and office occupations

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Total compensation								
2004	$18.81	$19.13	$19.44	$19.39	100.0	100.0	100.0	100.0
2005	19.69	19.83	20.04	20.01	100.0	100.0	100.0	100.0
2006	20.33	20.48	20.73	20.78	100.0	100.0	100.0	100.0
2007	21.01	21.07	21.35	21.36	100.0	100.0	100.0	100.0
2008	21.56	21.70	21.87	21.76	100.0	100.0	100.0	100.0
2009	21.89	21.93	21.99	22.13	100.0	100.0	100.0	100.0
2010	22.30	22.38	22.51	22.27	100.0	100.0	100.0	100.0
2011	22.54	22.67	22.84	22.88	100.0	100.0	100.0	100.0
2012	23.10	23.14	23.25	23.06	100.0	100.0	100.0	100.0
2013	23.37	23.47	23.56	23.47	100.0	100.0	100.0	100.0
2014	23.66	23.76	24.02	24.10	100.0	100.0	100.0	100.0
2015	24.53	24.42	24.59	24.29	100.0	100.0	100.0	100.0
2016	24.64	24.72	24.95	25.05	100.0	100.0	100.0	100.0
2017	25.27	25.41	25.57	25.64	100.0	100.0	100.0	100.0
2018	26.07	26.22	26.62	26.50	100.0	100.0	100.0	100.0
2019	26.92	–	–	–	100.0	–	–	–
Wages and salaries								
2004	13.56	13.80	14.03	13.96	72.1	72.1	72.2	72.0
2005	14.11	14.24	14.37	14.32	71.7	71.8	71.7	71.5
2006	14.49	14.59	14.78	14.77	71.2	71.3	71.3	71.1
2007	14.93	14.97	15.17	15.19	71.1	71.0	71.1	71.1
2008	15.30	15.41	15.52	15.42	71.0	71.0	71.0	70.9
2009	15.48	15.52	15.56	15.66	70.7	70.8	70.7	70.7
2010	15.71	15.80	15.88	15.74	70.4	70.6	70.5	70.7
2011	15.87	15.94	16.07	16.12	70.4	70.3	70.3	70.4
2012	16.23	16.28	16.39	16.24	70.2	70.3	70.5	70.4
2013	16.39	16.49	16.54	16.52	70.1	70.2	70.2	70.4
2014	16.58	16.63	16.83	16.90	70.1	70.0	70.1	70.2
2015	17.23	17.16	17.28	17.12	70.2	70.3	70.3	70.5
2016	17.34	17.43	17.56	17.58	70.4	70.5	70.4	70.2
2017	17.73	17.82	17.95	17.98	70.2	70.1	70.2	70.1
2018	18.28	18.39	18.70	18.57	70.1	70.1	70.2	70.1
2019	18.87	–	–	–	70.1	–	–	–
Total benefits								
2004	5.24	5.33	5.41	5.44	27.9	27.9	27.8	28.0
2005	5.57	5.59	5.67	5.69	28.3	28.2	28.3	28.5
2006	5.85	5.88	5.95	6.01	28.8	28.7	28.7	28.9
2007	6.08	6.10	6.18	6.18	28.9	29.0	28.9	28.9
2008	6.26	6.29	6.35	6.34	29.0	29.0	29.0	29.1
2009	6.41	6.41	6.43	6.47	29.3	29.2	29.3	29.3
2010	6.59	6.57	6.63	6.53	29.6	29.4	29.5	29.3
2011	6.68	6.73	6.77	6.77	29.6	29.7	29.7	29.6
2012	6.87	6.86	6.86	6.82	29.8	29.7	29.5	29.6
2013	6.98	6.98	7.02	6.95	29.9	29.8	29.8	29.6
2014	7.08	7.14	7.19	7.19	29.9	30.0	29.9	29.8
2015	7.30	7.26	7.31	7.17	29.8	29.7	29.7	29.5
2016	7.30	7.29	7.38	7.47	29.6	29.5	29.6	29.8
2017	7.53	7.58	7.62	7.66	29.8	29.9	29.8	29.9
2018	7.79	7.83	7.92	7.93	29.9	29.9	29.8	29.9
2019	8.05	–	–	–	29.9	–	–	–
Paid leave								
2004	1.19	1.22	1.24	1.23	6.4	6.4	6.4	6.4
2005	1.26	1.26	1.28	1.29	6.4	6.4	6.4	6.4
2006	1.38	1.38	1.40	1.39	6.8	6.7	6.8	6.7
2007	1.41	1.41	1.42	1.42	6.7	6.7	6.7	6.6
2008	1.43	1.43	1.45	1.44	6.6	6.6	6.6	6.6
2009	1.45	1.44	1.45	1.46	6.6	6.6	6.6	6.6
2010	1.47	1.47	1.48	1.45	6.6	6.5	6.6	6.5
2011	1.48	1.47	1.48	1.49	6.5	6.5	6.5	6.5
2012	1.50	1.49	1.49	1.48	6.5	6.5	6.4	6.4
2013	1.51	1.50	1.51	1.50	6.4	6.4	6.4	6.4
2014	1.52	1.52	1.54	1.57	6.4	6.4	6.4	6.5
2015	1.60	1.59	1.60	1.60	6.5	6.5	6.5	6.6
2016	1.63	1.62	1.65	1.67	6.6	6.6	6.6	6.7

See footnotes at end of table.

Table 1. Civilian workers, by major occupational group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Sales and office occupations

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Paid leave								
2017	1.69	1.69	1.70	1.73	6.7	6.7	6.7	6.7
2018	1.76	1.75	1.79	1.78	6.7	6.7	6.7	6.7
2019	1.82	–	–	–	6.8	–	–	–
Vacation								
2004	.54	.55	.56	.56	2.9	2.9	2.9	2.9
2005	.58	.58	.59	.59	2.9	2.9	2.9	3.0
2006	.65	.65	.67	.67	3.2	3.2	3.2	3.2
2007	.67	.67	.68	.69	3.2	3.2	3.2	3.2
2008	.69	.69	.70	.70	3.2	3.2	3.2	3.2
2009	.71	.71	.71	.71	3.2	3.2	3.2	3.2
2010	.72	.71	.72	.71	3.2	3.2	3.2	3.2
2011	.72	.72	.72	.73	3.2	3.2	3.2	3.2
2012	.74	.73	.74	.73	3.2	3.2	3.2	3.2
2013	.74	.74	.75	.74	3.2	3.2	3.2	3.2
2014	.76	.75	.77	.78	3.2	3.2	3.2	3.2
2015	.80	.79	.80	.80	3.3	3.3	3.2	3.3
2016	.81	.81	.82	.83	3.3	3.3	3.3	3.3
2017	.84	.84	.85	.87	3.3	3.3	3.3	3.4
2018	.88	.88	.90	.89	3.4	3.3	3.4	3.3
2019	.91	–	–	–	3.4	–	–	–
Holiday								
2004	.42	.43	.43	.43	2.2	2.2	2.2	2.2
2005	.44	.44	.45	.45	2.2	2.2	2.2	2.2
2006	.46	.46	.47	.46	2.3	2.3	2.3	2.2
2007	.47	.47	.48	.47	2.2	2.2	2.2	2.2
2008	.48	.48	.48	.47	2.2	2.2	2.2	2.2
2009	.48	.47	.47	.47	2.2	2.2	2.2	2.1
2010	.48	.48	.48	.46	2.1	2.1	2.1	2.1
2011	.47	.47	.48	.47	2.1	2.1	2.1	2.1
2012	.48	.47	.47	.46	2.1	2.1	2.0	2.0
2013	.47	.47	.47	.47	2.0	2.0	2.0	2.0
2014	.47	.47	.48	.48	2.0	2.0	2.0	2.0
2015	.49	.49	.49	.49	2.0	2.0	2.0	2.0
2016	.50	.49	.50	.51	2.0	2.0	2.0	2.0
2017	.51	.51	.52	.52	2.0	2.0	2.0	2.0
2018	.52	.53	.53	.53	2.0	2.0	2.0	2.0
2019	.54	–	–	–	2.0	–	–	–
Sick								
2004	.18	.18	.18	.18	1.0	.9	.9	.9
2005	.19	.19	.19	.19	1.0	.9	.9	.9
2006	.20	.20	.20	.20	1.0	1.0	1.0	1.0
2007	.21	.21	.21	.20	1.0	1.0	1.0	1.0
2008	.21	.21	.21	.21	1.0	1.0	1.0	.9
2009	.21	.21	.21	.21	.9	.9	.9	.9
2010	.21	.21	.21	.21	.9	.9	.9	.9
2011	.21	.21	.21	.21	.9	.9	.9	.9
2012	.21	.21	.21	.20	.9	.9	.9	.9
2013	.21	.20	.21	.20	.9	.9	.9	.9
2014	.21	.20	.21	.21	.9	.9	.9	.9
2015	.21	.21	.21	.21	.9	.9	.9	.9
2016	.21	.21	.21	.22	.9	.8	.9	.9
2017	.22	.22	.22	.23	.9	.9	.9	.9
2018	.23	.23	.23	.24	.9	.9	.9	.9
2019	.25	–	–	–	.9	–	–	–
Personal[1]								
2004	.05	.05	.06	.06	.3	.3	.3	.3
2005	.06	.05	.06	.06	.3	.3	.3	.3
2006	.06	.06	.06	.06	.3	.3	.3	.3
2007	.06	.06	.06	.06	.3	.3	.3	.3
2008	.05	.05	.06	.06	.3	.2	.3	.3
2009	.06	.06	.06	.07	.3	.3	.3	.3
2010	.07	.07	.07	.07	.3	.3	.3	.3
2011	.07	.07	.07	.08	.3	.3	.3	.3

See footnotes at end of table.

Table 1. Civilian workers, by major occupational group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Sales and office occupations

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Personal[1]								
2012	0.08	0.08	0.08	0.08	0.3	0.3	0.3	0.4
2013	.09	.09	.09	.09	.4	.4	.4	.4
2014	.09	.09	.09	.09	.4	.4	.4	.4
2015	.10	.10	.10	.10	.4	.4	.4	.4
2016	.11	.11	.11	.11	.4	.4	.4	.5
2017	.11	.12	.12	.12	.5	.5	.5	.5
2018	.12	.12	.12	.12	.5	.5	.5	.5
2019	.12	–	–	–	.4	–	–	–
Supplemental pay								
2004	.38	.37	.38	.38	2.0	1.9	2.0	2.0
2005	.40	.40	.40	.42	2.0	2.0	2.0	2.1
2006	.44	.44	.45	.47	2.2	2.2	2.2	2.3
2007	.48	.48	.49	.49	2.3	2.3	2.3	2.3
2008	.49	.52	.51	.50	2.3	2.4	2.3	2.3
2009	.46	.47	.47	.48	2.1	2.1	2.1	2.2
2010	.46	.44	.44	.42	2.0	2.0	2.0	1.9
2011	.45	.46	.47	.45	2.0	2.1	2.0	2.0
2012	.46	.46	.46	.47	2.0	2.0	2.0	2.0
2013	.48	.48	.48	.49	2.0	2.0	2.0	2.1
2014	.51	.52	.53	.55	2.1	2.2	2.2	2.3
2015	.54	.54	.55	.55	2.2	2.2	2.2	2.3
2016	.57	.58	.58	.59	2.3	2.3	2.3	2.3
2017	.60	.61	.61	.64	2.4	2.4	2.4	2.5
2018	.66	.66	.66	.65	2.5	2.5	2.5	2.5
2019	.65	–	–	–	2.4	–	–	–
Overtime and premium[2]								
2004	.11	.11	.11	.11	.6	.6	.6	.6
2005	.11	.11	.11	.11	.6	.6	.6	.5
2006	.13	.13	.13	.14	.6	.6	.6	.7
2007	.14	.14	.14	.14	.7	.7	.7	.7
2008	.14	.14	.15	.15	.7	.7	.7	.7
2009	.15	.15	.14	.14	.7	.7	.7	.6
2010	.14	.14	.14	.14	.6	.6	.6	.6
2011	.14	.14	.14	.14	.6	.6	.6	.6
2012	.14	.14	.14	.14	.6	.6	.6	.6
2013	.14	.14	.14	.14	.6	.6	.6	.6
2014	.14	.14	.14	.15	.6	.6	.6	.6
2015	.15	.15	.15	.15	.6	.6	.6	.6
2016	.15	.15	.15	.15	.6	.6	.6	.6
2017	.15	.15	.15	.16	.6	.6	.6	.6
2018	.16	.16	.16	.17	.6	.6	.6	.6
2019	.17	–	–	–	.6	–	–	–
Shift differentials								
2004	.02	.02	.02	.02	.1	.1	.1	.1
2005	.02	.02	.02	.02	.1	.1	.1	.1
2006	.02	.02	.02	.02	.1	.1	.1	.1
2007	.02	.02	.02	.02	.1	.1	.1	.1
2008	.02	.02	.02	.02	.1	.1	.1	.1
2009	.02	.02	.02	.02	.1	.1	.1	.1
2010	.02	.02	.02	.02	.1	.1	.1	.1
2011	.02	.02	.02	.02	.1	.1	.1	.1
2012	.02	.02	.02	.02	.1	.1	.1	.1
2013	.02	.02	.02	.02	.1	.1	.1	.1
2014	.02	.02	.02	.02	.1	.1	.1	.1
2015	.02	.02	.02	.02	.1	.1	.1	.1
2016	.02	.02	.02	.02	.1	.1	.1	.1
2017	.02	.02	.02	.03	.1	.1	.1	.1
2018	.03	.03	.03	.03	.1	.1	.1	.1
2019	.03	–	–	–	.1	–	–	–
Nonproduction bonuses								
2004	.25	.24	.25	.25	1.3	1.3	1.3	1.3
2005	.26	.26	.26	.29	1.3	1.3	1.3	1.4
2006	.29	.29	.29	.31	1.4	1.4	1.4	1.5

See footnotes at end of table.

Table 1. Civilian workers, by major occupational group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Sales and office occupations

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Nonproduction bonuses								
2007	0.32	0.32	0.32	0.32	1.5	1.5	1.5	1.5
2008	.32	.35	.34	.33	1.5	1.6	1.5	1.5
2009	.30	.30	.30	.32	1.4	1.4	1.4	1.4
2010	.30	.28	.28	.27	1.3	1.3	1.2	1.2
2011	.29	.30	.30	.29	1.3	1.3	1.3	1.3
2012	.30	.30	.30	.31	1.3	1.3	1.3	1.4
2013	.32	.32	.32	.33	1.4	1.4	1.4	1.4
2014	.34	.35	.36	.38	1.4	1.5	1.5	1.6
2015	.37	.37	.37	.38	1.5	1.5	1.5	1.6
2016	.40	.41	.42	.42	1.6	1.7	1.7	1.7
2017	.43	.44	.43	.45	1.7	1.7	1.7	1.8
2018	.47	.47	.47	.46	1.8	1.8	1.8	1.7
2019	.46	–	–	–	1.7	–	–	–
Insurance								
2004	1.57	1.59	1.61	1.62	8.3	8.3	8.3	8.4
2005	1.69	1.68	1.72	1.73	8.6	8.5	8.6	8.6
2006	1.76	1.78	1.80	1.82	8.6	8.7	8.7	8.8
2007	1.88	1.88	1.90	1.88	8.9	8.9	8.9	8.8
2008	1.94	1.94	1.96	1.98	9.0	9.0	9.0	9.1
2009	2.06	2.06	2.09	2.10	9.4	9.4	9.5	9.5
2010	2.17	2.17	2.18	2.16	9.7	9.7	9.7	9.7
2011	2.21	2.23	2.24	2.26	9.8	9.8	9.8	9.9
2012	2.29	2.29	2.28	2.25	9.9	9.9	9.8	9.7
2013	2.34	2.33	2.34	2.31	10.0	9.9	9.9	9.8
2014	2.38	2.38	2.39	2.35	10.1	10.0	9.9	9.7
2015	2.40	2.40	2.42	2.30	9.8	9.8	9.8	9.5
2016	2.36	2.36	2.37	2.41	9.6	9.6	9.5	9.6
2017	2.42	2.43	2.44	2.44	9.6	9.6	9.6	9.5
2018	2.49	2.47	2.49	2.52	9.6	9.4	9.4	9.5
2019	2.57	–	–	–	9.5	–	–	–
Life								
2004	.03	.03	.03	.03	.2	.2	.2	.2
2005	.03	.03	.03	.03	.2	.2	.2	.2
2006	.04	.03	.03	.03	.2	.2	.2	.2
2007	.03	.03	.03	.03	.2	.2	.2	.2
2008	.03	.03	.03	.03	.2	.2	.2	.2
2009	.04	.03	.03	.03	.2	.2	.2	.2
2010	.03	.03	.03	.03	.2	.2	.2	.1
2011	.03	.03	.03	.03	.1	.1	.1	.1
2012	.03	.03	.03	.03	.1	.1	.1	.1
2013	.03	.03	.03	.03	.1	.1	.1	.1
2014	.03	.03	.03	.03	.1	.1	.1	.1
2015	.03	.03	.03	.03	.1	.1	.1	.1
2016	.03	.03	.03	.03	.1	.1	.1	.1
2017	.03	.03	.03	.03	.1	.1	.1	.1
2018	.03	.03	.03	.03	.1	.1	.1	.1
2019	.03	–	–	–	.1	–	–	–
Health								
2004	1.48	1.50	1.52	1.53	7.8	7.9	7.8	7.9
2005	1.59	1.59	1.63	1.63	8.1	8.0	8.1	8.2
2006	1.66	1.68	1.70	1.73	8.2	8.2	8.2	8.3
2007	1.78	1.79	1.81	1.79	8.5	8.5	8.5	8.4
2008	1.84	1.85	1.86	1.88	8.6	8.5	8.5	8.7
2009	1.96	1.96	1.99	2.01	9.0	9.0	9.0	9.1
2010	2.08	2.07	2.09	2.07	9.3	9.3	9.3	9.3
2011	2.11	2.13	2.14	2.17	9.4	9.4	9.4	9.5
2012	2.20	2.20	2.18	2.15	9.5	9.5	9.4	9.3
2013	2.24	2.23	2.25	2.22	9.6	9.5	9.5	9.4
2014	2.29	2.28	2.29	2.25	9.7	9.6	9.5	9.3
2015	2.30	2.31	2.32	2.20	9.4	9.4	9.4	9.1
2016	2.27	2.26	2.27	2.31	9.2	9.2	9.1	9.2
2017	2.32	2.33	2.34	2.34	9.2	9.2	9.2	9.1
2018	2.39	2.37	2.38	2.41	9.1	9.0	9.0	9.1

See footnotes at end of table.

Table 1. Civilian workers, by major occupational group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Sales and office occupations

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Health								
2019	2.46	–	–	–	9.1	–	–	–
Short-term disability								
2004	.03	0.03	0.03	0.03	.2	0.2	0.2	0.2
2005	.03	.03	.03	.03	.2	.2	.2	.2
2006	.03	.03	.03	.03	.2	.2	.2	.2
2007	.03	.03	.03	.03	.2	.2	.2	.2
2008	.04	.04	.04	.03	.2	.2	.2	.2
2009	.03	.04	.04	.03	.2	.2	.2	.2
2010	.03	.03	.03	.03	.2	.2	.2	.1
2011	.03	.03	.03	.03	.1	.1	.1	.1
2012	.03	.03	.03	.03	.1	.1	.2	.2
2013	.04	.04	.04	.04	.2	.2	.2	.2
2014	.04	.04	.04	.04	.2	.2	.2	.2
2015	.04	.04	.04	.04	.2	.2	.2	.2
2016	.04	.04	.04	.04	.2	.2	.2	.2
2017	.04	.04	.04	.04	.2	.2	.2	.2
2018	.04	.04	.04	.04	.2	.2	.2	.2
2019	.05	–	–	–	.2	–	–	–
Long-term disability								
2004	.02	.03	.03	.03	.1	.1	.1	.1
2005	.03	.03	.03	.03	.1	.1	.1	.1
2006	.03	.03	.03	.03	.1	.1	.1	.1
2007	.03	.03	.03	.03	.1	.1	.1	.1
2008	.03	.03	.03	.03	.1	.1	.1	.1
2009	.03	.03	.03	.03	.1	.1	.1	.1
2010	.03	.03	.03	.03	.1	.1	.1	.1
2011	.03	.03	.03	.03	.1	.1	.1	.1
2012	.03	.03	.03	.03	.1	.1	.1	.1
2013	.03	.03	.03	.03	.1	.1	.1	.1
2014	.03	.03	.03	.03	.1	.1	.1	.1
2015	.03	.03	.03	.03	.1	.1	.1	.1
2016	.03	.03	.03	.03	.1	.1	.1	.1
2017	.03	.03	.03	.03	.1	.1	.1	.1
2018	.03	.03	.03	.03	.1	.1	.1	.1
2019	.03	–	–	–	.1	–	–	–
Retirement and savings								
2004	.57	.58	.59	.61	3.1	3.0	3.0	3.1
2005	.62	.62	.63	.62	3.1	3.1	3.1	3.1
2006	.64	.65	.65	.67	3.2	3.2	3.2	3.2
2007	.65	.65	.68	.70	3.1	3.1	3.2	3.3
2008	.71	.71	.73	.72	3.3	3.3	3.3	3.3
2009	.72	.72	.72	.72	3.3	3.3	3.3	3.3
2010	.75	.75	.76	.75	3.4	3.3	3.4	3.4
2011	.77	.77	.78	.76	3.4	3.4	3.4	3.3
2012	.79	.77	.79	.79	3.4	3.3	3.4	3.4
2013	.81	.82	.83	.80	3.5	3.5	3.5	3.4
2014	.82	.87	.87	.86	3.4	3.6	3.6	3.6
2015	.88	.85	.86	.86	3.6	3.5	3.5	3.5
2016	.87	.86	.90	.92	3.5	3.5	3.6	3.7
2017	.93	.94	.95	.94	3.7	3.7	3.7	3.7
2018	.94	1.00	1.02	1.02	3.6	3.8	3.8	3.8
2019	1.03	–	–	–	3.8	–	–	–
Defined benefit								
2004	.26	.27	.28	.29	1.4	1.4	1.5	1.5
2005	.30	.30	.30	.29	1.5	1.5	1.5	1.4
2006	.30	.30	.31	.32	1.5	1.5	1.5	1.5
2007	.29	.29	.32	.32	1.4	1.4	1.5	1.5
2008	.33	.32	.33	.32	1.5	1.5	1.5	1.5
2009	.33	.33	.33	.33	1.5	1.5	1.5	1.5
2010	.35	.35	.36	.34	1.6	1.6	1.6	1.5
2011	.35	.35	.36	.35	1.6	1.6	1.6	1.5
2012	.37	.36	.38	.38	1.6	1.6	1.6	1.7
2013	.39	.40	.41	.38	1.7	1.7	1.7	1.6

See footnotes at end of table.

Table 1. Civilian workers, by major occupational group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Sales and office occupations

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Defined benefit								
2014	0.38	0.44	0.43	0.43	1.6	1.8	1.8	1.8
2015	.44	.41	.42	.42	1.8	1.7	1.7	1.7
2016	.42	.42	.44	.47	1.7	1.7	1.8	1.9
2017	.47	.48	.48	.46	1.9	1.9	1.9	1.8
2018	.46	.51	.52	.53	1.8	2.0	1.9	2.0
2019	.54	–	–	–	2.0	–	–	–
Defined contribution								
2004	.31	.31	.31	.31	1.7	1.6	1.6	1.6
2005	.32	.32	.33	.34	1.6	1.6	1.6	1.7
2006	.34	.35	.35	.35	1.7	1.7	1.7	1.7
2007	.35	.36	.36	.38	1.7	1.7	1.7	1.8
2008	.38	.39	.39	.40	1.8	1.8	1.8	1.8
2009	.39	.39	.39	.40	1.8	1.8	1.8	1.8
2010	.39	.40	.40	.41	1.8	1.8	1.8	1.9
2011	.42	.42	.42	.41	1.9	1.8	1.8	1.8
2012	.41	.41	.41	.41	1.8	1.8	1.8	1.8
2013	.42	.42	.42	.42	1.8	1.8	1.8	1.8
2014	.43	.43	.43	.43	1.8	1.8	1.8	1.8
2015	.44	.44	.45	.44	1.8	1.8	1.8	1.8
2016	.44	.44	.45	.45	1.8	1.8	1.8	1.8
2017	.46	.46	.47	.48	1.8	1.8	1.8	1.9
2018	.49	.49	.50	.48	1.9	1.9	1.9	1.8
2019	.49	–	–	–	1.8	–	–	–
Legally required benefits								
2004	1.51	1.54	1.56	1.57	8.0	8.1	8.0	8.1
2005	1.59	1.61	1.62	1.62	8.1	8.1	8.1	8.1
2006	1.63	1.64	1.64	1.65	8.0	8.0	7.9	8.0
2007	1.66	1.67	1.68	1.68	7.9	7.9	7.9	7.9
2008	1.69	1.70	1.71	1.70	7.8	7.8	7.8	7.8
2009	1.71	1.71	1.71	1.72	7.8	7.8	7.8	7.8
2010	1.74	1.75	1.76	1.74	7.8	7.8	7.8	7.8
2011	1.77	1.80	1.81	1.81	7.9	7.9	7.9	7.9
2012	1.83	1.84	1.85	1.83	7.9	7.9	8.0	8.0
2013	1.85	1.86	1.86	1.85	7.9	7.9	7.9	7.9
2014	1.85	1.86	1.87	1.87	7.8	7.8	7.8	7.7
2015	1.88	1.88	1.89	1.86	7.7	7.7	7.7	7.7
2016	1.87	1.87	1.88	1.88	7.6	7.6	7.5	7.5
2017	1.90	1.90	1.91	1.92	7.5	7.5	7.5	7.5
2018	1.94	1.94	1.96	1.96	7.4	7.4	7.4	7.4
2019	1.97	–	–	–	7.3	–	–	–
Social Security and Medicare								
2004	1.13	1.14	1.16	1.16	6.0	6.0	6.0	6.0
2005	1.17	1.19	1.19	1.19	6.0	6.0	5.9	5.9
2006	1.20	1.21	1.23	1.23	5.9	5.9	5.9	5.9
2007	1.24	1.25	1.26	1.26	5.9	5.9	5.9	5.9
2008	1.27	1.28	1.29	1.29	5.9	5.9	5.9	5.9
2009	1.29	1.30	1.30	1.31	5.9	5.9	5.9	5.9
2010	1.31	1.32	1.33	1.31	5.9	5.9	5.9	5.9
2011	1.32	1.33	1.34	1.34	5.9	5.8	5.8	5.8
2012	1.35	1.35	1.36	1.35	5.8	5.8	5.8	5.8
2013	1.36	1.37	1.37	1.37	5.8	5.8	5.8	5.8
2014	1.38	1.39	1.40	1.40	5.8	5.8	5.8	5.8
2015	1.42	1.42	1.43	1.42	5.8	5.8	5.8	5.8
2016	1.43	1.44	1.46	1.46	5.8	5.8	5.8	5.8
2017	1.48	1.49	1.50	1.50	5.8	5.9	5.9	5.8
2018	1.52	1.53	1.56	1.55	5.8	5.9	5.8	5.9
2019	1.58	–	–	–	5.9	–	–	–
Social Security[3]								
2004	.91	.92	.93	.93	4.8	4.8	4.8	4.8
2005	.94	.95	.96	.96	4.8	4.8	4.8	4.8
2006	.97	.98	.99	.99	4.8	4.8	4.8	4.7
2007	1.00	1.00	1.01	1.01	4.7	4.8	4.7	4.7
2008	1.03	1.03	1.04	1.04	4.8	4.8	4.8	4.8

See footnotes at end of table.

Table 1. Civilian workers, by major occupational group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Sales and office occupations

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Social Security[3]								
2009	1.04	1.05	1.05	1.05	4.8	4.8	4.8	4.8
2010	1.06	1.06	1.07	1.05	4.8	4.7	4.7	4.7
2011	1.06	1.07	1.08	1.08	4.7	4.7	4.7	4.7
2012	1.09	1.09	1.09	1.09	4.7	4.7	4.7	4.7
2013	1.10	1.10	1.11	1.10	4.7	4.7	4.7	4.7
2014	1.11	1.12	1.13	1.13	4.7	4.7	4.7	4.7
2015	1.14	1.15	1.15	1.14	4.6	4.7	4.7	4.7
2016	1.15	1.16	1.17	1.17	4.7	4.7	4.7	4.7
2017	1.19	1.20	1.20	1.21	4.7	4.7	4.7	4.7
2018	1.22	1.23	1.25	1.25	4.7	4.7	4.7	4.7
2019	1.27	–	–	–	4.7	–	–	–
Medicare								
2004	.22	.22	.23	.23	1.2	1.2	1.2	1.2
2005	.23	.23	.23	.23	1.2	1.2	1.2	1.2
2006	.24	.24	.24	.24	1.2	1.2	1.2	1.2
2007	.24	.24	.25	.25	1.2	1.2	1.2	1.2
2008	.25	.25	.25	.25	1.2	1.2	1.2	1.2
2009	.25	.25	.25	.25	1.1	1.1	1.1	1.1
2010	.25	.26	.26	.25	1.1	1.1	1.1	1.1
2011	.26	.26	.26	.26	1.1	1.1	1.1	1.1
2012	.26	.26	.26	.26	1.1	1.1	1.1	1.1
2013	.27	.27	.27	.27	1.1	1.1	1.1	1.1
2014	.27	.27	.27	.27	1.1	1.1	1.1	1.1
2015	.28	.28	.28	.28	1.1	1.1	1.1	1.1
2016	.28	.28	.29	.29	1.1	1.1	1.1	1.1
2017	.29	.29	.29	.29	1.1	1.1	1.1	1.1
2018	.30	.30	.31	.30	1.1	1.1	1.1	1.1
2019	.31	–	–	–	1.1	–	–	–
Federal unemployment insurance								
2004	.03	.03	.03	.03	.2	.2	.2	.2
2005	.03	.03	.03	.03	.2	.2	.2	.2
2006	.03	.03	.03	.03	.2	.2	.2	.2
2007	.03	.03	.03	.03	.2	.2	.2	.2
2008	.03	.03	.03	.03	.1	.1	.1	.1
2009	.03	.03	.03	.03	.1	.1	.1	.1
2010	.03	.03	.03	.03	.1	.1	.1	.1
2011	.03	.03	.02	.02	.1	.1	.1	.1
2012	.03	.03	.03	.03	.1	.1	.1	.1
2013	.04	.04	.04	.04	.2	.2	.2	.2
2014	.04	.04	.04	.04	.2	.2	.2	.2
2015	.04	.04	.04	.04	.2	.2	.2	.2
2016	.04	.04	.04	.04	.1	.1	.1	.1
2017	.03	.03	.03	.03	.1	.1	.1	.1
2018	.04	.04	.04	.04	.1	.1	.1	.1
2019	.03	–	–	–	.1	–	–	–
State unemployment insurance								
2004	.11	.13	.13	.14	.6	.7	.7	.7
2005	.14	.14	.15	.14	.7	.7	.7	.7
2006	.14	.14	.14	.14	.7	.7	.7	.7
2007	.14	.14	.14	.14	.7	.6	.6	.6
2008	.13	.13	.13	.13	.6	.6	.6	.6
2009	.13	.13	.13	.13	.6	.6	.6	.6
2010	.15	.16	.16	.16	.7	.7	.7	.7
2011	.17	.19	.20	.20	.8	.8	.9	.9
2012	.21	.21	.21	.21	.9	.9	.9	.9
2013	.21	.21	.21	.21	.9	.9	.9	.9
2014	.20	.20	.19	.19	.9	.8	.8	.8
2015	.19	.18	.18	.17	.8	.8	.7	.7
2016	.17	.16	.16	.15	.7	.6	.6	.6
2017	.15	.15	.14	.14	.6	.6	.6	.5
2018	.14	.13	.13	.13	.5	.5	.5	.5
2019	.12	–	–	–	.5	–	–	–

See footnotes at end of table.

Table 1. Civilian workers, by major occupational group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Sales and office occupations

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Workers' compensation								
2004	0.23	0.24	0.25	0.25	1.2	1.3	1.3	1.3
2005	.25	.25	.25	.26	1.2	1.3	1.3	1.3
2006	.25	.25	.25	.26	1.2	1.2	1.2	1.2
2007	.25	.26	.25	.26	1.2	1.2	1.2	1.2
2008	.25	.25	.25	.25	1.2	1.2	1.2	1.2
2009	.25	.25	.25	.25	1.2	1.1	1.1	1.1
2010	.25	.25	.24	.24	1.1	1.1	1.1	1.1
2011	.24	.25	.25	.25	1.1	1.1	1.1	1.1
2012	.24	.24	.25	.24	1.0	1.1	1.1	1.0
2013	.24	.24	.24	.23	1.0	1.0	1.0	1.0
2014	.23	.23	.24	.23	1.0	1.0	1.0	1.0
2015	.24	.24	.24	.23	1.0	1.0	1.0	1.0
2016	.23	.23	.23	.23	.9	.9	.9	.9
2017	.23	.24	.24	.24	.9	.9	.9	.9
2018	.24	.24	.24	.24	.9	.9	.9	.9
2019	.25	–	–	–	.9	–	–	–
Other benefits[4]								
2004	.02	.03	.03	.03	.1	.1	.1	.1
2005	.03	.02	.02	.02	.1	.1	.1	.1

[1] Prior to June 2008, paid personal leave was included in other leave. Other leave also included paid military, funeral, and jury leave.
[2] Includes premium pay (such as overtime, weekends, and holidays) for work in addition to the regular work schedule.
[3] Social Security refers to the Old-Age, Survivors, and Disability Insurance (OASDI) program.
[4] Includes severance pay and supplemental unemployment benefits. Publication of other benefits was discontinued beginning in June 2006.

Note: The sum of individual items may not equal totals due to rounding. Dashes indicate data are not available.

Table 1. Civilian workers, by major occupational group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Service occupations

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Total compensation								
2004	$14.00	$14.07	$14.14	$14.26	100.0	100.0	100.0	100.0
2005	14.48	14.46	14.61	14.72	100.0	100.0	100.0	100.0
2006	14.82	14.88	14.97	15.29	100.0	100.0	100.0	100.0
2007	15.51	15.50	15.70	15.41	100.0	100.0	100.0	100.0
2008	15.54	15.57	15.71	15.79	100.0	100.0	100.0	100.0
2009	15.98	15.96	16.08	16.17	100.0	100.0	100.0	100.0
2010	16.26	16.20	16.28	16.39	100.0	100.0	100.0	100.0
2011	16.48	16.38	16.48	16.51	100.0	100.0	100.0	100.0
2012	16.56	16.52	16.62	16.62	100.0	100.0	100.0	100.0
2013	16.67	16.72	16.73	16.66	100.0	100.0	100.0	100.0
2014	16.66	16.70	16.80	17.03	100.0	100.0	100.0	100.0
2015	17.17	17.12	17.24	17.53	100.0	100.0	100.0	100.0
2016	17.71	17.78	17.79	17.77	100.0	100.0	100.0	100.0
2017	18.02	18.09	18.18	18.50	100.0	100.0	100.0	100.0
2018	18.70	18.70	18.87	19.28	100.0	100.0	100.0	100.0
2019	19.56	–	–	–	100.0	–	–	–
Wages and salaries								
2004	10.08	10.15	10.18	10.23	72.0	72.2	72.0	71.7
2005	10.37	10.38	10.44	10.51	71.6	71.8	71.4	71.4
2006	10.52	10.57	10.63	10.80	71.0	71.0	71.0	70.6
2007	10.95	10.95	11.09	10.93	70.6	70.7	70.6	71.0
2008	11.02	11.05	11.16	11.22	70.9	71.0	71.0	71.1
2009	11.35	11.36	11.45	11.50	71.0	71.2	71.2	71.1
2010	11.55	11.52	11.57	11.65	71.0	71.1	71.0	71.1
2011	11.70	11.65	11.71	11.72	71.0	71.1	71.0	71.0
2012	11.72	11.72	11.78	11.81	70.8	70.9	70.9	71.1
2013	11.83	11.88	11.88	11.84	71.0	71.1	71.0	71.1
2014	11.84	11.88	11.97	12.11	71.1	71.1	71.2	71.1
2015	12.19	12.18	12.25	12.45	71.0	71.1	71.0	71.0
2016	12.58	12.67	12.72	12.74	71.0	71.3	71.5	71.7
2017	12.90	12.98	13.04	13.16	71.6	71.8	71.7	71.2
2018	13.32	13.37	13.48	13.73	71.2	71.5	71.4	71.2
2019	13.94	–	–	–	71.2	–	–	–
Total benefits								
2004	3.92	3.91	3.96	4.03	28.0	27.8	28.0	28.3
2005	4.11	4.08	4.17	4.22	28.4	28.2	28.6	28.6
2006	4.30	4.31	4.34	4.50	29.0	29.0	29.0	29.4
2007	4.56	4.55	4.61	4.47	29.4	29.3	29.4	29.0
2008	4.53	4.52	4.56	4.57	29.1	29.0	29.0	28.9
2009	4.63	4.60	4.63	4.67	29.0	28.8	28.8	28.9
2010	4.71	4.68	4.72	4.73	29.0	28.9	29.0	28.9
2011	4.78	4.73	4.77	4.79	29.0	28.9	29.0	29.0
2012	4.84	4.81	4.84	4.81	29.2	29.1	29.1	28.9
2013	4.84	4.84	4.85	4.82	29.0	28.9	29.0	28.9
2014	4.82	4.82	4.83	4.92	28.9	28.9	28.8	28.9
2015	4.97	4.95	4.99	5.08	29.0	28.9	29.0	29.0
2016	5.13	5.11	5.07	5.03	29.0	28.7	28.5	28.3
2017	5.11	5.11	5.14	5.34	28.4	28.2	28.3	28.8
2018	5.38	5.34	5.39	5.55	28.8	28.5	28.6	28.8
2019	5.62	–	–	–	28.8	–	–	–
Paid leave								
2004	.79	.78	.78	.80	5.7	5.6	5.5	5.6
2005	.80	.79	.81	.82	5.6	5.5	5.5	5.6
2006	.87	.86	.87	.90	5.9	5.8	5.8	5.9
2007	.91	.90	.90	.88	5.9	5.8	5.7	5.7
2008	.88	.87	.88	.89	5.7	5.6	5.6	5.6
2009	.90	.89	.90	.90	5.6	5.6	5.6	5.6
2010	.90	.89	.89	.91	5.6	5.5	5.5	5.5
2011	.91	.89	.91	.92	5.5	5.5	5.5	5.6
2012	.91	.90	.91	.89	5.5	5.5	5.4	5.4
2013	.89	.90	.90	.88	5.4	5.4	5.4	5.3
2014	.88	.88	.88	.89	5.3	5.2	5.2	5.2
2015	.89	.88	.89	.91	5.2	5.2	5.2	5.2
2016	.92	.91	.89	.88	5.2	5.1	5.0	5.0

See footnotes at end of table.

Table 1. Civilian workers, by major occupational group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Service occupations

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Paid leave								
2017	0.90	0.89	0.91	0.95	5.0	4.9	5.0	5.2
2018	.95	.94	.95	1.01	5.1	5.0	5.0	5.2
2019	1.03	–	–	–	5.3	–	–	–
Vacation								
2004	.36	.36	.36	.37	2.6	2.6	2.5	2.6
2005	.37	.37	.38	.38	2.6	2.5	2.6	2.6
2006	.41	.40	.41	.43	2.7	2.7	2.7	2.8
2007	.43	.43	.43	.42	2.8	2.8	2.7	2.7
2008	.42	.42	.42	.42	2.7	2.7	2.7	2.7
2009	.43	.43	.43	.43	2.7	2.7	2.7	2.7
2010	.43	.42	.42	.43	2.6	2.6	2.6	2.6
2011	.43	.42	.43	.43	2.6	2.6	2.6	2.6
2012	.43	.43	.43	.42	2.6	2.6	2.6	2.5
2013	.42	.42	.42	.41	2.5	2.5	2.5	2.5
2014	.41	.41	.41	.42	2.5	2.5	2.5	2.5
2015	.43	.42	.43	.43	2.5	2.5	2.5	2.5
2016	.43	.44	.42	.42	2.4	2.4	2.4	2.4
2017	.43	.43	.43	.45	2.4	2.4	2.4	2.5
2018	.45	.44	.44	.47	2.4	2.4	2.4	2.4
2019	.48	–	–	–	2.4	–	–	–
Holiday								
2004	.26	.25	.25	.26	1.8	1.8	1.8	1.8
2005	.26	.25	.26	.26	1.8	1.8	1.8	1.8
2006	.27	.27	.27	.28	1.8	1.8	1.8	1.8
2007	.28	.28	.28	.28	1.8	1.8	1.8	1.8
2008	.28	.28	.28	.28	1.8	1.8	1.8	1.8
2009	.29	.28	.28	.28	1.8	1.8	1.8	1.8
2010	.28	.28	.28	.29	1.7	1.7	1.7	1.8
2011	.29	.28	.29	.29	1.7	1.7	1.7	1.8
2012	.29	.28	.28	.28	1.8	1.7	1.7	1.7
2013	.28	.28	.28	.28	1.7	1.7	1.7	1.7
2014	.28	.28	.28	.28	1.7	1.7	1.7	1.6
2015	.28	.27	.28	.28	1.6	1.6	1.6	1.6
2016	.28	.28	.28	.27	1.6	1.6	1.6	1.5
2017	.27	.27	.27	.29	1.5	1.5	1.5	1.6
2018	.29	.29	.29	.31	1.5	1.5	1.5	1.6
2019	.32	–	–	–	1.6	–	–	–
Sick								
2004	.14	.13	.13	.14	1.0	.9	.9	.9
2005	.14	.13	.13	.14	.9	.9	.9	.9
2006	.14	.14	.14	.15	.9	.9	.9	1.0
2007	.15	.14	.15	.15	1.0	.9	.9	.9
2008	.15	.14	.14	.14	.9	.9	.9	.9
2009	.15	.14	.15	.15	.9	.9	.9	.9
2010	.15	.14	.14	.15	.9	.9	.9	.9
2011	.15	.14	.15	.15	.9	.9	.9	.9
2012	.15	.15	.15	.15	.9	.9	.9	.9
2013	.15	.14	.14	.14	.9	.9	.9	.8
2014	.14	.14	.14	.14	.8	.8	.8	.8
2015	.14	.14	.14	.15	.8	.8	.8	.8
2016	.14	.14	.14	.14	.8	.8	.8	.8
2017	.14	.15	.15	.15	.8	.8	.8	.8
2018	.15	.15	.15	.16	.8	.8	.8	.8
2019	.17	–	–	–	.9	–	–	–
Personal[1]								
2004	.04	.04	.04	.04	.3	.3	.3	.3
2005	.04	.04	.04	.04	.3	.3	.3	.3
2006	.05	.05	.05	.05	.3	.3	.3	.3
2007	.05	.05	.04	.04	.3	.3	.3	.3
2008	.04	.03	.03	.04	.2	.2	.2	.2
2009	.04	.04	.04	.04	.2	.2	.2	.2
2010	.04	.04	.04	.05	.3	.3	.3	.3
2011	.04	.04	.04	.05	.3	.3	.3	.3

See footnotes at end of table.

Table 1. Civilian workers, by major occupational group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Service occupations

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Personal[1]								
2012	0.05	0.05	0.05	0.05	0.3	0.3	0.3	0.3
2013	.05	.05	.05	.05	.3	.3	.3	.3
2014	.05	.05	.05	.05	.3	.3	.3	.3
2015	.05	.05	.05	.05	.3	.3	.3	.3
2016	.05	.05	.05	.05	.3	.3	.3	.3
2017	.05	.05	.05	.06	.3	.3	.3	.3
2018	.06	.06	.06	.07	.3	.3	.3	.3
2019	.07	–	–	–	.3	–	–	–
Supplemental pay								
2004	.24	.24	.24	.24	1.7	1.7	1.7	1.7
2005	.25	.25	.25	.25	1.7	1.7	1.7	1.7
2006	.27	.27	.27	.28	1.8	1.8	1.8	1.8
2007	.28	.29	.29	.28	1.8	1.9	1.9	1.8
2008	.28	.28	.29	.29	1.8	1.8	1.8	1.8
2009	.29	.29	.29	.29	1.8	1.8	1.8	1.8
2010	.29	.28	.28	.29	1.8	1.8	1.7	1.8
2011	.30	.30	.30	.30	1.8	1.8	1.8	1.8
2012	.31	.31	.32	.31	1.9	1.9	1.9	1.9
2013	.30	.30	.31	.29	1.8	1.8	1.8	1.8
2014	.29	.29	.29	.29	1.7	1.8	1.7	1.7
2015	.29	.29	.29	.30	1.7	1.7	1.7	1.7
2016	.30	.29	.29	.30	1.7	1.7	1.6	1.7
2017	.31	.31	.31	.36	1.7	1.7	1.7	2.0
2018	.37	.36	.36	.40	2.0	1.9	1.9	2.1
2019	.40	–	–	–	2.1	–	–	–
Overtime and premium[2]								
2004	.13	.13	.13	.13	.9	.9	.9	.9
2005	.14	.14	.14	.14	.9	.9	1.0	.9
2006	.15	.16	.15	.16	1.0	1.0	1.0	1.0
2007	.16	.17	.17	.17	1.0	1.1	1.1	1.1
2008	.17	.17	.17	.17	1.1	1.1	1.1	1.1
2009	.17	.17	.17	.17	1.1	1.1	1.1	1.0
2010	.17	.17	.17	.17	1.0	1.0	1.0	1.0
2011	.17	.17	.17	.17	1.0	1.0	1.0	1.0
2012	.17	.17	.17	.16	1.0	1.0	1.0	1.0
2013	.16	.16	.16	.16	1.0	1.0	1.0	1.0
2014	.16	.16	.16	.15	.9	.9	.9	.9
2015	.15	.15	.15	.15	.9	.9	.9	.8
2016	.15	.15	.15	.15	.8	.8	.8	.8
2017	.15	.15	.15	.17	.8	.8	.8	.9
2018	.17	.17	.17	.19	.9	.9	.9	1.0
2019	.20	–	–	–	1.0	–	–	–
Shift differentials								
2004	.05	.05	.05	.05	.4	.3	.4	.3
2005	.05	.05	.05	.05	.3	.3	.3	.4
2006	.05	.05	.05	.06	.4	.4	.4	.4
2007	.06	.05	.05	.05	.4	.4	.3	.3
2008	.05	.05	.05	.05	.3	.3	.3	.3
2009	.05	.05	.05	.05	.3	.3	.3	.3
2010	.05	.05	.05	.05	.3	.3	.3	.3
2011	.05	.05	.05	.05	.3	.3	.3	.3
2012	.05	.05	.05	.05	.3	.3	.3	.3
2013	.05	.05	.05	.05	.3	.3	.3	.3
2014	.05	.05	.05	.05	.3	.3	.3	.3
2015	.05	.05	.05	.05	.3	.3	.3	.3
2016	.06	.06	.05	.05	.3	.3	.3	.3
2017	.05	.05	.06	.06	.3	.3	.3	.3
2018	.07	.06	.06	.07	.3	.3	.3	.4
2019	.07	–	–	–	.4	–	–	–
Nonproduction bonuses								
2004	.06	.06	.06	.06	.4	.4	.4	.4
2005	.06	.06	.06	.06	.4	.4	.4	.4
2006	.06	.06	.06	.07	.4	.4	.4	.4

See footnotes at end of table.

Table 1. Civilian workers, by major occupational group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Service occupations

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Nonproduction bonuses								
2007	0.07	0.07	0.07	0.07	0.4	0.5	0.4	0.4
2008	.07	.07	.07	.07	.4	.4	.4	.5
2009	.07	.07	.07	.07	.4	.4	.4	.4
2010	.07	.07	.07	.07	.4	.4	.4	.4
2011	.08	.08	.08	.08	.5	.5	.5	.5
2012	.10	.09	.09	.10	.6	.6	.6	.6
2013	.09	.09	.09	.08	.6	.5	.6	.5
2014	.08	.08	.08	.09	.5	.5	.5	.5
2015	.09	.09	.09	.10	.5	.5	.5	.5
2016	.10	.09	.09	.10	.5	.5	.5	.6
2017	.11	.11	.11	.13	.6	.6	.6	.7
2018	.13	.13	.13	.14	.7	.7	.7	.7
2019	.14	–	–	–	.7	–	–	–
Insurance								
2004	1.08	1.06	1.09	1.11	7.7	7.6	7.7	7.8
2005	1.14	1.12	1.15	1.17	7.9	7.7	7.9	8.0
2006	1.20	1.21	1.23	1.28	8.1	8.2	8.2	8.4
2007	1.32	1.30	1.31	1.30	8.5	8.4	8.3	8.4
2008	1.34	1.33	1.34	1.35	8.6	8.6	8.5	8.5
2009	1.38	1.35	1.37	1.38	8.6	8.5	8.5	8.5
2010	1.41	1.40	1.41	1.39	8.7	8.7	8.7	8.5
2011	1.41	1.38	1.39	1.39	8.5	8.4	8.5	8.4
2012	1.41	1.39	1.40	1.39	8.5	8.4	8.4	8.3
2013	1.41	1.39	1.39	1.36	8.4	8.3	8.3	8.2
2014	1.37	1.37	1.37	1.40	8.2	8.2	8.1	8.2
2015	1.42	1.42	1.43	1.41	8.3	8.3	8.3	8.0
2016	1.44	1.43	1.41	1.38	8.1	8.0	7.9	7.8
2017	1.41	1.40	1.42	1.54	7.8	7.7	7.8	8.3
2018	1.56	1.54	1.57	1.62	8.3	8.2	8.3	8.4
2019	1.65	–	–	–	8.4	–	–	–
Life								
2004	.02	.02	.02	.02	.1	.1	.1	.1
2005	.02	.02	.02	.02	.1	.1	.1	.1
2006	.02	.02	.02	.02	.1	.1	.1	.1
2007	.02	.02	.02	.02	.1	.1	.1	.1
2008	.02	.02	.02	.02	.1	.1	.1	.1
2009	.02	.02	.02	.02	.1	.1	.1	.1
2010	.02	.02	.02	.02	.1	.1	.1	.1
2011	.02	.02	.02	.02	.1	.1	.1	.1
2012	.02	.02	.02	.02	.1	.1	.1	.1
2013	.02	.02	.02	.02	.1	.1	.1	.1
2014	.02	.02	.02	.02	.1	.1	.1	.1
2015	.02	.02	.02	.02	.1	.1	.1	.1
2016	.02	.02	.02	.02	.1	.1	.1	.1
2017	.02	.02	.02	.02	.1	.1	.1	.1
2018	.02	.02	.02	.02	.1	.1	.1	.1
2019	.02	–	–	–	.1	–	–	–
Health								
2004	1.03	1.01	1.04	1.06	7.3	7.2	7.3	7.4
2005	1.09	1.07	1.10	1.12	7.5	7.4	7.5	7.6
2006	1.16	1.17	1.18	1.23	7.8	7.8	7.9	8.0
2007	1.27	1.24	1.25	1.25	8.2	8.0	8.0	8.1
2008	1.29	1.28	1.29	1.30	8.3	8.3	8.2	8.2
2009	1.33	1.31	1.32	1.33	8.3	8.2	8.2	8.2
2010	1.37	1.36	1.37	1.35	8.4	8.4	8.4	8.2
2011	1.37	1.34	1.35	1.36	8.3	8.2	8.2	8.2
2012	1.37	1.35	1.36	1.35	8.2	8.2	8.2	8.1
2013	1.36	1.35	1.35	1.32	8.2	8.1	8.1	7.9
2014	1.33	1.32	1.33	1.36	8.0	7.9	7.9	8.0
2015	1.38	1.37	1.39	1.37	8.0	8.0	8.1	7.8
2016	1.39	1.38	1.37	1.34	7.9	7.8	7.7	7.5
2017	1.36	1.35	1.37	1.50	7.6	7.5	7.6	8.1
2018	1.52	1.50	1.52	1.57	8.1	8.0	8.1	8.1

See footnotes at end of table.

Table 1. Civilian workers, by major occupational group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Service occupations

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Health								
2019	1.60	–	–	–	8.2	–	–	–
Short-term disability								
2004	.02	0.02	0.02	0.02	.2	0.2	0.2	0.2
2005	.02	.02	.02	.02	.2	.1	.1	.1
2006	.02	.02	.02	.02	.1	.1	.1	.1
2007	.02	.02	.02	.02	.1	.1	.1	.1
2008	.02	.02	.02	.02	.1	.1	.1	.1
2009	.02	.02	([3])	.02	.1	.1	([4])	.1
2010	.02	.02	.02	.02	.1	.1	.1	.1
2011	.02	([3])	([3])	([3])	.1	([4])	([4])	([4])
2012	([3])	([3])	([3])	([3])	([4])	([4])	([4])	([4])
2013	.02	([3])	([3])	([3])	.1	([4])	([4])	([4])
2014	([3])	([3])	([3])	.02	([4])	([4])	([4])	.1
2015	.02	.02	.02	.02	.1	.1	.1	.1
2016	.02	.02	.02	.02	.1	.1	.1	.1
2017	.02	.02	.02	([3])	.1	.1	.1	([4])
2018	([3])	.02	.02	.02	([4])	.1	.1	.1
2019	.02	–	–	–	.1	–	–	–
Long-term disability								
2004	([3])	([3])	([3])	([3])	([4])	([4])	([4])	([4])
2005	([3])	([3])	([3])	([3])	([4])	([4])	([4])	([4])
2006	([3])	([3])	([3])	([3])	([4])	([4])	([4])	([4])
2007	([3])	([3])	([3])	([3])	([4])	([4])	([4])	([4])
2008	([3])	([3])	([3])	([3])	([4])	([4])	([4])	([4])
2009	([3])	([3])	([3])	([3])	([4])	([4])	([4])	([4])
2010	([3])	([3])	([3])	([3])	([4])	([4])	([4])	([4])
2011	([3])	([3])	([3])	([3])	([4])	([4])	([4])	([4])
2012	([3])	([3])	([3])	([3])	([4])	([4])	([4])	([4])
2013	([3])	([3])	([3])	([3])	([4])	([4])	([4])	([4])
2014	([3])	([3])	([3])	([3])	([4])	([4])	([4])	([4])
2015	([3])	([3])	([3])	([3])	([4])	([4])	([4])	([4])
2016	([3])	([3])	([3])	([3])	([4])	([4])	([4])	([4])
2017	([3])	([3])	([3])	([3])	([4])	([4])	([4])	([4])
2018	([3])	([3])	([3])	([3])	([4])	([4])	([4])	([4])
2019	([3])	–	–	–	([4])	–	–	–
Retirement and savings								
2004	.48	.48	.49	.53	3.4	3.4	3.5	3.7
2005	.54	.53	.56	.56	3.7	3.6	3.8	3.8
2006	.58	.58	.57	.60	3.9	3.9	3.8	3.9
2007	.62	.62	.66	.57	4.0	4.0	4.2	3.7
2008	.59	.58	.60	.60	3.8	3.8	3.8	3.8
2009	.61	.61	.61	.63	3.8	3.8	3.8	3.9
2010	.63	.61	.63	.63	3.9	3.8	3.8	3.9
2011	.64	.64	.64	.65	3.9	3.9	3.9	3.9
2012	.66	.66	.66	.66	4.0	4.0	4.0	4.0
2013	.67	.68	.68	.68	4.0	4.1	4.1	4.1
2014	.70	.70	.71	.74	4.2	4.2	4.2	4.4
2015	.75	.75	.76	.79	4.4	4.4	4.4	4.5
2016	.80	.80	.79	.79	4.5	4.5	4.4	4.4
2017	.81	.80	.81	.82	4.5	4.4	4.4	4.5
2018	.83	.84	.85	.84	4.4	4.5	4.5	4.4
2019	.86	–	–	–	4.4	–	–	–
Defined benefit								
2004	.36	.37	.37	.41	2.6	2.6	2.6	2.9
2005	.43	.41	.45	.45	3.0	2.9	3.0	3.1
2006	.47	.47	.46	.48	3.2	3.1	3.1	3.1
2007	.50	.50	.54	.44	3.2	3.2	3.5	2.8
2008	.45	.44	.45	.46	2.9	2.8	2.9	2.9
2009	.47	.46	.47	.48	2.9	2.9	2.9	3.0
2010	.49	.48	.49	.50	3.0	2.9	3.0	3.0
2011	.51	.50	.50	.51	3.1	3.0	3.1	3.1
2012	.52	.52	.52	.52	3.1	3.1	3.2	3.1
2013	.53	.53	.54	.55	3.2	3.2	3.2	3.3

See footnotes at end of table.

Table 1. Civilian workers, by major occupational group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Service occupations

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Defined benefit								
2014	0.56	0.57	0.58	0.60	3.4	3.4	3.5	3.5
2015	.61	.60	.61	.63	3.5	3.5	3.5	3.6
2016	.64	.64	.64	.63	3.6	3.6	3.6	3.6
2017	.65	.65	.65	.64	3.6	3.6	3.6	3.5
2018	.65	.66	.67	.67	3.5	3.5	3.5	3.5
2019	.68	–	–	–	3.5	–	–	–
Defined contribution								
2004	.11	.11	.12	.12	.8	.8	.8	.8
2005	.11	.11	.12	.11	.8	.8	.8	.8
2006	.11	.11	.11	.12	.8	.7	.7	.8
2007	.12	.12	.12	.14	.8	.7	.7	.9
2008	.14	.14	.14	.14	.9	.9	.9	.9
2009	.14	.14	.14	.14	.9	.9	.9	.9
2010	.14	.14	.14	.14	.8	.8	.8	.8
2011	.14	.14	.14	.14	.8	.8	.8	.9
2012	.14	.14	.14	.14	.8	.8	.8	.8
2013	.15	.15	.14	.13	.9	.9	.9	.8
2014	.13	.13	.13	.14	.8	.8	.8	.8
2015	.15	.15	.15	.16	.9	.9	.9	.9
2016	.16	.16	.15	.15	.9	.9	.9	.9
2017	.16	.15	.16	.18	.9	.9	.9	1.0
2018	.18	.18	.18	.18	1.0	1.0	1.0	.9
2019	.18	–	–	–	.9	–	–	–
Legally required benefits								
2004	1.32	1.33	1.35	1.35	9.4	9.5	9.5	9.5
2005	1.37	1.38	1.40	1.40	9.5	9.6	9.6	9.5
2006	1.38	1.38	1.40	1.43	9.3	9.3	9.3	9.4
2007	1.43	1.44	1.44	1.44	9.2	9.3	9.2	9.3
2008	1.43	1.45	1.45	1.44	9.2	9.3	9.2	9.1
2009	1.45	1.46	1.47	1.47	9.1	9.2	9.1	9.1
2010	1.48	1.49	1.50	1.51	9.1	9.2	9.2	9.2
2011	1.52	1.53	1.54	1.53	9.2	9.4	9.3	9.3
2012	1.55	1.55	1.56	1.56	9.3	9.4	9.4	9.4
2013	1.57	1.57	1.57	1.59	9.4	9.4	9.4	9.6
2014	1.58	1.58	1.59	1.61	9.5	9.5	9.4	9.4
2015	1.62	1.61	1.62	1.67	9.4	9.4	9.4	9.5
2016	1.67	1.68	1.69	1.68	9.5	9.4	9.5	9.4
2017	1.69	1.71	1.70	1.65	9.4	9.4	9.3	8.9
2018	1.67	1.66	1.66	1.68	8.9	8.9	8.8	8.7
2019	1.68	–	–	–	8.6	–	–	–
Social Security and Medicare								
2004	.83	.84	.85	.85	6.0	6.0	6.0	5.9
2005	.86	.86	.87	.87	5.9	6.0	5.9	5.9
2006	.85	.86	.87	.88	5.8	5.8	5.8	5.8
2007	.88	.90	.90	.92	5.7	5.8	5.8	6.0
2008	.92	.94	.94	.94	5.9	6.0	6.0	6.0
2009	.96	.96	.96	.96	6.0	6.0	6.0	6.0
2010	.97	.97	.97	.98	5.9	6.0	6.0	5.9
2011	.98	.98	.98	.98	5.9	6.0	5.9	5.9
2012	.98	.98	.98	.98	5.9	5.9	5.9	5.9
2013	.98	.98	.99	.98	5.9	5.9	5.9	5.9
2014	.97	.97	.98	1.00	5.8	5.8	5.9	5.9
2015	1.01	1.00	1.01	1.04	5.9	5.8	5.8	5.9
2016	1.05	1.05	1.06	1.06	5.9	5.9	5.9	6.0
2017	1.08	1.09	1.09	1.10	6.0	6.0	6.0	5.9
2018	1.11	1.11	1.12	1.14	5.9	5.9	5.9	5.9
2019	1.16	–	–	–	5.9	–	–	–
Social Security[5]								
2004	.67	.67	.68	.68	4.8	4.8	4.8	4.7
2005	.69	.69	.69	.70	4.7	4.8	4.7	4.7
2006	.68	.69	.70	.70	4.6	4.6	4.6	4.6
2007	.70	.72	.72	.74	4.5	4.6	4.6	4.8
2008	.74	.75	.76	.76	4.8	4.8	4.8	4.8

See footnotes at end of table.

Table 1. Civilian workers, by major occupational group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Service occupations

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Social Security[5]								
2009	0.77	0.77	0.77	0.77	4.8	4.8	4.8	4.8
2010	.77	.78	.78	.78	4.8	4.8	4.8	4.8
2011	.79	.78	.79	.78	4.8	4.8	4.8	4.7
2012	.79	.78	.79	.78	4.7	4.7	4.7	4.7
2013	.79	.79	.79	.79	4.7	4.7	4.7	4.7
2014	.78	.78	.79	.80	4.7	4.7	4.7	4.7
2015	.81	.80	.81	.83	4.7	4.7	4.7	4.7
2016	.84	.84	.85	.85	4.7	4.7	4.8	4.8
2017	.86	.87	.87	.88	4.8	4.8	4.8	4.7
2018	.89	.89	.89	.91	4.8	4.8	4.7	4.7
2019	.93	–	–	–	4.7	–	–	–
Medicare								
2004	.17	.17	.17	.17	1.2	1.2	1.2	1.2
2005	.17	.17	.17	.17	1.2	1.2	1.2	1.2
2006	.17	.17	.17	.18	1.2	1.2	1.2	1.2
2007	.18	.18	.18	.18	1.1	1.2	1.2	1.2
2008	.18	.19	.19	.19	1.2	1.2	1.2	1.2
2009	.19	.19	.19	.19	1.2	1.2	1.2	1.2
2010	.19	.19	.19	.19	1.2	1.2	1.2	1.2
2011	.19	.19	.19	.19	1.2	1.2	1.2	1.2
2012	.19	.19	.19	.19	1.2	1.2	1.2	1.2
2013	.19	.19	.19	.19	1.2	1.2	1.2	1.2
2014	.19	.19	.19	.20	1.2	1.2	1.2	1.2
2015	.20	.20	.20	.21	1.2	1.2	1.2	1.2
2016	.21	.21	.21	.21	1.2	1.2	1.2	1.2
2017	.21	.22	.22	.22	1.2	1.2	1.2	1.2
2018	.22	.22	.22	.22	1.2	1.2	1.2	1.2
2019	.23	–	–	–	1.2	–	–	–
Federal unemployment insurance								
2004	.03	.03	.03	.03	.2	.2	.2	.2
2005	.03	.03	.03	.03	.2	.2	.2	.2
2006	.03	.03	.03	.03	.2	.2	.2	.2
2007	.03	.03	.03	.03	.2	.2	.2	.2
2008	.03	.03	.03	.03	.2	.2	.2	.2
2009	.03	.03	.03	.03	.2	.2	.2	.2
2010	.03	.03	.03	.03	.2	.2	.2	.2
2011	.03	.03	.02	.02	.2	.2	.1	.1
2012	.03	.03	.03	.03	.2	.2	.2	.2
2013	.03	.04	.03	.03	.2	.2	.2	.2
2014	.04	.04	.04	.04	.2	.2	.2	.2
2015	.04	.04	.04	.04	.2	.2	.2	.2
2016	.04	.04	.04	.04	.2	.2	.2	.2
2017	.04	.04	.04	.04	.2	.2	.2	.2
2018	.04	.04	.04	.04	.2	.2	.2	.2
2019	.03	–	–	–	.1	–	–	–
State unemployment insurance								
2004	.11	.11	.11	.11	.8	.8	.8	.8
2005	.12	.12	.13	.12	.8	.8	.9	.8
2006	.12	.12	.12	.12	.8	.8	.8	.8
2007	.12	.12	.12	.12	.8	.8	.7	.8
2008	.11	.11	.11	.11	.7	.7	.7	.7
2009	.11	.11	.11	.11	.7	.7	.7	.7
2010	.13	.14	.14	.15	.8	.8	.9	.9
2011	.16	.17	.17	.17	1.0	1.0	1.0	1.0
2012	.18	.18	.18	.19	1.1	1.1	1.1	1.1
2013	.19	.19	.19	.19	1.1	1.1	1.1	1.1
2014	.18	.18	.18	.18	1.1	1.1	1.0	1.0
2015	.17	.17	.16	.17	1.0	1.0	.9	1.0
2016	.16	.16	.15	.15	.9	.9	.9	.8
2017	.15	.15	.14	.14	.8	.8	.8	.7
2018	.14	.13	.13	.12	.7	.7	.7	.6
2019	.12	–	–	–	.6	–	–	–

See footnotes at end of table.

Table 1. Civilian workers, by major occupational group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Service occupations

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Workers' compensation								
2004	0.35	0.35	0.36	0.36	2.5	2.5	2.5	2.5
2005	.36	.37	.37	.37	2.5	2.5	2.5	2.5
2006	.37	.37	.37	.40	2.5	2.5	2.5	2.6
2007	.39	.39	.39	.37	2.5	2.5	2.5	2.4
2008	.37	.36	.36	.35	2.4	2.3	2.3	2.2
2009	.35	.36	.36	.36	2.2	2.2	2.2	2.3
2010	.36	.36	.36	.36	2.2	2.2	2.2	2.2
2011	.36	.36	.36	.36	2.2	2.2	2.2	2.2
2012	.36	.36	.36	.36	2.2	2.2	2.2	2.2
2013	.36	.36	.37	.39	2.2	2.2	2.2	2.3
2014	.39	.39	.39	.39	2.3	2.3	2.3	2.3
2015	.40	.40	.41	.42	2.3	2.4	2.4	2.4
2016	.43	.43	.44	.43	2.4	2.4	2.5	2.4
2017	.43	.43	.43	.38	2.4	2.4	2.4	2.1
2018	.39	.38	.38	.38	2.1	2.0	2.0	2.0
2019	.38	–	–	–	2.0	–	–	–
Other benefits[6]								
2004	([3])	([3])	([3])	([3])	([4])	([4])	([4])	([4])
2005	([3])	([3])	([3])	([3])	([4])	([4])	([4])	([4])

[1] Prior to June 2008, paid personal leave was included in other leave. Other leave also included paid military, funeral, and jury leave.
[2] Includes premium pay (such as overtime, weekends, and holidays) for work in addition to the regular work schedule.
[3] Cost per hour worked is $0.01 or less.
[4] Less than .05 percent.
[5] Social Security refers to the Old-Age, Survivors, and Disability Insurance (OASDI) program.
[6] Includes severance pay and supplemental unemployment benefits. Publication of other benefits was discontinued beginning in June 2006.

Note: The sum of individual items may not equal totals due to rounding. Dashes indicate data are not available.

Table 1. Civilian workers, by major occupational group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Natural resources, construction, and maintenance occupations

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Total compensation								
2004	$26.74	$26.79	$26.96	$27.16	100.0	100.0	100.0	100.0
2005	27.49	27.78	28.01	28.03	100.0	100.0	100.0	100.0
2006	28.37	28.78	29.08	29.25	100.0	100.0	100.0	100.0
2007	29.35	29.75	29.99	29.90	100.0	100.0	100.0	100.0
2008	30.24	30.41	30.75	30.97	100.0	100.0	100.0	100.0
2009	31.13	31.23	31.38	31.02	100.0	100.0	100.0	100.0
2010	31.34	31.44	31.54	31.06	100.0	100.0	100.0	100.0
2011	31.27	31.52	31.77	31.58	100.0	100.0	100.0	100.0
2012	31.83	32.10	32.24	32.35	100.0	100.0	100.0	100.0
2013	32.78	32.72	32.86	33.02	100.0	100.0	100.0	100.0
2014	33.40	33.84	34.03	34.46	100.0	100.0	100.0	100.0
2015	34.40	34.47	34.76	34.35	100.0	100.0	100.0	100.0
2016	34.57	34.69	34.94	35.26	100.0	100.0	100.0	100.0
2017	35.63	36.09	36.34	35.35	100.0	100.0	100.0	100.0
2018	35.63	35.87	36.20	35.92	100.0	100.0	100.0	100.0
2019	36.24	–	–	–	100.0	–	–	–
Wages and salaries								
2004	18.34	18.23	18.34	18.42	68.6	68.1	68.0	67.8
2005	18.56	18.73	18.89	18.96	67.5	67.4	67.5	67.6
2006	19.13	19.38	19.58	19.73	67.4	67.3	67.3	67.5
2007	19.88	20.10	20.29	20.27	67.7	67.6	67.7	67.8
2008	20.51	20.67	20.88	20.99	67.8	68.0	67.9	67.8
2009	21.06	21.12	21.22	21.00	67.6	67.6	67.6	67.7
2010	21.10	21.15	21.20	21.01	67.3	67.3	67.2	67.6
2011	21.11	21.25	21.41	21.25	67.5	67.4	67.4	67.3
2012	21.33	21.47	21.56	21.68	67.0	66.9	66.9	67.0
2013	21.88	21.83	21.96	22.04	66.8	66.7	66.9	66.7
2014	22.22	22.40	22.54	22.70	66.5	66.2	66.2	65.9
2015	22.68	22.88	23.07	22.93	65.9	66.4	66.4	66.7
2016	23.09	23.23	23.34	23.58	66.8	67.0	66.8	66.9
2017	23.82	24.11	24.30	23.72	66.9	66.8	66.8	67.1
2018	23.88	24.01	24.21	24.06	67.0	66.9	66.9	67.0
2019	24.24	–	–	–	66.9	–	–	–
Total benefits								
2004	8.40	8.56	8.62	8.74	31.4	31.9	32.0	32.2
2005	8.93	9.05	9.12	9.07	32.5	32.6	32.5	32.4
2006	9.24	9.40	9.50	9.52	32.6	32.7	32.7	32.5
2007	9.47	9.65	9.70	9.64	32.3	32.4	32.3	32.2
2008	9.74	9.75	9.87	9.98	32.2	32.0	32.1	32.2
2009	10.07	10.11	10.17	10.02	32.4	32.4	32.4	32.3
2010	10.24	10.30	10.35	10.05	32.7	32.7	32.8	32.4
2011	10.16	10.27	10.36	10.33	32.5	32.6	32.6	32.7
2012	10.50	10.62	10.68	10.68	33.0	33.1	33.1	33.0
2013	10.90	10.90	10.89	10.98	33.2	33.3	33.1	33.3
2014	11.18	11.44	11.49	11.76	33.5	33.8	33.8	34.1
2015	11.72	11.59	11.69	11.42	34.1	33.6	33.6	33.3
2016	11.48	11.45	11.61	11.68	33.2	33.0	33.2	33.1
2017	11.81	11.98	12.05	11.62	33.1	33.2	33.2	32.9
2018	11.74	11.87	11.99	11.86	33.0	33.1	33.1	33.0
2019	12.00	–	–	–	33.1	–	–	–
Paid leave								
2004	1.46	1.42	1.42	1.44	5.4	5.3	5.3	5.3
2005	1.46	1.46	1.47	1.47	5.3	5.2	5.2	5.2
2006	1.53	1.53	1.55	1.59	5.4	5.3	5.3	5.4
2007	1.60	1.61	1.60	1.57	5.5	5.4	5.3	5.3
2008	1.59	1.59	1.60	1.62	5.3	5.2	5.2	5.2
2009	1.67	1.66	1.67	1.69	5.3	5.3	5.3	5.5
2010	1.73	1.69	1.69	1.70	5.5	5.4	5.4	5.5
2011	1.72	1.69	1.70	1.77	5.5	5.4	5.3	5.6
2012	1.79	1.78	1.78	1.85	5.6	5.5	5.5	5.7
2013	1.88	1.86	1.88	1.89	5.8	5.7	5.7	5.7
2014	1.92	1.91	1.91	1.93	5.7	5.6	5.6	5.6
2015	1.95	1.92	1.94	1.87	5.7	5.6	5.6	5.5
2016	1.89	1.88	1.86	1.93	5.5	5.4	5.3	5.5

See footnotes at end of table.

Table 1. Civilian workers, by major occupational group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Natural resources, construction, and maintenance occupations

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Paid leave								
2017	1.95	1.96	1.97	1.89	5.5	5.4	5.4	5.4
2018	1.91	1.90	1.93	1.92	5.4	5.3	5.3	5.4
2019	1.95	–	–	–	5.4	–	–	–
Vacation								
2004	.74	.73	.73	.73	2.8	2.7	2.7	2.7
2005	.75	.75	.75	.75	2.7	2.7	2.7	2.7
2006	.79	.80	.80	.82	2.8	2.8	2.8	2.8
2007	.83	.84	.83	.83	2.8	2.8	2.8	2.8
2008	.84	.84	.85	.85	2.8	2.8	2.7	2.7
2009	.88	.87	.88	.88	2.8	2.8	2.8	2.8
2010	.90	.89	.89	.88	2.9	2.8	2.8	2.8
2011	.89	.87	.88	.90	2.8	2.8	2.8	2.8
2012	.90	.90	.90	.93	2.8	2.8	2.8	2.9
2013	.94	.93	.94	.95	2.9	2.8	2.9	2.9
2014	.97	.96	.96	.97	2.9	2.8	2.8	2.8
2015	.98	.96	.98	.95	2.9	2.8	2.8	2.8
2016	.95	.95	.94	.98	2.8	2.7	2.7	2.8
2017	.99	.99	1.00	.95	2.8	2.8	2.7	2.7
2018	.96	.95	.97	.97	2.7	2.7	2.7	2.7
2019	.98	–	–	–	2.7	–	–	–
Holiday								
2004	.48	.47	.47	.48	1.8	1.7	1.8	1.8
2005	.49	.48	.49	.49	1.8	1.7	1.8	1.8
2006	.51	.51	.52	.52	1.8	1.8	1.8	1.8
2007	.53	.53	.54	.52	1.8	1.8	1.8	1.7
2008	.53	.52	.53	.53	1.7	1.7	1.7	1.7
2009	.54	.54	.54	.55	1.7	1.7	1.7	1.8
2010	.56	.55	.55	.55	1.8	1.7	1.7	1.8
2011	.56	.55	.55	.59	1.8	1.7	1.7	1.9
2012	.60	.59	.59	.61	1.9	1.8	1.8	1.9
2013	.62	.61	.62	.62	1.9	1.9	1.9	1.9
2014	.62	.62	.62	.63	1.9	1.8	1.8	1.8
2015	.64	.63	.64	.61	1.8	1.8	1.8	1.8
2016	.62	.61	.61	.62	1.8	1.8	1.8	1.8
2017	.63	.64	.64	.62	1.8	1.8	1.8	1.8
2018	.63	.62	.63	.62	1.8	1.7	1.7	1.7
2019	.62	–	–	–	1.7	–	–	–
Sick								
2004	.16	.16	.16	.16	.6	.6	.6	.6
2005	.16	.16	.16	.15	.6	.6	.6	.5
2006	.15	.15	.15	.17	.5	.5	.5	.6
2007	.17	.16	.17	.16	.6	.6	.6	.5
2008	.16	.16	.16	.17	.5	.5	.5	.6
2009	.18	.18	.18	.18	.6	.6	.6	.6
2010	.18	.18	.18	.19	.6	.6	.6	.6
2011	.19	.18	.18	.20	.6	.6	.6	.6
2012	.20	.20	.20	.21	.6	.6	.6	.6
2013	.21	.21	.21	.21	.6	.6	.6	.6
2014	.22	.21	.21	.21	.7	.6	.6	.6
2015	.21	.21	.21	.21	.6	.6	.6	.6
2016	.22	.21	.21	.22	.6	.6	.6	.6
2017	.22	.22	.22	.22	.6	.6	.6	.6
2018	.23	.23	.23	.24	.6	.6	.6	.7
2019	.24	–	–	–	.7	–	–	–
Personal[1]								
2004	.07	.07	.07	.07	.3	.3	.2	.3
2005	.07	.07	.07	.07	.3	.2	.2	.2
2006	.07	.07	.07	.08	.3	.2	.2	.3
2007	.08	.08	.07	.06	.3	.3	.2	.2
2008	.06	.06	.06	.07	.2	.2	.2	.2
2009	.07	.07	.07	.08	.2	.2	.2	.3
2010	.08	.08	.08	.08	.3	.3	.3	.3
2011	.09	.08	.09	.09	.3	.3	.3	.3

See footnotes at end of table.

Table 1. Civilian workers, by major occupational group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Natural resources, construction, and maintenance occupations

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Personal[1]								
2012	0.10	0.10	0.10	0.10	0.3	0.3	0.3	0.3
2013	.11	.11	.11	.11	.3	.3	.3	.3
2014	.11	.11	.11	.12	.3	.3	.3	.3
2015	.12	.11	.12	.10	.3	.3	.3	.3
2016	.10	.10	.10	.11	.3	.3	.3	.3
2017	.10	.11	.11	.10	.3	.3	.3	.3
2018	.10	.10	.10	.10	.3	.3	.3	.3
2019	.10	–	–	–	.3	–	–	–
Supplemental pay								
2004	.80	.83	.83	.84	3.0	3.1	3.1	3.1
2005	.85	.86	.87	.86	3.1	3.1	3.1	3.1
2006	.84	.86	.88	.88	3.0	3.0	3.0	3.0
2007	.91	.94	.94	.96	3.1	3.2	3.1	3.2
2008	.99	.99	1.01	.98	3.3	3.2	3.3	3.2
2009	.97	.98	.98	.95	3.1	3.1	3.1	3.1
2010	.95	.94	.94	.89	3.0	3.0	3.0	2.9
2011	.88	.90	.91	.89	2.8	2.9	2.9	2.8
2012	.90	.92	.92	.90	2.8	2.9	2.9	2.8
2013	.90	.89	.89	.94	2.8	2.7	2.7	2.8
2014	.96	.97	.97	.99	2.9	2.9	2.8	2.9
2015	.99	.98	.99	1.00	2.9	2.9	2.8	2.9
2016	1.01	1.01	1.03	1.05	2.9	2.9	3.0	3.0
2017	1.03	1.03	1.05	1.07	2.9	2.8	2.9	3.0
2018	1.10	1.10	1.12	1.17	3.1	3.1	3.1	3.3
2019	1.18	–	–	–	3.3	–	–	–
Overtime and premium[2]								
2004	.59	.60	.61	.62	2.2	2.2	2.2	2.3
2005	.62	.62	.63	.62	2.3	2.2	2.2	2.2
2006	.61	.62	.63	.63	2.1	2.2	2.2	2.1
2007	.63	.64	.64	.64	2.1	2.1	2.1	2.1
2008	.65	.66	.67	.66	2.2	2.2	2.2	2.1
2009	.66	.66	.66	.64	2.1	2.1	2.1	2.1
2010	.65	.65	.65	.62	2.1	2.1	2.1	2.0
2011	.63	.64	.64	.62	2.0	2.0	2.0	2.0
2012	.61	.62	.62	.62	1.9	1.9	1.9	1.9
2013	.63	.63	.63	.66	1.9	1.9	1.9	2.0
2014	.66	.67	.67	.68	2.0	2.0	2.0	2.0
2015	.68	.69	.70	.68	2.0	2.0	2.0	2.0
2016	.68	.68	.71	.71	2.0	2.0	2.0	2.0
2017	.70	.70	.72	.73	2.0	1.9	2.0	2.1
2018	.74	.74	.75	.77	2.1	2.1	2.1	2.1
2019	.78	–	–	–	2.1	–	–	–
Shift differentials								
2004	.04	.04	.04	.04	.2	.2	.2	.2
2005	.05	.04	.04	.04	.2	.2	.2	.2
2006	.05	.05	.05	.05	.2	.2	.2	.2
2007	.05	.05	.05	.05	.2	.2	.2	.2
2008	.05	.05	.05	.05	.2	.2	.2	.2
2009	.05	.05	.05	.05	.2	.2	.2	.2
2010	.05	.05	.05	.05	.2	.1	.1	.2
2011	.05	.05	.05	.05	.2	.1	.1	.1
2012	.05	.05	.05	.05	.1	.1	.1	.1
2013	.05	.05	.05	.05	.1	.1	.1	.1
2014	.05	.05	.05	.05	.1	.1	.1	.1
2015	.05	.05	.05	.05	.1	.1	.1	.1
2016	.05	.05	.05	.04	.1	.1	.1	.1
2017	.04	.04	.04	.04	.1	.1	.1	.1
2018	.04	.04	.04	.05	.1	.1	.1	.1
2019	.05	–	–	–	.1	–	–	–
Nonproduction bonuses								
2004	.17	.19	.18	.19	.7	.7	.7	.7
2005	.19	.20	.20	.19	.7	.7	.7	.7
2006	.19	.19	.20	.21	.7	.7	.7	.7

See footnotes at end of table.

Table 1. Civilian workers, by major occupational group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Natural resources, construction, and maintenance occupations

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Nonproduction bonuses								
2007	0.23	0.25	0.25	0.26	0.8	0.9	0.8	0.9
2008	.28	.28	.29	.27	.9	.9	.9	.9
2009	.26	.27	.27	.26	.8	.9	.9	.9
2010	.26	.24	.24	.22	.8	.8	.8	.7
2011	.21	.22	.22	.23	.7	.7	.7	.7
2012	.24	.25	.25	.23	.8	.8	.8	.7
2013	.22	.21	.21	.23	.7	.6	.6	.7
2014	.25	.25	.25	.26	.7	.7	.7	.7
2015	.25	.24	.24	.28	.7	.7	.7	.8
2016	.29	.28	.27	.30	.8	.8	.8	.8
2017	.29	.28	.29	.30	.8	.8	.8	.8
2018	.32	.32	.32	.35	.9	.9	.9	1.0
2019	.36	–	–	–	1.0	–	–	–
Insurance								
2004	2.05	2.10	2.13	2.18	7.7	7.8	7.9	8.0
2005	2.26	2.30	2.33	2.35	8.2	8.3	8.3	8.4
2006	2.41	2.45	2.48	2.46	8.5	8.5	8.5	8.4
2007	2.49	2.55	2.57	2.56	8.5	8.6	8.6	8.6
2008	2.59	2.60	2.63	2.68	8.5	8.5	8.5	8.7
2009	2.74	2.77	2.80	2.74	8.8	8.9	8.9	8.8
2010	2.83	2.83	2.84	2.77	9.0	9.0	9.0	8.9
2011	2.83	2.83	2.86	2.89	9.0	9.0	9.0	9.1
2012	2.92	2.92	2.93	2.96	9.2	9.1	9.1	9.1
2013	3.03	3.02	3.03	3.06	9.3	9.2	9.2	9.3
2014	3.15	3.17	3.19	3.26	9.4	9.4	9.4	9.4
2015	3.26	3.28	3.31	3.19	9.5	9.5	9.5	9.3
2016	3.23	3.22	3.26	3.29	9.4	9.3	9.3	9.3
2017	3.33	3.37	3.38	3.25	9.4	9.3	9.3	9.2
2018	3.29	3.29	3.33	3.23	9.2	9.2	9.2	9.0
2019	3.30	–	–	–	9.1	–	–	–
Life								
2004	.04	.04	.04	.04	.2	.2	.2	.2
2005	.04	.04	.04	.04	.2	.1	.1	.2
2006	.06	.06	.06	.05	.2	.2	.2	.2
2007	.06	.06	.06	.05	.2	.2	.2	.2
2008	.06	.05	.05	.06	.2	.2	.2	.2
2009	.06	.05	.06	.06	.2	.2	.2	.2
2010	.06	.06	.06	.05	.2	.2	.2	.2
2011	.05	.05	.05	.04	.2	.2	.1	.1
2012	.05	.05	.05	.05	.1	.1	.1	.1
2013	.04	.04	.04	.04	.1	.1	.1	.1
2014	.04	.04	.04	.04	.1	.1	.1	.1
2015	.04	.04	.04	.04	.1	.1	.1	.1
2016	.04	.04	.04	.04	.1	.1	.1	.1
2017	.04	.04	.04	.04	.1	.1	.1	.1
2018	.05	.05	.05	.05	.1	.1	.1	.1
2019	.05	–	–	–	.1	–	–	–
Health								
2004	1.94	1.99	2.02	2.06	7.3	7.4	7.5	7.6
2005	2.14	2.19	2.22	2.24	7.8	7.9	7.9	8.0
2006	2.27	2.30	2.34	2.32	8.0	8.0	8.0	7.9
2007	2.34	2.40	2.41	2.40	8.0	8.1	8.1	8.0
2008	2.42	2.44	2.46	2.51	8.0	8.0	8.0	8.1
2009	2.58	2.61	2.64	2.57	8.3	8.4	8.4	8.3
2010	2.66	2.66	2.68	2.61	8.5	8.5	8.5	8.4
2011	2.66	2.66	2.70	2.73	8.5	8.5	8.5	8.7
2012	2.76	2.76	2.78	2.79	8.7	8.6	8.6	8.6
2013	2.87	2.86	2.87	2.89	8.7	8.8	8.7	8.8
2014	2.99	3.01	3.03	3.09	9.0	8.9	8.9	9.0
2015	3.09	3.11	3.14	3.03	9.0	9.0	9.0	8.8
2016	3.07	3.07	3.11	3.14	8.9	8.8	8.9	8.9
2017	3.18	3.21	3.22	3.09	8.9	8.9	8.8	8.7
2018	3.13	3.13	3.16	3.07	8.8	8.7	8.7	8.6

See footnotes at end of table.

Table 1. Civilian workers, by major occupational group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Natural resources, construction, and maintenance occupations

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Health								
2019	3.13	–	–	–	8.6	–	–	–
Short-term disability								
2004	.05	0.05	0.05	0.05	.2	0.2	0.2	0.2
2005	.05	.05	.05	.05	.2	.2	.2	.2
2006	.05	.06	.06	.06	.2	.2	.2	.2
2007	.07	.06	.07	.08	.2	.2	.2	.3
2008	.08	.08	.09	.08	.3	.3	.3	.3
2009	.07	.08	.07	.08	.2	.3	.2	.3
2010	.08	.08	.08	.08	.3	.2	.3	.3
2011	.08	.08	.08	.07	.3	.3	.2	.2
2012	.08	.08	.08	.08	.2	.2	.2	.3
2013	.08	.08	.08	.09	.3	.2	.2	.3
2014	.09	.08	.08	.09	.3	.2	.2	.3
2015	.09	.09	.09	.09	.3	.3	.3	.2
2016	.08	.08	.08	.08	.2	.2	.2	.2
2017	.08	.08	.08	.08	.2	.2	.2	.2
2018	.08	.08	.09	.08	.2	.2	.2	.2
2019	.08	–	–	–	.2	–	–	–
Long-term disability								
2004	.02	.02	.02	.02	.1	.1	.1	.1
2005	.02	.02	.02	.02	.1	.1	.1	.1
2006	.02	.02	.02	.03	.1	.1	.1	.1
2007	.03	.03	.03	.03	.1	.1	.1	.1
2008	.03	.03	.03	.03	.1	.1	.1	.1
2009	.03	.03	.03	.03	.1	.1	.1	.1
2010	.03	.03	.03	.03	.1	.1	.1	.1
2011	.03	.03	.03	.04	.1	.1	.1	.1
2012	.04	.04	.04	.04	.1	.1	.1	.1
2013	.04	.04	.04	.04	.1	.1	.1	.1
2014	.03	.04	.04	.04	.1	.1	.1	.1
2015	.03	.03	.03	.04	.1	.1	.1	.1
2016	.04	.03	.03	.03	.1	.1	.1	.1
2017	.03	.03	.03	.03	.1	.1	.1	.1
2018	.03	.03	.03	.03	.1	.1	.1	.1
2019	.04	–	–	–	.1	–	–	–
Retirement and savings								
2004	1.24	1.31	1.32	1.34	4.6	4.9	4.9	4.9
2005	1.38	1.41	1.42	1.39	5.0	5.1	5.1	5.0
2006	1.49	1.55	1.57	1.57	5.2	5.4	5.4	5.4
2007	1.46	1.51	1.54	1.51	5.0	5.1	5.1	5.0
2008	1.52	1.49	1.54	1.59	5.0	4.9	5.0	5.1
2009	1.59	1.59	1.61	1.57	5.1	5.1	5.1	5.1
2010	1.63	1.70	1.73	1.63	5.2	5.4	5.5	5.2
2011	1.65	1.72	1.73	1.73	5.3	5.4	5.4	5.5
2012	1.80	1.88	1.89	1.88	5.6	5.9	5.9	5.8
2013	1.97	2.01	1.96	1.91	6.0	6.1	6.0	5.8
2014	1.95	2.17	2.17	2.32	5.8	6.4	6.4	6.7
2015	2.29	2.14	2.16	2.05	6.7	6.2	6.2	6.0
2016	2.04	2.03	2.10	2.06	5.9	5.9	6.0	5.8
2017	2.11	2.18	2.20	2.04	5.9	6.0	6.1	5.8
2018	2.05	2.17	2.22	2.12	5.8	6.0	6.1	5.9
2019	2.16	–	–	–	6.0	–	–	–
Defined benefit								
2004	.83	.91	.91	.93	3.1	3.4	3.4	3.4
2005	.95	.97	.99	.96	3.5	3.5	3.5	3.4
2006	1.05	1.09	1.11	1.11	3.7	3.8	3.8	3.8
2007	1.00	1.03	1.05	1.04	3.4	3.5	3.5	3.5
2008	1.05	1.01	1.05	1.10	3.5	3.3	3.4	3.5
2009	1.11	1.11	1.13	1.09	3.6	3.6	3.6	3.5
2010	1.14	1.21	1.24	1.15	3.6	3.9	3.9	3.7
2011	1.17	1.23	1.24	1.21	3.7	3.9	3.9	3.8
2012	1.28	1.34	1.35	1.36	4.0	4.2	4.2	4.2
2013	1.40	1.44	1.39	1.34	4.3	4.4	4.2	4.0

See footnotes at end of table.

Table 1. Civilian workers, by major occupational group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Natural resources, construction, and maintenance occupations

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Defined benefit								
2014	1.36	1.59	1.59	1.72	4.1	4.7	4.7	5.0
2015	1.70	1.54	1.54	1.48	4.9	4.5	4.4	4.3
2016	1.46	1.44	1.49	1.42	4.2	4.2	4.3	4.0
2017	1.47	1.53	1.55	1.40	4.1	4.3	4.3	3.9
2018	1.40	1.52	1.56	1.44	3.9	4.2	4.3	4.0
2019	1.47	–	–	–	4.0	–	–	–
Defined contribution								
2004	.41	.40	.41	.41	1.5	1.5	1.5	1.5
2005	.43	.44	.43	.43	1.6	1.6	1.5	1.5
2006	.43	.45	.46	.45	1.5	1.6	1.6	1.5
2007	.45	.47	.48	.47	1.5	1.6	1.6	1.6
2008	.47	.48	.49	.49	1.6	1.6	1.6	1.6
2009	.48	.48	.48	.48	1.5	1.5	1.5	1.6
2010	.49	.49	.49	.48	1.6	1.6	1.6	1.5
2011	.48	.48	.49	.52	1.5	1.5	1.5	1.6
2012	.52	.54	.54	.53	1.6	1.7	1.7	1.6
2013	.57	.57	.57	.58	1.7	1.7	1.7	1.8
2014	.59	.58	.58	.60	1.8	1.7	1.7	1.7
2015	.59	.60	.62	.58	1.7	1.7	1.8	1.7
2016	.59	.59	.61	.64	1.7	1.7	1.7	1.8
2017	.64	.65	.65	.64	1.8	1.8	1.8	1.8
2018	.65	.65	.66	.68	1.8	1.8	1.8	1.9
2019	.70	–	–	–	1.9	–	–	–
Legally required benefits								
2004	2.81	2.87	2.88	2.90	10.5	10.7	10.7	10.7
2005	2.95	2.99	2.99	2.96	10.7	10.8	10.7	10.6
2006	2.98	3.02	3.03	3.03	10.5	10.5	10.4	10.3
2007	3.02	3.04	3.05	3.04	10.3	10.2	10.2	10.2
2008	3.05	3.08	3.09	3.10	10.1	10.1	10.1	10.0
2009	3.11	3.12	3.12	3.06	10.0	10.0	9.9	9.9
2010	3.10	3.13	3.14	3.06	9.9	10.0	10.0	9.9
2011	3.08	3.14	3.16	3.05	9.8	10.0	10.0	9.7
2012	3.09	3.13	3.15	3.08	9.7	9.7	9.8	9.5
2013	3.10	3.12	3.14	3.18	9.5	9.5	9.5	9.6
2014	3.20	3.23	3.25	3.26	9.6	9.5	9.5	9.5
2015	3.24	3.28	3.29	3.30	9.4	9.5	9.5	9.6
2016	3.31	3.31	3.35	3.36	9.6	9.6	9.6	9.5
2017	3.39	3.44	3.45	3.37	9.5	9.5	9.5	9.5
2018	3.39	3.40	3.40	3.41	9.5	9.5	9.4	9.5
2019	3.41	–	–	–	9.4	–	–	–
Social Security and Medicare								
2004	1.54	1.52	1.53	1.54	5.8	5.7	5.7	5.7
2005	1.55	1.56	1.57	1.57	5.6	5.6	5.6	5.6
2006	1.60	1.62	1.63	1.65	5.6	5.6	5.6	5.6
2007	1.66	1.68	1.69	1.71	5.7	5.6	5.6	5.7
2008	1.73	1.74	1.75	1.76	5.7	5.7	5.7	5.7
2009	1.77	1.77	1.78	1.77	5.7	5.7	5.7	5.7
2010	1.78	1.78	1.78	1.76	5.7	5.7	5.6	5.7
2011	1.77	1.78	1.80	1.79	5.7	5.6	5.7	5.7
2012	1.80	1.81	1.82	1.83	5.7	5.6	5.6	5.7
2013	1.85	1.84	1.86	1.86	5.6	5.6	5.7	5.6
2014	1.88	1.89	1.90	1.92	5.6	5.6	5.6	5.6
2015	1.92	1.93	1.95	1.93	5.6	5.6	5.6	5.6
2016	1.95	1.96	1.96	1.98	5.6	5.6	5.6	5.6
2017	2.01	2.03	2.04	2.00	5.6	5.6	5.6	5.7
2018	2.01	2.02	2.04	2.04	5.7	5.6	5.6	5.7
2019	2.05	–	–	–	5.7	–	–	–
Social Security[3]								
2004	1.24	1.23	1.24	1.24	4.6	4.6	4.6	4.6
2005	1.25	1.26	1.27	1.27	4.6	4.5	4.5	4.5
2006	1.29	1.31	1.32	1.33	4.5	4.5	4.5	4.5
2007	1.34	1.36	1.37	1.38	4.6	4.6	4.6	4.6
2008	1.40	1.40	1.42	1.42	4.6	4.6	4.6	4.6

See footnotes at end of table.

Table 1. Civilian workers, by major occupational group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Natural resources, construction, and maintenance occupations

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Social Security[3]								
2009	1.43	1.43	1.44	1.43	4.6	4.6	4.6	4.6
2010	1.43	1.44	1.44	1.42	4.6	4.6	4.6	4.6
2011	1.43	1.44	1.45	1.45	4.6	4.6	4.6	4.6
2012	1.45	1.46	1.47	1.48	4.6	4.6	4.6	4.6
2013	1.49	1.49	1.50	1.50	4.6	4.6	4.6	4.6
2014	1.52	1.53	1.54	1.55	4.5	4.5	4.5	4.5
2015	1.55	1.56	1.57	1.56	4.5	4.5	4.5	4.5
2016	1.57	1.58	1.59	1.60	4.5	4.6	4.5	4.5
2017	1.62	1.64	1.65	1.62	4.5	4.5	4.5	4.6
2018	1.63	1.63	1.65	1.65	4.6	4.6	4.6	4.6
2019	1.66	–	–	–	4.6	–	–	–
Medicare								
2004	.29	.29	.29	.30	1.1	1.1	1.1	1.1
2005	.30	.30	.30	.30	1.1	1.1	1.1	1.1
2006	.31	.31	.32	.32	1.1	1.1	1.1	1.1
2007	.32	.32	.33	.33	1.1	1.1	1.1	1.1
2008	.33	.33	.34	.34	1.1	1.1	1.1	1.1
2009	.34	.34	.34	.34	1.1	1.1	1.1	1.1
2010	.34	.34	.34	.34	1.1	1.1	1.1	1.1
2011	.34	.34	.35	.34	1.1	1.1	1.1	1.1
2012	.35	.35	.35	.35	1.1	1.1	1.1	1.1
2013	.36	.35	.36	.36	1.1	1.1	1.1	1.1
2014	.36	.36	.37	.37	1.1	1.1	1.1	1.1
2015	.37	.37	.37	.37	1.1	1.1	1.1	1.1
2016	.37	.38	.38	.38	1.1	1.1	1.1	1.1
2017	.39	.39	.39	.39	1.1	1.1	1.1	1.1
2018	.39	.39	.39	.39	1.1	1.1	1.1	1.1
2019	.40	–	–	–	1.1	–	–	–
Federal unemployment insurance								
2004	.03	.03	.03	.03	.1	.1	.1	.1
2005	.03	.03	.03	.03	.1	.1	.1	.1
2006	.03	.03	.03	.03	.1	.1	.1	.1
2007	.03	.03	.03	.03	.1	.1	.1	.1
2008	.03	.03	.03	.03	.1	.1	.1	.1
2009	.03	.03	.03	.03	.1	.1	.1	.1
2010	.03	.03	.03	.03	.1	.1	.1	.1
2011	.03	.03	.02	.02	.1	.1	.1	.1
2012	.03	.03	.03	.03	.1	.1	.1	.1
2013	.03	.03	.03	.03	.1	.1	.1	.1
2014	.03	.03	.03	.03	.1	.1	.1	.1
2015	.03	.03	.03	.03	.1	.1	.1	.1
2016	.03	.03	.03	.03	.1	.1	.1	.1
2017	.03	.03	.03	.03	.1	.1	.1	.1
2018	.03	.03	.03	.03	.1	.1	.1	.1
2019	.02	–	–	–	.1	–	–	–
State unemployment insurance								
2004	.15	.16	.16	.16	.5	.6	.6	.6
2005	.18	.19	.19	.20	.7	.7	.7	.7
2006	.19	.20	.20	.19	.7	.7	.7	.7
2007	.19	.19	.19	.19	.6	.6	.6	.6
2008	.18	.18	.18	.18	.6	.6	.6	.6
2009	.18	.18	.18	.18	.6	.6	.6	.6
2010	.20	.22	.22	.21	.6	.7	.7	.7
2011	.23	.25	.26	.25	.7	.8	.8	.8
2012	.26	.27	.27	.27	.8	.8	.9	.8
2013	.27	.28	.27	.27	.8	.8	.8	.8
2014	.27	.27	.27	.28	.8	.8	.8	.8
2015	.27	.28	.26	.26	.8	.8	.8	.7
2016	.25	.25	.25	.24	.7	.7	.7	.7
2017	.24	.24	.23	.22	.7	.7	.6	.6
2018	.22	.21	.20	.18	.6	.6	.5	.5
2019	.18	–	–	–	.5	–	–	–

See footnotes at end of table.

Table 1. Civilian workers, by major occupational group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Natural resources, construction, and maintenance occupations

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Workers' compensation								
2004	1.10	1.16	1.16	1.17	4.1	4.3	4.3	4.3
2005	1.19	1.21	1.20	1.17	4.3	4.4	4.3	4.2
2006	1.16	1.18	1.17	1.16	4.1	4.1	4.0	4.0
2007	1.14	1.15	1.14	1.12	3.9	3.9	3.8	3.7
2008	1.12	1.14	1.13	1.14	3.7	3.7	3.7	3.7
2009	1.13	1.14	1.13	1.09	3.6	3.6	3.6	3.5
2010	1.10	1.11	1.11	1.06	3.5	3.5	3.5	3.4
2011	1.05	1.08	1.09	.99	3.3	3.4	3.4	3.1
2012	.99	1.02	1.03	.96	3.1	3.2	3.2	3.0
2013	.95	.97	.98	1.02	2.9	3.0	3.0	3.1
2014	1.02	1.03	1.04	1.03	3.0	3.1	3.1	3.0
2015	1.02	1.04	1.05	1.08	3.0	3.0	3.0	3.1
2016	1.08	1.08	1.11	1.10	3.1	3.1	3.2	3.1
2017	1.12	1.14	1.15	1.12	3.1	3.2	3.2	3.2
2018	1.12	1.14	1.14	1.17	3.2	3.2	3.1	3.2
2019	1.16	–	–	–	3.2	–	–	–
Other benefits[4]								
2004	.03	.03	.03	.04	.1	.1	.1	.1
2005	.04	.04	.04	.04	.1	.1	.1	.1

[1] Prior to June 2008, paid personal leave was included in other leave. Other leave also included paid military, funeral, and jury leave.
[2] Includes premium pay (such as overtime, weekends, and holidays) for work in addition to the regular work schedule.
[3] Social Security refers to the Old-Age, Survivors, and Disability Insurance (OASDI) program.
[4] Includes severance pay and supplemental unemployment benefits. Publication of other benefits was discontinued beginning in June 2006.

Note: The sum of individual items may not equal totals due to rounding. Dashes indicate data are not available.

Table 1. Civilian workers, by major occupational group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Production, transportation, and material moving occupations

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Total compensation								
2004	$20.55	$20.60	$20.90	$21.08	100.0	100.0	100.0	100.0
2005	21.18	21.26	21.44	21.60	100.0	100.0	100.0	100.0
2006	21.60	21.71	21.92	22.60	100.0	100.0	100.0	100.0
2007	22.66	22.95	23.09	22.92	100.0	100.0	100.0	100.0
2008	23.26	23.30	23.52	23.33	100.0	100.0	100.0	100.0
2009	23.52	23.62	23.78	23.75	100.0	100.0	100.0	100.0
2010	23.99	24.08	24.30	23.80	100.0	100.0	100.0	100.0
2011	23.98	24.20	24.29	24.17	100.0	100.0	100.0	100.0
2012	24.36	24.47	24.58	24.97	100.0	100.0	100.0	100.0
2013	25.15	25.14	25.35	26.17	100.0	100.0	100.0	100.0
2014	26.36	26.38	26.75	27.05	100.0	100.0	100.0	100.0
2015	27.29	27.26	27.48	27.08	100.0	100.0	100.0	100.0
2016	27.25	27.27	27.45	27.81	100.0	100.0	100.0	100.0
2017	28.07	28.25	28.47	28.29	100.0	100.0	100.0	100.0
2018	28.76	28.91	29.12	28.90	100.0	100.0	100.0	100.0
2019	29.29	–	–	–	100.0	–	–	–
Wages and salaries								
2004	13.70	13.68	13.86	13.92	66.6	66.4	66.3	66.0
2005	13.95	14.06	14.16	14.27	65.9	66.1	66.0	66.1
2006	14.33	14.40	14.53	14.95	66.3	66.4	66.3	66.1
2007	15.04	15.19	15.29	15.22	66.4	66.2	66.2	66.4
2008	15.44	15.50	15.65	15.57	66.4	66.5	66.5	66.7
2009	15.68	15.76	15.87	15.89	66.7	66.7	66.7	66.9
2010	15.95	16.00	16.12	15.85	66.5	66.4	66.4	66.6
2011	15.91	15.96	16.03	16.02	66.3	65.9	66.0	66.3
2012	16.19	16.24	16.33	16.54	66.5	66.4	66.4	66.2
2013	16.65	16.65	16.80	17.16	66.2	66.2	66.3	65.6
2014	17.26	17.31	17.54	17.73	65.5	65.6	65.6	65.5
2015	17.86	17.86	18.00	17.74	65.5	65.5	65.5	65.5
2016	17.87	17.94	18.07	18.32	65.6	65.8	65.8	65.9
2017	18.52	18.63	18.78	18.58	66.0	66.0	65.9	65.7
2018	18.89	19.00	19.19	18.98	65.7	65.7	65.9	65.7
2019	19.24	–	–	–	65.7	–	–	–
Total benefits								
2004	6.86	6.92	7.04	7.16	33.4	33.6	33.7	34.0
2005	7.22	7.20	7.28	7.33	34.1	33.9	34.0	33.9
2006	7.27	7.30	7.39	7.65	33.7	33.6	33.7	33.9
2007	7.62	7.76	7.80	7.70	33.6	33.8	33.8	33.6
2008	7.82	7.80	7.87	7.76	33.6	33.5	33.5	33.3
2009	7.84	7.86	7.91	7.86	33.3	33.3	33.3	33.1
2010	8.04	8.08	8.17	7.95	33.5	33.6	33.6	33.4
2011	8.07	8.25	8.26	8.15	33.7	34.1	34.0	33.7
2012	8.17	8.23	8.25	8.43	33.5	33.6	33.6	33.8
2013	8.50	8.49	8.55	9.01	33.8	33.8	33.7	34.4
2014	9.10	9.07	9.21	9.32	34.5	34.4	34.4	34.5
2015	9.43	9.40	9.48	9.33	34.5	34.5	34.5	34.5
2016	9.38	9.34	9.38	9.48	34.4	34.2	34.2	34.1
2017	9.55	9.62	9.70	9.72	34.0	34.0	34.1	34.3
2018	9.87	9.91	9.93	9.93	34.3	34.3	34.1	34.3
2019	10.05	–	–	–	34.3	–	–	–
Paid leave								
2004	1.24	1.21	1.22	1.23	6.0	5.9	5.8	5.8
2005	1.24	1.24	1.25	1.33	5.8	5.8	5.8	6.2
2006	1.33	1.34	1.35	1.43	6.2	6.2	6.2	6.3
2007	1.44	1.46	1.44	1.41	6.3	6.4	6.2	6.1
2008	1.40	1.39	1.41	1.41	6.0	6.0	6.0	6.0
2009	1.43	1.43	1.45	1.43	6.1	6.1	6.1	6.0
2010	1.45	1.46	1.47	1.43	6.1	6.1	6.0	6.0
2011	1.43	1.42	1.43	1.43	6.0	5.9	5.9	5.9
2012	1.44	1.45	1.44	1.48	5.9	5.9	5.9	5.9
2013	1.50	1.50	1.51	1.59	6.0	6.0	6.0	6.1
2014	1.60	1.60	1.64	1.66	6.1	6.1	6.1	6.1
2015	1.68	1.66	1.68	1.62	6.2	6.1	6.1	6.0
2016	1.64	1.63	1.64	1.66	6.0	6.0	6.0	6.0

See footnotes at end of table.

Table 1. Civilian workers, by major occupational group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Production, transportation, and material moving occupations

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Paid leave								
2017	1.69	1.70	1.71	1.68	6.0	6.0	6.0	6.0
2018	1.71	1.73	1.74	1.74	6.0	6.0	6.0	6.0
2019	1.77	–	–	–	6.0	–	–	–
Vacation								
2004	.60	.59	.59	.60	2.9	2.9	2.8	2.8
2005	.60	.61	.61	.62	2.8	2.9	2.9	2.9
2006	.65	.66	.67	.71	3.0	3.0	3.0	3.1
2007	.71	.73	.73	.71	3.2	3.2	3.1	3.1
2008	.71	.71	.71	.72	3.0	3.0	3.0	3.1
2009	.72	.73	.73	.73	3.1	3.1	3.1	3.1
2010	.73	.74	.74	.73	3.1	3.1	3.1	3.1
2011	.73	.72	.73	.73	3.0	3.0	3.0	3.0
2012	.74	.74	.74	.76	3.0	3.0	3.0	3.1
2013	.77	.77	.78	.82	3.1	3.1	3.1	3.1
2014	.83	.83	.84	.85	3.1	3.1	3.2	3.1
2015	.86	.85	.86	.82	3.1	3.1	3.1	3.0
2016	.83	.82	.82	.84	3.0	3.0	3.0	3.0
2017	.85	.86	.86	.84	3.0	3.0	3.0	3.0
2018	.86	.87	.87	.87	3.0	3.0	3.0	3.0
2019	.88	–	–	–	3.0	–	–	–
Holiday								
2004	.45	.44	.44	.45	2.2	2.1	2.1	2.1
2005	.45	.45	.45	.46	2.1	2.1	2.1	2.1
2006	.47	.47	.48	.49	2.2	2.2	2.2	2.2
2007	.50	.50	.50	.49	2.2	2.2	2.2	2.2
2008	.49	.49	.50	.50	2.1	2.1	2.1	2.1
2009	.50	.50	.51	.50	2.1	2.1	2.1	2.1
2010	.50	.50	.51	.49	2.1	2.1	2.1	2.1
2011	.49	.49	.49	.48	2.0	2.0	2.0	2.0
2012	.49	.49	.49	.49	2.0	2.0	2.0	2.0
2013	.50	.50	.51	.52	2.0	2.0	2.0	2.0
2014	.53	.52	.54	.55	2.0	2.0	2.0	2.0
2015	.56	.55	.56	.54	2.0	2.0	2.0	2.0
2016	.55	.54	.55	.55	2.0	2.0	2.0	2.0
2017	.56	.56	.57	.56	2.0	2.0	2.0	2.0
2018	.57	.57	.58	.58	2.0	2.0	2.0	2.0
2019	.59	–	–	–	2.0	–	–	–
Sick								
2004	.14	.13	.14	.14	.7	.7	.7	.7
2005	.14	.13	.14	.14	.7	.6	.6	.6
2006	.15	.15	.15	.17	.7	.7	.7	.7
2007	.16	.16	.16	.15	.7	.7	.7	.7
2008	.16	.16	.16	.16	.7	.7	.7	.7
2009	.16	.16	.16	.16	.7	.7	.7	.7
2010	.16	.16	.16	.16	.7	.7	.7	.7
2011	.16	.16	.16	.16	.7	.7	.7	.6
2012	.16	.16	.16	.17	.6	.6	.6	.7
2013	.17	.17	.17	.19	.7	.7	.7	.7
2014	.18	.18	.19	.20	.7	.7	.7	.7
2015	.20	.20	.20	.20	.7	.7	.7	.7
2016	.20	.20	.20	.20	.7	.7	.7	.7
2017	.20	.21	.20	.21	.7	.7	.7	.7
2018	.21	.22	.22	.22	.7	.8	.7	.8
2019	.23	–	–	–	.8	–	–	–
Personal[1]								
2004	.05	.05	.05	.05	.2	.2	.2	.2
2005	.05	.05	.05	.11	.2	.2	.2	.5
2006	.06	.06	.06	.07	.3	.3	.3	.3
2007	.07	.07	.05	.04	.3	.3	.2	.2
2008	.04	.04	.04	.04	.2	.2	.2	.2
2009	.04	.04	.04	.04	.2	.2	.2	.2
2010	.05	.05	.06	.06	.2	.2	.2	.2
2011	.06	.06	.06	.06	.2	.2	.2	.2

See footnotes at end of table.

Table 1. Civilian workers, by major occupational group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Production, transportation, and material moving occupations

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Personal[1]								
2012	0.06	0.06	0.05	0.06	0.3	0.3	0.2	0.2
2013	.06	.06	.06	.06	.2	.2	.2	.2
2014	.06	.06	.06	.07	.2	.2	.2	.2
2015	.07	.07	.07	.07	.3	.2	.2	.2
2016	.07	.07	.07	.07	.3	.3	.3	.3
2017	.08	.07	.08	.08	.3	.3	.3	.3
2018	.07	.07	.08	.08	.3	.3	.3	.3
2019	.08	–	–	–	.3	–	–	–
Supplemental pay								
2004	.75	.74	.75	.76	3.7	3.6	3.6	3.6
2005	.77	.77	.78	.78	3.6	3.6	3.6	3.6
2006	.75	.75	.76	.77	3.5	3.5	3.5	3.4
2007	.78	.80	.80	.81	3.4	3.5	3.5	3.5
2008	.85	.85	.87	.85	3.7	3.6	3.7	3.7
2009	.82	.82	.82	.81	3.5	3.5	3.5	3.4
2010	.79	.79	.79	.77	3.3	3.3	3.2	3.2
2011	.83	.84	.84	.85	3.4	3.5	3.5	3.5
2012	.86	.87	.85	.86	3.5	3.6	3.5	3.5
2013	.87	.86	.87	.93	3.4	3.4	3.4	3.5
2014	.94	.94	.95	.99	3.6	3.6	3.5	3.7
2015	.98	.96	.97	.96	3.6	3.5	3.5	3.6
2016	.98	.99	.99	1.00	3.6	3.6	3.6	3.6
2017	.99	.99	1.00	1.07	3.5	3.5	3.5	3.8
2018	1.10	1.09	1.10	1.15	3.8	3.8	3.8	4.0
2019	1.17	–	–	–	4.0	–	–	–
Overtime and premium[2]								
2004	.49	.48	.49	.49	2.4	2.3	2.3	2.3
2005	.50	.50	.50	.51	2.3	2.3	2.3	2.4
2006	.49	.48	.48	.49	2.2	2.2	2.2	2.2
2007	.50	.50	.50	.50	2.2	2.2	2.2	2.2
2008	.51	.51	.52	.52	2.2	2.2	2.2	2.2
2009	.52	.52	.52	.51	2.2	2.2	2.2	2.1
2010	.52	.52	.52	.50	2.1	2.1	2.1	2.1
2011	.51	.51	.52	.50	2.1	2.1	2.1	2.1
2012	.50	.51	.51	.51	2.1	2.1	2.1	2.1
2013	.51	.52	.52	.54	2.0	2.0	2.1	2.1
2014	.54	.55	.55	.55	2.1	2.1	2.1	2.0
2015	.56	.56	.56	.54	2.0	2.0	2.0	2.0
2016	.54	.54	.55	.56	2.0	2.0	2.0	2.0
2017	.57	.57	.58	.58	2.0	2.0	2.0	2.1
2018	.60	.60	.61	.59	2.1	2.1	2.1	2.1
2019	.61	–	–	–	2.1	–	–	–
Shift differentials								
2004	.09	.09	.09	.09	.4	.4	.4	.4
2005	.09	.09	.09	.10	.4	.4	.4	.5
2006	.10	.10	.10	.10	.5	.4	.4	.5
2007	.10	.10	.10	.10	.5	.5	.4	.4
2008	.10	.10	.10	.10	.4	.4	.4	.4
2009	.09	.09	.09	.09	.4	.4	.4	.4
2010	.09	.09	.09	.08	.4	.4	.4	.3
2011	.08	.08	.08	.08	.4	.3	.3	.3
2012	.08	.08	.08	.08	.3	.3	.3	.3
2013	.08	.08	.08	.08	.3	.3	.3	.3
2014	.08	.08	.08	.08	.3	.3	.3	.3
2015	.09	.09	.09	.08	.3	.3	.3	.3
2016	.08	.08	.08	.08	.3	.3	.3	.3
2017	.08	.08	.08	.09	.3	.3	.3	.3
2018	.09	.09	.09	.11	.3	.3	.3	.4
2019	.11	–	–	–	.4	–	–	–
Nonproduction bonuses								
2004	.17	.17	.18	.18	.8	.8	.8	.8
2005	.18	.18	.19	.17	.9	.9	.9	.8
2006	.17	.17	.18	.18	.8	.8	.8	.8

See footnotes at end of table.

Table 1. Civilian workers, by major occupational group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Production, transportation, and material moving occupations

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Nonproduction bonuses								
2007	0.18	0.20	0.20	0.21	0.8	0.9	0.8	0.9
2008	.24	.23	.25	.23	1.0	1.0	1.1	1.0
2009	.21	.21	.21	.21	.9	.9	.9	.9
2010	.19	.18	.18	.19	.8	.8	.7	.8
2011	.23	.24	.24	.27	1.0	1.0	1.0	1.1
2012	.28	.28	.26	.27	1.2	1.2	1.1	1.1
2013	.27	.27	.26	.31	1.1	1.1	1.0	1.2
2014	.31	.31	.31	.35	1.2	1.2	1.2	1.3
2015	.34	.32	.32	.35	1.2	1.2	1.2	1.3
2016	.36	.37	.36	.36	1.3	1.4	1.3	1.3
2017	.34	.34	.35	.40	1.2	1.2	1.2	1.4
2018	.41	.40	.41	.45	1.4	1.4	1.4	1.5
2019	.45	–	–	–	1.6	–	–	–
Insurance								
2004	1.93	1.94	1.97	2.01	9.4	9.4	9.4	9.5
2005	2.08	2.09	2.10	2.12	9.8	9.8	9.8	9.8
2006	2.16	2.18	2.21	2.27	10.0	10.0	10.1	10.0
2007	2.34	2.39	2.41	2.37	10.3	10.4	10.4	10.3
2008	2.42	2.41	2.43	2.40	10.4	10.4	10.3	10.3
2009	2.48	2.49	2.50	2.49	10.6	10.5	10.5	10.5
2010	2.59	2.62	2.64	2.59	10.8	10.9	10.9	10.9
2011	2.62	2.65	2.66	2.59	10.9	10.9	11.0	10.7
2012	2.63	2.66	2.68	2.73	10.8	10.9	10.9	10.9
2013	2.76	2.74	2.76	2.94	11.0	10.9	10.9	11.3
2014	2.97	2.97	2.99	2.95	11.3	11.2	11.2	10.9
2015	3.01	3.02	3.04	2.96	11.0	11.1	11.1	10.9
2016	2.98	2.94	2.98	2.96	10.9	10.8	10.8	10.6
2017	2.98	3.00	3.01	3.00	10.6	10.6	10.6	10.6
2018	3.04	3.05	3.06	3.04	10.6	10.6	10.5	10.5
2019	3.08	–	–	–	10.5	–	–	–
Life								
2004	.04	.04	.04	.04	.2	.2	.2	.2
2005	.04	.04	.04	.04	.2	.2	.2	.2
2006	.04	.04	.04	.04	.2	.2	.2	.2
2007	.04	.04	.04	.04	.2	.2	.2	.2
2008	.04	.04	.04	.04	.2	.2	.2	.2
2009	.04	.04	.05	.04	.2	.2	.2	.2
2010	.05	.05	.05	.04	.2	.2	.2	.2
2011	.04	.04	.04	.04	.2	.2	.2	.2
2012	.04	.04	.04	.04	.2	.2	.2	.1
2013	.04	.04	.04	.04	.2	.2	.2	.2
2014	.04	.04	.04	.04	.2	.2	.1	.2
2015	.04	.04	.04	.04	.2	.2	.1	.1
2016	.04	.04	.04	.04	.1	.1	.1	.1
2017	.04	.04	.04	.04	.1	.1	.1	.1
2018	.04	.04	.04	.04	.1	.1	.1	.1
2019	.04	–	–	–	.1	–	–	–
Health								
2004	1.82	1.83	1.86	1.89	8.9	8.9	8.9	9.0
2005	1.96	1.97	1.98	1.99	9.2	9.2	9.2	9.2
2006	2.03	2.05	2.08	2.14	9.4	9.4	9.5	9.5
2007	2.20	2.25	2.27	2.23	9.7	9.8	9.8	9.7
2008	2.28	2.28	2.29	2.26	9.8	9.8	9.7	9.7
2009	2.34	2.34	2.36	2.35	9.9	9.9	9.9	9.9
2010	2.43	2.47	2.49	2.45	10.1	10.3	10.3	10.3
2011	2.48	2.51	2.52	2.46	10.4	10.3	10.4	10.2
2012	2.49	2.52	2.54	2.59	10.2	10.3	10.3	10.4
2013	2.61	2.60	2.61	2.78	10.4	10.3	10.3	10.6
2014	2.82	2.81	2.83	2.78	10.7	10.7	10.6	10.3
2015	2.84	2.85	2.88	2.79	10.4	10.5	10.5	10.3
2016	2.81	2.78	2.82	2.80	10.3	10.2	10.3	10.1
2017	2.82	2.83	2.85	2.85	10.0	10.0	10.0	10.1
2018	2.88	2.90	2.90	2.89	10.0	10.0	10.0	10.0

See footnotes at end of table.

Table 1. Civilian workers, by major occupational group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Production, transportation, and material moving occupations

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Health								
2019	2.94	–	–	–	10.0	–	–	–
Short-term disability								
2004	.06	0.06	0.06	0.06	.3	0.3	0.3	0.3
2005	.06	.06	.06	.06	.3	.3	.3	.3
2006	.06	.06	.06	.06	.3	.3	.3	.3
2007	.06	.06	.06	.06	.3	.3	.3	.3
2008	.06	.06	.06	.06	.3	.3	.3	.3
2009	.06	.06	.06	.06	.3	.3	.3	.2
2010	.06	.06	.06	.06	.3	.3	.3	.2
2011	.05	.05	.05	.05	.2	.2	.2	.2
2012	.05	.05	.05	.05	.2	.2	.2	.2
2013	.05	.05	.05	.06	.2	.2	.2	.2
2014	.06	.06	.06	.06	.2	.2	.2	.2
2015	.06	.06	.06	.06	.2	.2	.2	.2
2016	.06	.06	.06	.06	.2	.2	.2	.2
2017	.06	.06	.06	.06	.2	.2	.2	.2
2018	.06	.06	.06	.06	.2	.2	.2	.2
2019	.06	–	–	–	.2	–	–	–
Long-term disability								
2004	.02	.02	.02	.02	.1	.1	.1	.1
2005	.02	.02	.02	.02	.1	.1	.1	.1
2006	.03	.03	.03	.03	.1	.1	.1	.1
2007	.03	.04	.04	.04	.2	.2	.2	.2
2008	.03	.03	.04	.04	.1	.1	.2	.2
2009	.04	.04	.04	.05	.2	.2	.2	.2
2010	.04	.04	.04	.04	.2	.2	.2	.2
2011	.04	.05	.05	.05	.2	.2	.2	.2
2012	.05	.04	.05	.05	.2	.2	.2	.2
2013	.06	.06	.06	.07	.2	.2	.2	.3
2014	.06	.06	.07	.07	.2	.2	.3	.3
2015	.07	.07	.07	.07	.3	.2	.2	.3
2016	.07	.06	.06	.06	.2	.2	.2	.2
2017	.06	.06	.06	.05	.2	.2	.2	.2
2018	.06	.06	.06	.04	.2	.2	.2	.1
2019	.04	–	–	–	.1	–	–	–
Retirement and savings								
2004	.86	.91	.95	1.01	4.2	4.4	4.6	4.8
2005	.96	.90	.93	.90	4.5	4.3	4.4	4.2
2006	.88	.88	.89	.97	4.1	4.1	4.1	4.3
2007	.87	.92	.94	.91	3.9	4.0	4.1	4.0
2008	.93	.91	.92	.90	4.0	3.9	3.9	3.9
2009	.90	.90	.90	.90	3.8	3.8	3.8	3.8
2010	.94	.94	.97	.90	3.9	3.9	4.0	3.8
2011	.91	1.03	1.02	.97	3.8	4.2	4.2	4.0
2012	.88	.89	.90	.94	3.6	3.6	3.7	3.8
2013	.96	.95	.96	1.05	3.8	3.8	3.8	4.0
2014	1.08	1.07	1.10	1.16	4.1	4.0	4.1	4.3
2015	1.19	1.18	1.22	1.23	4.3	4.3	4.4	4.5
2016	1.23	1.23	1.22	1.29	4.5	4.5	4.5	4.6
2017	1.30	1.32	1.35	1.33	4.6	4.7	4.7	4.7
2018	1.35	1.39	1.37	1.37	4.7	4.8	4.7	4.7
2019	1.38	–	–	–	4.7	–	–	–
Defined benefit								
2004	.59	.64	.68	.73	2.9	3.1	3.2	3.5
2005	.68	.62	.65	.62	3.2	2.9	3.0	2.9
2006	.59	.59	.60	.63	2.7	2.7	2.7	2.8
2007	.53	.56	.58	.55	2.3	2.4	2.5	2.4
2008	.55	.55	.56	.52	2.4	2.3	2.4	2.2
2009	.53	.54	.54	.53	2.2	2.3	2.3	2.2
2010	.58	.58	.61	.56	2.4	2.4	2.5	2.3
2011	.57	.68	.67	.61	2.4	2.8	2.7	2.5
2012	.52	.52	.54	.56	2.1	2.1	2.2	2.2
2013	.57	.56	.56	.61	2.3	2.2	2.2	2.3

See footnotes at end of table.

Table 1. Civilian workers, by major occupational group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Production, transportation, and material moving occupations

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Defined benefit								
2014	0.64	0.63	0.64	0.67	2.4	2.4	2.4	2.5
2015	.68	.68	.70	.73	2.5	2.5	2.6	2.7
2016	.72	.72	.72	.77	2.6	2.6	2.6	2.8
2017	.76	.78	.81	.77	2.7	2.8	2.8	2.7
2018	.78	.80	.78	.79	2.7	2.8	2.7	2.7
2019	.79	–	–	–	2.7	–	–	–
Defined contribution								
2004	.27	.27	.28	.28	1.3	1.3	1.3	1.3
2005	.28	.29	.28	.28	1.3	1.3	1.3	1.3
2006	.29	.29	.29	.33	1.3	1.3	1.3	1.5
2007	.34	.36	.36	.36	1.5	1.5	1.5	1.6
2008	.37	.37	.37	.38	1.6	1.6	1.6	1.6
2009	.37	.36	.36	.37	1.6	1.5	1.5	1.5
2010	.36	.36	.36	.34	1.5	1.5	1.5	1.4
2011	.35	.35	.35	.36	1.4	1.4	1.4	1.5
2012	.36	.36	.36	.38	1.5	1.5	1.5	1.5
2013	.39	.39	.40	.44	1.6	1.6	1.6	1.7
2014	.45	.43	.46	.49	1.7	1.6	1.7	1.8
2015	.51	.51	.51	.50	1.9	1.9	1.9	1.8
2016	.51	.51	.50	.52	1.9	1.9	1.8	1.9
2017	.53	.54	.54	.56	1.9	1.9	1.9	2.0
2018	.57	.58	.59	.58	2.0	2.0	2.0	2.0
2019	.59	–	–	–	2.0	–	–	–
Legally required benefits								
2004	2.03	2.07	2.09	2.10	9.9	10.1	10.0	10.0
2005	2.12	2.14	2.17	2.15	10.0	10.1	10.1	10.0
2006	2.15	2.16	2.18	2.21	9.9	9.9	9.9	9.8
2007	2.19	2.20	2.21	2.21	9.7	9.6	9.6	9.7
2008	2.23	2.23	2.24	2.19	9.6	9.6	9.5	9.4
2009	2.21	2.22	2.23	2.23	9.4	9.4	9.4	9.4
2010	2.27	2.28	2.30	2.26	9.5	9.5	9.5	9.5
2011	2.28	2.31	2.31	2.32	9.5	9.5	9.5	9.6
2012	2.35	2.36	2.37	2.41	9.6	9.7	9.7	9.7
2013	2.42	2.43	2.45	2.50	9.6	9.7	9.7	9.5
2014	2.50	2.50	2.53	2.57	9.5	9.5	9.4	9.5
2015	2.57	2.57	2.57	2.56	9.4	9.4	9.3	9.4
2016	2.55	2.54	2.55	2.58	9.4	9.3	9.3	9.3
2017	2.60	2.61	2.63	2.63	9.3	9.2	9.2	9.3
2018	2.66	2.65	2.66	2.63	9.3	9.2	9.2	9.1
2019	2.64	–	–	–	9.0	–	–	–
Social Security and Medicare								
2004	1.17	1.16	1.18	1.18	5.7	5.6	5.6	5.6
2005	1.19	1.20	1.21	1.22	5.6	5.6	5.6	5.6
2006	1.23	1.24	1.25	1.28	5.7	5.7	5.7	5.7
2007	1.28	1.30	1.31	1.30	5.7	5.7	5.7	5.7
2008	1.32	1.32	1.33	1.33	5.7	5.7	5.7	5.7
2009	1.34	1.35	1.36	1.36	5.7	5.7	5.7	5.7
2010	1.36	1.36	1.37	1.35	5.7	5.7	5.7	5.7
2011	1.36	1.36	1.37	1.36	5.7	5.6	5.6	5.6
2012	1.38	1.39	1.39	1.41	5.7	5.7	5.7	5.6
2013	1.42	1.42	1.43	1.47	5.6	5.6	5.6	5.6
2014	1.48	1.48	1.50	1.51	5.6	5.6	5.6	5.6
2015	1.52	1.52	1.53	1.51	5.6	5.6	5.6	5.6
2016	1.52	1.52	1.53	1.55	5.6	5.6	5.6	5.6
2017	1.57	1.58	1.59	1.59	5.6	5.6	5.6	5.6
2018	1.62	1.62	1.64	1.64	5.6	5.6	5.6	5.7
2019	1.66	–	–	–	5.7	–	–	–
Social Security[3]								
2004	.94	.94	.95	.95	4.6	4.6	4.5	4.5
2005	.96	.97	.98	.98	4.5	4.6	4.6	4.5
2006	.99	1.00	1.01	1.03	4.6	4.6	4.6	4.6
2007	1.04	1.05	1.05	1.05	4.6	4.6	4.6	4.6
2008	1.07	1.07	1.07	1.07	4.6	4.6	4.6	4.6

See footnotes at end of table.

Table 1. Civilian workers, by major occupational group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Production, transportation, and material moving occupations

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Social Security[3]								
2009	1.08	1.09	1.09	1.09	4.6	4.6	4.6	4.6
2010	1.10	1.10	1.11	1.09	4.6	4.6	4.6	4.6
2011	1.10	1.10	1.10	1.10	4.6	4.5	4.5	4.6
2012	1.11	1.12	1.12	1.14	4.6	4.6	4.6	4.6
2013	1.14	1.14	1.15	1.18	4.5	4.6	4.6	4.5
2014	1.19	1.19	1.21	1.22	4.5	4.5	4.5	4.5
2015	1.22	1.22	1.23	1.21	4.5	4.5	4.5	4.5
2016	1.22	1.22	1.23	1.25	4.5	4.5	4.5	4.5
2017	1.26	1.27	1.28	1.28	4.5	4.5	4.5	4.5
2018	1.30	1.31	1.32	1.32	4.5	4.5	4.5	4.6
2019	1.34	–	–	–	4.6	–	–	–
Medicare								
2004	.22	.22	.23	.23	1.1	1.1	1.1	1.1
2005	.23	.23	.23	.23	1.1	1.1	1.1	1.1
2006	.24	.24	.24	.25	1.1	1.1	1.1	1.1
2007	.25	.25	.25	.25	1.1	1.1	1.1	1.1
2008	.25	.25	.26	.26	1.1	1.1	1.1	1.1
2009	.26	.26	.26	.26	1.1	1.1	1.1	1.1
2010	.26	.26	.27	.26	1.1	1.1	1.1	1.1
2011	.26	.26	.26	.26	1.1	1.1	1.1	1.1
2012	.27	.27	.27	.27	1.1	1.1	1.1	1.1
2013	.27	.27	.28	.28	1.1	1.1	1.1	1.1
2014	.29	.29	.29	.29	1.1	1.1	1.1	1.1
2015	.29	.29	.30	.29	1.1	1.1	1.1	1.1
2016	.30	.30	.30	.30	1.1	1.1	1.1	1.1
2017	.31	.31	.31	.31	1.1	1.1	1.1	1.1
2018	.31	.32	.32	.32	1.1	1.1	1.1	1.1
2019	.32	–	–	–	1.1	–	–	–
Federal unemployment insurance								
2004	.03	.03	.03	.03	.1	.1	.1	.1
2005	.03	.03	.03	.03	.1	.1	.1	.1
2006	.03	.03	.03	.03	.1	.1	.1	.1
2007	.03	.03	.03	.03	.1	.1	.1	.1
2008	.03	.03	.03	.03	.1	.1	.1	.1
2009	.03	.03	.03	.03	.1	.1	.1	.1
2010	.03	.03	.03	.03	.1	.1	.1	.1
2011	.03	.03	.02	.02	.1	.1	.1	.1
2012	.03	.03	.03	.03	.1	.1	.1	.1
2013	.03	.03	.03	.03	.1	.1	.1	.1
2014	.04	.04	.04	.04	.1	.1	.1	.1
2015	.04	.04	.04	.04	.1	.1	.1	.1
2016	.03	.03	.03	.03	.1	.1	.1	.1
2017	.03	.03	.03	.03	.1	.1	.1	.1
2018	.03	.03	.03	.03	.1	.1	.1	.1
2019	.02	–	–	–	.1	–	–	–
State unemployment insurance								
2004	.15	.15	.16	.16	.7	.7	.7	.8
2005	.17	.17	.17	.17	.8	.8	.8	.8
2006	.17	.17	.17	.17	.8	.8	.8	.7
2007	.16	.16	.16	.17	.7	.7	.7	.7
2008	.16	.16	.16	.16	.7	.7	.7	.7
2009	.17	.17	.17	.16	.7	.7	.7	.7
2010	.19	.20	.21	.20	.8	.8	.9	.9
2011	.22	.23	.24	.24	.9	1.0	1.0	1.0
2012	.25	.26	.26	.26	1.0	1.1	1.1	1.0
2013	.26	.25	.25	.25	1.0	1.0	1.0	.9
2014	.25	.24	.23	.23	.9	.9	.9	.9
2015	.23	.22	.21	.20	.8	.8	.8	.7
2016	.20	.19	.18	.18	.7	.7	.7	.6
2017	.18	.17	.17	.16	.6	.6	.6	.6
2018	.16	.15	.15	.14	.6	.5	.5	.5
2019	.14	–	–	–	.5	–	–	–

See footnotes at end of table.

Table 1. Civilian workers, by major occupational group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Production, transportation, and material moving occupations

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Workers' compensation								
2004	0.68	0.73	0.73	0.73	3.3	3.5	3.5	3.5
2005	.73	.74	.75	.73	3.5	3.5	3.5	3.4
2006	.72	.72	.73	.73	3.3	3.3	3.3	3.3
2007	.71	.70	.72	.71	3.1	3.1	3.1	3.1
2008	.72	.71	.71	.67	3.1	3.1	3.0	2.9
2009	.68	.68	.68	.68	2.9	2.9	2.9	2.9
2010	.69	.69	.69	.67	2.9	2.9	2.8	2.8
2011	.67	.68	.68	.69	2.8	2.8	2.8	2.8
2012	.69	.69	.69	.71	2.8	2.8	2.8	2.9
2013	.71	.72	.73	.75	2.8	2.9	2.9	2.9
2014	.74	.75	.76	.79	2.8	2.8	2.8	2.9
2015	.79	.79	.80	.81	2.9	2.9	2.9	3.0
2016	.81	.80	.80	.82	3.0	2.9	2.9	2.9
2017	.82	.83	.84	.85	2.9	2.9	2.9	3.0
2018	.86	.85	.85	.81	3.0	2.9	2.9	2.8
2019	.81	–	–	–	2.8	–	–	–
Other benefits[4]								
2004	.05	.05	.05	.05	.2	.2	.2	.2
2005	.05	.04	.04	.05	.2	.2	.2	.2

[1] Prior to June 2008, paid personal leave was included in other leave. Other leave also included paid military, funeral, and jury leave.
[2] Includes premium pay (such as overtime, weekends, and holidays) for work in addition to the regular work schedule.
[3] Social Security refers to the Old-Age, Survivors, and Disability Insurance (OASDI) program.
[4] Includes severance pay and supplemental unemployment benefits. Publication of other benefits was discontinued beginning in June 2006.

Note: The sum of individual items may not equal totals due to rounding. Dashes indicate data are not available.

Table 2. Civilian workers, by major industry group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation

Goods-producing industries[1]

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Total compensation								
2004	$27.16	$27.40	$27.86	$28.10	100.0	100.0	100.0	100.0
2005	28.45	28.75	29.00	29.33	100.0	100.0	100.0	100.0
2006	29.32	29.68	29.91	30.00	100.0	100.0	100.0	100.0
2007	30.11	30.40	30.65	30.95	100.0	100.0	100.0	100.0
2008	31.39	31.59	31.80	32.15	100.0	100.0	100.0	100.0
2009	32.31	32.32	32.35	32.17	100.0	100.0	100.0	100.0
2010	32.45	32.59	32.86	32.53	100.0	100.0	100.0	100.0
2011	32.94	33.28	33.35	33.69	100.0	100.0	100.0	100.0
2012	33.80	33.92	34.07	34.18	100.0	100.0	100.0	100.0
2013	34.58	34.60	34.60	35.60	100.0	100.0	100.0	100.0
2014	35.98	36.20	36.37	37.23	100.0	100.0	100.0	100.0
2015	37.26	37.42	37.71	38.21	100.0	100.0	100.0	100.0
2016	38.39	38.61	39.02	39.07	100.0	100.0	100.0	100.0
2017	39.45	39.72	40.00	39.18	100.0	100.0	100.0	100.0
2018	39.46	39.58	39.84	39.53	100.0	100.0	100.0	100.0
2019	39.94	–	–	–	100.0	–	–	–
Wages and salaries								
2004	18.09	18.19	18.47	18.50	66.6	66.4	66.3	65.8
2005	18.62	18.80	18.95	19.23	65.5	65.4	65.3	65.5
2006	19.40	19.65	19.77	19.90	66.2	66.2	66.1	66.3
2007	20.09	20.24	20.46	20.62	66.7	66.6	66.8	66.6
2008	20.92	21.09	21.24	21.54	66.7	66.8	66.8	67.0
2009	21.61	21.63	21.67	21.60	66.9	66.9	67.0	67.1
2010	21.64	21.72	21.87	21.73	66.7	66.7	66.5	66.8
2011	21.88	22.01	22.10	22.40	66.4	66.1	66.3	66.5
2012	22.51	22.60	22.72	22.84	66.6	66.6	66.7	66.8
2013	23.06	23.11	23.13	23.58	66.7	66.8	66.9	66.2
2014	23.75	23.95	24.04	24.58	66.0	66.1	66.1	66.0
2015	24.64	24.76	24.99	25.29	66.1	66.2	66.3	66.2
2016	25.42	25.61	25.88	25.92	66.2	66.3	66.3	66.4
2017	26.19	26.37	26.51	25.99	66.4	66.4	66.3	66.3
2018	26.17	26.37	26.57	26.33	66.3	66.6	66.7	66.6
2019	26.59	–	–	–	66.6	–	–	–
Total benefits								
2004	9.08	9.21	9.39	9.60	33.4	33.6	33.7	34.2
2005	9.83	9.95	10.05	10.10	34.5	34.6	34.7	34.5
2006	9.92	10.03	10.13	10.10	33.8	33.8	33.9	33.7
2007	10.02	10.16	10.19	10.33	33.3	33.4	33.2	33.4
2008	10.47	10.50	10.56	10.61	33.3	33.2	33.2	33.0
2009	10.70	10.69	10.68	10.57	33.1	33.1	33.0	32.9
2010	10.81	10.87	10.99	10.81	33.3	33.3	33.5	33.2
2011	11.06	11.27	11.24	11.29	33.6	33.9	33.7	33.5
2012	11.29	11.32	11.36	11.34	33.4	33.4	33.3	33.2
2013	11.52	11.49	11.47	12.02	33.3	33.2	33.1	33.8
2014	12.22	12.25	12.32	12.64	34.0	33.9	33.9	34.0
2015	12.63	12.66	12.72	12.92	33.9	33.8	33.7	33.8
2016	12.97	13.00	13.14	13.14	33.8	33.7	33.7	33.6
2017	13.26	13.35	13.49	13.19	33.6	33.6	33.7	33.7
2018	13.30	13.22	13.27	13.20	33.7	33.4	33.3	33.4
2019	13.35	–	–	–	33.4	–	–	–
Paid leave								
2004	1.70	1.68	1.70	1.71	6.2	6.1	6.1	6.1
2005	1.73	1.73	1.74	1.85	6.1	6.0	6.0	6.3
2006	1.86	1.87	1.87	1.93	6.4	6.3	6.3	6.4
2007	1.95	1.96	1.96	1.98	6.5	6.5	6.4	6.4
2008	1.99	1.99	2.00	2.06	6.3	6.3	6.3	6.4
2009	2.09	2.08	2.09	2.10	6.5	6.4	6.5	6.5
2010	2.11	2.10	2.11	2.12	6.5	6.4	6.4	6.5
2011	2.14	2.12	2.12	2.20	6.5	6.4	6.4	6.5
2012	2.23	2.21	2.22	2.25	6.6	6.5	6.5	6.6
2013	2.29	2.28	2.27	2.36	6.6	6.6	6.6	6.6
2014	2.38	2.38	2.38	2.45	6.6	6.6	6.6	6.6
2015	2.47	2.44	2.48	2.49	6.6	6.5	6.6	6.5
2016	2.51	2.52	2.53	2.56	6.5	6.5	6.5	6.5

See footnotes at end of table.

Table 2. Civilian workers, by major industry group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation

Goods-producing industries[1]

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Paid leave								
2017	2.59	2.59	2.59	2.52	6.6	6.5	6.5	6.4
2018	2.54	2.54	2.57	2.57	6.4	6.4	6.5	6.5
2019	2.61	–	–	–	6.5	–	–	–
Vacation								
2004	.87	.87	.87	.88	3.2	3.2	3.1	3.1
2005	.89	.89	.90	.93	3.1	3.1	3.1	3.2
2006	.97	.98	.98	1.01	3.3	3.3	3.3	3.4
2007	1.03	1.03	1.04	1.05	3.4	3.4	3.4	3.4
2008	1.06	1.06	1.06	1.10	3.4	3.4	3.3	3.4
2009	1.11	1.10	1.11	1.12	3.4	3.4	3.4	3.5
2010	1.12	1.12	1.12	1.12	3.5	3.4	3.4	3.5
2011	1.13	1.12	1.12	1.16	3.4	3.4	3.4	3.5
2012	1.17	1.16	1.16	1.18	3.5	3.4	3.4	3.5
2013	1.20	1.20	1.20	1.24	3.5	3.5	3.5	3.5
2014	1.25	1.25	1.26	1.28	3.5	3.5	3.5	3.4
2015	1.28	1.27	1.29	1.29	3.4	3.4	3.4	3.4
2016	1.29	1.30	1.31	1.31	3.4	3.4	3.4	3.4
2017	1.33	1.33	1.33	1.28	3.4	3.3	3.3	3.3
2018	1.30	1.31	1.33	1.32	3.3	3.3	3.3	3.3
2019	1.34	–	–	–	3.3	–	–	–
Holiday								
2004	.62	.61	.62	.62	2.3	2.2	2.2	2.2
2005	.63	.63	.63	.65	2.2	2.2	2.2	2.2
2006	.66	.66	.67	.68	2.3	2.2	2.2	2.3
2007	.69	.70	.70	.71	2.3	2.3	2.3	2.3
2008	.71	.71	.72	.74	2.3	2.3	2.2	2.3
2009	.75	.74	.75	.75	2.3	2.3	2.3	2.3
2010	.75	.74	.75	.75	2.3	2.3	2.3	2.3
2011	.75	.75	.75	.77	2.3	2.2	2.2	2.3
2012	.78	.78	.78	.78	2.3	2.3	2.3	2.3
2013	.80	.79	.79	.81	2.3	2.3	2.3	2.3
2014	.82	.82	.82	.85	2.3	2.3	2.3	2.3
2015	.86	.85	.86	.86	2.3	2.3	2.3	2.3
2016	.87	.87	.88	.88	2.3	2.3	2.2	2.3
2017	.90	.90	.90	.88	2.3	2.3	2.2	2.3
2018	.89	.89	.89	.87	2.3	2.2	2.2	2.2
2019	.89	–	–	–	2.2	–	–	–
Sick								
2004	.14	.13	.13	.14	.5	.5	.5	.5
2005	.14	.13	.13	.14	.5	.5	.5	.5
2006	.16	.16	.16	.17	.5	.5	.5	.6
2007	.17	.17	.17	.17	.6	.5	.5	.5
2008	.17	.17	.17	.18	.5	.5	.5	.6
2009	.19	.18	.18	.18	.6	.6	.6	.6
2010	.18	.18	.18	.19	.6	.6	.6	.6
2011	.19	.19	.19	.20	.6	.6	.6	.6
2012	.20	.20	.20	.20	.6	.6	.6	.6
2013	.21	.20	.20	.22	.6	.6	.6	.6
2014	.22	.22	.22	.23	.6	.6	.6	.6
2015	.23	.23	.23	.24	.6	.6	.6	.6
2016	.25	.25	.25	.26	.7	.7	.6	.7
2017	.26	.26	.26	.27	.7	.7	.7	.7
2018	.26	.26	.27	.29	.7	.7	.7	.7
2019	.30	–	–	–	.7	–	–	–
Personal[2]								
2004	.07	.07	.07	.07	.3	.3	.3	.3
2005	.07	.07	.07	.13	.3	.3	.3	.5
2006	.07	.07	.07	.07	.2	.2	.2	.2
2007	.07	.07	.05	.05	.2	.2	.2	.2
2008	.04	.04	.04	.05	.1	.1	.1	.1
2009	.05	.05	.05	.05	.2	.2	.2	.2
2010	.06	.06	.06	.06	.2	.2	.2	.2
2011	.06	.06	.06	.07	.2	.2	.2	.2

See footnotes at end of table.

Table 2. Civilian workers, by major industry group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation

Goods-producing industries[1]

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Personal[2]								
2012	0.07	0.07	0.08	0.08	0.2	0.2	0.2	0.2
2013	.08	.08	.08	.08	.2	.2	.2	.2
2014	.08	.08	.08	.09	.2	.2	.2	.2
2015	.09	.09	.09	.10	.2	.2	.2	.3
2016	.10	.09	.10	.10	.2	.2	.3	.3
2017	.10	.10	.10	.09	.3	.3	.2	.2
2018	.09	.08	.09	.09	.2	.2	.2	.2
2019	.09	–	–	–	.2	–	–	–
Supplemental pay								
2004	1.11	1.11	1.15	1.17	4.1	4.1	4.1	4.2
2005	1.23	1.27	1.29	1.22	4.3	4.4	4.4	4.2
2006	1.15	1.16	1.21	1.16	3.9	3.9	4.0	3.9
2007	1.20	1.22	1.20	1.26	4.0	4.0	3.9	4.1
2008	1.29	1.30	1.32	1.26	4.1	4.1	4.1	3.9
2009	1.20	1.20	1.20	1.20	3.7	3.7	3.7	3.7
2010	1.21	1.19	1.18	1.16	3.7	3.7	3.6	3.6
2011	1.26	1.31	1.31	1.33	3.8	3.9	3.9	4.0
2012	1.35	1.33	1.32	1.34	4.0	3.9	3.9	3.9
2013	1.34	1.30	1.31	1.40	3.9	3.8	3.8	3.9
2014	1.41	1.41	1.41	1.48	3.9	3.9	3.9	4.0
2015	1.42	1.42	1.41	1.48	3.8	3.8	3.7	3.9
2016	1.49	1.49	1.49	1.50	3.9	3.9	3.8	3.8
2017	1.47	1.47	1.49	1.57	3.7	3.7	3.7	4.0
2018	1.63	1.60	1.62	1.67	4.1	4.0	4.1	4.2
2019	1.70	–	–	–	4.3	–	–	–
Overtime and premium[3]								
2004	.56	.56	.57	.58	2.1	2.0	2.0	2.1
2005	.58	.59	.59	.60	2.0	2.0	2.0	2.0
2006	.56	.56	.57	.55	1.9	1.9	1.9	1.8
2007	.55	.56	.56	.56	1.8	1.8	1.8	1.8
2008	.58	.58	.59	.58	1.8	1.8	1.8	1.8
2009	.57	.57	.58	.57	1.8	1.8	1.8	1.8
2010	.57	.58	.58	.55	1.8	1.8	1.8	1.7
2011	.56	.56	.56	.54	1.7	1.7	1.7	1.6
2012	.54	.55	.55	.55	1.6	1.6	1.6	1.6
2013	.55	.55	.56	.56	1.6	1.6	1.6	1.6
2014	.56	.57	.57	.57	1.6	1.6	1.6	1.5
2015	.57	.58	.58	.56	1.5	1.5	1.5	1.5
2016	.56	.56	.58	.57	1.5	1.5	1.5	1.5
2017	.58	.58	.59	.63	1.5	1.5	1.5	1.6
2018	.64	.64	.64	.65	1.6	1.6	1.6	1.6
2019	.65	–	–	–	1.6	–	–	–
Shift differentials								
2004	.08	.08	.08	.08	.3	.3	.3	.3
2005	.08	.08	.08	.09	.3	.3	.3	.3
2006	.09	.09	.09	.10	.3	.3	.3	.3
2007	.10	.09	.09	.09	.3	.3	.3	.3
2008	.10	.10	.10	.09	.3	.3	.3	.3
2009	.09	.09	.09	.09	.3	.3	.3	.3
2010	.09	.08	.08	.08	.3	.3	.3	.3
2011	.09	.08	.08	.08	.3	.3	.2	.2
2012	.08	.08	.08	.08	.2	.2	.2	.2
2013	.08	.08	.08	.08	.2	.2	.2	.2
2014	.08	.08	.08	.08	.2	.2	.2	.2
2015	.08	.08	.08	.08	.2	.2	.2	.2
2016	.08	.08	.08	.08	.2	.2	.2	.2
2017	.08	.08	.08	.10	.2	.2	.2	.2
2018	.10	.09	.09	.11	.2	.2	.2	.3
2019	.11	–	–	–	.3	–	–	–
Nonproduction bonuses								
2004	.47	.48	.51	.51	1.7	1.7	1.8	1.8
2005	.57	.60	.62	.54	2.0	2.1	2.1	1.8
2006	.50	.51	.55	.51	1.7	1.7	1.9	1.7

See footnotes at end of table.

Table 2. Civilian workers, by major industry group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation

Goods-producing industries[1]

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Nonproduction bonuses								
2007	0.55	0.57	0.55	0.60	1.8	1.9	1.8	2.0
2008	.62	.62	.63	.59	2.0	2.0	2.0	1.8
2009	.54	.54	.54	.54	1.7	1.7	1.7	1.7
2010	.55	.53	.52	.53	1.7	1.6	1.6	1.6
2011	.62	.67	.66	.72	1.9	2.0	2.0	2.1
2012	.72	.70	.69	.70	2.1	2.1	2.0	2.1
2013	.71	.67	.67	.76	2.0	1.9	1.9	2.1
2014	.76	.76	.76	.83	2.1	2.1	2.1	2.2
2015	.77	.76	.75	.84	2.1	2.0	2.0	2.2
2016	.84	.85	.84	.84	2.2	2.2	2.1	2.2
2017	.81	.81	.81	.85	2.1	2.0	2.0	2.2
2018	.89	.87	.88	.92	2.3	2.2	2.2	2.3
2019	.94	–	–	–	2.3	–	–	–
Insurance								
2004	2.28	2.30	2.33	2.40	8.4	8.4	8.4	8.5
2005	2.47	2.51	2.54	2.60	8.7	8.7	8.8	8.9
2006	2.66	2.68	2.70	2.67	9.1	9.0	9.0	8.9
2007	2.73	2.78	2.80	2.83	9.1	9.1	9.1	9.1
2008	2.89	2.89	2.91	2.92	9.2	9.2	9.2	9.1
2009	3.01	3.02	3.03	3.01	9.3	9.4	9.4	9.4
2010	3.09	3.11	3.13	3.08	9.5	9.5	9.5	9.5
2011	3.15	3.15	3.17	3.17	9.6	9.5	9.5	9.4
2012	3.20	3.22	3.23	3.23	9.5	9.5	9.5	9.5
2013	3.30	3.29	3.29	3.38	9.6	9.5	9.5	9.5
2014	3.43	3.44	3.46	3.48	9.5	9.5	9.5	9.4
2015	3.53	3.54	3.56	3.56	9.5	9.5	9.4	9.3
2016	3.60	3.60	3.67	3.66	9.4	9.3	9.4	9.4
2017	3.71	3.72	3.74	3.76	9.4	9.4	9.3	9.6
2018	3.79	3.72	3.75	3.66	9.6	9.4	9.4	9.3
2019	3.73	–	–	–	9.3	–	–	–
Life								
2004	.06	.06	.06	.06	.2	.2	.2	.2
2005	.06	.06	.06	.06	.2	.2	.2	.2
2006	.06	.07	.06	.06	.2	.2	.2	.2
2007	.06	.07	.07	.06	.2	.2	.2	.2
2008	.06	.06	.06	.07	.2	.2	.2	.2
2009	.07	.07	.07	.07	.2	.2	.2	.2
2010	.07	.07	.07	.07	.2	.2	.2	.2
2011	.07	.07	.06	.06	.2	.2	.2	.2
2012	.06	.06	.06	.06	.2	.2	.2	.2
2013	.06	.06	.06	.07	.2	.2	.2	.2
2014	.06	.07	.07	.07	.2	.2	.2	.2
2015	.07	.07	.07	.06	.2	.2	.2	.2
2016	.06	.06	.06	.06	.2	.2	.2	.2
2017	.06	.06	.06	.06	.2	.2	.2	.2
2018	.06	.06	.06	.06	.2	.2	.2	.2
2019	.06	–	–	–	.2	–	–	–
Health								
2004	2.12	2.15	2.18	2.24	7.8	7.8	7.8	8.0
2005	2.30	2.35	2.38	2.44	8.1	8.2	8.2	8.3
2006	2.49	2.50	2.52	2.49	8.5	8.4	8.4	8.3
2007	2.54	2.59	2.60	2.63	8.4	8.5	8.5	8.5
2008	2.68	2.69	2.71	2.72	8.5	8.5	8.5	8.4
2009	2.81	2.82	2.83	2.81	8.7	8.7	8.8	8.7
2010	2.89	2.91	2.93	2.89	8.9	8.9	8.9	8.9
2011	2.95	2.96	2.98	2.98	9.0	8.9	8.9	8.9
2012	3.01	3.03	3.05	3.04	8.9	8.9	8.9	8.9
2013	3.11	3.11	3.10	3.17	9.0	9.0	9.0	8.9
2014	3.23	3.24	3.25	3.28	9.0	8.9	8.9	8.8
2015	3.32	3.33	3.36	3.36	8.9	8.9	8.9	8.8
2016	3.40	3.41	3.47	3.47	8.9	8.8	8.9	8.9
2017	3.51	3.52	3.54	3.57	8.9	8.9	8.8	9.1
2018	3.59	3.52	3.55	3.46	9.1	8.9	8.9	8.7

See footnotes at end of table.

Table 2. Civilian workers, by major industry group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation

Goods-producing industries[1]

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Health								
2019	3.52	–	–	–	8.8	–	–	–
Short-term disability								
2004	.07	0.07	0.07	0.07	.3	0.3	0.2	0.2
2005	.08	.08	.07	.07	.3	.3	.3	.3
2006	.07	.08	.08	.08	.3	.3	.3	.3
2007	.08	.08	.09	.09	.3	.3	.3	.3
2008	.10	.10	.10	.09	.3	.3	.3	.3
2009	.08	.09	.08	.09	.3	.3	.3	.3
2010	.09	.09	.09	.08	.3	.3	.3	.3
2011	.08	.08	.08	.08	.3	.2	.2	.2
2012	.08	.08	.08	.08	.2	.2	.2	.2
2013	.08	.08	.08	.08	.2	.2	.2	.2
2014	.08	.08	.08	.08	.2	.2	.2	.2
2015	.08	.08	.08	.08	.2	.2	.2	.2
2016	.08	.08	.08	.08	.2	.2	.2	.2
2017	.08	.08	.08	.08	.2	.2	.2	.2
2018	.08	.08	.08	.09	.2	.2	.2	.2
2019	.09	–	–	–	.2	–	–	–
Long-term disability								
2004	.03	.03	.03	.03	.1	.1	.1	.1
2005	.03	.03	.03	.03	.1	.1	.1	.1
2006	.04	.04	.04	.04	.1	.1	.1	.1
2007	.04	.04	.04	.04	.1	.1	.1	.1
2008	.04	.04	.04	.04	.1	.1	.1	.1
2009	.05	.04	.04	.05	.1	.1	.1	.1
2010	.05	.04	.04	.04	.1	.1	.1	.1
2011	.05	.05	.05	.05	.1	.1	.1	.1
2012	.05	.05	.05	.05	.1	.1	.1	.1
2013	.05	.05	.05	.05	.1	.1	.1	.2
2014	.05	.05	.05	.06	.1	.1	.1	.1
2015	.06	.06	.06	.06	.2	.2	.2	.2
2016	.06	.05	.05	.05	.1	.1	.1	.1
2017	.06	.06	.06	.05	.1	.1	.1	.1
2018	.06	.05	.05	.05	.1	.1	.1	.1
2019	.05	–	–	–	.1	–	–	–
Retirement and savings								
2004	1.32	1.39	1.44	1.54	4.9	5.1	5.2	5.5
2005	1.60	1.60	1.61	1.59	5.6	5.6	5.6	5.4
2006	1.49	1.52	1.53	1.54	5.1	5.1	5.1	5.1
2007	1.34	1.39	1.41	1.43	4.4	4.6	4.6	4.6
2008	1.45	1.45	1.45	1.48	4.6	4.6	4.6	4.6
2009	1.48	1.47	1.44	1.37	4.6	4.6	4.5	4.3
2010	1.48	1.51	1.60	1.54	4.6	4.6	4.9	4.7
2011	1.58	1.71	1.67	1.67	4.8	5.1	5.0	4.9
2012	1.55	1.56	1.57	1.54	4.6	4.6	4.6	4.5
2013	1.59	1.60	1.57	1.80	4.6	4.6	4.5	5.1
2014	1.90	1.91	1.95	2.05	5.3	5.3	5.4	5.5
2015	2.04	2.07	2.07	2.14	5.5	5.5	5.5	5.6
2016	2.12	2.13	2.16	2.17	5.5	5.5	5.5	5.6
2017	2.21	2.25	2.34	2.03	5.6	5.7	5.9	5.2
2018	2.03	2.04	2.00	1.98	5.2	5.1	5.0	5.0
2019	1.97	–	–	–	4.9	–	–	–
Defined benefit								
2004	.84	.90	.94	1.04	3.1	3.3	3.4	3.7
2005	1.09	1.09	1.11	1.08	3.8	3.8	3.8	3.7
2006	.97	.99	.99	1.00	3.3	3.3	3.3	3.3
2007	.79	.83	.84	.83	2.6	2.7	2.7	2.7
2008	.83	.83	.83	.84	2.7	2.6	2.6	2.6
2009	.86	.87	.84	.76	2.7	2.7	2.6	2.4
2010	.86	.89	.98	.91	2.7	2.7	3.0	2.8
2011	.91	1.05	1.01	.98	2.8	3.2	3.0	2.9
2012	.85	.86	.87	.83	2.5	2.5	2.5	2.4
2013	.85	.86	.83	1.02	2.5	2.5	2.4	2.9

See footnotes at end of table.

Table 2. Civilian workers, by major industry group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation

Goods-producing industries[1]

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Defined benefit								
2014	1.08	1.09	1.12	1.18	3.0	3.0	3.1	3.2
2015	1.16	1.19	1.18	1.24	3.1	3.2	3.1	3.3
2016	1.19	1.20	1.21	1.20	3.1	3.1	3.1	3.1
2017	1.22	1.27	1.35	1.06	3.1	3.2	3.4	2.7
2018	1.06	1.07	1.01	1.01	2.7	2.7	2.5	2.6
2019	.98	–	–	–	2.5	–	–	–
Defined contribution								
2004	.49	.49	.50	.50	1.8	1.8	1.8	1.8
2005	.51	.51	.51	.51	1.8	1.8	1.7	1.8
2006	.52	.53	.54	.54	1.8	1.8	1.8	1.8
2007	.55	.56	.58	.60	1.8	1.9	1.9	1.9
2008	.62	.63	.63	.64	2.0	2.0	2.0	2.0
2009	.62	.60	.60	.61	1.9	1.9	1.9	1.9
2010	.62	.62	.63	.64	1.9	1.9	1.9	2.0
2011	.66	.66	.67	.69	2.0	2.0	2.0	2.1
2012	.70	.71	.71	.71	2.1	2.1	2.1	2.1
2013	.74	.74	.74	.78	2.1	2.1	2.1	2.2
2014	.82	.82	.83	.87	2.3	2.3	2.3	2.3
2015	.88	.88	.89	.90	2.4	2.4	2.4	2.4
2016	.93	.93	.95	.97	2.4	2.4	2.4	2.5
2017	.99	.99	.99	.97	2.5	2.5	2.5	2.5
2018	.97	.97	.99	.97	2.5	2.5	2.5	2.4
2019	.99	–	–	–	2.5	–	–	–
Legally required benefits								
2004	2.58	2.64	2.68	2.69	9.5	9.6	9.6	9.6
2005	2.72	2.76	2.78	2.76	9.6	9.6	9.6	9.4
2006	2.77	2.81	2.83	2.80	9.4	9.5	9.5	9.3
2007	2.80	2.81	2.82	2.83	9.3	9.3	9.2	9.1
2008	2.84	2.87	2.88	2.89	9.1	9.1	9.1	9.0
2009	2.91	2.92	2.91	2.89	9.0	9.0	9.0	9.0
2010	2.92	2.95	2.97	2.90	9.0	9.0	9.0	8.9
2011	2.94	2.97	2.97	2.92	8.9	8.9	8.9	8.7
2012	2.96	2.99	3.01	2.98	8.7	8.8	8.8	8.7
2013	3.00	3.02	3.03	3.08	8.7	8.7	8.8	8.7
2014	3.10	3.11	3.12	3.18	8.6	8.6	8.6	8.5
2015	3.17	3.19	3.20	3.24	8.5	8.5	8.5	8.5
2016	3.25	3.26	3.29	3.25	8.5	8.4	8.4	8.3
2017	3.29	3.31	3.32	3.30	8.3	8.3	8.3	8.4
2018	3.31	3.32	3.33	3.33	8.4	8.4	8.4	8.4
2019	3.34	–	–	–	8.4	–	–	–
Social Security and Medicare								
2004	1.55	1.55	1.58	1.58	5.7	5.7	5.7	5.6
2005	1.60	1.61	1.63	1.64	5.6	5.6	5.6	5.6
2006	1.66	1.68	1.69	1.70	5.7	5.6	5.7	5.7
2007	1.72	1.73	1.74	1.76	5.7	5.7	5.7	5.7
2008	1.79	1.80	1.81	1.83	5.7	5.7	5.7	5.7
2009	1.85	1.85	1.85	1.85	5.7	5.7	5.7	5.7
2010	1.85	1.85	1.86	1.85	5.7	5.7	5.7	5.7
2011	1.86	1.87	1.88	1.90	5.6	5.6	5.6	5.6
2012	1.91	1.92	1.92	1.94	5.7	5.7	5.6	5.7
2013	1.95	1.96	1.97	2.01	5.6	5.7	5.7	5.6
2014	2.03	2.04	2.05	2.09	5.6	5.6	5.6	5.6
2015	2.09	2.10	2.12	2.14	5.6	5.6	5.6	5.6
2016	2.15	2.17	2.19	2.18	5.6	5.6	5.6	5.6
2017	2.22	2.23	2.24	2.22	5.6	5.6	5.6	5.7
2018	2.23	2.25	2.26	2.26	5.7	5.7	5.7	5.7
2019	2.28	–	–	–	5.7	–	–	–
Social Security[4]								
2004	1.25	1.25	1.27	1.27	4.6	4.6	4.6	4.5
2005	1.29	1.30	1.31	1.32	4.5	4.5	4.5	4.5
2006	1.33	1.35	1.36	1.37	4.6	4.5	4.5	4.6
2007	1.38	1.39	1.40	1.42	4.6	4.6	4.6	4.6
2008	1.44	1.45	1.46	1.47	4.6	4.6	4.6	4.6

See footnotes at end of table.

Table 2. Civilian workers, by major industry group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation

Goods-producing industries[1]

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Social Security[4]								
2009	1.49	1.49	1.49	1.49	4.6	4.6	4.6	4.6
2010	1.49	1.49	1.50	1.49	4.6	4.6	4.6	4.6
2011	1.50	1.50	1.51	1.53	4.5	4.5	4.5	4.5
2012	1.54	1.54	1.55	1.56	4.5	4.5	4.5	4.6
2013	1.57	1.57	1.58	1.62	4.5	4.5	4.6	4.5
2014	1.63	1.64	1.65	1.68	4.5	4.5	4.5	4.5
2015	1.68	1.69	1.70	1.72	4.5	4.5	4.5	4.5
2016	1.73	1.74	1.76	1.75	4.5	4.5	4.5	4.5
2017	1.78	1.80	1.81	1.79	4.5	4.5	4.5	4.6
2018	1.80	1.81	1.82	1.82	4.6	4.6	4.6	4.6
2019	1.84	–	–	–	4.6	–	–	–
Medicare								
2004	.30	.30	.31	.31	1.1	1.1	1.1	1.1
2005	.31	.31	.32	.32	1.1	1.1	1.1	1.1
2006	.32	.33	.33	.33	1.1	1.1	1.1	1.1
2007	.33	.34	.34	.34	1.1	1.1	1.1	1.1
2008	.35	.35	.35	.36	1.1	1.1	1.1	1.1
2009	.36	.36	.36	.36	1.1	1.1	1.1	1.1
2010	.36	.36	.36	.36	1.1	1.1	1.1	1.1
2011	.36	.37	.37	.37	1.1	1.1	1.1	1.1
2012	.37	.38	.38	.38	1.1	1.1	1.1	1.1
2013	.38	.38	.38	.39	1.1	1.1	1.1	1.1
2014	.40	.40	.40	.41	1.1	1.1	1.1	1.1
2015	.41	.41	.41	.42	1.1	1.1	1.1	1.1
2016	.42	.43	.43	.43	1.1	1.1	1.1	1.1
2017	.43	.44	.44	.43	1.1	1.1	1.1	1.1
2018	.44	.44	.44	.44	1.1	1.1	1.1	1.1
2019	.44	–	–	–	1.1	–	–	–
Federal unemployment insurance								
2004	.03	.03	.03	.03	.1	.1	.1	.1
2005	.03	.03	.03	.03	.1	.1	.1	.1
2006	.03	.03	.03	.03	.1	.1	.1	.1
2007	.03	.03	.03	.03	.1	.1	.1	.1
2008	.03	.03	.03	.03	.1	.1	.1	.1
2009	.03	.03	.03	.03	.1	.1	.1	.1
2010	.03	.03	.03	.03	.1	.1	.1	.1
2011	.03	.03	.02	.02	.1	.1	.1	.1
2012	.03	.03	.03	.03	.1	.1	.1	.1
2013	.03	.03	.03	.03	.1	.1	.1	.1
2014	.03	.03	.03	.03	.1	.1	.1	.1
2015	.04	.04	.04	.04	.1	.1	.1	.1
2016	.03	.03	.03	.03	.1	.1	.1	.1
2017	.03	.03	.03	.03	.1	.1	.1	.1
2018	.03	.03	.03	.03	.1	.1	.1	.1
2019	.02	–	–	–	.1	–	–	–
State unemployment insurance								
2004	.17	.18	.19	.19	.6	.7	.7	.7
2005	.20	.21	.21	.22	.7	.7	.7	.7
2006	.22	.21	.22	.21	.7	.7	.7	.7
2007	.20	.20	.20	.20	.7	.7	.7	.7
2008	.20	.20	.20	.20	.6	.6	.6	.6
2009	.20	.20	.20	.20	.6	.6	.6	.6
2010	.23	.25	.25	.25	.7	.8	.8	.8
2011	.27	.29	.29	.29	.8	.9	.9	.9
2012	.30	.30	.31	.31	.9	.9	.9	.9
2013	.31	.31	.30	.30	.9	.9	.9	.8
2014	.29	.28	.27	.28	.8	.8	.8	.7
2015	.27	.26	.25	.25	.7	.7	.7	.7
2016	.25	.24	.23	.23	.6	.6	.6	.6
2017	.23	.22	.22	.22	.6	.6	.5	.6
2018	.22	.21	.20	.19	.6	.5	.5	.5
2019	.19	–	–	–	.5	–	–	–

See footnotes at end of table.

Table 2. Civilian workers, by major industry group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation

Goods-producing industries[1]

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Workers' compensation								
2004	0.83	0.88	0.89	0.89	3.1	3.2	3.2	3.2
2005	.89	.91	.92	.88	3.1	3.2	3.2	3.0
2006	.87	.89	.89	.87	3.0	3.0	3.0	2.9
2007	.85	.85	.85	.84	2.8	2.8	2.8	2.7
2008	.83	.84	.85	.84	2.6	2.7	2.7	2.6
2009	.83	.84	.83	.81	2.6	2.6	2.6	2.5
2010	.81	.82	.82	.78	2.5	2.5	2.5	2.4
2011	.77	.79	.78	.71	2.3	2.4	2.3	2.1
2012	.72	.74	.75	.71	2.1	2.2	2.2	2.1
2013	.71	.72	.73	.74	2.0	2.1	2.1	2.1
2014	.74	.76	.76	.78	2.1	2.1	2.1	2.1
2015	.77	.79	.79	.82	2.1	2.1	2.1	2.1
2016	.82	.82	.84	.81	2.1	2.1	2.1	2.1
2017	.81	.83	.83	.84	2.1	2.1	2.1	2.1
2018	.83	.84	.84	.85	2.1	2.1	2.1	2.2
2019	.84	–	–	–	2.1	–	–	–
Other benefits[5]								
2004	.08	.08	.08	.08	.3	.3	.3	.3
2005	.08	.08	.08	.08	.3	.3	.3	.3

[1] Includes mining, construction, and manufacturing. The agriculture, forestry, farming, and hunting sector is excluded.
[2] Prior to June 2008, paid personal leave was included in other leave. Other leave also included paid military, funeral, and jury leave.
[3] Includes premium pay (such as overtime, weekends, and holidays) for work in addition to the regular work schedule.
[4] Social Security refers to the Old-Age, Survivors, and Disability Insurance (OASDI) program.
[5] Includes severance pay and supplemental unemployment benefits. Publication of other benefits was discontinued beginning in June 2006.

Note: The sum of individual items may not equal totals due to rounding. Dashes indicate data are not available.

Table 2. Civilian workers, by major industry group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Service-providing industries[1]

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Total compensation								
2004	$24.49	$24.45	$24.83	$25.05	100.0	100.0	100.0	100.0
2005	25.34	25.25	25.43	25.87	100.0	100.0	100.0	100.0
2006	26.36	26.27	26.76	27.01	100.0	100.0	100.0	100.0
2007	27.34	27.19	27.47	27.53	100.0	100.0	100.0	100.0
2008	27.86	27.84	28.26	28.60	100.0	100.0	100.0	100.0
2009	28.84	28.76	28.86	28.89	100.0	100.0	100.0	100.0
2010	29.25	28.97	29.19	29.25	100.0	100.0	100.0	100.0
2011	29.58	29.40	29.54	29.90	100.0	100.0	100.0	100.0
2012	30.17	30.04	30.21	30.26	100.0	100.0	100.0	100.0
2013	30.50	30.38	30.56	30.89	100.0	100.0	100.0	100.0
2014	31.25	31.23	31.46	32.42	100.0	100.0	100.0	100.0
2015	32.84	32.45	32.60	32.79	100.0	100.0	100.0	100.0
2016	33.18	33.26	33.30	34.19	100.0	100.0	100.0	100.0
2017	34.57	34.51	34.87	35.29	100.0	100.0	100.0	100.0
2018	35.77	35.62	36.05	35.77	100.0	100.0	100.0	100.0
2019	36.23	–	–	–	100.0	–	–	–
Wages and salaries								
2004	17.64	17.60	17.85	17.99	72.0	72.0	71.9	71.8
2005	18.13	18.09	18.14	18.46	71.6	71.6	71.3	71.3
2006	18.70	18.63	18.99	19.09	70.9	70.9	70.9	70.7
2007	19.34	19.20	19.37	19.41	70.7	70.6	70.5	70.5
2008	19.61	19.59	19.90	20.14	70.4	70.4	70.4	70.4
2009	20.28	20.19	20.28	20.30	70.3	70.2	70.3	70.3
2010	20.51	20.34	20.48	20.54	70.1	70.2	70.1	70.2
2011	20.75	20.59	20.69	20.93	70.1	70.0	70.0	70.0
2012	21.06	20.98	21.08	21.10	69.8	69.8	69.8	69.7
2013	21.24	21.15	21.27	21.46	69.6	69.6	69.6	69.5
2014	21.66	21.61	21.79	22.31	69.3	69.2	69.3	68.8
2015	22.57	22.36	22.51	22.67	68.7	68.9	69.1	69.2
2016	22.88	22.96	22.99	23.52	68.9	69.0	69.0	68.8
2017	23.74	23.71	23.95	24.23	68.7	68.7	68.7	68.6
2018	24.52	24.43	24.75	24.67	68.6	68.6	68.7	69.0
2019	24.98	–	–	–	69.0	–	–	–
Total benefits								
2004	6.86	6.85	6.98	7.07	28.0	28.0	28.1	28.2
2005	7.21	7.16	7.29	7.41	28.4	28.4	28.7	28.7
2006	7.66	7.65	7.78	7.92	29.1	29.1	29.1	29.3
2007	8.00	7.98	8.10	8.11	29.3	29.4	29.5	29.5
2008	8.26	8.25	8.37	8.46	29.6	29.6	29.6	29.6
2009	8.56	8.56	8.58	8.59	29.7	29.8	29.7	29.7
2010	8.74	8.63	8.72	8.72	29.9	29.8	29.9	29.8
2011	8.83	8.81	8.85	8.97	29.9	30.0	30.0	30.0
2012	9.11	9.06	9.13	9.15	30.2	30.2	30.2	30.3
2013	9.27	9.22	9.29	9.43	30.4	30.4	30.4	30.5
2014	9.59	9.62	9.67	10.11	30.7	30.8	30.7	31.2
2015	10.27	10.08	10.09	10.11	31.3	31.1	30.9	30.8
2016	10.31	10.30	10.31	10.67	31.1	31.0	31.0	31.2
2017	10.83	10.80	10.92	11.07	31.3	31.3	31.3	31.4
2018	11.25	11.19	11.30	11.10	31.4	31.4	31.3	31.0
2019	11.24	–	–	–	31.0	–	–	–
Paid leave								
2004	1.66	1.65	1.68	1.70	6.8	6.8	6.8	6.8
2005	1.71	1.70	1.72	1.75	6.8	6.7	6.8	6.8
2006	1.89	1.88	1.92	1.94	7.2	7.2	7.2	7.2
2007	1.96	1.95	1.95	1.96	7.2	7.2	7.1	7.1
2008	2.00	1.99	2.03	2.06	7.2	7.1	7.2	7.2
2009	2.08	2.07	2.03	2.03	7.2	7.2	7.0	7.0
2010	2.06	2.03	2.04	2.06	7.0	7.0	7.0	7.0
2011	2.08	2.06	2.06	2.12	7.0	7.0	7.0	7.1
2012	2.13	2.11	2.12	2.13	7.0	7.0	7.0	7.0
2013	2.15	2.14	2.15	2.19	7.1	7.0	7.0	7.1
2014	2.22	2.21	2.23	2.29	7.1	7.1	7.1	7.1
2015	2.31	2.28	2.29	2.30	7.0	7.0	7.0	7.0
2016	2.32	2.34	2.33	2.45	7.0	7.0	7.0	7.2

See footnotes at end of table.

Table 2. Civilian workers, by major industry group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Service-providing industries[1]

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Paid leave								
2017	2.47	2.46	2.49	2.56	7.1	7.1	7.1	7.2
2018	2.59	2.57	2.60	2.63	7.2	7.2	7.2	7.4
2019	2.67	–	–	–	7.4	–	–	–
Vacation								
2004	.74	.74	.76	.76	3.0	3.0	3.0	3.0
2005	.77	.77	.77	.79	3.0	3.0	3.0	3.0
2006	.86	.86	.87	.89	3.3	3.3	3.3	3.3
2007	.90	.90	.90	.92	3.3	3.3	3.3	3.4
2008	.92	.92	.94	.96	3.3	3.3	3.3	3.4
2009	.97	.97	.97	.96	3.3	3.4	3.4	3.3
2010	.97	.96	.97	.97	3.3	3.3	3.3	3.3
2011	.98	.98	.97	1.01	3.3	3.3	3.3	3.4
2012	1.01	1.02	1.02	1.02	3.4	3.4	3.4	3.4
2013	1.03	1.03	1.03	1.05	3.4	3.4	3.4	3.4
2014	1.07	1.07	1.08	1.11	3.4	3.4	3.4	3.4
2015	1.12	1.11	1.12	1.12	3.4	3.4	3.4	3.4
2016	1.12	1.13	1.13	1.18	3.4	3.4	3.4	3.5
2017	1.19	1.19	1.21	1.24	3.4	3.5	3.5	3.5
2018	1.26	1.25	1.26	1.27	3.5	3.5	3.5	3.6
2019	1.29	–	–	–	3.6	–	–	–
Holiday								
2004	.56	.55	.56	.57	2.3	2.3	2.3	2.3
2005	.58	.57	.58	.59	2.3	2.3	2.3	2.3
2006	.61	.61	.62	.62	2.3	2.3	2.3	2.3
2007	.63	.63	.63	.62	2.3	2.3	2.3	2.2
2008	.65	.64	.65	.66	2.3	2.3	2.3	2.3
2009	.66	.65	.63	.63	2.3	2.3	2.2	2.2
2010	.63	.62	.62	.62	2.2	2.1	2.1	2.1
2011	.63	.62	.63	.63	2.1	2.1	2.1	2.1
2012	.63	.63	.63	.63	2.1	2.1	2.1	2.1
2013	.64	.63	.64	.64	2.1	2.1	2.1	2.1
2014	.65	.65	.65	.67	2.1	2.1	2.1	2.1
2015	.68	.67	.67	.67	2.1	2.1	2.1	2.1
2016	.68	.68	.68	.71	2.0	2.0	2.0	2.1
2017	.72	.71	.72	.74	2.1	2.1	2.1	2.1
2018	.74	.74	.75	.76	2.1	2.1	2.1	2.1
2019	.77	–	–	–	2.1	–	–	–
Sick								
2004	.27	.27	.27	.28	1.1	1.1	1.1	1.1
2005	.28	.28	.28	.29	1.1	1.1	1.1	1.1
2006	.32	.31	.32	.32	1.2	1.2	1.2	1.2
2007	.32	.32	.32	.32	1.2	1.2	1.2	1.2
2008	.34	.33	.34	.34	1.2	1.2	1.2	1.2
2009	.35	.35	.33	.34	1.2	1.2	1.2	1.2
2010	.34	.34	.34	.35	1.2	1.2	1.2	1.2
2011	.35	.34	.34	.35	1.2	1.2	1.2	1.2
2012	.35	.35	.35	.35	1.2	1.2	1.2	1.2
2013	.35	.35	.35	.35	1.2	1.1	1.1	1.1
2014	.36	.36	.36	.37	1.2	1.1	1.1	1.1
2015	.37	.36	.36	.36	1.1	1.1	1.1	1.1
2016	.37	.37	.37	.39	1.1	1.1	1.1	1.1
2017	.40	.39	.39	.41	1.1	1.1	1.1	1.2
2018	.41	.40	.41	.42	1.1	1.1	1.1	1.2
2019	.44	–	–	–	1.2	–	–	–
Personal[2]								
2004	.09	.08	.09	.09	.4	.3	.3	.3
2005	.09	.09	.09	.09	.3	.3	.3	.4
2006	.11	.10	.11	.11	.4	.4	.4	.4
2007	.11	.11	.10	.10	.4	.4	.4	.3
2008	.10	.09	.10	.10	.3	.3	.3	.3
2009	.10	.10	.10	.11	.4	.4	.3	.4
2010	.11	.11	.11	.12	.4	.4	.4	.4
2011	.12	.12	.12	.13	.4	.4	.4	.4

See footnotes at end of table.

Table 2. Civilian workers, by major industry group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Service-providing industries[1]

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Personal[2]								
2012	0.13	0.12	0.12	0.13	0.4	0.4	0.4	0.4
2013	.13	.13	.13	.13	.4	.4	.4	.4
2014	.14	.14	.14	.14	.4	.4	.4	.4
2015	.14	.14	.14	.15	.4	.4	.4	.5
2016	.16	.15	.15	.16	.5	.5	.5	.5
2017	.17	.17	.17	.17	.5	.5	.5	.5
2018	.18	.17	.18	.17	.5	.5	.5	.5
2019	.17	–	–	–	.5	–	–	–
Supplemental pay								
2004	.50	.48	.49	.49	2.0	2.0	2.0	1.9
2005	.50	.51	.52	.54	2.0	2.0	2.0	2.1
2006	.57	.57	.58	.59	2.2	2.2	2.2	2.2
2007	.59	.61	.61	.61	2.2	2.2	2.2	2.2
2008	.62	.65	.63	.64	2.2	2.3	2.2	2.2
2009	.62	.67	.67	.66	2.1	2.3	2.3	2.3
2010	.65	.63	.63	.61	2.2	2.2	2.2	2.1
2011	.60	.63	.63	.63	2.0	2.1	2.1	2.1
2012	.65	.65	.65	.64	2.2	2.2	2.2	2.1
2013	.63	.64	.63	.67	2.1	2.1	2.1	2.2
2014	.67	.67	.68	.91	2.1	2.2	2.1	2.8
2015	.94	.92	.86	.87	2.9	2.8	2.6	2.7
2016	.97	.98	.97	.97	2.9	2.9	2.9	2.8
2017	1.00	1.02	1.03	1.10	2.9	3.0	3.0	3.1
2018	1.13	1.14	1.14	.90	3.2	3.2	3.2	2.5
2019	.90	–	–	–	2.5	–	–	–
Overtime and premium[3]								
2004	.15	.15	.15	.15	.6	.6	.6	.6
2005	.15	.16	.16	.15	.6	.6	.6	.6
2006	.18	.18	.18	.19	.7	.7	.7	.7
2007	.19	.19	.19	.19	.7	.7	.7	.7
2008	.19	.20	.20	.20	.7	.7	.7	.7
2009	.20	.20	.20	.19	.7	.7	.7	.7
2010	.19	.19	.19	.19	.7	.7	.7	.6
2011	.19	.19	.19	.18	.6	.6	.6	.6
2012	.18	.19	.19	.18	.6	.6	.6	.6
2013	.18	.18	.18	.19	.6	.6	.6	.6
2014	.18	.19	.19	.20	.6	.6	.6	.6
2015	.20	.20	.20	.20	.6	.6	.6	.6
2016	.20	.20	.20	.19	.6	.6	.6	.6
2017	.20	.20	.20	.22	.6	.6	.6	.6
2018	.21	.22	.22	.22	.6	.6	.6	.6
2019	.22	–	–	–	.6	–	–	–
Shift differentials								
2004	.05	.05	.05	.05	.2	.2	.2	.2
2005	.05	.05	.06	.06	.2	.2	.2	.2
2006	.06	.06	.06	.06	.2	.2	.2	.2
2007	.06	.06	.06	.06	.2	.2	.2	.2
2008	.06	.06	.06	.06	.2	.2	.2	.2
2009	.06	.06	.06	.06	.2	.2	.2	.2
2010	.06	.06	.06	.06	.2	.2	.2	.2
2011	.06	.06	.06	.06	.2	.2	.2	.2
2012	.06	.06	.06	.05	.2	.2	.2	.2
2013	.05	.05	.06	.06	.2	.2	.2	.2
2014	.06	.06	.06	.05	.2	.2	.2	.2
2015	.05	.05	.05	.05	.2	.2	.2	.2
2016	.05	.05	.05	.05	.2	.2	.2	.2
2017	.05	.05	.05	.06	.2	.2	.2	.2
2018	.06	.06	.06	.07	.2	.2	.2	.2
2019	.07	–	–	–	.2	–	–	–
Nonproduction bonuses								
2004	.29	.28	.28	.28	1.2	1.1	1.1	1.1
2005	.29	.30	.31	.33	1.1	1.2	1.2	1.3
2006	.34	.33	.34	.34	1.3	1.3	1.3	1.3

See footnotes at end of table.

Table 2. Civilian workers, by major industry group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Service-providing industries[1]

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Nonproduction bonuses								
2007	0.34	0.35	0.35	0.36	1.3	1.3	1.3	1.3
2008	.36	.39	.37	.38	1.3	1.4	1.3	1.3
2009	.36	.42	.42	.41	1.2	1.4	1.4	1.4
2010	.40	.37	.38	.36	1.4	1.3	1.3	1.2
2011	.35	.38	.38	.39	1.2	1.3	1.3	1.3
2012	.41	.41	.41	.41	1.4	1.4	1.4	1.4
2013	.40	.40	.39	.43	1.3	1.3	1.3	1.4
2014	.43	.43	.43	.66	1.4	1.4	1.4	2.0
2015	.69	.67	.60	.62	2.1	2.1	1.9	1.9
2016	.72	.72	.72	.73	2.2	2.2	2.2	2.1
2017	.75	.76	.77	.82	2.2	2.2	2.2	2.3
2018	.86	.86	.86	.61	2.4	2.4	2.4	1.7
2019	.61	–	–	–	1.7	–	–	–
Insurance								
2004	1.86	1.85	1.88	1.91	7.6	7.6	7.6	7.6
2005	1.98	1.95	2.00	2.04	7.8	7.7	7.9	7.9
2006	2.08	2.09	2.12	2.17	7.9	7.9	7.9	8.0
2007	2.24	2.22	2.26	2.24	8.2	8.2	8.2	8.2
2008	2.30	2.29	2.32	2.36	8.3	8.2	8.2	8.3
2009	2.43	2.40	2.44	2.46	8.4	8.4	8.4	8.5
2010	2.54	2.52	2.54	2.55	8.7	8.7	8.7	8.7
2011	2.59	2.57	2.58	2.62	8.8	8.7	8.7	8.8
2012	2.66	2.64	2.66	2.66	8.8	8.8	8.8	8.8
2013	2.72	2.70	2.71	2.75	8.9	8.9	8.9	8.9
2014	2.80	2.78	2.79	2.82	9.0	8.9	8.9	8.7
2015	2.87	2.85	2.87	2.83	8.8	8.8	8.8	8.6
2016	2.89	2.87	2.88	2.96	8.7	8.6	8.7	8.7
2017	2.99	2.96	3.00	3.03	8.6	8.6	8.6	8.6
2018	3.08	3.04	3.07	3.07	8.6	8.5	8.5	8.6
2019	3.12	–	–	–	8.6	–	–	–
Life								
2004	.04	.04	.04	.04	.2	.2	.2	.2
2005	.04	.04	.04	.04	.2	.2	.2	.2
2006	.04	.04	.04	.04	.2	.2	.2	.2
2007	.04	.04	.04	.04	.2	.2	.2	.2
2008	.04	.05	.05	.05	.2	.2	.2	.2
2009	.05	.05	.05	.05	.2	.2	.2	.2
2010	.05	.05	.05	.05	.2	.2	.2	.2
2011	.05	.05	.05	.05	.2	.2	.2	.2
2012	.04	.04	.04	.04	.1	.1	.1	.1
2013	.04	.04	.04	.04	.1	.1	.1	.1
2014	.04	.04	.04	.04	.1	.1	.1	.1
2015	.04	.04	.04	.04	.1	.1	.1	.1
2016	.04	.04	.04	.04	.1	.1	.1	.1
2017	.04	.04	.04	.04	.1	.1	.1	.1
2018	.04	.04	.05	.04	.1	.1	.1	.1
2019	.04	–	–	–	.1	–	–	–
Health								
2004	1.74	1.74	1.77	1.80	7.1	7.1	7.1	7.2
2005	1.86	1.84	1.89	1.92	7.3	7.3	7.4	7.4
2006	1.96	1.96	2.00	2.05	7.4	7.5	7.5	7.6
2007	2.12	2.10	2.13	2.12	7.7	7.7	7.8	7.7
2008	2.17	2.16	2.18	2.23	7.8	7.8	7.7	7.8
2009	2.29	2.27	2.30	2.33	7.9	7.9	8.0	8.1
2010	2.41	2.39	2.41	2.42	8.2	8.2	8.3	8.3
2011	2.46	2.44	2.46	2.49	8.3	8.3	8.3	8.3
2012	2.54	2.52	2.53	2.53	8.4	8.4	8.4	8.4
2013	2.59	2.57	2.58	2.62	8.5	8.4	8.4	8.5
2014	2.67	2.65	2.66	2.69	8.5	8.5	8.5	8.3
2015	2.74	2.71	2.73	2.70	8.3	8.4	8.4	8.2
2016	2.76	2.74	2.75	2.82	8.3	8.2	8.2	8.2
2017	2.85	2.82	2.85	2.88	8.2	8.2	8.2	8.2
2018	2.93	2.89	2.92	2.92	8.2	8.1	8.1	8.2

See footnotes at end of table.

Table 2. Civilian workers, by major industry group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Service-providing industries[1]

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Health								
2019	2.98	–	–	–	8.2	–	–	–
Short-term disability								
2004	.04	0.04	0.04	0.04	.2	0.2	0.2	0.2
2005	.04	.04	.04	.04	.2	.2	.2	.2
2006	.04	.04	.04	.04	.2	.2	.2	.2
2007	.04	.04	.04	.04	.2	.2	.2	.2
2008	.04	.04	.04	.04	.2	.2	.2	.1
2009	.04	.04	.04	.04	.1	.1	.1	.1
2010	.04	.04	.04	.04	.1	.1	.1	.1
2011	.04	.04	.04	.04	.1	.1	.1	.1
2012	.04	.04	.04	.04	.1	.1	.1	.1
2013	.04	.04	.04	.04	.1	.1	.1	.1
2014	.05	.05	.05	.05	.1	.1	.1	.2
2015	.05	.05	.05	.05	.2	.2	.2	.2
2016	.05	.05	.05	.05	.2	.2	.1	.2
2017	.05	.05	.05	.06	.2	.2	.2	.2
2018	.06	.06	.06	.06	.2	.2	.2	.2
2019	.06	–	–	–	.2	–	–	–
Long-term disability								
2004	.03	.03	.03	.03	.1	.1	.1	.1
2005	.03	.03	.03	.04	.1	.1	.1	.1
2006	.04	.04	.04	.04	.1	.1	.1	.1
2007	.04	.04	.04	.04	.1	.1	.1	.1
2008	.04	.04	.04	.04	.1	.1	.1	.1
2009	.04	.04	.04	.04	.2	.1	.1	.1
2010	.04	.04	.04	.04	.1	.1	.1	.1
2011	.04	.04	.04	.04	.1	.1	.1	.1
2012	.04	.04	.04	.04	.1	.1	.1	.1
2013	.04	.04	.04	.04	.1	.1	.1	.1
2014	.04	.04	.04	.05	.1	.1	.1	.1
2015	.04	.04	.04	.04	.1	.1	.1	.1
2016	.04	.04	.04	.05	.1	.1	.1	.1
2017	.05	.05	.05	.04	.1	.1	.1	.1
2018	.05	.05	.05	.04	.1	.1	.1	.1
2019	.04	–	–	–	.1	–	–	–
Retirement and savings								
2004	.92	.93	.96	.99	3.8	3.8	3.9	4.0
2005	1.01	.99	1.02	1.03	4.0	3.9	4.0	4.0
2006	1.09	1.07	1.11	1.14	4.1	4.1	4.1	4.2
2007	1.12	1.12	1.18	1.20	4.1	4.1	4.3	4.4
2008	1.22	1.21	1.25	1.25	4.4	4.3	4.4	4.4
2009	1.28	1.25	1.27	1.27	4.4	4.4	4.4	4.4
2010	1.30	1.27	1.30	1.30	4.4	4.4	4.4	4.4
2011	1.33	1.31	1.32	1.34	4.5	4.5	4.5	4.5
2012	1.38	1.36	1.40	1.42	4.6	4.5	4.6	4.7
2013	1.45	1.45	1.48	1.48	4.8	4.8	4.8	4.8
2014	1.55	1.61	1.62	1.70	5.0	5.2	5.2	5.2
2015	1.73	1.63	1.66	1.68	5.3	5.0	5.1	5.1
2016	1.68	1.69	1.69	1.83	5.1	5.1	5.1	5.4
2017	1.87	1.86	1.90	1.87	5.4	5.4	5.4	5.3
2018	1.90	1.92	1.94	1.95	5.3	5.4	5.4	5.5
2019	1.98	–	–	–	5.5	–	–	–
Defined benefit								
2004	.54	.56	.58	.60	2.2	2.3	2.3	2.4
2005	.61	.59	.62	.62	2.4	2.4	2.5	2.4
2006	.67	.66	.68	.71	2.5	2.5	2.6	2.6
2007	.70	.70	.75	.73	2.5	2.6	2.7	2.7
2008	.74	.74	.76	.76	2.7	2.6	2.7	2.7
2009	.79	.77	.78	.78	2.7	2.7	2.7	2.7
2010	.80	.78	.80	.80	2.7	2.7	2.7	2.7
2011	.81	.81	.82	.81	2.7	2.8	2.8	2.7
2012	.85	.84	.87	.89	2.8	2.8	2.9	2.9
2013	.91	.92	.94	.93	3.0	3.0	3.1	3.0

See footnotes at end of table.

Table 2. Civilian workers, by major industry group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Service-providing industries[1]

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Defined benefit								
2014	0.97	1.04	1.05	1.10	3.1	3.3	3.3	3.4
2015	1.12	1.03	1.05	1.07	3.4	3.2	3.2	3.3
2016	1.07	1.07	1.09	1.20	3.2	3.2	3.3	3.5
2017	1.23	1.22	1.24	1.20	3.5	3.5	3.6	3.4
2018	1.22	1.23	1.25	1.26	3.4	3.5	3.5	3.5
2019	1.29	–	–	–	3.5	–	–	–
Defined contribution								
2004	.38	.38	.39	.39	1.6	1.5	1.6	1.6
2005	.40	.39	.40	.41	1.6	1.6	1.6	1.6
2006	.42	.41	.42	.42	1.6	1.6	1.6	1.6
2007	.43	.43	.43	.47	1.6	1.6	1.6	1.7
2008	.48	.47	.49	.49	1.7	1.7	1.7	1.7
2009	.49	.48	.48	.49	1.7	1.7	1.7	1.7
2010	.49	.48	.50	.50	1.7	1.7	1.7	1.7
2011	.52	.50	.50	.53	1.7	1.7	1.7	1.8
2012	.53	.52	.53	.53	1.8	1.7	1.8	1.8
2013	.54	.53	.54	.56	1.8	1.7	1.8	1.8
2014	.58	.57	.57	.60	1.9	1.8	1.8	1.9
2015	.61	.60	.61	.61	1.9	1.8	1.9	1.9
2016	.61	.62	.60	.64	1.8	1.9	1.8	1.9
2017	.64	.64	.65	.68	1.9	1.9	1.9	1.9
2018	.68	.68	.69	.69	1.9	1.9	1.9	1.9
2019	.70	–	–	–	1.9	–	–	–
Legally required benefits								
2004	1.89	1.91	1.93	1.95	7.7	7.8	7.8	7.8
2005	1.97	1.98	2.00	2.02	7.8	7.9	7.9	7.8
2006	2.03	2.03	2.05	2.08	7.7	7.7	7.7	7.7
2007	2.08	2.08	2.10	2.10	7.6	7.6	7.6	7.6
2008	2.12	2.12	2.14	2.15	7.6	7.6	7.6	7.5
2009	2.16	2.16	2.17	2.17	7.5	7.5	7.5	7.5
2010	2.19	2.19	2.21	2.20	7.5	7.6	7.6	7.5
2011	2.23	2.24	2.25	2.26	7.5	7.6	7.6	7.6
2012	2.29	2.29	2.30	2.30	7.6	7.6	7.6	7.6
2013	2.31	2.31	2.32	2.34	7.6	7.6	7.6	7.6
2014	2.35	2.34	2.36	2.39	7.5	7.5	7.5	7.4
2015	2.41	2.40	2.40	2.43	7.3	7.4	7.4	7.4
2016	2.44	2.43	2.43	2.46	7.3	7.3	7.3	7.2
2017	2.49	2.50	2.51	2.52	7.2	7.2	7.2	7.1
2018	2.55	2.53	2.55	2.54	7.1	7.1	7.1	7.1
2019	2.56	–	–	–	7.1	–	–	–
Social Security and Medicare								
2004	1.39	1.39	1.41	1.42	5.7	5.7	5.7	5.7
2005	1.43	1.43	1.44	1.46	5.6	5.7	5.7	5.6
2006	1.48	1.48	1.50	1.51	5.6	5.6	5.6	5.6
2007	1.53	1.53	1.54	1.56	5.6	5.6	5.6	5.7
2008	1.58	1.58	1.60	1.62	5.7	5.7	5.7	5.6
2009	1.63	1.63	1.64	1.64	5.7	5.7	5.7	5.7
2010	1.65	1.64	1.65	1.65	5.6	5.7	5.6	5.6
2011	1.67	1.65	1.66	1.67	5.6	5.6	5.6	5.6
2012	1.69	1.68	1.69	1.69	5.6	5.6	5.6	5.6
2013	1.70	1.70	1.71	1.72	5.6	5.6	5.6	5.6
2014	1.74	1.73	1.74	1.78	5.6	5.5	5.5	5.5
2015	1.79	1.78	1.79	1.81	5.5	5.5	5.5	5.5
2016	1.83	1.83	1.83	1.87	5.5	5.5	5.5	5.5
2017	1.90	1.90	1.92	1.94	5.5	5.5	5.5	5.5
2018	1.97	1.96	1.98	1.99	5.5	5.5	5.5	5.6
2019	2.02	–	–	–	5.6	–	–	–
Social Security[4]								
2004	1.11	1.11	1.12	1.12	4.5	4.5	4.5	4.5
2005	1.14	1.14	1.15	1.16	4.5	4.5	4.5	4.5
2006	1.18	1.18	1.19	1.20	4.5	4.5	4.5	4.4
2007	1.21	1.21	1.22	1.24	4.4	4.5	4.5	4.5
2008	1.25	1.26	1.27	1.29	4.5	4.5	4.5	4.5

See footnotes at end of table.

Table 2. Civilian workers, by major industry group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Service-providing industries[1]

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Social Security[4]								
2009	1.30	1.30	1.30	1.30	4.5	4.5	4.5	4.5
2010	1.31	1.30	1.31	1.31	4.5	4.5	4.5	4.5
2011	1.33	1.32	1.32	1.33	4.5	4.5	4.5	4.5
2012	1.34	1.34	1.35	1.35	4.5	4.5	4.5	4.5
2013	1.35	1.35	1.36	1.37	4.4	4.4	4.5	4.4
2014	1.38	1.38	1.39	1.41	4.4	4.4	4.4	4.3
2015	1.42	1.41	1.42	1.44	4.3	4.4	4.4	4.4
2016	1.45	1.45	1.45	1.48	4.4	4.4	4.4	4.3
2017	1.51	1.51	1.52	1.54	4.4	4.4	4.4	4.4
2018	1.56	1.56	1.57	1.58	4.4	4.4	4.4	4.4
2019	1.61	–	–	–	4.4	–	–	–
Medicare								
2004	.29	.28	.29	.29	1.2	1.2	1.2	1.2
2005	.29	.29	.29	.30	1.2	1.2	1.2	1.2
2006	.30	.30	.31	.31	1.2	1.2	1.2	1.1
2007	.31	.31	.32	.32	1.1	1.2	1.1	1.2
2008	.32	.32	.33	.33	1.2	1.2	1.2	1.2
2009	.33	.33	.33	.33	1.2	1.2	1.2	1.2
2010	.34	.33	.34	.34	1.1	1.1	1.1	1.1
2011	.34	.34	.34	.34	1.1	1.1	1.1	1.1
2012	.34	.34	.34	.34	1.1	1.1	1.1	1.1
2013	.35	.35	.35	.35	1.1	1.1	1.1	1.1
2014	.35	.35	.36	.37	1.1	1.1	1.1	1.1
2015	.37	.37	.37	.37	1.1	1.1	1.1	1.1
2016	.38	.38	.38	.39	1.1	1.1	1.1	1.1
2017	.39	.39	.40	.40	1.1	1.1	1.1	1.1
2018	.41	.41	.41	.41	1.1	1.1	1.1	1.1
2019	.41	–	–	–	1.1	–	–	–
Federal unemployment insurance								
2004	.03	.03	.03	.03	.1	.1	.1	.1
2005	.03	.03	.03	.03	.1	.1	.1	.1
2006	.03	.03	.03	.03	.1	.1	.1	.1
2007	.03	.03	.03	.03	.1	.1	.1	.1
2008	.03	.03	.03	.03	.1	.1	.1	.1
2009	.03	.03	.03	.03	.1	.1	.1	.1
2010	.03	.03	.03	.03	.1	.1	.1	.1
2011	.03	.03	.02	.02	.1	.1	.1	.1
2012	.03	.03	.03	.03	.1	.1	.1	.1
2013	.03	.03	.03	.03	.1	.1	.1	.1
2014	.03	.03	.03	.03	.1	.1	.1	.1
2015	.03	.03	.03	.04	.1	.1	.1	.1
2016	.03	.03	.03	.03	.1	.1	.1	.1
2017	.03	.03	.03	.03	.1	.1	.1	.1
2018	.03	.03	.03	.03	.1	.1	.1	.1
2019	.02	–	–	–	.1	–	–	–
State unemployment insurance								
2004	.11	.12	.12	.13	.5	.5	.5	.5
2005	.13	.14	.14	.14	.5	.5	.5	.5
2006	.13	.13	.13	.13	.5	.5	.5	.5
2007	.13	.13	.13	.13	.5	.5	.5	.5
2008	.13	.13	.13	.12	.5	.4	.4	.4
2009	.12	.12	.12	.12	.4	.4	.4	.4
2010	.14	.15	.15	.15	.5	.5	.5	.5
2011	.17	.18	.18	.19	.6	.6	.6	.6
2012	.19	.20	.20	.20	.6	.7	.7	.7
2013	.20	.20	.20	.20	.7	.7	.6	.6
2014	.19	.19	.19	.19	.6	.6	.6	.6
2015	.18	.18	.17	.17	.6	.6	.5	.5
2016	.17	.16	.16	.15	.5	.5	.5	.4
2017	.15	.15	.14	.14	.4	.4	.4	.4
2018	.14	.13	.13	.13	.4	.4	.4	.4
2019	.12	–	–	–	.3	–	–	–

See footnotes at end of table.

Table 2. Civilian workers, by major industry group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Service-providing industries[1]

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Workers' compensation								
2004	0.36	0.37	0.37	0.38	1.5	1.5	1.5	1.5
2005	.39	.39	.39	.40	1.5	1.5	1.5	1.5
2006	.39	.39	.39	.40	1.5	1.5	1.5	1.5
2007	.40	.40	.40	.39	1.5	1.5	1.5	1.4
2008	.39	.39	.39	.38	1.4	1.4	1.4	1.3
2009	.38	.38	.38	.38	1.3	1.3	1.3	1.3
2010	.38	.38	.38	.37	1.3	1.3	1.3	1.3
2011	.37	.38	.39	.38	1.3	1.3	1.3	1.3
2012	.38	.38	.38	.38	1.3	1.3	1.3	1.2
2013	.38	.38	.38	.39	1.2	1.3	1.3	1.3
2014	.39	.39	.39	.40	1.2	1.3	1.3	1.2
2015	.40	.40	.41	.41	1.2	1.2	1.2	1.3
2016	.41	.41	.41	.41	1.2	1.2	1.2	1.2
2017	.41	.42	.42	.41	1.2	1.2	1.2	1.1
2018	.41	.41	.41	.40	1.1	1.1	1.1	1.1
2019	.40	–	–	–	1.1	–	–	–
Other benefits[5]								
2004	.03	.03	.03	.03	.1	.1	.1	.1
2005	.03	.03	.03	.03	.1	.1	.1	.1

[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; and other services, except public administration; and public administration.
[2] Prior to June 2008, paid personal leave was included in other leave. Other leave also included paid military, funeral, and jury leave.
[3] Includes premium pay (such as overtime, weekends, and holidays) for work in addition to the regular work schedule.
[4] Social Security refers to the Old-Age, Survivors, and Disability Insurance (OASDI) program.
[5] Includes severance pay and supplemental unemployment benefits. Publication of other benefits was discontinued beginning in June 2006.

Note: The sum of individual items may not equal totals due to rounding. Dashes indicate data are not available.

Table 3. Civilian workers, by occupational group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation

Management, business, and financial occcupations[1]

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Total compensation								
2004	$45.25	$45.29	$45.91	$46.41	100.0	100.0	100.0	100.0
2005	47.20	47.90	46.89	48.09	100.0	100.0	100.0	100.0
2006	49.41	49.62	50.17	50.41	100.0	100.0	100.0	100.0
2007	51.25	51.14	51.88	51.81	100.0	100.0	100.0	100.0
2008	53.04	53.20	53.90	54.64	100.0	100.0	100.0	100.0
2009	54.65	54.95	54.52	54.53	100.0	100.0	100.0	100.0
2010	55.26	55.27	55.46	56.63	100.0	100.0	100.0	100.0
2011	56.84	57.61	57.82	57.51	100.0	100.0	100.0	100.0
2012	57.83	58.13	58.33	58.33	100.0	100.0	100.0	100.0
2013	58.59	59.22	59.25	60.62	100.0	100.0	100.0	100.0
2014	60.92	61.87	62.39	65.50	100.0	100.0	100.0	100.0
2015	66.09	66.07	65.92	66.55	100.0	100.0	100.0	100.0
2016	67.78	68.22	68.73	69.89	100.0	100.0	100.0	100.0
2017	70.33	71.12	71.42	68.92	100.0	100.0	100.0	100.0
2018	69.90	70.19	70.94	66.49	100.0	100.0	100.0	100.0
2019	67.17	–	–	–	100.0	–	–	–
Wages and salaries								
2004	32.05	32.12	32.50	32.80	70.8	70.9	70.8	70.7
2005	33.11	33.69	32.54	33.48	70.2	70.3	69.4	69.6
2006	34.29	34.46	34.77	34.86	69.4	69.4	69.3	69.2
2007	35.64	35.47	35.83	35.80	69.5	69.4	69.1	69.1
2008	36.68	36.64	37.24	37.93	69.2	68.9	69.1	69.4
2009	37.91	38.02	37.70	37.78	69.4	69.2	69.1	69.3
2010	38.17	38.29	38.34	39.01	69.1	69.3	69.1	68.9
2011	39.30	39.60	39.81	39.79	69.1	68.7	68.8	69.2
2012	39.88	40.14	40.20	40.17	68.9	69.0	68.9	68.9
2013	40.37	40.79	40.72	41.56	68.9	68.9	68.7	68.6
2014	41.71	42.27	42.66	43.60	68.5	68.3	68.4	66.6
2015	43.89	44.09	44.50	44.99	66.4	66.7	67.5	67.6
2016	45.27	45.63	45.96	46.65	66.8	66.9	66.9	66.7
2017	46.72	47.26	47.42	45.84	66.4	66.4	66.4	66.5
2018	46.36	46.51	47.06	45.45	66.3	66.3	66.3	68.4
2019	45.92	–	–	–	68.4	–	–	–
Total benefits								
2004	13.20	13.18	13.41	13.62	29.2	29.1	29.2	29.3
2005	14.09	14.21	14.35	14.60	29.8	29.7	30.6	30.4
2006	15.12	15.16	15.40	15.55	30.6	30.6	30.7	30.8
2007	15.61	15.67	16.05	16.02	30.5	30.6	30.9	30.9
2008	16.36	16.56	16.67	16.71	30.8	31.1	30.9	30.6
2009	16.74	16.93	16.82	16.75	30.6	30.8	30.9	30.7
2010	17.09	16.98	17.12	17.62	30.9	30.7	30.9	31.1
2011	17.55	18.01	18.01	17.72	30.9	31.3	31.2	30.8
2012	17.96	18.00	18.13	18.16	31.1	31.0	31.1	31.1
2013	18.23	18.44	18.53	19.06	31.1	31.1	31.3	31.4
2014	19.21	19.60	19.73	21.89	31.5	31.7	31.6	33.4
2015	22.20	21.98	21.42	21.56	33.6	33.3	32.5	32.4
2016	22.51	22.59	22.77	23.24	33.2	33.1	33.1	33.3
2017	23.61	23.86	24.00	23.08	33.6	33.6	33.6	33.5
2018	23.54	23.68	23.88	21.04	33.7	33.7	33.7	31.6
2019	21.24	–	–	–	31.6	–	–	–
Paid leave								
2004	3.77	3.77	3.84	3.90	8.3	8.3	8.4	8.4
2005	3.94	3.97	3.99	4.12	8.4	8.3	8.5	8.6
2006	4.46	4.47	4.53	4.61	9.0	9.0	9.0	9.2
2007	4.69	4.71	4.71	4.70	9.1	9.2	9.1	9.1
2008	4.80	4.77	4.90	5.02	9.0	9.0	9.1	9.2
2009	5.03	5.04	4.97	4.99	9.2	9.2	9.1	9.1
2010	5.04	5.04	5.06	5.16	9.1	9.1	9.1	9.1
2011	5.20	5.20	5.22	5.23	9.1	9.0	9.0	9.1
2012	5.27	5.27	5.28	5.33	9.1	9.1	9.1	9.1
2013	5.35	5.38	5.40	5.55	9.1	9.1	9.1	9.2
2014	5.61	5.64	5.68	5.83	9.2	9.1	9.1	8.9
2015	5.87	5.87	5.89	5.94	8.9	8.9	8.9	8.9
2016	6.01	6.05	6.10	6.29	8.9	8.9	8.9	9.0

See footnotes at end of table.

Table 3. Civilian workers, by occupational group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation

Management, business, and financial occcupations[1]

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Paid leave								
2017	6.34	6.39	6.41	6.22	9.0	9.0	9.0	9.0
2018	6.31	6.33	6.39	6.21	9.0	9.0	9.0	9.3
2019	6.28	–	–	–	9.4	–	–	–
Supplemental pay								
2004	1.67	1.49	1.54	1.57	3.7	3.3	3.4	3.4
2005	1.66	1.76	1.81	1.79	3.5	3.7	3.9	3.7
2006	1.83	1.82	1.87	1.76	3.7	3.7	3.7	3.5
2007	1.77	1.84	1.87	1.91	3.5	3.6	3.6	3.7
2008	1.99	2.17	2.08	1.92	3.7	4.1	3.9	3.5
2009	1.81	1.99	1.99	1.93	3.3	3.6	3.6	3.5
2010	1.95	1.82	1.85	2.12	3.5	3.3	3.3	3.7
2011	1.86	2.11	2.09	1.98	3.3	3.7	3.6	3.4
2012	2.04	2.04	2.07	2.01	3.5	3.5	3.6	3.5
2013	1.94	1.97	1.92	2.04	3.3	3.3	3.2	3.4
2014	1.96	2.03	2.04	3.91	3.2	3.3	3.3	6.0
2015	4.07	4.03	3.40	3.39	6.2	6.1	5.2	5.1
2016	4.35	4.37	4.34	4.30	6.4	6.4	6.3	6.1
2017	4.44	4.53	4.56	4.49	6.3	6.4	6.4	6.5
2018	4.70	4.78	4.81	2.51	6.7	6.8	6.8	3.8
2019	2.52	–	–	–	3.7	–	–	–
Insurance								
2004	2.87	2.90	2.91	2.94	6.4	6.4	6.3	6.3
2005	3.07	3.07	3.12	3.19	6.5	6.4	6.7	6.6
2006	3.26	3.29	3.33	3.39	6.6	6.6	6.6	6.7
2007	3.50	3.45	3.61	3.54	6.8	6.7	7.0	6.8
2008	3.63	3.64	3.66	3.70	6.8	6.8	6.8	6.8
2009	3.78	3.79	3.80	3.84	6.9	6.9	7.0	7.0
2010	3.93	3.94	3.96	4.01	7.1	7.1	7.1	7.1
2011	4.08	4.13	4.13	4.09	7.2	7.2	7.1	7.1
2012	4.13	4.15	4.17	4.19	7.1	7.1	7.2	7.2
2013	4.28	4.30	4.32	4.43	7.3	7.3	7.3	7.3
2014	4.48	4.51	4.52	4.54	7.4	7.3	7.3	6.9
2015	4.59	4.58	4.60	4.61	6.9	6.9	7.0	6.9
2016	4.68	4.69	4.74	4.82	6.9	6.9	6.9	6.9
2017	4.85	4.85	4.88	4.67	6.9	6.8	6.8	6.8
2018	4.72	4.72	4.78	4.61	6.8	6.7	6.7	6.9
2019	4.69	–	–	–	7.0	–	–	–
Retirement and savings								
2004	1.84	1.95	2.00	2.07	4.1	4.3	4.4	4.5
2005	2.23	2.18	2.23	2.23	4.7	4.6	4.7	4.6
2006	2.30	2.29	2.35	2.45	4.7	4.6	4.7	4.9
2007	2.26	2.32	2.45	2.46	4.4	4.5	4.7	4.7
2008	2.49	2.50	2.53	2.53	4.7	4.7	4.7	4.6
2009	2.56	2.55	2.51	2.44	4.7	4.6	4.6	4.5
2010	2.57	2.57	2.63	2.69	4.6	4.7	4.7	4.8
2011	2.73	2.81	2.80	2.69	4.8	4.9	4.8	4.7
2012	2.74	2.71	2.78	2.81	4.7	4.7	4.8	4.8
2013	2.84	2.92	3.01	3.11	4.8	4.9	5.1	5.1
2014	3.20	3.42	3.48	3.57	5.2	5.5	5.6	5.5
2015	3.61	3.43	3.45	3.49	5.5	5.2	5.2	5.2
2016	3.33	3.31	3.42	3.67	4.9	4.9	5.0	5.2
2017	3.73	3.80	3.86	3.50	5.3	5.3	5.4	5.1
2018	3.55	3.59	3.62	3.51	5.1	5.1	5.1	5.3
2019	3.51	–	–	–	5.2	–	–	–
Legally required benefits								
2004	2.94	2.96	3.01	3.02	6.5	6.5	6.6	6.5
2005	3.08	3.12	3.11	3.18	6.5	6.5	6.6	6.6
2006	3.27	3.29	3.31	3.33	6.6	6.6	6.6	6.6
2007	3.38	3.36	3.42	3.40	6.6	6.6	6.6	6.6
2008	3.46	3.47	3.50	3.54	6.5	6.5	6.5	6.5
2009	3.56	3.57	3.56	3.56	6.5	6.5	6.5	6.5
2010	3.60	3.62	3.61	3.64	6.5	6.5	6.5	6.4
2011	3.69	3.76	3.77	3.73	6.5	6.5	6.5	6.5

See footnotes at end of table.

Table 3. Civilian workers, by occupational group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation

Management, business, and financial occcupations[1]

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Legally required benefits								
2012	3.77	3.82	3.83	3.82	6.5	6.6	6.6	6.5
2013	3.82	3.86	3.89	3.93	6.5	6.5	6.6	6.5
2014	3.96	3.99	4.00	4.04	6.5	6.5	6.4	6.2
2015	4.06	4.08	4.08	4.12	6.1	6.2	6.2	6.2
2016	4.15	4.17	4.17	4.17	6.1	6.1	6.1	6.0
2017	4.25	4.29	4.29	4.20	6.0	6.0	6.0	6.1
2018	4.25	4.25	4.29	4.20	6.1	6.1	6.0	6.3
2019	4.25	–	–	–	6.3	–	–	–
Other benefits[2]								
2004	.10	.11	.11	.11	.2	.2	.2	.2
2005	.11	.10	.10	.09	.2	.2	.2	.2

[1] Estimates from December 2013 to March 2014 for this series were corrected, details are available at www.bls.gov/bls/ecec_correction_091014.htm.
[2] Includes severance pay and supplemental unemployment benefits. Publication of other benefits was discontinued beginning in June 2006.

Note: The sum of individual items may not equal totals due to rounding. Dashes indicate data are not available.

Table 3. Civilian workers, by occupational group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Professional and related occupations[1]

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Total compensation								
2004	$38.52	$38.82	$39.40	$39.86	100.0	100.0	100.0	100.0
2005	40.31	40.41	41.03	41.89	100.0	100.0	100.0	100.0
2006	42.42	42.68	43.85	44.10	100.0	100.0	100.0	100.0
2007	44.48	44.60	44.78	44.68	100.0	100.0	100.0	100.0
2008	44.92	45.41	46.06	46.18	100.0	100.0	100.0	100.0
2009	46.47	46.61	46.76	45.84	100.0	100.0	100.0	100.0
2010	46.29	46.34	46.82	46.56	100.0	100.0	100.0	100.0
2011	47.23	47.22	47.21	47.33	100.0	100.0	100.0	100.0
2012	47.73	47.90	48.23	47.96	100.0	100.0	100.0	100.0
2013	48.20	48.24	48.63	48.47	100.0	100.0	100.0	100.0
2014	49.27	49.51	49.58	50.40	100.0	100.0	100.0	100.0
2015	50.62	50.53	50.69	50.80	100.0	100.0	100.0	100.0
2016	51.14	51.72	51.56	53.09	100.0	100.0	100.0	100.0
2017	53.64	53.80	54.41	55.87	100.0	100.0	100.0	100.0
2018	56.15	56.15	56.68	56.89	100.0	100.0	100.0	100.0
2019	57.27	–	–	–	100.0	–	–	–
Wages and salaries								
2004	28.04	28.20	28.58	28.89	72.8	72.7	72.5	72.5
2005	29.11	29.12	29.50	30.14	72.2	72.1	71.9	72.0
2006	30.40	30.55	31.45	31.53	71.7	71.6	71.7	71.5
2007	31.79	31.82	31.89	31.67	71.5	71.3	71.2	70.9
2008	31.71	32.04	32.52	32.61	70.6	70.6	70.6	70.6
2009	32.77	32.77	32.97	32.30	70.5	70.3	70.5	70.5
2010	32.61	32.66	32.95	32.82	70.4	70.5	70.4	70.5
2011	33.23	33.20	33.20	33.16	70.4	70.3	70.3	70.1
2012	33.39	33.51	33.65	33.49	69.9	69.9	69.8	69.8
2013	33.59	33.61	33.88	33.62	69.7	69.7	69.7	69.4
2014	34.05	34.17	34.24	34.80	69.1	69.0	69.0	69.0
2015	34.89	34.91	35.01	35.08	68.9	69.1	69.1	69.0
2016	35.29	35.65	35.56	36.36	69.0	68.9	69.0	68.5
2017	36.69	36.81	37.17	38.27	68.4	68.4	68.3	68.5
2018	38.38	38.46	38.88	38.92	68.4	68.5	68.6	68.4
2019	39.14	–	–	–	68.3	–	–	–
Total benefits								
2004	10.48	10.61	10.82	10.97	27.2	27.3	27.5	27.5
2005	11.20	11.29	11.53	11.75	27.8	27.9	28.1	28.0
2006	12.01	12.13	12.40	12.56	28.3	28.4	28.3	28.5
2007	12.69	12.78	12.89	13.01	28.5	28.7	28.8	29.1
2008	13.21	13.37	13.53	13.57	29.4	29.4	29.4	29.4
2009	13.70	13.85	13.80	13.54	29.5	29.7	29.5	29.5
2010	13.68	13.68	13.87	13.74	29.6	29.5	29.6	29.5
2011	14.00	14.03	14.01	14.16	29.6	29.7	29.7	29.9
2012	14.35	14.40	14.58	14.47	30.1	30.1	30.2	30.2
2013	14.62	14.63	14.76	14.85	30.3	30.3	30.3	30.6
2014	15.22	15.34	15.35	15.60	30.9	31.0	31.0	31.0
2015	15.73	15.62	15.68	15.73	31.1	30.9	30.9	31.0
2016	15.86	16.07	16.00	16.73	31.0	31.1	31.0	31.5
2017	16.95	16.99	17.24	17.60	31.6	31.6	31.7	31.5
2018	17.76	17.68	17.80	17.97	31.6	31.5	31.4	31.6
2019	18.13	–	–	–	31.7	–	–	–
Paid leave								
2004	2.73	2.78	2.82	2.84	7.1	7.2	7.2	7.1
2005	2.86	2.88	2.91	2.95	7.1	7.1	7.1	7.0
2006	3.17	3.22	3.29	3.33	7.5	7.5	7.5	7.5
2007	3.35	3.38	3.37	3.39	7.5	7.6	7.5	7.6
2008	3.51	3.56	3.62	3.62	7.8	7.8	7.9	7.8
2009	3.64	3.66	3.50	3.41	7.8	7.9	7.5	7.4
2010	3.42	3.44	3.47	3.48	7.4	7.4	7.4	7.5
2011	3.52	3.53	3.49	3.55	7.5	7.5	7.4	7.5
2012	3.55	3.60	3.63	3.59	7.4	7.5	7.5	7.5
2013	3.62	3.63	3.66	3.64	7.5	7.5	7.5	7.5
2014	3.72	3.74	3.74	3.75	7.5	7.6	7.5	7.4
2015	3.75	3.76	3.77	3.73	7.4	7.4	7.4	7.3
2016	3.75	3.85	3.81	4.06	7.3	7.4	7.4	7.6

See footnotes at end of table.

Table 3. Civilian workers, by occupational group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Professional and related occupations[1]

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Paid leave								
2017	4.08	4.12	4.15	4.34	7.6	7.7	7.6	7.8
2018	4.36	4.37	4.40	4.52	7.8	7.8	7.8	7.9
2019	4.56	–	–	–	8.0	–	–	–
Supplemental pay								
2004	.58	.61	.61	.61	1.5	1.6	1.6	1.5
2005	.65	.68	.71	.73	1.6	1.7	1.7	1.7
2006	.75	.78	.79	.82	1.8	1.8	1.8	1.9
2007	.85	.88	.86	.85	1.9	2.0	1.9	1.9
2008	.84	.87	.84	.88	1.9	1.9	1.8	1.9
2009	.84	1.01	1.02	.96	1.8	2.2	2.2	2.1
2010	.94	.96	.95	.76	2.0	2.1	2.0	1.6
2011	.82	.86	.87	.89	1.7	1.8	1.8	1.9
2012	.92	.92	.92	.88	1.9	1.9	1.9	1.8
2013	.87	.87	.88	.92	1.8	1.8	1.8	1.9
2014	.95	.94	.93	1.00	1.9	1.9	1.9	2.0
2015	1.04	1.02	1.02	1.06	2.0	2.0	2.0	2.1
2016	1.04	1.03	1.04	1.01	2.0	2.0	2.0	1.9
2017	1.04	1.07	1.09	1.20	1.9	2.0	2.0	2.2
2018	1.22	1.24	1.23	1.24	2.2	2.2	2.2	2.2
2019	1.25	–	–	–	2.2	–	–	–
Insurance								
2004	2.82	2.81	2.87	2.92	7.3	7.2	7.3	7.3
2005	2.99	3.00	3.09	3.17	7.4	7.4	7.5	7.6
2006	3.21	3.23	3.29	3.34	7.6	7.6	7.5	7.6
2007	3.45	3.46	3.47	3.47	7.8	7.8	7.8	7.8
2008	3.54	3.55	3.59	3.64	7.9	7.8	7.8	7.9
2009	3.71	3.69	3.75	3.76	8.0	7.9	8.0	8.2
2010	3.86	3.84	3.89	3.94	8.3	8.3	8.3	8.5
2011	4.00	3.98	3.99	4.04	8.5	8.4	8.4	8.5
2012	4.12	4.12	4.17	4.14	8.6	8.6	8.6	8.6
2013	4.23	4.22	4.21	4.23	8.8	8.7	8.7	8.7
2014	4.28	4.28	4.28	4.34	8.7	8.6	8.6	8.6
2015	4.39	4.37	4.40	4.40	8.7	8.7	8.7	8.7
2016	4.51	4.51	4.54	4.71	8.8	8.7	8.8	8.9
2017	4.75	4.72	4.79	4.91	8.9	8.8	8.8	8.8
2018	4.96	4.88	4.93	4.89	8.8	8.7	8.7	8.6
2019	4.95	–	–	–	8.6	–	–	–
Retirement and savings								
2004	1.71	1.72	1.80	1.84	4.4	4.4	4.6	4.6
2005	1.92	1.92	1.99	2.02	4.8	4.8	4.9	4.8
2006	2.04	2.03	2.13	2.14	4.8	4.8	4.8	4.8
2007	2.09	2.10	2.21	2.33	4.7	4.7	4.9	5.2
2008	2.34	2.38	2.44	2.40	5.2	5.2	5.3	5.2
2009	2.46	2.42	2.45	2.40	5.3	5.2	5.2	5.2
2010	2.41	2.38	2.46	2.49	5.2	5.1	5.2	5.3
2011	2.54	2.52	2.52	2.57	5.4	5.3	5.3	5.4
2012	2.62	2.59	2.68	2.71	5.5	5.4	5.6	5.6
2013	2.74	2.73	2.81	2.87	5.7	5.7	5.8	5.9
2014	3.06	3.18	3.19	3.29	6.2	6.4	6.4	6.5
2015	3.31	3.21	3.23	3.27	6.5	6.4	6.4	6.4
2016	3.28	3.38	3.33	3.65	6.4	6.5	6.5	6.9
2017	3.71	3.70	3.82	3.69	6.9	6.9	7.0	6.6
2018	3.74	3.70	3.73	3.81	6.7	6.6	6.6	6.7
2019	3.84	–	–	–	6.7	–	–	–
Legally required benefits								
2004	2.60	2.63	2.67	2.69	6.7	6.8	6.8	6.7
2005	2.73	2.75	2.78	2.82	6.8	6.8	6.8	6.7
2006	2.84	2.86	2.91	2.93	6.7	6.7	6.6	6.7
2007	2.95	2.96	2.97	2.97	6.6	6.6	6.6	6.7
2008	2.98	3.01	3.04	3.04	6.6	6.6	6.6	6.6
2009	3.05	3.07	3.08	3.02	6.6	6.6	6.6	6.6
2010	3.05	3.06	3.10	3.08	6.6	6.6	6.6	6.6
2011	3.12	3.13	3.14	3.11	6.6	6.6	6.7	6.6

See footnotes at end of table.

Table 3. Civilian workers, by occupational group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Professional and related occupations[1]

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Legally required benefits								
2012	3.15	3.17	3.18	3.16	6.6	6.6	6.6	6.6
2013	3.16	3.17	3.20	3.19	6.6	6.6	6.6	6.6
2014	3.20	3.20	3.21	3.24	6.5	6.5	6.5	6.4
2015	3.25	3.25	3.26	3.28	6.4	6.4	6.4	6.4
2016	3.29	3.29	3.29	3.31	6.4	6.4	6.4	6.2
2017	3.35	3.37	3.39	3.46	6.3	6.3	6.2	6.2
2018	3.48	3.49	3.52	3.52	6.2	6.2	6.2	6.2
2019	3.54	–	–	–	6.2	–	–	–
Other benefits[2]								
2004	.06	.06	.06	.06	.1	.2	.1	.1
2005	.06	.06	.06	.06	.1	.1	.1	.1

[1] Estimates from December 2013 to March 2014 for this series were corrected, details are available at www.bls.gov/bls/ecec_correction_091014.htm.
[2] Includes severance pay and supplemental unemployment benefits. Publication of other benefits was discontinued beginning in June 2006.

Note: The sum of individual items may not equal totals due to rounding. Dashes indicate data are not available.

Table 3. Civilian workers, by occupational group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Teachers[1,2]

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Total compensation								
2004	$44.50	$43.70	$44.80	$45.22	100.0	100.0	100.0	100.0
2005	45.44	45.45	46.59	47.58	100.0	100.0	100.0	100.0
2006	48.00	47.77	49.51	49.60	100.0	100.0	100.0	100.0
2007	49.72	49.39	50.46	49.41	100.0	100.0	100.0	100.0
2008	50.23	49.83	51.42	52.29	100.0	100.0	100.0	100.0
2009	52.35	52.31	52.48	52.49	100.0	100.0	100.0	100.0
2010	52.50	52.07	52.98	53.85	100.0	100.0	100.0	100.0
2011	53.81	53.39	53.60	54.31	100.0	100.0	100.0	100.0
2012	54.34	53.96	54.85	55.08	100.0	100.0	100.0	100.0
2013	55.06	54.84	55.52	55.68	100.0	100.0	100.0	100.0
2014	55.56	55.13	55.97	56.36	100.0	100.0	100.0	100.0
2015	56.33	55.84	56.73	56.60	100.0	100.0	100.0	100.0
2016	56.53	55.92	57.18	58.30	100.0	100.0	100.0	100.0
2017	58.40	57.95	58.96	61.56	100.0	100.0	100.0	100.0
2018	61.53	60.90	62.00	62.94	100.0	100.0	100.0	100.0
2019	62.85	–	–	–	100.0	–	–	–
Wages and salaries								
2004	33.48	32.89	33.58	33.90	75.2	75.3	75.0	75.0
2005	34.04	34.01	34.73	35.46	74.9	74.8	74.6	74.5
2006	35.65	35.45	36.67	36.66	74.3	74.2	74.1	73.9
2007	36.66	36.28	37.08	35.74	73.7	73.5	73.5	72.3
2008	35.82	35.49	36.62	37.24	71.3	71.2	71.2	71.2
2009	37.13	37.06	37.70	37.69	70.9	70.8	71.8	71.8
2010	37.72	37.41	37.97	38.57	71.8	71.8	71.7	71.6
2011	38.54	38.23	38.41	38.82	71.6	71.6	71.7	71.5
2012	38.74	38.40	38.92	39.20	71.3	71.2	71.0	71.2
2013	39.03	38.82	39.27	39.40	70.9	70.8	70.7	70.8
2014	39.28	38.84	39.45	39.74	70.7	70.5	70.5	70.5
2015	39.70	39.35	39.89	39.74	70.5	70.5	70.3	70.2
2016	39.67	39.27	40.02	40.20	70.2	70.2	70.0	69.0
2017	40.21	39.88	40.49	42.20	68.9	68.8	68.7	68.5
2018	42.14	41.75	42.56	42.97	68.5	68.6	68.6	68.3
2019	42.83	–	–	–	68.1	–	–	–
Total benefits								
2004	11.03	10.81	11.22	11.32	24.8	24.7	25.0	25.0
2005	11.40	11.44	11.86	12.13	25.1	25.2	25.4	25.5
2006	12.35	12.32	12.84	12.94	25.7	25.8	25.9	26.1
2007	13.07	13.11	13.38	13.67	26.3	26.5	26.5	27.7
2008	14.40	14.35	14.79	15.06	28.7	28.8	28.8	28.8
2009	15.23	15.26	14.79	14.80	29.1	29.2	28.2	28.2
2010	14.78	14.67	15.01	15.28	28.2	28.2	28.3	28.4
2011	15.26	15.16	15.19	15.49	28.4	28.4	28.3	28.5
2012	15.60	15.56	15.93	15.88	28.7	28.8	29.0	28.8
2013	16.03	16.01	16.25	16.29	29.1	29.2	29.3	29.2
2014	16.28	16.28	16.52	16.62	29.3	29.5	29.5	29.5
2015	16.63	16.49	16.84	16.85	29.5	29.5	29.7	29.8
2016	16.85	16.65	17.17	18.10	29.8	29.8	30.0	31.0
2017	18.18	18.07	18.47	19.37	31.1	31.2	31.3	31.5
2018	19.39	19.15	19.45	19.97	31.5	31.4	31.4	31.7
2019	20.02	–	–	–	31.9	–	–	–
Paid leave								
2004	2.28	2.21	2.27	2.29	5.1	5.1	5.1	5.1
2005	2.30	2.28	2.30	2.31	5.1	5.0	4.9	4.8
2006	2.55	2.53	2.64	2.63	5.3	5.3	5.3	5.3
2007	2.63	2.63	2.65	2.65	5.3	5.3	5.3	5.4
2008	3.32	3.26	3.39	3.40	6.6	6.5	6.6	6.5
2009	3.42	3.44	2.69	2.70	6.5	6.6	5.1	5.2
2010	2.72	2.66	2.72	2.79	5.2	5.1	5.1	5.2
2011	2.75	2.71	2.62	2.69	5.1	5.1	4.9	4.9
2012	2.67	2.64	2.69	2.74	4.9	4.9	4.9	5.0
2013	2.75	2.69	2.72	2.77	5.0	4.9	4.9	5.0
2014	2.74	2.67	2.73	2.75	4.9	4.8	4.9	4.9
2015	2.72	2.65	2.69	2.62	4.8	4.7	4.7	4.6
2016	2.59	2.53	2.60	2.93	4.6	4.5	4.5	5.0

See footnotes at end of table.

Table 3. Civilian workers, by occupational group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Teachers[1,2]

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Paid leave								
2017	2.93	2.87	2.94	3.18	5.0	5.0	5.0	5.2
2018	3.13	3.06	3.12	3.29	5.1	5.0	5.0	5.2
2019	3.28	–	–	–	5.2	–	–	–
Supplemental pay								
2004	.10	.10	.11	.11	.2	.2	.2	.2
2005	.11	.12	.12	.12	.2	.3	.3	.2
2006	.11	.11	.10	.11	.2	.2	.2	.2
2007	.11	.11	.11	.15	.2	.2	.2	.3
2008	.16	.15	.16	.15	.3	.3	.3	.3
2009	.14	.15	.15	.14	.3	.3	.3	.3
2010	.14	.14	.13	.14	.3	.3	.3	.3
2011	.14	.14	.14	.14	.3	.3	.3	.3
2012	.14	.14	.14	.15	.3	.3	.3	.3
2013	.15	.15	.17	.17	.3	.3	.3	.3
2014	.17	.19	.18	.17	.3	.3	.3	.3
2015	.17	.17	.17	.16	.3	.3	.3	.3
2016	.17	.16	.17	.23	.3	.3	.3	.4
2017	.23	.22	.22	.24	.4	.4	.4	.4
2018	.24	.23	.23	.24	.4	.4	.4	.4
2019	.24	–	–	–	.4	–	–	–
Insurance								
2004	3.46	3.43	3.57	3.63	7.8	7.8	8.0	8.0
2005	3.65	3.69	3.87	4.00	8.0	8.1	8.3	8.4
2006	4.06	4.09	4.21	4.29	8.5	8.6	8.5	8.7
2007	4.37	4.44	4.44	4.59	8.8	9.0	8.8	9.3
2008	4.60	4.67	4.74	4.91	9.2	9.4	9.2	9.4
2009	4.93	4.93	5.02	4.99	9.4	9.4	9.6	9.5
2010	5.09	5.09	5.20	5.29	9.7	9.8	9.8	9.8
2011	5.31	5.30	5.29	5.37	9.9	9.9	9.9	9.9
2012	5.43	5.45	5.50	5.40	10.0	10.1	10.0	9.8
2013	5.47	5.53	5.48	5.44	9.9	10.1	9.9	9.8
2014	5.42	5.45	5.46	5.43	9.8	9.9	9.8	9.6
2015	5.43	5.42	5.52	5.47	9.6	9.7	9.7	9.7
2016	5.53	5.48	5.60	5.91	9.8	9.8	9.8	10.1
2017	5.96	5.94	6.05	6.23	10.2	10.2	10.3	10.1
2018	6.27	6.15	6.21	6.29	10.2	10.1	10.0	10.0
2019	6.35	–	–	–	10.1	–	–	–
Retirement and savings								
2004	2.52	2.47	2.59	2.58	5.7	5.6	5.8	5.7
2005	2.62	2.64	2.80	2.90	5.8	5.8	6.0	6.1
2006	2.86	2.85	3.07	3.10	6.0	6.0	6.2	6.2
2007	3.17	3.17	3.36	3.41	6.4	6.4	6.7	6.9
2008	3.44	3.41	3.56	3.65	6.8	6.8	6.9	7.0
2009	3.79	3.79	3.92	3.96	7.2	7.2	7.5	7.6
2010	3.81	3.77	3.88	3.97	7.3	7.2	7.3	7.4
2011	3.96	3.93	4.05	4.17	7.4	7.4	7.6	7.7
2012	4.24	4.23	4.45	4.44	7.8	7.8	8.1	8.1
2013	4.51	4.51	4.72	4.71	8.2	8.2	8.5	8.5
2014	4.81	4.93	5.05	5.15	8.7	8.9	9.0	9.1
2015	5.19	5.16	5.33	5.47	9.2	9.2	9.4	9.7
2016	5.45	5.42	5.69	5.96	9.6	9.7	10.0	10.2
2017	5.99	5.99	6.18	6.52	10.3	10.3	10.5	10.6
2018	6.56	6.54	6.65	6.89	10.7	10.7	10.7	10.9
2019	6.90	–	–	–	11.0	–	–	–
Legally required benefits								
2004	2.60	2.55	2.63	2.65	5.9	5.8	5.9	5.9
2005	2.67	2.66	2.70	2.75	5.9	5.9	5.8	5.8
2006	2.76	2.74	2.82	2.81	5.8	5.7	5.7	5.7
2007	2.79	2.76	2.82	2.88	5.6	5.6	5.6	5.8
2008	2.89	2.85	2.94	2.96	5.7	5.7	5.7	5.7
2009	2.95	2.94	3.00	3.00	5.6	5.6	5.7	5.7
2010	3.02	3.00	3.07	3.10	5.8	5.8	5.8	5.8
2011	3.11	3.08	3.09	3.12	5.8	5.8	5.8	5.7

See footnotes at end of table.

Table 3. Civilian workers, by occupational group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Teachers[1,2]

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Legally required benefits								
2012	3.13	3.11	3.14	3.16	5.8	5.8	5.7	5.7
2013	3.15	3.13	3.15	3.19	5.7	5.7	5.7	5.7
2014	3.14	3.05	3.09	3.12	5.7	5.5	5.5	5.5
2015	3.12	3.08	3.12	3.13	5.5	5.5	5.5	5.5
2016	3.12	3.06	3.11	3.06	5.5	5.5	5.4	5.3
2017	3.07	3.04	3.07	3.20	5.3	5.3	5.2	5.2
2018	3.19	3.17	3.23	3.26	5.2	5.2	5.2	5.2
2019	3.25	–	–	–	5.2	–	–	–
Other benefits[3]								
2004	.06	.05	.05	.06	.1	.1	.1	.1
2005	.05	.06	.05	.05	.1	.1	.1	.1

[1] Includes postsecondary teachers; primary, secondary, and special education teachers; and other teachers and instructors.
[2] Estimates from December 2013 to March 2014 for this series were corrected, details are available at www.bls.gov/bls/ecec_correction_091014.htm.
[3] Includes severance pay and supplemental unemployment benefits. Publication of other benefits was discontinued beginning in June 2006.

Note: The sum of individual items may not equal totals due to rounding. Dashes indicate data are not available.

Table 3. Civilian workers, by occupational group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Primary, secondary, and special education school teachers[1]

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Total compensation								
2004	$42.45	$42.09	$43.02	$43.41	100.0	100.0	100.0	100.0
2005	43.59	43.95	44.81	45.60	100.0	100.0	100.0	100.0
2006	45.76	45.85	47.49	47.54	100.0	100.0	100.0	100.0
2007	47.94	48.04	48.65	47.61	100.0	100.0	100.0	100.0
2008	47.87	47.89	48.85	49.85	100.0	100.0	100.0	100.0
2009	50.13	50.19	51.06	51.18	100.0	100.0	100.0	100.0
2010	51.08	51.09	52.55	53.82	100.0	100.0	100.0	100.0
2011	53.82	53.76	53.87	54.70	100.0	100.0	100.0	100.0
2012	54.83	54.79	55.33	54.87	100.0	100.0	100.0	100.0
2013	55.09	55.17	55.47	55.20	100.0	100.0	100.0	100.0
2014	55.30	55.63	55.92	56.71	100.0	100.0	100.0	100.0
2015	56.84	56.89	57.33	57.01	100.0	100.0	100.0	100.0
2016	57.08	57.04	57.99	58.44	100.0	100.0	100.0	100.0
2017	58.54	58.78	59.20	60.96	100.0	100.0	100.0	100.0
2018	61.17	61.24	61.91	62.39	100.0	100.0	100.0	100.0
2019	62.59	–	–	–	100.0	–	–	–
Wages and salaries								
2004	31.56	31.33	31.84	32.07	74.3	74.4	74.0	73.9
2005	32.20	32.40	32.88	33.41	73.9	73.7	73.4	73.3
2006	33.53	33.58	34.69	34.70	73.3	73.2	73.0	73.0
2007	34.88	34.90	35.29	34.09	72.8	72.7	72.5	71.6
2008	34.29	34.27	35.01	35.68	71.6	71.5	71.7	71.6
2009	35.78	35.80	36.35	36.36	71.4	71.3	71.2	71.0
2010	36.41	36.45	37.31	38.04	71.3	71.3	71.0	70.7
2011	38.06	38.04	38.03	38.49	70.7	70.8	70.6	70.4
2012	38.49	38.44	38.65	38.33	70.2	70.2	69.9	69.9
2013	38.36	38.38	38.50	38.24	69.6	69.6	69.4	69.3
2014	38.33	38.43	38.62	39.09	69.3	69.1	69.1	68.9
2015	39.16	39.20	39.36	39.04	68.9	68.9	68.7	68.5
2016	39.08	39.11	39.57	39.40	68.5	68.6	68.2	67.4
2017	39.39	39.54	39.73	40.78	67.3	67.3	67.1	66.9
2018	40.89	40.93	41.41	41.53	66.8	66.8	66.9	66.6
2019	41.61	–	–	–	66.5	–	–	–
Total benefits								
2004	10.89	10.75	11.18	11.34	25.7	25.6	26.0	26.1
2005	11.39	11.56	11.94	12.18	26.1	26.3	26.6	26.7
2006	12.23	12.27	12.80	12.85	26.7	26.8	27.0	27.0
2007	13.06	13.14	13.36	13.52	27.2	27.3	27.5	28.4
2008	13.59	13.63	13.84	14.17	28.4	28.5	28.3	28.4
2009	14.35	14.39	14.71	14.82	28.6	28.7	28.8	29.0
2010	14.67	14.64	15.23	15.78	28.7	28.7	29.0	29.3
2011	15.76	15.72	15.83	16.21	29.3	29.2	29.4	29.6
2012	16.34	16.35	16.68	16.54	29.8	29.8	30.1	30.1
2013	16.74	16.79	16.97	16.96	30.4	30.4	30.6	30.7
2014	16.98	17.20	17.31	17.62	30.7	30.9	30.9	31.1
2015	17.68	17.69	17.96	17.96	31.1	31.1	31.3	31.5
2016	18.00	17.93	18.42	19.04	31.5	31.4	31.8	32.6
2017	19.15	19.24	19.47	20.18	32.7	32.7	32.9	33.1
2018	20.28	20.31	20.50	20.85	33.2	33.2	33.1	33.4
2019	20.98	–	–	–	33.5	–	–	–
Paid leave								
2004	2.25	2.20	2.26	2.28	5.3	5.2	5.3	5.3
2005	2.28	2.31	2.30	2.28	5.2	5.2	5.1	5.0
2006	2.35	2.36	2.44	2.41	5.1	5.1	5.1	5.1
2007	2.48	2.49	2.50	2.36	5.2	5.2	5.1	5.0
2008	2.33	2.33	2.36	2.41	4.9	4.9	4.8	4.8
2009	2.38	2.40	2.45	2.44	4.7	4.8	4.8	4.8
2010	2.42	2.42	2.50	2.52	4.7	4.7	4.8	4.7
2011	2.49	2.48	2.41	2.46	4.6	4.6	4.5	4.5
2012	2.44	2.44	2.45	2.43	4.5	4.5	4.4	4.4
2013	2.44	2.44	2.46	2.45	4.4	4.4	4.4	4.4
2014	2.44	2.46	2.46	2.49	4.4	4.4	4.4	4.4
2015	2.49	2.49	2.47	2.48	4.4	4.4	4.3	4.4
2016	2.48	2.46	2.49	2.74	4.3	4.3	4.3	4.7

See footnotes at end of table.

Table 3. Civilian workers, by occupational group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Primary, secondary, and special education school teachers[1]

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Paid leave								
2017	2.76	2.76	2.77	2.91	4.7	4.7	4.7	4.8
2018	2.91	2.92	2.92	2.94	4.8	4.8	4.7	4.7
2019	2.97	–	–	–	4.7	–	–	–
Supplemental pay								
2004	.11	.11	.11	.11	.2	.2	.3	.3
2005	.12	.12	.13	.12	.3	.3	.3	.3
2006	.11	.11	.09	.10	.2	.2	.2	.2
2007	.10	.10	.10	.15	.2	.2	.2	.3
2008	.17	.16	.17	.15	.4	.3	.3	.3
2009	.15	.16	.16	.16	.3	.3	.3	.3
2010	.16	.16	.15	.15	.3	.3	.3	.3
2011	.15	.15	.17	.16	.3	.3	.3	.3
2012	.16	.16	.16	.16	.3	.3	.3	.3
2013	.16	.16	.17	.17	.3	.3	.3	.3
2014	.17	.19	.18	.17	.3	.3	.3	.3
2015	.17	.17	.17	.17	.3	.3	.3	.3
2016	.17	.18	.18	.21	.3	.3	.3	.4
2017	.21	.21	.20	.22	.4	.4	.3	.4
2018	.21	.21	.21	.21	.4	.3	.3	.3
2019	.22	–	–	–	.3	–	–	–
Insurance								
2004	3.76	3.72	3.91	3.99	8.9	8.8	9.1	9.2
2005	4.01	4.05	4.26	4.40	9.2	9.2	9.5	9.7
2006	4.49	4.51	4.67	4.72	9.8	9.8	9.8	9.9
2007	4.79	4.84	4.84	5.01	10.0	10.1	9.9	10.5
2008	5.06	5.10	5.17	5.32	10.6	10.7	10.6	10.7
2009	5.34	5.32	5.44	5.50	10.7	10.6	10.6	10.7
2010	5.59	5.59	5.84	6.00	10.9	10.9	11.1	11.1
2011	6.01	5.99	6.04	6.21	11.2	11.1	11.2	11.3
2012	6.26	6.27	6.34	6.27	11.4	11.4	11.5	11.4
2013	6.34	6.35	6.34	6.30	11.5	11.5	11.4	11.4
2014	6.24	6.27	6.27	6.36	11.3	11.3	11.2	11.2
2015	6.35	6.34	6.46	6.28	11.2	11.1	11.3	11.0
2016	6.34	6.30	6.43	6.45	11.1	11.1	11.1	11.0
2017	6.50	6.53	6.60	6.73	11.1	11.1	11.1	11.0
2018	6.78	6.79	6.81	6.84	11.1	11.1	11.0	11.0
2019	6.92	–	–	–	11.1	–	–	–
Retirement and savings								
2004	2.38	2.36	2.46	2.49	5.6	5.6	5.7	5.7
2005	2.53	2.60	2.75	2.85	5.8	5.9	6.1	6.2
2006	2.80	2.81	3.04	3.05	6.1	6.1	6.4	6.4
2007	3.14	3.14	3.33	3.40	6.5	6.5	6.8	7.1
2008	3.42	3.43	3.49	3.60	7.1	7.2	7.2	7.2
2009	3.80	3.81	3.91	3.98	7.6	7.6	7.7	7.8
2010	3.74	3.71	3.89	4.21	7.3	7.3	7.4	7.8
2011	4.21	4.20	4.32	4.47	7.8	7.8	8.0	8.2
2012	4.55	4.55	4.78	4.75	8.3	8.3	8.6	8.7
2013	4.87	4.89	5.07	5.13	8.8	8.9	9.1	9.3
2014	5.25	5.46	5.57	5.78	9.5	9.8	10.0	10.2
2015	5.84	5.85	6.02	6.19	10.3	10.3	10.5	10.9
2016	6.16	6.15	6.46	6.80	10.8	10.8	11.1	11.6
2017	6.85	6.87	7.04	7.40	11.7	11.7	11.9	12.1
2018	7.43	7.43	7.58	7.88	12.1	12.1	12.2	12.6
2019	7.88	–	–	–	12.6	–	–	–
Legally required benefits								
2004	2.31	2.30	2.37	2.38	5.4	5.5	5.5	5.5
2005	2.39	2.41	2.42	2.46	5.5	5.5	5.4	5.4
2006	2.47	2.47	2.56	2.56	5.4	5.4	5.4	5.4
2007	2.55	2.56	2.58	2.60	5.3	5.3	5.3	5.5
2008	2.60	2.60	2.65	2.69	5.4	5.4	5.4	5.4
2009	2.68	2.70	2.75	2.74	5.3	5.4	5.4	5.4
2010	2.77	2.77	2.85	2.90	5.4	5.4	5.4	5.4
2011	2.90	2.90	2.90	2.92	5.4	5.4	5.4	5.3

See footnotes at end of table.

Table 3. Civilian workers, by occupational group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Primary, secondary, and special education school teachers[1]

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Legally required benefits								
2012	2.93	2.93	2.95	2.92	5.4	5.3	5.3	5.3
2013	2.93	2.94	2.93	2.91	5.3	5.3	5.3	5.3
2014	2.87	2.82	2.82	2.82	5.2	5.1	5.0	5.0
2015	2.83	2.84	2.84	2.85	5.0	5.0	5.0	5.0
2016	2.84	2.83	2.86	2.84	5.0	5.0	4.9	4.9
2017	2.83	2.87	2.86	2.93	4.8	4.9	4.8	4.8
2018	2.95	2.95	2.98	2.98	4.8	4.8	4.8	4.8
2019	3.00	–	–	–	4.8	–	–	–
Other benefits[2]								
2004	.08	.07	.07	.08	.2	.2	.2	.2
2005	.07	.07	.07	.07	.2	.2	.2	.2

[1] Estimates from December 2013 to March 2014 for this series were corrected, details are available at www.bls.gov/bls/ecec_correction_091014.htm.
[2] Includes severance pay and supplemental unemployment benefits. Publication of other benefits was discontinued beginning in June 2006.

Note: The sum of individual items may not equal totals due to rounding. Dashes indicate data are not available.

Table 3. Civilian workers, by occupational group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Registered nurses

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Total compensation								
2004	$37.23	$37.94	$38.45	$38.63	100.0	100.0	100.0	100.0
2005	39.11	39.46	39.96	40.26	100.0	100.0	100.0	100.0
2006	40.57	41.32	42.01	42.71	100.0	100.0	100.0	100.0
2007	43.38	43.63	43.93	44.12	100.0	100.0	100.0	100.0
2008	44.26	44.85	45.32	46.46	100.0	100.0	100.0	100.0
2009	46.88	47.44	47.64	47.18	100.0	100.0	100.0	100.0
2010	47.69	47.82	48.24	47.82	100.0	100.0	100.0	100.0
2011	48.68	48.55	48.67	48.83	100.0	100.0	100.0	100.0
2012	49.13	49.42	49.32	48.34	100.0	100.0	100.0	100.0
2013	48.70	48.99	49.31	48.66	100.0	100.0	100.0	100.0
2014	48.69	49.23	49.22	50.86	100.0	100.0	100.0	100.0
2015	51.04	51.51	51.45	51.33	100.0	100.0	100.0	100.0
2016	51.96	52.04	52.28	52.61	100.0	100.0	100.0	100.0
2017	53.18	53.33	53.39	54.58	100.0	100.0	100.0	100.0
2018	55.02	55.27	55.23	56.11	100.0	100.0	100.0	100.0
2019	56.36	–	–	–	100.0	–	–	–
Wages and salaries								
2004	26.53	27.04	27.36	27.48	71.3	71.3	71.1	71.1
2005	27.80	28.09	28.43	28.64	71.1	71.2	71.1	71.1
2006	28.73	29.25	29.73	30.13	70.8	70.8	70.8	70.5
2007	30.64	30.86	31.13	31.17	70.6	70.7	70.9	70.7
2008	31.28	31.69	32.05	32.71	70.7	70.7	70.7	70.4
2009	32.96	33.40	33.48	33.21	70.3	70.4	70.3	70.4
2010	33.42	33.55	33.74	33.45	70.1	70.2	69.9	70.0
2011	33.82	33.79	33.93	33.95	69.5	69.6	69.7	69.5
2012	34.16	34.36	34.28	33.92	69.5	69.5	69.5	70.2
2013	34.15	34.32	34.58	33.83	70.1	70.1	70.1	69.5
2014	33.88	34.29	34.27	34.89	69.6	69.6	69.6	68.6
2015	34.98	35.33	35.38	34.56	68.5	68.6	68.8	67.3
2016	34.92	34.90	35.05	35.31	67.2	67.1	67.0	67.1
2017	35.69	35.87	35.89	36.16	67.1	67.2	67.2	66.2
2018	36.42	36.66	36.67	36.79	66.2	66.3	66.4	65.6
2019	36.93	–	–	–	65.5	–	–	–
Total benefits								
2004	10.69	10.91	11.10	11.15	28.7	28.7	28.9	28.9
2005	11.31	11.37	11.53	11.63	28.9	28.8	28.9	28.9
2006	11.84	12.07	12.28	12.58	29.2	29.2	29.2	29.5
2007	12.74	12.78	12.80	12.95	29.4	29.3	29.1	29.3
2008	12.98	13.16	13.27	13.74	29.3	29.3	29.3	29.6
2009	13.92	14.04	14.16	13.97	29.7	29.6	29.7	29.6
2010	14.26	14.27	14.50	14.37	29.9	29.8	30.1	30.0
2011	14.87	14.76	14.74	14.88	30.5	30.4	30.3	30.5
2012	14.97	15.05	15.04	14.41	30.5	30.5	30.5	29.8
2013	14.56	14.66	14.73	14.83	29.9	29.9	29.9	30.5
2014	14.81	14.95	14.95	15.97	30.4	30.4	30.4	31.4
2015	16.05	16.18	16.07	16.77	31.5	31.4	31.2	32.7
2016	17.04	17.13	17.23	17.29	32.8	32.9	33.0	32.9
2017	17.49	17.47	17.50	18.42	32.9	32.8	32.8	33.8
2018	18.60	18.61	18.57	19.32	33.8	33.7	33.6	34.4
2019	19.42	–	–	–	34.5	–	–	–
Paid leave								
2004	3.06	3.11	3.16	3.17	8.2	8.2	8.2	8.2
2005	3.17	3.17	3.22	3.21	8.1	8.0	8.1	8.0
2006	3.33	3.41	3.49	3.53	8.2	8.3	8.3	8.3
2007	3.59	3.61	3.59	3.60	8.3	8.3	8.2	8.2
2008	3.56	3.60	3.63	3.84	8.0	8.0	8.0	8.3
2009	3.88	3.99	4.04	3.91	8.3	8.4	8.5	8.3
2010	3.95	3.94	4.01	3.84	8.3	8.2	8.3	8.0
2011	4.00	3.94	3.95	4.02	8.2	8.1	8.1	8.2
2012	4.00	4.03	3.99	3.81	8.1	8.2	8.1	7.9
2013	3.85	3.87	3.90	3.92	7.9	7.9	7.9	8.1
2014	3.93	3.96	3.96	4.26	8.1	8.0	8.0	8.4
2015	4.25	4.27	4.27	4.44	8.3	8.3	8.3	8.7
2016	4.52	4.59	4.60	4.69	8.7	8.8	8.8	8.9

See footnotes at end of table.

Table 3. Civilian workers, by occupational group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Registered nurses

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Paid leave								
2017	4.75	4.75	4.76	5.00	8.9	8.9	8.9	9.2
2018	5.02	5.01	5.04	5.30	9.1	9.1	9.1	9.4
2019	5.32	–	–	–	9.4	–	–	–
Supplemental pay								
2004	1.28	1.25	1.26	1.27	3.4	3.3	3.3	3.3
2005	1.32	1.30	1.31	1.32	3.4	3.3	3.3	3.3
2006	1.39	1.40	1.42	1.54	3.4	3.4	3.4	3.6
2007	1.54	1.55	1.54	1.49	3.5	3.6	3.5	3.4
2008	1.50	1.50	1.50	1.56	3.4	3.3	3.3	3.4
2009	1.55	1.55	1.58	1.50	3.3	3.3	3.3	3.2
2010	1.52	1.51	1.53	1.51	3.2	3.2	3.2	3.2
2011	1.61	1.55	1.56	1.47	3.3	3.2	3.2	3.0
2012	1.47	1.46	1.45	1.40	3.0	3.0	2.9	2.9
2013	1.40	1.42	1.42	1.41	2.9	2.9	2.9	2.9
2014	1.44	1.47	1.47	1.55	3.0	3.0	3.0	3.1
2015	1.53	1.58	1.56	1.58	3.0	3.1	3.0	3.1
2016	1.59	1.58	1.61	1.59	3.1	3.0	3.1	3.0
2017	1.61	1.62	1.63	1.84	3.0	3.0	3.1	3.4
2018	1.87	1.88	1.83	2.04	3.4	3.4	3.3	3.6
2019	2.06	–	–	–	3.6	–	–	–
Insurance								
2004	2.28	2.32	2.36	2.38	6.1	6.1	6.1	6.2
2005	2.43	2.51	2.52	2.58	6.2	6.4	6.3	6.4
2006	2.61	2.68	2.72	2.78	6.4	6.5	6.5	6.5
2007	2.81	2.80	2.83	2.95	6.5	6.4	6.4	6.7
2008	3.02	3.11	3.12	3.17	6.8	6.9	6.9	6.8
2009	3.28	3.27	3.28	3.35	7.0	6.9	6.9	7.1
2010	3.46	3.47	3.51	3.66	7.3	7.3	7.3	7.6
2011	3.73	3.73	3.70	3.79	7.7	7.7	7.6	7.8
2012	3.93	3.96	4.01	3.79	8.0	8.0	8.1	7.8
2013	3.84	3.86	3.82	3.92	7.9	7.9	7.7	8.1
2014	3.86	3.89	3.90	4.20	7.9	7.9	7.9	8.3
2015	4.27	4.31	4.25	4.51	8.4	8.4	8.3	8.8
2016	4.66	4.70	4.70	4.68	9.0	9.0	9.0	8.9
2017	4.71	4.68	4.66	5.01	8.9	8.8	8.7	9.2
2018	5.10	5.10	5.13	5.20	9.3	9.2	9.3	9.3
2019	5.27	–	–	–	9.4	–	–	–
Retirement and savings								
2004	1.21	1.29	1.34	1.33	3.2	3.4	3.5	3.4
2005	1.36	1.34	1.39	1.40	3.5	3.4	3.5	3.5
2006	1.41	1.41	1.45	1.47	3.5	3.4	3.4	3.4
2007	1.47	1.47	1.51	1.56	3.4	3.4	3.4	3.5
2008	1.55	1.56	1.59	1.74	3.5	3.5	3.5	3.7
2009	1.75	1.74	1.77	1.76	3.7	3.7	3.7	3.7
2010	1.83	1.83	1.90	1.86	3.8	3.8	3.9	3.9
2011	1.99	2.00	1.98	2.02	4.1	4.1	4.1	4.1
2012	1.97	1.97	1.99	1.86	4.0	4.0	4.0	3.9
2013	1.90	1.94	1.99	2.04	3.9	4.0	4.0	4.2
2014	2.05	2.07	2.07	2.32	4.2	4.2	4.2	4.6
2015	2.34	2.33	2.32	2.63	4.6	4.5	4.5	5.1
2016	2.64	2.65	2.71	2.72	5.1	5.1	5.2	5.2
2017	2.77	2.77	2.80	2.91	5.2	5.2	5.2	5.3
2018	2.91	2.92	2.85	3.04	5.3	5.3	5.2	5.4
2019	3.04	–	–	–	5.4	–	–	–
Legally required benefits								
2004	2.85	2.92	2.95	2.97	7.7	7.7	7.7	7.7
2005	3.00	3.03	3.07	3.09	7.7	7.7	7.7	7.7
2006	3.10	3.16	3.21	3.27	7.6	7.7	7.6	7.7
2007	3.32	3.34	3.32	3.35	7.6	7.6	7.6	7.6
2008	3.36	3.40	3.43	3.44	7.6	7.6	7.6	7.4
2009	3.46	3.49	3.49	3.46	7.4	7.4	7.3	7.3
2010	3.50	3.51	3.55	3.51	7.3	7.3	7.4	7.3
2011	3.54	3.54	3.56	3.58	7.3	7.3	7.3	7.3

See footnotes at end of table.

Table 3. Civilian workers, by occupational group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Registered nurses

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Legally required benefits								
2012	3.60	3.63	3.61	3.55	7.3	7.4	7.3	7.3
2013	3.56	3.58	3.61	3.53	7.3	7.3	7.3	7.3
2014	3.54	3.56	3.55	3.63	7.3	7.2	7.2	7.1
2015	3.65	3.68	3.68	3.60	7.1	7.1	7.1	7.0
2016	3.63	3.61	3.60	3.61	7.0	6.9	6.9	6.9
2017	3.64	3.65	3.65	3.67	6.9	6.9	6.8	6.7
2018	3.70	3.71	3.71	3.73	6.7	6.7	6.7	6.6
2019	3.74	–	–	–	6.6	–	–	–
Other benefits[1]								
2004	.02	.02	.02	.02	.1	.1	.1	.1
2005	.02	.02	.02	.02	.1	.1	.1	.1

[1] Includes severance pay and supplemental unemployment benefits. Publication of other benefits was discontinued beginning in June 2006.

Note: The sum of individual items may not equal totals due to rounding. Dashes indicate data are not available.

Table 3. Civilian workers, by occupational group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Sales and related occupations

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Total compensation								
2004	$17.16	$17.77	$18.26	$17.94	100.0	100.0	100.0	100.0
2005	18.25	18.51	18.77	18.58	100.0	100.0	100.0	100.0
2006	18.94	19.01	19.39	19.48	100.0	100.0	100.0	100.0
2007	19.61	19.57	20.03	20.08	100.0	100.0	100.0	100.0
2008	20.14	20.33	20.46	20.13	100.0	100.0	100.0	100.0
2009	20.05	20.08	20.12	20.57	100.0	100.0	100.0	100.0
2010	20.65	20.91	20.98	20.67	100.0	100.0	100.0	100.0
2011	20.88	21.17	21.33	21.30	100.0	100.0	100.0	100.0
2012	21.47	21.48	21.67	21.29	100.0	100.0	100.0	100.0
2013	21.63	21.81	21.95	22.16	100.0	100.0	100.0	100.0
2014	22.25	22.22	22.76	22.99	100.0	100.0	100.0	100.0
2015	23.81	23.54	23.69	23.53	100.0	100.0	100.0	100.0
2016	23.88	23.94	24.19	23.89	100.0	100.0	100.0	100.0
2017	24.07	24.24	24.37	23.90	100.0	100.0	100.0	100.0
2018	24.39	24.63	25.22	24.56	100.0	100.0	100.0	100.0
2019	25.23	–	–	–	100.0	–	–	–
Wages and salaries								
2004	13.14	13.61	14.04	13.75	76.6	76.6	76.9	76.6
2005	13.97	14.16	14.37	14.08	76.5	76.5	76.5	75.8
2006	14.26	14.36	14.67	14.66	75.3	75.5	75.6	75.3
2007	14.77	14.72	15.07	15.11	75.4	75.2	75.2	75.2
2008	15.13	15.27	15.33	15.07	75.1	75.1	74.9	74.8
2009	15.00	15.02	15.07	15.36	74.8	74.8	74.9	74.6
2010	15.38	15.61	15.65	15.50	74.5	74.7	74.6	75.0
2011	15.58	15.74	15.89	15.94	74.6	74.4	74.5	74.8
2012	16.04	16.08	16.31	15.97	74.7	74.9	75.3	75.0
2013	16.13	16.29	16.38	16.65	74.6	74.7	74.6	75.1
2014	16.63	16.62	17.04	17.23	74.7	74.8	74.9	74.9
2015	17.95	17.66	17.79	17.68	75.4	75.0	75.1	75.1
2016	17.90	17.98	18.13	17.87	75.0	75.1	74.9	74.8
2017	18.02	18.11	18.26	17.92	74.9	74.7	74.9	75.0
2018	18.33	18.45	18.94	18.52	75.1	74.9	75.1	75.4
2019	19.03	–	–	–	75.4	–	–	–
Total benefits								
2004	4.02	4.16	4.22	4.19	23.4	23.4	23.1	23.4
2005	4.29	4.35	4.40	4.49	23.5	23.5	23.5	24.2
2006	4.68	4.65	4.73	4.81	24.7	24.5	24.4	24.7
2007	4.83	4.85	4.96	4.97	24.6	24.8	24.8	24.8
2008	5.01	5.06	5.13	5.06	24.9	24.9	25.1	25.2
2009	5.05	5.06	5.05	5.22	25.2	25.2	25.1	25.4
2010	5.27	5.30	5.34	5.17	25.5	25.3	25.4	25.0
2011	5.31	5.43	5.44	5.36	25.4	25.6	25.5	25.2
2012	5.43	5.40	5.36	5.32	25.3	25.1	24.7	25.0
2013	5.50	5.52	5.57	5.51	25.4	25.3	25.4	24.9
2014	5.62	5.60	5.72	5.76	25.3	25.2	25.1	25.1
2015	5.87	5.88	5.90	5.85	24.6	25.0	24.9	24.9
2016	5.98	5.96	6.06	6.02	25.0	24.9	25.1	25.2
2017	6.05	6.13	6.11	5.98	25.1	25.3	25.1	25.0
2018	6.06	6.18	6.28	6.04	24.9	25.1	24.9	24.6
2019	6.20	–	–	–	24.6	–	–	–
Paid leave								
2004	.81	.86	.88	.86	4.7	4.8	4.8	4.8
2005	.88	.89	.90	.91	4.8	4.8	4.8	4.9
2006	1.02	1.02	1.05	1.04	5.4	5.3	5.4	5.4
2007	1.06	1.07	1.08	1.08	5.4	5.4	5.4	5.4
2008	1.09	1.09	1.11	1.07	5.4	5.4	5.4	5.3
2009	1.07	1.07	1.07	1.10	5.4	5.3	5.3	5.4
2010	1.12	1.13	1.15	1.11	5.4	5.4	5.5	5.4
2011	1.14	1.15	1.15	1.14	5.5	5.4	5.4	5.4
2012	1.16	1.14	1.13	1.13	5.4	5.3	5.2	5.3
2013	1.16	1.16	1.17	1.18	5.3	5.3	5.3	5.3
2014	1.19	1.18	1.23	1.28	5.4	5.3	5.4	5.6
2015	1.32	1.31	1.31	1.34	5.5	5.6	5.5	5.7
2016	1.38	1.35	1.41	1.40	5.8	5.6	5.8	5.8

See footnotes at end of table.

Table 3. Civilian workers, by occupational group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Sales and related occupations

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Paid leave								
2017	1.40	1.41	1.41	1.38	5.8	5.8	5.8	5.8
2018	1.41	1.41	1.46	1.40	5.8	5.7	5.8	5.7
2019	1.47	–	–	–	5.8	–	–	–
Supplemental pay								
2004	.39	.37	.38	.36	2.3	2.1	2.1	2.0
2005	.39	.38	.39	.47	2.1	2.1	2.1	2.5
2006	.51	.48	.50	.54	2.7	2.6	2.6	2.8
2007	.53	.53	.54	.53	2.7	2.7	2.7	2.7
2008	.51	.56	.57	.55	2.6	2.8	2.8	2.7
2009	.50	.51	.51	.55	2.5	2.5	2.5	2.7
2010	.51	.48	.49	.45	2.5	2.3	2.3	2.2
2011	.48	.51	.51	.44	2.3	2.4	2.4	2.1
2012	.46	.47	.46	.47	2.2	2.2	2.1	2.2
2013	.50	.49	.49	.49	2.3	2.2	2.2	2.2
2014	.50	.51	.53	.56	2.3	2.3	2.3	2.5
2015	.54	.55	.56	.57	2.3	2.3	2.4	2.4
2016	.60	.62	.62	.62	2.5	2.6	2.6	2.6
2017	.62	.64	.63	.63	2.6	2.6	2.6	2.6
2018	.66	.67	.68	.60	2.7	2.7	2.7	2.5
2019	.61	–	–	–	2.4	–	–	–
Insurance								
2004	.96	.99	.98	.98	5.6	5.6	5.4	5.5
2005	1.02	1.03	1.05	1.08	5.6	5.6	5.6	5.8
2006	1.10	1.11	1.14	1.15	5.8	5.9	5.9	5.9
2007	1.17	1.18	1.20	1.21	6.0	6.0	6.0	6.0
2008	1.26	1.25	1.27	1.27	6.3	6.1	6.2	6.3
2009	1.32	1.33	1.33	1.36	6.6	6.6	6.6	6.6
2010	1.40	1.42	1.42	1.38	6.8	6.8	6.8	6.7
2011	1.43	1.47	1.46	1.46	6.8	6.9	6.9	6.8
2012	1.47	1.46	1.42	1.42	6.8	6.8	6.6	6.7
2013	1.52	1.52	1.54	1.49	7.0	7.0	7.0	6.7
2014	1.56	1.56	1.57	1.53	7.0	7.0	6.9	6.6
2015	1.57	1.58	1.58	1.49	6.6	6.7	6.7	6.3
2016	1.56	1.57	1.55	1.54	6.5	6.5	6.4	6.4
2017	1.54	1.56	1.56	1.52	6.4	6.4	6.4	6.3
2018	1.53	1.56	1.56	1.51	6.3	6.3	6.2	6.1
2019	1.54	–	–	–	6.1	–	–	–
Retirement and savings								
2004	.36	.38	.39	.39	2.1	2.1	2.1	2.2
2005	.40	.42	.41	.41	2.2	2.3	2.2	2.2
2006	.42	.41	.41	.44	2.2	2.2	2.1	2.3
2007	.43	.42	.46	.48	2.2	2.2	2.3	2.4
2008	.48	.48	.49	.49	2.4	2.4	2.4	2.4
2009	.47	.47	.46	.49	2.4	2.3	2.3	2.4
2010	.51	.51	.52	.50	2.5	2.4	2.5	2.4
2011	.52	.53	.53	.53	2.5	2.5	2.5	2.5
2012	.54	.52	.52	.51	2.5	2.4	2.4	2.4
2013	.52	.54	.55	.53	2.4	2.5	2.5	2.4
2014	.54	.53	.54	.55	2.4	2.4	2.4	2.4
2015	.57	.57	.58	.60	2.4	2.4	2.4	2.5
2016	.59	.59	.62	.62	2.5	2.5	2.6	2.6
2017	.62	.64	.63	.60	2.6	2.6	2.6	2.5
2018	.59	.65	.67	.63	2.4	2.7	2.7	2.5
2019	.64	–	–	–	2.6	–	–	–
Legally required benefits								
2004	1.49	1.56	1.59	1.58	8.7	8.8	8.7	8.8
2005	1.59	1.62	1.63	1.62	8.7	8.7	8.7	8.7
2006	1.62	1.63	1.63	1.64	8.6	8.6	8.4	8.4
2007	1.64	1.65	1.67	1.67	8.4	8.4	8.3	8.3
2008	1.67	1.68	1.69	1.69	8.3	8.3	8.3	8.4
2009	1.68	1.69	1.68	1.71	8.4	8.4	8.4	8.3
2010	1.73	1.75	1.76	1.72	8.4	8.4	8.4	8.3
2011	1.75	1.78	1.78	1.79	8.4	8.4	8.4	8.4

See footnotes at end of table.

Table 3. Civilian workers, by occupational group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Sales and related occupations

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Legally required benefits								
2012	1.81	1.81	1.83	1.79	8.4	8.4	8.4	8.4
2013	1.80	1.81	1.82	1.82	8.3	8.3	8.3	8.2
2014	1.82	1.82	1.85	1.84	8.2	8.2	8.1	8.0
2015	1.87	1.87	1.87	1.85	7.8	7.9	7.9	7.8
2016	1.84	1.84	1.85	1.85	7.7	7.7	7.7	7.7
2017	1.87	1.88	1.88	1.85	7.8	7.7	7.7	7.7
2018	1.87	1.89	1.91	1.90	7.7	7.7	7.6	7.7
2019	1.93	–	–	–	7.7	–	–	–
Other benefits[1]								
2004	([2])	([2])	([2])	([2])	([3])	([3])	([3])	([3])
2005	([2])	([2])	([2])	([2])	([3])	([3])	([3])	([3])

[1] Includes severance pay and supplemental unemployment benefits. Publication of other benefits was discontinued beginning in June 2006.
[2] Cost per hour worked is $0.01 or less.
[3] Less than .05 percent.

Note: The sum of individual items may not equal totals due to rounding. Dashes indicate data are not available.

Table 3. Civilian workers, by occupational group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Office and administrative support occupations

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Total compensation								
2004	$19.70	$19.92	$20.12	$20.26	100.0	100.0	100.0	100.0
2005	20.51	20.61	20.78	20.86	100.0	100.0	100.0	100.0
2006	21.14	21.33	21.50	21.58	100.0	100.0	100.0	100.0
2007	21.84	21.97	22.13	22.15	100.0	100.0	100.0	100.0
2008	22.41	22.52	22.72	22.74	100.0	100.0	100.0	100.0
2009	22.98	23.04	23.11	23.06	100.0	100.0	100.0	100.0
2010	23.27	23.25	23.41	23.22	100.0	100.0	100.0	100.0
2011	23.50	23.54	23.72	23.83	100.0	100.0	100.0	100.0
2012	24.05	24.12	24.17	24.10	100.0	100.0	100.0	100.0
2013	24.37	24.43	24.49	24.23	100.0	100.0	100.0	100.0
2014	24.46	24.66	24.76	24.76	100.0	100.0	100.0	100.0
2015	24.96	24.95	25.13	24.75	100.0	100.0	100.0	100.0
2016	25.10	25.18	25.40	25.75	100.0	100.0	100.0	100.0
2017	25.98	26.10	26.28	26.68	100.0	100.0	100.0	100.0
2018	27.06	27.15	27.44	27.69	100.0	100.0	100.0	100.0
2019	27.94	–	–	–	100.0	–	–	–
Wages and salaries								
2004	13.79	13.91	14.02	14.08	70.0	69.8	69.7	69.5
2005	14.20	14.29	14.37	14.46	69.2	69.3	69.2	69.3
2006	14.62	14.73	14.84	14.84	69.2	69.1	69.0	68.8
2007	15.03	15.12	15.23	15.24	68.8	68.8	68.8	68.8
2008	15.40	15.49	15.63	15.64	68.7	68.8	68.8	68.7
2009	15.77	15.82	15.85	15.84	68.6	68.7	68.6	68.7
2010	15.91	15.92	16.02	15.89	68.4	68.5	68.4	68.4
2011	16.04	16.05	16.17	16.22	68.2	68.2	68.2	68.1
2012	16.34	16.39	16.43	16.39	67.9	68.0	68.0	68.0
2013	16.54	16.60	16.63	16.43	67.9	67.9	67.9	67.8
2014	16.54	16.63	16.71	16.71	67.6	67.5	67.5	67.5
2015	16.81	16.86	16.98	16.78	67.4	67.6	67.6	67.8
2016	17.00	17.09	17.22	17.40	67.7	67.9	67.8	67.6
2017	17.56	17.64	17.76	18.01	67.6	67.6	67.6	67.5
2018	18.25	18.35	18.56	18.60	67.5	67.6	67.6	67.2
2019	18.78	–	–	–	67.2	–	–	–
Total benefits								
2004	5.91	6.01	6.10	6.18	30.0	30.2	30.3	30.5
2005	6.31	6.32	6.41	6.41	30.8	30.7	30.8	30.7
2006	6.52	6.60	6.66	6.74	30.8	30.9	31.0	31.2
2007	6.81	6.85	6.90	6.92	31.2	31.2	31.2	31.2
2008	7.00	7.03	7.09	7.11	31.3	31.2	31.2	31.3
2009	7.21	7.22	7.25	7.22	31.4	31.3	31.4	31.3
2010	7.36	7.33	7.39	7.33	31.6	31.5	31.6	31.6
2011	7.47	7.49	7.54	7.61	31.8	31.8	31.8	31.9
2012	7.71	7.73	7.74	7.71	32.1	32.0	32.0	32.0
2013	7.83	7.83	7.86	7.80	32.1	32.1	32.1	32.2
2014	7.92	8.03	8.05	8.05	32.4	32.5	32.5	32.5
2015	8.15	8.09	8.15	7.97	32.6	32.4	32.4	32.2
2016	8.10	8.09	8.18	8.35	32.3	32.1	32.2	32.4
2017	8.42	8.46	8.51	8.67	32.4	32.4	32.4	32.5
2018	8.80	8.80	8.88	9.09	32.5	32.4	32.4	32.8
2019	9.16	–	–	–	32.8	–	–	–
Paid leave								
2004	1.41	1.43	1.44	1.46	7.1	7.2	7.2	7.2
2005	1.48	1.48	1.49	1.51	7.2	7.2	7.2	7.2
2006	1.58	1.59	1.61	1.60	7.5	7.4	7.5	7.4
2007	1.62	1.62	1.63	1.62	7.4	7.4	7.4	7.3
2008	1.64	1.63	1.65	1.65	7.3	7.2	7.3	7.3
2009	1.67	1.67	1.67	1.67	7.3	7.3	7.2	7.2
2010	1.68	1.66	1.67	1.65	7.2	7.1	7.1	7.1
2011	1.67	1.66	1.67	1.69	7.1	7.0	7.1	7.1
2012	1.70	1.70	1.70	1.69	7.1	7.1	7.0	7.0
2013	1.71	1.70	1.71	1.69	7.0	7.0	7.0	7.0
2014	1.71	1.71	1.72	1.74	7.0	7.0	7.0	7.0
2015	1.76	1.75	1.77	1.76	7.1	7.0	7.1	7.1
2016	1.78	1.78	1.80	1.84	7.1	7.1	7.1	7.1

See footnotes at end of table.

Table 3. Civilian workers, by occupational group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Office and administrative support occupations

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Paid leave								
2017	1.86	1.86	1.88	1.93	7.2	7.1	7.1	7.2
2018	1.96	1.95	1.98	2.02	7.3	7.2	7.2	7.3
2019	2.04	–	–	–	7.3	–	–	–
Supplemental pay								
2004	.37	.37	.38	.39	1.9	1.9	1.9	1.9
2005	.40	.41	.40	.39	2.0	2.0	1.9	1.9
2006	.41	.42	.42	.43	1.9	2.0	2.0	2.0
2007	.45	.46	.46	.46	2.1	2.1	2.1	2.1
2008	.47	.49	.47	.47	2.1	2.2	2.1	2.0
2009	.44	.45	.44	.43	1.9	1.9	1.9	1.9
2010	.43	.42	.41	.41	1.8	1.8	1.8	1.8
2011	.44	.44	.44	.45	1.9	1.9	1.9	1.9
2012	.46	.46	.45	.47	1.9	1.9	1.9	2.0
2013	.47	.48	.47	.50	1.9	1.9	1.9	2.0
2014	.51	.52	.53	.54	2.1	2.1	2.1	2.2
2015	.54	.54	.54	.54	2.2	2.1	2.1	2.2
2016	.55	.56	.56	.57	2.2	2.2	2.2	2.2
2017	.58	.60	.60	.64	2.2	2.3	2.3	2.4
2018	.65	.66	.65	.68	2.4	2.4	2.4	2.5
2019	.68	–	–	–	2.4	–	–	–
Insurance								
2004	1.90	1.95	1.98	2.00	9.6	9.8	9.8	9.9
2005	2.07	2.07	2.11	2.11	10.1	10.0	10.2	10.1
2006	2.13	2.17	2.18	2.23	10.1	10.2	10.2	10.3
2007	2.29	2.30	2.32	2.30	10.5	10.5	10.5	10.4
2008	2.35	2.36	2.38	2.41	10.5	10.5	10.5	10.6
2009	2.50	2.50	2.54	2.54	10.9	10.9	11.0	11.0
2010	2.62	2.61	2.63	2.62	11.3	11.2	11.3	11.3
2011	2.66	2.67	2.68	2.75	11.3	11.3	11.3	11.5
2012	2.77	2.78	2.78	2.74	11.5	11.5	11.5	11.4
2013	2.80	2.80	2.81	2.79	11.5	11.4	11.5	11.5
2014	2.85	2.85	2.86	2.84	11.6	11.6	11.5	11.5
2015	2.89	2.89	2.91	2.78	11.6	11.6	11.6	11.3
2016	2.85	2.85	2.87	2.94	11.3	11.3	11.3	11.4
2017	2.95	2.95	2.97	3.00	11.3	11.3	11.3	11.2
2018	3.06	3.01	3.04	3.13	11.3	11.1	11.1	11.3
2019	3.18	–	–	–	11.4	–	–	–
Retirement and savings								
2004	.69	.70	.71	.73	3.5	3.5	3.5	3.6
2005	.74	.74	.75	.75	3.6	3.6	3.6	3.6
2006	.77	.78	.79	.81	3.6	3.7	3.7	3.7
2007	.78	.78	.81	.84	3.5	3.6	3.7	3.8
2008	.85	.85	.87	.86	3.8	3.8	3.8	3.8
2009	.87	.87	.87	.86	3.8	3.8	3.8	3.7
2010	.89	.89	.90	.90	3.8	3.8	3.9	3.9
2011	.92	.91	.92	.90	3.9	3.9	3.9	3.8
2012	.93	.93	.95	.95	3.9	3.8	3.9	3.9
2013	.98	.98	.99	.95	4.0	4.0	4.0	3.9
2014	.97	1.06	1.06	1.05	4.0	4.3	4.3	4.2
2015	1.07	1.01	1.03	1.02	4.3	4.1	4.1	4.1
2016	1.03	1.02	1.06	1.11	4.1	4.0	4.2	4.3
2017	1.11	1.13	1.14	1.14	4.3	4.3	4.3	4.3
2018	1.15	1.20	1.22	1.26	4.3	4.4	4.4	4.5
2019	1.27	–	–	–	4.5	–	–	–
Legally required benefits								
2004	1.51	1.53	1.55	1.56	7.7	7.7	7.7	7.7
2005	1.59	1.60	1.62	1.62	7.7	7.8	7.8	7.8
2006	1.63	1.64	1.65	1.66	7.7	7.7	7.7	7.7
2007	1.67	1.68	1.69	1.69	7.6	7.7	7.6	7.6
2008	1.70	1.71	1.72	1.71	7.6	7.6	7.6	7.5
2009	1.73	1.73	1.73	1.72	7.5	7.5	7.5	7.5
2010	1.74	1.76	1.77	1.75	7.5	7.6	7.6	7.6
2011	1.78	1.81	1.82	1.82	7.6	7.7	7.7	7.6

See footnotes at end of table.

Table 3. Civilian workers, by occupational group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Office and administrative support occupations

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Legally required benefits								
2012	1.85	1.85	1.86	1.86	7.7	7.7	7.7	7.7
2013	1.88	1.88	1.88	1.87	7.7	7.7	7.7	7.7
2014	1.87	1.88	1.88	1.88	7.7	7.6	7.6	7.6
2015	1.89	1.89	1.90	1.87	7.6	7.6	7.6	7.6
2016	1.88	1.89	1.89	1.90	7.5	7.5	7.4	7.4
2017	1.91	1.92	1.93	1.96	7.4	7.4	7.3	7.3
2018	1.98	1.98	1.99	2.00	7.3	7.3	7.3	7.2
2019	2.00	–	–	–	7.1	–	–	–
Other benefits[1]								
2004	.03	.03	.03	.03	.2	.2	.2	.2
2005	.03	.03	.03	.03	.2	.2	.2	.1

[1] Includes severance pay and supplemental unemployment benefits. Publication of other benefits was discontinued beginning in June 2006.

Note: The sum of individual items may not equal totals due to rounding. Dashes indicate data are not available.

Table 3. Civilian workers, by occupational group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Construction, extraction, farming, fishing and forestry occupations[1]

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Total compensation								
2006	–	–	–	28.94	–	–	–	100.0
2007	29.02	29.48	29.77	29.88	100.0	100.0	100.0	100.0
2008	30.33	30.60	30.92	31.21	100.0	100.0	100.0	100.0
2009	31.33	31.53	31.65	30.99	100.0	100.0	100.0	100.0
2010	31.20	31.43	31.59	31.19	100.0	100.0	100.0	100.0
2011	31.35	31.55	31.86	31.88	100.0	100.0	100.0	100.0
2012	32.02	32.14	32.27	32.85	100.0	100.0	100.0	100.0
2013	33.42	33.22	33.25	33.41	100.0	100.0	100.0	100.0
2014	33.52	33.90	34.03	35.00	100.0	100.0	100.0	100.0
2015	34.73	35.14	35.55	35.11	100.0	100.0	100.0	100.0
2016	35.31	35.56	36.31	36.39	100.0	100.0	100.0	100.0
2017	37.05	37.56	37.77	36.60	100.0	100.0	100.0	100.0
2018	36.89	36.84	37.27	36.71	100.0	100.0	100.0	100.0
2019	37.08	–	–	–	100.0	–	–	–
Wages and salaries								
2006	–	–	–	19.53	–	–	–	67.5
2007	19.65	19.90	20.10	20.20	67.7	67.5	67.5	67.6
2008	20.52	20.69	20.89	21.01	67.6	67.6	67.6	67.3
2009	21.02	21.10	21.18	20.77	67.1	66.9	66.9	67.0
2010	20.77	20.94	21.03	20.87	66.6	66.6	66.6	66.9
2011	20.99	21.11	21.29	21.19	67.0	66.9	66.8	66.5
2012	21.27	21.33	21.44	21.83	66.4	66.4	66.4	66.5
2013	22.07	21.89	21.97	21.98	66.0	65.9	66.1	65.8
2014	22.02	22.30	22.41	22.87	65.7	65.8	65.9	65.4
2015	22.75	22.97	23.26	23.31	65.5	65.4	65.4	66.4
2016	23.50	23.71	23.99	24.17	66.6	66.7	66.1	66.4
2017	24.56	24.85	25.00	24.24	66.3	66.2	66.2	66.2
2018	24.42	24.47	24.71	24.35	66.2	66.4	66.3	66.3
2019	24.57	–	–	–	66.3	–	–	–
Total benefits								
2006	–	–	–	9.42	–	–	–	32.5
2007	9.37	9.58	9.67	9.68	32.3	32.5	32.5	32.4
2008	9.81	9.91	10.03	10.20	32.4	32.4	32.4	32.7
2009	10.31	10.43	10.46	10.22	32.9	33.1	33.1	33.0
2010	10.43	10.49	10.55	10.32	33.4	33.4	33.4	33.1
2011	10.36	10.44	10.57	10.69	33.0	33.1	33.2	33.5
2012	10.75	10.81	10.83	11.02	33.6	33.6	33.6	33.5
2013	11.35	11.33	11.28	11.42	34.0	34.1	33.9	34.2
2014	11.50	11.61	11.62	12.12	34.3	34.2	34.1	34.6
2015	11.98	12.17	12.29	11.80	34.5	34.6	34.6	33.6
2016	11.81	11.86	12.32	12.23	33.4	33.3	33.9	33.6
2017	12.50	12.71	12.77	12.36	33.7	33.8	33.8	33.8
2018	12.47	12.37	12.56	12.36	33.8	33.6	33.7	33.7
2019	12.50	–	–	–	33.7	–	–	–
Paid leave								
2006	–	–	–	1.20	–	–	–	4.1
2007	1.20	1.21	1.21	1.18	4.2	4.1	4.1	4.0
2008	1.21	1.22	1.22	1.23	4.0	4.0	3.9	3.9
2009	1.26	1.25	1.27	1.27	4.0	4.0	4.0	4.1
2010	1.30	1.28	1.27	1.30	4.2	4.1	4.0	4.2
2011	1.31	1.28	1.29	1.39	4.2	4.1	4.0	4.4
2012	1.42	1.40	1.40	1.47	4.4	4.3	4.3	4.5
2013	1.51	1.49	1.50	1.48	4.5	4.5	4.5	4.4
2014	1.49	1.48	1.48	1.52	4.4	4.4	4.3	4.4
2015	1.55	1.50	1.54	1.50	4.5	4.3	4.3	4.3
2016	1.50	1.50	1.55	1.57	4.3	4.2	4.3	4.3
2017	1.61	1.63	1.63	1.52	4.4	4.3	4.3	4.2
2018	1.54	1.53	1.57	1.54	4.2	4.2	4.2	4.2
2019	1.56	–	–	–	4.2	–	–	–
Supplemental pay								
2006	–	–	–	.87	–	–	–	3.0
2007	.89	.93	.94	.97	3.1	3.2	3.1	3.2

See footnotes at end of table.

Table 3. Civilian workers, by occupational group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Construction, extraction, farming, fishing and forestry occupations[1]

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Supplemental pay								
2008	1.00	1.01	1.03	1.00	3.3	3.3	3.3	3.2
2009	1.01	1.02	1.02	1.02	3.2	3.2	3.2	3.3
2010	1.02	1.01	1.01	.96	3.3	3.2	3.2	3.1
2011	.92	.94	.95	.93	2.9	3.0	3.0	2.9
2012	.95	.96	.95	.91	3.0	3.0	3.0	2.8
2013	.91	.90	.91	.92	2.7	2.7	2.7	2.8
2014	.92	.93	.93	.91	2.7	2.7	2.7	2.6
2015	.90	.91	.92	.92	2.6	2.6	2.6	2.6
2016	.92	.95	.99	1.00	2.6	2.7	2.7	2.7
2017	.99	.97	1.01	1.06	2.7	2.6	2.7	2.9
2018	1.08	1.08	1.08	1.18	2.9	2.9	2.9	3.2
2019	1.20	–	–	–	3.2	–	–	–
Insurance								
2006	–	–	–	2.39	–	–	–	8.3
2007	2.42	2.48	2.52	2.51	8.3	8.4	8.5	8.4
2008	2.54	2.56	2.60	2.63	8.4	8.4	8.4	8.4
2009	2.69	2.73	2.75	2.61	8.6	8.7	8.7	8.4
2010	2.71	2.69	2.72	2.64	8.7	8.6	8.6	8.5
2011	2.67	2.68	2.73	2.77	8.5	8.5	8.6	8.7
2012	2.76	2.77	2.78	2.93	8.6	8.6	8.6	8.9
2013	3.04	3.04	3.02	3.04	9.1	9.1	9.1	9.1
2014	3.07	3.11	3.14	3.29	9.2	9.2	9.2	9.4
2015	3.27	3.33	3.37	3.12	9.4	9.5	9.5	8.9
2016	3.13	3.12	3.28	3.25	8.9	8.8	9.0	8.9
2017	3.34	3.40	3.42	3.31	9.0	9.1	9.1	9.0
2018	3.36	3.34	3.40	3.26	9.1	9.1	9.1	8.9
2019	3.34	–	–	–	9.0	–	–	–
Retirement and savings								
2006	–	–	–	1.68	–	–	–	5.8
2007	1.61	1.67	1.72	1.71	5.5	5.7	5.8	5.7
2008	1.72	1.74	1.79	1.88	5.7	5.7	5.8	6.0
2009	1.88	1.95	1.97	1.92	6.0	6.2	6.2	6.2
2010	1.95	2.03	2.04	1.99	6.3	6.5	6.5	6.4
2011	2.03	2.06	2.11	2.21	6.5	6.5	6.6	6.9
2012	2.19	2.24	2.24	2.33	6.8	7.0	6.9	7.1
2013	2.47	2.49	2.42	2.48	7.4	7.5	7.3	7.4
2014	2.51	2.53	2.50	2.71	7.5	7.5	7.3	7.7
2015	2.62	2.73	2.75	2.52	7.5	7.8	7.7	7.2
2016	2.50	2.51	2.67	2.57	7.1	7.1	7.3	7.1
2017	2.67	2.76	2.76	2.64	7.2	7.4	7.3	7.2
2018	2.65	2.58	2.67	2.57	7.2	7.0	7.2	7.0
2019	2.61	–	–	–	7.0	–	–	–
Legally required benefits								
2006	–	–	–	3.27	–	–	–	11.3
2007	3.25	3.28	3.28	3.31	11.2	11.1	11.0	11.1
2008	3.34	3.38	3.39	3.46	11.0	11.1	11.0	11.1
2009	3.47	3.47	3.46	3.40	11.1	11.0	10.9	11.0
2010	3.44	3.48	3.51	3.43	11.0	11.1	11.1	11.0
2011	3.43	3.48	3.50	3.39	11.0	11.0	11.0	10.6
2012	3.42	3.44	3.46	3.38	10.7	10.7	10.7	10.3
2013	3.41	3.42	3.43	3.50	10.2	10.3	10.3	10.5
2014	3.51	3.55	3.57	3.69	10.5	10.5	10.5	10.5
2015	3.64	3.68	3.71	3.75	10.5	10.5	10.4	10.7
2016	3.75	3.77	3.83	3.84	10.6	10.6	10.5	10.6
2017	3.89	3.94	3.95	3.83	10.5	10.5	10.5	10.5
2018	3.83	3.84	3.84	3.81	10.4	10.4	10.3	10.4
2019	3.79	–	–	–	10.2	–	–	–

[1] 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. Dashes indicate data are not available.

Table 3. Civilian workers, by occupational group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Construction and extraction[1]

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Total compensation								
2004	$27.05	$26.94	$27.09	$27.38	100.0	100.0	100.0	100.0
2005	27.64	27.93	28.20	28.56	100.0	100.0	100.0	100.0
2006	28.86	29.33	29.63	–	100.0	100.0	100.0	–
Wages and salaries								
2004	18.47	18.32	18.40	18.52	68.3	68.0	67.9	67.6
2005	18.66	18.78	18.97	19.19	67.5	67.2	67.3	67.2
2006	19.36	19.66	19.86	–	67.1	67.1	67.0	–
Total benefits								
2004	8.57	8.63	8.70	8.86	31.7	32.0	32.1	32.4
2005	8.98	9.15	9.24	9.37	32.5	32.8	32.7	32.8
2006	9.50	9.66	9.77	–	32.9	32.9	33.0	–
Paid leave								
2004	1.12	1.05	1.04	1.06	4.2	3.9	3.8	3.9
2005	1.07	1.08	1.10	1.14	3.9	3.9	3.9	4.0
2006	1.20	1.20	1.22	–	4.2	4.1	4.1	–
Supplemental pay								
2004	.76	.79	.81	.82	2.8	2.9	3.0	3.0
2005	.82	.83	.84	.85	3.0	3.0	3.0	3.0
2006	.87	.88	.89	–	3.0	3.0	3.0	–
Insurance								
2004	2.01	2.03	2.05	2.13	7.4	7.5	7.6	7.8
2005	2.17	2.25	2.30	2.40	7.8	8.0	8.1	8.4
2006	2.44	2.49	2.53	–	8.5	8.5	8.6	–
Retirement and savings								
2004	1.47	1.52	1.55	1.60	5.4	5.7	5.7	5.9
2005	1.62	1.66	1.68	1.68	5.9	5.9	6.0	5.9
2006	1.72	1.78	1.80	–	6.0	6.1	6.1	–
Legally required benefits								
2004	3.18	3.20	3.22	3.23	11.8	11.9	11.9	11.8
2005	3.27	3.30	3.29	3.28	11.8	11.8	11.7	11.5
2006	3.27	3.32	3.33	–	11.3	11.3	11.2	–
Other benefits[2]								
2004	.03	.02	.02	.03	.1	.1	.1	.1
2005	.03	.03	.03	.03	.1	.1	.1	.1

[1] Publication of this series was discontinued beginning with December 2006.
[2] Includes severance pay and supplemental unemployment benefits. Publication of other benefits was discontinued beginning in June 2006.

Note: The sum of individual items may not equal totals due to rounding. Dashes indicate data are not available.

Table 3. Civilian workers, by occupational group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Installation, maintenance, and repair occupations

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Total compensation								
2004	$26.80	$26.92	$27.12	$27.20	100.0	100.0	100.0	100.0
2005	27.59	27.92	28.09	27.73	100.0	100.0	100.0	100.0
2006	28.13	28.47	28.78	29.65	100.0	100.0	100.0	100.0
2007	29.78	30.09	30.27	29.93	100.0	100.0	100.0	100.0
2008	30.14	30.18	30.54	30.70	100.0	100.0	100.0	100.0
2009	30.91	30.90	31.09	31.06	100.0	100.0	100.0	100.0
2010	31.48	31.46	31.50	30.92	100.0	100.0	100.0	100.0
2011	31.19	31.49	31.67	31.30	100.0	100.0	100.0	100.0
2012	31.66	32.06	32.21	31.92	100.0	100.0	100.0	100.0
2013	32.23	32.28	32.50	32.67	100.0	100.0	100.0	100.0
2014	33.29	33.78	34.03	33.99	100.0	100.0	100.0	100.0
2015	34.12	33.88	34.07	33.64	100.0	100.0	100.0	100.0
2016	33.88	33.85	33.55	34.18	100.0	100.0	100.0	100.0
2017	34.30	34.68	34.97	34.17	100.0	100.0	100.0	100.0
2018	34.43	34.92	35.16	35.09	100.0	100.0	100.0	100.0
2019	35.36	–	–	–	100.0	–	–	–
Wages and salaries								
2004	18.46	18.33	18.48	18.49	68.9	68.1	68.1	68.0
2005	18.61	18.87	19.00	18.92	67.5	67.6	67.7	68.2
2006	19.08	19.26	19.47	19.99	67.8	67.7	67.7	67.4
2007	20.17	20.36	20.53	20.35	67.7	67.6	67.8	68.0
2008	20.49	20.64	20.87	20.98	68.0	68.4	68.3	68.3
2009	21.09	21.13	21.25	21.25	68.2	68.4	68.4	68.4
2010	21.43	21.37	21.38	21.16	68.1	67.9	67.9	68.4
2011	21.23	21.40	21.55	21.31	68.1	68.0	68.0	68.1
2012	21.39	21.61	21.68	21.54	67.6	67.4	67.3	67.5
2013	21.72	21.77	21.96	22.09	67.4	67.4	67.6	67.6
2014	22.41	22.49	22.66	22.55	67.3	66.6	66.6	66.3
2015	22.62	22.80	22.91	22.57	66.3	67.3	67.2	67.1
2016	22.71	22.78	22.67	23.02	67.0	67.3	67.6	67.3
2017	23.13	23.41	23.62	23.24	67.4	67.5	67.5	68.0
2018	23.38	23.55	23.72	23.76	67.9	67.4	67.5	67.7
2019	23.89	–	–	–	67.6	–	–	–
Total benefits								
2004	8.34	8.60	8.64	8.71	31.1	31.9	31.9	32.0
2005	8.97	9.05	9.09	8.82	32.5	32.4	32.3	31.8
2006	9.05	9.20	9.31	9.66	32.2	32.3	32.3	32.6
2007	9.60	9.74	9.74	9.58	32.3	32.4	32.2	32.0
2008	9.64	9.54	9.67	9.72	32.0	31.6	31.7	31.7
2009	9.82	9.77	9.84	9.81	31.8	31.6	31.6	31.6
2010	10.06	10.09	10.13	9.76	31.9	32.1	32.1	31.6
2011	9.95	10.09	10.12	10.00	31.9	32.0	32.0	31.9
2012	10.27	10.45	10.53	10.37	32.4	32.6	32.7	32.5
2013	10.51	10.51	10.54	10.58	32.6	32.6	32.4	32.4
2014	10.88	11.30	11.37	11.45	32.7	33.4	33.4	33.7
2015	11.51	11.08	11.16	11.07	33.7	32.7	32.8	32.9
2016	11.17	11.07	10.89	11.16	33.0	32.7	32.4	32.7
2017	11.17	11.28	11.35	10.93	32.6	32.5	32.5	32.0
2018	11.05	11.37	11.44	11.33	32.1	32.6	32.5	32.3
2019	11.47	–	–	–	32.4	–	–	–
Paid leave								
2004	1.86	1.89	1.90	1.91	7.0	7.0	7.0	7.0
2005	1.94	1.95	1.96	1.90	7.0	7.0	7.0	6.8
2006	1.95	1.97	2.00	2.09	6.9	6.9	6.9	7.0
2007	2.11	2.14	2.12	2.05	7.1	7.1	7.0	6.8
2008	2.05	2.04	2.07	2.06	6.8	6.8	6.8	6.7
2009	2.10	2.10	2.11	2.13	6.8	6.8	6.8	6.9
2010	2.17	2.15	2.15	2.11	6.9	6.8	6.8	6.8
2011	2.13	2.13	2.14	2.13	6.8	6.8	6.8	6.8
2012	2.13	2.15	2.16	2.19	6.7	6.7	6.7	6.9
2013	2.21	2.20	2.22	2.24	6.8	6.8	6.8	6.9
2014	2.30	2.30	2.31	2.28	6.9	6.8	6.8	6.7
2015	2.29	2.28	2.30	2.23	6.7	6.7	6.7	6.6
2016	2.25	2.24	2.19	2.27	6.6	6.6	6.5	6.6

See footnotes at end of table.

Table 3. Civilian workers, by occupational group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Installation, maintenance, and repair occupations

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Paid leave								
2017	2.26	2.28	2.30	2.24	6.6	6.6	6.6	6.6
2018	2.26	2.27	2.28	2.32	6.6	6.5	6.5	6.6
2019	2.35	–	–	–	6.6	–	–	–
Supplemental pay								
2004	.86	.88	.87	.89	3.2	3.3	3.2	3.3
2005	.90	.92	.93	.88	3.3	3.3	3.3	3.2
2006	.83	.85	.87	.90	2.9	3.0	3.0	3.0
2007	.92	.95	.94	.94	3.1	3.2	3.1	3.2
2008	.97	.96	.98	.96	3.2	3.2	3.2	3.1
2009	.93	.93	.93	.88	3.0	3.0	3.0	2.8
2010	.89	.86	.86	.81	2.8	2.7	2.7	2.6
2011	.84	.86	.86	.85	2.7	2.7	2.7	2.7
2012	.86	.87	.89	.89	2.7	2.7	2.8	2.8
2013	.89	.87	.88	.96	2.8	2.7	2.7	2.9
2014	.99	1.00	1.01	1.06	3.0	3.0	3.0	3.1
2015	1.06	1.04	1.05	1.08	3.1	3.1	3.1	3.2
2016	1.10	1.07	1.08	1.09	3.2	3.1	3.2	3.2
2017	1.07	1.08	1.09	1.08	3.1	3.1	3.1	3.2
2018	1.11	1.13	1.15	1.16	3.2	3.2	3.3	3.3
2019	1.16	–	–	–	3.3	–	–	–
Insurance								
2004	2.13	2.22	2.25	2.26	7.9	8.2	8.3	8.3
2005	2.39	2.39	2.40	2.32	8.7	8.6	8.6	8.4
2006	2.39	2.43	2.45	2.55	8.5	8.5	8.5	8.6
2007	2.59	2.63	2.64	2.61	8.7	8.7	8.7	8.7
2008	2.64	2.64	2.66	2.73	8.7	8.8	8.7	8.9
2009	2.79	2.82	2.86	2.87	9.0	9.1	9.2	9.2
2010	2.94	2.97	2.98	2.90	9.3	9.5	9.5	9.4
2011	2.99	2.99	3.00	2.99	9.6	9.5	9.5	9.6
2012	3.06	3.07	3.08	2.98	9.7	9.6	9.6	9.3
2013	3.03	3.02	3.03	3.08	9.4	9.3	9.3	9.4
2014	3.22	3.22	3.24	3.22	9.7	9.5	9.5	9.5
2015	3.24	3.22	3.25	3.27	9.5	9.5	9.5	9.7
2016	3.33	3.32	3.23	3.33	9.8	9.8	9.6	9.7
2017	3.33	3.34	3.33	3.19	9.7	9.6	9.5	9.3
2018	3.23	3.24	3.26	3.20	9.4	9.3	9.3	9.1
2019	3.26	–	–	–	9.2	–	–	–
Retirement and savings								
2004	1.01	1.08	1.07	1.06	3.8	4.0	3.9	3.9
2005	1.12	1.12	1.13	1.07	4.1	4.0	4.0	3.8
2006	1.23	1.29	1.30	1.42	4.4	4.5	4.5	4.8
2007	1.26	1.30	1.30	1.27	4.2	4.3	4.3	4.2
2008	1.29	1.19	1.23	1.26	4.3	3.9	4.0	4.1
2009	1.27	1.19	1.20	1.21	4.1	3.8	3.9	3.9
2010	1.31	1.35	1.39	1.26	4.2	4.3	4.4	4.1
2011	1.27	1.35	1.32	1.28	4.1	4.3	4.2	4.1
2012	1.44	1.53	1.55	1.50	4.5	4.8	4.8	4.7
2013	1.54	1.57	1.54	1.41	4.8	4.9	4.7	4.3
2014	1.45	1.84	1.87	1.99	4.4	5.5	5.5	5.9
2015	2.02	1.62	1.64	1.61	5.9	4.8	4.8	4.8
2016	1.62	1.57	1.52	1.58	4.8	4.6	4.5	4.6
2017	1.58	1.62	1.66	1.47	4.6	4.7	4.8	4.3
2018	1.48	1.76	1.77	1.65	4.3	5.0	5.0	4.7
2019	1.70	–	–	–	4.8	–	–	–
Legally required benefits								
2004	2.43	2.49	2.50	2.53	9.1	9.2	9.2	9.3
2005	2.58	2.62	2.62	2.60	9.3	9.4	9.3	9.4
2006	2.65	2.66	2.68	2.71	9.4	9.4	9.3	9.1
2007	2.72	2.72	2.74	2.70	9.1	9.0	9.0	9.0
2008	2.70	2.71	2.72	2.71	9.0	9.0	8.9	8.8
2009	2.72	2.73	2.74	2.72	8.8	8.8	8.8	8.7
2010	2.75	2.75	2.75	2.69	8.7	8.8	8.7	8.7
2011	2.71	2.77	2.80	2.74	8.7	8.8	8.9	8.8

See footnotes at end of table.

Table 3. Civilian workers, by occupational group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Installation, maintenance, and repair occupations

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Legally required benefits								
2012	2.78	2.82	2.84	2.82	8.8	8.8	8.8	8.8
2013	2.84	2.85	2.87	2.89	8.8	8.8	8.8	8.8
2014	2.92	2.93	2.95	2.90	8.8	8.7	8.7	8.5
2015	2.90	2.92	2.92	2.88	8.5	8.6	8.6	8.6
2016	2.88	2.88	2.87	2.89	8.5	8.5	8.5	8.5
2017	2.92	2.96	2.97	2.95	8.5	8.5	8.5	8.6
2018	2.97	2.97	2.98	3.00	8.6	8.5	8.5	8.6
2019	3.00	–	–	–	8.5	–	–	–
Other benefits[1]								
2004	.04	.05	.05	.05	.2	.2	.2	.2
2005	.05	.04	.05	.04	.2	.2	.2	.2

[1] Includes severance pay and supplemental unemployment benefits. Publication of other benefits was discontinued beginning in June 2006.

Note: The sum of individual items may not equal totals due to rounding. Dashes indicate data are not available.

Table 3. Civilian workers, by occupational group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Production occupations

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Total compensation								
2004	$21.33	$21.28	$21.67	$21.89	100.0	100.0	100.0	100.0
2005	22.01	22.00	22.20	22.56	100.0	100.0	100.0	100.0
2006	22.57	22.69	22.84	23.15	100.0	100.0	100.0	100.0
2007	23.16	23.28	23.40	23.39	100.0	100.0	100.0	100.0
2008	23.74	23.76	24.01	23.94	100.0	100.0	100.0	100.0
2009	24.10	24.18	24.26	24.16	100.0	100.0	100.0	100.0
2010	24.33	24.46	24.63	24.41	100.0	100.0	100.0	100.0
2011	24.66	24.94	24.99	24.76	100.0	100.0	100.0	100.0
2012	24.96	25.08	25.11	25.46	100.0	100.0	100.0	100.0
2013	25.71	25.74	25.87	26.31	100.0	100.0	100.0	100.0
2014	26.61	26.65	26.83	26.53	100.0	100.0	100.0	100.0
2015	26.78	26.77	26.91	26.37	100.0	100.0	100.0	100.0
2016	26.56	26.66	26.83	26.96	100.0	100.0	100.0	100.0
2017	27.14	27.22	27.50	27.18	100.0	100.0	100.0	100.0
2018	27.50	27.55	27.79	27.71	100.0	100.0	100.0	100.0
2019	28.09	–	–	–	100.0	–	–	–
Wages and salaries								
2004	13.90	13.87	14.08	14.14	65.2	65.2	65.0	64.6
2005	14.21	14.27	14.36	14.61	64.6	64.9	64.7	64.8
2006	14.75	14.82	14.92	15.14	65.4	65.3	65.3	65.4
2007	15.27	15.32	15.42	15.39	65.9	65.8	65.9	65.8
2008	15.63	15.71	15.87	15.89	65.9	66.1	66.1	66.4
2009	15.98	16.05	16.10	16.11	66.3	66.4	66.4	66.7
2010	16.12	16.19	16.27	16.17	66.3	66.2	66.1	66.2
2011	16.27	16.31	16.38	16.29	66.0	65.4	65.5	65.8
2012	16.49	16.54	16.58	16.78	66.1	65.9	66.0	65.9
2013	16.94	17.00	17.11	17.33	65.9	66.0	66.1	65.9
2014	17.48	17.55	17.66	17.53	65.7	65.8	65.8	66.1
2015	17.66	17.69	17.78	17.52	66.0	66.1	66.0	66.4
2016	17.64	17.73	17.87	17.97	66.4	66.5	66.6	66.6
2017	18.13	18.21	18.38	18.03	66.8	66.9	66.8	66.3
2018	18.25	18.33	18.51	18.36	66.4	66.5	66.6	66.3
2019	18.55	–	–	–	66.0	–	–	–
Total benefits								
2004	7.43	7.41	7.59	7.75	34.8	34.8	35.0	35.4
2005	7.80	7.72	7.84	7.95	35.4	35.1	35.3	35.2
2006	7.81	7.87	7.92	8.01	34.6	34.7	34.7	34.6
2007	7.89	7.96	7.98	8.00	34.1	34.2	34.1	34.2
2008	8.10	8.06	8.14	8.05	34.1	33.9	33.9	33.6
2009	8.12	8.13	8.16	8.05	33.7	33.6	33.6	33.3
2010	8.21	8.27	8.36	8.24	33.7	33.8	33.9	33.8
2011	8.39	8.63	8.61	8.48	34.0	34.6	34.5	34.2
2012	8.46	8.55	8.53	8.69	33.9	34.1	34.0	34.1
2013	8.77	8.74	8.76	8.98	34.1	34.0	33.9	34.1
2014	9.13	9.10	9.17	8.99	34.3	34.2	34.2	33.9
2015	9.11	9.08	9.14	8.85	34.0	33.9	34.0	33.6
2016	8.92	8.92	8.96	8.99	33.6	33.5	33.4	33.4
2017	9.01	9.01	9.12	9.15	33.2	33.1	33.2	33.7
2018	9.25	9.22	9.29	9.35	33.6	33.5	33.4	33.7
2019	9.54	–	–	–	34.0	–	–	–
Paid leave								
2004	1.38	1.35	1.37	1.38	6.5	6.3	6.3	6.3
2005	1.38	1.38	1.40	1.46	6.3	6.3	6.3	6.5
2006	1.51	1.51	1.52	1.55	6.7	6.7	6.6	6.7
2007	1.56	1.57	1.55	1.54	6.7	6.7	6.6	6.6
2008	1.53	1.52	1.54	1.55	6.4	6.4	6.4	6.5
2009	1.57	1.58	1.58	1.57	6.5	6.5	6.5	6.5
2010	1.58	1.59	1.59	1.58	6.5	6.5	6.5	6.5
2011	1.57	1.57	1.57	1.56	6.4	6.3	6.3	6.3
2012	1.58	1.58	1.58	1.60	6.3	6.3	6.3	6.3
2013	1.63	1.63	1.64	1.68	6.3	6.3	6.4	6.4
2014	1.70	1.70	1.71	1.68	6.4	6.4	6.4	6.3
2015	1.70	1.69	1.70	1.61	6.3	6.3	6.3	6.1
2016	1.63	1.63	1.63	1.63	6.1	6.1	6.1	6.1

See footnotes at end of table.

Table 3. Civilian workers, by occupational group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Production occupations

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Paid leave								
2017	1.65	1.66	1.67	1.64	6.1	6.1	6.1	6.0
2018	1.66	1.66	1.68	1.70	6.0	6.0	6.1	6.1
2019	1.73	–	–	–	6.2	–	–	–
Supplemental pay								
2004	.96	.93	.96	.97	4.5	4.4	4.4	4.4
2005	1.00	1.01	1.02	1.02	4.5	4.6	4.6	4.5
2006	.93	.92	.94	.94	4.1	4.1	4.1	4.1
2007	.94	.96	.95	.98	4.1	4.1	4.1	4.2
2008	1.03	1.03	1.05	1.01	4.3	4.3	4.4	4.2
2009	.96	.96	.97	.95	4.0	4.0	4.0	3.9
2010	.93	.92	.92	.92	3.8	3.8	3.7	3.8
2011	.99	1.02	1.01	1.04	4.0	4.1	4.1	4.2
2012	1.07	1.08	1.04	1.08	4.3	4.3	4.1	4.2
2013	1.08	1.06	1.07	1.11	4.2	4.1	4.1	4.2
2014	1.13	1.13	1.14	1.15	4.2	4.2	4.3	4.3
2015	1.13	1.12	1.13	1.12	4.2	4.2	4.2	4.2
2016	1.15	1.16	1.15	1.14	4.3	4.3	4.3	4.2
2017	1.12	1.12	1.13	1.24	4.1	4.1	4.1	4.6
2018	1.27	1.23	1.26	1.32	4.6	4.5	4.5	4.8
2019	1.36	–	–	–	4.8	–	–	–
Insurance								
2004	2.04	2.02	2.06	2.10	9.6	9.5	9.5	9.6
2005	2.19	2.21	2.23	2.31	9.9	10.1	10.0	10.2
2006	2.35	2.38	2.40	2.43	10.4	10.5	10.5	10.5
2007	2.46	2.50	2.52	2.53	10.6	10.7	10.8	10.8
2008	2.59	2.57	2.59	2.55	10.9	10.8	10.8	10.6
2009	2.64	2.65	2.66	2.62	11.0	10.9	11.0	10.9
2010	2.69	2.72	2.74	2.69	11.1	11.1	11.1	11.0
2011	2.73	2.75	2.76	2.67	11.1	11.0	11.0	10.8
2012	2.72	2.76	2.77	2.82	10.9	11.0	11.0	11.1
2013	2.85	2.84	2.84	2.91	11.1	11.0	11.0	11.1
2014	2.96	2.95	2.97	2.84	11.1	11.1	11.1	10.7
2015	2.93	2.93	2.94	2.82	10.9	10.9	10.9	10.7
2016	2.84	2.85	2.88	2.88	10.7	10.7	10.7	10.7
2017	2.89	2.88	2.90	2.92	10.6	10.6	10.5	10.7
2018	2.95	2.96	2.99	2.97	10.7	10.7	10.8	10.7
2019	3.05	–	–	–	10.9	–	–	–
Retirement and savings								
2004	.96	.98	1.04	1.11	4.5	4.6	4.8	5.1
2005	1.04	.93	.98	.94	4.7	4.2	4.4	4.2
2006	.89	.91	.92	.92	4.0	4.0	4.0	4.0
2007	.76	.77	.79	.77	3.3	3.3	3.4	3.3
2008	.77	.76	.76	.76	3.3	3.2	3.2	3.2
2009	.75	.74	.74	.71	3.1	3.1	3.0	2.9
2010	.78	.79	.83	.80	3.2	3.2	3.4	3.3
2011	.82	.99	.96	.93	3.3	4.0	3.8	3.8
2012	.78	.79	.79	.80	3.1	3.2	3.2	3.2
2013	.82	.82	.81	.86	3.2	3.2	3.1	3.3
2014	.91	.90	.92	.92	3.4	3.4	3.4	3.5
2015	.95	.94	.96	.94	3.5	3.5	3.6	3.6
2016	.93	.93	.93	.96	3.5	3.5	3.5	3.6
2017	.97	.97	1.03	.96	3.6	3.6	3.7	3.5
2018	.96	.98	.94	.96	3.5	3.6	3.4	3.5
2019	.98	–	–	–	3.5	–	–	–
Legally required benefits								
2004	2.02	2.06	2.09	2.10	9.5	9.7	9.6	9.6
2005	2.11	2.12	2.14	2.13	9.6	9.6	9.7	9.4
2006	2.13	2.14	2.16	2.16	9.4	9.4	9.4	9.3
2007	2.16	2.16	2.16	2.18	9.3	9.3	9.2	9.3
2008	2.19	2.18	2.19	2.18	9.2	9.2	9.1	9.1
2009	2.19	2.21	2.21	2.20	9.1	9.1	9.1	9.1
2010	2.24	2.26	2.27	2.25	9.2	9.2	9.2	9.2
2011	2.28	2.31	2.31	2.28	9.3	9.2	9.2	9.2

See footnotes at end of table.

Table 3. Civilian workers, by occupational group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Production occupations

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Legally required benefits								
2012	2.31	2.34	2.34	2.38	9.3	9.3	9.3	9.3
2013	2.38	2.39	2.40	2.43	9.3	9.3	9.3	9.2
2014	2.43	2.42	2.43	2.40	9.1	9.1	9.0	9.1
2015	2.42	2.41	2.41	2.36	9.0	9.0	9.0	9.0
2016	2.36	2.35	2.37	2.37	8.9	8.8	8.8	8.8
2017	2.38	2.39	2.40	2.39	8.8	8.8	8.7	8.8
2018	2.40	2.39	2.41	2.40	8.7	8.7	8.7	8.7
2019	2.41	–	–	–	8.6	–	–	–
Other benefits[1]								
2004	.07	.08	.08	.08	.3	.4	.4	.4
2005	.08	.07	.07	.08	.4	.3	.3	.4

[1] Includes severance pay and supplemental unemployment benefits. Publication of other benefits was discontinued beginning in June 2006.

Note: The sum of individual items may not equal totals due to rounding. Dashes indicate data are not available.

Table 3. Civilian workers, by occupational group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Transportation and material moving occupations

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Total compensation								
2004	$19.74	$19.88	$20.11	$20.26	100.0	100.0	100.0	100.0
2005	20.33	20.53	20.69	20.68	100.0	100.0	100.0	100.0
2006	20.69	20.78	21.05	22.07	100.0	100.0	100.0	100.0
2007	22.17	22.62	22.79	22.47	100.0	100.0	100.0	100.0
2008	22.80	22.85	23.06	22.74	100.0	100.0	100.0	100.0
2009	22.96	23.08	23.31	23.37	100.0	100.0	100.0	100.0
2010	23.67	23.72	23.98	23.24	100.0	100.0	100.0	100.0
2011	23.35	23.52	23.64	23.60	100.0	100.0	100.0	100.0
2012	23.80	23.89	24.09	24.52	100.0	100.0	100.0	100.0
2013	24.64	24.59	24.88	26.04	100.0	100.0	100.0	100.0
2014	26.14	26.14	26.68	27.52	100.0	100.0	100.0	100.0
2015	27.76	27.71	28.00	27.71	100.0	100.0	100.0	100.0
2016	27.89	27.84	28.01	28.58	100.0	100.0	100.0	100.0
2017	28.93	29.21	29.40	29.29	100.0	100.0	100.0	100.0
2018	29.89	30.14	30.30	30.01	100.0	100.0	100.0	100.0
2019	30.40	–	–	–	100.0	–	–	–
Wages and salaries								
2004	13.48	13.47	13.63	13.70	68.3	67.8	67.8	67.6
2005	13.70	13.85	13.96	13.95	67.4	67.5	67.5	67.4
2006	13.93	14.01	14.17	14.76	67.3	67.4	67.3	66.9
2007	14.82	15.06	15.16	15.05	66.8	66.6	66.5	67.0
2008	15.25	15.31	15.45	15.26	66.9	67.0	67.0	67.1
2009	15.39	15.48	15.64	15.69	67.0	67.1	67.1	67.1
2010	15.79	15.82	15.99	15.56	66.7	66.7	66.7	67.0
2011	15.58	15.63	15.71	15.76	66.7	66.4	66.5	66.8
2012	15.91	15.96	16.09	16.32	66.8	66.8	66.8	66.6
2013	16.39	16.34	16.52	17.00	66.5	66.4	66.4	65.3
2014	17.07	17.10	17.44	17.90	65.3	65.4	65.4	65.0
2015	18.04	18.02	18.21	17.95	65.0	65.0	65.0	64.8
2016	18.09	18.12	18.25	18.65	64.9	65.1	65.2	65.2
2017	18.89	19.03	19.15	19.06	65.3	65.1	65.1	65.1
2018	19.47	19.61	19.79	19.55	65.1	65.1	65.3	65.1
2019	19.87	–	–	–	65.4	–	–	–
Total benefits								
2004	6.26	6.40	6.48	6.56	31.7	32.2	32.2	32.4
2005	6.63	6.68	6.73	6.74	32.6	32.5	32.5	32.6
2006	6.76	6.77	6.88	7.31	32.7	32.6	32.7	33.1
2007	7.35	7.56	7.63	7.42	33.2	33.4	33.5	33.0
2008	7.55	7.55	7.62	7.47	33.1	33.0	33.0	32.9
2009	7.57	7.60	7.67	7.68	33.0	32.9	32.9	32.9
2010	7.87	7.91	8.00	7.68	33.3	33.3	33.3	33.0
2011	7.78	7.89	7.93	7.84	33.3	33.6	33.5	33.2
2012	7.89	7.93	7.99	8.20	33.2	33.2	33.2	33.4
2013	8.25	8.25	8.36	9.04	33.5	33.6	33.6	34.7
2014	9.07	9.04	9.24	9.62	34.7	34.6	34.6	35.0
2015	9.72	9.70	9.80	9.77	35.0	35.0	35.0	35.2
2016	9.80	9.72	9.76	9.93	35.1	34.9	34.8	34.8
2017	10.04	10.19	10.24	10.22	34.7	34.9	34.9	34.9
2018	10.43	10.53	10.51	10.46	34.9	34.9	34.7	34.9
2019	10.53	–	–	–	34.6	–	–	–
Paid leave								
2004	1.08	1.06	1.06	1.08	5.5	5.4	5.3	5.3
2005	1.09	1.10	1.11	1.21	5.4	5.4	5.4	5.9
2006	1.17	1.18	1.19	1.32	5.7	5.7	5.7	6.0
2007	1.32	1.35	1.33	1.28	5.9	6.0	5.9	5.7
2008	1.27	1.27	1.28	1.27	5.6	5.6	5.6	5.6
2009	1.29	1.29	1.31	1.31	5.6	5.6	5.6	5.6
2010	1.33	1.33	1.35	1.30	5.6	5.6	5.6	5.6
2011	1.30	1.29	1.29	1.30	5.6	5.5	5.5	5.5
2012	1.32	1.32	1.32	1.37	5.5	5.5	5.5	5.6
2013	1.38	1.37	1.39	1.51	5.6	5.6	5.6	5.8
2014	1.52	1.50	1.58	1.64	5.8	5.8	5.9	6.0
2015	1.66	1.64	1.67	1.64	6.0	5.9	6.0	5.9
2016	1.65	1.64	1.64	1.69	5.9	5.9	5.9	5.9

See footnotes at end of table.

Table 3. Civilian workers, by occupational group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Transportation and material moving occupations

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Paid leave								
2017	1.72	1.75	1.74	1.72	5.9	6.0	5.9	5.9
2018	1.76	1.79	1.79	1.78	5.9	6.0	5.9	5.9
2019	1.80	–	–	–	5.9	–	–	–
Supplemental pay								
2004	.54	.53	.54	.55	2.7	2.7	2.7	2.7
2005	.54	.54	.55	.54	2.7	2.6	2.6	2.6
2006	.59	.59	.59	.61	2.8	2.8	2.8	2.8
2007	.62	.65	.65	.64	2.8	2.9	2.9	2.8
2008	.68	.68	.70	.70	3.0	3.0	3.0	3.1
2009	.68	.69	.69	.67	3.0	3.0	3.0	2.9
2010	.66	.65	.66	.64	2.8	2.8	2.7	2.7
2011	.67	.68	.68	.66	2.9	2.9	2.9	2.8
2012	.67	.67	.67	.67	2.8	2.8	2.8	2.7
2013	.67	.68	.68	.77	2.7	2.8	2.7	2.9
2014	.77	.77	.78	.84	2.9	2.9	2.9	3.1
2015	.84	.83	.83	.82	3.0	3.0	3.0	3.0
2016	.83	.83	.84	.87	3.0	3.0	3.0	3.0
2017	.86	.87	.88	.92	3.0	3.0	3.0	3.1
2018	.95	.97	.96	.99	3.2	3.2	3.2	3.3
2019	1.00	–	–	–	3.3	–	–	–
Insurance								
2004	1.82	1.86	1.88	1.91	9.2	9.4	9.4	9.4
2005	1.97	1.97	1.98	1.93	9.7	9.6	9.6	9.4
2006	1.97	1.99	2.03	2.11	9.5	9.6	9.7	9.6
2007	2.21	2.27	2.31	2.22	10.0	10.1	10.1	9.9
2008	2.26	2.26	2.29	2.26	9.9	9.9	9.9	10.0
2009	2.33	2.34	2.35	2.37	10.2	10.1	10.1	10.1
2010	2.49	2.53	2.56	2.49	10.5	10.7	10.7	10.7
2011	2.53	2.56	2.57	2.52	10.8	10.9	10.9	10.7
2012	2.55	2.56	2.60	2.65	10.7	10.7	10.8	10.8
2013	2.68	2.66	2.69	2.98	10.9	10.8	10.8	11.4
2014	2.99	2.98	3.01	3.05	11.4	11.4	11.3	11.1
2015	3.09	3.11	3.14	3.08	11.1	11.2	11.2	11.1
2016	3.10	3.03	3.07	3.03	11.1	10.9	11.0	10.6
2017	3.06	3.11	3.12	3.07	10.6	10.7	10.6	10.5
2018	3.12	3.14	3.11	3.10	10.4	10.4	10.3	10.3
2019	3.11	–	–	–	10.2	–	–	–
Retirement and savings								
2004	.76	.83	.87	.90	3.9	4.2	4.3	4.5
2005	.87	.88	.89	.86	4.3	4.3	4.3	4.2
2006	.86	.85	.87	1.01	4.1	4.1	4.1	4.6
2007	.98	1.05	1.08	1.04	4.4	4.7	4.7	4.6
2008	1.07	1.06	1.07	1.04	4.7	4.7	4.7	4.6
2009	1.04	1.04	1.06	1.07	4.5	4.5	4.6	4.6
2010	1.10	1.08	1.11	.98	4.7	4.6	4.6	4.2
2011	1.00	1.06	1.07	1.00	4.3	4.5	4.5	4.2
2012	.97	.98	1.00	1.07	4.1	4.1	4.2	4.4
2013	1.08	1.08	1.10	1.23	4.4	4.4	4.4	4.7
2014	1.24	1.22	1.26	1.38	4.7	4.7	4.7	5.0
2015	1.41	1.41	1.45	1.50	5.1	5.1	5.2	5.4
2016	1.50	1.50	1.49	1.58	5.4	5.4	5.3	5.5
2017	1.60	1.64	1.66	1.67	5.5	5.6	5.6	5.7
2018	1.69	1.75	1.75	1.74	5.7	5.8	5.8	5.8
2019	1.76	–	–	–	5.8	–	–	–
Legally required benefits								
2004	2.03	2.09	2.10	2.10	10.3	10.5	10.4	10.4
2005	2.13	2.17	2.19	2.17	10.5	10.6	10.6	10.5
2006	2.16	2.17	2.19	2.25	10.5	10.4	10.4	10.2
2007	2.22	2.23	2.26	2.24	10.0	9.9	9.9	10.0
2008	2.27	2.28	2.28	2.20	10.0	10.0	9.9	9.7
2009	2.23	2.24	2.26	2.25	9.7	9.7	9.7	9.6
2010	2.29	2.31	2.33	2.26	9.7	9.7	9.7	9.7
2011	2.28	2.31	2.32	2.35	9.8	9.8	9.8	10.0

See footnotes at end of table.

Table 3. Civilian workers, by occupational group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Transportation and material moving occupations

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Legally required benefits								
2012	2.38	2.39	2.40	2.44	10.0	10.0	10.0	10.0
2013	2.44	2.47	2.49	2.56	9.9	10.0	10.0	9.8
2014	2.56	2.57	2.61	2.71	9.8	9.8	9.8	9.9
2015	2.72	2.72	2.71	2.73	9.8	9.8	9.7	9.9
2016	2.73	2.72	2.71	2.77	9.8	9.8	9.7	9.7
2017	2.80	2.82	2.85	2.84	9.7	9.7	9.7	9.7
2018	2.90	2.88	2.89	2.84	9.7	9.6	9.5	9.5
2019	2.86	–	–	–	9.4	–	–	–
Other benefits[1]								
2004	.02	.02	.02	.02	.1	.1	.1	.1
2005	.02	.02	.02	.02	.1	.1	.1	.1

[1] Includes severance pay and supplemental unemployment benefits. Publication of other benefits was discontinued beginning in June 2006.

Note: The sum of individual items may not equal totals due to rounding. Dashes indicate data are not available.

Table 4. Civilian workers, by industry group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation

Education and health services

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Total compensation								
2004	$29.65	$29.30	$29.89	$30.24	100.0	100.0	100.0	100.0
2005	30.48	30.38	31.00	31.34	100.0	100.0	100.0	100.0
2006	31.68	31.73	32.71	32.74	100.0	100.0	100.0	100.0
2007	33.01	32.82	33.09	33.12	100.0	100.0	100.0	100.0
2008	33.21	33.37	34.05	34.13	100.0	100.0	100.0	100.0
2009	34.34	34.28	34.41	34.06	100.0	100.0	100.0	100.0
2010	34.44	34.16	34.50	34.55	100.0	100.0	100.0	100.0
2011	34.97	34.67	34.60	35.17	100.0	100.0	100.0	100.0
2012	35.36	35.30	35.46	35.57	100.0	100.0	100.0	100.0
2013	35.68	35.70	35.87	36.05	100.0	100.0	100.0	100.0
2014	36.65	36.63	36.63	37.50	100.0	100.0	100.0	100.0
2015	37.70	37.38	37.64	37.85	100.0	100.0	100.0	100.0
2016	38.21	38.52	38.36	40.43	100.0	100.0	100.0	100.0
2017	40.52	40.32	40.79	41.89	100.0	100.0	100.0	100.0
2018	42.05	41.86	42.41	42.39	100.0	100.0	100.0	100.0
2019	42.69	–	–	–	100.0	–	–	–
Wages and salaries								
2004	21.49	21.22	21.59	21.84	72.5	72.4	72.2	72.2
2005	21.97	21.88	22.25	22.48	72.1	72.0	71.7	71.7
2006	22.61	22.60	23.35	23.31	71.4	71.2	71.4	71.2
2007	23.47	23.32	23.47	23.33	71.1	71.1	70.9	70.4
2008	23.28	23.38	23.85	23.90	70.1	70.1	70.1	70.0
2009	23.98	23.94	24.11	23.83	69.8	69.8	70.1	70.0
2010	24.12	23.94	24.13	24.13	70.0	70.1	70.0	69.8
2011	24.41	24.22	24.18	24.54	69.8	69.9	69.9	69.8
2012	24.62	24.58	24.61	24.77	69.6	69.6	69.4	69.6
2013	24.78	24.81	24.90	24.94	69.4	69.5	69.4	69.2
2014	25.30	25.28	25.28	25.84	69.0	69.0	69.0	68.9
2015	25.96	25.73	25.89	25.95	68.8	68.8	68.8	68.6
2016	26.19	26.40	26.29	27.50	68.5	68.5	68.5	68.0
2017	27.53	27.42	27.71	28.45	67.9	68.0	67.9	67.9
2018	28.54	28.50	28.89	28.78	67.9	68.1	68.1	67.9
2019	28.96	–	–	–	67.8	–	–	–
Total benefits								
2004	8.16	8.09	8.30	8.40	27.5	27.6	27.8	27.8
2005	8.51	8.51	8.76	8.86	27.9	28.0	28.3	28.3
2006	9.08	9.13	9.37	9.43	28.6	28.8	28.6	28.8
2007	9.54	9.50	9.62	9.79	28.9	28.9	29.1	29.6
2008	9.93	9.99	10.20	10.23	29.9	29.9	29.9	30.0
2009	10.35	10.34	10.30	10.23	30.2	30.2	29.9	30.0
2010	10.32	10.22	10.36	10.42	30.0	29.9	30.0	30.2
2011	10.56	10.44	10.42	10.64	30.2	30.1	30.1	30.2
2012	10.74	10.73	10.85	10.80	30.4	30.4	30.6	30.4
2013	10.90	10.90	10.97	11.11	30.6	30.5	30.6	30.8
2014	11.35	11.36	11.34	11.66	31.0	31.0	31.0	31.1
2015	11.75	11.65	11.75	11.90	31.2	31.2	31.2	31.4
2016	12.02	12.13	12.07	12.93	31.5	31.5	31.5	32.0
2017	12.99	12.90	13.09	13.44	32.1	32.0	32.1	32.1
2018	13.50	13.36	13.52	13.61	32.1	31.9	31.9	32.1
2019	13.73	–	–	–	32.2	–	–	–
Paid leave								
2004	2.05	2.02	2.06	2.08	6.9	6.9	6.9	6.9
2005	2.09	2.08	2.12	2.14	6.9	6.8	6.8	6.8
2006	2.30	2.31	2.37	2.38	7.2	7.3	7.3	7.3
2007	2.40	2.39	2.40	2.39	7.3	7.3	7.3	7.2
2008	2.49	2.50	2.56	2.57	7.5	7.5	7.5	7.5
2009	2.58	2.59	2.45	2.41	7.5	7.5	7.1	7.1
2010	2.42	2.39	2.42	2.44	7.0	7.0	7.0	7.1
2011	2.48	2.45	2.40	2.48	7.1	7.1	6.9	7.1
2012	2.46	2.48	2.50	2.48	7.0	7.0	7.0	7.0
2013	2.49	2.50	2.52	2.55	7.0	7.0	7.0	7.1
2014	2.60	2.59	2.59	2.64	7.1	7.1	7.1	7.0
2015	2.65	2.62	2.64	2.66	7.0	7.0	7.0	7.0
2016	2.67	2.72	2.68	2.95	7.0	7.1	7.0	7.3

See footnotes at end of table.

Table 4. Civilian workers, by industry group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation

Education and health services

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Paid leave								
2017	2.96	2.95	2.99	3.14	7.3	7.3	7.3	7.5
2018	3.13	3.12	3.16	3.20	7.5	7.4	7.5	7.5
2019	3.22	–	–	–	7.5	–	–	–
Supplemental pay								
2004	.32	.33	.34	.33	1.1	1.1	1.1	1.1
2005	.34	.36	.36	.35	1.1	1.2	1.2	1.1
2006	.37	.38	.38	.40	1.2	1.2	1.2	1.2
2007	.41	.42	.42	.42	1.2	1.3	1.3	1.3
2008	.41	.43	.43	.42	1.2	1.3	1.3	1.2
2009	.43	.45	.45	.43	1.2	1.3	1.3	1.3
2010	.43	.44	.43	.42	1.2	1.3	1.3	1.2
2011	.44	.44	.44	.43	1.2	1.3	1.3	1.2
2012	.44	.44	.44	.43	1.2	1.2	1.2	1.2
2013	.42	.44	.44	.45	1.2	1.2	1.2	1.2
2014	.45	.47	.46	.46	1.2	1.3	1.3	1.2
2015	.46	.47	.47	.50	1.2	1.3	1.3	1.3
2016	.49	.50	.50	.52	1.3	1.3	1.3	1.3
2017	.53	.54	.54	.59	1.3	1.4	1.3	1.4
2018	.60	.61	.60	.64	1.4	1.5	1.4	1.5
2019	.63	–	–	–	1.5	–	–	–
Insurance								
2004	2.48	2.46	2.54	2.59	8.4	8.4	8.5	8.6
2005	2.64	2.63	2.73	2.80	8.6	8.7	8.8	8.9
2006	2.83	2.87	2.92	2.94	8.9	9.1	8.9	9.0
2007	3.01	3.00	3.01	3.04	9.1	9.1	9.1	9.2
2008	3.09	3.09	3.12	3.18	9.3	9.3	9.2	9.3
2009	3.24	3.22	3.26	3.29	9.4	9.4	9.5	9.6
2010	3.36	3.33	3.37	3.37	9.8	9.8	9.8	9.8
2011	3.41	3.36	3.37	3.45	9.8	9.7	9.7	9.8
2012	3.53	3.52	3.55	3.49	10.0	10.0	10.0	9.8
2013	3.55	3.54	3.53	3.60	10.0	9.9	9.8	10.0
2014	3.63	3.64	3.64	3.73	9.9	9.9	9.9	10.0
2015	3.78	3.76	3.79	3.80	10.0	10.1	10.1	10.0
2016	3.88	3.86	3.88	4.05	10.1	10.0	10.1	10.0
2017	4.06	4.03	4.08	4.19	10.0	10.0	10.0	10.0
2018	4.22	4.16	4.22	4.18	10.0	9.9	9.9	9.9
2019	4.25	–	–	–	9.9	–	–	–
Retirement and savings								
2004	1.26	1.24	1.29	1.31	4.2	4.2	4.3	4.3
2005	1.33	1.32	1.40	1.42	4.4	4.3	4.5	4.5
2006	1.42	1.40	1.49	1.50	4.5	4.4	4.6	4.6
2007	1.52	1.49	1.56	1.69	4.6	4.5	4.7	5.1
2008	1.70	1.72	1.79	1.77	5.1	5.2	5.3	5.2
2009	1.82	1.79	1.82	1.81	5.3	5.2	5.3	5.3
2010	1.79	1.75	1.80	1.85	5.2	5.1	5.2	5.3
2011	1.88	1.84	1.84	1.89	5.4	5.3	5.3	5.4
2012	1.91	1.88	1.95	1.98	5.4	5.3	5.5	5.6
2013	2.02	1.99	2.05	2.08	5.7	5.6	5.7	5.8
2014	2.23	2.24	2.22	2.35	6.1	6.1	6.1	6.3
2015	2.38	2.33	2.36	2.45	6.3	6.2	6.3	6.5
2016	2.46	2.54	2.50	2.86	6.4	6.6	6.5	7.1
2017	2.87	2.82	2.90	2.88	7.1	7.0	7.1	6.9
2018	2.91	2.84	2.89	2.95	6.9	6.8	6.8	7.0
2019	2.98	–	–	–	7.0	–	–	–
Legally required benefits								
2004	2.02	2.01	2.05	2.07	6.8	6.9	6.9	6.8
2005	2.08	2.10	2.13	2.13	6.8	6.9	6.9	6.8
2006	2.15	2.16	2.20	2.21	6.8	6.8	6.7	6.7
2007	2.21	2.21	2.23	2.25	6.7	6.7	6.7	6.8
2008	2.25	2.26	2.29	2.28	6.8	6.8	6.7	6.7
2009	2.29	2.30	2.31	2.29	6.7	6.7	6.7	6.7
2010	2.31	2.31	2.34	2.33	6.7	6.8	6.8	6.8
2011	2.36	2.36	2.36	2.38	6.7	6.8	6.8	6.8

See footnotes at end of table.

Table 4. Civilian workers, by industry group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation

Education and health services

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Legally required benefits								
2012	2.40	2.41	2.41	2.42	6.8	6.8	6.8	6.8
2013	2.42	2.43	2.43	2.44	6.8	6.8	6.8	6.8
2014	2.44	2.43	2.43	2.48	6.7	6.6	6.6	6.6
2015	2.48	2.47	2.49	2.50	6.6	6.6	6.6	6.6
2016	2.51	2.51	2.51	2.55	6.6	6.5	6.5	6.3
2017	2.57	2.56	2.58	2.63	6.3	6.4	6.3	6.3
2018	2.63	2.63	2.66	2.64	6.3	6.3	6.3	6.2
2019	2.65	–	–	–	6.2	–	–	–
Other benefits[1]								
2004	.02	.02	.02	.02	.1	.1	.1	.1
2005	.02	.02	.02	.02	.1	.1	.1	.1

[1] Includes severance pay and supplemental unemployment benefits. Publication of other benefits was discontinued beginning in June 2006.

Note: The sum of individual items may not equal totals due to rounding. Dashes indicate data are not available.

Table 4. Civilian workers, by industry group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Educational services

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Total compensation								
2004	$35.91	$35.70	$36.48	$36.77	100.0	100.0	100.0	100.0
2005	36.93	36.96	37.88	38.30	100.0	100.0	100.0	100.0
2006	38.68	38.74	39.94	40.27	100.0	100.0	100.0	100.0
2007	40.47	40.45	41.34	39.71	100.0	100.0	100.0	100.0
2008	40.21	40.21	41.34	41.53	100.0	100.0	100.0	100.0
2009	41.72	41.79	41.94	41.87	100.0	100.0	100.0	100.0
2010	41.99	41.86	42.50	42.60	100.0	100.0	100.0	100.0
2011	42.68	42.50	42.77	42.96	100.0	100.0	100.0	100.0
2012	43.05	43.05	43.70	43.69	100.0	100.0	100.0	100.0
2013	43.71	43.71	44.22	44.70	100.0	100.0	100.0	100.0
2014	44.73	44.55	45.20	45.58	100.0	100.0	100.0	100.0
2015	45.68	45.61	46.22	47.04	100.0	100.0	100.0	100.0
2016	47.12	47.03	48.03	49.97	100.0	100.0	100.0	100.0
2017	50.10	50.10	50.92	51.36	100.0	100.0	100.0	100.0
2018	51.53	51.25	52.10	52.66	100.0	100.0	100.0	100.0
2019	52.72	–	–	–	100.0	–	–	–
Wages and salaries								
2004	26.14	26.01	26.46	26.65	72.8	72.8	72.5	72.5
2005	26.72	26.74	27.27	27.55	72.4	72.3	72.0	71.9
2006	27.73	27.77	28.55	28.71	71.7	71.7	71.5	71.3
2007	28.79	28.71	29.35	27.76	71.1	71.0	71.0	69.9
2008	27.89	27.86	28.65	28.77	69.4	69.3	69.3	69.3
2009	28.81	28.84	29.15	29.12	69.0	69.0	69.5	69.6
2010	29.21	29.13	29.48	29.52	69.6	69.6	69.4	69.3
2011	29.58	29.48	29.64	29.75	69.3	69.4	69.3	69.2
2012	29.76	29.72	30.08	30.10	69.1	69.0	68.8	68.9
2013	30.01	30.02	30.30	30.56	68.7	68.7	68.5	68.4
2014	30.56	30.39	30.83	31.06	68.3	68.2	68.2	68.1
2015	31.11	31.07	31.40	31.87	68.1	68.1	67.9	67.8
2016	31.92	31.89	32.46	33.44	67.7	67.8	67.6	66.9
2017	33.49	33.47	33.95	34.21	66.8	66.8	66.7	66.6
2018	34.29	34.14	34.72	34.98	66.5	66.6	66.6	66.4
2019	34.96	–	–	–	66.3	–	–	–
Total benefits								
2004	9.77	9.69	10.01	10.12	27.2	27.2	27.5	27.5
2005	10.21	10.22	10.61	10.75	27.6	27.7	28.0	28.1
2006	10.95	10.97	11.39	11.56	28.3	28.3	28.5	28.7
2007	11.68	11.74	11.99	11.95	28.9	29.0	29.0	30.1
2008	12.32	12.35	12.69	12.76	30.6	30.7	30.7	30.7
2009	12.91	12.95	12.79	12.75	31.0	31.0	30.5	30.4
2010	12.78	12.74	13.02	13.08	30.4	30.4	30.6	30.7
2011	13.10	13.02	13.13	13.21	30.7	30.6	30.7	30.8
2012	13.29	13.33	13.62	13.59	30.9	31.0	31.2	31.1
2013	13.70	13.69	13.92	14.15	31.3	31.3	31.5	31.6
2014	14.17	14.16	14.37	14.52	31.7	31.8	31.8	31.9
2015	14.57	14.53	14.82	15.17	31.9	31.9	32.1	32.2
2016	15.20	15.14	15.58	16.53	32.3	32.2	32.4	33.1
2017	16.62	16.63	16.97	17.15	33.2	33.2	33.3	33.4
2018	17.24	17.11	17.38	17.68	33.5	33.4	33.4	33.6
2019	17.76	–	–	–	33.7	–	–	–
Paid leave								
2004	2.25	2.21	2.28	2.30	6.3	6.2	6.2	6.2
2005	2.31	2.27	2.33	2.34	6.3	6.2	6.2	6.1
2006	2.52	2.49	2.60	2.60	6.5	6.4	6.5	6.5
2007	2.60	2.57	2.63	2.58	6.4	6.4	6.4	6.5
2008	2.90	2.85	2.96	2.97	7.2	7.1	7.2	7.2
2009	2.99	2.98	2.63	2.64	7.2	7.1	6.3	6.3
2010	2.65	2.60	2.66	2.70	6.3	6.2	6.2	6.3
2011	2.68	2.63	2.61	2.67	6.3	6.2	6.1	6.2
2012	2.65	2.62	2.68	2.67	6.2	6.1	6.1	6.1
2013	2.66	2.61	2.65	2.74	6.1	6.0	6.0	6.1
2014	2.72	2.65	2.72	2.78	6.1	5.9	6.0	6.1
2015	2.76	2.70	2.75	2.85	6.0	5.9	5.9	6.1
2016	2.83	2.77	2.85	3.21	6.0	5.9	5.9	6.4

See footnotes at end of table.

Table 4. Civilian workers, by industry group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Educational services

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Paid leave								
2017	3.22	3.17	3.26	3.35	6.4	6.3	6.4	6.5
2018	3.32	3.25	3.33	3.43	6.5	6.3	6.4	6.5
2019	3.42	–	–	–	6.5	–	–	–
Supplemental pay								
2004	.13	.12	.13	.13	.4	.3	.4	.4
2005	.13	.13	.14	.13	.3	.4	.4	.4
2006	.14	.13	.13	.13	.4	.3	.3	.3
2007	.13	.13	.13	.15	.3	.3	.3	.4
2008	.15	.15	.15	.15	.4	.4	.4	.4
2009	.15	.15	.15	.15	.4	.4	.4	.3
2010	.15	.15	.14	.15	.3	.3	.3	.3
2011	.15	.15	.15	.15	.3	.3	.3	.4
2012	.15	.15	.16	.16	.4	.4	.4	.4
2013	.16	.17	.17	.18	.4	.4	.4	.4
2014	.17	.18	.18	.18	.4	.4	.4	.4
2015	.18	.18	.18	.19	.4	.4	.4	.4
2016	.19	.19	.19	.25	.4	.4	.4	.5
2017	.25	.25	.25	.25	.5	.5	.5	.5
2018	.25	.24	.25	.25	.5	.5	.5	.5
2019	.25	–	–	–	.5	–	–	–
Insurance								
2004	3.25	3.26	3.37	3.44	9.1	9.1	9.2	9.4
2005	3.47	3.49	3.65	3.73	9.4	9.4	9.6	9.7
2006	3.79	3.84	3.94	4.06	9.8	9.9	9.9	10.1
2007	4.15	4.22	4.23	4.15	10.3	10.4	10.2	10.5
2008	4.19	4.27	4.32	4.39	10.4	10.6	10.4	10.6
2009	4.42	4.45	4.54	4.50	10.6	10.7	10.8	10.7
2010	4.56	4.59	4.68	4.68	10.9	11.0	11.0	11.0
2011	4.71	4.68	4.70	4.70	11.0	11.0	11.0	10.9
2012	4.76	4.81	4.85	4.82	11.1	11.2	11.1	11.0
2013	4.88	4.90	4.91	4.95	11.2	11.2	11.1	11.1
2014	4.94	4.96	4.98	4.97	11.0	11.1	11.0	10.9
2015	5.00	5.02	5.11	5.12	10.9	11.0	11.1	10.9
2016	5.19	5.19	5.31	5.48	11.0	11.0	11.0	11.0
2017	5.52	5.54	5.64	5.63	11.0	11.1	11.1	11.0
2018	5.69	5.65	5.69	5.71	11.0	11.0	10.9	10.8
2019	5.78	–	–	–	11.0	–	–	–
Retirement and savings								
2004	1.96	1.95	2.03	2.02	5.5	5.4	5.6	5.5
2005	2.06	2.08	2.21	2.25	5.6	5.6	5.8	5.9
2006	2.23	2.24	2.40	2.45	5.8	5.8	6.0	6.1
2007	2.51	2.52	2.66	2.71	6.2	6.2	6.4	6.8
2008	2.72	2.74	2.85	2.86	6.8	6.8	6.9	6.9
2009	2.95	2.97	3.03	3.03	7.1	7.1	7.2	7.2
2010	2.97	2.96	3.05	3.05	7.1	7.1	7.2	7.2
2011	3.06	3.06	3.15	3.15	7.2	7.2	7.4	7.3
2012	3.18	3.20	3.36	3.37	7.4	7.4	7.7	7.7
2013	3.45	3.45	3.61	3.67	7.9	7.9	8.2	8.2
2014	3.75	3.82	3.92	3.99	8.4	8.6	8.7	8.8
2015	4.03	4.05	4.17	4.33	8.8	8.9	9.0	9.2
2016	4.32	4.35	4.54	4.86	9.2	9.2	9.4	9.7
2017	4.89	4.94	5.08	5.14	9.8	9.9	10.0	10.0
2018	5.20	5.20	5.29	5.46	10.1	10.2	10.2	10.4
2019	5.48	–	–	–	10.4	–	–	–
Legally required benefits								
2004	2.14	2.11	2.17	2.19	6.0	5.9	6.0	6.0
2005	2.20	2.20	2.24	2.26	6.0	6.0	5.9	5.9
2006	2.28	2.27	2.32	2.31	5.9	5.9	5.8	5.7
2007	2.30	2.30	2.35	2.35	5.7	5.7	5.7	5.9
2008	2.36	2.34	2.41	2.40	5.9	5.8	5.8	5.8
2009	2.40	2.41	2.44	2.43	5.8	5.8	5.8	5.8
2010	2.46	2.45	2.50	2.50	5.8	5.8	5.9	5.9
2011	2.51	2.50	2.52	2.53	5.9	5.9	5.9	5.9

See footnotes at end of table.

Table 4. Civilian workers, by industry group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Educational services

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Legally required benefits								
2012	2.54	2.54	2.57	2.57	5.9	5.9	5.9	5.9
2013	2.56	2.56	2.58	2.61	5.9	5.9	5.8	5.8
2014	2.59	2.55	2.58	2.60	5.8	5.7	5.7	5.7
2015	2.61	2.59	2.62	2.67	5.7	5.7	5.7	5.7
2016	2.67	2.65	2.69	2.72	5.7	5.6	5.6	5.5
2017	2.74	2.73	2.75	2.78	5.5	5.4	5.4	5.4
2018	2.78	2.77	2.81	2.82	5.4	5.4	5.4	5.4
2019	2.82	–	–	–	5.4	–	–	–
Other benefits[1]								
2004	.04	.04	.04	.04	.1	.1	.1	.1
2005	.04	.04	.04	.04	.1	.1	.1	.1

[1] Includes severance pay and supplemental unemployment benefits. Publication of other benefits was discontinued beginning in June 2006.

Note: The sum of individual items may not equal totals due to rounding. Dashes indicate data are not available.

Table 4. Civilian workers, by industry group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Elementary and secondary schools

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Total compensation								
2004	$35.24	$35.09	$35.90	$36.16	100.0	100.0	100.0	100.0
2005	36.31	36.38	37.20	37.67	100.0	100.0	100.0	100.0
2006	37.91	38.10	39.29	39.63	100.0	100.0	100.0	100.0
2007	39.93	40.06	40.70	39.45	100.0	100.0	100.0	100.0
2008	39.59	39.79	40.63	40.93	100.0	100.0	100.0	100.0
2009	41.14	41.24	41.94	41.87	100.0	100.0	100.0	100.0
2010	41.89	41.89	42.41	42.49	100.0	100.0	100.0	100.0
2011	42.47	42.54	42.63	42.74	100.0	100.0	100.0	100.0
2012	42.83	42.89	43.40	43.31	100.0	100.0	100.0	100.0
2013	43.43	43.54	43.85	44.10	100.0	100.0	100.0	100.0
2014	44.12	44.22	44.66	44.74	100.0	100.0	100.0	100.0
2015	44.82	44.95	45.36	45.84	100.0	100.0	100.0	100.0
2016	45.95	46.16	47.02	48.57	100.0	100.0	100.0	100.0
2017	48.70	49.01	49.64	49.74	100.0	100.0	100.0	100.0
2018	50.08	50.11	50.77	51.45	100.0	100.0	100.0	100.0
2019	51.64	–	–	–	100.0	–	–	–
Wages and salaries								
2004	25.67	25.57	26.02	26.13	72.8	72.9	72.5	72.3
2005	26.21	26.21	26.66	26.96	72.2	72.0	71.7	71.6
2006	27.09	27.22	27.98	28.13	71.5	71.4	71.2	71.0
2007	28.26	28.30	28.72	27.43	70.8	70.7	70.6	69.5
2008	27.54	27.65	28.26	28.46	69.6	69.5	69.6	69.5
2009	28.54	28.58	28.99	28.92	69.4	69.3	69.1	69.1
2010	28.99	29.01	29.27	29.29	69.2	69.2	69.0	68.9
2011	29.29	29.34	29.33	29.37	69.0	69.0	68.8	68.7
2012	29.38	29.40	29.63	29.60	68.6	68.6	68.3	68.3
2013	29.60	29.65	29.79	29.89	68.1	68.1	67.9	67.8
2014	29.93	29.93	30.22	30.25	67.8	67.7	67.7	67.6
2015	30.30	30.39	30.57	30.76	67.6	67.6	67.4	67.1
2016	30.81	30.97	31.42	32.26	67.0	67.1	66.8	66.4
2017	32.30	32.49	32.83	32.83	66.3	66.3	66.1	66.0
2018	33.02	33.05	33.49	33.76	65.9	65.9	66.0	65.6
2019	33.82	–	–	–	65.5	–	–	–
Total benefits								
2004	9.57	9.51	9.88	10.02	27.2	27.1	27.5	27.7
2005	10.10	10.17	10.54	10.71	27.8	28.0	28.3	28.4
2006	10.82	10.88	11.31	11.50	28.5	28.6	28.8	29.0
2007	11.68	11.75	11.98	12.02	29.2	29.3	29.4	30.5
2008	12.05	12.14	12.36	12.48	30.4	30.5	30.4	30.5
2009	12.61	12.66	12.95	12.95	30.6	30.7	30.9	30.9
2010	12.90	12.88	13.14	13.19	30.8	30.8	31.0	31.1
2011	13.18	13.19	13.30	13.37	31.0	31.0	31.2	31.3
2012	13.45	13.48	13.77	13.71	31.4	31.4	31.7	31.7
2013	13.84	13.88	14.06	14.21	31.9	31.9	32.1	32.2
2014	14.19	14.29	14.44	14.49	32.2	32.3	32.3	32.4
2015	14.52	14.56	14.79	15.08	32.4	32.4	32.6	32.9
2016	15.14	15.19	15.60	16.30	33.0	32.9	33.2	33.6
2017	16.40	16.52	16.81	16.92	33.7	33.7	33.9	34.0
2018	17.06	17.07	17.28	17.70	34.1	34.1	34.0	34.4
2019	17.82	–	–	–	34.5	–	–	–
Paid leave								
2004	2.01	1.98	2.02	2.05	5.7	5.6	5.6	5.7
2005	2.05	2.06	2.08	2.08	5.7	5.7	5.6	5.5
2006	2.16	2.17	2.24	2.24	5.7	5.7	5.7	5.6
2007	2.28	2.29	2.32	2.21	5.7	5.7	5.7	5.6
2008	2.18	2.19	2.22	2.25	5.5	5.5	5.5	5.5
2009	2.24	2.25	2.29	2.27	5.5	5.5	5.4	5.4
2010	2.26	2.25	2.27	2.29	5.4	5.4	5.4	5.4
2011	2.27	2.26	2.23	2.25	5.3	5.3	5.2	5.3
2012	2.23	2.23	2.25	2.22	5.2	5.2	5.2	5.1
2013	2.23	2.23	2.25	2.29	5.1	5.1	5.1	5.2
2014	2.28	2.28	2.29	2.30	5.2	5.1	5.1	5.1
2015	2.30	2.30	2.29	2.35	5.1	5.1	5.1	5.1
2016	2.35	2.35	2.38	2.59	5.1	5.1	5.1	5.3

See footnotes at end of table.

Table 4. Civilian workers, by industry group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Elementary and secondary schools

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Paid leave								
2017	2.61	2.62	2.65	2.69	5.4	5.3	5.3	5.4
2018	2.70	2.71	2.73	2.77	5.4	5.4	5.4	5.4
2019	2.79	–	–	–	5.4	–	–	–
Supplemental pay								
2004	.11	.11	.12	.12	.3	.3	.3	.3
2005	.11	.12	.12	.12	.3	.3	.3	.3
2006	.12	.11	.11	.11	.3	.3	.3	.3
2007	.11	.11	.11	.15	.3	.3	.3	.4
2008	.16	.15	.16	.15	.4	.4	.4	.4
2009	.16	.16	.16	.15	.4	.4	.4	.4
2010	.15	.15	.15	.15	.4	.4	.3	.4
2011	.15	.15	.16	.16	.4	.4	.4	.4
2012	.16	.16	.16	.16	.4	.4	.4	.4
2013	.16	.16	.17	.17	.4	.4	.4	.4
2014	.17	.18	.17	.17	.4	.4	.4	.4
2015	.17	.17	.17	.17	.4	.4	.4	.4
2016	.18	.18	.18	.20	.4	.4	.4	.4
2017	.20	.20	.20	.20	.4	.4	.4	.4
2018	.20	.20	.20	.20	.4	.4	.4	.4
2019	.20	–	–	–	.4	–	–	–
Insurance								
2004	3.52	3.51	3.68	3.76	10.0	10.0	10.2	10.4
2005	3.79	3.79	3.98	4.08	10.4	10.4	10.7	10.8
2006	4.17	4.21	4.37	4.49	11.0	11.1	11.1	11.3
2007	4.56	4.60	4.63	4.56	11.4	11.5	11.4	11.5
2008	4.59	4.66	4.70	4.76	11.6	11.7	11.6	11.6
2009	4.76	4.78	4.89	4.91	11.6	11.6	11.7	11.7
2010	4.97	4.98	5.09	5.12	11.9	11.9	12.0	12.1
2011	5.13	5.14	5.18	5.20	12.1	12.1	12.2	12.2
2012	5.24	5.26	5.32	5.28	12.2	12.3	12.3	12.2
2013	5.33	5.35	5.35	5.37	12.3	12.3	12.2	12.2
2014	5.31	5.31	5.34	5.34	12.0	12.0	12.0	11.9
2015	5.33	5.34	5.44	5.44	11.9	11.9	12.0	11.9
2016	5.52	5.54	5.67	5.64	12.0	12.0	12.1	11.6
2017	5.68	5.73	5.82	5.78	11.7	11.7	11.7	11.6
2018	5.84	5.85	5.89	5.94	11.7	11.7	11.6	11.5
2019	6.02	–	–	–	11.7	–	–	–
Retirement and savings								
2004	1.89	1.88	1.97	1.99	5.4	5.3	5.5	5.5
2005	2.03	2.07	2.21	2.26	5.6	5.7	6.0	6.0
2006	2.24	2.25	2.42	2.49	5.9	5.9	6.2	6.3
2007	2.55	2.57	2.71	2.90	6.4	6.4	6.7	7.4
2008	2.91	2.92	3.01	3.05	7.4	7.3	7.4	7.4
2009	3.17	3.19	3.28	3.30	7.7	7.7	7.8	7.9
2010	3.19	3.17	3.25	3.26	7.6	7.6	7.7	7.7
2011	3.26	3.27	3.35	3.37	7.7	7.7	7.9	7.9
2012	3.43	3.43	3.61	3.63	8.0	8.0	8.3	8.4
2013	3.71	3.73	3.87	3.96	8.5	8.6	8.8	9.0
2014	4.03	4.15	4.25	4.31	9.1	9.4	9.5	9.6
2015	4.35	4.36	4.48	4.67	9.7	9.7	9.9	10.2
2016	4.65	4.68	4.89	5.38	10.1	10.1	10.4	11.1
2017	5.41	5.45	5.62	5.72	11.1	11.1	11.3	11.5
2018	5.78	5.76	5.88	6.20	11.5	11.5	11.6	12.0
2019	6.20	–	–	–	12.0	–	–	–
Legally required benefits								
2004	1.98	1.98	2.03	2.04	5.6	5.6	5.7	5.6
2005	2.05	2.07	2.08	2.11	5.7	5.7	5.6	5.6
2006	2.12	2.13	2.17	2.18	5.6	5.6	5.5	5.5
2007	2.17	2.18	2.21	2.21	5.4	5.4	5.4	5.6
2008	2.21	2.22	2.27	2.28	5.6	5.6	5.6	5.6
2009	2.28	2.29	2.33	2.31	5.5	5.5	5.6	5.5
2010	2.33	2.33	2.38	2.37	5.6	5.6	5.6	5.6
2011	2.37	2.37	2.38	2.39	5.6	5.6	5.6	5.6

See footnotes at end of table.

Table 4. Civilian workers, by industry group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Elementary and secondary schools

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Legally required benefits								
2012	2.40	2.40	2.42	2.41	5.6	5.6	5.6	5.6
2013	2.41	2.42	2.42	2.43	5.6	5.6	5.5	5.5
2014	2.40	2.37	2.38	2.38	5.4	5.4	5.3	5.3
2015	2.38	2.39	2.40	2.44	5.3	5.3	5.3	5.3
2016	2.44	2.44	2.47	2.49	5.3	5.3	5.3	5.1
2017	2.50	2.52	2.53	2.53	5.1	5.1	5.1	5.1
2018	2.54	2.55	2.58	2.59	5.1	5.1	5.1	5.0
2019	2.60	–	–	–	5.0	–	–	–
Other benefits[1]								
2004	.06	.06	.05	.06	.2	.2	.2	.2
2005	.06	.06	.06	.06	.2	.2	.2	.1

[1] Includes severance pay and supplemental unemployment benefits. Publication of other benefits was discontinued beginning in June 2006.

Note: The sum of individual items may not equal totals due to rounding. Dashes indicate data are not available.

Table 4. Civilian workers, by industry group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Junior colleges, colleges, and universities

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Total compensation								
2004	$38.65	$38.99	$39.41	$39.69	100.0	100.0	100.0	100.0
2005	39.99	40.35	41.15	41.51	100.0	100.0	100.0	100.0
2006	42.18	42.47	43.38	43.96	100.0	100.0	100.0	100.0
2007	44.17	44.49	45.69	42.41	100.0	100.0	100.0	100.0
2008	43.96	44.11	45.61	44.97	100.0	100.0	100.0	100.0
2009	45.22	46.00	44.60	44.41	100.0	100.0	100.0	100.0
2010	44.82	44.94	45.38	45.39	100.0	100.0	100.0	100.0
2011	45.84	45.72	45.98	45.88	100.0	100.0	100.0	100.0
2012	46.23	46.38	47.06	47.37	100.0	100.0	100.0	100.0
2013	47.58	47.91	48.46	48.63	100.0	100.0	100.0	100.0
2014	48.86	48.93	49.51	49.99	100.0	100.0	100.0	100.0
2015	50.48	50.79	51.25	51.83	100.0	100.0	100.0	100.0
2016	52.15	52.35	53.29	55.30	100.0	100.0	100.0	100.0
2017	55.83	55.75	56.51	57.19	100.0	100.0	100.0	100.0
2018	57.40	57.41	57.94	58.40	100.0	100.0	100.0	100.0
2019	58.88	–	–	–	100.0	–	–	–
Wages and salaries								
2004	27.97	28.19	28.46	28.72	72.4	72.3	72.2	72.3
2005	28.87	29.17	29.59	29.86	72.2	72.3	71.9	71.9
2006	30.10	30.28	30.85	31.30	71.4	71.3	71.1	71.2
2007	31.43	31.53	32.49	29.65	71.2	70.9	71.1	69.9
2008	29.93	29.85	30.94	30.63	68.1	67.7	67.8	68.1
2009	30.61	31.01	30.99	30.95	67.7	67.4	69.5	69.7
2010	31.12	31.15	31.41	31.43	69.4	69.3	69.2	69.2
2011	31.70	31.67	31.95	31.92	69.2	69.3	69.5	69.6
2012	32.11	32.15	32.59	32.82	69.5	69.3	69.3	69.3
2013	32.86	33.07	33.40	33.42	69.1	69.0	68.9	68.7
2014	33.50	33.51	33.91	34.18	68.6	68.5	68.5	68.4
2015	34.47	34.71	34.96	35.32	68.3	68.3	68.2	68.2
2016	35.56	35.67	36.28	36.95	68.2	68.1	68.1	66.8
2017	37.26	37.12	37.64	38.09	66.7	66.6	66.6	66.6
2018	38.18	38.26	38.67	38.92	66.5	66.6	66.7	66.6
2019	39.24	–	–	–	66.6	–	–	–
Total benefits								
2004	10.68	10.81	10.95	10.98	27.6	27.7	27.8	27.7
2005	11.12	11.18	11.55	11.65	27.8	27.7	28.1	28.1
2006	12.08	12.19	12.53	12.67	28.6	28.7	28.9	28.8
2007	12.74	12.97	13.20	12.76	28.8	29.1	28.9	30.1
2008	14.03	14.26	14.67	14.34	31.9	32.3	32.2	31.9
2009	14.61	14.99	13.61	13.46	32.3	32.6	30.5	30.3
2010	13.70	13.80	13.97	13.96	30.6	30.7	30.8	30.8
2011	14.14	14.05	14.03	13.96	30.8	30.7	30.5	30.4
2012	14.12	14.23	14.47	14.55	30.5	30.7	30.7	30.7
2013	14.72	14.83	15.06	15.21	30.9	31.0	31.1	31.3
2014	15.35	15.41	15.60	15.80	31.4	31.5	31.5	31.6
2015	16.02	16.08	16.29	16.50	31.7	31.7	31.8	31.8
2016	16.58	16.69	17.00	18.34	31.8	31.9	31.9	33.2
2017	18.57	18.62	18.87	19.11	33.3	33.4	33.4	33.4
2018	19.21	19.15	19.27	19.48	33.5	33.4	33.3	33.4
2019	19.65	–	–	–	33.4	–	–	–
Paid leave								
2004	2.87	2.92	2.95	2.96	7.4	7.5	7.5	7.5
2005	2.99	2.97	3.04	3.08	7.5	7.4	7.4	7.4
2006	3.47	3.51	3.59	3.66	8.2	8.3	8.3	8.3
2007	3.61	3.67	3.69	3.64	8.2	8.2	8.1	8.6
2008	4.83	4.98	5.05	4.80	11.0	11.3	11.1	10.7
2009	4.97	5.20	3.67	3.67	11.0	11.3	8.2	8.3
2010	3.76	3.75	3.76	3.77	8.4	8.3	8.3	8.3
2011	3.78	3.79	3.70	3.71	8.2	8.3	8.1	8.1
2012	3.73	3.74	3.80	3.81	8.1	8.1	8.1	8.0
2013	3.88	3.86	3.84	3.92	8.1	8.1	7.9	8.1
2014	3.93	3.89	3.95	4.01	8.0	8.0	8.0	8.0
2015	4.04	4.01	4.06	4.08	8.0	7.9	7.9	7.9
2016	4.10	4.09	4.19	4.71	7.9	7.8	7.9	8.5

See footnotes at end of table.

Table 4. Civilian workers, by industry group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Junior colleges, colleges, and universities

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Paid leave								
2017	4.76	4.77	4.84	4.97	8.5	8.5	8.6	8.7
2018	4.95	4.94	4.97	5.13	8.6	8.6	8.6	8.8
2019	5.15	–	–	–	8.8	–	–	–
Supplemental pay								
2004	.15	.15	.15	.15	.4	.4	.4	.4
2005	.16	.16	.17	.17	.4	.4	.4	.4
2006	.19	.19	.19	.19	.4	.4	.4	.4
2007	.18	.18	.18	.15	.4	.4	.4	.3
2008	.15	.15	.15	.15	.3	.3	.3	.3
2009	.15	.14	.14	.14	.3	.3	.3	.3
2010	.14	.14	.14	.14	.3	.3	.3	.3
2011	.14	.14	.14	.14	.3	.3	.3	.3
2012	.14	.14	.15	.17	.3	.3	.3	.3
2013	.16	.16	.16	.18	.3	.3	.3	.4
2014	.17	.17	.17	.18	.3	.3	.3	.4
2015	.18	.18	.18	.21	.4	.4	.4	.4
2016	.21	.20	.21	.32	.4	.4	.4	.6
2017	.34	.34	.35	.35	.6	.6	.6	.6
2018	.36	.36	.36	.37	.6	.6	.6	.6
2019	.37	–	–	–	.6	–	–	–
Insurance								
2004	2.94	2.99	3.03	3.08	7.6	7.7	7.7	7.8
2005	3.15	3.20	3.35	3.37	7.9	7.9	8.1	8.1
2006	3.38	3.42	3.48	3.51	8.0	8.1	8.0	8.0
2007	3.59	3.68	3.69	3.66	8.1	8.3	8.1	8.6
2008	3.70	3.78	3.87	3.95	8.4	8.6	8.5	8.8
2009	4.02	4.10	4.22	4.10	8.9	8.9	9.5	9.2
2010	4.18	4.23	4.29	4.24	9.3	9.4	9.4	9.3
2011	4.33	4.23	4.18	4.14	9.5	9.2	9.1	9.0
2012	4.22	4.26	4.27	4.28	9.1	9.2	9.1	9.0
2013	4.35	4.40	4.44	4.48	9.1	9.2	9.2	9.2
2014	4.53	4.60	4.61	4.66	9.3	9.4	9.3	9.3
2015	4.75	4.81	4.85	4.91	9.4	9.5	9.5	9.5
2016	4.93	4.99	5.05	5.75	9.5	9.5	9.5	10.4
2017	5.81	5.83	5.88	5.90	10.4	10.5	10.4	10.3
2018	5.99	5.90	5.90	5.90	10.4	10.3	10.2	10.1
2019	5.97	–	–	–	10.1	–	–	–
Retirement and savings								
2004	2.29	2.33	2.36	2.30	5.9	6.0	6.0	5.8
2005	2.34	2.36	2.47	2.49	5.8	5.9	6.0	6.0
2006	2.47	2.51	2.65	2.67	5.9	5.9	6.1	6.1
2007	2.71	2.78	2.90	2.62	6.1	6.2	6.3	6.2
2008	2.63	2.65	2.83	2.74	6.0	6.0	6.2	6.1
2009	2.76	2.81	2.83	2.82	6.1	6.1	6.4	6.3
2010	2.86	2.90	2.97	3.00	6.4	6.5	6.5	6.6
2011	3.05	3.05	3.16	3.11	6.7	6.7	6.9	6.8
2012	3.14	3.17	3.31	3.35	6.8	6.8	7.0	7.1
2013	3.38	3.43	3.62	3.60	7.1	7.2	7.5	7.4
2014	3.69	3.72	3.80	3.88	7.6	7.6	7.7	7.8
2015	3.94	3.98	4.08	4.16	7.8	7.8	8.0	8.0
2016	4.16	4.24	4.35	4.39	8.0	8.1	8.2	7.9
2017	4.43	4.48	4.58	4.62	7.9	8.0	8.1	8.1
2018	4.63	4.67	4.71	4.74	8.1	8.1	8.1	8.1
2019	4.77	–	–	–	8.1	–	–	–
Legally required benefits								
2004	2.43	2.41	2.45	2.47	6.3	6.2	6.2	6.2
2005	2.48	2.48	2.52	2.54	6.2	6.1	6.1	6.1
2006	2.57	2.56	2.62	2.64	6.1	6.0	6.0	6.0
2007	2.64	2.65	2.74	2.69	6.0	6.0	6.0	6.3
2008	2.72	2.70	2.76	2.70	6.2	6.1	6.1	6.0
2009	2.72	2.75	2.75	2.73	6.0	6.0	6.2	6.2
2010	2.77	2.78	2.81	2.81	6.2	6.2	6.2	6.2
2011	2.84	2.85	2.85	2.87	6.2	6.2	6.2	6.2

See footnotes at end of table.

Table 4. Civilian workers, by industry group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Junior colleges, colleges, and universities

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Legally required benefits								
2012	2.89	2.92	2.94	2.94	6.3	6.3	6.2	6.2
2013	2.96	2.98	3.00	3.04	6.2	6.2	6.2	6.2
2014	3.04	3.04	3.06	3.08	6.2	6.2	6.2	6.2
2015	3.10	3.11	3.13	3.15	6.1	6.1	6.1	6.1
2016	3.18	3.16	3.20	3.18	6.1	6.0	6.0	5.7
2017	3.24	3.20	3.23	3.27	5.8	5.7	5.7	5.7
2018	3.28	3.29	3.32	3.34	5.7	5.7	5.7	5.7
2019	3.38	–	–	–	5.7	–	–	–
Other benefits[1]								
2004	([2])	([2])	([2])	([2])	([3])	([3])	([3])	([3])
2005	([2])	([2])	([2])	([2])	([3])	([3])	([3])	([3])

[1] Includes severance pay and supplemental unemployment benefits. Publication of other benefits was discontinued beginning in June 2006.
[2] Cost per hour worked is $0.01 or less.
[3] Less than .05 percent.

Note: The sum of individual items may not equal totals due to rounding. Dashes indicate data are not available.

Table 4. Civilian workers, by industry group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Health care and social assistance

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Total compensation								
2004	$24.28	$24.34	$24.65	$24.73	100.0	100.0	100.0	100.0
2005	25.00	25.30	25.55	25.56	100.0	100.0	100.0	100.0
2006	25.86	26.43	27.06	27.00	100.0	100.0	100.0	100.0
2007	27.41	27.63	27.36	28.24	100.0	100.0	100.0	100.0
2008	27.96	28.69	28.97	28.73	100.0	100.0	100.0	100.0
2009	28.88	29.22	29.33	28.33	100.0	100.0	100.0	100.0
2010	28.83	28.98	29.12	28.71	100.0	100.0	100.0	100.0
2011	29.39	29.48	29.15	29.49	100.0	100.0	100.0	100.0
2012	29.70	30.18	29.94	29.79	100.0	100.0	100.0	100.0
2013	30.00	30.44	30.45	30.23	100.0	100.0	100.0	100.0
2014	31.17	31.60	31.11	32.04	100.0	100.0	100.0	100.0
2015	32.25	32.23	32.25	31.74	100.0	100.0	100.0	100.0
2016	32.23	33.37	32.28	34.09	100.0	100.0	100.0	100.0
2017	34.20	34.50	34.64	35.90	100.0	100.0	100.0	100.0
2018	36.05	36.44	36.66	36.10	100.0	100.0	100.0	100.0
2019	36.47	–	–	–	100.0	–	–	–
Wages and salaries								
2004	17.50	17.50	17.71	17.78	72.1	71.9	71.9	71.9
2005	17.94	18.12	18.26	18.27	71.7	71.6	71.5	71.5
2006	18.35	18.69	19.28	19.20	70.9	70.7	71.2	71.1
2007	19.47	19.65	19.38	20.05	71.1	71.1	70.9	71.0
2008	19.81	20.32	20.51	20.34	70.9	70.8	70.8	70.8
2009	20.42	20.65	20.71	19.95	70.7	70.7	70.6	70.4
2010	20.35	20.46	20.54	20.22	70.6	70.6	70.5	70.4
2011	20.66	20.74	20.54	20.73	70.3	70.4	70.4	70.3
2012	20.84	21.17	20.95	20.97	70.2	70.1	70.0	70.4
2013	21.08	21.38	21.39	21.16	70.3	70.2	70.3	70.0
2014	21.73	22.02	21.72	22.31	69.7	69.7	69.8	69.6
2015	22.43	22.39	22.43	22.01	69.6	69.5	69.6	69.3
2016	22.35	23.07	22.41	23.55	69.3	69.1	69.4	69.1
2017	23.60	23.82	23.91	24.81	69.0	69.1	69.0	69.1
2018	24.91	25.25	25.43	24.99	69.1	69.3	69.4	69.2
2019	25.24	–	–	–	69.2	–	–	–
Total benefits								
2004	6.78	6.84	6.94	6.95	27.9	28.1	28.1	28.1
2005	7.06	7.18	7.29	7.29	28.3	28.4	28.5	28.5
2006	7.51	7.74	7.78	7.80	29.1	29.3	28.8	28.9
2007	7.93	7.98	7.97	8.19	28.9	28.9	29.1	29.0
2008	8.14	8.37	8.46	8.38	29.1	29.2	29.2	29.2
2009	8.46	8.58	8.62	8.38	29.3	29.3	29.4	29.6
2010	8.49	8.52	8.58	8.49	29.4	29.4	29.5	29.6
2011	8.72	8.74	8.62	8.76	29.7	29.6	29.6	29.7
2012	8.86	9.01	8.99	8.82	29.8	29.9	30.0	29.6
2013	8.92	9.06	9.06	9.07	29.7	29.8	29.7	30.0
2014	9.43	9.58	9.39	9.73	30.3	30.3	30.2	30.4
2015	9.82	9.84	9.82	9.73	30.4	30.5	30.4	30.7
2016	9.89	10.30	9.87	10.54	30.7	30.9	30.6	30.9
2017	10.60	10.68	10.73	11.09	31.0	30.9	31.0	30.9
2018	11.14	11.19	11.23	11.11	30.9	30.7	30.6	30.8
2019	11.23	–	–	–	30.8	–	–	–
Paid leave								
2004	1.88	1.86	1.89	1.90	7.8	7.7	7.7	7.7
2005	1.90	1.93	1.95	1.96	7.6	7.6	7.6	7.7
2006	2.11	2.17	2.20	2.20	8.2	8.2	8.1	8.2
2007	2.24	2.26	2.24	2.25	8.2	8.2	8.2	8.0
2008	2.18	2.26	2.29	2.29	7.8	7.9	7.9	8.0
2009	2.28	2.32	2.34	2.25	7.9	7.9	8.0	7.9
2010	2.25	2.25	2.27	2.25	7.8	7.8	7.8	7.9
2011	2.33	2.32	2.26	2.34	7.9	7.9	7.8	7.9
2012	2.32	2.39	2.38	2.34	7.8	7.9	7.9	7.9
2013	2.36	2.43	2.43	2.41	7.9	8.0	8.0	8.0
2014	2.52	2.55	2.50	2.55	8.1	8.1	8.1	8.0
2015	2.57	2.57	2.57	2.53	8.0	8.0	8.0	8.0
2016	2.57	2.70	2.57	2.77	8.0	8.1	8.0	8.1

See footnotes at end of table.

Table 4. Civilian workers, by industry group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Health care and social assistance

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Paid leave								
2017	2.78	2.81	2.82	3.01	8.1	8.2	8.1	8.4
2018	3.01	3.04	3.06	3.06	8.4	8.3	8.3	8.5
2019	3.09	–	–	–	8.5	–	–	–
Supplemental pay								
2004	.49	.49	.50	.50	2.0	2.0	2.0	2.0
2005	.52	.53	.54	.53	2.1	2.1	2.1	2.1
2006	.57	.57	.58	.61	2.2	2.2	2.1	2.3
2007	.62	.62	.62	.62	2.3	2.2	2.3	2.2
2008	.61	.62	.62	.63	2.2	2.2	2.1	2.2
2009	.63	.64	.65	.64	2.2	2.2	2.2	2.3
2010	.64	.63	.63	.62	2.2	2.2	2.2	2.2
2011	.65	.64	.64	.63	2.2	2.2	2.2	2.1
2012	.64	.63	.63	.63	2.2	2.1	2.1	2.1
2013	.61	.62	.62	.63	2.0	2.0	2.0	2.1
2014	.63	.65	.64	.65	2.0	2.0	2.1	2.0
2015	.65	.66	.66	.70	2.0	2.0	2.0	2.2
2016	.69	.68	.70	.71	2.1	2.0	2.2	2.1
2017	.72	.72	.72	.81	2.1	2.1	2.1	2.3
2018	.83	.82	.81	.88	2.3	2.3	2.2	2.4
2019	.87	–	–	–	2.4	–	–	–
Insurance								
2004	1.81	1.85	1.88	1.87	7.5	7.6	7.6	7.6
2005	1.93	1.97	2.00	2.02	7.7	7.8	7.8	7.9
2006	2.04	2.15	2.12	2.09	7.9	8.1	7.8	7.7
2007	2.16	2.16	2.16	2.21	7.9	7.8	7.9	7.8
2008	2.26	2.28	2.29	2.30	8.1	7.9	7.9	8.0
2009	2.37	2.39	2.40	2.40	8.2	8.2	8.2	8.5
2010	2.47	2.49	2.49	2.43	8.6	8.6	8.6	8.5
2011	2.47	2.49	2.48	2.54	8.4	8.4	8.5	8.6
2012	2.62	2.67	2.68	2.55	8.8	8.8	9.0	8.6
2013	2.62	2.64	2.63	2.69	8.7	8.7	8.6	8.9
2014	2.75	2.80	2.77	2.89	8.8	8.9	8.9	9.0
2015	2.95	2.97	2.96	2.92	9.2	9.2	9.2	9.2
2016	3.00	3.05	2.99	3.09	9.3	9.1	9.3	9.1
2017	3.10	3.12	3.14	3.29	9.1	9.1	9.1	9.2
2018	3.29	3.29	3.34	3.23	9.1	9.0	9.1	9.0
2019	3.30	–	–	–	9.0	–	–	–
Retirement and savings								
2004	.65	.69	.71	.71	2.7	2.8	2.9	2.9
2005	.72	.73	.75	.73	2.9	2.9	2.9	2.9
2006	.75	.77	.78	.77	2.9	2.9	2.9	2.9
2007	.78	.79	.80	.94	2.8	2.8	2.9	3.3
2008	.93	1.03	1.05	.98	3.3	3.6	3.6	3.4
2009	.99	1.00	1.01	.91	3.4	3.4	3.4	3.2
2010	.92	.94	.96	.97	3.2	3.2	3.3	3.4
2011	1.03	1.03	.97	.98	3.5	3.5	3.3	3.3
2012	.98	1.01	1.00	.99	3.3	3.3	3.3	3.3
2013	1.01	1.03	1.04	1.01	3.4	3.4	3.4	3.3
2014	1.20	1.23	1.14	1.24	3.9	3.9	3.7	3.9
2015	1.26	1.26	1.23	1.19	3.9	3.9	3.8	3.8
2016	1.21	1.44	1.22	1.52	3.8	4.3	3.8	4.5
2017	1.54	1.55	1.57	1.44	4.5	4.5	4.5	4.0
2018	1.47	1.48	1.46	1.41	4.1	4.1	4.0	3.9
2019	1.43	–	–	–	3.9	–	–	–
Legally required benefits								
2004	1.93	1.93	1.95	1.96	7.9	7.9	7.9	7.9
2005	1.99	2.01	2.04	2.03	7.9	8.0	8.0	7.9
2006	2.04	2.08	2.10	2.13	7.9	7.9	7.8	7.9
2007	2.14	2.15	2.15	2.17	7.8	7.8	7.9	7.7
2008	2.16	2.20	2.21	2.19	7.7	7.7	7.6	7.6
2009	2.20	2.22	2.23	2.19	7.6	7.6	7.6	7.7
2010	2.21	2.21	2.23	2.21	7.6	7.6	7.7	7.7
2011	2.25	2.26	2.26	2.27	7.7	7.7	7.8	7.7

See footnotes at end of table.

Table 4. Civilian workers, by industry group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Health care and social assistance

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Legally required benefits								
2012	2.30	2.32	2.30	2.31	7.7	7.7	7.7	7.7
2013	2.32	2.34	2.34	2.32	7.7	7.7	7.7	7.7
2014	2.34	2.36	2.34	2.39	7.5	7.5	7.5	7.5
2015	2.39	2.39	2.40	2.39	7.4	7.4	7.5	7.5
2016	2.41	2.42	2.40	2.44	7.5	7.3	7.4	7.2
2017	2.46	2.46	2.48	2.54	7.2	7.1	7.1	7.1
2018	2.54	2.56	2.56	2.52	7.0	7.0	7.0	7.0
2019	2.55	–	–	–	7.0	–	–	–
Other benefits[1]								
2004	([2])	([2])	([2])	([2])	([3])	([3])	([3])	([3])
2005	([2])	([2])	([2])	([2])	([3])	([3])	([3])	([3])

[1] Includes severance pay and supplemental unemployment benefits. Publication of other benefits was discontinued beginning in June 2006.
[2] Cost per hour worked is $0.01 or less.
[3] Less than .05 percent.

Note: The sum of individual items may not equal totals due to rounding. Dashes indicate data are not available.

Table 4. Civilian workers, by industry group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Hospitals

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Total compensation								
2004	$29.53	$29.39	$29.80	$29.96	100.0	100.0	100.0	100.0
2005	30.37	30.60	30.93	31.20	100.0	100.0	100.0	100.0
2006	31.87	32.17	32.61	32.92	100.0	100.0	100.0	100.0
2007	33.25	33.46	33.64	33.94	100.0	100.0	100.0	100.0
2008	34.22	34.50	34.84	35.19	100.0	100.0	100.0	100.0
2009	35.40	35.59	35.83	36.14	100.0	100.0	100.0	100.0
2010	36.39	36.51	36.71	37.22	100.0	100.0	100.0	100.0
2011	37.51	37.59	37.73	38.53	100.0	100.0	100.0	100.0
2012	38.81	38.95	38.97	39.87	100.0	100.0	100.0	100.0
2013	40.06	40.31	40.61	40.93	100.0	100.0	100.0	100.0
2014	41.08	41.21	41.38	42.68	100.0	100.0	100.0	100.0
2015	42.91	43.14	43.35	43.39	100.0	100.0	100.0	100.0
2016	43.84	44.08	44.43	45.27	100.0	100.0	100.0	100.0
2017	45.60	45.81	46.08	46.91	100.0	100.0	100.0	100.0
2018	47.10	47.44	47.72	49.42	100.0	100.0	100.0	100.0
2019	49.77	–	–	–	100.0	–	–	–
Wages and salaries								
2004	20.37	20.28	20.52	20.64	69.0	69.0	68.9	68.9
2005	20.83	20.97	21.16	21.42	68.6	68.5	68.4	68.7
2006	21.63	21.81	22.10	22.28	67.9	67.8	67.8	67.7
2007	22.48	22.64	22.82	22.96	67.6	67.7	67.8	67.6
2008	23.18	23.39	23.66	23.81	67.7	67.8	67.9	67.7
2009	23.89	24.03	24.18	24.38	67.5	67.5	67.5	67.5
2010	24.47	24.56	24.66	24.89	67.2	67.3	67.2	66.9
2011	25.04	25.11	25.24	25.76	66.8	66.8	66.9	66.8
2012	25.88	25.96	25.95	26.72	66.7	66.7	66.6	67.0
2013	26.79	26.96	27.14	27.20	66.9	66.9	66.8	66.5
2014	27.31	27.37	27.50	28.13	66.5	66.4	66.5	65.9
2015	28.26	28.41	28.58	28.26	65.8	65.9	65.9	65.1
2016	28.53	28.71	28.92	29.59	65.1	65.1	65.1	65.4
2017	29.78	29.95	30.13	30.52	65.3	65.4	65.4	65.1
2018	30.59	30.84	30.99	31.95	64.9	65.0	65.0	64.7
2019	32.13	–	–	–	64.6	–	–	–
Total benefits								
2004	9.16	9.11	9.28	9.32	31.0	31.0	31.1	31.1
2005	9.55	9.63	9.76	9.78	31.4	31.5	31.6	31.3
2006	10.24	10.37	10.51	10.64	32.1	32.2	32.2	32.3
2007	10.78	10.82	10.82	10.98	32.4	32.3	32.2	32.4
2008	11.04	11.11	11.18	11.38	32.3	32.2	32.1	32.3
2009	11.52	11.57	11.65	11.76	32.5	32.5	32.5	32.5
2010	11.92	11.94	12.05	12.33	32.8	32.7	32.8	33.1
2011	12.46	12.48	12.49	12.77	33.2	33.2	33.1	33.2
2012	12.93	12.99	13.02	13.16	33.3	33.3	33.4	33.0
2013	13.27	13.35	13.47	13.73	33.1	33.1	33.2	33.5
2014	13.77	13.84	13.88	14.55	33.5	33.6	33.5	34.1
2015	14.66	14.73	14.77	15.13	34.2	34.1	34.1	34.9
2016	15.31	15.38	15.51	15.68	34.9	34.9	34.9	34.6
2017	15.82	15.86	15.96	16.39	34.7	34.6	34.6	34.9
2018	16.51	16.61	16.72	17.47	35.1	35.0	35.0	35.3
2019	17.64	–	–	–	35.4	–	–	–
Paid leave								
2004	2.59	2.52	2.55	2.57	8.8	8.6	8.6	8.6
2005	2.59	2.59	2.62	2.61	8.5	8.5	8.5	8.4
2006	2.90	2.93	2.97	3.01	9.1	9.1	9.1	9.1
2007	3.04	3.06	3.02	3.04	9.1	9.1	9.0	9.0
2008	3.01	3.03	3.06	3.12	8.8	8.8	8.8	8.9
2009	3.11	3.13	3.17	3.18	8.8	8.8	8.8	8.8
2010	3.18	3.16	3.17	3.26	8.7	8.7	8.6	8.7
2011	3.28	3.27	3.30	3.41	8.7	8.7	8.7	8.8
2012	3.41	3.43	3.41	3.48	8.8	8.8	8.8	8.7
2013	3.51	3.52	3.55	3.63	8.8	8.7	8.7	8.9
2014	3.64	3.65	3.66	3.85	8.9	8.8	8.8	9.0
2015	3.86	3.86	3.88	4.01	9.0	8.9	8.9	9.2
2016	4.05	4.09	4.11	4.22	9.2	9.3	9.2	9.3

See footnotes at end of table.

Table 4. Civilian workers, by industry group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Hospitals

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Paid leave								
2017	4.24	4.26	4.28	4.43	9.3	9.3	9.3	9.4
2018	4.44	4.47	4.49	4.76	9.4	9.4	9.4	9.6
2019	4.79	–	–	–	9.6	–	–	–
Supplemental pay								
2004	.80	.81	.82	.83	2.7	2.8	2.7	2.8
2005	.86	.86	.86	.89	2.8	2.8	2.8	2.9
2006	.97	.98	.99	1.02	3.1	3.0	3.0	3.1
2007	1.02	1.02	1.02	1.02	3.1	3.1	3.0	3.0
2008	1.03	1.03	1.04	1.07	3.0	3.0	3.0	3.0
2009	1.07	1.06	1.07	1.09	3.0	3.0	3.0	3.0
2010	1.09	1.08	1.08	1.11	3.0	3.0	2.9	3.0
2011	1.10	1.10	1.10	1.12	2.9	2.9	2.9	2.9
2012	1.12	1.11	1.10	1.12	2.9	2.8	2.8	2.8
2013	1.12	1.12	1.12	1.17	2.8	2.8	2.8	2.9
2014	1.18	1.20	1.20	1.32	2.9	2.9	2.9	3.1
2015	1.31	1.33	1.34	1.38	3.1	3.1	3.1	3.2
2016	1.37	1.36	1.38	1.43	3.1	3.1	3.1	3.2
2017	1.46	1.46	1.48	1.59	3.2	3.2	3.2	3.4
2018	1.63	1.63	1.64	1.74	3.5	3.4	3.4	3.5
2019	1.75	–	–	–	3.5	–	–	–
Insurance								
2004	2.54	2.51	2.58	2.59	8.6	8.5	8.7	8.6
2005	2.72	2.76	2.79	2.76	8.9	9.0	9.0	8.8
2006	2.84	2.89	2.92	2.93	8.9	9.0	8.9	8.9
2007	3.00	3.01	3.04	3.14	9.0	9.0	9.0	9.3
2008	3.21	3.23	3.23	3.31	9.4	9.4	9.3	9.4
2009	3.43	3.44	3.46	3.51	9.7	9.7	9.7	9.7
2010	3.62	3.64	3.67	3.79	9.9	10.0	10.0	10.2
2011	3.82	3.83	3.82	3.90	10.2	10.2	10.1	10.1
2012	4.05	4.07	4.11	4.02	10.4	10.4	10.5	10.1
2013	4.10	4.13	4.15	4.23	10.2	10.2	10.2	10.3
2014	4.22	4.25	4.27	4.37	10.3	10.3	10.3	10.2
2015	4.43	4.48	4.48	4.59	10.3	10.4	10.3	10.6
2016	4.70	4.74	4.79	4.70	10.7	10.8	10.8	10.4
2017	4.73	4.72	4.74	4.80	10.4	10.3	10.3	10.2
2018	4.87	4.90	4.96	5.14	10.3	10.3	10.4	10.4
2019	5.24	–	–	–	10.5	–	–	–
Retirement and savings								
2004	1.01	1.05	1.08	1.09	3.4	3.6	3.6	3.6
2005	1.12	1.13	1.17	1.19	3.7	3.7	3.8	3.8
2006	1.19	1.21	1.23	1.26	3.7	3.7	3.8	3.8
2007	1.27	1.28	1.29	1.31	3.8	3.8	3.8	3.9
2008	1.33	1.33	1.34	1.36	3.9	3.9	3.9	3.9
2009	1.37	1.39	1.40	1.42	3.9	3.9	3.9	3.9
2010	1.45	1.46	1.50	1.55	4.0	4.0	4.1	4.2
2011	1.61	1.62	1.59	1.59	4.3	4.3	4.2	4.1
2012	1.58	1.61	1.63	1.73	4.1	4.1	4.2	4.3
2013	1.75	1.77	1.82	1.87	4.4	4.4	4.5	4.6
2014	1.88	1.90	1.91	2.06	4.6	4.6	4.6	4.8
2015	2.10	2.09	2.10	2.18	4.9	4.9	4.8	5.0
2016	2.21	2.21	2.24	2.31	5.0	5.0	5.0	5.1
2017	2.35	2.36	2.38	2.46	5.1	5.1	5.2	5.3
2018	2.46	2.49	2.49	2.63	5.2	5.2	5.2	5.3
2019	2.65	–	–	–	5.3	–	–	–
Legally required benefits								
2004	2.20	2.19	2.22	2.23	7.4	7.4	7.4	7.4
2005	2.25	2.27	2.30	2.31	7.4	7.4	7.4	7.4
2006	2.34	2.36	2.40	2.43	7.3	7.3	7.4	7.4
2007	2.44	2.45	2.44	2.46	7.3	7.3	7.3	7.3
2008	2.46	2.48	2.50	2.53	7.2	7.2	7.2	7.2
2009	2.53	2.54	2.55	2.57	7.2	7.1	7.1	7.1
2010	2.59	2.60	2.62	2.63	7.1	7.1	7.1	7.1
2011	2.65	2.66	2.67	2.74	7.1	7.1	7.1	7.1

See footnotes at end of table.

Table 4. Civilian workers, by industry group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Hospitals

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Legally required benefits								
2012	2.76	2.78	2.76	2.80	7.1	7.1	7.1	7.0
2013	2.80	2.81	2.83	2.83	7.0	7.0	7.0	6.9
2014	2.84	2.84	2.84	2.95	6.9	6.9	6.9	6.9
2015	2.96	2.97	2.97	2.97	6.9	6.9	6.9	6.8
2016	2.98	2.98	2.99	3.02	6.8	6.8	6.7	6.7
2017	3.04	3.06	3.08	3.09	6.7	6.7	6.7	6.6
2018	3.11	3.12	3.13	3.19	6.6	6.6	6.6	6.4
2019	3.20	–	–	–	6.4	–	–	–
Other benefits[1]								
2004	.02	.02	.02	.02	.1	.1	.1	.1
2005	.02	.02	.02	.02	.1	.1	.1	.1

[1] Includes severance pay and supplemental unemployment benefits. Publication of other benefits was discontinued beginning in June 2006.

Note: The sum of individual items may not equal totals due to rounding. Dashes indicate data are not available.

Table 5. State and local government workers, by major occupational group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation

All workers

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Total compensation								
2004	$34.21	$34.13	$34.72	$35.16	100.0	100.0	100.0	100.0
2005	35.50	35.46	36.16	36.55	100.0	100.0	100.0	100.0
2006	36.96	37.01	37.91	38.26	100.0	100.0	100.0	100.0
2007	38.66	38.61	39.50	37.73	100.0	100.0	100.0	100.0
2008	37.84	38.30	39.18	39.25	100.0	100.0	100.0	100.0
2009	39.51	39.66	39.83	39.60	100.0	100.0	100.0	100.0
2010	39.81	39.74	40.10	40.28	100.0	100.0	100.0	100.0
2011	40.54	40.40	40.76	40.90	100.0	100.0	100.0	100.0
2012	41.16	41.10	41.56	41.94	100.0	100.0	100.0	100.0
2013	42.12	42.09	42.51	42.89	100.0	100.0	100.0	100.0
2014	43.10	43.07	43.56	43.95	100.0	100.0	100.0	100.0
2015	44.25	44.22	44.66	44.97	100.0	100.0	100.0	100.0
2016	45.23	45.14	45.93	47.85	100.0	100.0	100.0	100.0
2017	48.24	48.06	48.78	49.19	100.0	100.0	100.0	100.0
2018	49.40	49.23	50.03	50.55	100.0	100.0	100.0	100.0
2019	50.89	–	–	–	100.0	–	–	–
Wages and salaries								
2004	23.69	23.52	23.83	24.10	69.2	68.9	68.6	68.6
2005	24.26	24.17	24.52	24.83	68.3	68.2	67.8	67.9
2006	25.01	24.96	25.53	25.74	67.6	67.4	67.3	67.3
2007	25.90	25.73	26.26	25.04	67.0	66.6	66.5	66.4
2008	24.95	25.19	25.77	25.87	65.9	65.8	65.8	65.9
2009	25.97	26.01	26.24	26.11	65.7	65.6	65.9	65.9
2010	26.25	26.13	26.25	26.42	65.9	65.7	65.5	65.6
2011	26.55	26.41	26.57	26.75	65.5	65.4	65.2	65.4
2012	26.85	26.70	26.91	27.24	65.2	65.0	64.7	65.0
2013	27.27	27.16	27.38	27.65	64.8	64.5	64.4	64.5
2014	27.75	27.58	27.89	28.17	64.4	64.0	64.0	64.1
2015	28.33	28.22	28.45	28.63	64.0	63.8	63.7	63.6
2016	28.75	28.59	29.06	30.14	63.6	63.3	63.3	63.0
2017	30.34	30.12	30.54	30.81	62.9	62.7	62.6	62.6
2018	30.91	30.73	31.23	31.59	62.6	62.4	62.4	62.5
2019	31.75	–	–	–	62.4	–	–	–
Total benefits								
2004	10.52	10.61	10.89	11.05	30.8	31.1	31.4	31.4
2005	11.24	11.29	11.64	11.72	31.7	31.8	32.2	32.1
2006	11.96	12.05	12.38	12.52	32.4	32.6	32.7	32.7
2007	12.76	12.88	13.24	12.69	33.0	33.4	33.5	33.6
2008	12.89	13.11	13.41	13.38	34.1	34.2	34.2	34.1
2009	13.53	13.65	13.60	13.49	34.3	34.4	34.1	34.1
2010	13.56	13.62	13.85	13.86	34.1	34.3	34.5	34.4
2011	13.99	13.99	14.19	14.16	34.5	34.6	34.8	34.6
2012	14.31	14.41	14.65	14.70	34.8	35.0	35.3	35.0
2013	14.85	14.93	15.13	15.24	35.2	35.5	35.6	35.5
2014	15.36	15.49	15.67	15.78	35.6	36.0	36.0	35.9
2015	15.92	16.01	16.21	16.35	36.0	36.2	36.3	36.4
2016	16.48	16.54	16.87	17.71	36.4	36.7	36.7	37.0
2017	17.90	17.94	18.24	18.38	37.1	37.3	37.4	37.4
2018	18.49	18.50	18.80	18.96	37.4	37.6	37.6	37.5
2019	19.14	–	–	–	37.6	–	–	–
Paid leave								
2004	2.60	2.61	2.64	2.66	7.6	7.7	7.6	7.6
2005	2.68	2.69	2.72	2.72	7.6	7.6	7.5	7.4
2006	2.88	2.92	2.98	2.99	7.8	7.9	7.8	7.8
2007	3.01	3.05	3.07	2.97	7.8	7.9	7.8	7.9
2008	3.12	3.17	3.25	3.21	8.2	8.3	8.3	8.2
2009	3.24	3.27	3.05	2.99	8.2	8.2	7.6	7.6
2010	3.00	3.01	3.03	3.03	7.5	7.6	7.6	7.5
2011	3.03	3.03	3.03	3.02	7.5	7.5	7.4	7.4
2012	3.02	3.04	3.06	3.09	7.3	7.4	7.4	7.4
2013	3.09	3.10	3.11	3.14	7.3	7.4	7.3	7.3
2014	3.14	3.14	3.18	3.20	7.3	7.3	7.3	7.3
2015	3.21	3.23	3.24	3.23	7.3	7.3	7.3	7.2
2016	3.23	3.24	3.28	3.59	7.2	7.2	7.1	7.5

See footnotes at end of table.

Table 5. State and local government workers, by major occupational group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation

All workers

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Paid leave								
2017	3.62	3.63	3.68	3.72	7.5	7.5	7.5	7.6
2018	3.70	3.71	3.76	3.79	7.5	7.5	7.5	7.5
2019	3.80	–	–	–	7.5	–	–	–
Vacation								
2004	.90	.91	.92	.92	2.6	2.7	2.7	2.6
2005	.93	.94	.95	.94	2.6	2.6	2.6	2.6
2006	1.00	1.02	1.04	1.03	2.7	2.8	2.7	2.7
2007	1.04	1.07	1.08	1.12	2.7	2.8	2.7	3.0
2008	1.08	1.12	1.15	1.14	2.8	2.9	2.9	2.9
2009	1.14	1.15	1.17	1.13	2.9	2.9	2.9	2.9
2010	1.13	1.14	1.15	1.14	2.8	2.9	2.9	2.8
2011	1.14	1.15	1.15	1.13	2.8	2.8	2.8	2.8
2012	1.12	1.14	1.15	1.16	2.7	2.8	2.8	2.8
2013	1.15	1.16	1.16	1.17	2.7	2.8	2.7	2.7
2014	1.16	1.17	1.18	1.19	2.7	2.7	2.7	2.7
2015	1.19	1.20	1.20	1.18	2.7	2.7	2.7	2.6
2016	1.18	1.20	1.20	1.36	2.6	2.6	2.6	2.8
2017	1.36	1.38	1.40	1.41	2.8	2.9	2.9	2.9
2018	1.40	1.42	1.44	1.44	2.8	2.9	2.9	2.8
2019	1.43	–	–	–	2.8	–	–	–
Holiday								
2004	.86	.86	.87	.89	2.5	2.5	2.5	2.5
2005	.89	.90	.91	.90	2.5	2.5	2.5	2.5
2006	.92	.93	.95	.96	2.5	2.5	2.5	2.5
2007	.97	.98	.99	.89	2.5	2.5	2.5	2.4
2008	1.02	1.04	1.07	1.05	2.7	2.7	2.7	2.7
2009	1.06	1.07	.91	.90	2.7	2.7	2.3	2.3
2010	.89	.89	.90	.89	2.2	2.2	2.2	2.2
2011	.88	.88	.88	.88	2.2	2.2	2.2	2.2
2012	.88	.89	.89	.91	2.1	2.2	2.2	2.2
2013	.90	.91	.92	.93	2.1	2.2	2.2	2.2
2014	.92	.92	.93	.95	2.1	2.1	2.1	2.2
2015	.95	.95	.95	.95	2.1	2.1	2.1	2.1
2016	.95	.94	.95	1.03	2.1	2.1	2.1	2.1
2017	1.04	1.04	1.05	1.07	2.1	2.2	2.2	2.2
2018	1.06	1.06	1.07	1.08	2.1	2.1	2.1	2.1
2019	1.08	–	–	–	2.1	–	–	–
Sick								
2004	.64	.63	.64	.65	1.9	1.9	1.8	1.9
2005	.65	.65	.66	.67	1.8	1.8	1.8	1.8
2006	.73	.73	.74	.75	2.0	2.0	2.0	2.0
2007	.75	.75	.76	.73	1.9	1.9	1.9	1.9
2008	.78	.79	.81	.81	2.1	2.1	2.1	2.1
2009	.81	.82	.76	.76	2.1	2.1	1.9	1.9
2010	.77	.77	.77	.78	1.9	1.9	1.9	1.9
2011	.79	.78	.78	.78	1.9	1.9	1.9	1.9
2012	.79	.78	.79	.80	1.9	1.9	1.9	1.9
2013	.81	.80	.80	.82	1.9	1.9	1.9	1.9
2014	.82	.82	.83	.84	1.9	1.9	1.9	1.9
2015	.84	.84	.84	.85	1.9	1.9	1.9	1.9
2016	.86	.85	.87	.92	1.9	1.9	1.9	1.9
2017	.93	.92	.93	.94	1.9	1.9	1.9	1.9
2018	.95	.95	.96	.97	1.9	1.9	1.9	1.9
2019	.98	–	–	–	1.9	–	–	–
Personal[1]								
2004	.20	.20	.20	.20	.6	.6	.6	.6
2005	.21	.21	.21	.21	.6	.6	.6	.6
2006	.24	.24	.24	.24	.6	.6	.6	.6
2007	.25	.25	.24	.22	.6	.7	.6	.6
2008	.23	.22	.22	.22	.6	.6	.6	.6
2009	.23	.23	.21	.21	.6	.6	.5	.5
2010	.21	.21	.22	.22	.5	.5	.5	.5
2011	.22	.22	.23	.23	.5	.5	.6	.6

See footnotes at end of table.

Table 5. State and local government workers, by major occupational group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation

All workers

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Personal[1]								
2012	0.23	0.23	0.23	0.23	0.6	0.6	0.5	0.5
2013	.23	.23	.23	.23	.5	.5	.5	.5
2014	.23	.23	.23	.23	.5	.5	.5	.5
2015	.24	.24	.24	.25	.5	.5	.5	.6
2016	.25	.25	.26	.28	.6	.6	.6	.6
2017	.29	.29	.29	.29	.6	.6	.6	.6
2018	.29	.29	.30	.30	.6	.6	.6	.6
2019	.31	–	–	–	.6	–	–	–
Supplemental pay								
2004	.30	.31	.31	.31	.9	.9	.9	.9
2005	.31	.32	.32	.31	.9	.9	.9	.9
2006	.32	.33	.32	.32	.9	.9	.9	.8
2007	.33	.35	.35	.34	.9	.9	.9	.9
2008	.34	.35	.35	.34	.9	.9	.9	.9
2009	.34	.34	.34	.33	.9	.9	.9	.8
2010	.33	.34	.33	.33	.8	.9	.8	.8
2011	.33	.34	.34	.33	.8	.8	.8	.8
2012	.33	.34	.34	.34	.8	.8	.8	.8
2013	.33	.35	.35	.34	.8	.8	.8	.8
2014	.35	.37	.36	.35	.8	.8	.8	.8
2015	.35	.37	.37	.37	.8	.8	.8	.8
2016	.38	.39	.38	.46	.8	.9	.8	1.0
2017	.48	.50	.50	.48	1.0	1.0	1.0	1.0
2018	.49	.50	.51	.50	1.0	1.0	1.0	1.0
2019	.50	–	–	–	1.0	–	–	–
Overtime and premium[2]								
2004	.14	.14	.14	.14	.4	.4	.4	.4
2005	.14	.15	.15	.15	.4	.4	.4	.4
2006	.16	.16	.16	.16	.4	.4	.4	.4
2007	.17	.18	.18	.17	.4	.5	.4	.4
2008	.17	.17	.18	.17	.4	.5	.4	.4
2009	.17	.18	.18	.17	.4	.5	.4	.4
2010	.17	.18	.17	.17	.4	.5	.4	.4
2011	.17	.18	.18	.17	.4	.4	.4	.4
2012	.17	.18	.18	.18	.4	.4	.4	.4
2013	.18	.19	.19	.18	.4	.4	.4	.4
2014	.18	.19	.19	.19	.4	.4	.4	.4
2015	.19	.20	.20	.19	.4	.5	.4	.4
2016	.20	.21	.21	.20	.4	.5	.4	.4
2017	.20	.21	.21	.21	.4	.4	.4	.4
2018	.21	.22	.22	.21	.4	.4	.4	.4
2019	.21	–	–	–	.4	–	–	–
Shift differentials								
2004	.06	.07	.07	.07	.2	.2	.2	.2
2005	.07	.07	.07	.07	.2	.2	.2	.2
2006	.07	.07	.07	.07	.2	.2	.2	.2
2007	.07	.07	.07	.04	.2	.2	.2	.1
2008	.04	.05	.05	.04	.1	.1	.1	.1
2009	.04	.05	.05	.04	.1	.1	.1	.1
2010	.04	.05	.05	.04	.1	.1	.1	.1
2011	.04	.05	.04	.04	.1	.1	.1	.1
2012	.04	.04	.04	.04	.1	.1	.1	.1
2013	.04	.05	.05	.04	.1	.1	.1	.1
2014	.04	.05	.05	.04	.1	.1	.1	.1
2015	.04	.05	.05	.04	.1	.1	.1	.1
2016	.05	.05	.05	.04	.1	.1	.1	.1
2017	.04	.05	.05	.05	.1	.1	.1	.1
2018	.05	.05	.05	.05	.1	.1	.1	.1
2019	.05	–	–	–	.1	–	–	–
Nonproduction bonuses								
2004	.10	.10	.10	.10	.3	.3	.3	.3
2005	.10	.10	.10	.10	.3	.3	.3	.3
2006	.10	.10	.09	.09	.3	.3	.2	.2

See footnotes at end of table.

Table 5. State and local government workers, by major occupational group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation

All workers

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Nonproduction bonuses								
2007	0.10	0.10	0.10	0.13	0.3	0.3	0.3	0.3
2008	.13	.13	.13	.13	.3	.3	.3	.3
2009	.13	.12	.12	.12	.3	.3	.3	.3
2010	.12	.11	.11	.12	.3	.3	.3	.3
2011	.11	.11	.12	.11	.3	.3	.3	.3
2012	.11	.12	.11	.12	.3	.3	.3	.3
2013	.11	.11	.12	.12	.3	.3	.3	.3
2014	.12	.13	.12	.12	.3	.3	.3	.3
2015	.12	.12	.12	.13	.3	.3	.3	.3
2016	.13	.13	.13	.22	.3	.3	.3	.5
2017	.23	.23	.24	.23	.5	.5	.5	.5
2018	.24	.24	.24	.24	.5	.5	.5	.5
2019	.24	–	–	–	.5	–	–	–
Insurance								
2004	3.48	3.51	3.62	3.68	10.2	10.3	10.4	10.5
2005	3.76	3.79	3.94	3.98	10.6	10.7	10.9	10.9
2006	4.03	4.06	4.18	4.22	10.9	11.0	11.0	11.0
2007	4.36	4.38	4.50	4.25	11.3	11.4	11.4	11.3
2008	4.30	4.34	4.39	4.43	11.4	11.3	11.2	11.3
2009	4.48	4.51	4.59	4.61	11.3	11.4	11.5	11.6
2010	4.68	4.70	4.80	4.81	11.8	11.8	12.0	11.9
2011	4.88	4.83	4.89	4.89	12.0	12.0	12.0	11.9
2012	4.94	4.97	5.02	5.02	12.0	12.1	12.1	12.0
2013	5.10	5.11	5.14	5.14	12.1	12.2	12.1	12.0
2014	5.15	5.17	5.21	5.22	11.9	12.0	12.0	11.9
2015	5.25	5.28	5.34	5.34	11.9	11.9	12.0	11.9
2016	5.43	5.47	5.55	5.66	12.0	12.1	12.1	11.8
2017	5.72	5.71	5.80	5.82	11.9	11.9	11.9	11.8
2018	5.89	5.87	5.93	5.95	11.9	11.9	11.9	11.8
2019	6.05	–	–	–	11.9	–	–	–
Life								
2004	.06	.06	.06	.06	.2	.2	.2	.2
2005	.06	.06	.06	.06	.2	.2	.2	.2
2006	.06	.06	.06	.06	.2	.2	.2	.2
2007	.07	.07	.07	.07	.2	.2	.2	.2
2008	.07	.09	.10	.10	.2	.2	.2	.2
2009	.09	.09	.09	.09	.2	.2	.2	.2
2010	.09	.09	.09	.09	.2	.2	.2	.2
2011	.09	.08	.08	.08	.2	.2	.2	.2
2012	.09	.08	.09	.09	.2	.2	.2	.2
2013	.09	.09	.09	.09	.2	.2	.2	.2
2014	.06	.06	.06	.06	.1	.1	.1	.1
2015	.06	.06	.06	.06	.1	.1	.1	.1
2016	.06	.06	.06	.07	.1	.1	.1	.1
2017	.07	.07	.07	.07	.1	.1	.1	.1
2018	.07	.07	.07	.07	.1	.1	.1	.1
2019	.07	–	–	–	.1	–	–	–
Health								
2004	3.35	3.38	3.49	3.55	9.8	9.9	10.0	10.1
2005	3.63	3.66	3.82	3.86	10.2	10.3	10.6	10.6
2006	3.91	3.94	4.05	4.09	10.6	10.6	10.7	10.7
2007	4.22	4.24	4.35	4.11	10.9	11.0	11.0	10.9
2008	4.15	4.17	4.21	4.25	11.0	10.9	10.8	10.8
2009	4.31	4.34	4.43	4.45	10.9	10.9	11.1	11.2
2010	4.52	4.55	4.65	4.66	11.4	11.4	11.6	11.6
2011	4.72	4.68	4.74	4.73	11.7	11.6	11.6	11.6
2012	4.79	4.82	4.86	4.86	11.6	11.7	11.7	11.6
2013	4.94	4.96	4.98	4.98	11.7	11.8	11.7	11.6
2014	5.02	5.05	5.09	5.09	11.7	11.7	11.7	11.6
2015	5.12	5.15	5.20	5.20	11.6	11.6	11.6	11.6
2016	5.30	5.33	5.41	5.51	11.7	11.8	11.8	11.5
2017	5.57	5.56	5.65	5.68	11.6	11.6	11.6	11.5
2018	5.74	5.72	5.78	5.79	11.6	11.6	11.6	11.5

See footnotes at end of table.

Table 5. State and local government workers, by major occupational group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation

All workers

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Health								
2019	5.90	–	–	–	11.6	–	–	–
Short-term disability								
2004	.03	0.03	0.03	0.03	.1	0.1	0.1	0.1
2005	.03	.03	.03	.03	.1	.1	.1	.1
2006	.02	.03	.03	.03	.1	.1	.1	.1
2007	.03	.03	.03	.02	.1	.1	.1	.1
2008	.02	.02	.03	.02	.1	.1	.1	.1
2009	.03	.02	.02	.02	.1	.1	.1	.1
2010	.02	.03	.02	.02	.1	.1	.1	.1
2011	.03	.03	.03	.03	.1	.1	.1	.1
2012	.03	.03	.03	.03	.1	.1	.1	.1
2013	.03	.03	.03	.03	.1	.1	.1	.1
2014	.03	.03	.03	.03	.1	.1	.1	.1
2015	.03	.03	.03	.03	.1	.1	.1	.1
2016	.03	.03	.03	.03	.1	.1	.1	.1
2017	.03	.03	.03	.03	.1	.1	.1	.1
2018	.03	.03	.03	.03	.1	.1	.1	.1
2019	.03	–	–	–	.1	–	–	–
Long-term disability								
2004	.04	.04	.04	.04	.1	.1	.1	.1
2005	.04	.04	.04	.04	.1	.1	.1	.1
2006	.04	.04	.04	.04	.1	.1	.1	.1
2007	.04	.04	.04	.05	.1	.1	.1	.1
2008	.05	.05	.06	.05	.1	.1	.1	.1
2009	.05	.05	.05	.05	.1	.1	.1	.1
2010	.05	.05	.04	.04	.1	.1	.1	.1
2011	.04	.04	.04	.04	.1	.1	.1	.1
2012	.04	.04	.04	.04	.1	.1	.1	.1
2013	.04	.04	.04	.04	.1	.1	.1	.1
2014	.04	.04	.04	.04	.1	.1	.1	.1
2015	.04	.04	.04	.04	.1	.1	.1	.1
2016	.04	.04	.04	.04	.1	.1	.1	.1
2017	.04	.04	.04	.05	.1	.1	.1	.1
2018	.05	.05	.05	.05	.1	.1	.1	.1
2019	.05	–	–	–	.1	–	–	–
Retirement and savings								
2004	2.07	2.12	2.23	2.28	6.1	6.2	6.4	6.5
2005	2.34	2.33	2.48	2.51	6.6	6.6	6.9	6.9
2006	2.54	2.56	2.68	2.75	6.9	6.9	7.1	7.2
2007	2.82	2.86	3.04	2.86	7.3	7.4	7.7	7.6
2008	2.87	2.97	3.09	3.07	7.6	7.7	7.9	7.8
2009	3.14	3.17	3.23	3.19	8.0	8.0	8.1	8.1
2010	3.16	3.17	3.26	3.27	7.9	8.0	8.1	8.1
2011	3.32	3.32	3.42	3.41	8.2	8.2	8.4	8.3
2012	3.49	3.51	3.68	3.71	8.5	8.5	8.9	8.8
2013	3.78	3.81	3.97	4.03	9.0	9.0	9.3	9.4
2014	4.16	4.25	4.34	4.42	9.6	9.9	10.0	10.1
2015	4.49	4.51	4.63	4.78	10.2	10.2	10.4	10.6
2016	4.80	4.80	4.98	5.33	10.6	10.6	10.9	11.1
2017	5.40	5.42	5.56	5.65	11.2	11.3	11.4	11.5
2018	5.68	5.68	5.82	5.95	11.5	11.5	11.6	11.8
2019	6.00	–	–	–	11.8	–	–	–
Defined benefit								
2004	1.83	1.88	1.97	2.02	5.3	5.5	5.7	5.8
2005	2.08	2.08	2.21	2.24	5.9	5.9	6.1	6.1
2006	2.27	2.29	2.39	2.46	6.1	6.2	6.3	6.4
2007	2.52	2.57	2.73	2.54	6.5	6.7	6.9	6.7
2008	2.55	2.65	2.75	2.76	6.7	6.9	7.0	7.0
2009	2.83	2.85	2.91	2.86	7.2	7.2	7.3	7.2
2010	2.84	2.86	2.94	2.93	7.1	7.2	7.3	7.3
2011	2.99	3.00	3.10	3.08	7.4	7.4	7.6	7.5
2012	3.17	3.21	3.36	3.37	7.7	7.8	8.1	8.0
2013	3.45	3.48	3.62	3.67	8.2	8.3	8.5	8.6

See footnotes at end of table.

Table 5. State and local government workers, by major occupational group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation

All workers

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Defined benefit								
2014	3.78	3.89	3.98	4.04	8.8	9.0	9.1	9.2
2015	4.11	4.16	4.26	4.40	9.3	9.4	9.5	9.8
2016	4.42	4.44	4.61	4.94	9.8	9.8	10.0	10.3
2017	5.01	5.04	5.16	5.23	10.4	10.5	10.6	10.6
2018	5.26	5.28	5.41	5.52	10.7	10.7	10.8	10.9
2019	5.57	–	–	–	11.0	–	–	–
Defined contribution								
2004	.25	.24	.25	.26	.7	.7	.7	.7
2005	.26	.25	.27	.27	.7	.7	.7	.7
2006	.28	.27	.29	.30	.8	.7	.8	.8
2007	.30	.30	.31	.32	.8	.8	.8	.9
2008	.32	.32	.34	.32	.8	.8	.9	.8
2009	.32	.31	.32	.33	.8	.8	.8	.8
2010	.32	.31	.32	.34	.8	.8	.8	.8
2011	.33	.32	.33	.33	.8	.8	.8	.8
2012	.32	.31	.32	.34	.8	.7	.8	.8
2013	.33	.32	.34	.36	.8	.8	.8	.8
2014	.37	.35	.36	.38	.9	.8	.8	.9
2015	.38	.36	.37	.38	.9	.8	.8	.8
2016	.38	.36	.37	.39	.8	.8	.8	.8
2017	.39	.38	.39	.42	.8	.8	.8	.8
2018	.41	.40	.41	.43	.8	.8	.8	.8
2019	.42	–	–	–	.8	–	–	–
Legally required benefits								
2004	2.02	2.00	2.04	2.06	5.9	5.9	5.9	5.9
2005	2.10	2.11	2.12	2.15	5.9	5.9	5.9	5.9
2006	2.18	2.18	2.22	2.23	5.9	5.9	5.9	5.8
2007	2.24	2.23	2.29	2.27	5.8	5.8	5.8	6.0
2008	2.26	2.28	2.33	2.32	6.0	6.0	5.9	5.9
2009	2.33	2.36	2.38	2.36	5.9	6.0	6.0	6.0
2010	2.39	2.39	2.42	2.42	6.0	6.0	6.0	6.0
2011	2.44	2.47	2.50	2.51	6.0	6.1	6.1	6.1
2012	2.52	2.53	2.54	2.54	6.1	6.2	6.1	6.1
2013	2.55	2.56	2.56	2.58	6.0	6.1	6.0	6.0
2014	2.57	2.56	2.58	2.59	6.0	5.9	5.9	5.9
2015	2.60	2.62	2.63	2.63	5.9	5.9	5.9	5.9
2016	2.64	2.64	2.67	2.66	5.8	5.9	5.8	5.6
2017	2.68	2.70	2.71	2.72	5.6	5.6	5.6	5.5
2018	2.73	2.73	2.77	2.78	5.5	5.5	5.5	5.5
2019	2.80	–	–	–	5.5	–	–	–
Social Security and Medicare								
2004	1.57	1.55	1.57	1.58	4.6	4.5	4.5	4.5
2005	1.59	1.58	1.61	1.62	4.5	4.4	4.4	4.4
2006	1.66	1.65	1.70	1.71	4.5	4.5	4.5	4.5
2007	1.71	1.70	1.75	1.77	4.4	4.4	4.4	4.7
2008	1.77	1.78	1.82	1.82	4.7	4.6	4.6	4.6
2009	1.83	1.83	1.85	1.84	4.6	4.6	4.6	4.7
2010	1.86	1.85	1.87	1.87	4.7	4.7	4.7	4.6
2011	1.88	1.87	1.88	1.88	4.6	4.6	4.6	4.6
2012	1.89	1.88	1.90	1.91	4.6	4.6	4.6	4.6
2013	1.91	1.91	1.92	1.94	4.5	4.5	4.5	4.5
2014	1.94	1.92	1.94	1.95	4.5	4.5	4.4	4.4
2015	1.96	1.96	1.97	1.98	4.4	4.4	4.4	4.4
2016	1.99	1.98	2.00	2.07	4.4	4.4	4.4	4.3
2017	2.09	2.09	2.11	2.13	4.3	4.3	4.3	4.3
2018	2.13	2.13	2.16	2.18	4.3	4.3	4.3	4.3
2019	2.19	–	–	–	4.3	–	–	–
Social Security[3]								
2004	1.21	1.19	1.21	1.22	3.5	3.5	3.5	3.5
2005	1.23	1.21	1.23	1.25	3.5	3.4	3.4	3.4
2006	1.28	1.27	1.30	1.31	3.5	3.4	3.4	3.4
2007	1.31	1.30	1.34	1.37	3.4	3.4	3.4	3.6
2008	1.37	1.38	1.40	1.40	3.6	3.6	3.6	3.6

See footnotes at end of table.

Table 5. State and local government workers, by major occupational group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation

All workers

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Social Security[3]								
2009	1.41	1.41	1.43	1.43	3.6	3.6	3.6	3.6
2010	1.44	1.44	1.45	1.45	3.6	3.6	3.6	3.6
2011	1.46	1.45	1.45	1.46	3.6	3.6	3.6	3.6
2012	1.46	1.46	1.47	1.48	3.5	3.5	3.5	3.5
2013	1.48	1.47	1.49	1.50	3.5	3.5	3.5	3.5
2014	1.49	1.47	1.49	1.50	3.5	3.4	3.4	3.4
2015	1.51	1.50	1.51	1.52	3.4	3.4	3.4	3.4
2016	1.53	1.52	1.54	1.58	3.4	3.4	3.3	3.3
2017	1.60	1.59	1.61	1.62	3.3	3.3	3.3	3.3
2018	1.63	1.62	1.65	1.66	3.3	3.3	3.3	3.3
2019	1.67	–	–	–	3.3	–	–	–
Medicare								
2004	.36	.36	.36	.36	1.0	1.0	1.0	1.0
2005	.37	.37	.37	.38	1.0	1.0	1.0	1.0
2006	.38	.38	.39	.39	1.0	1.0	1.0	1.0
2007	.40	.40	.41	.40	1.0	1.0	1.0	1.1
2008	.40	.41	.41	.42	1.1	1.1	1.1	1.1
2009	.42	.42	.42	.42	1.1	1.1	1.1	1.0
2010	.42	.42	.42	.42	1.1	1.0	1.0	1.0
2011	.42	.42	.42	.43	1.0	1.0	1.0	1.0
2012	.43	.43	.43	.44	1.0	1.0	1.0	1.0
2013	.44	.43	.44	.44	1.0	1.0	1.0	1.0
2014	.44	.44	.45	.45	1.0	1.0	1.0	1.0
2015	.45	.45	.46	.46	1.0	1.0	1.0	1.0
2016	.46	.46	.47	.49	1.0	1.0	1.0	1.0
2017	.50	.49	.50	.50	1.0	1.0	1.0	1.0
2018	.51	.50	.51	.52	1.0	1.0	1.0	1.0
2019	.52	–	–	–	1.0	–	–	–
Federal unemployment insurance								
2004	([4])	([4])	([4])	([4])	([5])	([5])	([5])	([5])
2005	([4])	([4])	([4])	([4])	([5])	([5])	([5])	([5])
2006	([4])	([4])	([4])	([4])	([5])	([5])	([5])	([5])
2007	([4])	([4])	([4])	([4])	([5])	([5])	([5])	([5])
2008	([4])	([4])	([4])	([4])	([5])	([5])	([5])	([5])
2009	([4])	([4])	([4])	([4])	([5])	([5])	([5])	([5])
2010	([4])	([4])	([4])	([4])	([5])	([5])	([5])	([5])
2011	([4])	([4])	([4])	([4])	([5])	([5])	([5])	([5])
2012	([4])	([4])	([4])	([4])	([5])	([5])	([5])	([5])
2013	([4])	([4])	([4])	([4])	([5])	([5])	([5])	([5])
2014	([4])	([4])	([4])	([4])	([5])	([5])	([5])	([5])
2015	([4])	([4])	([4])	([4])	([5])	([5])	([5])	([5])
2016	([4])	([4])	([4])	([4])	([5])	([5])	([5])	([5])
2017	([4])	([4])	([4])	([4])	([5])	([5])	([5])	([5])
2018	([4])	([4])	([4])	([4])	([5])	([5])	([5])	([5])
2019	([4])	–	–	–	([5])	–	–	–
State unemployment insurance								
2004	.06	.06	.06	.06	.2	.2	.2	.2
2005	.07	.07	.06	.06	.2	.2	.2	.2
2006	.06	.06	.06	.06	.2	.2	.2	.2
2007	.06	.06	.05	.06	.2	.1	.1	.2
2008	.06	.06	.06	.06	.2	.2	.2	.2
2009	.06	.06	.07	.07	.2	.2	.2	.2
2010	.07	.07	.09	.09	.2	.2	.2	.2
2011	.10	.11	.12	.13	.2	.3	.3	.3
2012	.13	.13	.13	.12	.3	.3	.3	.3
2013	.12	.12	.11	.10	.3	.3	.3	.2
2014	.10	.10	.09	.09	.2	.2	.2	.2
2015	.09	.10	.09	.09	.2	.2	.2	.2
2016	.09	.08	.08	.07	.2	.2	.2	.2
2017	.07	.07	.07	.06	.2	.2	.1	.1
2018	.06	.06	.07	.06	.1	.1	.1	.1
2019	.06	–	–	–	.1	–	–	–

See footnotes at end of table.

Table 5. State and local government workers, by major occupational group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation

All workers

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Workers' compensation								
2004	0.39	0.40	0.41	0.41	1.1	1.2	1.2	1.2
2005	.44	.46	.45	.47	1.2	1.3	1.2	1.3
2006	.46	.47	.46	.47	1.2	1.3	1.2	1.2
2007	.47	.48	.49	.43	1.2	1.2	1.2	1.1
2008	.43	.44	.45	.44	1.1	1.2	1.1	1.1
2009	.44	.46	.47	.45	1.1	1.2	1.2	1.1
2010	.45	.46	.46	.46	1.1	1.2	1.2	1.1
2011	.46	.49	.50	.50	1.1	1.2	1.2	1.2
2012	.50	.52	.52	.51	1.2	1.3	1.2	1.2
2013	.51	.52	.53	.53	1.2	1.2	1.2	1.2
2014	.53	.54	.55	.54	1.2	1.3	1.3	1.2
2015	.55	.57	.57	.56	1.2	1.3	1.3	1.2
2016	.57	.58	.58	.51	1.3	1.3	1.3	1.1
2017	.52	.53	.53	.53	1.1	1.1	1.1	1.1
2018	.53	.54	.54	.54	1.1	1.1	1.1	1.1
2019	.54	–	–	–	1.1	–	–	–
Other benefits[6]								
2004	.05	.05	.05	.05	.2	.2	.1	.2
2005	.05	.05	.05	.05	.2	.1	.1	.1

[1] Prior to June 2008, paid personal leave was included in other leave. Other leave also included paid military, funeral, and jury leave.
[2] Includes premium pay (such as overtime, weekends, and holidays) for work in addition to the regular work schedule.
[3] Social Security refers to the Old-Age, Survivors, and Disability Insurance (OASDI) program.
[4] Cost per hour worked is $0.01 or less.
[5] Less than .05 percent.
[6] Includes severance pay and supplemental unemployment benefits. Publication of other benefits was discontinued beginning in June 2006.

Note: The sum of individual items may not equal totals due to rounding. Dashes indicate data are not available.

Table 5. State and local government workers, by major occupational group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Management, professional, and related occupations[1]

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Total compensation								
2004	$41.63	$41.53	$42.30	$42.87	100.0	100.0	100.0	100.0
2005	43.18	43.34	44.11	44.51	100.0	100.0	100.0	100.0
2006	45.07	45.20	46.66	46.85	100.0	100.0	100.0	100.0
2007	47.31	47.30	48.35	46.21	100.0	100.0	100.0	100.0
2008	46.26	47.09	48.21	48.19	100.0	100.0	100.0	100.0
2009	48.32	48.67	48.80	48.15	100.0	100.0	100.0	100.0
2010	48.34	48.28	48.73	48.93	100.0	100.0	100.0	100.0
2011	49.19	49.07	49.37	49.59	100.0	100.0	100.0	100.0
2012	49.85	49.84	50.43	51.01	100.0	100.0	100.0	100.0
2013	51.19	51.22	51.76	52.16	100.0	100.0	100.0	100.0
2014	52.25	52.27	52.88	53.24	100.0	100.0	100.0	100.0
2015	53.51	53.49	54.02	54.16	100.0	100.0	100.0	100.0
2016	54.34	54.32	55.25	57.60	100.0	100.0	100.0	100.0
2017	57.99	57.91	58.76	59.22	100.0	100.0	100.0	100.0
2018	59.33	59.23	60.14	60.70	100.0	100.0	100.0	100.0
2019	60.98	–	–	–	100.0	–	–	–
Wages and salaries								
2004	30.05	29.89	30.31	30.71	72.2	72.0	71.7	71.6
2005	30.85	30.93	31.37	31.69	71.5	71.4	71.1	71.2
2006	31.95	31.99	32.96	33.04	70.9	70.8	70.6	70.5
2007	33.23	33.11	33.74	31.83	70.2	70.0	69.8	68.9
2008	31.54	32.04	32.80	32.85	68.2	68.0	68.0	68.2
2009	32.83	33.02	33.35	32.96	67.9	67.9	68.3	68.5
2010	33.09	33.00	33.17	33.36	68.4	68.3	68.1	68.2
2011	33.50	33.38	33.51	33.71	68.1	68.0	67.9	68.0
2012	33.82	33.71	33.98	34.46	67.8	67.6	67.4	67.6
2013	34.46	34.43	34.71	34.97	67.3	67.2	67.1	67.0
2014	35.00	34.87	35.26	35.52	67.0	66.7	66.7	66.7
2015	35.67	35.60	35.86	35.87	66.6	66.5	66.4	66.2
2016	35.95	35.87	36.43	37.49	66.2	66.0	65.9	65.1
2017	37.68	37.55	38.03	38.30	65.0	64.9	64.7	64.7
2018	38.35	38.26	38.85	39.21	64.6	64.6	64.6	64.6
2019	39.35	–	–	–	64.5	–	–	–
Total benefits								
2004	11.59	11.63	11.99	12.16	27.8	28.0	28.3	28.4
2005	12.33	12.41	12.73	12.82	28.5	28.6	28.9	28.8
2006	13.11	13.21	13.71	13.82	29.1	29.2	29.4	29.5
2007	14.08	14.18	14.61	14.38	29.8	30.0	30.2	31.1
2008	14.72	15.05	15.41	15.34	31.8	32.0	32.0	31.8
2009	15.49	15.65	15.45	15.19	32.1	32.1	31.7	31.5
2010	15.26	15.29	15.56	15.58	31.6	31.7	31.9	31.8
2011	15.69	15.69	15.86	15.87	31.9	32.0	32.1	32.0
2012	16.03	16.14	16.45	16.55	32.2	32.4	32.6	32.4
2013	16.73	16.80	17.05	17.20	32.7	32.8	32.9	33.0
2014	17.25	17.40	17.62	17.72	33.0	33.3	33.3	33.3
2015	17.85	17.89	18.16	18.29	33.4	33.5	33.6	33.8
2016	18.39	18.45	18.83	20.11	33.8	34.0	34.1	34.9
2017	20.31	20.35	20.73	20.92	35.0	35.1	35.3	35.3
2018	20.98	20.97	21.29	21.49	35.4	35.4	35.4	35.4
2019	21.63	–	–	–	35.5	–	–	–
Paid leave								
2004	2.79	2.79	2.85	2.88	6.7	6.7	6.7	6.7
2005	2.89	2.91	2.93	2.90	6.7	6.7	6.6	6.5
2006	3.16	3.19	3.29	3.28	7.0	7.1	7.0	7.0
2007	3.29	3.35	3.36	3.36	7.0	7.1	6.9	7.3
2008	3.66	3.74	3.85	3.79	7.9	7.9	8.0	7.9
2009	3.81	3.86	3.44	3.33	7.9	7.9	7.0	6.9
2010	3.34	3.35	3.38	3.38	6.9	6.9	6.9	6.9
2011	3.37	3.36	3.34	3.34	6.8	6.8	6.8	6.7
2012	3.32	3.35	3.38	3.43	6.7	6.7	6.7	6.7
2013	3.43	3.44	3.46	3.50	6.7	6.7	6.7	6.7
2014	3.48	3.47	3.52	3.54	6.7	6.6	6.7	6.7
2015	3.54	3.55	3.56	3.51	6.6	6.6	6.6	6.5
2016	3.50	3.52	3.56	4.06	6.4	6.5	6.4	7.1

See footnotes at end of table.

Table 5. State and local government workers, by major occupational group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Management, professional, and related occupations[1]

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Paid leave								
2017	4.09	4.10	4.17	4.22	7.1	7.1	7.1	7.1
2018	4.18	4.19	4.25	4.27	7.0	7.1	7.1	7.0
2019	4.27	–	–	–	7.0	–	–	–
Vacation								
2004	.80	.82	.84	.83	1.9	2.0	2.0	1.9
2005	.84	.85	.84	.83	2.0	2.0	1.9	1.9
2006	.92	.94	.97	.93	2.0	2.1	2.1	2.0
2007	.94	.97	.99	1.16	2.0	2.1	2.0	2.5
2008	1.08	1.14	1.19	1.17	2.3	2.4	2.5	2.4
2009	1.15	1.18	1.20	1.13	2.4	2.4	2.5	2.3
2010	1.12	1.13	1.15	1.14	2.3	2.3	2.4	2.3
2011	1.14	1.14	1.13	1.12	2.3	2.3	2.3	2.3
2012	1.10	1.12	1.13	1.15	2.2	2.2	2.2	2.3
2013	1.14	1.15	1.15	1.16	2.2	2.2	2.2	2.2
2014	1.15	1.15	1.17	1.17	2.2	2.2	2.2	2.2
2015	1.16	1.16	1.17	1.12	2.2	2.2	2.2	2.1
2016	1.11	1.13	1.14	1.39	2.0	2.1	2.1	2.4
2017	1.39	1.41	1.43	1.45	2.4	2.4	2.4	2.5
2018	1.43	1.44	1.47	1.47	2.4	2.4	2.4	2.4
2019	1.46	–	–	–	2.4	–	–	–
Holiday								
2004	.94	.94	.96	.98	2.3	2.3	2.3	2.3
2005	.98	.99	1.00	.99	2.3	2.3	2.3	2.2
2006	1.02	1.02	1.06	1.08	2.3	2.3	2.3	2.3
2007	1.09	1.10	1.10	.97	2.3	2.3	2.3	2.1
2008	1.22	1.24	1.28	1.24	2.6	2.6	2.7	2.6
2009	1.26	1.27	.98	.95	2.6	2.6	2.0	2.0
2010	.94	.94	.95	.95	2.0	1.9	1.9	1.9
2011	.93	.92	.92	.93	1.9	1.9	1.9	1.9
2012	.92	.92	.94	.97	1.8	1.9	1.9	1.9
2013	.95	.96	.97	.99	1.9	1.9	1.9	1.9
2014	.98	.97	.99	1.00	1.9	1.9	1.9	1.9
2015	1.00	1.00	1.00	.99	1.9	1.9	1.9	1.8
2016	.98	.97	.98	1.12	1.8	1.8	1.8	1.9
2017	1.13	1.12	1.15	1.17	1.9	1.9	2.0	2.0
2018	1.15	1.14	1.16	1.17	1.9	1.9	1.9	1.9
2019	1.17	–	–	–	1.9	–	–	–
Sick								
2004	.80	.79	.80	.81	1.9	1.9	1.9	1.9
2005	.81	.82	.83	.83	1.9	1.9	1.9	1.9
2006	.92	.93	.96	.96	2.1	2.1	2.0	2.1
2007	.95	.96	.97	.94	2.0	2.0	2.0	2.0
2008	1.03	1.04	1.07	1.06	2.2	2.2	2.2	2.2
2009	1.07	1.08	.97	.96	2.2	2.2	2.0	2.0
2010	.99	.98	.99	.99	2.0	2.0	2.0	2.0
2011	1.01	1.00	.98	.99	2.0	2.0	2.0	2.0
2012	.99	.99	1.00	1.01	2.0	2.0	2.0	2.0
2013	1.03	1.02	1.02	1.05	2.0	2.0	2.0	2.0
2014	1.04	1.04	1.05	1.06	2.0	2.0	2.0	2.0
2015	1.06	1.07	1.07	1.07	2.0	2.0	2.0	2.0
2016	1.08	1.07	1.09	1.17	2.0	2.0	2.0	2.0
2017	1.18	1.17	1.19	1.20	2.0	2.0	2.0	2.0
2018	1.20	1.20	1.22	1.23	2.0	2.0	2.0	2.0
2019	1.24	–	–	–	2.0	–	–	–
Personal[2]								
2004	.25	.24	.24	.25	.6	.6	.6	.6
2005	.25	.25	.26	.26	.6	.6	.6	.6
2006	.29	.30	.30	.30	.7	.7	.6	.6
2007	.31	.31	.30	.29	.6	.7	.6	.6
2008	.32	.31	.32	.31	.7	.7	.7	.6
2009	.32	.33	.28	.29	.7	.7	.6	.6
2010	.29	.30	.30	.30	.6	.6	.6	.6
2011	.30	.30	.31	.31	.6	.6	.6	.6

See footnotes at end of table.

Table 5. State and local government workers, by major occupational group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Management, professional, and related occupations[1]

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Personal[2]								
2012	0.31	0.31	0.31	0.30	0.6	0.6	0.6	0.6
2013	.31	.31	.31	.31	.6	.6	.6	.6
2014	.31	.31	.31	.31	.6	.6	.6	.6
2015	.32	.32	.32	.33	.6	.6	.6	.6
2016	.34	.34	.34	.38	.6	.6	.6	.7
2017	.39	.39	.39	.39	.7	.7	.7	.7
2018	.39	.40	.40	.40	.7	.7	.7	.7
2019	.41	–	–	–	.7	–	–	–
Supplemental pay								
2004	.18	.18	.19	.19	.4	.4	.4	.4
2005	.19	.19	.20	.19	.4	.4	.4	.4
2006	.19	.20	.19	.18	.4	.4	.4	.4
2007	.20	.21	.21	.26	.4	.4	.4	.6
2008	.26	.27	.27	.26	.6	.6	.6	.5
2009	.26	.26	.26	.25	.5	.5	.5	.5
2010	.25	.25	.24	.24	.5	.5	.5	.5
2011	.24	.24	.24	.23	.5	.5	.5	.5
2012	.23	.25	.24	.25	.5	.5	.5	.5
2013	.24	.25	.26	.25	.5	.5	.5	.5
2014	.25	.27	.27	.26	.5	.5	.5	.5
2015	.26	.27	.27	.27	.5	.5	.5	.5
2016	.27	.28	.28	.38	.5	.5	.5	.7
2017	.39	.40	.40	.40	.7	.7	.7	.7
2018	.40	.40	.41	.40	.7	.7	.7	.7
2019	.40	–	–	–	.7	–	–	–
Overtime and premium[3]								
2004	.04	.04	.04	.04	.1	.1	.1	.1
2005	.04	.04	.04	.04	.1	.1	.1	.1
2006	.05	.05	.05	.05	.1	.1	.1	.1
2007	.05	.05	.05	.07	.1	.1	.1	.2
2008	.07	.08	.08	.07	.2	.2	.2	.2
2009	.08	.08	.08	.08	.2	.2	.2	.2
2010	.08	.08	.07	.07	.2	.2	.1	.1
2011	.07	.07	.07	.07	.1	.1	.1	.1
2012	.07	.07	.07	.07	.1	.1	.1	.1
2013	.07	.08	.08	.07	.1	.2	.2	.1
2014	.07	.08	.08	.08	.1	.2	.2	.1
2015	.08	.08	.08	.08	.1	.2	.2	.1
2016	.08	.08	.08	.08	.1	.2	.1	.1
2017	.08	.09	.09	.09	.1	.2	.2	.1
2018	.09	.09	.09	.09	.1	.2	.2	.1
2019	.09	–	–	–	.1	–	–	–
Shift differentials								
2004	.05	.05	.05	.05	.1	.1	.1	.1
2005	.05	.05	.05	.05	.1	.1	.1	.1
2006	.05	.05	.05	.05	.1	.1	.1	.1
2007	.05	.05	.05	.03	.1	.1	.1	.1
2008	.03	.03	.03	.03	.1	.1	.1	.1
2009	.03	.03	.03	.03	.1	.1	.1	.1
2010	.03	.03	.03	.03	.1	.1	.1	.1
2011	.03	.03	.03	.03	.1	.1	.1	.1
2012	.03	.03	.03	.03	.1	.1	.1	.1
2013	.03	.03	.03	.03	.1	.1	.1	.1
2014	.03	.04	.03	.03	.1	.1	.1	.1
2015	.03	.04	.04	.03	.1	.1	.1	.1
2016	.03	.04	.04	.04	.1	.1	.1	.1
2017	.04	.04	.04	.04	.1	.1	.1	.1
2018	.04	.05	.04	.04	.1	.1	.1	.1
2019	.04	–	–	–	.1	–	–	–
Nonproduction bonuses								
2004	.10	.10	.10	.10	.2	.2	.2	.2
2005	.10	.10	.10	.10	.2	.2	.2	.2
2006	.10	.09	.09	.09	.2	.2	.2	.2

See footnotes at end of table.

Table 5. State and local government workers, by major occupational group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Management, professional, and related occupations[1]

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Nonproduction bonuses								
2007	0.10	0.10	0.10	0.15	0.2	0.2	0.2	0.3
2008	.16	.16	.16	.15	.3	.3	.3	.3
2009	.15	.14	.14	.14	.3	.3	.3	.3
2010	.14	.14	.13	.14	.3	.3	.3	.3
2011	.14	.14	.14	.14	.3	.3	.3	.3
2012	.14	.14	.14	.14	.3	.3	.3	.3
2013	.14	.14	.15	.14	.3	.3	.3	.3
2014	.15	.16	.15	.15	.3	.3	.3	.3
2015	.15	.15	.15	.16	.3	.3	.3	.3
2016	.16	.16	.16	.26	.3	.3	.3	.4
2017	.27	.27	.27	.27	.5	.5	.5	.5
2018	.27	.27	.27	.27	.5	.5	.5	.4
2019	.27	–	–	–	.4	–	–	–
Insurance								
2004	3.82	3.85	3.96	4.05	9.2	9.3	9.4	9.5
2005	4.11	4.16	4.32	4.35	9.5	9.6	9.8	9.8
2006	4.39	4.45	4.57	4.65	9.7	9.8	9.8	9.9
2007	4.81	4.82	4.96	4.72	10.2	10.2	10.3	10.2
2008	4.77	4.84	4.89	4.92	10.3	10.3	10.1	10.2
2009	4.96	5.00	5.11	5.11	10.3	10.3	10.5	10.6
2010	5.21	5.23	5.34	5.34	10.8	10.8	11.0	10.9
2011	5.41	5.38	5.42	5.43	11.0	11.0	11.0	11.0
2012	5.49	5.53	5.58	5.55	11.0	11.1	11.1	10.9
2013	5.65	5.67	5.68	5.68	11.0	11.1	11.0	10.9
2014	5.65	5.68	5.71	5.70	10.8	10.9	10.8	10.7
2015	5.73	5.75	5.82	5.82	10.7	10.7	10.8	10.8
2016	5.91	5.95	6.03	6.28	10.9	11.0	10.9	10.9
2017	6.34	6.32	6.43	6.46	10.9	10.9	10.9	10.9
2018	6.51	6.47	6.53	6.53	11.0	10.9	10.9	10.8
2019	6.62	–	–	–	10.9	–	–	–
Life								
2004	.07	.07	.07	.07	.2	.2	.2	.2
2005	.07	.07	.07	.07	.2	.2	.2	.2
2006	.07	.07	.07	.07	.1	.1	.2	.2
2007	.08	.08	.08	.08	.2	.2	.2	.2
2008	.08	.13	.14	.14	.2	.3	.3	.3
2009	.12	.12	.12	.12	.3	.3	.3	.3
2010	.12	.12	.12	.12	.3	.3	.3	.2
2011	.12	.12	.12	.12	.2	.2	.2	.2
2012	.12	.11	.12	.12	.2	.2	.2	.2
2013	.12	.12	.12	.12	.2	.2	.2	.2
2014	.06	.06	.06	.06	.1	.1	.1	.1
2015	.06	.06	.07	.07	.1	.1	.1	.1
2016	.07	.07	.07	.07	.1	.1	.1	.1
2017	.08	.08	.08	.08	.1	.1	.1	.1
2018	.08	.08	.08	.08	.1	.1	.1	.1
2019	.08	–	–	–	.1	–	–	–
Health								
2004	3.68	3.71	3.82	3.91	8.8	8.9	9.0	9.1
2005	3.97	4.01	4.17	4.21	9.2	9.3	9.5	9.5
2006	4.26	4.31	4.42	4.50	9.4	9.5	9.5	9.6
2007	4.66	4.66	4.80	4.56	9.8	9.9	9.9	9.9
2008	4.60	4.61	4.65	4.69	9.9	9.8	9.7	9.7
2009	4.74	4.78	4.89	4.90	9.8	9.8	10.0	10.2
2010	5.00	5.02	5.13	5.14	10.3	10.4	10.5	10.5
2011	5.21	5.18	5.22	5.23	10.6	10.6	10.6	10.6
2012	5.30	5.34	5.38	5.35	10.6	10.7	10.7	10.5
2013	5.44	5.47	5.48	5.48	10.6	10.7	10.6	10.5
2014	5.51	5.54	5.57	5.55	10.5	10.6	10.5	10.4
2015	5.58	5.60	5.67	5.67	10.4	10.5	10.5	10.5
2016	5.76	5.80	5.87	6.11	10.6	10.7	10.6	10.6
2017	6.17	6.15	6.27	6.29	10.6	10.6	10.7	10.6
2018	6.34	6.31	6.36	6.35	10.7	10.6	10.6	10.5

See footnotes at end of table.

Table 5. State and local government workers, by major occupational group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Management, professional, and related occupations[1]

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Health								
2019	6.45	–	–	–	10.6	–	–	–
Short-term disability								
2004	.02	0.02	0.02	0.02	.1	([4])	0.1	0.1
2005	.02	.02	.02	.02	.1	.1	.1	([4])
2006	.02	.02	.02	.02	([4])	([4])	([4])	.1
2007	.02	.02	.02	.02	.1	.1	([4])	([4])
2008	.02	.02	.03	.03	([4])	.1	.1	.1
2009	.03	.03	.03	.03	.1	.1	.1	.1
2010	.03	.03	.03	.02	.1	.1	.1	.1
2011	.03	.03	.03	.03	.1	.1	.1	.1
2012	.03	.03	.03	.03	.1	.1	.1	.1
2013	.03	.03	.03	.03	.1	.1	.1	.1
2014	.03	.03	.03	.03	.1	.1	.1	.1
2015	.03	.04	.04	.04	.1	.1	.1	.1
2016	.04	.04	.04	.04	.1	.1	.1	.1
2017	.04	.04	.04	.03	.1	.1	.1	.1
2018	.03	.03	.03	.04	.1	.1	.1	.1
2019	.03	–	–	–	.1	–	–	–
Long-term disability								
2004	.05	.05	.05	.05	.1	.1	.1	.1
2005	.05	.05	.05	.05	.1	.1	.1	.1
2006	.05	.05	.05	.05	.1	.1	.1	.1
2007	.05	.05	.05	.06	.1	.1	.1	.1
2008	.07	.07	.07	.07	.2	.1	.2	.1
2009	.07	.07	.07	.06	.1	.1	.1	.1
2010	.06	.06	.06	.06	.1	.1	.1	.1
2011	.06	.05	.05	.05	.1	.1	.1	.1
2012	.05	.05	.05	.05	.1	.1	.1	.1
2013	.05	.05	.05	.05	.1	.1	.1	.1
2014	.05	.05	.05	.05	.1	.1	.1	.1
2015	.05	.05	.05	.05	.1	.1	.1	.1
2016	.05	.05	.05	.06	.1	.1	.1	.1
2017	.05	.05	.05	.06	.1	.1	.1	.1
2018	.06	.06	.06	.06	.1	.1	.1	.1
2019	.06	–	–	–	.1	–	–	–
Retirement and savings								
2004	2.43	2.45	2.59	2.62	5.8	5.9	6.1	6.1
2005	2.67	2.66	2.81	2.85	6.2	6.1	6.4	6.4
2006	2.86	2.86	3.08	3.13	6.3	6.3	6.6	6.7
2007	3.21	3.24	3.43	3.41	6.8	6.9	7.1	7.4
2008	3.41	3.55	3.69	3.68	7.4	7.5	7.7	7.6
2009	3.77	3.81	3.89	3.78	7.8	7.8	8.0	7.9
2010	3.72	3.72	3.83	3.84	7.7	7.7	7.9	7.9
2011	3.88	3.88	4.01	4.00	7.9	7.9	8.1	8.1
2012	4.10	4.11	4.33	4.39	8.2	8.2	8.6	8.6
2013	4.47	4.49	4.70	4.78	8.7	8.8	9.1	9.2
2014	4.92	5.04	5.17	5.26	9.4	9.6	9.8	9.9
2015	5.35	5.36	5.51	5.70	10.0	10.0	10.2	10.5
2016	5.71	5.71	5.94	6.40	10.5	10.5	10.7	11.1
2017	6.47	6.50	6.68	6.79	11.2	11.2	11.4	11.5
2018	6.83	6.83	6.99	7.15	11.5	11.5	11.6	11.8
2019	7.19	–	–	–	11.8	–	–	–
Defined benefit								
2004	2.11	2.15	2.26	2.29	5.1	5.2	5.3	5.3
2005	2.33	2.36	2.48	2.53	5.4	5.4	5.6	5.7
2006	2.52	2.53	2.73	2.78	5.6	5.6	5.8	5.9
2007	2.85	2.90	3.06	3.00	6.0	6.1	6.3	6.5
2008	3.01	3.16	3.27	3.28	6.5	6.7	6.8	6.8
2009	3.38	3.42	3.49	3.38	7.0	7.0	7.2	7.0
2010	3.32	3.34	3.42	3.41	6.9	6.9	7.0	7.0
2011	3.46	3.48	3.58	3.57	7.0	7.1	7.2	7.2
2012	3.68	3.71	3.91	3.93	7.4	7.4	7.8	7.7
2013	4.04	4.07	4.24	4.30	7.9	7.9	8.2	8.2

See footnotes at end of table.

Table 5. State and local government workers, by major occupational group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Management, professional, and related occupations[1]

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Defined benefit								
2014	4.42	4.57	4.68	4.74	8.5	8.8	8.8	8.9
2015	4.84	4.88	5.01	5.19	9.0	9.1	9.3	9.6
2016	5.20	5.23	5.43	5.87	9.6	9.6	9.8	10.2
2017	5.96	6.00	6.15	6.23	10.3	10.4	10.5	10.5
2018	6.28	6.31	6.44	6.58	10.6	10.6	10.7	10.8
2019	6.63	–	–	–	10.9	–	–	–
Defined contribution								
2004	.32	.31	.33	.33	.8	.7	.8	.8
2005	.34	.30	.32	.32	.8	.7	.7	.7
2006	.34	.33	.35	.35	.8	.7	.8	.8
2007	.36	.34	.37	.41	.8	.7	.8	.9
2008	.40	.39	.42	.39	.9	.8	.9	.8
2009	.39	.39	.40	.41	.8	.8	.8	.8
2010	.41	.39	.41	.43	.8	.8	.8	.9
2011	.42	.40	.43	.44	.9	.8	.9	.9
2012	.42	.40	.42	.45	.8	.8	.8	.9
2013	.44	.42	.45	.48	.9	.8	.9	.9
2014	.49	.46	.49	.52	.9	.9	.9	1.0
2015	.52	.47	.50	.51	1.0	.9	.9	.9
2016	.50	.48	.50	.53	.9	.9	.9	.9
2017	.51	.50	.53	.56	.9	.9	.9	.9
2018	.55	.53	.55	.57	.9	.9	.9	.9
2019	.56	–	–	–	.9	–	–	–
Legally required benefits								
2004	2.31	2.29	2.35	2.37	5.6	5.5	5.5	5.5
2005	2.41	2.43	2.43	2.47	5.6	5.6	5.5	5.6
2006	2.51	2.51	2.58	2.58	5.6	5.6	5.5	5.5
2007	2.58	2.57	2.65	2.64	5.5	5.4	5.5	5.7
2008	2.62	2.65	2.71	2.70	5.7	5.6	5.6	5.6
2009	2.70	2.72	2.75	2.71	5.6	5.6	5.6	5.6
2010	2.73	2.74	2.77	2.78	5.7	5.7	5.7	5.7
2011	2.79	2.83	2.85	2.87	5.7	5.8	5.8	5.8
2012	2.88	2.90	2.92	2.93	5.8	5.8	5.8	5.7
2013	2.93	2.94	2.95	2.98	5.7	5.7	5.7	5.7
2014	2.95	2.93	2.95	2.96	5.7	5.6	5.6	5.6
2015	2.97	2.97	2.99	2.99	5.6	5.6	5.5	5.5
2016	2.99	2.99	3.03	2.99	5.5	5.5	5.5	5.2
2017	3.01	3.02	3.04	3.06	5.2	5.2	5.2	5.2
2018	3.06	3.07	3.12	3.13	5.2	5.2	5.2	5.2
2019	3.15	–	–	–	5.2	–	–	–
Social Security and Medicare								
2004	1.95	1.92	1.95	1.97	4.7	4.6	4.6	4.6
2005	1.98	1.98	2.01	2.03	4.6	4.6	4.6	4.6
2006	2.07	2.06	2.13	2.14	4.6	4.6	4.6	4.6
2007	2.13	2.13	2.19	2.18	4.5	4.5	4.5	4.7
2008	2.17	2.19	2.24	2.23	4.7	4.6	4.7	4.6
2009	2.24	2.25	2.27	2.25	4.6	4.6	4.7	4.7
2010	2.27	2.26	2.28	2.28	4.7	4.7	4.7	4.7
2011	2.30	2.28	2.28	2.29	4.7	4.7	4.6	4.6
2012	2.29	2.29	2.31	2.33	4.6	4.6	4.6	4.6
2013	2.33	2.33	2.35	2.37	4.6	4.5	4.5	4.5
2014	2.36	2.33	2.35	2.37	4.5	4.5	4.4	4.4
2015	2.37	2.37	2.38	2.39	4.4	4.4	4.4	4.4
2016	2.39	2.38	2.41	2.49	4.4	4.4	4.4	4.3
2017	2.51	2.52	2.54	2.56	4.3	4.3	4.3	4.3
2018	2.56	2.56	2.59	2.61	4.3	4.3	4.3	4.3
2019	2.63	–	–	–	4.3	–	–	–
Social Security[5]								
2004	1.50	1.47	1.50	1.51	3.6	3.5	3.5	3.5
2005	1.52	1.51	1.54	1.55	3.5	3.5	3.5	3.5
2006	1.59	1.58	1.63	1.64	3.5	3.5	3.5	3.5
2007	1.63	1.63	1.68	1.68	3.5	3.4	3.5	3.6
2008	1.67	1.68	1.72	1.71	3.6	3.6	3.6	3.6

See footnotes at end of table.

Table 5. State and local government workers, by major occupational group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Management, professional, and related occupations[1]

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Social Security[5]								
2009	1.72	1.73	1.75	1.74	3.6	3.5	3.6	3.6
2010	1.75	1.74	1.76	1.76	3.6	3.6	3.6	3.6
2011	1.77	1.76	1.75	1.76	3.6	3.6	3.6	3.5
2012	1.76	1.76	1.77	1.79	3.5	3.5	3.5	3.5
2013	1.79	1.78	1.80	1.82	3.5	3.5	3.5	3.5
2014	1.81	1.78	1.79	1.80	3.5	3.4	3.4	3.4
2015	1.81	1.80	1.82	1.82	3.4	3.4	3.4	3.4
2016	1.82	1.81	1.84	1.88	3.4	3.3	3.3	3.3
2017	1.91	1.91	1.93	1.94	3.3	3.3	3.3	3.3
2018	1.94	1.94	1.97	1.98	3.3	3.3	3.3	3.3
2019	1.99	–	–	–	3.3	–	–	–
Medicare								
2004	.45	.45	.45	.46	1.1	1.1	1.1	1.1
2005	.46	.46	.47	.47	1.1	1.1	1.1	1.1
2006	.48	.48	.50	.50	1.1	1.1	1.1	1.1
2007	.50	.50	.51	.50	1.1	1.1	1.1	1.1
2008	.50	.51	.52	.52	1.1	1.1	1.1	1.1
2009	.52	.53	.52	.52	1.1	1.1	1.1	1.1
2010	.52	.52	.52	.53	1.1	1.1	1.1	1.1
2011	.53	.53	.53	.53	1.1	1.1	1.1	1.1
2012	.53	.53	.53	.54	1.1	1.1	1.1	1.1
2013	.54	.54	.55	.55	1.1	1.1	1.1	1.1
2014	.55	.55	.56	.56	1.1	1.1	1.1	1.1
2015	.56	.56	.57	.57	1.1	1.1	1.0	1.0
2016	.57	.57	.57	.60	1.0	1.0	1.0	1.0
2017	.61	.61	.61	.62	1.0	1.0	1.0	1.0
2018	.62	.62	.63	.63	1.0	1.0	1.0	1.0
2019	.63	–	–	–	1.0	–	–	–
Federal unemployment insurance								
2004	([6])	([6])	([6])	([6])	([4])	([4])	([4])	([4])
2005	([6])	([6])	([6])	([6])	([4])	([4])	([4])	([4])
2006	([6])	([6])	([6])	([6])	([4])	([4])	([4])	([4])
2007	([6])	([6])	([6])	([6])	([4])	([4])	([4])	([4])
2008	([6])	([6])	([6])	([6])	([4])	([4])	([4])	([4])
2009	([6])	([6])	([6])	([6])	([4])	([4])	([4])	([4])
2010	([6])	([6])	([6])	([6])	([4])	([4])	([4])	([4])
2011	([6])	([6])	([6])	([6])	([4])	([4])	([4])	([4])
2012	([6])	([6])	([6])	([6])	([4])	([4])	([4])	([4])
2013	([6])	([6])	([6])	([6])	([4])	([4])	([4])	([4])
2014	([6])	([6])	([6])	([6])	([4])	([4])	([4])	([4])
2015	([6])	([6])	([6])	([6])	([4])	([4])	([4])	([4])
2016	([6])	([6])	([6])	([6])	([4])	([4])	([4])	([4])
2017	([6])	([6])	([6])	([6])	([4])	([4])	([4])	([4])
2018	([6])	([6])	([6])	([6])	([4])	([4])	([4])	([4])
2019	([6])	–	–	–	([4])	–	–	–
State unemployment insurance								
2004	.05	.05	.06	.06	.1	.1	.1	.2
2005	.07	.08	.06	.06	.2	.2	.1	.1
2006	.06	.06	.06	.06	.1	.1	.1	.1
2007	.06	.06	.05	.06	.1	.1	.1	.1
2008	.06	.06	.06	.06	.1	.1	.1	.1
2009	.06	.06	.06	.06	.1	.1	.1	.1
2010	.07	.07	.09	.09	.1	.2	.2	.2
2011	.10	.10	.11	.12	.2	.2	.2	.2
2012	.13	.14	.14	.13	.3	.3	.3	.2
2013	.13	.13	.11	.11	.2	.3	.2	.2
2014	.10	.10	.09	.09	.2	.2	.2	.2
2015	.09	.09	.08	.09	.2	.2	.2	.2
2016	.08	.08	.08	.07	.2	.1	.1	.1
2017	.07	.07	.06	.06	.1	.1	.1	.1
2018	.06	.06	.07	.07	.1	.1	.1	.1
2019	.07	–	–	–	.1	–	–	–

See footnotes at end of table.

Table 5. State and local government workers, by major occupational group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Management, professional, and related occupations[1]

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Workers' compensation								
2004	0.31	0.32	0.34	0.34	0.8	0.8	0.8	0.8
2005	.37	.38	.35	.39	.8	.9	.8	.9
2006	.38	.39	.39	.39	.8	.9	.8	.8
2007	.39	.38	.41	.40	.8	.8	.8	.9
2008	.39	.40	.40	.40	.8	.8	.8	.8
2009	.40	.41	.41	.39	.8	.8	.8	.8
2010	.40	.40	.40	.40	.8	.8	.8	.8
2011	.40	.45	.46	.45	.8	.9	.9	.9
2012	.45	.48	.48	.47	.9	1.0	.9	.9
2013	.47	.48	.49	.50	.9	.9	.9	1.0
2014	.50	.50	.51	.50	.9	1.0	1.0	.9
2015	.51	.52	.52	.52	.9	1.0	1.0	1.0
2016	.52	.53	.53	.43	1.0	1.0	1.0	.7
2017	.43	.44	.44	.44	.7	.8	.7	.7
2018	.44	.45	.45	.45	.7	.8	.8	.7
2019	.46	–	–	–	.7	–	–	–
Other benefits[7]								
2004	.06	.06	.06	.06	.1	.1	.1	.1
2005	.06	.06	.06	.06	.1	.1	.1	.1

[1] Estimates from December 2013 to March 2014 for this series were corrected, details are available at www.bls.gov/bls/ecec_correction_091014.htm.
[2] Prior to June 2008, paid personal leave was included in other leave. Other leave also included paid military, funeral, and jury leave.
[3] Includes premium pay (such as overtime, weekends, and holidays) for work in addition to the regular work schedule.
[4] Less than .05 percent.
[5] Social Security refers to the Old-Age, Survivors, and Disability Insurance (OASDI) program.
[6] Cost per hour worked is $0.01 or less.
[7] Includes severance pay and supplemental unemployment benefits. Publication of other benefits was discontinued beginning in June 2006.

Note: The sum of individual items may not equal totals due to rounding. Dashes indicate data are not available.

Table 5. State and local government workers, by major occupational group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Sales and office occupations

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Total compensation								
2004	$23.32	$23.57	$23.91	$24.06	100.0	100.0	100.0	100.0
2005	24.26	24.35	24.74	24.94	100.0	100.0	100.0	100.0
2006	25.23	25.46	25.85	25.84	100.0	100.0	100.0	100.0
2007	26.27	26.59	27.00	25.93	100.0	100.0	100.0	100.0
2008	26.04	26.29	26.69	26.64	100.0	100.0	100.0	100.0
2009	26.94	27.11	27.41	27.57	100.0	100.0	100.0	100.0
2010	27.63	27.66	27.87	27.80	100.0	100.0	100.0	100.0
2011	28.04	27.97	28.49	28.27	100.0	100.0	100.0	100.0
2012	28.43	28.60	28.76	28.77	100.0	100.0	100.0	100.0
2013	28.96	29.02	29.29	29.34	100.0	100.0	100.0	100.0
2014	29.63	29.81	30.00	30.18	100.0	100.0	100.0	100.0
2015	30.43	30.58	30.83	31.15	100.0	100.0	100.0	100.0
2016	31.45	31.60	32.05	33.00	100.0	100.0	100.0	100.0
2017	33.26	33.38	33.64	33.71	100.0	100.0	100.0	100.0
2018	33.99	34.30	34.72	34.80	100.0	100.0	100.0	100.0
2019	35.10	–	–	–	100.0	–	–	–
Wages and salaries								
2004	14.97	15.06	15.20	15.26	64.2	63.9	63.6	63.4
2005	15.31	15.34	15.49	15.61	63.1	63.0	62.6	62.6
2006	15.73	15.86	16.03	16.05	62.4	62.3	62.0	62.1
2007	16.27	16.38	16.64	16.03	61.9	61.6	61.6	61.8
2008	16.13	16.27	16.49	16.47	61.9	61.9	61.8	61.8
2009	16.63	16.73	16.87	16.94	61.7	61.7	61.5	61.4
2010	16.96	16.95	16.98	16.94	61.4	61.3	60.9	60.9
2011	17.04	17.01	17.31	17.22	60.8	60.8	60.7	60.9
2012	17.27	17.36	17.41	17.45	60.7	60.7	60.5	60.6
2013	17.48	17.47	17.55	17.61	60.4	60.2	59.9	60.0
2014	17.73	17.79	17.91	18.01	59.9	59.7	59.7	59.7
2015	18.13	18.15	18.30	18.46	59.6	59.3	59.4	59.3
2016	18.56	18.59	18.83	19.28	59.0	58.8	58.8	58.4
2017	19.44	19.46	19.57	19.63	58.4	58.3	58.2	58.2
2018	19.74	19.88	20.12	20.18	58.1	58.0	57.9	58.0
2019	20.29	–	–	–	57.8	–	–	–
Total benefits								
2004	8.35	8.51	8.70	8.80	35.8	36.1	36.4	36.6
2005	8.95	9.01	9.25	9.33	36.9	37.0	37.4	37.4
2006	9.50	9.60	9.81	9.79	37.6	37.7	38.0	37.9
2007	10.00	10.21	10.36	9.90	38.1	38.4	38.4	38.2
2008	9.92	10.03	10.21	10.17	38.1	38.1	38.2	38.2
2009	10.32	10.39	10.55	10.63	38.3	38.3	38.5	38.6
2010	10.67	10.72	10.89	10.86	38.6	38.7	39.1	39.1
2011	11.00	10.96	11.18	11.05	39.2	39.2	39.3	39.1
2012	11.16	11.23	11.35	11.32	39.3	39.3	39.5	39.4
2013	11.47	11.55	11.74	11.73	39.6	39.8	40.1	40.0
2014	11.89	12.03	12.09	12.16	40.1	40.3	40.3	40.3
2015	12.30	12.44	12.53	12.69	40.4	40.7	40.6	40.7
2016	12.89	13.01	13.22	13.71	41.0	41.2	41.2	41.6
2017	13.82	13.92	14.07	14.08	41.6	41.7	41.8	41.8
2018	14.25	14.41	14.61	14.63	41.9	42.0	42.1	42.0
2019	14.81	–	–	–	42.2	–	–	–
Paid leave								
2004	2.23	2.25	2.27	2.28	9.5	9.5	9.5	9.5
2005	2.29	2.30	2.33	2.33	9.4	9.4	9.4	9.3
2006	2.41	2.43	2.47	2.46	9.6	9.6	9.6	9.5
2007	2.50	2.52	2.54	2.40	9.5	9.5	9.4	9.2
2008	2.37	2.38	2.42	2.41	9.1	9.0	9.1	9.0
2009	2.43	2.45	2.47	2.49	9.0	9.0	9.0	9.0
2010	2.50	2.48	2.49	2.48	9.0	9.0	8.9	8.9
2011	2.50	2.48	2.51	2.49	8.9	8.9	8.8	8.8
2012	2.50	2.52	2.52	2.52	8.8	8.8	8.8	8.8
2013	2.52	2.53	2.54	2.54	8.7	8.7	8.7	8.7
2014	2.57	2.58	2.60	2.62	8.7	8.6	8.7	8.7
2015	2.64	2.65	2.67	2.72	8.7	8.7	8.7	8.7
2016	2.74	2.74	2.78	2.91	8.7	8.7	8.7	8.8

See footnotes at end of table.

Table 5. State and local government workers, by major occupational group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Sales and office occupations

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Paid leave								
2017	2.93	2.93	2.95	2.96	8.8	8.8	8.8	8.8
2018	2.98	3.00	3.04	3.04	8.8	8.8	8.7	8.7
2019	3.07	–	–	–	8.7	–	–	–
Vacation								
2004	.90	.91	.92	.92	3.9	3.9	3.8	3.8
2005	.92	.92	.94	.94	3.8	3.8	3.8	3.8
2006	.98	.99	1.01	1.01	3.9	3.9	3.9	3.9
2007	1.02	1.03	1.04	1.05	3.9	3.9	3.9	4.1
2008	1.06	1.06	1.08	1.08	4.1	4.0	4.0	4.0
2009	1.09	1.09	1.11	1.12	4.0	4.0	4.0	4.0
2010	1.12	1.11	1.12	1.11	4.0	4.0	4.0	4.0
2011	1.12	1.10	1.12	1.11	4.0	4.0	3.9	3.9
2012	1.11	1.12	1.12	1.12	3.9	3.9	3.9	3.9
2013	1.12	1.12	1.12	1.13	3.9	3.9	3.8	3.8
2014	1.14	1.14	1.15	1.16	3.8	3.8	3.8	3.9
2015	1.18	1.17	1.19	1.21	3.9	3.8	3.8	3.9
2016	1.21	1.21	1.23	1.29	3.8	3.8	3.8	3.9
2017	1.30	1.30	1.31	1.32	3.9	3.9	3.9	3.9
2018	1.32	1.33	1.35	1.35	3.9	3.9	3.9	3.9
2019	1.35	–	–	–	3.9	–	–	–
Holiday								
2004	.73	.74	.75	.75	3.1	3.2	3.1	3.1
2005	.75	.75	.76	.77	3.1	3.1	3.1	3.1
2006	.77	.78	.79	.79	3.1	3.1	3.1	3.1
2007	.80	.81	.82	.75	3.0	3.0	3.0	2.9
2008	.75	.76	.77	.77	2.9	2.9	2.9	2.9
2009	.77	.78	.78	.79	2.9	2.9	2.9	2.9
2010	.79	.78	.79	.78	2.8	2.8	2.8	2.8
2011	.79	.78	.79	.78	2.8	2.8	2.8	2.8
2012	.78	.79	.79	.79	2.8	2.8	2.7	2.8
2013	.79	.79	.80	.80	2.7	2.7	2.7	2.7
2014	.81	.81	.81	.82	2.7	2.7	2.7	2.7
2015	.83	.83	.84	.85	2.7	2.7	2.7	2.7
2016	.85	.85	.86	.89	2.7	2.7	2.7	2.7
2017	.90	.90	.91	.91	2.7	2.7	2.7	2.7
2018	.92	.92	.93	.94	2.7	2.7	2.7	2.7
2019	.95	–	–	–	2.7	–	–	–
Sick								
2004	.46	.46	.47	.47	2.0	2.0	2.0	2.0
2005	.47	.48	.49	.49	2.0	2.0	2.0	2.0
2006	.50	.51	.51	.51	2.0	2.0	2.0	2.0
2007	.51	.52	.52	.46	2.0	1.9	1.9	1.8
2008	.46	.46	.47	.47	1.8	1.8	1.8	1.8
2009	.47	.48	.48	.48	1.8	1.8	1.7	1.8
2010	.49	.48	.48	.48	1.8	1.7	1.7	1.7
2011	.49	.49	.49	.48	1.7	1.7	1.7	1.7
2012	.48	.49	.49	.49	1.7	1.7	1.7	1.7
2013	.49	.49	.50	.50	1.7	1.7	1.7	1.7
2014	.50	.51	.51	.51	1.7	1.7	1.7	1.7
2015	.51	.52	.52	.53	1.7	1.7	1.7	1.7
2016	.54	.54	.55	.58	1.7	1.7	1.7	1.8
2017	.58	.58	.58	.58	1.7	1.7	1.7	1.7
2018	.59	.59	.60	.60	1.7	1.7	1.7	1.7
2019	.61	–	–	–	1.7	–	–	–
Personal[1]								
2004	.13	.13	.13	.13	.6	.6	.6	.6
2005	.14	.14	.14	.14	.6	.6	.6	.6
2006	.16	.16	.16	.16	.6	.6	.6	.6
2007	.16	.17	.15	.13	.6	.6	.6	.5
2008	.11	.10	.10	.10	.4	.4	.4	.4
2009	.10	.10	.10	.10	.4	.4	.4	.4
2010	.11	.11	.11	.11	.4	.4	.4	.4
2011	.11	.11	.12	.12	.4	.4	.4	.4

See footnotes at end of table.

Table 5. State and local government workers, by major occupational group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Sales and office occupations

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Personal[1]								
2012	0.12	0.12	0.12	0.12	0.4	0.4	0.4	0.4
2013	.12	.12	.12	.12	.4	.4	.4	.4
2014	.12	.12	.12	.12	.4	.4	.4	.4
2015	.12	.13	.13	.13	.4	.4	.4	.4
2016	.14	.14	.14	.15	.4	.4	.4	.5
2017	.15	.15	.15	.15	.5	.4	.4	.4
2018	.15	.15	.16	.16	.4	.4	.4	.4
2019	.16	–	–	–	.5	–	–	–
Supplemental pay								
2004	.16	.16	.16	.17	.7	.7	.7	.7
2005	.16	.17	.17	.17	.7	.7	.7	.7
2006	.17	.18	.18	.18	.7	.7	.7	.7
2007	.18	.18	.18	.20	.7	.7	.7	.8
2008	.20	.21	.21	.20	.8	.8	.8	.7
2009	.20	.20	.20	.20	.7	.7	.7	.7
2010	.20	.20	.20	.20	.7	.7	.7	.7
2011	.19	.20	.20	.20	.7	.7	.7	.7
2012	.20	.20	.19	.19	.7	.7	.7	.7
2013	.19	.20	.20	.20	.7	.7	.7	.7
2014	.20	.21	.20	.20	.7	.7	.7	.7
2015	.20	.21	.21	.22	.7	.7	.7	.7
2016	.22	.23	.22	.28	.7	.7	.7	.8
2017	.29	.30	.30	.29	.9	.9	.9	.9
2018	.29	.30	.31	.30	.9	.9	.9	.9
2019	.31	–	–	–	.9	–	–	–
Overtime and premium[2]								
2004	.07	.07	.07	.07	.3	.3	.3	.3
2005	.08	.08	.08	.08	.3	.3	.3	.3
2006	.08	.09	.09	.09	.3	.3	.3	.4
2007	.09	.10	.09	.11	.4	.4	.4	.4
2008	.11	.11	.12	.11	.4	.4	.4	.4
2009	.11	.11	.11	.11	.4	.4	.4	.4
2010	.11	.11	.11	.11	.4	.4	.4	.4
2011	.11	.11	.12	.11	.4	.4	.4	.4
2012	.11	.12	.12	.12	.4	.4	.4	.4
2013	.12	.12	.12	.12	.4	.4	.4	.4
2014	.12	.12	.12	.12	.4	.4	.4	.4
2015	.12	.13	.13	.13	.4	.4	.4	.4
2016	.13	.13	.13	.15	.4	.4	.4	.5
2017	.16	.16	.16	.15	.5	.5	.5	.5
2018	.15	.16	.16	.16	.5	.5	.5	.5
2019	.16	–	–	–	.5	–	–	–
Shift differentials								
2004	.02	.02	.02	.02	.1	.1	.1	.1
2005	.02	.02	.02	.02	.1	.1	.1	.1
2006	.02	.02	.02	.02	.1	.1	.1	.1
2007	.02	.02	.02	.02	.1	.1	.1	.1
2008	.02	.02	.02	.02	.1	.1	.1	.1
2009	.02	.02	.02	.02	.1	.1	.1	.1
2010	.02	.02	.02	.02	.1	.1	.1	.1
2011	.02	.02	.02	.02	.1	.1	.1	.1
2012	.02	.02	.02	.02	.1	.1	.1	.1
2013	.02	.02	.02	.02	.1	.1	.1	.1
2014	.02	.02	.02	.02	.1	.1	.1	.1
2015	.02	.02	.02	.02	.1	.1	.1	.1
2016	.02	.02	.02	.02	.1	.1	.1	.1
2017	.02	.02	.02	.02	.1	.1	.1	.1
2018	.02	.02	.02	.02	.1	.1	.1	.1
2019	.02	–	–	–	.1	–	–	–
Nonproduction bonuses								
2004	.07	.07	.07	.07	.3	.3	.3	.3
2005	.07	.07	.07	.07	.3	.3	.3	.3
2006	.07	.07	.07	.07	.3	.3	.3	.3

See footnotes at end of table.

Table 5. State and local government workers, by major occupational group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Sales and office occupations

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Nonproduction bonuses								
2007	0.07	0.07	0.07	0.08	0.3	0.3	0.3	0.3
2008	.07	.08	.08	.07	.3	.3	.3	.3
2009	.07	.07	.07	.07	.3	.3	.3	.3
2010	.07	.07	.07	.07	.2	.2	.2	.3
2011	.07	.06	.07	.07	.2	.2	.2	.2
2012	.07	.06	.06	.06	.2	.2	.2	.2
2013	.06	.06	.06	.06	.2	.2	.2	.2
2014	.06	.07	.07	.06	.2	.2	.2	.2
2015	.06	.06	.06	.07	.2	.2	.2	.2
2016	.07	.08	.07	.10	.2	.2	.2	.3
2017	.11	.12	.12	.12	.3	.4	.4	.3
2018	.12	.12	.13	.13	.3	.4	.4	.4
2019	.13	–	–	–	.4	–	–	–
Insurance								
2004	3.18	3.23	3.33	3.40	13.6	13.7	13.9	14.1
2005	3.49	3.54	3.69	3.73	14.4	14.5	14.9	15.0
2006	3.80	3.85	3.96	3.93	15.1	15.1	15.3	15.2
2007	4.05	4.16	4.23	3.86	15.4	15.7	15.7	14.9
2008	3.89	3.93	3.97	3.99	14.9	14.9	14.9	15.0
2009	4.06	4.10	4.17	4.21	15.1	15.1	15.2	15.3
2010	4.23	4.26	4.36	4.36	15.3	15.4	15.6	15.7
2011	4.43	4.34	4.38	4.33	15.8	15.5	15.4	15.3
2012	4.37	4.44	4.45	4.43	15.4	15.5	15.5	15.4
2013	4.52	4.56	4.61	4.59	15.6	15.7	15.7	15.6
2014	4.64	4.68	4.74	4.73	15.7	15.7	15.8	15.7
2015	4.78	4.86	4.86	4.88	15.7	15.9	15.8	15.7
2016	5.01	5.09	5.15	5.21	15.9	16.1	16.1	15.8
2017	5.25	5.28	5.33	5.33	15.8	15.8	15.8	15.8
2018	5.45	5.48	5.53	5.52	16.0	16.0	15.9	15.9
2019	5.63	–	–	–	16.1	–	–	–
Life								
2004	.05	.05	.05	.05	.2	.2	.2	.2
2005	.05	.05	.05	.05	.2	.2	.2	.2
2006	.05	.05	.05	.05	.2	.2	.2	.2
2007	.06	.06	.06	.05	.2	.2	.2	.2
2008	.05	.05	.05	.05	.2	.2	.2	.2
2009	.05	.05	.05	.05	.2	.2	.2	.2
2010	.05	.04	.05	.05	.2	.2	.2	.2
2011	.05	.04	.05	.05	.2	.2	.2	.2
2012	.05	.05	.05	.05	.2	.2	.2	.2
2013	.05	.05	.05	.05	.2	.2	.2	.2
2014	.05	.05	.05	.05	.2	.2	.2	.2
2015	.05	.05	.05	.05	.2	.2	.2	.2
2016	.05	.05	.05	.06	.2	.2	.2	.2
2017	.06	.06	.05	.05	.2	.2	.2	.2
2018	.05	.05	.06	.06	.2	.2	.2	.2
2019	.06	–	–	–	.2	–	–	–
Health								
2004	3.08	3.14	3.23	3.30	13.2	13.3	13.5	13.7
2005	3.39	3.44	3.59	3.64	14.0	14.1	14.5	14.6
2006	3.70	3.75	3.85	3.83	14.7	14.7	14.9	14.8
2007	3.94	4.06	4.12	3.75	15.0	15.3	15.2	14.5
2008	3.78	3.82	3.86	3.88	14.5	14.5	14.4	14.6
2009	3.95	3.99	4.06	4.11	14.7	14.7	14.8	14.9
2010	4.13	4.16	4.26	4.27	15.0	15.0	15.3	15.3
2011	4.33	4.24	4.28	4.24	15.4	15.2	15.0	15.0
2012	4.28	4.34	4.34	4.33	15.0	15.2	15.1	15.0
2013	4.42	4.46	4.51	4.49	15.3	15.4	15.4	15.3
2014	4.54	4.58	4.64	4.63	15.3	15.4	15.5	15.3
2015	4.68	4.75	4.75	4.77	15.4	15.5	15.4	15.3
2016	4.89	4.98	5.03	5.10	15.6	15.7	15.7	15.5
2017	5.14	5.17	5.23	5.22	15.4	15.5	15.5	15.5
2018	5.34	5.38	5.41	5.41	15.7	15.7	15.6	15.5

See footnotes at end of table.

Table 5. State and local government workers, by major occupational group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Sales and office occupations

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Health								
2019	5.52	–	–	–	15.7	–	–	–
Short-term disability								
2004	.02	0.02	0.02	0.02	.1	0.1	0.1	0.1
2005	.02	.02	.02	.02	.1	.1	.1	.1
2006	.02	.02	.02	.02	.1	.1	.1	.1
2007	.02	.02	.02	.02	.1	.1	.1	.1
2008	.02	.02	.02	.02	.1	.1	.1	.1
2009	.02	.02	.02	.02	.1	.1	.1	.1
2010	.02	.02	.02	.02	.1	.1	.1	.1
2011	.02	.03	.02	.02	.1	.1	.1	.1
2012	.02	.02	.02	.02	.1	.1	.1	.1
2013	.02	.03	.03	.02	.1	.1	.1	.1
2014	.02	.02	.02	.02	.1	.1	.1	.1
2015	.03	.03	.03	.03	.1	.1	.1	.1
2016	.03	.03	.03	.03	.1	.1	.1	.1
2017	.03	.03	.02	.02	.1	.1	.1	.1
2018	.02	.03	.03	.03	.1	.1	.1	.1
2019	.03	–	–	–	.1	–	–	–
Long-term disability								
2004	.03	.03	.03	.03	.1	.1	.1	.1
2005	.03	.03	.03	.03	.1	.1	.1	.1
2006	.03	.03	.03	.03	.1	.1	.1	.1
2007	.03	.03	.03	.04	.1	.1	.1	.2
2008	.04	.04	.04	.04	.2	.2	.2	.2
2009	.04	.04	.04	.03	.1	.1	.1	.1
2010	.03	.03	.03	.03	.1	.1	.1	.1
2011	.03	.03	.03	.03	.1	.1	.1	.1
2012	.03	.03	.03	.03	.1	.1	.1	.1
2013	.03	.03	.03	.03	.1	.1	.1	.1
2014	.03	.03	.03	.03	.1	.1	.1	.1
2015	.03	.03	.03	.03	.1	.1	.1	.1
2016	.03	.03	.03	.03	.1	.1	.1	.1
2017	.03	.03	.03	.03	.1	.1	.1	.1
2018	.03	.03	.03	.03	.1	.1	.1	.1
2019	.03	–	–	–	.1	–	–	–
Retirement and savings								
2004	1.27	1.34	1.39	1.41	5.4	5.7	5.8	5.9
2005	1.43	1.42	1.46	1.49	5.9	5.8	5.9	6.0
2006	1.53	1.54	1.60	1.62	6.1	6.1	6.2	6.3
2007	1.66	1.70	1.76	1.80	6.3	6.4	6.5	6.9
2008	1.81	1.84	1.92	1.90	7.0	7.0	7.2	7.1
2009	1.94	1.93	1.98	2.00	7.2	7.1	7.2	7.3
2010	2.02	2.03	2.08	2.07	7.3	7.3	7.5	7.5
2011	2.12	2.09	2.19	2.14	7.6	7.5	7.7	7.6
2012	2.19	2.22	2.34	2.33	7.7	7.8	8.1	8.1
2013	2.39	2.41	2.53	2.55	8.2	8.3	8.6	8.7
2014	2.62	2.68	2.66	2.72	8.8	9.0	8.9	9.0
2015	2.76	2.80	2.85	2.94	9.1	9.2	9.3	9.4
2016	2.98	2.99	3.09	3.31	9.5	9.5	9.7	10.0
2017	3.34	3.37	3.44	3.46	10.0	10.1	10.2	10.3
2018	3.48	3.54	3.64	3.66	10.2	10.3	10.5	10.5
2019	3.70	–	–	–	10.5	–	–	–
Defined benefit								
2004	1.11	1.19	1.25	1.25	4.8	5.0	5.2	5.2
2005	1.28	1.27	1.29	1.32	5.3	5.2	5.2	5.3
2006	1.36	1.38	1.43	1.45	5.4	5.4	5.5	5.6
2007	1.49	1.53	1.58	1.57	5.7	5.7	5.9	6.1
2008	1.58	1.61	1.68	1.68	6.1	6.1	6.3	6.3
2009	1.71	1.69	1.75	1.77	6.3	6.2	6.4	6.4
2010	1.78	1.80	1.85	1.84	6.4	6.5	6.6	6.6
2011	1.89	1.86	1.95	1.91	6.7	6.7	6.9	6.7
2012	1.96	1.99	2.10	2.10	6.9	7.0	7.3	7.3
2013	2.16	2.18	2.30	2.31	7.4	7.5	7.8	7.9

See footnotes at end of table.

Table 5. State and local government workers, by major occupational group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Sales and office occupations

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Defined benefit								
2014	2.37	2.43	2.43	2.49	8.0	8.2	8.1	8.3
2015	2.53	2.58	2.63	2.71	8.3	8.4	8.5	8.7
2016	2.75	2.76	2.86	3.09	8.8	8.7	8.9	9.4
2017	3.11	3.15	3.21	3.23	9.4	9.4	9.5	9.6
2018	3.25	3.31	3.40	3.42	9.5	9.6	9.8	9.8
2019	3.45	–	–	–	9.8	–	–	–
Defined contribution								
2004	.15	.15	.15	.15	.7	.6	.6	.6
2005	.15	.15	.17	.17	.6	.6	.7	.7
2006	.16	.17	.17	.17	.6	.7	.7	.7
2007	.17	.17	.17	.23	.6	.7	.6	.9
2008	.23	.23	.23	.22	.9	.9	.9	.8
2009	.23	.23	.23	.23	.9	.9	.9	.8
2010	.23	.23	.23	.24	.8	.8	.8	.8
2011	.23	.23	.24	.23	.8	.8	.8	.8
2012	.23	.23	.24	.23	.8	.8	.8	.8
2013	.23	.23	.23	.23	.8	.8	.8	.8
2014	.24	.24	.23	.23	.8	.8	.8	.8
2015	.23	.22	.23	.22	.8	.7	.7	.7
2016	.23	.23	.23	.22	.7	.7	.7	.7
2017	.22	.22	.23	.23	.7	.7	.7	.7
2018	.23	.23	.24	.24	.7	.7	.7	.7
2019	.24	–	–	–	.7	–	–	–
Legally required benefits								
2004	1.48	1.50	1.51	1.52	6.4	6.4	6.3	6.3
2005	1.54	1.55	1.56	1.57	6.3	6.4	6.3	6.3
2006	1.59	1.59	1.61	1.60	6.3	6.3	6.2	6.2
2007	1.61	1.63	1.65	1.64	6.1	6.1	6.1	6.3
2008	1.64	1.67	1.68	1.67	6.3	6.3	6.3	6.3
2009	1.69	1.71	1.72	1.72	6.3	6.3	6.3	6.3
2010	1.74	1.75	1.76	1.75	6.3	6.3	6.3	6.3
2011	1.77	1.85	1.90	1.89	6.3	6.6	6.7	6.7
2012	1.90	1.85	1.85	1.84	6.7	6.5	6.4	6.4
2013	1.85	1.86	1.86	1.86	6.4	6.4	6.4	6.3
2014	1.87	1.89	1.89	1.89	6.3	6.3	6.3	6.3
2015	1.91	1.92	1.93	1.93	6.3	6.3	6.3	6.2
2016	1.94	1.96	1.97	2.00	6.2	6.2	6.2	6.1
2017	2.02	2.04	2.05	2.04	6.1	6.1	6.1	6.1
2018	2.05	2.08	2.10	2.10	6.0	6.1	6.0	6.0
2019	2.11	–	–	–	6.0	–	–	–
Social Security and Medicare								
2004	1.14	1.15	1.16	1.16	4.9	4.9	4.9	4.8
2005	1.17	1.17	1.18	1.19	4.8	4.8	4.8	4.8
2006	1.21	1.22	1.24	1.24	4.8	4.8	4.8	4.8
2007	1.25	1.26	1.29	1.27	4.8	4.7	4.8	4.9
2008	1.27	1.28	1.30	1.30	4.9	4.9	4.9	4.9
2009	1.31	1.32	1.33	1.33	4.9	4.9	4.8	4.8
2010	1.34	1.34	1.35	1.34	4.9	4.8	4.8	4.8
2011	1.35	1.34	1.36	1.36	4.8	4.8	4.8	4.8
2012	1.36	1.36	1.36	1.37	4.8	4.8	4.7	4.8
2013	1.37	1.37	1.38	1.38	4.7	4.7	4.7	4.7
2014	1.39	1.40	1.41	1.42	4.7	4.7	4.7	4.7
2015	1.43	1.43	1.44	1.45	4.7	4.7	4.7	4.7
2016	1.46	1.46	1.48	1.49	4.6	4.6	4.6	4.5
2017	1.50	1.51	1.52	1.53	4.5	4.5	4.5	4.5
2018	1.53	1.54	1.56	1.57	4.5	4.5	4.5	4.5
2019	1.57	–	–	–	4.5	–	–	–
Social Security[3]								
2004	.90	.91	.92	.92	3.9	3.8	3.8	3.8
2005	.92	.93	.94	.94	3.8	3.8	3.8	3.8
2006	.95	.96	.97	.97	3.8	3.8	3.8	3.8
2007	.99	1.00	1.01	1.01	3.8	3.7	3.8	3.9
2008	1.01	1.02	1.03	1.02	3.9	3.9	3.9	3.8

See footnotes at end of table.

Table 5. State and local government workers, by major occupational group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Sales and office occupations

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Social Security[3]								
2009	1.03	1.04	1.05	1.06	3.8	3.8	3.8	3.8
2010	1.06	1.06	1.06	1.06	3.8	3.8	3.8	3.8
2011	1.07	1.06	1.08	1.07	3.8	3.8	3.8	3.8
2012	1.07	1.07	1.08	1.08	3.8	3.8	3.7	3.8
2013	1.08	1.08	1.09	1.09	3.7	3.7	3.7	3.7
2014	1.10	1.10	1.11	1.12	3.7	3.7	3.7	3.7
2015	1.13	1.13	1.14	1.15	3.7	3.7	3.7	3.7
2016	1.15	1.15	1.17	1.17	3.7	3.7	3.6	3.5
2017	1.18	1.18	1.19	1.20	3.5	3.5	3.5	3.6
2018	1.20	1.21	1.22	1.23	3.5	3.5	3.5	3.5
2019	1.23	–	–	–	3.5	–	–	–
Medicare								
2004	.24	.24	.24	.24	1.0	1.0	1.0	1.0
2005	.25	.25	.25	.25	1.0	1.0	1.0	1.0
2006	.26	.26	.26	.26	1.0	1.0	1.0	1.0
2007	.27	.27	.27	.26	1.0	1.0	1.0	1.0
2008	.27	.27	.27	.27	1.0	1.0	1.0	1.0
2009	.27	.28	.28	.28	1.0	1.0	1.0	1.0
2010	.28	.28	.28	.28	1.0	1.0	1.0	1.0
2011	.28	.28	.29	.28	1.0	1.0	1.0	1.0
2012	.29	.29	.29	.29	1.0	1.0	1.0	1.0
2013	.29	.29	.29	.29	1.0	1.0	1.0	1.0
2014	.29	.29	.30	.30	1.0	1.0	1.0	1.0
2015	.30	.30	.30	.31	1.0	1.0	1.0	1.0
2016	.31	.31	.31	.32	1.0	1.0	1.0	1.0
2017	.33	.33	.33	.33	1.0	1.0	1.0	1.0
2018	.33	.33	.34	.34	1.0	1.0	1.0	1.0
2019	.34	–	–	–	1.0	–	–	–
Federal unemployment insurance								
2004	([4])	([4])	([4])	([4])	([5])	([5])	([5])	([5])
2005	([4])	([4])	([4])	([4])	([5])	([5])	([5])	([5])
2006	([4])	([4])	([4])	([4])	([5])	([5])	([5])	([5])
2007	([4])	([4])	([4])	([4])	([5])	([5])	([5])	([5])
2008	([4])	([4])	([4])	([4])	([5])	([5])	([5])	([5])
2009	([4])	([4])	([4])	([4])	([5])	([5])	([5])	([5])
2010	([4])	([4])	([4])	([4])	([5])	([5])	([5])	([5])
2011	([4])	([4])	([4])	([4])	([5])	([5])	([5])	([5])
2012	([4])	([4])	([4])	([4])	([5])	([5])	([5])	([5])
2013	([4])	([4])	([4])	([4])	([5])	([5])	([5])	([5])
2014	([4])	([4])	([4])	([4])	([5])	([5])	([5])	([5])
2015	([4])	([4])	([4])	([4])	([5])	([5])	([5])	([5])
2016	([4])	([4])	([4])	([4])	([5])	([5])	([5])	([5])
2017	([4])	([4])	([4])	([4])	([5])	([5])	([5])	([5])
2018	([4])	([4])	([4])	([4])	([5])	([5])	([5])	([5])
2019	([4])	–	–	–	([5])	–	–	–
State unemployment insurance								
2004	.05	.05	.05	.06	.2	.2	.2	.2
2005	.06	.05	.06	.05	.2	.2	.2	.2
2006	.05	.05	.05	.05	.2	.2	.2	.2
2007	.05	.05	.05	.05	.2	.2	.2	.2
2008	.05	.06	.06	.06	.2	.2	.2	.2
2009	.06	.06	.06	.06	.2	.2	.2	.2
2010	.06	.07	.08	.08	.2	.2	.3	.3
2011	.08	.16	.17	.17	.3	.6	.6	.6
2012	.17	.11	.11	.11	.6	.4	.4	.4
2013	.11	.11	.10	.10	.4	.4	.3	.3
2014	.09	.09	.08	.08	.3	.3	.3	.3
2015	.08	.08	.07	.07	.3	.3	.2	.2
2016	.07	.07	.06	.06	.2	.2	.2	.2
2017	.06	.06	.05	.05	.2	.2	.2	.2
2018	.05	.06	.06	.06	.2	.2	.2	.2
2019	.06	–	–	–	.2	–	–	–

See footnotes at end of table.

Table 5. State and local government workers, by major occupational group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Sales and office occupations

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Workers' compensation								
2004	0.29	0.30	0.30	0.30	1.2	1.3	1.3	1.2
2005	.32	.33	.32	.33	1.3	1.4	1.3	1.3
2006	.32	.32	.32	.31	1.3	1.3	1.2	1.2
2007	.30	.32	.32	.31	1.1	1.2	1.2	1.2
2008	.31	.33	.33	.32	1.2	1.2	1.2	1.2
2009	.32	.33	.34	.33	1.2	1.2	1.2	1.2
2010	.33	.34	.33	.33	1.2	1.2	1.2	1.2
2011	.33	.35	.36	.36	1.2	1.2	1.3	1.3
2012	.37	.38	.37	.36	1.3	1.3	1.3	1.3
2013	.36	.37	.38	.38	1.3	1.3	1.3	1.3
2014	.38	.39	.39	.39	1.3	1.3	1.3	1.3
2015	.40	.42	.42	.41	1.3	1.4	1.4	1.3
2016	.41	.43	.43	.45	1.3	1.4	1.3	1.4
2017	.45	.47	.48	.46	1.4	1.4	1.4	1.4
2018	.46	.48	.48	.47	1.4	1.4	1.4	1.4
2019	.48	–	–	–	1.4	–	–	–
Other benefits[6]								
2004	.03	.04	.03	.03	.1	.1	.1	.1
2005	.04	.04	.04	.04	.1	.2	.1	.1

[1] Prior to June 2008, paid personal leave was included in other leave. Other leave also included paid military, funeral, and jury leave.
[2] Includes premium pay (such as overtime, weekends, and holidays) for work in addition to the regular work schedule.
[3] Social Security refers to the Old-Age, Survivors, and Disability Insurance (OASDI) program.
[4] Cost per hour worked is $0.01 or less.
[5] Less than .05 percent.
[6] Includes severance pay and supplemental unemployment benefits. Publication of other benefits was discontinued beginning in June 2006.

Note: The sum of individual items may not equal totals due to rounding. Dashes indicate data are not available.

Table 5. State and local government workers, by major occupational group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Service occupations

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Total compensation								
2004	$25.94	$26.31	$26.37	$26.61	100.0	100.0	100.0	100.0
2005	27.10	27.36	28.07	28.04	100.0	100.0	100.0	100.0
2006	28.21	28.71	28.72	29.27	100.0	100.0	100.0	100.0
2007	29.66	30.05	30.74	27.57	100.0	100.0	100.0	100.0
2008	27.76	28.23	28.56	28.49	100.0	100.0	100.0	100.0
2009	28.86	29.31	29.40	29.37	100.0	100.0	100.0	100.0
2010	29.51	29.97	30.17	29.99	100.0	100.0	100.0	100.0
2011	30.22	30.58	30.86	30.59	100.0	100.0	100.0	100.0
2012	30.74	31.23	31.38	31.17	100.0	100.0	100.0	100.0
2013	31.17	31.77	31.76	31.86	100.0	100.0	100.0	100.0
2014	32.10	32.63	32.82	33.02	100.0	100.0	100.0	100.0
2015	33.26	33.79	34.02	34.09	100.0	100.0	100.0	100.0
2016	34.43	34.79	35.16	34.42	100.0	100.0	100.0	100.0
2017	34.87	35.39	35.59	35.58	100.0	100.0	100.0	100.0
2018	35.86	36.36	36.72	36.79	100.0	100.0	100.0	100.0
2019	37.26	–	–	–	100.0	–	–	–
Wages and salaries								
2004	16.44	16.61	16.52	16.58	63.4	63.1	62.6	62.3
2005	16.81	17.00	17.25	17.23	62.0	62.2	61.5	61.4
2006	17.19	17.48	17.48	17.80	60.9	60.9	60.9	60.8
2007	17.93	18.09	18.45	16.72	60.4	60.2	60.0	60.6
2008	16.87	17.11	17.30	17.27	60.8	60.6	60.6	60.6
2009	17.49	17.73	17.76	17.72	60.6	60.5	60.4	60.3
2010	17.81	18.05	18.06	17.95	60.4	60.2	59.9	59.9
2011	18.04	18.25	18.33	18.22	59.7	59.7	59.4	59.6
2012	18.27	18.52	18.53	18.41	59.4	59.3	59.1	59.1
2013	18.37	18.69	18.62	18.68	58.9	58.8	58.6	58.6
2014	18.77	19.03	19.12	19.24	58.5	58.3	58.3	58.3
2015	19.32	19.59	19.68	19.73	58.1	58.0	57.9	57.9
2016	19.90	20.08	20.23	20.08	57.8	57.7	57.5	58.3
2017	20.26	20.53	20.61	20.62	58.1	58.0	57.9	58.0
2018	20.77	21.02	21.18	21.22	57.9	57.8	57.7	57.7
2019	21.43	–	–	–	57.5	–	–	–
Total benefits								
2004	9.50	9.70	9.86	10.04	36.6	36.9	37.4	37.7
2005	10.29	10.36	10.82	10.82	38.0	37.8	38.5	38.6
2006	11.02	11.23	11.24	11.48	39.1	39.1	39.1	39.2
2007	11.73	11.96	12.29	10.86	39.6	39.8	40.0	39.4
2008	10.89	11.12	11.26	11.22	39.2	39.4	39.4	39.4
2009	11.37	11.58	11.64	11.65	39.4	39.5	39.6	39.7
2010	11.70	11.92	12.11	12.04	39.6	39.8	40.1	40.1
2011	12.17	12.33	12.53	12.36	40.3	40.3	40.6	40.4
2012	12.48	12.72	12.84	12.76	40.6	40.7	40.9	40.9
2013	12.80	13.08	13.14	13.19	41.1	41.2	41.4	41.4
2014	13.33	13.60	13.69	13.78	41.5	41.7	41.7	41.7
2015	13.94	14.20	14.34	14.36	41.9	42.0	42.1	42.1
2016	14.53	14.71	14.93	14.34	42.2	42.3	42.5	41.7
2017	14.61	14.87	14.98	14.96	41.9	42.0	42.1	42.0
2018	15.08	15.33	15.55	15.57	42.1	42.2	42.3	42.3
2019	15.83	–	–	–	42.5	–	–	–
Paid leave								
2004	2.38	2.42	2.39	2.40	9.2	9.2	9.1	9.0
2005	2.44	2.46	2.51	2.50	9.0	9.0	8.9	8.9
2006	2.58	2.64	2.63	2.68	9.2	9.2	9.2	9.1
2007	2.69	2.75	2.78	2.53	9.1	9.1	9.0	9.2
2008	2.50	2.55	2.56	2.55	9.0	9.0	9.0	9.0
2009	2.58	2.62	2.62	2.61	8.9	9.0	8.9	8.9
2010	2.61	2.67	2.66	2.64	8.9	8.9	8.8	8.8
2011	2.65	2.69	2.74	2.70	8.8	8.8	8.9	8.8
2012	2.71	2.76	2.77	2.74	8.8	8.8	8.8	8.8
2013	2.72	2.78	2.77	2.77	8.7	8.7	8.7	8.7
2014	2.79	2.84	2.84	2.87	8.7	8.7	8.6	8.7
2015	2.88	2.93	2.95	2.96	8.7	8.7	8.7	8.7
2016	2.98	3.01	3.04	2.90	8.7	8.7	8.6	8.4

See footnotes at end of table.

Table 5. State and local government workers, by major occupational group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Service occupations

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Paid leave								
2017	2.94	3.00	3.01	3.01	8.4	8.5	8.5	8.5
2018	3.04	3.09	3.10	3.11	8.5	8.5	8.5	8.4
2019	3.15	–	–	–	8.4	–	–	–
Vacation								
2004	1.02	1.04	1.03	1.03	3.9	3.9	3.9	3.9
2005	1.05	1.06	1.08	1.07	3.9	3.9	3.9	3.8
2006	1.11	1.14	1.13	1.15	3.9	4.0	3.9	3.9
2007	1.16	1.18	1.20	1.08	3.9	3.9	3.9	3.9
2008	1.07	1.10	1.11	1.10	3.9	3.9	3.9	3.9
2009	1.11	1.13	1.13	1.13	3.9	3.9	3.8	3.8
2010	1.13	1.16	1.16	1.15	3.8	3.9	3.8	3.8
2011	1.15	1.17	1.18	1.16	3.8	3.8	3.8	3.8
2012	1.16	1.19	1.19	1.18	3.8	3.8	3.8	3.8
2013	1.16	1.19	1.18	1.19	3.7	3.8	3.7	3.7
2014	1.19	1.22	1.22	1.23	3.7	3.7	3.7	3.7
2015	1.24	1.27	1.27	1.28	3.7	3.8	3.7	3.8
2016	1.29	1.30	1.31	1.28	3.7	3.7	3.7	3.7
2017	1.30	1.33	1.34	1.33	3.7	3.8	3.8	3.7
2018	1.34	1.37	1.37	1.38	3.7	3.8	3.7	3.7
2019	1.39	–	–	–	3.7	–	–	–
Holiday								
2004	.76	.78	.77	.78	2.9	3.0	2.9	2.9
2005	.79	.79	.81	.81	2.9	2.9	2.9	2.9
2006	.81	.82	.82	.84	2.9	2.9	2.9	2.9
2007	.83	.85	.87	.80	2.8	2.8	2.8	2.9
2008	.80	.82	.83	.83	2.9	2.9	2.9	2.9
2009	.84	.85	.85	.84	2.9	2.9	2.9	2.9
2010	.84	.86	.86	.85	2.9	2.9	2.8	2.8
2011	.85	.86	.87	.86	2.8	2.8	2.8	2.8
2012	.86	.87	.87	.87	2.8	2.8	2.8	2.8
2013	.86	.88	.88	.88	2.8	2.8	2.8	2.8
2014	.89	.90	.90	.91	2.8	2.8	2.7	2.8
2015	.91	.92	.93	.92	2.7	2.7	2.7	2.7
2016	.93	.94	.95	.89	2.7	2.7	2.7	2.6
2017	.90	.92	.92	.93	2.6	2.6	2.6	2.6
2018	.93	.94	.95	.95	2.6	2.6	2.6	2.6
2019	.96	–	–	–	2.6	–	–	–
Sick								
2004	.43	.43	.43	.43	1.7	1.6	1.6	1.6
2005	.44	.44	.45	.45	1.6	1.6	1.6	1.6
2006	.48	.49	.49	.50	1.7	1.7	1.7	1.7
2007	.50	.51	.52	.50	1.7	1.7	1.7	1.8
2008	.49	.50	.50	.50	1.8	1.8	1.8	1.8
2009	.51	.52	.52	.52	1.8	1.8	1.8	1.8
2010	.52	.53	.53	.52	1.8	1.8	1.7	1.7
2011	.53	.54	.56	.55	1.7	1.8	1.8	1.8
2012	.56	.56	.56	.56	1.8	1.8	1.8	1.8
2013	.56	.56	.56	.56	1.8	1.8	1.8	1.8
2014	.57	.57	.58	.58	1.8	1.8	1.8	1.8
2015	.58	.60	.60	.60	1.8	1.8	1.8	1.8
2016	.61	.61	.62	.58	1.8	1.8	1.8	1.7
2017	.59	.59	.60	.60	1.7	1.7	1.7	1.7
2018	.61	.62	.62	.62	1.7	1.7	1.7	1.7
2019	.62	–	–	–	1.7	–	–	–
Personal[1]								
2004	.16	.17	.17	.16	.6	.6	.6	.6
2005	.17	.17	.17	.17	.6	.6	.6	.6
2006	.19	.19	.19	.19	.7	.7	.7	.7
2007	.19	.20	.18	.15	.7	.7	.6	.5
2008	.13	.12	.12	.13	.5	.4	.4	.4
2009	.12	.13	.12	.12	.4	.4	.4	.4
2010	.12	.12	.13	.12	.4	.4	.4	.4
2011	.12	.12	.14	.14	.4	.4	.4	.4

See footnotes at end of table.

Table 5. State and local government workers, by major occupational group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Service occupations

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Personal[1]								
2012	0.13	0.14	0.14	0.13	0.4	0.4	0.4	0.4
2013	.13	.14	.14	.14	.4	.4	.4	.4
2014	.14	.14	.14	.14	.4	.4	.4	.4
2015	.14	.15	.15	.15	.4	.4	.4	.4
2016	.15	.16	.16	.15	.4	.5	.5	.4
2017	.15	.15	.15	.16	.4	.4	.4	.4
2018	.16	.16	.16	.16	.5	.4	.4	.4
2019	.17	–	–	–	.5	–	–	–
Supplemental pay								
2004	.61	.61	.62	.60	2.3	2.3	2.3	2.3
2005	.61	.63	.63	.63	2.3	2.3	2.3	2.2
2006	.62	.64	.63	.63	2.2	2.2	2.2	2.1
2007	.63	.66	.66	.54	2.1	2.2	2.2	2.0
2008	.54	.56	.56	.55	2.0	2.0	2.0	1.9
2009	.56	.57	.56	.55	1.9	1.9	1.9	1.9
2010	.55	.56	.56	.55	1.9	1.9	1.9	1.8
2011	.56	.57	.58	.57	1.8	1.9	1.9	1.9
2012	.57	.59	.58	.57	1.9	1.9	1.9	1.8
2013	.56	.59	.58	.59	1.8	1.8	1.8	1.8
2014	.59	.61	.60	.60	1.8	1.9	1.8	1.8
2015	.60	.62	.62	.62	1.8	1.8	1.8	1.8
2016	.63	.64	.64	.69	1.8	1.8	1.8	2.0
2017	.72	.75	.76	.75	2.1	2.1	2.1	2.1
2018	.76	.78	.79	.78	2.1	2.2	2.1	2.1
2019	.79	–	–	–	2.1	–	–	–
Overtime and premium[2]								
2004	.32	.32	.32	.32	1.2	1.2	1.2	1.2
2005	.33	.33	.34	.34	1.2	1.2	1.2	1.2
2006	.33	.34	.33	.35	1.2	1.2	1.2	1.2
2007	.35	.37	.37	.34	1.2	1.2	1.2	1.2
2008	.34	.35	.36	.35	1.2	1.3	1.2	1.2
2009	.36	.37	.36	.36	1.2	1.2	1.2	1.2
2010	.36	.37	.37	.36	1.2	1.2	1.2	1.2
2011	.37	.38	.39	.38	1.2	1.2	1.3	1.3
2012	.39	.40	.40	.39	1.3	1.3	1.3	1.2
2013	.38	.40	.39	.40	1.2	1.3	1.2	1.2
2014	.40	.41	.41	.41	1.2	1.3	1.2	1.2
2015	.41	.42	.42	.43	1.2	1.2	1.2	1.3
2016	.43	.44	.44	.42	1.3	1.3	1.3	1.2
2017	.43	.45	.45	.45	1.2	1.3	1.3	1.3
2018	.45	.46	.46	.46	1.3	1.3	1.3	1.3
2019	.47	–	–	–	1.3	–	–	–
Shift differentials								
2004	.14	.14	.15	.14	.5	.5	.6	.5
2005	.14	.15	.15	.15	.5	.5	.5	.5
2006	.15	.15	.15	.14	.5	.5	.5	.5
2007	.14	.15	.15	.08	.5	.5	.5	.3
2008	.08	.08	.09	.08	.3	.3	.3	.3
2009	.09	.09	.09	.09	.3	.3	.3	.3
2010	.08	.09	.09	.09	.3	.3	.3	.3
2011	.09	.09	.09	.08	.3	.3	.3	.3
2012	.08	.09	.08	.09	.3	.3	.3	.3
2013	.08	.09	.09	.09	.3	.3	.3	.3
2014	.09	.09	.09	.09	.3	.3	.3	.3
2015	.09	.09	.09	.09	.3	.3	.3	.3
2016	.09	.09	.09	.08	.3	.3	.3	.2
2017	.08	.08	.08	.08	.2	.2	.2	.2
2018	.08	.09	.09	.09	.2	.2	.2	.2
2019	.09	–	–	–	.2	–	–	–
Nonproduction bonuses								
2004	.16	.14	.15	.14	.6	.5	.6	.5
2005	.14	.15	.14	.14	.5	.5	.5	.5
2006	.14	.15	.14	.13	.5	.5	.5	.4

See footnotes at end of table.

Table 5. State and local government workers, by major occupational group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Service occupations

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Nonproduction bonuses								
2007	0.13	0.15	0.14	0.12	0.4	0.5	0.5	0.4
2008	.12	.12	.12	.11	.4	.4	.4	.4
2009	.11	.11	.11	.11	.4	.4	.4	.4
2010	.11	.11	.11	.11	.4	.4	.4	.4
2011	.11	.11	.11	.10	.3	.4	.3	.3
2012	.10	.11	.10	.10	.3	.3	.3	.3
2013	.09	.10	.10	.10	.3	.3	.3	.3
2014	.11	.11	.11	.10	.3	.3	.3	.3
2015	.10	.10	.10	.10	.3	.3	.3	.3
2016	.11	.10	.10	.20	.3	.3	.3	.6
2017	.21	.22	.22	.22	.6	.6	.6	.6
2018	.23	.23	.24	.23	.6	.6	.6	.6
2019	.24	–	–	–	.6	–	–	–
Insurance								
2004	2.82	2.88	2.96	2.98	10.9	11.0	11.2	11.2
2005	3.08	3.10	3.27	3.29	11.3	11.3	11.6	11.7
2006	3.35	3.39	3.45	3.47	11.9	11.8	12.0	11.8
2007	3.59	3.61	3.68	3.44	12.1	12.0	12.0	12.5
2008	3.48	3.53	3.55	3.58	12.5	12.5	12.4	12.6
2009	3.63	3.66	3.70	3.71	12.6	12.5	12.6	12.6
2010	3.77	3.82	3.89	3.90	12.8	12.7	12.9	13.0
2011	3.96	3.95	4.04	3.99	13.1	12.9	13.1	13.0
2012	4.03	4.06	4.11	4.15	13.1	13.0	13.1	13.3
2013	4.19	4.24	4.25	4.25	13.4	13.3	13.4	13.3
2014	4.29	4.32	4.36	4.39	13.4	13.2	13.3	13.3
2015	4.44	4.51	4.55	4.52	13.3	13.3	13.4	13.2
2016	4.60	4.65	4.71	4.36	13.4	13.4	13.4	12.7
2017	4.45	4.46	4.50	4.49	12.8	12.6	12.6	12.6
2018	4.55	4.59	4.68	4.67	12.7	12.6	12.7	12.7
2019	4.78	–	–	–	12.8	–	–	–
Life								
2004	.04	.04	.04	.04	.2	.2	.2	.1
2005	.04	.04	.04	.04	.2	.1	.1	.1
2006	.04	.04	.05	.05	.1	.1	.2	.2
2007	.05	.05	.05	.05	.2	.2	.2	.2
2008	.05	.05	.05	.04	.2	.2	.2	.2
2009	.05	.04	.04	.04	.2	.2	.2	.2
2010	.04	.04	.04	.04	.2	.1	.1	.1
2011	.05	.04	.05	.05	.2	.1	.1	.1
2012	.05	.05	.05	.05	.1	.1	.2	.2
2013	.05	.05	.05	.05	.2	.2	.2	.2
2014	.05	.05	.05	.05	.2	.2	.2	.2
2015	.05	.05	.05	.05	.2	.2	.2	.2
2016	.05	.05	.06	.06	.2	.2	.2	.2
2017	.06	.06	.05	.05	.2	.2	.1	.1
2018	.05	.05	.05	.05	.1	.1	.1	.1
2019	.05	–	–	–	.1	–	–	–
Health								
2004	2.68	2.74	2.81	2.85	10.3	10.4	10.7	10.7
2005	2.94	2.98	3.15	3.17	10.8	10.9	11.2	11.3
2006	3.23	3.27	3.32	3.33	11.5	11.4	11.6	11.4
2007	3.45	3.47	3.54	3.34	11.6	11.6	11.5	12.1
2008	3.38	3.43	3.45	3.48	12.2	12.1	12.1	12.2
2009	3.53	3.56	3.61	3.62	12.2	12.2	12.3	12.3
2010	3.68	3.73	3.80	3.81	12.5	12.4	12.6	12.7
2011	3.87	3.86	3.95	3.90	12.8	12.6	12.8	12.7
2012	3.94	3.97	4.01	4.05	12.8	12.7	12.8	13.0
2013	4.09	4.14	4.15	4.15	13.1	13.0	13.1	13.0
2014	4.20	4.23	4.26	4.29	13.1	12.9	13.0	13.0
2015	4.34	4.40	4.45	4.41	13.0	13.0	13.1	12.9
2016	4.49	4.54	4.61	4.25	13.1	13.1	13.1	12.3
2017	4.34	4.35	4.40	4.39	12.4	12.3	12.4	12.4
2018	4.45	4.49	4.57	4.56	12.4	12.3	12.4	12.4

See footnotes at end of table.

Table 5. State and local government workers, by major occupational group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Service occupations

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Health								
2019	4.67	–	–	–	12.5	–	–	–
Short-term disability								
2004	.08	0.08	0.08	0.07	.3	0.3	0.3	0.2
2005	.07	.04	.05	.05	.2	.2	.2	.2
2006	.04	.04	.04	.04	.1	.1	.2	.1
2007	.05	.05	.05	.02	.2	.2	.2	.1
2008	.02	.02	.02	.02	.1	.1	.1	.1
2009	.02	.02	.02	.02	.1	.1	.1	.1
2010	.02	.02	.02	.02	.1	.1	.1	.1
2011	.02	.02	.02	.02	.1	.1	.1	.1
2012	.02	.02	.02	.02	.1	.1	.1	.1
2013	.02	.02	.02	.02	.1	.1	.1	.1
2014	.02	.02	.02	.02	.1	.1	.1	.1
2015	.03	.03	.03	.02	.1	.1	.1	.1
2016	.02	.02	.02	.02	.1	.1	.1	.1
2017	.02	.02	.02	.02	.1	.1	.1	.1
2018	.02	.02	.02	.02	.1	.1	.1	.1
2019	.02	–	–	–	.1	–	–	–
Long-term disability								
2004	.02	.03	.03	.03	.1	.1	.1	.1
2005	.03	.03	.03	.03	.1	.1	.1	.1
2006	.03	.03	.04	.04	.1	.1	.1	.1
2007	.04	.04	.04	.03	.1	.1	.1	.1
2008	.03	.03	.03	.03	.1	.1	.1	.1
2009	.03	.03	.03	.03	.1	.1	.1	.1
2010	.03	.03	.02	.02	.1	.1	.1	.1
2011	.02	.02	.02	.02	.1	.1	.1	.1
2012	.02	.02	.02	.02	.1	.1	.1	.1
2013	.02	.02	.02	.02	.1	.1	.1	.1
2014	.02	.02	.02	.02	.1	.1	.1	.1
2015	.02	.02	.02	.03	.1	.1	.1	.1
2016	.03	.03	.02	.03	.1	.1	.1	.1
2017	.03	.03	.03	.03	.1	.1	.1	.1
2018	.03	.03	.03	.03	.1	.1	.1	.1
2019	.03	–	–	–	.1	–	–	–
Retirement and savings								
2004	2.00	2.11	2.16	2.31	7.7	8.0	8.2	8.7
2005	2.42	2.41	2.61	2.59	8.9	8.8	9.3	9.2
2006	2.71	2.78	2.74	2.86	9.6	9.7	9.5	9.8
2007	2.94	3.06	3.27	2.55	9.9	10.2	10.6	9.2
2008	2.57	2.65	2.71	2.68	9.3	9.4	9.5	9.4
2009	2.73	2.78	2.79	2.83	9.5	9.5	9.5	9.6
2010	2.79	2.86	2.96	2.93	9.5	9.6	9.8	9.8
2011	2.98	3.06	3.10	3.04	9.9	10.0	10.0	9.9
2012	3.10	3.21	3.28	3.22	10.1	10.3	10.4	10.3
2013	3.25	3.36	3.44	3.47	10.4	10.6	10.8	10.9
2014	3.56	3.70	3.77	3.80	11.1	11.3	11.5	11.5
2015	3.85	3.94	4.01	4.06	11.6	11.7	11.8	11.9
2016	4.12	4.19	4.32	4.21	12.0	12.0	12.3	12.2
2017	4.31	4.42	4.48	4.49	12.4	12.5	12.6	12.6
2018	4.51	4.62	4.71	4.75	12.6	12.7	12.8	12.9
2019	4.83	–	–	–	13.0	–	–	–
Defined benefit								
2004	1.86	1.97	2.01	2.17	7.2	7.5	7.6	8.1
2005	2.30	2.27	2.47	2.46	8.5	8.3	8.8	8.8
2006	2.57	2.64	2.60	2.69	9.1	9.2	9.0	9.2
2007	2.77	2.88	3.09	2.31	9.4	9.6	10.1	8.4
2008	2.34	2.41	2.47	2.45	8.4	8.5	8.6	8.6
2009	2.50	2.55	2.57	2.60	8.7	8.7	8.7	8.9
2010	2.58	2.65	2.75	2.71	8.7	8.9	9.1	9.0
2011	2.77	2.85	2.90	2.85	9.2	9.3	9.4	9.3
2012	2.92	3.02	3.08	3.03	9.5	9.7	9.8	9.7
2013	3.05	3.15	3.23	3.26	9.8	9.9	10.2	10.2

See footnotes at end of table.

Table 5. State and local government workers, by major occupational group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Service occupations

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Defined benefit								
2014	3.34	3.48	3.56	3.59	10.4	10.7	10.8	10.9
2015	3.64	3.72	3.79	3.84	11.0	11.0	11.1	11.3
2016	3.89	3.95	4.11	4.00	11.3	11.4	11.7	11.6
2017	4.11	4.21	4.27	4.28	11.8	11.9	12.0	12.0
2018	4.29	4.39	4.48	4.52	12.0	12.1	12.2	12.3
2019	4.60	–	–	–	12.3	–	–	–
Defined contribution								
2004	.13	.14	.15	.15	.5	.5	.6	.5
2005	.12	.14	.14	.13	.4	.5	.5	.5
2006	.14	.14	.14	.17	.5	.5	.5	.6
2007	.17	.17	.18	.24	.6	.6	.6	.9
2008	.23	.24	.25	.23	.8	.9	.9	.8
2009	.23	.23	.22	.22	.8	.8	.8	.8
2010	.21	.21	.21	.22	.7	.7	.7	.7
2011	.21	.21	.20	.19	.7	.7	.6	.6
2012	.18	.19	.20	.19	.6	.6	.6	.6
2013	.20	.21	.21	.21	.6	.6	.6	.7
2014	.22	.22	.21	.21	.7	.7	.6	.6
2015	.21	.22	.22	.22	.6	.6	.6	.6
2016	.22	.23	.21	.21	.6	.7	.6	.6
2017	.21	.21	.21	.22	.6	.6	.6	.6
2018	.22	.23	.23	.23	.6	.6	.6	.6
2019	.23	–	–	–	.6	–	–	–
Legally required benefits								
2004	1.64	1.64	1.68	1.69	6.3	6.2	6.4	6.3
2005	1.69	1.71	1.75	1.76	6.2	6.2	6.2	6.3
2006	1.76	1.77	1.79	1.85	6.2	6.2	6.2	6.3
2007	1.88	1.89	1.90	1.79	6.4	6.3	6.2	6.5
2008	1.80	1.84	1.87	1.86	6.5	6.5	6.6	6.5
2009	1.87	1.95	1.97	1.96	6.5	6.7	6.7	6.7
2010	1.98	2.01	2.03	2.02	6.7	6.7	6.7	6.7
2011	2.03	2.06	2.07	2.07	6.7	6.7	6.7	6.8
2012	2.07	2.10	2.11	2.08	6.7	6.7	6.7	6.7
2013	2.09	2.12	2.11	2.10	6.7	6.7	6.6	6.6
2014	2.10	2.13	2.13	2.13	6.5	6.5	6.5	6.5
2015	2.16	2.20	2.21	2.20	6.5	6.5	6.5	6.5
2016	2.21	2.22	2.23	2.17	6.4	6.4	6.3	6.3
2017	2.18	2.23	2.23	2.21	6.3	6.3	6.3	6.2
2018	2.23	2.25	2.27	2.27	6.2	6.2	6.2	6.2
2019	2.28	–	–	–	6.1	–	–	–
Social Security and Medicare								
2004	1.02	1.02	1.04	1.03	3.9	3.9	3.9	3.9
2005	1.03	1.03	1.06	1.06	3.8	3.8	3.8	3.8
2006	1.08	1.09	1.11	1.12	3.8	3.8	3.9	3.8
2007	1.13	1.13	1.16	1.23	3.8	3.8	3.8	4.4
2008	1.23	1.25	1.26	1.25	4.4	4.4	4.4	4.4
2009	1.27	1.29	1.29	1.29	4.4	4.4	4.4	4.4
2010	1.31	1.32	1.33	1.32	4.4	4.4	4.4	4.4
2011	1.32	1.34	1.34	1.33	4.4	4.4	4.4	4.4
2012	1.33	1.35	1.35	1.34	4.3	4.3	4.3	4.3
2013	1.34	1.36	1.35	1.35	4.3	4.3	4.3	4.3
2014	1.35	1.37	1.38	1.38	4.2	4.2	4.2	4.2
2015	1.39	1.41	1.41	1.41	4.2	4.2	4.2	4.1
2016	1.42	1.43	1.43	1.45	4.1	4.1	4.1	4.2
2017	1.45	1.47	1.47	1.47	4.2	4.2	4.1	4.1
2018	1.49	1.50	1.51	1.52	4.1	4.1	4.1	4.1
2019	1.53	–	–	–	4.1	–	–	–
Social Security[3]								
2004	.77	.77	.79	.78	3.0	2.9	3.0	2.9
2005	.78	.78	.80	.80	2.9	2.8	2.8	2.8
2006	.81	.82	.83	.84	2.9	2.9	2.9	2.9
2007	.85	.85	.87	.95	2.9	2.8	2.8	3.4
2008	.95	.97	.97	.97	3.4	3.4	3.4	3.4

See footnotes at end of table.

Table 5. State and local government workers, by major occupational group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Service occupations

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Social Security[3]								
2009	0.98	1.00	1.00	1.00	3.4	3.4	3.4	3.4
2010	1.01	1.02	1.03	1.02	3.4	3.4	3.4	3.4
2011	1.02	1.03	1.04	1.03	3.4	3.4	3.4	3.4
2012	1.03	1.04	1.04	1.04	3.4	3.3	3.3	3.3
2013	1.04	1.05	1.04	1.04	3.3	3.3	3.3	3.3
2014	1.04	1.06	1.06	1.06	3.2	3.2	3.2	3.2
2015	1.07	1.08	1.09	1.09	3.2	3.2	3.2	3.2
2016	1.09	1.09	1.09	1.11	3.2	3.1	3.1	3.2
2017	1.11	1.13	1.12	1.12	3.2	3.2	3.2	3.2
2018	1.13	1.15	1.15	1.15	3.2	3.2	3.1	3.1
2019	1.17	–	–	–	3.1	–	–	–
Medicare								
2004	.25	.25	.25	.25	1.0	1.0	.9	.9
2005	.25	.26	.26	.26	.9	.9	.9	.9
2006	.26	.27	.27	.28	.9	.9	1.0	1.0
2007	.28	.28	.29	.28	.9	.9	1.0	1.0
2008	.28	.28	.29	.29	1.0	1.0	1.0	1.0
2009	.29	.29	.29	.29	1.0	1.0	1.0	1.0
2010	.29	.30	.30	.30	1.0	1.0	1.0	1.0
2011	.30	.30	.31	.30	1.0	1.0	1.0	1.0
2012	.30	.31	.31	.30	1.0	1.0	1.0	1.0
2013	.30	.31	.31	.31	1.0	1.0	1.0	1.0
2014	.31	.32	.32	.32	1.0	1.0	1.0	1.0
2015	.32	.33	.33	.33	1.0	1.0	1.0	1.0
2016	.33	.33	.34	.34	1.0	1.0	1.0	1.0
2017	.34	.35	.35	.35	1.0	1.0	1.0	1.0
2018	.35	.36	.36	.36	1.0	1.0	1.0	1.0
2019	.37	–	–	–	1.0	–	–	–
Federal unemployment insurance								
2004	([4])	([4])	([4])	([4])	([5])	([5])	([5])	([5])
2005	([4])	([4])	([4])	([4])	([5])	([5])	([5])	([5])
2006	([4])	([4])	([4])	([4])	([5])	([5])	([5])	([5])
2007	([4])	([4])	([4])	([4])	([5])	([5])	([5])	([5])
2008	([4])	([4])	([4])	([4])	([5])	([5])	([5])	([5])
2009	([4])	([4])	([4])	([4])	([5])	([5])	([5])	([5])
2010	([4])	([4])	([4])	([4])	([5])	([5])	([5])	([5])
2011	([4])	([4])	([4])	([4])	([5])	([5])	([5])	([5])
2012	([4])	([4])	([4])	([4])	([5])	([5])	([5])	([5])
2013	([4])	([4])	([4])	([4])	([5])	([5])	([5])	([5])
2014	([4])	([4])	([4])	([4])	([5])	([5])	([5])	([5])
2015	([4])	([4])	([4])	([4])	([5])	([5])	([5])	([5])
2016	([4])	([4])	([4])	([4])	([5])	([5])	([5])	([5])
2017	([4])	([4])	([4])	([4])	([5])	([5])	([5])	([5])
2018	([4])	([4])	([4])	([4])	([5])	([5])	([5])	([5])
2019	([4])	–	–	–	([5])	–	–	–
State unemployment insurance								
2004	.07	.07	.07	.07	.3	.3	.2	.2
2005	.07	.07	.07	.07	.3	.3	.3	.2
2006	.07	.07	.07	.07	.2	.2	.2	.2
2007	.07	.06	.06	.06	.2	.2	.2	.2
2008	.06	.06	.07	.07	.2	.2	.2	.2
2009	.07	.07	.07	.07	.2	.2	.2	.3
2010	.08	.08	.09	.09	.3	.3	.3	.3
2011	.10	.10	.11	.11	.3	.3	.3	.4
2012	.11	.12	.12	.11	.4	.4	.4	.4
2013	.11	.11	.10	.10	.4	.4	.3	.3
2014	.09	.09	.09	.09	.3	.3	.3	.3
2015	.09	.09	.09	.09	.3	.3	.3	.3
2016	.07	.07	.07	.08	.2	.2	.2	.2
2017	.08	.08	.08	.06	.2	.2	.2	.2
2018	.05	.05	.06	.06	.2	.1	.2	.2
2019	.06	–	–	–	.2	–	–	–

See footnotes at end of table.

Table 5. State and local government workers, by major occupational group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Service occupations

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Workers' compensation								
2004	0.55	0.54	0.58	0.59	2.1	2.1	2.2	2.2
2005	.59	.61	.62	.63	2.2	2.2	2.2	2.2
2006	.62	.62	.61	.67	2.2	2.2	2.1	2.3
2007	.69	.70	.68	.51	2.3	2.3	2.2	1.8
2008	.51	.53	.55	.54	1.8	1.9	1.9	1.9
2009	.53	.59	.61	.60	1.8	2.0	2.1	2.0
2010	.59	.60	.61	.60	2.0	2.0	2.0	2.0
2011	.60	.62	.62	.62	2.0	2.0	2.0	2.0
2012	.62	.63	.64	.62	2.0	2.0	2.0	2.0
2013	.63	.64	.65	.65	2.0	2.0	2.0	2.0
2014	.66	.66	.66	.66	2.0	2.0	2.0	2.0
2015	.68	.70	.71	.70	2.0	2.1	2.1	2.1
2016	.71	.72	.72	.64	2.1	2.1	2.1	1.9
2017	.64	.67	.68	.68	1.8	1.9	1.9	1.9
2018	.68	.69	.69	.69	1.9	1.9	1.9	1.9
2019	.69	–	–	–	1.9	–	–	–
Other benefits[6]								
2004	.05	.06	.05	.06	.2	.2	.2	.2
2005	.05	.05	.05	.05	.2	.2	.2	.2

[1] Prior to June 2008, paid personal leave was included in other leave. Other leave also included paid military, funeral, and jury leave.
[2] Includes premium pay (such as overtime, weekends, and holidays) for work in addition to the regular work schedule.
[3] Social Security refers to the Old-Age, Survivors, and Disability Insurance (OASDI) program.
[4] Cost per hour worked is $0.01 or less.
[5] Less than .05 percent.
[6] Includes severance pay and supplemental unemployment benefits. Publication of other benefits was discontinued beginning in June 2006.

Note: The sum of individual items may not equal totals due to rounding. Dashes indicate data are not available.

Table 6. State and local government workers, by major industry group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation

Service-providing industries[1]

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Total compensation								
2004	$34.36	$34.28	$34.88	$35.32	100.0	100.0	100.0	100.0
2005	35.66	35.63	36.34	36.72	100.0	100.0	100.0	100.0
2006	37.14	37.20	38.10	38.36	100.0	100.0	100.0	100.0
2007	38.76	38.71	39.64	37.77	100.0	100.0	100.0	100.0
2008	37.89	38.35	39.24	39.30	100.0	100.0	100.0	100.0
2009	39.56	39.71	39.88	39.64	100.0	100.0	100.0	100.0
2010	39.86	39.79	40.15	40.32	100.0	100.0	100.0	100.0
2011	40.59	40.45	40.79	40.93	100.0	100.0	100.0	100.0
2012	41.20	41.14	41.59	41.97	100.0	100.0	100.0	100.0
2013	42.17	42.14	42.57	42.95	100.0	100.0	100.0	100.0
2014	43.16	43.13	43.61	44.00	100.0	100.0	100.0	100.0
2015	44.30	44.28	44.72	45.02	100.0	100.0	100.0	100.0
2016	45.28	45.19	45.97	47.92	100.0	100.0	100.0	100.0
2017	48.32	48.15	48.87	49.29	100.0	100.0	100.0	100.0
2018	49.49	49.32	50.12	50.64	100.0	100.0	100.0	100.0
2019	50.98	–	–	–	100.0	–	–	–
Wages and salaries								
2004	23.82	23.66	23.97	24.25	69.3	69.0	68.7	68.7
2005	24.40	24.32	24.67	24.97	68.4	68.3	67.9	68.0
2006	25.15	25.12	25.68	25.82	67.7	67.5	67.4	67.3
2007	25.98	25.81	26.36	25.08	67.0	66.7	66.5	66.4
2008	25.00	25.23	25.82	25.91	66.0	65.8	65.8	65.9
2009	26.02	26.06	26.28	26.15	65.8	65.6	65.9	66.0
2010	26.30	26.17	26.30	26.47	66.0	65.8	65.5	65.6
2011	26.60	26.46	26.61	26.79	65.5	65.4	65.2	65.4
2012	26.90	26.74	26.95	27.29	65.3	65.0	64.8	65.0
2013	27.33	27.22	27.44	27.71	64.8	64.6	64.5	64.5
2014	27.81	27.64	27.95	28.23	64.4	64.1	64.1	64.2
2015	28.40	28.29	28.51	28.69	64.1	63.9	63.8	63.7
2016	28.81	28.66	29.12	30.21	63.6	63.4	63.3	63.1
2017	30.42	30.20	30.63	30.89	62.9	62.7	62.7	62.7
2018	31.00	30.82	31.32	31.68	62.6	62.5	62.5	62.5
2019	31.83	–	–	–	62.4	–	–	–
Total benefits								
2004	10.53	10.62	10.91	11.07	30.7	31.0	31.3	31.3
2005	11.26	11.31	11.67	11.75	31.6	31.7	32.1	32.0
2006	11.99	12.08	12.42	12.54	32.3	32.5	32.6	32.7
2007	12.78	12.90	13.28	12.69	33.0	33.3	33.5	33.6
2008	12.90	13.12	13.42	13.39	34.0	34.2	34.2	34.1
2009	13.54	13.65	13.59	13.49	34.2	34.4	34.1	34.0
2010	13.56	13.61	13.85	13.86	34.0	34.2	34.5	34.4
2011	13.99	14.00	14.18	14.15	34.5	34.6	34.8	34.6
2012	14.30	14.40	14.64	14.69	34.7	35.0	35.2	35.0
2013	14.84	14.92	15.13	15.24	35.2	35.4	35.5	35.5
2014	15.35	15.48	15.65	15.77	35.6	35.9	35.9	35.8
2015	15.91	15.99	16.20	16.34	35.9	36.1	36.2	36.3
2016	16.47	16.53	16.85	17.70	36.4	36.6	36.7	36.9
2017	17.90	17.95	18.24	18.39	37.1	37.3	37.3	37.3
2018	18.49	18.50	18.80	18.97	37.4	37.5	37.5	37.5
2019	19.15	–	–	–	37.6	–	–	–
Paid leave								
2004	2.60	2.62	2.65	2.67	7.6	7.6	7.6	7.5
2005	2.68	2.70	2.73	2.72	7.5	7.6	7.5	7.4
2006	2.89	2.92	2.98	2.99	7.8	7.9	7.8	7.8
2007	3.01	3.06	3.07	2.97	7.8	7.9	7.8	7.9
2008	3.12	3.17	3.25	3.22	8.2	8.3	8.3	8.2
2009	3.24	3.27	3.04	2.99	8.2	8.2	7.6	7.5
2010	3.00	3.01	3.03	3.03	7.5	7.6	7.6	7.5
2011	3.02	3.02	3.03	3.02	7.5	7.5	7.4	7.4
2012	3.02	3.04	3.06	3.09	7.3	7.4	7.4	7.3
2013	3.08	3.10	3.11	3.14	7.3	7.3	7.3	7.3
2014	3.14	3.14	3.17	3.20	7.3	7.3	7.3	7.3
2015	3.21	3.22	3.24	3.23	7.2	7.3	7.2	7.2
2016	3.23	3.24	3.28	3.59	7.1	7.2	7.1	7.5

See footnotes at end of table.

Table 6. State and local government workers, by major industry group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation

Service-providing industries[1]

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Paid leave								
2017	3.62	3.63	3.68	3.72	7.5	7.5	7.5	7.5
2018	3.70	3.71	3.76	3.79	7.5	7.5	7.5	7.5
2019	3.80	–	–	–	7.4	–	–	–
Vacation								
2004	.89	.91	.92	.92	2.6	2.7	2.6	2.6
2005	.93	.94	.94	.93	2.6	2.6	2.6	2.5
2006	1.00	1.02	1.04	1.03	2.7	2.7	2.7	2.7
2007	1.04	1.07	1.08	1.12	2.7	2.8	2.7	3.0
2008	1.07	1.12	1.15	1.14	2.8	2.9	2.9	2.9
2009	1.13	1.15	1.17	1.13	2.9	2.9	2.9	2.8
2010	1.12	1.13	1.14	1.14	2.8	2.9	2.9	2.8
2011	1.14	1.14	1.14	1.13	2.8	2.8	2.8	2.8
2012	1.12	1.14	1.15	1.15	2.7	2.8	2.8	2.7
2013	1.15	1.16	1.16	1.16	2.7	2.7	2.7	2.7
2014	1.16	1.17	1.18	1.19	2.7	2.7	2.7	2.7
2015	1.19	1.19	1.20	1.18	2.7	2.7	2.7	2.6
2016	1.17	1.19	1.20	1.35	2.6	2.6	2.6	2.8
2017	1.36	1.38	1.39	1.41	2.8	2.9	2.9	2.9
2018	1.40	1.41	1.43	1.43	2.8	2.9	2.9	2.8
2019	1.43	–	–	–	2.8	–	–	–
Holiday								
2004	.86	.87	.88	.89	2.5	2.5	2.5	2.5
2005	.89	.90	.91	.90	2.5	2.5	2.5	2.5
2006	.92	.93	.95	.96	2.5	2.5	2.5	2.5
2007	.97	.98	.99	.89	2.5	2.5	2.5	2.4
2008	1.03	1.04	1.07	1.05	2.7	2.7	2.7	2.7
2009	1.06	1.07	.91	.89	2.7	2.7	2.3	2.3
2010	.89	.89	.89	.89	2.2	2.2	2.2	2.2
2011	.88	.88	.88	.88	2.2	2.2	2.2	2.2
2012	.88	.88	.89	.91	2.1	2.1	2.1	2.2
2013	.90	.91	.92	.93	2.1	2.1	2.2	2.2
2014	.92	.92	.93	.94	2.1	2.1	2.1	2.1
2015	.94	.95	.95	.95	2.1	2.1	2.1	2.1
2016	.94	.94	.95	1.03	2.1	2.1	2.1	2.1
2017	1.04	1.03	1.05	1.07	2.1	2.1	2.2	2.2
2018	1.06	1.06	1.07	1.08	2.1	2.1	2.1	2.1
2019	1.08	–	–	–	2.1	–	–	–
Sick								
2004	.64	.64	.65	.65	1.9	1.9	1.9	1.9
2005	.66	.66	.66	.67	1.8	1.8	1.8	1.8
2006	.73	.73	.75	.75	2.0	2.0	2.0	2.0
2007	.75	.75	.76	.74	1.9	1.9	1.9	1.9
2008	.79	.79	.81	.81	2.1	2.1	2.1	2.1
2009	.82	.82	.76	.76	2.1	2.1	1.9	1.9
2010	.78	.77	.78	.78	1.9	1.9	1.9	1.9
2011	.79	.79	.78	.78	1.9	1.9	1.9	1.9
2012	.79	.79	.79	.80	1.9	1.9	1.9	1.9
2013	.81	.81	.81	.82	1.9	1.9	1.9	1.9
2014	.82	.82	.83	.84	1.9	1.9	1.9	1.9
2015	.84	.84	.85	.85	1.9	1.9	1.9	1.9
2016	.86	.86	.87	.93	1.9	1.9	1.9	1.9
2017	.93	.92	.94	.95	1.9	1.9	1.9	1.9
2018	.95	.95	.96	.97	1.9	1.9	1.9	1.9
2019	.98	–	–	–	1.9	–	–	–
Personal[2]								
2004	.21	.20	.20	.21	.6	.6	.6	.6
2005	.21	.21	.21	.21	.6	.6	.6	.6
2006	.24	.24	.25	.25	.6	.7	.6	.6
2007	.25	.25	.24	.22	.6	.7	.6	.6
2008	.23	.22	.22	.22	.6	.6	.6	.6
2009	.23	.23	.21	.21	.6	.6	.5	.5
2010	.22	.21	.22	.22	.5	.5	.5	.5
2011	.22	.22	.23	.23	.5	.5	.6	.6

See footnotes at end of table.

Table 6. State and local government workers, by major industry group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation

Service-providing industries[1]

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Personal[2]								
2012	0.23	0.23	0.23	0.23	0.6	0.6	0.5	0.5
2013	.23	.23	.23	.23	.5	.5	.5	.5
2014	.23	.23	.23	.23	.5	.5	.5	.5
2015	.24	.24	.24	.25	.5	.5	.5	.6
2016	.25	.25	.26	.28	.6	.6	.6	.6
2017	.29	.29	.29	.29	.6	.6	.6	.6
2018	.30	.30	.30	.30	.6	.6	.6	.6
2019	.31	–	–	–	.6	–	–	–
Supplemental pay								
2004	.30	.31	.31	.31	.9	.9	.9	.9
2005	.31	.32	.32	.31	.9	.9	.9	.9
2006	.32	.33	.32	.32	.9	.9	.9	.8
2007	.33	.35	.35	.34	.9	.9	.9	.9
2008	.34	.35	.35	.34	.9	.9	.9	.9
2009	.34	.34	.34	.33	.9	.9	.9	.8
2010	.33	.34	.33	.33	.8	.8	.8	.8
2011	.33	.34	.34	.33	.8	.8	.8	.8
2012	.33	.34	.34	.34	.8	.8	.8	.8
2013	.33	.34	.35	.34	.8	.8	.8	.8
2014	.34	.36	.36	.35	.8	.8	.8	.8
2015	.35	.36	.36	.36	.8	.8	.8	.8
2016	.37	.39	.38	.46	.8	.9	.8	1.0
2017	.47	.49	.49	.48	1.0	1.0	1.0	1.0
2018	.49	.50	.50	.49	1.0	1.0	1.0	1.0
2019	.50	–	–	–	1.0	–	–	–
Overtime and premium[3]								
2004	.13	.14	.14	.14	.4	.4	.4	.4
2005	.14	.15	.15	.15	.4	.4	.4	.4
2006	.15	.16	.16	.16	.4	.4	.4	.4
2007	.16	.17	.17	.16	.4	.5	.4	.4
2008	.16	.17	.17	.17	.4	.4	.4	.4
2009	.17	.18	.18	.17	.4	.4	.4	.4
2010	.17	.18	.17	.17	.4	.4	.4	.4
2011	.17	.17	.18	.17	.4	.4	.4	.4
2012	.17	.18	.18	.18	.4	.4	.4	.4
2013	.18	.19	.18	.18	.4	.4	.4	.4
2014	.18	.19	.19	.18	.4	.4	.4	.4
2015	.19	.20	.20	.19	.4	.4	.4	.4
2016	.19	.20	.20	.19	.4	.4	.4	.4
2017	.20	.21	.21	.20	.4	.4	.4	.4
2018	.20	.21	.21	.21	.4	.4	.4	.4
2019	.21	–	–	–	.4	–	–	–
Shift differentials								
2004	.06	.07	.07	.07	.2	.2	.2	.2
2005	.07	.07	.07	.07	.2	.2	.2	.2
2006	.07	.07	.07	.07	.2	.2	.2	.2
2007	.07	.07	.07	.04	.2	.2	.2	.1
2008	.04	.05	.05	.04	.1	.1	.1	.1
2009	.04	.05	.05	.04	.1	.1	.1	.1
2010	.04	.05	.05	.04	.1	.1	.1	.1
2011	.04	.05	.04	.04	.1	.1	.1	.1
2012	.04	.04	.04	.04	.1	.1	.1	.1
2013	.04	.05	.05	.04	.1	.1	.1	.1
2014	.04	.05	.05	.04	.1	.1	.1	.1
2015	.04	.05	.05	.05	.1	.1	.1	.1
2016	.05	.05	.05	.04	.1	.1	.1	.1
2017	.04	.05	.05	.05	.1	.1	.1	.1
2018	.05	.05	.05	.05	.1	.1	.1	.1
2019	.05	–	–	–	.1	–	–	–
Nonproduction bonuses								
2004	.10	.10	.10	.10	.3	.3	.3	.3
2005	.10	.10	.10	.10	.3	.3	.3	.3
2006	.10	.10	.09	.09	.3	.3	.2	.2

See footnotes at end of table.

Table 6. State and local government workers, by major industry group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation

Service-providing industries[1]

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Nonproduction bonuses								
2007	0.10	0.10	0.10	0.13	0.3	0.3	0.3	0.3
2008	.13	.13	.13	.13	.3	.3	.3	.3
2009	.13	.12	.12	.12	.3	.3	.3	.3
2010	.12	.11	.11	.12	.3	.3	.3	.3
2011	.12	.12	.12	.11	.3	.3	.3	.3
2012	.11	.12	.11	.12	.3	.3	.3	.3
2013	.11	.11	.12	.12	.3	.3	.3	.3
2014	.12	.13	.12	.12	.3	.3	.3	.3
2015	.12	.12	.12	.13	.3	.3	.3	.3
2016	.13	.13	.13	.22	.3	.3	.3	.5
2017	.23	.23	.24	.23	.5	.5	.5	.5
2018	.24	.24	.24	.24	.5	.5	.5	.5
2019	.24	–	–	–	.5	–	–	–
Insurance								
2004	3.48	3.51	3.62	3.69	10.1	10.2	10.4	10.4
2005	3.76	3.79	3.95	3.99	10.5	10.6	10.9	10.9
2006	4.03	4.07	4.19	4.23	10.9	10.9	11.0	11.0
2007	4.37	4.39	4.51	4.25	11.3	11.3	11.4	11.3
2008	4.30	4.35	4.40	4.43	11.3	11.3	11.2	11.3
2009	4.48	4.51	4.59	4.61	11.3	11.4	11.5	11.6
2010	4.68	4.70	4.80	4.81	11.8	11.8	12.0	11.9
2011	4.88	4.84	4.89	4.89	12.0	12.0	12.0	11.9
2012	4.95	4.98	5.03	5.02	12.0	12.1	12.1	12.0
2013	5.10	5.12	5.14	5.15	12.1	12.2	12.1	12.0
2014	5.15	5.18	5.21	5.22	11.9	12.0	12.0	11.9
2015	5.25	5.28	5.35	5.35	11.9	11.9	12.0	11.9
2016	5.44	5.47	5.55	5.66	12.0	12.1	12.1	11.8
2017	5.72	5.71	5.80	5.82	11.8	11.9	11.9	11.8
2018	5.89	5.87	5.93	5.95	11.9	11.9	11.8	11.7
2019	6.05	–	–	–	11.9	–	–	–
Life								
2004	.06	.06	.06	.06	.2	.2	.2	.2
2005	.06	.06	.06	.06	.2	.2	.2	.2
2006	.06	.06	.06	.06	.2	.2	.2	.2
2007	.07	.07	.07	.07	.2	.2	.2	.2
2008	.07	.09	.10	.10	.2	.2	.2	.3
2009	.09	.09	.09	.09	.2	.2	.2	.2
2010	.09	.09	.09	.09	.2	.2	.2	.2
2011	.09	.08	.08	.08	.2	.2	.2	.2
2012	.09	.08	.09	.09	.2	.2	.2	.2
2013	.09	.09	.09	.09	.2	.2	.2	.2
2014	.06	.06	.06	.06	.1	.1	.1	.1
2015	.06	.06	.06	.06	.1	.1	.1	.1
2016	.06	.06	.06	.07	.1	.1	.1	.1
2017	.07	.07	.07	.07	.1	.1	.1	.1
2018	.07	.07	.07	.07	.1	.1	.1	.1
2019	.07	–	–	–	.1	–	–	–
Health								
2004	3.35	3.38	3.49	3.56	9.7	9.9	10.0	10.1
2005	3.63	3.66	3.82	3.86	10.2	10.3	10.5	10.5
2006	3.91	3.94	4.06	4.09	10.5	10.6	10.6	10.7
2007	4.23	4.25	4.36	4.12	10.9	11.0	11.0	10.9
2008	4.16	4.17	4.22	4.26	11.0	10.9	10.8	10.8
2009	4.31	4.34	4.43	4.45	10.9	10.9	11.1	11.2
2010	4.53	4.55	4.65	4.66	11.4	11.4	11.6	11.6
2011	4.73	4.69	4.74	4.74	11.6	11.6	11.6	11.6
2012	4.80	4.83	4.87	4.86	11.6	11.7	11.7	11.6
2013	4.94	4.97	4.99	4.99	11.7	11.8	11.7	11.6
2014	5.03	5.05	5.09	5.09	11.7	11.7	11.7	11.6
2015	5.12	5.15	5.21	5.21	11.6	11.6	11.7	11.6
2016	5.30	5.34	5.42	5.51	11.7	11.8	11.8	11.5
2017	5.58	5.56	5.66	5.68	11.5	11.6	11.6	11.5
2018	5.74	5.72	5.78	5.79	11.6	11.6	11.5	11.4

See footnotes at end of table.

Table 6. State and local government workers, by major industry group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation

Service-providing industries[1]

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Health								
2019	5.90	–	–	–	11.6	–	–	–
Short-term disability								
2004	.04	0.03	0.03	0.03	.1	0.1	0.1	0.1
2005	.03	.03	.03	.03	.1	.1	.1	.1
2006	.02	.03	.03	.03	.1	.1	.1	.1
2007	.03	.03	.03	.02	.1	.1	.1	.1
2008	.02	.02	.03	.02	.1	.1	.1	.1
2009	.03	.02	.02	.02	.1	.1	.1	.1
2010	.02	.02	.02	.02	.1	.1	.1	.1
2011	.03	.03	.03	.03	.1	.1	.1	.1
2012	.03	.03	.03	.03	.1	.1	.1	.1
2013	.03	.03	.03	.03	.1	.1	.1	.1
2014	.03	.03	.03	.03	.1	.1	.1	.1
2015	.03	.03	.03	.03	.1	.1	.1	.1
2016	.03	.03	.03	.03	.1	.1	.1	.1
2017	.03	.03	.03	.03	.1	.1	.1	.1
2018	.03	.03	.03	.03	.1	.1	.1	.1
2019	.03	–	–	–	.1	–	–	–
Long-term disability								
2004	.04	.04	.04	.04	.1	.1	.1	.1
2005	.04	.04	.04	.04	.1	.1	.1	.1
2006	.04	.04	.04	.04	.1	.1	.1	.1
2007	.04	.04	.04	.05	.1	.1	.1	.1
2008	.05	.05	.06	.05	.1	.1	.1	.1
2009	.05	.05	.05	.05	.1	.1	.1	.1
2010	.05	.04	.04	.04	.1	.1	.1	.1
2011	.04	.04	.04	.04	.1	.1	.1	.1
2012	.04	.04	.04	.04	.1	.1	.1	.1
2013	.04	.04	.04	.04	.1	.1	.1	.1
2014	.04	.04	.04	.04	.1	.1	.1	.1
2015	.04	.04	.04	.04	.1	.1	.1	.1
2016	.04	.04	.04	.04	.1	.1	.1	.1
2017	.04	.04	.04	.05	.1	.1	.1	.1
2018	.05	.05	.05	.05	.1	.1	.1	.1
2019	.05	–	–	–	.1	–	–	–
Retirement and savings								
2004	2.08	2.13	2.23	2.29	6.1	6.2	6.4	6.5
2005	2.35	2.34	2.49	2.52	6.6	6.6	6.9	6.9
2006	2.56	2.58	2.70	2.76	6.9	6.9	7.1	7.2
2007	2.83	2.87	3.06	2.87	7.3	7.4	7.7	7.6
2008	2.88	2.97	3.09	3.08	7.6	7.8	7.9	7.8
2009	3.15	3.17	3.23	3.19	8.0	8.0	8.1	8.1
2010	3.16	3.17	3.26	3.27	7.9	8.0	8.1	8.1
2011	3.32	3.32	3.42	3.40	8.2	8.2	8.4	8.3
2012	3.49	3.51	3.68	3.71	8.5	8.5	8.8	8.8
2013	3.78	3.80	3.96	4.03	9.0	9.0	9.3	9.4
2014	4.15	4.24	4.34	4.42	9.6	9.8	9.9	10.0
2015	4.49	4.51	4.62	4.77	10.1	10.2	10.3	10.6
2016	4.79	4.79	4.98	5.33	10.6	10.6	10.8	11.1
2017	5.40	5.42	5.56	5.65	11.2	11.3	11.4	11.5
2018	5.68	5.69	5.83	5.96	11.5	11.5	11.6	11.8
2019	6.01	–	–	–	11.8	–	–	–
Defined benefit								
2004	1.83	1.89	1.98	2.03	5.3	5.5	5.7	5.7
2005	2.09	2.09	2.22	2.25	5.9	5.9	6.1	6.1
2006	2.28	2.30	2.41	2.46	6.1	6.2	6.3	6.4
2007	2.52	2.57	2.74	2.55	6.5	6.7	6.9	6.7
2008	2.56	2.65	2.75	2.76	6.7	6.9	7.0	7.0
2009	2.83	2.86	2.91	2.86	7.2	7.2	7.3	7.2
2010	2.84	2.86	2.94	2.93	7.1	7.2	7.3	7.3
2011	2.99	3.00	3.09	3.07	7.4	7.4	7.6	7.5
2012	3.17	3.20	3.35	3.36	7.7	7.8	8.1	8.0
2013	3.44	3.48	3.62	3.67	8.2	8.3	8.5	8.5

See footnotes at end of table.

Table 6. State and local government workers, by major industry group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation

Service-providing industries[1]

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Defined benefit								
2014	3.78	3.89	3.97	4.03	8.8	9.0	9.1	9.2
2015	4.11	4.15	4.25	4.39	9.3	9.4	9.5	9.7
2016	4.41	4.43	4.60	4.94	9.7	9.8	10.0	10.3
2017	5.02	5.04	5.16	5.23	10.4	10.5	10.6	10.6
2018	5.27	5.29	5.42	5.53	10.6	10.7	10.8	10.9
2019	5.58	–	–	–	10.9	–	–	–
Defined contribution								
2004	.25	.24	.26	.26	.7	.7	.7	.7
2005	.26	.25	.27	.27	.7	.7	.7	.7
2006	.28	.27	.29	.30	.8	.7	.8	.8
2007	.30	.30	.31	.33	.8	.8	.8	.9
2008	.32	.32	.34	.32	.9	.8	.9	.8
2009	.32	.32	.32	.33	.8	.8	.8	.8
2010	.32	.31	.32	.34	.8	.8	.8	.8
2011	.33	.32	.33	.33	.8	.8	.8	.8
2012	.32	.31	.32	.34	.8	.7	.8	.8
2013	.34	.33	.35	.36	.8	.8	.8	.8
2014	.37	.36	.37	.38	.9	.8	.8	.9
2015	.38	.36	.37	.38	.9	.8	.8	.9
2016	.38	.37	.38	.39	.8	.8	.8	.8
2017	.39	.38	.40	.42	.8	.8	.8	.8
2018	.41	.40	.41	.43	.8	.8	.8	.8
2019	.42	–	–	–	.8	–	–	–
Legally required benefits								
2004	2.02	2.01	2.05	2.06	5.9	5.9	5.9	5.8
2005	2.10	2.11	2.12	2.15	5.9	5.9	5.8	5.9
2006	2.18	2.18	2.23	2.24	5.9	5.9	5.8	5.8
2007	2.24	2.24	2.29	2.26	5.8	5.8	5.8	6.0
2008	2.26	2.28	2.33	2.32	6.0	6.0	5.9	5.9
2009	2.33	2.36	2.38	2.36	5.9	5.9	6.0	6.0
2010	2.38	2.39	2.42	2.42	6.0	6.0	6.0	6.0
2011	2.44	2.47	2.50	2.51	6.0	6.1	6.1	6.1
2012	2.52	2.53	2.54	2.54	6.1	6.1	6.1	6.1
2013	2.55	2.56	2.56	2.58	6.0	6.1	6.0	6.0
2014	2.57	2.56	2.57	2.59	5.9	5.9	5.9	5.9
2015	2.60	2.62	2.63	2.63	5.9	5.9	5.9	5.8
2016	2.64	2.64	2.67	2.67	5.8	5.8	5.8	5.6
2017	2.69	2.70	2.72	2.72	5.6	5.6	5.6	5.5
2018	2.73	2.73	2.77	2.79	5.5	5.5	5.5	5.5
2019	2.80	–	–	–	5.5	–	–	–
Social Security and Medicare								
2004	1.58	1.55	1.58	1.59	4.6	4.5	4.5	4.5
2005	1.60	1.59	1.61	1.63	4.5	4.4	4.4	4.4
2006	1.67	1.66	1.71	1.71	4.5	4.5	4.5	4.5
2007	1.72	1.70	1.75	1.77	4.4	4.4	4.4	4.7
2008	1.77	1.78	1.82	1.82	4.7	4.6	4.6	4.6
2009	1.83	1.83	1.85	1.84	4.6	4.6	4.6	4.7
2010	1.86	1.85	1.87	1.87	4.7	4.7	4.6	4.6
2011	1.88	1.87	1.88	1.88	4.6	4.6	4.6	4.6
2012	1.89	1.88	1.89	1.91	4.6	4.6	4.6	4.6
2013	1.91	1.91	1.92	1.94	4.5	4.5	4.5	4.5
2014	1.94	1.92	1.93	1.95	4.5	4.4	4.4	4.4
2015	1.96	1.95	1.97	1.98	4.4	4.4	4.4	4.4
2016	1.99	1.98	2.00	2.08	4.4	4.4	4.4	4.3
2017	2.10	2.09	2.12	2.13	4.3	4.3	4.3	4.3
2018	2.14	2.13	2.16	2.18	4.3	4.3	4.3	4.3
2019	2.20	–	–	–	4.3	–	–	–
Social Security[4]								
2004	1.22	1.20	1.22	1.22	3.5	3.5	3.5	3.5
2005	1.23	1.22	1.24	1.25	3.5	3.4	3.4	3.4
2006	1.28	1.27	1.31	1.32	3.5	3.4	3.4	3.4
2007	1.32	1.31	1.35	1.37	3.4	3.4	3.4	3.6
2008	1.37	1.38	1.40	1.40	3.6	3.6	3.6	3.6

See footnotes at end of table.

Table 6. State and local government workers, by major industry group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation

Service-providing industries[1]

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Social Security[4]								
2009	1.41	1.41	1.43	1.43	3.6	3.6	3.6	3.6
2010	1.44	1.44	1.45	1.45	3.6	3.6	3.6	3.6
2011	1.46	1.45	1.45	1.45	3.6	3.6	3.6	3.6
2012	1.46	1.45	1.46	1.48	3.5	3.5	3.5	3.5
2013	1.48	1.47	1.48	1.50	3.5	3.5	3.5	3.5
2014	1.49	1.47	1.49	1.50	3.5	3.4	3.4	3.4
2015	1.51	1.50	1.51	1.52	3.4	3.4	3.4	3.4
2016	1.52	1.52	1.53	1.58	3.4	3.4	3.3	3.3
2017	1.60	1.60	1.62	1.63	3.3	3.3	3.3	3.3
2018	1.63	1.63	1.65	1.67	3.3	3.3	3.3	3.3
2019	1.68	–	–	–	3.3	–	–	–
Medicare								
2004	.36	.36	.36	.37	1.1	1.0	1.0	1.0
2005	.37	.37	.37	.38	1.0	1.0	1.0	1.0
2006	.38	.38	.40	.40	1.0	1.0	1.0	1.0
2007	.40	.40	.41	.40	1.0	1.0	1.0	1.1
2008	.40	.41	.42	.42	1.1	1.1	1.1	1.1
2009	.42	.42	.42	.42	1.1	1.1	1.1	1.1
2010	.42	.42	.42	.42	1.1	1.0	1.0	1.0
2011	.42	.42	.43	.43	1.0	1.0	1.0	1.0
2012	.43	.43	.43	.44	1.0	1.0	1.0	1.0
2013	.44	.44	.44	.44	1.0	1.0	1.0	1.0
2014	.44	.44	.45	.45	1.0	1.0	1.0	1.0
2015	.46	.45	.46	.46	1.0	1.0	1.0	1.0
2016	.46	.46	.47	.49	1.0	1.0	1.0	1.0
2017	.50	.49	.50	.51	1.0	1.0	1.0	1.0
2018	.51	.50	.51	.52	1.0	1.0	1.0	1.0
2019	.52	–	–	–	1.0	–	–	–
Federal unemployment insurance								
2004	([5])	([5])	([5])	([5])	([6])	([6])	([6])	([6])
2005	([5])	([5])	([5])	([5])	([6])	([6])	([6])	([6])
2006	([5])	([5])	([5])	([5])	([6])	([6])	([6])	([6])
2007	([5])	([5])	([5])	([5])	([6])	([6])	([6])	([6])
2008	([5])	([5])	([5])	([5])	([6])	([6])	([6])	([6])
2009	([5])	([5])	([5])	([5])	([6])	([6])	([6])	([6])
2010	([5])	([5])	([5])	([5])	([6])	([6])	([6])	([6])
2011	([5])	([5])	([5])	([5])	([6])	([6])	([6])	([6])
2012	([5])	([5])	([5])	([5])	([6])	([6])	([6])	([6])
2013	([5])	([5])	([5])	([5])	([6])	([6])	([6])	([6])
2014	([5])	([5])	([5])	([5])	([6])	([6])	([6])	([6])
2015	([5])	([5])	([5])	([5])	([6])	([6])	([6])	([6])
2016	([5])	([5])	([5])	([5])	([6])	([6])	([6])	([6])
2017	([5])	([5])	([5])	([5])	([6])	([6])	([6])	([6])
2018	([5])	([5])	([5])	([5])	([6])	([6])	([6])	([6])
2019	([5])	–	–	–	([6])	–	–	–
State unemployment insurance								
2004	.06	.06	.06	.06	.2	.2	.2	.2
2005	.07	.07	.06	.06	.2	.2	.2	.2
2006	.06	.06	.06	.06	.2	.2	.2	.2
2007	.06	.06	.05	.06	.2	.1	.1	.2
2008	.06	.06	.06	.06	.2	.2	.2	.2
2009	.06	.06	.07	.07	.2	.2	.2	.2
2010	.07	.07	.09	.09	.2	.2	.2	.2
2011	.10	.11	.12	.13	.2	.3	.3	.3
2012	.13	.13	.13	.12	.3	.3	.3	.3
2013	.12	.12	.11	.10	.3	.3	.3	.2
2014	.10	.10	.09	.09	.2	.2	.2	.2
2015	.09	.10	.09	.09	.2	.2	.2	.2
2016	.09	.08	.08	.07	.2	.2	.2	.2
2017	.07	.07	.07	.06	.2	.2	.1	.1
2018	.06	.06	.06	.06	.1	.1	.1	.1
2019	.06	–	–	–	.1	–	–	–

See footnotes at end of table.

Table 6. State and local government workers, by major industry group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation

Service-providing industries[1]

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Workers' compensation								
2004	0.39	0.40	0.41	0.41	1.1	1.2	1.2	1.2
2005	.44	.45	.44	.46	1.2	1.3	1.2	1.3
2006	.46	.46	.46	.47	1.2	1.2	1.2	1.2
2007	.47	.48	.48	.43	1.2	1.2	1.2	1.1
2008	.43	.44	.44	.44	1.1	1.1	1.1	1.1
2009	.44	.46	.47	.45	1.1	1.2	1.2	1.1
2010	.45	.46	.46	.46	1.1	1.2	1.1	1.1
2011	.46	.49	.50	.50	1.1	1.2	1.2	1.2
2012	.50	.52	.52	.51	1.2	1.3	1.2	1.2
2013	.51	.52	.53	.53	1.2	1.2	1.2	1.2
2014	.53	.54	.54	.54	1.2	1.3	1.2	1.2
2015	.55	.56	.57	.56	1.2	1.3	1.3	1.2
2016	.56	.58	.58	.51	1.2	1.3	1.3	1.1
2017	.51	.53	.53	.52	1.1	1.1	1.1	1.1
2018	.53	.54	.54	.54	1.1	1.1	1.1	1.1
2019	.54	–	–	–	1.1	–	–	–
Other benefits[7]								
2004	.05	.05	.05	.05	.2	.2	.1	.2
2005	.05	.05	.05	.05	.2	.2	.1	.1

[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; and other services, except public administration; and public administration.
[2] Prior to June 2008, paid personal leave was included in other leave. Other leave also included paid military, funeral, and jury leave.
[3] Includes premium pay (such as overtime, weekends, and holidays) for work in addition to the regular work schedule.
[4] Social Security refers to the Old-Age, Survivors, and Disability Insurance (OASDI) program.
[5] Cost per hour worked is $0.01 or less.
[6] Less than .05 percent.
[7] Includes severance pay and supplemental unemployment benefits. Publication of other benefits was discontinued beginning in June 2006.

Note: The sum of individual items may not equal totals due to rounding. Dashes indicate data are not available.

Table 7. State and local government workers, by occupational group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation

Professional and related occupations[1]

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Total compensation								
2004	$41.36	$41.27	$42.14	$42.67	100.0	100.0	100.0	100.0
2005	42.88	42.99	43.87	44.32	100.0	100.0	100.0	100.0
2006	44.87	45.04	46.47	46.62	100.0	100.0	100.0	100.0
2007	47.01	47.01	47.95	45.49	100.0	100.0	100.0	100.0
2008	45.43	46.35	47.56	47.51	100.0	100.0	100.0	100.0
2009	47.62	47.97	48.10	47.32	100.0	100.0	100.0	100.0
2010	47.49	47.36	47.90	48.09	100.0	100.0	100.0	100.0
2011	48.28	48.09	48.39	48.67	100.0	100.0	100.0	100.0
2012	48.90	48.76	49.40	50.12	100.0	100.0	100.0	100.0
2013	50.28	50.25	50.82	51.26	100.0	100.0	100.0	100.0
2014	51.31	51.22	51.86	52.32	100.0	100.0	100.0	100.0
2015	52.60	52.51	53.04	53.14	100.0	100.0	100.0	100.0
2016	53.27	53.26	54.18	56.07	100.0	100.0	100.0	100.0
2017	56.43	56.28	57.18	57.68	100.0	100.0	100.0	100.0
2018	57.75	57.57	58.45	59.02	100.0	100.0	100.0	100.0
2019	59.23	–	–	–	100.0	–	–	–
Wages and salaries								
2004	30.17	30.06	30.54	30.90	72.9	72.8	72.5	72.4
2005	30.98	31.01	31.52	31.87	72.2	72.1	71.8	71.9
2006	32.13	32.21	33.15	33.21	71.6	71.5	71.3	71.2
2007	33.35	33.22	33.88	31.51	71.0	70.7	70.7	69.3
2008	31.09	31.64	32.47	32.50	68.4	68.3	68.3	68.4
2009	32.45	32.64	33.02	32.54	68.2	68.1	68.7	68.8
2010	32.65	32.51	32.76	32.95	68.8	68.6	68.4	68.5
2011	33.06	32.92	33.05	33.30	68.5	68.5	68.3	68.4
2012	33.39	33.20	33.50	34.09	68.3	68.1	67.8	68.0
2013	34.07	34.00	34.32	34.61	67.8	67.7	67.5	67.5
2014	34.63	34.43	34.83	35.16	67.5	67.2	67.2	67.2
2015	35.28	35.17	35.43	35.40	67.1	67.0	66.8	66.6
2016	35.45	35.38	35.93	36.78	66.5	66.4	66.3	65.6
2017	36.95	36.79	37.30	37.59	65.5	65.4	65.2	65.2
2018	37.61	37.48	38.06	38.42	65.1	65.1	65.1	65.1
2019	38.50	–	–	–	65.0	–	–	–
Total benefits								
2004	11.19	11.21	11.60	11.77	27.1	27.2	27.5	27.6
2005	11.91	11.98	12.36	12.45	27.8	27.9	28.2	28.1
2006	12.74	12.83	13.32	13.41	28.4	28.5	28.7	28.8
2007	13.66	13.79	14.06	13.98	29.0	29.3	29.3	30.7
2008	14.35	14.71	15.09	15.01	31.6	31.7	31.7	31.6
2009	15.17	15.32	15.07	14.78	31.8	31.9	31.3	31.2
2010	14.84	14.85	15.13	15.14	31.2	31.4	31.6	31.5
2011	15.22	15.17	15.34	15.37	31.5	31.5	31.7	31.6
2012	15.52	15.57	15.90	16.03	31.7	31.9	32.2	32.0
2013	16.21	16.25	16.50	16.66	32.2	32.3	32.5	32.5
2014	16.68	16.80	17.03	17.16	32.5	32.8	32.8	32.8
2015	17.33	17.34	17.61	17.74	32.9	33.0	33.2	33.4
2016	17.82	17.88	18.25	19.29	33.5	33.6	33.7	34.4
2017	19.48	19.49	19.88	20.09	34.5	34.6	34.8	34.8
2018	20.14	20.08	20.39	20.60	34.9	34.9	34.9	34.9
2019	20.73	–	–	–	35.0	–	–	–
Paid leave								
2004	2.49	2.49	2.54	2.56	6.0	6.0	6.0	6.0
2005	2.57	2.59	2.61	2.59	6.0	6.0	5.9	5.8
2006	2.87	2.90	2.99	2.98	6.4	6.4	6.4	6.4
2007	2.99	3.02	3.04	3.08	6.4	6.4	6.3	6.8
2008	3.43	3.53	3.64	3.57	7.5	7.6	7.6	7.5
2009	3.59	3.64	3.14	3.01	7.5	7.6	6.5	6.4
2010	3.03	3.03	3.06	3.06	6.4	6.4	6.4	6.4
2011	3.04	3.03	3.00	3.01	6.3	6.3	6.2	6.2
2012	2.99	3.00	3.04	3.11	6.1	6.2	6.1	6.2
2013	3.11	3.10	3.12	3.17	6.2	6.2	6.1	6.2
2014	3.14	3.13	3.17	3.20	6.1	6.1	6.1	6.1
2015	3.20	3.19	3.21	3.15	6.1	6.1	6.0	5.9
2016	3.13	3.14	3.18	3.62	5.9	5.9	5.9	6.5

See footnotes at end of table.

Table 7. State and local government workers, by occupational group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation

Professional and related occupations[1]

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Paid leave								
2017	3.64	3.65	3.71	3.77	6.5	6.5	6.5	6.5
2018	3.72	3.72	3.78	3.80	6.4	6.5	6.5	6.4
2019	3.80	–	–	–	6.4	–	–	–
Supplemental pay								
2004	.18	.19	.19	.19	.4	.5	.5	.4
2005	.19	.20	.20	.20	.5	.5	.5	.4
2006	.20	.21	.20	.19	.5	.5	.4	.4
2007	.20	.21	.21	.24	.4	.4	.4	.5
2008	.24	.25	.25	.24	.5	.5	.5	.5
2009	.24	.24	.24	.23	.5	.5	.5	.5
2010	.23	.24	.23	.23	.5	.5	.5	.5
2011	.23	.23	.23	.22	.5	.5	.5	.5
2012	.23	.24	.23	.24	.5	.5	.5	.5
2013	.24	.25	.25	.24	.5	.5	.5	.5
2014	.24	.27	.26	.25	.5	.5	.5	.5
2015	.25	.26	.26	.26	.5	.5	.5	.5
2016	.26	.28	.27	.35	.5	.5	.5	.6
2017	.36	.37	.37	.36	.6	.7	.7	.6
2018	.36	.37	.37	.37	.6	.6	.6	.6
2019	.37	–	–	–	.6	–	–	–
Insurance								
2004	3.77	3.79	3.93	4.03	9.1	9.2	9.3	9.4
2005	4.07	4.11	4.29	4.34	9.5	9.6	9.8	9.8
2006	4.38	4.44	4.56	4.64	9.8	9.8	9.8	10.0
2007	4.79	4.86	4.88	4.71	10.2	10.3	10.2	10.4
2008	4.75	4.82	4.88	4.92	10.5	10.4	10.3	10.3
2009	4.96	5.00	5.12	5.12	10.4	10.4	10.6	10.8
2010	5.22	5.24	5.35	5.34	11.0	11.1	11.2	11.1
2011	5.40	5.37	5.41	5.41	11.2	11.2	11.2	11.1
2012	5.48	5.50	5.55	5.53	11.2	11.3	11.2	11.0
2013	5.61	5.63	5.64	5.64	11.2	11.2	11.1	11.0
2014	5.60	5.63	5.66	5.66	10.9	11.0	10.9	10.8
2015	5.72	5.74	5.82	5.82	10.9	10.9	11.0	10.9
2016	5.91	5.95	6.03	6.28	11.1	11.2	11.1	11.2
2017	6.35	6.32	6.44	6.47	11.3	11.2	11.3	11.2
2018	6.52	6.47	6.53	6.52	11.3	11.2	11.2	11.1
2019	6.60	–	–	–	11.1	–	–	–
Retirement and savings								
2004	2.39	2.40	2.54	2.57	5.8	5.8	6.0	6.0
2005	2.61	2.61	2.78	2.82	6.1	6.1	6.3	6.4
2006	2.82	2.82	3.03	3.07	6.3	6.3	6.5	6.6
2007	3.15	3.16	3.35	3.38	6.7	6.7	7.0	7.4
2008	3.37	3.54	3.68	3.66	7.4	7.6	7.7	7.7
2009	3.76	3.80	3.90	3.77	7.9	7.9	8.1	8.0
2010	3.69	3.69	3.79	3.80	7.8	7.8	7.9	7.9
2011	3.83	3.82	3.96	3.96	7.9	8.0	8.2	8.1
2012	4.05	4.05	4.28	4.35	8.3	8.3	8.7	8.7
2013	4.43	4.46	4.67	4.75	8.8	8.9	9.2	9.3
2014	4.86	4.98	5.11	5.21	9.5	9.7	9.9	10.0
2015	5.31	5.32	5.47	5.66	10.1	10.1	10.3	10.7
2016	5.66	5.67	5.89	6.16	10.6	10.6	10.9	11.0
2017	6.23	6.25	6.43	6.55	11.0	11.1	11.2	11.4
2018	6.59	6.58	6.72	6.90	11.4	11.4	11.5	11.7
2019	6.93	–	–	–	11.7	–	–	–
Legally required benefits								
2004	2.29	2.28	2.33	2.35	5.5	5.5	5.5	5.5
2005	2.40	2.41	2.41	2.44	5.6	5.6	5.5	5.5
2006	2.47	2.47	2.54	2.54	5.5	5.5	5.5	5.4
2007	2.53	2.53	2.58	2.57	5.4	5.4	5.4	5.7
2008	2.55	2.58	2.64	2.63	5.6	5.6	5.6	5.5
2009	2.62	2.64	2.68	2.64	5.5	5.5	5.6	5.6
2010	2.66	2.66	2.70	2.71	5.6	5.6	5.6	5.6
2011	2.72	2.71	2.74	2.76	5.6	5.6	5.7	5.7

See footnotes at end of table.

Table 7. State and local government workers, by occupational group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation

Professional and related occupations[1]

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Legally required benefits								
2012	2.77	2.78	2.80	2.81	5.7	5.7	5.7	5.6
2013	2.82	2.82	2.83	2.86	5.6	5.6	5.6	5.6
2014	2.84	2.79	2.82	2.84	5.5	5.5	5.4	5.4
2015	2.85	2.84	2.86	2.86	5.4	5.4	5.4	5.4
2016	2.86	2.85	2.89	2.88	5.4	5.3	5.3	5.1
2017	2.90	2.90	2.93	2.94	5.1	5.2	5.1	5.1
2018	2.95	2.95	3.00	3.02	5.1	5.1	5.1	5.1
2019	3.03	–	–	–	5.1	–	–	–
Other benefits[2]								
2004	.06	.06	.06	.07	.2	.2	.1	.2
2005	.06	.06	.06	.06	.1	.1	.1	.1

[1] Estimates from December 2013 to March 2014 for this series were corrected, details are available at www.bls.gov/bls/ecec_correction_091014.htm.

[2] Includes severance pay and supplemental unemployment benefits. Publication of other benefits was discontinued beginning in June 2006.

Note: The sum of individual items may not equal totals due to rounding. Dashes indicate data are not available.

Table 7. State and local government workers, by occupational group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Teachers[1,2]

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Total compensation								
2004	$46.41	$46.30	$47.35	$47.58	100.0	100.0	100.0	100.0
2005	47.87	47.97	49.01	49.74	100.0	100.0	100.0	100.0
2006	50.12	50.19	51.93	52.03	100.0	100.0	100.0	100.0
2007	52.23	52.24	53.39	51.80	100.0	100.0	100.0	100.0
2008	52.85	52.82	54.41	54.34	100.0	100.0	100.0	100.0
2009	54.37	54.72	54.66	54.85	100.0	100.0	100.0	100.0
2010	54.83	54.71	55.54	55.76	100.0	100.0	100.0	100.0
2011	55.78	55.59	55.69	56.07	100.0	100.0	100.0	100.0
2012	56.14	56.02	56.79	57.45	100.0	100.0	100.0	100.0
2013	57.53	57.56	58.23	58.80	100.0	100.0	100.0	100.0
2014	58.72	58.57	59.42	60.04	100.0	100.0	100.0	100.0
2015	60.23	60.12	60.92	61.24	100.0	100.0	100.0	100.0
2016	61.25	61.24	62.39	63.56	100.0	100.0	100.0	100.0
2017	63.80	63.61	64.77	65.47	100.0	100.0	100.0	100.0
2018	65.41	65.08	66.14	66.95	100.0	100.0	100.0	100.0
2019	66.93	–	–	–	100.0	–	–	–
Wages and salaries								
2004	34.69	34.63	35.20	35.34	74.7	74.8	74.3	74.3
2005	35.55	35.58	36.18	36.71	74.3	74.2	73.8	73.8
2006	36.86	36.89	38.04	38.09	73.5	73.5	73.3	73.2
2007	38.14	37.99	38.83	36.87	73.0	72.7	72.7	71.2
2008	37.01	36.94	38.04	38.03	70.0	69.9	69.9	70.0
2009	37.89	38.08	38.67	38.83	69.7	69.6	70.8	70.8
2010	38.85	38.76	39.22	39.39	70.9	70.9	70.6	70.7
2011	39.41	39.30	39.36	39.65	70.6	70.7	70.7	70.7
2012	39.60	39.47	39.86	40.37	70.5	70.5	70.2	70.3
2013	40.26	40.26	40.68	41.01	70.0	69.9	69.9	69.8
2014	40.93	40.69	41.25	41.66	69.7	69.5	69.4	69.4
2015	41.72	41.66	42.09	42.17	69.3	69.3	69.1	68.9
2016	42.15	42.12	42.76	42.75	68.8	68.8	68.5	67.3
2017	42.84	42.69	43.34	43.73	67.1	67.1	66.9	66.8
2018	43.68	43.50	44.23	44.73	66.8	66.8	66.9	66.8
2019	44.66	–	–	–	66.7	–	–	–
Total benefits								
2004	11.73	11.67	12.15	12.24	25.3	25.2	25.7	25.7
2005	12.33	12.39	12.84	13.03	25.7	25.8	26.2	26.2
2006	13.26	13.30	13.89	13.94	26.5	26.5	26.7	26.8
2007	14.09	14.25	14.56	14.92	27.0	27.3	27.3	28.8
2008	15.84	15.88	16.38	16.31	30.0	30.1	30.1	30.0
2009	16.48	16.64	15.99	16.02	30.3	30.4	29.2	29.2
2010	15.98	15.95	16.32	16.36	29.1	29.1	29.4	29.3
2011	16.37	16.29	16.33	16.42	29.4	29.3	29.3	29.3
2012	16.54	16.55	16.93	17.08	29.5	29.5	29.8	29.7
2013	17.26	17.30	17.55	17.78	30.0	30.1	30.1	30.2
2014	17.79	17.88	18.17	18.37	30.3	30.5	30.6	30.6
2015	18.51	18.47	18.83	19.07	30.7	30.7	30.9	31.1
2016	19.10	19.13	19.62	20.80	31.2	31.2	31.5	32.7
2017	20.96	20.92	21.43	21.74	32.9	32.9	33.1	33.2
2018	21.74	21.58	21.91	22.22	33.2	33.2	33.1	33.2
2019	22.27	–	–	–	33.3	–	–	–
Paid leave								
2004	2.37	2.34	2.41	2.42	5.1	5.1	5.1	5.1
2005	2.43	2.43	2.44	2.43	5.1	5.1	5.0	4.9
2006	2.67	2.67	2.77	2.74	5.3	5.3	5.3	5.3
2007	2.74	2.76	2.78	2.77	5.2	5.3	5.2	5.3
2008	3.63	3.59	3.74	3.66	6.9	6.8	6.9	6.7
2009	3.69	3.73	2.76	2.79	6.8	6.8	5.1	5.1
2010	2.82	2.79	2.85	2.87	5.1	5.1	5.1	5.1
2011	2.84	2.80	2.67	2.73	5.1	5.0	4.8	4.9
2012	2.70	2.67	2.72	2.80	4.8	4.8	4.8	4.9
2013	2.82	2.78	2.79	2.88	4.9	4.8	4.8	4.9
2014	2.84	2.79	2.85	2.90	4.8	4.8	4.8	4.8
2015	2.89	2.83	2.86	2.81	4.8	4.7	4.7	4.6
2016	2.79	2.75	2.81	3.24	4.6	4.5	4.5	5.1

See footnotes at end of table.

Table 7. State and local government workers, by occupational group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Teachers[1,2]

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Paid leave								
2017	3.25	3.20	3.29	3.38	5.1	5.0	5.1	5.2
2018	3.31	3.26	3.33	3.37	5.1	5.0	5.0	5.0
2019	3.36	–	–	–	5.0	–	–	–
Supplemental pay								
2004	.10	.10	.11	.11	.2	.2	.2	.2
2005	.11	.11	.11	.11	.2	.2	.2	.2
2006	.12	.11	.10	.09	.2	.2	.2	.2
2007	.09	.10	.10	.14	.2	.2	.2	.3
2008	.15	.15	.15	.15	.3	.3	.3	.3
2009	.14	.14	.14	.13	.3	.3	.3	.2
2010	.14	.14	.14	.14	.2	.2	.2	.2
2011	.14	.14	.14	.14	.2	.2	.3	.2
2012	.14	.14	.14	.14	.2	.3	.2	.3
2013	.14	.14	.15	.14	.2	.2	.3	.2
2014	.15	.16	.15	.15	.2	.3	.3	.2
2015	.15	.15	.15	.16	.2	.2	.3	.3
2016	.17	.17	.17	.25	.3	.3	.3	.4
2017	.25	.25	.25	.26	.4	.4	.4	.4
2018	.25	.25	.25	.25	.4	.4	.4	.4
2019	.25	–	–	–	.4	–	–	–
Insurance								
2004	3.87	3.89	4.06	4.14	8.3	8.4	8.6	8.7
2005	4.16	4.19	4.41	4.49	8.7	8.7	9.0	9.0
2006	4.57	4.61	4.76	4.83	9.1	9.2	9.2	9.3
2007	4.92	5.03	5.03	5.24	9.4	9.6	9.4	10.1
2008	5.25	5.34	5.42	5.46	9.9	10.1	10.0	10.0
2009	5.47	5.53	5.64	5.63	10.1	10.1	10.3	10.3
2010	5.72	5.75	5.87	5.87	10.4	10.5	10.6	10.5
2011	5.91	5.89	5.90	5.87	10.6	10.6	10.6	10.5
2012	5.94	5.97	6.03	5.99	10.6	10.7	10.6	10.4
2013	6.06	6.11	6.10	6.09	10.5	10.6	10.5	10.4
2014	6.05	6.10	6.12	6.11	10.3	10.4	10.3	10.2
2015	6.16	6.18	6.29	6.27	10.2	10.3	10.3	10.2
2016	6.35	6.41	6.50	6.91	10.4	10.5	10.4	10.9
2017	7.00	6.98	7.13	7.16	11.0	11.0	11.0	10.9
2018	7.20	7.09	7.16	7.14	11.0	10.9	10.8	10.7
2019	7.19	–	–	–	10.7	–	–	–
Retirement and savings								
2004	2.84	2.83	2.98	2.97	6.1	6.1	6.3	6.2
2005	3.01	3.04	3.24	3.31	6.3	6.3	6.6	6.7
2006	3.26	3.26	3.53	3.53	6.5	6.5	6.8	6.8
2007	3.62	3.65	3.88	3.96	6.9	7.0	7.3	7.6
2008	3.98	4.00	4.17	4.17	7.5	7.6	7.7	7.7
2009	4.32	4.37	4.52	4.54	7.9	8.0	8.3	8.3
2010	4.34	4.32	4.44	4.46	7.9	7.9	8.0	8.0
2011	4.45	4.44	4.59	4.63	8.0	8.0	8.2	8.3
2012	4.70	4.70	4.96	5.04	8.4	8.4	8.7	8.8
2013	5.14	5.17	5.41	5.50	8.9	9.0	9.3	9.4
2014	5.63	5.80	5.97	6.11	9.6	9.9	10.0	10.2
2015	6.22	6.22	6.42	6.68	10.3	10.3	10.5	10.9
2016	6.67	6.69	6.99	7.32	10.9	10.9	11.2	11.5
2017	7.38	7.42	7.66	7.80	11.6	11.7	11.8	11.9
2018	7.83	7.85	8.00	8.25	12.0	12.1	12.1	12.3
2019	8.26	–	–	–	12.3	–	–	–
Legally required benefits								
2004	2.48	2.45	2.52	2.53	5.3	5.3	5.3	5.3
2005	2.55	2.55	2.57	2.61	5.3	5.3	5.2	5.3
2006	2.65	2.64	2.73	2.74	5.3	5.3	5.3	5.3
2007	2.72	2.70	2.77	2.81	5.2	5.2	5.2	5.4
2008	2.82	2.80	2.89	2.88	5.3	5.3	5.3	5.3
2009	2.86	2.88	2.93	2.93	5.3	5.3	5.4	5.3
2010	2.96	2.96	3.02	3.03	5.4	5.4	5.4	5.4
2011	3.04	3.02	3.02	3.06	5.4	5.4	5.4	5.5

See footnotes at end of table.

Table 7. State and local government workers, by occupational group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Teachers[1,2]

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Legally required benefits								
2012	3.07	3.07	3.10	3.10	5.5	5.5	5.5	5.4
2013	3.10	3.10	3.11	3.17	5.4	5.4	5.3	5.4
2014	3.12	3.03	3.07	3.10	5.3	5.2	5.2	5.2
2015	3.10	3.08	3.11	3.14	5.1	5.1	5.1	5.1
2016	3.13	3.10	3.15	3.07	5.1	5.1	5.0	4.8
2017	3.09	3.07	3.11	3.14	4.8	4.8	4.8	4.8
2018	3.14	3.12	3.18	3.22	4.8	4.8	4.8	4.8
2019	3.22	–	–	–	4.8	–	–	–
Other benefits[3]								
2004	.07	.07	.07	.07	.2	.1	.1	.2
2005	.07	.07	.07	.07	.1	.1	.1	.1

[1] Includes postsecondary teachers; primary, secondary, and special education teachers; and other teachers and instructors.
[2] Estimates from December 2013 to March 2014 for this series were corrected, details are available at www.bls.gov/bls/ecec_correction_091014.htm.
[3] Includes severance pay and supplemental unemployment benefits. Publication of other benefits was discontinued beginning in June 2006.

Note: The sum of individual items may not equal totals due to rounding. Dashes indicate data are not available.

Table 7. State and local government workers, by occupational group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Primary, secondary, and special education school teachers[1]

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Total compensation								
2004	$45.08	$44.99	$45.95	$46.25	100.0	100.0	100.0	100.0
2005	46.45	46.59	47.55	48.04	100.0	100.0	100.0	100.0
2006	48.24	48.43	50.18	50.25	100.0	100.0	100.0	100.0
2007	50.66	50.86	51.61	50.60	100.0	100.0	100.0	100.0
2008	50.82	51.00	52.08	52.20	100.0	100.0	100.0	100.0
2009	52.41	52.64	53.64	53.72	100.0	100.0	100.0	100.0
2010	53.58	53.69	55.38	56.35	100.0	100.0	100.0	100.0
2011	56.38	56.43	56.59	56.89	100.0	100.0	100.0	100.0
2012	57.01	57.09	57.66	57.67	100.0	100.0	100.0	100.0
2013	57.90	58.07	58.46	58.78	100.0	100.0	100.0	100.0
2014	58.83	59.18	59.68	60.01	100.0	100.0	100.0	100.0
2015	60.30	60.48	60.95	61.57	100.0	100.0	100.0	100.0
2016	61.66	61.93	62.91	63.19	100.0	100.0	100.0	100.0
2017	63.41	63.62	64.37	64.87	100.0	100.0	100.0	100.0
2018	65.12	65.30	66.06	66.46	100.0	100.0	100.0	100.0
2019	66.72	–	–	–	100.0	–	–	–
Wages and salaries								
2004	33.47	33.43	33.90	34.05	74.2	74.3	73.8	73.6
2005	34.18	34.22	34.76	35.06	73.6	73.4	73.1	73.0
2006	35.19	35.32	36.47	36.49	72.9	72.9	72.7	72.6
2007	36.67	36.76	37.23	35.94	72.4	72.3	72.1	71.0
2008	36.12	36.18	37.00	37.07	71.1	71.0	71.0	71.0
2009	37.13	37.23	37.88	37.93	70.8	70.7	70.6	70.6
2010	37.96	38.08	39.05	39.59	70.8	70.9	70.5	70.3
2011	39.62	39.68	39.69	39.90	70.3	70.3	70.1	70.1
2012	39.87	39.90	40.11	40.13	69.9	69.9	69.6	69.6
2013	40.14	40.23	40.39	40.52	69.3	69.3	69.1	68.9
2014	40.56	40.66	40.94	41.12	68.9	68.7	68.6	68.5
2015	41.24	41.35	41.52	41.73	68.4	68.4	68.1	67.8
2016	41.77	41.97	42.44	42.07	67.7	67.8	67.5	66.6
2017	42.14	42.29	42.66	42.85	66.5	66.5	66.3	66.0
2018	42.98	43.10	43.61	43.80	66.0	66.0	66.0	65.9
2019	43.89	–	–	–	65.8	–	–	–
Total benefits								
2004	11.61	11.56	12.05	12.21	25.8	25.7	26.2	26.4
2005	12.27	12.37	12.80	12.98	26.4	26.6	26.9	27.0
2006	13.05	13.11	13.71	13.76	27.1	27.1	27.3	27.4
2007	13.99	14.11	14.39	14.66	27.6	27.7	27.9	29.0
2008	14.70	14.81	15.08	15.13	28.9	29.0	29.0	29.0
2009	15.29	15.41	15.76	15.79	29.2	29.3	29.4	29.4
2010	15.62	15.61	16.33	16.75	29.2	29.1	29.5	29.7
2011	16.76	16.75	16.90	16.99	29.7	29.7	29.9	29.9
2012	17.14	17.18	17.55	17.55	30.1	30.1	30.4	30.4
2013	17.76	17.84	18.07	18.26	30.7	30.7	30.9	31.1
2014	18.27	18.51	18.74	18.88	31.1	31.3	31.4	31.5
2015	19.06	19.12	19.44	19.83	31.6	31.6	31.9	32.2
2016	19.89	19.96	20.47	21.12	32.3	32.2	32.5	33.4
2017	21.26	21.34	21.72	22.03	33.5	33.5	33.7	34.0
2018	22.14	22.21	22.46	22.66	34.0	34.0	34.0	34.1
2019	22.82	–	–	–	34.2	–	–	–
Paid leave								
2004	2.35	2.31	2.38	2.41	5.2	5.1	5.2	5.2
2005	2.40	2.42	2.40	2.39	5.2	5.2	5.1	5.0
2006	2.47	2.48	2.57	2.52	5.1	5.1	5.1	5.0
2007	2.59	2.61	2.62	2.47	5.1	5.1	5.1	4.9
2008	2.44	2.44	2.47	2.49	4.8	4.8	4.7	4.8
2009	2.47	2.48	2.54	2.54	4.7	4.7	4.7	4.7
2010	2.52	2.52	2.62	2.60	4.7	4.7	4.7	4.6
2011	2.58	2.57	2.49	2.53	4.6	4.5	4.4	4.5
2012	2.52	2.52	2.52	2.51	4.4	4.4	4.4	4.3
2013	2.51	2.52	2.53	2.55	4.3	4.3	4.3	4.3
2014	2.54	2.56	2.57	2.59	4.3	4.3	4.3	4.3
2015	2.60	2.61	2.58	2.65	4.3	4.3	4.2	4.3
2016	2.65	2.64	2.68	2.97	4.3	4.3	4.3	4.7

See footnotes at end of table.

Table 7. State and local government workers, by occupational group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Primary, secondary, and special education school teachers[1]

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Paid leave								
2017	2.99	2.99	3.03	3.06	4.7	4.7	4.7	4.7
2018	3.06	3.06	3.07	3.04	4.7	4.7	4.6	4.6
2019	3.07	–	–	–	4.6	–	–	–
Supplemental pay								
2004	.10	.10	.11	.11	.2	.2	.2	.2
2005	.11	.11	.11	.12	.2	.2	.2	.2
2006	.11	.11	.09	.09	.2	.2	.2	.2
2007	.08	.09	.09	.15	.2	.2	.2	.3
2008	.16	.16	.16	.15	.3	.3	.3	.3
2009	.15	.15	.15	.15	.3	.3	.3	.3
2010	.15	.15	.15	.15	.3	.3	.3	.3
2011	.15	.15	.16	.16	.3	.3	.3	.3
2012	.16	.16	.16	.16	.3	.3	.3	.3
2013	.16	.16	.17	.17	.3	.3	.3	.3
2014	.17	.19	.18	.17	.3	.3	.3	.3
2015	.17	.17	.18	.19	.3	.3	.3	.3
2016	.19	.20	.20	.24	.3	.3	.3	.4
2017	.23	.23	.22	.23	.4	.4	.3	.4
2018	.23	.23	.23	.23	.4	.3	.3	.3
2019	.23	–	–	–	.3	–	–	–
Insurance								
2004	4.08	4.09	4.32	4.40	9.1	9.1	9.4	9.5
2005	4.42	4.43	4.67	4.77	9.5	9.5	9.8	9.9
2006	4.86	4.89	5.08	5.16	10.1	10.1	10.1	10.3
2007	5.23	5.30	5.32	5.56	10.3	10.4	10.3	11.0
2008	5.59	5.67	5.76	5.79	11.0	11.1	11.1	11.1
2009	5.77	5.81	5.95	5.96	11.0	11.0	11.1	11.1
2010	6.05	6.06	6.37	6.46	11.3	11.3	11.5	11.5
2011	6.48	6.48	6.57	6.54	11.5	11.5	11.6	11.5
2012	6.60	6.62	6.71	6.69	11.6	11.6	11.6	11.6
2013	6.77	6.78	6.78	6.80	11.7	11.7	11.6	11.6
2014	6.71	6.74	6.78	6.78	11.4	11.4	11.4	11.3
2015	6.82	6.83	6.97	6.95	11.3	11.3	11.4	11.3
2016	7.03	7.07	7.18	7.17	11.4	11.4	11.4	11.4
2017	7.26	7.26	7.37	7.42	11.4	11.4	11.5	11.4
2018	7.47	7.50	7.54	7.49	11.5	11.5	11.4	11.3
2019	7.59	–	–	–	11.4	–	–	–
Retirement and savings								
2004	2.66	2.66	2.79	2.81	5.9	5.9	6.1	6.1
2005	2.86	2.91	3.10	3.17	6.1	6.2	6.5	6.6
2006	3.12	3.13	3.40	3.40	6.5	6.5	6.8	6.8
2007	3.50	3.52	3.74	3.85	6.9	6.9	7.3	7.6
2008	3.88	3.91	3.99	4.01	7.6	7.7	7.7	7.7
2009	4.21	4.26	4.37	4.39	8.0	8.1	8.1	8.2
2010	4.13	4.10	4.32	4.63	7.7	7.6	7.8	8.2
2011	4.62	4.64	4.78	4.82	8.2	8.2	8.4	8.5
2012	4.91	4.93	5.20	5.23	8.6	8.6	9.0	9.1
2013	5.36	5.41	5.62	5.77	9.3	9.3	9.6	9.8
2014	5.91	6.16	6.32	6.45	10.0	10.4	10.6	10.7
2015	6.57	6.60	6.81	7.11	10.9	10.9	11.2	11.5
2016	7.08	7.11	7.45	7.80	11.5	11.5	11.8	12.3
2017	7.84	7.89	8.11	8.34	12.4	12.4	12.6	12.9
2018	8.38	8.40	8.58	8.85	12.9	12.9	13.0	13.3
2019	8.87	–	–	–	13.3	–	–	–
Legally required benefits								
2004	2.33	2.32	2.38	2.38	5.2	5.2	5.2	5.2
2005	2.40	2.42	2.42	2.46	5.2	5.2	5.1	5.1
2006	2.49	2.49	2.58	2.59	5.2	5.1	5.1	5.2
2007	2.58	2.59	2.61	2.63	5.1	5.1	5.1	5.2
2008	2.63	2.63	2.69	2.69	5.2	5.2	5.2	5.2
2009	2.68	2.70	2.76	2.76	5.1	5.1	5.1	5.1
2010	2.78	2.79	2.87	2.92	5.2	5.2	5.2	5.2
2011	2.92	2.92	2.91	2.94	5.2	5.2	5.1	5.2

See footnotes at end of table.

Table 7. State and local government workers, by occupational group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Primary, secondary, and special education school teachers[1]

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Legally required benefits								
2012	2.95	2.95	2.97	2.96	5.2	5.2	5.1	5.1
2013	2.96	2.97	2.96	2.98	5.1	5.1	5.1	5.1
2014	2.94	2.87	2.89	2.89	5.0	4.9	4.8	4.8
2015	2.90	2.91	2.91	2.94	4.8	4.8	4.8	4.8
2016	2.93	2.94	2.97	2.94	4.8	4.8	4.7	4.6
2017	2.95	2.97	2.98	2.98	4.6	4.7	4.6	4.6
2018	3.00	3.02	3.04	3.05	4.6	4.6	4.6	4.6
2019	3.06	–	–	–	4.6	–	–	–
Other benefits[2]								
2004	.09	.08	.08	.09	.2	.2	.2	.2
2005	.09	.09	.09	.08	.2	.2	.2	.2

[1] Estimates from December 2013 to March 2014 for this series were corrected, details are available at www.bls.gov/bls/ecec_correction_091014.htm.
[2] Includes severance pay and supplemental unemployment benefits. Publication of other benefits was discontinued beginning in June 2006.

Note: The sum of individual items may not equal totals due to rounding. Dashes indicate data are not available.

Table 7. State and local government workers, by occupational group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Office and administrative support occupations

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Total compensation								
2004	$23.31	$23.56	$23.89	$24.04	100.0	100.0	100.0	100.0
2005	24.24	24.34	24.73	24.92	100.0	100.0	100.0	100.0
2006	25.24	25.47	25.85	25.85	100.0	100.0	100.0	100.0
2007	26.28	26.60	27.02	26.11	100.0	100.0	100.0	100.0
2008	26.21	26.47	26.87	26.83	100.0	100.0	100.0	100.0
2009	27.13	27.30	27.60	27.77	100.0	100.0	100.0	100.0
2010	27.82	27.88	28.06	28.05	100.0	100.0	100.0	100.0
2011	28.28	28.24	28.68	28.46	100.0	100.0	100.0	100.0
2012	28.62	28.82	28.97	28.96	100.0	100.0	100.0	100.0
2013	29.15	29.24	29.49	29.50	100.0	100.0	100.0	100.0
2014	29.78	30.00	30.18	30.35	100.0	100.0	100.0	100.0
2015	30.60	30.78	31.02	31.32	100.0	100.0	100.0	100.0
2016	31.63	31.78	32.22	33.16	100.0	100.0	100.0	100.0
2017	33.43	33.54	33.81	33.88	100.0	100.0	100.0	100.0
2018	34.16	34.46	34.88	34.96	100.0	100.0	100.0	100.0
2019	35.25	–	–	–	100.0	–	–	–
Wages and salaries								
2004	14.97	15.05	15.19	15.24	64.2	63.9	63.6	63.4
2005	15.30	15.33	15.48	15.60	63.1	63.0	62.6	62.6
2006	15.74	15.87	16.04	16.05	62.4	62.3	62.0	62.1
2007	16.28	16.39	16.66	16.09	61.9	61.6	61.6	61.6
2008	16.19	16.33	16.55	16.55	61.8	61.7	61.6	61.7
2009	16.70	16.80	16.93	17.02	61.5	61.5	61.4	61.3
2010	17.03	17.03	17.05	17.04	61.2	61.1	60.7	60.7
2011	17.13	17.12	17.37	17.28	60.6	60.6	60.6	60.7
2012	17.34	17.44	17.48	17.51	60.6	60.5	60.3	60.5
2013	17.55	17.55	17.62	17.66	60.2	60.0	59.7	59.9
2014	17.79	17.85	17.98	18.08	59.7	59.5	59.6	59.6
2015	18.19	18.22	18.37	18.52	59.4	59.2	59.2	59.1
2016	18.62	18.65	18.88	19.34	58.9	58.7	58.6	58.3
2017	19.50	19.51	19.63	19.69	58.3	58.2	58.1	58.1
2018	19.80	19.93	20.17	20.22	58.0	57.8	57.8	57.9
2019	20.34	–	–	–	57.7	–	–	–
Total benefits								
2004	8.35	8.51	8.70	8.80	35.8	36.1	36.4	36.6
2005	8.95	9.01	9.25	9.32	36.9	37.0	37.4	37.4
2006	9.50	9.60	9.81	9.80	37.6	37.7	38.0	37.9
2007	10.00	10.21	10.36	10.02	38.1	38.4	38.4	38.4
2008	10.02	10.14	10.32	10.29	38.2	38.3	38.4	38.3
2009	10.44	10.50	10.66	10.75	38.5	38.5	38.6	38.7
2010	10.79	10.85	11.01	11.01	38.8	38.9	39.3	39.3
2011	11.15	11.13	11.31	11.17	39.4	39.4	39.4	39.3
2012	11.28	11.38	11.49	11.45	39.4	39.5	39.7	39.5
2013	11.60	11.69	11.88	11.84	39.8	40.0	40.3	40.1
2014	12.00	12.15	12.20	12.27	40.3	40.5	40.4	40.4
2015	12.41	12.56	12.65	12.80	40.6	40.8	40.8	40.9
2016	13.01	13.13	13.34	13.82	41.1	41.3	41.4	41.7
2017	13.93	14.03	14.18	14.20	41.7	41.8	41.9	41.9
2018	14.36	14.52	14.71	14.73	42.0	42.2	42.2	42.1
2019	14.92	–	–	–	42.3	–	–	–
Paid leave								
2004	2.22	2.25	2.27	2.27	9.5	9.5	9.5	9.5
2005	2.28	2.29	2.32	2.33	9.4	9.4	9.4	9.3
2006	2.41	2.43	2.47	2.46	9.6	9.6	9.6	9.5
2007	2.50	2.52	2.54	2.43	9.5	9.5	9.4	9.3
2008	2.40	2.40	2.45	2.44	9.2	9.1	9.1	9.1
2009	2.46	2.48	2.50	2.53	9.1	9.1	9.1	9.1
2010	2.53	2.52	2.52	2.52	9.1	9.0	9.0	9.0
2011	2.53	2.52	2.55	2.52	9.0	8.9	8.9	8.9
2012	2.53	2.55	2.55	2.56	8.8	8.9	8.8	8.8
2013	2.56	2.56	2.57	2.57	8.8	8.8	8.7	8.7
2014	2.59	2.61	2.63	2.65	8.7	8.7	8.7	8.7
2015	2.67	2.68	2.71	2.75	8.7	8.7	8.7	8.8
2016	2.77	2.77	2.81	2.92	8.8	8.7	8.7	8.8

See footnotes at end of table.

Table 7. State and local government workers, by occupational group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Office and administrative support occupations

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Paid leave								
2017	2.94	2.94	2.96	2.98	8.8	8.8	8.7	8.8
2018	2.99	3.02	3.05	3.05	8.8	8.8	8.7	8.7
2019	3.08	–	–	–	8.7	–	–	–
Supplemental pay								
2004	.16	.16	.16	.16	.7	.7	.7	.7
2005	.16	.17	.17	.17	.7	.7	.7	.7
2006	.17	.18	.18	.18	.7	.7	.7	.7
2007	.18	.18	.18	.20	.7	.7	.7	.8
2008	.20	.21	.21	.20	.8	.8	.8	.7
2009	.20	.20	.20	.20	.7	.7	.7	.7
2010	.19	.20	.20	.20	.7	.7	.7	.7
2011	.19	.20	.20	.20	.7	.7	.7	.7
2012	.20	.20	.19	.19	.7	.7	.7	.7
2013	.19	.20	.20	.20	.7	.7	.7	.7
2014	.20	.21	.20	.20	.7	.7	.7	.7
2015	.20	.21	.21	.22	.7	.7	.7	.7
2016	.22	.23	.22	.28	.7	.7	.7	.8
2017	.29	.30	.30	.29	.9	.9	.9	.9
2018	.29	.31	.31	.30	.9	.9	.9	.9
2019	.31	–	–	–	.9	–	–	–
Insurance								
2004	3.18	3.23	3.33	3.40	13.6	13.7	13.9	14.1
2005	3.49	3.54	3.69	3.73	14.4	14.5	14.9	15.0
2006	3.80	3.85	3.95	3.93	15.0	15.1	15.3	15.2
2007	4.05	4.16	4.23	3.92	15.4	15.6	15.6	15.0
2008	3.95	3.99	4.04	4.06	15.1	15.1	15.0	15.1
2009	4.12	4.16	4.23	4.28	15.2	15.3	15.3	15.4
2010	4.29	4.33	4.43	4.44	15.4	15.5	15.8	15.8
2011	4.50	4.42	4.44	4.40	15.9	15.6	15.5	15.4
2012	4.44	4.51	4.52	4.50	15.5	15.7	15.6	15.5
2013	4.59	4.63	4.68	4.65	15.8	15.8	15.9	15.8
2014	4.70	4.74	4.80	4.79	15.8	15.8	15.9	15.8
2015	4.84	4.92	4.92	4.95	15.8	16.0	15.9	15.8
2016	5.07	5.15	5.21	5.28	16.0	16.2	16.2	15.9
2017	5.32	5.36	5.40	5.39	15.9	16.0	16.0	15.9
2018	5.52	5.56	5.59	5.59	16.2	16.1	16.0	16.0
2019	5.70	–	–	–	16.2	–	–	–
Retirement and savings								
2004	1.27	1.34	1.40	1.41	5.5	5.7	5.9	5.9
2005	1.44	1.42	1.47	1.50	5.9	5.8	5.9	6.0
2006	1.53	1.55	1.61	1.63	6.1	6.1	6.2	6.3
2007	1.67	1.71	1.77	1.83	6.3	6.4	6.5	7.0
2008	1.84	1.87	1.94	1.93	7.0	7.1	7.2	7.2
2009	1.97	1.96	2.01	2.03	7.2	7.2	7.3	7.3
2010	2.04	2.06	2.11	2.11	7.3	7.4	7.5	7.5
2011	2.15	2.14	2.22	2.17	7.6	7.6	7.7	7.6
2012	2.22	2.26	2.37	2.36	7.8	7.8	8.2	8.1
2013	2.41	2.44	2.56	2.56	8.3	8.3	8.7	8.7
2014	2.64	2.70	2.68	2.74	8.9	9.0	8.9	9.0
2015	2.79	2.83	2.88	2.96	9.1	9.2	9.3	9.5
2016	3.01	3.02	3.13	3.34	9.5	9.5	9.7	10.1
2017	3.36	3.40	3.47	3.49	10.1	10.1	10.3	10.3
2018	3.51	3.57	3.67	3.69	10.3	10.4	10.5	10.6
2019	3.73	–	–	–	10.6	–	–	–
Legally required benefits								
2004	1.48	1.49	1.51	1.51	6.3	6.3	6.3	6.3
2005	1.53	1.55	1.56	1.57	6.3	6.4	6.3	6.3
2006	1.58	1.59	1.60	1.60	6.3	6.2	6.2	6.2
2007	1.60	1.63	1.65	1.64	6.1	6.1	6.1	6.3
2008	1.63	1.67	1.68	1.67	6.2	6.3	6.3	6.2
2009	1.69	1.70	1.72	1.72	6.2	6.2	6.2	6.2
2010	1.73	1.75	1.76	1.75	6.2	6.3	6.3	6.2
2011	1.77	1.86	1.90	1.89	6.2	6.6	6.6	6.6

See footnotes at end of table.

Table 7. State and local government workers, by occupational group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Office and administrative support occupations

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Legally required benefits								
2012	1.90	1.85	1.85	1.84	6.6	6.4	6.4	6.4
2013	1.85	1.86	1.86	1.86	6.3	6.4	6.3	6.3
2014	1.87	1.89	1.89	1.90	6.3	6.3	6.3	6.2
2015	1.91	1.92	1.93	1.93	6.2	6.3	6.2	6.2
2016	1.94	1.96	1.97	2.00	6.1	6.2	6.1	6.0
2017	2.02	2.04	2.05	2.04	6.0	6.1	6.1	6.0
2018	2.05	2.08	2.10	2.10	6.0	6.0	6.0	6.0
2019	2.10	–	–	–	6.0	–	–	–
Other benefits[1]								
2004	.03	.04	.03	.03	.1	.2	.1	.1
2005	.04	.04	.04	.04	.1	.2	.1	.1

[1] Includes severance pay and supplemental unemployment benefits. Publication of other benefits was discontinued beginning in June 2006.

Note: The sum of individual items may not equal totals due to rounding. Dashes indicate data are not available.

Table 8. State and local government workers, by industry group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation

Education and health services

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Total compensation								
2004	$36.08	$35.97	$36.71	$36.98	100.0	100.0	100.0	100.0
2005	37.20	37.30	38.12	38.55	100.0	100.0	100.0	100.0
2006	38.96	39.15	40.38	40.65	100.0	100.0	100.0	100.0
2007	40.92	40.95	41.82	39.95	100.0	100.0	100.0	100.0
2008	39.98	40.78	41.84	41.72	100.0	100.0	100.0	100.0
2009	41.88	42.21	42.31	41.70	100.0	100.0	100.0	100.0
2010	41.85	41.80	42.24	42.40	100.0	100.0	100.0	100.0
2011	42.58	42.48	42.65	42.78	100.0	100.0	100.0	100.0
2012	42.98	42.94	43.45	43.95	100.0	100.0	100.0	100.0
2013	44.10	44.14	44.57	44.90	100.0	100.0	100.0	100.0
2014	44.96	44.93	45.43	45.89	100.0	100.0	100.0	100.0
2015	46.17	46.22	46.68	46.98	100.0	100.0	100.0	100.0
2016	47.14	47.15	48.00	50.38	100.0	100.0	100.0	100.0
2017	50.59	50.39	51.22	51.67	100.0	100.0	100.0	100.0
2018	51.77	51.63	52.42	52.95	100.0	100.0	100.0	100.0
2019	53.12	–	–	–	100.0	–	–	–
Wages and salaries								
2004	25.95	25.86	26.24	26.42	71.9	71.9	71.5	71.4
2005	26.51	26.56	26.98	27.30	71.3	71.2	70.8	70.8
2006	27.43	27.56	28.31	28.51	70.4	70.4	70.1	70.1
2007	28.64	28.57	29.19	27.44	70.0	69.8	69.8	68.7
2008	27.16	27.67	28.38	28.33	67.9	67.8	67.8	67.9
2009	28.33	28.52	28.79	28.39	67.7	67.6	68.0	68.1
2010	28.50	28.45	28.63	28.75	68.1	68.1	67.8	67.8
2011	28.85	28.81	28.86	28.98	67.8	67.8	67.7	67.7
2012	29.06	28.99	29.22	29.60	67.6	67.5	67.2	67.3
2013	29.60	29.60	29.81	30.01	67.1	67.1	66.9	66.8
2014	30.05	29.95	30.26	30.56	66.8	66.7	66.6	66.6
2015	30.69	30.71	30.93	31.03	66.5	66.5	66.3	66.1
2016	31.10	31.09	31.57	32.81	66.0	65.9	65.8	65.1
2017	32.90	32.77	33.21	33.46	65.0	65.0	64.8	64.7
2018	33.49	33.42	33.93	34.24	64.7	64.7	64.7	64.7
2019	34.29	–	–	–	64.6	–	–	–
Total benefits								
2004	10.13	10.11	10.47	10.56	28.1	28.1	28.5	28.6
2005	10.69	10.74	11.14	11.26	28.7	28.8	29.2	29.2
2006	11.53	11.59	12.06	12.14	29.6	29.6	29.9	29.9
2007	12.28	12.38	12.63	12.52	30.0	30.2	30.2	31.3
2008	12.81	13.11	13.45	13.39	32.1	32.2	32.2	32.1
2009	13.55	13.69	13.52	13.31	32.3	32.4	32.0	31.9
2010	13.35	13.36	13.61	13.65	31.9	31.9	32.2	32.2
2011	13.72	13.68	13.79	13.80	32.2	32.2	32.3	32.3
2012	13.92	13.95	14.23	14.35	32.4	32.5	32.8	32.7
2013	14.50	14.54	14.76	14.89	32.9	32.9	33.1	33.2
2014	14.91	14.97	15.17	15.33	33.2	33.3	33.4	33.4
2015	15.48	15.51	15.75	15.95	33.5	33.5	33.7	33.9
2016	16.03	16.07	16.44	17.57	34.0	34.1	34.2	34.9
2017	17.68	17.63	18.01	18.22	35.0	35.0	35.2	35.3
2018	18.28	18.21	18.49	18.71	35.3	35.3	35.3	35.3
2019	18.83	–	–	–	35.4	–	–	–
Paid leave								
2004	2.37	2.36	2.41	2.42	6.6	6.6	6.6	6.6
2005	2.44	2.44	2.49	2.49	6.6	6.5	6.5	6.4
2006	2.71	2.73	2.83	2.79	7.0	7.0	7.0	6.9
2007	2.80	2.81	2.86	2.75	6.8	6.9	6.8	6.9
2008	3.01	3.08	3.18	3.13	7.5	7.5	7.6	7.5
2009	3.14	3.18	2.79	2.71	7.5	7.5	6.6	6.5
2010	2.72	2.70	2.74	2.75	6.5	6.5	6.5	6.5
2011	2.73	2.71	2.68	2.69	6.4	6.4	6.3	6.3
2012	2.68	2.67	2.71	2.77	6.2	6.2	6.2	6.3
2013	2.77	2.75	2.78	2.84	6.3	6.2	6.2	6.3
2014	2.81	2.78	2.83	2.88	6.3	6.2	6.2	6.3
2015	2.88	2.85	2.88	2.87	6.2	6.2	6.2	6.1
2016	2.86	2.84	2.89	3.34	6.1	6.0	6.0	6.6

See footnotes at end of table.

Table 8. State and local government workers, by industry group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation

Education and health services

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Paid leave								
2017	3.35	3.32	3.40	3.46	6.6	6.6	6.6	6.7
2018	3.42	3.39	3.47	3.50	6.6	6.6	6.6	6.6
2019	3.49	–	–	–	6.6	–	–	–
Supplemental pay								
2004	.20	.20	.21	.20	.5	.6	.6	.5
2005	.20	.21	.21	.21	.5	.6	.6	.5
2006	.21	.22	.21	.19	.5	.6	.5	.5
2007	.19	.20	.20	.21	.5	.5	.5	.5
2008	.21	.22	.22	.21	.5	.5	.5	.5
2009	.21	.21	.21	.20	.5	.5	.5	.5
2010	.20	.21	.21	.21	.5	.5	.5	.5
2011	.21	.21	.21	.20	.5	.5	.5	.5
2012	.20	.21	.21	.21	.5	.5	.5	.5
2013	.21	.22	.22	.22	.5	.5	.5	.5
2014	.22	.23	.23	.22	.5	.5	.5	.5
2015	.22	.23	.23	.23	.5	.5	.5	.5
2016	.24	.25	.25	.32	.5	.5	.5	.6
2017	.33	.33	.34	.33	.6	.7	.7	.6
2018	.34	.34	.34	.34	.6	.7	.6	.6
2019	.34	–	–	–	.6	–	–	–
Insurance								
2004	3.46	3.48	3.62	3.70	9.6	9.7	9.9	10.0
2005	3.74	3.76	3.94	4.00	10.0	10.1	10.3	10.4
2006	4.07	4.11	4.24	4.31	10.4	10.5	10.5	10.6
2007	4.40	4.47	4.49	4.43	10.7	10.9	10.7	11.1
2008	4.47	4.54	4.59	4.63	11.2	11.1	11.0	11.1
2009	4.68	4.72	4.83	4.84	11.2	11.2	11.4	11.6
2010	4.92	4.95	5.04	5.04	11.8	11.8	11.9	11.9
2011	5.10	5.07	5.10	5.07	12.0	11.9	12.0	11.9
2012	5.13	5.17	5.21	5.20	11.9	12.0	12.0	11.8
2013	5.27	5.31	5.31	5.30	12.0	12.0	11.9	11.8
2014	5.27	5.30	5.32	5.33	11.7	11.8	11.7	11.6
2015	5.39	5.43	5.51	5.51	11.7	11.7	11.8	11.7
2016	5.60	5.65	5.73	5.91	11.9	12.0	11.9	11.7
2017	5.96	5.93	6.04	6.07	11.8	11.8	11.8	11.7
2018	6.12	6.09	6.13	6.13	11.8	11.8	11.7	11.6
2019	6.22	–	–	–	11.7	–	–	–
Retirement and savings								
2004	2.02	2.02	2.13	2.13	5.6	5.6	5.8	5.7
2005	2.17	2.19	2.33	2.37	5.8	5.9	6.1	6.2
2006	2.37	2.37	2.56	2.61	6.1	6.1	6.3	6.4
2007	2.66	2.67	2.81	2.86	6.5	6.5	6.7	7.2
2008	2.86	3.00	3.12	3.10	7.2	7.4	7.5	7.4
2009	3.19	3.24	3.31	3.22	7.6	7.7	7.8	7.7
2010	3.15	3.15	3.22	3.25	7.5	7.5	7.6	7.7
2011	3.27	3.27	3.36	3.38	7.7	7.7	7.9	7.9
2012	3.44	3.44	3.62	3.68	8.0	8.0	8.3	8.4
2013	3.75	3.76	3.94	4.00	8.5	8.5	8.8	8.9
2014	4.10	4.18	4.28	4.38	9.1	9.3	9.4	9.5
2015	4.47	4.47	4.59	4.78	9.7	9.7	9.8	10.2
2016	4.78	4.79	4.98	5.40	10.1	10.1	10.4	10.7
2017	5.44	5.43	5.60	5.71	10.7	10.8	10.9	11.0
2018	5.75	5.74	5.86	6.03	11.1	11.1	11.2	11.4
2019	6.05	–	–	–	11.4	–	–	–
Legally required benefits								
2004	2.02	2.01	2.06	2.06	5.6	5.6	5.6	5.6
2005	2.09	2.10	2.11	2.14	5.6	5.6	5.5	5.5
2006	2.17	2.17	2.22	2.24	5.6	5.5	5.5	5.5
2007	2.23	2.23	2.27	2.27	5.5	5.4	5.4	5.7
2008	2.26	2.28	2.34	2.32	5.7	5.6	5.6	5.6
2009	2.32	2.34	2.37	2.34	5.6	5.5	5.6	5.6
2010	2.36	2.36	2.40	2.40	5.6	5.6	5.7	5.7
2011	2.41	2.41	2.43	2.45	5.7	5.7	5.7	5.7

See footnotes at end of table.

Table 8. State and local government workers, by industry group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation

Education and health services

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Legally required benefits								
2012	2.46	2.47	2.48	2.49	5.7	5.7	5.7	5.7
2013	2.49	2.50	2.51	2.53	5.7	5.7	5.6	5.6
2014	2.51	2.48	2.50	2.52	5.6	5.5	5.5	5.5
2015	2.53	2.53	2.54	2.56	5.5	5.5	5.5	5.4
2016	2.56	2.55	2.58	2.60	5.4	5.4	5.4	5.2
2017	2.61	2.61	2.63	2.65	5.2	5.2	5.1	5.1
2018	2.66	2.65	2.69	2.71	5.1	5.1	5.1	5.1
2019	2.72	–	–	–	5.1	–	–	–
Other benefits[1]								
2004	.05	.05	.04	.05	.1	.1	.1	.1
2005	.05	.05	.05	.05	.1	.1	.1	.1

[1] Includes severance pay and supplemental unemployment benefits. Publication of other benefits was discontinued beginning in June 2006.

Note: The sum of individual items may not equal totals due to rounding. Dashes indicate data are not available.

Table 8. State and local government workers, by industry group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Educational services

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Total compensation								
2004	$36.76	$36.65	$37.40	$37.65	100.0	100.0	100.0	100.0
2005	37.84	37.99	38.85	39.24	100.0	100.0	100.0	100.0
2006	39.58	39.75	41.04	41.25	100.0	100.0	100.0	100.0
2007	41.50	41.59	42.48	40.30	100.0	100.0	100.0	100.0
2008	40.96	41.08	42.20	42.08	100.0	100.0	100.0	100.0
2009	42.28	42.58	42.65	42.68	100.0	100.0	100.0	100.0
2010	42.84	42.87	43.38	43.43	100.0	100.0	100.0	100.0
2011	43.55	43.55	43.67	43.85	100.0	100.0	100.0	100.0
2012	44.00	44.08	44.64	44.65	100.0	100.0	100.0	100.0
2013	44.77	44.90	45.30	45.56	100.0	100.0	100.0	100.0
2014	45.63	45.68	46.20	46.64	100.0	100.0	100.0	100.0
2015	46.92	47.05	47.52	48.09	100.0	100.0	100.0	100.0
2016	48.22	48.39	49.27	51.62	100.0	100.0	100.0	100.0
2017	51.84	51.76	52.64	53.01	100.0	100.0	100.0	100.0
2018	53.14	53.03	53.82	54.29	100.0	100.0	100.0	100.0
2019	54.45	–	–	–	100.0	–	–	–
Wages and salaries								
2004	26.62	26.56	26.94	27.09	72.4	72.5	72.0	72.0
2005	27.18	27.27	27.73	28.00	71.8	71.8	71.4	71.3
2006	28.14	28.25	29.04	29.16	71.1	71.1	70.8	70.7
2007	29.28	29.27	29.89	27.81	70.6	70.4	70.4	69.0
2008	28.00	28.06	28.80	28.74	68.4	68.3	68.3	68.3
2009	28.77	28.95	29.24	29.26	68.1	68.0	68.6	68.6
2010	29.38	29.40	29.64	29.66	68.6	68.6	68.3	68.3
2011	29.75	29.79	29.82	29.95	68.3	68.4	68.3	68.3
2012	29.99	30.02	30.28	30.26	68.2	68.1	67.8	67.8
2013	30.24	30.32	30.52	30.65	67.5	67.5	67.4	67.3
2014	30.69	30.66	30.99	31.26	67.3	67.1	67.1	67.0
2015	31.39	31.49	31.70	32.03	66.9	66.9	66.7	66.6
2016	32.09	32.19	32.68	33.82	66.5	66.5	66.3	65.5
2017	33.92	33.87	34.34	34.51	65.4	65.4	65.2	65.1
2018	34.58	34.55	35.07	35.32	65.1	65.1	65.1	65.0
2019	35.37	–	–	–	65.0	–	–	–
Total benefits								
2004	10.14	10.09	10.45	10.56	27.6	27.5	28.0	28.0
2005	10.66	10.71	11.12	11.25	28.2	28.2	28.6	28.7
2006	11.45	11.50	11.99	12.09	28.9	28.9	29.2	29.3
2007	12.22	12.32	12.58	12.49	29.4	29.6	29.6	31.0
2008	12.96	13.03	13.39	13.34	31.6	31.7	31.7	31.7
2009	13.50	13.63	13.41	13.42	31.9	32.0	31.4	31.4
2010	13.46	13.46	13.74	13.76	31.4	31.4	31.7	31.7
2011	13.80	13.76	13.86	13.90	31.7	31.6	31.7	31.7
2012	14.01	14.06	14.36	14.39	31.8	31.9	32.2	32.2
2013	14.53	14.58	14.79	14.91	32.5	32.5	32.6	32.7
2014	14.94	15.01	15.21	15.38	32.7	32.9	32.9	33.0
2015	15.53	15.56	15.82	16.07	33.1	33.1	33.3	33.4
2016	16.13	16.20	16.59	17.80	33.5	33.5	33.7	34.5
2017	17.92	17.90	18.30	18.50	34.6	34.6	34.8	34.9
2018	18.57	18.49	18.76	18.98	34.9	34.9	34.9	35.0
2019	19.08	–	–	–	35.0	–	–	–
Paid leave								
2004	2.27	2.24	2.30	2.32	6.2	6.1	6.2	6.2
2005	2.33	2.32	2.37	2.37	6.2	6.1	6.1	6.0
2006	2.54	2.54	2.64	2.62	6.4	6.4	6.4	6.4
2007	2.62	2.62	2.67	2.59	6.3	6.3	6.3	6.4
2008	2.99	2.95	3.07	3.02	7.3	7.2	7.3	7.2
2009	3.05	3.06	2.61	2.63	7.2	7.2	6.1	6.2
2010	2.64	2.61	2.66	2.68	6.2	6.1	6.1	6.2
2011	2.66	2.62	2.57	2.61	6.1	6.0	5.9	6.0
2012	2.59	2.57	2.62	2.63	5.9	5.8	5.9	5.9
2013	2.62	2.59	2.62	2.69	5.9	5.8	5.8	5.9
2014	2.66	2.61	2.67	2.73	5.8	5.7	5.8	5.9
2015	2.73	2.69	2.72	2.76	5.8	5.7	5.7	5.7
2016	2.74	2.71	2.77	3.22	5.7	5.6	5.6	6.2

See footnotes at end of table.

Table 8. State and local government workers, by industry group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Educational services

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Paid leave								
2017	3.23	3.19	3.27	3.35	6.2	6.2	6.2	6.3
2018	3.31	3.25	3.33	3.37	6.2	6.1	6.2	6.2
2019	3.36	–	–	–	6.2	–	–	–
Supplemental pay								
2004	.13	.12	.13	.13	.3	.3	.3	.3
2005	.13	.13	.13	.13	.3	.3	.3	.3
2006	.14	.14	.13	.13	.4	.3	.3	.3
2007	.12	.12	.13	.15	.3	.3	.3	.4
2008	.15	.15	.16	.15	.4	.4	.4	.4
2009	.15	.15	.15	.14	.4	.3	.3	.3
2010	.15	.15	.15	.15	.3	.3	.3	.3
2011	.15	.15	.15	.15	.3	.3	.3	.3
2012	.15	.15	.15	.16	.3	.3	.3	.3
2013	.15	.16	.16	.16	.3	.3	.4	.3
2014	.16	.17	.16	.16	.3	.4	.4	.3
2015	.16	.16	.16	.17	.3	.3	.3	.4
2016	.18	.18	.18	.25	.4	.4	.4	.5
2017	.25	.25	.25	.25	.5	.5	.5	.5
2018	.26	.25	.25	.25	.5	.5	.5	.5
2019	.25	–	–	–	.5	–	–	–
Insurance								
2004	3.54	3.56	3.70	3.78	9.6	9.7	9.9	10.0
2005	3.81	3.84	4.02	4.09	10.1	10.1	10.3	10.4
2006	4.16	4.21	4.35	4.42	10.5	10.6	10.6	10.7
2007	4.51	4.59	4.60	4.52	10.9	11.0	10.8	11.2
2008	4.55	4.63	4.69	4.73	11.1	11.3	11.1	11.2
2009	4.76	4.82	4.93	4.93	11.3	11.3	11.6	11.6
2010	5.00	5.04	5.14	5.12	11.7	11.8	11.9	11.8
2011	5.17	5.14	5.18	5.15	11.9	11.8	11.9	11.7
2012	5.21	5.26	5.30	5.30	11.8	11.9	11.9	11.9
2013	5.36	5.41	5.40	5.38	12.0	12.0	11.9	11.8
2014	5.35	5.40	5.41	5.41	11.7	11.8	11.7	11.6
2015	5.46	5.51	5.59	5.56	11.6	11.7	11.8	11.6
2016	5.65	5.71	5.80	6.03	11.7	11.8	11.8	11.7
2017	6.08	6.08	6.20	6.21	11.7	11.8	11.8	11.7
2018	6.27	6.23	6.27	6.26	11.8	11.8	11.7	11.5
2019	6.34	–	–	–	11.6	–	–	–
Retirement and savings								
2004	2.12	2.12	2.22	2.22	5.8	5.8	5.9	5.9
2005	2.26	2.29	2.44	2.48	6.0	6.0	6.3	6.3
2006	2.45	2.46	2.66	2.68	6.2	6.2	6.5	6.5
2007	2.75	2.77	2.92	2.99	6.6	6.7	6.9	7.4
2008	3.00	3.04	3.16	3.14	7.3	7.4	7.5	7.5
2009	3.24	3.29	3.37	3.37	7.7	7.7	7.9	7.9
2010	3.29	3.30	3.38	3.40	7.7	7.7	7.8	7.8
2011	3.41	3.41	3.53	3.54	7.8	7.8	8.1	8.1
2012	3.60	3.62	3.81	3.83	8.2	8.2	8.5	8.6
2013	3.91	3.94	4.11	4.17	8.7	8.8	9.1	9.1
2014	4.27	4.38	4.49	4.58	9.4	9.6	9.7	9.8
2015	4.67	4.70	4.83	5.02	10.0	10.0	10.2	10.4
2016	5.02	5.06	5.26	5.69	10.4	10.4	10.7	11.0
2017	5.73	5.76	5.94	6.02	11.1	11.1	11.3	11.4
2018	6.07	6.09	6.20	6.37	11.4	11.5	11.5	11.7
2019	6.40	–	–	–	11.8	–	–	–
Legally required benefits								
2004	2.02	2.01	2.06	2.07	5.5	5.5	5.5	5.5
2005	2.08	2.09	2.11	2.13	5.5	5.5	5.4	5.4
2006	2.16	2.15	2.22	2.23	5.5	5.4	5.4	5.4
2007	2.22	2.22	2.27	2.25	5.4	5.3	5.3	5.6
2008	2.27	2.26	2.32	2.30	5.5	5.5	5.5	5.5
2009	2.30	2.32	2.35	2.34	5.4	5.4	5.5	5.5
2010	2.37	2.37	2.41	2.42	5.5	5.5	5.6	5.6
2011	2.42	2.42	2.43	2.45	5.6	5.6	5.6	5.6

See footnotes at end of table.

Table 8. State and local government workers, by industry group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Educational services

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Legally required benefits								
2012	2.46	2.47	2.49	2.47	5.6	5.6	5.6	5.5
2013	2.48	2.49	2.49	2.51	5.5	5.5	5.5	5.5
2014	2.49	2.45	2.48	2.50	5.5	5.4	5.4	5.4
2015	2.50	2.50	2.52	2.55	5.3	5.3	5.3	5.3
2016	2.55	2.54	2.58	2.61	5.3	5.3	5.2	5.1
2017	2.63	2.62	2.65	2.66	5.1	5.1	5.0	5.0
2018	2.67	2.66	2.70	2.72	5.0	5.0	5.0	5.0
2019	2.73	–	–	–	5.0	–	–	–
Other benefits[1]								
2004	.05	.05	.05	.05	.1	.1	.1	.1
2005	.05	.05	.05	.05	.1	.1	.1	.1

[1] Includes severance pay and supplemental unemployment benefits. Publication of other benefits was discontinued beginning in June 2006.

Note: The sum of individual items may not equal totals due to rounding. Dashes indicate data are not available.

Table 8. State and local government workers, by industry group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Elementary and secondary schools

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Total compensation								
2004	$35.96	$35.84	$36.67	$36.93	100.0	100.0	100.0	100.0
2005	37.07	37.17	38.00	38.36	100.0	100.0	100.0	100.0
2006	38.62	38.82	40.08	40.23	100.0	100.0	100.0	100.0
2007	40.56	40.71	41.37	40.04	100.0	100.0	100.0	100.0
2008	40.18	40.43	41.28	41.41	100.0	100.0	100.0	100.0
2009	41.60	41.72	42.45	42.47	100.0	100.0	100.0	100.0
2010	42.49	42.51	43.06	43.09	100.0	100.0	100.0	100.0
2011	43.08	43.18	43.27	43.48	100.0	100.0	100.0	100.0
2012	43.58	43.65	44.14	44.17	100.0	100.0	100.0	100.0
2013	44.30	44.41	44.74	44.93	100.0	100.0	100.0	100.0
2014	44.96	45.11	45.56	45.80	100.0	100.0	100.0	100.0
2015	46.02	46.20	46.59	47.03	100.0	100.0	100.0	100.0
2016	47.16	47.42	48.22	49.98	100.0	100.0	100.0	100.0
2017	50.18	50.30	51.10	51.25	100.0	100.0	100.0	100.0
2018	51.53	51.64	52.35	52.69	100.0	100.0	100.0	100.0
2019	52.88	–	–	–	100.0	–	–	–
Wages and salaries								
2004	26.13	26.05	26.48	26.59	72.7	72.7	72.2	72.0
2005	26.65	26.67	27.12	27.34	71.9	71.8	71.4	71.3
2006	27.47	27.61	28.39	28.44	71.1	71.1	70.8	70.7
2007	28.59	28.64	29.06	27.68	70.5	70.4	70.3	69.1
2008	27.79	27.92	28.52	28.60	69.2	69.1	69.1	69.1
2009	28.66	28.71	29.14	29.14	68.9	68.8	68.6	68.6
2010	29.22	29.24	29.50	29.53	68.8	68.8	68.5	68.5
2011	29.54	29.60	29.57	29.73	68.6	68.6	68.3	68.4
2012	29.73	29.76	29.95	29.97	68.2	68.2	67.9	67.9
2013	29.97	30.03	30.17	30.27	67.7	67.6	67.4	67.4
2014	30.30	30.33	30.60	30.73	67.4	67.2	67.2	67.1
2015	30.83	30.94	31.10	31.27	67.0	67.0	66.7	66.5
2016	31.31	31.49	31.91	32.86	66.4	66.4	66.2	65.7
2017	32.94	33.02	33.44	33.44	65.6	65.6	65.4	65.2
2018	33.59	33.67	34.13	34.28	65.2	65.2	65.2	65.1
2019	34.34	–	–	–	64.9	–	–	–
Total benefits								
2004	9.83	9.80	10.19	10.34	27.3	27.3	27.8	28.0
2005	10.43	10.50	10.88	11.03	28.1	28.2	28.6	28.7
2006	11.15	11.21	11.69	11.80	28.9	28.9	29.2	29.3
2007	11.98	12.07	12.31	12.36	29.5	29.6	29.7	30.9
2008	12.39	12.51	12.76	12.82	30.8	30.9	30.9	30.9
2009	12.94	13.01	13.31	13.33	31.1	31.2	31.4	31.4
2010	13.27	13.26	13.56	13.56	31.2	31.2	31.5	31.5
2011	13.54	13.57	13.70	13.76	31.4	31.4	31.7	31.6
2012	13.85	13.89	14.19	14.19	31.8	31.8	32.1	32.1
2013	14.33	14.38	14.57	14.67	32.3	32.4	32.6	32.6
2014	14.66	14.78	14.96	15.07	32.6	32.8	32.8	32.9
2015	15.19	15.25	15.49	15.76	33.0	33.0	33.3	33.5
2016	15.84	15.93	16.31	17.12	33.6	33.6	33.8	34.3
2017	17.24	17.28	17.66	17.81	34.4	34.4	34.6	34.8
2018	17.94	17.97	18.22	18.41	34.8	34.8	34.8	34.9
2019	18.54	–	–	–	35.1	–	–	–
Paid leave								
2004	2.03	2.01	2.06	2.09	5.6	5.6	5.6	5.6
2005	2.09	2.10	2.12	2.12	5.6	5.6	5.6	5.5
2006	2.21	2.21	2.29	2.27	5.7	5.7	5.7	5.6
2007	2.32	2.33	2.36	2.24	5.7	5.7	5.7	5.6
2008	2.21	2.22	2.26	2.27	5.5	5.5	5.5	5.5
2009	2.26	2.27	2.31	2.31	5.4	5.4	5.4	5.4
2010	2.29	2.29	2.31	2.31	5.4	5.4	5.4	5.4
2011	2.29	2.29	2.25	2.27	5.3	5.3	5.2	5.2
2012	2.26	2.26	2.27	2.26	5.2	5.2	5.1	5.1
2013	2.26	2.27	2.29	2.31	5.1	5.1	5.1	5.1
2014	2.30	2.30	2.32	2.34	5.1	5.1	5.1	5.1
2015	2.35	2.36	2.34	2.39	5.1	5.1	5.0	5.1
2016	2.39	2.39	2.42	2.65	5.1	5.0	5.0	5.3

See footnotes at end of table.

Table 8. State and local government workers, by industry group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Elementary and secondary schools

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Paid leave								
2017	2.67	2.66	2.71	2.73	5.3	5.3	5.3	5.3
2018	2.73	2.74	2.76	2.76	5.3	5.3	5.3	5.2
2019	2.77	–	–	–	5.2	–	–	–
Supplemental pay								
2004	.11	.11	.12	.12	.3	.3	.3	.3
2005	.11	.12	.12	.12	.3	.3	.3	.3
2006	.12	.12	.11	.10	.3	.3	.3	.3
2007	.10	.11	.10	.15	.3	.3	.3	.4
2008	.16	.16	.16	.15	.4	.4	.4	.4
2009	.15	.15	.15	.15	.4	.4	.4	.4
2010	.15	.15	.15	.16	.4	.4	.4	.4
2011	.16	.16	.16	.16	.4	.4	.4	.4
2012	.16	.16	.16	.16	.4	.4	.4	.4
2013	.16	.16	.17	.17	.4	.4	.4	.4
2014	.17	.18	.17	.17	.4	.4	.4	.4
2015	.17	.17	.17	.18	.4	.4	.4	.4
2016	.19	.19	.19	.22	.4	.4	.4	.4
2017	.21	.21	.21	.22	.4	.4	.4	.4
2018	.22	.21	.21	.21	.4	.4	.4	.4
2019	.22	–	–	–	.4	–	–	–
Insurance								
2004	3.69	3.69	3.87	3.96	10.3	10.3	10.6	10.7
2005	3.98	3.99	4.19	4.28	10.7	10.7	11.0	11.1
2006	4.37	4.41	4.58	4.66	11.3	11.4	11.4	11.6
2007	4.74	4.78	4.82	4.74	11.7	11.8	11.6	11.8
2008	4.76	4.85	4.92	4.94	11.8	12.0	11.9	11.9
2009	4.95	4.97	5.10	5.10	11.9	11.9	12.0	12.0
2010	5.17	5.18	5.31	5.31	12.2	12.2	12.3	12.3
2011	5.33	5.34	5.40	5.38	12.4	12.4	12.5	12.4
2012	5.42	5.45	5.52	5.51	12.4	12.5	12.5	12.5
2013	5.56	5.58	5.58	5.58	12.6	12.6	12.5	12.4
2014	5.52	5.53	5.56	5.57	12.3	12.2	12.2	12.2
2015	5.59	5.61	5.72	5.71	12.1	12.1	12.3	12.1
2016	5.81	5.85	5.96	5.93	12.3	12.3	12.4	11.9
2017	6.00	6.00	6.11	6.13	11.9	11.9	12.0	12.0
2018	6.18	6.20	6.26	6.24	12.0	12.0	12.0	11.8
2019	6.32	–	–	–	12.0	–	–	–
Retirement and savings								
2004	2.00	1.99	2.10	2.12	5.5	5.6	5.7	5.7
2005	2.17	2.21	2.36	2.40	5.9	5.9	6.2	6.3
2006	2.38	2.39	2.58	2.61	6.2	6.2	6.4	6.5
2007	2.68	2.70	2.85	3.06	6.6	6.6	6.9	7.6
2008	3.08	3.10	3.19	3.21	7.7	7.7	7.7	7.8
2009	3.34	3.37	3.47	3.48	8.0	8.1	8.2	8.2
2010	3.36	3.34	3.44	3.43	7.9	7.9	8.0	8.0
2011	3.42	3.44	3.53	3.56	7.9	8.0	8.2	8.2
2012	3.62	3.63	3.84	3.86	8.3	8.3	8.7	8.7
2013	3.95	3.97	4.13	4.20	8.9	8.9	9.2	9.3
2014	4.29	4.43	4.54	4.62	9.5	9.8	10.0	10.1
2015	4.71	4.74	4.87	5.06	10.2	10.3	10.4	10.8
2016	5.05	5.08	5.30	5.85	10.7	10.7	11.0	11.7
2017	5.89	5.91	6.11	6.24	11.7	11.8	12.0	12.2
2018	6.28	6.28	6.42	6.63	12.2	12.2	12.3	12.6
2019	6.65	–	–	–	12.6	–	–	–
Legally required benefits								
2004	1.94	1.93	1.98	1.99	5.4	5.4	5.4	5.4
2005	2.00	2.02	2.02	2.05	5.4	5.4	5.3	5.3
2006	2.08	2.08	2.13	2.15	5.4	5.4	5.3	5.3
2007	2.14	2.15	2.17	2.18	5.3	5.3	5.3	5.4
2008	2.18	2.19	2.23	2.24	5.4	5.4	5.4	5.4
2009	2.24	2.25	2.29	2.28	5.4	5.4	5.4	5.4
2010	2.30	2.31	2.35	2.35	5.4	5.4	5.5	5.5
2011	2.35	2.35	2.36	2.38	5.5	5.4	5.5	5.5

See footnotes at end of table.

Table 8. State and local government workers, by industry group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Elementary and secondary schools

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Legally required benefits								
2012	2.39	2.39	2.40	2.40	5.5	5.5	5.4	5.4
2013	2.40	2.41	2.40	2.41	5.4	5.4	5.4	5.4
2014	2.39	2.34	2.36	2.37	5.3	5.2	5.2	5.2
2015	2.37	2.38	2.39	2.41	5.2	5.2	5.1	5.1
2016	2.41	2.42	2.45	2.47	5.1	5.1	5.1	4.9
2017	2.48	2.49	2.51	2.51	4.9	4.9	4.9	4.9
2018	2.52	2.54	2.56	2.57	4.9	4.9	4.9	4.9
2019	2.58	–	–	–	4.9	–	–	–
Other benefits[1]								
2004	.07	.06	.06	.07	.2	.2	.2	.2
2005	.06	.06	.06	.06	.2	.2	.2	.2

[1] Includes severance pay and supplemental unemployment benefits. Publication of other benefits was discontinued beginning in June 2006.

Note: The sum of individual items may not equal totals due to rounding. Dashes indicate data are not available.

Table 8. State and local government workers, by industry group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Junior colleges, colleges, and universities

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Total compensation								
2004	$39.37	$39.69	$39.94	$40.25	100.0	100.0	100.0	100.0
2005	40.54	40.96	41.71	42.26	100.0	100.0	100.0	100.0
2006	42.85	43.20	44.16	44.74	100.0	100.0	100.0	100.0
2007	44.92	45.29	46.65	41.57	100.0	100.0	100.0	100.0
2008	43.86	43.94	45.70	44.64	100.0	100.0	100.0	100.0
2009	44.83	46.06	43.63	43.67	100.0	100.0	100.0	100.0
2010	44.28	44.50	44.71	44.78	100.0	100.0	100.0	100.0
2011	45.36	45.23	45.28	45.22	100.0	100.0	100.0	100.0
2012	45.57	45.87	46.45	46.47	100.0	100.0	100.0	100.0
2013	46.71	47.16	47.60	47.82	100.0	100.0	100.0	100.0
2014	48.13	48.20	48.73	49.55	100.0	100.0	100.0	100.0
2015	50.18	50.68	51.09	51.50	100.0	100.0	100.0	100.0
2016	51.95	52.24	53.05	56.24	100.0	100.0	100.0	100.0
2017	56.71	56.49	57.18	57.75	100.0	100.0	100.0	100.0
2018	57.70	57.50	58.06	58.60	100.0	100.0	100.0	100.0
2019	58.86	–	–	–	100.0	–	–	–
Wages and salaries								
2004	28.27	28.53	28.61	28.92	71.8	71.9	71.6	71.9
2005	29.06	29.42	29.75	30.21	71.7	71.8	71.3	71.5
2006	30.36	30.62	31.13	31.61	70.9	70.9	70.5	70.6
2007	31.77	31.86	32.98	28.53	70.7	70.4	70.7	68.6
2008	28.93	28.83	30.04	29.49	66.0	65.6	65.7	66.1
2009	29.34	30.03	29.81	29.85	65.5	65.2	68.3	68.4
2010	30.13	30.21	30.29	30.29	68.1	67.9	67.7	67.6
2011	30.64	30.72	30.82	30.81	67.6	67.9	68.1	68.1
2012	30.99	31.16	31.47	31.46	68.0	67.9	67.8	67.7
2013	31.49	31.83	32.07	32.16	67.4	67.5	67.4	67.3
2014	32.28	32.31	32.67	33.19	67.1	67.0	67.0	67.0
2015	33.56	33.98	34.14	34.46	66.9	67.0	66.8	66.9
2016	34.80	34.98	35.49	36.56	67.0	67.0	66.9	65.0
2017	36.81	36.62	37.00	37.41	64.9	64.8	64.7	64.8
2018	37.37	37.39	37.79	38.13	64.8	65.0	65.1	65.1
2019	38.31	–	–	–	65.1	–	–	–
Total benefits								
2004	11.10	11.16	11.33	11.33	28.2	28.1	28.4	28.1
2005	11.47	11.54	11.96	12.05	28.3	28.2	28.7	28.5
2006	12.49	12.58	13.03	13.13	29.1	29.1	29.5	29.4
2007	13.15	13.43	13.67	13.05	29.3	29.6	29.3	31.4
2008	14.93	15.11	15.66	15.15	34.0	34.4	34.3	33.9
2009	15.48	16.03	13.82	13.82	34.5	34.8	31.7	31.6
2010	14.15	14.29	14.43	14.49	31.9	32.1	32.3	32.4
2011	14.72	14.51	14.46	14.41	32.4	32.1	31.9	31.9
2012	14.58	14.71	14.98	15.01	32.0	32.1	32.2	32.3
2013	15.23	15.33	15.52	15.66	32.6	32.5	32.6	32.7
2014	15.85	15.89	16.06	16.36	32.9	33.0	33.0	33.0
2015	16.62	16.70	16.95	17.04	33.1	33.0	33.2	33.1
2016	17.15	17.26	17.56	19.68	33.0	33.0	33.1	35.0
2017	19.91	19.87	20.18	20.34	35.1	35.2	35.3	35.2
2018	20.33	20.11	20.27	20.47	35.2	35.0	34.9	34.9
2019	20.55	–	–	–	34.9	–	–	–
Paid leave								
2004	2.98	3.00	3.02	3.03	7.6	7.5	7.6	7.5
2005	3.07	3.06	3.13	3.13	7.6	7.5	7.5	7.4
2006	3.58	3.62	3.71	3.77	8.4	8.4	8.4	8.4
2007	3.68	3.77	3.78	3.72	8.2	8.3	8.1	8.9
2008	5.54	5.73	5.82	5.45	12.6	13.0	12.7	12.2
2009	5.69	6.02	3.65	3.66	12.7	13.1	8.4	8.4
2010	3.80	3.81	3.80	3.83	8.6	8.6	8.5	8.5
2011	3.84	3.84	3.68	3.69	8.5	8.5	8.1	8.2
2012	3.72	3.74	3.80	3.78	8.2	8.2	8.2	8.1
2013	3.87	3.85	3.77	3.87	8.3	8.2	7.9	8.1
2014	3.87	3.83	3.89	3.97	8.0	7.9	8.0	8.0
2015	4.01	3.96	4.02	3.94	8.0	7.8	7.9	7.7
2016	3.96	3.96	4.03	4.86	7.6	7.6	7.6	8.6

See footnotes at end of table.

Table 8. State and local government workers, by industry group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Junior colleges, colleges, and universities

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Paid leave								
2017	4.92	4.91	4.98	5.07	8.7	8.7	8.7	8.8
2018	4.98	4.95	5.03	5.09	8.6	8.6	8.7	8.7
2019	5.10	–	–	–	8.7	–	–	–
Supplemental pay								
2004	.17	.17	.17	.17	.4	.4	.4	.4
2005	.17	.17	.19	.18	.4	.4	.4	.4
2006	.20	.20	.20	.20	.5	.5	.5	.4
2007	.20	.20	.20	.15	.4	.4	.4	.4
2008	.15	.14	.15	.15	.3	.3	.3	.3
2009	.14	.13	.13	.13	.3	.3	.3	.3
2010	.13	.12	.12	.13	.3	.3	.3	.3
2011	.13	.13	.12	.12	.3	.3	.3	.3
2012	.11	.12	.12	.14	.3	.3	.3	.3
2013	.13	.14	.13	.13	.3	.3	.3	.3
2014	.13	.13	.13	.13	.3	.3	.3	.3
2015	.13	.13	.13	.14	.3	.3	.3	.3
2016	.15	.14	.15	.33	.3	.3	.3	.6
2017	.34	.33	.35	.35	.6	.6	.6	.6
2018	.36	.36	.35	.35	.6	.6	.6	.6
2019	.35	–	–	–	.6	–	–	–
Insurance								
2004	3.14	3.18	3.22	3.28	8.0	8.0	8.1	8.2
2005	3.34	3.39	3.58	3.60	8.2	8.3	8.6	8.5
2006	3.59	3.62	3.71	3.71	8.4	8.4	8.4	8.3
2007	3.77	3.89	3.89	3.84	8.4	8.6	8.3	9.2
2008	3.87	3.85	3.97	4.09	8.8	8.8	8.7	9.2
2009	4.16	4.27	4.42	4.42	9.3	9.3	10.1	10.1
2010	4.51	4.57	4.63	4.56	10.2	10.3	10.3	10.2
2011	4.68	4.46	4.42	4.39	10.3	9.9	9.8	9.7
2012	4.47	4.50	4.52	4.53	9.8	9.8	9.7	9.7
2013	4.59	4.64	4.67	4.66	9.8	9.8	9.8	9.7
2014	4.70	4.77	4.76	4.83	9.8	9.9	9.8	9.7
2015	4.92	5.00	5.03	5.04	9.8	9.9	9.8	9.8
2016	5.06	5.13	5.18	6.29	9.7	9.8	9.8	11.2
2017	6.34	6.34	6.42	6.42	11.2	11.2	11.2	11.1
2018	6.48	6.28	6.28	6.28	11.2	10.9	10.8	10.7
2019	6.29	–	–	–	10.7	–	–	–
Retirement and savings								
2004	2.52	2.56	2.62	2.53	6.4	6.5	6.6	6.3
2005	2.57	2.59	2.70	2.74	6.3	6.3	6.5	6.5
2006	2.70	2.72	2.93	2.95	6.3	6.3	6.6	6.6
2007	3.01	3.08	3.20	2.82	6.7	6.8	6.8	6.8
2008	2.82	2.84	3.10	2.95	6.4	6.5	6.8	6.6
2009	2.97	3.04	3.08	3.06	6.6	6.6	7.1	7.0
2010	3.11	3.18	3.24	3.34	7.0	7.2	7.3	7.5
2011	3.40	3.38	3.55	3.53	7.5	7.5	7.8	7.8
2012	3.58	3.60	3.78	3.83	7.9	7.8	8.1	8.2
2013	3.87	3.91	4.14	4.15	8.3	8.3	8.7	8.7
2014	4.30	4.30	4.40	4.53	8.9	8.9	9.0	9.1
2015	4.64	4.67	4.80	4.94	9.2	9.2	9.4	9.6
2016	4.97	5.03	5.17	5.19	9.6	9.6	9.7	9.2
2017	5.24	5.25	5.39	5.44	9.2	9.3	9.4	9.4
2018	5.44	5.46	5.52	5.62	9.4	9.5	9.5	9.6
2019	5.65	–	–	–	9.6	–	–	–
Legally required benefits								
2004	2.28	2.26	2.30	2.30	5.8	5.7	5.8	5.7
2005	2.32	2.33	2.36	2.38	5.7	5.7	5.7	5.6
2006	2.42	2.42	2.47	2.51	5.6	5.6	5.6	5.6
2007	2.50	2.50	2.61	2.52	5.6	5.5	5.6	6.1
2008	2.55	2.54	2.63	2.52	5.8	5.8	5.7	5.6
2009	2.53	2.57	2.55	2.54	5.6	5.6	5.8	5.8
2010	2.59	2.61	2.63	2.62	5.9	5.9	5.9	5.9
2011	2.66	2.69	2.68	2.68	5.9	6.0	5.9	5.9

See footnotes at end of table.

Table 8. State and local government workers, by industry group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Junior colleges, colleges, and universities

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Legally required benefits								
2012	2.71	2.76	2.77	2.73	5.9	6.0	6.0	5.9
2013	2.76	2.80	2.80	2.85	5.9	5.9	5.9	6.0
2014	2.85	2.86	2.88	2.91	5.9	5.9	5.9	5.9
2015	2.93	2.95	2.97	2.97	5.8	5.8	5.8	5.8
2016	3.01	3.00	3.03	3.01	5.8	5.7	5.7	5.3
2017	3.06	3.03	3.04	3.07	5.4	5.4	5.3	5.3
2018	3.07	3.07	3.10	3.13	5.3	5.3	5.3	5.3
2019	3.16	–	–	–	5.4	–	–	–
Other benefits[1]								
2004	([2])	([2])	([2])	([2])	([3])	([3])	([3])	([3])
2005	([2])	([2])	([2])	([2])	([3])	([3])	([3])	([3])

[1] Includes severance pay and supplemental unemployment benefits. Publication of other benefits was discontinued beginning in June 2006.
[2] Cost per hour worked is $0.01 or less.
[3] Less than .05 percent.

Note: The sum of individual items may not equal totals due to rounding. Dashes indicate data are not available.

Table 8. State and local government workers, by industry group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Health care and social assistance

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Total compensation								
2004	$31.51	$31.80	$32.40	$32.51	100.0	100.0	100.0	100.0
2005	32.89	33.14	33.60	34.06	100.0	100.0	100.0	100.0
2006	34.98	35.70	36.43	36.48	100.0	100.0	100.0	100.0
2007	36.91	37.00	37.70	37.60	100.0	100.0	100.0	100.0
2008	33.15	38.94	39.60	39.31	100.0	100.0	100.0	100.0
2009	39.16	39.96	40.26	34.83	100.0	100.0	100.0	100.0
2010	34.90	34.99	34.98	35.29	100.0	100.0	100.0	100.0
2011	35.75	35.71	36.07	35.49	100.0	100.0	100.0	100.0
2012	35.84	35.88	35.98	39.54	100.0	100.0	100.0	100.0
2013	39.82	39.79	40.34	40.75	100.0	100.0	100.0	100.0
2014	40.75	40.63	40.86	41.08	100.0	100.0	100.0	100.0
2015	41.43	41.44	41.78	39.50	100.0	100.0	100.0	100.0
2016	39.85	39.61	40.08	42.59	100.0	100.0	100.0	100.0
2017	42.64	42.62	43.10	43.48	100.0	100.0	100.0	100.0
2018	43.36	43.83	44.32	44.63	100.0	100.0	100.0	100.0
2019	44.98	–	–	–	100.0	–	–	–
Wages and salaries								
2004	21.45	21.58	21.83	21.91	68.1	67.9	67.4	67.4
2005	22.03	22.20	22.36	22.75	67.0	67.0	66.5	66.8
2006	22.96	23.53	23.94	23.98	65.6	65.9	65.7	65.7
2007	24.23	24.28	24.76	24.93	65.6	65.6	65.7	66.3
2008	21.34	25.31	25.77	25.55	64.4	65.0	65.1	65.0
2009	25.31	25.88	26.03	22.28	64.6	64.8	64.6	64.0
2010	22.29	22.32	22.24	22.40	63.9	63.8	63.6	63.5
2011	22.57	22.53	22.74	22.41	63.1	63.1	63.0	63.1
2012	22.57	22.59	22.60	25.41	63.0	63.0	62.8	64.3
2013	25.54	25.46	25.74	25.98	64.1	64.0	63.8	63.7
2014	26.00	25.88	25.98	26.10	63.8	63.7	63.6	63.5
2015	26.26	26.25	26.45	24.34	63.4	63.3	63.3	61.6
2016	24.50	24.34	24.61	26.44	61.5	61.4	61.4	62.1
2017	26.47	26.52	26.74	26.99	62.1	62.2	62.1	62.1
2018	26.83	27.16	27.39	27.54	61.9	62.0	61.8	61.7
2019	27.68	–	–	–	61.5	–	–	–
Total benefits								
2004	10.06	10.22	10.57	10.60	31.9	32.1	32.6	32.6
2005	10.86	10.94	11.24	11.31	33.0	33.0	33.5	33.2
2006	12.02	12.17	12.49	12.50	34.4	34.1	34.3	34.3
2007	12.68	12.73	12.94	12.67	34.4	34.4	34.3	33.7
2008	11.81	13.63	13.83	13.76	35.6	35.0	34.9	35.0
2009	13.85	14.08	14.23	12.55	35.4	35.2	35.4	36.0
2010	12.61	12.67	12.74	12.89	36.1	36.2	36.4	36.5
2011	13.19	13.18	13.33	13.08	36.9	36.9	37.0	36.9
2012	13.27	13.29	13.38	14.13	37.0	37.0	37.2	35.7
2013	14.28	14.33	14.60	14.78	35.9	36.0	36.2	36.3
2014	14.75	14.75	14.89	14.97	36.2	36.3	36.4	36.5
2015	15.18	15.19	15.33	15.15	36.6	36.7	36.7	38.4
2016	15.35	15.27	15.47	16.15	38.5	38.6	38.6	37.9
2017	16.17	16.10	16.36	16.48	37.9	37.8	37.9	37.9
2018	16.53	16.67	16.92	17.09	38.1	38.0	38.2	38.3
2019	17.30	–	–	–	38.5	–	–	–
Paid leave								
2004	3.06	3.09	3.12	3.13	9.7	9.7	9.6	9.6
2005	3.16	3.18	3.21	3.25	9.6	9.6	9.6	9.5
2006	3.78	3.88	3.95	3.97	10.8	10.9	10.8	10.9
2007	4.02	4.01	4.03	3.83	10.9	10.8	10.7	10.2
2008	3.19	3.85	3.92	3.86	9.6	9.9	9.9	9.8
2009	3.81	3.91	3.92	3.28	9.7	9.8	9.7	9.4
2010	3.25	3.25	3.23	3.25	9.3	9.3	9.2	9.2
2011	3.28	3.27	3.36	3.26	9.2	9.2	9.3	9.2
2012	3.28	3.28	3.28	3.68	9.1	9.1	9.1	9.3
2013	3.69	3.67	3.72	3.78	9.3	9.2	9.2	9.3
2014	3.77	3.74	3.75	3.78	9.3	9.2	9.2	9.2
2015	3.80	3.80	3.82	3.58	9.2	9.2	9.2	9.1
2016	3.63	3.62	3.65	4.08	9.1	9.1	9.1	9.6

See footnotes at end of table.

Table 8. State and local government workers, by industry group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Health care and social assistance

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Paid leave								
2017	4.08	4.09	4.12	4.16	9.6	9.6	9.6	9.6
2018	4.12	4.19	4.25	4.27	9.5	9.6	9.6	9.6
2019	4.31	–	–	–	9.6	–	–	–
Supplemental pay								
2004	.68	.68	.68	.68	2.1	2.1	2.1	2.1
2005	.70	.69	.70	.69	2.1	2.1	2.1	2.0
2006	.68	.68	.68	.66	1.9	1.9	1.9	1.8
2007	.67	.68	.69	.63	1.8	1.8	1.8	1.7
2008	.61	.60	.59	.59	1.8	1.5	1.5	1.5
2009	.60	.60	.60	.62	1.5	1.5	1.5	1.8
2010	.61	.60	.60	.61	1.7	1.7	1.7	1.7
2011	.61	.61	.62	.59	1.7	1.7	1.7	1.7
2012	.59	.57	.56	.58	1.7	1.6	1.6	1.5
2013	.58	.58	.59	.59	1.5	1.4	1.5	1.4
2014	.59	.59	.60	.59	1.4	1.5	1.5	1.4
2015	.60	.60	.61	.63	1.5	1.5	1.4	1.6
2016	.64	.64	.64	.78	1.6	1.6	1.6	1.8
2017	.81	.81	.84	.83	1.9	1.9	1.9	1.9
2018	.83	.84	.86	.87	1.9	1.9	1.9	2.0
2019	.88	–	–	–	2.0	–	–	–
Insurance								
2004	2.93	2.98	3.13	3.16	9.3	9.4	9.7	9.7
2005	3.24	3.30	3.43	3.44	9.9	10.0	10.2	10.1
2006	3.49	3.51	3.61	3.52	10.0	9.8	9.9	9.7
2007	3.63	3.69	3.80	3.82	9.8	10.0	10.1	10.2
2008	3.93	3.98	3.98	4.02	11.9	10.2	10.0	10.2
2009	4.13	4.14	4.20	4.23	10.5	10.4	10.4	12.1
2010	4.31	4.34	4.40	4.49	12.3	12.4	12.6	12.7
2011	4.62	4.61	4.62	4.57	12.9	12.9	12.8	12.9
2012	4.60	4.61	4.62	4.58	12.8	12.8	12.8	11.6
2013	4.70	4.74	4.78	4.80	11.8	11.9	11.8	11.8
2014	4.73	4.74	4.81	4.81	11.6	11.7	11.8	11.7
2015	4.92	4.94	5.01	5.18	11.9	11.9	12.0	13.1
2016	5.27	5.27	5.35	5.17	13.2	13.3	13.3	12.1
2017	5.17	5.07	5.15	5.16	12.1	11.9	11.9	11.9
2018	5.21	5.26	5.31	5.35	12.0	12.0	12.0	12.0
2019	5.52	–	–	–	12.3	–	–	–
Retirement and savings								
2004	1.32	1.39	1.53	1.53	4.2	4.4	4.7	4.7
2005	1.59	1.58	1.68	1.69	4.8	4.8	5.0	5.0
2006	1.85	1.87	1.98	2.07	5.3	5.2	5.4	5.7
2007	2.05	2.04	2.11	2.00	5.6	5.5	5.6	5.3
2008	1.86	2.78	2.88	2.84	5.6	7.1	7.3	7.2
2009	2.84	2.92	2.99	2.15	7.2	7.3	7.4	6.2
2010	2.16	2.19	2.22	2.24	6.2	6.3	6.4	6.3
2011	2.35	2.35	2.30	2.23	6.6	6.6	6.4	6.3
2012	2.35	2.36	2.45	2.70	6.6	6.6	6.8	6.8
2013	2.73	2.76	2.90	2.96	6.9	6.9	7.2	7.3
2014	3.00	3.03	3.06	3.12	7.4	7.5	7.5	7.6
2015	3.16	3.16	3.20	3.16	7.6	7.6	7.7	8.0
2016	3.19	3.13	3.21	3.60	8.0	7.9	8.0	8.4
2017	3.58	3.57	3.68	3.75	8.4	8.4	8.5	8.6
2018	3.77	3.76	3.84	3.93	8.7	8.6	8.7	8.8
2019	3.89	–	–	–	8.7	–	–	–
Legally required benefits								
2004	2.04	2.04	2.07	2.06	6.5	6.4	6.4	6.3
2005	2.12	2.14	2.17	2.20	6.5	6.5	6.5	6.5
2006	2.22	2.24	2.27	2.28	6.4	6.3	6.2	6.2
2007	2.30	2.31	2.32	2.40	6.2	6.2	6.1	6.4
2008	2.23	2.42	2.46	2.45	6.7	6.2	6.2	6.2
2009	2.47	2.50	2.52	2.28	6.3	6.3	6.3	6.5
2010	2.28	2.28	2.29	2.30	6.5	6.5	6.5	6.5
2011	2.32	2.33	2.44	2.44	6.5	6.5	6.8	6.9

See footnotes at end of table.

Table 8. State and local government workers, by industry group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Health care and social assistance

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Legally required benefits								
2012	2.46	2.47	2.46	2.59	6.9	6.9	6.8	6.5
2013	2.58	2.59	2.62	2.65	6.5	6.5	6.5	6.5
2014	2.65	2.65	2.67	2.68	6.5	6.5	6.5	6.5
2015	2.70	2.69	2.69	2.60	6.5	6.5	6.4	6.6
2016	2.62	2.60	2.62	2.52	6.6	6.6	6.5	5.9
2017	2.53	2.56	2.57	2.59	5.9	6.0	6.0	6.0
2018	2.59	2.61	2.65	2.66	6.0	6.0	6.0	6.0
2019	2.70	–	–	–	6.0	–	–	–
Other benefits[1]								
2004	.04	.04	.04	.04	.1	.1	.1	.1
2005	.04	.04	.04	.04	.1	.1	.1	.1

[1] Includes severance pay and supplemental unemployment benefits. Publication of other benefits was discontinued beginning in June 2006.

Note: The sum of individual items may not equal totals due to rounding. Dashes indicate data are not available.

Table 8. State and local government workers, by industry group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Hospitals

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Total compensation								
2004	$28.80	$29.17	$29.76	$29.87	100.0	100.0	100.0	100.0
2005	30.21	30.28	30.77	30.98	100.0	100.0	100.0	100.0
2006	31.39	31.51	32.09	32.57	100.0	100.0	100.0	100.0
2007	33.01	33.25	33.62	34.48	100.0	100.0	100.0	100.0
2008	34.81	34.94	35.37	35.42	100.0	100.0	100.0	100.0
2009	35.64	36.28	36.56	36.73	100.0	100.0	100.0	100.0
2010	37.01	37.20	37.10	37.52	100.0	100.0	100.0	100.0
2011	38.04	38.02	38.26	38.31	100.0	100.0	100.0	100.0
2012	38.67	38.79	38.93	44.08	100.0	100.0	100.0	100.0
2013	44.44	44.57	45.21	45.66	100.0	100.0	100.0	100.0
2014	45.62	45.46	45.80	45.96	100.0	100.0	100.0	100.0
2015	46.25	46.37	46.79	41.73	100.0	100.0	100.0	100.0
2016	42.05	42.20	42.52	44.89	100.0	100.0	100.0	100.0
2017	45.15	45.20	45.60	45.91	100.0	100.0	100.0	100.0
2018	45.52	46.28	46.66	47.15	100.0	100.0	100.0	100.0
2019	47.65	–	–	–	100.0	–	–	–
Wages and salaries								
2004	19.19	19.38	19.62	19.67	66.6	66.4	65.9	65.9
2005	19.82	19.84	20.02	20.19	65.6	65.5	65.1	65.2
2006	20.46	20.53	20.87	21.18	65.2	65.2	65.0	65.0
2007	21.46	21.68	21.91	22.26	65.0	65.2	65.2	64.6
2008	22.52	22.60	22.89	22.91	64.7	64.7	64.7	64.7
2009	22.88	23.33	23.46	23.55	64.2	64.3	64.2	64.1
2010	23.69	23.75	23.63	23.85	64.0	63.8	63.7	63.6
2011	24.05	24.00	24.19	24.16	63.2	63.1	63.2	63.1
2012	24.33	24.37	24.38	28.55	62.9	62.8	62.6	64.8
2013	28.76	28.79	29.14	29.42	64.7	64.6	64.5	64.4
2014	29.41	29.23	29.45	29.56	64.5	64.3	64.3	64.3
2015	29.68	29.72	29.97	25.88	64.2	64.1	64.1	62.0
2016	26.01	26.11	26.26	28.40	61.9	61.9	61.8	63.3
2017	28.57	28.65	28.87	29.10	63.3	63.4	63.3	63.4
2018	28.74	29.26	29.40	29.70	63.1	63.2	63.0	63.0
2019	29.88	–	–	–	62.7	–	–	–
Total benefits								
2004	9.61	9.79	10.14	10.20	33.4	33.6	34.1	34.1
2005	10.39	10.44	10.74	10.79	34.4	34.5	34.9	34.8
2006	10.93	10.98	11.22	11.39	34.8	34.8	35.0	35.0
2007	11.55	11.57	11.72	12.21	35.0	34.8	34.8	35.4
2008	12.29	12.34	12.48	12.51	35.3	35.3	35.3	35.3
2009	12.77	12.96	13.10	13.18	35.8	35.7	35.8	35.9
2010	13.33	13.45	13.47	13.68	36.0	36.2	36.3	36.4
2011	14.00	14.02	14.07	14.14	36.8	36.9	36.8	36.9
2012	14.34	14.42	14.55	15.53	37.1	37.2	37.4	35.2
2013	15.68	15.78	16.07	16.24	35.3	35.4	35.5	35.6
2014	16.21	16.23	16.35	16.40	35.5	35.7	35.7	35.7
2015	16.57	16.65	16.81	15.84	35.8	35.9	35.9	38.0
2016	16.04	16.09	16.26	16.49	38.1	38.1	38.2	36.7
2017	16.58	16.55	16.73	16.81	36.7	36.6	36.7	36.6
2018	16.78	17.02	17.25	17.45	36.9	36.8	37.0	37.0
2019	17.77	–	–	–	37.3	–	–	–
Paid leave								
2004	2.90	2.94	2.96	2.98	10.1	10.1	10.0	10.0
2005	3.01	3.03	3.05	3.08	10.0	10.0	9.9	9.9
2006	3.24	3.25	3.30	3.37	10.3	10.3	10.3	10.4
2007	3.43	3.44	3.44	3.44	10.4	10.3	10.2	10.0
2008	3.40	3.39	3.43	3.41	9.8	9.7	9.7	9.6
2009	3.40	3.49	3.49	3.50	9.5	9.6	9.5	9.5
2010	3.48	3.49	3.46	3.50	9.4	9.4	9.3	9.3
2011	3.54	3.53	3.61	3.61	9.3	9.3	9.4	9.4
2012	3.62	3.63	3.62	4.20	9.4	9.3	9.3	9.5
2013	4.21	4.21	4.28	4.34	9.5	9.4	9.5	9.5
2014	4.32	4.27	4.29	4.31	9.5	9.4	9.4	9.4
2015	4.34	4.36	4.38	3.82	9.4	9.4	9.4	9.1
2016	3.85	3.88	3.90	4.30	9.2	9.2	9.2	9.6

See footnotes at end of table.

Table 8. State and local government workers, by industry group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Hospitals

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Paid leave								
2017	4.33	4.34	4.35	4.38	9.6	9.6	9.5	9.5
2018	4.32	4.41	4.49	4.52	9.5	9.5	9.6	9.6
2019	4.57	–	–	–	9.6	–	–	–
Supplemental pay								
2004	.70	.70	.70	.71	2.4	2.4	2.4	2.4
2005	.71	.73	.74	.74	2.4	2.4	2.4	2.4
2006	.75	.75	.76	.79	2.4	2.4	2.4	2.4
2007	.79	.80	.80	.74	2.4	2.4	2.4	2.1
2008	.73	.74	.74	.73	2.1	2.1	2.1	2.1
2009	.73	.74	.74	.74	2.1	2.0	2.0	2.0
2010	.74	.74	.73	.73	2.0	2.0	2.0	1.9
2011	.74	.74	.74	.74	1.9	2.0	1.9	1.9
2012	.74	.74	.74	.75	1.9	1.9	1.9	1.7
2013	.74	.74	.74	.75	1.7	1.7	1.6	1.6
2014	.75	.76	.76	.76	1.6	1.7	1.7	1.7
2015	.77	.77	.78	.77	1.7	1.7	1.7	1.8
2016	.79	.79	.79	.93	1.9	1.9	1.9	2.1
2017	.95	.96	1.00	1.00	2.1	2.1	2.2	2.2
2018	1.01	1.02	1.04	1.05	2.2	2.2	2.2	2.2
2019	1.06	–	–	–	2.2	–	–	–
Insurance								
2004	2.69	2.73	2.92	2.96	9.3	9.4	9.8	9.9
2005	3.02	3.07	3.20	3.19	10.0	10.1	10.4	10.3
2006	3.19	3.19	3.29	3.28	10.2	10.1	10.2	10.1
2007	3.35	3.35	3.46	3.93	10.1	10.1	10.3	11.4
2008	4.06	4.07	4.09	4.15	11.7	11.7	11.6	11.7
2009	4.30	4.31	4.39	4.43	12.1	11.9	12.0	12.0
2010	4.53	4.60	4.67	4.78	12.2	12.4	12.6	12.7
2011	4.94	4.95	4.89	4.96	13.0	13.0	12.8	13.0
2012	4.97	4.99	5.06	4.92	12.8	12.9	13.0	11.2
2013	5.05	5.10	5.15	5.16	11.4	11.4	11.4	11.3
2014	5.07	5.09	5.12	5.10	11.1	11.2	11.2	11.1
2015	5.19	5.25	5.33	5.43	11.2	11.3	11.4	13.0
2016	5.56	5.60	5.68	5.15	13.2	13.3	13.4	11.5
2017	5.15	5.05	5.11	5.10	11.4	11.2	11.2	11.1
2018	5.11	5.19	5.21	5.28	11.2	11.2	11.2	11.2
2019	5.49	–	–	–	11.5	–	–	–
Retirement and savings								
2004	1.26	1.36	1.47	1.49	4.4	4.7	4.9	5.0
2005	1.55	1.52	1.63	1.64	5.1	5.0	5.3	5.3
2006	1.66	1.69	1.74	1.78	5.3	5.4	5.4	5.5
2007	1.78	1.77	1.82	1.85	5.4	5.3	5.4	5.4
2008	1.84	1.87	1.93	1.94	5.3	5.4	5.5	5.5
2009	2.02	2.09	2.13	2.16	5.7	5.8	5.8	5.9
2010	2.19	2.25	2.24	2.28	5.9	6.1	6.0	6.1
2011	2.37	2.39	2.35	2.35	6.2	6.3	6.1	6.1
2012	2.51	2.54	2.61	2.94	6.5	6.5	6.7	6.7
2013	2.95	3.01	3.14	3.19	6.6	6.7	6.9	7.0
2014	3.26	3.31	3.37	3.41	7.1	7.3	7.4	7.4
2015	3.44	3.45	3.48	3.19	7.4	7.4	7.4	7.6
2016	3.18	3.17	3.23	3.47	7.6	7.5	7.6	7.7
2017	3.48	3.49	3.55	3.59	7.7	7.7	7.8	7.8
2018	3.62	3.64	3.73	3.80	7.9	7.9	8.0	8.1
2019	3.80	–	–	–	8.0	–	–	–
Legally required benefits								
2004	2.01	2.02	2.05	2.02	7.0	6.9	6.9	6.8
2005	2.03	2.04	2.08	2.08	6.7	6.8	6.7	6.7
2006	2.09	2.10	2.14	2.17	6.7	6.7	6.7	6.7
2007	2.20	2.22	2.19	2.26	6.7	6.7	6.5	6.5
2008	2.26	2.26	2.28	2.28	6.5	6.5	6.5	6.4
2009	2.31	2.33	2.35	2.36	6.5	6.4	6.4	6.4
2010	2.38	2.38	2.38	2.39	6.4	6.4	6.4	6.4
2011	2.41	2.42	2.49	2.48	6.3	6.4	6.5	6.5

See footnotes at end of table.

Table 8. State and local government workers, by industry group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Hospitals

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Legally required benefits								
2012	2.51	2.52	2.53	2.72	6.5	6.5	6.5	6.2
2013	2.71	2.72	2.76	2.79	6.1	6.1	6.1	6.1
2014	2.81	2.80	2.81	2.82	6.2	6.2	6.1	6.1
2015	2.83	2.83	2.84	2.64	6.1	6.1	6.1	6.3
2016	2.65	2.64	2.66	2.65	6.3	6.3	6.3	5.9
2017	2.67	2.71	2.72	2.74	5.9	6.0	6.0	6.0
2018	2.73	2.75	2.77	2.79	6.0	5.9	5.9	5.9
2019	2.86	–	–	–	6.0	–	–	–
Other benefits[1]								
2004	.05	.05	.05	.05	.2	.2	.2	.2
2005	.05	.05	.05	.05	.2	.2	.2	.2

[1] Includes severance pay and supplemental unemployment benefits. Publication of other benefits was discontinued beginning in June 2006.

Note: The sum of individual items may not equal totals due to rounding. Dashes indicate data are not available.

Table 8. State and local government workers, by industry group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Public administration

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Total compensation								
2004	$31.39	$31.64	$31.87	$32.49	100.0	100.0	100.0	100.0
2005	33.02	33.01	33.39	33.47	100.0	100.0	100.0	100.0
2006	33.88	33.99	34.15	34.77	100.0	100.0	100.0	100.0
2007	35.43	35.43	36.53	35.29	100.0	100.0	100.0	100.0
2008	35.46	35.67	36.22	36.37	100.0	100.0	100.0	100.0
2009	36.71	36.94	37.18	37.49	100.0	100.0	100.0	100.0
2010	37.69	37.82	38.13	38.17	100.0	100.0	100.0	100.0
2011	38.54	38.64	39.08	39.09	100.0	100.0	100.0	100.0
2012	39.43	39.64	39.88	39.90	100.0	100.0	100.0	100.0
2013	40.14	40.38	40.66	40.88	100.0	100.0	100.0	100.0
2014	41.24	41.51	41.89	42.04	100.0	100.0	100.0	100.0
2015	42.30	42.53	42.91	42.97	100.0	100.0	100.0	100.0
2016	43.22	43.21	43.84	45.55	100.0	100.0	100.0	100.0
2017	46.31	46.51	46.88	47.22	100.0	100.0	100.0	100.0
2018	47.45	47.57	48.17	48.48	100.0	100.0	100.0	100.0
2019	49.00	–	–	–	100.0	–	–	–
Wages and salaries								
2004	20.25	20.30	20.34	20.60	64.5	64.2	63.8	63.4
2005	20.85	20.90	20.98	21.00	63.1	63.3	62.8	62.7
2006	21.19	21.24	21.31	21.70	62.5	62.5	62.4	62.4
2007	21.90	21.84	22.34	21.78	61.8	61.6	61.2	61.7
2008	21.95	22.07	22.37	22.48	61.9	61.9	61.8	61.8
2009	22.69	22.87	22.98	23.14	61.8	61.9	61.8	61.7
2010	23.24	23.30	23.31	23.34	61.6	61.6	61.1	61.2
2011	23.49	23.53	23.73	23.76	61.0	60.9	60.7	60.8
2012	23.89	23.97	24.00	24.03	60.6	60.5	60.2	60.2
2013	24.10	24.21	24.28	24.41	60.0	60.0	59.7	59.7
2014	24.56	24.66	24.85	24.94	59.5	59.4	59.3	59.3
2015	25.09	25.19	25.36	25.38	59.3	59.2	59.1	59.1
2016	25.49	25.48	25.79	26.70	59.0	59.0	58.8	58.6
2017	27.09	27.15	27.34	27.52	58.5	58.4	58.3	58.3
2018	27.66	27.70	27.97	28.16	58.3	58.2	58.1	58.1
2019	28.44	–	–	–	58.0	–	–	–
Total benefits								
2004	11.15	11.34	11.53	11.88	35.5	35.8	36.2	36.6
2005	12.18	12.12	12.41	12.47	36.9	36.7	37.2	37.3
2006	12.69	12.75	12.85	13.08	37.5	37.5	37.6	37.6
2007	13.53	13.59	14.19	13.51	38.2	38.4	38.8	38.3
2008	13.52	13.60	13.85	13.89	38.1	38.1	38.2	38.2
2009	14.01	14.08	14.20	14.36	38.2	38.1	38.2	38.3
2010	14.46	14.52	14.82	14.83	38.4	38.4	38.9	38.8
2011	15.05	15.11	15.36	15.33	39.0	39.1	39.3	39.2
2012	15.54	15.67	15.88	15.87	39.4	39.5	39.8	39.8
2013	16.04	16.16	16.38	16.46	40.0	40.0	40.3	40.3
2014	16.68	16.85	17.04	17.10	40.5	40.6	40.7	40.7
2015	17.21	17.34	17.55	17.59	40.7	40.8	40.9	40.9
2016	17.73	17.73	18.05	18.85	41.0	41.0	41.2	41.4
2017	19.22	19.36	19.54	19.70	41.5	41.6	41.7	41.7
2018	19.79	19.87	20.20	20.32	41.7	41.8	41.9	41.9
2019	20.56	–	–	–	42.0	–	–	–
Paid leave								
2004	2.98	3.00	3.00	3.06	9.5	9.5	9.4	9.4
2005	3.09	3.08	3.09	3.09	9.4	9.3	9.3	9.2
2006	3.19	3.20	3.21	3.30	9.4	9.4	9.4	9.5
2007	3.33	3.41	3.39	3.46	9.4	9.6	9.3	9.8
2008	3.42	3.43	3.47	3.49	9.6	9.6	9.6	9.6
2009	3.52	3.55	3.56	3.59	9.6	9.6	9.6	9.6
2010	3.61	3.62	3.64	3.64	9.6	9.6	9.5	9.5
2011	3.66	3.65	3.71	3.71	9.5	9.5	9.5	9.5
2012	3.74	3.75	3.76	3.77	9.5	9.5	9.4	9.4
2013	3.78	3.79	3.80	3.82	9.4	9.4	9.4	9.3
2014	3.84	3.85	3.88	3.90	9.3	9.3	9.3	9.3
2015	3.93	3.95	3.98	3.97	9.3	9.3	9.3	9.2
2016	3.98	3.97	4.02	4.26	9.2	9.2	9.2	9.3

See footnotes at end of table.

Table 8. State and local government workers, by industry group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Public administration

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Paid leave								
2017	4.33	4.33	4.36	4.41	9.3	9.3	9.3	9.3
2018	4.43	4.44	4.48	4.51	9.3	9.3	9.3	9.3
2019	4.55	–	–	–	9.3	–	–	–
Supplemental pay								
2004	.46	.45	.46	.46	1.5	1.4	1.4	1.4
2005	.47	.47	.48	.47	1.4	1.4	1.4	1.4
2006	.49	.50	.49	.49	1.4	1.5	1.4	1.4
2007	.52	.54	.53	.54	1.5	1.5	1.5	1.5
2008	.54	.55	.56	.56	1.5	1.5	1.6	1.5
2009	.57	.55	.55	.55	1.5	1.5	1.5	1.5
2010	.56	.55	.54	.55	1.5	1.4	1.4	1.4
2011	.55	.55	.56	.56	1.4	1.4	1.4	1.4
2012	.57	.57	.57	.57	1.4	1.4	1.4	1.4
2013	.55	.57	.57	.58	1.4	1.4	1.4	1.4
2014	.58	.59	.59	.59	1.4	1.4	1.4	1.4
2015	.59	.59	.59	.60	1.4	1.4	1.4	1.4
2016	.61	.61	.61	.69	1.4	1.4	1.4	1.5
2017	.73	.74	.74	.74	1.6	1.6	1.6	1.6
2018	.74	.75	.76	.77	1.6	1.6	1.6	1.6
2019	.77	–	–	–	1.6	–	–	–
Insurance								
2004	3.47	3.54	3.60	3.66	11.1	11.2	11.3	11.3
2005	3.79	3.82	3.96	3.95	11.5	11.6	11.9	11.8
2006	3.96	4.02	4.08	4.09	11.7	11.8	11.9	11.8
2007	4.33	4.26	4.53	4.10	12.2	12.0	12.4	11.6
2008	4.14	4.16	4.21	4.22	11.7	11.7	11.6	11.6
2009	4.25	4.28	4.34	4.38	11.6	11.6	11.7	11.7
2010	4.44	4.47	4.59	4.60	11.8	11.8	12.0	12.1
2011	4.68	4.65	4.71	4.74	12.1	12.0	12.0	12.1
2012	4.78	4.83	4.88	4.87	12.1	12.2	12.2	12.2
2013	4.97	5.00	5.03	5.04	12.4	12.4	12.4	12.3
2014	5.09	5.12	5.17	5.17	12.3	12.3	12.3	12.3
2015	5.16	5.22	5.25	5.25	12.2	12.3	12.2	12.2
2016	5.32	5.35	5.41	5.47	12.3	12.4	12.3	12.0
2017	5.56	5.61	5.64	5.66	12.0	12.1	12.0	12.0
2018	5.73	5.77	5.85	5.85	12.1	12.1	12.1	12.1
2019	5.95	–	–	–	12.1	–	–	–
Retirement and savings								
2004	2.24	2.37	2.47	2.65	7.1	7.5	7.7	8.2
2005	2.73	2.64	2.79	2.82	8.3	8.0	8.4	8.4
2006	2.95	2.94	2.95	3.08	8.7	8.7	8.6	8.9
2007	3.20	3.28	3.53	3.11	9.0	9.3	9.7	8.8
2008	3.13	3.15	3.27	3.27	8.8	8.8	9.0	9.0
2009	3.31	3.29	3.33	3.41	9.0	8.9	9.0	9.1
2010	3.41	3.43	3.58	3.56	9.0	9.1	9.4	9.3
2011	3.65	3.64	3.73	3.67	9.5	9.4	9.6	9.4
2012	3.80	3.86	4.01	4.00	9.6	9.7	10.0	10.0
2013	4.07	4.12	4.28	4.33	10.1	10.2	10.5	10.6
2014	4.47	4.57	4.66	4.71	10.8	11.0	11.1	11.2
2015	4.76	4.80	4.93	5.00	11.3	11.3	11.5	11.6
2016	5.05	5.02	5.22	5.59	11.7	11.6	11.9	12.3
2017	5.73	5.78	5.88	5.98	12.4	12.4	12.5	12.7
2018	5.97	6.00	6.17	6.23	12.6	12.6	12.8	12.8
2019	6.30	–	–	–	12.9	–	–	–
Legally required benefits								
2004	1.93	1.91	1.94	1.98	6.1	6.0	6.1	6.1
2005	2.03	2.03	2.02	2.07	6.1	6.2	6.0	6.2
2006	2.10	2.09	2.12	2.11	6.2	6.2	6.2	6.1
2007	2.14	2.11	2.21	2.28	6.1	6.0	6.0	6.5
2008	2.28	2.31	2.34	2.36	6.4	6.5	6.5	6.5
2009	2.37	2.40	2.42	2.42	6.5	6.5	6.5	6.5
2010	2.44	2.45	2.46	2.47	6.5	6.5	6.5	6.5
2011	2.51	2.61	2.64	2.65	6.5	6.8	6.8	6.8

See footnotes at end of table.

Table 8. State and local government workers, by industry group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Public administration

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Legally required benefits								
2012	2.66	2.66	2.67	2.66	6.7	6.7	6.7	6.7
2013	2.67	2.68	2.69	2.70	6.7	6.6	6.6	6.6
2014	2.70	2.73	2.74	2.73	6.6	6.6	6.5	6.5
2015	2.76	2.77	2.78	2.77	6.5	6.5	6.5	6.4
2016	2.78	2.78	2.80	2.85	6.4	6.4	6.4	6.3
2017	2.88	2.90	2.92	2.91	6.2	6.2	6.2	6.2
2018	2.92	2.92	2.94	2.96	6.2	6.1	6.1	6.1
2019	2.98	–	–	–	6.1	–	–	–
Other benefits[1]								
2004	.06	.06	.06	.06	.2	.2	.2	.2
2005	.06	.06	.06	.06	.2	.2	.2	.2

[1] Includes severance pay and supplemental unemployment benefits. Publication of other benefits was discontinued beginning in June 2006.

Note: The sum of individual items may not equal totals due to rounding. Dashes indicate data are not available.

Table 9. Private industry workers, by major occupational group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation

All workers

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Total compensation								
2004	$23.29	$23.41	$23.76	$23.90	100.0	100.0	100.0	100.0
2005	24.17	24.24	24.34	24.71	100.0	100.0	100.0	100.0
2006	25.09	25.16	25.52	25.67	100.0	100.0	100.0	100.0
2007	25.91	25.93	26.09	26.42	100.0	100.0	100.0	100.0
2008	26.76	26.78	27.07	27.35	100.0	100.0	100.0	100.0
2009	27.46	27.42	27.49	27.42	100.0	100.0	100.0	100.0
2010	27.73	27.64	27.88	27.75	100.0	100.0	100.0	100.0
2011	28.10	28.13	28.24	28.57	100.0	100.0	100.0	100.0
2012	28.78	28.80	28.93	28.87	100.0	100.0	100.0	100.0
2013	29.13	29.11	29.23	29.63	100.0	100.0	100.0	100.0
2014	29.99	30.11	30.32	31.32	100.0	100.0	100.0	100.0
2015	31.65	31.39	31.53	31.70	100.0	100.0	100.0	100.0
2016	32.06	32.29	32.27	32.76	100.0	100.0	100.0	100.0
2017	33.11	33.26	33.55	33.72	100.0	100.0	100.0	100.0
2018	34.17	34.19	34.53	34.05	100.0	100.0	100.0	100.0
2019	34.49	–	–	–	100.0	–	–	–
Wages and salaries								
2004	16.64	16.71	16.96	17.02	71.5	71.4	71.4	71.2
2005	17.15	17.21	17.23	17.51	71.0	71.0	70.8	70.8
2006	17.73	17.77	18.04	18.11	70.7	70.6	70.7	70.5
2007	18.34	18.32	18.42	18.67	70.8	70.6	70.6	70.7
2008	18.91	18.92	19.14	19.37	70.6	70.6	70.7	70.8
2009	19.45	19.39	19.45	19.41	70.8	70.7	70.7	70.8
2010	19.58	19.53	19.68	19.64	70.6	70.6	70.6	70.8
2011	19.85	19.81	19.91	20.14	70.7	70.4	70.5	70.5
2012	20.25	20.27	20.36	20.32	70.4	70.4	70.4	70.4
2013	20.47	20.47	20.55	20.76	70.3	70.3	70.3	70.1
2014	20.96	21.02	21.18	21.72	69.9	69.8	69.8	69.4
2015	21.94	21.82	21.98	22.14	69.3	69.5	69.7	69.8
2016	22.33	22.52	22.52	22.83	69.7	69.7	69.8	69.7
2017	23.06	23.15	23.35	23.47	69.6	69.6	69.6	69.6
2018	23.76	23.78	24.06	23.85	69.5	69.6	69.7	70.0
2019	24.17	–	–	–	70.1	–	–	–
Total benefits								
2004	6.65	6.69	6.80	6.88	28.5	28.6	28.6	28.8
2005	7.02	7.03	7.11	7.20	29.0	29.0	29.2	29.2
2006	7.36	7.39	7.48	7.57	29.3	29.4	29.3	29.5
2007	7.58	7.61	7.66	7.75	29.2	29.4	29.4	29.3
2008	7.86	7.86	7.93	7.98	29.4	29.4	29.3	29.2
2009	8.02	8.02	8.05	8.00	29.2	29.3	29.3	29.2
2010	8.15	8.11	8.20	8.11	29.4	29.4	29.4	29.2
2011	8.25	8.32	8.33	8.43	29.3	29.6	29.5	29.5
2012	8.53	8.52	8.57	8.55	29.6	29.6	29.6	29.6
2013	8.66	8.64	8.68	8.87	29.7	29.7	29.7	29.9
2014	9.03	9.09	9.14	9.60	30.1	30.2	30.2	30.6
2015	9.71	9.56	9.55	9.57	30.7	30.5	30.3	30.2
2016	9.73	9.77	9.75	9.93	30.3	30.3	30.2	30.3
2017	10.06	10.11	10.20	10.25	30.4	30.4	30.4	30.4
2018	10.41	10.41	10.48	10.20	30.5	30.4	30.3	30.0
2019	10.33	–	–	–	29.9	–	–	–
Paid leave								
2004	1.50	1.49	1.52	1.53	6.4	6.4	6.4	6.4
2005	1.54	1.54	1.55	1.61	6.4	6.3	6.4	6.5
2006	1.71	1.70	1.73	1.76	6.8	6.8	6.8	6.8
2007	1.78	1.77	1.76	1.79	6.9	6.8	6.8	6.8
2008	1.80	1.78	1.81	1.85	6.7	6.7	6.7	6.8
2009	1.86	1.85	1.86	1.86	6.8	6.8	6.8	6.8
2010	1.88	1.86	1.88	1.89	6.8	6.7	6.7	6.8
2011	1.92	1.90	1.90	1.97	6.8	6.7	6.7	6.9
2012	1.98	1.97	1.98	1.98	6.9	6.8	6.8	6.9
2013	2.01	2.00	2.01	2.05	6.9	6.9	6.9	6.9
2014	2.09	2.08	2.10	2.16	7.0	6.9	6.9	6.9
2015	2.18	2.15	2.17	2.18	6.9	6.9	6.9	6.9
2016	2.20	2.22	2.21	2.28	6.9	6.9	6.9	6.9

See footnotes at end of table.

Table 9. Private industry workers, by major occupational group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation

All workers

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Paid leave								
2017	2.30	2.30	2.32	2.36	6.9	6.9	6.9	7.0
2018	2.40	2.39	2.41	2.44	7.0	7.0	7.0	7.2
2019	2.48	–	–	–	7.2	–	–	–
Vacation								
2004	.74	.74	.75	.76	3.2	3.2	3.2	3.2
2005	.76	.76	.77	.79	3.2	3.2	3.2	3.2
2006	.85	.86	.87	.89	3.4	3.4	3.4	3.5
2007	.90	.90	.90	.91	3.5	3.5	3.5	3.5
2008	.92	.91	.93	.95	3.4	3.4	3.4	3.5
2009	.96	.96	.96	.95	3.5	3.5	3.5	3.5
2010	.96	.95	.96	.96	3.5	3.4	3.4	3.5
2011	.98	.97	.97	1.01	3.5	3.4	3.4	3.5
2012	1.02	1.02	1.02	1.03	3.5	3.5	3.5	3.6
2013	1.04	1.04	1.04	1.07	3.6	3.6	3.6	3.6
2014	1.08	1.08	1.09	1.13	3.6	3.6	3.6	3.6
2015	1.14	1.13	1.13	1.13	3.6	3.6	3.6	3.6
2016	1.14	1.15	1.15	1.17	3.6	3.6	3.6	3.6
2017	1.18	1.19	1.20	1.22	3.6	3.6	3.6	3.6
2018	1.25	1.24	1.25	1.26	3.6	3.6	3.6	3.7
2019	1.28	–	–	–	3.7	–	–	–
Holiday								
2004	.52	.51	.52	.52	2.2	2.2	2.2	2.2
2005	.53	.53	.53	.55	2.2	2.2	2.2	2.2
2006	.57	.57	.57	.58	2.3	2.2	2.2	2.2
2007	.58	.58	.58	.59	2.2	2.2	2.2	2.2
2008	.59	.59	.60	.60	2.2	2.2	2.2	2.2
2009	.60	.60	.60	.60	2.2	2.2	2.2	2.2
2010	.60	.59	.60	.60	2.2	2.1	2.1	2.1
2011	.60	.60	.60	.61	2.1	2.1	2.1	2.1
2012	.61	.61	.61	.61	2.1	2.1	2.1	2.1
2013	.62	.61	.62	.62	2.1	2.1	2.1	2.1
2014	.63	.63	.64	.66	2.1	2.1	2.1	2.1
2015	.66	.65	.66	.66	2.1	2.1	2.1	2.1
2016	.67	.67	.67	.69	2.1	2.1	2.1	2.1
2017	.69	.69	.70	.71	2.1	2.1	2.1	2.1
2018	.72	.71	.72	.73	2.1	2.1	2.1	2.2
2019	.74	–	–	–	2.1	–	–	–
Sick								
2004	.18	.18	.18	.19	.8	.8	.8	.8
2005	.19	.18	.19	.19	.8	.8	.8	.8
2006	.21	.21	.21	.22	.8	.8	.8	.8
2007	.22	.22	.22	.22	.8	.8	.8	.8
2008	.22	.22	.23	.23	.8	.8	.8	.8
2009	.23	.23	.23	.23	.8	.8	.8	.8
2010	.23	.23	.23	.24	.8	.8	.8	.9
2011	.24	.24	.24	.25	.9	.8	.8	.9
2012	.25	.25	.25	.25	.9	.9	.9	.9
2013	.25	.24	.25	.25	.8	.8	.8	.8
2014	.26	.26	.26	.26	.9	.8	.8	.8
2015	.26	.26	.26	.26	.8	.8	.8	.8
2016	.27	.27	.27	.28	.8	.8	.8	.9
2017	.28	.28	.29	.30	.9	.9	.9	.9
2018	.30	.29	.30	.31	.9	.9	.9	.9
2019	.32	–	–	–	.9	–	–	–
Personal[1]								
2004	.06	.06	.06	.06	.3	.3	.3	.3
2005	.06	.06	.06	.08	.3	.3	.3	.3
2006	.08	.07	.08	.08	.3	.3	.3	.3
2007	.08	.08	.06	.06	.3	.3	.2	.2
2008	.06	.06	.06	.07	.2	.2	.2	.2
2009	.07	.07	.07	.08	.2	.3	.3	.3
2010	.09	.08	.09	.09	.3	.3	.3	.3
2011	.09	.09	.09	.10	.3	.3	.3	.3

See footnotes at end of table.

Table 9. Private industry workers, by major occupational group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation

All workers

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Personal[1]								
2012	0.10	0.10	0.10	0.10	0.3	0.3	0.3	0.4
2013	.10	.10	.11	.11	.4	.4	.4	.4
2014	.11	.11	.11	.12	.4	.4	.4	.4
2015	.12	.12	.12	.12	.4	.4	.4	.4
2016	.13	.13	.13	.13	.4	.4	.4	.4
2017	.14	.14	.14	.14	.4	.4	.4	.4
2018	.14	.14	.14	.14	.4	.4	.4	.4
2019	.14	–	–	–	.4	–	–	–
Supplemental pay								
2004	.66	.64	.65	.66	2.8	2.7	2.7	2.7
2005	.68	.69	.71	.72	2.8	2.9	2.9	2.9
2006	.73	.73	.75	.75	2.9	2.9	2.9	2.9
2007	.76	.78	.78	.79	3.0	3.0	3.0	3.0
2008	.80	.83	.82	.81	3.0	3.1	3.0	3.0
2009	.78	.83	.83	.82	2.8	3.0	3.0	3.0
2010	.81	.78	.78	.75	2.9	2.8	2.8	2.7
2011	.76	.80	.80	.80	2.7	2.8	2.8	2.8
2012	.83	.82	.82	.82	2.9	2.9	2.8	2.8
2013	.81	.80	.80	.85	2.8	2.8	2.7	2.9
2014	.85	.85	.86	1.10	2.8	2.8	2.8	3.5
2015	1.12	1.10	1.04	1.06	3.6	3.5	3.3	3.3
2016	1.16	1.16	1.16	1.15	3.6	3.6	3.6	3.5
2017	1.17	1.18	1.19	1.28	3.5	3.5	3.6	3.8
2018	1.32	1.32	1.32	1.09	3.9	3.8	3.8	3.2
2019	1.10	–	–	–	3.2	–	–	–
Overtime and premium[2]								
2004	.24	.24	.24	.24	1.0	1.0	1.0	1.0
2005	.24	.24	.25	.24	1.0	1.0	1.0	1.0
2006	.26	.26	.26	.27	1.0	1.0	1.0	1.0
2007	.27	.27	.27	.27	1.0	1.0	1.0	1.0
2008	.28	.28	.28	.28	1.0	1.0	1.0	1.0
2009	.27	.27	.27	.26	1.0	1.0	1.0	1.0
2010	.26	.26	.26	.25	.9	1.0	.9	.9
2011	.25	.26	.26	.25	.9	.9	.9	.9
2012	.25	.25	.25	.24	.9	.9	.9	.8
2013	.24	.25	.25	.25	.8	.8	.9	.8
2014	.25	.25	.25	.26	.8	.8	.8	.8
2015	.26	.26	.27	.26	.8	.8	.8	.8
2016	.27	.26	.27	.26	.8	.8	.8	.8
2017	.26	.27	.27	.29	.8	.8	.8	.9
2018	.29	.29	.29	.29	.8	.8	.8	.9
2019	.30	–	–	–	.9	–	–	–
Shift differentials								
2004	.06	.06	.06	.06	.2	.2	.2	.2
2005	.06	.06	.06	.06	.2	.2	.2	.2
2006	.06	.06	.06	.07	.2	.2	.2	.3
2007	.07	.07	.07	.07	.3	.3	.3	.3
2008	.07	.07	.07	.07	.3	.3	.3	.2
2009	.07	.07	.07	.07	.2	.2	.2	.2
2010	.07	.07	.07	.07	.2	.2	.2	.2
2011	.07	.07	.07	.06	.2	.2	.2	.2
2012	.06	.06	.06	.06	.2	.2	.2	.2
2013	.06	.06	.06	.06	.2	.2	.2	.2
2014	.06	.06	.06	.06	.2	.2	.2	.2
2015	.06	.06	.06	.06	.2	.2	.2	.2
2016	.06	.06	.06	.06	.2	.2	.2	.2
2017	.06	.06	.06	.07	.2	.2	.2	.2
2018	.07	.07	.07	.08	.2	.2	.2	.2
2019	.08	–	–	–	.2	–	–	–
Nonproduction bonuses								
2004	.36	.35	.36	.36	1.6	1.5	1.5	1.5
2005	.38	.39	.40	.41	1.6	1.6	1.7	1.7
2006	.41	.41	.42	.42	1.6	1.6	1.7	1.6

See footnotes at end of table.

Table 9. Private industry workers, by major occupational group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation

All workers

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Nonproduction bonuses								
2007	0.43	0.44	0.44	0.45	1.7	1.7	1.7	1.7
2008	.46	.48	.47	.47	1.7	1.8	1.7	1.7
2009	.44	.49	.49	.49	1.6	1.8	1.8	1.8
2010	.48	.45	.45	.44	1.7	1.6	1.6	1.6
2011	.44	.47	.47	.50	1.6	1.7	1.7	1.7
2012	.52	.51	.51	.51	1.8	1.8	1.8	1.8
2013	.50	.49	.49	.54	1.7	1.7	1.7	1.8
2014	.54	.54	.54	.78	1.8	1.8	1.8	2.5
2015	.80	.78	.71	.74	2.5	2.5	2.2	2.3
2016	.84	.84	.83	.83	2.6	2.6	2.6	2.5
2017	.85	.85	.86	.92	2.6	2.6	2.6	2.7
2018	.96	.96	.96	.72	2.8	2.8	2.8	2.1
2019	.73	–	–	–	2.1	–	–	–
Insurance								
2004	1.65	1.66	1.68	1.70	7.1	7.1	7.1	7.1
2005	1.76	1.76	1.78	1.81	7.3	7.3	7.3	7.3
2006	1.85	1.87	1.89	1.92	7.4	7.4	7.4	7.5
2007	1.97	1.97	1.99	2.01	7.6	7.6	7.6	7.6
2008	2.06	2.05	2.07	2.09	7.7	7.7	7.7	7.6
2009	2.14	2.13	2.15	2.15	7.8	7.8	7.8	7.8
2010	2.22	2.22	2.24	2.22	8.0	8.0	8.0	8.0
2011	2.26	2.27	2.28	2.31	8.0	8.1	8.1	8.1
2012	2.34	2.34	2.35	2.34	8.1	8.1	8.1	8.1
2013	2.40	2.39	2.39	2.45	8.2	8.2	8.2	8.3
2014	2.50	2.49	2.50	2.54	8.3	8.3	8.3	8.1
2015	2.58	2.57	2.59	2.54	8.2	8.2	8.2	8.0
2016	2.59	2.58	2.59	2.63	8.1	8.0	8.0	8.0
2017	2.65	2.66	2.68	2.70	8.0	8.0	8.0	8.0
2018	2.74	2.72	2.74	2.71	8.0	7.9	7.9	8.0
2019	2.75	–	–	–	8.0	–	–	–
Life								
2004	.04	.04	.04	.04	.2	.2	.2	.2
2005	.04	.04	.04	.04	.2	.2	.2	.2
2006	.04	.05	.04	.04	.2	.2	.2	.2
2007	.04	.04	.04	.04	.2	.2	.2	.2
2008	.04	.04	.04	.05	.2	.2	.2	.2
2009	.05	.04	.05	.04	.2	.2	.2	.2
2010	.04	.04	.04	.04	.2	.2	.2	.2
2011	.04	.04	.04	.04	.2	.2	.2	.1
2012	.04	.04	.04	.04	.1	.1	.1	.1
2013	.04	.04	.04	.04	.1	.1	.1	.1
2014	.04	.04	.04	.04	.1	.1	.1	.1
2015	.04	.04	.04	.04	.1	.1	.1	.1
2016	.04	.04	.04	.04	.1	.1	.1	.1
2017	.04	.04	.04	.04	.1	.1	.1	.1
2018	.04	.04	.04	.04	.1	.1	.1	.1
2019	.04	–	–	–	.1	–	–	–
Health								
2004	1.53	1.54	1.56	1.58	6.6	6.6	6.6	6.6
2005	1.64	1.64	1.66	1.69	6.8	6.7	6.8	6.8
2006	1.72	1.74	1.76	1.79	6.9	6.9	6.9	7.0
2007	1.83	1.84	1.85	1.87	7.1	7.1	7.1	7.1
2008	1.92	1.92	1.93	1.95	7.2	7.2	7.1	7.1
2009	2.00	1.99	2.01	2.01	7.3	7.3	7.3	7.3
2010	2.08	2.08	2.10	2.08	7.5	7.5	7.5	7.5
2011	2.12	2.14	2.15	2.17	7.5	7.6	7.6	7.6
2012	2.21	2.21	2.22	2.21	7.7	7.7	7.7	7.6
2013	2.26	2.25	2.26	2.30	7.8	7.7	7.7	7.8
2014	2.36	2.35	2.36	2.39	7.9	7.8	7.8	7.6
2015	2.43	2.42	2.44	2.40	7.7	7.7	7.7	7.6
2016	2.44	2.44	2.44	2.48	7.6	7.6	7.6	7.6
2017	2.50	2.51	2.53	2.55	7.6	7.5	7.5	7.6
2018	2.58	2.56	2.58	2.56	7.5	7.5	7.5	7.5

See footnotes at end of table.

Table 9. Private industry workers, by major occupational group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation

All workers

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Health								
2019	2.60	–	–	–	7.5	–	–	–
Short-term disability								
2004	.05	0.05	0.05	0.05	.2	0.2	0.2	0.2
2005	.05	.05	.05	.05	.2	.2	.2	.2
2006	.05	.05	.05	.05	.2	.2	.2	.2
2007	.05	.05	.05	.06	.2	.2	.2	.2
2008	.06	.06	.06	.05	.2	.2	.2	.2
2009	.05	.05	.05	.05	.2	.2	.2	.2
2010	.05	.05	.05	.05	.2	.2	.2	.2
2011	.05	.05	.05	.05	.2	.2	.2	.2
2012	.05	.05	.05	.05	.2	.2	.2	.2
2013	.05	.05	.05	.05	.2	.2	.2	.2
2014	.06	.05	.06	.06	.2	.2	.2	.2
2015	.06	.06	.06	.06	.2	.2	.2	.2
2016	.06	.06	.06	.06	.2	.2	.2	.2
2017	.06	.06	.06	.06	.2	.2	.2	.2
2018	.06	.06	.07	.07	.2	.2	.2	.2
2019	.07	–	–	–	.2	–	–	–
Long-term disability								
2004	.03	.03	.03	.03	.1	.1	.1	.1
2005	.03	.03	.03	.04	.1	.1	.1	.1
2006	.04	.04	.04	.04	.1	.1	.1	.1
2007	.04	.04	.04	.04	.1	.1	.1	.1
2008	.04	.04	.04	.04	.1	.1	.1	.1
2009	.04	.04	.04	.04	.2	.2	.2	.1
2010	.04	.04	.04	.04	.2	.1	.1	.1
2011	.04	.04	.04	.04	.2	.2	.1	.2
2012	.04	.04	.04	.04	.2	.1	.2	.2
2013	.04	.04	.04	.05	.2	.1	.2	.2
2014	.05	.04	.05	.05	.2	.1	.2	.2
2015	.05	.05	.05	.05	.2	.1	.1	.1
2016	.05	.05	.05	.05	.1	.1	.1	.1
2017	.05	.05	.05	.05	.1	.1	.1	.1
2018	.05	.05	.05	.04	.1	.1	.1	.1
2019	.04	–	–	–	.1	–	–	–
Retirement and savings								
2004	.80	.82	.85	.88	3.4	3.5	3.6	3.7
2005	.90	.88	.90	.89	3.7	3.6	3.7	3.6
2006	.91	.91	.93	.94	3.6	3.6	3.6	3.7
2007	.87	.88	.92	.95	3.3	3.4	3.5	3.6
2008	.96	.95	.97	.96	3.6	3.6	3.6	3.5
2009	.96	.95	.94	.92	3.5	3.4	3.4	3.4
2010	.96	.96	.99	.97	3.5	3.5	3.6	3.5
2011	1.00	1.03	1.02	1.02	3.5	3.7	3.6	3.6
2012	1.02	1.02	1.03	1.04	3.6	3.5	3.6	3.6
2013	1.06	1.07	1.07	1.10	3.6	3.7	3.7	3.7
2014	1.15	1.23	1.23	1.30	3.8	4.1	4.1	4.2
2015	1.31	1.24	1.25	1.25	4.1	4.0	4.0	4.0
2016	1.23	1.27	1.25	1.31	3.8	3.9	3.9	4.0
2017	1.34	1.36	1.39	1.29	4.0	4.1	4.1	3.8
2018	1.30	1.35	1.35	1.32	3.8	3.9	3.9	3.9
2019	1.33	–	–	–	3.9	–	–	–
Defined benefit								
2004	.37	.40	.41	.44	1.6	1.7	1.7	1.8
2005	.45	.44	.45	.43	1.9	1.8	1.9	1.8
2006	.44	.45	.46	.47	1.8	1.8	1.8	1.8
2007	.39	.41	.43	.43	1.5	1.6	1.7	1.6
2008	.43	.42	.43	.42	1.6	1.6	1.6	1.5
2009	.41	.41	.40	.38	1.5	1.5	1.5	1.4
2010	.41	.42	.44	.41	1.5	1.5	1.6	1.5
2011	.42	.46	.45	.43	1.5	1.6	1.6	1.5
2012	.43	.43	.44	.44	1.5	1.5	1.5	1.5
2013	.45	.47	.46	.47	1.5	1.6	1.6	1.6

See footnotes at end of table.

Table 9. Private industry workers, by major occupational group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation

All workers

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Defined benefit								
2014	0.50	0.58	0.58	0.62	1.7	1.9	1.9	2.0
2015	.61	.55	.55	.55	1.9	1.8	1.7	1.7
2016	.53	.55	.54	.58	1.7	1.7	1.7	1.8
2017	.59	.62	.64	.52	1.8	1.9	1.9	1.5
2018	.53	.57	.56	.54	1.5	1.7	1.6	1.6
2019	.54	–	–	–	1.6	–	–	–
Defined contribution								
2004	.43	.42	.43	.44	1.8	1.8	1.8	1.8
2005	.45	.44	.44	.46	1.8	1.8	1.8	1.8
2006	.47	.46	.47	.47	1.9	1.8	1.8	1.8
2007	.47	.48	.49	.52	1.8	1.8	1.9	2.0
2008	.53	.53	.54	.55	2.0	2.0	2.0	2.0
2009	.55	.53	.54	.55	2.0	1.9	1.9	2.0
2010	.55	.54	.55	.56	2.0	2.0	2.0	2.0
2011	.58	.57	.56	.59	2.1	2.0	2.0	2.1
2012	.60	.59	.60	.60	2.1	2.1	2.1	2.1
2013	.61	.60	.61	.63	2.1	2.1	2.1	2.1
2014	.66	.65	.65	.69	2.2	2.2	2.1	2.2
2015	.70	.69	.70	.70	2.2	2.2	2.2	2.2
2016	.70	.71	.70	.73	2.2	2.2	2.2	2.2
2017	.75	.74	.75	.77	2.3	2.2	2.2	2.3
2018	.78	.78	.79	.78	2.3	2.3	2.3	2.3
2019	.79	–	–	–	2.3	–	–	–
Legally required benefits								
2004	2.01	2.04	2.07	2.08	8.6	8.7	8.7	8.7
2005	2.10	2.12	2.14	2.14	8.7	8.7	8.8	8.7
2006	2.15	2.16	2.18	2.20	8.6	8.6	8.6	8.6
2007	2.20	2.21	2.21	2.22	8.5	8.5	8.5	8.4
2008	2.24	2.24	2.26	2.26	8.4	8.4	8.3	8.3
2009	2.27	2.26	2.27	2.25	8.3	8.3	8.2	8.2
2010	2.28	2.29	2.31	2.28	8.2	8.3	8.3	8.2
2011	2.31	2.33	2.34	2.33	8.2	8.3	8.3	8.1
2012	2.36	2.37	2.38	2.37	8.2	8.2	8.2	8.2
2013	2.39	2.39	2.40	2.43	8.2	8.2	8.2	8.2
2014	2.44	2.44	2.45	2.50	8.1	8.1	8.1	8.0
2015	2.51	2.50	2.51	2.53	7.9	8.0	7.9	8.0
2016	2.54	2.54	2.54	2.56	7.9	7.9	7.9	7.8
2017	2.60	2.61	2.62	2.62	7.8	7.8	7.8	7.8
2018	2.65	2.64	2.66	2.64	7.8	7.7	7.7	7.7
2019	2.66	–	–	–	7.7	–	–	–
Social Security and Medicare								
2004	1.39	1.40	1.41	1.42	6.0	6.0	6.0	5.9
2005	1.43	1.44	1.45	1.47	5.9	5.9	6.0	5.9
2006	1.49	1.49	1.51	1.52	5.9	5.9	5.9	5.9
2007	1.53	1.54	1.55	1.56	5.9	5.9	5.9	5.9
2008	1.58	1.59	1.60	1.62	5.9	5.9	5.9	5.9
2009	1.63	1.63	1.64	1.63	6.0	6.0	6.0	6.0
2010	1.64	1.64	1.65	1.64	5.9	5.9	5.9	5.9
2011	1.66	1.65	1.66	1.67	5.9	5.9	5.9	5.9
2012	1.69	1.69	1.70	1.69	5.9	5.9	5.9	5.9
2013	1.71	1.70	1.72	1.73	5.9	5.9	5.9	5.9
2014	1.75	1.75	1.77	1.80	5.8	5.8	5.8	5.8
2015	1.82	1.81	1.82	1.84	5.7	5.8	5.8	5.8
2016	1.85	1.86	1.87	1.89	5.8	5.8	5.8	5.8
2017	1.92	1.93	1.95	1.96	5.8	5.8	5.8	5.8
2018	1.99	1.99	2.00	2.01	5.8	5.8	5.8	5.9
2019	2.04	–	–	–	5.9	–	–	–
Social Security[3]								
2004	1.12	1.12	1.13	1.14	4.8	4.8	4.8	4.8
2005	1.15	1.16	1.16	1.18	4.8	4.8	4.8	4.8
2006	1.19	1.20	1.21	1.22	4.8	4.8	4.7	4.7
2007	1.23	1.24	1.24	1.25	4.7	4.8	4.8	4.7
2008	1.27	1.27	1.28	1.30	4.7	4.8	4.7	4.8

See footnotes at end of table.

Table 9. Private industry workers, by major occupational group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation

All workers

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Social Security[3]								
2009	1.31	1.31	1.32	1.31	4.8	4.8	4.8	4.8
2010	1.32	1.31	1.32	1.32	4.8	4.8	4.7	4.8
2011	1.33	1.33	1.33	1.34	4.7	4.7	4.7	4.7
2012	1.36	1.35	1.36	1.36	4.7	4.7	4.7	4.7
2013	1.37	1.37	1.38	1.39	4.7	4.7	4.7	4.7
2014	1.40	1.41	1.42	1.44	4.7	4.7	4.7	4.6
2015	1.45	1.44	1.45	1.47	4.6	4.6	4.6	4.6
2016	1.48	1.49	1.49	1.51	4.6	4.6	4.6	4.6
2017	1.54	1.55	1.56	1.57	4.6	4.6	4.6	4.6
2018	1.59	1.59	1.60	1.61	4.6	4.6	4.6	4.7
2019	1.64	–	–	–	4.7	–	–	–
Medicare								
2004	.27	.28	.28	.28	1.2	1.2	1.2	1.2
2005	.28	.29	.29	.29	1.2	1.2	1.2	1.2
2006	.29	.29	.30	.30	1.2	1.2	1.2	1.2
2007	.30	.30	.31	.31	1.2	1.2	1.2	1.2
2008	.31	.31	.32	.32	1.2	1.2	1.2	1.2
2009	.32	.32	.32	.32	1.2	1.2	1.2	1.2
2010	.32	.32	.32	.32	1.2	1.2	1.2	1.2
2011	.33	.33	.33	.33	1.2	1.2	1.2	1.2
2012	.33	.33	.34	.33	1.2	1.2	1.2	1.2
2013	.34	.34	.34	.34	1.2	1.2	1.2	1.2
2014	.35	.35	.35	.36	1.2	1.2	1.2	1.2
2015	.37	.36	.36	.37	1.2	1.2	1.2	1.2
2016	.37	.38	.38	.38	1.2	1.2	1.2	1.2
2017	.38	.39	.39	.39	1.2	1.2	1.2	1.2
2018	.40	.40	.40	.40	1.2	1.2	1.2	1.2
2019	.40	–	–	–	1.2	–	–	–
Federal unemployment insurance								
2004	.03	.03	.03	.03	.1	.1	.1	.1
2005	.03	.03	.03	.03	.1	.1	.1	.1
2006	.03	.03	.03	.03	.1	.1	.1	.1
2007	.03	.03	.03	.03	.1	.1	.1	.1
2008	.03	.03	.03	.03	.1	.1	.1	.1
2009	.03	.03	.03	.03	.1	.1	.1	.1
2010	.03	.03	.03	.03	.1	.1	.1	.1
2011	.03	.03	.02	.02	.1	.1	.1	.1
2012	.03	.03	.03	.03	.1	.1	.1	.1
2013	.04	.04	.04	.04	.1	.1	.1	.1
2014	.04	.04	.04	.04	.1	.1	.1	.1
2015	.04	.04	.04	.04	.1	.1	.1	.1
2016	.04	.04	.04	.04	.1	.1	.1	.1
2017	.03	.03	.03	.03	.1	.1	.1	.1
2018	.04	.04	.04	.04	.1	.1	.1	.1
2019	.03	–	–	–	.1	–	–	–
State unemployment insurance								
2004	.13	.14	.14	.15	.6	.6	.6	.6
2005	.16	.16	.16	.16	.7	.7	.7	.7
2006	.16	.16	.16	.16	.6	.6	.6	.6
2007	.16	.16	.16	.16	.6	.6	.6	.6
2008	.15	.15	.15	.15	.6	.6	.6	.5
2009	.15	.15	.15	.15	.5	.5	.5	.5
2010	.17	.18	.18	.18	.6	.6	.7	.7
2011	.20	.21	.21	.21	.7	.7	.8	.8
2012	.22	.23	.23	.23	.8	.8	.8	.8
2013	.23	.23	.23	.23	.8	.8	.8	.8
2014	.23	.22	.22	.22	.8	.7	.7	.7
2015	.21	.21	.20	.20	.7	.7	.6	.6
2016	.20	.19	.18	.18	.6	.6	.6	.5
2017	.18	.17	.17	.17	.5	.5	.5	.5
2018	.17	.16	.15	.15	.5	.5	.4	.4
2019	.14	–	–	–	.4	–	–	–

See footnotes at end of table.

Table 9. Private industry workers, by major occupational group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation

All workers

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Workers' compensation								
2004	0.45	0.47	0.47	0.47	1.9	2.0	2.0	2.0
2005	.48	.48	.49	.48	2.0	2.0	2.0	1.9
2006	.47	.48	.48	.49	1.9	1.9	1.9	1.9
2007	.48	.48	.48	.47	1.8	1.8	1.8	1.8
2008	.47	.47	.47	.46	1.8	1.8	1.7	1.7
2009	.45	.45	.45	.44	1.6	1.6	1.6	1.6
2010	.44	.44	.44	.42	1.6	1.6	1.6	1.5
2011	.42	.43	.44	.41	1.5	1.5	1.5	1.4
2012	.41	.42	.42	.41	1.4	1.5	1.5	1.4
2013	.41	.41	.42	.43	1.4	1.4	1.4	1.4
2014	.42	.43	.43	.44	1.4	1.4	1.4	1.4
2015	.44	.44	.45	.46	1.4	1.4	1.4	1.4
2016	.45	.45	.46	.46	1.4	1.4	1.4	1.4
2017	.46	.47	.47	.46	1.4	1.4	1.4	1.4
2018	.46	.46	.46	.45	1.4	1.3	1.3	1.3
2019	.45	–	–	–	1.3	–	–	–
Other benefits[4]								
2004	.04	.04	.04	.04	.2	.2	.2	.2
2005	.04	.04	.04	.04	.2	.1	.1	.1

[1] Prior to June 2008, paid personal leave was included in other leave. Other leave also included paid military, funeral, and jury leave.
[2] Includes premium pay (such as overtime, weekends, and holidays) for work in addition to the regular work schedule.
[3] Social Security refers to the Old-Age, Survivors, and Disability Insurance (OASDI) program.
[4] Includes severance pay and supplemental unemployment benefits. Publication of other benefits was discontinued beginning in June 2006.

Note: The sum of individual items may not equal totals due to rounding. Dashes indicate data are not available.

Table 9. Private industry workers, by major occupational group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Management, professional, and related occupations[1]

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Total compensation								
2004	$40.23	$40.62	$41.14	$41.52	100.0	100.0	100.0	100.0
2005	42.09	42.53	42.34	43.48	100.0	100.0	100.0	100.0
2006	44.32	44.67	45.43	45.54	100.0	100.0	100.0	100.0
2007	46.05	46.17	46.22	46.87	100.0	100.0	100.0	100.0
2008	47.55	47.77	48.23	48.62	100.0	100.0	100.0	100.0
2009	48.82	48.96	48.91	48.19	100.0	100.0	100.0	100.0
2010	48.80	48.93	49.31	49.46	100.0	100.0	100.0	100.0
2011	50.08	50.47	50.41	50.48	100.0	100.0	100.0	100.0
2012	50.88	51.23	51.40	51.03	100.0	100.0	100.0	100.0
2013	51.28	51.62	51.73	52.00	100.0	100.0	100.0	100.0
2014	52.80	53.52	53.56	55.56	100.0	100.0	100.0	100.0
2015	55.82	55.81	55.69	55.92	100.0	100.0	100.0	100.0
2016	56.63	57.42	57.14	58.14	100.0	100.0	100.0	100.0
2017	58.62	59.24	59.64	60.13	100.0	100.0	100.0	100.0
2018	60.74	60.91	61.40	59.57	100.0	100.0	100.0	100.0
2019	60.06	–	–	–	100.0	–	–	–
Wages and salaries								
2004	29.00	29.27	29.63	29.87	72.1	72.1	72.0	71.9
2005	30.11	30.40	30.07	30.94	71.5	71.5	71.0	71.2
2006	31.43	31.66	32.27	32.28	70.9	70.9	71.0	70.9
2007	32.75	32.78	32.74	33.24	71.1	71.0	70.8	70.9
2008	33.75	33.85	34.25	34.58	71.0	70.9	71.0	71.1
2009	34.73	34.68	34.63	34.12	71.1	70.8	70.8	70.8
2010	34.52	34.66	34.91	34.99	70.7	70.8	70.8	70.8
2011	35.44	35.59	35.61	35.58	70.8	70.5	70.6	70.5
2012	35.78	36.06	36.12	35.85	70.3	70.4	70.3	70.2
2013	36.02	36.25	36.32	36.32	70.2	70.2	70.2	69.8
2014	36.75	37.20	37.26	38.14	69.6	69.5	69.6	68.6
2015	38.25	38.40	38.55	38.75	68.5	68.8	69.2	69.3
2016	39.02	39.54	39.40	40.03	68.9	68.9	68.9	68.9
2017	40.26	40.67	40.92	41.41	68.7	68.7	68.6	68.9
2018	41.71	41.84	42.25	41.52	68.7	68.7	68.8	69.7
2019	41.85	–	–	–	69.7	–	–	–
Total benefits								
2004	11.24	11.35	11.51	11.65	27.9	27.9	28.0	28.1
2005	11.98	12.13	12.28	12.53	28.5	28.5	29.0	28.8
2006	12.89	13.01	13.16	13.27	29.1	29.1	29.0	29.1
2007	13.30	13.39	13.48	13.63	28.9	29.0	29.2	29.1
2008	13.80	13.92	13.98	14.04	29.0	29.1	29.0	28.9
2009	14.08	14.28	14.27	14.07	28.9	29.2	29.2	29.2
2010	14.28	14.27	14.41	14.46	29.3	29.2	29.2	29.2
2011	14.64	14.88	14.80	14.90	29.2	29.5	29.4	29.5
2012	15.10	15.17	15.28	15.18	29.7	29.6	29.7	29.8
2013	15.27	15.38	15.42	15.68	29.8	29.8	29.8	30.2
2014	16.05	16.33	16.30	17.42	30.4	30.5	30.4	31.4
2015	17.58	17.42	17.14	17.17	31.5	31.2	30.8	30.7
2016	17.61	17.88	17.74	18.11	31.1	31.1	31.1	31.1
2017	18.36	18.56	18.72	18.72	31.3	31.3	31.4	31.1
2018	19.03	19.07	19.14	18.05	31.3	31.3	31.2	30.3
2019	18.21	–	–	–	30.3	–	–	–
Paid leave								
2004	3.17	3.21	3.26	3.29	7.9	7.9	7.9	7.9
2005	3.31	3.34	3.36	3.47	7.9	7.9	7.9	8.0
2006	3.73	3.77	3.81	3.87	8.4	8.4	8.4	8.5
2007	3.91	3.93	3.91	3.93	8.5	8.5	8.5	8.4
2008	3.96	3.96	4.03	4.09	8.3	8.3	8.4	8.4
2009	4.10	4.11	4.10	4.05	8.4	8.4	8.4	8.4
2010	4.07	4.08	4.12	4.17	8.3	8.3	8.3	8.4
2011	4.23	4.24	4.22	4.30	8.5	8.4	8.4	8.5
2012	4.32	4.36	4.38	4.37	8.5	8.5	8.5	8.6
2013	4.40	4.42	4.43	4.46	8.6	8.6	8.6	8.6
2014	4.56	4.61	4.60	4.67	8.6	8.6	8.6	8.4
2015	4.68	4.69	4.69	4.68	8.4	8.4	8.4	8.4
2016	4.73	4.83	4.80	4.94	8.4	8.4	8.4	8.5

See footnotes at end of table.

Table 9. Private industry workers, by major occupational group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Management, professional, and related occupations[1]

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Paid leave								
2017	4.97	5.02	5.04	5.16	8.5	8.5	8.5	8.6
2018	5.23	5.24	5.27	5.30	8.6	8.6	8.6	8.9
2019	5.37	–	–	–	8.9	–	–	–
Vacation								
2004	1.61	1.62	1.65	1.66	4.0	4.0	4.0	4.0
2005	1.66	1.69	1.70	1.74	3.9	4.0	4.0	4.0
2006	1.87	1.90	1.92	1.97	4.2	4.3	4.2	4.3
2007	2.01	2.01	2.01	2.03	4.4	4.3	4.4	4.3
2008	2.04	2.05	2.08	2.13	4.3	4.3	4.3	4.4
2009	2.13	2.14	2.14	2.09	4.4	4.4	4.4	4.3
2010	2.10	2.11	2.12	2.15	4.3	4.3	4.3	4.3
2011	2.18	2.19	2.17	2.24	4.4	4.3	4.3	4.4
2012	2.26	2.29	2.29	2.29	4.4	4.5	4.5	4.5
2013	2.32	2.33	2.34	2.35	4.5	4.5	4.5	4.5
2014	2.40	2.43	2.43	2.46	4.5	4.5	4.5	4.4
2015	2.47	2.49	2.49	2.47	4.4	4.5	4.5	4.4
2016	2.48	2.53	2.52	2.57	4.4	4.4	4.4	4.4
2017	2.59	2.62	2.64	2.71	4.4	4.4	4.4	4.5
2018	2.76	2.77	2.77	2.78	4.5	4.6	4.5	4.7
2019	2.81	–	–	–	4.7	–	–	–
Holiday								
2004	1.06	1.08	1.09	1.10	2.6	2.7	2.6	2.6
2005	1.11	1.12	1.12	1.16	2.6	2.6	2.7	2.7
2006	1.20	1.22	1.23	1.24	2.7	2.7	2.7	2.7
2007	1.24	1.25	1.26	1.26	2.7	2.7	2.7	2.7
2008	1.27	1.27	1.28	1.29	2.7	2.7	2.7	2.7
2009	1.29	1.28	1.28	1.26	2.6	2.6	2.6	2.6
2010	1.26	1.26	1.27	1.27	2.6	2.6	2.6	2.6
2011	1.28	1.29	1.29	1.28	2.6	2.6	2.6	2.5
2012	1.28	1.28	1.29	1.28	2.5	2.5	2.5	2.5
2013	1.29	1.30	1.30	1.30	2.5	2.5	2.5	2.5
2014	1.33	1.34	1.34	1.36	2.5	2.5	2.5	2.5
2015	1.37	1.37	1.37	1.37	2.4	2.4	2.5	2.4
2016	1.38	1.41	1.41	1.44	2.4	2.5	2.5	2.5
2017	1.45	1.46	1.47	1.49	2.5	2.5	2.5	2.5
2018	1.51	1.51	1.53	1.55	2.5	2.5	2.5	2.6
2019	1.55	–	–	–	2.6	–	–	–
Sick								
2004	.36	.38	.38	.39	.9	.9	.9	.9
2005	.40	.39	.40	.42	.9	.9	.9	1.0
2006	.48	.47	.48	.49	1.1	1.1	1.1	1.1
2007	.49	.49	.50	.50	1.1	1.1	1.1	1.1
2008	.50	.51	.52	.52	1.1	1.1	1.1	1.1
2009	.53	.53	.52	.53	1.1	1.1	1.1	1.1
2010	.53	.53	.53	.55	1.1	1.1	1.1	1.1
2011	.56	.56	.56	.57	1.1	1.1	1.1	1.1
2012	.57	.57	.58	.57	1.1	1.1	1.1	1.1
2013	.57	.57	.57	.57	1.1	1.1	1.1	1.1
2014	.60	.60	.59	.60	1.1	1.1	1.1	1.1
2015	.59	.59	.59	.58	1.1	1.1	1.1	1.0
2016	.59	.62	.60	.64	1.0	1.1	1.0	1.1
2017	.64	.64	.65	.67	1.1	1.1	1.1	1.1
2018	.66	.66	.67	.69	1.1	1.1	1.1	1.2
2019	.72	–	–	–	1.2	–	–	–
Personal[2]								
2004	.14	.14	.14	.14	.3	.3	.3	.3
2005	.14	.14	.15	.15	.3	.3	.3	.3
2006	.17	.17	.18	.17	.4	.4	.4	.4
2007	.17	.17	.15	.14	.4	.4	.3	.3
2008	.14	.14	.14	.15	.3	.3	.3	.3
2009	.15	.16	.16	.17	.3	.3	.3	.4
2010	.19	.19	.19	.20	.4	.4	.4	.4
2011	.21	.20	.20	.21	.4	.4	.4	.4

See footnotes at end of table.

Table 9. Private industry workers, by major occupational group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Management, professional, and related occupations[1]

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Personal[2]								
2012	0.21	0.21	0.21	0.22	0.4	0.4	0.4	0.4
2013	.22	.23	.23	.24	.4	.4	.4	.5
2014	.24	.25	.24	.25	.5	.5	.4	.4
2015	.25	.25	.25	.27	.4	.4	.4	.5
2016	.28	.28	.27	.28	.5	.5	.5	.5
2017	.29	.29	.29	.30	.5	.5	.5	.5
2018	.30	.30	.30	.28	.5	.5	.5	.5
2019	.29	–	–	–	.5	–	–	–
Supplemental pay								
2004	1.23	1.17	1.19	1.21	3.1	2.9	2.9	2.9
2005	1.27	1.35	1.38	1.40	3.0	3.2	3.3	3.2
2006	1.43	1.45	1.48	1.46	3.2	3.2	3.3	3.2
2007	1.49	1.52	1.52	1.52	3.2	3.3	3.3	3.2
2008	1.55	1.63	1.56	1.54	3.3	3.4	3.2	3.2
2009	1.47	1.71	1.71	1.64	3.0	3.5	3.5	3.4
2010	1.63	1.58	1.59	1.51	3.3	3.2	3.2	3.1
2011	1.46	1.59	1.59	1.59	2.9	3.2	3.1	3.1
2012	1.63	1.62	1.63	1.59	3.2	3.2	3.2	3.1
2013	1.55	1.56	1.53	1.62	3.0	3.0	3.0	3.1
2014	1.62	1.62	1.61	2.45	3.1	3.0	3.0	4.4
2015	2.54	2.50	2.23	2.26	4.5	4.5	4.0	4.0
2016	2.62	2.61	2.60	2.53	4.6	4.5	4.6	4.4
2017	2.61	2.66	2.69	2.85	4.4	4.5	4.5	4.7
2018	2.96	2.97	2.98	2.05	4.9	4.9	4.8	3.4
2019	2.06	–	–	–	3.4	–	–	–
Overtime and premium[3]								
2004	.15	.14	.14	.14	.4	.3	.3	.3
2005	.14	.14	.15	.15	.3	.3	.3	.3
2006	.20	.20	.20	.20	.4	.4	.4	.4
2007	.20	.20	.20	.20	.4	.4	.4	.4
2008	.20	.20	.21	.20	.4	.4	.4	.4
2009	.20	.20	.20	.19	.4	.4	.4	.4
2010	.19	.19	.18	.17	.4	.4	.4	.3
2011	.17	.18	.18	.17	.3	.3	.4	.3
2012	.17	.17	.17	.16	.3	.3	.3	.3
2013	.16	.16	.16	.15	.3	.3	.3	.3
2014	.15	.15	.15	.18	.3	.3	.3	.3
2015	.18	.18	.19	.20	.3	.3	.3	.4
2016	.21	.20	.19	.15	.4	.3	.3	.3
2017	.18	.18	.18	.21	.3	.3	.3	.3
2018	.19	.19	.19	.19	.3	.3	.3	.3
2019	.18	–	–	–	.3	–	–	–
Shift differentials								
2004	.10	.10	.10	.10	.2	.2	.2	.2
2005	.10	.11	.11	.11	.2	.2	.3	.3
2006	.11	.11	.11	.13	.2	.2	.2	.3
2007	.13	.14	.14	.14	.3	.3	.3	.3
2008	.14	.14	.15	.13	.3	.3	.3	.3
2009	.14	.14	.14	.13	.3	.3	.3	.3
2010	.14	.13	.14	.14	.3	.3	.3	.3
2011	.14	.14	.14	.12	.3	.3	.3	.2
2012	.12	.12	.12	.11	.2	.2	.2	.2
2013	.11	.12	.12	.11	.2	.2	.2	.2
2014	.11	.11	.11	.10	.2	.2	.2	.2
2015	.09	.10	.10	.09	.2	.2	.2	.2
2016	.09	.09	.09	.09	.2	.2	.2	.2
2017	.09	.10	.10	.11	.2	.2	.2	.2
2018	.12	.11	.12	.13	.2	.2	.2	.2
2019	.13	–	–	–	.2	–	–	–
Nonproduction bonuses								
2004	.98	.93	.95	.96	2.4	2.3	2.3	2.3
2005	1.02	1.10	1.13	1.14	2.4	2.6	2.7	2.6
2006	1.13	1.14	1.17	1.13	2.6	2.6	2.6	2.5

See footnotes at end of table.

Table 9. Private industry workers, by major occupational group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Management, professional, and related occupations[1]

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Nonproduction bonuses								
2007	1.15	1.18	1.18	1.18	2.5	2.6	2.6	2.5
2008	1.21	1.29	1.21	1.21	2.5	2.7	2.5	2.5
2009	1.13	1.38	1.37	1.32	2.3	2.8	2.8	2.7
2010	1.30	1.26	1.27	1.20	2.7	2.6	2.6	2.4
2011	1.15	1.28	1.27	1.30	2.3	2.5	2.5	2.6
2012	1.34	1.33	1.34	1.32	2.6	2.6	2.6	2.6
2013	1.27	1.28	1.25	1.37	2.5	2.5	2.4	2.6
2014	1.36	1.36	1.35	2.17	2.6	2.5	2.5	3.9
2015	2.26	2.22	1.95	1.97	4.1	4.0	3.5	3.5
2016	2.32	2.31	2.31	2.29	4.1	4.0	4.0	3.9
2017	2.34	2.39	2.41	2.53	4.0	4.0	4.0	4.2
2018	2.65	2.67	2.67	1.73	4.4	4.4	4.3	2.9
2019	1.74	–	–	–	2.9	–	–	–
Insurance								
2004	2.43	2.44	2.45	2.47	6.0	6.0	6.0	6.0
2005	2.56	2.58	2.62	2.71	6.1	6.1	6.2	6.2
2006	2.75	2.79	2.81	2.84	6.2	6.2	6.2	6.2
2007	2.92	2.93	2.95	2.97	6.3	6.4	6.4	6.3
2008	3.04	3.05	3.07	3.12	6.4	6.4	6.4	6.4
2009	3.18	3.17	3.19	3.20	6.5	6.5	6.5	6.6
2010	3.29	3.30	3.32	3.37	6.7	6.7	6.7	6.8
2011	3.43	3.47	3.47	3.51	6.9	6.9	6.9	7.0
2012	3.58	3.60	3.63	3.61	7.0	7.0	7.1	7.1
2013	3.69	3.71	3.70	3.77	7.2	7.2	7.2	7.3
2014	3.85	3.87	3.87	3.94	7.3	7.2	7.2	7.1
2015	3.99	3.98	3.99	4.00	7.1	7.1	7.2	7.1
2016	4.08	4.11	4.13	4.20	7.2	7.2	7.2	7.2
2017	4.22	4.23	4.27	4.27	7.2	7.1	7.2	7.1
2018	4.32	4.29	4.33	4.22	7.1	7.0	7.1	7.1
2019	4.27	–	–	–	7.1	–	–	–
Life								
2004	.08	.08	.08	.08	.2	.2	.2	.2
2005	.08	.08	.08	.08	.2	.2	.2	.2
2006	.09	.09	.09	.08	.2	.2	.2	.2
2007	.08	.08	.08	.08	.2	.2	.2	.2
2008	.08	.08	.08	.09	.2	.2	.2	.2
2009	.09	.09	.09	.08	.2	.2	.2	.2
2010	.08	.08	.08	.09	.2	.2	.2	.2
2011	.08	.09	.09	.08	.2	.2	.2	.2
2012	.08	.08	.08	.08	.2	.2	.1	.1
2013	.08	.08	.08	.08	.1	.1	.1	.2
2014	.08	.08	.08	.09	.2	.2	.2	.2
2015	.08	.08	.08	.08	.2	.1	.2	.1
2016	.08	.08	.08	.08	.1	.1	.1	.1
2017	.08	.08	.08	.08	.1	.1	.1	.1
2018	.08	.08	.08	.08	.1	.1	.1	.1
2019	.08	–	–	–	.1	–	–	–
Health								
2004	2.19	2.21	2.22	2.24	5.4	5.4	5.4	5.4
2005	2.32	2.34	2.38	2.45	5.5	5.5	5.6	5.6
2006	2.50	2.53	2.54	2.58	5.6	5.7	5.6	5.7
2007	2.66	2.67	2.68	2.70	5.8	5.8	5.8	5.8
2008	2.77	2.78	2.80	2.85	5.8	5.8	5.8	5.9
2009	2.91	2.90	2.92	2.94	6.0	5.9	6.0	6.1
2010	3.03	3.03	3.05	3.11	6.2	6.2	6.2	6.3
2011	3.17	3.21	3.21	3.25	6.3	6.4	6.4	6.4
2012	3.32	3.34	3.38	3.36	6.5	6.5	6.6	6.6
2013	3.44	3.45	3.45	3.51	6.7	6.7	6.7	6.8
2014	3.58	3.60	3.61	3.66	6.8	6.7	6.7	6.6
2015	3.71	3.71	3.71	3.73	6.6	6.6	6.7	6.7
2016	3.81	3.84	3.85	3.92	6.7	6.7	6.7	6.7
2017	3.94	3.95	3.98	3.98	6.7	6.7	6.7	6.6
2018	4.02	3.99	4.03	3.92	6.6	6.6	6.6	6.6

See footnotes at end of table.

Table 9. Private industry workers, by major occupational group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Management, professional, and related occupations[1]

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Health								
2019	3.97	–	–	–	6.6	–	–	–
Short-term disability								
2004	.08	0.08	0.08	0.08	.2	0.2	0.2	0.2
2005	.08	.08	.09	.09	.2	.2	.2	.2
2006	.09	.09	.09	.09	.2	.2	.2	.2
2007	.09	.09	.09	.10	.2	.2	.2	.2
2008	.10	.10	.10	.09	.2	.2	.2	.2
2009	.09	.10	.09	.09	.2	.2	.2	.2
2010	.09	.09	.09	.08	.2	.2	.2	.2
2011	.08	.08	.08	.08	.2	.2	.2	.2
2012	.09	.09	.09	.09	.2	.2	.2	.2
2013	.09	.09	.09	.09	.2	.2	.2	.2
2014	.10	.10	.10	.10	.2	.2	.2	.2
2015	.10	.11	.11	.10	.2	.2	.2	.2
2016	.10	.10	.10	.11	.2	.2	.2	.2
2017	.11	.11	.11	.12	.2	.2	.2	.2
2018	.12	.12	.12	.13	.2	.2	.2	.2
2019	.13	–	–	–	.2	–	–	–
Long-term disability								
2004	.08	.07	.07	.07	.2	.2	.2	.2
2005	.08	.08	.08	.08	.2	.2	.2	.2
2006	.08	.09	.09	.09	.2	.2	.2	.2
2007	.09	.09	.09	.09	.2	.2	.2	.2
2008	.09	.09	.09	.09	.2	.2	.2	.2
2009	.09	.09	.09	.09	.2	.2	.2	.2
2010	.09	.09	.09	.09	.2	.2	.2	.2
2011	.10	.10	.09	.09	.2	.2	.2	.2
2012	.09	.09	.10	.09	.2	.2	.2	.2
2013	.09	.09	.09	.09	.2	.2	.2	.2
2014	.09	.09	.09	.09	.2	.2	.2	.2
2015	.09	.09	.09	.09	.2	.2	.2	.2
2016	.09	.09	.09	.09	.2	.2	.2	.2
2017	.09	.09	.10	.10	.2	.2	.2	.2
2018	.10	.10	.10	.09	.2	.2	.2	.2
2019	.09	–	–	–	.2	–	–	–
Retirement and savings								
2004	1.47	1.53	1.57	1.63	3.6	3.8	3.8	3.9
2005	1.75	1.75	1.77	1.78	4.1	4.1	4.2	4.1
2006	1.82	1.82	1.85	1.87	4.1	4.1	4.1	4.1
2007	1.71	1.75	1.83	1.92	3.7	3.8	4.0	4.1
2008	1.94	1.94	1.95	1.91	4.1	4.1	4.0	3.9
2009	1.92	1.89	1.87	1.81	3.9	3.9	3.8	3.8
2010	1.89	1.89	1.96	1.98	3.9	3.9	4.0	4.0
2011	2.04	2.08	2.03	2.05	4.1	4.1	4.0	4.1
2012	2.07	2.07	2.10	2.10	4.1	4.0	4.1	4.1
2013	2.10	2.15	2.18	2.26	4.1	4.2	4.2	4.3
2014	2.42	2.61	2.60	2.70	4.6	4.9	4.9	4.9
2015	2.70	2.56	2.54	2.52	4.8	4.6	4.6	4.5
2016	2.45	2.59	2.49	2.68	4.3	4.5	4.4	4.6
2017	2.73	2.80	2.87	2.53	4.7	4.7	4.8	4.2
2018	2.57	2.63	2.60	2.55	4.2	4.3	4.2	4.3
2019	2.56	–	–	–	4.3	–	–	–
Defined benefit								
2004	.52	.58	.60	.64	1.3	1.4	1.5	1.5
2005	.73	.75	.76	.73	1.7	1.8	1.8	1.7
2006	.76	.77	.78	.81	1.7	1.7	1.7	1.8
2007	.66	.69	.74	.74	1.4	1.5	1.6	1.6
2008	.73	.73	.72	.70	1.5	1.5	1.5	1.4
2009	.70	.69	.66	.60	1.4	1.4	1.4	1.2
2010	.66	.67	.71	.71	1.4	1.4	1.4	1.4
2011	.72	.77	.74	.71	1.4	1.5	1.5	1.4
2012	.72	.71	.73	.74	1.4	1.4	1.4	1.5
2013	.75	.80	.81	.85	1.5	1.5	1.6	1.6

See footnotes at end of table.

Table 9. Private industry workers, by major occupational group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Management, professional, and related occupations[1]

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Defined benefit								
2014	0.94	1.12	1.13	1.17	1.8	2.1	2.1	2.1
2015	1.16	1.03	1.00	.97	2.1	1.8	1.8	1.7
2016	.93	1.01	.96	1.06	1.6	1.8	1.7	1.8
2017	1.09	1.16	1.20	.87	1.9	2.0	2.0	1.4
2018	.88	.94	.90	.86	1.5	1.5	1.5	1.4
2019	.85	–	–	–	1.4	–	–	–
Defined contribution								
2004	.95	.95	.97	.99	2.3	2.3	2.4	2.4
2005	1.02	1.00	1.01	1.04	2.4	2.4	2.4	2.4
2006	1.06	1.05	1.07	1.05	2.4	2.4	2.3	2.3
2007	1.05	1.06	1.08	1.18	2.3	2.3	2.3	2.5
2008	1.21	1.21	1.23	1.21	2.5	2.5	2.6	2.5
2009	1.23	1.20	1.20	1.21	2.5	2.4	2.5	2.5
2010	1.23	1.22	1.24	1.27	2.5	2.5	2.5	2.6
2011	1.32	1.31	1.29	1.35	2.6	2.6	2.6	2.7
2012	1.35	1.35	1.37	1.35	2.7	2.6	2.7	2.7
2013	1.36	1.35	1.37	1.40	2.6	2.6	2.7	2.7
2014	1.48	1.49	1.47	1.53	2.8	2.8	2.8	2.8
2015	1.53	1.53	1.54	1.55	2.7	2.7	2.8	2.8
2016	1.52	1.58	1.53	1.62	2.7	2.8	2.7	2.8
2017	1.64	1.65	1.67	1.66	2.8	2.8	2.8	2.8
2018	1.69	1.69	1.70	1.69	2.8	2.8	2.8	2.8
2019	1.71	–	–	–	2.9	–	–	–
Legally required benefits								
2004	2.87	2.90	2.94	2.97	7.1	7.2	7.2	7.1
2005	3.01	3.03	3.06	3.11	7.1	7.1	7.2	7.2
2006	3.15	3.18	3.21	3.24	7.1	7.1	7.1	7.1
2007	3.27	3.27	3.27	3.29	7.1	7.1	7.1	7.0
2008	3.32	3.34	3.36	3.38	7.0	7.0	7.0	7.0
2009	3.40	3.40	3.40	3.36	7.0	7.0	7.0	7.0
2010	3.39	3.41	3.43	3.43	7.0	7.0	7.0	6.9
2011	3.47	3.49	3.50	3.46	6.9	6.9	6.9	6.8
2012	3.50	3.53	3.53	3.52	6.9	6.9	6.9	6.9
2013	3.52	3.54	3.57	3.56	6.9	6.9	6.9	6.9
2014	3.60	3.62	3.62	3.66	6.8	6.8	6.8	6.6
2015	3.67	3.68	3.68	3.71	6.6	6.6	6.6	6.6
2016	3.73	3.74	3.73	3.76	6.6	6.5	6.5	6.5
2017	3.83	3.85	3.86	3.90	6.5	6.5	6.5	6.5
2018	3.94	3.94	3.97	3.93	6.5	6.5	6.5	6.6
2019	3.96	–	–	–	6.6	–	–	–
Social Security and Medicare								
2004	2.35	2.37	2.39	2.41	5.8	5.8	5.8	5.8
2005	2.43	2.45	2.46	2.52	5.8	5.8	5.8	5.8
2006	2.57	2.59	2.62	2.63	5.8	5.8	5.8	5.8
2007	2.67	2.68	2.69	2.71	5.8	5.8	5.8	5.8
2008	2.75	2.77	2.79	2.82	5.8	5.8	5.8	5.8
2009	2.85	2.85	2.86	2.82	5.8	5.8	5.8	5.9
2010	2.84	2.84	2.86	2.87	5.8	5.8	5.8	5.8
2011	2.89	2.90	2.91	2.89	5.8	5.7	5.8	5.7
2012	2.92	2.93	2.94	2.93	5.7	5.7	5.7	5.7
2013	2.94	2.95	2.98	2.98	5.7	5.7	5.8	5.7
2014	3.01	3.05	3.05	3.09	5.7	5.7	5.7	5.6
2015	3.10	3.11	3.12	3.15	5.6	5.6	5.6	5.6
2016	3.17	3.19	3.19	3.22	5.6	5.5	5.6	5.5
2017	3.29	3.32	3.33	3.38	5.6	5.6	5.6	5.6
2018	3.42	3.42	3.45	3.43	5.6	5.6	5.6	5.8
2019	3.47	–	–	–	5.8	–	–	–
Social Security[4]								
2004	1.86	1.88	1.90	1.91	4.6	4.6	4.6	4.6
2005	1.93	1.94	1.96	2.00	4.6	4.6	4.6	4.6
2006	2.04	2.05	2.07	2.09	4.6	4.6	4.6	4.6
2007	2.12	2.13	2.14	2.15	4.6	4.6	4.6	4.6
2008	2.19	2.20	2.21	2.24	4.6	4.6	4.6	4.6

See footnotes at end of table.

Table 9. Private industry workers, by major occupational group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Management, professional, and related occupations[1]

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Social Security[4]								
2009	2.27	2.27	2.27	2.25	4.7	4.6	4.6	4.7
2010	2.26	2.26	2.27	2.28	4.6	4.6	4.6	4.6
2011	2.30	2.30	2.31	2.29	4.6	4.6	4.6	4.5
2012	2.32	2.33	2.33	2.33	4.6	4.5	4.5	4.6
2013	2.34	2.35	2.37	2.37	4.6	4.5	4.6	4.6
2014	2.40	2.42	2.42	2.44	4.5	4.5	4.5	4.4
2015	2.44	2.45	2.46	2.49	4.4	4.4	4.4	4.5
2016	2.50	2.51	2.52	2.54	4.4	4.4	4.4	4.4
2017	2.60	2.63	2.63	2.67	4.4	4.4	4.4	4.4
2018	2.70	2.71	2.72	2.73	4.4	4.4	4.4	4.6
2019	2.77	–	–	–	4.6	–	–	–
Medicare								
2004	.49	.49	.50	.50	1.2	1.2	1.2	1.2
2005	.50	.51	.50	.52	1.2	1.2	1.2	1.2
2006	.53	.53	.54	.54	1.2	1.2	1.2	1.2
2007	.55	.55	.55	.56	1.2	1.2	1.2	1.2
2008	.57	.57	.57	.58	1.2	1.2	1.2	1.2
2009	.58	.58	.58	.57	1.2	1.2	1.2	1.2
2010	.58	.58	.59	.59	1.2	1.2	1.2	1.2
2011	.59	.60	.60	.60	1.2	1.2	1.2	1.2
2012	.60	.61	.61	.60	1.2	1.2	1.2	1.2
2013	.60	.61	.61	.61	1.2	1.2	1.2	1.2
2014	.62	.63	.63	.65	1.2	1.2	1.2	1.2
2015	.65	.66	.65	.66	1.2	1.2	1.2	1.2
2016	.67	.68	.67	.68	1.2	1.2	1.2	1.2
2017	.69	.70	.70	.71	1.2	1.2	1.2	1.2
2018	.72	.72	.73	.70	1.2	1.2	1.2	1.2
2019	.71	–	–	–	1.2	–	–	–
Federal unemployment insurance								
2004	.03	.03	.03	.03	.1	.1	.1	.1
2005	.03	.03	.03	.03	.1	.1	.1	.1
2006	.03	.03	.03	.03	.1	.1	.1	.1
2007	.03	.03	.03	.03	.1	.1	.1	.1
2008	.03	.03	.03	.03	.1	.1	.1	.1
2009	.03	.03	.03	.03	.1	.1	.1	.1
2010	.03	.03	.03	.03	.1	.1	.1	.1
2011	.03	.03	.02	.02	.1	.1	([5])	([5])
2012	.03	.03	.03	.03	.1	.1	.1	.1
2013	.03	.03	.03	.03	.1	.1	.1	.1
2014	.03	.03	.03	.04	.1	.1	.1	.1
2015	.04	.04	.04	.04	.1	.1	.1	.1
2016	.03	.03	.03	.03	.1	.1	.1	.1
2017	.03	.03	.03	.03	.1	([5])	([5])	([5])
2018	.03	.03	.03	.03	([5])	([5])	([5])	.1
2019	.02	–	–	–	([5])	–	–	–
State unemployment insurance								
2004	.14	.15	.15	.16	.4	.4	.4	.4
2005	.17	.17	.18	.18	.4	.4	.4	.4
2006	.18	.17	.17	.18	.4	.4	.4	.4
2007	.18	.17	.17	.17	.4	.4	.4	.4
2008	.16	.16	.16	.16	.3	.3	.3	.3
2009	.16	.16	.16	.15	.3	.3	.3	.3
2010	.18	.19	.19	.19	.4	.4	.4	.4
2011	.20	.21	.22	.22	.4	.4	.4	.4
2012	.22	.23	.23	.24	.4	.4	.4	.5
2013	.24	.23	.23	.23	.5	.5	.4	.4
2014	.23	.22	.22	.22	.4	.4	.4	.4
2015	.22	.21	.20	.21	.4	.4	.4	.4
2016	.21	.20	.19	.18	.4	.3	.3	.3
2017	.19	.17	.17	.18	.3	.3	.3	.3
2018	.18	.17	.17	.16	.3	.3	.3	.3
2019	.16	–	–	–	.3	–	–	–

See footnotes at end of table.

Table 9. Private industry workers, by major occupational group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Management, professional, and related occupations[1]

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Workers' compensation								
2004	0.35	0.36	0.36	0.37	0.9	0.9	0.9	0.9
2005	.38	.38	.39	.38	.9	.9	.9	.9
2006	.38	.39	.39	.39	.9	.9	.8	.9
2007	.39	.39	.38	.38	.9	.8	.8	.8
2008	.38	.38	.38	.37	.8	.8	.8	.8
2009	.37	.36	.36	.36	.7	.7	.7	.7
2010	.35	.35	.35	.34	.7	.7	.7	.7
2011	.34	.35	.35	.33	.7	.7	.7	.7
2012	.33	.34	.34	.32	.6	.7	.7	.6
2013	.32	.32	.32	.32	.6	.6	.6	.6
2014	.32	.32	.32	.32	.6	.6	.6	.6
2015	.32	.33	.33	.32	.6	.6	.6	.6
2016	.32	.32	.32	.32	.6	.6	.6	.6
2017	.32	.33	.32	.32	.6	.5	.5	.5
2018	.32	.32	.32	.31	.5	.5	.5	.5
2019	.31	–	–	–	.5	–	–	–
Other benefits[6]								
2004	.07	.08	.08	.08	.2	.2	.2	.2
2005	.08	.08	.07	.07	.2	.2	.2	.2

[1] Estimates from December 2013 to March 2014 for this series were corrected, details are available at www.bls.gov/bls/ecec_correction_091014.htm.
[2] Prior to June 2008, paid personal leave was included in other leave. Other leave also included paid military, funeral, and jury leave.
[3] Includes premium pay (such as overtime, weekends, and holidays) for work in addition to the regular work schedule.
[4] Social Security refers to the Old-Age, Survivors, and Disability Insurance (OASDI) program.
[5] Less than .05 percent.
[6] Includes severance pay and supplemental unemployment benefits. Publication of other benefits was discontinued beginning in June 2006.

Note: The sum of individual items may not equal totals due to rounding. Dashes indicate data are not available.

Table 9. Private industry workers, by major occupational group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Sales and office occupations

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Total compensation								
2004	$18.42	$18.76	$19.06	$19.00	100.0	100.0	100.0	100.0
2005	19.30	19.47	19.65	19.61	100.0	100.0	100.0	100.0
2006	19.93	20.08	20.31	20.35	100.0	100.0	100.0	100.0
2007	20.55	20.61	20.86	20.96	100.0	100.0	100.0	100.0
2008	21.15	21.29	21.44	21.31	100.0	100.0	100.0	100.0
2009	21.40	21.44	21.48	21.60	100.0	100.0	100.0	100.0
2010	21.77	21.88	22.00	21.75	100.0	100.0	100.0	100.0
2011	22.02	22.18	22.33	22.39	100.0	100.0	100.0	100.0
2012	22.60	22.65	22.76	22.55	100.0	100.0	100.0	100.0
2013	22.86	22.98	23.06	22.96	100.0	100.0	100.0	100.0
2014	23.13	23.24	23.51	23.57	100.0	100.0	100.0	100.0
2015	24.01	23.90	24.06	23.70	100.0	100.0	100.0	100.0
2016	24.05	24.14	24.34	24.35	100.0	100.0	100.0	100.0
2017	24.55	24.72	24.87	24.93	100.0	100.0	100.0	100.0
2018	25.36	25.51	25.91	25.77	100.0	100.0	100.0	100.0
2019	26.18	–	–	–	100.0	–	–	–
Wages and salaries								
2004	13.44	13.70	13.93	13.85	73.0	73.0	73.1	72.9
2005	14.01	14.15	14.28	14.21	72.6	72.7	72.7	72.5
2006	14.38	14.49	14.67	14.66	72.2	72.2	72.3	72.1
2007	14.82	14.85	15.04	15.11	72.1	72.0	72.1	72.1
2008	15.22	15.33	15.43	15.32	72.0	72.0	72.0	71.9
2009	15.37	15.41	15.44	15.53	71.8	71.9	71.9	71.9
2010	15.59	15.69	15.77	15.63	71.6	71.7	71.7	71.9
2011	15.75	15.84	15.96	16.01	71.6	71.4	71.5	71.5
2012	16.13	16.18	16.29	16.13	71.4	71.4	71.6	71.5
2013	16.29	16.40	16.45	16.42	71.3	71.4	71.4	71.5
2014	16.47	16.53	16.74	16.81	71.2	71.1	71.2	71.3
2015	17.15	17.08	17.19	17.01	71.4	71.4	71.5	71.7
2016	17.23	17.33	17.45	17.43	71.7	71.8	71.7	71.6
2017	17.58	17.68	17.81	17.83	71.6	71.5	71.6	71.5
2018	18.15	18.26	18.58	18.43	71.6	71.6	71.7	71.5
2019	18.74	–	–	–	71.6	–	–	–
Total benefits								
2004	4.98	5.07	5.14	5.16	27.0	27.0	26.9	27.1
2005	5.29	5.31	5.37	5.40	27.4	27.3	27.3	27.5
2006	5.54	5.58	5.64	5.69	27.8	27.8	27.7	27.9
2007	5.74	5.76	5.82	5.85	27.9	28.0	27.9	27.9
2008	5.92	5.96	6.01	5.98	28.0	28.0	28.0	28.1
2009	6.03	6.03	6.04	6.07	28.2	28.1	28.1	28.1
2010	6.18	6.18	6.23	6.12	28.4	28.3	28.3	28.1
2011	6.26	6.34	6.37	6.37	28.4	28.6	28.5	28.5
2012	6.47	6.47	6.46	6.42	28.6	28.6	28.4	28.5
2013	6.57	6.58	6.60	6.54	28.7	28.6	28.6	28.5
2014	6.65	6.72	6.78	6.76	28.8	28.9	28.8	28.7
2015	6.86	6.83	6.87	6.70	28.6	28.6	28.5	28.3
2016	6.82	6.81	6.89	6.92	28.3	28.2	28.3	28.4
2017	6.97	7.04	7.06	7.10	28.4	28.5	28.4	28.5
2018	7.20	7.26	7.34	7.34	28.4	28.4	28.3	28.5
2019	7.44	–	–	–	28.4	–	–	–
Paid leave								
2004	1.11	1.13	1.15	1.15	6.0	6.0	6.0	6.0
2005	1.17	1.18	1.19	1.20	6.1	6.0	6.0	6.1
2006	1.29	1.29	1.31	1.30	6.5	6.4	6.5	6.4
2007	1.32	1.32	1.33	1.33	6.4	6.4	6.4	6.4
2008	1.34	1.34	1.36	1.35	6.4	6.3	6.3	6.3
2009	1.35	1.35	1.35	1.36	6.3	6.3	6.3	6.3
2010	1.37	1.37	1.38	1.35	6.3	6.3	6.3	6.2
2011	1.38	1.38	1.39	1.39	6.3	6.2	6.2	6.2
2012	1.41	1.40	1.40	1.39	6.2	6.2	6.2	6.2
2013	1.41	1.41	1.42	1.41	6.2	6.1	6.2	6.1
2014	1.43	1.43	1.45	1.48	6.2	6.1	6.2	6.3
2015	1.50	1.50	1.51	1.50	6.3	6.3	6.3	6.3
2016	1.54	1.53	1.56	1.56	6.4	6.3	6.4	6.4

See footnotes at end of table.

Table 9. Private industry workers, by major occupational group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Sales and office occupations

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Paid leave								
2017	1.58	1.59	1.60	1.62	6.4	6.4	6.4	6.5
2018	1.65	1.64	1.68	1.67	6.5	6.4	6.5	6.5
2019	1.71	–	–	–	6.5	–	–	–
Vacation								
2004	.51	.52	.53	.53	2.8	2.8	2.8	2.8
2005	.55	.55	.56	.57	2.8	2.8	2.8	2.9
2006	.63	.63	.64	.64	3.1	3.1	3.1	3.1
2007	.64	.65	.65	.65	3.1	3.1	3.1	3.1
2008	.66	.66	.67	.67	3.1	3.1	3.1	3.1
2009	.67	.67	.67	.67	3.1	3.1	3.1	3.1
2010	.68	.67	.68	.67	3.1	3.1	3.1	3.1
2011	.68	.68	.69	.69	3.1	3.1	3.1	3.1
2012	.70	.70	.70	.70	3.1	3.1	3.1	3.1
2013	.71	.71	.71	.71	3.1	3.1	3.1	3.1
2014	.72	.72	.74	.75	3.1	3.1	3.1	3.2
2015	.77	.76	.76	.77	3.2	3.2	3.2	3.2
2016	.78	.77	.79	.79	3.2	3.2	3.2	3.3
2017	.80	.80	.81	.83	3.2	3.2	3.2	3.3
2018	.84	.84	.86	.85	3.3	3.3	3.3	3.3
2019	.87	–	–	–	3.3	–	–	–
Holiday								
2004	.39	.40	.41	.41	2.1	2.1	2.1	2.1
2005	.42	.42	.42	.42	2.2	2.1	2.1	2.1
2006	.43	.44	.44	.44	2.2	2.2	2.2	2.1
2007	.44	.44	.45	.45	2.2	2.2	2.1	2.1
2008	.45	.45	.45	.44	2.1	2.1	2.1	2.1
2009	.45	.44	.45	.44	2.1	2.1	2.1	2.1
2010	.45	.45	.45	.43	2.1	2.0	2.0	2.0
2011	.44	.44	.45	.44	2.0	2.0	2.0	2.0
2012	.45	.45	.44	.44	2.0	2.0	1.9	1.9
2013	.44	.44	.44	.44	1.9	1.9	1.9	1.9
2014	.44	.44	.45	.45	1.9	1.9	1.9	1.9
2015	.46	.46	.46	.46	1.9	1.9	1.9	1.9
2016	.47	.46	.47	.47	1.9	1.9	1.9	1.9
2017	.48	.48	.48	.48	2.0	1.9	1.9	1.9
2018	.49	.49	.50	.50	1.9	1.9	1.9	1.9
2019	.51	–	–	–	1.9	–	–	–
Sick								
2004	.16	.16	.16	.16	.8	.8	.8	.8
2005	.16	.16	.16	.17	.8	.8	.8	.8
2006	.18	.18	.18	.17	.9	.9	.9	.9
2007	.18	.18	.18	.18	.9	.9	.9	.9
2008	.19	.19	.19	.18	.9	.9	.9	.9
2009	.18	.18	.18	.18	.8	.8	.8	.8
2010	.18	.18	.18	.18	.8	.8	.8	.8
2011	.18	.18	.18	.18	.8	.8	.8	.8
2012	.18	.18	.18	.18	.8	.8	.8	.8
2013	.18	.18	.18	.18	.8	.8	.8	.8
2014	.18	.18	.18	.18	.8	.8	.8	.8
2015	.18	.18	.19	.19	.8	.8	.8	.8
2016	.18	.18	.19	.19	.8	.8	.8	.8
2017	.19	.19	.19	.20	.8	.8	.8	.8
2018	.20	.20	.20	.21	.8	.8	.8	.8
2019	.22	–	–	–	.8	–	–	–
Personal[1]								
2004	.05	.05	.05	.05	.2	.3	.3	.3
2005	.05	.05	.05	.05	.3	.2	.2	.3
2006	.05	.05	.05	.05	.3	.3	.3	.3
2007	.05	.05	.05	.05	.3	.3	.2	.2
2008	.05	.05	.05	.05	.2	.2	.2	.3
2009	.05	.05	.06	.06	.3	.3	.3	.3
2010	.07	.07	.07	.07	.3	.3	.3	.3
2011	.07	.07	.07	.08	.3	.3	.3	.3

See footnotes at end of table.

Table 9. Private industry workers, by major occupational group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Sales and office occupations

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Personal[1]								
2012	0.08	0.08	0.08	0.08	0.3	0.3	0.3	0.3
2013	.08	.08	.08	.08	.4	.4	.4	.4
2014	.09	.09	.09	.09	.4	.4	.4	.4
2015	.09	.09	.10	.10	.4	.4	.4	.4
2016	.11	.11	.11	.11	.4	.5	.4	.5
2017	.11	.11	.11	.12	.5	.5	.5	.5
2018	.12	.12	.12	.12	.5	.5	.5	.5
2019	.11	–	–	–	.4	–	–	–
Supplemental pay								
2004	.40	.39	.40	.40	2.2	2.1	2.1	2.1
2005	.42	.42	.42	.44	2.2	2.1	2.1	2.2
2006	.47	.46	.47	.50	2.3	2.3	2.3	2.5
2007	.50	.51	.51	.51	2.5	2.5	2.5	2.5
2008	.51	.54	.53	.52	2.4	2.6	2.5	2.5
2009	.49	.50	.49	.50	2.3	2.3	2.3	2.3
2010	.48	.46	.46	.45	2.2	2.1	2.1	2.1
2011	.48	.49	.49	.47	2.2	2.2	2.2	2.1
2012	.48	.49	.48	.50	2.1	2.2	2.1	2.2
2013	.50	.51	.51	.52	2.2	2.2	2.2	2.3
2014	.53	.55	.55	.58	2.3	2.3	2.4	2.5
2015	.57	.57	.57	.58	2.4	2.4	2.4	2.4
2016	.60	.61	.62	.61	2.5	2.5	2.5	2.5
2017	.62	.64	.64	.67	2.5	2.6	2.6	2.7
2018	.69	.69	.69	.69	2.7	2.7	2.7	2.7
2019	.69	–	–	–	2.6	–	–	–
Overtime and premium[2]								
2004	.12	.11	.11	.11	.6	.6	.6	.6
2005	.12	.12	.12	.11	.6	.6	.6	.6
2006	.14	.14	.14	.14	.7	.7	.7	.7
2007	.14	.14	.14	.15	.7	.7	.7	.7
2008	.15	.15	.15	.15	.7	.7	.7	.7
2009	.15	.15	.15	.14	.7	.7	.7	.7
2010	.14	.14	.14	.14	.7	.7	.7	.6
2011	.14	.14	.14	.14	.6	.6	.6	.6
2012	.14	.14	.14	.14	.6	.6	.6	.6
2013	.14	.14	.14	.15	.6	.6	.6	.6
2014	.14	.14	.15	.15	.6	.6	.6	.6
2015	.15	.15	.15	.15	.6	.6	.6	.6
2016	.15	.15	.15	.15	.6	.6	.6	.6
2017	.15	.15	.15	.16	.6	.6	.6	.6
2018	.16	.17	.16	.17	.6	.6	.6	.6
2019	.17	–	–	–	.6	–	–	–
Shift differentials								
2004	.02	.02	.02	.02	.1	.1	.1	.1
2005	.02	.02	.02	.02	.1	.1	.1	.1
2006	.02	.02	.02	.02	.1	.1	.1	.1
2007	.02	.02	.02	.02	.1	.1	.1	.1
2008	.02	.02	.02	.02	.1	.1	.1	.1
2009	.02	.02	.02	.02	.1	.1	.1	.1
2010	.02	.02	.02	.02	.1	.1	.1	.1
2011	.02	.02	.02	.02	.1	.1	.1	.1
2012	.02	.02	.02	.02	.1	.1	.1	.1
2013	.02	.02	.02	.02	.1	.1	.1	.1
2014	.02	.02	.02	.02	.1	.1	.1	.1
2015	.02	.02	.02	.02	.1	.1	.1	.1
2016	.02	.02	.02	.02	.1	.1	.1	.1
2017	.02	.02	.02	.03	.1	.1	.1	.1
2018	.03	.03	.03	.03	.1	.1	.1	.1
2019	.03	–	–	–	.1	–	–	–
Nonproduction bonuses								
2004	.26	.26	.27	.26	1.4	1.4	1.4	1.4
2005	.28	.28	.28	.31	1.5	1.4	1.4	1.6
2006	.31	.31	.31	.33	1.6	1.5	1.5	1.6

See footnotes at end of table.

Table 9. Private industry workers, by major occupational group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Sales and office occupations

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Nonproduction bonuses								
2007	0.34	0.34	0.34	0.34	1.6	1.7	1.7	1.6
2008	.34	.37	.36	.35	1.6	1.8	1.7	1.7
2009	.32	.33	.32	.34	1.5	1.5	1.5	1.6
2010	.32	.30	.30	.28	1.5	1.4	1.4	1.3
2011	.31	.33	.33	.31	1.4	1.5	1.5	1.4
2012	.32	.32	.32	.34	1.4	1.4	1.4	1.5
2013	.34	.34	.34	.35	1.5	1.5	1.5	1.5
2014	.37	.38	.38	.41	1.6	1.6	1.6	1.7
2015	.40	.40	.40	.41	1.7	1.7	1.7	1.7
2016	.43	.44	.45	.44	1.8	1.8	1.8	1.8
2017	.45	.47	.46	.48	1.8	1.9	1.9	1.9
2018	.50	.50	.50	.49	2.0	2.0	1.9	1.9
2019	.49	–	–	–	1.9	–	–	–
Insurance								
2004	1.43	1.46	1.47	1.47	7.7	7.8	7.7	7.8
2005	1.53	1.53	1.56	1.56	7.9	7.9	7.9	8.0
2006	1.59	1.61	1.62	1.64	8.0	8.0	8.0	8.1
2007	1.69	1.69	1.71	1.71	8.2	8.2	8.2	8.2
2008	1.77	1.77	1.78	1.79	8.3	8.3	8.3	8.4
2009	1.87	1.87	1.89	1.90	8.7	8.7	8.8	8.8
2010	1.97	1.97	1.98	1.95	9.0	9.0	9.0	9.0
2011	1.99	2.03	2.04	2.07	9.1	9.2	9.1	9.3
2012	2.10	2.10	2.08	2.05	9.3	9.3	9.2	9.1
2013	2.14	2.13	2.14	2.11	9.3	9.3	9.3	9.2
2014	2.18	2.18	2.19	2.14	9.4	9.4	9.3	9.1
2015	2.19	2.19	2.21	2.07	9.1	9.2	9.2	8.8
2016	2.14	2.14	2.14	2.16	8.9	8.8	8.8	8.9
2017	2.17	2.19	2.20	2.19	8.8	8.8	8.8	8.8
2018	2.22	2.21	2.23	2.25	8.8	8.7	8.6	8.7
2019	2.29	–	–	–	8.7	–	–	–
Life								
2004	.03	.03	.03	.03	.2	.2	.2	.2
2005	.03	.03	.03	.03	.2	.2	.2	.2
2006	.03	.03	.03	.03	.2	.2	.2	.2
2007	.03	.03	.03	.03	.2	.2	.2	.2
2008	.03	.03	.03	.03	.2	.2	.2	.2
2009	.03	.03	.03	.03	.2	.2	.2	.2
2010	.03	.03	.03	.03	.2	.1	.2	.1
2011	.03	.03	.03	.03	.1	.1	.1	.1
2012	.03	.03	.03	.03	.1	.1	.1	.1
2013	.03	.03	.03	.03	.1	.1	.1	.1
2014	.03	.03	.03	.03	.1	.1	.1	.1
2015	.03	.03	.03	.03	.1	.1	.1	.1
2016	.03	.03	.03	.03	.1	.1	.1	.1
2017	.03	.03	.03	.03	.1	.1	.1	.1
2018	.03	.03	.03	.03	.1	.1	.1	.1
2019	.03	–	–	–	.1	–	–	–
Health								
2004	1.34	1.37	1.38	1.38	7.3	7.3	7.2	7.3
2005	1.44	1.44	1.47	1.47	7.5	7.4	7.5	7.5
2006	1.49	1.52	1.53	1.55	7.5	7.6	7.5	7.6
2007	1.59	1.60	1.61	1.61	7.8	7.7	7.7	7.7
2008	1.67	1.67	1.68	1.70	7.9	7.8	7.9	8.0
2009	1.77	1.77	1.79	1.80	8.3	8.3	8.3	8.3
2010	1.87	1.87	1.88	1.86	8.6	8.6	8.6	8.6
2011	1.90	1.94	1.95	1.98	8.6	8.7	8.7	8.8
2012	2.01	2.01	1.99	1.96	8.9	8.9	8.7	8.7
2013	2.04	2.04	2.05	2.02	8.9	8.9	8.9	8.8
2014	2.08	2.08	2.09	2.04	9.0	9.0	8.9	8.7
2015	2.09	2.10	2.11	1.98	8.7	8.8	8.8	8.4
2016	2.04	2.04	2.04	2.06	8.5	8.4	8.4	8.5
2017	2.07	2.08	2.09	2.09	8.4	8.4	8.4	8.4
2018	2.12	2.11	2.12	2.15	8.4	8.3	8.2	8.3

See footnotes at end of table.

Table 9. Private industry workers, by major occupational group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Sales and office occupations

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Health								
2019	2.19	–	–	–	8.3	–	–	–
Short-term disability								
2004	.03	0.03	0.03	0.03	.2	0.2	0.2	0.2
2005	.04	.04	.04	.04	.2	.2	.2	.2
2006	.03	.03	.04	.04	.2	.2	.2	.2
2007	.04	.04	.04	.04	.2	.2	.2	.2
2008	.04	.04	.04	.04	.2	.2	.2	.2
2009	.04	.04	.04	.04	.2	.2	.2	.2
2010	.04	.03	.04	.03	.2	.2	.2	.2
2011	.03	.03	.03	.03	.2	.2	.2	.2
2012	.03	.04	.04	.04	.2	.2	.2	.2
2013	.04	.04	.04	.04	.2	.2	.2	.2
2014	.04	.04	.04	.04	.2	.2	.2	.2
2015	.04	.04	.04	.04	.2	.2	.2	.2
2016	.04	.04	.04	.04	.2	.2	.2	.2
2017	.04	.04	.04	.04	.2	.2	.2	.2
2018	.04	.05	.05	.05	.2	.2	.2	.2
2019	.05	–	–	–	.2	–	–	–
Long-term disability								
2004	.02	.03	.03	.03	.1	.1	.1	.1
2005	.03	.03	.03	.03	.1	.1	.1	.1
2006	.03	.03	.03	.03	.1	.1	.1	.1
2007	.03	.03	.03	.03	.1	.1	.1	.1
2008	.03	.03	.03	.03	.1	.1	.1	.1
2009	.03	.03	.03	.03	.1	.1	.1	.1
2010	.03	.03	.03	.03	.1	.1	.1	.1
2011	.03	.03	.03	.03	.1	.1	.1	.1
2012	.03	.03	.03	.03	.1	.1	.1	.1
2013	.03	.03	.03	.03	.1	.1	.1	.1
2014	.03	.03	.03	.03	.1	.1	.1	.1
2015	.03	.03	.03	.03	.1	.1	.1	.1
2016	.03	.03	.03	.03	.1	.1	.1	.1
2017	.03	.03	.03	.03	.1	.1	.1	.1
2018	.03	.03	.03	.03	.1	.1	.1	.1
2019	.03	–	–	–	.1	–	–	–
Retirement and savings								
2004	.51	.52	.52	.54	2.8	2.8	2.7	2.8
2005	.55	.55	.56	.55	2.8	2.8	2.8	2.8
2006	.57	.57	.58	.59	2.8	2.9	2.8	2.9
2007	.56	.56	.59	.60	2.7	2.7	2.8	2.9
2008	.61	.61	.62	.61	2.9	2.9	2.9	2.9
2009	.60	.60	.60	.60	2.8	2.8	2.8	2.8
2010	.62	.63	.64	.62	2.9	2.9	2.9	2.9
2011	.64	.65	.65	.64	2.9	2.9	2.9	2.8
2012	.66	.64	.65	.65	2.9	2.8	2.9	2.9
2013	.67	.68	.68	.65	2.9	2.9	2.9	2.8
2014	.66	.71	.72	.70	2.8	3.1	3.0	3.0
2015	.72	.68	.69	.68	3.0	2.9	2.9	2.9
2016	.68	.68	.71	.71	2.8	2.8	2.9	2.9
2017	.71	.74	.74	.72	2.9	3.0	3.0	2.9
2018	.72	.78	.79	.78	2.8	3.0	3.0	3.0
2019	.79	–	–	–	3.0	–	–	–
Defined benefit								
2004	.19	.20	.20	.21	1.0	1.0	1.1	1.1
2005	.22	.22	.22	.20	1.1	1.1	1.1	1.0
2006	.21	.21	.22	.22	1.1	1.1	1.1	1.1
2007	.19	.19	.21	.21	.9	.9	1.0	1.0
2008	.21	.21	.21	.20	1.0	1.0	1.0	.9
2009	.20	.20	.19	.18	.9	.9	.9	.9
2010	.21	.21	.22	.20	1.0	1.0	1.0	.9
2011	.20	.21	.21	.21	.9	1.0	.9	.9
2012	.22	.22	.22	.23	1.0	1.0	1.0	1.0
2013	.23	.24	.24	.21	1.0	1.1	1.0	.9

See footnotes at end of table.

Table 9. Private industry workers, by major occupational group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Sales and office occupations

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Defined benefit								
2014	0.21	0.27	0.26	0.25	0.9	1.1	1.1	1.1
2015	.26	.22	.23	.23	1.1	.9	.9	1.0
2016	.22	.22	.24	.24	.9	.9	1.0	1.0
2017	.24	.25	.25	.21	1.0	1.0	1.0	.9
2018	.21	.27	.27	.28	.8	1.1	1.0	1.1
2019	.28	–	–	–	1.1	–	–	–
Defined contribution								
2004	.32	.32	.32	.32	1.8	1.7	1.7	1.7
2005	.33	.34	.34	.35	1.7	1.7	1.7	1.8
2006	.36	.36	.36	.37	1.8	1.8	1.8	1.8
2007	.37	.37	.38	.39	1.8	1.8	1.8	1.9
2008	.40	.40	.41	.41	1.9	1.9	1.9	1.9
2009	.41	.41	.40	.41	1.9	1.9	1.9	1.9
2010	.41	.41	.42	.43	1.9	1.9	1.9	2.0
2011	.44	.43	.44	.43	2.0	2.0	2.0	1.9
2012	.43	.43	.43	.42	1.9	1.9	1.9	1.9
2013	.44	.43	.44	.44	1.9	1.9	1.9	1.9
2014	.45	.45	.45	.45	1.9	1.9	1.9	1.9
2015	.46	.46	.46	.46	1.9	1.9	1.9	1.9
2016	.46	.46	.47	.47	1.9	1.9	1.9	1.9
2017	.48	.48	.49	.50	1.9	2.0	2.0	2.0
2018	.51	.51	.52	.51	2.0	2.0	2.0	2.0
2019	.51	–	–	–	2.0	–	–	–
Legally required benefits								
2004	1.51	1.55	1.57	1.57	8.2	8.2	8.2	8.3
2005	1.59	1.61	1.63	1.63	8.3	8.3	8.3	8.3
2006	1.63	1.64	1.65	1.66	8.2	8.2	8.1	8.2
2007	1.66	1.67	1.68	1.69	8.1	8.1	8.1	8.1
2008	1.69	1.70	1.71	1.71	8.0	8.0	8.0	8.0
2009	1.71	1.71	1.71	1.72	8.0	8.0	8.0	8.0
2010	1.74	1.76	1.76	1.74	8.0	8.0	8.0	8.0
2011	1.77	1.79	1.80	1.80	8.0	8.1	8.1	8.0
2012	1.82	1.84	1.85	1.83	8.1	8.1	8.1	8.1
2013	1.85	1.86	1.86	1.85	8.1	8.1	8.1	8.0
2014	1.85	1.85	1.87	1.86	8.0	8.0	7.9	7.9
2015	1.88	1.88	1.89	1.86	7.8	7.9	7.8	7.8
2016	1.86	1.86	1.87	1.87	7.7	7.7	7.7	7.7
2017	1.89	1.89	1.90	1.90	7.7	7.7	7.6	7.6
2018	1.93	1.93	1.95	1.95	7.6	7.6	7.5	7.6
2019	1.96	–	–	–	7.5	–	–	–
Social Security and Medicare								
2004	1.13	1.14	1.16	1.16	6.1	6.1	6.1	6.1
2005	1.17	1.19	1.19	1.19	6.1	6.1	6.1	6.1
2006	1.20	1.21	1.23	1.22	6.0	6.0	6.0	6.0
2007	1.24	1.25	1.26	1.26	6.0	6.0	6.0	6.0
2008	1.27	1.28	1.29	1.29	6.0	6.0	6.0	6.0
2009	1.29	1.30	1.30	1.30	6.0	6.1	6.1	6.0
2010	1.31	1.32	1.32	1.30	6.0	6.0	6.0	6.0
2011	1.32	1.32	1.33	1.34	6.0	6.0	6.0	6.0
2012	1.35	1.35	1.36	1.35	6.0	6.0	6.0	6.0
2013	1.36	1.37	1.37	1.37	6.0	6.0	6.0	6.0
2014	1.38	1.38	1.40	1.40	6.0	6.0	6.0	6.0
2015	1.42	1.42	1.43	1.42	5.9	6.0	6.0	6.0
2016	1.43	1.44	1.45	1.46	6.0	6.0	6.0	6.0
2017	1.48	1.49	1.49	1.50	6.0	6.0	6.0	6.0
2018	1.52	1.53	1.55	1.55	6.0	6.0	6.0	6.0
2019	1.58	–	–	–	6.0	–	–	–
Social Security[3]								
2004	.91	.92	.93	.93	4.9	4.9	4.9	4.9
2005	.95	.96	.96	.96	4.9	4.9	4.9	4.9
2006	.97	.98	.99	.99	4.9	4.9	4.9	4.8
2007	1.00	1.00	1.01	1.02	4.9	4.9	4.9	4.8
2008	1.03	1.03	1.04	1.04	4.9	4.9	4.9	4.9

See footnotes at end of table.

Table 9. Private industry workers, by major occupational group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Sales and office occupations

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Social Security[3]								
2009	1.04	1.05	1.05	1.05	4.9	4.9	4.9	4.9
2010	1.06	1.06	1.07	1.05	4.9	4.9	4.9	4.8
2011	1.06	1.07	1.08	1.08	4.8	4.8	4.8	4.8
2012	1.09	1.09	1.10	1.09	4.8	4.8	4.8	4.8
2013	1.10	1.11	1.11	1.10	4.8	4.8	4.8	4.8
2014	1.11	1.12	1.13	1.13	4.8	4.8	4.8	4.8
2015	1.14	1.15	1.15	1.14	4.7	4.8	4.8	4.8
2016	1.15	1.16	1.17	1.17	4.8	4.8	4.8	4.8
2017	1.19	1.20	1.21	1.21	4.8	4.8	4.8	4.8
2018	1.22	1.24	1.25	1.25	4.8	4.8	4.8	4.9
2019	1.27	–	–	–	4.9	–	–	–
Medicare								
2004	.22	.22	.23	.22	1.2	1.2	1.2	1.2
2005	.23	.23	.23	.23	1.2	1.2	1.2	1.2
2006	.23	.24	.24	.24	1.2	1.2	1.2	1.2
2007	.24	.24	.24	.25	1.2	1.2	1.2	1.2
2008	.25	.25	.25	.25	1.2	1.2	1.2	1.2
2009	.25	.25	.25	.25	1.2	1.2	1.2	1.2
2010	.25	.25	.25	.25	1.2	1.2	1.2	1.2
2011	.25	.26	.26	.26	1.2	1.2	1.2	1.2
2012	.26	.26	.26	.26	1.2	1.2	1.2	1.2
2013	.26	.26	.27	.27	1.1	1.2	1.2	1.2
2014	.27	.27	.27	.27	1.2	1.1	1.2	1.2
2015	.28	.28	.28	.28	1.2	1.2	1.2	1.2
2016	.28	.28	.28	.28	1.2	1.2	1.2	1.2
2017	.29	.29	.29	.29	1.2	1.2	1.2	1.2
2018	.30	.30	.30	.30	1.2	1.2	1.2	1.2
2019	.30	–	–	–	1.2	–	–	–
Federal unemployment insurance								
2004	.03	.03	.03	.03	.2	.2	.2	.2
2005	.03	.03	.03	.03	.2	.2	.2	.2
2006	.03	.03	.03	.03	.2	.2	.2	.2
2007	.03	.03	.03	.03	.2	.2	.2	.2
2008	.03	.03	.03	.03	.2	.2	.2	.2
2009	.03	.03	.03	.03	.2	.2	.2	.2
2010	.03	.03	.03	.04	.2	.2	.2	.2
2011	.03	.03	.03	.03	.2	.2	.1	.1
2012	.04	.04	.04	.04	.2	.2	.2	.2
2013	.04	.04	.04	.04	.2	.2	.2	.2
2014	.04	.04	.04	.04	.2	.2	.2	.2
2015	.04	.04	.04	.04	.2	.2	.2	.2
2016	.04	.04	.04	.04	.2	.2	.2	.2
2017	.04	.04	.04	.04	.1	.1	.1	.1
2018	.04	.04	.04	.04	.2	.2	.1	.1
2019	.03	–	–	–	.1	–	–	–
State unemployment insurance								
2004	.12	.13	.13	.14	.6	.7	.7	.7
2005	.15	.15	.15	.15	.8	.8	.8	.8
2006	.15	.15	.15	.15	.7	.7	.7	.7
2007	.14	.14	.14	.14	.7	.7	.7	.7
2008	.14	.14	.14	.14	.7	.6	.6	.6
2009	.14	.14	.14	.14	.6	.6	.6	.6
2010	.16	.17	.17	.17	.7	.8	.8	.8
2011	.18	.19	.20	.20	.8	.9	.9	.9
2012	.21	.22	.22	.22	.9	1.0	1.0	1.0
2013	.22	.22	.22	.22	1.0	1.0	.9	.9
2014	.21	.21	.20	.20	.9	.9	.9	.9
2015	.20	.19	.19	.18	.8	.8	.8	.8
2016	.18	.17	.16	.16	.7	.7	.7	.7
2017	.16	.15	.15	.15	.7	.6	.6	.6
2018	.15	.14	.14	.13	.6	.5	.5	.5
2019	.13	–	–	–	.5	–	–	–

See footnotes at end of table.

Table 9. Private industry workers, by major occupational group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Sales and office occupations

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Workers' compensation								
2004	0.23	0.23	0.24	0.24	1.2	1.3	1.3	1.3
2005	.24	.24	.25	.25	1.2	1.2	1.2	1.3
2006	.24	.25	.24	.25	1.2	1.2	1.2	1.2
2007	.25	.25	.25	.25	1.2	1.2	1.2	1.2
2008	.25	.25	.25	.25	1.2	1.2	1.2	1.2
2009	.25	.24	.24	.24	1.2	1.1	1.1	1.1
2010	.24	.24	.24	.23	1.1	1.1	1.1	1.1
2011	.24	.24	.24	.24	1.1	1.1	1.1	1.1
2012	.23	.23	.24	.23	1.0	1.0	1.0	1.0
2013	.23	.22	.23	.22	1.0	1.0	1.0	1.0
2014	.22	.22	.22	.22	1.0	.9	.9	.9
2015	.22	.22	.22	.22	.9	.9	.9	.9
2016	.22	.21	.21	.22	.9	.9	.9	.9
2017	.21	.22	.22	.22	.9	.9	.9	.9
2018	.22	.22	.22	.22	.9	.9	.9	.9
2019	.23	–	–	–	.9	–	–	–
Other benefits[4]								
2004	.02	.02	.03	.03	.1	.1	.1	.1
2005	.02	.02	.02	.02	.1	.1	.1	.1

[1] Prior to June 2008, paid personal leave was included in other leave. Other leave also included paid military, funeral, and jury leave.
[2] Includes premium pay (such as overtime, weekends, and holidays) for work in addition to the regular work schedule.
[3] Social Security refers to the Old-Age, Survivors, and Disability Insurance (OASDI) program.
[4] Includes severance pay and supplemental unemployment benefits. Publication of other benefits was discontinued beginning in June 2006.

Note: The sum of individual items may not equal totals due to rounding. Dashes indicate data are not available.

Table 9. Private industry workers, by major occupational group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Service occupations

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Total compensation								
2004	$11.66	$11.77	$11.88	$11.90	100.0	100.0	100.0	100.0
2005	12.07	12.09	12.14	12.21	100.0	100.0	100.0	100.0
2006	12.30	12.38	12.48	12.72	100.0	100.0	100.0	100.0
2007	12.87	12.88	13.00	13.17	100.0	100.0	100.0	100.0
2008	13.27	13.32	13.40	13.40	100.0	100.0	100.0	100.0
2009	13.53	13.51	13.65	13.66	100.0	100.0	100.0	100.0
2010	13.71	13.71	13.80	13.90	100.0	100.0	100.0	100.0
2011	13.98	13.93	14.00	14.01	100.0	100.0	100.0	100.0
2012	14.03	14.01	14.13	14.12	100.0	100.0	100.0	100.0
2013	14.19	14.21	14.27	14.11	100.0	100.0	100.0	100.0
2014	14.06	14.10	14.21	14.38	100.0	100.0	100.0	100.0
2015	14.48	14.45	14.57	14.84	100.0	100.0	100.0	100.0
2016	14.99	15.11	15.09	15.18	100.0	100.0	100.0	100.0
2017	15.38	15.47	15.58	15.94	100.0	100.0	100.0	100.0
2018	16.10	16.12	16.27	16.78	100.0	100.0	100.0	100.0
2019	17.01	–	–	–	100.0	–	–	–
Wages and salaries								
2004	8.83	8.95	9.01	9.02	75.8	76.0	75.8	75.7
2005	9.14	9.17	9.19	9.24	75.7	75.8	75.7	75.6
2006	9.26	9.32	9.39	9.51	75.3	75.3	75.2	74.7
2007	9.65	9.67	9.77	9.87	75.0	75.0	75.2	74.9
2008	9.93	9.97	10.05	10.09	74.8	74.9	75.0	75.3
2009	10.18	10.19	10.30	10.32	75.3	75.4	75.5	75.5
2010	10.34	10.34	10.41	10.50	75.4	75.4	75.4	75.6
2011	10.54	10.51	10.57	10.57	75.4	75.4	75.5	75.4
2012	10.56	10.55	10.64	10.67	75.2	75.3	75.3	75.6
2013	10.71	10.75	10.78	10.69	75.5	75.6	75.5	75.8
2014	10.67	10.72	10.81	10.93	75.9	76.0	76.1	76.0
2015	11.00	10.99	11.07	11.27	76.0	76.0	76.0	75.9
2016	11.39	11.50	11.55	11.60	76.0	76.2	76.5	76.4
2017	11.75	11.84	11.91	12.05	76.4	76.5	76.5	75.6
2018	12.19	12.25	12.36	12.66	75.7	76.0	76.0	75.4
2019	12.86	–	–	–	75.6	–	–	–
Total benefits								
2004	2.83	2.83	2.87	2.89	24.2	24.0	24.2	24.3
2005	2.94	2.92	2.95	2.97	24.3	24.2	24.3	24.4
2006	3.03	3.06	3.09	3.21	24.7	24.7	24.8	25.3
2007	3.22	3.22	3.23	3.30	25.0	25.0	24.8	25.1
2008	3.34	3.34	3.35	3.32	25.2	25.1	25.0	24.7
2009	3.35	3.32	3.35	3.34	24.7	24.6	24.5	24.5
2010	3.37	3.37	3.40	3.40	24.6	24.6	24.6	24.4
2011	3.44	3.43	3.44	3.44	24.6	24.6	24.5	24.6
2012	3.48	3.45	3.49	3.45	24.8	24.7	24.7	24.4
2013	3.47	3.46	3.49	3.41	24.5	24.4	24.5	24.2
2014	3.39	3.39	3.40	3.45	24.1	24.0	23.9	24.0
2015	3.48	3.46	3.50	3.57	24.0	24.0	24.0	24.1
2016	3.60	3.60	3.54	3.58	24.0	23.8	23.5	23.6
2017	3.63	3.63	3.67	3.89	23.6	23.5	23.5	24.4
2018	3.91	3.87	3.91	4.12	24.3	24.0	24.0	24.6
2019	4.15	–	–	–	24.4	–	–	–
Paid leave								
2004	.48	.48	.49	.49	4.1	4.1	4.1	4.1
2005	.49	.49	.50	.51	4.1	4.0	4.1	4.2
2006	.55	.54	.55	.58	4.4	4.4	4.4	4.5
2007	.58	.57	.57	.58	4.5	4.4	4.4	4.4
2008	.58	.57	.58	.57	4.4	4.3	4.3	4.3
2009	.58	.57	.58	.58	4.3	4.2	4.3	4.2
2010	.57	.57	.57	.59	4.2	4.2	4.2	4.3
2011	.59	.58	.59	.60	4.2	4.2	4.2	4.3
2012	.60	.58	.59	.58	4.2	4.2	4.2	4.1
2013	.58	.58	.59	.57	4.1	4.1	4.1	4.0
2014	.56	.56	.56	.56	4.0	3.9	3.9	3.9
2015	.56	.55	.56	.58	3.9	3.8	3.9	3.9
2016	.58	.58	.56	.57	3.9	3.8	3.7	3.7

See footnotes at end of table.

Table 9. Private industry workers, by major occupational group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Service occupations

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Paid leave								
2017	0.58	0.58	0.59	0.65	3.8	3.7	3.8	4.0
2018	.64	.62	.64	.71	4.0	3.9	3.9	4.2
2019	.73	–	–	–	4.3	–	–	–
Vacation								
2004	.23	.23	.24	.24	2.0	2.0	2.0	2.0
2005	.24	.24	.25	.24	2.0	2.0	2.0	2.0
2006	.28	.27	.28	.29	2.2	2.2	2.2	2.3
2007	.30	.29	.29	.30	2.3	2.3	2.2	2.3
2008	.30	.29	.30	.30	2.2	2.2	2.2	2.2
2009	.30	.30	.30	.30	2.2	2.2	2.2	2.2
2010	.29	.29	.29	.30	2.1	2.1	2.1	2.1
2011	.30	.29	.30	.30	2.1	2.1	2.1	2.2
2012	.30	.29	.30	.29	2.1	2.1	2.1	2.1
2013	.29	.29	.29	.28	2.0	2.0	2.1	2.0
2014	.28	.28	.28	.29	2.0	2.0	2.0	2.0
2015	.29	.29	.29	.30	2.0	2.0	2.0	2.0
2016	.29	.30	.28	.29	2.0	2.0	1.9	1.9
2017	.29	.29	.30	.32	1.9	1.9	1.9	2.0
2018	.32	.31	.31	.34	2.0	1.9	1.9	2.0
2019	.35	–	–	–	2.0	–	–	–
Holiday								
2004	.16	.15	.15	.16	1.3	1.3	1.3	1.3
2005	.16	.15	.16	.16	1.3	1.3	1.3	1.3
2006	.17	.17	.17	.18	1.4	1.4	1.4	1.4
2007	.18	.18	.18	.18	1.4	1.4	1.4	1.4
2008	.18	.18	.18	.18	1.4	1.4	1.4	1.3
2009	.18	.18	.18	.18	1.3	1.3	1.3	1.3
2010	.18	.17	.18	.19	1.3	1.3	1.3	1.3
2011	.19	.18	.19	.19	1.3	1.3	1.3	1.3
2012	.19	.18	.18	.18	1.3	1.3	1.3	1.3
2013	.18	.18	.19	.18	1.3	1.3	1.3	1.3
2014	.18	.18	.18	.17	1.3	1.3	1.3	1.2
2015	.17	.17	.17	.18	1.2	1.2	1.2	1.2
2016	.18	.17	.17	.17	1.2	1.2	1.1	1.1
2017	.18	.17	.18	.19	1.1	1.1	1.1	1.2
2018	.19	.19	.19	.22	1.2	1.2	1.2	1.3
2019	.23	–	–	–	1.3	–	–	–
Sick								
2004	.08	.08	.08	.08	.7	.6	.6	.7
2005	.08	.07	.08	.08	.6	.6	.6	.7
2006	.08	.08	.08	.08	.6	.6	.6	.6
2007	.08	.08	.08	.08	.7	.6	.6	.6
2008	.08	.08	.08	.08	.6	.6	.6	.6
2009	.08	.08	.08	.08	.6	.6	.6	.6
2010	.08	.08	.08	.08	.6	.5	.6	.6
2011	.08	.08	.08	.08	.6	.6	.6	.6
2012	.08	.07	.08	.08	.5	.5	.6	.5
2013	.07	.07	.08	.07	.5	.5	.5	.5
2014	.07	.07	.07	.07	.5	.5	.5	.5
2015	.06	.06	.07	.07	.4	.4	.5	.5
2016	.07	.07	.07	.07	.5	.5	.5	.5
2017	.07	.08	.08	.09	.5	.5	.5	.5
2018	.08	.08	.08	.10	.5	.5	.5	.6
2019	.10	–	–	–	.6	–	–	–
Personal[1]								
2004	.02	.02	.02	.02	.2	.1	.1	.1
2005	.02	.02	.02	.02	.1	.1	.1	.2
2006	.02	.02	.02	.02	.2	.2	.2	.2
2007	.02	.02	.02	.02	.2	.2	.1	.1
2008	.02	.02	.02	.02	.1	.1	.1	.1
2009	.02	.02	.02	.02	.1	.2	.2	.2
2010	.03	.03	.03	.03	.2	.2	.2	.2
2011	.03	.03	.03	.03	.2	.2	.2	.2

See footnotes at end of table.

Table 9. Private industry workers, by major occupational group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Service occupations

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Personal[1]								
2012	0.03	0.03	0.03	0.03	0.2	0.2	0.2	0.2
2013	.03	.03	.03	.03	.2	.2	.2	.2
2014	.03	.03	.03	.03	.2	.2	.2	.2
2015	.03	.03	.03	.03	.2	.2	.2	.2
2016	.04	.04	.04	.04	.3	.2	.2	.3
2017	.04	.04	.04	.04	.2	.2	.2	.3
2018	.05	.04	.05	.05	.3	.3	.3	.3
2019	.05	–	–	–	.3	–	–	–
Supplemental pay								
2004	.17	.17	.17	.17	1.5	1.5	1.5	1.4
2005	.18	.18	.18	.18	1.5	1.5	1.5	1.5
2006	.20	.21	.21	.22	1.7	1.7	1.7	1.7
2007	.22	.23	.23	.23	1.7	1.8	1.7	1.8
2008	.24	.23	.24	.24	1.8	1.8	1.8	1.8
2009	.24	.23	.24	.24	1.8	1.7	1.7	1.8
2010	.24	.23	.24	.24	1.7	1.7	1.7	1.8
2011	.25	.25	.25	.25	1.8	1.8	1.8	1.8
2012	.27	.26	.27	.26	1.9	1.9	1.9	1.9
2013	.25	.25	.26	.25	1.8	1.8	1.8	1.7
2014	.24	.24	.24	.24	1.7	1.7	1.7	1.6
2015	.24	.24	.24	.25	1.6	1.6	1.6	1.7
2016	.24	.24	.23	.24	1.6	1.6	1.6	1.6
2017	.25	.24	.25	.31	1.6	1.6	1.6	1.9
2018	.31	.30	.30	.35	1.9	1.8	1.8	2.1
2019	.35	–	–	–	2.0	–	–	–
Overtime and premium[2]								
2004	.10	.10	.10	.10	.8	.8	.8	.8
2005	.10	.10	.10	.10	.8	.8	.8	.8
2006	.12	.12	.12	.12	1.0	1.0	1.0	1.0
2007	.12	.13	.14	.14	1.0	1.0	1.0	1.0
2008	.14	.14	.14	.14	1.0	1.0	1.0	1.0
2009	.14	.13	.14	.13	1.0	1.0	1.0	1.0
2010	.13	.13	.13	.13	1.0	1.0	1.0	1.0
2011	.13	.13	.13	.13	.9	.9	.9	.9
2012	.13	.13	.13	.12	.9	.9	.9	.9
2013	.12	.12	.13	.12	.9	.9	.9	.8
2014	.12	.12	.12	.11	.8	.8	.8	.7
2015	.11	.11	.11	.10	.7	.7	.7	.7
2016	.10	.10	.10	.10	.7	.7	.7	.7
2017	.11	.11	.11	.12	.7	.7	.7	.8
2018	.12	.12	.13	.16	.8	.8	.8	.9
2019	.16	–	–	–	.9	–	–	–
Shift differentials								
2004	.03	.03	.03	.03	.3	.3	.3	.3
2005	.03	.03	.03	.03	.3	.3	.3	.3
2006	.03	.03	.04	.04	.3	.3	.3	.3
2007	.04	.04	.04	.04	.3	.3	.3	.3
2008	.04	.04	.04	.04	.3	.3	.3	.3
2009	.04	.04	.04	.04	.3	.3	.3	.3
2010	.04	.04	.04	.05	.3	.3	.3	.4
2011	.05	.05	.05	.05	.3	.3	.3	.3
2012	.05	.04	.04	.04	.3	.3	.3	.3
2013	.04	.04	.04	.05	.3	.3	.3	.3
2014	.05	.05	.05	.04	.3	.3	.3	.3
2015	.04	.04	.04	.05	.3	.3	.3	.3
2016	.05	.05	.05	.05	.3	.3	.3	.3
2017	.05	.05	.05	.06	.3	.3	.3	.4
2018	.06	.06	.06	.07	.4	.3	.3	.4
2019	.07	–	–	–	.4	–	–	–
Nonproduction bonuses								
2004	.04	.04	.04	.04	.4	.4	.4	.3
2005	.04	.05	.05	.05	.4	.4	.4	.4
2006	.05	.05	.05	.06	.4	.4	.4	.4

See footnotes at end of table.

Table 9. Private industry workers, by major occupational group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Service occupations

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Nonproduction bonuses								
2007	0.06	0.06	0.05	0.06	0.4	0.4	0.4	0.4
2008	.06	.06	.06	.06	.4	.4	.4	.5
2009	.06	.06	.06	.07	.5	.5	.4	.5
2010	.06	.06	.06	.06	.5	.4	.4	.5
2011	.07	.07	.07	.08	.5	.5	.5	.6
2012	.09	.09	.09	.10	.7	.7	.7	.7
2013	.09	.09	.09	.08	.6	.6	.6	.6
2014	.08	.08	.08	.08	.6	.6	.5	.6
2015	.09	.09	.09	.09	.6	.6	.6	.6
2016	.09	.09	.09	.09	.6	.6	.6	.6
2017	.09	.09	.09	.12	.6	.6	.6	.8
2018	.12	.12	.12	.13	.7	.7	.7	.8
2019	.12	–	–	–	.7	–	–	–
Insurance								
2004	.74	.72	.74	.75	6.3	6.1	6.3	6.3
2005	.77	.75	.76	.77	6.4	6.2	6.2	6.3
2006	.80	.82	.83	.88	6.5	6.6	6.7	6.9
2007	.90	.88	.88	.91	7.0	6.8	6.8	6.9
2008	.94	.94	.94	.93	7.1	7.1	7.0	6.9
2009	.95	.93	.94	.93	7.0	6.9	6.9	6.8
2010	.96	.97	.97	.93	7.0	7.1	7.0	6.7
2011	.94	.93	.94	.93	6.7	6.7	6.7	6.7
2012	.94	.93	.94	.91	6.7	6.6	6.7	6.5
2013	.93	.92	.93	.88	6.5	6.4	6.5	6.2
2014	.88	.88	.89	.90	6.3	6.3	6.2	6.3
2015	.92	.92	.93	.91	6.4	6.4	6.4	6.1
2016	.92	.92	.90	.92	6.2	6.1	5.9	6.1
2017	.93	.93	.96	1.10	6.1	6.0	6.1	6.9
2018	1.11	1.10	1.11	1.18	6.9	6.8	6.9	7.0
2019	1.20	–	–	–	7.0	–	–	–
Life								
2004	([3])	([3])	([3])	([3])	([4])	([4])	([4])	([4])
2005	([3])	([3])	([3])	([3])	([4])	([4])	([4])	([4])
2006	([3])	([3])	([3])	([3])	([4])	([4])	([4])	([4])
2007	([3])	([3])	([3])	([3])	([4])	([4])	([4])	([4])
2008	([3])	([3])	([3])	([3])	([4])	([4])	([4])	([4])
2009	([3])	([3])	([3])	([3])	([4])	([4])	([4])	([4])
2010	([3])	([3])	([3])	([3])	([4])	([4])	([4])	([4])
2011	([3])	([3])	([3])	([3])	([4])	([4])	([4])	([4])
2012	([3])	([3])	([3])	([3])	([4])	([4])	([4])	([4])
2013	([3])	([3])	([3])	([3])	([4])	([4])	([4])	([4])
2014	([3])	([3])	([3])	([3])	([4])	([4])	([4])	([4])
2015	([3])	([3])	([3])	([3])	([4])	([4])	([4])	([4])
2016	([3])	([3])	([3])	([3])	([4])	([4])	([4])	([4])
2017	([3])	([3])	([3])	([3])	([4])	([4])	([4])	([4])
2018	([3])	.02	([3])	.02	([4])	.1	([4])	.1
2019	.02	–	–	–	.1	–	–	–
Health								
2004	.70	.69	.71	.72	6.0	5.9	6.0	6.0
2005	.74	.72	.73	.74	6.1	6.0	6.0	6.1
2006	.77	.78	.80	.84	6.2	6.3	6.4	6.6
2007	.86	.84	.85	.87	6.7	6.5	6.5	6.6
2008	.90	.90	.91	.89	6.8	6.8	6.8	6.7
2009	.91	.90	.91	.90	6.7	6.6	6.7	6.6
2010	.92	.93	.93	.90	6.7	6.8	6.8	6.5
2011	.91	.90	.91	.90	6.5	6.5	6.5	6.4
2012	.91	.90	.91	.88	6.5	6.4	6.4	6.2
2013	.90	.88	.89	.85	6.3	6.2	6.3	6.0
2014	.85	.85	.85	.87	6.0	6.0	6.0	6.1
2015	.89	.89	.90	.87	6.1	6.1	6.2	5.9
2016	.89	.89	.86	.88	5.9	5.9	5.7	5.8
2017	.90	.90	.92	1.06	5.8	5.8	5.9	6.7
2018	1.07	1.06	1.08	1.14	6.7	6.6	6.6	6.8

See footnotes at end of table.

Table 9. Private industry workers, by major occupational group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Service occupations

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Health								
2019	1.16	–	–	–	6.8	–	–	–
Short-term disability								
2004	(3)	(3)	(3)	(3)	(4)	(4)	(4)	(4)
2005	(3)	(3)	(3)	(3)	(4)	(4)	(4)	(4)
2006	(3)	(3)	(3)	.02	(4)	(4)	(4)	.1
2007	.02	.02	.02	.02	.1	.1	.1	.1
2008	.02	.02	.02	(3)	.1	.1	.1	(4)
2009	(3)	(3)	(3)	.02	(4)	(4)	(4)	.1
2010	.02	.02	.02	(3)	.1	.1	.1	(4)
2011	(3)	(3)	(3)	(3)	(4)	(4)	(4)	(4)
2012	(3)	(3)	(3)	(3)	(4)	(4)	(4)	(4)
2013	(3)	(3)	(3)	(3)	(4)	(4)	(4)	(4)
2014	(3)	(3)	(3)	(3)	(4)	(4)	(4)	(4)
2015	(3)	(3)	(3)	.02	(4)	(4)	(4)	.1
2016	(3)	(3)	(3)	(3)	(4)	(4)	(4)	(4)
2017	(3)	(3)	(3)	(3)	(4)	(4)	(4)	(4)
2018	(3)	(3)	(3)	.02	(4)	(4)	(4)	.1
2019	.02	–	–	–	.1	–	–	–
Long-term disability								
2004	(3)	(3)	(3)	(3)	(4)	(4)	(4)	(4)
2005	(3)	(3)	(3)	(3)	(4)	(4)	(4)	(4)
2006	(3)	(3)	(3)	(3)	(4)	(4)	(4)	(4)
2007	(3)	(3)	(3)	(3)	(4)	(4)	(4)	(4)
2008	(3)	(3)	(3)	(3)	(4)	(4)	(4)	(4)
2009	(3)	(3)	(3)	(3)	(4)	(4)	(4)	(4)
2010	(3)	(3)	(3)	(3)	(4)	(4)	(4)	(4)
2011	(3)	(3)	(3)	(3)	(4)	(4)	(4)	(4)
2012	(3)	(3)	(3)	(3)	(4)	(4)	(4)	(4)
2013	(3)	(3)	(3)	(3)	(4)	(4)	(4)	(4)
2014	(3)	(3)	(3)	(3)	(4)	(4)	(4)	(4)
2015	(3)	(3)	(3)	(3)	(4)	(4)	(4)	(4)
2016	(3)	(3)	(3)	(3)	(4)	(4)	(4)	(4)
2017	(3)	(3)	(3)	(3)	(4)	(4)	(4)	(4)
2018	(3)	(3)	(3)	(3)	(4)	(4)	(4)	(4)
2019	(3)	–	–	–	(4)	–	–	–
Retirement and savings								
2004	.18	.18	.18	.19	1.5	1.5	1.5	1.6
2005	.18	.18	.18	.18	1.5	1.5	1.5	1.5
2006	.18	.18	.18	.18	1.5	1.4	1.4	1.4
2007	.18	.18	.19	.21	1.4	1.4	1.5	1.6
2008	.22	.22	.22	.21	1.6	1.6	1.6	1.6
2009	.21	.21	.21	.21	1.5	1.6	1.5	1.5
2010	.21	.21	.21	.21	1.5	1.5	1.5	1.5
2011	.22	.22	.22	.22	1.6	1.6	1.5	1.6
2012	.22	.22	.22	.22	1.6	1.6	1.6	1.5
2013	.23	.23	.23	.22	1.6	1.6	1.6	1.5
2014	.21	.22	.22	.24	1.5	1.5	1.5	1.6
2015	.24	.24	.24	.26	1.6	1.6	1.7	1.8
2016	.26	.26	.24	.25	1.8	1.7	1.6	1.7
2017	.26	.25	.26	.27	1.7	1.6	1.6	1.7
2018	.27	.28	.28	.29	1.7	1.8	1.8	1.7
2019	.29	–	–	–	1.7	–	–	–
Defined benefit								
2004	.07	.07	.07	.08	.6	.6	.6	.6
2005	.08	.07	.07	.07	.6	.6	.6	.6
2006	.07	.07	.07	.07	.6	.6	.6	.6
2007	.07	.08	.09	.09	.6	.6	.7	.7
2008	.09	.09	.09	.08	.7	.7	.7	.6
2009	.08	.08	.08	.08	.6	.6	.6	.6
2010	.09	.09	.09	.09	.6	.6	.6	.7
2011	.09	.09	.09	.09	.7	.7	.7	.6
2012	.09	.09	.09	.09	.6	.6	.6	.6
2013	.09	.09	.09	.10	.7	.7	.7	.7

See footnotes at end of table.

Table 9. Private industry workers, by major occupational group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Service occupations

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Defined benefit								
2014	0.10	0.10	0.10	0.10	0.7	0.7	0.7	0.7
2015	.10	.10	.10	.11	.7	.7	.7	.7
2016	.11	.11	.10	.11	.7	.8	.7	.7
2017	.11	.11	.11	.10	.7	.7	.7	.6
2018	.10	.11	.11	.12	.6	.7	.7	.7
2019	.12	–	–	–	.7	–	–	–
Defined contribution								
2004	.11	.11	.11	.11	.9	.9	.9	.9
2005	.11	.11	.11	.11	.9	.9	.9	.9
2006	.11	.11	.11	.11	.9	.8	.9	.8
2007	.11	.10	.11	.12	.8	.8	.8	.9
2008	.12	.12	.12	.13	.9	.9	.9	1.0
2009	.13	.13	.12	.13	.9	.9	.9	.9
2010	.12	.12	.12	.12	.9	.9	.9	.9
2011	.13	.12	.12	.13	.9	.9	.9	1.0
2012	.13	.13	.13	.13	.9	.9	.9	.9
2013	.14	.14	.13	.12	1.0	1.0	.9	.8
2014	.12	.11	.12	.13	.8	.8	.8	.9
2015	.14	.14	.14	.15	1.0	.9	1.0	1.0
2016	.15	.15	.14	.15	1.0	1.0	1.0	1.0
2017	.15	.15	.15	.17	1.0	.9	.9	1.1
2018	.17	.17	.17	.17	1.1	1.1	1.1	1.0
2019	.17	–	–	–	1.0	–	–	–
Legally required benefits								
2004	1.25	1.28	1.29	1.29	10.8	10.8	10.8	10.8
2005	1.31	1.32	1.33	1.33	10.9	11.0	11.0	10.9
2006	1.30	1.31	1.32	1.36	10.6	10.6	10.6	10.7
2007	1.34	1.36	1.36	1.37	10.4	10.5	10.5	10.4
2008	1.37	1.38	1.38	1.36	10.3	10.4	10.3	10.2
2009	1.37	1.37	1.38	1.38	10.1	10.1	10.1	10.1
2010	1.39	1.40	1.41	1.42	10.1	10.2	10.2	10.2
2011	1.43	1.44	1.44	1.43	10.2	10.3	10.3	10.2
2012	1.45	1.46	1.47	1.47	10.4	10.4	10.4	10.4
2013	1.48	1.48	1.49	1.51	10.4	10.4	10.4	10.7
2014	1.49	1.49	1.50	1.52	10.6	10.6	10.5	10.6
2015	1.52	1.52	1.52	1.58	10.5	10.5	10.4	10.7
2016	1.59	1.59	1.60	1.60	10.6	10.6	10.6	10.5
2017	1.62	1.63	1.62	1.57	10.5	10.5	10.4	9.8
2018	1.58	1.57	1.57	1.59	9.8	9.8	9.7	9.5
2019	1.60	–	–	–	9.4	–	–	–
Social Security and Medicare								
2004	.80	.81	.81	.81	6.8	6.9	6.8	6.8
2005	.82	.83	.83	.84	6.8	6.9	6.9	6.8
2006	.81	.82	.83	.84	6.6	6.6	6.6	6.6
2007	.84	.86	.86	.87	6.5	6.6	6.6	6.6
2008	.87	.88	.89	.89	6.5	6.6	6.6	6.6
2009	.90	.90	.90	.90	6.6	6.7	6.6	6.6
2010	.90	.90	.91	.91	6.6	6.6	6.6	6.6
2011	.92	.91	.92	.91	6.6	6.6	6.6	6.5
2012	.92	.91	.92	.91	6.5	6.5	6.5	6.5
2013	.92	.92	.93	.92	6.5	6.5	6.5	6.5
2014	.91	.91	.92	.94	6.5	6.5	6.5	6.5
2015	.94	.94	.94	.98	6.5	6.5	6.5	6.6
2016	.99	.99	1.00	1.00	6.6	6.6	6.6	6.6
2017	1.02	1.03	1.03	1.04	6.6	6.7	6.6	6.5
2018	1.05	1.05	1.06	1.08	6.5	6.5	6.5	6.5
2019	1.10	–	–	–	6.5	–	–	–
Social Security[5]								
2004	.65	.65	.66	.66	5.5	5.6	5.5	5.5
2005	.67	.67	.67	.68	5.5	5.6	5.6	5.5
2006	.66	.66	.67	.68	5.4	5.4	5.4	5.4
2007	.68	.69	.70	.70	5.3	5.4	5.4	5.3
2008	.70	.72	.72	.72	5.3	5.4	5.4	5.4

See footnotes at end of table.

Table 9. Private industry workers, by major occupational group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Service occupations

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Social Security[5]								
2009	0.73	0.73	0.73	0.73	5.4	5.4	5.4	5.4
2010	.73	.73	.74	.74	5.3	5.3	5.3	5.3
2011	.74	.74	.74	.74	5.3	5.3	5.3	5.3
2012	.74	.74	.75	.74	5.3	5.3	5.3	5.2
2013	.74	.75	.75	.74	5.2	5.3	5.3	5.3
2014	.74	.74	.75	.76	5.2	5.2	5.2	5.3
2015	.76	.76	.76	.79	5.3	5.2	5.2	5.3
2016	.80	.81	.81	.81	5.3	5.3	5.4	5.3
2017	.83	.83	.84	.84	5.4	5.4	5.4	5.3
2018	.85	.85	.86	.88	5.3	5.3	5.3	5.2
2019	.89	–	–	–	5.2	–	–	–
Medicare								
2004	.15	.15	.15	.15	1.3	1.3	1.3	1.3
2005	.16	.16	.16	.16	1.3	1.3	1.3	1.3
2006	.15	.16	.16	.16	1.3	1.3	1.3	1.3
2007	.16	.16	.16	.16	1.2	1.3	1.3	1.2
2008	.16	.17	.17	.17	1.2	1.3	1.3	1.3
2009	.17	.17	.17	.17	1.3	1.3	1.3	1.3
2010	.17	.17	.17	.17	1.2	1.2	1.2	1.2
2011	.17	.17	.17	.17	1.2	1.2	1.2	1.2
2012	.17	.17	.17	.17	1.2	1.2	1.2	1.2
2013	.17	.17	.18	.17	1.2	1.2	1.2	1.2
2014	.17	.17	.17	.18	1.2	1.2	1.2	1.2
2015	.18	.18	.18	.19	1.2	1.2	1.2	1.2
2016	.19	.19	.19	.19	1.2	1.2	1.3	1.3
2017	.19	.20	.20	.20	1.3	1.3	1.3	1.2
2018	.20	.20	.20	.21	1.2	1.2	1.2	1.2
2019	.21	–	–	–	1.2	–	–	–
Federal unemployment insurance								
2004	.04	.04	.04	.04	.3	.3	.3	.3
2005	.04	.04	.04	.04	.3	.3	.3	.3
2006	.04	.04	.04	.04	.3	.3	.3	.3
2007	.04	.04	.04	.04	.3	.3	.3	.3
2008	.04	.04	.04	.04	.3	.3	.3	.3
2009	.04	.04	.04	.04	.3	.3	.3	.3
2010	.04	.04	.04	.04	.3	.3	.3	.3
2011	.04	.04	.03	.03	.3	.3	.2	.2
2012	.04	.04	.04	.04	.3	.3	.3	.3
2013	.04	.04	.04	.04	.3	.3	.3	.3
2014	.04	.04	.04	.04	.3	.3	.3	.3
2015	.05	.05	.05	.05	.3	.3	.3	.3
2016	.05	.05	.05	.05	.3	.3	.3	.3
2017	.04	.04	.04	.04	.3	.3	.3	.3
2018	.04	.04	.04	.04	.3	.3	.3	.2
2019	.03	–	–	–	.2	–	–	–
State unemployment insurance								
2004	.12	.12	.12	.12	1.0	1.0	1.0	1.0
2005	.13	.13	.14	.13	1.1	1.1	1.1	1.1
2006	.13	.13	.13	.13	1.1	1.1	1.1	1.0
2007	.13	.13	.13	.13	1.0	1.0	1.0	1.0
2008	.12	.12	.12	.12	.9	.9	.9	.9
2009	.12	.12	.12	.12	.9	.9	.9	.9
2010	.13	.15	.15	.16	1.0	1.1	1.1	1.1
2011	.17	.18	.18	.18	1.2	1.3	1.3	1.3
2012	.19	.19	.19	.20	1.3	1.4	1.4	1.4
2013	.20	.20	.20	.20	1.4	1.4	1.4	1.4
2014	.20	.19	.19	.19	1.4	1.4	1.3	1.3
2015	.19	.18	.18	.18	1.3	1.3	1.2	1.2
2016	.17	.17	.17	.16	1.2	1.1	1.1	1.1
2017	.16	.16	.15	.15	1.0	1.0	1.0	.9
2018	.15	.14	.14	.13	.9	.9	.8	.8
2019	.13	–	–	–	.7	–	–	–

See footnotes at end of table.

Table 9. Private industry workers, by major occupational group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Service occupations

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Workers' compensation								
2004	0.31	0.31	0.32	0.32	2.6	2.7	2.7	2.7
2005	.32	.32	.33	.32	2.7	2.7	2.7	2.6
2006	.32	.33	.33	.35	2.6	2.7	2.6	2.7
2007	.34	.34	.34	.34	2.6	2.6	2.6	2.6
2008	.34	.34	.33	.32	2.6	2.5	2.5	2.4
2009	.32	.31	.32	.32	2.3	2.3	2.3	2.3
2010	.31	.31	.31	.31	2.3	2.3	2.3	2.2
2011	.31	.31	.32	.31	2.2	2.2	2.3	2.2
2012	.31	.31	.31	.31	2.2	2.2	2.2	2.2
2013	.32	.32	.32	.35	2.2	2.2	2.2	2.4
2014	.34	.35	.35	.35	2.4	2.4	2.4	2.4
2015	.35	.35	.36	.38	2.4	2.5	2.5	2.5
2016	.38	.39	.39	.39	2.5	2.6	2.6	2.6
2017	.39	.39	.39	.34	2.6	2.5	2.5	2.1
2018	.34	.34	.34	.34	2.1	2.1	2.1	2.0
2019	.34	–	–	–	2.0	–	–	–
Other benefits[6]								
2004	([3])	([3])	([3])	([3])	([4])	([4])	([4])	([4])
2005	([3])	([3])	([3])	([3])	([4])	([4])	([4])	([4])

[1] Prior to June 2008, paid personal leave was included in other leave. Other leave also included paid military, funeral, and jury leave.
[2] Includes premium pay (such as overtime, weekends, and holidays) for work in addition to the regular work schedule.
[3] Cost per hour worked is $0.01 or less.
[4] Less than .05 percent.
[5] Social Security refers to the Old-Age, Survivors, and Disability Insurance (OASDI) program.
[6] Includes severance pay and supplemental unemployment benefits. Publication of other benefits was discontinued beginning in June 2006.

Note: The sum of individual items may not equal totals due to rounding. Dashes indicate data are not available.

Table 9. Private industry workers, by major occupational group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Natural resources, construction, and maintenance occupations

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Total compensation								
2004	$26.55	$26.60	$26.74	$26.94	100.0	100.0	100.0	100.0
2005	27.26	27.56	27.74	27.73	100.0	100.0	100.0	100.0
2006	28.07	28.51	28.78	28.86	100.0	100.0	100.0	100.0
2007	28.96	29.35	29.57	29.79	100.0	100.0	100.0	100.0
2008	30.13	30.29	30.60	30.83	100.0	100.0	100.0	100.0
2009	30.97	31.04	31.18	30.77	100.0	100.0	100.0	100.0
2010	31.10	31.19	31.29	30.72	100.0	100.0	100.0	100.0
2011	30.93	31.22	31.44	31.21	100.0	100.0	100.0	100.0
2012	31.46	31.74	31.87	31.99	100.0	100.0	100.0	100.0
2013	32.43	32.35	32.47	32.63	100.0	100.0	100.0	100.0
2014	33.00	33.46	33.65	34.15	100.0	100.0	100.0	100.0
2015	34.05	34.09	34.39	33.94	100.0	100.0	100.0	100.0
2016	34.16	34.26	34.51	34.81	100.0	100.0	100.0	100.0
2017	35.19	35.68	35.94	34.87	100.0	100.0	100.0	100.0
2018	35.13	35.38	35.70	35.34	100.0	100.0	100.0	100.0
2019	35.65	–	–	–	100.0	–	–	–
Wages and salaries								
2004	18.34	18.21	18.32	18.39	69.1	68.5	68.5	68.3
2005	18.52	18.70	18.85	18.91	68.0	67.9	68.0	68.2
2006	19.08	19.34	19.53	19.63	68.0	67.8	67.9	68.0
2007	19.79	20.00	20.19	20.34	68.3	68.1	68.3	68.3
2008	20.59	20.75	20.95	21.07	68.3	68.5	68.5	68.4
2009	21.13	21.18	21.28	21.05	68.2	68.2	68.3	68.4
2010	21.15	21.18	21.23	21.03	68.0	67.9	67.9	68.5
2011	21.14	21.27	21.43	21.25	68.3	68.1	68.2	68.1
2012	21.34	21.48	21.57	21.69	67.8	67.7	67.7	67.8
2013	21.91	21.83	21.98	22.05	67.6	67.5	67.7	67.6
2014	22.24	22.41	22.56	22.76	67.4	67.0	67.0	66.7
2015	22.73	22.92	23.12	22.97	66.8	67.2	67.2	67.7
2016	23.14	23.27	23.38	23.57	67.7	67.9	67.7	67.7
2017	23.81	24.13	24.31	23.69	67.7	67.6	67.6	67.9
2018	23.84	23.96	24.16	23.95	67.9	67.7	67.7	67.8
2019	24.13	–	–	–	67.7	–	–	–
Total benefits								
2004	8.22	8.38	8.43	8.55	30.9	31.5	31.5	31.7
2005	8.73	8.85	8.89	8.82	32.0	32.1	32.0	31.8
2006	8.99	9.17	9.25	9.23	32.0	32.2	32.1	32.0
2007	9.17	9.35	9.38	9.44	31.7	31.9	31.7	31.7
2008	9.54	9.54	9.65	9.75	31.7	31.5	31.5	31.6
2009	9.84	9.86	9.90	9.72	31.8	31.8	31.7	31.6
2010	9.95	10.01	10.06	9.69	32.0	32.1	32.1	31.5
2011	9.79	9.94	10.01	9.95	31.7	31.9	31.8	31.9
2012	10.13	10.26	10.30	10.30	32.2	32.3	32.3	32.2
2013	10.52	10.52	10.50	10.57	32.4	32.5	32.3	32.4
2014	10.76	11.04	11.09	11.39	32.6	33.0	33.0	33.3
2015	11.32	11.16	11.27	10.97	33.2	32.8	32.8	32.3
2016	11.02	10.98	11.13	11.24	32.3	32.1	32.3	32.3
2017	11.37	11.55	11.63	11.18	32.3	32.4	32.4	32.1
2018	11.29	11.42	11.54	11.39	32.1	32.3	32.3	32.2
2019	11.52	–	–	–	32.3	–	–	–
Paid leave								
2004	1.32	1.29	1.29	1.30	5.0	4.8	4.8	4.8
2005	1.32	1.32	1.32	1.31	4.8	4.8	4.8	4.7
2006	1.37	1.38	1.39	1.42	4.9	4.8	4.8	4.9
2007	1.43	1.45	1.44	1.46	5.0	4.9	4.9	4.9
2008	1.47	1.47	1.48	1.50	4.9	4.9	4.8	4.9
2009	1.53	1.52	1.53	1.55	5.0	4.9	4.9	5.0
2010	1.59	1.55	1.55	1.55	5.1	5.0	5.0	5.0
2011	1.57	1.54	1.55	1.63	5.1	4.9	4.9	5.2
2012	1.65	1.64	1.64	1.71	5.2	5.2	5.1	5.4
2013	1.74	1.72	1.74	1.74	5.4	5.3	5.4	5.3
2014	1.77	1.77	1.77	1.79	5.4	5.3	5.2	5.2
2015	1.80	1.77	1.80	1.72	5.3	5.2	5.2	5.1
2016	1.73	1.72	1.71	1.78	5.1	5.0	4.9	5.1

See footnotes at end of table.

Table 9. Private industry workers, by major occupational group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Natural resources, construction, and maintenance occupations

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Paid leave								
2017	1.80	1.81	1.82	1.74	5.1	5.1	5.1	5.0
2018	1.76	1.75	1.78	1.77	5.0	4.9	5.0	5.0
2019	1.79	–	–	–	5.0	–	–	–
Vacation								
2004	.69	.68	.67	.68	2.6	2.6	2.5	2.5
2005	.69	.70	.70	.70	2.5	2.5	2.5	2.5
2006	.73	.74	.74	.76	2.6	2.6	2.6	2.6
2007	.76	.77	.77	.78	2.6	2.6	2.6	2.6
2008	.80	.80	.80	.80	2.6	2.6	2.6	2.6
2009	.82	.82	.82	.82	2.7	2.6	2.6	2.7
2010	.85	.83	.83	.82	2.7	2.7	2.7	2.7
2011	.82	.81	.82	.84	2.7	2.6	2.6	2.7
2012	.84	.84	.84	.87	2.7	2.6	2.6	2.7
2013	.88	.87	.89	.89	2.7	2.7	2.7	2.7
2014	.91	.91	.91	.91	2.8	2.7	2.7	2.7
2015	.92	.90	.92	.89	2.7	2.6	2.7	2.6
2016	.89	.88	.88	.92	2.6	2.6	2.5	2.6
2017	.93	.93	.94	.89	2.6	2.6	2.6	2.5
2018	.89	.89	.90	.91	2.5	2.5	2.5	2.6
2019	.92	–	–	–	2.6	–	–	–
Holiday								
2004	.43	.43	.43	.44	1.6	1.6	1.6	1.6
2005	.44	.44	.45	.45	1.6	1.6	1.6	1.6
2006	.46	.47	.47	.47	1.6	1.6	1.6	1.6
2007	.48	.48	.49	.49	1.7	1.6	1.6	1.6
2008	.49	.49	.49	.49	1.6	1.6	1.6	1.6
2009	.50	.49	.50	.51	1.6	1.6	1.6	1.6
2010	.51	.51	.50	.51	1.7	1.6	1.6	1.6
2011	.51	.51	.51	.55	1.7	1.6	1.6	1.7
2012	.55	.55	.55	.57	1.8	1.7	1.7	1.8
2013	.58	.57	.58	.57	1.8	1.8	1.8	1.8
2014	.58	.58	.58	.59	1.8	1.7	1.7	1.7
2015	.59	.59	.60	.57	1.7	1.7	1.7	1.7
2016	.57	.57	.57	.58	1.7	1.7	1.6	1.7
2017	.59	.60	.60	.58	1.7	1.7	1.7	1.7
2018	.59	.58	.59	.57	1.7	1.6	1.6	1.6
2019	.58	–	–	–	1.6	–	–	–
Sick								
2004	.13	.12	.12	.13	.5	.5	.5	.5
2005	.12	.12	.12	.11	.5	.4	.4	.4
2006	.11	.11	.11	.13	.4	.4	.4	.4
2007	.13	.12	.12	.13	.4	.4	.4	.4
2008	.13	.13	.13	.14	.4	.4	.4	.5
2009	.15	.14	.14	.14	.5	.4	.4	.5
2010	.14	.14	.14	.15	.5	.4	.4	.5
2011	.15	.14	.15	.16	.5	.5	.5	.5
2012	.16	.16	.16	.17	.5	.5	.5	.5
2013	.17	.17	.17	.17	.5	.5	.5	.5
2014	.18	.17	.17	.17	.5	.5	.5	.5
2015	.17	.17	.17	.17	.5	.5	.5	.5
2016	.17	.17	.17	.18	.5	.5	.5	.5
2017	.18	.18	.18	.18	.5	.5	.5	.5
2018	.19	.19	.19	.20	.5	.5	.5	.6
2019	.20	–	–	–	.6	–	–	–
Personal[1]								
2004	.06	.06	.06	.06	.2	.2	.2	.2
2005	.06	.06	.06	.06	.2	.2	.2	.2
2006	.06	.06	.06	.07	.2	.2	.2	.2
2007	.07	.07	.06	.06	.2	.2	.2	.2
2008	.06	.06	.06	.06	.2	.2	.2	.2
2009	.07	.07	.07	.08	.2	.2	.2	.2
2010	.08	.08	.08	.08	.3	.2	.3	.3
2011	.08	.08	.08	.09	.3	.3	.3	.3

See footnotes at end of table.

Table 9. Private industry workers, by major occupational group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Natural resources, construction, and maintenance occupations

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Personal[1]								
2012	0.09	0.09	0.09	0.10	0.3	0.3	0.3	0.3
2013	.11	.11	.11	.10	.3	.3	.3	.3
2014	.11	.11	.10	.12	.3	.3	.3	.3
2015	.12	.11	.11	.10	.3	.3	.3	.3
2016	.10	.10	.09	.10	.3	.3	.3	.3
2017	.10	.10	.10	.10	.3	.3	.3	.3
2018	.09	.09	.10	.09	.3	.3	.3	.3
2019	.09	–	–	–	.3	–	–	–
Supplemental pay								
2004	.84	.86	.87	.88	3.1	3.2	3.2	3.3
2005	.89	.90	.91	.90	3.3	3.3	3.3	3.2
2006	.88	.89	.91	.92	3.1	3.1	3.2	3.2
2007	.94	.98	.98	.99	3.3	3.3	3.3	3.3
2008	1.02	1.02	1.04	1.02	3.4	3.4	3.4	3.3
2009	1.01	1.01	1.02	.99	3.3	3.3	3.3	3.2
2010	1.00	.98	.98	.92	3.2	3.1	3.1	3.0
2011	.92	.93	.94	.92	3.0	3.0	3.0	3.0
2012	.94	.95	.96	.94	3.0	3.0	3.0	2.9
2013	.94	.92	.92	.98	2.9	2.8	2.8	3.0
2014	1.00	1.00	1.01	1.03	3.0	3.0	3.0	3.0
2015	1.02	1.02	1.02	1.03	3.0	3.0	3.0	3.0
2016	1.05	1.04	1.07	1.07	3.1	3.0	3.1	3.1
2017	1.05	1.05	1.07	1.10	3.0	2.9	3.0	3.1
2018	1.12	1.13	1.14	1.20	3.2	3.2	3.2	3.4
2019	1.21	–	–	–	3.4	–	–	–
Overtime and premium[2]								
2004	.61	.62	.63	.64	2.3	2.3	2.3	2.4
2005	.64	.65	.66	.65	2.4	2.4	2.4	2.3
2006	.63	.64	.65	.65	2.2	2.2	2.3	2.2
2007	.65	.66	.66	.66	2.3	2.2	2.2	2.2
2008	.67	.68	.69	.69	2.2	2.2	2.2	2.2
2009	.68	.68	.68	.66	2.2	2.2	2.2	2.2
2010	.67	.68	.68	.64	2.2	2.2	2.2	2.1
2011	.65	.66	.66	.64	2.1	2.1	2.1	2.0
2012	.63	.63	.64	.64	2.0	2.0	2.0	2.0
2013	.65	.65	.65	.68	2.0	2.0	2.0	2.1
2014	.69	.69	.70	.70	2.1	2.1	2.1	2.1
2015	.71	.71	.72	.70	2.1	2.1	2.1	2.1
2016	.70	.70	.73	.72	2.0	2.0	2.1	2.1
2017	.71	.71	.73	.74	2.0	2.0	2.0	2.1
2018	.75	.75	.77	.79	2.1	2.1	2.1	2.2
2019	.79	–	–	–	2.2	–	–	–
Shift differentials								
2004	.04	.04	.04	.04	.2	.2	.2	.2
2005	.05	.04	.04	.04	.2	.2	.2	.2
2006	.05	.05	.05	.05	.2	.2	.2	.2
2007	.05	.05	.05	.05	.2	.2	.2	.2
2008	.05	.05	.05	.05	.2	.2	.2	.2
2009	.05	.05	.04	.04	.1	.1	.1	.1
2010	.05	.04	.04	.04	.1	.1	.1	.1
2011	.05	.04	.04	.04	.1	.1	.1	.1
2012	.04	.04	.04	.04	.1	.1	.1	.1
2013	.04	.04	.04	.04	.1	.1	.1	.1
2014	.04	.04	.04	.05	.1	.1	.1	.1
2015	.05	.05	.05	.04	.1	.1	.1	.1
2016	.04	.04	.04	.04	.1	.1	.1	.1
2017	.04	.04	.04	.04	.1	.1	.1	.1
2018	.04	.04	.04	.05	.1	.1	.1	.1
2019	.05	–	–	–	.1	–	–	–
Nonproduction bonuses								
2004	.18	.20	.20	.20	.7	.7	.7	.7
2005	.20	.21	.21	.20	.7	.8	.8	.7
2006	.20	.20	.22	.22	.7	.7	.7	.8

See footnotes at end of table.

Table 9. Private industry workers, by major occupational group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Natural resources, construction, and maintenance occupations

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Nonproduction bonuses								
2007	0.24	0.27	0.27	0.28	0.8	0.9	0.9	0.9
2008	.30	.29	.31	.29	1.0	1.0	1.0	.9
2009	.28	.29	.29	.28	.9	.9	.9	.9
2010	.28	.25	.26	.23	.9	.8	.8	.8
2011	.22	.23	.23	.24	.7	.7	.7	.8
2012	.26	.27	.27	.25	.8	.9	.9	.8
2013	.24	.23	.23	.25	.7	.7	.7	.8
2014	.27	.27	.27	.28	.8	.8	.8	.8
2015	.27	.26	.26	.29	.8	.8	.8	.9
2016	.31	.30	.29	.31	.9	.9	.8	.9
2017	.30	.29	.30	.31	.8	.8	.8	.9
2018	.33	.33	.33	.37	.9	.9	.9	1.0
2019	.37	–	–	–	1.0	–	–	–
Insurance								
2004	1.95	2.00	2.03	2.07	7.3	7.5	7.6	7.7
2005	2.15	2.19	2.21	2.23	7.9	7.9	8.0	8.0
2006	2.28	2.33	2.35	2.33	8.1	8.2	8.2	8.1
2007	2.35	2.41	2.43	2.44	8.1	8.2	8.2	8.2
2008	2.46	2.47	2.50	2.55	8.2	8.2	8.2	8.3
2009	2.60	2.63	2.65	2.57	8.4	8.5	8.5	8.4
2010	2.66	2.67	2.68	2.58	8.6	8.6	8.6	8.4
2011	2.63	2.66	2.69	2.71	8.5	8.5	8.6	8.7
2012	2.74	2.74	2.75	2.77	8.7	8.6	8.6	8.7
2013	2.84	2.84	2.84	2.87	8.8	8.8	8.7	8.8
2014	2.96	2.98	3.00	3.08	9.0	8.9	8.9	9.0
2015	3.06	3.09	3.14	3.01	9.0	9.1	9.1	8.9
2016	3.05	3.03	3.06	3.12	8.9	8.8	8.9	9.0
2017	3.16	3.19	3.20	3.07	9.0	9.0	8.9	8.8
2018	3.10	3.10	3.14	3.02	8.8	8.8	8.8	8.6
2019	3.09	–	–	–	8.7	–	–	–
Life								
2004	.04	.04	.04	.04	.1	.2	.2	.2
2005	.04	.04	.04	.04	.2	.1	.1	.2
2006	.06	.06	.06	.05	.2	.2	.2	.2
2007	.06	.06	.06	.05	.2	.2	.2	.2
2008	.05	.05	.05	.06	.2	.2	.2	.2
2009	.06	.05	.06	.06	.2	.2	.2	.2
2010	.06	.06	.05	.05	.2	.2	.2	.2
2011	.05	.05	.05	.04	.2	.2	.1	.1
2012	.04	.04	.04	.04	.1	.1	.1	.1
2013	.04	.04	.04	.04	.1	.1	.1	.1
2014	.04	.04	.04	.04	.1	.1	.1	.1
2015	.04	.04	.04	.04	.1	.1	.1	.1
2016	.04	.04	.04	.04	.1	.1	.1	.1
2017	.04	.04	.04	.04	.1	.1	.1	.1
2018	.05	.05	.04	.04	.1	.1	.1	.1
2019	.05	–	–	–	.1	–	–	–
Health								
2004	1.84	1.89	1.91	1.96	6.9	7.1	7.2	7.3
2005	2.03	2.08	2.10	2.11	7.5	7.5	7.6	7.6
2006	2.15	2.19	2.21	2.18	7.7	7.7	7.7	7.6
2007	2.20	2.25	2.27	2.28	7.6	7.7	7.7	7.7
2008	2.30	2.31	2.33	2.37	7.6	7.6	7.6	7.7
2009	2.44	2.47	2.49	2.40	7.9	7.9	8.0	7.8
2010	2.49	2.50	2.51	2.42	8.0	8.0	8.0	7.9
2011	2.47	2.50	2.53	2.56	8.0	8.0	8.1	8.2
2012	2.58	2.59	2.60	2.61	8.2	8.1	8.1	8.2
2013	2.68	2.68	2.68	2.71	8.3	8.3	8.3	8.3
2014	2.80	2.82	2.84	2.91	8.5	8.4	8.4	8.5
2015	2.90	2.92	2.97	2.85	8.5	8.6	8.6	8.4
2016	2.89	2.87	2.91	2.96	8.5	8.4	8.4	8.5
2017	3.00	3.04	3.04	2.91	8.5	8.5	8.5	8.4
2018	2.94	2.94	2.97	2.87	8.4	8.3	8.3	8.1

See footnotes at end of table.

Table 9. Private industry workers, by major occupational group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Natural resources, construction, and maintenance occupations

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Health								
2019	2.92	–	–	–	8.2	–	–	–
Short-term disability								
2004	.05	0.05	0.05	0.05	.2	0.2	0.2	0.2
2005	.05	.05	.05	.05	.2	.2	.2	.2
2006	.06	.06	.06	.06	.2	.2	.2	.2
2007	.07	.07	.08	.08	.3	.2	.3	.3
2008	.08	.09	.10	.09	.3	.3	.3	.3
2009	.07	.08	.07	.08	.2	.3	.2	.3
2010	.09	.08	.09	.09	.3	.3	.3	.3
2011	.08	.08	.08	.08	.3	.3	.3	.2
2012	.08	.08	.08	.09	.3	.3	.2	.3
2013	.09	.09	.08	.09	.3	.3	.3	.3
2014	.09	.09	.09	.09	.3	.3	.3	.3
2015	.10	.10	.09	.09	.3	.3	.3	.3
2016	.08	.08	.08	.09	.2	.2	.2	.2
2017	.09	.08	.09	.08	.2	.2	.2	.2
2018	.09	.08	.09	.08	.2	.2	.3	.2
2019	.09	–	–	–	.2	–	–	–
Long-term disability								
2004	.02	.02	.02	.02	.1	.1	.1	.1
2005	.02	.02	.02	.02	.1	.1	.1	.1
2006	.02	.02	.02	.03	.1	.1	.1	.1
2007	.03	.03	.03	.02	.1	.1	.1	.1
2008	.02	.02	.02	.03	.1	.1	.1	.1
2009	.03	.03	.03	.03	.1	.1	.1	.1
2010	.03	.03	.03	.03	.1	.1	.1	.1
2011	.03	.03	.03	.03	.1	.1	.1	.1
2012	.03	.03	.03	.03	.1	.1	.1	.1
2013	.03	.03	.03	.03	.1	.1	.1	.1
2014	.03	.03	.03	.03	.1	.1	.1	.1
2015	.03	.03	.03	.03	.1	.1	.1	.1
2016	.04	.03	.03	.03	.1	.1	.1	.1
2017	.03	.03	.03	.03	.1	.1	.1	.1
2018	.03	.03	.03	.03	.1	.1	.1	.1
2019	.04	–	–	–	.1	–	–	–
Retirement and savings								
2004	1.20	1.27	1.27	1.29	4.5	4.8	4.7	4.8
2005	1.33	1.35	1.35	1.31	4.9	4.9	4.9	4.7
2006	1.41	1.48	1.49	1.48	5.0	5.2	5.2	5.1
2007	1.35	1.41	1.43	1.44	4.7	4.8	4.8	4.8
2008	1.45	1.42	1.46	1.51	4.8	4.7	4.8	4.9
2009	1.50	1.50	1.51	1.46	4.9	4.8	4.8	4.8
2010	1.53	1.60	1.63	1.50	4.9	5.1	5.2	4.9
2011	1.52	1.60	1.59	1.58	4.9	5.1	5.1	5.1
2012	1.65	1.74	1.74	1.73	5.3	5.5	5.5	5.4
2013	1.82	1.86	1.79	1.73	5.6	5.8	5.5	5.3
2014	1.75	2.00	2.00	2.16	5.3	6.0	5.9	6.3
2015	2.12	1.94	1.96	1.83	6.2	5.7	5.7	5.4
2016	1.82	1.81	1.87	1.87	5.3	5.3	5.4	5.4
2017	1.92	2.00	2.02	1.85	5.5	5.6	5.6	5.3
2018	1.86	1.99	2.04	1.93	5.3	5.6	5.7	5.5
2019	1.98	–	–	–	5.5	–	–	–
Defined benefit								
2004	.76	.84	.83	.85	2.9	3.2	3.1	3.2
2005	.87	.91	.92	.89	3.2	3.3	3.3	3.2
2006	.97	1.02	1.03	1.02	3.5	3.6	3.6	3.6
2007	.90	.94	.95	.95	3.1	3.2	3.2	3.2
2008	.96	.91	.94	.99	3.2	3.0	3.1	3.2
2009	1.00	1.00	1.01	.95	3.2	3.2	3.2	3.1
2010	1.00	1.08	1.11	1.00	3.2	3.5	3.5	3.2
2011	1.01	1.09	1.08	1.03	3.3	3.5	3.4	3.3
2012	1.10	1.17	1.17	1.17	3.5	3.7	3.7	3.7
2013	1.22	1.25	1.19	1.12	3.7	3.9	3.7	3.4

See footnotes at end of table.

Table 9. Private industry workers, by major occupational group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Natural resources, construction, and maintenance occupations

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Defined benefit								
2014	1.13	1.38	1.38	1.52	3.4	4.1	4.1	4.4
2015	1.49	1.30	1.30	1.22	4.4	3.8	3.8	3.6
2016	1.20	1.19	1.23	1.20	3.5	3.5	3.6	3.4
2017	1.25	1.33	1.34	1.18	3.5	3.7	3.7	3.4
2018	1.18	1.32	1.35	1.23	3.4	3.7	3.8	3.5
2019	1.25	–	–	–	3.5	–	–	–
Defined contribution								
2004	.43	.43	.43	.44	1.6	1.6	1.6	1.6
2005	.45	.44	.43	.43	1.7	1.6	1.6	1.5
2006	.44	.46	.46	.45	1.6	1.6	1.6	1.6
2007	.45	.47	.48	.49	1.6	1.6	1.6	1.6
2008	.49	.51	.52	.52	1.6	1.7	1.7	1.7
2009	.51	.50	.50	.51	1.6	1.6	1.6	1.7
2010	.53	.52	.52	.51	1.7	1.7	1.7	1.7
2011	.51	.51	.51	.55	1.7	1.6	1.6	1.8
2012	.56	.57	.58	.56	1.8	1.8	1.8	1.8
2013	.61	.61	.60	.62	1.9	1.9	1.9	1.9
2014	.63	.62	.62	.64	1.9	1.9	1.8	1.9
2015	.63	.64	.66	.61	1.9	1.9	1.9	1.8
2016	.62	.63	.64	.67	1.8	1.8	1.9	1.9
2017	.67	.68	.68	.67	1.9	1.9	1.9	1.9
2018	.68	.67	.69	.71	1.9	1.9	1.9	2.0
2019	.73	–	–	–	2.0	–	–	–
Legally required benefits								
2004	2.89	2.94	2.95	2.97	10.9	11.0	11.0	11.0
2005	3.02	3.06	3.06	3.04	11.1	11.1	11.0	10.9
2006	3.05	3.09	3.10	3.09	10.9	10.8	10.8	10.7
2007	3.09	3.11	3.11	3.11	10.7	10.6	10.5	10.4
2008	3.13	3.15	3.16	3.18	10.4	10.4	10.3	10.3
2009	3.19	3.20	3.19	3.14	10.3	10.3	10.2	10.2
2010	3.18	3.21	3.22	3.14	10.2	10.3	10.3	10.2
2011	3.15	3.21	3.23	3.11	10.2	10.3	10.3	10.0
2012	3.15	3.19	3.21	3.14	10.0	10.1	10.1	9.8
2013	3.17	3.18	3.20	3.25	9.8	9.8	9.9	10.0
2014	3.27	3.30	3.32	3.33	9.9	9.9	9.9	9.8
2015	3.31	3.35	3.36	3.37	9.7	9.8	9.8	9.9
2016	3.37	3.38	3.42	3.40	9.9	9.9	9.9	9.8
2017	3.44	3.49	3.51	3.42	9.8	9.8	9.8	9.8
2018	3.44	3.45	3.45	3.46	9.8	9.8	9.7	9.8
2019	3.45	–	–	–	9.7	–	–	–
Social Security and Medicare								
2004	1.55	1.54	1.55	1.55	5.9	5.8	5.8	5.8
2005	1.57	1.58	1.59	1.59	5.7	5.7	5.7	5.7
2006	1.62	1.64	1.65	1.66	5.8	5.7	5.7	5.8
2007	1.68	1.70	1.71	1.72	5.8	5.8	5.8	5.8
2008	1.75	1.76	1.77	1.78	5.8	5.8	5.8	5.8
2009	1.79	1.79	1.80	1.79	5.8	5.8	5.8	5.8
2010	1.80	1.80	1.80	1.78	5.8	5.8	5.7	5.8
2011	1.79	1.80	1.81	1.80	5.8	5.8	5.8	5.8
2012	1.81	1.82	1.83	1.84	5.8	5.7	5.7	5.8
2013	1.86	1.86	1.87	1.88	5.7	5.7	5.8	5.8
2014	1.90	1.91	1.92	1.94	5.7	5.7	5.7	5.7
2015	1.94	1.95	1.96	1.95	5.7	5.7	5.7	5.7
2016	1.96	1.97	1.98	2.00	5.7	5.8	5.7	5.7
2017	2.02	2.05	2.06	2.01	5.7	5.7	5.7	5.8
2018	2.03	2.04	2.05	2.05	5.8	5.8	5.8	5.8
2019	2.06	–	–	–	5.8	–	–	–
Social Security[3]								
2004	1.26	1.24	1.25	1.26	4.7	4.7	4.7	4.7
2005	1.27	1.28	1.29	1.29	4.7	4.6	4.6	4.6
2006	1.31	1.33	1.34	1.35	4.7	4.7	4.6	4.7
2007	1.36	1.38	1.38	1.40	4.7	4.7	4.7	4.7
2008	1.42	1.42	1.43	1.44	4.7	4.7	4.7	4.7

See footnotes at end of table.

Table 9. Private industry workers, by major occupational group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Natural resources, construction, and maintenance occupations

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Social Security[3]								
2009	1.45	1.45	1.46	1.45	4.7	4.7	4.7	4.7
2010	1.45	1.45	1.46	1.44	4.7	4.7	4.7	4.7
2011	1.45	1.46	1.46	1.46	4.7	4.7	4.7	4.7
2012	1.47	1.48	1.48	1.49	4.7	4.7	4.7	4.7
2013	1.51	1.50	1.51	1.52	4.6	4.6	4.7	4.7
2014	1.54	1.55	1.55	1.57	4.7	4.6	4.6	4.6
2015	1.57	1.58	1.59	1.58	4.6	4.6	4.6	4.6
2016	1.59	1.60	1.60	1.62	4.7	4.7	4.6	4.7
2017	1.64	1.66	1.67	1.63	4.7	4.6	4.6	4.7
2018	1.64	1.65	1.66	1.66	4.7	4.7	4.7	4.7
2019	1.67	–	–	–	4.7	–	–	–
Medicare								
2004	.30	.29	.29	.30	1.1	1.1	1.1	1.1
2005	.30	.30	.30	.30	1.1	1.1	1.1	1.1
2006	.31	.31	.32	.32	1.1	1.1	1.1	1.1
2007	.32	.32	.33	.33	1.1	1.1	1.1	1.1
2008	.33	.34	.34	.34	1.1	1.1	1.1	1.1
2009	.34	.34	.34	.34	1.1	1.1	1.1	1.1
2010	.34	.34	.34	.34	1.1	1.1	1.1	1.1
2011	.34	.34	.34	.34	1.1	1.1	1.1	1.1
2012	.34	.35	.35	.35	1.1	1.1	1.1	1.1
2013	.36	.35	.36	.36	1.1	1.1	1.1	1.1
2014	.36	.36	.37	.37	1.1	1.1	1.1	1.1
2015	.37	.37	.37	.37	1.1	1.1	1.1	1.1
2016	.37	.38	.38	.38	1.1	1.1	1.1	1.1
2017	.38	.39	.39	.38	1.1	1.1	1.1	1.1
2018	.39	.39	.39	.39	1.1	1.1	1.1	1.1
2019	.39	–	–	–	1.1	–	–	–
Federal unemployment insurance								
2004	.03	.03	.03	.03	.1	.1	.1	.1
2005	.03	.03	.03	.03	.1	.1	.1	.1
2006	.03	.03	.03	.03	.1	.1	.1	.1
2007	.03	.03	.03	.03	.1	.1	.1	.1
2008	.03	.03	.03	.03	.1	.1	.1	.1
2009	.03	.03	.03	.03	.1	.1	.1	.1
2010	.03	.03	.03	.03	.1	.1	.1	.1
2011	.03	.03	.02	.02	.1	.1	.1	.1
2012	.03	.03	.03	.03	.1	.1	.1	.1
2013	.03	.03	.03	.03	.1	.1	.1	.1
2014	.03	.03	.03	.03	.1	.1	.1	.1
2015	.03	.03	.03	.04	.1	.1	.1	.1
2016	.03	.03	.03	.03	.1	.1	.1	.1
2017	.03	.03	.03	.03	.1	.1	.1	.1
2018	.03	.03	.03	.03	.1	.1	.1	.1
2019	.02	–	–	–	.1	–	–	–
State unemployment insurance								
2004	.15	.17	.17	.18	.6	.6	.6	.7
2005	.19	.20	.21	.21	.7	.7	.7	.8
2006	.21	.21	.21	.21	.7	.7	.7	.7
2007	.20	.20	.20	.20	.7	.7	.7	.7
2008	.19	.19	.19	.19	.6	.6	.6	.6
2009	.19	.19	.19	.19	.6	.6	.6	.6
2010	.21	.23	.24	.23	.7	.7	.8	.7
2011	.25	.27	.27	.27	.8	.9	.9	.9
2012	.28	.29	.29	.29	.9	.9	.9	.9
2013	.29	.29	.29	.29	.9	.9	.9	.9
2014	.29	.29	.29	.30	.9	.9	.9	.9
2015	.29	.29	.28	.27	.9	.9	.8	.8
2016	.27	.26	.26	.25	.8	.8	.7	.7
2017	.25	.25	.24	.23	.7	.7	.7	.7
2018	.23	.22	.21	.19	.7	.6	.6	.5
2019	.19	–	–	–	.5	–	–	–

See footnotes at end of table.

Table 9. Private industry workers, by major occupational group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Natural resources, construction, and maintenance occupations

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Workers' compensation								
2004	1.15	1.20	1.20	1.22	4.3	4.5	4.5	4.5
2005	1.23	1.25	1.23	1.21	4.5	4.5	4.4	4.3
2006	1.20	1.21	1.21	1.19	4.3	4.3	4.2	4.1
2007	1.18	1.18	1.17	1.16	4.1	4.0	4.0	3.9
2008	1.16	1.18	1.17	1.18	3.8	3.9	3.8	3.8
2009	1.18	1.18	1.17	1.14	3.8	3.8	3.7	3.7
2010	1.14	1.15	1.15	1.10	3.7	3.7	3.7	3.6
2011	1.09	1.12	1.12	1.02	3.5	3.6	3.6	3.3
2012	1.02	1.05	1.06	.98	3.3	3.3	3.3	3.1
2013	.98	.99	1.01	1.05	3.0	3.1	3.1	3.2
2014	1.05	1.07	1.08	1.07	3.2	3.2	3.2	3.1
2015	1.05	1.07	1.08	1.12	3.1	3.1	3.1	3.3
2016	1.11	1.11	1.15	1.12	3.3	3.3	3.3	3.2
2017	1.14	1.17	1.18	1.15	3.2	3.3	3.3	3.3
2018	1.15	1.16	1.16	1.19	3.3	3.3	3.2	3.4
2019	1.18	–	–	–	3.3	–	–	–
Other benefits[4]								
2004	.03	.03	.03	.03	.1	.1	.1	.1
2005	.03	.04	.04	.03	.1	.1	.1	.1

[1] Prior to June 2008, paid personal leave was included in other leave. Other leave also included paid military, funeral, and jury leave.
[2] Includes premium pay (such as overtime, weekends, and holidays) for work in addition to the regular work schedule.
[3] Social Security refers to the Old-Age, Survivors, and Disability Insurance (OASDI) program.
[4] Includes severance pay and supplemental unemployment benefits. Publication of other benefits was discontinued beginning in June 2006.

Note: The sum of individual items may not equal totals due to rounding. Dashes indicate data are not available.

Table 9. Private industry workers, by major occupational group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Production, transportation, and material moving occupations

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Total compensation								
2004	$20.21	$20.26	$20.57	$20.73	100.0	100.0	100.0	100.0
2005	20.82	20.91	21.07	21.22	100.0	100.0	100.0	100.0
2006	21.19	21.30	21.47	22.20	100.0	100.0	100.0	100.0
2007	22.22	22.52	22.64	22.73	100.0	100.0	100.0	100.0
2008	23.07	23.12	23.32	23.11	100.0	100.0	100.0	100.0
2009	23.28	23.37	23.52	23.49	100.0	100.0	100.0	100.0
2010	23.72	23.82	24.04	23.53	100.0	100.0	100.0	100.0
2011	23.70	23.94	24.02	23.89	100.0	100.0	100.0	100.0
2012	24.08	24.18	24.30	24.69	100.0	100.0	100.0	100.0
2013	24.88	24.86	25.08	25.94	100.0	100.0	100.0	100.0
2014	26.12	26.14	26.52	26.83	100.0	100.0	100.0	100.0
2015	27.06	27.02	27.24	26.82	100.0	100.0	100.0	100.0
2016	26.99	27.00	27.17	27.45	100.0	100.0	100.0	100.0
2017	27.71	27.89	28.11	27.93	100.0	100.0	100.0	100.0
2018	28.40	28.54	28.74	28.51	100.0	100.0	100.0	100.0
2019	28.89	–	–	–	100.0	–	–	–
Wages and salaries								
2004	13.52	13.50	13.69	13.74	66.9	66.6	66.6	66.3
2005	13.77	13.89	13.98	14.09	66.2	66.4	66.4	66.4
2006	14.14	14.21	14.32	14.76	66.7	66.7	66.7	66.5
2007	14.85	15.00	15.09	15.15	66.8	66.6	66.7	66.6
2008	15.37	15.44	15.58	15.49	66.6	66.8	66.8	67.0
2009	15.59	15.67	15.77	15.80	67.0	67.0	67.1	67.3
2010	15.85	15.90	16.03	15.75	66.8	66.8	66.7	66.9
2011	15.80	15.85	15.93	15.91	66.7	66.2	66.3	66.6
2012	16.10	16.14	16.23	16.45	66.8	66.7	66.8	66.6
2013	16.57	16.56	16.72	17.09	66.6	66.6	66.7	65.9
2014	17.20	17.24	17.48	17.67	65.8	66.0	65.9	65.9
2015	17.80	17.80	17.94	17.67	65.8	65.9	65.8	65.9
2016	17.80	17.86	17.99	18.20	66.0	66.1	66.2	66.3
2017	18.40	18.51	18.65	18.45	66.4	66.4	66.4	66.1
2018	18.77	18.87	19.06	18.84	66.1	66.1	66.3	66.1
2019	19.10	–	–	–	66.1	–	–	–
Total benefits								
2004	6.70	6.76	6.88	6.99	33.1	33.4	33.4	33.7
2005	7.04	7.02	7.08	7.13	33.8	33.6	33.6	33.6
2006	7.06	7.09	7.15	7.43	33.3	33.3	33.3	33.5
2007	7.38	7.52	7.55	7.58	33.2	33.4	33.3	33.4
2008	7.70	7.68	7.74	7.62	33.4	33.2	33.2	33.0
2009	7.69	7.70	7.75	7.69	33.0	33.0	32.9	32.7
2010	7.87	7.92	8.01	7.78	33.2	33.2	33.3	33.1
2011	7.90	8.08	8.09	7.98	33.3	33.8	33.7	33.4
2012	7.98	8.04	8.06	8.25	33.2	33.3	33.2	33.4
2013	8.31	8.30	8.36	8.85	33.4	33.4	33.3	34.1
2014	8.92	8.89	9.04	9.16	34.2	34.0	34.1	34.1
2015	9.26	9.22	9.30	9.15	34.2	34.1	34.2	34.1
2016	9.19	9.14	9.18	9.25	34.0	33.9	33.8	33.7
2017	9.31	9.38	9.46	9.48	33.6	33.6	33.6	33.9
2018	9.63	9.66	9.68	9.67	33.9	33.9	33.7	33.9
2019	9.79	–	–	–	33.9	–	–	–
Paid leave								
2004	1.18	1.15	1.16	1.17	5.8	5.7	5.6	5.6
2005	1.18	1.18	1.19	1.27	5.6	5.6	5.7	6.0
2006	1.27	1.27	1.28	1.36	6.0	6.0	6.0	6.1
2007	1.37	1.39	1.37	1.38	6.2	6.2	6.1	6.0
2008	1.37	1.36	1.38	1.38	5.9	5.9	5.9	6.0
2009	1.39	1.40	1.41	1.40	6.0	6.0	6.0	5.9
2010	1.41	1.42	1.43	1.40	6.0	6.0	6.0	5.9
2011	1.39	1.39	1.39	1.39	5.9	5.8	5.8	5.8
2012	1.41	1.41	1.41	1.45	5.8	5.8	5.8	5.9
2013	1.46	1.46	1.48	1.56	5.9	5.9	5.9	6.0
2014	1.57	1.57	1.61	1.63	6.0	6.0	6.1	6.1
2015	1.65	1.63	1.65	1.59	6.1	6.0	6.1	5.9
2016	1.61	1.60	1.60	1.63	5.9	5.9	5.9	5.9

See footnotes at end of table.

Table 9. Private industry workers, by major occupational group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Production, transportation, and material moving occupations

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Paid leave								
2017	1.65	1.66	1.67	1.64	5.9	6.0	5.9	5.9
2018	1.67	1.69	1.70	1.70	5.9	5.9	5.9	6.0
2019	1.73	–	–	–	6.0	–	–	–
Vacation								
2004	.58	.57	.57	.58	2.8	2.8	2.8	2.8
2005	.58	.58	.59	.60	2.8	2.8	2.8	2.8
2006	.63	.64	.64	.68	3.0	3.0	3.0	3.1
2007	.69	.70	.70	.71	3.1	3.1	3.1	3.1
2008	.70	.70	.71	.71	3.0	3.0	3.0	3.1
2009	.72	.72	.72	.72	3.1	3.1	3.1	3.1
2010	.73	.73	.73	.72	3.1	3.1	3.1	3.1
2011	.72	.72	.72	.72	3.0	3.0	3.0	3.0
2012	.73	.74	.74	.76	3.0	3.0	3.0	3.1
2013	.77	.76	.77	.82	3.1	3.1	3.1	3.1
2014	.82	.82	.84	.85	3.2	3.1	3.2	3.2
2015	.85	.84	.86	.81	3.2	3.1	3.1	3.0
2016	.82	.82	.82	.83	3.0	3.0	3.0	3.0
2017	.84	.85	.84	.83	3.0	3.0	3.0	3.0
2018	.85	.85	.86	.86	3.0	3.0	3.0	3.0
2019	.87	–	–	–	3.0	–	–	–
Holiday								
2004	.44	.42	.43	.43	2.2	2.1	2.1	2.1
2005	.43	.44	.44	.45	2.1	2.1	2.1	2.1
2006	.46	.46	.46	.48	2.2	2.1	2.1	2.1
2007	.48	.49	.49	.49	2.2	2.2	2.2	2.1
2008	.49	.49	.49	.49	2.1	2.1	2.1	2.1
2009	.49	.49	.50	.49	2.1	2.1	2.1	2.1
2010	.49	.49	.50	.48	2.1	2.1	2.1	2.0
2011	.48	.48	.48	.47	2.0	2.0	2.0	2.0
2012	.48	.48	.48	.48	2.0	2.0	2.0	2.0
2013	.49	.49	.50	.51	2.0	2.0	2.0	2.0
2014	.52	.52	.53	.54	2.0	2.0	2.0	2.0
2015	.55	.54	.55	.53	2.0	2.0	2.0	2.0
2016	.54	.54	.54	.54	2.0	2.0	2.0	2.0
2017	.55	.55	.56	.55	2.0	2.0	2.0	2.0
2018	.56	.56	.57	.57	2.0	2.0	2.0	2.0
2019	.58	–	–	–	2.0	–	–	–
Sick								
2004	.12	.12	.12	.12	.6	.6	.6	.6
2005	.12	.12	.12	.12	.6	.6	.6	.6
2006	.13	.13	.13	.14	.6	.6	.6	.6
2007	.14	.14	.14	.14	.6	.6	.6	.6
2008	.14	.14	.14	.14	.6	.6	.6	.6
2009	.15	.15	.15	.14	.6	.6	.6	.6
2010	.15	.14	.15	.14	.6	.6	.6	.6
2011	.14	.14	.14	.14	.6	.6	.6	.6
2012	.14	.14	.14	.15	.6	.6	.6	.6
2013	.15	.15	.15	.17	.6	.6	.6	.7
2014	.17	.17	.18	.18	.6	.6	.7	.7
2015	.18	.18	.18	.18	.7	.7	.7	.7
2016	.18	.18	.18	.19	.7	.7	.7	.7
2017	.19	.19	.19	.19	.7	.7	.7	.7
2018	.20	.20	.20	.21	.7	.7	.7	.7
2019	.21	–	–	–	.7	–	–	–
Personal[1]								
2004	.04	.04	.04	.04	.2	.2	.2	.2
2005	.04	.04	.04	.11	.2	.2	.2	.5
2006	.05	.05	.05	.06	.2	.2	.2	.3
2007	.06	.06	.04	.04	.3	.3	.2	.2
2008	.04	.03	.04	.04	.2	.1	.2	.2
2009	.04	.04	.04	.04	.2	.2	.2	.2
2010	.05	.05	.05	.05	.2	.2	.2	.2
2011	.05	.05	.05	.06	.2	.2	.2	.2

See footnotes at end of table.

Table 9. Private industry workers, by major occupational group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Production, transportation, and material moving occupations

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Personal[1]								
2012	0.06	0.06	0.05	0.06	0.2	0.2	0.2	0.2
2013	.06	.06	.06	.06	.2	.2	.2	.2
2014	.06	.06	.06	.06	.2	.2	.2	.2
2015	.07	.06	.06	.06	.2	.2	.2	.2
2016	.06	.07	.07	.07	.2	.2	.2	.2
2017	.07	.07	.07	.07	.3	.3	.3	.3
2018	.07	.07	.07	.07	.2	.2	.2	.3
2019	.07	–	–	–	.2	–	–	–
Supplemental pay								
2004	.77	.75	.77	.77	3.8	3.7	3.7	3.7
2005	.79	.79	.79	.79	3.8	3.8	3.8	3.7
2006	.77	.76	.77	.79	3.6	3.6	3.6	3.5
2007	.79	.81	.81	.82	3.6	3.6	3.6	3.6
2008	.86	.86	.88	.87	3.7	3.7	3.8	3.7
2009	.83	.83	.84	.82	3.6	3.6	3.6	3.5
2010	.80	.80	.80	.78	3.4	3.3	3.3	3.3
2011	.84	.86	.85	.86	3.5	3.6	3.6	3.6
2012	.88	.88	.86	.88	3.7	3.7	3.6	3.6
2013	.88	.88	.88	.94	3.5	3.5	3.5	3.6
2014	.96	.96	.97	1.01	3.7	3.7	3.6	3.8
2015	1.00	.98	.99	.98	3.7	3.6	3.6	3.6
2016	1.00	1.01	1.01	1.01	3.7	3.7	3.7	3.7
2017	1.00	1.00	1.01	1.08	3.6	3.6	3.6	3.9
2018	1.12	1.10	1.11	1.16	3.9	3.9	3.9	4.1
2019	1.19	–	–	–	4.1	–	–	–
Overtime and premium[2]								
2004	.50	.48	.49	.50	2.5	2.4	2.4	2.4
2005	.50	.50	.51	.51	2.4	2.4	2.4	2.4
2006	.49	.49	.49	.50	2.3	2.3	2.3	2.2
2007	.50	.50	.51	.50	2.2	2.2	2.2	2.2
2008	.52	.52	.52	.53	2.2	2.2	2.2	2.3
2009	.53	.53	.53	.52	2.3	2.3	2.3	2.2
2010	.52	.52	.52	.51	2.2	2.2	2.2	2.2
2011	.52	.52	.52	.50	2.2	2.2	2.2	2.1
2012	.51	.51	.52	.52	2.1	2.1	2.1	2.1
2013	.52	.52	.53	.54	2.1	2.1	2.1	2.1
2014	.55	.55	.56	.56	2.1	2.1	2.1	2.1
2015	.56	.56	.57	.54	2.1	2.1	2.1	2.0
2016	.54	.55	.55	.56	2.0	2.0	2.0	2.0
2017	.57	.58	.58	.59	2.1	2.1	2.1	2.1
2018	.60	.61	.61	.60	2.1	2.1	2.1	2.1
2019	.62	–	–	–	2.1	–	–	–
Shift differentials								
2004	.09	.09	.09	.09	.5	.4	.4	.4
2005	.09	.09	.09	.10	.5	.4	.4	.5
2006	.10	.10	.10	.11	.5	.5	.5	.5
2007	.11	.11	.10	.10	.5	.5	.5	.4
2008	.10	.10	.10	.10	.4	.4	.4	.4
2009	.09	.09	.09	.09	.4	.4	.4	.4
2010	.09	.09	.09	.08	.4	.4	.4	.4
2011	.09	.09	.08	.08	.4	.4	.4	.3
2012	.08	.08	.08	.08	.3	.3	.3	.3
2013	.08	.08	.08	.09	.3	.3	.3	.3
2014	.09	.09	.09	.09	.3	.3	.3	.3
2015	.09	.09	.09	.08	.3	.3	.3	.3
2016	.08	.08	.08	.08	.3	.3	.3	.3
2017	.08	.08	.08	.09	.3	.3	.3	.3
2018	.10	.09	.09	.11	.3	.3	.3	.4
2019	.11	–	–	–	.4	–	–	–
Nonproduction bonuses								
2004	.18	.18	.18	.18	.9	.9	.9	.9
2005	.19	.19	.20	.18	.9	.9	.9	.8
2006	.18	.18	.19	.18	.8	.8	.9	.8

See footnotes at end of table.

Table 9. Private industry workers, by major occupational group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Production, transportation, and material moving occupations

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Nonproduction bonuses								
2007	0.19	0.21	0.20	0.22	0.8	0.9	0.9	0.9
2008	.24	.24	.26	.24	1.1	1.0	1.1	1.0
2009	.21	.21	.21	.21	.9	.9	.9	.9
2010	.19	.19	.18	.19	.8	.8	.8	.8
2011	.24	.25	.25	.28	1.0	1.1	1.0	1.2
2012	.29	.29	.27	.28	1.2	1.2	1.1	1.1
2013	.28	.27	.27	.31	1.1	1.1	1.1	1.2
2014	.32	.32	.32	.36	1.2	1.2	1.2	1.4
2015	.35	.33	.33	.36	1.3	1.2	1.2	1.3
2016	.37	.38	.37	.37	1.4	1.4	1.4	1.3
2017	.35	.34	.35	.40	1.2	1.2	1.2	1.4
2018	.42	.40	.41	.45	1.5	1.4	1.4	1.6
2019	.46	–	–	–	1.6	–	–	–
Insurance								
2004	1.83	1.85	1.87	1.90	9.1	9.1	9.1	9.2
2005	1.97	1.99	1.99	2.00	9.5	9.5	9.5	9.4
2006	2.05	2.06	2.09	2.16	9.7	9.7	9.7	9.7
2007	2.21	2.26	2.29	2.30	10.0	10.1	10.1	10.1
2008	2.35	2.34	2.36	2.32	10.2	10.1	10.1	10.1
2009	2.40	2.40	2.42	2.40	10.3	10.3	10.3	10.2
2010	2.50	2.54	2.56	2.50	10.5	10.7	10.6	10.6
2011	2.53	2.56	2.57	2.50	10.7	10.7	10.7	10.5
2012	2.53	2.56	2.59	2.64	10.5	10.6	10.6	10.7
2013	2.67	2.65	2.67	2.86	10.7	10.7	10.6	11.0
2014	2.89	2.88	2.91	2.86	11.1	11.0	11.0	10.7
2015	2.92	2.93	2.95	2.87	10.8	10.9	10.8	10.7
2016	2.88	2.85	2.88	2.87	10.7	10.5	10.6	10.4
2017	2.88	2.90	2.92	2.90	10.4	10.4	10.4	10.4
2018	2.94	2.96	2.96	2.94	10.3	10.4	10.3	10.3
2019	2.98	–	–	–	10.3	–	–	–
Life								
2004	.04	.04	.04	.04	.2	.2	.2	.2
2005	.04	.04	.04	.04	.2	.2	.2	.2
2006	.04	.04	.04	.04	.2	.2	.2	.2
2007	.04	.04	.04	.04	.2	.2	.2	.2
2008	.04	.04	.04	.04	.2	.2	.2	.2
2009	.04	.04	.04	.04	.2	.2	.2	.2
2010	.05	.05	.05	.04	.2	.2	.2	.2
2011	.04	.04	.04	.04	.2	.2	.2	.2
2012	.04	.04	.04	.04	.2	.2	.2	.1
2013	.04	.04	.04	.04	.2	.2	.2	.2
2014	.04	.04	.04	.04	.1	.2	.1	.2
2015	.04	.04	.04	.04	.2	.2	.1	.1
2016	.04	.04	.04	.04	.1	.1	.1	.1
2017	.04	.04	.04	.04	.1	.1	.1	.1
2018	.04	.04	.04	.04	.1	.1	.1	.1
2019	.04	–	–	–	.1	–	–	–
Health								
2004	1.72	1.73	1.75	1.78	8.5	8.5	8.5	8.6
2005	1.85	1.86	1.86	1.87	8.9	8.9	8.9	8.8
2006	1.91	1.94	1.96	2.02	9.0	9.1	9.1	9.1
2007	2.07	2.12	2.15	2.16	9.3	9.4	9.5	9.5
2008	2.21	2.21	2.22	2.18	9.6	9.5	9.5	9.4
2009	2.25	2.25	2.27	2.25	9.7	9.6	9.6	9.6
2010	2.34	2.39	2.40	2.36	9.9	10.0	10.0	10.0
2011	2.39	2.42	2.43	2.36	10.1	10.1	10.1	9.9
2012	2.39	2.42	2.44	2.49	9.9	10.0	10.1	10.1
2013	2.51	2.50	2.51	2.69	10.1	10.0	10.0	10.4
2014	2.72	2.72	2.74	2.69	10.4	10.4	10.3	10.0
2015	2.74	2.76	2.78	2.70	10.1	10.2	10.2	10.1
2016	2.71	2.68	2.72	2.70	10.1	9.9	10.0	9.8
2017	2.72	2.74	2.75	2.75	9.8	9.8	9.8	9.8
2018	2.78	2.80	2.80	2.79	9.8	9.8	9.7	9.8

See footnotes at end of table.

Table 9. Private industry workers, by major occupational group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Production, transportation, and material moving occupations

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Health								
2019	2.83	–	–	–	9.8	–	–	–
Short-term disability								
2004	.06	0.06	0.06	0.06	.3	0.3	0.3	0.3
2005	.07	.07	.07	.07	.3	.3	.3	.3
2006	.06	.06	.07	.06	.3	.3	.3	.3
2007	.06	.06	.06	.07	.3	.3	.3	.3
2008	.07	.06	.06	.06	.3	.3	.3	.3
2009	.06	.06	.06	.06	.3	.3	.3	.2
2010	.06	.06	.06	.06	.3	.3	.3	.2
2011	.06	.06	.06	.05	.2	.2	.2	.2
2012	.06	.06	.06	.06	.2	.2	.2	.2
2013	.06	.06	.06	.06	.2	.2	.2	.2
2014	.06	.06	.06	.06	.2	.2	.2	.2
2015	.06	.06	.06	.06	.2	.2	.2	.2
2016	.06	.06	.06	.06	.2	.2	.2	.2
2017	.06	.06	.06	.06	.2	.2	.2	.2
2018	.06	.06	.06	.06	.2	.2	.2	.2
2019	.06	–	–	–	.2	–	–	–
Long-term disability								
2004	.02	.02	.02	.02	.1	.1	.1	.1
2005	.02	.02	.02	.02	.1	.1	.1	.1
2006	.03	.03	.03	.03	.1	.1	.1	.1
2007	.04	.04	.04	.04	.2	.2	.2	.2
2008	.03	.03	.04	.04	.2	.1	.2	.2
2009	.04	.04	.04	.05	.2	.2	.2	.2
2010	.05	.04	.04	.04	.2	.2	.2	.2
2011	.05	.05	.05	.05	.2	.2	.2	.2
2012	.05	.05	.05	.06	.2	.2	.2	.2
2013	.06	.06	.06	.07	.2	.2	.2	.3
2014	.06	.06	.07	.08	.2	.2	.3	.3
2015	.07	.07	.07	.07	.3	.3	.3	.3
2016	.07	.07	.06	.07	.3	.2	.2	.2
2017	.06	.07	.07	.05	.2	.2	.2	.2
2018	.06	.06	.06	.04	.2	.2	.2	.2
2019	.04	–	–	–	.1	–	–	–
Retirement and savings								
2004	.83	.88	.92	.98	4.1	4.3	4.5	4.7
2005	.92	.86	.89	.85	4.4	4.1	4.2	4.0
2006	.82	.82	.83	.90	3.9	3.9	3.9	4.1
2007	.81	.85	.86	.87	3.6	3.8	3.8	3.8
2008	.89	.87	.88	.86	3.8	3.8	3.8	3.7
2009	.85	.84	.85	.84	3.6	3.6	3.6	3.6
2010	.89	.88	.92	.84	3.7	3.7	3.8	3.6
2011	.85	.97	.96	.91	3.6	4.1	4.0	3.8
2012	.81	.82	.83	.87	3.4	3.4	3.4	3.5
2013	.88	.88	.88	.98	3.6	3.5	3.5	3.8
2014	1.00	.99	1.02	1.09	3.8	3.8	3.8	4.0
2015	1.11	1.10	1.14	1.15	4.1	4.1	4.2	4.3
2016	1.15	1.15	1.14	1.18	4.2	4.2	4.2	4.3
2017	1.19	1.21	1.24	1.23	4.3	4.3	4.4	4.4
2018	1.24	1.27	1.25	1.25	4.4	4.5	4.4	4.4
2019	1.26	–	–	–	4.4	–	–	–
Defined benefit								
2004	.57	.61	.65	.71	2.8	3.0	3.2	3.4
2005	.65	.58	.61	.57	3.1	2.8	2.9	2.7
2006	.54	.54	.54	.58	2.5	2.5	2.5	2.6
2007	.47	.50	.50	.50	2.1	2.2	2.2	2.2
2008	.51	.50	.50	.47	2.2	2.2	2.2	2.0
2009	.47	.48	.48	.46	2.0	2.0	2.0	2.0
2010	.52	.51	.54	.49	2.2	2.2	2.3	2.1
2011	.49	.62	.60	.54	2.1	2.6	2.5	2.3
2012	.44	.45	.46	.48	1.8	1.9	1.9	1.9
2013	.48	.48	.47	.53	1.9	1.9	1.9	2.0

See footnotes at end of table.

Table 9. Private industry workers, by major occupational group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Production, transportation, and material moving occupations

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Defined benefit								
2014	0.54	0.54	0.55	0.58	2.1	2.1	2.1	2.2
2015	.58	.58	.61	.64	2.2	2.2	2.2	2.4
2016	.62	.62	.62	.65	2.3	2.3	2.3	2.4
2017	.64	.65	.69	.65	2.3	2.3	2.4	2.3
2018	.65	.67	.64	.65	2.3	2.4	2.2	2.3
2019	.65	–	–	–	2.3	–	–	–
Defined contribution								
2004	.27	.27	.27	.27	1.3	1.3	1.3	1.3
2005	.27	.28	.28	.28	1.3	1.3	1.3	1.3
2006	.28	.28	.29	.33	1.3	1.3	1.3	1.5
2007	.34	.35	.35	.37	1.5	1.6	1.6	1.6
2008	.38	.38	.37	.39	1.6	1.6	1.6	1.7
2009	.38	.37	.37	.37	1.6	1.6	1.6	1.6
2010	.37	.37	.37	.35	1.6	1.5	1.6	1.5
2011	.36	.35	.36	.37	1.5	1.5	1.5	1.5
2012	.37	.37	.37	.40	1.5	1.5	1.5	1.6
2013	.40	.40	.41	.45	1.6	1.6	1.6	1.7
2014	.46	.45	.47	.51	1.8	1.7	1.8	1.9
2015	.52	.52	.53	.51	1.9	1.9	1.9	1.9
2016	.52	.52	.52	.53	1.9	1.9	1.9	1.9
2017	.55	.55	.55	.58	2.0	2.0	2.0	2.1
2018	.58	.60	.61	.60	2.1	2.1	2.1	2.1
2019	.61	–	–	–	2.1	–	–	–
Legally required benefits								
2004	2.03	2.08	2.11	2.11	10.1	10.3	10.2	10.2
2005	2.13	2.16	2.18	2.16	10.2	10.3	10.3	10.2
2006	2.15	2.17	2.18	2.22	10.2	10.2	10.2	10.0
2007	2.20	2.21	2.22	2.22	9.9	9.8	9.8	9.8
2008	2.24	2.24	2.24	2.20	9.7	9.7	9.6	9.5
2009	2.22	2.23	2.24	2.23	9.5	9.5	9.5	9.5
2010	2.27	2.29	2.31	2.26	9.6	9.6	9.6	9.6
2011	2.28	2.31	2.31	2.32	9.6	9.6	9.6	9.7
2012	2.35	2.37	2.38	2.41	9.8	9.8	9.8	9.8
2013	2.42	2.43	2.45	2.50	9.7	9.8	9.8	9.7
2014	2.50	2.51	2.53	2.57	9.6	9.6	9.6	9.6
2015	2.58	2.57	2.57	2.56	9.5	9.5	9.4	9.5
2016	2.56	2.54	2.55	2.57	9.5	9.4	9.4	9.4
2017	2.59	2.60	2.62	2.63	9.4	9.3	9.3	9.4
2018	2.66	2.64	2.66	2.62	9.4	9.3	9.3	9.2
2019	2.64	–	–	–	9.1	–	–	–
Social Security and Medicare								
2004	1.16	1.15	1.17	1.17	5.7	5.7	5.7	5.7
2005	1.18	1.19	1.20	1.21	5.7	5.7	5.7	5.7
2006	1.22	1.23	1.24	1.27	5.8	5.8	5.8	5.7
2007	1.28	1.29	1.30	1.30	5.7	5.7	5.7	5.7
2008	1.32	1.32	1.33	1.33	5.7	5.7	5.7	5.7
2009	1.34	1.35	1.35	1.35	5.8	5.8	5.8	5.8
2010	1.36	1.36	1.37	1.35	5.7	5.7	5.7	5.7
2011	1.36	1.36	1.36	1.36	5.7	5.7	5.7	5.7
2012	1.38	1.38	1.39	1.41	5.7	5.7	5.7	5.7
2013	1.41	1.42	1.43	1.47	5.7	5.7	5.7	5.6
2014	1.48	1.48	1.50	1.51	5.7	5.7	5.6	5.6
2015	1.52	1.52	1.53	1.50	5.6	5.6	5.6	5.6
2016	1.51	1.52	1.53	1.54	5.6	5.6	5.6	5.6
2017	1.56	1.57	1.59	1.59	5.6	5.6	5.6	5.7
2018	1.61	1.62	1.64	1.64	5.7	5.7	5.7	5.7
2019	1.66	–	–	–	5.7	–	–	–
Social Security[3]								
2004	.94	.93	.95	.95	4.6	4.6	4.6	4.6
2005	.96	.97	.97	.98	4.6	4.6	4.6	4.6
2006	.99	1.00	1.00	1.03	4.7	4.7	4.7	4.6
2007	1.03	1.04	1.05	1.05	4.6	4.6	4.6	4.6
2008	1.07	1.07	1.07	1.07	4.6	4.6	4.6	4.6

See footnotes at end of table.

Table 9. Private industry workers, by major occupational group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Production, transportation, and material moving occupations

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Social Security[3]								
2009	1.08	1.09	1.09	1.09	4.6	4.7	4.7	4.7
2010	1.10	1.10	1.11	1.09	4.6	4.6	4.6	4.6
2011	1.10	1.10	1.10	1.10	4.6	4.6	4.6	4.6
2012	1.11	1.12	1.12	1.14	4.6	4.6	4.6	4.6
2013	1.14	1.14	1.15	1.18	4.6	4.6	4.6	4.6
2014	1.19	1.19	1.21	1.22	4.6	4.6	4.6	4.5
2015	1.22	1.22	1.23	1.21	4.5	4.5	4.5	4.5
2016	1.22	1.22	1.23	1.24	4.5	4.5	4.5	4.5
2017	1.26	1.27	1.28	1.28	4.5	4.5	4.6	4.6
2018	1.30	1.31	1.32	1.32	4.6	4.6	4.6	4.6
2019	1.34	–	–	–	4.6	–	–	–
Medicare								
2004	.22	.22	.22	.22	1.1	1.1	1.1	1.1
2005	.23	.23	.23	.23	1.1	1.1	1.1	1.1
2006	.23	.23	.24	.24	1.1	1.1	1.1	1.1
2007	.24	.25	.25	.25	1.1	1.1	1.1	1.1
2008	.25	.25	.26	.26	1.1	1.1	1.1	1.1
2009	.26	.26	.26	.26	1.1	1.1	1.1	1.1
2010	.26	.26	.26	.26	1.1	1.1	1.1	1.1
2011	.26	.26	.26	.26	1.1	1.1	1.1	1.1
2012	.26	.26	.27	.27	1.1	1.1	1.1	1.1
2013	.27	.27	.27	.28	1.1	1.1	1.1	1.1
2014	.28	.28	.29	.29	1.1	1.1	1.1	1.1
2015	.29	.29	.30	.29	1.1	1.1	1.1	1.1
2016	.29	.29	.30	.30	1.1	1.1	1.1	1.1
2017	.30	.31	.31	.31	1.1	1.1	1.1	1.1
2018	.31	.31	.32	.31	1.1	1.1	1.1	1.1
2019	.32	–	–	–	1.1	–	–	–
Federal unemployment insurance								
2004	.03	.03	.03	.03	.2	.2	.2	.2
2005	.03	.03	.03	.03	.2	.1	.1	.2
2006	.03	.03	.03	.03	.1	.1	.1	.1
2007	.03	.03	.03	.03	.1	.1	.1	.1
2008	.03	.03	.03	.03	.1	.1	.1	.1
2009	.03	.03	.03	.03	.1	.1	.1	.1
2010	.03	.03	.03	.03	.1	.1	.1	.1
2011	.03	.03	.02	.02	.1	.1	.1	.1
2012	.03	.03	.03	.03	.1	.1	.1	.1
2013	.04	.04	.04	.04	.1	.1	.1	.1
2014	.04	.04	.04	.04	.1	.1	.1	.1
2015	.04	.04	.04	.04	.1	.1	.1	.1
2016	.03	.03	.03	.03	.1	.1	.1	.1
2017	.03	.03	.03	.03	.1	.1	.1	.1
2018	.03	.03	.03	.03	.1	.1	.1	.1
2019	.02	–	–	–	.1	–	–	–
State unemployment insurance								
2004	.15	.16	.16	.17	.7	.8	.8	.8
2005	.17	.18	.18	.18	.8	.8	.9	.8
2006	.17	.17	.17	.17	.8	.8	.8	.8
2007	.17	.17	.17	.17	.8	.8	.7	.7
2008	.17	.17	.17	.16	.7	.7	.7	.7
2009	.17	.17	.17	.17	.7	.7	.7	.7
2010	.19	.20	.21	.21	.8	.9	.9	.9
2011	.23	.24	.24	.25	1.0	1.0	1.0	1.0
2012	.25	.26	.26	.26	1.1	1.1	1.1	1.1
2013	.26	.26	.25	.25	1.1	1.0	1.0	1.0
2014	.25	.24	.24	.23	1.0	.9	.9	.9
2015	.23	.22	.21	.20	.9	.8	.8	.7
2016	.20	.19	.18	.18	.7	.7	.7	.7
2017	.18	.17	.17	.16	.7	.6	.6	.6
2018	.16	.15	.15	.15	.6	.5	.5	.5
2019	.15	–	–	–	.5	–	–	–

See footnotes at end of table.

Table 9. Private industry workers, by major occupational group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Production, transportation, and material moving occupations

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Workers' compensation								
2004	0.69	0.74	0.74	0.74	3.4	3.6	3.6	3.6
2005	.74	.75	.76	.74	3.6	3.6	3.6	3.5
2006	.73	.73	.74	.75	3.4	3.4	3.4	3.4
2007	.72	.72	.73	.72	3.3	3.2	3.2	3.1
2008	.72	.71	.71	.67	3.1	3.1	3.1	2.9
2009	.68	.68	.68	.68	2.9	2.9	2.9	2.9
2010	.69	.69	.69	.67	2.9	2.9	2.9	2.8
2011	.67	.68	.68	.69	2.8	2.8	2.8	2.9
2012	.69	.69	.69	.71	2.9	2.8	2.8	2.9
2013	.71	.72	.73	.75	2.8	2.9	2.9	2.9
2014	.74	.75	.76	.79	2.8	2.9	2.9	2.9
2015	.79	.80	.80	.82	2.9	2.9	2.9	3.0
2016	.81	.80	.80	.81	3.0	3.0	2.9	3.0
2017	.82	.83	.83	.85	3.0	3.0	3.0	3.0
2018	.85	.84	.85	.81	3.0	3.0	2.9	2.8
2019	.81	–	–	–	2.8	–	–	–
Other benefits[4]								
2004	.05	.05	.05	.05	.2	.3	.3	.3
2005	.05	.05	.04	.05	.3	.2	.2	.2

[1] Prior to June 2008, paid personal leave was included in other leave. Other leave also included paid military, funeral, and jury leave.
[2] Includes premium pay (such as overtime, weekends, and holidays) for work in addition to the regular work schedule.
[3] Social Security refers to the Old-Age, Survivors, and Disability Insurance (OASDI) program.
[4] Includes severance pay and supplemental unemployment benefits. Publication of other benefits was discontinued beginning in June 2006.

Note: The sum of individual items may not equal totals due to rounding. Dashes indicate data are not available.

Table 10. Private industry workers, by bargaining unit status: employer costs per hours worked for employee compensation and costs as a percentage of total compensation

Union workers

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Total compensation								
2004	$31.94	$32.04	$32.54	$32.83	100.0	100.0	100.0	100.0
2005	33.17	33.42	33.79	33.66	100.0	100.0	100.0	100.0
2006	34.07	34.77	35.08	35.60	100.0	100.0	100.0	100.0
2007	35.27	35.69	35.92	36.09	100.0	100.0	100.0	100.0
2008	36.28	36.34	36.65	36.22	100.0	100.0	100.0	100.0
2009	36.59	36.85	37.02	36.62	100.0	100.0	100.0	100.0
2010	37.16	37.39	37.85	37.35	100.0	100.0	100.0	100.0
2011	37.68	38.19	38.30	38.23	100.0	100.0	100.0	100.0
2012	38.41	38.80	39.16	39.92	100.0	100.0	100.0	100.0
2013	40.43	40.53	40.64	41.54	100.0	100.0	100.0	100.0
2014	43.84	44.23	44.09	46.50	100.0	100.0	100.0	100.0
2015	46.62	46.48	46.38	45.28	100.0	100.0	100.0	100.0
2016	45.72	47.94	45.70	47.82	100.0	100.0	100.0	100.0
2017	48.94	49.28	49.49	47.88	100.0	100.0	100.0	100.0
2018	47.65	48.33	48.57	47.29	100.0	100.0	100.0	100.0
2019	47.27	–	–	–	100.0	–	–	–
Wages and salaries								
2004	20.32	20.25	20.55	20.66	63.6	63.2	63.2	62.9
2005	20.76	20.92	21.13	21.24	62.6	62.6	62.5	63.1
2006	21.24	21.55	21.73	21.91	62.3	62.0	62.0	61.5
2007	21.92	22.10	22.32	22.34	62.2	61.9	62.1	61.9
2008	22.46	22.56	22.77	22.53	61.9	62.1	62.1	62.2
2009	22.76	22.91	23.00	22.75	62.2	62.2	62.1	62.1
2010	22.90	22.98	23.19	22.86	61.6	61.4	61.3	61.2
2011	23.02	23.13	23.26	23.04	61.1	60.6	60.7	60.3
2012	23.17	23.35	23.51	23.85	60.3	60.2	60.0	59.7
2013	24.17	24.18	24.33	24.83	59.8	59.7	59.9	59.8
2014	26.30	26.32	26.22	27.76	60.0	59.5	59.5	59.7
2015	27.89	28.01	27.87	27.20	59.8	60.3	60.1	60.1
2016	27.50	28.85	27.38	28.61	60.2	60.2	59.9	59.8
2017	29.34	29.52	29.56	28.75	60.0	59.9	59.7	60.0
2018	28.42	28.69	28.85	27.85	59.6	59.4	59.4	58.9
2019	27.90	–	–	–	59.0	–	–	–
Total benefits								
2004	11.61	11.79	11.99	12.17	36.4	36.8	36.8	37.1
2005	12.41	12.50	12.66	12.41	37.4	37.4	37.5	36.9
2006	12.83	13.22	13.35	13.69	37.7	38.0	38.0	38.5
2007	13.35	13.59	13.61	13.75	37.8	38.1	37.9	38.1
2008	13.82	13.78	13.88	13.69	38.1	37.9	37.9	37.8
2009	13.82	13.93	14.02	13.88	37.8	37.8	37.9	37.9
2010	14.26	14.41	14.66	14.49	38.4	38.6	38.7	38.8
2011	14.67	15.06	15.04	15.19	38.9	39.4	39.3	39.7
2012	15.24	15.44	15.65	16.07	39.7	39.8	40.0	40.3
2013	16.27	16.35	16.31	16.71	40.2	40.3	40.1	40.2
2014	17.54	17.91	17.87	18.74	40.0	40.5	40.5	40.3
2015	18.73	18.47	18.51	18.08	40.2	39.7	39.9	39.9
2016	18.22	19.09	18.31	19.21	39.8	39.8	40.1	40.2
2017	19.60	19.76	19.93	19.13	40.0	40.1	40.3	40.0
2018	19.23	19.64	19.73	19.45	40.4	40.6	40.6	41.1
2019	19.37	–	–	–	41.0	–	–	–
Paid leave								
2004	2.22	2.16	2.20	2.23	7.0	6.7	6.8	6.8
2005	2.25	2.26	2.28	2.26	6.8	6.8	6.8	6.7
2006	2.60	2.62	2.65	2.81	7.6	7.5	7.6	7.9
2007	2.79	2.80	2.77	2.78	7.9	7.8	7.7	7.7
2008	2.72	2.70	2.73	2.65	7.5	7.4	7.4	7.3
2009	2.70	2.72	2.74	2.71	7.4	7.4	7.4	7.4
2010	2.77	2.74	2.77	2.77	7.5	7.3	7.3	7.4
2011	2.77	2.74	2.74	2.76	7.3	7.2	7.2	7.2
2012	2.77	2.76	2.76	2.82	7.2	7.1	7.1	7.1
2013	2.87	2.86	2.89	2.94	7.1	7.1	7.1	7.1
2014	3.18	3.15	3.15	3.25	7.2	7.1	7.2	7.0
2015	3.29	3.27	3.26	3.11	7.1	7.0	7.0	6.9
2016	3.16	3.41	3.12	3.47	6.9	7.1	6.8	7.3

See footnotes at end of table.

Table 10. Private industry workers, by bargaining unit status: employer costs per hours worked for employee compensation and costs as a percentage of total compensation

Union workers

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Paid leave								
2017	3.51	3.52	3.50	3.31	7.2	7.1	7.1	6.9
2018	3.33	3.34	3.37	3.36	7.0	6.9	6.9	7.1
2019	3.34	–	–	–	7.1	–	–	–
Vacation								
2004	1.12	1.10	1.12	1.13	3.5	3.4	3.5	3.4
2005	1.14	1.15	1.17	1.13	3.4	3.4	3.4	3.4
2006	1.30	1.32	1.33	1.41	3.8	3.8	3.8	4.0
2007	1.42	1.42	1.42	1.43	4.0	4.0	4.0	4.0
2008	1.41	1.41	1.42	1.36	3.9	3.9	3.9	3.8
2009	1.39	1.41	1.42	1.41	3.8	3.8	3.8	3.8
2010	1.43	1.42	1.43	1.43	3.8	3.8	3.8	3.8
2011	1.42	1.41	1.42	1.41	3.8	3.7	3.7	3.7
2012	1.42	1.42	1.42	1.46	3.7	3.7	3.6	3.7
2013	1.48	1.48	1.50	1.51	3.7	3.7	3.7	3.6
2014	1.61	1.61	1.61	1.65	3.7	3.6	3.6	3.5
2015	1.67	1.66	1.66	1.60	3.6	3.6	3.6	3.5
2016	1.61	1.73	1.60	1.75	3.5	3.6	3.5	3.7
2017	1.77	1.78	1.77	1.67	3.6	3.6	3.6	3.5
2018	1.69	1.70	1.71	1.71	3.5	3.5	3.5	3.6
2019	1.69	–	–	–	3.6	–	–	–
Holiday								
2004	.72	.69	.70	.71	2.3	2.2	2.1	2.2
2005	.72	.72	.73	.75	2.2	2.2	2.2	2.2
2006	.80	.81	.82	.84	2.4	2.3	2.3	2.4
2007	.83	.84	.84	.84	2.4	2.4	2.3	2.3
2008	.81	.81	.81	.79	2.2	2.2	2.2	2.2
2009	.80	.80	.81	.80	2.2	2.2	2.2	2.2
2010	.81	.80	.81	.81	2.2	2.1	2.1	2.2
2011	.81	.81	.80	.81	2.2	2.1	2.1	2.1
2012	.81	.80	.81	.81	2.1	2.1	2.1	2.0
2013	.82	.82	.83	.86	2.0	2.0	2.0	2.1
2014	.93	.92	.93	.95	2.1	2.1	2.1	2.0
2015	.97	.96	.95	.92	2.1	2.1	2.1	2.0
2016	.93	1.00	.92	1.02	2.0	2.1	2.0	2.1
2017	1.04	1.03	1.02	.96	2.1	2.1	2.1	2.0
2018	.97	.97	.99	.99	2.0	2.0	2.0	2.1
2019	.99	–	–	–	2.1	–	–	–
Sick								
2004	.27	.27	.28	.28	.9	.8	.8	.9
2005	.28	.27	.28	.27	.8	.8	.8	.8
2006	.33	.33	.34	.37	1.0	1.0	1.0	1.0
2007	.36	.36	.36	.36	1.0	1.0	1.0	1.0
2008	.36	.36	.36	.36	1.0	1.0	1.0	1.0
2009	.37	.37	.37	.37	1.0	1.0	1.0	1.0
2010	.38	.37	.38	.38	1.0	1.0	1.0	1.0
2011	.38	.38	.38	.39	1.0	1.0	1.0	1.0
2012	.39	.38	.39	.40	1.0	1.0	1.0	1.0
2013	.40	.40	.40	.42	1.0	1.0	1.0	1.0
2014	.47	.46	.46	.48	1.1	1.0	1.0	1.0
2015	.48	.48	.47	.43	1.0	1.0	1.0	.9
2016	.45	.50	.44	.52	1.0	1.1	1.0	1.1
2017	.52	.52	.52	.50	1.1	1.1	1.1	1.0
2018	.47	.48	.48	.48	1.0	1.0	1.0	1.0
2019	.48	–	–	–	1.0	–	–	–
Personal[1]								
2004	.10	.10	.11	.11	.3	.3	.3	.3
2005	.11	.11	.11	.11	.3	.3	.3	.3
2006	.16	.16	.17	.18	.5	.5	.5	.5
2007	.18	.18	.14	.14	.5	.5	.4	.4
2008	.14	.13	.14	.13	.4	.4	.4	.4
2009	.14	.14	.14	.14	.4	.4	.4	.4
2010	.15	.15	.15	.15	.4	.4	.4	.4
2011	.15	.15	.15	.15	.4	.4	.4	.4

See footnotes at end of table.

Table 10. Private industry workers, by bargaining unit status: employer costs per hours worked for employee compensation and costs as a percentage of total compensation

Union workers

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Personal[1]								
2012	0.15	0.15	0.14	0.15	0.4	0.4	0.4	0.4
2013	.16	.16	.16	.15	.4	.4	.4	.4
2014	.16	.16	.16	.17	.4	.4	.4	.4
2015	.17	.17	.17	.17	.4	.4	.4	.4
2016	.17	.17	.16	.17	.4	.4	.3	.4
2017	.18	.18	.18	.19	.4	.4	.4	.4
2018	.19	.19	.19	.18	.4	.4	.4	.4
2019	.18	–	–	–	.4	–	–	–
Supplemental pay								
2004	1.07	1.04	1.07	1.06	3.3	3.3	3.3	3.2
2005	1.09	1.11	1.10	1.12	3.3	3.3	3.3	3.3
2006	1.14	1.16	1.20	1.13	3.3	3.3	3.4	3.2
2007	1.13	1.16	1.14	1.19	3.2	3.2	3.2	3.3
2008	1.25	1.24	1.26	1.20	3.4	3.4	3.4	3.3
2009	1.14	1.14	1.15	1.13	3.1	3.1	3.1	3.1
2010	1.12	1.09	1.09	1.08	3.0	2.9	2.9	2.9
2011	1.16	1.18	1.18	1.18	3.1	3.1	3.1	3.1
2012	1.23	1.25	1.26	1.29	3.2	3.2	3.2	3.2
2013	1.29	1.27	1.27	1.32	3.2	3.1	3.1	3.2
2014	1.31	1.33	1.34	1.44	3.0	3.0	3.0	3.1
2015	1.43	1.40	1.41	1.47	3.1	3.0	3.0	3.3
2016	1.52	1.48	1.52	1.40	3.3	3.1	3.3	2.9
2017	1.44	1.43	1.45	1.60	2.9	2.9	2.9	3.3
2018	1.57	1.57	1.60	1.56	3.3	3.3	3.3	3.3
2019	1.55	–	–	–	3.3	–	–	–
Overtime and premium[2]								
2004	.65	.65	.67	.66	2.0	2.0	2.0	2.0
2005	.68	.69	.69	.72	2.0	2.1	2.1	2.1
2006	.74	.74	.76	.75	2.2	2.1	2.2	2.1
2007	.74	.77	.78	.77	2.1	2.2	2.2	2.1
2008	.78	.79	.80	.77	2.2	2.2	2.2	2.1
2009	.76	.76	.76	.73	2.1	2.1	2.1	2.0
2010	.74	.74	.74	.72	2.0	2.0	2.0	1.9
2011	.73	.75	.76	.72	1.9	2.0	2.0	1.9
2012	.71	.71	.72	.74	1.8	1.8	1.8	1.8
2013	.74	.74	.75	.77	1.8	1.8	1.8	1.9
2014	.76	.76	.77	.87	1.7	1.7	1.7	1.9
2015	.88	.88	.89	.90	1.9	1.9	1.9	2.0
2016	.91	.87	.92	.78	2.0	1.8	2.0	1.6
2017	.85	.85	.85	.92	1.7	1.7	1.7	1.9
2018	.86	.86	.87	.77	1.8	1.8	1.8	1.6
2019	.77	–	–	–	1.6	–	–	–
Shift differentials								
2004	.17	.17	.17	.17	.5	.5	.5	.5
2005	.18	.17	.17	.18	.5	.5	.5	.5
2006	.17	.18	.18	.20	.5	.5	.5	.6
2007	.19	.19	.18	.18	.6	.5	.5	.5
2008	.18	.18	.18	.17	.5	.5	.5	.5
2009	.17	.16	.17	.17	.5	.4	.5	.5
2010	.17	.16	.17	.17	.5	.4	.4	.5
2011	.18	.17	.17	.16	.5	.5	.4	.4
2012	.16	.16	.16	.17	.4	.4	.4	.4
2013	.17	.17	.18	.18	.4	.4	.4	.4
2014	.18	.17	.18	.18	.4	.4	.4	.4
2015	.18	.18	.18	.18	.4	.4	.4	.4
2016	.19	.19	.19	.19	.4	.4	.4	.4
2017	.19	.19	.19	.21	.4	.4	.4	.4
2018	.21	.21	.21	.22	.5	.4	.4	.5
2019	.22	–	–	–	.5	–	–	–
Nonproduction bonuses								
2004	.24	.22	.24	.23	.7	.7	.7	.7
2005	.24	.25	.24	.23	.7	.7	.7	.7
2006	.22	.24	.26	.18	.7	.7	.8	.5

See footnotes at end of table.

Table 10. Private industry workers, by bargaining unit status: employer costs per hours worked for employee compensation and costs as a percentage of total compensation

Union workers

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Nonproduction bonuses								
2007	0.19	0.19	0.18	0.24	0.5	0.5	0.5	0.7
2008	.28	.27	.28	.25	.8	.7	.8	.7
2009	.22	.21	.22	.23	.6	.6	.6	.6
2010	.21	.19	.18	.19	.6	.5	.5	.5
2011	.25	.26	.26	.31	.7	.7	.7	.8
2012	.36	.37	.38	.38	.9	1.0	1.0	1.0
2013	.37	.35	.35	.37	.9	.9	.9	.9
2014	.37	.39	.39	.38	.9	.9	.9	.8
2015	.37	.34	.34	.38	.8	.7	.7	.8
2016	.42	.42	.41	.43	.9	.9	.9	.9
2017	.40	.40	.40	.47	.8	.8	.8	1.0
2018	.50	.50	.52	.57	1.1	1.0	1.1	1.2
2019	.56	–	–	–	1.2	–	–	–
Insurance								
2004	3.27	3.36	3.42	3.48	10.2	10.5	10.5	10.6
2005	3.63	3.67	3.74	3.67	10.9	11.0	11.1	10.9
2006	3.76	3.95	3.94	4.04	11.0	11.4	11.2	11.3
2007	4.08	4.13	4.13	4.17	11.6	11.6	11.5	11.6
2008	4.22	4.24	4.27	4.27	11.6	11.7	11.6	11.8
2009	4.43	4.48	4.51	4.50	12.1	12.2	12.2	12.3
2010	4.68	4.76	4.84	4.90	12.6	12.7	12.8	13.1
2011	4.94	5.01	5.03	5.21	13.1	13.1	13.1	13.6
2012	5.26	5.29	5.38	5.51	13.7	13.6	13.7	13.8
2013	5.56	5.57	5.59	5.76	13.8	13.8	13.7	13.9
2014	5.89	5.88	5.91	6.01	13.4	13.3	13.4	12.9
2015	6.03	6.11	6.14	6.06	12.9	13.1	13.2	13.4
2016	6.12	6.23	6.25	6.34	13.4	13.0	13.7	13.3
2017	6.46	6.50	6.53	6.42	13.2	13.2	13.2	13.4
2018	6.50	6.55	6.61	6.61	13.6	13.6	13.6	14.0
2019	6.58	–	–	–	13.9	–	–	–
Life								
2004	.06	.06	.06	.06	.2	.2	.2	.2
2005	.06	.06	.06	.06	.2	.2	.2	.2
2006	.08	.09	.08	.07	.2	.2	.2	.2
2007	.07	.08	.07	.07	.2	.2	.2	.2
2008	.07	.06	.07	.08	.2	.2	.2	.2
2009	.08	.07	.08	.08	.2	.2	.2	.2
2010	.08	.08	.08	.08	.2	.2	.2	.2
2011	.08	.08	.07	.07	.2	.2	.2	.2
2012	.07	.07	.07	.07	.2	.2	.2	.2
2013	.08	.07	.08	.08	.2	.2	.2	.2
2014	.08	.07	.07	.07	.2	.2	.2	.2
2015	.08	.07	.07	.07	.2	.2	.2	.2
2016	.07	.08	.08	.08	.2	.2	.2	.2
2017	.08	.08	.08	.08	.2	.2	.2	.2
2018	.08	.09	.08	.08	.2	.2	.2	.2
2019	.08	–	–	–	.2	–	–	–
Health								
2004	3.08	3.16	3.22	3.28	9.6	9.9	9.9	10.0
2005	3.41	3.46	3.52	3.45	10.3	10.3	10.4	10.3
2006	3.52	3.70	3.69	3.79	10.3	10.6	10.5	10.6
2007	3.81	3.86	3.86	3.90	10.8	10.8	10.7	10.8
2008	3.95	3.98	3.99	3.99	10.9	10.9	10.9	11.0
2009	4.15	4.20	4.24	4.21	11.4	11.4	11.4	11.5
2010	4.38	4.47	4.54	4.60	11.8	11.9	12.0	12.3
2011	4.63	4.70	4.73	4.91	12.3	12.3	12.4	12.8
2012	4.95	4.98	5.07	5.18	12.9	12.8	13.0	13.0
2013	5.23	5.25	5.25	5.41	12.9	12.9	12.9	13.0
2014	5.54	5.54	5.56	5.64	12.6	12.5	12.6	12.1
2015	5.65	5.73	5.77	5.69	12.1	12.3	12.4	12.6
2016	5.76	5.87	5.90	5.98	12.6	12.2	12.9	12.5
2017	6.09	6.14	6.15	6.07	12.5	12.4	12.4	12.7
2018	6.13	6.18	6.23	6.27	12.9	12.8	12.8	13.3

See footnotes at end of table.

Table 10. Private industry workers, by bargaining unit status: employer costs per hours worked for employee compensation and costs as a percentage of total compensation

Union workers

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Health								
2019	6.24	–	–	–	13.2	–	–	–
Short-term disability								
2004	.09	0.09	0.10	0.10	.3	0.3	0.3	0.3
2005	.11	.11	.11	.11	.3	.3	.3	.3
2006	.11	.12	.12	.12	.3	.3	.3	.3
2007	.13	.12	.14	.14	.4	.3	.4	.4
2008	.14	.15	.15	.14	.4	.4	.4	.4
2009	.12	.13	.12	.13	.3	.4	.3	.4
2010	.14	.14	.15	.14	.4	.4	.4	.4
2011	.14	.14	.14	.13	.4	.4	.4	.4
2012	.14	.14	.14	.16	.4	.4	.4	.4
2013	.16	.15	.16	.16	.4	.4	.4	.4
2014	.17	.16	.16	.17	.4	.4	.4	.4
2015	.18	.18	.18	.18	.4	.4	.4	.4
2016	.16	.16	.16	.17	.4	.3	.3	.4
2017	.17	.17	.17	.17	.3	.3	.4	.3
2018	.18	.18	.19	.18	.4	.4	.4	.4
2019	.18	–	–	–	.4	–	–	–
Long-term disability								
2004	.05	.04	.04	.04	.1	.1	.1	.1
2005	.04	.04	.04	.05	.1	.1	.1	.1
2006	.05	.05	.05	.06	.1	.1	.1	.2
2007	.07	.07	.06	.06	.2	.2	.2	.2
2008	.06	.05	.06	.07	.2	.1	.2	.2
2009	.08	.07	.07	.08	.2	.2	.2	.2
2010	.08	.07	.07	.08	.2	.2	.2	.2
2011	.09	.09	.09	.09	.2	.2	.2	.2
2012	.09	.09	.09	.10	.2	.2	.2	.3
2013	.10	.10	.11	.11	.3	.2	.3	.3
2014	.11	.10	.11	.13	.2	.2	.3	.3
2015	.13	.12	.12	.12	.3	.3	.3	.3
2016	.12	.12	.11	.12	.3	.2	.2	.3
2017	.12	.12	.12	.10	.2	.2	.2	.2
2018	.11	.11	.11	.08	.2	.2	.2	.2
2019	.08	–	–	–	.2	–	–	–
Retirement and savings								
2004	2.15	2.27	2.30	2.40	6.7	7.1	7.1	7.3
2005	2.39	2.37	2.42	2.28	7.2	7.1	7.2	6.8
2006	2.33	2.42	2.47	2.57	6.8	7.0	7.0	7.2
2007	2.25	2.36	2.43	2.47	6.4	6.6	6.8	6.8
2008	2.49	2.44	2.47	2.46	6.9	6.7	6.7	6.8
2009	2.42	2.44	2.45	2.42	6.6	6.6	6.6	6.6
2010	2.53	2.63	2.75	2.60	6.8	7.0	7.3	7.0
2011	2.64	2.92	2.85	2.85	7.0	7.7	7.4	7.5
2012	2.76	2.89	2.96	3.11	7.2	7.4	7.6	7.8
2013	3.21	3.29	3.18	3.23	7.9	8.1	7.8	7.8
2014	3.65	4.02	3.90	4.38	8.3	9.1	8.8	9.4
2015	4.34	4.05	4.05	3.83	9.3	8.7	8.7	8.5
2016	3.83	4.34	3.82	4.36	8.4	9.0	8.4	9.1
2017	4.46	4.54	4.67	4.12	9.1	9.2	9.4	8.6
2018	4.14	4.48	4.43	4.31	8.7	9.3	9.1	9.1
2019	4.30	–	–	–	9.1	–	–	–
Defined benefit								
2004	1.67	1.77	1.78	1.87	5.2	5.5	5.5	5.7
2005	1.86	1.84	1.88	1.74	5.6	5.5	5.6	5.2
2006	1.78	1.84	1.88	1.94	5.2	5.3	5.4	5.5
2007	1.61	1.71	1.77	1.78	4.6	4.8	4.9	4.9
2008	1.78	1.73	1.76	1.74	4.9	4.8	4.8	4.8
2009	1.73	1.75	1.75	1.70	4.7	4.7	4.7	4.7
2010	1.81	1.92	2.03	1.91	4.9	5.1	5.4	5.1
2011	1.92	2.22	2.14	2.08	5.1	5.8	5.6	5.4
2012	2.00	2.11	2.18	2.32	5.2	5.4	5.6	5.8
2013	2.39	2.47	2.35	2.38	5.9	6.1	5.8	5.7

See footnotes at end of table.

Table 10. Private industry workers, by bargaining unit status: employer costs per hours worked for employee compensation and costs as a percentage of total compensation

Union workers

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Defined benefit								
2014	2.58	2.97	2.90	3.25	5.9	6.7	6.6	7.0
2015	3.20	2.91	2.92	2.88	6.9	6.3	6.3	6.4
2016	2.84	3.12	2.83	3.09	6.2	6.5	6.2	6.5
2017	3.18	3.25	3.37	3.02	6.5	6.6	6.8	6.3
2018	3.03	3.36	3.30	3.16	6.4	7.0	6.8	6.7
2019	3.12	–	–	–	6.6	–	–	–
Defined contribution								
2004	.48	.50	.53	.53	1.5	1.6	1.6	1.6
2005	.53	.54	.54	.54	1.6	1.6	1.6	1.6
2006	.55	.58	.59	.63	1.6	1.7	1.7	1.8
2007	.63	.65	.66	.69	1.8	1.8	1.8	1.9
2008	.70	.71	.71	.73	1.9	1.9	1.9	2.0
2009	.69	.70	.70	.71	1.9	1.9	1.9	1.9
2010	.72	.71	.72	.70	1.9	1.9	1.9	1.9
2011	.72	.71	.72	.77	1.9	1.9	1.9	2.0
2012	.77	.78	.78	.79	2.0	2.0	2.0	2.0
2013	.82	.82	.82	.85	2.0	2.0	2.0	2.0
2014	1.07	1.05	1.00	1.13	2.4	2.4	2.3	2.4
2015	1.14	1.14	1.13	.95	2.4	2.4	2.4	2.1
2016	.98	1.22	.99	1.27	2.2	2.5	2.2	2.7
2017	1.28	1.29	1.29	1.10	2.6	2.6	2.6	2.3
2018	1.11	1.11	1.13	1.15	2.3	2.3	2.3	2.4
2019	1.17	–	–	–	2.5	–	–	–
Legally required benefits								
2004	2.79	2.85	2.88	2.89	8.7	8.9	8.9	8.8
2005	2.95	3.00	3.02	2.98	8.9	9.0	8.9	8.9
2006	3.00	3.06	3.10	3.15	8.8	8.8	8.8	8.8
2007	3.10	3.14	3.14	3.14	8.8	8.8	8.7	8.7
2008	3.14	3.16	3.16	3.11	8.7	8.7	8.6	8.6
2009	3.13	3.15	3.16	3.11	8.6	8.6	8.5	8.5
2010	3.16	3.19	3.21	3.14	8.5	8.5	8.5	8.4
2011	3.16	3.21	3.23	3.18	8.4	8.4	8.4	8.3
2012	3.22	3.27	3.28	3.34	8.4	8.4	8.4	8.4
2013	3.34	3.35	3.38	3.46	8.3	8.3	8.3	8.3
2014	3.52	3.53	3.57	3.66	8.0	8.0	8.1	7.9
2015	3.64	3.65	3.66	3.60	7.8	7.9	7.9	7.9
2016	3.59	3.63	3.61	3.64	7.9	7.6	7.9	7.6
2017	3.73	3.78	3.79	3.68	7.6	7.7	7.7	7.7
2018	3.70	3.70	3.71	3.60	7.8	7.7	7.6	7.6
2019	3.59	–	–	–	7.6	–	–	–
Social Security and Medicare								
2004	1.76	1.74	1.77	1.78	5.5	5.4	5.4	5.4
2005	1.80	1.81	1.83	1.84	5.4	5.4	5.4	5.5
2006	1.86	1.90	1.91	1.93	5.5	5.5	5.5	5.4
2007	1.93	1.95	1.96	1.96	5.5	5.5	5.4	5.4
2008	1.97	1.98	1.98	1.96	5.4	5.4	5.4	5.4
2009	1.99	2.01	2.01	1.99	5.5	5.4	5.4	5.4
2010	2.00	2.00	2.02	2.00	5.4	5.4	5.3	5.4
2011	2.02	2.02	2.03	2.01	5.4	5.3	5.3	5.3
2012	2.03	2.04	2.05	2.08	5.3	5.3	5.2	5.2
2013	2.11	2.11	2.13	2.16	5.2	5.2	5.2	5.2
2014	2.23	2.23	2.25	2.30	5.1	5.1	5.1	4.9
2015	2.30	2.30	2.31	2.29	4.9	5.0	5.0	5.0
2016	2.31	2.36	2.31	2.36	5.0	4.9	5.1	4.9
2017	2.43	2.45	2.46	2.45	5.0	5.0	5.0	5.1
2018	2.46	2.47	2.49	2.46	5.2	5.1	5.1	5.2
2019	2.46	–	–	–	5.2	–	–	–
Social Security[3]								
2004	1.42	1.41	1.42	1.43	4.4	4.4	4.4	4.4
2005	1.45	1.46	1.48	1.48	4.4	4.4	4.4	4.4
2006	1.50	1.53	1.54	1.55	4.4	4.4	4.4	4.4
2007	1.55	1.57	1.58	1.58	4.4	4.4	4.4	4.4
2008	1.59	1.59	1.59	1.58	4.4	4.4	4.4	4.4

See footnotes at end of table.

Table 10. Private industry workers, by bargaining unit status: employer costs per hours worked for employee compensation and costs as a percentage of total compensation

Union workers

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Social Security[3]								
2009	1.61	1.62	1.62	1.61	4.4	4.4	4.4	4.4
2010	1.62	1.62	1.63	1.62	4.3	4.3	4.3	4.3
2011	1.63	1.63	1.63	1.62	4.3	4.3	4.3	4.2
2012	1.64	1.65	1.66	1.68	4.3	4.3	4.2	4.2
2013	1.70	1.70	1.71	1.74	4.2	4.2	4.2	4.2
2014	1.79	1.79	1.80	1.83	4.1	4.0	4.1	3.9
2015	1.83	1.83	1.84	1.83	3.9	3.9	4.0	4.0
2016	1.84	1.87	1.85	1.87	4.0	3.9	4.0	3.9
2017	1.94	1.95	1.96	1.96	4.0	4.0	4.0	4.1
2018	1.98	1.99	2.00	1.98	4.1	4.1	4.1	4.2
2019	1.99	–	–	–	4.2	–	–	–
Medicare								
2004	.34	.34	.34	.34	1.1	1.0	1.0	1.0
2005	.35	.35	.35	.35	1.0	1.0	1.0	1.1
2006	.36	.37	.37	.37	1.1	1.1	1.1	1.0
2007	.37	.38	.38	.38	1.1	1.1	1.1	1.1
2008	.38	.38	.38	.38	1.1	1.1	1.0	1.1
2009	.39	.39	.39	.39	1.1	1.1	1.1	1.1
2010	.39	.39	.39	.39	1.0	1.0	1.0	1.0
2011	.39	.39	.39	.39	1.0	1.0	1.0	1.0
2012	.39	.39	.40	.40	1.0	1.0	1.0	1.0
2013	.41	.41	.41	.42	1.0	1.0	1.0	1.0
2014	.45	.45	.44	.47	1.0	1.0	1.0	1.0
2015	.47	.47	.47	.46	1.0	1.0	1.0	1.0
2016	.46	.49	.46	.48	1.0	1.0	1.0	1.0
2017	.50	.50	.50	.49	1.0	1.0	1.0	1.0
2018	.48	.49	.49	.48	1.0	1.0	1.0	1.0
2019	.48	–	–	–	1.0	–	–	–
Federal unemployment insurance								
2004	.03	.03	.03	.03	.1	.1	.1	.1
2005	.03	.03	.03	.03	.1	.1	.1	.1
2006	.03	.03	.03	.03	.1	.1	.1	.1
2007	.03	.03	.03	.03	.1	.1	.1	.1
2008	.03	.03	.03	.03	.1	.1	.1	.1
2009	.03	.03	.03	.03	.1	.1	.1	.1
2010	.03	.03	.03	.03	.1	.1	.1	.1
2011	.03	.03	.02	.02	.1	.1	.1	.1
2012	.03	.03	.03	.03	.1	.1	.1	.1
2013	.04	.04	.04	.04	.1	.1	.1	.1
2014	.04	.04	.04	.04	.1	.1	.1	.1
2015	.04	.04	.04	.04	.1	.1	.1	.1
2016	.03	.03	.03	.03	.1	.1	.1	.1
2017	.03	.03	.03	.03	.1	.1	.1	.1
2018	.03	.03	.03	.04	.1	.1	.1	.1
2019	.03	–	–	–	.1	–	–	–
State unemployment insurance								
2004	.18	.19	.20	.20	.6	.6	.6	.6
2005	.22	.23	.23	.24	.6	.7	.7	.7
2006	.23	.23	.23	.23	.7	.7	.7	.6
2007	.23	.23	.23	.22	.6	.6	.6	.6
2008	.22	.22	.22	.22	.6	.6	.6	.6
2009	.22	.22	.22	.21	.6	.6	.6	.6
2010	.23	.24	.25	.24	.6	.7	.7	.6
2011	.26	.27	.27	.28	.7	.7	.7	.7
2012	.29	.30	.30	.32	.8	.8	.8	.8
2013	.32	.32	.32	.31	.8	.8	.8	.8
2014	.32	.31	.31	.30	.7	.7	.7	.7
2015	.29	.29	.28	.26	.6	.6	.6	.6
2016	.25	.24	.24	.23	.6	.5	.5	.5
2017	.24	.23	.23	.21	.5	.5	.5	.4
2018	.21	.20	.19	.18	.4	.4	.4	.4
2019	.18	–	–	–	.4	–	–	–

See footnotes at end of table.

Table 10. Private industry workers, by bargaining unit status: employer costs per hours worked for employee compensation and costs as a percentage of total compensation

Union workers

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Workers' compensation								
2004	0.82	0.88	0.89	0.88	2.6	2.7	2.7	2.7
2005	.90	.93	.92	.87	2.7	2.8	2.7	2.6
2006	.87	.90	.91	.96	2.5	2.6	2.6	2.7
2007	.91	.93	.92	.92	2.6	2.6	2.6	2.6
2008	.92	.93	.93	.90	2.5	2.6	2.5	2.5
2009	.89	.90	.90	.88	2.4	2.4	2.4	2.4
2010	.90	.91	.91	.86	2.4	2.4	2.4	2.3
2011	.86	.89	.91	.86	2.3	2.3	2.4	2.3
2012	.87	.89	.89	.90	2.3	2.3	2.3	2.3
2013	.88	.89	.90	.95	2.2	2.2	2.2	2.3
2014	.93	.95	.97	1.02	2.1	2.1	2.2	2.2
2015	1.00	1.02	1.02	1.02	2.2	2.2	2.2	2.2
2016	1.00	.99	1.02	1.02	2.2	2.1	2.2	2.1
2017	1.03	1.06	1.07	.99	2.1	2.2	2.2	2.1
2018	1.00	.99	1.00	.93	2.1	2.1	2.1	2.0
2019	.92	–	–	–	1.9	–	–	–
Other benefits[4]								
2004	.10	.10	.11	.11	.3	.3	.3	.3
2005	.11	.10	.10	.11	.3	.3	.3	.3

[1] Prior to June 2008, paid personal leave was included in other leave. Other leave also included paid military, funeral, and jury leave.
[2] Includes premium pay (such as overtime, weekends, and holidays) for work in addition to the regular work schedule.
[3] Social Security refers to the Old-Age, Survivors, and Disability Insurance (OASDI) program.
[4] Includes severance pay and supplemental unemployment benefits. Publication of other benefits was discontinued beginning in June 2006.

Note: The sum of individual items may not equal totals due to rounding. Dashes indicate data are not available.

Table 10. Private industry workers, by bargaining unit status: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Nonunion workers

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Total compensation								
2004	$22.28	$22.38	$22.72	$22.84	100.0	100.0	100.0	100.0
2005	23.09	23.15	23.22	23.64	100.0	100.0	100.0	100.0
2006	24.03	24.02	24.37	24.52	100.0	100.0	100.0	100.0
2007	24.82	24.79	24.94	25.29	100.0	100.0	100.0	100.0
2008	25.64	25.65	25.92	26.31	100.0	100.0	100.0	100.0
2009	26.39	26.31	26.38	26.37	100.0	100.0	100.0	100.0
2010	26.67	26.54	26.74	26.72	100.0	100.0	100.0	100.0
2011	27.08	27.06	27.16	27.58	100.0	100.0	100.0	100.0
2012	27.80	27.76	27.88	27.78	100.0	100.0	100.0	100.0
2013	28.02	27.98	28.09	28.48	100.0	100.0	100.0	100.0
2014	28.63	28.71	28.95	29.83	100.0	100.0	100.0	100.0
2015	30.18	29.89	30.04	30.38	100.0	100.0	100.0	100.0
2016	30.72	30.76	31.00	31.31	100.0	100.0	100.0	100.0
2017	31.58	31.66	31.97	32.36	100.0	100.0	100.0	100.0
2018	32.87	32.83	33.16	32.81	100.0	100.0	100.0	100.0
2019	33.26	–	–	–	100.0	–	–	–
Wages and salaries								
2004	16.21	16.29	16.54	16.59	72.8	72.8	72.8	72.6
2005	16.72	16.77	16.76	17.06	72.4	72.4	72.2	72.2
2006	17.32	17.32	17.60	17.66	72.1	72.1	72.2	72.0
2007	17.92	17.87	17.97	18.24	72.2	72.1	72.1	72.1
2008	18.49	18.49	18.70	19.00	72.1	72.1	72.2	72.2
2009	19.06	18.98	19.03	19.04	72.2	72.1	72.2	72.2
2010	19.21	19.14	19.28	19.30	72.0	72.1	72.1	72.2
2011	19.51	19.45	19.55	19.84	72.1	71.9	72.0	71.9
2012	19.96	19.95	20.04	19.97	71.8	71.9	71.9	71.9
2013	20.11	20.10	20.18	20.37	71.8	71.8	71.8	71.5
2014	20.43	20.49	20.68	21.13	71.4	71.4	71.4	70.8
2015	21.36	21.21	21.39	21.64	70.8	71.0	71.2	71.2
2016	21.82	21.90	22.06	22.27	71.0	71.2	71.2	71.1
2017	22.44	22.52	22.73	22.96	71.1	71.1	71.1	71.0
2018	23.31	23.31	23.59	23.47	70.9	71.0	71.1	71.6
2019	23.81	–	–	–	71.6	–	–	–
Total benefits								
2004	6.06	6.09	6.19	6.25	27.2	27.2	27.2	27.4
2005	6.38	6.38	6.45	6.58	27.6	27.6	27.8	27.8
2006	6.71	6.69	6.77	6.85	27.9	27.9	27.8	28.0
2007	6.90	6.91	6.97	7.05	27.8	27.9	27.9	27.9
2008	7.15	7.16	7.21	7.31	27.9	27.9	27.8	27.8
2009	7.33	7.33	7.34	7.33	27.8	27.9	27.8	27.8
2010	7.46	7.40	7.46	7.43	28.0	27.9	27.9	27.8
2011	7.56	7.60	7.61	7.74	27.9	28.1	28.0	28.1
2012	7.84	7.81	7.84	7.81	28.2	28.1	28.1	28.1
2013	7.91	7.88	7.92	8.11	28.2	28.2	28.2	28.5
2014	8.20	8.22	8.28	8.70	28.6	28.6	28.6	29.2
2015	8.82	8.68	8.65	8.73	29.2	29.0	28.8	28.8
2016	8.90	8.86	8.94	9.04	29.0	28.8	28.8	28.9
2017	9.13	9.15	9.24	9.40	28.9	28.9	28.9	29.0
2018	9.56	9.52	9.57	9.33	29.1	29.0	28.9	28.4
2019	9.46	–	–	–	28.4	–	–	–
Paid leave								
2004	1.41	1.42	1.44	1.45	6.3	6.3	6.3	6.4
2005	1.46	1.45	1.47	1.53	6.3	6.3	6.3	6.5
2006	1.60	1.60	1.62	1.63	6.7	6.6	6.6	6.7
2007	1.66	1.65	1.65	1.67	6.7	6.7	6.6	6.6
2008	1.69	1.67	1.70	1.76	6.6	6.5	6.6	6.7
2009	1.77	1.75	1.75	1.76	6.7	6.7	6.6	6.7
2010	1.78	1.76	1.78	1.79	6.7	6.6	6.6	6.7
2011	1.83	1.81	1.81	1.89	6.7	6.7	6.7	6.8
2012	1.90	1.89	1.90	1.90	6.8	6.8	6.8	6.8
2013	1.92	1.91	1.92	1.96	6.9	6.8	6.8	6.9
2014	1.99	1.98	1.99	2.05	6.9	6.9	6.9	6.9
2015	2.07	2.04	2.06	2.09	6.9	6.8	6.9	6.9
2016	2.11	2.11	2.13	2.16	6.9	6.8	6.9	6.9

See footnotes at end of table.

Table 10. Private industry workers, by bargaining unit status: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Nonunion workers

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Paid leave								
2017	2.18	2.18	2.20	2.27	6.9	6.9	6.9	7.0
2018	2.31	2.29	2.32	2.35	7.0	7.0	7.0	7.2
2019	2.40	–	–	–	7.2	–	–	–
Vacation								
2004	.69	.70	.71	.71	3.1	3.1	3.1	3.1
2005	.72	.72	.72	.75	3.1	3.1	3.1	3.2
2006	.80	.80	.81	.83	3.3	3.3	3.3	3.4
2007	.84	.84	.84	.85	3.4	3.4	3.4	3.4
2008	.86	.86	.87	.91	3.4	3.3	3.4	3.4
2009	.91	.90	.91	.90	3.4	3.4	3.4	3.4
2010	.91	.90	.91	.91	3.4	3.4	3.4	3.4
2011	.93	.92	.92	.97	3.4	3.4	3.4	3.5
2012	.98	.98	.98	.98	3.5	3.5	3.5	3.5
2013	1.00	.99	1.00	1.02	3.6	3.5	3.5	3.6
2014	1.03	1.03	1.04	1.07	3.6	3.6	3.6	3.6
2015	1.09	1.07	1.08	1.09	3.6	3.6	3.6	3.6
2016	1.09	1.09	1.10	1.12	3.6	3.6	3.6	3.6
2017	1.13	1.13	1.14	1.18	3.6	3.6	3.6	3.6
2018	1.20	1.20	1.20	1.21	3.7	3.6	3.6	3.7
2019	1.24	–	–	–	3.7	–	–	–
Holiday								
2004	.49	.49	.50	.50	2.2	2.2	2.2	2.2
2005	.51	.50	.51	.52	2.2	2.2	2.2	2.2
2006	.54	.54	.54	.55	2.2	2.2	2.2	2.2
2007	.55	.55	.55	.56	2.2	2.2	2.2	2.2
2008	.57	.56	.57	.58	2.2	2.2	2.2	2.2
2009	.58	.57	.57	.57	2.2	2.2	2.2	2.2
2010	.58	.57	.57	.57	2.2	2.1	2.1	2.1
2011	.58	.57	.58	.59	2.1	2.1	2.1	2.1
2012	.59	.59	.59	.59	2.1	2.1	2.1	2.1
2013	.60	.59	.59	.60	2.1	2.1	2.1	2.1
2014	.61	.60	.61	.63	2.1	2.1	2.1	2.1
2015	.63	.62	.63	.63	2.1	2.1	2.1	2.1
2016	.64	.64	.65	.65	2.1	2.1	2.1	2.1
2017	.66	.66	.67	.68	2.1	2.1	2.1	2.1
2018	.69	.69	.70	.71	2.1	2.1	2.1	2.2
2019	.72	–	–	–	2.2	–	–	–
Sick								
2004	.17	.17	.17	.17	.8	.8	.8	.8
2005	.18	.17	.17	.18	.8	.7	.8	.8
2006	.20	.19	.20	.20	.8	.8	.8	.8
2007	.20	.20	.20	.20	.8	.8	.8	.8
2008	.21	.21	.21	.21	.8	.8	.8	.8
2009	.22	.21	.21	.21	.8	.8	.8	.8
2010	.22	.21	.22	.22	.8	.8	.8	.8
2011	.23	.22	.22	.23	.8	.8	.8	.8
2012	.23	.23	.23	.23	.8	.8	.8	.8
2013	.23	.23	.23	.24	.8	.8	.8	.8
2014	.24	.24	.24	.24	.8	.8	.8	.8
2015	.24	.24	.24	.25	.8	.8	.8	.8
2016	.25	.25	.25	.26	.8	.8	.8	.8
2017	.26	.26	.26	.28	.8	.8	.8	.9
2018	.28	.28	.28	.30	.8	.8	.8	.9
2019	.31	–	–	–	.9	–	–	–
Personal[1]								
2004	.06	.06	.06	.06	.3	.3	.3	.3
2005	.06	.06	.06	.07	.3	.2	.3	.3
2006	.06	.06	.07	.06	.3	.3	.3	.3
2007	.06	.06	.05	.05	.3	.3	.2	.2
2008	.05	.05	.05	.06	.2	.2	.2	.2
2009	.06	.06	.06	.07	.2	.2	.2	.3
2010	.08	.08	.08	.08	.3	.3	.3	.3
2011	.09	.08	.08	.09	.3	.3	.3	.3

See footnotes at end of table.

Table 10. Private industry workers, by bargaining unit status: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Nonunion workers

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Personal[1]								
2012	0.09	0.09	0.09	0.10	0.3	0.3	0.3	0.3
2013	.10	.10	.10	.11	.4	.4	.4	.4
2014	.11	.11	.11	.11	.4	.4	.4	.4
2015	.11	.11	.11	.12	.4	.4	.4	.4
2016	.13	.12	.12	.13	.4	.4	.4	.4
2017	.13	.13	.13	.13	.4	.4	.4	.4
2018	.14	.13	.14	.14	.4	.4	.4	.4
2019	.14	–	–	–	.4	–	–	–
Supplemental pay								
2004	.61	.59	.60	.61	2.7	2.6	2.6	2.7
2005	.63	.64	.66	.67	2.7	2.8	2.8	2.8
2006	.68	.68	.69	.71	2.8	2.8	2.8	2.9
2007	.72	.73	.74	.74	2.9	3.0	3.0	2.9
2008	.75	.78	.76	.77	2.9	3.0	2.9	2.9
2009	.73	.79	.79	.78	2.8	3.0	3.0	3.0
2010	.77	.74	.75	.72	2.9	2.8	2.8	2.7
2011	.72	.76	.76	.77	2.7	2.8	2.8	2.8
2012	.79	.78	.78	.77	2.8	2.8	2.8	2.8
2013	.76	.76	.75	.80	2.7	2.7	2.7	2.8
2014	.81	.80	.81	1.07	2.8	2.8	2.8	3.6
2015	1.09	1.07	1.00	1.02	3.6	3.6	3.3	3.3
2016	1.13	1.13	1.12	1.12	3.7	3.7	3.6	3.6
2017	1.15	1.16	1.17	1.24	3.6	3.6	3.7	3.8
2018	1.30	1.29	1.29	1.05	3.9	3.9	3.9	3.2
2019	1.06	–	–	–	3.2	–	–	–
Overtime and premium[2]								
2004	.19	.19	.19	.19	.9	.8	.8	.8
2005	.19	.19	.19	.19	.8	.8	.8	.8
2006	.20	.20	.21	.21	.8	.9	.8	.9
2007	.21	.21	.21	.21	.9	.9	.9	.8
2008	.22	.22	.22	.22	.8	.8	.8	.8
2009	.22	.21	.22	.21	.8	.8	.8	.8
2010	.21	.21	.21	.20	.8	.8	.8	.8
2011	.20	.20	.20	.20	.7	.8	.8	.7
2012	.20	.20	.20	.20	.7	.7	.7	.7
2013	.20	.20	.20	.20	.7	.7	.7	.7
2014	.20	.20	.20	.20	.7	.7	.7	.7
2015	.20	.20	.20	.20	.7	.7	.7	.7
2016	.20	.20	.21	.21	.7	.7	.7	.7
2017	.21	.21	.21	.23	.7	.7	.7	.7
2018	.23	.23	.24	.25	.7	.7	.7	.8
2019	.25	–	–	–	.8	–	–	–
Shift differentials								
2004	.04	.04	.04	.04	.2	.2	.2	.2
2005	.04	.04	.04	.05	.2	.2	.2	.2
2006	.05	.05	.05	.05	.2	.2	.2	.2
2007	.05	.05	.06	.06	.2	.2	.2	.2
2008	.06	.06	.06	.05	.2	.2	.2	.2
2009	.06	.06	.05	.05	.2	.2	.2	.2
2010	.06	.05	.05	.06	.2	.2	.2	.2
2011	.06	.06	.06	.05	.2	.2	.2	.2
2012	.05	.05	.05	.05	.2	.2	.2	.2
2013	.05	.05	.05	.05	.2	.2	.2	.2
2014	.05	.05	.05	.05	.2	.2	.2	.2
2015	.05	.05	.05	.05	.2	.2	.2	.1
2016	.05	.05	.05	.05	.1	.1	.1	.1
2017	.05	.05	.05	.06	.1	.1	.1	.2
2018	.06	.06	.06	.06	.2	.2	.2	.2
2019	.07	–	–	–	.2	–	–	–
Nonproduction bonuses								
2004	.38	.36	.37	.38	1.7	1.6	1.6	1.6
2005	.40	.41	.42	.44	1.7	1.8	1.8	1.8
2006	.44	.43	.44	.45	1.8	1.8	1.8	1.8

See footnotes at end of table.

Table 10. Private industry workers, by bargaining unit status: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Nonunion workers

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Nonproduction bonuses								
2007	0.46	0.47	0.47	0.47	1.8	1.9	1.9	1.9
2008	.48	.51	.49	.50	1.9	2.0	1.9	1.9
2009	.46	.52	.52	.52	1.7	2.0	2.0	2.0
2010	.51	.48	.48	.46	1.9	1.8	1.8	1.7
2011	.46	.50	.50	.52	1.7	1.8	1.8	1.9
2012	.53	.53	.52	.52	1.9	1.9	1.9	1.9
2013	.51	.51	.50	.55	1.8	1.8	1.8	1.9
2014	.56	.55	.55	.82	2.0	1.9	1.9	2.7
2015	.85	.82	.75	.77	2.8	2.7	2.5	2.5
2016	.88	.88	.87	.87	2.9	2.8	2.8	2.8
2017	.89	.90	.91	.96	2.8	2.8	2.8	3.0
2018	1.01	1.00	1.00	.74	3.1	3.1	3.0	2.3
2019	.74	–	–	–	2.2	–	–	–
Insurance								
2004	1.46	1.46	1.48	1.49	6.6	6.5	6.5	6.5
2005	1.54	1.53	1.55	1.59	6.7	6.6	6.7	6.7
2006	1.63	1.63	1.65	1.67	6.8	6.8	6.8	6.8
2007	1.72	1.72	1.74	1.76	6.9	6.9	7.0	6.9
2008	1.80	1.80	1.81	1.83	7.0	7.0	7.0	7.0
2009	1.88	1.86	1.87	1.88	7.1	7.1	7.1	7.1
2010	1.94	1.93	1.94	1.93	7.3	7.3	7.3	7.2
2011	1.97	1.98	1.99	2.01	7.3	7.3	7.3	7.3
2012	2.04	2.04	2.04	2.03	7.3	7.3	7.3	7.3
2013	2.09	2.07	2.08	2.12	7.5	7.4	7.4	7.5
2014	2.16	2.16	2.17	2.20	7.6	7.5	7.5	7.4
2015	2.24	2.22	2.23	2.20	7.4	7.4	7.4	7.2
2016	2.24	2.23	2.25	2.28	7.3	7.2	7.2	7.3
2017	2.28	2.27	2.30	2.35	7.2	7.2	7.2	7.2
2018	2.37	2.35	2.36	2.34	7.2	7.2	7.1	7.1
2019	2.38	–	–	–	7.2	–	–	–
Life								
2004	.04	.04	.04	.04	.2	.2	.2	.2
2005	.04	.04	.04	.04	.2	.2	.2	.2
2006	.04	.04	.04	.04	.2	.2	.2	.2
2007	.04	.04	.04	.04	.2	.2	.2	.2
2008	.04	.04	.04	.04	.2	.2	.2	.2
2009	.04	.04	.04	.04	.2	.2	.2	.2
2010	.04	.04	.04	.04	.2	.2	.2	.1
2011	.04	.04	.04	.04	.1	.1	.1	.1
2012	.04	.04	.04	.04	.1	.1	.1	.1
2013	.04	.04	.04	.04	.1	.1	.1	.1
2014	.04	.04	.04	.04	.1	.1	.1	.1
2015	.04	.04	.04	.04	.1	.1	.1	.1
2016	.04	.04	.04	.04	.1	.1	.1	.1
2017	.04	.04	.04	.04	.1	.1	.1	.1
2018	.04	.04	.04	.04	.1	.1	.1	.1
2019	.04	–	–	–	.1	–	–	–
Health								
2004	1.35	1.35	1.37	1.38	6.1	6.0	6.0	6.0
2005	1.42	1.42	1.44	1.48	6.2	6.1	6.2	6.2
2006	1.51	1.51	1.53	1.55	6.3	6.3	6.3	6.3
2007	1.60	1.60	1.62	1.63	6.4	6.5	6.5	6.5
2008	1.68	1.67	1.69	1.71	6.5	6.5	6.5	6.5
2009	1.75	1.73	1.75	1.76	6.6	6.6	6.6	6.7
2010	1.82	1.81	1.82	1.81	6.8	6.8	6.8	6.8
2011	1.85	1.86	1.87	1.89	6.8	6.9	6.9	6.9
2012	1.92	1.92	1.92	1.91	6.9	6.9	6.9	6.9
2013	1.97	1.95	1.96	2.00	7.0	7.0	7.0	7.0
2014	2.04	2.04	2.04	2.07	7.1	7.1	7.1	6.9
2015	2.11	2.09	2.11	2.08	7.0	7.0	7.0	6.8
2016	2.12	2.10	2.12	2.15	6.9	6.8	6.8	6.9
2017	2.16	2.14	2.17	2.21	6.8	6.8	6.8	6.8
2018	2.24	2.21	2.23	2.21	6.8	6.7	6.7	6.7

See footnotes at end of table.

Table 10. Private industry workers, by bargaining unit status: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Nonunion workers

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Health								
2019	2.25	–	–	–	6.8	–	–	–
Short-term disability								
2004	.04	0.04	0.04	0.04	.2	0.2	0.2	0.2
2005	.04	.04	.04	.04	.2	.2	.2	.2
2006	.04	.04	.04	.04	.2	.2	.2	.2
2007	.04	.04	.04	.05	.2	.2	.2	.2
2008	.05	.05	.05	.04	.2	.2	.2	.2
2009	.04	.05	.04	.04	.2	.2	.2	.2
2010	.04	.04	.04	.04	.2	.2	.2	.1
2011	.04	.04	.04	.04	.1	.1	.1	.1
2012	.04	.04	.04	.04	.1	.1	.1	.2
2013	.04	.04	.04	.04	.2	.1	.2	.2
2014	.04	.04	.04	.05	.2	.2	.2	.2
2015	.05	.05	.05	.05	.2	.2	.2	.2
2016	.05	.05	.05	.05	.2	.2	.2	.2
2017	.05	.05	.05	.05	.2	.2	.2	.2
2018	.05	.05	.05	.06	.2	.2	.2	.2
2019	.06	–	–	–	.2	–	–	–
Long-term disability								
2004	.03	.03	.03	.03	.1	.1	.1	.1
2005	.03	.03	.03	.03	.1	.1	.1	.1
2006	.03	.03	.03	.03	.1	.1	.1	.1
2007	.04	.04	.04	.04	.1	.1	.1	.1
2008	.04	.04	.04	.04	.1	.1	.1	.1
2009	.04	.04	.04	.04	.1	.1	.1	.1
2010	.04	.04	.04	.04	.1	.1	.1	.1
2011	.04	.04	.04	.04	.1	.1	.1	.1
2012	.04	.04	.04	.04	.1	.1	.1	.1
2013	.04	.04	.04	.04	.1	.1	.1	.1
2014	.04	.04	.04	.04	.1	.1	.1	.1
2015	.04	.04	.04	.04	.1	.1	.1	.1
2016	.04	.04	.04	.04	.1	.1	.1	.1
2017	.04	.04	.04	.04	.1	.1	.1	.1
2018	.04	.04	.04	.04	.1	.1	.1	.1
2019	.04	–	–	–	.1	–	–	–
Retirement and savings								
2004	.64	.65	.67	.69	2.9	2.9	3.0	3.0
2005	.72	.71	.72	.72	3.1	3.1	3.1	3.1
2006	.74	.73	.74	.75	3.1	3.1	3.0	3.1
2007	.71	.71	.74	.78	2.8	2.9	3.0	3.1
2008	.78	.78	.79	.79	3.1	3.0	3.0	3.0
2009	.79	.77	.76	.75	3.0	2.9	2.9	2.9
2010	.79	.78	.79	.80	2.9	2.9	3.0	3.0
2011	.82	.83	.82	.84	3.0	3.1	3.0	3.0
2012	.84	.83	.84	.83	3.0	3.0	3.0	3.0
2013	.85	.85	.86	.89	3.0	3.0	3.1	3.1
2014	.91	.95	.97	1.00	3.2	3.3	3.3	3.4
2015	1.02	.96	.97	1.00	3.4	3.2	3.2	3.3
2016	.98	.97	1.00	1.02	3.2	3.1	3.2	3.3
2017	1.03	1.05	1.07	1.02	3.3	3.3	3.3	3.1
2018	1.03	1.05	1.05	1.04	3.1	3.2	3.2	3.2
2019	1.05	–	–	–	3.1	–	–	–
Defined benefit								
2004	.22	.24	.25	.27	1.0	1.1	1.1	1.2
2005	.28	.28	.28	.28	1.2	1.2	1.2	1.2
2006	.29	.29	.29	.30	1.2	1.2	1.2	1.2
2007	.25	.26	.27	.28	1.0	1.0	1.1	1.1
2008	.27	.27	.27	.26	1.1	1.0	1.0	1.0
2009	.26	.25	.25	.23	1.0	1.0	.9	.9
2010	.25	.25	.26	.25	1.0	1.0	1.0	1.0
2011	.26	.28	.27	.26	1.0	1.0	1.0	.9
2012	.26	.26	.26	.26	1.0	.9	.9	.9
2013	.26	.27	.28	.29	.9	1.0	1.0	1.0

See footnotes at end of table.

Table 10. Private industry workers, by bargaining unit status: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Nonunion workers

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Defined benefit								
2014	0.29	0.34	0.35	0.36	1.0	1.2	1.2	1.2
2015	.36	.32	.31	.32	1.2	1.1	1.0	1.1
2016	.31	.30	.33	.34	1.0	1.0	1.1	1.1
2017	.34	.36	.37	.28	1.1	1.1	1.2	.9
2018	.29	.30	.29	.29	.9	.9	.9	.9
2019	.29	–	–	–	.9	–	–	–
Defined contribution								
2004	.42	.41	.42	.43	1.9	1.8	1.9	1.9
2005	.44	.43	.43	.45	1.9	1.9	1.9	1.9
2006	.46	.45	.45	.45	1.9	1.9	1.9	1.8
2007	.46	.45	.46	.50	1.8	1.8	1.9	2.0
2008	.51	.51	.52	.53	2.0	2.0	2.0	2.0
2009	.53	.52	.52	.53	2.0	2.0	2.0	2.0
2010	.53	.52	.53	.54	2.0	2.0	2.0	2.0
2011	.56	.55	.55	.58	2.1	2.0	2.0	2.1
2012	.58	.57	.58	.58	2.1	2.1	2.1	2.1
2013	.59	.58	.59	.61	2.1	2.1	2.1	2.1
2014	.62	.61	.62	.64	2.2	2.1	2.1	2.2
2015	.65	.64	.65	.68	2.2	2.2	2.2	2.2
2016	.67	.66	.67	.68	2.2	2.2	2.2	2.2
2017	.69	.69	.70	.74	2.2	2.2	2.2	2.3
2018	.75	.74	.75	.74	2.3	2.3	2.3	2.3
2019	.76	–	–	–	2.3	–	–	–
Legally required benefits								
2004	1.92	1.94	1.97	1.98	8.6	8.7	8.7	8.7
2005	2.00	2.02	2.03	2.04	8.7	8.7	8.7	8.6
2006	2.05	2.06	2.07	2.09	8.5	8.6	8.5	8.5
2007	2.10	2.10	2.11	2.11	8.5	8.5	8.4	8.4
2008	2.13	2.13	2.15	2.16	8.3	8.3	8.3	8.2
2009	2.17	2.16	2.16	2.16	8.2	8.2	8.2	8.2
2010	2.18	2.19	2.20	2.19	8.2	8.2	8.2	8.2
2011	2.22	2.23	2.24	2.24	8.2	8.3	8.2	8.1
2012	2.27	2.28	2.29	2.28	8.2	8.2	8.2	8.2
2013	2.29	2.29	2.31	2.33	8.2	8.2	8.2	8.2
2014	2.33	2.33	2.34	2.38	8.1	8.1	8.1	8.0
2015	2.39	2.39	2.39	2.43	7.9	8.0	8.0	8.0
2016	2.44	2.43	2.44	2.46	7.9	7.9	7.9	7.8
2017	2.49	2.49	2.50	2.52	7.9	7.9	7.8	7.8
2018	2.55	2.54	2.55	2.55	7.8	7.7	7.7	7.8
2019	2.57	–	–	–	7.7	–	–	–
Social Security and Medicare								
2004	1.35	1.36	1.37	1.38	6.1	6.1	6.0	6.0
2005	1.39	1.40	1.40	1.42	6.0	6.0	6.0	6.0
2006	1.44	1.44	1.46	1.47	6.0	6.0	6.0	6.0
2007	1.49	1.49	1.50	1.51	6.0	6.0	6.0	6.0
2008	1.54	1.54	1.56	1.58	6.0	6.0	6.0	6.0
2009	1.59	1.59	1.59	1.59	6.0	6.0	6.0	6.0
2010	1.60	1.59	1.60	1.60	6.0	6.0	6.0	6.0
2011	1.62	1.61	1.62	1.64	6.0	6.0	6.0	5.9
2012	1.66	1.65	1.66	1.66	6.0	6.0	5.9	6.0
2013	1.67	1.66	1.68	1.69	5.9	6.0	6.0	5.9
2014	1.70	1.71	1.72	1.75	5.9	5.9	5.9	5.9
2015	1.77	1.76	1.77	1.80	5.9	5.9	5.9	5.9
2016	1.81	1.81	1.83	1.84	5.9	5.9	5.9	5.9
2017	1.87	1.88	1.89	1.91	5.9	5.9	5.9	5.9
2018	1.94	1.94	1.96	1.96	5.9	5.9	5.9	6.0
2019	2.00	–	–	–	6.0	–	–	–
Social Security[3]								
2004	1.08	1.09	1.10	1.10	4.9	4.9	4.8	4.8
2005	1.12	1.12	1.13	1.14	4.8	4.8	4.9	4.8
2006	1.16	1.16	1.17	1.18	4.8	4.8	4.8	4.8
2007	1.19	1.20	1.20	1.21	4.8	4.8	4.8	4.8
2008	1.23	1.24	1.25	1.27	4.8	4.8	4.8	4.8

See footnotes at end of table.

Table 10. Private industry workers, by bargaining unit status: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Nonunion workers

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Social Security[3]								
2009	1.28	1.27	1.28	1.28	4.8	4.8	4.8	4.9
2010	1.29	1.28	1.29	1.29	4.8	4.8	4.8	4.8
2011	1.30	1.29	1.30	1.31	4.8	4.8	4.8	4.8
2012	1.33	1.32	1.33	1.33	4.8	4.8	4.8	4.8
2013	1.34	1.33	1.35	1.36	4.8	4.8	4.8	4.8
2014	1.37	1.37	1.38	1.40	4.8	4.8	4.8	4.7
2015	1.41	1.41	1.42	1.44	4.7	4.7	4.7	4.7
2016	1.45	1.45	1.46	1.47	4.7	4.7	4.7	4.7
2017	1.50	1.51	1.52	1.53	4.7	4.8	4.7	4.7
2018	1.55	1.55	1.56	1.57	4.7	4.7	4.7	4.8
2019	1.60	–	–	–	4.8	–	–	–
Medicare								
2004	.27	.27	.27	.27	1.2	1.2	1.2	1.2
2005	.28	.28	.28	.28	1.2	1.2	1.2	1.2
2006	.29	.29	.29	.29	1.2	1.2	1.2	1.2
2007	.29	.30	.30	.30	1.2	1.2	1.2	1.2
2008	.30	.31	.31	.31	1.2	1.2	1.2	1.2
2009	.31	.31	.31	.31	1.2	1.2	1.2	1.2
2010	.32	.31	.32	.32	1.2	1.2	1.2	1.2
2011	.32	.32	.32	.33	1.2	1.2	1.2	1.2
2012	.33	.33	.33	.33	1.2	1.2	1.2	1.2
2013	.33	.33	.33	.34	1.2	1.2	1.2	1.2
2014	.34	.34	.34	.35	1.2	1.2	1.2	1.2
2015	.36	.35	.35	.36	1.2	1.2	1.2	1.2
2016	.36	.36	.37	.37	1.2	1.2	1.2	1.2
2017	.37	.38	.38	.38	1.2	1.2	1.2	1.2
2018	.39	.39	.39	.39	1.2	1.2	1.2	1.2
2019	.39	–	–	–	1.2	–	–	–
Federal unemployment insurance								
2004	.03	.03	.03	.03	.1	.1	.1	.1
2005	.03	.03	.03	.03	.1	.1	.1	.1
2006	.03	.03	.03	.03	.1	.1	.1	.1
2007	.03	.03	.03	.03	.1	.1	.1	.1
2008	.03	.03	.03	.03	.1	.1	.1	.1
2009	.03	.03	.03	.03	.1	.1	.1	.1
2010	.03	.03	.03	.03	.1	.1	.1	.1
2011	.03	.03	.03	.02	.1	.1	.1	.1
2012	.03	.03	.03	.03	.1	.1	.1	.1
2013	.04	.04	.04	.04	.1	.1	.1	.1
2014	.04	.04	.04	.04	.1	.1	.1	.1
2015	.04	.04	.04	.04	.1	.1	.1	.1
2016	.04	.04	.04	.04	.1	.1	.1	.1
2017	.03	.03	.03	.03	.1	.1	.1	.1
2018	.04	.04	.04	.04	.1	.1	.1	.1
2019	.03	–	–	–	.1	–	–	–
State unemployment insurance								
2004	.13	.14	.14	.14	.6	.6	.6	.6
2005	.15	.15	.16	.16	.7	.7	.7	.7
2006	.15	.15	.15	.16	.6	.6	.6	.6
2007	.15	.15	.15	.15	.6	.6	.6	.6
2008	.14	.14	.14	.14	.6	.6	.5	.5
2009	.14	.14	.14	.14	.5	.5	.5	.5
2010	.16	.17	.18	.18	.6	.6	.7	.7
2011	.19	.20	.21	.21	.7	.7	.8	.8
2012	.21	.22	.22	.22	.8	.8	.8	.8
2013	.23	.22	.22	.22	.8	.8	.8	.8
2014	.22	.21	.21	.21	.8	.7	.7	.7
2015	.21	.20	.19	.19	.7	.7	.6	.6
2016	.19	.18	.18	.17	.6	.6	.6	.6
2017	.17	.17	.16	.16	.5	.5	.5	.5
2018	.16	.15	.15	.14	.5	.5	.5	.4
2019	.14	–	–	–	.4	–	–	–

See footnotes at end of table.

Table 10. Private industry workers, by bargaining unit status: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Nonunion workers

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Workers' compensation								
2004	0.40	0.42	0.42	0.42	1.8	1.9	1.9	1.9
2005	.43	.43	.44	.43	1.8	1.9	1.9	1.8
2006	.43	.43	.43	.43	1.8	1.8	1.8	1.8
2007	.43	.42	.43	.42	1.7	1.7	1.7	1.7
2008	.42	.42	.42	.40	1.6	1.6	1.6	1.5
2009	.40	.40	.40	.39	1.5	1.5	1.5	1.5
2010	.39	.39	.39	.38	1.4	1.5	1.4	1.4
2011	.38	.38	.39	.37	1.4	1.4	1.4	1.3
2012	.37	.37	.37	.36	1.3	1.3	1.3	1.3
2013	.36	.37	.37	.37	1.3	1.3	1.3	1.3
2014	.37	.38	.38	.38	1.3	1.3	1.3	1.3
2015	.38	.39	.39	.40	1.3	1.3	1.3	1.3
2016	.40	.40	.40	.40	1.3	1.3	1.3	1.3
2017	.41	.41	.41	.41	1.3	1.3	1.3	1.3
2018	.41	.41	.41	.41	1.3	1.2	1.2	1.2
2019	.41	–	–	–	1.2	–	–	–
Other benefits[4]								
2004	.03	.03	.03	.03	.1	.1	.1	.1
2005	.03	.03	.03	.03	.1	.1	.1	.1

[1] Prior to June 2008, paid personal leave was included in other leave. Other leave also included paid military, funeral, and jury leave.
[2] Includes premium pay (such as overtime, weekends, and holidays) for work in addition to the regular work schedule.
[3] Social Security refers to the Old-Age, Survivors, and Disability Insurance (OASDI) program.
[4] Includes severance pay and supplemental unemployment benefits. Publication of other benefits was discontinued beginning in June 2006.

Note: The sum of individual items may not equal totals due to rounding. Dashes indicate data are not available.

Table 11. Private industry workers, by major industry group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation

All goods-producing industries[1,2]

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Total compensation								
2004	$27.19	$27.42	$27.88	$28.13	100.0	100.0	100.0	100.0
2005	28.48	28.79	29.03	29.37	100.0	100.0	100.0	100.0
2006	29.36	29.72	29.95	30.02	100.0	100.0	100.0	100.0
2007	30.12	30.41	30.68	30.94	100.0	100.0	100.0	100.0
2008	31.38	31.58	31.78	32.14	100.0	100.0	100.0	100.0
2009	32.29	32.29	32.32	32.14	100.0	100.0	100.0	100.0
2010	32.42	32.56	32.83	32.50	100.0	100.0	100.0	100.0
2011	32.91	33.26	33.30	33.64	100.0	100.0	100.0	100.0
2012	33.76	33.88	34.03	34.14	100.0	100.0	100.0	100.0
2013	34.55	34.57	34.57	35.57	100.0	100.0	100.0	100.0
2014	35.95	36.18	36.34	37.21	100.0	100.0	100.0	100.0
2015	37.24	37.39	37.68	38.18	100.0	100.0	100.0	100.0
2016	38.36	38.59	38.99	39.03	100.0	100.0	100.0	100.0
2017	39.42	39.70	39.97	39.15	100.0	100.0	100.0	100.0
2018	39.43	39.55	39.80	39.49	100.0	100.0	100.0	100.0
2019	39.90	–	–	–	100.0	–	–	–
Wages and salaries								
2004	18.12	18.22	18.51	18.54	66.7	66.5	66.4	65.9
2005	18.66	18.84	18.99	19.27	65.5	65.5	65.4	65.6
2006	19.44	19.69	19.82	19.92	66.2	66.3	66.2	66.4
2007	20.11	20.26	20.49	20.62	66.8	66.6	66.8	66.7
2008	20.93	21.09	21.24	21.54	66.7	66.8	66.8	67.0
2009	21.62	21.63	21.67	21.60	66.9	67.0	67.1	67.2
2010	21.64	21.73	21.87	21.73	66.7	66.7	66.6	66.9
2011	21.88	22.02	22.10	22.40	66.5	66.2	66.4	66.6
2012	22.51	22.60	22.72	22.85	66.7	66.7	66.8	66.9
2013	23.08	23.12	23.14	23.60	66.8	66.9	67.0	66.3
2014	23.77	23.97	24.06	24.61	66.1	66.2	66.2	66.1
2015	24.66	24.78	25.01	25.31	66.2	66.3	66.4	66.3
2016	25.45	25.64	25.90	25.94	66.3	66.4	66.4	66.5
2017	26.22	26.40	26.54	26.01	66.5	66.5	66.4	66.4
2018	26.19	26.39	26.59	26.35	66.4	66.7	66.8	66.7
2019	26.61	–	–	–	66.7	–	–	–
Total benefits								
2004	9.06	9.20	9.38	9.59	33.3	33.5	33.6	34.1
2005	9.82	9.94	10.05	10.10	34.5	34.5	34.6	34.4
2006	9.92	10.03	10.13	10.10	33.8	33.7	33.8	33.6
2007	10.01	10.15	10.19	10.32	33.2	33.4	33.2	33.3
2008	10.45	10.49	10.54	10.59	33.3	33.2	33.2	33.0
2009	10.67	10.66	10.65	10.54	33.1	33.0	32.9	32.8
2010	10.78	10.84	10.96	10.77	33.3	33.3	33.4	33.1
2011	11.03	11.24	11.21	11.24	33.5	33.8	33.6	33.4
2012	11.25	11.28	11.31	11.29	33.3	33.3	33.2	33.1
2013	11.48	11.44	11.42	11.97	33.2	33.1	33.0	33.7
2014	12.18	12.21	12.27	12.60	33.9	33.8	33.8	33.9
2015	12.58	12.61	12.67	12.87	33.8	33.7	33.6	33.7
2016	12.92	12.95	13.09	13.09	33.7	33.6	33.6	33.5
2017	13.20	13.30	13.44	13.13	33.5	33.5	33.6	33.6
2018	13.24	13.16	13.21	13.14	33.6	33.3	33.2	33.3
2019	13.29	–	–	–	33.3	–	–	–
Paid leave								
2004	1.68	1.67	1.68	1.70	6.2	6.1	6.0	6.1
2005	1.72	1.72	1.73	1.84	6.0	6.0	6.0	6.3
2006	1.85	1.86	1.87	1.92	6.3	6.3	6.2	6.4
2007	1.95	1.96	1.95	1.97	6.5	6.4	6.4	6.4
2008	1.98	1.98	1.99	2.05	6.3	6.3	6.3	6.4
2009	2.08	2.07	2.08	2.08	6.4	6.4	6.4	6.5
2010	2.10	2.09	2.10	2.11	6.5	6.4	6.4	6.5
2011	2.13	2.10	2.11	2.19	6.5	6.3	6.3	6.5
2012	2.21	2.20	2.20	2.23	6.6	6.5	6.5	6.5
2013	2.27	2.26	2.26	2.34	6.6	6.5	6.5	6.6
2014	2.37	2.37	2.37	2.44	6.6	6.5	6.5	6.6
2015	2.46	2.43	2.46	2.47	6.6	6.5	6.5	6.5
2016	2.49	2.50	2.52	2.54	6.5	6.5	6.5	6.5

See footnotes at end of table.

Table 11. Private industry workers, by major industry group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation

All goods-producing industries[1,2]

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Paid leave								
2017	2.57	2.58	2.58	2.51	6.5	6.5	6.5	6.4
2018	2.52	2.53	2.56	2.55	6.4	6.4	6.4	6.5
2019	2.60	–	–	–	6.5	–	–	–
Vacation								
2004	.86	.86	.87	.88	3.2	3.1	3.1	3.1
2005	.89	.89	.90	.92	3.1	3.1	3.1	3.1
2006	.97	.98	.98	1.01	3.3	3.3	3.3	3.4
2007	1.03	1.03	1.04	1.05	3.4	3.4	3.4	3.4
2008	1.06	1.06	1.06	1.09	3.4	3.4	3.3	3.4
2009	1.10	1.10	1.10	1.11	3.4	3.4	3.4	3.5
2010	1.12	1.11	1.12	1.12	3.4	3.4	3.4	3.4
2011	1.13	1.12	1.12	1.16	3.4	3.4	3.4	3.4
2012	1.17	1.16	1.16	1.18	3.5	3.4	3.4	3.4
2013	1.20	1.19	1.20	1.24	3.5	3.5	3.5	3.5
2014	1.25	1.25	1.25	1.27	3.5	3.5	3.4	3.4
2015	1.28	1.27	1.29	1.29	3.4	3.4	3.4	3.4
2016	1.29	1.30	1.31	1.31	3.4	3.4	3.4	3.3
2017	1.32	1.33	1.33	1.28	3.4	3.3	3.3	3.3
2018	1.30	1.31	1.32	1.31	3.3	3.3	3.3	3.3
2019	1.33	–	–	–	3.3	–	–	–
Holiday								
2004	.61	.60	.61	.62	2.3	2.2	2.2	2.2
2005	.63	.62	.63	.65	2.2	2.2	2.2	2.2
2006	.66	.66	.67	.68	2.2	2.2	2.2	2.3
2007	.69	.69	.70	.71	2.3	2.3	2.3	2.3
2008	.71	.71	.71	.74	2.3	2.3	2.2	2.3
2009	.75	.74	.74	.74	2.3	2.3	2.3	2.3
2010	.75	.74	.75	.74	2.3	2.3	2.3	2.3
2011	.75	.74	.74	.77	2.3	2.2	2.2	2.3
2012	.78	.77	.78	.78	2.3	2.3	2.3	2.3
2013	.79	.79	.79	.81	2.3	2.3	2.3	2.3
2014	.82	.82	.82	.85	2.3	2.3	2.3	2.3
2015	.86	.85	.86	.86	2.3	2.3	2.3	2.2
2016	.87	.87	.87	.88	2.3	2.2	2.2	2.3
2017	.89	.89	.90	.88	2.3	2.2	2.2	2.2
2018	.89	.88	.89	.87	2.3	2.2	2.2	2.2
2019	.88	–	–	–	2.2	–	–	–
Sick								
2004	.13	.13	.13	.13	.5	.5	.5	.5
2005	.13	.13	.13	.14	.5	.4	.4	.5
2006	.16	.15	.15	.16	.5	.5	.5	.5
2007	.16	.16	.16	.17	.5	.5	.5	.5
2008	.17	.17	.17	.18	.5	.5	.5	.6
2009	.18	.18	.18	.17	.6	.6	.6	.5
2010	.18	.17	.18	.18	.6	.5	.5	.6
2011	.19	.19	.19	.19	.6	.6	.6	.6
2012	.19	.19	.20	.20	.6	.6	.6	.6
2013	.20	.20	.20	.21	.6	.6	.6	.6
2014	.22	.22	.22	.22	.6	.6	.6	.6
2015	.23	.22	.23	.23	.6	.6	.6	.6
2016	.25	.25	.24	.26	.6	.6	.6	.7
2017	.26	.26	.26	.26	.7	.6	.6	.7
2018	.26	.26	.26	.28	.6	.7	.7	.7
2019	.29	–	–	–	.7	–	–	–
Personal[3]								
2004	.07	.07	.07	.07	.3	.3	.3	.3
2005	.07	.07	.07	.13	.3	.3	.3	.5
2006	.07	.07	.07	.07	.2	.2	.2	.2
2007	.07	.07	.05	.05	.2	.2	.2	.2
2008	.04	.04	.04	.05	.1	.1	.1	.1
2009	.05	.05	.05	.05	.1	.2	.1	.2
2010	.06	.06	.06	.06	.2	.2	.2	.2
2011	.06	.06	.06	.07	.2	.2	.2	.2

See footnotes at end of table.

Table 11. Private industry workers, by major industry group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation

All goods-producing industries[1,2]

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Personal[3]								
2012	0.07	0.07	0.07	0.08	0.2	0.2	0.2	0.2
2013	.08	.08	.08	.08	.2	.2	.2	.2
2014	.08	.08	.08	.09	.2	.2	.2	.2
2015	.09	.09	.09	.10	.2	.2	.2	.2
2016	.09	.09	.10	.10	.2	.2	.3	.3
2017	.10	.10	.10	.09	.3	.3	.2	.2
2018	.08	.08	.09	.09	.2	.2	.2	.2
2019	.09	–	–	–	.2	–	–	–
Supplemental pay								
2004	1.12	1.12	1.16	1.18	4.1	4.1	4.2	4.2
2005	1.24	1.28	1.30	1.24	4.4	4.5	4.5	4.2
2006	1.16	1.17	1.22	1.17	4.0	3.9	4.1	3.9
2007	1.20	1.23	1.21	1.27	4.0	4.0	3.9	4.1
2008	1.30	1.31	1.32	1.27	4.1	4.1	4.2	3.9
2009	1.21	1.20	1.21	1.21	3.7	3.7	3.7	3.8
2010	1.21	1.20	1.19	1.17	3.7	3.7	3.6	3.6
2011	1.27	1.32	1.31	1.34	3.9	4.0	3.9	4.0
2012	1.36	1.34	1.33	1.35	4.0	4.0	3.9	3.9
2013	1.35	1.31	1.31	1.41	3.9	3.8	3.8	4.0
2014	1.42	1.42	1.42	1.49	3.9	3.9	3.9	4.0
2015	1.43	1.43	1.42	1.49	3.8	3.8	3.8	3.9
2016	1.50	1.50	1.50	1.51	3.9	3.9	3.8	3.9
2017	1.48	1.48	1.50	1.58	3.8	3.7	3.7	4.0
2018	1.64	1.60	1.63	1.68	4.2	4.1	4.1	4.3
2019	1.71	–	–	–	4.3	–	–	–
Overtime and premium[4]								
2004	.56	.56	.57	.58	2.1	2.0	2.0	2.1
2005	.59	.59	.60	.60	2.1	2.1	2.1	2.0
2006	.56	.56	.57	.55	1.9	1.9	1.9	1.8
2007	.56	.56	.56	.56	1.8	1.8	1.8	1.8
2008	.58	.58	.59	.58	1.8	1.8	1.9	1.8
2009	.57	.57	.58	.57	1.8	1.8	1.8	1.8
2010	.57	.58	.58	.55	1.8	1.8	1.8	1.7
2011	.56	.56	.56	.54	1.7	1.7	1.7	1.6
2012	.54	.55	.55	.55	1.6	1.6	1.6	1.6
2013	.55	.55	.56	.56	1.6	1.6	1.6	1.6
2014	.57	.57	.57	.57	1.6	1.6	1.6	1.5
2015	.57	.58	.58	.56	1.5	1.5	1.5	1.5
2016	.56	.56	.58	.58	1.5	1.5	1.5	1.5
2017	.58	.58	.59	.63	1.5	1.5	1.5	1.6
2018	.64	.64	.64	.65	1.6	1.6	1.6	1.6
2019	.66	–	–	–	1.6	–	–	–
Shift differentials								
2004	.08	.08	.08	.08	.3	.3	.3	.3
2005	.08	.08	.08	.09	.3	.3	.3	.3
2006	.09	.09	.09	.10	.3	.3	.3	.3
2007	.10	.10	.09	.10	.3	.3	.3	.3
2008	.10	.10	.10	.09	.3	.3	.3	.3
2009	.09	.09	.09	.09	.3	.3	.3	.3
2010	.09	.09	.09	.08	.3	.3	.3	.3
2011	.09	.08	.08	.08	.3	.3	.3	.2
2012	.08	.08	.08	.08	.2	.2	.2	.2
2013	.08	.08	.08	.08	.2	.2	.2	.2
2014	.08	.08	.08	.08	.2	.2	.2	.2
2015	.08	.08	.08	.08	.2	.2	.2	.2
2016	.08	.08	.08	.08	.2	.2	.2	.2
2017	.08	.08	.08	.10	.2	.2	.2	.2
2018	.10	.09	.09	.11	.2	.2	.2	.3
2019	.11	–	–	–	.3	–	–	–
Nonproduction bonuses								
2004	.48	.49	.51	.52	1.8	1.8	1.8	1.9
2005	.57	.61	.62	.55	2.0	2.1	2.2	1.9
2006	.51	.52	.56	.52	1.7	1.8	1.9	1.7

See footnotes at end of table.

Table 11. Private industry workers, by major industry group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation

All goods-producing industries[1,2]

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Nonproduction bonuses								
2007	0.55	0.57	0.55	0.61	1.8	1.9	1.8	2.0
2008	.62	.63	.64	.60	2.0	2.0	2.0	1.9
2009	.54	.54	.54	.55	1.7	1.7	1.7	1.7
2010	.55	.54	.52	.53	1.7	1.7	1.6	1.6
2011	.63	.67	.66	.72	1.9	2.0	2.0	2.1
2012	.73	.71	.70	.71	2.2	2.1	2.0	2.1
2013	.71	.67	.67	.77	2.1	2.0	1.9	2.2
2014	.77	.77	.77	.84	2.1	2.1	2.1	2.3
2015	.78	.77	.76	.85	2.1	2.1	2.0	2.2
2016	.85	.86	.84	.85	2.2	2.2	2.2	2.2
2017	.82	.81	.82	.86	2.1	2.1	2.0	2.2
2018	.90	.88	.89	.93	2.3	2.2	2.2	2.3
2019	.95	–	–	–	2.4	–	–	–
Insurance								
2004	2.26	2.29	2.32	2.38	8.3	8.3	8.3	8.5
2005	2.45	2.50	2.53	2.59	8.6	8.7	8.7	8.8
2006	2.64	2.66	2.68	2.66	9.0	9.0	9.0	8.9
2007	2.72	2.77	2.79	2.82	9.0	9.1	9.1	9.1
2008	2.88	2.88	2.90	2.91	9.2	9.1	9.1	9.0
2009	3.00	3.01	3.02	3.00	9.3	9.3	9.3	9.3
2010	3.08	3.09	3.11	3.07	9.5	9.5	9.5	9.4
2011	3.13	3.14	3.16	3.15	9.5	9.5	9.5	9.4
2012	3.19	3.21	3.22	3.22	9.4	9.5	9.5	9.4
2013	3.29	3.28	3.27	3.36	9.5	9.5	9.5	9.5
2014	3.42	3.43	3.44	3.46	9.5	9.5	9.5	9.3
2015	3.51	3.52	3.55	3.55	9.4	9.4	9.4	9.3
2016	3.59	3.59	3.65	3.64	9.3	9.3	9.4	9.3
2017	3.68	3.70	3.71	3.74	9.3	9.3	9.3	9.5
2018	3.76	3.69	3.73	3.63	9.5	9.3	9.4	9.2
2019	3.70	–	–	–	9.3	–	–	–
Life								
2004	.06	.06	.06	.06	.2	.2	.2	.2
2005	.06	.06	.06	.06	.2	.2	.2	.2
2006	.06	.07	.06	.06	.2	.2	.2	.2
2007	.06	.07	.07	.06	.2	.2	.2	.2
2008	.06	.06	.06	.07	.2	.2	.2	.2
2009	.07	.07	.07	.07	.2	.2	.2	.2
2010	.07	.07	.07	.07	.2	.2	.2	.2
2011	.07	.07	.06	.06	.2	.2	.2	.2
2012	.06	.06	.06	.06	.2	.2	.2	.2
2013	.06	.06	.06	.07	.2	.2	.2	.2
2014	.06	.07	.07	.07	.2	.2	.2	.2
2015	.07	.07	.07	.06	.2	.2	.2	.2
2016	.06	.06	.06	.06	.2	.2	.2	.2
2017	.06	.06	.06	.06	.2	.2	.2	.2
2018	.06	.06	.06	.06	.2	.2	.2	.2
2019	.06	–	–	–	.2	–	–	–
Health								
2004	2.11	2.13	2.16	2.22	7.8	7.8	7.8	7.9
2005	2.28	2.33	2.36	2.42	8.0	8.1	8.1	8.2
2006	2.47	2.48	2.50	2.48	8.4	8.4	8.4	8.3
2007	2.53	2.58	2.59	2.62	8.4	8.5	8.4	8.5
2008	2.68	2.68	2.70	2.71	8.5	8.5	8.5	8.4
2009	2.80	2.81	2.82	2.80	8.7	8.7	8.7	8.7
2010	2.88	2.89	2.91	2.87	8.9	8.9	8.9	8.8
2011	2.94	2.95	2.97	2.97	8.9	8.9	8.9	8.8
2012	3.00	3.02	3.03	3.03	8.9	8.9	8.9	8.9
2013	3.10	3.09	3.09	3.16	9.0	8.9	8.9	8.9
2014	3.22	3.22	3.24	3.26	9.0	8.9	8.9	8.8
2015	3.30	3.31	3.34	3.35	8.9	8.9	8.9	8.8
2016	3.39	3.39	3.46	3.45	8.8	8.8	8.9	8.8
2017	3.49	3.50	3.51	3.55	8.8	8.8	8.8	9.1
2018	3.56	3.50	3.53	3.43	9.0	8.8	8.9	8.7

See footnotes at end of table.

Table 11. Private industry workers, by major industry group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation

All goods-producing industries[1,2]

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Health								
2019	3.49	–	–	–	8.8	–	–	–
Short-term disability								
2004	.07	0.07	0.07	0.07	.3	0.3	0.2	0.2
2005	.08	.08	.08	.08	.3	.3	.3	.3
2006	.08	.08	.08	.08	.3	.3	.3	.3
2007	.09	.08	.09	.09	.3	.3	.3	.3
2008	.10	.10	.10	.09	.3	.3	.3	.3
2009	.09	.09	.08	.09	.3	.3	.3	.3
2010	.09	.09	.09	.08	.3	.3	.3	.3
2011	.08	.08	.08	.08	.3	.2	.2	.2
2012	.08	.08	.08	.08	.2	.2	.2	.2
2013	.08	.08	.08	.08	.2	.2	.2	.2
2014	.08	.08	.08	.08	.2	.2	.2	.2
2015	.08	.08	.08	.08	.2	.2	.2	.2
2016	.08	.08	.08	.08	.2	.2	.2	.2
2017	.08	.08	.08	.08	.2	.2	.2	.2
2018	.08	.08	.08	.09	.2	.2	.2	.2
2019	.09	–	–	–	.2	–	–	–
Long-term disability								
2004	.03	.03	.03	.03	.1	.1	.1	.1
2005	.03	.03	.03	.03	.1	.1	.1	.1
2006	.04	.04	.04	.04	.1	.1	.1	.1
2007	.04	.04	.04	.04	.1	.1	.1	.1
2008	.04	.04	.04	.04	.1	.1	.1	.1
2009	.04	.04	.04	.04	.1	.1	.1	.1
2010	.04	.04	.04	.04	.1	.1	.1	.1
2011	.05	.05	.05	.05	.1	.1	.1	.1
2012	.05	.05	.05	.05	.1	.1	.1	.1
2013	.05	.05	.05	.05	.1	.1	.1	.1
2014	.05	.05	.05	.05	.1	.1	.1	.1
2015	.06	.06	.06	.06	.1	.1	.1	.2
2016	.06	.05	.05	.06	.1	.1	.1	.1
2017	.06	.06	.06	.05	.1	.1	.1	.1
2018	.06	.05	.05	.05	.1	.1	.1	.1
2019	.05	–	–	–	.1	–	–	–
Retirement and savings								
2004	1.32	1.38	1.43	1.53	4.8	5.0	5.1	5.4
2005	1.59	1.59	1.61	1.59	5.6	5.5	5.5	5.4
2006	1.48	1.51	1.52	1.54	5.0	5.1	5.1	5.1
2007	1.33	1.38	1.41	1.43	4.4	4.5	4.6	4.6
2008	1.45	1.45	1.45	1.47	4.6	4.6	4.5	4.6
2009	1.47	1.46	1.43	1.36	4.6	4.5	4.4	4.2
2010	1.46	1.50	1.59	1.53	4.5	4.6	4.8	4.7
2011	1.56	1.70	1.65	1.64	4.7	5.1	5.0	4.9
2012	1.53	1.54	1.55	1.51	4.5	4.5	4.5	4.4
2013	1.56	1.57	1.54	1.77	4.5	4.5	4.5	5.0
2014	1.87	1.88	1.92	2.02	5.2	5.2	5.3	5.4
2015	2.01	2.04	2.04	2.11	5.4	5.5	5.4	5.5
2016	2.08	2.09	2.12	2.14	5.4	5.4	5.4	5.5
2017	2.17	2.22	2.31	1.99	5.5	5.6	5.8	5.1
2018	2.00	2.00	1.96	1.94	5.1	5.1	4.9	4.9
2019	1.94	–	–	–	4.9	–	–	–
Defined benefit								
2004	.82	.89	.93	1.02	3.0	3.2	3.3	3.6
2005	1.08	1.08	1.10	1.07	3.8	3.7	3.8	3.6
2006	.96	.98	.98	.99	3.3	3.3	3.3	3.3
2007	.78	.82	.83	.82	2.6	2.7	2.7	2.7
2008	.82	.82	.82	.83	2.6	2.6	2.6	2.6
2009	.85	.85	.82	.74	2.6	2.6	2.5	2.3
2010	.84	.87	.95	.89	2.6	2.7	2.9	2.7
2011	.89	1.03	.98	.95	2.7	3.1	2.9	2.8
2012	.82	.83	.84	.79	2.4	2.4	2.5	2.3
2013	.82	.82	.79	.98	2.4	2.4	2.3	2.8

See footnotes at end of table.

Table 11. Private industry workers, by major industry group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation

All goods-producing industries[1,2]

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Defined benefit								
2014	1.04	1.05	1.08	1.14	2.9	2.9	3.0	3.1
2015	1.12	1.15	1.13	1.20	3.0	3.1	3.0	3.1
2016	1.15	1.15	1.17	1.16	3.0	3.0	3.0	3.0
2017	1.18	1.22	1.31	1.02	3.0	3.1	3.3	2.6
2018	1.02	1.02	.97	.96	2.6	2.6	2.4	2.4
2019	.94	–	–	–	2.3	–	–	–
Defined contribution								
2004	.49	.50	.50	.51	1.8	1.8	1.8	1.8
2005	.51	.52	.51	.52	1.8	1.8	1.8	1.8
2006	.52	.54	.54	.54	1.8	1.8	1.8	1.8
2007	.55	.57	.58	.61	1.8	1.9	1.9	2.0
2008	.62	.63	.63	.64	2.0	2.0	2.0	2.0
2009	.63	.61	.61	.62	1.9	1.9	1.9	1.9
2010	.62	.62	.63	.64	1.9	1.9	1.9	2.0
2011	.67	.67	.67	.70	2.0	2.0	2.0	2.1
2012	.70	.71	.71	.72	2.1	2.1	2.1	2.1
2013	.74	.75	.75	.79	2.2	2.2	2.2	2.2
2014	.83	.83	.84	.88	2.3	2.3	2.3	2.4
2015	.89	.89	.90	.91	2.4	2.4	2.4	2.4
2016	.94	.94	.95	.98	2.4	2.4	2.4	2.5
2017	.99	1.00	1.00	.98	2.5	2.5	2.5	2.5
2018	.98	.98	.99	.97	2.5	2.5	2.5	2.5
2019	1.00	–	–	–	2.5	–	–	–
Legally required benefits								
2004	2.59	2.66	2.70	2.71	9.5	9.7	9.7	9.6
2005	2.73	2.78	2.80	2.77	9.6	9.7	9.6	9.4
2006	2.78	2.82	2.84	2.81	9.5	9.5	9.5	9.4
2007	2.81	2.82	2.83	2.83	9.3	9.3	9.2	9.2
2008	2.85	2.87	2.88	2.90	9.1	9.1	9.1	9.0
2009	2.91	2.92	2.92	2.89	9.0	9.0	9.0	9.0
2010	2.92	2.95	2.97	2.90	9.0	9.1	9.1	8.9
2011	2.94	2.98	2.97	2.92	8.9	8.9	8.9	8.7
2012	2.96	2.99	3.01	2.98	8.8	8.8	8.8	8.7
2013	3.00	3.02	3.03	3.09	8.7	8.7	8.8	8.7
2014	3.10	3.11	3.12	3.19	8.6	8.6	8.6	8.6
2015	3.17	3.19	3.20	3.25	8.5	8.5	8.5	8.5
2016	3.26	3.26	3.29	3.26	8.5	8.5	8.4	8.3
2017	3.30	3.33	3.34	3.31	8.4	8.4	8.3	8.5
2018	3.32	3.33	3.34	3.34	8.4	8.4	8.4	8.4
2019	3.35	–	–	–	8.4	–	–	–
Social Security and Medicare								
2004	1.56	1.56	1.58	1.59	5.7	5.7	5.7	5.6
2005	1.61	1.62	1.63	1.64	5.6	5.6	5.6	5.6
2006	1.66	1.68	1.70	1.70	5.7	5.7	5.7	5.7
2007	1.72	1.74	1.75	1.76	5.7	5.7	5.7	5.7
2008	1.79	1.80	1.81	1.83	5.7	5.7	5.7	5.7
2009	1.85	1.85	1.85	1.85	5.7	5.7	5.7	5.8
2010	1.85	1.85	1.86	1.85	5.7	5.7	5.7	5.7
2011	1.86	1.87	1.88	1.90	5.7	5.6	5.6	5.6
2012	1.91	1.92	1.92	1.94	5.7	5.7	5.7	5.7
2013	1.95	1.96	1.97	2.01	5.6	5.7	5.7	5.6
2014	2.03	2.04	2.05	2.09	5.6	5.6	5.6	5.6
2015	2.09	2.10	2.12	2.14	5.6	5.6	5.6	5.6
2016	2.15	2.17	2.19	2.19	5.6	5.6	5.6	5.6
2017	2.22	2.24	2.25	2.23	5.6	5.6	5.6	5.7
2018	2.24	2.25	2.27	2.26	5.7	5.7	5.7	5.7
2019	2.29	–	–	–	5.7	–	–	–
Social Security[5]								
2004	1.26	1.26	1.28	1.28	4.6	4.6	4.6	4.6
2005	1.29	1.31	1.31	1.32	4.5	4.5	4.5	4.5
2006	1.34	1.36	1.37	1.37	4.6	4.6	4.6	4.6
2007	1.39	1.40	1.41	1.42	4.6	4.6	4.6	4.6
2008	1.44	1.45	1.46	1.48	4.6	4.6	4.6	4.6

See footnotes at end of table.

Table 11. Private industry workers, by major industry group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation

All goods-producing industries[1,2]

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Social Security[5]								
2009	1.49	1.49	1.49	1.49	4.6	4.6	4.6	4.6
2010	1.49	1.49	1.50	1.49	4.6	4.6	4.6	4.6
2011	1.50	1.50	1.51	1.52	4.6	4.5	4.5	4.5
2012	1.54	1.54	1.55	1.56	4.5	4.5	4.5	4.6
2013	1.57	1.57	1.58	1.62	4.5	4.6	4.6	4.5
2014	1.63	1.64	1.65	1.68	4.5	4.5	4.5	4.5
2015	1.68	1.69	1.70	1.72	4.5	4.5	4.5	4.5
2016	1.73	1.74	1.76	1.76	4.5	4.5	4.5	4.5
2017	1.79	1.80	1.81	1.79	4.5	4.5	4.5	4.6
2018	1.80	1.81	1.83	1.82	4.6	4.6	4.6	4.6
2019	1.85	–	–	–	4.6	–	–	–
Medicare								
2004	.30	.30	.31	.31	1.1	1.1	1.1	1.1
2005	.31	.31	.32	.32	1.1	1.1	1.1	1.1
2006	.32	.33	.33	.33	1.1	1.1	1.1	1.1
2007	.33	.34	.34	.34	1.1	1.1	1.1	1.1
2008	.35	.35	.35	.36	1.1	1.1	1.1	1.1
2009	.36	.36	.36	.36	1.1	1.1	1.1	1.1
2010	.36	.36	.36	.36	1.1	1.1	1.1	1.1
2011	.36	.37	.37	.37	1.1	1.1	1.1	1.1
2012	.37	.37	.38	.38	1.1	1.1	1.1	1.1
2013	.38	.38	.38	.39	1.1	1.1	1.1	1.1
2014	.40	.40	.40	.41	1.1	1.1	1.1	1.1
2015	.41	.41	.42	.42	1.1	1.1	1.1	1.1
2016	.42	.43	.43	.43	1.1	1.1	1.1	1.1
2017	.43	.44	.44	.43	1.1	1.1	1.1	1.1
2018	.44	.44	.44	.44	1.1	1.1	1.1	1.1
2019	.45	–	–	–	1.1	–	–	–
Federal unemployment insurance								
2004	.03	.03	.03	.03	.1	.1	.1	.1
2005	.03	.03	.03	.03	.1	.1	.1	.1
2006	.03	.03	.03	.03	.1	.1	.1	.1
2007	.03	.03	.03	.03	.1	.1	.1	.1
2008	.03	.03	.03	.03	.1	.1	.1	.1
2009	.03	.03	.03	.03	.1	.1	.1	.1
2010	.03	.03	.03	.03	.1	.1	.1	.1
2011	.03	.03	.02	.02	.1	.1	.1	.1
2012	.03	.03	.03	.03	.1	.1	.1	.1
2013	.03	.03	.03	.03	.1	.1	.1	.1
2014	.04	.04	.04	.04	.1	.1	.1	.1
2015	.04	.04	.04	.04	.1	.1	.1	.1
2016	.03	.03	.03	.03	.1	.1	.1	.1
2017	.03	.03	.03	.03	.1	.1	.1	.1
2018	.03	.03	.03	.03	.1	.1	.1	.1
2019	.02	–	–	–	.1	–	–	–
State unemployment insurance								
2004	.17	.18	.19	.19	.6	.7	.7	.7
2005	.20	.22	.22	.22	.7	.7	.7	.7
2006	.22	.22	.22	.21	.7	.7	.7	.7
2007	.21	.21	.20	.20	.7	.7	.7	.7
2008	.20	.20	.20	.20	.6	.6	.6	.6
2009	.20	.20	.20	.20	.6	.6	.6	.6
2010	.23	.25	.26	.25	.7	.8	.8	.8
2011	.27	.29	.29	.29	.8	.9	.9	.9
2012	.30	.30	.31	.31	.9	.9	.9	.9
2013	.31	.31	.30	.30	.9	.9	.9	.8
2014	.30	.28	.28	.28	.8	.8	.8	.7
2015	.27	.27	.26	.25	.7	.7	.7	.7
2016	.25	.24	.24	.23	.6	.6	.6	.6
2017	.23	.23	.22	.22	.6	.6	.6	.6
2018	.22	.21	.20	.19	.6	.5	.5	.5
2019	.19	–	–	–	.5	–	–	–

See footnotes at end of table.

Table 11. Private industry workers, by major industry group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation

All goods-producing industries[1,2]

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Workers' compensation								
2004	0.84	0.88	0.90	0.90	3.1	3.2	3.2	3.2
2005	.89	.91	.92	.88	3.1	3.2	3.2	3.0
2006	.87	.89	.90	.87	3.0	3.0	3.0	2.9
2007	.85	.85	.85	.84	2.8	2.8	2.8	2.7
2008	.83	.85	.85	.84	2.7	2.7	2.7	2.6
2009	.83	.84	.83	.81	2.6	2.6	2.6	2.5
2010	.81	.82	.82	.78	2.5	2.5	2.5	2.4
2011	.77	.79	.78	.71	2.4	2.4	2.4	2.1
2012	.72	.74	.75	.71	2.1	2.2	2.2	2.1
2013	.71	.72	.73	.75	2.0	2.1	2.1	2.1
2014	.74	.76	.76	.78	2.1	2.1	2.1	2.1
2015	.77	.79	.79	.82	2.1	2.1	2.1	2.1
2016	.82	.82	.84	.81	2.1	2.1	2.2	2.1
2017	.81	.83	.83	.84	2.1	2.1	2.1	2.1
2018	.83	.84	.84	.85	2.1	2.1	2.1	2.2
2019	.84	–	–	–	2.1	–	–	–
Other benefits[6]								
2004	.08	.08	.08	.09	.3	.3	.3	.3
2005	.08	.08	.08	.08	.3	.3	.3	.3

[1] Includes mining, construction, and manufacturing. The agriculture, forestry, farming, and hunting sector is excluded.
[2] Estimates from December 2013 to March 2014 for this series were corrected, details are available at www.bls.gov/bls/ecec_correction_091014.htm.
[3] Prior to June 2008, paid personal leave was included in other leave. Other leave also included paid military, funeral, and jury leave.
[4] Includes premium pay (such as overtime, weekends, and holidays) for work in addition to the regular work schedule.
[5] Social Security refers to the Old-Age, Survivors, and Disability Insurance (OASDI) program.
[6] Includes severance pay and supplemental unemployment benefits. Publication of other benefits was discontinued beginning in June 2006.

Note: The sum of individual items may not equal totals due to rounding. Dashes indicate data are not available.

Table 11. Private industry workers, by major industry group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Construction

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Total compensation								
2004	$27.17	$27.28	$27.65	$27.68	100.0	100.0	100.0	100.0
2005	27.98	28.21	28.51	28.48	100.0	100.0	100.0	100.0
2006	28.65	29.11	29.41	28.46	100.0	100.0	100.0	100.0
2007	28.62	29.12	29.39	29.73	100.0	100.0	100.0	100.0
2008	30.12	30.33	30.60	31.20	100.0	100.0	100.0	100.0
2009	31.29	31.35	31.38	31.23	100.0	100.0	100.0	100.0
2010	31.33	31.44	31.58	31.32	100.0	100.0	100.0	100.0
2011	31.59	31.77	32.01	33.08	100.0	100.0	100.0	100.0
2012	33.08	33.38	33.52	33.82	100.0	100.0	100.0	100.0
2013	34.43	34.37	34.19	34.82	100.0	100.0	100.0	100.0
2014	34.81	35.10	35.27	36.31	100.0	100.0	100.0	100.0
2015	36.04	36.42	36.87	37.00	100.0	100.0	100.0	100.0
2016	36.98	37.26	38.34	38.15	100.0	100.0	100.0	100.0
2017	38.73	39.18	39.53	38.70	100.0	100.0	100.0	100.0
2018	39.09	39.17	39.65	39.19	100.0	100.0	100.0	100.0
2019	39.55	–	–	–	100.0	–	–	–
Wages and salaries								
2004	19.02	18.92	19.21	19.16	70.0	69.3	69.5	69.2
2005	19.29	19.35	19.52	19.56	68.9	68.6	68.5	68.7
2006	19.67	19.98	20.18	19.73	68.6	68.6	68.6	69.3
2007	19.88	20.15	20.38	20.65	69.5	69.2	69.3	69.4
2008	20.88	20.99	21.17	21.62	69.3	69.2	69.2	69.3
2009	21.68	21.68	21.69	21.67	69.3	69.1	69.1	69.4
2010	21.67	21.73	21.81	21.79	69.2	69.1	69.1	69.6
2011	21.92	22.01	22.18	23.04	69.4	69.3	69.3	69.7
2012	23.02	23.17	23.30	23.63	69.6	69.4	69.5	69.9
2013	23.92	23.86	23.80	24.03	69.5	69.4	69.6	69.0
2014	24.01	24.20	24.35	24.97	69.0	69.0	69.0	68.8
2015	24.95	25.16	25.50	25.85	69.2	69.1	69.2	69.9
2016	25.83	26.06	26.65	26.62	69.8	69.9	69.5	69.8
2017	26.96	27.20	27.46	26.78	69.6	69.4	69.5	69.2
2018	27.04	27.18	27.49	27.12	69.2	69.4	69.3	69.2
2019	27.38	–	–	–	69.2	–	–	–
Total benefits								
2004	8.15	8.37	8.43	8.53	30.0	30.7	30.5	30.8
2005	8.69	8.86	8.99	8.92	31.1	31.4	31.5	31.3
2006	8.98	9.14	9.22	8.72	31.4	31.4	31.4	30.7
2007	8.74	8.98	9.01	9.09	30.5	30.8	30.7	30.6
2008	9.24	9.34	9.42	9.58	30.7	30.8	30.8	30.7
2009	9.61	9.67	9.69	9.56	30.7	30.9	30.9	30.6
2010	9.66	9.72	9.77	9.54	30.8	30.9	30.9	30.4
2011	9.67	9.76	9.83	10.04	30.6	30.7	30.7	30.3
2012	10.06	10.21	10.22	10.20	30.4	30.6	30.5	30.1
2013	10.51	10.52	10.39	10.79	30.5	30.6	30.4	31.0
2014	10.80	10.89	10.92	11.34	31.0	31.0	31.0	31.2
2015	11.09	11.26	11.37	11.15	30.8	30.9	30.8	30.1
2016	11.15	11.20	11.69	11.53	30.2	30.1	30.5	30.2
2017	11.77	11.97	12.07	11.92	30.4	30.6	30.5	30.8
2018	12.05	11.99	12.17	12.07	30.8	30.6	30.7	30.8
2019	12.16	–	–	–	30.8	–	–	–
Paid leave								
2004	.94	.93	.92	.93	3.5	3.4	3.3	3.3
2005	.93	.93	.95	.98	3.3	3.3	3.3	3.5
2006	1.02	1.05	1.06	1.02	3.6	3.6	3.6	3.6
2007	1.01	1.03	1.03	1.04	3.5	3.5	3.5	3.5
2008	1.05	1.07	1.06	1.12	3.5	3.5	3.5	3.6
2009	1.13	1.13	1.11	1.14	3.6	3.6	3.5	3.6
2010	1.13	1.14	1.13	1.16	3.6	3.6	3.6	3.7
2011	1.17	1.17	1.18	1.37	3.7	3.7	3.7	4.2
2012	1.38	1.40	1.40	1.45	4.2	4.2	4.2	4.3
2013	1.49	1.49	1.48	1.51	4.3	4.3	4.3	4.3
2014	1.50	1.51	1.51	1.59	4.3	4.3	4.3	4.4
2015	1.60	1.58	1.63	1.57	4.4	4.3	4.4	4.3
2016	1.57	1.58	1.67	1.68	4.2	4.2	4.4	4.4

See footnotes at end of table.

Table 11. Private industry workers, by major industry group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Construction

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Paid leave								
2017	1.70	1.72	1.74	1.66	4.4	4.4	4.4	4.3
2018	1.68	1.69	1.73	1.71	4.3	4.3	4.4	4.4
2019	1.74	–	–	–	4.4	–	–	–
Vacation								
2004	.54	.53	.52	.52	2.0	1.9	1.9	1.9
2005	.52	.52	.53	.55	1.9	1.9	1.9	1.9
2006	.57	.59	.59	.57	2.0	2.0	2.0	2.0
2007	.56	.58	.58	.58	2.0	2.0	2.0	1.9
2008	.60	.60	.60	.62	2.0	2.0	1.9	2.0
2009	.63	.63	.62	.64	2.0	2.0	2.0	2.0
2010	.64	.64	.64	.63	2.0	2.0	2.0	2.0
2011	.63	.63	.64	.72	2.0	2.0	2.0	2.2
2012	.73	.73	.73	.75	2.2	2.2	2.2	2.2
2013	.76	.76	.76	.78	2.2	2.2	2.2	2.3
2014	.78	.79	.79	.82	2.3	2.2	2.2	2.2
2015	.82	.81	.84	.83	2.3	2.2	2.3	2.2
2016	.83	.83	.88	.88	2.2	2.2	2.3	2.3
2017	.89	.90	.91	.85	2.3	2.3	2.3	2.2
2018	.86	.90	.91	.89	2.2	2.3	2.3	2.3
2019	.90	–	–	–	2.3	–	–	–
Holiday								
2004	.32	.32	.32	.33	1.2	1.2	1.2	1.2
2005	.33	.33	.34	.34	1.2	1.2	1.2	1.2
2006	.35	.36	.37	.35	1.2	1.2	1.2	1.2
2007	.35	.36	.36	.36	1.2	1.2	1.2	1.2
2008	.36	.37	.37	.39	1.2	1.2	1.2	1.3
2009	.40	.39	.39	.39	1.3	1.2	1.2	1.3
2010	.39	.39	.39	.41	1.2	1.2	1.2	1.3
2011	.41	.41	.42	.50	1.3	1.3	1.3	1.5
2012	.50	.51	.51	.53	1.5	1.5	1.5	1.6
2013	.55	.54	.53	.53	1.6	1.6	1.6	1.5
2014	.53	.53	.54	.57	1.5	1.5	1.5	1.6
2015	.58	.57	.59	.55	1.6	1.6	1.6	1.5
2016	.55	.55	.57	.58	1.5	1.5	1.5	1.5
2017	.59	.60	.60	.59	1.5	1.5	1.5	1.5
2018	.60	.59	.60	.58	1.5	1.5	1.5	1.5
2019	.59	–	–	–	1.5	–	–	–
Sick								
2004	.06	.06	.06	.06	.2	.2	.2	.2
2005	.06	.06	.06	.06	.2	.2	.2	.2
2006	.07	.07	.07	.07	.2	.2	.2	.2
2007	.07	.07	.07	.07	.2	.2	.2	.2
2008	.07	.08	.07	.08	.2	.2	.2	.3
2009	.08	.08	.08	.08	.3	.3	.3	.3
2010	.08	.08	.08	.09	.2	.2	.2	.3
2011	.09	.09	.09	.11	.3	.3	.3	.3
2012	.11	.11	.11	.12	.3	.3	.3	.4
2013	.13	.13	.12	.13	.4	.4	.4	.4
2014	.13	.13	.13	.13	.4	.4	.4	.4
2015	.13	.12	.13	.12	.3	.3	.4	.3
2016	.12	.12	.13	.13	.3	.3	.3	.3
2017	.13	.13	.14	.14	.3	.3	.3	.4
2018	.14	.14	.15	.18	.4	.4	.4	.4
2019	.19	–	–	–	.5	–	–	–
Personal[1]								
2004	.02	.02	.02	.02	.1	.1	.1	.1
2005	.02	.02	.02	.02	.1	.1	.1	.1
2006	.02	.02	.03	.02	.1	.1	.1	.1
2007	.02	.02	.02	.02	.1	.1	.1	.1
2008	.02	.02	.02	.03	.1	.1	.1	.1
2009	.03	.03	.03	.03	.1	.1	.1	.1
2010	.03	.03	.03	.04	.1	.1	.1	.1
2011	.04	.04	.04	.05	.1	.1	.1	.1

See footnotes at end of table.

Table 11. Private industry workers, by major industry group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Construction

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Personal[1]								
2012	0.05	0.05	0.05	0.05	0.1	0.1	0.2	0.1
2013	.06	.06	.06	.06	.2	.2	.2	.2
2014	.06	.06	.06	.07	.2	.2	.2	.2
2015	.08	.07	.08	.07	.2	.2	.2	.2
2016	.07	.07	.09	.09	.2	.2	.2	.2
2017	.09	.09	.08	.08	.2	.2	.2	.2
2018	.07	.06	.07	.07	.2	.2	.2	.2
2019	.07	–	–	–	.2	–	–	–
Supplemental pay								
2004	1.01	1.12	1.13	1.13	3.7	4.1	4.1	4.1
2005	1.21	1.24	1.28	1.17	4.3	4.4	4.5	4.1
2006	1.15	1.15	1.18	1.00	4.0	3.9	4.0	3.5
2007	1.04	1.05	1.01	1.04	3.6	3.6	3.4	3.5
2008	1.08	1.07	1.08	1.07	3.6	3.5	3.5	3.4
2009	1.07	1.07	1.07	1.08	3.4	3.4	3.4	3.5
2010	1.06	1.05	1.05	1.01	3.4	3.3	3.3	3.2
2011	.97	.98	.99	.96	3.1	3.1	3.1	2.9
2012	.94	.97	.97	.95	2.8	2.9	2.9	2.8
2013	.95	.93	.92	1.01	2.8	2.7	2.7	2.9
2014	.96	1.01	1.02	.96	2.8	2.9	2.9	2.6
2015	.90	.87	.88	.96	2.5	2.4	2.4	2.6
2016	.96	.99	1.02	1.03	2.6	2.7	2.7	2.7
2017	1.04	1.08	1.09	1.08	2.7	2.8	2.8	2.8
2018	1.11	1.11	1.12	1.22	2.8	2.8	2.8	3.1
2019	1.26	–	–	–	3.2	–	–	–
Overtime and premium[2]								
2004	.49	.51	.53	.52	1.8	1.9	1.9	1.9
2005	.52	.53	.54	.54	1.9	1.9	1.9	1.9
2006	.57	.58	.59	.59	2.0	2.0	2.0	2.1
2007	.59	.60	.61	.61	2.1	2.1	2.1	2.1
2008	.63	.63	.63	.61	2.1	2.1	2.1	2.0
2009	.61	.61	.62	.62	2.0	1.9	2.0	2.0
2010	.63	.63	.63	.61	2.0	2.0	2.0	1.9
2011	.62	.63	.63	.58	2.0	2.0	2.0	1.7
2012	.59	.59	.59	.60	1.8	1.8	1.8	1.8
2013	.60	.59	.60	.59	1.7	1.7	1.7	1.7
2014	.60	.61	.61	.60	1.7	1.7	1.7	1.6
2015	.59	.59	.59	.58	1.7	1.6	1.6	1.6
2016	.59	.59	.61	.61	1.6	1.6	1.6	1.6
2017	.62	.62	.63	.67	1.6	1.6	1.6	1.7
2018	.69	.69	.69	.72	1.8	1.8	1.7	1.8
2019	.73	–	–	–	1.8	–	–	–
Shift differentials								
2004	([3])	([3])	([3])	([3])	([4])	([4])	([4])	([4])
2005	([3])	([3])	([3])	([3])	([4])	([4])	([4])	([4])
2006	([3])	([3])	([3])	([3])	([4])	([4])	([4])	([4])
2007	([3])	([3])	([3])	([3])	([4])	([4])	([4])	([4])
2008	([3])	([3])	([3])	([3])	([4])	([4])	([4])	([4])
2009	([3])	([3])	([3])	([3])	([4])	([4])	([4])	([4])
2010	([3])	([3])	([3])	([3])	([4])	([4])	([4])	([4])
2011	([3])	([3])	([3])	([3])	([4])	([4])	([4])	([4])
2012	([3])	([3])	([3])	([3])	([4])	([4])	([4])	([4])
2013	([3])	([3])	([3])	([3])	([4])	([4])	([4])	([4])
2014	([3])	([3])	([3])	([3])	([4])	([4])	([4])	([4])
2015	([3])	([3])	([3])	([3])	([4])	([4])	([4])	([4])
2016	([3])	.02	.02	.02	([4])	([4])	([4])	([4])
2017	.02	.02	.02	.02	([4])	([4])	([4])	([4])
2018	.02	([3])	.02	([3])	([4])	([4])	([4])	([4])
2019	([3])	–	–	–	([4])	–	–	–
Nonproduction bonuses								
2004	.50	.60	.59	.60	1.8	2.2	2.1	2.2
2005	.68	.70	.73	.62	2.4	2.5	2.5	2.2
2006	.57	.55	.58	.40	2.0	1.9	2.0	1.4

See footnotes at end of table.

Table 11. Private industry workers, by major industry group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Construction

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Nonproduction bonuses								
2007	0.43	0.44	0.40	0.42	1.5	1.5	1.3	1.4
2008	.44	.43	.43	.45	1.5	1.4	1.4	1.5
2009	.45	.45	.44	.46	1.4	1.4	1.4	1.5
2010	.43	.41	.41	.40	1.4	1.3	1.3	1.3
2011	.35	.35	.35	.37	1.1	1.1	1.1	1.1
2012	.35	.38	.37	.34	1.0	1.1	1.1	1.0
2013	.34	.33	.31	.41	1.0	1.0	.9	1.2
2014	.35	.40	.40	.35	1.0	1.1	1.1	1.0
2015	.29	.27	.27	.36	.8	.8	.7	1.0
2016	.36	.39	.39	.40	1.0	1.0	1.0	1.1
2017	.40	.44	.45	.40	1.0	1.1	1.1	1.0
2018	.40	.41	.41	.49	1.0	1.0	1.0	1.2
2019	.52	–	–	–	1.3	–	–	–
Insurance								
2004	1.76	1.78	1.80	1.87	6.5	6.5	6.5	6.8
2005	1.88	1.95	2.00	2.07	6.7	6.9	7.0	7.3
2006	2.11	2.15	2.18	2.05	7.3	7.4	7.4	7.2
2007	2.08	2.15	2.18	2.18	7.3	7.4	7.4	7.3
2008	2.22	2.25	2.28	2.28	7.4	7.4	7.4	7.3
2009	2.30	2.34	2.35	2.27	7.4	7.5	7.5	7.3
2010	2.30	2.33	2.34	2.28	7.3	7.4	7.4	7.3
2011	2.33	2.38	2.41	2.50	7.4	7.5	7.5	7.5
2012	2.50	2.55	2.56	2.55	7.6	7.6	7.6	7.6
2013	2.64	2.64	2.61	2.70	7.7	7.7	7.6	7.7
2014	2.73	2.76	2.79	2.92	7.8	7.9	7.9	8.1
2015	2.88	2.94	3.00	2.82	8.0	8.1	8.1	7.6
2016	2.84	2.83	3.02	2.95	7.7	7.6	7.9	7.7
2017	3.03	3.08	3.11	3.15	7.8	7.9	7.9	8.1
2018	3.20	3.17	3.22	3.13	8.2	8.1	8.1	8.0
2019	3.20	–	–	–	8.1	–	–	–
Life								
2004	.03	.03	.03	.03	.1	.1	.1	.1
2005	.03	.03	.03	.03	.1	.1	.1	.1
2006	.05	.06	.06	.04	.2	.2	.2	.2
2007	.05	.05	.05	.04	.2	.2	.2	.1
2008	.04	.03	.05	.06	.1	.1	.2	.2
2009	.06	.05	.06	.06	.2	.2	.2	.2
2010	.06	.06	.05	.05	.2	.2	.2	.2
2011	.05	.05	.04	.04	.2	.2	.1	.1
2012	.05	.04	.04	.04	.1	.1	.1	.1
2013	.04	.04	.04	.04	.1	.1	.1	.1
2014	.04	.04	.04	.04	.1	.1	.1	.1
2015	.04	.04	.04	.04	.1	.1	.1	.1
2016	.04	.04	.04	.04	.1	.1	.1	.1
2017	.04	.05	.05	.05	.1	.1	.1	.1
2018	.05	.05	.05	.04	.1	.1	.1	.1
2019	.05	–	–	–	.1	–	–	–
Health								
2004	1.69	1.71	1.73	1.80	6.2	6.3	6.3	6.5
2005	1.81	1.88	1.93	2.00	6.5	6.7	6.8	7.0
2006	2.00	2.03	2.07	1.96	7.0	7.0	7.0	6.9
2007	1.97	2.04	2.05	2.06	6.9	7.0	7.0	6.9
2008	2.09	2.13	2.13	2.14	6.9	7.0	7.0	6.9
2009	2.18	2.22	2.24	2.14	7.0	7.1	7.1	6.8
2010	2.17	2.20	2.22	2.15	6.9	7.0	7.0	6.9
2011	2.20	2.25	2.29	2.38	7.0	7.1	7.2	7.2
2012	2.38	2.43	2.44	2.43	7.2	7.3	7.3	7.2
2013	2.51	2.52	2.49	2.57	7.3	7.3	7.3	7.4
2014	2.61	2.64	2.68	2.80	7.5	7.5	7.6	7.7
2015	2.76	2.82	2.88	2.70	7.7	7.7	7.8	7.3
2016	2.72	2.72	2.89	2.83	7.4	7.3	7.5	7.4
2017	2.91	2.95	2.98	3.02	7.5	7.5	7.5	7.8
2018	3.06	3.03	3.08	2.99	7.8	7.7	7.8	7.6

See footnotes at end of table.

Table 11. Private industry workers, by major industry group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Construction

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Health								
2019	3.05	–	–	–	7.7	–	–	–
Short-term disability								
2004	.03	0.03	0.03	0.03	.1	0.1	0.1	0.1
2005	.03	.03	.03	.03	.1	.1	.1	.1
2006	.04	.04	.04	.04	.1	.1	.1	.1
2007	.05	.04	.06	.07	.2	.1	.2	.2
2008	.07	.08	.09	.07	.2	.3	.3	.2
2009	.04	.06	.04	.06	.1	.2	.1	.2
2010	.05	.05	.05	.06	.2	.2	.2	.2
2011	.05	.06	.05	.05	.2	.2	.2	.1
2012	.05	.05	.05	.06	.2	.2	.1	.2
2013	.06	.06	.05	.06	.2	.2	.2	.2
2014	.06	.05	.05	.05	.2	.1	.1	.1
2015	.05	.05	.05	.05	.1	.1	.1	.1
2016	.04	.04	.04	.04	.1	.1	.1	.1
2017	.05	.04	.05	.05	.1	.1	.1	.1
2018	.06	.05	.06	.06	.2	.1	.2	.2
2019	.06	–	–	–	.2	–	–	–
Long-term disability								
2004	([3])	([3])	([3])	([3])	([4])	([4])	([4])	([4])
2005	([3])	([3])	([3])	([3])	([4])	([4])	([4])	([4])
2006	([3])	([3])	([3])	([3])	([4])	([4])	([4])	([4])
2007	([3])	([3])	([3])	([3])	([4])	([4])	([4])	([4])
2008	([3])	([3])	([3])	.02	([4])	([4])	([4])	.1
2009	.02	.02	([3])	.02	.1	.1	([4])	.1
2010	.02	.02	.02	.02	.1	.1	.1	.1
2011	.02	.02	.02	.02	.1	.1	.1	.1
2012	.02	.03	.03	.02	.1	.1	.1	.1
2013	.02	.02	.02	.03	.1	.1	.1	.1
2014	.03	.03	.03	.03	.1	.1	.1	.1
2015	.03	.03	.03	.03	.1	.1	.1	.1
2016	.04	.03	.04	.04	.1	.1	.1	.1
2017	.04	.04	.04	.03	.1	.1	.1	.1
2018	.03	.03	.03	.04	.1	.1	.1	.1
2019	.04	–	–	–	.1	–	–	–
Retirement and savings								
2004	1.25	1.31	1.31	1.33	4.6	4.8	4.7	4.8
2005	1.35	1.39	1.40	1.38	4.8	4.9	4.9	4.8
2006	1.42	1.47	1.47	1.36	5.0	5.0	5.0	4.8
2007	1.32	1.43	1.47	1.49	4.6	4.9	5.0	5.0
2008	1.52	1.54	1.59	1.61	5.1	5.1	5.2	5.2
2009	1.61	1.65	1.67	1.60	5.1	5.3	5.3	5.1
2010	1.64	1.68	1.70	1.63	5.2	5.3	5.4	5.2
2011	1.70	1.71	1.74	1.78	5.4	5.4	5.4	5.4
2012	1.75	1.80	1.78	1.80	5.3	5.4	5.3	5.3
2013	1.92	1.94	1.85	1.95	5.6	5.6	5.4	5.6
2014	1.96	1.96	1.92	2.07	5.6	5.6	5.4	5.7
2015	1.96	2.08	2.07	1.91	5.4	5.7	5.6	5.2
2016	1.90	1.92	2.04	2.02	5.1	5.1	5.3	5.3
2017	2.09	2.15	2.18	2.15	5.4	5.5	5.5	5.5
2018	2.16	2.09	2.16	2.09	5.5	5.3	5.5	5.3
2019	2.04	–	–	–	5.2	–	–	–
Defined benefit								
2004	.77	.83	.82	.83	2.8	3.0	3.0	3.0
2005	.85	.90	.92	.89	3.0	3.2	3.2	3.1
2006	.93	.96	.96	.88	3.3	3.3	3.3	3.1
2007	.85	.95	.97	.97	3.0	3.2	3.3	3.3
2008	1.01	1.02	1.06	1.05	3.4	3.4	3.5	3.4
2009	1.07	1.12	1.14	1.04	3.4	3.6	3.6	3.3
2010	1.07	1.11	1.13	1.04	3.4	3.5	3.6	3.3
2011	1.10	1.13	1.16	1.13	3.5	3.6	3.6	3.4
2012	1.12	1.14	1.11	1.15	3.4	3.4	3.3	3.4
2013	1.22	1.23	1.16	1.25	3.5	3.6	3.4	3.6

See footnotes at end of table.

Table 11. Private industry workers, by major industry group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Construction

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Defined benefit								
2014	1.26	1.25	1.23	1.33	3.6	3.6	3.5	3.7
2015	1.24	1.34	1.31	1.22	3.4	3.7	3.6	3.3
2016	1.19	1.19	1.27	1.23	3.2	3.2	3.3	3.2
2017	1.29	1.34	1.36	1.33	3.3	3.4	3.4	3.4
2018	1.34	1.28	1.34	1.27	3.4	3.3	3.4	3.2
2019	1.19	–	–	–	3.0	–	–	–
Defined contribution								
2004	.48	.48	.50	.50	1.7	1.8	1.8	1.8
2005	.51	.48	.48	.49	1.8	1.7	1.7	1.7
2006	.49	.51	.51	.48	1.7	1.7	1.7	1.7
2007	.47	.48	.50	.51	1.6	1.7	1.7	1.7
2008	.51	.52	.53	.56	1.7	1.7	1.7	1.8
2009	.54	.53	.54	.56	1.7	1.7	1.7	1.8
2010	.58	.57	.57	.59	1.8	1.8	1.8	1.9
2011	.60	.58	.58	.64	1.9	1.8	1.8	1.9
2012	.64	.66	.67	.65	1.9	2.0	2.0	1.9
2013	.71	.71	.69	.69	2.1	2.1	2.0	2.0
2014	.70	.71	.69	.74	2.0	2.0	2.0	2.0
2015	.71	.73	.76	.69	2.0	2.0	2.1	1.9
2016	.70	.72	.78	.79	1.9	1.9	2.0	2.1
2017	.80	.80	.81	.82	2.1	2.1	2.1	2.1
2018	.82	.81	.83	.83	2.1	2.1	2.1	2.1
2019	.86	–	–	–	2.2	–	–	–
Legally required benefits								
2004	3.19	3.22	3.26	3.26	11.8	11.8	11.8	11.8
2005	3.30	3.34	3.35	3.30	11.8	11.8	11.7	11.6
2006	3.29	3.33	3.35	3.30	11.5	11.4	11.4	11.6
2007	3.29	3.31	3.32	3.34	11.5	11.4	11.3	11.2
2008	3.37	3.40	3.42	3.48	11.2	11.2	11.2	11.2
2009	3.50	3.49	3.48	3.47	11.2	11.1	11.1	11.1
2010	3.52	3.53	3.55	3.45	11.2	11.2	11.2	11.0
2011	3.50	3.51	3.52	3.43	11.1	11.1	11.0	10.4
2012	3.48	3.49	3.52	3.45	10.5	10.4	10.5	10.2
2013	3.51	3.52	3.53	3.63	10.2	10.3	10.3	10.4
2014	3.64	3.66	3.68	3.80	10.5	10.4	10.4	10.5
2015	3.76	3.78	3.79	3.88	10.4	10.4	10.3	10.5
2016	3.89	3.88	3.94	3.86	10.5	10.4	10.3	10.1
2017	3.90	3.95	3.96	3.89	10.1	10.1	10.0	10.1
2018	3.90	3.93	3.93	3.92	10.0	10.0	9.9	10.0
2019	3.91	–	–	–	9.9	–	–	–
Social Security and Medicare								
2004	1.59	1.58	1.60	1.60	5.8	5.8	5.8	5.8
2005	1.61	1.61	1.63	1.63	5.8	5.7	5.7	5.7
2006	1.63	1.66	1.67	1.63	5.7	5.7	5.7	5.7
2007	1.65	1.67	1.69	1.71	5.8	5.7	5.7	5.7
2008	1.73	1.74	1.75	1.79	5.8	5.7	5.7	5.7
2009	1.80	1.80	1.80	1.80	5.8	5.7	5.7	5.8
2010	1.80	1.80	1.81	1.80	5.7	5.7	5.7	5.7
2011	1.81	1.82	1.83	1.89	5.7	5.7	5.7	5.7
2012	1.89	1.91	1.92	1.94	5.7	5.7	5.7	5.7
2013	1.96	1.96	1.96	1.99	5.7	5.7	5.7	5.7
2014	1.99	2.01	2.02	2.07	5.7	5.7	5.7	5.7
2015	2.07	2.08	2.10	2.13	5.7	5.7	5.7	5.7
2016	2.13	2.15	2.20	2.19	5.8	5.8	5.7	5.8
2017	2.23	2.25	2.27	2.23	5.8	5.8	5.7	5.8
2018	2.24	2.26	2.28	2.27	5.7	5.8	5.8	5.8
2019	2.29	–	–	–	5.8	–	–	–
Social Security[5]								
2004	1.28	1.27	1.29	1.29	4.7	4.7	4.7	4.7
2005	1.30	1.30	1.31	1.31	4.6	4.6	4.6	4.6
2006	1.32	1.34	1.35	1.32	4.6	4.6	4.6	4.6
2007	1.33	1.35	1.37	1.38	4.7	4.6	4.6	4.6
2008	1.40	1.40	1.42	1.45	4.6	4.6	4.6	4.6

See footnotes at end of table.

Table 11. Private industry workers, by major industry group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Construction

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Social Security[5]								
2009	1.46	1.45	1.46	1.46	4.7	4.6	4.6	4.7
2010	1.46	1.46	1.46	1.45	4.6	4.6	4.6	4.6
2011	1.46	1.47	1.48	1.53	4.6	4.6	4.6	4.6
2012	1.53	1.54	1.55	1.56	4.6	4.6	4.6	4.6
2013	1.58	1.58	1.58	1.60	4.6	4.6	4.6	4.6
2014	1.61	1.62	1.63	1.67	4.6	4.6	4.6	4.6
2015	1.67	1.68	1.70	1.72	4.6	4.6	4.6	4.6
2016	1.72	1.74	1.77	1.77	4.7	4.7	4.6	4.6
2017	1.80	1.82	1.84	1.80	4.7	4.6	4.6	4.6
2018	1.81	1.83	1.84	1.83	4.6	4.7	4.7	4.7
2019	1.85	–	–	–	4.7	–	–	–
Medicare								
2004	.31	.31	.31	.31	1.1	1.1	1.1	1.1
2005	.31	.31	.32	.32	1.1	1.1	1.1	1.1
2006	.32	.32	.32	.31	1.1	1.1	1.1	1.1
2007	.32	.32	.32	.33	1.1	1.1	1.1	1.1
2008	.33	.33	.34	.34	1.1	1.1	1.1	1.1
2009	.34	.34	.34	.34	1.1	1.1	1.1	1.1
2010	.34	.34	.35	.35	1.1	1.1	1.1	1.1
2011	.35	.35	.35	.37	1.1	1.1	1.1	1.1
2012	.37	.37	.37	.38	1.1	1.1	1.1	1.1
2013	.38	.38	.38	.38	1.1	1.1	1.1	1.1
2014	.38	.39	.39	.40	1.1	1.1	1.1	1.1
2015	.40	.40	.40	.41	1.1	1.1	1.1	1.1
2016	.41	.41	.42	.42	1.1	1.1	1.1	1.1
2017	.43	.43	.44	.43	1.1	1.1	1.1	1.1
2018	.43	.43	.44	.43	1.1	1.1	1.1	1.1
2019	.44	–	–	–	1.1	–	–	–
Federal unemployment insurance								
2004	.03	.03	.03	.03	.1	.1	.1	.1
2005	.03	.03	.03	.03	.1	.1	.1	.1
2006	.03	.03	.03	.03	.1	.1	.1	.1
2007	.03	.03	.03	.03	.1	.1	.1	.1
2008	.03	.03	.03	.03	.1	.1	.1	.1
2009	.03	.03	.03	.03	.1	.1	.1	.1
2010	.03	.03	.03	.03	.1	.1	.1	.1
2011	.03	.03	.02	.02	.1	.1	.1	.1
2012	.03	.03	.03	.03	.1	.1	.1	.1
2013	.03	.03	.03	.03	.1	.1	.1	.1
2014	.03	.03	.03	.04	.1	.1	.1	.1
2015	.04	.04	.04	.04	.1	.1	.1	.1
2016	.03	.03	.03	.03	.1	.1	.1	.1
2017	.03	.03	.03	.03	.1	.1	.1	.1
2018	.03	.03	.03	.03	.1	.1	.1	.1
2019	.02	–	–	–	.1	–	–	–
State unemployment insurance								
2004	.19	.21	.22	.22	.7	.8	.8	.8
2005	.25	.26	.26	.26	.9	.9	.9	.9
2006	.26	.26	.27	.25	.9	.9	.9	.9
2007	.24	.25	.24	.25	.8	.8	.8	.8
2008	.24	.24	.24	.24	.8	.8	.8	.8
2009	.25	.25	.26	.25	.8	.8	.8	.8
2010	.29	.31	.31	.30	.9	1.0	1.0	1.0
2011	.33	.35	.35	.35	1.0	1.1	1.1	1.1
2012	.37	.37	.37	.37	1.1	1.1	1.1	1.1
2013	.38	.39	.38	.38	1.1	1.1	1.1	1.1
2014	.38	.36	.36	.38	1.1	1.0	1.0	1.0
2015	.37	.37	.36	.35	1.0	1.0	1.0	1.0
2016	.35	.33	.33	.33	.9	.9	.9	.9
2017	.33	.32	.31	.30	.8	.8	.8	.8
2018	.30	.29	.27	.26	.8	.7	.7	.7
2019	.25	–	–	–	.6	–	–	–

See footnotes at end of table.

Table 11. Private industry workers, by major industry group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Construction

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Workers' compensation								
2004	1.39	1.40	1.41	1.41	5.1	5.1	5.1	5.1
2005	1.42	1.44	1.43	1.38	5.1	5.1	5.0	4.8
2006	1.36	1.38	1.38	1.38	4.8	4.7	4.7	4.9
2007	1.37	1.36	1.36	1.36	4.8	4.7	4.6	4.6
2008	1.37	1.39	1.39	1.42	4.5	4.6	4.6	4.5
2009	1.42	1.41	1.40	1.38	4.5	4.5	4.4	4.4
2010	1.40	1.38	1.40	1.32	4.5	4.4	4.4	4.2
2011	1.33	1.32	1.32	1.16	4.2	4.2	4.1	3.5
2012	1.19	1.18	1.20	1.12	3.6	3.5	3.6	3.3
2013	1.13	1.15	1.16	1.23	3.3	3.3	3.4	3.5
2014	1.24	1.25	1.26	1.32	3.6	3.6	3.6	3.6
2015	1.28	1.30	1.29	1.36	3.6	3.6	3.5	3.7
2016	1.38	1.37	1.38	1.31	3.7	3.7	3.6	3.4
2017	1.31	1.34	1.35	1.34	3.4	3.4	3.4	3.5
2018	1.33	1.35	1.34	1.36	3.4	3.4	3.4	3.5
2019	1.34	–	–	–	3.4	–	–	–
Other benefits[6]								
2004	([3])	([3])	([3])	([3])	([4])	([4])	([4])	([4])
2005	([3])	.02	.02	([3])	([4])	.1	.1	([4])

[1] Prior to June 2008, paid personal leave was included in other leave. Other leave also included paid military, funeral, and jury leave.
[2] Includes premium pay (such as overtime, weekends, and holidays) for work in addition to the regular work schedule.
[3] Cost per hour worked is $0.01 or less.
[4] Less than .05 percent.
[5] Social Security refers to the Old-Age, Survivors, and Disability Insurance (OASDI) program.
[6] Includes severance pay and supplemental unemployment benefits. Publication of other benefits was discontinued beginning in June 2006.

Note: The sum of individual items may not equal totals due to rounding. Dashes indicate data are not available.

Table 11. Private industry workers, by major industry group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Manufacturing

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Total compensation								
2004	$26.97	$27.29	$27.81	$28.10	100.0	100.0	100.0	100.0
2005	28.48	28.84	29.06	29.47	100.0	100.0	100.0	100.0
2006	29.40	29.72	29.87	30.31	100.0	100.0	100.0	100.0
2007	30.37	30.56	30.82	31.02	100.0	100.0	100.0	100.0
2008	31.42	31.61	31.75	31.87	100.0	100.0	100.0	100.0
2009	32.03	32.05	32.03	31.92	100.0	100.0	100.0	100.0
2010	32.20	32.36	32.68	32.22	100.0	100.0	100.0	100.0
2011	32.67	33.04	32.95	32.93	100.0	100.0	100.0	100.0
2012	33.02	33.07	33.30	33.52	100.0	100.0	100.0	100.0
2013	33.79	33.84	33.93	35.14	100.0	100.0	100.0	100.0
2014	35.60	35.74	35.90	36.73	100.0	100.0	100.0	100.0
2015	36.87	36.96	37.24	38.50	100.0	100.0	100.0	100.0
2016	38.79	39.10	39.22	39.33	100.0	100.0	100.0	100.0
2017	39.66	39.84	40.11	38.98	100.0	100.0	100.0	100.0
2018	39.19	39.29	39.41	39.09	100.0	100.0	100.0	100.0
2019	39.53	–	–	–	100.0	–	–	–
Wages and salaries								
2004	17.59	17.77	18.06	18.14	65.2	65.1	64.9	64.6
2005	18.26	18.48	18.61	18.98	64.1	64.1	64.0	64.4
2006	19.18	19.39	19.44	19.79	65.2	65.2	65.1	65.3
2007	20.00	20.06	20.29	20.36	65.8	65.6	65.8	65.6
2008	20.66	20.83	20.96	21.10	65.7	65.9	66.0	66.2
2009	21.20	21.22	21.25	21.22	66.2	66.2	66.4	66.5
2010	21.26	21.33	21.49	21.25	66.0	65.9	65.8	65.9
2011	21.41	21.49	21.51	21.59	65.5	65.1	65.3	65.6
2012	21.72	21.74	21.88	22.05	65.8	65.7	65.7	65.8
2013	22.22	22.29	22.34	22.95	65.8	65.9	65.8	65.3
2014	23.16	23.29	23.36	23.95	65.0	65.2	65.1	65.2
2015	24.04	24.10	24.32	24.98	65.2	65.2	65.3	64.9
2016	25.19	25.42	25.53	25.62	64.9	65.0	65.1	65.1
2017	25.87	25.98	26.09	25.43	65.2	65.2	65.0	65.2
2018	25.56	25.74	25.87	25.59	65.2	65.5	65.7	65.5
2019	25.86	–	–	–	65.4	–	–	–
Total benefits								
2004	9.39	9.51	9.75	9.96	34.8	34.9	35.1	35.4
2005	10.21	10.36	10.45	10.49	35.9	35.9	36.0	35.6
2006	10.22	10.33	10.43	10.52	34.8	34.8	34.9	34.7
2007	10.38	10.50	10.53	10.66	34.2	34.4	34.2	34.4
2008	10.76	10.77	10.80	10.77	34.3	34.1	34.0	33.8
2009	10.83	10.83	10.78	10.70	33.8	33.8	33.6	33.5
2010	10.94	11.03	11.19	10.97	34.0	34.1	34.2	34.1
2011	11.26	11.54	11.44	11.34	34.5	34.9	34.7	34.4
2012	11.30	11.33	11.42	11.47	34.2	34.3	34.3	34.2
2013	11.57	11.55	11.59	12.19	34.2	34.1	34.2	34.7
2014	12.45	12.45	12.54	12.78	35.0	34.8	34.9	34.8
2015	12.83	12.86	12.91	13.52	34.8	34.8	34.7	35.1
2016	13.60	13.69	13.69	13.71	35.1	35.0	34.9	34.9
2017	13.79	13.86	14.02	13.55	34.8	34.8	35.0	34.8
2018	13.63	13.55	13.53	13.49	34.8	34.5	34.3	34.5
2019	13.67	–	–	–	34.6	–	–	–
Paid leave								
2004	1.99	2.00	2.03	2.05	7.4	7.3	7.3	7.3
2005	2.07	2.10	2.11	2.17	7.3	7.3	7.3	7.4
2006	2.26	2.28	2.29	2.35	7.7	7.7	7.7	7.7
2007	2.37	2.39	2.38	2.39	7.8	7.8	7.7	7.7
2008	2.38	2.39	2.40	2.43	7.6	7.6	7.6	7.6
2009	2.45	2.46	2.47	2.44	7.7	7.7	7.7	7.6
2010	2.44	2.46	2.48	2.44	7.6	7.6	7.6	7.6
2011	2.44	2.45	2.44	2.44	7.5	7.4	7.4	7.4
2012	2.46	2.46	2.47	2.50	7.4	7.4	7.4	7.5
2013	2.53	2.54	2.54	2.65	7.5	7.5	7.5	7.5
2014	2.68	2.69	2.70	2.77	7.5	7.5	7.5	7.6
2015	2.78	2.79	2.81	2.90	7.5	7.5	7.6	7.5
2016	2.93	2.97	2.96	2.96	7.6	7.6	7.5	7.5

See footnotes at end of table.

Table 11. Private industry workers, by major industry group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Manufacturing

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Paid leave								
2017	3.00	3.01	3.02	2.92	7.6	7.6	7.5	7.5
2018	2.93	2.95	2.97	2.96	7.5	7.5	7.5	7.6
2019	3.00	–	–	–	7.6	–	–	–
Vacation								
2004	.99	1.00	1.02	1.03	3.7	3.7	3.7	3.7
2005	1.04	1.06	1.07	1.10	3.7	3.7	3.7	3.7
2006	1.16	1.17	1.18	1.21	3.9	3.9	3.9	4.0
2007	1.23	1.24	1.24	1.25	4.0	4.1	4.0	4.0
2008	1.25	1.25	1.26	1.28	4.0	4.0	4.0	4.0
2009	1.28	1.29	1.29	1.28	4.0	4.0	4.0	4.0
2010	1.28	1.29	1.30	1.28	4.0	4.0	4.0	4.0
2011	1.29	1.28	1.28	1.29	3.9	3.9	3.9	3.9
2012	1.29	1.29	1.30	1.32	3.9	3.9	3.9	3.9
2013	1.34	1.35	1.35	1.40	4.0	4.0	4.0	4.0
2014	1.41	1.42	1.42	1.45	4.0	4.0	4.0	3.9
2015	1.45	1.45	1.47	1.50	3.9	3.9	3.9	3.9
2016	1.50	1.53	1.53	1.51	3.9	3.9	3.9	3.8
2017	1.53	1.54	1.55	1.49	3.9	3.9	3.9	3.8
2018	1.51	1.52	1.53	1.52	3.8	3.9	3.9	3.9
2019	1.53	–	–	–	3.9	–	–	–
Holiday								
2004	.74	.74	.75	.76	2.7	2.7	2.7	2.7
2005	.76	.78	.78	.80	2.7	2.7	2.7	2.7
2006	.81	.82	.82	.84	2.8	2.8	2.8	2.8
2007	.85	.85	.86	.86	2.8	2.8	2.8	2.8
2008	.86	.87	.87	.88	2.7	2.7	2.7	2.8
2009	.89	.89	.89	.88	2.8	2.8	2.8	2.7
2010	.88	.88	.89	.86	2.7	2.7	2.7	2.7
2011	.87	.87	.86	.86	2.7	2.6	2.6	2.6
2012	.86	.86	.86	.86	2.6	2.6	2.6	2.6
2013	.87	.88	.88	.91	2.6	2.6	2.6	2.6
2014	.92	.93	.93	.96	2.6	2.6	2.6	2.6
2015	.97	.97	.97	1.01	2.6	2.6	2.6	2.6
2016	1.02	1.03	1.03	1.03	2.6	2.6	2.6	2.6
2017	1.04	1.04	1.04	1.02	2.6	2.6	2.6	2.6
2018	1.03	1.03	1.04	1.02	2.6	2.6	2.6	2.6
2019	1.03	–	–	–	2.6	–	–	–
Sick								
2004	.17	.16	.16	.16	.6	.6	.6	.6
2005	.16	.16	.16	.17	.6	.6	.6	.6
2006	.20	.20	.20	.21	.7	.7	.7	.7
2007	.21	.21	.21	.21	.7	.7	.7	.7
2008	.21	.21	.22	.22	.7	.7	.7	.7
2009	.23	.22	.22	.21	.7	.7	.7	.7
2010	.22	.21	.22	.22	.7	.7	.7	.7
2011	.22	.22	.22	.22	.7	.7	.7	.7
2012	.22	.23	.23	.23	.7	.7	.7	.7
2013	.23	.23	.23	.24	.7	.7	.7	.7
2014	.25	.25	.25	.27	.7	.7	.7	.7
2015	.27	.27	.27	.29	.7	.7	.7	.7
2016	.31	.31	.30	.32	.8	.8	.8	.8
2017	.32	.33	.32	.32	.8	.8	.8	.8
2018	.31	.31	.31	.33	.8	.8	.8	.8
2019	.34	–	–	–	.8	–	–	–
Personal[1]								
2004	.10	.10	.10	.10	.4	.4	.4	.4
2005	.10	.10	.10	.10	.3	.3	.3	.3
2006	.09	.09	.09	.09	.3	.3	.3	.3
2007	.09	.09	.07	.06	.3	.3	.2	.2
2008	.05	.05	.06	.06	.2	.2	.2	.2
2009	.06	.06	.06	.06	.2	.2	.2	.2
2010	.07	.07	.07	.07	.2	.2	.2	.2
2011	.07	.07	.07	.08	.2	.2	.2	.2

See footnotes at end of table.

Table 11. Private industry workers, by major industry group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Manufacturing

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Personal[1]								
2012	0.08	0.08	0.08	0.09	0.2	0.2	0.3	0.3
2013	.09	.09	.09	.09	.3	.3	.3	.3
2014	.09	.09	.09	.10	.3	.3	.3	.3
2015	.10	.10	.10	.11	.3	.3	.3	.3
2016	.10	.10	.11	.11	.3	.3	.3	.3
2017	.11	.11	.11	.10	.3	.3	.3	.3
2018	.09	.09	.09	.10	.2	.2	.2	.2
2019	.10	–	–	–	.3	–	–	–
Supplemental pay								
2004	1.17	1.12	1.18	1.20	4.4	4.1	4.2	4.3
2005	1.25	1.29	1.31	1.25	4.4	4.5	4.5	4.3
2006	1.15	1.16	1.22	1.20	3.9	3.9	4.1	4.0
2007	1.23	1.26	1.25	1.33	4.1	4.1	4.1	4.3
2008	1.35	1.36	1.38	1.29	4.3	4.3	4.3	4.1
2009	1.20	1.20	1.21	1.21	3.8	3.8	3.8	3.8
2010	1.21	1.21	1.19	1.17	3.8	3.8	3.6	3.6
2011	1.33	1.39	1.38	1.41	4.1	4.2	4.2	4.3
2012	1.42	1.41	1.41	1.44	4.3	4.3	4.2	4.3
2013	1.44	1.40	1.42	1.51	4.3	4.2	4.2	4.3
2014	1.55	1.54	1.54	1.62	4.4	4.3	4.3	4.4
2015	1.55	1.58	1.57	1.67	4.2	4.3	4.2	4.3
2016	1.67	1.69	1.68	1.67	4.3	4.3	4.3	4.2
2017	1.65	1.64	1.65	1.77	4.1	4.1	4.1	4.5
2018	1.85	1.80	1.83	1.92	4.7	4.6	4.6	4.9
2019	1.94	–	–	–	4.9	–	–	–
Overtime and premium[2]								
2004	.59	.58	.59	.60	2.2	2.1	2.1	2.1
2005	.61	.61	.61	.62	2.1	2.1	2.1	2.1
2006	.54	.53	.54	.52	1.8	1.8	1.8	1.7
2007	.52	.52	.52	.52	1.7	1.7	1.7	1.7
2008	.54	.54	.55	.54	1.7	1.7	1.7	1.7
2009	.53	.53	.54	.53	1.7	1.7	1.7	1.7
2010	.54	.54	.54	.51	1.7	1.7	1.6	1.6
2011	.52	.52	.52	.51	1.6	1.6	1.6	1.5
2012	.51	.52	.52	.52	1.6	1.6	1.6	1.5
2013	.52	.52	.52	.52	1.5	1.5	1.5	1.5
2014	.53	.53	.54	.53	1.5	1.5	1.5	1.4
2015	.54	.54	.55	.53	1.5	1.5	1.5	1.4
2016	.53	.53	.53	.54	1.4	1.4	1.4	1.4
2017	.55	.55	.56	.59	1.4	1.4	1.4	1.5
2018	.59	.59	.59	.60	1.5	1.5	1.5	1.5
2019	.61	–	–	–	1.5	–	–	–
Shift differentials								
2004	.12	.11	.12	.12	.4	.4	.4	.4
2005	.12	.12	.12	.13	.4	.4	.4	.4
2006	.13	.13	.14	.14	.5	.5	.5	.5
2007	.14	.14	.14	.14	.5	.5	.4	.4
2008	.14	.14	.14	.14	.4	.4	.5	.4
2009	.13	.13	.13	.13	.4	.4	.4	.4
2010	.13	.12	.12	.12	.4	.4	.4	.4
2011	.12	.12	.12	.11	.4	.4	.4	.3
2012	.12	.12	.12	.12	.4	.4	.4	.4
2013	.12	.12	.12	.12	.4	.4	.4	.3
2014	.12	.12	.12	.12	.3	.3	.3	.3
2015	.12	.12	.12	.12	.3	.3	.3	.3
2016	.12	.12	.12	.12	.3	.3	.3	.3
2017	.12	.12	.12	.14	.3	.3	.3	.4
2018	.14	.14	.14	.16	.4	.4	.4	.4
2019	.16	–	–	–	.4	–	–	–
Nonproduction bonuses								
2004	.47	.43	.47	.48	1.7	1.6	1.7	1.7
2005	.53	.56	.57	.50	1.8	1.9	2.0	1.7
2006	.47	.49	.54	.54	1.6	1.7	1.8	1.8

See footnotes at end of table.

Table 11. Private industry workers, by major industry group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Manufacturing

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Nonproduction bonuses								
2007	0.57	0.60	0.59	0.67	1.9	2.0	1.9	2.1
2008	.68	.68	.69	.62	2.1	2.2	2.2	1.9
2009	.54	.54	.54	.55	1.7	1.7	1.7	1.7
2010	.55	.55	.53	.54	1.7	1.7	1.6	1.7
2011	.69	.75	.74	.79	2.1	2.3	2.2	2.4
2012	.79	.77	.77	.81	2.4	2.3	2.3	2.4
2013	.80	.77	.77	.87	2.4	2.3	2.3	2.5
2014	.90	.89	.89	.97	2.5	2.5	2.5	2.6
2015	.90	.92	.91	1.03	2.4	2.5	2.4	2.7
2016	1.02	1.03	1.03	1.02	2.6	2.6	2.6	2.6
2017	.98	.97	.97	1.05	2.5	2.4	2.4	2.7
2018	1.11	1.08	1.10	1.16	2.8	2.7	2.8	3.0
2019	1.17	–	–	–	3.0	–	–	–
Insurance								
2004	2.45	2.49	2.53	2.59	9.1	9.1	9.1	9.2
2005	2.68	2.73	2.76	2.81	9.4	9.5	9.5	9.5
2006	2.87	2.89	2.91	2.92	9.8	9.7	9.7	9.6
2007	2.97	3.02	3.04	3.06	9.8	9.9	9.9	9.9
2008	3.13	3.13	3.14	3.13	10.0	9.9	9.9	9.8
2009	3.26	3.26	3.26	3.25	10.2	10.2	10.2	10.2
2010	3.34	3.37	3.40	3.35	10.4	10.4	10.4	10.4
2011	3.40	3.42	3.42	3.38	10.4	10.3	10.4	10.3
2012	3.42	3.45	3.47	3.48	10.3	10.4	10.4	10.4
2013	3.54	3.54	3.54	3.63	10.5	10.5	10.4	10.3
2014	3.69	3.70	3.70	3.68	10.4	10.3	10.3	10.0
2015	3.75	3.76	3.77	3.89	10.2	10.2	10.1	10.1
2016	3.93	3.96	3.97	3.97	10.1	10.1	10.1	10.1
2017	3.99	4.00	4.01	4.02	10.1	10.0	10.0	10.3
2018	4.02	3.94	3.97	3.88	10.3	10.0	10.1	9.9
2019	3.94	–	–	–	10.0	–	–	–
Life								
2004	.06	.06	.06	.07	.2	.2	.2	.2
2005	.07	.06	.06	.06	.2	.2	.2	.2
2006	.06	.06	.06	.06	.2	.2	.2	.2
2007	.06	.06	.06	.06	.2	.2	.2	.2
2008	.06	.06	.06	.06	.2	.2	.2	.2
2009	.07	.07	.07	.07	.2	.2	.2	.2
2010	.07	.07	.07	.07	.2	.2	.2	.2
2011	.07	.07	.07	.06	.2	.2	.2	.2
2012	.06	.06	.06	.06	.2	.2	.2	.2
2013	.06	.06	.06	.06	.2	.2	.2	.2
2014	.06	.06	.06	.07	.2	.2	.2	.2
2015	.07	.07	.07	.07	.2	.2	.2	.2
2016	.07	.07	.07	.07	.2	.2	.2	.2
2017	.07	.07	.07	.07	.2	.2	.2	.2
2018	.07	.07	.07	.07	.2	.2	.2	.2
2019	.07	–	–	–	.2	–	–	–
Health								
2004	2.27	2.30	2.34	2.40	8.4	8.4	8.4	8.5
2005	2.48	2.53	2.55	2.60	8.7	8.8	8.8	8.8
2006	2.67	2.69	2.71	2.71	9.1	9.1	9.1	8.9
2007	2.76	2.81	2.82	2.84	9.1	9.2	9.1	9.2
2008	2.91	2.91	2.92	2.92	9.3	9.2	9.2	9.2
2009	3.03	3.04	3.04	3.03	9.5	9.5	9.5	9.5
2010	3.12	3.15	3.18	3.14	9.7	9.7	9.7	9.7
2011	3.19	3.21	3.21	3.18	9.8	9.7	9.7	9.7
2012	3.21	3.24	3.26	3.28	9.7	9.8	9.8	9.8
2013	3.33	3.33	3.34	3.41	9.9	9.8	9.8	9.7
2014	3.47	3.48	3.48	3.46	9.8	9.7	9.7	9.4
2015	3.53	3.54	3.55	3.66	9.6	9.6	9.5	9.5
2016	3.71	3.73	3.75	3.75	9.6	9.5	9.6	9.5
2017	3.77	3.78	3.79	3.80	9.5	9.5	9.4	9.8
2018	3.80	3.73	3.75	3.65	9.7	9.5	9.5	9.3

See footnotes at end of table.

Table 11. Private industry workers, by major industry group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Manufacturing

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Health								
2019	3.71	–	–	–	9.4	–	–	–
Short-term disability								
2004	.08	0.08	0.08	0.09	.3	0.3	0.3	0.3
2005	.10	.10	.10	.10	.3	.3	.3	.3
2006	.09	.09	.10	.10	.3	.3	.3	.3
2007	.10	.10	.10	.11	.3	.3	.3	.3
2008	.11	.11	.10	.10	.3	.3	.3	.3
2009	.10	.10	.10	.10	.3	.3	.3	.3
2010	.10	.10	.10	.09	.3	.3	.3	.3
2011	.09	.09	.09	.09	.3	.3	.3	.3
2012	.09	.09	.09	.09	.3	.3	.3	.3
2013	.09	.09	.09	.09	.3	.3	.3	.3
2014	.10	.09	.09	.09	.3	.3	.3	.2
2015	.09	.09	.09	.10	.3	.3	.3	.3
2016	.09	.09	.09	.09	.2	.2	.2	.2
2017	.09	.10	.10	.09	.2	.2	.2	.2
2018	.09	.09	.09	.11	.2	.2	.2	.3
2019	.11	–	–	–	.3	–	–	–
Long-term disability								
2004	.04	.04	.04	.04	.1	.1	.1	.1
2005	.04	.04	.04	.04	.1	.1	.1	.2
2006	.05	.05	.05	.05	.2	.2	.2	.2
2007	.05	.05	.05	.05	.2	.2	.2	.2
2008	.05	.05	.05	.05	.2	.2	.2	.2
2009	.05	.05	.05	.05	.2	.2	.2	.2
2010	.05	.05	.05	.05	.2	.2	.2	.2
2011	.05	.05	.05	.05	.2	.2	.2	.2
2012	.05	.05	.05	.06	.2	.2	.2	.2
2013	.06	.05	.05	.06	.2	.2	.2	.2
2014	.06	.06	.06	.06	.2	.2	.2	.2
2015	.06	.06	.07	.07	.2	.2	.2	.2
2016	.06	.06	.06	.06	.2	.2	.2	.2
2017	.06	.06	.06	.06	.1	.2	.1	.2
2018	.06	.06	.05	.05	.2	.1	.1	.1
2019	.05	–	–	–	.1	–	–	–
Retirement and savings								
2004	1.33	1.41	1.48	1.56	4.9	5.2	5.3	5.6
2005	1.64	1.64	1.66	1.65	5.8	5.7	5.7	5.6
2006	1.44	1.46	1.46	1.50	4.9	4.9	4.9	4.9
2007	1.24	1.27	1.29	1.30	4.1	4.1	4.2	4.2
2008	1.32	1.31	1.28	1.31	4.2	4.1	4.0	4.1
2009	1.30	1.28	1.21	1.17	4.1	4.0	3.8	3.7
2010	1.28	1.30	1.42	1.36	4.0	4.0	4.4	4.2
2011	1.39	1.57	1.48	1.43	4.3	4.8	4.5	4.3
2012	1.28	1.28	1.32	1.28	3.9	3.9	4.0	3.8
2013	1.30	1.29	1.30	1.57	3.8	3.8	3.8	4.5
2014	1.69	1.69	1.77	1.84	4.8	4.7	4.9	5.0
2015	1.86	1.86	1.86	2.12	5.0	5.0	5.0	5.5
2016	2.12	2.13	2.13	2.15	5.5	5.5	5.4	5.5
2017	2.16	2.20	2.34	1.84	5.5	5.5	5.8	4.7
2018	1.84	1.86	1.76	1.74	4.7	4.7	4.5	4.5
2019	1.77	–	–	–	4.5	–	–	–
Defined benefit								
2004	.84	.91	.98	1.06	3.1	3.3	3.5	3.8
2005	1.13	1.11	1.13	1.12	4.0	3.9	3.9	3.8
2006	.90	.92	.92	.94	3.1	3.1	3.1	3.1
2007	.67	.69	.69	.68	2.2	2.2	2.2	2.2
2008	.68	.65	.64	.66	2.1	2.1	2.0	2.1
2009	.67	.67	.61	.56	2.1	2.1	1.9	1.8
2010	.66	.68	.80	.73	2.1	2.1	2.4	2.3
2011	.73	.90	.81	.76	2.2	2.7	2.5	2.3
2012	.60	.60	.64	.58	1.8	1.8	1.9	1.7
2013	.58	.57	.57	.79	1.7	1.7	1.7	2.3

See footnotes at end of table.

Table 11. Private industry workers, by major industry group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Manufacturing

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Defined benefit								
2014	0.85	0.86	0.92	0.95	2.4	2.4	2.6	2.6
2015	.95	.94	.94	1.13	2.6	2.6	2.5	2.9
2016	1.10	1.10	1.09	1.10	2.8	2.8	2.8	2.8
2017	1.09	1.13	1.25	.81	2.7	2.8	3.1	2.1
2018	.81	.83	.71	.73	2.1	2.1	1.8	1.9
2019	.73	–	–	–	1.9	–	–	–
Defined contribution								
2004	.50	.50	.50	.50	1.8	1.8	1.8	1.8
2005	.51	.53	.52	.53	1.8	1.8	1.8	1.8
2006	.53	.54	.54	.55	1.8	1.8	1.8	1.8
2007	.57	.58	.59	.62	1.9	1.9	1.9	2.0
2008	.65	.65	.65	.65	2.1	2.1	2.0	2.0
2009	.63	.61	.61	.61	2.0	1.9	1.9	1.9
2010	.61	.62	.63	.63	1.9	1.9	1.9	2.0
2011	.66	.67	.67	.67	2.0	2.0	2.0	2.0
2012	.68	.68	.68	.71	2.0	2.1	2.0	2.1
2013	.72	.72	.73	.78	2.1	2.1	2.2	2.2
2014	.84	.83	.85	.89	2.4	2.3	2.4	2.4
2015	.91	.91	.92	.99	2.5	2.5	2.5	2.6
2016	1.02	1.03	1.03	1.05	2.6	2.6	2.6	2.7
2017	1.07	1.08	1.08	1.03	2.7	2.7	2.7	2.6
2018	1.03	1.04	1.05	1.01	2.6	2.6	2.7	2.6
2019	1.03	–	–	–	2.6	–	–	–
Legally required benefits								
2004	2.31	2.37	2.41	2.43	8.6	8.7	8.7	8.6
2005	2.45	2.48	2.50	2.50	8.6	8.6	8.6	8.5
2006	2.51	2.53	2.55	2.55	8.5	8.5	8.6	8.4
2007	2.56	2.56	2.57	2.58	8.4	8.4	8.3	8.3
2008	2.58	2.59	2.60	2.60	8.2	8.2	8.2	8.2
2009	2.62	2.62	2.63	2.63	8.2	8.2	8.2	8.2
2010	2.66	2.68	2.70	2.65	8.3	8.3	8.3	8.2
2011	2.70	2.72	2.71	2.68	8.3	8.2	8.2	8.1
2012	2.72	2.74	2.75	2.76	8.2	8.3	8.3	8.2
2013	2.77	2.77	2.78	2.83	8.2	8.2	8.2	8.1
2014	2.84	2.82	2.83	2.87	8.0	7.9	7.9	7.8
2015	2.88	2.88	2.89	2.93	7.8	7.8	7.8	7.6
2016	2.94	2.94	2.95	2.96	7.6	7.5	7.5	7.5
2017	3.00	3.00	3.01	2.99	7.6	7.5	7.5	7.7
2018	3.00	2.99	3.00	3.00	7.7	7.6	7.6	7.7
2019	3.02	–	–	–	7.6	–	–	–
Social Security and Medicare								
2004	1.53	1.54	1.57	1.58	5.7	5.7	5.6	5.6
2005	1.60	1.62	1.63	1.64	5.6	5.6	5.6	5.6
2006	1.67	1.69	1.70	1.72	5.7	5.7	5.7	5.7
2007	1.74	1.75	1.76	1.77	5.7	5.7	5.7	5.7
2008	1.79	1.80	1.81	1.82	5.7	5.7	5.7	5.7
2009	1.84	1.84	1.85	1.84	5.7	5.8	5.8	5.8
2010	1.84	1.85	1.86	1.83	5.7	5.7	5.7	5.7
2011	1.85	1.85	1.86	1.86	5.7	5.6	5.6	5.6
2012	1.87	1.88	1.89	1.90	5.7	5.7	5.7	5.7
2013	1.91	1.92	1.93	1.99	5.7	5.7	5.7	5.6
2014	2.01	2.02	2.02	2.07	5.6	5.6	5.6	5.6
2015	2.07	2.07	2.09	2.14	5.6	5.6	5.6	5.6
2016	2.16	2.17	2.18	2.18	5.6	5.6	5.6	5.5
2017	2.22	2.23	2.24	2.21	5.6	5.6	5.6	5.7
2018	2.22	2.23	2.25	2.24	5.7	5.7	5.7	5.7
2019	2.27	–	–	–	5.7	–	–	–
Social Security[3]								
2004	1.24	1.24	1.26	1.27	4.6	4.6	4.5	4.5
2005	1.29	1.31	1.31	1.32	4.5	4.5	4.5	4.5
2006	1.34	1.36	1.37	1.39	4.6	4.6	4.6	4.6
2007	1.40	1.41	1.42	1.42	4.6	4.6	4.6	4.6
2008	1.44	1.45	1.46	1.47	4.6	4.6	4.6	4.6

See footnotes at end of table.

Table 11. Private industry workers, by major industry group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Manufacturing

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Social Security[3]								
2009	1.48	1.48	1.49	1.49	4.6	4.6	4.6	4.7
2010	1.48	1.49	1.50	1.48	4.6	4.6	4.6	4.6
2011	1.49	1.49	1.49	1.49	4.6	4.5	4.5	4.5
2012	1.51	1.51	1.52	1.53	4.6	4.6	4.6	4.6
2013	1.54	1.55	1.56	1.60	4.6	4.6	4.6	4.5
2014	1.62	1.62	1.63	1.66	4.5	4.5	4.5	4.5
2015	1.66	1.66	1.68	1.72	4.5	4.5	4.5	4.5
2016	1.73	1.74	1.75	1.75	4.5	4.5	4.5	4.4
2017	1.78	1.79	1.80	1.78	4.5	4.5	4.5	4.6
2018	1.78	1.79	1.81	1.80	4.6	4.6	4.6	4.6
2019	1.83	–	–	–	4.6	–	–	–
Medicare								
2004	.30	.30	.30	.31	1.1	1.1	1.1	1.1
2005	.31	.31	.32	.32	1.1	1.1	1.1	1.1
2006	.32	.33	.33	.34	1.1	1.1	1.1	1.1
2007	.34	.34	.34	.35	1.1	1.1	1.1	1.1
2008	.35	.35	.35	.36	1.1	1.1	1.1	1.1
2009	.36	.36	.36	.36	1.1	1.1	1.1	1.1
2010	.36	.36	.36	.36	1.1	1.1	1.1	1.1
2011	.36	.36	.36	.36	1.1	1.1	1.1	1.1
2012	.37	.37	.37	.37	1.1	1.1	1.1	1.1
2013	.37	.38	.38	.39	1.1	1.1	1.1	1.1
2014	.39	.39	.40	.41	1.1	1.1	1.1	1.1
2015	.41	.41	.41	.42	1.1	1.1	1.1	1.1
2016	.43	.43	.43	.43	1.1	1.1	1.1	1.1
2017	.44	.44	.44	.43	1.1	1.1	1.1	1.1
2018	.43	.44	.44	.44	1.1	1.1	1.1	1.1
2019	.44	–	–	–	1.1	–	–	–
Federal unemployment insurance								
2004	.03	.03	.03	.03	.1	.1	.1	.1
2005	.03	.03	.03	.03	.1	.1	.1	.1
2006	.03	.03	.03	.03	.1	.1	.1	.1
2007	.03	.03	.03	.03	.1	.1	.1	.1
2008	.03	.03	.03	.03	.1	.1	.1	.1
2009	.03	.03	.03	.03	.1	.1	.1	.1
2010	.03	.03	.03	.03	.1	.1	.1	.1
2011	.03	.03	.02	.02	.1	.1	.1	.1
2012	.03	.03	.03	.03	.1	.1	.1	.1
2013	.03	.03	.03	.03	.1	.1	.1	.1
2014	.04	.04	.04	.04	.1	.1	.1	.1
2015	.04	.04	.04	.04	.1	.1	.1	.1
2016	.03	.03	.03	.03	.1	.1	.1	.1
2017	.03	.03	.03	.03	.1	.1	.1	.1
2018	.03	.03	.03	.03	.1	.1	.1	.1
2019	.02	–	–	–	.1	–	–	–
State unemployment insurance								
2004	.16	.17	.18	.18	.6	.6	.6	.6
2005	.19	.20	.20	.20	.7	.7	.7	.7
2006	.20	.20	.20	.19	.7	.7	.7	.6
2007	.19	.19	.19	.19	.6	.6	.6	.6
2008	.18	.18	.18	.18	.6	.6	.6	.6
2009	.18	.18	.18	.18	.6	.6	.6	.6
2010	.21	.23	.24	.23	.7	.7	.7	.7
2011	.26	.27	.27	.27	.8	.8	.8	.8
2012	.28	.28	.29	.29	.8	.9	.9	.9
2013	.29	.28	.28	.27	.9	.8	.8	.8
2014	.27	.25	.24	.24	.8	.7	.7	.7
2015	.24	.22	.21	.21	.6	.6	.6	.5
2016	.21	.20	.19	.19	.5	.5	.5	.5
2017	.19	.18	.17	.18	.5	.4	.4	.5
2018	.18	.17	.16	.16	.5	.4	.4	.4
2019	.16	–	–	–	.4	–	–	–

See footnotes at end of table.

Table 11. Private industry workers, by major industry group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Manufacturing

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Workers' compensation								
2004	0.58	0.63	0.64	0.64	2.2	2.3	2.3	2.3
2005	.64	.63	.65	.63	2.2	2.2	2.2	2.1
2006	.61	.62	.63	.61	2.1	2.1	2.1	2.0
2007	.60	.59	.59	.59	2.0	1.9	1.9	1.9
2008	.58	.58	.58	.57	1.8	1.8	1.8	1.8
2009	.57	.57	.57	.57	1.8	1.8	1.8	1.8
2010	.58	.58	.58	.56	1.8	1.8	1.8	1.7
2011	.56	.56	.56	.53	1.7	1.7	1.7	1.6
2012	.53	.54	.55	.54	1.6	1.6	1.6	1.6
2013	.53	.53	.54	.54	1.6	1.6	1.6	1.5
2014	.53	.52	.53	.53	1.5	1.5	1.5	1.5
2015	.54	.55	.55	.55	1.5	1.5	1.5	1.4
2016	.55	.54	.55	.56	1.4	1.4	1.4	1.4
2017	.56	.56	.56	.57	1.4	1.4	1.4	1.5
2018	.57	.56	.56	.57	1.5	1.4	1.4	1.5
2019	.57	–	–	–	1.4	–	–	–
Other benefits[4]								
2004	.12	.12	.12	.13	.5	.5	.4	.5
2005	.12	.11	.11	.11	.4	.4	.4	.4

[1] Prior to June 2008, paid personal leave was included in other leave. Other leave also included paid military, funeral, and jury leave.
[2] Includes premium pay (such as overtime, weekends, and holidays) for work in addition to the regular work schedule.
[3] Social Security refers to the Old-Age, Survivors, and Disability Insurance (OASDI) program.
[4] Includes severance pay and supplemental unemployment benefits. Publication of other benefits was discontinued beginning in June 2006.

Note: The sum of individual items may not equal totals due to rounding. Dashes indicate data are not available.

Table 11. Private industry workers, by major industry group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

All service-providing industries[1]

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Total compensation								
2004	$22.33	$22.40	$22.73	$22.87	100.0	100.0	100.0	100.0
2005	23.11	23.12	23.18	23.58	100.0	100.0	100.0	100.0
2006	24.05	24.03	24.42	24.55	100.0	100.0	100.0	100.0
2007	24.84	24.77	24.91	25.30	100.0	100.0	100.0	100.0
2008	25.63	25.59	25.90	26.22	100.0	100.0	100.0	100.0
2009	26.37	26.33	26.42	26.43	100.0	100.0	100.0	100.0
2010	26.77	26.60	26.81	26.78	100.0	100.0	100.0	100.0
2011	27.11	27.05	27.17	27.54	100.0	100.0	100.0	100.0
2012	27.78	27.75	27.87	27.81	100.0	100.0	100.0	100.0
2013	28.04	27.98	28.13	28.44	100.0	100.0	100.0	100.0
2014	28.79	28.88	29.07	30.10	100.0	100.0	100.0	100.0
2015	30.50	30.15	30.25	30.39	100.0	100.0	100.0	100.0
2016	30.78	31.01	30.87	31.50	100.0	100.0	100.0	100.0
2017	31.83	31.94	32.21	32.60	100.0	100.0	100.0	100.0
2018	33.08	33.07	33.42	32.95	100.0	100.0	100.0	100.0
2019	33.39	–	–	–	100.0	–	–	–
Wages and salaries								
2004	16.28	16.33	16.57	16.65	72.9	72.9	72.9	72.8
2005	16.78	16.81	16.79	17.08	72.6	72.7	72.4	72.4
2006	17.31	17.30	17.60	17.64	72.0	72.0	72.1	71.8
2007	17.88	17.82	17.89	18.18	72.0	71.9	71.8	71.9
2008	18.41	18.38	18.62	18.86	71.8	71.8	71.9	71.9
2009	18.96	18.90	18.95	18.96	71.9	71.8	71.7	71.7
2010	19.16	19.06	19.21	19.21	71.6	71.7	71.6	71.7
2011	19.44	19.34	19.44	19.68	71.7	71.5	71.6	71.5
2012	19.80	19.79	19.87	19.81	71.3	71.3	71.3	71.2
2013	19.95	19.92	20.02	20.20	71.1	71.2	71.2	71.0
2014	20.39	20.42	20.58	21.13	70.8	70.7	70.8	70.2
2015	21.38	21.21	21.35	21.50	70.1	70.4	70.6	70.7
2016	21.70	21.89	21.82	22.20	70.5	70.6	70.7	70.5
2017	22.41	22.48	22.68	22.94	70.4	70.4	70.4	70.4
2018	23.26	23.24	23.52	23.34	70.3	70.3	70.4	70.8
2019	23.67	–	–	–	70.9	–	–	–
Total benefits								
2004	6.05	6.07	6.16	6.21	27.1	27.1	27.1	27.2
2005	6.34	6.31	6.39	6.50	27.4	27.3	27.6	27.6
2006	6.73	6.74	6.82	6.92	28.0	28.0	27.9	28.2
2007	6.96	6.96	7.01	7.12	28.0	28.1	28.2	28.1
2008	7.22	7.21	7.28	7.36	28.2	28.2	28.1	28.1
2009	7.41	7.44	7.47	7.47	28.1	28.2	28.3	28.3
2010	7.61	7.53	7.60	7.57	28.4	28.3	28.4	28.3
2011	7.68	7.71	7.72	7.86	28.3	28.5	28.4	28.5
2012	7.98	7.96	8.00	8.00	28.7	28.7	28.7	28.8
2013	8.09	8.07	8.11	8.25	28.9	28.8	28.8	29.0
2014	8.40	8.46	8.50	8.98	29.2	29.3	29.2	29.8
2015	9.11	8.93	8.90	8.90	29.9	29.6	29.4	29.3
2016	9.08	9.13	9.06	9.29	29.5	29.4	29.3	29.5
2017	9.42	9.45	9.53	9.66	29.6	29.6	29.6	29.6
2018	9.83	9.83	9.90	9.61	29.7	29.7	29.6	29.2
2019	9.72	–	–	–	29.1	–	–	–
Paid leave								
2004	1.45	1.45	1.48	1.49	6.5	6.5	6.5	6.5
2005	1.50	1.49	1.51	1.55	6.5	6.5	6.5	6.6
2006	1.67	1.67	1.70	1.71	7.0	6.9	6.9	7.0
2007	1.73	1.72	1.72	1.74	7.0	6.9	6.9	6.9
2008	1.75	1.73	1.77	1.81	6.8	6.8	6.8	6.9
2009	1.82	1.80	1.81	1.81	6.9	6.9	6.8	6.9
2010	1.84	1.81	1.83	1.84	6.9	6.8	6.8	6.9
2011	1.87	1.85	1.85	1.92	6.9	6.8	6.8	7.0
2012	1.93	1.92	1.93	1.93	7.0	6.9	6.9	7.0
2013	1.95	1.94	1.96	1.99	7.0	6.9	7.0	7.0
2014	2.03	2.02	2.04	2.10	7.1	7.0	7.0	7.0
2015	2.13	2.10	2.11	2.12	7.0	7.0	7.0	7.0
2016	2.14	2.16	2.15	2.22	7.0	7.0	7.0	7.1

See footnotes at end of table.

Table 11. Private industry workers, by major industry group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

All service-providing industries[1]

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Paid leave								
2017	2.24	2.25	2.27	2.33	7.0	7.0	7.0	7.2
2018	2.37	2.36	2.38	2.42	7.2	7.1	7.1	7.3
2019	2.46	–	–	–	7.4	–	–	–
Vacation								
2004	.71	.71	.72	.73	3.2	3.2	3.2	3.2
2005	.73	.73	.74	.76	3.2	3.2	3.2	3.2
2006	.83	.83	.84	.86	3.4	3.4	3.4	3.5
2007	.87	.86	.87	.88	3.5	3.5	3.5	3.5
2008	.89	.88	.90	.92	3.5	3.4	3.5	3.5
2009	.93	.93	.93	.92	3.5	3.5	3.5	3.5
2010	.93	.92	.93	.93	3.5	3.5	3.5	3.5
2011	.95	.94	.94	.98	3.5	3.5	3.5	3.6
2012	.99	.99	.99	1.00	3.6	3.6	3.6	3.6
2013	1.01	1.00	1.01	1.03	3.6	3.6	3.6	3.6
2014	1.05	1.05	1.06	1.09	3.7	3.6	3.6	3.6
2015	1.11	1.10	1.10	1.10	3.6	3.6	3.6	3.6
2016	1.11	1.12	1.11	1.15	3.6	3.6	3.6	3.6
2017	1.16	1.16	1.17	1.21	3.6	3.6	3.6	3.7
2018	1.23	1.23	1.23	1.24	3.7	3.7	3.7	3.8
2019	1.27	–	–	–	3.8	–	–	–
Holiday								
2004	.49	.49	.50	.50	2.2	2.2	2.2	2.2
2005	.51	.50	.51	.52	2.2	2.2	2.2	2.2
2006	.54	.54	.55	.55	2.3	2.3	2.3	2.2
2007	.55	.55	.55	.56	2.2	2.2	2.2	2.2
2008	.56	.56	.57	.57	2.2	2.2	2.2	2.2
2009	.57	.56	.56	.57	2.2	2.1	2.1	2.1
2010	.57	.56	.57	.56	2.1	2.1	2.1	2.1
2011	.57	.57	.57	.58	2.1	2.1	2.1	2.1
2012	.58	.57	.58	.57	2.1	2.1	2.1	2.1
2013	.58	.58	.58	.59	2.1	2.1	2.1	2.1
2014	.60	.59	.60	.61	2.1	2.1	2.1	2.0
2015	.62	.61	.62	.62	2.0	2.0	2.0	2.0
2016	.63	.63	.63	.65	2.0	2.0	2.0	2.1
2017	.65	.65	.66	.67	2.1	2.0	2.0	2.1
2018	.68	.68	.69	.70	2.1	2.0	2.1	2.1
2019	.71	–	–	–	2.1	–	–	–
Sick								
2004	.19	.19	.20	.20	.9	.9	.9	.9
2005	.20	.20	.20	.21	.9	.9	.9	.9
2006	.23	.22	.23	.23	.9	.9	.9	.9
2007	.23	.23	.23	.23	.9	.9	.9	.9
2008	.24	.24	.24	.24	.9	.9	.9	.9
2009	.24	.24	.24	.24	.9	.9	.9	.9
2010	.24	.24	.24	.25	.9	.9	.9	.9
2011	.25	.25	.25	.26	.9	.9	.9	.9
2012	.26	.26	.26	.26	.9	.9	.9	.9
2013	.26	.25	.26	.26	.9	.9	.9	.9
2014	.27	.26	.26	.27	.9	.9	.9	.9
2015	.27	.27	.27	.27	.9	.9	.9	.9
2016	.27	.28	.27	.29	.9	.9	.9	.9
2017	.29	.29	.29	.30	.9	.9	.9	.9
2018	.30	.30	.31	.32	.9	.9	.9	1.0
2019	.33	–	–	–	1.0	–	–	–
Personal[2]								
2004	.06	.06	.06	.06	.3	.3	.3	.3
2005	.06	.06	.06	.07	.3	.3	.3	.3
2006	.08	.08	.08	.08	.3	.3	.3	.3
2007	.08	.08	.07	.07	.3	.3	.3	.3
2008	.07	.06	.07	.07	.3	.2	.3	.3
2009	.07	.07	.08	.08	.3	.3	.3	.3
2010	.09	.09	.09	.10	.3	.3	.3	.4
2011	.10	.10	.09	.10	.4	.4	.3	.4

See footnotes at end of table.

Table 11. Private industry workers, by major industry group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

All service-providing industries[1]

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Personal[2]								
2012	0.11	0.10	0.10	0.11	0.4	0.4	0.4	0.4
2013	.11	.11	.11	.11	.4	.4	.4	.4
2014	.12	.12	.12	.12	.4	.4	.4	.4
2015	.12	.12	.12	.13	.4	.4	.4	.4
2016	.14	.14	.13	.14	.4	.4	.4	.4
2017	.14	.14	.14	.15	.4	.4	.4	.5
2018	.15	.15	.15	.15	.5	.5	.5	.5
2019	.15	–	–	–	.4	–	–	–
Supplemental pay								
2004	.54	.52	.52	.53	2.4	2.3	2.3	2.3
2005	.54	.55	.56	.59	2.3	2.4	2.4	2.5
2006	.63	.62	.63	.65	2.6	2.6	2.6	2.6
2007	.65	.66	.67	.67	2.6	2.7	2.7	2.6
2008	.68	.71	.69	.71	2.7	2.8	2.7	2.7
2009	.68	.75	.75	.74	2.6	2.8	2.8	2.8
2010	.72	.69	.70	.67	2.7	2.6	2.6	2.5
2011	.66	.69	.69	.70	2.4	2.5	2.5	2.5
2012	.72	.71	.72	.71	2.6	2.6	2.6	2.5
2013	.70	.70	.69	.73	2.5	2.5	2.5	2.6
2014	.74	.73	.74	1.02	2.6	2.5	2.5	3.4
2015	1.06	1.03	.95	.97	3.5	3.4	3.2	3.2
2016	1.09	1.09	1.09	1.08	3.6	3.5	3.5	3.4
2017	1.11	1.12	1.13	1.21	3.5	3.5	3.5	3.7
2018	1.26	1.26	1.26	.98	3.8	3.8	3.8	3.0
2019	.98	–	–	–	2.9	–	–	–
Overtime and premium[3]								
2004	.16	.15	.15	.16	.7	.7	.7	.7
2005	.16	.16	.16	.16	.7	.7	.7	.7
2006	.19	.19	.19	.19	.8	.8	.8	.8
2007	.19	.20	.20	.20	.8	.8	.8	.8
2008	.20	.20	.20	.20	.8	.8	.8	.8
2009	.21	.20	.20	.20	.8	.8	.8	.7
2010	.20	.20	.20	.19	.7	.7	.7	.7
2011	.19	.19	.19	.19	.7	.7	.7	.7
2012	.19	.19	.19	.18	.7	.7	.7	.7
2013	.18	.18	.19	.19	.7	.7	.7	.7
2014	.18	.19	.19	.20	.6	.6	.6	.7
2015	.20	.20	.20	.20	.6	.7	.7	.7
2016	.21	.20	.20	.19	.7	.7	.7	.6
2017	.20	.20	.20	.22	.6	.6	.6	.7
2018	.21	.22	.22	.22	.6	.7	.7	.7
2019	.22	–	–	–	.7	–	–	–
Shift differentials								
2004	.05	.05	.05	.05	.2	.2	.2	.2
2005	.05	.05	.05	.05	.2	.2	.2	.2
2006	.05	.05	.05	.06	.2	.2	.2	.2
2007	.06	.06	.06	.06	.3	.3	.3	.2
2008	.06	.06	.07	.06	.2	.2	.3	.2
2009	.06	.06	.06	.06	.2	.2	.2	.2
2010	.06	.06	.06	.06	.2	.2	.2	.2
2011	.06	.06	.06	.06	.2	.2	.2	.2
2012	.06	.06	.06	.06	.2	.2	.2	.2
2013	.06	.06	.06	.06	.2	.2	.2	.2
2014	.06	.06	.06	.05	.2	.2	.2	.2
2015	.05	.05	.05	.05	.2	.2	.2	.2
2016	.05	.05	.05	.05	.2	.2	.2	.2
2017	.06	.06	.06	.06	.2	.2	.2	.2
2018	.07	.06	.06	.07	.2	.2	.2	.2
2019	.07	–	–	–	.2	–	–	–
Nonproduction bonuses								
2004	.33	.31	.32	.32	1.5	1.4	1.4	1.4
2005	.33	.34	.35	.38	1.4	1.5	1.5	1.6
2006	.39	.38	.39	.39	1.6	1.6	1.6	1.6

See footnotes at end of table.

Table 11. Private industry workers, by major industry group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

All service-providing industries[1]

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Nonproduction bonuses								
2007	0.40	0.40	0.41	0.41	1.6	1.6	1.6	1.6
2008	.42	.44	.42	.44	1.6	1.7	1.6	1.7
2009	.41	.48	.48	.48	1.6	1.8	1.8	1.8
2010	.46	.43	.44	.42	1.7	1.6	1.6	1.6
2011	.41	.43	.43	.45	1.5	1.6	1.6	1.6
2012	.48	.47	.47	.47	1.7	1.7	1.7	1.7
2013	.46	.46	.45	.49	1.6	1.6	1.6	1.7
2014	.50	.49	.49	.77	1.7	1.7	1.7	2.5
2015	.81	.78	.70	.71	2.7	2.6	2.3	2.3
2016	.84	.83	.83	.83	2.7	2.7	2.7	2.6
2017	.85	.86	.87	.93	2.7	2.7	2.7	2.9
2018	.98	.98	.97	.68	3.0	3.0	2.9	2.1
2019	.68	–	–	–	2.0	–	–	–
Insurance								
2004	1.50	1.50	1.52	1.53	6.7	6.7	6.7	6.7
2005	1.59	1.58	1.60	1.63	6.9	6.8	6.9	6.9
2006	1.66	1.68	1.70	1.73	6.9	7.0	6.9	7.0
2007	1.78	1.77	1.78	1.81	7.1	7.1	7.2	7.1
2008	1.85	1.85	1.87	1.90	7.2	7.2	7.2	7.2
2009	1.95	1.94	1.96	1.97	7.4	7.4	7.4	7.5
2010	2.04	2.03	2.05	2.04	7.6	7.6	7.6	7.6
2011	2.08	2.09	2.10	2.14	7.7	7.7	7.7	7.8
2012	2.17	2.16	2.17	2.17	7.8	7.8	7.8	7.8
2013	2.22	2.20	2.21	2.26	7.9	7.9	7.9	8.0
2014	2.31	2.30	2.31	2.34	8.0	8.0	7.9	7.8
2015	2.39	2.37	2.39	2.34	7.8	7.9	7.9	7.7
2016	2.39	2.38	2.37	2.43	7.8	7.7	7.7	7.7
2017	2.45	2.44	2.47	2.49	7.7	7.6	7.7	7.6
2018	2.52	2.51	2.53	2.53	7.6	7.6	7.6	7.7
2019	2.56	–	–	–	7.7	–	–	–
Life								
2004	.04	.04	.04	.04	.2	.2	.2	.2
2005	.04	.04	.04	.04	.2	.2	.2	.2
2006	.04	.04	.04	.04	.2	.2	.2	.2
2007	.04	.04	.04	.04	.2	.2	.2	.1
2008	.04	.04	.04	.04	.1	.1	.1	.2
2009	.04	.04	.04	.04	.2	.2	.2	.1
2010	.04	.04	.04	.04	.1	.1	.1	.1
2011	.04	.04	.04	.04	.1	.1	.1	.1
2012	.04	.04	.04	.04	.1	.1	.1	.1
2013	.04	.04	.04	.04	.1	.1	.1	.1
2014	.04	.04	.04	.04	.1	.1	.1	.1
2015	.04	.04	.04	.04	.1	.1	.1	.1
2016	.04	.04	.04	.04	.1	.1	.1	.1
2017	.04	.04	.04	.04	.1	.1	.1	.1
2018	.04	.04	.04	.04	.1	.1	.1	.1
2019	.04	–	–	–	.1	–	–	–
Health								
2004	1.39	1.40	1.41	1.42	6.2	6.2	6.2	6.2
2005	1.48	1.46	1.49	1.51	6.4	6.3	6.4	6.4
2006	1.54	1.56	1.57	1.61	6.4	6.5	6.4	6.5
2007	1.65	1.65	1.66	1.69	6.7	6.7	6.7	6.7
2008	1.73	1.73	1.75	1.77	6.8	6.7	6.7	6.8
2009	1.82	1.81	1.83	1.85	6.9	6.9	6.9	7.0
2010	1.92	1.91	1.92	1.92	7.2	7.2	7.2	7.2
2011	1.95	1.97	1.97	2.01	7.2	7.3	7.3	7.3
2012	2.05	2.04	2.05	2.04	7.4	7.3	7.4	7.3
2013	2.09	2.08	2.09	2.13	7.5	7.4	7.4	7.5
2014	2.18	2.18	2.18	2.21	7.6	7.5	7.5	7.3
2015	2.25	2.24	2.25	2.21	7.4	7.4	7.4	7.3
2016	2.25	2.25	2.23	2.29	7.3	7.2	7.2	7.3
2017	2.30	2.30	2.32	2.35	7.2	7.2	7.2	7.2
2018	2.38	2.36	2.38	2.38	7.2	7.1	7.1	7.2

See footnotes at end of table.

Table 11. Private industry workers, by major industry group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

All service-providing industries[1]

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Health								
2019	2.41	–	–	–	7.2	–	–	–
Short-term disability								
2004	.04	0.04	0.04	0.04	.2	0.2	0.2	0.2
2005	.04	.04	.04	.04	.2	.2	.2	.2
2006	.04	.04	.05	.04	.2	.2	.2	.2
2007	.05	.05	.04	.05	.2	.2	.2	.2
2008	.05	.05	.05	.05	.2	.2	.2	.2
2009	.04	.05	.05	.05	.2	.2	.2	.2
2010	.05	.05	.05	.04	.2	.2	.2	.2
2011	.04	.04	.04	.04	.2	.2	.2	.2
2012	.04	.04	.04	.05	.2	.2	.2	.2
2013	.05	.05	.05	.05	.2	.2	.2	.2
2014	.05	.05	.05	.05	.2	.2	.2	.2
2015	.06	.05	.05	.05	.2	.2	.2	.2
2016	.05	.05	.05	.06	.2	.2	.2	.2
2017	.06	.06	.06	.06	.2	.2	.2	.2
2018	.06	.06	.06	.06	.2	.2	.2	.2
2019	.06	–	–	–	.2	–	–	–
Long-term disability								
2004	.03	.03	.03	.03	.2	.1	.1	.1
2005	.03	.03	.03	.04	.1	.1	.1	.1
2006	.04	.04	.04	.04	.2	.2	.1	.2
2007	.04	.04	.04	.04	.2	.2	.2	.1
2008	.04	.04	.04	.04	.1	.1	.1	.2
2009	.04	.04	.04	.04	.2	.2	.2	.2
2010	.04	.04	.04	.04	.2	.2	.2	.1
2011	.04	.04	.04	.04	.2	.2	.2	.2
2012	.04	.04	.04	.04	.2	.2	.2	.2
2013	.04	.04	.04	.04	.2	.2	.2	.2
2014	.04	.04	.05	.05	.2	.1	.2	.2
2015	.05	.04	.04	.04	.2	.1	.1	.1
2016	.04	.04	.04	.05	.1	.1	.1	.1
2017	.05	.05	.05	.04	.1	.1	.1	.1
2018	.05	.05	.05	.04	.1	.1	.1	.1
2019	.04	–	–	–	.1	–	–	–
Retirement and savings								
2004	.67	.68	.70	.71	3.0	3.1	3.1	3.1
2005	.73	.71	.72	.72	3.1	3.1	3.1	3.0
2006	.77	.76	.78	.79	3.2	3.2	3.2	3.2
2007	.75	.75	.79	.84	3.0	3.0	3.2	3.3
2008	.84	.83	.85	.85	3.3	3.2	3.3	3.2
2009	.84	.83	.83	.83	3.2	3.2	3.1	3.1
2010	.86	.85	.87	.86	3.2	3.2	3.2	3.2
2011	.88	.89	.88	.90	3.3	3.3	3.2	3.3
2012	.92	.91	.93	.94	3.3	3.3	3.3	3.4
2013	.96	.97	.98	.97	3.4	3.4	3.5	3.4
2014	1.01	1.09	1.09	1.16	3.5	3.8	3.7	3.8
2015	1.17	1.08	1.08	1.08	3.8	3.6	3.6	3.6
2016	1.06	1.10	1.06	1.15	3.4	3.5	3.4	3.6
2017	1.17	1.19	1.20	1.14	3.7	3.7	3.7	3.5
2018	1.16	1.21	1.22	1.19	3.5	3.7	3.6	3.6
2019	1.21	–	–	–	3.6	–	–	–
Defined benefit								
2004	.26	.28	.28	.29	1.2	1.2	1.3	1.3
2005	.30	.29	.29	.28	1.3	1.2	1.3	1.2
2006	.32	.32	.33	.34	1.3	1.3	1.3	1.4
2007	.29	.30	.33	.34	1.2	1.2	1.3	1.3
2008	.34	.32	.33	.32	1.3	1.3	1.3	1.2
2009	.32	.31	.31	.30	1.2	1.2	1.2	1.1
2010	.33	.33	.33	.32	1.2	1.2	1.2	1.2
2011	.32	.34	.34	.33	1.2	1.3	1.3	1.2
2012	.35	.35	.35	.37	1.2	1.3	1.3	1.3
2013	.38	.40	.40	.37	1.3	1.4	1.4	1.3

See footnotes at end of table.

Table 11. Private industry workers, by major industry group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

All service-providing industries[1]

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Defined benefit								
2014	0.39	0.48	0.48	0.51	1.3	1.7	1.6	1.7
2015	.51	.43	.43	.42	1.7	1.4	1.4	1.4
2016	.41	.43	.41	.46	1.3	1.4	1.3	1.5
2017	.47	.49	.50	.42	1.5	1.5	1.6	1.3
2018	.43	.48	.48	.45	1.3	1.4	1.4	1.4
2019	.46	–	–	–	1.4	–	–	–
Defined contribution								
2004	.41	.40	.41	.42	1.8	1.8	1.8	1.8
2005	.43	.42	.43	.44	1.9	1.8	1.8	1.9
2006	.45	.44	.45	.45	1.9	1.8	1.8	1.8
2007	.45	.45	.46	.50	1.8	1.8	1.8	2.0
2008	.51	.51	.52	.53	2.0	2.0	2.0	2.0
2009	.53	.52	.52	.53	2.0	2.0	2.0	2.0
2010	.53	.52	.53	.54	2.0	2.0	2.0	2.0
2011	.56	.54	.54	.57	2.1	2.0	2.0	2.1
2012	.58	.57	.57	.57	2.1	2.0	2.1	2.1
2013	.58	.57	.58	.60	2.1	2.0	2.1	2.1
2014	.62	.61	.61	.65	2.2	2.1	2.1	2.2
2015	.66	.65	.65	.66	2.2	2.1	2.2	2.2
2016	.65	.67	.65	.68	2.1	2.1	2.1	2.2
2017	.70	.69	.70	.73	2.2	2.2	2.2	2.2
2018	.74	.73	.74	.74	2.2	2.2	2.2	2.2
2019	.75	–	–	–	2.2	–	–	–
Legally required benefits								
2004	1.86	1.89	1.91	1.92	8.3	8.4	8.4	8.4
2005	1.95	1.96	1.97	1.99	8.4	8.5	8.5	8.4
2006	2.00	2.00	2.02	2.04	8.3	8.3	8.3	8.3
2007	2.05	2.05	2.06	2.07	8.2	8.3	8.3	8.2
2008	2.09	2.09	2.10	2.11	8.1	8.2	8.1	8.0
2009	2.12	2.12	2.12	2.12	8.0	8.0	8.0	8.0
2010	2.15	2.15	2.16	2.15	8.0	8.1	8.1	8.0
2011	2.18	2.19	2.20	2.21	8.1	8.1	8.1	8.0
2012	2.24	2.24	2.25	2.25	8.1	8.1	8.1	8.1
2013	2.26	2.26	2.27	2.29	8.1	8.1	8.1	8.1
2014	2.30	2.30	2.31	2.35	8.0	8.0	8.0	7.8
2015	2.37	2.36	2.36	2.39	7.8	7.8	7.8	7.9
2016	2.40	2.39	2.39	2.42	7.8	7.7	7.7	7.7
2017	2.45	2.46	2.47	2.48	7.7	7.7	7.7	7.6
2018	2.51	2.49	2.51	2.50	7.6	7.5	7.5	7.6
2019	2.52	–	–	–	7.5	–	–	–
Social Security and Medicare								
2004	1.35	1.36	1.37	1.38	6.1	6.1	6.0	6.0
2005	1.39	1.40	1.40	1.42	6.0	6.0	6.1	6.0
2006	1.44	1.44	1.46	1.47	6.0	6.0	6.0	6.0
2007	1.48	1.49	1.50	1.51	6.0	6.0	6.0	6.0
2008	1.53	1.53	1.55	1.57	6.0	6.0	6.0	6.0
2009	1.59	1.58	1.59	1.59	6.0	6.0	6.0	6.0
2010	1.60	1.59	1.60	1.60	6.0	6.0	6.0	6.0
2011	1.62	1.61	1.62	1.63	6.0	5.9	6.0	5.9
2012	1.65	1.64	1.65	1.65	5.9	5.9	5.9	5.9
2013	1.66	1.65	1.67	1.68	5.9	5.9	5.9	5.9
2014	1.69	1.69	1.71	1.74	5.9	5.9	5.9	5.8
2015	1.76	1.75	1.76	1.78	5.8	5.8	5.8	5.8
2016	1.79	1.80	1.80	1.83	5.8	5.8	5.8	5.8
2017	1.86	1.87	1.88	1.90	5.8	5.9	5.8	5.8
2018	1.93	1.93	1.95	1.95	5.8	5.8	5.8	5.9
2019	1.98	–	–	–	5.9	–	–	–
Social Security[4]								
2004	1.09	1.09	1.10	1.10	4.9	4.8	4.8	4.8
2005	1.12	1.12	1.13	1.14	4.8	4.8	4.9	4.8
2006	1.16	1.16	1.17	1.18	4.8	4.8	4.8	4.8
2007	1.19	1.19	1.20	1.21	4.8	4.8	4.8	4.8
2008	1.23	1.23	1.24	1.26	4.8	4.8	4.8	4.8

See footnotes at end of table.

Table 11. Private industry workers, by major industry group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

All service-providing industries[1]

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Social Security[4]								
2009	1.27	1.27	1.28	1.28	4.8	4.8	4.8	4.8
2010	1.28	1.28	1.28	1.28	4.8	4.8	4.8	4.8
2011	1.30	1.29	1.30	1.31	4.8	4.8	4.8	4.7
2012	1.32	1.32	1.32	1.32	4.7	4.7	4.7	4.7
2013	1.33	1.33	1.34	1.35	4.7	4.7	4.8	4.7
2014	1.36	1.36	1.37	1.39	4.7	4.7	4.7	4.6
2015	1.40	1.39	1.40	1.42	4.6	4.6	4.6	4.7
2016	1.43	1.44	1.44	1.46	4.6	4.6	4.7	4.6
2017	1.49	1.49	1.50	1.52	4.7	4.7	4.7	4.7
2018	1.54	1.54	1.55	1.57	4.7	4.7	4.7	4.8
2019	1.59	–	–	–	4.8	–	–	–
Medicare								
2004	.27	.27	.27	.27	1.2	1.2	1.2	1.2
2005	.28	.28	.28	.28	1.2	1.2	1.2	1.2
2006	.29	.29	.29	.29	1.2	1.2	1.2	1.2
2007	.29	.29	.30	.30	1.2	1.2	1.2	1.2
2008	.30	.30	.31	.31	1.2	1.2	1.2	1.2
2009	.31	.31	.31	.31	1.2	1.2	1.2	1.2
2010	.32	.31	.32	.32	1.2	1.2	1.2	1.2
2011	.32	.32	.32	.32	1.2	1.2	1.2	1.2
2012	.33	.33	.33	.33	1.2	1.2	1.2	1.2
2013	.33	.33	.33	.33	1.2	1.2	1.2	1.2
2014	.34	.34	.34	.35	1.2	1.2	1.2	1.2
2015	.36	.35	.35	.36	1.2	1.2	1.2	1.2
2016	.36	.37	.36	.37	1.2	1.2	1.2	1.2
2017	.37	.38	.38	.38	1.2	1.2	1.2	1.2
2018	.39	.39	.39	.39	1.2	1.2	1.2	1.2
2019	.39	–	–	–	1.2	–	–	–
Federal unemployment insurance								
2004	.03	.03	.03	.03	.2	.2	.1	.1
2005	.03	.03	.03	.03	.1	.1	.1	.1
2006	.03	.03	.03	.03	.1	.1	.1	.1
2007	.03	.03	.03	.03	.1	.1	.1	.1
2008	.03	.03	.03	.03	.1	.1	.1	.1
2009	.03	.03	.03	.03	.1	.1	.1	.1
2010	.03	.03	.03	.03	.1	.1	.1	.1
2011	.03	.03	.03	.03	.1	.1	.1	.1
2012	.03	.03	.03	.03	.1	.1	.1	.1
2013	.04	.04	.04	.04	.1	.1	.1	.1
2014	.04	.04	.04	.04	.1	.1	.1	.1
2015	.04	.04	.04	.04	.1	.1	.1	.1
2016	.04	.04	.04	.04	.1	.1	.1	.1
2017	.04	.04	.03	.03	.1	.1	.1	.1
2018	.04	.04	.04	.04	.1	.1	.1	.1
2019	.03	–	–	–	.1	–	–	–
State unemployment insurance								
2004	.12	.13	.13	.14	.6	.6	.6	.6
2005	.15	.15	.15	.15	.6	.6	.7	.6
2006	.15	.15	.15	.15	.6	.6	.6	.6
2007	.15	.14	.14	.14	.6	.6	.6	.6
2008	.14	.14	.14	.14	.5	.5	.5	.5
2009	.14	.14	.14	.14	.5	.5	.5	.5
2010	.15	.16	.17	.17	.6	.6	.6	.6
2011	.18	.19	.20	.20	.7	.7	.7	.7
2012	.21	.21	.21	.22	.7	.8	.8	.8
2013	.22	.22	.21	.21	.8	.8	.8	.8
2014	.21	.21	.20	.20	.7	.7	.7	.7
2015	.20	.20	.19	.19	.7	.7	.6	.6
2016	.19	.18	.17	.17	.6	.6	.6	.5
2017	.17	.16	.16	.15	.5	.5	.5	.5
2018	.15	.15	.14	.14	.5	.4	.4	.4
2019	.13	–	–	–	.4	–	–	–

See footnotes at end of table.

Table 11. Private industry workers, by major industry group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

All service-providing industries[1]

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Workers' compensation								
2004	0.35	0.36	0.37	0.37	1.6	1.6	1.6	1.6
2005	.37	.38	.38	.38	1.6	1.6	1.6	1.6
2006	.38	.38	.38	.39	1.6	1.6	1.5	1.6
2007	.38	.38	.38	.38	1.5	1.5	1.5	1.5
2008	.38	.38	.38	.36	1.5	1.5	1.5	1.4
2009	.36	.36	.36	.36	1.4	1.4	1.4	1.4
2010	.36	.36	.36	.35	1.3	1.4	1.3	1.3
2011	.35	.36	.36	.35	1.3	1.3	1.3	1.3
2012	.35	.35	.36	.35	1.3	1.3	1.3	1.3
2013	.35	.35	.35	.36	1.2	1.3	1.3	1.3
2014	.36	.36	.36	.37	1.2	1.3	1.3	1.2
2015	.37	.37	.37	.38	1.2	1.2	1.2	1.3
2016	.38	.38	.38	.39	1.2	1.2	1.2	1.2
2017	.39	.39	.39	.38	1.2	1.2	1.2	1.2
2018	.39	.38	.38	.37	1.2	1.2	1.1	1.1
2019	.37	–	–	–	1.1	–	–	–
Other benefits[5]								
2004	.02	.03	.03	.03	.1	.1	.1	.1
2005	.03	.03	.03	.02	.1	.1	.1	.1

[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; and other services, except public administration.
[2] Prior to June 2008, paid personal leave was included in other leave. Other leave also included paid military, funeral, and jury leave.
[3] Includes premium pay (such as overtime, weekends, and holidays) for work in addition to the regular work schedule.
[4] Social Security refers to the Old-Age, Survivors, and Disability Insurance (OASDI) program.
[5] Includes severance pay and supplemental unemployment benefits. Publication of other benefits was discontinued beginning in June 2006.

Note: The sum of individual items may not equal totals due to rounding. Dashes indicate data are not available.

Table 11. Private industry workers, by major industry group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Trade, transportation, and utilities

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Total compensation								
2004	$19.45	$19.81	$20.05	$19.92	100.0	100.0	100.0	100.0
2005	20.27	20.44	20.68	20.48	100.0	100.0	100.0	100.0
2006	20.89	20.94	21.21	21.92	100.0	100.0	100.0	100.0
2007	22.11	22.15	22.41	22.39	100.0	100.0	100.0	100.0
2008	22.69	22.88	23.01	22.80	100.0	100.0	100.0	100.0
2009	23.00	23.09	23.20	23.26	100.0	100.0	100.0	100.0
2010	23.58	23.75	23.87	23.50	100.0	100.0	100.0	100.0
2011	23.52	23.84	24.09	23.88	100.0	100.0	100.0	100.0
2012	24.11	24.21	24.33	24.23	100.0	100.0	100.0	100.0
2013	24.55	24.59	24.77	24.81	100.0	100.0	100.0	100.0
2014	25.05	25.11	25.51	25.74	100.0	100.0	100.0	100.0
2015	26.07	26.27	26.54	25.96	100.0	100.0	100.0	100.0
2016	26.39	26.60	26.80	27.01	100.0	100.0	100.0	100.0
2017	27.44	27.68	27.74	27.34	100.0	100.0	100.0	100.0
2018	27.97	28.37	28.63	28.22	100.0	100.0	100.0	100.0
2019	28.65	–	–	–	100.0	–	–	–
Wages and salaries								
2004	14.07	14.25	14.42	14.32	72.3	71.9	71.9	71.9
2005	14.49	14.67	14.85	14.73	71.5	71.8	71.8	71.9
2006	14.88	14.90	15.13	15.53	71.2	71.2	71.3	70.8
2007	15.74	15.72	15.88	15.91	71.2	71.0	70.9	71.0
2008	16.06	16.22	16.28	16.19	70.8	70.9	70.8	71.0
2009	16.33	16.39	16.46	16.51	71.0	71.0	70.9	71.0
2010	16.65	16.75	16.82	16.55	70.6	70.5	70.5	70.4
2011	16.58	16.76	16.95	16.94	70.5	70.3	70.4	71.0
2012	17.06	17.12	17.24	17.12	70.8	70.7	70.8	70.7
2013	17.28	17.33	17.45	17.50	70.4	70.5	70.4	70.5
2014	17.60	17.66	17.97	18.10	70.2	70.3	70.4	70.3
2015	18.31	18.44	18.63	18.25	70.2	70.2	70.2	70.3
2016	18.49	18.68	18.83	18.97	70.1	70.2	70.3	70.3
2017	19.31	19.46	19.50	19.23	70.4	70.3	70.3	70.3
2018	19.64	19.88	20.10	19.82	70.2	70.1	70.2	70.2
2019	20.13	–	–	–	70.3	–	–	–
Total benefits								
2004	5.38	5.56	5.64	5.60	27.7	28.1	28.1	28.1
2005	5.78	5.77	5.83	5.75	28.5	28.2	28.2	28.1
2006	6.01	6.03	6.09	6.39	28.8	28.8	28.7	29.2
2007	6.37	6.43	6.53	6.48	28.8	29.0	29.1	29.0
2008	6.63	6.66	6.73	6.61	29.2	29.1	29.2	29.0
2009	6.67	6.70	6.74	6.75	29.0	29.0	29.1	29.0
2010	6.94	7.00	7.05	6.95	29.4	29.5	29.5	29.6
2011	6.94	7.08	7.14	6.94	29.5	29.7	29.6	29.0
2012	7.05	7.09	7.10	7.11	29.2	29.3	29.2	29.3
2013	7.26	7.27	7.32	7.31	29.6	29.5	29.6	29.5
2014	7.46	7.45	7.54	7.64	29.8	29.7	29.6	29.7
2015	7.77	7.83	7.91	7.70	29.8	29.8	29.8	29.7
2016	7.90	7.92	7.97	8.04	29.9	29.8	29.7	29.7
2017	8.14	8.22	8.24	8.11	29.6	29.7	29.7	29.7
2018	8.33	8.49	8.53	8.40	29.8	29.9	29.8	29.8
2019	8.52	–	–	–	29.7	–	–	–
Paid leave								
2004	1.11	1.13	1.15	1.14	5.7	5.7	5.7	5.7
2005	1.15	1.16	1.18	1.17	5.7	5.7	5.7	5.7
2006	1.25	1.25	1.27	1.36	6.0	6.0	6.0	6.2
2007	1.38	1.38	1.37	1.36	6.2	6.2	6.1	6.1
2008	1.37	1.37	1.38	1.38	6.0	6.0	6.0	6.0
2009	1.40	1.40	1.41	1.40	6.1	6.1	6.1	6.0
2010	1.42	1.43	1.45	1.40	6.0	6.0	6.1	6.0
2011	1.42	1.43	1.44	1.42	6.0	6.0	6.0	6.0
2012	1.44	1.44	1.44	1.45	6.0	6.0	5.9	6.0
2013	1.48	1.48	1.49	1.50	6.0	6.0	6.0	6.0
2014	1.53	1.53	1.57	1.60	6.1	6.1	6.1	6.2
2015	1.62	1.63	1.65	1.61	6.2	6.2	6.2	6.2
2016	1.65	1.66	1.68	1.69	6.3	6.2	6.3	6.3

See footnotes at end of table.

Table 11. Private industry workers, by major industry group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Trade, transportation, and utilities

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Paid leave								
2017	1.73	1.75	1.75	1.70	6.3	6.3	6.3	6.2
2018	1.74	1.78	1.78	1.77	6.2	6.3	6.2	6.3
2019	1.80	–	–	–	6.3	–	–	–
Vacation								
2004	.54	.55	.56	.56	2.8	2.8	2.8	2.8
2005	.57	.57	.58	.58	2.8	2.8	2.8	2.8
2006	.63	.63	.64	.69	3.0	3.0	3.0	3.1
2007	.70	.70	.71	.70	3.2	3.2	3.1	3.1
2008	.71	.71	.72	.71	3.1	3.1	3.1	3.1
2009	.73	.73	.73	.72	3.2	3.2	3.1	3.1
2010	.73	.73	.74	.72	3.1	3.1	3.1	3.1
2011	.73	.73	.74	.74	3.1	3.1	3.1	3.1
2012	.75	.75	.76	.76	3.1	3.1	3.1	3.1
2013	.78	.78	.79	.80	3.2	3.2	3.2	3.2
2014	.81	.81	.83	.86	3.2	3.2	3.3	3.3
2015	.87	.87	.88	.86	3.3	3.3	3.3	3.3
2016	.88	.88	.89	.89	3.3	3.3	3.3	3.3
2017	.91	.92	.92	.89	3.3	3.3	3.3	3.3
2018	.92	.94	.94	.92	3.3	3.3	3.3	3.3
2019	.95	–	–	–	3.3	–	–	–
Holiday								
2004	.37	.38	.38	.38	1.9	1.9	1.9	1.9
2005	.39	.39	.40	.39	1.9	1.9	1.9	1.9
2006	.41	.40	.41	.42	1.9	1.9	1.9	1.9
2007	.43	.43	.43	.43	1.9	1.9	1.9	1.9
2008	.43	.43	.43	.43	1.9	1.9	1.9	1.9
2009	.44	.44	.44	.44	1.9	1.9	1.9	1.9
2010	.44	.44	.45	.43	1.9	1.9	1.9	1.8
2011	.44	.44	.44	.43	1.9	1.8	1.8	1.8
2012	.44	.44	.43	.43	1.8	1.8	1.8	1.8
2013	.44	.44	.44	.44	1.8	1.8	1.8	1.8
2014	.45	.45	.46	.47	1.8	1.8	1.8	1.8
2015	.47	.47	.48	.47	1.8	1.8	1.8	1.8
2016	.48	.48	.49	.49	1.8	1.8	1.8	1.8
2017	.50	.51	.51	.49	1.8	1.8	1.8	1.8
2018	.50	.51	.51	.51	1.8	1.8	1.8	1.8
2019	.52	–	–	–	1.8	–	–	–
Sick								
2004	.15	.16	.16	.16	.8	.8	.8	.8
2005	.16	.16	.16	.16	.8	.8	.8	.8
2006	.17	.16	.17	.19	.8	.8	.8	.9
2007	.19	.19	.19	.19	.9	.9	.9	.8
2008	.19	.19	.19	.19	.8	.8	.8	.8
2009	.19	.19	.19	.19	.8	.8	.8	.8
2010	.19	.19	.20	.18	.8	.8	.8	.8
2011	.19	.19	.19	.19	.8	.8	.8	.8
2012	.19	.19	.19	.19	.8	.8	.8	.8
2013	.19	.19	.20	.19	.8	.8	.8	.8
2014	.20	.20	.20	.20	.8	.8	.8	.8
2015	.20	.21	.21	.21	.8	.8	.8	.8
2016	.21	.21	.21	.22	.8	.8	.8	.8
2017	.22	.23	.23	.22	.8	.8	.8	.8
2018	.22	.23	.23	.23	.8	.8	.8	.8
2019	.23	–	–	–	.8	–	–	–
Personal[1]								
2004	.04	.04	.04	.04	.2	.2	.2	.2
2005	.04	.04	.04	.04	.2	.2	.2	.2
2006	.05	.05	.05	.05	.2	.2	.2	.2
2007	.06	.05	.04	.04	.3	.2	.2	.2
2008	.04	.04	.04	.04	.2	.2	.2	.2
2009	.05	.04	.05	.05	.2	.2	.2	.2
2010	.06	.06	.06	.07	.2	.3	.3	.3
2011	.07	.07	.06	.06	.3	.3	.3	.3

See footnotes at end of table.

Table 11. Private industry workers, by major industry group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Trade, transportation, and utilities

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Personal[1]								
2012	0.07	0.07	0.06	0.07	0.3	0.3	0.2	0.3
2013	.07	.07	.07	.07	.3	.3	.3	.3
2014	.07	.07	.07	.07	.3	.3	.3	.3
2015	.08	.08	.08	.08	.3	.3	.3	.3
2016	.08	.09	.09	.09	.3	.3	.3	.3
2017	.09	.09	.10	.10	.3	.3	.3	.4
2018	.10	.10	.11	.11	.4	.4	.4	.4
2019	.10	–	–	–	.4	–	–	–
Supplemental pay								
2004	.44	.44	.45	.44	2.2	2.2	2.2	2.2
2005	.47	.45	.45	.45	2.3	2.2	2.2	2.2
2006	.49	.50	.51	.54	2.4	2.4	2.4	2.4
2007	.53	.56	.57	.55	2.4	2.5	2.5	2.5
2008	.59	.60	.61	.58	2.6	2.6	2.7	2.6
2009	.55	.56	.55	.55	2.4	2.4	2.4	2.3
2010	.54	.54	.53	.65	2.3	2.3	2.2	2.8
2011	.56	.56	.57	.54	2.4	2.4	2.4	2.3
2012	.58	.57	.58	.57	2.4	2.4	2.4	2.3
2013	.57	.57	.57	.56	2.3	2.3	2.3	2.3
2014	.57	.57	.58	.64	2.3	2.3	2.3	2.5
2015	.66	.65	.66	.65	2.5	2.5	2.5	2.5
2016	.71	.72	.72	.72	2.7	2.7	2.7	2.7
2017	.71	.73	.73	.75	2.6	2.6	2.6	2.8
2018	.79	.80	.81	.79	2.8	2.8	2.8	2.8
2019	.80	–	–	–	2.8	–	–	–
Overtime and premium[2]								
2004	.21	.20	.20	.20	1.1	1.0	1.0	1.0
2005	.21	.21	.21	.20	1.0	1.0	1.0	1.0
2006	.24	.24	.25	.25	1.1	1.2	1.2	1.1
2007	.25	.27	.27	.27	1.1	1.2	1.2	1.2
2008	.27	.27	.28	.27	1.2	1.2	1.2	1.2
2009	.27	.28	.27	.26	1.2	1.2	1.2	1.1
2010	.26	.26	.26	.25	1.1	1.1	1.1	1.1
2011	.25	.26	.26	.25	1.1	1.1	1.1	1.0
2012	.25	.25	.26	.25	1.1	1.1	1.1	1.0
2013	.25	.25	.26	.26	1.0	1.0	1.0	1.1
2014	.26	.27	.27	.27	1.1	1.1	1.1	1.0
2015	.27	.27	.28	.27	1.0	1.0	1.0	1.0
2016	.27	.27	.28	.28	1.0	1.0	1.0	1.0
2017	.28	.29	.29	.28	1.0	1.0	1.0	1.0
2018	.29	.29	.29	.28	1.0	1.0	1.0	1.0
2019	.29	–	–	–	1.0	–	–	–
Shift differentials								
2004	.02	.03	.03	.03	.1	.1	.1	.1
2005	.03	.02	.02	.03	.1	.1	.1	.1
2006	.03	.03	.03	.03	.1	.1	.1	.1
2007	.03	.03	.03	.03	.1	.1	.1	.1
2008	.03	.03	.03	.02	.1	.1	.1	.1
2009	.02	.02	.02	.02	.1	.1	.1	.1
2010	.02	.02	.02	.02	.1	.1	.1	.1
2011	.02	.02	.02	.02	.1	.1	.1	.1
2012	.02	.02	.02	.02	.1	.1	.1	.1
2013	.02	.02	.02	.02	.1	.1	.1	.1
2014	.02	.02	.02	.02	.1	.1	.1	.1
2015	.02	.02	.02	.02	.1	.1	.1	.1
2016	.02	.02	.02	.02	.1	.1	.1	.1
2017	.02	.02	.02	.02	.1	.1	.1	.1
2018	.02	.03	.03	.02	.1	.1	.1	.1
2019	.03	–	–	–	.1	–	–	–
Nonproduction bonuses								
2004	.20	.21	.22	.21	1.0	1.1	1.1	1.1
2005	.23	.22	.22	.22	1.1	1.1	1.1	1.1
2006	.23	.23	.24	.26	1.1	1.1	1.1	1.2

See footnotes at end of table.

Table 11. Private industry workers, by major industry group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Trade, transportation, and utilities

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Nonproduction bonuses								
2007	0.25	0.27	0.27	0.26	1.1	1.2	1.2	1.1
2008	.29	.29	.31	.29	1.3	1.3	1.3	1.3
2009	.25	.26	.26	.26	1.1	1.1	1.1	1.1
2010	.25	.25	.25	.38	1.1	1.1	1.0	1.6
2011	.28	.28	.28	.27	1.2	1.2	1.2	1.1
2012	.31	.30	.30	.30	1.3	1.2	1.2	1.2
2013	.30	.29	.30	.28	1.2	1.2	1.2	1.1
2014	.29	.29	.29	.35	1.2	1.1	1.1	1.3
2015	.36	.36	.36	.36	1.4	1.4	1.4	1.4
2016	.42	.42	.42	.42	1.6	1.6	1.6	1.5
2017	.41	.42	.42	.45	1.5	1.5	1.5	1.6
2018	.48	.49	.50	.48	1.7	1.7	1.7	1.7
2019	.49	–	–	–	1.7	–	–	–
Insurance								
2004	1.43	1.49	1.50	1.50	7.4	7.5	7.5	7.5
2005	1.56	1.55	1.57	1.54	7.7	7.6	7.6	7.5
2006	1.59	1.61	1.62	1.69	7.6	7.7	7.6	7.7
2007	1.75	1.75	1.78	1.78	7.9	7.9	8.0	7.9
2008	1.83	1.84	1.86	1.83	8.1	8.1	8.1	8.0
2009	1.90	1.91	1.94	1.94	8.3	8.3	8.4	8.4
2010	2.04	2.07	2.09	2.05	8.7	8.7	8.7	8.7
2011	2.08	2.12	2.14	2.05	8.9	8.9	8.9	8.6
2012	2.08	2.09	2.08	2.10	8.6	8.6	8.5	8.7
2013	2.19	2.18	2.21	2.20	8.9	8.9	8.9	8.9
2014	2.28	2.27	2.28	2.22	9.1	9.0	8.9	8.6
2015	2.27	2.31	2.33	2.19	8.7	8.8	8.8	8.4
2016	2.26	2.25	2.27	2.26	8.6	8.5	8.5	8.4
2017	2.28	2.31	2.32	2.24	8.3	8.3	8.4	8.2
2018	2.30	2.33	2.32	2.32	8.2	8.2	8.1	8.2
2019	2.35	–	–	–	8.2	–	–	–
Life								
2004	.04	.03	.04	.03	.2	.2	.2	.2
2005	.04	.04	.04	.03	.2	.2	.2	.2
2006	.04	.04	.03	.03	.2	.2	.2	.2
2007	.03	.03	.03	.03	.2	.2	.2	.2
2008	.03	.03	.03	.03	.1	.1	.1	.1
2009	.03	.03	.03	.03	.2	.1	.1	.1
2010	.04	.04	.04	.04	.2	.1	.1	.2
2011	.03	.04	.04	.04	.1	.2	.2	.2
2012	.03	.03	.03	.03	.1	.1	.1	.1
2013	.03	.03	.03	.03	.1	.1	.1	.1
2014	.03	.03	.03	.03	.1	.1	.1	.1
2015	.03	.03	.03	.03	.1	.1	.1	.1
2016	.03	.03	.03	.03	.1	.1	.1	.1
2017	.03	.03	.03	.03	.1	.1	.1	.1
2018	.03	.03	.03	.03	.1	.1	.1	.1
2019	.03	–	–	–	.1	–	–	–
Health								
2004	1.33	1.40	1.41	1.40	6.9	7.0	7.0	7.0
2005	1.47	1.45	1.47	1.45	7.2	7.1	7.1	7.1
2006	1.49	1.51	1.53	1.60	7.1	7.2	7.2	7.3
2007	1.64	1.65	1.68	1.68	7.4	7.4	7.5	7.5
2008	1.73	1.74	1.76	1.73	7.6	7.6	7.6	7.6
2009	1.80	1.81	1.84	1.84	7.8	7.8	7.9	7.9
2010	1.94	1.96	1.98	1.94	8.2	8.3	8.3	8.2
2011	1.98	2.01	2.03	1.94	8.4	8.4	8.4	8.1
2012	1.98	1.99	1.97	1.99	8.2	8.2	8.1	8.2
2013	2.07	2.07	2.09	2.08	8.4	8.4	8.4	8.4
2014	2.16	2.15	2.15	2.09	8.6	8.6	8.4	8.1
2015	2.14	2.19	2.21	2.07	8.2	8.3	8.3	8.0
2016	2.14	2.13	2.14	2.14	8.1	8.0	8.0	7.9
2017	2.15	2.18	2.19	2.12	7.8	7.9	7.9	7.8
2018	2.17	2.20	2.19	2.21	7.8	7.7	7.7	7.8

See footnotes at end of table.

Table 11. Private industry workers, by major industry group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Trade, transportation, and utilities

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Health								
2019	2.23	–	–	–	7.8	–	–	–
Short-term disability								
2004	.04	0.04	0.04	0.04	.2	0.2	0.2	0.2
2005	.04	.04	.04	.04	.2	.2	.2	.2
2006	.04	.04	.04	.04	.2	.2	.2	.2
2007	.04	.04	.04	.04	.2	.2	.2	.2
2008	.04	.04	.04	.04	.2	.2	.2	.2
2009	.03	.03	.03	.03	.1	.1	.1	.1
2010	.04	.04	.04	.03	.2	.2	.2	.1
2011	.03	.03	.03	.03	.1	.1	.1	.1
2012	.03	.03	.03	.03	.1	.1	.1	.1
2013	.04	.04	.04	.03	.1	.1	.1	.1
2014	.04	.04	.04	.04	.1	.1	.1	.1
2015	.04	.04	.04	.04	.1	.2	.1	.2
2016	.04	.04	.04	.04	.2	.2	.2	.2
2017	.04	.05	.05	.04	.2	.2	.2	.2
2018	.05	.05	.05	.05	.2	.2	.2	.2
2019	.05	–	–	–	.2	–	–	–
Long-term disability								
2004	.02	.02	.02	.02	.1	.1	.1	.1
2005	.02	.02	.02	.02	.1	.1	.1	.1
2006	.02	.02	.02	.03	.1	.1	.1	.1
2007	.03	.03	.03	.03	.1	.1	.1	.1
2008	.03	.03	.03	.03	.1	.1	.1	.1
2009	.03	.03	.04	.04	.1	.2	.2	.2
2010	.04	.03	.04	.04	.2	.1	.1	.2
2011	.04	.04	.04	.04	.2	.2	.2	.2
2012	.04	.04	.04	.05	.2	.2	.2	.2
2013	.05	.05	.05	.05	.2	.2	.2	.2
2014	.05	.05	.05	.05	.2	.2	.2	.2
2015	.05	.05	.05	.05	.2	.2	.2	.2
2016	.05	.05	.05	.05	.2	.2	.2	.2
2017	.05	.05	.05	.04	.2	.2	.2	.1
2018	.04	.04	.04	.04	.2	.2	.2	.1
2019	.04	–	–	–	.1	–	–	–
Retirement and savings								
2004	.62	.66	.68	.69	3.2	3.3	3.4	3.4
2005	.70	.70	.70	.65	3.5	3.4	3.4	3.2
2006	.75	.74	.74	.82	3.6	3.5	3.5	3.7
2007	.73	.75	.79	.80	3.3	3.4	3.5	3.6
2008	.82	.82	.84	.82	3.6	3.6	3.7	3.6
2009	.79	.80	.80	.82	3.4	3.5	3.4	3.5
2010	.87	.88	.89	.81	3.7	3.7	3.7	3.4
2011	.82	.87	.89	.82	3.5	3.6	3.7	3.4
2012	.81	.83	.84	.86	3.4	3.4	3.5	3.5
2013	.88	.89	.88	.89	3.6	3.6	3.5	3.6
2014	.90	.90	.91	.96	3.6	3.6	3.6	3.7
2015	.98	.99	1.02	1.01	3.7	3.8	3.8	3.9
2016	1.03	1.03	1.04	1.07	3.9	3.9	3.9	4.0
2017	1.09	1.10	1.10	1.10	4.0	4.0	4.0	4.0
2018	1.13	1.22	1.22	1.18	4.1	4.3	4.3	4.2
2019	1.21	–	–	–	4.2	–	–	–
Defined benefit								
2004	.33	.35	.37	.38	1.7	1.8	1.8	1.9
2005	.39	.38	.37	.33	1.9	1.8	1.8	1.6
2006	.41	.41	.41	.45	2.0	2.0	1.9	2.0
2007	.35	.35	.39	.38	1.6	1.6	1.7	1.7
2008	.39	.39	.41	.37	1.7	1.7	1.8	1.6
2009	.35	.36	.36	.37	1.5	1.6	1.5	1.6
2010	.42	.43	.43	.38	1.8	1.8	1.8	1.6
2011	.39	.43	.44	.39	1.6	1.8	1.8	1.6
2012	.38	.40	.41	.43	1.6	1.7	1.7	1.8
2013	.44	.45	.42	.43	1.8	1.8	1.7	1.7

See footnotes at end of table.

Table 11. Private industry workers, by major industry group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Trade, transportation, and utilities

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Defined benefit								
2014	0.44	0.45	0.44	0.46	1.8	1.8	1.7	1.8
2015	.46	.47	.49	.48	1.8	1.8	1.9	1.9
2016	.48	.48	.49	.51	1.8	1.8	1.8	1.9
2017	.51	.51	.52	.52	1.9	1.9	1.9	1.9
2018	.53	.60	.60	.58	1.9	2.1	2.1	2.1
2019	.60	–	–	–	2.1	–	–	–
Defined contribution								
2004	.29	.31	.31	.31	1.5	1.6	1.5	1.5
2005	.31	.32	.33	.32	1.5	1.6	1.6	1.6
2006	.33	.33	.34	.37	1.6	1.6	1.6	1.7
2007	.39	.40	.40	.41	1.7	1.8	1.8	1.8
2008	.43	.43	.44	.44	1.9	1.9	1.9	2.0
2009	.44	.44	.44	.45	1.9	1.9	1.9	1.9
2010	.45	.45	.46	.43	1.9	1.9	1.9	1.8
2011	.44	.44	.45	.43	1.9	1.8	1.9	1.8
2012	.43	.43	.43	.43	1.8	1.8	1.8	1.8
2013	.44	.44	.45	.46	1.8	1.8	1.8	1.8
2014	.46	.45	.47	.50	1.8	1.8	1.8	1.9
2015	.52	.52	.53	.53	2.0	2.0	2.0	2.0
2016	.55	.55	.56	.56	2.1	2.1	2.1	2.1
2017	.57	.59	.58	.59	2.1	2.1	2.1	2.1
2018	.60	.62	.62	.60	2.1	2.2	2.2	2.1
2019	.61	–	–	–	2.1	–	–	–
Legally required benefits								
2004	1.77	1.82	1.84	1.83	9.1	9.2	9.2	9.2
2005	1.87	1.90	1.92	1.91	9.2	9.3	9.3	9.3
2006	1.93	1.93	1.94	1.98	9.2	9.2	9.2	9.1
2007	1.98	1.99	2.01	2.00	9.0	9.0	9.0	8.9
2008	2.02	2.03	2.03	2.00	8.9	8.9	8.8	8.8
2009	2.03	2.03	2.03	2.03	8.8	8.8	8.8	8.7
2010	2.07	2.08	2.09	2.04	8.8	8.8	8.8	8.7
2011	2.06	2.10	2.11	2.10	8.8	8.8	8.8	8.8
2012	2.13	2.14	2.16	2.13	8.9	8.9	8.9	8.8
2013	2.15	2.15	2.17	2.17	8.8	8.7	8.8	8.7
2014	2.18	2.18	2.21	2.23	8.7	8.7	8.7	8.7
2015	2.25	2.25	2.25	2.24	8.6	8.6	8.5	8.6
2016	2.25	2.26	2.27	2.29	8.5	8.5	8.5	8.5
2017	2.32	2.33	2.34	2.32	8.5	8.4	8.4	8.5
2018	2.37	2.37	2.39	2.34	8.5	8.4	8.4	8.3
2019	2.36	–	–	–	8.2	–	–	–
Social Security and Medicare								
2004	1.16	1.17	1.18	1.18	6.0	5.9	5.9	5.9
2005	1.20	1.21	1.22	1.21	5.9	5.9	5.9	5.9
2006	1.24	1.25	1.26	1.29	5.9	6.0	6.0	5.9
2007	1.31	1.32	1.33	1.32	5.9	5.9	5.9	5.9
2008	1.34	1.35	1.36	1.35	5.9	5.9	5.9	5.9
2009	1.36	1.37	1.37	1.38	5.9	5.9	5.9	5.9
2010	1.39	1.39	1.40	1.37	5.9	5.9	5.9	5.8
2011	1.38	1.39	1.40	1.40	5.9	5.8	5.8	5.9
2012	1.42	1.42	1.43	1.42	5.9	5.9	5.9	5.9
2013	1.43	1.44	1.45	1.44	5.8	5.8	5.8	5.8
2014	1.46	1.46	1.48	1.49	5.8	5.8	5.8	5.8
2015	1.51	1.52	1.53	1.51	5.8	5.8	5.8	5.8
2016	1.52	1.54	1.56	1.56	5.8	5.8	5.8	5.8
2017	1.60	1.61	1.62	1.60	5.8	5.8	5.8	5.9
2018	1.64	1.65	1.67	1.66	5.8	5.8	5.8	5.9
2019	1.69	–	–	–	5.9	–	–	–
Social Security[3]								
2004	.94	.95	.95	.95	4.8	4.8	4.8	4.8
2005	.96	.98	.98	.98	4.8	4.8	4.8	4.8
2006	1.00	1.01	1.02	1.04	4.8	4.8	4.8	4.8
2007	1.05	1.06	1.07	1.07	4.8	4.8	4.8	4.8
2008	1.08	1.09	1.09	1.08	4.8	4.8	4.7	4.8

See footnotes at end of table.

Table 11. Private industry workers, by major industry group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Trade, transportation, and utilities

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Social Security[3]								
2009	1.10	1.10	1.11	1.11	4.8	4.8	4.8	4.8
2010	1.12	1.12	1.13	1.10	4.7	4.7	4.7	4.7
2011	1.11	1.12	1.13	1.13	4.7	4.7	4.7	4.7
2012	1.14	1.14	1.15	1.14	4.7	4.7	4.7	4.7
2013	1.15	1.16	1.17	1.16	4.7	4.7	4.7	4.7
2014	1.17	1.18	1.19	1.20	4.7	4.7	4.7	4.7
2015	1.21	1.22	1.23	1.21	4.7	4.7	4.6	4.7
2016	1.22	1.24	1.25	1.26	4.6	4.7	4.7	4.7
2017	1.28	1.29	1.30	1.29	4.7	4.7	4.7	4.7
2018	1.32	1.33	1.34	1.34	4.7	4.7	4.7	4.7
2019	1.36	–	–	–	4.8	–	–	–
Medicare								
2004	.22	.23	.23	.23	1.2	1.2	1.1	1.1
2005	.23	.23	.24	.24	1.1	1.1	1.2	1.2
2006	.24	.24	.24	.25	1.2	1.2	1.2	1.2
2007	.26	.26	.26	.26	1.2	1.2	1.2	1.2
2008	.26	.26	.26	.26	1.1	1.2	1.1	1.2
2009	.26	.27	.27	.27	1.1	1.1	1.1	1.1
2010	.27	.27	.27	.27	1.1	1.1	1.1	1.1
2011	.27	.27	.27	.27	1.1	1.1	1.1	1.1
2012	.28	.28	.28	.28	1.1	1.1	1.1	1.1
2013	.28	.28	.28	.28	1.1	1.1	1.1	1.1
2014	.28	.29	.29	.29	1.1	1.1	1.1	1.1
2015	.30	.30	.30	.30	1.1	1.1	1.1	1.1
2016	.30	.30	.31	.31	1.1	1.1	1.1	1.1
2017	.31	.32	.32	.31	1.1	1.1	1.1	1.1
2018	.32	.32	.33	.32	1.1	1.1	1.1	1.1
2019	.33	–	–	–	1.1	–	–	–
Federal unemployment insurance								
2004	.04	.04	.04	.04	.2	.2	.2	.2
2005	.04	.04	.04	.04	.2	.2	.2	.2
2006	.04	.04	.04	.04	.2	.2	.2	.2
2007	.04	.04	.04	.04	.2	.2	.2	.2
2008	.04	.04	.04	.04	.2	.2	.2	.2
2009	.04	.04	.04	.04	.2	.2	.2	.2
2010	.04	.04	.04	.04	.2	.2	.2	.2
2011	.04	.04	.03	.03	.2	.2	.1	.1
2012	.04	.04	.04	.04	.2	.2	.2	.2
2013	.04	.04	.04	.04	.2	.2	.2	.2
2014	.04	.04	.04	.04	.2	.2	.2	.2
2015	.04	.04	.04	.04	.2	.2	.2	.2
2016	.04	.04	.04	.04	.2	.1	.1	.1
2017	.04	.04	.04	.04	.1	.1	.1	.1
2018	.04	.04	.04	.04	.1	.1	.1	.1
2019	.03	–	–	–	.1	–	–	–
State unemployment insurance								
2004	.12	.13	.13	.13	.6	.6	.6	.6
2005	.14	.14	.15	.14	.7	.7	.7	.7
2006	.14	.14	.14	.15	.7	.7	.7	.7
2007	.14	.14	.14	.14	.6	.6	.6	.6
2008	.13	.13	.13	.14	.6	.6	.6	.6
2009	.14	.14	.13	.14	.6	.6	.6	.6
2010	.16	.17	.17	.17	.7	.7	.7	.7
2011	.18	.19	.20	.20	.8	.8	.8	.8
2012	.20	.21	.21	.21	.8	.9	.9	.9
2013	.21	.20	.20	.20	.8	.8	.8	.8
2014	.20	.19	.19	.18	.8	.8	.7	.7
2015	.18	.17	.16	.16	.7	.7	.6	.6
2016	.16	.16	.15	.15	.6	.6	.6	.6
2017	.15	.14	.14	.13	.5	.5	.5	.5
2018	.13	.12	.12	.12	.5	.4	.4	.4
2019	.11	–	–	–	.4	–	–	–

See footnotes at end of table.

Table 11. Private industry workers, by major industry group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Trade, transportation, and utilities

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Workers' compensation								
2004	0.46	0.48	0.49	0.48	2.3	2.4	2.5	2.4
2005	.50	.51	.52	.52	2.5	2.5	2.5	2.5
2006	.51	.51	.50	.51	2.4	2.4	2.4	2.3
2007	.50	.50	.51	.50	2.3	2.3	2.3	2.2
2008	.50	.50	.50	.49	2.2	2.2	2.2	2.1
2009	.49	.49	.49	.49	2.1	2.1	2.1	2.1
2010	.49	.49	.49	.46	2.1	2.1	2.0	2.0
2011	.46	.48	.48	.48	2.0	2.0	2.0	2.0
2012	.48	.48	.48	.47	2.0	2.0	2.0	1.9
2013	.47	.47	.48	.48	1.9	1.9	2.0	2.0
2014	.48	.49	.50	.51	1.9	1.9	1.9	2.0
2015	.51	.51	.51	.53	2.0	2.0	1.9	2.1
2016	.53	.52	.52	.54	2.0	2.0	2.0	2.0
2017	.54	.55	.55	.55	2.0	2.0	2.0	2.0
2018	.57	.56	.57	.53	2.0	2.0	2.0	1.9
2019	.53	–	–	–	1.9	–	–	–
Other benefits[4]								
2004	([5])	.02	.02	.02	([6])	.1	.1	.1
2005	.02	.02	([5])	([5])	.1	.1	([6])	([6])

[1] Prior to June 2008, paid personal leave was included in other leave. Other leave also included paid military, funeral, and jury leave.
[2] Includes premium pay (such as overtime, weekends, and holidays) for work in addition to the regular work schedule.
[3] Social Security refers to the Old-Age, Survivors, and Disability Insurance (OASDI) program.
[4] Includes severance pay and supplemental unemployment benefits. Publication of other benefits was discontinued beginning in June 2006.
[5] Cost per hour worked is $0.01 or less.
[6] Less than .05 percent.

Note: The sum of individual items may not equal totals due to rounding. Dashes indicate data are not available.

Table 11. Private industry workers, by major industry group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Information

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Total compensation								
2004	$33.66	$34.13	$34.23	$34.30	100.0	100.0	100.0	100.0
2005	34.60	34.70	34.81	36.38	100.0	100.0	100.0	100.0
2006	37.01	37.45	38.09	38.31	100.0	100.0	100.0	100.0
2007	38.62	39.10	39.11	39.48	100.0	100.0	100.0	100.0
2008	39.46	38.92	39.53	40.47	100.0	100.0	100.0	100.0
2009	40.74	40.75	40.97	41.22	100.0	100.0	100.0	100.0
2010	41.25	41.90	42.06	41.77	100.0	100.0	100.0	100.0
2011	42.35	42.73	42.74	43.10	100.0	100.0	100.0	100.0
2012	44.44	45.08	45.05	46.30	100.0	100.0	100.0	100.0
2013	46.58	47.15	47.29	47.97	100.0	100.0	100.0	100.0
2014	48.82	51.68	51.77	55.44	100.0	100.0	100.0	100.0
2015	55.99	53.26	53.03	53.09	100.0	100.0	100.0	100.0
2016	53.35	53.50	53.20	54.10	100.0	100.0	100.0	100.0
2017	54.36	55.13	55.50	56.37	100.0	100.0	100.0	100.0
2018	57.03	58.85	59.46	57.29	100.0	100.0	100.0	100.0
2019	58.23	–	–	–	100.0	–	–	–
Wages and salaries								
2004	23.73	23.93	24.09	24.10	70.5	70.1	70.4	70.3
2005	24.19	24.25	24.28	25.67	69.9	69.9	69.8	70.6
2006	25.64	25.84	26.17	26.18	69.3	69.0	68.7	68.3
2007	26.42	26.75	26.76	26.96	68.4	68.4	68.4	68.3
2008	26.96	26.93	27.32	27.82	68.3	69.2	69.1	68.7
2009	27.88	28.03	28.20	28.26	68.4	68.8	68.8	68.5
2010	28.20	28.67	28.82	28.59	68.4	68.4	68.5	68.4
2011	28.93	29.10	29.14	29.16	68.3	68.1	68.2	67.7
2012	29.48	29.79	29.77	30.32	66.3	66.1	66.1	65.5
2013	30.52	30.85	30.90	31.88	65.5	65.4	65.3	66.5
2014	32.36	32.59	32.60	34.31	66.3	63.1	63.0	61.9
2015	34.43	34.71	34.44	34.64	61.5	65.2	65.0	65.2
2016	34.96	35.35	35.35	35.69	65.5	66.1	66.5	66.0
2017	35.71	36.18	36.34	37.18	65.7	65.6	65.5	66.0
2018	37.64	38.16	38.62	37.98	66.0	64.9	65.0	66.3
2019	38.67	–	–	–	66.4	–	–	–
Total benefits								
2004	9.94	10.20	10.14	10.20	29.5	29.9	29.6	29.7
2005	10.41	10.45	10.53	10.71	30.1	30.1	30.2	29.4
2006	11.36	11.61	11.92	12.13	30.7	31.0	31.3	31.7
2007	12.19	12.35	12.35	12.53	31.6	31.6	31.6	31.7
2008	12.50	11.99	12.21	12.65	31.7	30.8	30.9	31.3
2009	12.86	12.71	12.77	12.97	31.6	31.2	31.2	31.5
2010	13.05	13.23	13.25	13.19	31.6	31.6	31.5	31.6
2011	13.42	13.63	13.60	13.94	31.7	31.9	31.8	32.3
2012	14.97	15.29	15.29	15.97	33.7	33.9	33.9	34.5
2013	16.06	16.30	16.39	16.08	34.5	34.6	34.7	33.5
2014	16.45	19.09	19.17	21.13	33.7	36.9	37.0	38.1
2015	21.56	18.55	18.59	18.45	38.5	34.8	35.0	34.8
2016	18.39	18.15	17.85	18.41	34.5	33.9	33.5	34.0
2017	18.64	18.95	19.16	19.19	34.3	34.4	34.5	34.0
2018	19.39	20.69	20.84	19.31	34.0	35.1	35.0	33.7
2019	19.56	–	–	–	33.6	–	–	–
Paid leave								
2004	2.76	2.86	2.88	2.89	8.2	8.4	8.4	8.4
2005	2.88	2.89	2.90	2.94	8.3	8.3	8.3	8.1
2006	3.50	3.53	3.60	3.58	9.5	9.4	9.5	9.3
2007	3.57	3.62	3.63	3.66	9.3	9.3	9.3	9.3
2008	3.62	3.56	3.61	3.67	9.2	9.1	9.1	9.1
2009	3.78	3.78	3.81	3.83	9.3	9.3	9.3	9.3
2010	3.81	3.89	3.91	3.87	9.2	9.3	9.3	9.3
2011	3.90	3.91	3.91	3.92	9.2	9.2	9.2	9.1
2012	3.94	3.98	3.98	4.12	8.9	8.8	8.8	8.9
2013	4.15	4.20	4.25	4.38	8.9	8.9	9.0	9.1
2014	4.49	4.53	4.54	4.82	9.2	8.8	8.8	8.7
2015	4.86	4.88	4.85	4.87	8.7	9.2	9.1	9.2
2016	4.90	4.92	4.83	4.97	9.2	9.2	9.1	9.2

See footnotes at end of table.

Table 11. Private industry workers, by major industry group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Information

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Paid leave								
2017	5.00	5.07	5.11	5.22	9.2	9.2	9.2	9.3
2018	5.29	5.36	5.42	5.18	9.3	9.1	9.1	9.0
2019	5.28	–	–	–	9.1	–	–	–
Vacation								
2004	1.35	1.39	1.40	1.40	4.0	4.1	4.1	4.1
2005	1.40	1.41	1.41	1.43	4.1	4.1	4.1	3.9
2006	1.72	1.74	1.77	1.78	4.7	4.6	4.6	4.7
2007	1.79	1.82	1.82	1.84	4.6	4.7	4.7	4.6
2008	1.82	1.82	1.84	1.86	4.6	4.7	4.7	4.6
2009	1.92	1.93	1.94	1.96	4.7	4.7	4.7	4.8
2010	1.96	2.01	2.03	1.97	4.8	4.8	4.8	4.7
2011	1.99	2.01	2.01	2.00	4.7	4.7	4.7	4.6
2012	2.05	2.07	2.06	2.13	4.6	4.6	4.6	4.6
2013	2.16	2.18	2.21	2.28	4.6	4.6	4.7	4.8
2014	2.34	2.37	2.37	2.50	4.8	4.6	4.6	4.5
2015	2.52	2.52	2.50	2.52	4.5	4.7	4.7	4.7
2016	2.54	2.53	2.49	2.57	4.8	4.7	4.7	4.8
2017	2.60	2.63	2.65	2.75	4.8	4.8	4.8	4.9
2018	2.76	2.81	2.84	2.72	4.8	4.8	4.8	4.8
2019	2.76	–	–	–	4.7	–	–	–
Holiday								
2004	.90	.93	.93	.93	2.7	2.7	2.7	2.7
2005	.93	.93	.93	.95	2.7	2.7	2.7	2.6
2006	1.07	1.09	1.10	1.09	2.9	2.9	2.9	2.9
2007	1.10	1.11	1.11	1.08	2.8	2.8	2.8	2.7
2008	1.06	1.01	1.01	.99	2.7	2.6	2.5	2.5
2009	1.01	1.01	1.02	1.02	2.5	2.5	2.5	2.5
2010	1.01	1.03	1.03	1.03	2.5	2.5	2.5	2.5
2011	1.04	1.04	1.04	1.04	2.5	2.4	2.4	2.4
2012	1.04	1.05	1.05	1.05	2.3	2.3	2.3	2.3
2013	1.06	1.07	1.09	1.11	2.3	2.3	2.3	2.3
2014	1.12	1.13	1.13	1.20	2.3	2.2	2.2	2.2
2015	1.20	1.20	1.19	1.22	2.1	2.3	2.2	2.3
2016	1.24	1.25	1.29	1.27	2.3	2.3	2.4	2.3
2017	1.28	1.29	1.30	1.36	2.4	2.3	2.3	2.4
2018	1.38	1.40	1.42	1.36	2.4	2.4	2.4	2.4
2019	1.38	–	–	–	2.4	–	–	–
Sick								
2004	.30	.32	.33	.33	.9	.9	1.0	1.0
2005	.32	.33	.33	.34	.9	.9	.9	.9
2006	.45	.45	.46	.45	1.2	1.2	1.2	1.2
2007	.43	.43	.44	.44	1.1	1.1	1.1	1.1
2008	.44	.43	.44	.49	1.1	1.1	1.1	1.2
2009	.49	.49	.49	.48	1.2	1.2	1.2	1.2
2010	.46	.47	.47	.48	1.1	1.1	1.1	1.2
2011	.49	.49	.49	.50	1.2	1.1	1.1	1.2
2012	.47	.48	.48	.50	1.1	1.1	1.1	1.1
2013	.49	.50	.50	.53	1.1	1.1	1.1	1.1
2014	.53	.53	.54	.56	1.1	1.0	1.0	1.0
2015	.57	.57	.57	.56	1.0	1.1	1.1	1.1
2016	.56	.55	.56	.57	1.0	1.0	1.1	1.1
2017	.55	.57	.57	.57	1.0	1.0	1.0	1.0
2018	.59	.60	.61	.58	1.0	1.0	1.0	1.0
2019	.60	–	–	–	1.0	–	–	–
Personal[1]								
2004	.21	.22	.22	.22	.6	.6	.7	.7
2005	.22	.23	.23	.22	.6	.7	.7	.6
2006	.25	.26	.26	.25	.7	.7	.7	.7
2007	.25	.26	.26	.31	.7	.7	.7	.8
2008	.30	.30	.33	.33	.8	.8	.8	.8
2009	.35	.35	.36	.37	.8	.9	.9	.9
2010	.38	.38	.38	.38	.9	.9	.9	.9
2011	.38	.38	.37	.38	.9	.9	.9	.9

See footnotes at end of table.

Table 11. Private industry workers, by major industry group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Information

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Personal[1]								
2012	0.38	0.39	0.39	0.44	0.9	0.9	0.9	0.9
2013	.44	.44	.44	.46	.9	.9	.9	1.0
2014	.50	.49	.49	.57	1.0	1.0	.9	1.0
2015	.58	.58	.58	.57	1.0	1.1	1.1	1.1
2016	.57	.58	.48	.56	1.1	1.1	.9	1.0
2017	.56	.59	.59	.54	1.0	1.1	1.1	1.0
2018	.55	.55	.55	.52	1.0	.9	.9	.9
2019	.53	–	–	–	.9	–	–	–
Supplemental pay								
2004	1.02	.96	.95	.96	3.0	2.8	2.8	2.8
2005	.89	.92	.90	.91	2.6	2.7	2.6	2.5
2006	.92	.93	.93	1.00	2.5	2.5	2.4	2.6
2007	1.02	1.09	1.09	1.09	2.6	2.8	2.8	2.8
2008	1.10	1.01	.99	1.11	2.8	2.6	2.5	2.8
2009	1.08	1.08	1.07	1.13	2.7	2.7	2.6	2.7
2010	1.09	1.00	.99	1.01	2.7	2.4	2.4	2.4
2011	1.08	1.15	1.16	1.37	2.6	2.7	2.7	3.2
2012	1.31	1.35	1.34	1.50	3.0	3.0	3.0	3.2
2013	1.46	1.46	1.46	1.71	3.1	3.1	3.1	3.6
2014	1.79	1.86	1.85	2.42	3.7	3.6	3.6	4.4
2015	2.84	2.22	2.19	2.32	5.1	4.2	4.1	4.4
2016	2.27	2.25	2.39	2.31	4.3	4.2	4.5	4.3
2017	2.36	2.38	2.52	2.67	4.3	4.3	4.5	4.7
2018	2.75	2.80	2.83	2.58	4.8	4.8	4.8	4.5
2019	2.58	–	–	–	4.4	–	–	–
Overtime and premium[2]								
2004	.31	.30	.30	.31	.9	.9	.9	.9
2005	.31	.32	.33	.35	.9	.9	.9	.9
2006	.35	.35	.37	.35	1.0	.9	1.0	.9
2007	.35	.36	.36	.36	.9	.9	.9	.9
2008	.36	.37	.36	.38	.9	.9	.9	.9
2009	.35	.36	.36	.36	.9	.9	.9	.9
2010	.36	.37	.36	.32	.9	.9	.9	.8
2011	.33	.34	.36	.34	.8	.8	.8	.8
2012	.26	.26	.27	.31	.6	.6	.6	.7
2013	.31	.31	.32	.33	.7	.7	.7	.7
2014	.32	.32	.33	.35	.6	.6	.6	.6
2015	.36	.36	.36	.27	.6	.7	.7	.5
2016	.27	.25	.30	.26	.5	.5	.6	.5
2017	.25	.26	.27	.24	.5	.5	.5	.4
2018	.24	.24	.25	.23	.4	.4	.4	.4
2019	.23	–	–	–	.4	–	–	–
Shift differentials								
2004	.05	.05	.05	.05	.2	.1	.1	.1
2005	.05	.04	.05	.04	.1	.1	.1	.1
2006	.04	.04	.04	.05	.1	.1	.1	.1
2007	.05	.05	.05	.05	.1	.1	.1	.1
2008	.05	.05	.05	.06	.1	.1	.1	.1
2009	.06	.06	.06	.06	.1	.1	.1	.1
2010	.06	.06	.06	.06	.1	.1	.1	.1
2011	.06	.06	.06	.05	.1	.1	.1	.1
2012	.05	.05	.05	.05	.1	.1	.1	.1
2013	.05	.05	.05	.06	.1	.1	.1	.1
2014	.05	.05	.05	.06	.1	.1	.1	.1
2015	.06	.07	.07	.04	.1	.1	.1	.1
2016	.04	.04	.04	.04	.1	.1	.1	.1
2017	.03	.04	.04	.03	.1	.1	.1	.1
2018	.03	.03	.03	.03	.1	.1	.1	([3])
2019	.03	–	–	–	([3])	–	–	–
Nonproduction bonuses								
2004	.66	.61	.60	.60	2.0	1.8	1.7	1.8
2005	.53	.56	.52	.52	1.5	1.6	1.5	1.4
2006	.52	.53	.52	.60	1.4	1.4	1.4	1.6

See footnotes at end of table.

Table 11. Private industry workers, by major industry group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Information

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Nonproduction bonuses								
2007	0.62	0.68	0.67	0.68	1.6	1.7	1.7	1.7
2008	.69	.59	.57	.68	1.7	1.5	1.4	1.7
2009	.67	.66	.66	.70	1.6	1.6	1.6	1.7
2010	.67	.57	.57	.63	1.6	1.4	1.4	1.5
2011	.70	.76	.74	.98	1.6	1.8	1.7	2.3
2012	1.00	1.04	1.03	1.14	2.2	2.3	2.3	2.5
2013	1.10	1.10	1.10	1.32	2.4	2.3	2.3	2.7
2014	1.42	1.48	1.47	2.00	2.9	2.9	2.8	3.6
2015	2.42	1.80	1.76	2.01	4.3	3.4	3.3	3.8
2016	1.97	1.96	2.04	2.02	3.7	3.7	3.8	3.7
2017	2.07	2.08	2.21	2.40	3.8	3.8	4.0	4.3
2018	2.48	2.53	2.55	2.32	4.4	4.3	4.3	4.1
2019	2.32	–	–	–	4.0	–	–	–
Insurance								
2004	2.57	2.61	2.62	2.63	7.6	7.7	7.7	7.7
2005	2.81	2.79	2.84	2.84	8.1	8.1	8.2	7.8
2006	2.89	2.97	3.05	3.11	7.8	7.9	8.0	8.1
2007	3.16	3.17	3.15	3.17	8.2	8.1	8.0	8.0
2008	3.19	3.16	3.25	3.34	8.1	8.1	8.2	8.2
2009	3.47	3.55	3.60	3.65	8.5	8.7	8.8	8.9
2010	3.74	3.80	3.79	3.85	9.1	9.1	9.0	9.2
2011	3.95	4.02	4.02	4.13	9.3	9.4	9.4	9.6
2012	4.18	4.23	4.29	4.45	9.4	9.4	9.5	9.6
2013	4.51	4.58	4.62	4.78	9.7	9.7	9.8	10.0
2014	4.93	4.97	5.00	5.20	10.1	9.6	9.7	9.4
2015	5.14	5.15	5.20	5.18	9.2	9.7	9.8	9.8
2016	5.18	5.14	4.99	5.25	9.7	9.6	9.4	9.7
2017	5.29	5.28	5.28	5.19	9.7	9.6	9.5	9.2
2018	5.21	5.25	5.25	4.89	9.1	8.9	8.8	8.5
2019	4.97	–	–	–	8.5	–	–	–
Life								
2004	.06	.05	.05	.05	.2	.2	.2	.2
2005	.05	.05	.05	.06	.2	.2	.1	.2
2006	.06	.06	.05	.05	.2	.2	.1	.1
2007	.05	.05	.05	.05	.1	.1	.1	.1
2008	.05	.05	.05	.05	.1	.1	.1	.1
2009	.05	.05	.05	.05	.1	.1	.1	.1
2010	.05	.05	.05	.06	.1	.1	.1	.1
2011	.06	.06	.06	.06	.1	.1	.1	.1
2012	.06	.06	.06	.06	.1	.1	.1	.1
2013	.06	.06	.06	.06	.1	.1	.1	.1
2014	.06	.06	.06	.06	.1	.1	.1	.1
2015	.06	.07	.06	.07	.1	.1	.1	.1
2016	.07	.07	.07	.07	.1	.1	.1	.1
2017	.07	.07	.07	.07	.1	.1	.1	.1
2018	.07	.08	.08	.08	.1	.1	.1	.1
2019	.08	–	–	–	.1	–	–	–
Health								
2004	2.33	2.37	2.35	2.36	6.9	6.9	6.9	6.9
2005	2.54	2.52	2.57	2.55	7.3	7.3	7.4	7.0
2006	2.60	2.67	2.75	2.82	7.0	7.1	7.2	7.4
2007	2.86	2.87	2.84	2.89	7.4	7.3	7.3	7.3
2008	2.90	2.88	2.96	3.04	7.4	7.4	7.5	7.5
2009	3.16	3.25	3.29	3.36	7.8	8.0	8.0	8.1
2010	3.44	3.51	3.50	3.56	8.3	8.4	8.3	8.5
2011	3.66	3.73	3.73	3.83	8.6	8.7	8.7	8.9
2012	3.89	3.93	3.98	4.13	8.8	8.7	8.8	8.9
2013	4.19	4.25	4.29	4.42	9.0	9.0	9.1	9.2
2014	4.56	4.60	4.62	4.78	9.3	8.9	8.9	8.6
2015	4.72	4.73	4.78	4.77	8.4	8.9	9.0	9.0
2016	4.76	4.73	4.58	4.83	8.9	8.8	8.6	8.9
2017	4.87	4.86	4.86	4.79	9.0	8.8	8.8	8.5
2018	4.81	4.83	4.83	4.50	8.4	8.2	8.1	7.9

See footnotes at end of table.

Table 11. Private industry workers, by major industry group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Information

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Health								
2019	4.58	–	–	–	7.9	–	–	–
Short-term disability								
2004	.11	0.11	0.14	0.14	.3	0.3	0.4	0.4
2005	.15	.16	.16	.15	.4	.5	.5	.4
2006	.16	.16	.17	.17	.4	.4	.5	.4
2007	.17	.17	.17	.17	.4	.4	.4	.4
2008	.17	.17	.18	.18	.4	.4	.5	.5
2009	.17	.19	.19	.18	.4	.5	.5	.4
2010	.18	.17	.17	.16	.4	.4	.4	.4
2011	.16	.16	.16	.16	.4	.4	.4	.4
2012	.17	.18	.18	.19	.4	.4	.4	.4
2013	.20	.20	.20	.23	.4	.4	.4	.5
2014	.24	.24	.24	.27	.5	.5	.5	.5
2015	.28	.28	.28	.26	.5	.5	.5	.5
2016	.26	.25	.25	.26	.5	.5	.5	.5
2017	.25	.26	.27	.24	.5	.5	.5	.4
2018	.24	.24	.25	.23	.4	.4	.4	.4
2019	.24	–	–	–	.4	–	–	–
Long-term disability								
2004	.08	.08	.08	.07	.2	.2	.2	.2
2005	.07	.06	.06	.08	.2	.2	.2	.2
2006	.08	.08	.08	.07	.2	.2	.2	.2
2007	.08	.08	.08	.07	.2	.2	.2	.2
2008	.07	.06	.06	.07	.2	.2	.2	.2
2009	.08	.06	.06	.07	.2	.2	.2	.2
2010	.07	.07	.07	.07	.2	.2	.2	.2
2011	.07	.07	.07	.07	.2	.2	.2	.2
2012	.07	.07	.07	.07	.2	.2	.2	.1
2013	.07	.07	.07	.07	.1	.1	.1	.2
2014	.07	.08	.07	.07	.1	.1	.1	.1
2015	.07	.07	.07	.08	.1	.1	.1	.1
2016	.09	.09	.08	.09	.2	.2	.2	.2
2017	.09	.09	.09	.09	.2	.2	.2	.2
2018	.09	.09	.09	.08	.2	.2	.1	.1
2019	.08	–	–	–	.1	–	–	–
Retirement and savings								
2004	1.12	1.22	1.13	1.15	3.3	3.6	3.3	3.3
2005	1.24	1.22	1.24	1.22	3.6	3.5	3.6	3.3
2006	1.35	1.47	1.61	1.73	3.7	3.9	4.2	4.5
2007	1.70	1.70	1.72	1.81	4.4	4.3	4.4	4.6
2008	1.80	1.49	1.55	1.67	4.6	3.8	3.9	4.1
2009	1.67	1.43	1.43	1.47	4.1	3.5	3.5	3.6
2010	1.50	1.63	1.64	1.58	3.6	3.9	3.9	3.8
2011	1.57	1.59	1.51	1.52	3.7	3.7	3.5	3.5
2012	2.50	2.64	2.58	2.73	5.6	5.9	5.7	5.9
2013	2.76	2.86	2.83	1.91	5.9	6.1	6.0	4.0
2014	1.87	4.35	4.39	5.15	3.8	8.4	8.5	9.3
2015	5.17	2.75	2.80	2.54	9.2	5.2	5.3	4.8
2016	2.51	2.31	2.17	2.34	4.7	4.3	4.1	4.3
2017	2.43	2.58	2.61	2.44	4.5	4.7	4.7	4.3
2018	2.44	3.56	3.60	2.97	4.3	6.1	6.1	5.2
2019	2.98	–	–	–	5.1	–	–	–
Defined benefit								
2004	.52	.63	.50	.51	1.5	1.8	1.5	1.5
2005	.61	.60	.65	.54	1.8	1.7	1.9	1.5
2006	.66	.76	.89	1.01	1.8	2.0	2.3	2.6
2007	.98	.97	1.00	1.06	2.5	2.5	2.6	2.7
2008	1.05	.75	.82	.87	2.7	1.9	2.1	2.1
2009	.87	.55	.53	.54	2.1	1.4	1.3	1.3
2010	.58	.70	.70	.58	1.4	1.7	1.7	1.4
2011	.57	.55	.50	.49	1.3	1.3	1.2	1.1
2012	1.44	1.55	1.51	1.57	3.2	3.4	3.3	3.4
2013	1.58	1.67	1.63	.63	3.4	3.5	3.4	1.3

See footnotes at end of table.

Table 11. Private industry workers, by major industry group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Information

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Defined benefit								
2014	0.58	3.05	3.09	3.76	1.2	5.9	6.0	6.8
2015	3.76	1.33	1.35	1.09	6.7	2.5	2.5	2.1
2016	1.06	.84	.67	.84	2.0	1.6	1.3	1.5
2017	.91	1.04	1.05	.86	1.7	1.9	1.9	1.5
2018	.85	1.92	1.95	1.48	1.5	3.3	3.3	2.6
2019	1.47	–	–	–	2.5	–	–	–
Defined contribution								
2004	.60	.60	.63	.63	1.8	1.7	1.9	1.8
2005	.63	.62	.60	.68	1.8	1.8	1.7	1.9
2006	.69	.71	.71	.72	1.9	1.9	1.9	1.9
2007	.72	.73	.73	.75	1.9	1.9	1.9	1.9
2008	.74	.74	.73	.80	1.9	1.9	1.9	2.0
2009	.79	.88	.89	.94	1.9	2.2	2.2	2.3
2010	.92	.93	.94	.99	2.2	2.2	2.2	2.4
2011	1.00	1.04	1.01	1.04	2.4	2.4	2.4	2.4
2012	1.06	1.09	1.08	1.16	2.4	2.4	2.4	2.5
2013	1.18	1.19	1.20	1.29	2.5	2.5	2.5	2.7
2014	1.29	1.29	1.30	1.40	2.6	2.5	2.5	2.5
2015	1.41	1.41	1.45	1.45	2.5	2.7	2.7	2.7
2016	1.46	1.47	1.50	1.51	2.7	2.7	2.8	2.8
2017	1.51	1.54	1.55	1.59	2.8	2.8	2.8	2.8
2018	1.59	1.64	1.66	1.48	2.8	2.8	2.8	2.6
2019	1.51	–	–	–	2.6	–	–	–
Legally required benefits								
2004	2.36	2.44	2.45	2.46	7.0	7.2	7.2	7.2
2005	2.47	2.49	2.51	2.67	7.1	7.2	7.2	7.3
2006	2.70	2.71	2.73	2.71	7.3	7.2	7.2	7.1
2007	2.73	2.77	2.77	2.79	7.1	7.1	7.1	7.1
2008	2.79	2.78	2.80	2.86	7.1	7.1	7.1	7.1
2009	2.86	2.86	2.87	2.88	7.0	7.0	7.0	7.0
2010	2.90	2.91	2.91	2.89	7.0	6.9	6.9	6.9
2011	2.92	2.97	3.00	3.00	6.9	6.9	7.0	7.0
2012	3.03	3.09	3.09	3.17	6.8	6.9	6.9	6.9
2013	3.19	3.21	3.23	3.30	6.8	6.8	6.8	6.9
2014	3.37	3.39	3.39	3.53	6.9	6.6	6.5	6.4
2015	3.55	3.55	3.54	3.53	6.3	6.7	6.7	6.7
2016	3.53	3.53	3.48	3.54	6.6	6.6	6.5	6.5
2017	3.58	3.63	3.64	3.66	6.6	6.6	6.6	6.5
2018	3.70	3.71	3.74	3.70	6.5	6.3	6.3	6.5
2019	3.75	–	–	–	6.4	–	–	–
Social Security and Medicare								
2004	1.94	1.98	1.99	2.00	5.8	5.8	5.8	5.8
2005	2.00	2.01	2.02	2.13	5.8	5.8	5.8	5.8
2006	2.17	2.18	2.21	2.20	5.9	5.8	5.8	5.7
2007	2.23	2.26	2.26	2.27	5.8	5.8	5.8	5.8
2008	2.28	2.28	2.31	2.37	5.8	5.9	5.8	5.8
2009	2.39	2.39	2.40	2.41	5.9	5.9	5.9	5.8
2010	2.41	2.43	2.43	2.42	5.8	5.8	5.8	5.8
2011	2.44	2.45	2.46	2.48	5.8	5.7	5.7	5.8
2012	2.49	2.52	2.52	2.61	5.6	5.6	5.6	5.6
2013	2.62	2.64	2.66	2.75	5.6	5.6	5.6	5.7
2014	2.81	2.82	2.82	2.97	5.7	5.5	5.4	5.4
2015	2.99	2.99	2.99	2.98	5.3	5.6	5.6	5.6
2016	2.99	3.01	2.98	3.04	5.6	5.6	5.6	5.6
2017	3.07	3.11	3.13	3.15	5.7	5.6	5.6	5.6
2018	3.18	3.22	3.24	3.18	5.6	5.5	5.5	5.6
2019	3.25	–	–	–	5.6	–	–	–
Social Security[4]								
2004	1.55	1.58	1.59	1.60	4.6	4.6	4.6	4.7
2005	1.60	1.61	1.61	1.70	4.6	4.6	4.6	4.7
2006	1.73	1.74	1.77	1.76	4.7	4.7	4.6	4.6
2007	1.78	1.80	1.80	1.82	4.6	4.6	4.6	4.6
2008	1.83	1.83	1.85	1.89	4.6	4.7	4.7	4.7

See footnotes at end of table.

Table 11. Private industry workers, by major industry group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Information

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Social Security[4]								
2009	1.91	1.91	1.92	1.93	4.7	4.7	4.7	4.7
2010	1.93	1.94	1.95	1.93	4.7	4.6	4.6	4.6
2011	1.95	1.96	1.96	1.99	4.6	4.6	4.6	4.6
2012	2.00	2.02	2.02	2.09	4.5	4.5	4.5	4.5
2013	2.10	2.11	2.13	2.20	4.5	4.5	4.5	4.6
2014	2.25	2.26	2.26	2.37	4.6	4.4	4.4	4.3
2015	2.38	2.39	2.39	2.38	4.3	4.5	4.5	4.5
2016	2.39	2.40	2.37	2.42	4.5	4.5	4.5	4.5
2017	2.46	2.49	2.50	2.51	4.5	4.5	4.5	4.4
2018	2.53	2.56	2.57	2.53	4.4	4.3	4.3	4.4
2019	2.58	–	–	–	4.4	–	–	–
Medicare								
2004	.39	.40	.40	.40	1.2	1.2	1.2	1.2
2005	.40	.40	.40	.43	1.2	1.2	1.2	1.2
2006	.43	.44	.44	.44	1.2	1.2	1.2	1.2
2007	.45	.45	.45	.46	1.2	1.2	1.2	1.2
2008	.45	.45	.46	.47	1.2	1.2	1.2	1.2
2009	.47	.47	.48	.48	1.2	1.2	1.2	1.2
2010	.48	.49	.49	.48	1.2	1.2	1.2	1.2
2011	.49	.49	.49	.49	1.2	1.2	1.2	1.1
2012	.50	.50	.50	.52	1.1	1.1	1.1	1.1
2013	.52	.53	.53	.55	1.1	1.1	1.1	1.1
2014	.55	.56	.56	.60	1.1	1.1	1.1	1.1
2015	.61	.60	.60	.60	1.1	1.1	1.1	1.1
2016	.60	.61	.61	.62	1.1	1.1	1.1	1.1
2017	.62	.62	.63	.64	1.1	1.1	1.1	1.1
2018	.65	.66	.67	.65	1.1	1.1	1.1	1.1
2019	.67	–	–	–	1.1	–	–	–
Federal unemployment insurance								
2004	.03	.03	.03	.03	.1	.1	.1	.1
2005	.03	.03	.03	.04	.1	.1	.1	.1
2006	.03	.03	.03	.03	.1	.1	.1	.1
2007	.03	.03	.03	.03	.1	.1	.1	.1
2008	.03	.03	.03	.03	.1	.1	.1	.1
2009	.03	.03	.03	.03	.1	.1	.1	.1
2010	.03	.03	.03	.03	.1	.1	.1	.1
2011	.03	.03	.02	.02	.1	.1	.1	.1
2012	.03	.03	.03	.03	.1	.1	.1	.1
2013	.04	.04	.04	.04	.1	.1	.1	.1
2014	.04	.04	.04	.04	.1	.1	.1	.1
2015	.04	.04	.04	.04	.1	.1	.1	.1
2016	.03	.03	.03	.03	.1	.1	.1	.1
2017	.03	.03	.03	.03	.1	.1	.1	.1
2018	.03	.03	.03	.03	.1	.1	.1	.1
2019	.02	–	–	–	([3])	–	–	–
State unemployment insurance								
2004	.12	.14	.14	.13	.4	.4	.4	.4
2005	.13	.14	.16	.20	.4	.4	.5	.5
2006	.19	.19	.18	.19	.5	.5	.5	.5
2007	.19	.19	.19	.20	.5	.5	.5	.5
2008	.19	.20	.20	.19	.5	.5	.5	.5
2009	.17	.16	.15	.16	.4	.4	.4	.4
2010	.18	.18	.19	.19	.4	.4	.4	.5
2011	.20	.22	.23	.23	.5	.5	.5	.5
2012	.24	.25	.25	.24	.5	.5	.5	.5
2013	.24	.25	.25	.24	.5	.5	.5	.5
2014	.23	.24	.24	.24	.5	.5	.5	.4
2015	.23	.23	.22	.21	.4	.4	.4	.4
2016	.21	.19	.19	.18	.4	.4	.3	.3
2017	.17	.17	.17	.17	.3	.3	.3	.3
2018	.17	.15	.15	.16	.3	.3	.2	.3
2019	.15	–	–	–	.3	–	–	–

See footnotes at end of table.

Table 11. Private industry workers, by major industry group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Information

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Workers' compensation								
2004	0.27	0.29	0.30	0.30	0.8	0.9	0.9	0.9
2005	.31	.31	.30	.31	.9	.9	.9	.8
2006	.31	.31	.31	.29	.8	.8	.8	.8
2007	.29	.29	.29	.29	.7	.7	.7	.7
2008	.28	.27	.27	.27	.7	.7	.7	.7
2009	.28	.28	.28	.28	.7	.7	.7	.7
2010	.28	.26	.26	.25	.7	.6	.6	.6
2011	.25	.26	.29	.27	.6	.6	.7	.6
2012	.27	.29	.29	.30	.6	.6	.6	.6
2013	.29	.29	.29	.29	.6	.6	.6	.6
2014	.29	.28	.29	.29	.6	.5	.6	.5
2015	.30	.29	.29	.31	.5	.5	.6	.6
2016	.30	.30	.28	.29	.6	.6	.5	.5
2017	.30	.32	.32	.32	.6	.6	.6	.6
2018	.32	.31	.32	.32	.6	.5	.5	.6
2019	.32	–	–	–	.6	–	–	–
Other benefits[5]								
2004	.09	.10	.11	.11	.3	.3	.3	.3
2005	.11	.13	.13	.14	.3	.4	.4	.4

[1] Prior to June 2008, paid personal leave was included in other leave. Other leave also included paid military, funeral, and jury leave.
[2] Includes premium pay (such as overtime, weekends, and holidays) for work in addition to the regular work schedule.
[3] Less than .05 percent.
[4] Social Security refers to the Old-Age, Survivors, and Disability Insurance (OASDI) program.
[5] Includes severance pay and supplemental unemployment benefits. Publication of other benefits was discontinued beginning in June 2006.

Note: The sum of individual items may not equal totals due to rounding. Dashes indicate data are not available.

Table 11. Private industry workers, by major industry group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Financial activities

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Total compensation								
2004	$31.03	$32.15	$32.47	$32.73	100.0	100.0	100.0	100.0
2005	33.27	33.43	31.84	32.80	100.0	100.0	100.0	100.0
2006	34.18	34.08	34.33	34.38	100.0	100.0	100.0	100.0
2007	34.88	34.70	34.95	34.72	100.0	100.0	100.0	100.0
2008	35.57	35.67	35.98	36.12	100.0	100.0	100.0	100.0
2009	36.20	36.32	35.88	36.39	100.0	100.0	100.0	100.0
2010	36.72	36.76	36.88	37.65	100.0	100.0	100.0	100.0
2011	37.89	38.62	38.70	39.70	100.0	100.0	100.0	100.0
2012	39.77	40.14	40.15	40.39	100.0	100.0	100.0	100.0
2013	40.47	40.75	40.83	41.54	100.0	100.0	100.0	100.0
2014	41.56	41.94	42.39	44.03	100.0	100.0	100.0	100.0
2015	45.00	45.05	43.73	43.87	100.0	100.0	100.0	100.0
2016	45.92	46.02	46.89	46.98	100.0	100.0	100.0	100.0
2017	46.80	47.58	47.72	47.98	100.0	100.0	100.0	100.0
2018	49.46	49.18	49.46	46.67	100.0	100.0	100.0	100.0
2019	47.30	–	–	–	100.0	–	–	–
Wages and salaries								
2004	21.70	22.52	22.73	22.89	69.9	70.0	70.0	69.9
2005	23.13	23.34	21.75	22.29	69.5	69.8	68.3	68.0
2006	23.15	23.15	23.30	23.32	67.7	67.9	67.9	67.8
2007	23.76	23.58	23.80	23.49	68.1	68.0	68.1	67.6
2008	24.18	23.94	24.34	24.56	68.0	67.1	67.6	68.0
2009	24.56	24.63	24.30	24.70	67.8	67.8	67.7	67.9
2010	24.80	25.00	25.03	25.62	67.5	68.0	67.9	68.1
2011	25.77	25.96	26.06	26.68	68.0	67.2	67.3	67.2
2012	26.72	27.07	27.09	27.16	67.2	67.4	67.5	67.2
2013	27.20	27.44	27.52	27.81	67.2	67.3	67.4	67.0
2014	27.93	28.12	28.49	28.97	67.2	67.1	67.2	65.8
2015	29.56	29.61	29.43	29.76	65.7	65.7	67.3	67.8
2016	30.29	30.36	30.84	30.89	65.9	66.0	65.8	65.8
2017	30.62	31.18	31.29	31.56	65.4	65.5	65.6	65.8
2018	32.53	32.29	32.51	31.40	65.8	65.7	65.7	67.3
2019	31.83	–	–	–	67.3	–	–	–
Total benefits								
2004	9.33	9.63	9.74	9.84	30.1	30.0	30.0	30.1
2005	10.14	10.09	10.10	10.51	30.5	30.2	31.7	32.0
2006	11.04	10.93	11.03	11.06	32.3	32.1	32.1	32.2
2007	11.12	11.12	11.16	11.23	31.9	32.0	31.9	32.4
2008	11.39	11.73	11.65	11.57	32.0	32.9	32.4	32.0
2009	11.64	11.69	11.58	11.69	32.2	32.2	32.3	32.1
2010	11.92	11.76	11.86	12.03	32.5	32.0	32.1	31.9
2011	12.12	12.66	12.64	13.02	32.0	32.8	32.7	32.8
2012	13.04	13.07	13.06	13.23	32.8	32.6	32.5	32.8
2013	13.27	13.31	13.31	13.73	32.8	32.7	32.6	33.0
2014	13.62	13.81	13.90	15.06	32.8	32.9	32.8	34.2
2015	15.44	15.44	14.31	14.11	34.3	34.3	32.7	32.2
2016	15.64	15.66	16.05	16.08	34.1	34.0	34.2	34.2
2017	16.18	16.40	16.43	16.41	34.6	34.5	34.4	34.2
2018	16.93	16.89	16.95	15.26	34.2	34.3	34.3	32.7
2019	15.47	–	–	–	32.7	–	–	–
Paid leave								
2004	2.21	2.28	2.32	2.33	7.1	7.1	7.2	7.1
2005	2.35	2.36	2.34	2.40	7.1	7.0	7.3	7.3
2006	2.75	2.74	2.78	2.79	8.0	8.0	8.1	8.1
2007	2.82	2.81	2.82	2.81	8.1	8.1	8.1	8.1
2008	2.90	2.85	2.97	3.00	8.2	8.0	8.2	8.3
2009	3.01	3.00	2.91	2.97	8.3	8.3	8.1	8.2
2010	3.02	3.03	3.04	3.09	8.2	8.2	8.2	8.2
2011	3.11	3.12	3.14	3.27	8.2	8.1	8.1	8.2
2012	3.30	3.30	3.31	3.39	8.3	8.2	8.2	8.4
2013	3.36	3.39	3.40	3.46	8.3	8.3	8.3	8.3
2014	3.48	3.50	3.56	3.69	8.4	8.3	8.4	8.4
2015	3.80	3.79	3.75	3.78	8.4	8.4	8.6	8.6
2016	3.89	3.86	3.96	3.98	8.5	8.4	8.5	8.5

See footnotes at end of table.

Table 11. Private industry workers, by major industry group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Financial activities

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Paid leave								
2017	3.97	4.03	4.05	4.05	8.5	8.5	8.5	8.4
2018	4.21	4.16	4.20	4.02	8.5	8.5	8.5	8.6
2019	4.07	–	–	–	8.6	–	–	–
Vacation								
2004	1.07	1.12	1.14	1.14	3.5	3.5	3.5	3.5
2005	1.14	1.15	1.14	1.17	3.4	3.4	3.6	3.6
2006	1.37	1.37	1.39	1.41	4.0	4.0	4.1	4.1
2007	1.43	1.42	1.43	1.43	4.1	4.1	4.1	4.1
2008	1.45	1.44	1.51	1.54	4.1	4.0	4.2	4.3
2009	1.56	1.54	1.49	1.51	4.3	4.3	4.1	4.1
2010	1.53	1.54	1.54	1.56	4.2	4.2	4.2	4.1
2011	1.57	1.58	1.58	1.65	4.1	4.1	4.1	4.2
2012	1.68	1.68	1.69	1.73	4.2	4.2	4.2	4.3
2013	1.73	1.74	1.75	1.78	4.3	4.3	4.3	4.3
2014	1.80	1.80	1.84	1.92	4.3	4.3	4.4	4.4
2015	1.98	1.97	1.94	1.97	4.4	4.4	4.4	4.5
2016	2.01	2.01	2.07	2.07	4.4	4.4	4.4	4.4
2017	2.05	2.10	2.11	2.12	4.4	4.4	4.4	4.4
2018	2.22	2.18	2.22	2.12	4.5	4.4	4.5	4.5
2019	2.15	–	–	–	4.5	–	–	–
Holiday								
2004	.75	.78	.78	.79	2.4	2.4	2.4	2.4
2005	.80	.80	.79	.82	2.4	2.4	2.5	2.5
2006	.88	.88	.89	.89	2.6	2.6	2.6	2.6
2007	.90	.90	.90	.89	2.6	2.6	2.6	2.6
2008	.91	.90	.92	.92	2.6	2.5	2.6	2.6
2009	.93	.92	.90	.91	2.6	2.5	2.5	2.5
2010	.92	.93	.93	.93	2.5	2.5	2.5	2.5
2011	.93	.93	.94	.97	2.5	2.4	2.4	2.4
2012	.98	.98	.98	1.00	2.5	2.4	2.4	2.5
2013	.99	1.00	1.00	1.01	2.4	2.5	2.4	2.4
2014	1.02	1.02	1.03	1.06	2.4	2.4	2.4	2.4
2015	1.09	1.09	1.08	1.09	2.4	2.4	2.5	2.5
2016	1.12	1.11	1.13	1.14	2.4	2.4	2.4	2.4
2017	1.14	1.15	1.16	1.14	2.4	2.4	2.4	2.4
2018	1.18	1.17	1.18	1.13	2.4	2.4	2.4	2.4
2019	1.14	–	–	–	2.4	–	–	–
Sick								
2004	.29	.29	.30	.30	.9	.9	.9	.9
2005	.31	.30	.30	.31	.9	.9	.9	.9
2006	.36	.36	.36	.35	1.1	1.1	1.0	1.0
2007	.35	.36	.36	.38	1.0	1.0	1.0	1.1
2008	.42	.41	.43	.41	1.2	1.1	1.2	1.1
2009	.40	.41	.39	.41	1.1	1.1	1.1	1.1
2010	.41	.42	.43	.44	1.1	1.2	1.2	1.2
2011	.44	.45	.45	.47	1.2	1.2	1.2	1.2
2012	.47	.47	.46	.48	1.2	1.2	1.2	1.2
2013	.47	.48	.47	.48	1.2	1.2	1.2	1.2
2014	.49	.49	.49	.50	1.2	1.2	1.2	1.1
2015	.52	.52	.52	.51	1.2	1.1	1.2	1.2
2016	.51	.50	.52	.52	1.1	1.1	1.1	1.1
2017	.52	.54	.53	.53	1.1	1.1	1.1	1.1
2018	.54	.53	.54	.51	1.1	1.1	1.1	1.1
2019	.53	–	–	–	1.1	–	–	–
Personal[1]								
2004	.10	.10	.10	.10	.3	.3	.3	.3
2005	.10	.10	.10	.10	.3	.3	.3	.3
2006	.14	.14	.14	.13	.4	.4	.4	.4
2007	.14	.14	.13	.12	.4	.4	.4	.3
2008	.12	.11	.11	.12	.3	.3	.3	.3
2009	.13	.13	.13	.15	.3	.4	.4	.4
2010	.15	.14	.15	.16	.4	.4	.4	.4
2011	.17	.16	.17	.18	.4	.4	.4	.5

See footnotes at end of table.

Table 11. Private industry workers, by major industry group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Financial activities

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Personal[1]								
2012	0.18	0.18	0.18	0.18	0.4	0.4	0.4	0.4
2013	.17	.18	.18	.18	.4	.4	.4	.4
2014	.19	.19	.20	.21	.4	.5	.5	.5
2015	.22	.21	.21	.22	.5	.5	.5	.5
2016	.24	.24	.24	.26	.5	.5	.5	.5
2017	.25	.25	.25	.26	.5	.5	.5	.5
2018	.27	.27	.26	.26	.5	.6	.5	.6
2019	.25	–	–	–	.5	–	–	–
Supplemental pay								
2004	1.34	1.30	1.30	1.32	4.3	4.0	4.0	4.0
2005	1.44	1.42	1.44	1.71	4.3	4.2	4.5	5.2
2006	1.85	1.77	1.78	1.77	5.4	5.2	5.2	5.1
2007	1.82	1.79	1.79	1.83	5.2	5.2	5.1	5.3
2008	1.84	2.17	1.94	1.90	5.2	6.1	5.4	5.3
2009	1.84	1.85	1.85	1.90	5.1	5.1	5.2	5.2
2010	1.83	1.59	1.66	1.72	5.0	4.3	4.5	4.6
2011	1.70	2.01	1.99	1.98	4.5	5.2	5.1	5.0
2012	2.02	2.09	2.08	2.11	5.1	5.2	5.2	5.2
2013	2.12	2.10	2.02	2.26	5.2	5.2	5.0	5.4
2014	2.13	2.24	2.26	3.12	5.1	5.3	5.3	7.1
2015	3.25	3.23	2.18	2.03	7.2	7.2	5.0	4.6
2016	3.31	3.34	3.42	3.43	7.2	7.3	7.3	7.3
2017	3.51	3.52	3.54	3.68	7.5	7.4	7.4	7.7
2018	3.85	3.87	3.85	2.50	7.8	7.9	7.8	5.4
2019	2.55	–	–	–	5.4	–	–	–
Overtime and premium[2]								
2004	.09	.09	.09	.08	.3	.3	.3	.3
2005	.09	.09	.09	.09	.3	.3	.3	.3
2006	.13	.13	.13	.13	.4	.4	.4	.4
2007	.13	.13	.13	.13	.4	.4	.4	.4
2008	.13	.13	.13	.15	.4	.4	.4	.4
2009	.15	.15	.15	.15	.4	.4	.4	.4
2010	.15	.15	.15	.14	.4	.4	.4	.4
2011	.14	.14	.14	.15	.4	.4	.4	.4
2012	.15	.15	.15	.14	.4	.4	.4	.4
2013	.14	.14	.14	.15	.4	.4	.4	.4
2014	.15	.16	.16	.17	.4	.4	.4	.4
2015	.16	.17	.17	.18	.4	.4	.4	.4
2016	.18	.18	.19	.19	.4	.4	.4	.4
2017	.19	.19	.19	.20	.4	.4	.4	.4
2018	.20	.21	.20	.20	.4	.4	.4	.4
2019	.20	–	–	–	.4	–	–	–
Shift differentials								
2004	([3])	([3])	([3])	([3])	([4])	([4])	([4])	([4])
2005	([3])	([3])	([3])	.02	([4])	([4])	([4])	([4])
2006	.02	.02	.02	([3])	([4])	.1	.1	([4])
2007	([3])	.02	.02	([3])	([4])	([4])	([4])	([4])
2008	([3])	([3])	([3])	([3])	([4])	([4])	([4])	([4])
2009	([3])	([3])	([3])	([3])	([4])	([4])	([4])	([4])
2010	([3])	([3])	([3])	([3])	([4])	([4])	([4])	([4])
2011	([3])	([3])	([3])	([3])	([4])	([4])	([4])	([4])
2012	.02	.02	.02	.02	([4])	([4])	([4])	([4])
2013	.02	.02	.02	.02	([4])	([4])	([4])	([4])
2014	.02	.02	.02	([3])	([4])	([4])	([4])	([4])
2015	([3])	([3])	([3])	([3])	([4])	([4])	([4])	([4])
2016	([3])	([3])	([3])	([3])	([4])	([4])	([4])	([4])
2017	([3])	([3])	([3])	([3])	([4])	([4])	([4])	([4])
2018	([3])	([3])	([3])	([3])	([4])	([4])	([4])	([4])
2019	([3])	–	–	–	([4])	–	–	–
Nonproduction bonuses								
2004	1.24	1.20	1.21	1.23	4.0	3.7	3.7	3.7
2005	1.34	1.32	1.33	1.61	4.0	3.9	4.2	4.9
2006	1.70	1.62	1.63	1.63	5.0	4.8	4.8	4.7

See footnotes at end of table.

Table 11. Private industry workers, by major industry group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Financial activities

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Nonproduction bonuses								
2007	1.68	1.64	1.65	1.69	4.8	4.7	4.7	4.9
2008	1.70	2.03	1.80	1.74	4.8	5.7	5.0	4.8
2009	1.68	1.69	1.69	1.74	4.6	4.7	4.7	4.8
2010	1.67	1.43	1.50	1.56	4.5	3.9	4.1	4.1
2011	1.54	1.86	1.83	1.81	4.1	4.8	4.7	4.6
2012	1.85	1.93	1.91	1.95	4.7	4.8	4.8	4.8
2013	1.96	1.94	1.86	2.09	4.8	4.8	4.5	5.0
2014	1.96	2.06	2.08	2.94	4.7	4.9	4.9	6.7
2015	3.07	3.04	1.99	1.84	6.8	6.7	4.6	4.2
2016	3.12	3.15	3.22	3.23	6.8	6.8	6.9	6.9
2017	3.30	3.31	3.33	3.47	7.1	7.0	7.0	7.2
2018	3.64	3.64	3.63	2.29	7.4	7.4	7.3	4.9
2019	2.34	–	–	–	4.9	–	–	–
Insurance								
2004	2.31	2.36	2.38	2.42	7.4	7.3	7.3	7.4
2005	2.53	2.50	2.53	2.54	7.6	7.5	7.9	7.8
2006	2.58	2.57	2.61	2.63	7.6	7.5	7.6	7.6
2007	2.71	2.74	2.74	2.75	7.8	7.9	7.8	7.9
2008	2.81	2.82	2.84	2.80	7.9	7.9	7.9	7.8
2009	2.89	2.90	2.91	2.92	8.0	8.0	8.1	8.0
2010	3.04	3.05	3.06	3.11	8.3	8.3	8.3	8.2
2011	3.14	3.27	3.27	3.42	8.3	8.5	8.5	8.6
2012	3.38	3.37	3.36	3.43	8.5	8.4	8.4	8.5
2013	3.44	3.42	3.46	3.55	8.5	8.4	8.5	8.5
2014	3.56	3.62	3.60	3.68	8.6	8.6	8.5	8.4
2015	3.74	3.76	3.76	3.74	8.3	8.3	8.6	8.5
2016	3.82	3.85	3.89	3.89	8.3	8.4	8.3	8.3
2017	3.90	3.92	3.93	3.88	8.3	8.2	8.2	8.1
2018	3.95	3.97	3.97	3.97	8.0	8.1	8.0	8.5
2019	4.03	–	–	–	8.5	–	–	–
Life								
2004	.07	.07	.07	.07	.2	.2	.2	.2
2005	.07	.06	.06	.07	.2	.2	.2	.2
2006	.07	.07	.07	.07	.2	.2	.2	.2
2007	.07	.07	.07	.07	.2	.2	.2	.2
2008	.07	.07	.07	.07	.2	.2	.2	.2
2009	.07	.06	.06	.06	.2	.2	.2	.2
2010	.06	.06	.06	.06	.2	.2	.2	.2
2011	.06	.06	.06	.06	.2	.1	.1	.1
2012	.06	.06	.05	.05	.1	.1	.1	.1
2013	.05	.05	.05	.05	.1	.1	.1	.1
2014	.05	.05	.05	.05	.1	.1	.1	.1
2015	.06	.06	.06	.06	.1	.1	.1	.1
2016	.06	.06	.06	.06	.1	.1	.1	.1
2017	.06	.06	.06	.06	.1	.1	.1	.1
2018	.06	.06	.06	.06	.1	.1	.1	.1
2019	.06	–	–	–	.1	–	–	–
Health								
2004	2.12	2.18	2.20	2.23	6.8	6.8	6.8	6.8
2005	2.34	2.32	2.34	2.35	7.0	6.9	7.4	7.2
2006	2.38	2.37	2.41	2.42	7.0	7.0	7.0	7.0
2007	2.50	2.53	2.53	2.54	7.2	7.3	7.2	7.3
2008	2.60	2.62	2.63	2.60	7.3	7.3	7.3	7.2
2009	2.68	2.69	2.70	2.71	7.4	7.4	7.5	7.4
2010	2.82	2.83	2.84	2.88	7.7	7.7	7.7	7.7
2011	2.92	3.06	3.05	3.19	7.7	7.9	7.9	8.0
2012	3.16	3.15	3.13	3.21	7.9	7.8	7.8	7.9
2013	3.22	3.20	3.23	3.32	7.9	7.9	7.9	8.0
2014	3.33	3.39	3.37	3.44	8.0	8.1	7.9	7.8
2015	3.50	3.52	3.52	3.49	7.8	7.8	8.1	8.0
2016	3.57	3.60	3.64	3.64	7.8	7.8	7.8	7.7
2017	3.64	3.66	3.67	3.61	7.8	7.7	7.7	7.5
2018	3.68	3.71	3.71	3.71	7.4	7.5	7.5	8.0

See footnotes at end of table.

Table 11. Private industry workers, by major industry group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Financial activities

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Health								
2019	3.77	–	–	–	8.0	–	–	–
Short-term disability								
2004	.06	0.06	0.06	0.06	.2	0.2	0.2	0.2
2005	.06	.07	.07	.07	.2	.2	.2	.2
2006	.07	.07	.07	.08	.2	.2	.2	.2
2007	.08	.08	.08	.08	.2	.2	.2	.2
2008	.08	.08	.08	.08	.2	.2	.2	.2
2009	.08	.08	.09	.09	.2	.2	.2	.3
2010	.09	.09	.09	.10	.3	.3	.3	.3
2011	.10	.10	.10	.10	.3	.3	.3	.3
2012	.10	.11	.11	.11	.3	.3	.3	.3
2013	.11	.11	.11	.12	.3	.3	.3	.3
2014	.12	.11	.11	.12	.3	.3	.3	.3
2015	.12	.12	.12	.13	.3	.3	.3	.3
2016	.13	.13	.13	.13	.3	.3	.3	.3
2017	.13	.13	.14	.14	.3	.3	.3	.3
2018	.14	.14	.14	.14	.3	.3	.3	.3
2019	.14	–	–	–	.3	–	–	–
Long-term disability								
2004	.06	.06	.06	.06	.2	.2	.2	.2
2005	.06	.06	.06	.06	.2	.2	.2	.2
2006	.06	.06	.06	.06	.2	.2	.2	.2
2007	.06	.06	.06	.06	.2	.2	.2	.2
2008	.06	.06	.06	.06	.2	.2	.2	.2
2009	.06	.06	.06	.06	.2	.2	.2	.2
2010	.06	.06	.06	.06	.2	.2	.2	.2
2011	.06	.06	.07	.07	.2	.2	.2	.2
2012	.07	.07	.07	.07	.2	.2	.2	.2
2013	.07	.06	.06	.06	.2	.2	.2	.2
2014	.06	.06	.06	.06	.2	.1	.1	.1
2015	.06	.06	.06	.06	.1	.1	.1	.1
2016	.06	.06	.06	.06	.1	.1	.1	.1
2017	.06	.06	.06	.06	.1	.1	.1	.1
2018	.06	.06	.06	.06	.1	.1	.1	.1
2019	.06	–	–	–	.1	–	–	–
Retirement and savings								
2004	1.26	1.40	1.43	1.44	4.1	4.4	4.4	4.4
2005	1.49	1.48	1.49	1.53	4.5	4.4	4.7	4.7
2006	1.59	1.57	1.57	1.58	4.7	4.6	4.6	4.6
2007	1.45	1.46	1.48	1.51	4.2	4.2	4.2	4.4
2008	1.48	1.51	1.52	1.48	4.2	4.2	4.2	4.1
2009	1.49	1.52	1.51	1.48	4.1	4.2	4.2	4.1
2010	1.59	1.61	1.62	1.63	4.3	4.4	4.4	4.3
2011	1.65	1.69	1.68	1.73	4.4	4.4	4.3	4.4
2012	1.68	1.60	1.61	1.61	4.2	4.0	4.0	4.0
2013	1.64	1.67	1.70	1.70	4.1	4.1	4.2	4.1
2014	1.68	1.67	1.69	1.73	4.0	4.0	4.0	3.9
2015	1.78	1.80	1.77	1.69	3.9	4.0	4.1	3.8
2016	1.71	1.70	1.86	1.85	3.7	3.7	4.0	3.9
2017	1.86	1.93	1.93	1.77	4.0	4.1	4.0	3.7
2018	1.81	1.83	1.85	1.74	3.7	3.7	3.7	3.7
2019	1.75	–	–	–	3.7	–	–	–
Defined benefit								
2004	.47	.58	.60	.60	1.5	1.8	1.8	1.8
2005	.61	.60	.60	.61	1.8	1.8	1.9	1.9
2006	.67	.65	.66	.67	2.0	1.9	1.9	2.0
2007	.56	.56	.57	.59	1.6	1.6	1.6	1.7
2008	.55	.57	.57	.55	1.6	1.6	1.6	1.5
2009	.55	.58	.58	.53	1.5	1.6	1.6	1.5
2010	.63	.63	.65	.61	1.7	1.7	1.8	1.6
2011	.65	.69	.67	.67	1.7	1.8	1.7	1.7
2012	.61	.51	.52	.48	1.5	1.3	1.3	1.2
2013	.49	.50	.52	.48	1.2	1.2	1.3	1.2

See footnotes at end of table.

Table 11. Private industry workers, by major industry group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Financial activities

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Defined benefit								
2014	0.45	0.45	0.45	0.49	1.1	1.1	1.1	1.1
2015	.50	.53	.51	.47	1.1	1.2	1.2	1.1
2016	.45	.46	.57	.57	1.0	1.0	1.2	1.2
2017	.58	.65	.64	.47	1.2	1.4	1.3	1.0
2018	.47	.50	.50	.45	.9	1.0	1.0	1.0
2019	.45	–	–	–	1.0	–	–	–
Defined contribution								
2004	.80	.82	.83	.84	2.6	2.6	2.6	2.6
2005	.88	.88	.89	.91	2.6	2.6	2.8	2.8
2006	.92	.92	.91	.91	2.7	2.7	2.7	2.6
2007	.89	.90	.91	.92	2.6	2.6	2.6	2.6
2008	.93	.95	.95	.94	2.6	2.7	2.6	2.6
2009	.94	.94	.93	.95	2.6	2.6	2.6	2.6
2010	.96	.98	.98	1.01	2.6	2.7	2.6	2.7
2011	1.00	1.00	1.01	1.06	2.6	2.6	2.6	2.7
2012	1.07	1.09	1.09	1.14	2.7	2.7	2.7	2.8
2013	1.15	1.17	1.18	1.22	2.8	2.9	2.9	2.9
2014	1.23	1.22	1.24	1.24	3.0	2.9	2.9	2.8
2015	1.27	1.26	1.26	1.22	2.8	2.8	2.9	2.8
2016	1.25	1.24	1.29	1.28	2.7	2.7	2.7	2.7
2017	1.27	1.29	1.29	1.30	2.7	2.7	2.7	2.7
2018	1.34	1.33	1.35	1.29	2.7	2.7	2.7	2.8
2019	1.30	–	–	–	2.7	–	–	–
Legally required benefits								
2004	2.11	2.18	2.19	2.22	6.8	6.8	6.7	6.8
2005	2.23	2.24	2.21	2.24	6.7	6.7	6.9	6.8
2006	2.27	2.28	2.29	2.30	6.6	6.7	6.7	6.7
2007	2.32	2.32	2.32	2.32	6.6	6.7	6.7	6.7
2008	2.36	2.37	2.38	2.38	6.6	6.6	6.6	6.6
2009	2.40	2.41	2.40	2.42	6.6	6.6	6.7	6.6
2010	2.44	2.48	2.47	2.49	6.7	6.7	6.7	6.6
2011	2.52	2.55	2.56	2.63	6.7	6.6	6.6	6.6
2012	2.66	2.70	2.70	2.69	6.7	6.7	6.7	6.7
2013	2.70	2.72	2.74	2.76	6.7	6.7	6.7	6.7
2014	2.77	2.78	2.80	2.84	6.7	6.6	6.6	6.4
2015	2.88	2.88	2.85	2.87	6.4	6.4	6.5	6.5
2016	2.91	2.91	2.92	2.92	6.3	6.3	6.2	6.2
2017	2.95	2.98	2.98	3.04	6.3	6.3	6.3	6.3
2018	3.10	3.06	3.08	3.03	6.3	6.2	6.2	6.5
2019	3.06	–	–	–	6.5	–	–	–
Social Security and Medicare								
2004	1.72	1.77	1.79	1.79	5.6	5.5	5.5	5.5
2005	1.82	1.83	1.80	1.83	5.5	5.5	5.6	5.6
2006	1.88	1.87	1.89	1.90	5.5	5.5	5.5	5.5
2007	1.93	1.93	1.94	1.94	5.5	5.6	5.5	5.6
2008	1.98	1.99	2.00	2.01	5.6	5.6	5.6	5.6
2009	2.04	2.04	2.04	2.06	5.6	5.6	5.7	5.7
2010	2.07	2.08	2.07	2.10	5.6	5.7	5.6	5.6
2011	2.12	2.13	2.14	2.19	5.6	5.5	5.5	5.5
2012	2.21	2.23	2.23	2.24	5.6	5.6	5.6	5.5
2013	2.24	2.25	2.27	2.30	5.5	5.5	5.6	5.5
2014	2.31	2.33	2.34	2.38	5.6	5.5	5.5	5.4
2015	2.42	2.42	2.40	2.43	5.4	5.4	5.5	5.5
2016	2.48	2.48	2.50	2.51	5.4	5.4	5.3	5.3
2017	2.53	2.57	2.57	2.62	5.4	5.4	5.4	5.5
2018	2.68	2.67	2.69	2.62	5.4	5.4	5.4	5.6
2019	2.67	–	–	–	5.6	–	–	–
Social Security[5]								
2004	1.36	1.39	1.40	1.40	4.4	4.3	4.3	4.3
2005	1.42	1.43	1.43	1.45	4.3	4.3	4.5	4.4
2006	1.48	1.48	1.49	1.50	4.3	4.3	4.3	4.4
2007	1.52	1.52	1.53	1.53	4.4	4.4	4.4	4.4
2008	1.56	1.58	1.58	1.59	4.4	4.4	4.4	4.4

See footnotes at end of table.

Table 11. Private industry workers, by major industry group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Financial activities

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Social Security[5]								
2009	1.61	1.62	1.62	1.63	4.5	4.5	4.5	4.5
2010	1.64	1.65	1.65	1.66	4.5	4.5	4.5	4.4
2011	1.68	1.69	1.69	1.74	4.4	4.4	4.4	4.4
2012	1.75	1.77	1.76	1.77	4.4	4.4	4.4	4.4
2013	1.77	1.78	1.79	1.81	4.4	4.4	4.4	4.4
2014	1.83	1.84	1.85	1.87	4.4	4.4	4.4	4.2
2015	1.90	1.90	1.90	1.92	4.2	4.2	4.3	4.4
2016	1.94	1.94	1.95	1.96	4.2	4.2	4.2	4.2
2017	1.99	2.01	2.02	2.05	4.2	4.2	4.2	4.3
2018	2.10	2.09	2.11	2.08	4.2	4.2	4.3	4.5
2019	2.12	–	–	–	4.5	–	–	–
Medicare								
2004	.37	.38	.39	.39	1.2	1.2	1.2	1.2
2005	.39	.40	.37	.38	1.2	1.2	1.2	1.2
2006	.40	.40	.40	.40	1.2	1.2	1.2	1.2
2007	.41	.41	.41	.41	1.2	1.2	1.2	1.2
2008	.42	.42	.42	.42	1.2	1.2	1.2	1.2
2009	.42	.42	.42	.43	1.2	1.2	1.2	1.2
2010	.43	.43	.43	.44	1.2	1.2	1.2	1.2
2011	.44	.45	.45	.46	1.2	1.2	1.2	1.2
2012	.46	.47	.47	.47	1.2	1.2	1.2	1.2
2013	.47	.47	.47	.48	1.2	1.2	1.2	1.2
2014	.48	.49	.49	.51	1.2	1.2	1.2	1.2
2015	.53	.53	.51	.51	1.2	1.2	1.2	1.2
2016	.54	.54	.55	.55	1.2	1.2	1.2	1.2
2017	.55	.56	.56	.56	1.2	1.2	1.2	1.2
2018	.58	.58	.58	.54	1.2	1.2	1.2	1.2
2019	.55	–	–	–	1.2	–	–	–
Federal unemployment insurance								
2004	.03	.03	.03	.03	.1	.1	.1	.1
2005	.03	.03	.03	.03	.1	.1	.1	.1
2006	.03	.03	.03	.03	.1	.1	.1	.1
2007	.03	.03	.03	.03	.1	.1	.1	.1
2008	.03	.03	.03	.03	.1	.1	.1	.1
2009	.03	.03	.03	.03	.1	.1	.1	.1
2010	.03	.03	.03	.03	.1	.1	.1	.1
2011	.03	.03	.02	.02	.1	.1	.1	.1
2012	.03	.03	.03	.03	.1	.1	.1	.1
2013	.04	.04	.04	.04	.1	.1	.1	.1
2014	.04	.04	.04	.04	.1	.1	.1	.1
2015	.04	.04	.04	.04	.1	.1	.1	.1
2016	.04	.04	.04	.04	.1	.1	.1	.1
2017	.03	.03	.03	.03	.1	.1	.1	.1
2018	.04	.04	.04	.04	.1	.1	.1	.1
2019	.03	–	–	–	.1	–	–	–
State unemployment insurance								
2004	.13	.17	.15	.18	.4	.5	.5	.6
2005	.16	.16	.16	.16	.5	.5	.5	.5
2006	.15	.15	.15	.15	.4	.5	.4	.4
2007	.15	.15	.15	.15	.4	.4	.4	.4
2008	.14	.14	.14	.14	.4	.4	.4	.4
2009	.14	.14	.14	.14	.4	.4	.4	.4
2010	.16	.17	.17	.18	.4	.5	.5	.5
2011	.19	.20	.20	.21	.5	.5	.5	.5
2012	.21	.22	.22	.22	.5	.6	.6	.6
2013	.23	.23	.23	.24	.6	.6	.6	.6
2014	.23	.22	.22	.22	.5	.5	.5	.5
2015	.22	.21	.20	.19	.5	.5	.5	.4
2016	.19	.18	.17	.17	.4	.4	.4	.4
2017	.17	.16	.16	.15	.4	.3	.3	.3
2018	.15	.14	.13	.14	.3	.3	.3	.3
2019	.13	–	–	–	.3	–	–	–

See footnotes at end of table.

Table 11. Private industry workers, by major industry group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Financial activities

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Workers' compensation								
2004	0.22	0.21	0.22	0.22	0.7	0.7	0.7	0.7
2005	.22	.22	.22	.22	.7	.7	.7	.7
2006	.20	.22	.22	.20	.6	.6	.6	.6
2007	.20	.21	.21	.21	.6	.6	.6	.6
2008	.21	.20	.20	.20	.6	.6	.6	.5
2009	.19	.19	.19	.19	.5	.5	.5	.5
2010	.18	.20	.19	.18	.5	.5	.5	.5
2011	.18	.19	.19	.20	.5	.5	.5	.5
2012	.20	.21	.21	.20	.5	.5	.5	.5
2013	.20	.20	.21	.19	.5	.5	.5	.5
2014	.19	.20	.20	.20	.5	.5	.5	.5
2015	.20	.21	.20	.21	.4	.5	.5	.5
2016	.21	.21	.21	.21	.5	.5	.4	.4
2017	.22	.22	.22	.23	.5	.5	.5	.5
2018	.24	.22	.22	.23	.5	.5	.5	.5
2019	.23	–	–	–	.5	–	–	–
Other benefits[6]								
2004	.10	.11	.11	.11	.3	.3	.3	.3
2005	.10	.10	.10	.09	.3	.3	.3	.3

[1] Prior to June 2008, paid personal leave was included in other leave. Other leave also included paid military, funeral, and jury leave.
[2] Includes premium pay (such as overtime, weekends, and holidays) for work in addition to the regular work schedule.
[3] Cost per hour worked is $0.01 or less.
[4] Less than .05 percent.
[5] Social Security refers to the Old-Age, Survivors, and Disability Insurance (OASDI) program.
[6] Includes severance pay and supplemental unemployment benefits. Publication of other benefits was discontinued beginning in June 2006.

Note: The sum of individual items may not equal totals due to rounding. Dashes indicate data are not available.

Table 11. Private industry workers, by major industry group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Professional and business services

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Total compensation								
2004	$26.98	$26.94	$27.18	$27.60	100.0	100.0	100.0	100.0
2005	27.56	27.93	27.91	28.99	100.0	100.0	100.0	100.0
2006	29.61	29.59	29.77	29.73	100.0	100.0	100.0	100.0
2007	30.22	30.41	30.44	31.14	100.0	100.0	100.0	100.0
2008	31.70	31.81	32.20	33.00	100.0	100.0	100.0	100.0
2009	33.29	33.64	33.41	33.05	100.0	100.0	100.0	100.0
2010	33.48	33.19	33.38	33.25	100.0	100.0	100.0	100.0
2011	33.94	33.84	33.89	34.39	100.0	100.0	100.0	100.0
2012	34.88	34.80	34.83	34.83	100.0	100.0	100.0	100.0
2013	35.21	34.92	34.94	35.54	100.0	100.0	100.0	100.0
2014	35.75	35.91	36.10	38.49	100.0	100.0	100.0	100.0
2015	39.42	38.39	38.56	39.40	100.0	100.0	100.0	100.0
2016	39.35	39.39	39.64	39.83	100.0	100.0	100.0	100.0
2017	40.46	40.66	41.10	41.31	100.0	100.0	100.0	100.0
2018	41.79	41.48	41.65	40.65	100.0	100.0	100.0	100.0
2019	41.48	–	–	–	100.0	–	–	–
Wages and salaries								
2004	19.90	20.02	20.19	20.46	73.8	74.3	74.3	74.1
2005	20.37	20.64	20.58	21.36	73.9	73.9	73.7	73.7
2006	21.70	21.72	21.86	21.84	73.3	73.4	73.4	73.5
2007	22.19	22.30	22.28	22.82	73.4	73.3	73.2	73.3
2008	23.23	23.34	23.66	24.15	73.3	73.4	73.5	73.2
2009	24.39	24.38	24.19	24.02	73.2	72.5	72.4	72.7
2010	24.29	24.10	24.26	24.33	72.6	72.6	72.7	73.2
2011	24.76	24.64	24.69	24.85	73.0	72.8	72.8	72.3
2012	25.14	25.10	25.13	25.15	72.1	72.1	72.2	72.2
2013	25.41	25.16	25.16	25.53	72.2	72.0	72.0	71.9
2014	25.59	25.73	25.88	27.21	71.6	71.7	71.7	70.7
2015	27.87	27.19	27.34	28.16	70.7	70.8	70.9	71.5
2016	28.17	28.20	28.33	28.41	71.6	71.6	71.5	71.3
2017	28.78	28.88	29.22	29.24	71.1	71.0	71.1	70.8
2018	29.49	29.29	29.49	29.25	70.6	70.6	70.8	71.9
2019	29.85	–	–	–	72.0	–	–	–
Total benefits								
2004	7.08	6.92	6.99	7.14	26.2	25.7	25.7	25.9
2005	7.19	7.28	7.34	7.64	26.1	26.1	26.3	26.3
2006	7.90	7.87	7.92	7.89	26.7	26.6	26.6	26.5
2007	8.03	8.11	8.16	8.32	26.6	26.7	26.8	26.7
2008	8.48	8.47	8.55	8.85	26.7	26.6	26.5	26.8
2009	8.91	9.26	9.22	9.04	26.8	27.5	27.6	27.3
2010	9.19	9.09	9.12	8.92	27.4	27.4	27.3	26.8
2011	9.18	9.19	9.20	9.54	27.0	27.2	27.2	27.7
2012	9.74	9.70	9.70	9.68	27.9	27.9	27.8	27.8
2013	9.79	9.76	9.78	10.00	27.8	28.0	28.0	28.1
2014	10.16	10.18	10.21	11.28	28.4	28.3	28.3	29.3
2015	11.55	11.20	11.23	11.24	29.3	29.2	29.1	28.5
2016	11.18	11.18	11.31	11.42	28.4	28.4	28.5	28.7
2017	11.68	11.78	11.88	12.08	28.9	29.0	28.9	29.2
2018	12.30	12.19	12.16	11.41	29.4	29.4	29.2	28.1
2019	11.63	–	–	–	28.0	–	–	–
Paid leave								
2004	1.86	1.85	1.86	1.91	6.9	6.9	6.9	6.9
2005	1.91	1.94	1.93	2.04	6.9	7.0	6.9	7.0
2006	2.16	2.15	2.16	2.12	7.3	7.3	7.3	7.1
2007	2.16	2.16	2.14	2.20	7.1	7.1	7.0	7.1
2008	2.24	2.23	2.27	2.33	7.1	7.0	7.1	7.1
2009	2.34	2.34	2.32	2.30	7.0	6.9	7.0	7.0
2010	2.34	2.32	2.32	2.38	7.0	7.0	7.0	7.1
2011	2.42	2.41	2.42	2.55	7.1	7.1	7.1	7.4
2012	2.60	2.57	2.58	2.61	7.4	7.4	7.4	7.5
2013	2.64	2.59	2.58	2.65	7.5	7.4	7.4	7.5
2014	2.67	2.67	2.68	2.80	7.5	7.4	7.4	7.3
2015	2.83	2.76	2.77	2.76	7.2	7.2	7.2	7.0
2016	2.75	2.76	2.83	2.90	7.0	7.0	7.1	7.3

See footnotes at end of table.

Table 11. Private industry workers, by major industry group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Professional and business services

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Paid leave								
2017	2.91	2.91	2.94	3.05	7.2	7.2	7.2	7.4
2018	3.11	3.05	3.06	3.21	7.4	7.4	7.3	7.9
2019	3.30	–	–	–	8.0	–	–	–
Vacation								
2004	.88	.88	.89	.92	3.3	3.3	3.3	3.3
2005	.91	.93	.93	.99	3.3	3.3	3.3	3.4
2006	1.06	1.06	1.07	1.04	3.6	3.6	3.6	3.5
2007	1.08	1.07	1.06	1.11	3.6	3.5	3.5	3.6
2008	1.12	1.12	1.14	1.18	3.5	3.5	3.5	3.6
2009	1.19	1.21	1.20	1.20	3.6	3.6	3.6	3.6
2010	1.22	1.20	1.20	1.22	3.6	3.6	3.6	3.7
2011	1.24	1.23	1.23	1.31	3.7	3.6	3.6	3.8
2012	1.33	1.32	1.32	1.35	3.8	3.8	3.8	3.9
2013	1.37	1.35	1.34	1.38	3.9	3.9	3.8	3.9
2014	1.38	1.38	1.40	1.47	3.9	3.9	3.9	3.8
2015	1.50	1.48	1.47	1.45	3.8	3.8	3.8	3.7
2016	1.44	1.46	1.50	1.54	3.7	3.7	3.8	3.9
2017	1.54	1.54	1.56	1.60	3.8	3.8	3.8	3.9
2018	1.63	1.60	1.60	1.67	3.9	3.8	3.8	4.1
2019	1.71	–	–	–	4.1	–	–	–
Holiday								
2004	.67	.66	.66	.67	2.5	2.5	2.4	2.4
2005	.68	.69	.69	.72	2.5	2.5	2.5	2.5
2006	.73	.72	.73	.73	2.5	2.4	2.4	2.4
2007	.73	.74	.74	.75	2.4	2.4	2.4	2.4
2008	.78	.77	.78	.80	2.4	2.4	2.4	2.4
2009	.80	.78	.77	.76	2.4	2.3	2.3	2.3
2010	.77	.76	.77	.77	2.3	2.3	2.3	2.3
2011	.79	.78	.79	.82	2.3	2.3	2.3	2.4
2012	.83	.82	.82	.82	2.4	2.4	2.4	2.3
2013	.82	.81	.81	.82	2.3	2.3	2.3	2.3
2014	.83	.83	.83	.85	2.3	2.3	2.3	2.2
2015	.86	.84	.84	.84	2.2	2.2	2.2	2.1
2016	.83	.83	.85	.87	2.1	2.1	2.1	2.2
2017	.87	.87	.88	.90	2.2	2.1	2.1	2.2
2018	.93	.91	.91	.96	2.2	2.2	2.2	2.4
2019	.99	–	–	–	2.4	–	–	–
Sick								
2004	.23	.24	.24	.24	.9	.9	.9	.9
2005	.25	.25	.24	.25	.9	.9	.9	.9
2006	.29	.28	.28	.27	1.0	.9	1.0	.9
2007	.27	.27	.28	.28	.9	.9	.9	.9
2008	.28	.28	.29	.29	.9	.9	.9	.9
2009	.29	.28	.28	.27	.9	.8	.8	.8
2010	.27	.27	.27	.28	.8	.8	.8	.9
2011	.30	.29	.29	.31	.9	.9	.9	.9
2012	.32	.32	.32	.32	.9	.9	.9	.9
2013	.32	.30	.31	.31	.9	.9	.9	.9
2014	.31	.31	.30	.32	.9	.9	.8	.8
2015	.31	.30	.31	.30	.8	.8	.8	.8
2016	.31	.31	.31	.32	.8	.8	.8	.8
2017	.32	.33	.33	.38	.8	.8	.8	.9
2018	.37	.36	.37	.41	.9	.9	.9	1.0
2019	.43	–	–	–	1.0	–	–	–
Personal[1]								
2004	.08	.07	.07	.07	.3	.3	.3	.3
2005	.07	.07	.07	.08	.3	.2	.2	.3
2006	.08	.08	.08	.08	.3	.3	.3	.3
2007	.08	.08	.07	.07	.3	.3	.2	.2
2008	.07	.06	.07	.07	.2	.2	.2	.2
2009	.06	.06	.07	.07	.2	.2	.2	.2
2010	.08	.08	.09	.09	.2	.2	.3	.3
2011	.10	.10	.10	.11	.3	.3	.3	.3

See footnotes at end of table.

Table 11. Private industry workers, by major industry group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Professional and business services

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Personal[1]								
2012	0.11	0.11	0.11	0.13	0.3	0.3	0.3	0.4
2013	.13	.13	.13	.14	.4	.4	.4	.4
2014	.15	.15	.15	.16	.4	.4	.4	.4
2015	.16	.15	.16	.17	.4	.4	.4	.4
2016	.17	.16	.16	.17	.4	.4	.4	.4
2017	.17	.18	.18	.18	.4	.4	.4	.4
2018	.19	.18	.18	.17	.4	.4	.4	.4
2019	.18	–	–	–	.4	–	–	–
Supplemental pay								
2004	.74	.63	.64	.66	2.8	2.3	2.4	2.4
2005	.65	.72	.75	.77	2.3	2.6	2.7	2.6
2006	.81	.80	.80	.81	2.7	2.7	2.7	2.7
2007	.82	.84	.84	.84	2.7	2.8	2.7	2.7
2008	.85	.86	.84	.95	2.7	2.7	2.6	2.9
2009	.90	1.27	1.26	1.18	2.7	3.8	3.8	3.6
2010	1.16	1.13	1.13	.78	3.5	3.4	3.4	2.4
2011	.85	.87	.87	.94	2.5	2.6	2.6	2.7
2012	.99	.96	.93	.87	2.8	2.8	2.7	2.5
2013	.84	.85	.86	.93	2.4	2.4	2.5	2.6
2014	.98	.90	.90	1.82	2.8	2.5	2.5	4.7
2015	1.92	1.85	1.87	1.95	4.9	4.8	4.9	5.0
2016	2.03	2.00	1.95	1.87	5.1	5.1	4.9	4.7
2017	2.00	2.03	2.07	2.24	5.0	5.0	5.0	5.4
2018	2.31	2.27	2.25	1.28	5.5	5.5	5.4	3.2
2019	1.30	–	–	–	3.1	–	–	–
Overtime and premium[2]								
2004	.16	.16	.17	.17	.6	.6	.6	.6
2005	.17	.17	.17	.16	.6	.6	.6	.6
2006	.20	.21	.20	.19	.7	.7	.7	.6
2007	.19	.19	.19	.19	.6	.6	.6	.6
2008	.20	.20	.20	.20	.6	.6	.6	.6
2009	.21	.21	.21	.20	.6	.6	.6	.6
2010	.20	.20	.20	.19	.6	.6	.6	.6
2011	.19	.19	.19	.18	.6	.6	.5	.5
2012	.18	.18	.18	.16	.5	.5	.5	.5
2013	.17	.17	.17	.16	.5	.5	.5	.5
2014	.16	.16	.16	.22	.4	.4	.5	.6
2015	.22	.22	.23	.26	.6	.6	.6	.6
2016	.27	.25	.24	.18	.7	.6	.6	.4
2017	.22	.22	.22	.30	.5	.5	.5	.7
2018	.26	.27	.27	.25	.6	.6	.6	.6
2019	.25	–	–	–	.6	–	–	–
Shift differentials								
2004	.03	.03	.04	.04	.1	.1	.1	.1
2005	.04	.04	.04	.03	.1	.1	.1	.1
2006	.03	.03	.03	.04	.1	.1	.1	.2
2007	.05	.05	.05	.05	.2	.2	.2	.2
2008	.05	.05	.05	.04	.1	.2	.2	.1
2009	.04	.04	.03	.03	.1	.1	.1	.1
2010	.03	.03	.03	.03	.1	.1	.1	.1
2011	.03	.03	.03	.03	.1	.1	.1	.1
2012	.03	.03	.03	.02	.1	.1	.1	.1
2013	.02	.02	.02	.02	.1	.1	.1	.1
2014	.02	.02	.02	.02	.1	.1	.1	.1
2015	.02	.02	.02	([3])	([4])	.1	.1	([4])
2016	([3])	([3])	([3])	([3])	([4])	([4])	([4])	([4])
2017	([3])	([3])	([3])	.02	([4])	([4])	([4])	([4])
2018	.02	.02	.02	.02	([4])	([4])	([4])	([4])
2019	.02	–	–	–	([4])	–	–	–
Nonproduction bonuses								
2004	.55	.43	.44	.46	2.0	1.6	1.6	1.7
2005	.44	.51	.55	.57	1.6	1.8	2.0	2.0
2006	.57	.56	.57	.58	1.9	1.9	1.9	2.0

See footnotes at end of table.

Table 11. Private industry workers, by major industry group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Professional and business services

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Nonproduction bonuses								
2007	0.58	0.60	0.59	0.61	1.9	2.0	2.0	1.9
2008	.60	.61	.58	.72	1.9	1.9	1.8	2.2
2009	.66	1.02	1.02	.94	2.0	3.0	3.1	2.9
2010	.92	.90	.90	.56	2.8	2.7	2.7	1.7
2011	.63	.65	.65	.73	1.8	1.9	1.9	2.1
2012	.78	.75	.72	.68	2.2	2.2	2.1	2.0
2013	.65	.66	.66	.75	1.8	1.9	1.9	2.1
2014	.80	.71	.71	1.58	2.2	2.0	2.0	4.1
2015	1.68	1.60	1.62	1.68	4.3	4.2	4.2	4.3
2016	1.75	1.74	1.70	1.68	4.4	4.4	4.3	4.2
2017	1.78	1.80	1.83	1.92	4.4	4.4	4.5	4.6
2018	2.03	1.98	1.96	1.02	4.9	4.8	4.7	2.5
2019	1.03	–	–	–	2.5	–	–	–
Insurance								
2004	1.56	1.51	1.52	1.54	5.8	5.6	5.6	5.6
2005	1.59	1.59	1.62	1.69	5.8	5.7	5.8	5.8
2006	1.72	1.71	1.72	1.74	5.8	5.8	5.8	5.8
2007	1.81	1.83	1.84	1.87	6.0	6.0	6.0	6.0
2008	1.93	1.92	1.93	2.04	6.1	6.0	6.0	6.2
2009	2.06	2.05	2.06	2.07	6.2	6.1	6.2	6.3
2010	2.13	2.13	2.12	2.18	6.4	6.4	6.4	6.6
2011	2.25	2.26	2.26	2.36	6.6	6.7	6.7	6.8
2012	2.40	2.40	2.40	2.39	6.9	6.9	6.9	6.8
2013	2.46	2.44	2.42	2.41	7.0	7.0	6.9	6.8
2014	2.46	2.45	2.45	2.44	6.9	6.8	6.8	6.3
2015	2.51	2.44	2.45	2.32	6.4	6.4	6.3	5.9
2016	2.35	2.35	2.41	2.47	6.0	6.0	6.1	6.2
2017	2.50	2.48	2.49	2.52	6.2	6.1	6.1	6.1
2018	2.57	2.55	2.56	2.58	6.1	6.1	6.1	6.3
2019	2.63	–	–	–	6.3	–	–	–
Life								
2004	.05	.05	.05	.05	.2	.2	.2	.2
2005	.05	.05	.05	.05	.2	.2	.2	.2
2006	.05	.05	.05	.05	.2	.2	.2	.2
2007	.06	.06	.05	.05	.2	.2	.2	.2
2008	.06	.06	.06	.06	.2	.2	.2	.2
2009	.06	.06	.06	.06	.2	.2	.2	.2
2010	.06	.06	.06	.06	.2	.2	.2	.2
2011	.06	.06	.06	.06	.2	.2	.2	.2
2012	.06	.05	.05	.05	.2	.2	.2	.1
2013	.05	.05	.05	.05	.1	.1	.1	.1
2014	.05	.05	.05	.05	.1	.1	.1	.1
2015	.05	.05	.05	.05	.1	.1	.1	.1
2016	.05	.05	.05	.05	.1	.1	.1	.1
2017	.05	.05	.05	.05	.1	.1	.1	.1
2018	.05	.05	.05	.04	.1	.1	.1	.1
2019	.04	–	–	–	.1	–	–	–
Health								
2004	1.42	1.38	1.39	1.40	5.3	5.1	5.1	5.1
2005	1.45	1.45	1.47	1.53	5.2	5.2	5.3	5.3
2006	1.56	1.55	1.56	1.58	5.3	5.2	5.2	5.3
2007	1.64	1.66	1.68	1.71	5.4	5.5	5.5	5.5
2008	1.76	1.75	1.76	1.87	5.6	5.5	5.5	5.7
2009	1.89	1.87	1.88	1.90	5.7	5.6	5.6	5.8
2010	1.97	1.97	1.96	2.03	5.9	5.9	5.9	6.1
2011	2.09	2.09	2.09	2.19	6.1	6.2	6.2	6.4
2012	2.23	2.23	2.24	2.22	6.4	6.4	6.4	6.4
2013	2.29	2.27	2.25	2.24	6.5	6.5	6.4	6.3
2014	2.29	2.27	2.28	2.26	6.4	6.3	6.3	5.9
2015	2.33	2.27	2.27	2.15	5.9	5.9	5.9	5.5
2016	2.19	2.18	2.25	2.30	5.6	5.5	5.7	5.8
2017	2.32	2.31	2.31	2.34	5.7	5.7	5.6	5.7
2018	2.39	2.37	2.38	2.41	5.7	5.7	5.7	5.9

See footnotes at end of table.

Table 11. Private industry workers, by major industry group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Professional and business services

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Health								
2019	2.46	–	–	–	5.9	–	–	–
Short-term disability								
2004	.05	0.05	0.05	0.05	.2	0.2	0.2	0.2
2005	.05	.05	.06	.06	.2	.2	.2	.2
2006	.06	.06	.06	.05	.2	.2	.2	.2
2007	.06	.06	.05	.06	.2	.2	.2	.2
2008	.06	.06	.06	.06	.2	.2	.2	.2
2009	.06	.07	.07	.06	.2	.2	.2	.2
2010	.06	.06	.06	.05	.2	.2	.2	.1
2011	.05	.05	.05	.05	.2	.2	.2	.2
2012	.06	.06	.06	.06	.2	.2	.2	.2
2013	.06	.06	.06	.06	.2	.2	.2	.2
2014	.06	.06	.06	.06	.2	.2	.2	.2
2015	.07	.06	.07	.06	.2	.2	.2	.2
2016	.06	.06	.06	.06	.2	.2	.2	.2
2017	.06	.07	.07	.07	.2	.2	.2	.2
2018	.07	.07	.07	.07	.2	.2	.2	.2
2019	.07	–	–	–	.2	–	–	–
Long-term disability								
2004	.05	.04	.04	.04	.2	.1	.1	.2
2005	.04	.04	.05	.05	.2	.2	.2	.2
2006	.05	.05	.05	.05	.2	.2	.2	.2
2007	.05	.05	.05	.05	.2	.2	.2	.2
2008	.05	.05	.05	.05	.2	.2	.2	.2
2009	.05	.05	.05	.05	.2	.2	.2	.2
2010	.05	.05	.05	.05	.2	.2	.2	.2
2011	.05	.05	.05	.06	.2	.2	.2	.2
2012	.06	.06	.06	.06	.2	.2	.2	.2
2013	.06	.06	.06	.06	.2	.2	.2	.2
2014	.06	.06	.06	.06	.2	.2	.2	.2
2015	.06	.06	.06	.05	.2	.2	.1	.1
2016	.05	.05	.06	.06	.1	.1	.1	.1
2017	.06	.06	.06	.06	.1	.1	.1	.1
2018	.06	.06	.06	.06	.1	.1	.1	.1
2019	.06	–	–	–	.1	–	–	–
Retirement and savings								
2004	.75	.73	.75	.79	2.8	2.7	2.8	2.9
2005	.77	.74	.75	.79	2.8	2.7	2.7	2.7
2006	.87	.87	.87	.82	3.0	2.9	2.9	2.8
2007	.83	.87	.94	.96	2.7	2.9	3.1	3.1
2008	.98	.98	1.00	.99	3.1	3.1	3.1	3.0
2009	1.04	1.04	1.03	.96	3.1	3.1	3.1	2.9
2010	.97	.94	.95	.99	2.9	2.8	2.9	3.0
2011	1.02	1.02	1.02	1.05	3.0	3.0	3.0	3.1
2012	1.08	1.07	1.10	1.13	3.1	3.1	3.2	3.2
2013	1.14	1.19	1.23	1.24	3.2	3.4	3.5	3.5
2014	1.26	1.38	1.39	1.38	3.5	3.8	3.8	3.6
2015	1.40	1.30	1.28	1.30	3.6	3.4	3.3	3.3
2016	1.16	1.18	1.22	1.24	3.0	3.0	3.1	3.1
2017	1.28	1.35	1.36	1.31	3.2	3.3	3.3	3.2
2018	1.32	1.34	1.31	1.33	3.2	3.2	3.1	3.3
2019	1.36	–	–	–	3.3	–	–	–
Defined benefit								
2004	.28	.27	.27	.29	1.0	1.0	1.0	1.1
2005	.27	.25	.26	.25	1.0	.9	.9	.9
2006	.33	.33	.34	.29	1.1	1.1	1.1	1.0
2007	.29	.32	.37	.38	.9	1.0	1.2	1.2
2008	.38	.39	.38	.35	1.2	1.2	1.2	1.1
2009	.37	.40	.40	.31	1.1	1.2	1.2	.9
2010	.32	.31	.31	.33	1.0	.9	.9	1.0
2011	.33	.36	.35	.31	1.0	1.1	1.0	.9
2012	.34	.34	.35	.40	1.0	1.0	1.0	1.1
2013	.40	.46	.48	.46	1.1	1.3	1.4	1.3

See footnotes at end of table.

Table 11. Private industry workers, by major industry group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Professional and business services

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Defined benefit								
2014	0.48	0.60	0.61	0.57	1.3	1.7	1.7	1.5
2015	.57	.48	.47	.50	1.4	1.3	1.2	1.3
2016	.44	.46	.49	.51	1.1	1.2	1.2	1.3
2017	.54	.61	.61	.52	1.3	1.5	1.5	1.3
2018	.52	.56	.52	.48	1.3	1.3	1.2	1.2
2019	.49	–	–	–	1.2	–	–	–
Defined contribution								
2004	.47	.46	.48	.49	1.8	1.7	1.8	1.8
2005	.50	.50	.49	.54	1.8	1.8	1.8	1.8
2006	.55	.54	.53	.53	1.8	1.8	1.8	1.8
2007	.55	.55	.56	.58	1.8	1.8	1.9	1.9
2008	.59	.60	.62	.64	1.9	1.9	1.9	1.9
2009	.67	.64	.63	.65	2.0	1.9	1.9	2.0
2010	.65	.63	.65	.66	1.9	1.9	1.9	2.0
2011	.68	.67	.67	.74	2.0	2.0	2.0	2.2
2012	.74	.73	.75	.73	2.1	2.1	2.1	2.1
2013	.75	.73	.75	.77	2.1	2.1	2.1	2.2
2014	.78	.78	.78	.81	2.2	2.2	2.2	2.1
2015	.83	.81	.81	.79	2.1	2.1	2.1	2.0
2016	.72	.72	.73	.74	1.8	1.8	1.8	1.9
2017	.74	.75	.75	.79	1.8	1.8	1.8	1.9
2018	.79	.78	.79	.84	1.9	1.9	1.9	2.1
2019	.87	–	–	–	2.1	–	–	–
Legally required benefits								
2004	2.13	2.17	2.18	2.20	7.9	8.0	8.0	8.0
2005	2.23	2.25	2.25	2.32	8.1	8.1	8.1	8.0
2006	2.34	2.34	2.35	2.39	7.9	7.9	7.9	8.1
2007	2.41	2.41	2.41	2.44	8.0	7.9	7.9	7.8
2008	2.48	2.48	2.50	2.53	7.8	7.8	7.8	7.7
2009	2.56	2.56	2.55	2.53	7.7	7.6	7.6	7.7
2010	2.58	2.57	2.59	2.59	7.7	7.7	7.7	7.8
2011	2.64	2.64	2.65	2.64	7.8	7.8	7.8	7.7
2012	2.68	2.69	2.69	2.69	7.7	7.7	7.7	7.7
2013	2.71	2.70	2.70	2.77	7.7	7.7	7.7	7.8
2014	2.79	2.79	2.79	2.85	7.8	7.8	7.7	7.4
2015	2.88	2.85	2.85	2.91	7.3	7.4	7.4	7.4
2016	2.90	2.89	2.91	2.94	7.4	7.3	7.3	7.4
2017	2.99	3.00	3.02	2.96	7.4	7.4	7.3	7.2
2018	3.01	2.98	2.99	3.01	7.2	7.2	7.2	7.4
2019	3.05	–	–	–	7.3	–	–	–
Social Security and Medicare								
2004	1.63	1.63	1.64	1.66	6.0	6.1	6.0	6.0
2005	1.66	1.68	1.68	1.74	6.0	6.0	6.0	6.0
2006	1.77	1.77	1.78	1.77	6.0	6.0	6.0	6.0
2007	1.81	1.82	1.81	1.85	6.0	6.0	6.0	5.9
2008	1.89	1.89	1.91	1.96	6.0	5.9	5.9	6.0
2009	2.00	2.00	1.99	1.97	6.0	6.0	5.9	6.0
2010	1.99	1.98	1.98	1.99	6.0	6.0	5.9	6.0
2011	2.02	2.01	2.02	2.03	6.0	6.0	5.9	5.9
2012	2.06	2.06	2.06	2.06	5.9	5.9	5.9	5.9
2013	2.08	2.06	2.07	2.09	5.9	5.9	5.9	5.9
2014	2.11	2.11	2.13	2.19	5.9	5.9	5.9	5.7
2015	2.22	2.19	2.20	2.24	5.6	5.7	5.7	5.7
2016	2.24	2.25	2.27	2.29	5.7	5.7	5.7	5.7
2017	2.34	2.34	2.37	2.38	5.8	5.8	5.8	5.8
2018	2.42	2.41	2.42	2.45	5.8	5.8	5.8	6.0
2019	2.51	–	–	–	6.0	–	–	–
Social Security[5]								
2004	1.30	1.30	1.31	1.33	4.8	4.8	4.8	4.8
2005	1.33	1.34	1.34	1.39	4.8	4.8	4.8	4.8
2006	1.41	1.41	1.42	1.41	4.8	4.8	4.8	4.7
2007	1.44	1.45	1.45	1.47	4.8	4.8	4.8	4.7
2008	1.51	1.51	1.53	1.57	4.8	4.7	4.7	4.8

See footnotes at end of table.

Table 11. Private industry workers, by major industry group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Professional and business services

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Social Security[5]								
2009	1.60	1.60	1.58	1.58	4.8	4.8	4.7	4.8
2010	1.59	1.58	1.58	1.60	4.8	4.8	4.7	4.8
2011	1.62	1.61	1.61	1.62	4.8	4.8	4.8	4.7
2012	1.65	1.64	1.64	1.65	4.7	4.7	4.7	4.7
2013	1.66	1.64	1.66	1.68	4.7	4.7	4.7	4.7
2014	1.69	1.69	1.70	1.73	4.7	4.7	4.7	4.5
2015	1.76	1.73	1.74	1.77	4.5	4.5	4.5	4.5
2016	1.77	1.77	1.79	1.81	4.5	4.5	4.5	4.5
2017	1.85	1.86	1.87	1.89	4.6	4.6	4.6	4.6
2018	1.92	1.92	1.92	1.96	4.6	4.6	4.6	4.8
2019	2.01	–	–	–	4.8	–	–	–
Medicare								
2004	.33	.33	.33	.33	1.2	1.2	1.2	1.2
2005	.33	.34	.34	.35	1.2	1.2	1.2	1.2
2006	.36	.36	.36	.36	1.2	1.2	1.2	1.2
2007	.36	.37	.37	.37	1.2	1.2	1.2	1.2
2008	.38	.38	.39	.40	1.2	1.2	1.2	1.2
2009	.40	.40	.40	.40	1.2	1.2	1.2	1.2
2010	.40	.40	.40	.40	1.2	1.2	1.2	1.2
2011	.40	.40	.40	.41	1.2	1.2	1.2	1.2
2012	.41	.41	.41	.41	1.2	1.2	1.2	1.2
2013	.42	.41	.41	.42	1.2	1.2	1.2	1.2
2014	.42	.42	.42	.46	1.2	1.2	1.2	1.2
2015	.47	.46	.46	.47	1.2	1.2	1.2	1.2
2016	.47	.48	.48	.48	1.2	1.2	1.2	1.2
2017	.48	.49	.49	.50	1.2	1.2	1.2	1.2
2018	.50	.50	.50	.48	1.2	1.2	1.2	1.2
2019	.49	–	–	–	1.2	–	–	–
Federal unemployment insurance								
2004	.03	.03	.03	.03	.1	.1	.1	.1
2005	.03	.03	.03	.03	.1	.1	.1	.1
2006	.03	.03	.03	.03	.1	.1	.1	.1
2007	.03	.03	.03	.03	.1	.1	.1	.1
2008	.03	.03	.03	.03	.1	.1	.1	.1
2009	.03	.03	.03	.03	.1	.1	.1	.1
2010	.03	.03	.03	.03	.1	.1	.1	.1
2011	.03	.03	.03	.03	.1	.1	.1	.1
2012	.03	.03	.03	.03	.1	.1	.1	.1
2013	.04	.04	.04	.04	.1	.1	.1	.1
2014	.04	.04	.04	.04	.1	.1	.1	.1
2015	.04	.04	.04	.04	.1	.1	.1	.1
2016	.04	.04	.04	.04	.1	.1	.1	.1
2017	.03	.03	.03	.03	.1	.1	.1	.1
2018	.03	.03	.03	.04	.1	.1	.1	.1
2019	.03	–	–	–	.1	–	–	–
State unemployment insurance								
2004	.15	.16	.16	.17	.6	.6	.6	.6
2005	.19	.19	.19	.19	.7	.7	.7	.6
2006	.18	.17	.17	.19	.6	.6	.6	.6
2007	.19	.18	.17	.18	.6	.6	.6	.6
2008	.17	.17	.17	.17	.5	.5	.5	.5
2009	.16	.16	.16	.16	.5	.5	.5	.5
2010	.19	.20	.21	.21	.6	.6	.6	.6
2011	.23	.24	.24	.24	.7	.7	.7	.7
2012	.25	.26	.26	.26	.7	.7	.8	.7
2013	.26	.26	.26	.26	.7	.7	.7	.7
2014	.26	.26	.25	.25	.7	.7	.7	.6
2015	.25	.24	.23	.23	.6	.6	.6	.6
2016	.23	.22	.22	.21	.6	.6	.5	.5
2017	.21	.20	.20	.20	.5	.5	.5	.5
2018	.20	.19	.19	.19	.5	.5	.5	.5
2019	.18	–	–	–	.4	–	–	–

See footnotes at end of table.

Table 11. Private industry workers, by major industry group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Professional and business services

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Workers' compensation								
2004	0.32	0.34	0.34	0.34	1.2	1.3	1.3	1.2
2005	.35	.35	.35	.36	1.3	1.2	1.3	1.2
2006	.36	.37	.37	.40	1.2	1.2	1.2	1.3
2007	.39	.38	.39	.38	1.3	1.3	1.3	1.2
2008	.39	.39	.39	.36	1.2	1.2	1.2	1.1
2009	.36	.36	.36	.36	1.1	1.1	1.1	1.1
2010	.36	.36	.36	.36	1.1	1.1	1.1	1.1
2011	.36	.36	.37	.34	1.0	1.1	1.1	1.0
2012	.34	.34	.34	.33	1.0	1.0	1.0	1.0
2013	.33	.34	.34	.38	.9	1.0	1.0	1.1
2014	.38	.38	.38	.37	1.1	1.1	1.0	1.0
2015	.37	.38	.38	.39	.9	1.0	1.0	1.0
2016	.39	.39	.39	.41	1.0	1.0	1.0	1.0
2017	.41	.42	.41	.35	1.0	1.0	1.0	.8
2018	.35	.34	.35	.34	.8	.8	.8	.8
2019	.34	–	–	–	.8	–	–	–
Other benefits[6]								
2004	.03	.03	.03	.04	.1	.1	.1	.1
2005	.04	.03	.03	.03	.1	.1	.1	.1

[1] Prior to June 2008, paid personal leave was included in other leave. Other leave also included paid military, funeral, and jury leave.
[2] Includes premium pay (such as overtime, weekends, and holidays) for work in addition to the regular work schedule.
[3] Cost per hour worked is $0.01 or less.
[4] Less than .05 percent.
[5] Social Security refers to the Old-Age, Survivors, and Disability Insurance (OASDI) program.
[6] Includes severance pay and supplemental unemployment benefits. Publication of other benefits was discontinued beginning in June 2006.

Note: The sum of individual items may not equal totals due to rounding. Dashes indicate data are not available.

Table 11. Private industry workers, by major industry group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Education and health services

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Total compensation								
2004	$25.08	$24.78	$25.26	$25.53	100.0	100.0	100.0	100.0
2005	25.77	25.76	26.23	26.34	100.0	100.0	100.0	100.0
2006	26.62	26.80	27.61	27.48	100.0	100.0	100.0	100.0
2007	27.74	27.67	27.55	28.67	100.0	100.0	100.0	100.0
2008	28.77	28.75	29.18	29.28	100.0	100.0	100.0	100.0
2009	29.45	29.46	29.67	29.29	100.0	100.0	100.0	100.0
2010	29.75	29.63	29.94	29.72	100.0	100.0	100.0	100.0
2011	30.31	30.13	29.97	30.53	100.0	100.0	100.0	100.0
2012	30.67	30.88	30.84	30.51	100.0	100.0	100.0	100.0
2013	30.57	30.79	30.89	30.95	100.0	100.0	100.0	100.0
2014	31.81	31.96	31.69	32.70	100.0	100.0	100.0	100.0
2015	32.86	32.58	32.73	32.83	100.0	100.0	100.0	100.0
2016	33.27	34.09	33.25	34.92	100.0	100.0	100.0	100.0
2017	35.00	35.10	35.39	36.68	100.0	100.0	100.0	100.0
2018	36.83	36.93	37.30	36.85	100.0	100.0	100.0	100.0
2019	37.18	–	–	–	100.0	–	–	–
Wages and salaries								
2004	18.31	18.07	18.43	18.64	73.0	72.9	73.0	73.0
2005	18.79	18.75	19.07	19.14	72.9	72.8	72.7	72.7
2006	19.25	19.31	20.04	19.85	72.3	72.0	72.6	72.2
2007	20.02	19.99	19.84	20.66	72.2	72.3	72.0	72.1
2008	20.73	20.71	21.02	21.07	72.0	72.0	72.0	72.0
2009	21.17	21.16	21.31	20.98	71.9	71.8	71.8	71.6
2010	21.35	21.27	21.49	21.29	71.8	71.8	71.8	71.6
2011	21.69	21.56	21.48	21.82	71.5	71.6	71.7	71.5
2012	21.89	22.02	21.95	21.85	71.4	71.3	71.2	71.6
2013	21.85	22.01	22.09	22.02	71.5	71.5	71.5	71.1
2014	22.54	22.64	22.49	23.14	70.9	70.8	71.0	70.8
2015	23.25	23.03	23.16	23.15	70.7	70.7	70.7	70.5
2016	23.47	23.99	23.49	24.56	70.5	70.4	70.6	70.3
2017	24.59	24.65	24.85	25.79	70.2	70.2	70.2	70.3
2018	25.89	26.02	26.32	25.92	70.3	70.5	70.5	70.3
2019	26.14	–	–	–	70.3	–	–	–
Total benefits								
2004	6.76	6.71	6.83	6.89	27.0	27.1	27.0	27.0
2005	6.98	7.01	7.16	7.20	27.1	27.2	27.3	27.3
2006	7.37	7.49	7.57	7.63	27.7	28.0	27.4	27.8
2007	7.72	7.68	7.71	8.01	27.8	27.7	28.0	27.9
2008	8.04	8.04	8.16	8.21	28.0	28.0	28.0	28.0
2009	8.28	8.30	8.37	8.31	28.1	28.2	28.2	28.4
2010	8.40	8.36	8.46	8.43	28.2	28.2	28.2	28.4
2011	8.63	8.57	8.49	8.71	28.5	28.4	28.3	28.5
2012	8.78	8.86	8.89	8.66	28.6	28.7	28.8	28.4
2013	8.72	8.77	8.80	8.93	28.5	28.5	28.5	28.9
2014	9.27	9.32	9.20	9.56	29.1	29.2	29.0	29.2
2015	9.61	9.55	9.58	9.68	29.3	29.3	29.3	29.5
2016	9.80	10.10	9.76	10.36	29.5	29.6	29.4	29.7
2017	10.42	10.45	10.54	10.90	29.8	29.8	29.8	29.7
2018	10.94	10.91	10.99	10.93	29.7	29.5	29.5	29.7
2019	11.03	–	–	–	29.7	–	–	–
Paid leave								
2004	1.83	1.79	1.82	1.84	7.3	7.2	7.2	7.2
2005	1.84	1.83	1.87	1.89	7.2	7.1	7.1	7.2
2006	2.01	2.03	2.07	2.10	7.5	7.6	7.5	7.6
2007	2.13	2.12	2.11	2.16	7.7	7.7	7.7	7.5
2008	2.14	2.13	2.17	2.22	7.4	7.4	7.5	7.6
2009	2.21	2.23	2.25	2.23	7.5	7.6	7.6	7.6
2010	2.23	2.21	2.24	2.25	7.5	7.5	7.5	7.6
2011	2.32	2.29	2.25	2.36	7.6	7.6	7.5	7.7
2012	2.33	2.37	2.38	2.30	7.6	7.7	7.7	7.5
2013	2.32	2.36	2.37	2.38	7.6	7.7	7.7	7.7
2014	2.47	2.48	2.45	2.51	7.8	7.8	7.7	7.7
2015	2.51	2.49	2.50	2.54	7.7	7.6	7.7	7.8
2016	2.57	2.66	2.57	2.73	7.7	7.8	7.7	7.8

See footnotes at end of table.

Table 11. Private industry workers, by major industry group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Education and health services

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Paid leave								
2017	2.74	2.75	2.77	2.98	7.8	7.8	7.8	8.1
2018	2.98	2.98	3.00	3.04	8.1	8.1	8.1	8.3
2019	3.07	–	–	–	8.3	–	–	–
Vacation								
2004	.91	.89	.90	.91	3.6	3.6	3.6	3.6
2005	.91	.91	.93	.92	3.5	3.5	3.5	3.5
2006	.96	.98	1.00	1.03	3.6	3.7	3.6	3.8
2007	1.06	1.05	1.06	1.08	3.8	3.8	3.8	3.8
2008	1.08	1.06	1.08	1.12	3.7	3.7	3.7	3.8
2009	1.11	1.12	1.14	1.09	3.8	3.8	3.9	3.7
2010	1.09	1.09	1.09	1.11	3.7	3.7	3.7	3.7
2011	1.15	1.14	1.11	1.19	3.8	3.8	3.7	3.9
2012	1.18	1.22	1.22	1.16	3.8	4.0	3.9	3.8
2013	1.17	1.19	1.19	1.20	3.8	3.9	3.9	3.9
2014	1.24	1.25	1.25	1.26	3.9	3.9	3.9	3.9
2015	1.27	1.26	1.27	1.30	3.9	3.9	3.9	4.0
2016	1.30	1.34	1.28	1.36	3.9	3.9	3.9	3.9
2017	1.36	1.37	1.38	1.51	3.9	3.9	3.9	4.1
2018	1.51	1.52	1.51	1.51	4.1	4.1	4.0	4.1
2019	1.53	–	–	–	4.1	–	–	–
Holiday								
2004	.59	.58	.59	.60	2.4	2.3	2.3	2.3
2005	.60	.59	.60	.62	2.3	2.3	2.3	2.4
2006	.65	.65	.66	.65	2.4	2.4	2.4	2.4
2007	.65	.65	.65	.67	2.3	2.3	2.4	2.3
2008	.66	.67	.68	.68	2.3	2.3	2.3	2.3
2009	.67	.67	.67	.68	2.3	2.3	2.3	2.3
2010	.67	.66	.67	.66	2.3	2.2	2.2	2.2
2011	.67	.67	.67	.67	2.2	2.2	2.2	2.2
2012	.66	.66	.67	.66	2.1	2.1	2.2	2.2
2013	.67	.67	.68	.68	2.2	2.2	2.2	2.2
2014	.70	.70	.70	.73	2.2	2.2	2.2	2.2
2015	.74	.73	.73	.74	2.2	2.2	2.2	2.2
2016	.75	.78	.75	.80	2.3	2.3	2.3	2.3
2017	.80	.81	.81	.87	2.3	2.3	2.3	2.4
2018	.86	.86	.89	.91	2.3	2.3	2.4	2.5
2019	.90	–	–	–	2.4	–	–	–
Sick								
2004	.25	.25	.25	.25	1.0	1.0	1.0	1.0
2005	.26	.26	.26	.27	1.0	1.0	1.0	1.0
2006	.30	.29	.30	.31	1.1	1.1	1.1	1.1
2007	.32	.32	.32	.32	1.1	1.1	1.1	1.1
2008	.31	.32	.32	.32	1.1	1.1	1.1	1.1
2009	.33	.33	.33	.34	1.1	1.1	1.1	1.2
2010	.34	.34	.35	.35	1.1	1.1	1.2	1.2
2011	.35	.35	.34	.35	1.2	1.2	1.1	1.1
2012	.34	.34	.34	.34	1.1	1.1	1.1	1.1
2013	.34	.34	.34	.35	1.1	1.1	1.1	1.1
2014	.37	.37	.36	.37	1.2	1.1	1.1	1.1
2015	.37	.36	.36	.36	1.1	1.1	1.1	1.1
2016	.36	.39	.36	.41	1.1	1.1	1.1	1.2
2017	.41	.41	.40	.41	1.2	1.2	1.1	1.1
2018	.41	.41	.41	.43	1.1	1.1	1.1	1.2
2019	.45	–	–	–	1.2	–	–	–
Personal[1]								
2004	.07	.08	.08	.08	.3	.3	.3	.3
2005	.08	.08	.08	.08	.3	.3	.3	.3
2006	.10	.11	.11	.11	.4	.4	.4	.4
2007	.11	.11	.09	.09	.4	.4	.3	.3
2008	.09	.09	.10	.10	.3	.3	.3	.3
2009	.10	.11	.11	.12	.3	.4	.4	.4
2010	.13	.13	.13	.14	.4	.4	.4	.5
2011	.14	.14	.13	.15	.5	.5	.4	.5

See footnotes at end of table.

Table 11. Private industry workers, by major industry group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Education and health services

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Personal[1]								
2012	0.15	0.15	0.15	0.15	0.5	0.5	0.5	0.5
2013	.14	.15	.15	.15	.5	.5	.5	.5
2014	.15	.16	.15	.14	.5	.5	.5	.4
2015	.14	.14	.14	.15	.4	.4	.4	.5
2016	.16	.16	.16	.17	.5	.5	.5	.5
2017	.17	.18	.17	.19	.5	.5	.5	.5
2018	.19	.19	.20	.19	.5	.5	.5	.5
2019	.19	–	–	–	.5	–	–	–
Supplemental pay								
2004	.41	.42	.43	.42	1.6	1.7	1.7	1.7
2005	.44	.46	.46	.45	1.7	1.8	1.7	1.7
2006	.48	.50	.50	.54	1.8	1.9	1.8	2.0
2007	.55	.55	.55	.55	2.0	2.0	2.0	1.9
2008	.55	.56	.56	.56	1.9	1.9	1.9	1.9
2009	.57	.59	.59	.57	1.9	2.0	2.0	2.0
2010	.57	.57	.57	.56	1.9	1.9	1.9	1.9
2011	.58	.57	.57	.56	1.9	1.9	1.9	1.8
2012	.58	.57	.57	.57	1.9	1.9	1.9	1.9
2013	.55	.57	.57	.58	1.8	1.8	1.8	1.9
2014	.58	.60	.59	.59	1.8	1.9	1.9	1.8
2015	.59	.60	.61	.64	1.8	1.9	1.8	2.0
2016	.63	.62	.64	.63	1.9	1.8	1.9	1.8
2017	.64	.65	.65	.73	1.8	1.9	1.8	2.0
2018	.75	.75	.73	.80	2.0	2.0	2.0	2.2
2019	.79	–	–	–	2.1	–	–	–
Overtime and premium[2]								
2004	.16	.15	.15	.15	.6	.6	.6	.6
2005	.15	.16	.16	.15	.6	.6	.6	.6
2006	.19	.20	.20	.21	.7	.7	.7	.8
2007	.21	.21	.21	.21	.7	.8	.8	.7
2008	.22	.22	.22	.22	.8	.8	.7	.7
2009	.22	.22	.22	.21	.8	.7	.7	.7
2010	.21	.21	.21	.20	.7	.7	.7	.7
2011	.21	.21	.21	.21	.7	.7	.7	.7
2012	.21	.21	.22	.20	.7	.7	.7	.7
2013	.20	.20	.20	.19	.6	.6	.7	.6
2014	.19	.20	.20	.18	.6	.6	.6	.6
2015	.18	.19	.19	.18	.6	.6	.6	.6
2016	.18	.18	.18	.18	.6	.5	.6	.5
2017	.19	.19	.19	.19	.5	.5	.5	.5
2018	.19	.19	.20	.22	.5	.5	.5	.6
2019	.22	–	–	–	.6	–	–	–
Shift differentials								
2004	.15	.16	.16	.16	.6	.6	.6	.6
2005	.16	.17	.17	.17	.6	.6	.6	.7
2006	.17	.18	.18	.20	.6	.7	.6	.7
2007	.20	.20	.20	.20	.7	.7	.7	.7
2008	.20	.20	.21	.20	.7	.7	.7	.7
2009	.20	.20	.20	.20	.7	.7	.7	.7
2010	.20	.20	.20	.21	.7	.7	.7	.7
2011	.21	.21	.22	.20	.7	.7	.7	.7
2012	.20	.20	.20	.20	.7	.7	.7	.6
2013	.20	.20	.20	.20	.6	.7	.6	.6
2014	.19	.20	.20	.18	.6	.6	.6	.6
2015	.17	.18	.18	.18	.5	.6	.6	.6
2016	.18	.19	.18	.19	.6	.5	.6	.5
2017	.19	.19	.19	.22	.5	.6	.5	.6
2018	.23	.22	.22	.25	.6	.6	.6	.7
2019	.26	–	–	–	.7	–	–	–
Nonproduction bonuses								
2004	.10	.11	.11	.11	.4	.4	.4	.4
2005	.12	.14	.13	.13	.5	.5	.5	.5
2006	.12	.12	.12	.14	.5	.5	.4	.5

See footnotes at end of table.

Table 11. Private industry workers, by major industry group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Education and health services

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Nonproduction bonuses								
2007	0.14	0.14	0.14	0.14	0.5	0.5	0.5	0.5
2008	.13	.14	.14	.15	.5	.5	.5	.5
2009	.15	.17	.17	.17	.5	.6	.6	.6
2010	.16	.16	.15	.14	.5	.5	.5	.5
2011	.16	.15	.15	.15	.5	.5	.5	.5
2012	.17	.16	.15	.17	.5	.5	.5	.5
2013	.16	.16	.17	.20	.5	.5	.5	.6
2014	.19	.20	.20	.22	.6	.6	.6	.7
2015	.23	.23	.24	.28	.7	.7	.7	.8
2016	.26	.25	.27	.26	.8	.7	.8	.8
2017	.27	.27	.27	.32	.8	.8	.8	.9
2018	.33	.33	.31	.33	.9	.9	.8	.9
2019	.31	–	–	–	.8	–	–	–
Insurance								
2004	1.77	1.78	1.80	1.81	7.1	7.2	7.1	7.1
2005	1.86	1.88	1.92	1.96	7.2	7.3	7.3	7.4
2006	1.97	2.06	2.04	2.03	7.4	7.7	7.4	7.4
2007	2.09	2.06	2.07	2.13	7.5	7.5	7.5	7.4
2008	2.18	2.18	2.20	2.25	7.6	7.6	7.6	7.7
2009	2.31	2.30	2.32	2.31	7.8	7.8	7.8	7.9
2010	2.37	2.37	2.39	2.35	8.0	8.0	8.0	7.9
2011	2.38	2.37	2.37	2.46	7.8	7.9	7.9	8.1
2012	2.54	2.57	2.60	2.46	8.3	8.3	8.4	8.1
2013	2.51	2.51	2.51	2.62	8.2	8.1	8.1	8.5
2014	2.68	2.70	2.69	2.82	8.4	8.4	8.5	8.6
2015	2.87	2.86	2.85	2.85	8.7	8.8	8.7	8.7
2016	2.92	2.94	2.90	3.02	8.8	8.6	8.7	8.6
2017	3.03	3.04	3.07	3.20	8.6	8.7	8.7	8.7
2018	3.20	3.18	3.24	3.15	8.7	8.6	8.7	8.5
2019	3.20	–	–	–	8.6	–	–	–
Life								
2004	.04	.04	.03	.03	.1	.2	.1	.1
2005	.03	.03	.03	.04	.1	.1	.1	.1
2006	.03	.03	.03	.03	.1	.1	.1	.1
2007	.03	.03	.03	.03	.1	.1	.1	.1
2008	.03	.03	.03	.04	.1	.1	.1	.1
2009	.04	.03	.03	.03	.1	.1	.1	.1
2010	.03	.03	.03	.03	.1	.1	.1	.1
2011	.03	.03	.03	.03	.1	.1	.1	.1
2012	.03	.03	.03	.03	.1	.1	.1	.1
2013	.03	.03	.04	.04	.1	.1	.1	.1
2014	.04	.04	.04	.04	.1	.1	.1	.1
2015	.04	.04	.04	.04	.1	.1	.1	.1
2016	.04	.05	.04	.04	.1	.1	.1	.1
2017	.04	.04	.04	.05	.1	.1	.1	.1
2018	.05	.05	.05	.04	.1	.1	.1	.1
2019	.04	–	–	–	.1	–	–	–
Health								
2004	1.66	1.66	1.69	1.70	6.6	6.7	6.7	6.7
2005	1.75	1.77	1.81	1.83	6.8	6.9	6.9	7.0
2006	1.85	1.93	1.92	1.91	6.9	7.2	6.9	6.9
2007	1.96	1.95	1.95	2.01	7.1	7.0	7.1	7.0
2008	2.06	2.06	2.08	2.12	7.1	7.2	7.1	7.2
2009	2.17	2.17	2.19	2.19	7.4	7.4	7.4	7.5
2010	2.24	2.25	2.26	2.23	7.5	7.6	7.6	7.5
2011	2.26	2.25	2.26	2.34	7.4	7.5	7.5	7.7
2012	2.42	2.45	2.48	2.34	7.9	7.9	8.0	7.7
2013	2.39	2.39	2.39	2.50	7.8	7.8	7.7	8.1
2014	2.55	2.57	2.57	2.68	8.0	8.1	8.1	8.2
2015	2.72	2.72	2.71	2.71	8.3	8.3	8.3	8.3
2016	2.78	2.79	2.76	2.87	8.4	8.2	8.3	8.2
2017	2.88	2.89	2.92	3.03	8.2	8.2	8.3	8.3
2018	3.03	3.01	3.06	2.97	8.2	8.1	8.2	8.1

See footnotes at end of table.

Table 11. Private industry workers, by major industry group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Education and health services

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Health								
2019	3.03	–	–	–	8.1	–	–	–
Short-term disability								
2004	.04	0.04	0.04	0.04	.1	0.1	0.1	0.1
2005	.04	.04	.04	.04	.1	.1	.1	.2
2006	.04	.04	.04	.04	.2	.2	.2	.2
2007	.04	.04	.04	.04	.2	.1	.1	.1
2008	.04	.04	.04	.04	.1	.1	.1	.1
2009	.04	.04	.04	.04	.1	.1	.1	.1
2010	.04	.04	.04	.03	.1	.1	.1	.1
2011	.03	.03	.03	.03	.1	.1	.1	.1
2012	.03	.03	.03	.04	.1	.1	.1	.1
2013	.04	.04	.04	.04	.1	.1	.1	.1
2014	.04	.04	.04	.04	.1	.1	.1	.1
2015	.05	.05	.05	.05	.2	.2	.2	.1
2016	.05	.05	.05	.05	.1	.1	.1	.1
2017	.05	.05	.05	.06	.1	.1	.1	.2
2018	.06	.06	.06	.07	.2	.2	.2	.2
2019	.07	–	–	–	.2	–	–	–
Long-term disability								
2004	.04	.04	.04	.04	.2	.2	.2	.2
2005	.04	.04	.04	.05	.2	.2	.2	.2
2006	.05	.05	.05	.05	.2	.2	.2	.2
2007	.05	.05	.05	.05	.2	.2	.2	.2
2008	.05	.05	.05	.05	.2	.2	.2	.2
2009	.06	.05	.05	.05	.2	.2	.2	.2
2010	.05	.05	.06	.05	.2	.2	.2	.2
2011	.05	.05	.05	.05	.2	.2	.2	.2
2012	.05	.05	.05	.05	.2	.2	.2	.2
2013	.05	.05	.05	.05	.1	.1	.1	.2
2014	.05	.05	.05	.05	.1	.1	.1	.2
2015	.05	.05	.05	.05	.2	.2	.2	.2
2016	.05	.05	.05	.05	.2	.2	.2	.2
2017	.05	.05	.06	.06	.2	.2	.2	.2
2018	.07	.07	.07	.06	.2	.2	.2	.2
2019	.06	–	–	–	.2	–	–	–
Retirement and savings								
2004	.72	.71	.73	.74	2.9	2.9	2.9	2.9
2005	.74	.73	.77	.76	2.9	2.9	2.9	2.9
2006	.77	.76	.78	.76	2.9	2.8	2.8	2.8
2007	.76	.74	.78	.93	2.7	2.7	2.8	3.3
2008	.94	.92	.96	.93	3.3	3.2	3.3	3.2
2009	.93	.91	.93	.93	3.2	3.1	3.1	3.2
2010	.94	.92	.96	.98	3.2	3.1	3.2	3.3
2011	1.03	1.01	.97	.99	3.4	3.3	3.2	3.2
2012	.97	.98	.98	.96	3.2	3.2	3.2	3.1
2013	.97	.96	.97	.97	3.2	3.1	3.1	3.1
2014	1.15	1.14	1.07	1.19	3.6	3.6	3.4	3.6
2015	1.19	1.17	1.16	1.17	3.6	3.6	3.5	3.5
2016	1.18	1.38	1.19	1.45	3.5	4.1	3.6	4.1
2017	1.47	1.46	1.49	1.37	4.2	4.2	4.2	3.7
2018	1.39	1.38	1.37	1.34	3.8	3.7	3.7	3.6
2019	1.35	–	–	–	3.6	–	–	–
Defined benefit								
2004	.16	.19	.20	.20	.7	.8	.8	.8
2005	.21	.21	.22	.22	.8	.8	.8	.8
2006	.22	.22	.23	.23	.8	.8	.8	.8
2007	.23	.24	.26	.27	.8	.9	.9	.9
2008	.27	.27	.28	.27	.9	.9	.9	.9
2009	.27	.27	.28	.28	.9	.9	.9	1.0
2010	.27	.28	.30	.29	.9	.9	1.0	1.0
2011	.30	.30	.30	.28	1.0	1.0	1.0	.9
2012	.26	.28	.28	.27	.9	.9	.9	.9
2013	.28	.29	.30	.28	.9	1.0	1.0	.9

See footnotes at end of table.

Table 11. Private industry workers, by major industry group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Education and health services

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Defined benefit								
2014	0.38	0.38	0.34	0.40	1.2	1.2	1.1	1.2
2015	.40	.40	.38	.36	1.2	1.2	1.2	1.1
2016	.37	.49	.38	.52	1.1	1.4	1.2	1.5
2017	.52	.52	.54	.39	1.5	1.5	1.5	1.1
2018	.40	.40	.40	.39	1.1	1.1	1.1	1.0
2019	.39	–	–	–	1.0	–	–	–
Defined contribution								
2004	.55	.52	.53	.54	2.2	2.1	2.1	2.1
2005	.54	.53	.55	.54	2.1	2.0	2.1	2.0
2006	.55	.53	.56	.53	2.1	2.0	2.0	1.9
2007	.53	.50	.52	.67	1.9	1.8	1.9	2.3
2008	.67	.65	.68	.65	2.3	2.3	2.3	2.2
2009	.66	.64	.65	.65	2.2	2.2	2.2	2.2
2010	.66	.65	.66	.69	2.2	2.2	2.2	2.3
2011	.73	.70	.67	.71	2.4	2.3	2.2	2.3
2012	.71	.70	.70	.69	2.3	2.3	2.3	2.2
2013	.69	.67	.66	.69	2.2	2.2	2.2	2.2
2014	.77	.76	.73	.79	2.4	2.4	2.3	2.4
2015	.79	.77	.77	.81	2.4	2.4	2.4	2.5
2016	.81	.89	.80	.93	2.4	2.6	2.4	2.7
2017	.95	.94	.96	.98	2.7	2.7	2.7	2.7
2018	.99	.98	.97	.95	2.7	2.7	2.6	2.6
2019	.96	–	–	–	2.6	–	–	–
Legally required benefits								
2004	2.02	2.01	2.04	2.07	8.1	8.1	8.1	8.1
2005	2.08	2.09	2.13	2.13	8.1	8.1	8.1	8.1
2006	2.14	2.16	2.18	2.19	8.0	8.0	7.9	8.0
2007	2.19	2.20	2.20	2.23	7.9	7.9	8.0	7.8
2008	2.23	2.24	2.26	2.25	7.8	7.8	7.7	7.7
2009	2.26	2.27	2.28	2.26	7.7	7.7	7.7	7.7
2010	2.28	2.28	2.31	2.29	7.7	7.7	7.7	7.7
2011	2.32	2.32	2.33	2.34	7.7	7.7	7.8	7.7
2012	2.36	2.37	2.36	2.37	7.7	7.7	7.7	7.8
2013	2.37	2.38	2.39	2.38	7.8	7.7	7.7	7.7
2014	2.40	2.40	2.39	2.45	7.5	7.5	7.5	7.5
2015	2.45	2.44	2.46	2.47	7.5	7.5	7.5	7.5
2016	2.49	2.49	2.47	2.53	7.5	7.3	7.4	7.2
2017	2.54	2.54	2.55	2.62	7.3	7.2	7.2	7.1
2018	2.62	2.62	2.64	2.60	7.1	7.1	7.1	7.1
2019	2.61	–	–	–	7.0	–	–	–
Social Security and Medicare								
2004	1.54	1.51	1.54	1.56	6.1	6.1	6.1	6.1
2005	1.57	1.57	1.60	1.60	6.1	6.1	6.1	6.1
2006	1.61	1.62	1.65	1.65	6.1	6.0	6.0	6.0
2007	1.67	1.67	1.68	1.71	6.0	6.0	6.1	6.0
2008	1.72	1.72	1.74	1.76	6.0	6.0	6.0	6.0
2009	1.77	1.77	1.79	1.77	6.0	6.0	6.0	6.0
2010	1.78	1.77	1.78	1.78	6.0	6.0	6.0	6.0
2011	1.80	1.79	1.79	1.81	5.9	5.9	6.0	5.9
2012	1.81	1.82	1.82	1.82	5.9	5.9	5.9	6.0
2013	1.82	1.83	1.84	1.84	5.9	6.0	6.0	6.0
2014	1.86	1.87	1.87	1.91	5.8	5.9	5.9	5.8
2015	1.91	1.90	1.92	1.95	5.8	5.8	5.9	5.9
2016	1.97	1.98	1.97	2.02	5.9	5.8	5.9	5.8
2017	2.04	2.05	2.06	2.13	5.8	5.8	5.8	5.8
2018	2.14	2.15	2.16	2.15	5.8	5.8	5.8	5.8
2019	2.17	–	–	–	5.8	–	–	–
Social Security[3]								
2004	1.24	1.22	1.24	1.25	4.9	4.9	4.9	4.9
2005	1.26	1.26	1.28	1.29	4.9	4.9	4.9	4.9
2006	1.30	1.31	1.33	1.33	4.9	4.9	4.8	4.8
2007	1.34	1.34	1.35	1.38	4.8	4.8	4.9	4.8
2008	1.38	1.38	1.40	1.42	4.8	4.8	4.8	4.8

See footnotes at end of table.

Table 11. Private industry workers, by major industry group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Education and health services

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Social Security[3]								
2009	1.42	1.42	1.44	1.42	4.8	4.8	4.8	4.9
2010	1.43	1.42	1.43	1.43	4.8	4.8	4.8	4.8
2011	1.45	1.44	1.44	1.45	4.8	4.8	4.8	4.8
2012	1.46	1.46	1.46	1.46	4.7	4.7	4.7	4.8
2013	1.46	1.47	1.48	1.48	4.8	4.8	4.8	4.8
2014	1.49	1.50	1.50	1.53	4.7	4.7	4.7	4.7
2015	1.53	1.52	1.54	1.57	4.7	4.7	4.7	4.8
2016	1.59	1.58	1.58	1.62	4.8	4.6	4.8	4.6
2017	1.64	1.65	1.65	1.71	4.7	4.7	4.7	4.7
2018	1.71	1.72	1.73	1.72	4.6	4.7	4.6	4.7
2019	1.74	–	–	–	4.7	–	–	–
Medicare								
2004	.30	.30	.30	.31	1.2	1.2	1.2	1.2
2005	.31	.31	.31	.31	1.2	1.2	1.2	1.2
2006	.31	.32	.33	.32	1.2	1.2	1.2	1.2
2007	.33	.33	.33	.34	1.2	1.2	1.2	1.2
2008	.34	.34	.34	.34	1.2	1.2	1.2	1.2
2009	.35	.35	.35	.34	1.2	1.2	1.2	1.2
2010	.35	.35	.35	.35	1.2	1.2	1.2	1.2
2011	.35	.35	.35	.36	1.2	1.2	1.2	1.2
2012	.36	.36	.36	.36	1.2	1.2	1.2	1.2
2013	.36	.36	.36	.36	1.2	1.2	1.2	1.2
2014	.37	.37	.37	.38	1.2	1.2	1.2	1.2
2015	.38	.38	.38	.38	1.2	1.2	1.2	1.2
2016	.39	.39	.39	.40	1.2	1.2	1.2	1.2
2017	.40	.41	.41	.43	1.2	1.2	1.2	1.2
2018	.43	.43	.43	.43	1.2	1.2	1.2	1.2
2019	.43	–	–	–	1.2	–	–	–
Federal unemployment insurance								
2004	.03	.03	.03	.03	.1	.1	.1	.1
2005	.03	.03	.03	.03	.1	.1	.1	.1
2006	.03	.03	.03	.03	.1	.1	.1	.1
2007	.03	.03	.03	.03	.1	.1	.1	.1
2008	.03	.03	.03	.03	.1	.1	.1	.1
2009	.03	.03	.03	.03	.1	.1	.1	.1
2010	.03	.03	.03	.03	.1	.1	.1	.1
2011	.03	.03	.02	.02	.1	.1	.1	.1
2012	.03	.03	.03	.03	.1	.1	.1	.1
2013	.03	.03	.03	.03	.1	.1	.1	.1
2014	.03	.03	.03	.03	.1	.1	.1	.1
2015	.03	.03	.03	.03	.1	.1	.1	.1
2016	.03	.03	.03	.03	.1	.1	.1	.1
2017	.03	.02	.02	.02	.1	.1	.1	.1
2018	.03	.03	.03	.03	.1	.1	.1	.1
2019	.02	–	–	–	.1	–	–	–
State unemployment insurance								
2004	.12	.13	.13	.13	.5	.5	.5	.5
2005	.13	.14	.14	.14	.5	.5	.5	.5
2006	.14	.14	.14	.13	.5	.5	.5	.5
2007	.13	.13	.13	.13	.5	.5	.5	.5
2008	.13	.13	.13	.13	.4	.4	.4	.4
2009	.12	.13	.13	.13	.4	.4	.4	.4
2010	.13	.14	.15	.15	.4	.5	.5	.5
2011	.16	.16	.16	.17	.5	.5	.5	.5
2012	.17	.18	.18	.19	.6	.6	.6	.6
2013	.19	.19	.19	.19	.6	.6	.6	.6
2014	.19	.18	.18	.19	.6	.6	.6	.6
2015	.19	.19	.18	.18	.6	.6	.6	.6
2016	.18	.17	.17	.17	.5	.5	.5	.5
2017	.16	.15	.15	.16	.5	.4	.4	.4
2018	.15	.15	.15	.14	.4	.4	.4	.4
2019	.13	–	–	–	.4	–	–	–

See footnotes at end of table.

Table 11. Private industry workers, by major industry group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Education and health services

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Workers' compensation								
2004	0.34	0.34	0.34	0.35	1.3	1.4	1.4	1.4
2005	.35	.36	.37	.36	1.4	1.4	1.4	1.4
2006	.36	.37	.36	.38	1.3	1.4	1.3	1.4
2007	.37	.37	.37	.36	1.3	1.3	1.3	1.3
2008	.36	.37	.36	.34	1.3	1.3	1.2	1.2
2009	.35	.35	.34	.35	1.2	1.2	1.1	1.2
2010	.34	.34	.34	.34	1.2	1.2	1.1	1.1
2011	.34	.35	.35	.35	1.1	1.2	1.2	1.1
2012	.35	.35	.34	.34	1.1	1.1	1.1	1.1
2013	.34	.33	.33	.32	1.1	1.1	1.1	1.0
2014	.32	.32	.32	.32	1.0	1.0	1.0	1.0
2015	.32	.32	.32	.31	1.0	1.0	1.0	.9
2016	.31	.31	.31	.31	.9	.9	.9	.9
2017	.31	.31	.32	.30	.9	.9	.9	.8
2018	.30	.30	.30	.29	.8	.8	.8	.8
2019	.29	–	–	–	.8	–	–	–
Other benefits[4]								
2004	([5])	([5])	([5])	([5])	([6])	([6])	([6])	([6])
2005	([5])	([5])	([5])	([5])	([6])	([6])	([6])	([6])

[1] Prior to June 2008, paid personal leave was included in other leave. Other leave also included paid military, funeral, and jury leave.
[2] Includes premium pay (such as overtime, weekends, and holidays) for work in addition to the regular work schedule.
[3] Social Security refers to the Old-Age, Survivors, and Disability Insurance (OASDI) program.
[4] Includes severance pay and supplemental unemployment benefits. Publication of other benefits was discontinued beginning in June 2006.
[5] Cost per hour worked is $0.01 or less.
[6] Less than .05 percent.

Note: The sum of individual items may not equal totals due to rounding. Dashes indicate data are not available.

Table 11. Private industry workers, by major industry group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Leisure and hospitality

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Total compensation								
2004	$10.39	$10.50	$10.64	$10.57	100.0	100.0	100.0	100.0
2005	10.67	10.84	10.87	10.72	100.0	100.0	100.0	100.0
2006	10.69	10.86	10.96	11.17	100.0	100.0	100.0	100.0
2007	11.33	11.49	11.59	11.62	100.0	100.0	100.0	100.0
2008	11.60	11.82	11.81	11.86	100.0	100.0	100.0	100.0
2009	11.97	12.09	12.15	11.99	100.0	100.0	100.0	100.0
2010	11.98	12.11	12.14	12.15	100.0	100.0	100.0	100.0
2011	12.21	12.35	12.34	12.14	100.0	100.0	100.0	100.0
2012	12.13	12.20	12.32	12.33	100.0	100.0	100.0	100.0
2013	12.40	12.68	12.63	12.84	100.0	100.0	100.0	100.0
2014	12.88	13.16	13.12	13.19	100.0	100.0	100.0	100.0
2015	13.31	13.52	13.47	13.77	100.0	100.0	100.0	100.0
2016	13.99	14.32	13.95	13.73	100.0	100.0	100.0	100.0
2017	14.14	14.53	14.42	14.73	100.0	100.0	100.0	100.0
2018	14.94	14.77	15.14	15.40	100.0	100.0	100.0	100.0
2019	15.52	–	–	–	100.0	–	–	–
Wages and salaries								
2004	8.23	8.31	8.42	8.35	79.3	79.2	79.1	79.0
2005	8.43	8.55	8.58	8.46	79.0	78.9	78.9	79.0
2006	8.47	8.59	8.64	8.71	79.3	79.1	78.9	78.0
2007	8.88	8.98	9.08	9.12	78.3	78.1	78.4	78.4
2008	9.10	9.23	9.25	9.36	78.5	78.1	78.3	78.9
2009	9.44	9.53	9.59	9.49	78.8	78.8	79.0	79.2
2010	9.48	9.56	9.58	9.64	79.1	79.0	78.9	79.3
2011	9.66	9.74	9.75	9.65	79.1	78.9	79.0	79.5
2012	9.62	9.71	9.82	9.74	79.3	79.6	79.7	79.0
2013	9.79	10.00	9.97	10.08	79.0	78.9	78.9	78.5
2014	10.12	10.32	10.32	10.33	78.6	78.4	78.6	78.3
2015	10.41	10.56	10.53	10.72	78.2	78.1	78.2	77.9
2016	10.91	11.16	10.99	10.86	78.0	77.9	78.8	79.1
2017	11.16	11.44	11.39	11.56	78.9	78.7	78.9	78.5
2018	11.73	11.62	11.91	12.05	78.5	78.7	78.7	78.3
2019	12.19	–	–	–	78.5	–	–	–
Total benefits								
2004	2.16	2.18	2.22	2.22	20.7	20.8	20.9	21.0
2005	2.24	2.29	2.29	2.26	21.0	21.1	21.1	21.0
2006	2.21	2.28	2.32	2.46	20.7	20.9	21.1	22.0
2007	2.45	2.51	2.51	2.50	21.7	21.9	21.6	21.6
2008	2.50	2.59	2.56	2.50	21.5	21.9	21.7	21.1
2009	2.53	2.57	2.56	2.49	21.2	21.2	21.0	20.8
2010	2.50	2.55	2.56	2.51	20.9	21.0	21.1	20.7
2011	2.55	2.61	2.58	2.49	20.9	21.1	21.0	20.5
2012	2.51	2.49	2.50	2.59	20.7	20.4	20.3	21.0
2013	2.61	2.67	2.66	2.76	21.0	21.1	21.1	21.5
2014	2.76	2.84	2.80	2.86	21.4	21.6	21.4	21.7
2015	2.89	2.96	2.94	3.05	21.8	21.9	21.8	22.1
2016	3.09	3.16	2.96	2.87	22.0	22.1	21.2	20.9
2017	2.98	3.09	3.04	3.17	21.1	21.3	21.1	21.5
2018	3.21	3.15	3.22	3.35	21.5	21.3	21.3	21.7
2019	3.33	–	–	–	21.5	–	–	–
Paid leave								
2004	.32	.32	.35	.34	3.1	3.1	3.2	3.2
2005	.34	.35	.35	.34	3.2	3.2	3.2	3.2
2006	.34	.35	.36	.39	3.2	3.2	3.2	3.5
2007	.39	.40	.40	.40	3.5	3.5	3.5	3.4
2008	.39	.40	.40	.38	3.3	3.4	3.4	3.2
2009	.39	.40	.40	.38	3.2	3.3	3.3	3.1
2010	.37	.38	.38	.40	3.1	3.2	3.1	3.3
2011	.40	.41	.41	.39	3.3	3.3	3.3	3.2
2012	.38	.37	.36	.39	3.2	3.0	3.0	3.1
2013	.39	.40	.40	.43	3.2	3.2	3.2	3.4
2014	.43	.46	.44	.41	3.4	3.5	3.4	3.1
2015	.42	.43	.42	.43	3.1	3.2	3.1	3.1
2016	.44	.47	.41	.38	3.1	3.3	2.9	2.8

See footnotes at end of table.

Table 11. Private industry workers, by major industry group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Leisure and hospitality

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Paid leave								
2017	0.41	0.44	0.43	0.44	2.9	3.0	3.0	3.0
2018	.45	.42	.45	.50	3.0	2.8	3.0	3.3
2019	.50	–	–	–	3.2	–	–	–
Vacation								
2004	.17	.17	.19	.19	1.7	1.7	1.8	1.8
2005	.18	.19	.19	.18	1.7	1.7	1.8	1.7
2006	.20	.20	.20	.22	1.8	1.8	1.9	2.0
2007	.23	.23	.23	.23	2.0	2.0	2.0	2.0
2008	.22	.22	.22	.21	1.9	1.9	1.9	1.8
2009	.22	.23	.22	.21	1.8	1.9	1.8	1.8
2010	.21	.21	.22	.22	1.8	1.8	1.8	1.8
2011	.22	.23	.23	.21	1.8	1.9	1.8	1.7
2012	.21	.20	.20	.21	1.7	1.7	1.6	1.7
2013	.22	.22	.22	.24	1.7	1.8	1.8	1.9
2014	.24	.25	.24	.22	1.9	1.9	1.9	1.7
2015	.23	.24	.23	.23	1.8	1.8	1.7	1.7
2016	.23	.25	.21	.20	1.6	1.8	1.5	1.4
2017	.22	.23	.23	.25	1.5	1.6	1.6	1.7
2018	.24	.23	.24	.28	1.6	1.5	1.6	1.8
2019	.27	–	–	–	1.7	–	–	–
Holiday								
2004	.10	.10	.10	.10	1.0	.9	.9	.9
2005	.10	.10	.10	.10	.9	.9	.9	.9
2006	.10	.10	.10	.11	.9	.9	.9	1.0
2007	.11	.12	.12	.12	1.0	1.0	1.0	1.0
2008	.12	.12	.12	.12	1.0	1.0	1.0	1.0
2009	.12	.12	.12	.12	1.0	1.0	1.0	1.0
2010	.11	.12	.11	.12	.9	1.0	.9	1.0
2011	.12	.13	.13	.12	1.0	1.0	1.1	1.0
2012	.12	.12	.11	.12	1.0	1.0	.9	.9
2013	.12	.12	.12	.13	1.0	1.0	.9	1.0
2014	.13	.14	.13	.12	1.0	1.0	1.0	.9
2015	.12	.12	.12	.12	.9	.9	.9	.9
2016	.12	.13	.11	.11	.9	.9	.8	.8
2017	.12	.12	.11	.11	.8	.8	.8	.8
2018	.11	.11	.11	.12	.8	.7	.7	.8
2019	.13	–	–	–	.8	–	–	–
Sick								
2004	.04	.04	.04	.04	.4	.4	.4	.4
2005	.04	.04	.04	.04	.4	.4	.4	.4
2006	.04	.04	.04	.04	.4	.4	.4	.4
2007	.04	.04	.04	.04	.3	.4	.3	.3
2008	.04	.04	.04	.04	.3	.3	.3	.3
2009	.04	.04	.04	.03	.3	.3	.3	.3
2010	.03	.03	.03	.04	.3	.3	.3	.3
2011	.04	.04	.04	.04	.3	.3	.3	.3
2012	.03	.03	.03	.04	.3	.3	.3	.3
2013	.04	.04	.04	.05	.3	.3	.3	.4
2014	.05	.05	.05	.05	.4	.4	.4	.4
2015	.05	.05	.05	.05	.3	.4	.4	.4
2016	.05	.06	.05	.05	.4	.4	.4	.3
2017	.05	.06	.06	.06	.4	.4	.4	.4
2018	.06	.06	.06	.08	.4	.4	.4	.5
2019	.08	–	–	–	.5	–	–	–
Personal[1]								
2004	([2])	([2])	.02	.02	([3])	([3])	.2	.2
2005	.02	.02	.02	.02	.2	.2	.2	.1
2006	.02	([2])	.02	([2])	.1	([3])	.2	([3])
2007	([2])	.02	.02	([2])	([3])	.1	.1	([3])
2008	([2])	([2])	.02	.02	([3])	([3])	.1	.1
2009	.02	.02	.02	([2])	.1	.1	.1	([3])
2010	.02	.02	.02	.02	.2	.2	.2	.1
2011	([2])	.02	.02	.02	([3])	.1	.1	.1

See footnotes at end of table.

Table 11. Private industry workers, by major industry group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Leisure and hospitality

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Personal[1]								
2012	0.02	0.02	0.02	0.02	0.1	0.1	0.1	0.1
2013	.02	.02	.02	.02	.1	.1	.2	.2
2014	.02	.02	.02	.02	.2	.2	.2	.2
2015	.02	.02	.02	.02	.2	.2	.2	.2
2016	.03	.03	.03	.03	.2	.2	.2	.2
2017	.03	.03	.03	.02	.2	.2	.2	.2
2018	.03	.02	.03	.03	.2	.2	.2	.2
2019	.03	–	–	–	.2	–	–	–
Supplemental pay								
2004	.13	.13	.13	.13	1.2	1.2	1.2	1.2
2005	.13	.13	.14	.14	1.2	1.2	1.3	1.3
2006	.13	.14	.14	.13	1.2	1.3	1.3	1.2
2007	.13	.13	.13	.13	1.2	1.2	1.1	1.1
2008	.13	.14	.13	.14	1.1	1.2	1.1	1.2
2009	.14	.14	.14	.12	1.1	1.2	1.1	1.0
2010	.12	.12	.12	.12	1.0	1.0	1.0	1.0
2011	.12	.13	.13	.12	1.0	1.0	1.0	1.0
2012	.13	.13	.12	.15	1.0	1.0	1.0	1.2
2013	.14	.15	.15	.15	1.2	1.2	1.2	1.2
2014	.15	.16	.15	.15	1.1	1.2	1.1	1.1
2015	.14	.14	.14	.15	1.1	1.1	1.0	1.1
2016	.15	.14	.13	.13	1.1	1.0	.9	.9
2017	.14	.14	.14	.16	1.0	.9	.9	1.1
2018	.16	.16	.17	.22	1.1	1.1	1.1	1.5
2019	.22	–	–	–	1.4	–	–	–
Overtime and premium[4]								
2004	.08	.08	.08	.08	.8	.7	.7	.7
2005	.08	.08	.08	.07	.7	.7	.7	.7
2006	.08	.08	.08	.08	.7	.7	.7	.7
2007	.08	.08	.08	.08	.7	.7	.7	.7
2008	.08	.08	.08	.07	.7	.7	.7	.6
2009	.07	.07	.07	.06	.6	.6	.6	.5
2010	.06	.07	.07	.07	.5	.5	.5	.6
2011	.07	.07	.07	.07	.6	.6	.6	.6
2012	.07	.07	.07	.07	.6	.6	.5	.6
2013	.07	.07	.07	.07	.6	.6	.6	.6
2014	.07	.07	.07	.07	.6	.5	.6	.5
2015	.07	.07	.07	.07	.5	.5	.5	.5
2016	.07	.07	.07	.07	.5	.5	.5	.5
2017	.07	.07	.07	.08	.5	.5	.5	.5
2018	.08	.08	.08	.10	.5	.5	.5	.7
2019	.10	–	–	–	.7	–	–	–
Shift differentials								
2004	([2])	([2])	([2])	([2])	([3])	([3])	([3])	([3])
2005	([2])	([2])	([2])	([2])	([3])	([3])	([3])	([3])
2006	([2])	([2])	([2])	([2])	([3])	([3])	([3])	([3])
2007	([2])	([2])	([2])	([2])	([3])	([3])	([3])	([3])
2008	([2])	([2])	([2])	([2])	([3])	([3])	([3])	([3])
2009	([2])	([2])	([2])	([2])	([3])	([3])	([3])	([3])
2010	([2])	([2])	([2])	([2])	([3])	([3])	([3])	([3])
2011	([2])	([2])	([2])	([2])	([3])	([3])	([3])	([3])
2012	([2])	([2])	([2])	([2])	([3])	([3])	([3])	([3])
2013	([2])	([2])	([2])	([2])	([3])	([3])	([3])	([3])
2014	([2])	([2])	([2])	([2])	([3])	([3])	([3])	([3])
2015	([2])	([2])	([2])	([2])	([3])	([3])	([3])	([3])
2016	([2])	([2])	([2])	([2])	([3])	([3])	([3])	([3])
2017	([2])	([2])	([2])	([2])	([3])	([3])	([3])	([3])
2018	([2])	([2])	([2])	([2])	([3])	([3])	([3])	([3])
2019	([2])	–	–	–	([3])	–	–	–
Nonproduction bonuses								
2004	.04	.04	.05	.05	.4	.4	.4	.5
2005	.05	.05	.05	.06	.5	.5	.5	.5
2006	.05	.05	.05	.05	.4	.5	.5	.5

See footnotes at end of table.

Table 11. Private industry workers, by major industry group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Leisure and hospitality

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Nonproduction bonuses								
2007	0.05	0.05	0.05	0.05	0.4	0.4	0.4	0.4
2008	.04	.05	.05	.06	.4	.4	.4	.5
2009	.06	.06	.06	.05	.5	.5	.5	.5
2010	.05	.05	.05	.04	.4	.4	.4	.4
2011	.05	.05	.05	.05	.4	.4	.4	.4
2012	.06	.06	.05	.07	.5	.5	.4	.6
2013	.07	.07	.07	.07	.5	.6	.6	.6
2014	.07	.08	.07	.07	.6	.6	.5	.5
2015	.07	.07	.07	.08	.5	.5	.5	.6
2016	.07	.06	.05	.05	.5	.4	.4	.4
2017	.06	.06	.06	.08	.4	.4	.4	.5
2018	.08	.07	.08	.11	.5	.5	.5	.7
2019	.10	–	–	–	.7	–	–	–
Insurance								
2004	.42	.43	.44	.44	4.0	4.1	4.1	4.2
2005	.44	.46	.44	.44	4.2	4.2	4.1	4.1
2006	.45	.49	.51	.60	4.2	4.5	4.6	5.3
2007	.61	.61	.62	.61	5.3	5.3	5.3	5.3
2008	.63	.66	.65	.62	5.5	5.6	5.5	5.2
2009	.64	.65	.65	.63	5.3	5.3	5.4	5.2
2010	.64	.66	.67	.60	5.4	5.4	5.5	4.9
2011	.61	.62	.61	.56	5.0	5.0	5.0	4.6
2012	.56	.55	.55	.58	4.6	4.5	4.5	4.7
2013	.59	.61	.60	.63	4.7	4.8	4.8	4.9
2014	.64	.66	.65	.71	4.9	5.0	4.9	5.4
2015	.73	.75	.76	.76	5.5	5.6	5.7	5.6
2016	.78	.80	.73	.72	5.6	5.6	5.2	5.3
2017	.74	.78	.77	.85	5.2	5.3	5.3	5.8
2018	.85	.84	.85	.85	5.7	5.7	5.6	5.5
2019	.84	–	–	–	5.4	–	–	–
Life								
2004	([2])	([2])	([2])	([2])	([3])	([3])	([3])	([3])
2005	([2])	([2])	([2])	([2])	([3])	([3])	([3])	([3])
2006	([2])	([2])	([2])	([2])	([3])	([3])	([3])	([3])
2007	([2])	([2])	([2])	([2])	([3])	([3])	([3])	([3])
2008	([2])	([2])	([2])	([2])	([3])	([3])	([3])	([3])
2009	([2])	([2])	([2])	([2])	([3])	([3])	([3])	([3])
2010	([2])	([2])	([2])	([2])	([3])	([3])	([3])	([3])
2011	([2])	([2])	([2])	([2])	([3])	([3])	([3])	([3])
2012	([2])	([2])	([2])	([2])	([3])	([3])	([3])	([3])
2013	([2])	([2])	([2])	([2])	([3])	([3])	([3])	([3])
2014	([2])	([2])	([2])	([2])	([3])	([3])	([3])	([3])
2015	([2])	([2])	([2])	([2])	([3])	([3])	([3])	([3])
2016	([2])	([2])	([2])	([2])	([3])	([3])	([3])	([3])
2017	([2])	([2])	([2])	([2])	([3])	([3])	([3])	([3])
2018	([2])	([2])	([2])	([2])	([3])	([3])	([3])	([3])
2019	([2])	–	–	–	([3])	–	–	–
Health								
2004	.40	.41	.42	.42	3.8	3.9	3.9	4.0
2005	.42	.44	.42	.42	4.0	4.0	3.9	3.9
2006	.43	.47	.49	.57	4.0	4.3	4.4	5.1
2007	.58	.59	.59	.59	5.1	5.1	5.1	5.0
2008	.61	.63	.63	.59	5.2	5.3	5.3	5.0
2009	.61	.62	.62	.60	5.1	5.1	5.1	5.0
2010	.61	.63	.64	.57	5.1	5.2	5.3	4.7
2011	.58	.60	.59	.54	4.8	4.8	4.8	4.4
2012	.53	.53	.53	.56	4.4	4.4	4.3	4.5
2013	.56	.59	.58	.61	4.5	4.6	4.6	4.7
2014	.61	.64	.63	.68	4.7	4.8	4.8	5.2
2015	.70	.73	.74	.74	5.3	5.4	5.5	5.4
2016	.75	.77	.71	.70	5.4	5.4	5.1	5.1
2017	.71	.75	.74	.82	5.0	5.2	5.2	5.6
2018	.82	.82	.83	.82	5.5	5.5	5.5	5.3

See footnotes at end of table.

Table 11. Private industry workers, by major industry group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Leisure and hospitality

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Health								
2019	0.81	–	–	–	5.3	–	–	–
Short-term disability								
2004	(2)	(2)	(2)	(2)	(3)	(3)	(3)	(3)
2005	(2)	(2)	(2)	(2)	(3)	(3)	(3)	(3)
2006	(2)	(2)	(2)	(2)	(3)	(3)	(3)	(3)
2007	(2)	(2)	(2)	(2)	(3)	(3)	(3)	(3)
2008	(2)	(2)	(2)	(2)	(3)	(3)	(3)	(3)
2009	(2)	(2)	(2)	(2)	(3)	(3)	(3)	(3)
2010	(2)	(2)	(2)	(2)	(3)	(3)	(3)	(3)
2011	(2)	(2)	(2)	(2)	(3)	(3)	(3)	(3)
2012	(2)	(2)	(2)	(2)	(3)	(3)	(3)	(3)
2013	(2)	(2)	(2)	(2)	(3)	(3)	(3)	(3)
2014	(2)	(2)	(2)	(2)	(3)	(3)	(3)	(3)
2015	(2)	(2)	(2)	(2)	(3)	(3)	(3)	(3)
2016	(2)	(2)	(2)	(2)	(3)	(3)	(3)	(3)
2017	(2)	(2)	(2)	(2)	(3)	(3)	(3)	(3)
2018	(2)	(2)	(2)	(2)	(3)	(3)	(3)	(3)
2019	(2)	–	–	–	(3)	–	–	–
Long-term disability								
2004	(2)	(2)	(2)	(2)	(3)	(3)	(3)	(3)
2005	(2)	(2)	(2)	(2)	(3)	(3)	(3)	(3)
2006	(2)	(2)	(2)	(2)	(3)	(3)	(3)	(3)
2007	(2)	(2)	(2)	(2)	(3)	(3)	(3)	(3)
2008	(2)	(2)	(2)	(2)	(3)	(3)	(3)	(3)
2009	(2)	(2)	(2)	(2)	(3)	(3)	(3)	(3)
2010	(2)	(2)	(2)	(2)	(3)	(3)	(3)	(3)
2011	(2)	(2)	(2)	(2)	(3)	(3)	(3)	(3)
2012	(2)	(2)	(2)	(2)	(3)	(3)	(3)	(3)
2013	(2)	(2)	(2)	(2)	(3)	(3)	(3)	(3)
2014	(2)	(2)	(2)	(2)	(3)	(3)	(3)	(3)
2015	(2)	(2)	(2)	(2)	(3)	(3)	(3)	(3)
2016	(2)	(2)	(2)	(2)	(3)	(3)	(3)	(3)
2017	(2)	(2)	(2)	(2)	(3)	(3)	(3)	(3)
2018	(2)	(2)	(2)	(2)	(3)	(3)	(3)	(3)
2019	(2)	–	–	–	(3)	–	–	–
Retirement and savings								
2004	.10	.10	.10	.10	1.0	1.0	1.0	1.0
2005	.10	.10	.11	.10	.9	1.0	1.0	1.0
2006	.10	.10	.10	.10	.9	.9	.9	.9
2007	.11	.11	.11	.11	.9	1.0	1.0	1.0
2008	.11	.13	.11	.11	.9	1.1	1.0	.9
2009	.11	.11	.10	.10	.9	.9	.8	.9
2010	.10	.11	.11	.11	.9	.9	.9	.9
2011	.11	.12	.12	.14	.9	1.0	.9	1.1
2012	.14	.12	.12	.13	1.2	1.0	1.0	1.1
2013	.14	.14	.14	.17	1.1	1.1	1.1	1.3
2014	.16	.18	.18	.19	1.3	1.4	1.3	1.5
2015	.20	.21	.21	.23	1.5	1.5	1.6	1.7
2016	.23	.24	.20	.18	1.7	1.7	1.4	1.3
2017	.19	.21	.20	.21	1.4	1.4	1.4	1.4
2018	.21	.21	.24	.24	1.4	1.5	1.6	1.5
2019	.24	–	–	–	1.5	–	–	–
Defined benefit								
2004	.03	.03	.03	.03	.3	.3	.2	.3
2005	.03	.03	.03	.02	.3	.3	.3	.2
2006	.02	.02	.02	(2)	.2	.2	.2	(3)
2007	.02	.02	.02	.02	.1	.2	.2	.2
2008	.02	.02	.02	.02	.2	.2	.2	.2
2009	.02	.02	.02	.02	.2	.2	.2	.2
2010	.02	.02	.03	.04	.2	.2	.2	.3
2011	.04	.04	.04	.04	.3	.3	.3	.3
2012	.04	.04	.04	.05	.4	.3	.3	.4
2013	.05	.05	.05	.07	.4	.4	.4	.6

See footnotes at end of table.

Table 11. Private industry workers, by major industry group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Leisure and hospitality

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Defined benefit								
2014	0.07	0.08	0.08	0.08	0.6	0.6	0.6	0.6
2015	.08	.09	.09	.11	.6	.7	.7	.8
2016	.11	.12	.09	.08	.8	.8	.7	.6
2017	.09	.10	.09	.07	.7	.7	.6	.5
2018	.07	.07	.07	.07	.5	.5	.5	.5
2019	.07	–	–	–	.5	–	–	–
Defined contribution								
2004	.08	.07	.08	.07	.7	.7	.7	.7
2005	.07	.08	.08	.09	.7	.7	.7	.8
2006	.08	.08	.08	.09	.8	.7	.7	.8
2007	.09	.09	.09	.09	.8	.8	.8	.8
2008	.09	.10	.09	.09	.8	.9	.8	.8
2009	.09	.09	.08	.08	.7	.7	.6	.7
2010	.08	.08	.08	.07	.7	.7	.7	.6
2011	.08	.08	.08	.09	.6	.6	.6	.8
2012	.10	.09	.08	.09	.8	.7	.7	.7
2013	.09	.09	.09	.09	.7	.7	.7	.7
2014	.09	.10	.09	.11	.7	.7	.7	.8
2015	.11	.12	.12	.12	.9	.9	.9	.9
2016	.12	.12	.11	.10	.9	.9	.8	.7
2017	.10	.11	.11	.14	.7	.8	.7	.9
2018	.14	.14	.16	.17	.9	1.0	1.1	1.1
2019	.16	–	–	–	1.0	–	–	–
Legally required benefits								
2004	1.18	1.20	1.20	1.20	11.4	11.4	11.3	11.4
2005	1.22	1.25	1.25	1.24	11.5	11.5	11.5	11.5
2006	1.19	1.20	1.22	1.23	11.1	11.1	11.1	11.1
2007	1.21	1.25	1.25	1.25	10.7	10.9	10.8	10.8
2008	1.24	1.27	1.27	1.26	10.7	10.8	10.7	10.6
2009	1.26	1.27	1.27	1.26	10.6	10.5	10.5	10.5
2010	1.26	1.28	1.29	1.29	10.5	10.6	10.6	10.6
2011	1.31	1.33	1.32	1.28	10.7	10.7	10.7	10.6
2012	1.31	1.32	1.34	1.34	10.8	10.8	10.8	10.8
2013	1.35	1.37	1.37	1.38	10.9	10.8	10.8	10.8
2014	1.38	1.38	1.38	1.40	10.7	10.5	10.5	10.6
2015	1.41	1.42	1.41	1.47	10.6	10.5	10.4	10.7
2016	1.49	1.51	1.49	1.46	10.6	10.5	10.7	10.6
2017	1.50	1.53	1.50	1.51	10.6	10.6	10.4	10.2
2018	1.54	1.51	1.52	1.53	10.3	10.2	10.0	9.9
2019	1.53	–	–	–	9.9	–	–	–
Social Security and Medicare								
2004	.78	.79	.79	.79	7.5	7.5	7.5	7.5
2005	.80	.82	.82	.81	7.5	7.5	7.6	7.6
2006	.76	.77	.78	.79	7.1	7.1	7.2	7.1
2007	.78	.82	.82	.82	6.9	7.1	7.1	7.1
2008	.81	.85	.84	.84	7.0	7.1	7.1	7.1
2009	.86	.86	.86	.85	7.2	7.1	7.1	7.1
2010	.84	.85	.86	.85	7.0	7.1	7.1	7.0
2011	.86	.87	.87	.84	7.0	7.0	7.0	7.0
2012	.85	.85	.86	.84	7.0	7.0	7.0	6.8
2013	.85	.87	.87	.88	6.9	6.8	6.9	6.8
2014	.87	.88	.89	.90	6.8	6.7	6.8	6.8
2015	.90	.91	.90	.95	6.8	6.7	6.7	6.9
2016	.96	.98	.97	.96	6.9	6.9	7.0	7.0
2017	.99	1.02	1.01	1.01	7.0	7.0	7.0	6.8
2018	1.02	1.01	1.02	1.04	6.9	6.8	6.8	6.7
2019	1.05	–	–	–	6.8	–	–	–
Social Security[5]								
2004	.63	.64	.64	.64	6.1	6.1	6.0	6.1
2005	.65	.66	.67	.66	6.1	6.1	6.1	6.1
2006	.62	.63	.63	.64	5.8	5.8	5.8	5.8
2007	.63	.66	.66	.67	5.6	5.8	5.7	5.7
2008	.66	.68	.68	.68	5.7	5.8	5.8	5.8

See footnotes at end of table.

Table 11. Private industry workers, by major industry group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Leisure and hospitality

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Social Security[5]								
2009	0.69	0.70	0.70	0.69	5.8	5.8	5.8	5.8
2010	.68	.69	.69	.69	5.7	5.7	5.7	5.7
2011	.70	.70	.70	.68	5.7	5.7	5.7	5.6
2012	.69	.69	.69	.68	5.7	5.6	5.6	5.5
2013	.69	.70	.70	.71	5.6	5.5	5.6	5.5
2014	.71	.71	.72	.73	5.5	5.4	5.5	5.5
2015	.73	.74	.73	.77	5.5	5.5	5.4	5.6
2016	.78	.80	.79	.78	5.6	5.6	5.7	5.7
2017	.80	.82	.82	.81	5.7	5.7	5.7	5.5
2018	.83	.81	.83	.84	5.6	5.5	5.5	5.5
2019	.85	–	–	–	5.5	–	–	–
Medicare								
2004	.15	.15	.15	.15	1.4	1.4	1.4	1.4
2005	.15	.16	.16	.15	1.4	1.4	1.4	1.4
2006	.15	.15	.15	.15	1.4	1.4	1.4	1.4
2007	.15	.16	.16	.16	1.3	1.4	1.3	1.3
2008	.15	.16	.16	.16	1.3	1.4	1.4	1.4
2009	.16	.17	.16	.16	1.4	1.4	1.4	1.4
2010	.16	.16	.16	.16	1.3	1.3	1.3	1.3
2011	.16	.16	.17	.16	1.3	1.3	1.3	1.3
2012	.16	.16	.16	.16	1.3	1.3	1.3	1.3
2013	.16	.17	.16	.17	1.3	1.3	1.3	1.3
2014	.17	.17	.17	.17	1.3	1.3	1.3	1.3
2015	.17	.17	.17	.18	1.3	1.3	1.3	1.3
2016	.18	.19	.19	.18	1.3	1.3	1.3	1.3
2017	.19	.19	.19	.19	1.3	1.3	1.3	1.3
2018	.19	.19	.19	.20	1.3	1.3	1.3	1.3
2019	.20	–	–	–	1.3	–	–	–
Federal unemployment insurance								
2004	.04	.04	.04	.04	.4	.4	.4	.4
2005	.04	.04	.04	.04	.4	.4	.4	.4
2006	.04	.04	.04	.04	.4	.4	.4	.4
2007	.04	.04	.04	.04	.4	.4	.4	.4
2008	.04	.04	.04	.04	.4	.3	.3	.3
2009	.04	.04	.04	.04	.3	.3	.3	.3
2010	.04	.04	.04	.04	.3	.3	.3	.3
2011	.04	.04	.03	.03	.3	.3	.3	.3
2012	.04	.04	.04	.04	.3	.3	.3	.3
2013	.04	.04	.04	.05	.4	.4	.4	.4
2014	.05	.05	.05	.05	.4	.4	.4	.4
2015	.05	.05	.05	.06	.4	.4	.4	.4
2016	.05	.05	.05	.05	.4	.4	.4	.4
2017	.05	.05	.05	.05	.4	.4	.4	.3
2018	.05	.05	.05	.05	.3	.4	.3	.3
2019	.03	–	–	–	.2	–	–	–
State unemployment insurance								
2004	.10	.11	.11	.11	1.0	1.0	1.0	1.0
2005	.12	.13	.13	.13	1.1	1.2	1.2	1.2
2006	.12	.12	.12	.12	1.1	1.1	1.1	1.1
2007	.12	.12	.12	.12	1.1	1.1	1.1	1.0
2008	.12	.12	.12	.12	1.0	1.0	1.0	1.0
2009	.12	.12	.12	.12	1.0	1.0	1.0	1.0
2010	.13	.14	.14	.14	1.1	1.2	1.2	1.2
2011	.16	.17	.17	.17	1.3	1.4	1.4	1.4
2012	.18	.18	.19	.20	1.5	1.5	1.5	1.7
2013	.20	.20	.20	.20	1.6	1.6	1.6	1.5
2014	.19	.19	.18	.18	1.5	1.4	1.4	1.4
2015	.18	.17	.17	.17	1.3	1.3	1.3	1.2
2016	.16	.16	.16	.15	1.2	1.1	1.1	1.1
2017	.15	.16	.15	.14	1.1	1.1	1.0	.9
2018	.14	.13	.13	.12	.9	.9	.8	.8
2019	.12	–	–	–	.8	–	–	–

See footnotes at end of table.

Table 11. Private industry workers, by major industry group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Leisure and hospitality

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Workers' compensation								
2004	0.26	0.26	0.26	0.26	2.5	2.5	2.4	2.5
2005	.26	.26	.26	.26	2.4	2.4	2.4	2.4
2006	.27	.27	.27	.28	2.5	2.5	2.5	2.5
2007	.27	.27	.27	.27	2.4	2.3	2.3	2.3
2008	.27	.27	.26	.25	2.3	2.3	2.2	2.1
2009	.25	.25	.25	.25	2.1	2.1	2.1	2.1
2010	.24	.25	.24	.24	2.0	2.0	2.0	2.0
2011	.25	.25	.25	.24	2.0	2.0	2.0	2.0
2012	.24	.24	.25	.25	2.0	2.0	2.0	2.0
2013	.25	.25	.26	.26	2.0	2.0	2.0	2.0
2014	.26	.27	.27	.27	2.0	2.0	2.0	2.1
2015	.28	.28	.28	.30	2.1	2.1	2.1	2.2
2016	.31	.31	.31	.30	2.2	2.2	2.2	2.2
2017	.31	.31	.30	.31	2.2	2.1	2.1	2.1
2018	.32	.32	.31	.32	2.2	2.2	2.1	2.1
2019	.33	–	–	–	2.1	–	–	–
Other benefits[6]								
2004	([2])	([2])	([2])	([2])	([3])	([3])	([3])	([3])
2005	([2])	([2])	([2])	([2])	([3])	([3])	([3])	([3])

[1] Prior to June 2008, paid personal leave was included in other leave. Other leave also included paid military, funeral, and jury leave.
[2] Cost per hour worked is $0.01 or less.
[3] Less than .05 percent.
[4] Includes premium pay (such as overtime, weekends, and holidays) for work in addition to the regular work schedule.
[5] Social Security refers to the Old-Age, Survivors, and Disability Insurance (OASDI) program.
[6] Includes severance pay and supplemental unemployment benefits. Publication of other benefits was discontinued beginning in June 2006.

Note: The sum of individual items may not equal totals due to rounding. Dashes indicate data are not available.

Table 11. Private industry workers, by major industry group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Other services

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Total compensation								
2004	$20.27	$20.21	$20.48	$20.62	100.0	100.0	100.0	100.0
2005	20.85	20.21	19.87	21.27	100.0	100.0	100.0	100.0
2006	21.59	22.02	22.07	21.45	100.0	100.0	100.0	100.0
2007	21.31	21.58	21.87	22.04	100.0	100.0	100.0	100.0
2008	22.31	22.53	22.65	24.38	100.0	100.0	100.0	100.0
2009	24.33	24.55	24.77	24.35	100.0	100.0	100.0	100.0
2010	24.53	24.63	24.76	24.28	100.0	100.0	100.0	100.0
2011	24.58	24.75	24.89	24.83	100.0	100.0	100.0	100.0
2012	25.14	25.42	25.76	24.72	100.0	100.0	100.0	100.0
2013	24.88	25.19	25.27	25.56	100.0	100.0	100.0	100.0
2014	25.53	25.60	25.84	25.59	100.0	100.0	100.0	100.0
2015	25.74	25.99	26.34	26.04	100.0	100.0	100.0	100.0
2016	26.12	26.54	26.37	26.51	100.0	100.0	100.0	100.0
2017	26.71	26.84	27.02	26.45	100.0	100.0	100.0	100.0
2018	26.72	26.84	26.75	28.93	100.0	100.0	100.0	100.0
2019	29.17	–	–	–	100.0	–	–	–
Wages and salaries								
2004	14.90	14.86	15.09	15.15	73.5	73.5	73.7	73.4
2005	15.30	14.88	14.60	15.58	73.4	73.6	73.5	73.3
2006	15.79	16.03	16.09	15.92	73.1	72.8	72.9	74.2
2007	15.90	16.01	16.22	16.34	74.6	74.2	74.2	74.1
2008	16.56	16.72	16.82	18.05	74.2	74.2	74.3	74.0
2009	18.02	18.21	18.37	18.06	74.0	74.2	74.2	74.2
2010	18.10	18.15	18.26	18.06	73.8	73.7	73.7	74.4
2011	18.26	18.27	18.36	18.30	74.3	73.8	73.8	73.7
2012	18.52	18.70	18.78	17.90	73.7	73.5	72.9	72.4
2013	18.10	18.33	18.38	18.45	72.7	72.8	72.7	72.2
2014	18.44	18.52	18.68	18.55	72.2	72.3	72.3	72.5
2015	18.64	18.82	19.07	18.77	72.4	72.4	72.4	72.1
2016	18.87	19.21	19.18	19.20	72.2	72.4	72.7	72.4
2017	19.36	19.44	19.63	19.56	72.5	72.4	72.6	74.0
2018	19.72	19.85	19.73	21.11	73.8	74.0	73.7	73.0
2019	21.30	–	–	–	73.0	–	–	–
Total benefits								
2004	5.37	5.35	5.39	5.48	26.5	26.5	26.3	26.6
2005	5.55	5.33	5.27	5.69	26.6	26.4	26.5	26.7
2006	5.81	5.99	5.98	5.53	26.9	27.2	27.1	25.8
2007	5.41	5.57	5.65	5.70	25.4	25.8	25.8	25.9
2008	5.75	5.81	5.82	6.33	25.8	25.8	25.7	26.0
2009	6.32	6.33	6.40	6.29	26.0	25.8	25.8	25.8
2010	6.43	6.48	6.50	6.22	26.2	26.3	26.3	25.6
2011	6.32	6.48	6.52	6.53	25.7	26.2	26.2	26.3
2012	6.62	6.73	6.98	6.81	26.3	26.5	27.1	27.6
2013	6.78	6.86	6.89	7.11	27.3	27.2	27.3	27.8
2014	7.09	7.08	7.16	7.04	27.8	27.7	27.7	27.5
2015	7.10	7.17	7.27	7.27	27.6	27.6	27.6	27.9
2016	7.25	7.32	7.19	7.30	27.8	27.6	27.3	27.6
2017	7.34	7.40	7.40	6.88	27.5	27.6	27.4	26.0
2018	7.00	6.99	7.02	7.82	26.2	26.0	26.3	27.0
2019	7.87	–	–	–	27.0	–	–	–
Paid leave								
2004	1.28	1.31	1.33	1.34	6.3	6.5	6.5	6.5
2005	1.36	1.30	1.29	1.45	6.5	6.4	6.5	6.8
2006	1.49	1.54	1.54	1.38	6.9	7.0	7.0	6.5
2007	1.34	1.36	1.36	1.37	6.3	6.3	6.2	6.2
2008	1.39	1.41	1.42	1.53	6.2	6.3	6.3	6.3
2009	1.51	1.54	1.56	1.53	6.2	6.3	6.3	6.3
2010	1.54	1.55	1.56	1.48	6.3	6.3	6.3	6.1
2011	1.49	1.49	1.49	1.53	6.1	6.0	6.0	6.2
2012	1.55	1.56	1.57	1.47	6.2	6.1	6.1	6.0
2013	1.49	1.50	1.50	1.53	6.0	6.0	5.9	6.0
2014	1.53	1.53	1.54	1.53	6.0	6.0	6.0	6.0
2015	1.54	1.54	1.57	1.58	6.0	5.9	5.9	6.1
2016	1.58	1.62	1.60	1.62	6.1	6.1	6.1	6.1

See footnotes at end of table.

Table 11. Private industry workers, by major industry group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Other services

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Paid leave								
2017	1.62	1.63	1.63	1.60	6.1	6.1	6.0	6.1
2018	1.61	1.62	1.59	1.72	6.0	6.0	5.9	5.9
2019	1.74	–	–	–	6.0	–	–	–
Vacation								
2004	.60	.62	.62	.63	3.0	3.1	3.0	3.0
2005	.64	.62	.62	.68	3.1	3.1	3.1	3.2
2006	.70	.73	.73	.64	3.2	3.3	3.3	3.0
2007	.62	.62	.63	.64	2.9	2.9	2.9	2.9
2008	.65	.65	.66	.72	2.9	2.9	2.9	3.0
2009	.72	.74	.74	.71	3.0	3.0	3.0	2.9
2010	.71	.72	.73	.68	2.9	2.9	2.9	2.8
2011	.69	.68	.68	.73	2.8	2.7	2.7	2.9
2012	.73	.74	.75	.71	2.9	2.9	2.9	2.9
2013	.71	.72	.72	.72	2.9	2.8	2.8	2.8
2014	.74	.73	.74	.73	2.9	2.9	2.8	2.9
2015	.74	.73	.74	.75	2.9	2.8	2.8	2.9
2016	.76	.78	.76	.77	2.9	2.9	2.9	2.9
2017	.75	.76	.76	.79	2.8	2.8	2.8	3.0
2018	.80	.80	.77	.84	3.0	3.0	2.9	2.9
2019	.86	–	–	–	3.0	–	–	–
Holiday								
2004	.45	.46	.48	.48	2.2	2.3	2.3	2.3
2005	.49	.46	.45	.53	2.3	2.3	2.3	2.5
2006	.53	.55	.55	.52	2.5	2.5	2.5	2.4
2007	.51	.52	.53	.53	2.4	2.4	2.4	2.4
2008	.54	.55	.55	.56	2.4	2.4	2.4	2.3
2009	.56	.57	.57	.57	2.3	2.3	2.3	2.3
2010	.58	.58	.58	.54	2.4	2.3	2.3	2.2
2011	.54	.55	.55	.51	2.2	2.2	2.2	2.0
2012	.52	.52	.53	.49	2.1	2.0	2.0	2.0
2013	.49	.50	.50	.52	2.0	2.0	2.0	2.0
2014	.51	.51	.51	.51	2.0	2.0	2.0	2.0
2015	.51	.52	.53	.53	2.0	2.0	2.0	2.0
2016	.53	.54	.54	.54	2.0	2.0	2.1	2.0
2017	.55	.55	.55	.50	2.1	2.1	2.0	1.9
2018	.51	.51	.51	.56	1.9	1.9	1.9	1.9
2019	.56	–	–	–	1.9	–	–	–
Sick								
2004	.19	.18	.19	.19	.9	.9	.9	.9
2005	.19	.18	.18	.19	.9	.9	.9	.9
2006	.19	.20	.20	.16	.9	.9	.9	.7
2007	.16	.16	.16	.16	.7	.7	.8	.7
2008	.17	.17	.17	.19	.7	.8	.8	.8
2009	.19	.20	.20	.20	.8	.8	.8	.8
2010	.20	.21	.20	.20	.8	.8	.8	.8
2011	.20	.20	.21	.23	.8	.8	.8	.9
2012	.23	.23	.23	.20	.9	.9	.9	.8
2013	.21	.21	.21	.21	.8	.8	.8	.8
2014	.19	.20	.20	.19	.8	.8	.8	.7
2015	.19	.19	.20	.19	.7	.7	.7	.7
2016	.20	.20	.20	.20	.8	.8	.7	.7
2017	.20	.21	.21	.21	.8	.8	.8	.8
2018	.20	.21	.20	.21	.8	.8	.8	.7
2019	.22	–	–	–	.7	–	–	–
Personal[1]								
2004	.04	.04	.04	.04	.2	.2	.2	.2
2005	.04	.04	.04	.05	.2	.2	.2	.3
2006	.06	.06	.06	.06	.3	.3	.3	.3
2007	.05	.06	.04	.04	.3	.3	.2	.2
2008	.04	.04	.04	.04	.2	.2	.2	.2
2009	.04	.04	.05	.05	.2	.2	.2	.2
2010	.05	.05	.05	.05	.2	.2	.2	.2
2011	.06	.06	.06	.07	.2	.2	.2	.3

See footnotes at end of table.

Table 11. Private industry workers, by major industry group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Other services

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Personal[1]								
2012	0.07	0.07	0.07	0.07	0.3	0.3	0.3	0.3
2013	.07	.08	.07	.08	.3	.3	.3	.3
2014	.08	.09	.09	.10	.3	.3	.4	.4
2015	.10	.10	.10	.10	.4	.4	.4	.4
2016	.10	.11	.10	.11	.4	.4	.4	.4
2017	.11	.11	.11	.10	.4	.4	.4	.4
2018	.10	.11	.11	.10	.4	.4	.4	.4
2019	.09	–	–	–	.3	–	–	–
Supplemental pay								
2004	.32	.32	.32	.32	1.6	1.6	1.6	1.6
2005	.30	.25	.26	.32	1.4	1.2	1.3	1.5
2006	.33	.33	.34	.32	1.5	1.5	1.5	1.5
2007	.31	.39	.47	.47	1.4	1.8	2.1	2.1
2008	.49	.50	.50	.52	2.2	2.2	2.2	2.1
2009	.48	.50	.50	.51	2.0	2.0	2.0	2.1
2010	.57	.57	.57	.55	2.3	2.3	2.3	2.3
2011	.54	.54	.55	.29	2.2	2.2	2.2	1.2
2012	.30	.31	.43	.39	1.2	1.2	1.7	1.6
2013	.31	.31	.30	.31	1.3	1.2	1.2	1.2
2014	.32	.33	.33	.35	1.3	1.3	1.3	1.4
2015	.37	.37	.37	.38	1.4	1.4	1.4	1.5
2016	.35	.36	.33	.33	1.3	1.3	1.2	1.2
2017	.36	.37	.37	.35	1.4	1.4	1.4	1.3
2018	.36	.36	.37	.44	1.4	1.3	1.4	1.5
2019	.45	–	–	–	1.5	–	–	–
Overtime and premium[2]								
2004	.12	.10	.10	.10	.6	.5	.5	.5
2005	.09	.09	.10	.11	.4	.5	.5	.5
2006	.11	.10	.10	.13	.5	.5	.5	.6
2007	.13	.13	.12	.12	.6	.6	.5	.5
2008	.12	.12	.12	.15	.5	.5	.5	.6
2009	.14	.14	.14	.15	.6	.6	.6	.6
2010	.15	.16	.15	.13	.6	.6	.6	.5
2011	.13	.13	.13	.11	.5	.5	.5	.4
2012	.11	.11	.12	.11	.5	.4	.5	.5
2013	.12	.12	.12	.12	.5	.5	.5	.5
2014	.12	.12	.12	.14	.5	.5	.5	.6
2015	.14	.14	.14	.15	.6	.5	.5	.6
2016	.14	.15	.14	.14	.5	.5	.5	.5
2017	.15	.15	.15	.14	.6	.6	.6	.5
2018	.14	.14	.14	.19	.5	.5	.5	.7
2019	.20	–	–	–	.7	–	–	–
Shift differentials								
2004	.03	.03	.03	.03	.2	.1	.1	.1
2005	.03	.03	.03	.02	.1	.1	.1	.1
2006	.02	.02	.02	([3])	.1	.1	.1	([4])
2007	([3])	([3])	([3])	([3])	([4])	([4])	([4])	([4])
2008	([3])	([3])	([3])	([3])	([4])	([4])	([4])	([4])
2009	([3])	([3])	([3])	([3])	([4])	([4])	([4])	([4])
2010	([3])	([3])	([3])	([3])	([4])	([4])	([4])	([4])
2011	([3])	([3])	([3])	([3])	([4])	([4])	([4])	([4])
2012	([3])	([3])	([3])	([3])	([4])	([4])	([4])	([4])
2013	([3])	([3])	([3])	.02	([4])	([4])	([4])	.1
2014	.02	.02	.02	.02	.1	.1	.1	.1
2015	.02	.02	.02	.02	.1	.1	.1	.1
2016	.02	.02	.02	([3])	.1	.1	.1	([4])
2017	.02	([3])	([3])	([3])	.1	([4])	([4])	([4])
2018	([3])	([3])	([3])	([3])	([4])	([4])	([4])	([4])
2019	.02	–	–	–	.1	–	–	–
Nonproduction bonuses								
2004	.17	.19	.19	.19	.9	.9	.9	.9
2005	.18	.13	.13	.20	.8	.6	.7	.9
2006	.20	.22	.22	.18	.9	1.0	1.0	.8

See footnotes at end of table.

Table 11. Private industry workers, by major industry group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Other services

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Nonproduction bonuses								
2007	0.16	0.25	0.34	0.34	0.7	1.2	1.6	1.6
2008	.36	.36	.36	.36	1.6	1.6	1.6	1.5
2009	.33	.34	.34	.35	1.3	1.4	1.4	1.4
2010	.41	.41	.41	.41	1.7	1.7	1.7	1.7
2011	.40	.40	.40	.18	1.6	1.6	1.6	.7
2012	.18	.19	.31	.27	.7	.7	1.2	1.1
2013	.19	.19	.17	.17	.7	.7	.7	.7
2014	.19	.19	.19	.19	.7	.7	.8	.7
2015	.20	.21	.20	.22	.8	.8	.8	.8
2016	.19	.19	.17	.17	.7	.7	.6	.6
2017	.20	.21	.21	.20	.8	.8	.8	.8
2018	.22	.21	.21	.23	.8	.8	.8	.8
2019	.23	–	–	–	.8	–	–	–
Insurance								
2004	1.34	1.34	1.30	1.31	6.6	6.6	6.4	6.3
2005	1.35	1.31	1.29	1.41	6.5	6.5	6.5	6.6
2006	1.49	1.58	1.57	1.38	6.9	7.2	7.1	6.4
2007	1.35	1.37	1.38	1.40	6.3	6.4	6.3	6.4
2008	1.40	1.41	1.40	1.53	6.3	6.2	6.2	6.3
2009	1.57	1.54	1.56	1.49	6.5	6.3	6.3	6.1
2010	1.53	1.54	1.57	1.47	6.3	6.3	6.3	6.1
2011	1.49	1.58	1.60	1.72	6.1	6.4	6.4	6.9
2012	1.72	1.75	1.79	1.81	6.8	6.9	7.0	7.3
2013	1.81	1.84	1.86	1.95	7.3	7.3	7.4	7.6
2014	1.93	1.94	1.97	1.88	7.6	7.6	7.6	7.4
2015	1.91	1.91	1.95	2.04	7.4	7.4	7.4	7.8
2016	2.04	2.05	2.01	2.06	7.8	7.7	7.6	7.8
2017	2.01	2.05	2.05	1.83	7.5	7.6	7.6	6.9
2018	1.88	1.89	1.90	2.13	7.0	7.0	7.1	7.4
2019	2.13	–	–	–	7.3	–	–	–
Life								
2004	.03	.03	.03	.03	.2	.2	.2	.2
2005	.03	.03	.03	.04	.2	.2	.2	.2
2006	.06	.07	.07	.04	.3	.3	.3	.2
2007	.04	.05	.05	.04	.2	.2	.2	.2
2008	.05	.04	.05	.07	.2	.2	.2	.3
2009	.07	.07	.07	.07	.3	.3	.3	.3
2010	.06	.06	.06	.06	.2	.2	.2	.2
2011	.05	.05	.05	.04	.2	.2	.2	.1
2012	.03	.03	.03	.03	.1	.1	.1	.1
2013	.03	.03	.03	.03	.1	.1	.1	.1
2014	.03	.03	.03	.03	.1	.1	.1	.1
2015	.03	.03	.03	.03	.1	.1	.1	.1
2016	.03	.03	.03	.03	.1	.1	.1	.1
2017	.04	.04	.04	.03	.1	.1	.1	.1
2018	.03	.03	.03	.03	.1	.1	.1	.1
2019	.03	–	–	–	.1	–	–	–
Health								
2004	1.26	1.25	1.22	1.22	6.2	6.2	6.0	5.9
2005	1.27	1.23	1.21	1.31	6.1	6.1	6.1	6.2
2006	1.38	1.46	1.45	1.28	6.4	6.6	6.6	6.0
2007	1.25	1.27	1.28	1.30	5.9	5.9	5.8	5.9
2008	1.29	1.30	1.29	1.39	5.8	5.8	5.7	5.7
2009	1.45	1.40	1.43	1.36	5.9	5.7	5.8	5.6
2010	1.42	1.43	1.45	1.37	5.8	5.8	5.8	5.6
2011	1.39	1.48	1.50	1.64	5.6	6.0	6.0	6.6
2012	1.64	1.67	1.71	1.73	6.5	6.6	6.7	7.0
2013	1.72	1.76	1.78	1.87	6.9	7.0	7.0	7.3
2014	1.86	1.87	1.90	1.80	7.3	7.3	7.4	7.0
2015	1.83	1.83	1.87	1.96	7.1	7.1	7.1	7.5
2016	1.95	1.96	1.93	1.97	7.5	7.4	7.3	7.4
2017	1.92	1.95	1.95	1.74	7.2	7.3	7.2	6.6
2018	1.79	1.80	1.82	2.03	6.7	6.7	6.8	7.0

See footnotes at end of table.

Table 11. Private industry workers, by major industry group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Other services

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Health								
2019	2.03	–	–	–	7.0	–	–	–
Short-term disability								
2004	.02	0.02	0.02	0.02	.1	0.1	0.1	0.1
2005	.02	.02	.02	.02	.1	.1	.1	.1
2006	.02	.02	.02	.02	.1	.1	.1	.1
2007	.03	.03	.03	.03	.1	.1	.1	.1
2008	.03	.03	.03	.03	.1	.1	.1	.1
2009	.03	.03	.03	.03	.1	.1	.1	.1
2010	.03	.03	.03	.03	.1	.1	.1	.1
2011	.03	.03	.03	.02	.1	.1	.1	.1
2012	.02	.02	.02	.02	.1	.1	.1	.1
2013	.03	.03	.02	.03	.1	.1	.1	.1
2014	.02	.02	.03	.03	.1	.1	.1	.1
2015	.03	.03	.03	.03	.1	.1	.1	.1
2016	.03	.03	.03	.03	.1	.1	.1	.1
2017	.03	.03	.03	.03	.1	.1	.1	.1
2018	.03	.03	.03	.05	.1	.1	.1	.2
2019	.04	–	–	–	.1	–	–	–
Long-term disability								
2004	.03	.03	.03	.03	.1	.1	.1	.1
2005	.03	.03	.02	.03	.1	.1	.1	.1
2006	.03	.03	.03	.03	.1	.1	.1	.1
2007	.03	.03	.03	.03	.1	.1	.1	.1
2008	.03	.03	.03	.03	.1	.1	.2	.1
2009	.03	.04	.04	.03	.1	.1	.1	.1
2010	.03	.03	.03	.02	.1	.1	.1	.1
2011	.02	.03	.03	.02	.1	.1	.1	.1
2012	.02	.02	.02	.02	.1	.1	.1	.1
2013	.02	.02	.02	.02	.1	.1	.1	.1
2014	.02	.02	.02	.02	.1	.1	.1	.1
2015	.02	.02	.02	.02	.1	.1	.1	.1
2016	.02	.02	.02	.02	.1	.1	.1	.1
2017	.02	.02	.02	.02	.1	.1	.1	.1
2018	.02	.02	.02	.02	.1	.1	.1	.1
2019	.02	–	–	–	.1	–	–	–
Retirement and savings								
2004	.59	.57	.58	.60	2.9	2.8	2.9	2.9
2005	.63	.60	.59	.59	3.0	3.0	3.0	2.8
2006	.57	.61	.60	.47	2.6	2.8	2.7	2.2
2007	.44	.47	.47	.48	2.1	2.2	2.2	2.2
2008	.49	.50	.50	.65	2.2	2.2	2.2	2.7
2009	.66	.66	.66	.65	2.7	2.7	2.6	2.7
2010	.66	.68	.67	.61	2.7	2.8	2.7	2.5
2011	.64	.69	.69	.85	2.6	2.8	2.8	3.4
2012	.86	.89	.95	.96	3.4	3.5	3.7	3.9
2013	.98	.99	1.01	1.09	3.9	3.9	4.0	4.3
2014	1.08	1.07	1.08	1.09	4.2	4.2	4.2	4.3
2015	1.09	1.13	1.15	1.08	4.2	4.3	4.4	4.1
2016	1.09	1.08	1.06	1.12	4.2	4.1	4.0	4.2
2017	1.11	1.11	1.08	.87	4.1	4.1	4.0	3.3
2018	.88	.88	.91	1.23	3.3	3.3	3.4	4.3
2019	1.22	–	–	–	4.2	–	–	–
Defined benefit								
2004	.20	.18	.20	.21	1.0	.9	1.0	1.0
2005	.21	.23	.24	.21	1.0	1.1	1.2	1.0
2006	.17	.19	.18	.14	.8	.9	.8	.7
2007	.13	.14	.14	.14	.6	.6	.6	.6
2008	.15	.15	.15	.22	.7	.7	.6	.9
2009	.22	.23	.23	.27	.9	.9	.9	1.1
2010	.27	.28	.27	.23	1.1	1.1	1.1	.9
2011	.25	.30	.30	.42	1.0	1.2	1.2	1.7
2012	.42	.43	.47	.53	1.7	1.7	1.8	2.1
2013	.53	.54	.57	.62	2.1	2.1	2.3	2.4

See footnotes at end of table.

Table 11. Private industry workers, by major industry group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Other services

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Defined benefit								
2014	0.61	0.60	0.62	0.60	2.4	2.4	2.4	2.4
2015	.60	.65	.67	.58	2.3	2.5	2.5	2.2
2016	.57	.57	.57	.62	2.2	2.1	2.2	2.3
2017	.61	.63	.59	.40	2.3	2.3	2.2	1.5
2018	.40	.40	.41	.62	1.5	1.5	1.5	2.1
2019	.61	–	–	–	2.1	–	–	–
Defined contribution								
2004	.39	.38	.38	.40	1.9	1.9	1.9	1.9
2005	.42	.37	.36	.37	2.0	1.8	1.8	1.8
2006	.40	.42	.42	.33	1.8	1.9	1.9	1.5
2007	.32	.34	.34	.34	1.5	1.6	1.5	1.5
2008	.34	.35	.35	.43	1.5	1.5	1.6	1.8
2009	.44	.43	.43	.38	1.8	1.7	1.7	1.6
2010	.39	.40	.40	.38	1.6	1.6	1.6	1.6
2011	.39	.39	.40	.44	1.6	1.6	1.6	1.8
2012	.44	.47	.48	.43	1.8	1.8	1.9	1.7
2013	.44	.45	.44	.47	1.8	1.8	1.8	1.8
2014	.47	.47	.47	.49	1.8	1.8	1.8	1.9
2015	.49	.48	.48	.50	1.9	1.8	1.8	1.9
2016	.51	.52	.48	.50	2.0	2.0	1.8	1.9
2017	.49	.48	.49	.48	1.8	1.8	1.8	1.8
2018	.48	.49	.50	.61	1.8	1.8	1.9	2.1
2019	.61	–	–	–	2.1	–	–	–
Legally required benefits								
2004	1.83	1.82	1.84	1.89	9.0	9.0	9.0	9.2
2005	1.91	1.88	1.85	1.92	9.2	9.3	9.3	9.0
2006	1.94	1.93	1.94	1.97	9.0	8.8	8.8	9.2
2007	1.98	1.97	1.97	1.98	9.3	9.1	9.0	9.0
2008	1.98	2.00	2.00	2.11	8.9	8.9	8.8	8.7
2009	2.09	2.10	2.12	2.11	8.6	8.6	8.6	8.6
2010	2.12	2.13	2.13	2.11	8.7	8.7	8.6	8.7
2011	2.16	2.18	2.18	2.14	8.8	8.8	8.8	8.6
2012	2.19	2.21	2.22	2.19	8.7	8.7	8.6	8.8
2013	2.20	2.22	2.22	2.23	8.8	8.8	8.8	8.7
2014	2.22	2.21	2.23	2.18	8.7	8.7	8.6	8.5
2015	2.19	2.23	2.24	2.19	8.5	8.6	8.5	8.4
2016	2.19	2.21	2.20	2.18	8.4	8.3	8.3	8.2
2017	2.24	2.25	2.26	2.23	8.4	8.4	8.4	8.4
2018	2.26	2.25	2.26	2.30	8.4	8.4	8.4	8.0
2019	2.33	–	–	–	8.0	–	–	–
Social Security and Medicare								
2004	1.24	1.23	1.25	1.26	6.1	6.1	6.1	6.1
2005	1.27	1.25	1.23	1.30	6.1	6.2	6.2	6.1
2006	1.31	1.33	1.34	1.33	6.1	6.1	6.1	6.2
2007	1.33	1.34	1.35	1.36	6.2	6.2	6.2	6.2
2008	1.38	1.40	1.41	1.50	6.2	6.2	6.2	6.2
2009	1.50	1.52	1.53	1.51	6.2	6.2	6.2	6.2
2010	1.51	1.52	1.53	1.50	6.2	6.2	6.2	6.2
2011	1.52	1.52	1.53	1.51	6.2	6.1	6.1	6.1
2012	1.53	1.55	1.56	1.49	6.1	6.1	6.0	6.0
2013	1.50	1.52	1.52	1.53	6.0	6.0	6.0	6.0
2014	1.53	1.54	1.55	1.53	6.0	6.0	6.0	6.0
2015	1.54	1.55	1.57	1.55	6.0	6.0	6.0	6.0
2016	1.56	1.59	1.58	1.58	6.0	6.0	6.0	6.0
2017	1.60	1.61	1.62	1.62	6.0	6.0	6.0	6.1
2018	1.63	1.64	1.64	1.77	6.1	6.1	6.1	6.1
2019	1.79	–	–	–	6.1	–	–	–
Social Security[5]								
2004	1.00	.99	1.01	1.01	4.9	4.9	4.9	4.9
2005	1.02	1.01	.99	1.05	4.9	5.0	5.0	4.9
2006	1.06	1.07	1.08	1.07	4.9	4.9	4.9	5.0
2007	1.08	1.08	1.09	1.10	5.1	5.0	5.0	5.0
2008	1.12	1.13	1.13	1.21	5.0	5.0	5.0	5.0

See footnotes at end of table.

Table 11. Private industry workers, by major industry group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Other services

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Social Security[5]								
2009	1.21	1.22	1.23	1.22	5.0	5.0	5.0	5.0
2010	1.22	1.22	1.23	1.21	5.0	5.0	5.0	5.0
2011	1.22	1.22	1.23	1.22	5.0	4.9	4.9	4.9
2012	1.24	1.25	1.25	1.20	4.9	4.9	4.9	4.9
2013	1.21	1.22	1.23	1.24	4.9	4.9	4.9	4.8
2014	1.24	1.24	1.25	1.24	4.8	4.9	4.8	4.8
2015	1.24	1.25	1.27	1.25	4.8	4.8	4.8	4.8
2016	1.26	1.28	1.28	1.28	4.8	4.8	4.8	4.8
2017	1.29	1.30	1.31	1.30	4.8	4.8	4.8	4.9
2018	1.31	1.32	1.32	1.43	4.9	4.9	4.9	4.9
2019	1.45	–	–	–	5.0	–	–	–
Medicare								
2004	.24	.24	.24	.25	1.2	1.2	1.2	1.2
2005	.25	.24	.24	.25	1.2	1.2	1.2	1.2
2006	.26	.26	.26	.26	1.2	1.2	1.2	1.2
2007	.26	.26	.26	.27	1.2	1.2	1.2	1.2
2008	.27	.27	.27	.29	1.2	1.2	1.2	1.2
2009	.29	.30	.30	.29	1.2	1.2	1.2	1.2
2010	.29	.29	.30	.29	1.2	1.2	1.2	1.2
2011	.29	.29	.30	.29	1.2	1.2	1.2	1.2
2012	.30	.30	.30	.29	1.2	1.2	1.2	1.2
2013	.29	.29	.29	.29	1.2	1.2	1.2	1.2
2014	.29	.30	.30	.30	1.2	1.2	1.2	1.2
2015	.30	.30	.30	.30	1.2	1.2	1.2	1.2
2016	.30	.31	.31	.31	1.2	1.2	1.2	1.2
2017	.31	.31	.31	.32	1.2	1.2	1.2	1.2
2018	.32	.32	.32	.34	1.2	1.2	1.2	1.2
2019	.35	–	–	–	1.2	–	–	–
Federal unemployment insurance								
2004	.03	.03	.03	.03	.2	.2	.2	.1
2005	.03	.03	.03	.03	.1	.2	.2	.1
2006	.03	.03	.03	.03	.1	.1	.1	.1
2007	.03	.03	.03	.03	.1	.1	.1	.1
2008	.03	.03	.03	.03	.1	.1	.1	.1
2009	.03	.03	.03	.03	.1	.1	.1	.1
2010	.03	.03	.03	.03	.1	.1	.1	.1
2011	.03	.03	.02	.02	.1	.1	.1	.1
2012	.03	.03	.03	.03	.1	.1	.1	.1
2013	.03	.03	.03	.03	.1	.1	.1	.1
2014	.04	.04	.04	.04	.1	.1	.1	.1
2015	.04	.04	.04	.04	.1	.1	.1	.1
2016	.03	.03	.03	.03	.1	.1	.1	.1
2017	.03	.03	.03	.03	.1	.1	.1	.1
2018	.03	.03	.03	.03	.1	.1	.1	.1
2019	.03	–	–	–	.1	–	–	–
State unemployment insurance								
2004	.13	.12	.12	.13	.6	.6	.6	.6
2005	.14	.14	.15	.16	.7	.7	.7	.7
2006	.15	.15	.15	.15	.7	.7	.7	.7
2007	.14	.14	.14	.14	.7	.6	.6	.6
2008	.13	.13	.13	.13	.6	.6	.6	.5
2009	.13	.12	.13	.13	.5	.5	.5	.5
2010	.14	.16	.16	.18	.6	.6	.7	.7
2011	.20	.21	.22	.25	.8	.9	.9	1.0
2012	.26	.26	.25	.29	1.0	1.0	1.0	1.2
2013	.27	.28	.28	.26	1.1	1.1	1.1	1.0
2014	.26	.25	.25	.22	1.0	1.0	1.0	.9
2015	.22	.23	.22	.18	.9	.9	.8	.7
2016	.18	.17	.17	.16	.7	.7	.6	.6
2017	.16	.16	.16	.14	.6	.6	.6	.5
2018	.14	.13	.13	.12	.5	.5	.5	.4
2019	.12	–	–	–	.4	–	–	–

See footnotes at end of table.

Table 11. Private industry workers, by major industry group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Other services

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Workers' compensation								
2004	0.43	0.43	0.43	0.47	2.1	2.1	2.1	2.3
2005	.47	.46	.45	.43	2.2	2.3	2.2	2.0
2006	.44	.41	.41	.47	2.0	1.9	1.9	2.2
2007	.47	.46	.45	.44	2.2	2.1	2.0	2.0
2008	.44	.44	.43	.45	2.0	2.0	1.9	1.8
2009	.44	.43	.43	.44	1.8	1.8	1.7	1.8
2010	.43	.43	.41	.40	1.8	1.7	1.7	1.6
2011	.41	.41	.41	.36	1.7	1.7	1.7	1.5
2012	.37	.37	.38	.38	1.5	1.5	1.5	1.5
2013	.39	.39	.39	.40	1.6	1.6	1.5	1.6
2014	.39	.40	.40	.39	1.5	1.5	1.6	1.5
2015	.39	.41	.41	.41	1.5	1.6	1.6	1.6
2016	.41	.42	.42	.40	1.6	1.6	1.6	1.5
2017	.44	.44	.44	.43	1.6	1.6	1.6	1.6
2018	.45	.45	.45	.38	1.7	1.7	1.7	1.3
2019	.39	–	–	–	1.3	–	–	–
Other benefits[6]								
2004	([3])	([3])	([3])	([3])	([4])	([4])	([4])	([4])
2005	([3])	([3])	([3])	([3])	([4])	([4])	([4])	([4])

[1] Prior to June 2008, paid personal leave was included in other leave. Other leave also included paid military, funeral, and jury leave.
[2] Includes premium pay (such as overtime, weekends, and holidays) for work in addition to the regular work schedule.
[3] Cost per hour worked is $0.01 or less.
[4] Less than .05 percent.
[5] Social Security refers to the Old-Age, Survivors, and Disability Insurance (OASDI) program.
[6] Includes severance pay and supplemental unemployment benefits. Publication of other benefits was discontinued beginning in June 2006.

Note: The sum of individual items may not equal totals due to rounding. Dashes indicate data are not available.

Table 12. Private industry workers, by census region and division: employer costs per hours worked for employee compensation and costs as a percentage of total compensation

Northeast region[1]

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Total compensation								
2004	$26.29	$26.17	$26.51	$26.74	100.0	100.0	100.0	100.0
2005	27.09	26.84	27.24	27.83	100.0	100.0	100.0	100.0
2006	28.75	28.70	29.02	29.49	100.0	100.0	100.0	100.0
2007	29.56	29.71	30.05	30.18	100.0	100.0	100.0	100.0
2008	30.56	30.43	30.81	31.77	100.0	100.0	100.0	100.0
2009	31.73	32.14	32.14	31.87	100.0	100.0	100.0	100.0
2010	32.13	32.00	32.26	31.63	100.0	100.0	100.0	100.0
2011	32.16	32.20	32.44	32.85	100.0	100.0	100.0	100.0
2012	32.99	32.98	33.16	33.09	100.0	100.0	100.0	100.0
2013	33.43	33.50	33.40	33.87	100.0	100.0	100.0	100.0
2014	34.79	35.05	34.95	38.14	100.0	100.0	100.0	100.0
2015	38.93	38.35	38.11	37.76	100.0	100.0	100.0	100.0
2016	39.06	40.11	39.06	40.55	100.0	100.0	100.0	100.0
2017	41.19	41.32	41.83	40.93	100.0	100.0	100.0	100.0
2018	41.48	41.55	41.98	38.36	100.0	100.0	100.0	100.0
2019	39.07	–	–	–	100.0	–	–	–
Wages and salaries								
2004	18.49	18.52	18.75	18.88	70.4	70.8	70.7	70.6
2005	19.07	18.87	19.11	19.61	70.4	70.3	70.2	70.5
2006	20.12	20.06	20.29	20.52	70.0	69.9	69.9	69.6
2007	20.62	20.69	20.92	20.99	69.7	69.6	69.6	69.5
2008	21.33	21.19	21.50	22.15	69.8	69.6	69.8	69.7
2009	22.08	22.20	22.19	22.05	69.6	69.1	69.0	69.2
2010	22.18	22.09	22.27	22.04	69.0	69.0	69.0	69.7
2011	22.35	22.30	22.47	22.74	69.5	69.3	69.3	69.2
2012	22.81	22.80	22.91	22.85	69.2	69.1	69.1	69.1
2013	23.01	23.06	23.01	23.25	68.8	68.8	68.9	68.7
2014	23.80	23.95	23.95	25.42	68.4	68.3	68.5	66.6
2015	26.05	25.55	25.65	25.49	66.9	66.6	67.3	67.5
2016	26.18	26.78	26.13	27.10	67.0	66.8	66.9	66.8
2017	27.47	27.54	27.86	27.30	66.7	66.7	66.6	66.7
2018	27.58	27.56	27.90	26.23	66.5	66.3	66.5	68.4
2019	26.70	–	–	–	68.3	–	–	–
Total benefits								
2004	7.79	7.65	7.77	7.86	29.6	29.2	29.3	29.4
2005	8.02	7.96	8.13	8.22	29.6	29.7	29.8	29.5
2006	8.63	8.64	8.73	8.97	30.0	30.1	30.1	30.4
2007	8.94	9.03	9.12	9.20	30.3	30.4	30.4	30.5
2008	9.23	9.24	9.31	9.62	30.2	30.4	30.2	30.3
2009	9.65	9.94	9.96	9.82	30.4	30.9	31.0	30.8
2010	9.95	9.91	9.99	9.59	31.0	31.0	31.0	30.3
2011	9.81	9.90	9.97	10.11	30.5	30.7	30.7	30.8
2012	10.17	10.18	10.25	10.24	30.8	30.9	30.9	30.9
2013	10.41	10.44	10.38	10.61	31.2	31.2	31.1	31.3
2014	10.99	11.10	11.00	12.72	31.6	31.7	31.5	33.4
2015	12.88	12.80	12.46	12.27	33.1	33.4	32.7	32.5
2016	12.88	13.34	12.93	13.45	33.0	33.2	33.1	33.2
2017	13.72	13.77	13.97	13.63	33.3	33.3	33.4	33.3
2018	13.89	13.99	14.08	12.13	33.5	33.7	33.5	31.6
2019	12.37	–	–	–	31.7	–	–	–
Paid leave								
2004	1.83	1.83	1.85	1.87	6.9	7.0	7.0	7.0
2005	1.89	1.85	1.87	1.91	7.0	6.9	6.9	6.9
2006	2.18	2.16	2.18	2.25	7.6	7.5	7.5	7.6
2007	2.26	2.25	2.26	2.26	7.6	7.6	7.5	7.5
2008	2.28	2.24	2.29	2.40	7.5	7.4	7.4	7.6
2009	2.40	2.41	2.39	2.35	7.6	7.5	7.4	7.4
2010	2.37	2.34	2.35	2.33	7.4	7.3	7.3	7.4
2011	2.37	2.35	2.37	2.46	7.4	7.3	7.3	7.5
2012	2.48	2.46	2.47	2.47	7.5	7.5	7.4	7.5
2013	2.50	2.50	2.49	2.51	7.5	7.5	7.5	7.4
2014	2.63	2.63	2.60	2.83	7.6	7.5	7.5	7.4
2015	2.87	2.82	2.83	2.78	7.4	7.4	7.4	7.4
2016	2.84	2.96	2.85	3.02	7.3	7.4	7.3	7.4

See footnotes at end of table.

Table 12. Private industry workers, by census region and division: employer costs per hours worked for employee compensation and costs as a percentage of total compensation

Northeast region[1]

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Paid leave								
2017	3.06	3.06	3.11	3.08	7.4	7.4	7.4	7.5
2018	3.14	3.12	3.14	3.01	7.6	7.5	7.5	7.9
2019	3.09	–	–	–	7.9	–	–	–
Vacation								
2004	.88	.89	.89	.90	3.3	3.4	3.4	3.4
2005	.91	.90	.91	.93	3.4	3.3	3.3	3.3
2006	1.05	1.06	1.06	1.11	3.7	3.7	3.7	3.8
2007	1.11	1.11	1.12	1.13	3.8	3.7	3.7	3.7
2008	1.14	1.12	1.15	1.20	3.7	3.7	3.7	3.8
2009	1.20	1.21	1.20	1.17	3.8	3.8	3.7	3.7
2010	1.18	1.17	1.17	1.16	3.7	3.6	3.6	3.7
2011	1.18	1.17	1.18	1.23	3.7	3.6	3.6	3.7
2012	1.24	1.24	1.23	1.24	3.8	3.7	3.7	3.7
2013	1.26	1.26	1.26	1.26	3.8	3.8	3.8	3.7
2014	1.32	1.32	1.31	1.44	3.8	3.8	3.8	3.8
2015	1.46	1.44	1.44	1.43	3.7	3.7	3.8	3.8
2016	1.45	1.51	1.46	1.54	3.7	3.8	3.7	3.8
2017	1.56	1.56	1.58	1.58	3.8	3.8	3.8	3.9
2018	1.62	1.62	1.62	1.54	3.9	3.9	3.9	4.0
2019	1.57	–	–	–	4.0	–	–	–
Holiday								
2004	.64	.63	.64	.65	2.4	2.4	2.4	2.4
2005	.66	.64	.65	.66	2.4	2.4	2.4	2.4
2006	.71	.70	.71	.73	2.5	2.5	2.5	2.5
2007	.73	.73	.74	.74	2.5	2.5	2.4	2.4
2008	.74	.72	.73	.77	2.4	2.4	2.4	2.4
2009	.76	.77	.76	.75	2.4	2.4	2.4	2.3
2010	.75	.74	.74	.72	2.3	2.3	2.3	2.3
2011	.74	.74	.74	.75	2.3	2.3	2.3	2.3
2012	.75	.75	.75	.74	2.3	2.3	2.3	2.2
2013	.75	.75	.74	.74	2.2	2.2	2.2	2.2
2014	.78	.78	.78	.83	2.2	2.2	2.2	2.2
2015	.84	.83	.83	.81	2.2	2.2	2.2	2.1
2016	.83	.87	.84	.88	2.1	2.2	2.1	2.2
2017	.90	.90	.91	.89	2.2	2.2	2.2	2.2
2018	.91	.90	.92	.89	2.2	2.2	2.2	2.3
2019	.91	–	–	–	2.3	–	–	–
Sick								
2004	.23	.23	.24	.24	.9	.9	.9	.9
2005	.24	.23	.24	.24	.9	.9	.9	.9
2006	.30	.29	.29	.30	1.0	1.0	1.0	1.0
2007	.30	.30	.30	.30	1.0	1.0	1.0	1.0
2008	.30	.30	.30	.32	1.0	1.0	1.0	1.0
2009	.32	.32	.31	.31	1.0	1.0	1.0	1.0
2010	.31	.30	.31	.32	1.0	1.0	1.0	1.0
2011	.32	.32	.32	.34	1.0	1.0	1.0	1.0
2012	.34	.34	.34	.33	1.0	1.0	1.0	1.0
2013	.33	.33	.33	.34	1.0	1.0	1.0	1.0
2014	.36	.36	.35	.38	1.0	1.0	1.0	1.0
2015	.38	.37	.38	.36	1.0	1.0	1.0	.9
2016	.37	.39	.37	.41	.9	1.0	.9	1.0
2017	.41	.42	.42	.42	1.0	1.0	1.0	1.0
2018	.41	.41	.41	.40	1.0	1.0	1.0	1.0
2019	.42	–	–	–	1.1	–	–	–
Personal[2]								
2004	.08	.08	.08	.08	.3	.3	.3	.3
2005	.08	.08	.08	.08	.3	.3	.3	.3
2006	.11	.11	.11	.11	.4	.4	.4	.4
2007	.11	.11	.10	.10	.4	.4	.3	.3
2008	.10	.10	.10	.11	.3	.3	.3	.4
2009	.11	.12	.12	.13	.4	.4	.4	.4
2010	.13	.13	.13	.13	.4	.4	.4	.4
2011	.14	.13	.13	.14	.4	.4	.4	.4

See footnotes at end of table.

Table 12. Private industry workers, by census region and division: employer costs per hours worked for employee compensation and costs as a percentage of total compensation

Northeast region[1]

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Personal[2]								
2012	0.15	0.15	0.15	0.16	0.5	0.4	0.4	0.5
2013	.16	.16	.16	.17	.5	.5	.5	.5
2014	.17	.17	.17	.18	.5	.5	.5	.5
2015	.19	.18	.18	.18	.5	.5	.5	.5
2016	.19	.19	.19	.19	.5	.5	.5	.5
2017	.19	.19	.20	.19	.5	.5	.5	.5
2018	.20	.20	.20	.19	.5	.5	.5	.5
2019	.19	–	–	–	.5	–	–	–
Supplemental pay								
2004	.92	.76	.76	.77	3.5	2.9	2.9	2.9
2005	.76	.79	.83	.91	2.8	3.0	3.1	3.3
2006	.93	.94	.95	.97	3.2	3.3	3.3	3.3
2007	.97	1.03	1.03	1.04	3.3	3.5	3.4	3.4
2008	1.02	1.06	1.02	1.05	3.3	3.5	3.3	3.3
2009	1.03	1.29	1.29	1.25	3.2	4.0	4.0	3.9
2010	1.22	1.22	1.21	.92	3.8	3.8	3.8	2.9
2011	.96	1.03	1.04	1.00	3.0	3.2	3.2	3.0
2012	1.01	1.01	1.01	1.03	3.1	3.1	3.0	3.1
2013	1.02	1.03	.99	1.06	3.1	3.1	3.0	3.1
2014	1.01	1.05	1.05	2.13	2.9	3.0	3.0	5.6
2015	2.19	2.18	1.84	1.91	5.6	5.7	4.8	5.1
2016	2.41	2.46	2.44	2.40	6.2	6.1	6.2	5.9
2017	2.51	2.52	2.56	2.63	6.1	6.1	6.1	6.4
2018	2.73	2.74	2.72	1.28	6.6	6.6	6.5	3.3
2019	1.30	–	–	–	3.3	–	–	–
Overtime and premium[3]								
2004	.22	.22	.22	.22	.8	.8	.8	.8
2005	.22	.23	.23	.22	.8	.8	.8	.8
2006	.26	.27	.27	.28	.9	.9	.9	1.0
2007	.28	.29	.29	.29	1.0	1.0	1.0	1.0
2008	.29	.29	.29	.29	1.0	1.0	1.0	.9
2009	.29	.29	.28	.26	.9	.9	.9	.8
2010	.26	.27	.27	.25	.8	.8	.8	.8
2011	.25	.25	.26	.23	.8	.8	.8	.7
2012	.24	.24	.24	.23	.7	.7	.7	.7
2013	.24	.24	.24	.24	.7	.7	.7	.7
2014	.24	.25	.25	.25	.7	.7	.7	.7
2015	.25	.25	.25	.24	.6	.6	.7	.6
2016	.24	.25	.25	.25	.6	.6	.6	.6
2017	.25	.26	.26	.30	.6	.6	.6	.7
2018	.27	.28	.28	.29	.7	.7	.7	.8
2019	.30	–	–	–	.8	–	–	–
Shift differentials								
2004	.06	.06	.06	.06	.2	.2	.2	.2
2005	.06	.06	.06	.06	.2	.2	.2	.2
2006	.06	.06	.06	.07	.2	.2	.2	.2
2007	.07	.07	.07	.07	.2	.2	.2	.2
2008	.07	.07	.07	.07	.2	.2	.2	.2
2009	.07	.07	.07	.07	.2	.2	.2	.2
2010	.07	.07	.07	.07	.2	.2	.2	.2
2011	.07	.07	.07	.07	.2	.2	.2	.2
2012	.07	.07	.08	.07	.2	.2	.2	.2
2013	.07	.07	.07	.08	.2	.2	.2	.2
2014	.08	.08	.08	.08	.2	.2	.2	.2
2015	.08	.08	.08	.07	.2	.2	.2	.2
2016	.07	.07	.08	.08	.2	.2	.2	.2
2017	.08	.08	.08	.09	.2	.2	.2	.2
2018	.09	.09	.09	.10	.2	.2	.2	.2
2019	.10	–	–	–	.3	–	–	–
Nonproduction bonuses								
2004	.64	.48	.47	.49	2.4	1.8	1.8	1.8
2005	.48	.51	.55	.62	1.8	1.9	2.0	2.2
2006	.60	.61	.61	.62	2.1	2.1	2.1	2.1

See footnotes at end of table.

Table 12. Private industry workers, by census region and division: employer costs per hours worked for employee compensation and costs as a percentage of total compensation

Northeast region[1]

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Nonproduction bonuses								
2007	0.62	0.67	0.67	0.68	2.1	2.2	2.2	2.3
2008	.66	.70	.66	.69	2.2	2.3	2.1	2.2
2009	.67	.93	.94	.92	2.1	2.9	2.9	2.9
2010	.89	.88	.88	.61	2.8	2.8	2.7	1.9
2011	.64	.71	.71	.69	2.0	2.2	2.2	2.1
2012	.70	.70	.69	.72	2.1	2.1	2.1	2.2
2013	.71	.71	.68	.74	2.1	2.1	2.0	2.2
2014	.69	.72	.72	1.80	2.0	2.1	2.1	4.7
2015	1.87	1.85	1.52	1.60	4.8	4.8	4.0	4.2
2016	2.10	2.14	2.11	2.07	5.4	5.3	5.4	5.1
2017	2.18	2.18	2.22	2.24	5.3	5.3	5.3	5.5
2018	2.36	2.37	2.35	.90	5.7	5.7	5.6	2.3
2019	.90	–	–	–	2.3	–	–	–
Insurance								
2004	1.87	1.83	1.87	1.90	7.1	7.0	7.1	7.1
2005	1.98	1.97	2.02	2.01	7.3	7.4	7.4	7.2
2006	2.07	2.07	2.09	2.16	7.2	7.2	7.2	7.3
2007	2.19	2.20	2.23	2.25	7.4	7.4	7.4	7.5
2008	2.28	2.28	2.29	2.39	7.5	7.5	7.4	7.5
2009	2.46	2.47	2.50	2.49	7.7	7.7	7.8	7.8
2010	2.58	2.57	2.59	2.60	8.0	8.0	8.0	8.2
2011	2.67	2.68	2.69	2.75	8.3	8.3	8.3	8.4
2012	2.79	2.79	2.82	2.80	8.5	8.5	8.5	8.5
2013	2.89	2.90	2.88	2.96	8.7	8.6	8.6	8.7
2014	3.05	3.05	3.05	3.15	8.8	8.7	8.7	8.3
2015	3.19	3.19	3.20	3.14	8.2	8.3	8.4	8.3
2016	3.19	3.26	3.21	3.30	8.2	8.1	8.2	8.1
2017	3.34	3.34	3.41	3.34	8.1	8.1	8.1	8.2
2018	3.37	3.36	3.41	3.26	8.1	8.1	8.1	8.5
2019	3.34	–	–	–	8.6	–	–	–
Life								
2004	.05	.05	.05	.05	.2	.2	.2	.2
2005	.05	.04	.04	.04	.2	.2	.2	.2
2006	.05	.05	.05	.04	.2	.2	.2	.1
2007	.04	.05	.05	.04	.2	.2	.2	.1
2008	.04	.04	.04	.05	.1	.1	.1	.1
2009	.05	.05	.05	.05	.2	.1	.2	.2
2010	.05	.05	.05	.05	.2	.2	.2	.1
2011	.05	.05	.05	.05	.2	.2	.1	.1
2012	.05	.05	.05	.05	.1	.1	.1	.1
2013	.05	.05	.05	.05	.1	.1	.1	.1
2014	.05	.05	.05	.05	.1	.1	.1	.1
2015	.05	.05	.05	.05	.1	.1	.1	.1
2016	.05	.05	.05	.05	.1	.1	.1	.1
2017	.05	.05	.05	.05	.1	.1	.1	.1
2018	.05	.05	.05	.04	.1	.1	.1	.1
2019	.04	–	–	–	.1	–	–	–
Health								
2004	1.72	1.69	1.73	1.76	6.5	6.5	6.5	6.6
2005	1.83	1.83	1.88	1.86	6.8	6.8	6.9	6.7
2006	1.92	1.92	1.93	2.00	6.7	6.7	6.7	6.8
2007	2.04	2.04	2.07	2.09	6.9	6.9	6.9	6.9
2008	2.12	2.12	2.14	2.23	6.9	7.0	6.9	7.0
2009	2.29	2.30	2.33	2.32	7.2	7.2	7.3	7.3
2010	2.40	2.39	2.41	2.43	7.5	7.5	7.5	7.7
2011	2.49	2.50	2.52	2.58	7.8	7.8	7.8	7.8
2012	2.62	2.62	2.65	2.62	7.9	7.9	8.0	7.9
2013	2.71	2.71	2.70	2.77	8.1	8.1	8.1	8.2
2014	2.85	2.86	2.86	2.95	8.2	8.2	8.2	7.7
2015	2.98	2.98	3.00	2.94	7.7	7.8	7.9	7.8
2016	3.00	3.06	3.02	3.10	7.7	7.6	7.7	7.6
2017	3.14	3.14	3.20	3.14	7.6	7.6	7.7	7.7
2018	3.16	3.15	3.19	3.07	7.6	7.6	7.6	8.0

See footnotes at end of table.

Table 12. Private industry workers, by census region and division: employer costs per hours worked for employee compensation and costs as a percentage of total compensation

Northeast region[1]

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Health								
2019	3.15	–	–	–	8.1	–	–	–
Short-term disability								
2004	.06	0.06	0.06	0.06	.2	0.2	0.2	0.2
2005	.07	.07	.07	.07	.2	.2	.2	.2
2006	.07	.07	.07	.07	.2	.2	.2	.2
2007	.07	.07	.07	.08	.2	.2	.2	.3
2008	.08	.08	.08	.08	.3	.2	.2	.2
2009	.07	.08	.08	.08	.2	.2	.2	.2
2010	.08	.08	.08	.08	.2	.3	.3	.2
2011	.08	.08	.08	.08	.2	.2	.2	.2
2012	.08	.08	.08	.08	.2	.2	.2	.3
2013	.09	.08	.08	.09	.3	.3	.3	.3
2014	.09	.09	.09	.09	.3	.3	.3	.2
2015	.10	.10	.10	.09	.2	.3	.3	.3
2016	.09	.09	.09	.10	.2	.2	.2	.2
2017	.10	.10	.10	.10	.2	.2	.2	.3
2018	.11	.11	.11	.10	.3	.3	.3	.3
2019	.11	–	–	–	.3	–	–	–
Long-term disability								
2004	.04	.03	.03	.03	.1	.1	.1	.1
2005	.04	.03	.03	.04	.1	.1	.1	.1
2006	.04	.04	.04	.04	.1	.1	.1	.1
2007	.04	.04	.04	.04	.1	.1	.1	.1
2008	.04	.04	.04	.04	.1	.1	.1	.1
2009	.04	.04	.04	.05	.1	.1	.1	.1
2010	.05	.05	.05	.05	.1	.1	.1	.1
2011	.05	.05	.05	.05	.2	.2	.2	.2
2012	.05	.05	.05	.05	.2	.2	.2	.2
2013	.05	.05	.05	.05	.2	.2	.1	.2
2014	.05	.05	.05	.06	.2	.2	.2	.2
2015	.06	.06	.06	.05	.1	.1	.1	.1
2016	.05	.05	.05	.06	.1	.1	.1	.1
2017	.06	.06	.06	.05	.1	.1	.1	.1
2018	.05	.05	.05	.05	.1	.1	.1	.1
2019	.05	–	–	–	.1	–	–	–
Retirement and savings								
2004	.94	.97	.99	1.01	3.6	3.7	3.7	3.8
2005	1.04	1.00	1.01	1.00	3.8	3.7	3.7	3.6
2006	1.06	1.07	1.09	1.13	3.7	3.7	3.7	3.8
2007	1.06	1.08	1.12	1.14	3.6	3.6	3.7	3.8
2008	1.13	1.14	1.16	1.20	3.7	3.8	3.8	3.8
2009	1.19	1.18	1.17	1.17	3.7	3.7	3.6	3.7
2010	1.19	1.19	1.21	1.16	3.7	3.7	3.7	3.7
2011	1.19	1.20	1.21	1.24	3.7	3.7	3.7	3.8
2012	1.20	1.20	1.23	1.24	3.6	3.6	3.7	3.7
2013	1.27	1.29	1.27	1.31	3.8	3.8	3.8	3.9
2014	1.48	1.54	1.46	1.67	4.2	4.4	4.2	4.4
2015	1.65	1.65	1.62	1.45	4.2	4.3	4.3	3.9
2016	1.41	1.63	1.42	1.68	3.6	4.1	3.6	4.2
2017	1.71	1.75	1.78	1.53	4.1	4.2	4.3	3.7
2018	1.55	1.68	1.70	1.57	3.7	4.0	4.1	4.1
2019	1.60	–	–	–	4.1	–	–	–
Defined benefit								
2004	.40	.45	.45	.46	1.5	1.7	1.7	1.7
2005	.47	.45	.45	.43	1.7	1.7	1.7	1.5
2006	.48	.49	.50	.55	1.7	1.7	1.7	1.9
2007	.48	.50	.53	.53	1.6	1.7	1.7	1.7
2008	.52	.53	.54	.53	1.7	1.7	1.7	1.7
2009	.51	.51	.50	.47	1.6	1.6	1.6	1.5
2010	.49	.51	.52	.48	1.5	1.6	1.6	1.5
2011	.49	.53	.53	.54	1.5	1.6	1.6	1.7
2012	.49	.49	.50	.53	1.5	1.5	1.5	1.6
2013	.56	.57	.56	.58	1.7	1.7	1.7	1.7

See footnotes at end of table.

Table 12. Private industry workers, by census region and division: employer costs per hours worked for employee compensation and costs as a percentage of total compensation

Northeast region[1]

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Defined benefit								
2014	0.66	0.73	0.69	0.77	1.9	2.1	2.0	2.0
2015	.75	.76	.73	.63	1.9	2.0	1.9	1.7
2016	.61	.73	.63	.76	1.6	1.8	1.6	1.9
2017	.77	.82	.83	.69	1.9	2.0	2.0	1.7
2018	.70	.83	.84	.73	1.7	2.0	2.0	1.9
2019	.75	–	–	–	1.9	–	–	–
Defined contribution								
2004	.54	.53	.54	.55	2.0	2.0	2.0	2.1
2005	.57	.55	.56	.57	2.1	2.0	2.1	2.1
2006	.59	.58	.59	.59	2.0	2.0	2.0	2.0
2007	.58	.58	.59	.61	2.0	1.9	2.0	2.0
2008	.62	.62	.62	.67	2.0	2.0	2.0	2.1
2009	.68	.67	.67	.69	2.1	2.1	2.1	2.2
2010	.70	.68	.69	.69	2.2	2.1	2.1	2.2
2011	.70	.67	.68	.70	2.2	2.1	2.1	2.1
2012	.71	.71	.73	.70	2.2	2.1	2.2	2.1
2013	.71	.71	.71	.73	2.1	2.1	2.1	2.2
2014	.82	.81	.77	.89	2.3	2.3	2.2	2.3
2015	.90	.89	.89	.83	2.3	2.3	2.3	2.2
2016	.79	.90	.79	.92	2.0	2.2	2.0	2.3
2017	.94	.93	.95	.83	2.3	2.2	2.3	2.0
2018	.85	.85	.86	.84	2.0	2.0	2.0	2.2
2019	.85	–	–	–	2.2	–	–	–
Legally required benefits								
2004	2.19	2.21	2.24	2.26	8.3	8.5	8.5	8.5
2005	2.30	2.30	2.33	2.35	8.5	8.6	8.6	8.4
2006	2.39	2.40	2.42	2.45	8.3	8.4	8.3	8.3
2007	2.46	2.47	2.49	2.50	8.3	8.3	8.3	8.3
2008	2.51	2.52	2.54	2.58	8.2	8.3	8.2	8.1
2009	2.58	2.59	2.60	2.57	8.1	8.1	8.1	8.1
2010	2.59	2.60	2.63	2.58	8.1	8.1	8.1	8.2
2011	2.62	2.63	2.65	2.66	8.1	8.2	8.2	8.1
2012	2.69	2.71	2.72	2.70	8.2	8.2	8.2	8.2
2013	2.72	2.74	2.75	2.78	8.1	8.2	8.2	8.2
2014	2.82	2.84	2.84	2.94	8.1	8.1	8.1	7.7
2015	2.98	2.96	2.96	2.99	7.7	7.7	7.8	7.9
2016	3.02	3.03	3.01	3.04	7.7	7.6	7.7	7.5
2017	3.10	3.10	3.11	3.06	7.5	7.5	7.4	7.5
2018	3.10	3.09	3.10	3.00	7.5	7.4	7.4	7.8
2019	3.05	–	–	–	7.8	–	–	–
Social Security and Medicare								
2004	1.56	1.56	1.58	1.59	5.9	6.0	5.9	5.9
2005	1.61	1.59	1.61	1.64	5.9	5.9	5.9	5.9
2006	1.68	1.68	1.69	1.72	5.8	5.8	5.8	5.8
2007	1.74	1.74	1.76	1.77	5.9	5.9	5.8	5.9
2008	1.79	1.79	1.80	1.85	5.9	5.9	5.9	5.8
2009	1.86	1.87	1.88	1.86	5.9	5.8	5.8	5.8
2010	1.87	1.86	1.87	1.84	5.8	5.8	5.8	5.8
2011	1.87	1.86	1.87	1.89	5.8	5.8	5.8	5.7
2012	1.90	1.90	1.91	1.90	5.8	5.8	5.7	5.7
2013	1.91	1.91	1.92	1.94	5.7	5.7	5.8	5.7
2014	1.96	1.97	1.98	2.07	5.6	5.6	5.7	5.4
2015	2.10	2.08	2.09	2.09	5.4	5.4	5.5	5.5
2016	2.14	2.16	2.14	2.19	5.5	5.4	5.5	5.4
2017	2.24	2.24	2.26	2.26	5.4	5.4	5.4	5.5
2018	2.29	2.29	2.31	2.21	5.5	5.5	5.5	5.8
2019	2.25	–	–	–	5.8	–	–	–
Social Security[4]								
2004	1.25	1.25	1.26	1.27	4.7	4.8	4.8	4.8
2005	1.29	1.28	1.29	1.31	4.8	4.8	4.7	4.7
2006	1.34	1.34	1.35	1.38	4.7	4.7	4.7	4.7
2007	1.39	1.39	1.41	1.42	4.7	4.7	4.7	4.7
2008	1.44	1.43	1.44	1.48	4.7	4.7	4.7	4.7

See footnotes at end of table.

Table 12. Private industry workers, by census region and division: employer costs per hours worked for employee compensation and costs as a percentage of total compensation

Northeast region[1]

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Social Security[4]								
2009	1.49	1.49	1.50	1.49	4.7	4.6	4.7	4.7
2010	1.49	1.48	1.50	1.48	4.6	4.6	4.6	4.7
2011	1.50	1.49	1.50	1.51	4.6	4.6	4.6	4.6
2012	1.52	1.52	1.52	1.52	4.6	4.6	4.6	4.6
2013	1.53	1.53	1.54	1.55	4.6	4.6	4.6	4.6
2014	1.57	1.57	1.58	1.63	4.5	4.5	4.5	4.3
2015	1.65	1.64	1.65	1.66	4.2	4.3	4.3	4.4
2016	1.68	1.69	1.69	1.71	4.3	4.2	4.3	4.2
2017	1.76	1.76	1.78	1.78	4.3	4.3	4.2	4.3
2018	1.81	1.80	1.82	1.77	4.4	4.3	4.3	4.6
2019	1.81	–	–	–	4.6	–	–	–
Medicare								
2004	.31	.31	.31	.32	1.2	1.2	1.2	1.2
2005	.32	.32	.32	.33	1.2	1.2	1.2	1.2
2006	.34	.34	.34	.34	1.2	1.2	1.2	1.2
2007	.35	.35	.35	.35	1.2	1.2	1.2	1.2
2008	.36	.36	.36	.37	1.2	1.2	1.2	1.2
2009	.37	.38	.37	.37	1.2	1.2	1.2	1.2
2010	.37	.37	.37	.37	1.2	1.2	1.2	1.2
2011	.37	.37	.37	.38	1.2	1.2	1.2	1.2
2012	.38	.38	.38	.38	1.2	1.2	1.2	1.2
2013	.38	.39	.38	.39	1.1	1.1	1.1	1.1
2014	.40	.40	.40	.44	1.1	1.1	1.1	1.2
2015	.45	.44	.44	.44	1.2	1.2	1.2	1.2
2016	.46	.47	.46	.47	1.2	1.2	1.2	1.2
2017	.48	.48	.49	.48	1.2	1.2	1.2	1.2
2018	.48	.48	.49	.44	1.2	1.2	1.2	1.1
2019	.45	–	–	–	1.1	–	–	–
Federal unemployment insurance								
2004	.03	.03	.03	.03	.1	.1	.1	.1
2005	.03	.03	.03	.03	.1	.1	.1	.1
2006	.03	.03	.03	.03	.1	.1	.1	.1
2007	.03	.03	.03	.03	.1	.1	.1	.1
2008	.03	.03	.03	.03	.1	.1	.1	.1
2009	.03	.03	.03	.03	.1	.1	.1	.1
2010	.03	.03	.03	.03	.1	.1	.1	.1
2011	.03	.03	.02	.02	.1	.1	.1	.1
2012	.03	.03	.03	.03	.1	.1	.1	.1
2013	.04	.04	.04	.04	.1	.1	.1	.1
2014	.04	.04	.04	.04	.1	.1	.1	.1
2015	.04	.04	.04	.05	.1	.1	.1	.1
2016	.03	.03	.03	.03	.1	.1	.1	.1
2017	.02	.02	.02	.02	.1	.1	.1	.1
2018	.02	.02	.02	.02	.1	.1	.1	.1
2019	.02	–	–	–	.1	–	–	–
State unemployment insurance								
2004	.18	.20	.20	.20	.7	.7	.8	.8
2005	.22	.22	.23	.22	.8	.8	.8	.8
2006	.22	.22	.23	.22	.8	.8	.8	.8
2007	.22	.22	.22	.22	.8	.7	.7	.7
2008	.22	.22	.22	.22	.7	.7	.7	.7
2009	.22	.23	.23	.23	.7	.7	.7	.7
2010	.24	.26	.27	.27	.7	.8	.8	.8
2011	.28	.29	.30	.30	.9	.9	.9	.9
2012	.31	.32	.32	.32	.9	1.0	1.0	1.0
2013	.33	.33	.33	.33	1.0	1.0	1.0	1.0
2014	.34	.33	.32	.32	1.0	.9	.9	.8
2015	.32	.32	.30	.31	.8	.8	.8	.8
2016	.31	.30	.30	.29	.8	.7	.8	.7
2017	.29	.27	.27	.26	.7	.7	.6	.6
2018	.26	.25	.25	.24	.6	.6	.6	.6
2019	.24	–	–	–	.6	–	–	–

See footnotes at end of table.

Table 12. Private industry workers, by census region and division: employer costs per hours worked for employee compensation and costs as a percentage of total compensation

Northeast region[1]

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Workers' compensation								
2004	0.42	0.43	0.43	0.43	1.6	1.6	1.6	1.6
2005	.44	.45	.46	.45	1.6	1.7	1.7	1.6
2006	.46	.47	.47	.47	1.6	1.6	1.6	1.6
2007	.47	.48	.48	.48	1.6	1.6	1.6	1.6
2008	.47	.48	.48	.47	1.5	1.6	1.5	1.5
2009	.46	.46	.46	.45	1.5	1.4	1.4	1.4
2010	.45	.45	.46	.44	1.4	1.4	1.4	1.4
2011	.44	.44	.46	.44	1.4	1.4	1.4	1.3
2012	.45	.46	.46	.45	1.4	1.4	1.4	1.4
2013	.45	.45	.46	.48	1.3	1.4	1.4	1.4
2014	.48	.50	.50	.51	1.4	1.4	1.4	1.3
2015	.51	.52	.52	.54	1.3	1.4	1.4	1.4
2016	.54	.54	.54	.55	1.4	1.4	1.4	1.3
2017	.55	.56	.56	.52	1.3	1.4	1.3	1.3
2018	.53	.52	.53	.52	1.3	1.3	1.3	1.4
2019	.52	–	–	–	1.3	–	–	–
Other benefits[5]								
2004	.05	.05	.05	.05	.2	.2	.2	.2
2005	.05	.05	.05	.04	.2	.2	.2	.1

[1] The census divisions that comprise the Northeast census region are: New England and Middle Atlantic.
[2] Prior to June 2008, paid personal leave was included in other leave. Other leave also included paid military, funeral, and jury leave.
[3] Includes premium pay (such as overtime, weekends, and holidays) for work in addition to the regular work schedule.
[4] Social Security refers to the Old-Age, Survivors, and Disability Insurance (OASDI) program.
[5] Includes severance pay and supplemental unemployment benefits. Publication of other benefits was discontinued beginning in June 2006.

Note: The sum of individual items may not equal totals due to rounding. Dashes indicate data are not available.

Table 12. Private industry workers, by census region and division: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

New England division[1]

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Total compensation								
2004	$24.19	$25.07	$25.25	$25.53	100.0	100.0	100.0	100.0
2005	26.03	25.68	26.14	27.48	100.0	100.0	100.0	100.0
2006	27.96	27.53	27.96	29.61	100.0	100.0	100.0	100.0
2007	29.83	29.81	30.03	30.38	100.0	100.0	100.0	100.0
2008	30.76	30.47	30.79	32.28	100.0	100.0	100.0	100.0
2009	32.02	33.29	33.66	33.67	100.0	100.0	100.0	100.0
2010	34.03	33.76	34.18	32.65	100.0	100.0	100.0	100.0
2011	33.56	33.27	33.49	33.58	100.0	100.0	100.0	100.0
2012	33.64	33.47	33.72	34.76	100.0	100.0	100.0	100.0
2013	35.01	34.81	34.48	34.40	100.0	100.0	100.0	100.0
2014	34.32	34.80	35.27	37.12	100.0	100.0	100.0	100.0
2015	38.35	37.07	37.64	38.14	100.0	100.0	100.0	100.0
2016	39.26	39.11	38.92	39.27	100.0	100.0	100.0	100.0
2017	40.10	40.29	40.74	40.48	100.0	100.0	100.0	100.0
2018	41.98	40.97	42.06	40.80	100.0	100.0	100.0	100.0
2019	41.13	–	–	–	100.0	–	–	–
Wages and salaries								
2004	17.41	18.01	18.12	18.27	72.0	71.9	71.8	71.6
2005	18.50	18.28	18.57	19.61	71.1	71.2	71.0	71.4
2006	19.86	19.54	19.88	20.98	71.0	71.0	71.1	70.9
2007	21.13	21.16	21.34	21.62	70.8	71.0	71.0	71.2
2008	21.92	21.75	21.97	22.87	71.2	71.4	71.3	70.8
2009	22.54	22.80	23.10	23.25	70.4	68.5	68.6	69.1
2010	23.45	23.26	23.53	23.03	68.9	68.9	68.8	70.5
2011	23.64	23.44	23.61	23.47	70.5	70.5	70.5	69.9
2012	23.52	23.41	23.56	24.29	69.9	70.0	69.9	69.9
2013	24.45	24.29	24.16	24.05	69.8	69.8	70.1	69.9
2014	24.05	24.49	24.88	25.99	70.1	70.4	70.5	70.0
2015	27.28	25.98	26.54	26.77	71.2	70.1	70.5	70.2
2016	27.81	27.58	27.33	27.61	70.8	70.5	70.2	70.3
2017	28.23	28.36	28.60	27.78	70.4	70.4	70.2	68.6
2018	28.77	27.98	28.84	27.91	68.5	68.3	68.6	68.4
2019	28.19	–	–	–	68.5	–	–	–
Total benefits								
2004	6.77	7.06	7.13	7.26	28.0	28.1	28.2	28.4
2005	7.53	7.40	7.57	7.87	28.9	28.8	29.0	28.6
2006	8.11	7.99	8.09	8.63	29.0	29.0	28.9	29.1
2007	8.70	8.66	8.70	8.76	29.2	29.0	29.0	28.8
2008	8.85	8.72	8.82	9.41	28.8	28.6	28.7	29.2
2009	9.48	10.48	10.57	10.41	29.6	31.5	31.4	30.9
2010	10.58	10.50	10.65	9.63	31.1	31.1	31.2	29.5
2011	9.91	9.83	9.88	10.11	29.5	29.5	29.5	30.1
2012	10.12	10.05	10.16	10.47	30.1	30.0	30.1	30.1
2013	10.56	10.52	10.32	10.35	30.2	30.2	29.9	30.1
2014	10.27	10.31	10.39	11.12	29.9	29.6	29.5	30.0
2015	11.06	11.08	11.10	11.37	28.8	29.9	29.5	29.8
2016	11.45	11.53	11.59	11.66	29.2	29.5	29.8	29.7
2017	11.87	11.93	12.14	12.70	29.6	29.6	29.8	31.4
2018	13.21	12.99	13.22	12.89	31.5	31.7	31.4	31.6
2019	12.94	–	–	–	31.5	–	–	–
Paid leave								
2004	1.52	1.69	1.69	1.73	6.3	6.7	6.7	6.8
2005	1.75	1.67	1.71	1.88	6.7	6.5	6.5	6.8
2006	2.04	1.97	2.02	2.19	7.3	7.2	7.2	7.4
2007	2.21	2.19	2.22	2.25	7.4	7.4	7.4	7.4
2008	2.28	2.23	2.27	2.47	7.4	7.3	7.4	7.7
2009	2.45	2.47	2.50	2.49	7.6	7.4	7.4	7.4
2010	2.51	2.46	2.50	2.38	7.4	7.3	7.3	7.3
2011	2.46	2.41	2.42	2.49	7.3	7.2	7.2	7.4
2012	2.49	2.46	2.47	2.53	7.4	7.4	7.3	7.3
2013	2.55	2.54	2.51	2.39	7.3	7.3	7.3	7.0
2014	2.42	2.42	2.43	2.71	7.0	7.0	6.9	7.3
2015	2.72	2.66	2.73	2.78	7.1	7.2	7.3	7.3
2016	2.81	2.83	2.86	2.90	7.2	7.2	7.3	7.4

See footnotes at end of table.

Table 12. Private industry workers, by census region and division: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

New England division[1]

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Paid leave								
2017	2.97	2.95	2.98	3.14	7.4	7.3	7.3	7.7
2018	3.27	3.19	3.25	3.25	7.8	7.8	7.7	8.0
2019	3.28	–	–	–	8.0	–	–	–
Vacation								
2004	.73	.81	.81	.83	3.0	3.2	3.2	3.2
2005	.84	.80	.82	.91	3.2	3.1	3.1	3.3
2006	.99	.98	.99	1.10	3.5	3.6	3.6	3.7
2007	1.12	1.11	1.12	1.14	3.7	3.7	3.7	3.7
2008	1.15	1.13	1.15	1.26	3.8	3.7	3.7	3.9
2009	1.24	1.25	1.27	1.26	3.9	3.8	3.8	3.7
2010	1.27	1.25	1.26	1.21	3.7	3.7	3.7	3.7
2011	1.24	1.22	1.23	1.28	3.7	3.7	3.7	3.8
2012	1.28	1.27	1.27	1.29	3.8	3.8	3.8	3.7
2013	1.31	1.30	1.28	1.22	3.7	3.7	3.7	3.5
2014	1.24	1.24	1.25	1.42	3.6	3.6	3.6	3.8
2015	1.42	1.40	1.43	1.47	3.7	3.8	3.8	3.9
2016	1.47	1.50	1.50	1.51	3.7	3.8	3.8	3.9
2017	1.55	1.54	1.56	1.63	3.9	3.8	3.8	4.0
2018	1.72	1.68	1.71	1.71	4.1	4.1	4.1	4.2
2019	1.71	–	–	–	4.2	–	–	–
Holiday								
2004	.55	.60	.60	.62	2.3	2.4	2.4	2.4
2005	.63	.61	.62	.68	2.4	2.4	2.4	2.5
2006	.70	.68	.70	.75	2.5	2.5	2.5	2.5
2007	.75	.75	.75	.77	2.5	2.5	2.5	2.5
2008	.77	.76	.76	.82	2.5	2.5	2.5	2.5
2009	.81	.82	.82	.82	2.5	2.4	2.4	2.4
2010	.82	.79	.80	.76	2.4	2.3	2.4	2.3
2011	.80	.78	.78	.78	2.4	2.3	2.3	2.3
2012	.77	.77	.77	.78	2.3	2.3	2.3	2.3
2013	.79	.79	.78	.74	2.3	2.3	2.3	2.1
2014	.74	.74	.75	.81	2.2	2.1	2.1	2.2
2015	.82	.79	.81	.82	2.1	2.1	2.2	2.1
2016	.83	.83	.85	.85	2.1	2.1	2.2	2.2
2017	.88	.87	.88	.95	2.2	2.2	2.2	2.3
2018	.98	.95	.98	.96	2.3	2.3	2.3	2.4
2019	.98	–	–	–	2.4	–	–	–
Sick								
2004	.18	.20	.21	.21	.7	.8	.8	.8
2005	.21	.20	.21	.22	.8	.8	.8	.8
2006	.25	.23	.24	.25	.9	.8	.8	.8
2007	.25	.25	.26	.26	.8	.8	.9	.8
2008	.27	.26	.26	.28	.9	.8	.9	.9
2009	.30	.28	.29	.29	.9	.9	.9	.9
2010	.30	.29	.30	.29	.9	.9	.9	.9
2011	.30	.29	.29	.31	.9	.9	.9	.9
2012	.31	.31	.31	.31	.9	.9	.9	.9
2013	.31	.31	.30	.29	.9	.9	.9	.9
2014	.30	.29	.29	.32	.9	.8	.8	.9
2015	.32	.31	.33	.34	.8	.8	.9	.9
2016	.34	.34	.34	.36	.9	.9	.9	.9
2017	.37	.36	.37	.38	.9	.9	.9	.9
2018	.39	.37	.39	.40	.9	.9	.9	1.0
2019	.42	–	–	–	1.0	–	–	–
Personal[2]								
2004	.06	.07	.07	.07	.3	.3	.3	.3
2005	.07	.06	.07	.07	.3	.2	.3	.3
2006	.09	.09	.09	.09	.3	.3	.3	.3
2007	.09	.09	.09	.09	.3	.3	.3	.3
2008	.08	.09	.10	.11	.3	.3	.3	.3
2009	.10	.12	.12	.12	.3	.4	.4	.4
2010	.13	.13	.13	.12	.4	.4	.4	.4
2011	.13	.12	.12	.12	.4	.4	.4	.4

See footnotes at end of table.

Table 12. Private industry workers, by census region and division: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

New England division[1]

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Personal[2]								
2012	0.13	0.12	0.12	0.14	0.4	0.4	0.4	0.4
2013	.14	.14	.14	.14	.4	.4	.4	.4
2014	.14	.14	.14	.16	.4	.4	.4	.4
2015	.16	.16	.16	.15	.4	.4	.4	.4
2016	.17	.16	.17	.18	.4	.4	.4	.4
2017	.18	.18	.18	.18	.4	.4	.4	.4
2018	.18	.18	.18	.17	.4	.4	.4	.4
2019	.18	–	–	–	.4	–	–	–
Supplemental pay								
2004	.68	.72	.71	.70	2.8	2.9	2.8	2.7
2005	.77	.77	.78	.77	3.0	3.0	3.0	2.8
2006	.81	.80	.80	.90	2.9	2.9	2.9	3.0
2007	.92	.92	.89	.86	3.1	3.1	3.0	2.8
2008	.87	.87	.88	.89	2.8	2.8	2.9	2.8
2009	.88	1.81	1.81	1.61	2.8	5.4	5.4	4.8
2010	1.63	1.67	1.67	.84	4.8	4.9	4.9	2.6
2011	.91	.92	.92	.91	2.7	2.8	2.7	2.7
2012	.90	.90	.90	.95	2.7	2.7	2.7	2.7
2013	.95	.94	.93	1.10	2.7	2.7	2.7	3.2
2014	.95	.97	.96	1.05	2.8	2.8	2.7	2.8
2015	1.05	1.01	1.03	1.09	2.7	2.7	2.7	2.8
2016	1.06	1.12	1.10	1.10	2.7	2.9	2.8	2.8
2017	1.13	1.13	1.16	1.29	2.8	2.8	2.8	3.2
2018	1.37	1.36	1.37	1.36	3.3	3.3	3.3	3.3
2019	1.31	–	–	–	3.2	–	–	–
Overtime and premium[3]								
2004	.22	.22	.23	.22	.9	.9	.9	.9
2005	.22	.22	.22	.20	.9	.9	.8	.7
2006	.26	.26	.25	.27	.9	.9	.9	.9
2007	.27	.27	.28	.27	.9	.9	.9	.9
2008	.27	.27	.27	.28	.9	.9	.9	.9
2009	.28	.28	.28	.26	.9	.8	.8	.8
2010	.26	.26	.26	.24	.8	.8	.8	.7
2011	.24	.24	.25	.24	.7	.7	.7	.7
2012	.25	.24	.24	.24	.7	.7	.7	.7
2013	.25	.24	.23	.24	.7	.7	.7	.7
2014	.24	.25	.25	.27	.7	.7	.7	.7
2015	.26	.25	.26	.24	.7	.7	.7	.6
2016	.24	.25	.25	.25	.6	.6	.6	.6
2017	.26	.26	.27	.24	.6	.6	.7	.6
2018	.24	.24	.25	.26	.6	.6	.6	.6
2019	.26	–	–	–	.6	–	–	–
Shift differentials								
2004	.06	.06	.06	.06	.3	.2	.2	.2
2005	.06	.06	.06	.05	.2	.2	.2	.2
2006	.06	.06	.06	.06	.2	.2	.2	.2
2007	.06	.06	.06	.05	.2	.2	.2	.2
2008	.06	.05	.06	.06	.2	.2	.2	.2
2009	.06	.06	.06	.07	.2	.2	.2	.2
2010	.06	.06	.06	.07	.2	.2	.2	.2
2011	.07	.07	.08	.08	.2	.2	.2	.2
2012	.08	.08	.08	.09	.2	.3	.2	.3
2013	.09	.09	.09	.10	.3	.2	.3	.3
2014	.10	.10	.10	.09	.3	.3	.3	.2
2015	.09	.09	.10	.08	.2	.3	.3	.2
2016	.08	.09	.09	.10	.2	.2	.2	.3
2017	.11	.11	.11	.14	.3	.3	.3	.4
2018	.15	.14	.14	.13	.4	.4	.3	.3
2019	.14	–	–	–	.3	–	–	–
Nonproduction bonuses								
2004	.40	.44	.42	.42	1.6	1.8	1.7	1.6
2005	.49	.49	.49	.52	1.9	1.9	1.9	1.9
2006	.50	.49	.49	.58	1.8	1.8	1.8	2.0

See footnotes at end of table.

Table 12. Private industry workers, by census region and division: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

New England division[1]

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Nonproduction bonuses								
2007	0.59	0.59	0.56	0.53	2.0	2.0	1.9	1.8
2008	.54	.54	.55	.55	1.8	1.8	1.8	1.7
2009	.54	1.47	1.47	1.28	1.7	4.4	4.4	3.8
2010	1.32	1.35	1.34	.53	3.9	4.0	3.9	1.6
2011	.59	.60	.59	.58	1.8	1.8	1.8	1.7
2012	.57	.57	.57	.62	1.7	1.7	1.7	1.8
2013	.62	.61	.60	.76	1.8	1.8	1.8	2.2
2014	.61	.63	.62	.69	1.8	1.8	1.7	1.9
2015	.70	.66	.68	.76	1.8	1.8	1.8	2.0
2016	.74	.78	.76	.75	1.9	2.0	1.9	1.9
2017	.77	.76	.78	.91	1.9	1.9	1.9	2.2
2018	.98	.97	.98	.97	2.3	2.4	2.3	2.4
2019	.90	–	–	–	2.2	–	–	–
Insurance								
2004	1.61	1.60	1.64	1.69	6.7	6.4	6.5	6.6
2005	1.76	1.74	1.79	1.86	6.8	6.8	6.9	6.8
2006	1.91	1.89	1.90	2.01	6.8	6.8	6.8	6.8
2007	2.05	2.05	2.08	2.10	6.9	6.9	6.9	6.9
2008	2.15	2.10	2.11	2.36	7.0	6.9	6.9	7.3
2009	2.42	2.46	2.48	2.50	7.6	7.4	7.4	7.4
2010	2.59	2.55	2.59	2.59	7.6	7.6	7.6	7.9
2011	2.67	2.64	2.65	2.78	8.0	7.9	7.9	8.3
2012	2.81	2.78	2.84	2.84	8.4	8.3	8.4	8.2
2013	2.88	2.85	2.77	2.73	8.2	8.2	8.0	7.9
2014	2.75	2.73	2.76	2.96	8.0	7.8	7.8	8.0
2015	2.95	2.97	2.99	3.13	7.7	8.0	8.0	8.2
2016	3.20	3.20	3.22	3.23	8.1	8.2	8.3	8.2
2017	3.25	3.25	3.35	3.54	8.1	8.1	8.2	8.7
2018	3.65	3.59	3.63	3.34	8.7	8.8	8.6	8.2
2019	3.40	–	–	–	8.3	–	–	–
Life								
2004	.04	.04	.04	.04	.2	.2	.2	.2
2005	.04	.04	.04	.04	.2	.2	.2	.2
2006	.05	.04	.04	.04	.2	.2	.2	.1
2007	.04	.04	.04	.04	.1	.1	.1	.1
2008	.04	.04	.04	.05	.1	.1	.1	.2
2009	.05	.05	.05	.06	.2	.2	.2	.2
2010	.06	.06	.06	.05	.2	.2	.2	.2
2011	.06	.05	.05	.05	.2	.2	.2	.2
2012	.05	.05	.05	.05	.2	.1	.1	.1
2013	.05	.05	.05	.04	.1	.1	.1	.1
2014	.04	.04	.04	.04	.1	.1	.1	.1
2015	.04	.04	.04	.04	.1	.1	.1	.1
2016	.04	.04	.04	.04	.1	.1	.1	.1
2017	.04	.04	.05	.05	.1	.1	.1	.1
2018	.05	.05	.05	.05	.1	.1	.1	.1
2019	.05	–	–	–	.1	–	–	–
Health								
2004	1.50	1.49	1.53	1.57	6.2	6.0	6.1	6.2
2005	1.64	1.62	1.68	1.74	6.3	6.3	6.4	6.3
2006	1.78	1.76	1.78	1.88	6.4	6.4	6.4	6.4
2007	1.92	1.92	1.94	1.97	6.4	6.4	6.5	6.5
2008	2.01	1.97	1.98	2.21	6.5	6.5	6.4	6.8
2009	2.27	2.28	2.30	2.32	7.1	6.8	6.8	6.9
2010	2.40	2.37	2.41	2.43	7.1	7.0	7.0	7.4
2011	2.48	2.46	2.47	2.61	7.4	7.4	7.4	7.8
2012	2.65	2.61	2.68	2.67	7.9	7.8	7.9	7.7
2013	2.70	2.67	2.61	2.57	7.7	7.7	7.6	7.5
2014	2.59	2.57	2.60	2.77	7.5	7.4	7.4	7.5
2015	2.77	2.78	2.81	2.93	7.2	7.5	7.5	7.7
2016	3.01	3.01	3.03	3.04	7.7	7.7	7.8	7.7
2017	3.06	3.06	3.16	3.33	7.6	7.6	7.8	8.2
2018	3.42	3.37	3.40	3.13	8.1	8.2	8.1	7.7

See footnotes at end of table.

Table 12. Private industry workers, by census region and division: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

New England division[1]

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Health								
2019	3.20	–	–	–	7.8	–	–	–
Short-term disability								
2004	.04	0.04	0.04	0.04	.2	0.2	0.2	0.2
2005	.04	.04	.04	.04	.2	.2	.2	.2
2006	.04	.04	.04	.05	.2	.2	.2	.2
2007	.05	.05	.05	.05	.2	.2	.2	.2
2008	.05	.05	.05	.06	.2	.2	.2	.2
2009	.05	.07	.07	.07	.2	.2	.2	.2
2010	.07	.07	.07	.06	.2	.2	.2	.2
2011	.07	.07	.07	.06	.2	.2	.2	.2
2012	.06	.06	.06	.07	.2	.2	.2	.2
2013	.07	.07	.07	.07	.2	.2	.2	.2
2014	.07	.07	.07	.09	.2	.2	.2	.2
2015	.09	.09	.09	.09	.2	.2	.2	.2
2016	.09	.09	.09	.09	.2	.2	.2	.2
2017	.09	.09	.09	.10	.2	.2	.2	.2
2018	.10	.10	.10	.08	.2	.2	.2	.2
2019	.08	–	–	–	.2	–	–	–
Long-term disability								
2004	.03	.03	.04	.04	.1	.1	.1	.1
2005	.04	.03	.03	.04	.1	.1	.1	.1
2006	.03	.03	.03	.04	.1	.1	.1	.1
2007	.04	.04	.04	.04	.1	.1	.1	.1
2008	.04	.04	.04	.04	.1	.1	.1	.1
2009	.04	.05	.05	.06	.1	.2	.2	.2
2010	.06	.06	.06	.05	.2	.2	.2	.2
2011	.06	.06	.06	.05	.2	.2	.2	.2
2012	.05	.05	.05	.05	.2	.2	.2	.2
2013	.05	.05	.05	.05	.2	.2	.1	.2
2014	.05	.05	.05	.06	.1	.1	.1	.1
2015	.05	.06	.06	.06	.1	.2	.1	.2
2016	.06	.06	.06	.06	.2	.2	.2	.2
2017	.06	.06	.06	.07	.1	.1	.1	.2
2018	.08	.07	.08	.07	.2	.2	.2	.2
2019	.07	–	–	–	.2	–	–	–
Retirement and savings								
2004	.81	.86	.89	.91	3.4	3.4	3.5	3.6
2005	.97	.96	.99	.98	3.7	3.7	3.8	3.5
2006	1.00	.99	1.00	1.06	3.6	3.6	3.6	3.6
2007	1.03	1.01	1.02	1.05	3.5	3.4	3.4	3.4
2008	1.03	1.01	1.03	1.12	3.4	3.3	3.3	3.5
2009	1.16	1.14	1.16	1.18	3.6	3.4	3.4	3.5
2010	1.19	1.16	1.20	1.20	3.5	3.4	3.5	3.7
2011	1.20	1.18	1.20	1.26	3.6	3.5	3.6	3.7
2012	1.22	1.21	1.24	1.38	3.6	3.6	3.7	4.0
2013	1.39	1.40	1.31	1.36	4.0	4.0	3.8	3.9
2014	1.37	1.39	1.42	1.51	4.0	4.0	4.0	4.1
2015	1.41	1.56	1.48	1.53	3.7	4.2	3.9	4.0
2016	1.49	1.50	1.53	1.54	3.8	3.8	3.9	3.9
2017	1.55	1.62	1.65	1.80	3.9	4.0	4.0	4.5
2018	1.90	1.91	1.97	1.92	4.5	4.7	4.7	4.7
2019	1.91	–	–	–	4.6	–	–	–
Defined benefit								
2004	.32	.34	.35	.35	1.3	1.4	1.4	1.4
2005	.39	.38	.40	.39	1.5	1.5	1.5	1.4
2006	.41	.42	.41	.47	1.5	1.5	1.5	1.6
2007	.44	.44	.44	.44	1.5	1.5	1.5	1.4
2008	.42	.42	.42	.46	1.4	1.4	1.4	1.4
2009	.48	.48	.50	.44	1.5	1.4	1.5	1.3
2010	.45	.46	.48	.47	1.3	1.4	1.4	1.4
2011	.47	.49	.51	.50	1.4	1.5	1.5	1.5
2012	.46	.48	.49	.59	1.4	1.4	1.4	1.7
2013	.60	.62	.54	.60	1.7	1.8	1.6	1.7

See footnotes at end of table.

Table 12. Private industry workers, by census region and division: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

New England division[1]

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Defined benefit								
2014	0.60	0.64	0.66	0.68	1.7	1.8	1.9	1.8
2015	.59	.74	.66	.64	1.5	2.0	1.8	1.7
2016	.59	.60	.61	.61	1.5	1.5	1.6	1.6
2017	.60	.69	.70	.71	1.5	1.7	1.7	1.7
2018	.74	.77	.81	.72	1.8	1.9	1.9	1.8
2019	.71	–	–	–	1.7	–	–	–
Defined contribution								
2004	.50	.52	.54	.56	2.1	2.1	2.1	2.2
2005	.58	.57	.59	.58	2.2	2.2	2.3	2.1
2006	.59	.57	.58	.59	2.1	2.1	2.1	2.0
2007	.59	.57	.58	.61	2.0	1.9	1.9	2.0
2008	.61	.59	.61	.66	2.0	1.9	2.0	2.1
2009	.68	.66	.66	.74	2.1	2.0	2.0	2.2
2010	.74	.70	.72	.73	2.2	2.1	2.1	2.2
2011	.72	.69	.69	.76	2.2	2.1	2.1	2.3
2012	.76	.73	.75	.79	2.2	2.2	2.2	2.3
2013	.79	.78	.77	.76	2.3	2.2	2.2	2.2
2014	.77	.75	.77	.83	2.2	2.2	2.2	2.2
2015	.82	.82	.82	.89	2.1	2.2	2.2	2.3
2016	.90	.90	.92	.92	2.3	2.3	2.4	2.4
2017	.96	.94	.95	1.10	2.4	2.3	2.3	2.7
2018	1.16	1.14	1.16	1.21	2.8	2.8	2.8	3.0
2019	1.20	–	–	–	2.9	–	–	–
Legally required benefits								
2004	2.11	2.15	2.17	2.19	8.7	8.6	8.6	8.6
2005	2.23	2.22	2.27	2.34	8.6	8.7	8.7	8.5
2006	2.35	2.33	2.37	2.47	8.4	8.5	8.5	8.3
2007	2.48	2.48	2.49	2.51	8.3	8.3	8.3	8.2
2008	2.52	2.51	2.52	2.57	8.2	8.2	8.2	8.0
2009	2.56	2.60	2.62	2.63	8.0	7.8	7.8	7.8
2010	2.66	2.66	2.70	2.62	7.8	7.9	7.9	8.0
2011	2.68	2.68	2.69	2.68	8.0	8.0	8.0	8.0
2012	2.71	2.71	2.71	2.77	8.0	8.1	8.0	8.0
2013	2.79	2.80	2.80	2.77	8.0	8.0	8.1	8.1
2014	2.78	2.80	2.81	2.89	8.1	8.0	8.0	7.8
2015	2.92	2.88	2.87	2.85	7.6	7.8	7.6	7.5
2016	2.89	2.88	2.88	2.89	7.4	7.4	7.4	7.4
2017	2.96	2.98	3.00	2.93	7.4	7.4	7.4	7.2
2018	3.02	2.95	3.00	3.02	7.2	7.2	7.1	7.4
2019	3.04	–	–	–	7.4	–	–	–
Social Security and Medicare								
2004	1.48	1.53	1.54	1.55	6.1	6.1	6.1	6.1
2005	1.58	1.56	1.58	1.65	6.1	6.1	6.1	6.0
2006	1.66	1.65	1.67	1.76	5.9	6.0	6.0	5.9
2007	1.78	1.78	1.80	1.82	6.0	6.0	6.0	6.0
2008	1.84	1.83	1.85	1.91	6.0	6.0	6.0	5.9
2009	1.91	1.94	1.95	1.97	6.0	5.8	5.8	5.8
2010	1.98	1.97	1.99	1.93	5.8	5.8	5.8	5.9
2011	1.97	1.95	1.96	1.95	5.9	5.9	5.9	5.8
2012	1.96	1.95	1.96	2.01	5.8	5.8	5.8	5.8
2013	2.02	2.01	2.02	2.00	5.8	5.8	5.8	5.8
2014	2.01	2.02	2.03	2.14	5.9	5.8	5.8	5.8
2015	2.17	2.12	2.15	2.16	5.7	5.7	5.7	5.7
2016	2.19	2.18	2.19	2.21	5.6	5.6	5.6	5.6
2017	2.28	2.30	2.31	2.30	5.7	5.7	5.7	5.7
2018	2.36	2.30	2.35	2.34	5.6	5.6	5.6	5.7
2019	2.37	–	–	–	5.8	–	–	–
Social Security[4]								
2004	1.19	1.22	1.23	1.25	4.9	4.9	4.9	4.9
2005	1.27	1.25	1.27	1.32	4.9	4.9	4.9	4.8
2006	1.33	1.32	1.34	1.41	4.8	4.8	4.8	4.8
2007	1.43	1.43	1.44	1.46	4.8	4.8	4.8	4.8
2008	1.48	1.47	1.48	1.53	4.8	4.8	4.8	4.7

See footnotes at end of table.

Table 12. Private industry workers, by census region and division: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

New England division[1]

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Social Security[4]								
2009	1.54	1.54	1.55	1.57	4.8	4.6	4.6	4.7
2010	1.58	1.57	1.59	1.55	4.6	4.6	4.6	4.8
2011	1.58	1.56	1.57	1.56	4.7	4.7	4.7	4.7
2012	1.57	1.56	1.57	1.61	4.7	4.7	4.7	4.6
2013	1.62	1.61	1.62	1.60	4.6	4.6	4.7	4.7
2014	1.61	1.61	1.63	1.71	4.7	4.6	4.6	4.6
2015	1.72	1.70	1.71	1.71	4.5	4.6	4.5	4.5
2016	1.73	1.73	1.74	1.75	4.4	4.4	4.5	4.5
2017	1.82	1.83	1.84	1.83	4.5	4.5	4.5	4.5
2018	1.88	1.84	1.87	1.87	4.5	4.5	4.4	4.6
2019	1.90	–	–	–	4.6	–	–	–
Medicare								
2004	.29	.30	.30	.31	1.2	1.2	1.2	1.2
2005	.31	.31	.31	.33	1.2	1.2	1.2	1.2
2006	.33	.32	.33	.35	1.2	1.2	1.2	1.2
2007	.35	.35	.36	.36	1.2	1.2	1.2	1.2
2008	.36	.36	.36	.38	1.2	1.2	1.2	1.2
2009	.38	.40	.40	.40	1.2	1.2	1.2	1.2
2010	.40	.40	.40	.38	1.2	1.2	1.2	1.2
2011	.39	.39	.39	.39	1.2	1.2	1.2	1.2
2012	.39	.39	.39	.40	1.2	1.2	1.2	1.1
2013	.40	.40	.40	.40	1.1	1.1	1.1	1.2
2014	.39	.40	.41	.43	1.2	1.2	1.2	1.2
2015	.45	.43	.44	.44	1.2	1.2	1.2	1.2
2016	.46	.46	.45	.46	1.2	1.2	1.2	1.2
2017	.47	.47	.48	.47	1.2	1.2	1.2	1.2
2018	.48	.47	.48	.47	1.1	1.1	1.1	1.1
2019	.47	–	–	–	1.1	–	–	–
Federal unemployment insurance								
2004	.03	.03	.03	.03	.1	.1	.1	.1
2005	.03	.03	.03	.03	.1	.1	.1	.1
2006	.03	.03	.03	.03	.1	.1	.1	.1
2007	.03	.03	.03	.03	.1	.1	.1	.1
2008	.03	.03	.03	.03	.1	.1	.1	.1
2009	.03	.03	.03	.03	.1	.1	.1	.1
2010	.03	.03	.03	.03	.1	.1	.1	.1
2011	.03	.03	.02	.02	.1	.1	.1	.1
2012	.03	.03	.03	.03	.1	.1	.1	.1
2013	.03	.03	.03	.03	.1	.1	.1	.1
2014	.03	.03	.03	.03	.1	.1	.1	.1
2015	.04	.04	.04	.04	.1	.1	.1	.1
2016	.05	.04	.04	.04	.1	.1	.1	.1
2017	.02	.03	.02	.02	.1	.1	.1	.1
2018	.02	.02	.02	.03	.1	.1	.1	.1
2019	.03	–	–	–	.1	–	–	–
State unemployment insurance								
2004	.19	.20	.21	.22	.8	.8	.8	.8
2005	.22	.23	.23	.23	.9	.9	.9	.8
2006	.22	.23	.23	.23	.8	.8	.8	.8
2007	.23	.23	.22	.22	.8	.8	.7	.7
2008	.22	.22	.22	.23	.7	.7	.7	.7
2009	.23	.23	.23	.23	.7	.7	.7	.7
2010	.25	.27	.28	.27	.7	.8	.8	.8
2011	.29	.31	.31	.32	.9	.9	.9	.9
2012	.33	.33	.33	.33	1.0	1.0	1.0	.9
2013	.33	.33	.33	.33	.9	.9	1.0	1.0
2014	.33	.34	.33	.31	1.0	1.0	.9	.8
2015	.31	.31	.27	.27	.8	.8	.7	.7
2016	.27	.26	.26	.25	.7	.7	.7	.6
2017	.26	.25	.25	.23	.6	.6	.6	.6
2018	.24	.24	.24	.26	.6	.6	.6	.6
2019	.25	–	–	–	.6	–	–	–

See footnotes at end of table.

Table 12. Private industry workers, by census region and division: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

New England division[1]

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Workers' compensation								
2004	0.40	0.39	0.39	0.39	1.7	1.5	1.6	1.5
2005	.40	.41	.42	.43	1.5	1.6	1.6	1.6
2006	.43	.43	.43	.44	1.5	1.6	1.6	1.5
2007	.44	.44	.44	.43	1.5	1.5	1.5	1.4
2008	.42	.42	.42	.40	1.4	1.4	1.4	1.2
2009	.39	.40	.40	.40	1.2	1.2	1.2	1.2
2010	.40	.40	.40	.38	1.2	1.2	1.2	1.2
2011	.38	.39	.39	.39	1.1	1.2	1.2	1.1
2012	.39	.40	.39	.40	1.2	1.2	1.2	1.2
2013	.41	.43	.42	.41	1.2	1.2	1.2	1.2
2014	.41	.41	.41	.40	1.2	1.2	1.2	1.1
2015	.40	.41	.41	.39	1.0	1.1	1.1	1.0
2016	.39	.39	.39	.39	1.0	1.0	1.0	1.0
2017	.40	.40	.41	.38	1.0	1.0	1.0	.9
2018	.40	.38	.38	.39	.9	.9	.9	1.0
2019	.40	–	–	–	1.0	–	–	–
Other benefits[5]								
2004	.03	.03	.04	.04	.1	.1	.2	.2
2005	.04	.04	.04	.04	.1	.1	.1	.1

[1] The states that compose the New England census division are: CT, ME, MA, NH, RI, and VT.
[2] Prior to June 2008, paid personal leave was included in other leave. Other leave also included paid military, funeral, and jury leave.
[3] Includes premium pay (such as overtime, weekends, and holidays) for work in addition to the regular work schedule.
[4] Social Security refers to the Old-Age, Survivors, and Disability Insurance (OASDI) program.
[5] Includes severance pay and supplemental unemployment benefits. Publication of other benefits was discontinued beginning in June 2006.

Note: The sum of individual items may not equal totals due to rounding. Dashes indicate data are not available.

Table 12. Private industry workers, by census region and division: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Middle Atlantic division[1]

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Total compensation								
2004	$27.18	$26.62	$27.04	$27.24	100.0	100.0	100.0	100.0
2005	27.52	27.32	27.69	27.97	100.0	100.0	100.0	100.0
2006	29.08	29.20	29.47	29.44	100.0	100.0	100.0	100.0
2007	29.45	29.67	30.05	30.10	100.0	100.0	100.0	100.0
2008	30.48	30.41	30.81	31.57	100.0	100.0	100.0	100.0
2009	31.62	31.69	31.54	31.17	100.0	100.0	100.0	100.0
2010	31.38	31.31	31.51	31.25	100.0	100.0	100.0	100.0
2011	31.62	31.79	32.04	32.58	100.0	100.0	100.0	100.0
2012	32.75	32.81	32.96	32.49	100.0	100.0	100.0	100.0
2013	32.86	33.02	33.01	33.67	100.0	100.0	100.0	100.0
2014	34.96	35.14	34.82	38.51	100.0	100.0	100.0	100.0
2015	39.14	38.81	38.27	37.62	100.0	100.0	100.0	100.0
2016	38.99	40.46	39.12	40.98	100.0	100.0	100.0	100.0
2017	41.55	41.66	42.20	41.08	100.0	100.0	100.0	100.0
2018	41.32	41.73	41.95	37.50	100.0	100.0	100.0	100.0
2019	38.35	–	–	–	100.0	–	–	–
Wages and salaries								
2004	18.95	18.72	19.01	19.13	69.7	70.3	70.3	70.2
2005	19.30	19.12	19.33	19.60	70.1	70.0	69.8	70.1
2006	20.23	20.28	20.46	20.34	69.6	69.5	69.5	69.1
2007	20.41	20.49	20.75	20.72	69.3	69.1	69.1	68.9
2008	21.09	20.96	21.30	21.87	69.2	68.9	69.1	69.3
2009	21.91	21.96	21.83	21.57	69.3	69.3	69.2	69.2
2010	21.68	21.63	21.78	21.67	69.1	69.1	69.1	69.3
2011	21.86	21.87	22.03	22.48	69.1	68.8	68.8	69.0
2012	22.56	22.58	22.68	22.34	68.9	68.8	68.8	68.8
2013	22.50	22.61	22.60	22.95	68.5	68.5	68.5	68.2
2014	23.71	23.74	23.60	25.22	67.8	67.6	67.8	65.5
2015	25.60	25.40	25.33	25.04	65.4	65.4	66.2	66.6
2016	25.62	26.51	25.72	26.92	65.7	65.5	65.8	65.7
2017	27.21	27.27	27.62	27.15	65.5	65.5	65.4	66.1
2018	27.21	27.42	27.60	25.64	65.9	65.7	65.8	68.4
2019	26.18	–	–	–	68.3	–	–	–
Total benefits								
2004	8.23	7.90	8.03	8.11	30.3	29.7	29.7	29.8
2005	8.22	8.20	8.35	8.37	29.9	30.0	30.2	29.9
2006	8.85	8.92	9.00	9.11	30.4	30.5	30.5	30.9
2007	9.04	9.18	9.30	9.37	30.7	30.9	30.9	31.1
2008	9.39	9.45	9.51	9.70	30.8	31.1	30.9	30.7
2009	9.72	9.73	9.71	9.60	30.7	30.7	30.8	30.8
2010	9.70	9.68	9.73	9.58	30.9	30.9	30.9	30.7
2011	9.76	9.92	10.00	10.11	30.9	31.2	31.2	31.0
2012	10.19	10.22	10.29	10.15	31.1	31.2	31.2	31.2
2013	10.36	10.41	10.41	10.71	31.5	31.5	31.5	31.8
2014	11.26	11.40	11.23	13.30	32.2	32.4	32.2	34.5
2015	13.54	13.42	12.94	12.58	34.6	34.6	33.8	33.4
2016	13.37	13.95	13.39	14.06	34.3	34.5	34.2	34.3
2017	14.34	14.39	14.58	13.93	34.5	34.5	34.6	33.9
2018	14.11	14.31	14.35	11.86	34.1	34.3	34.2	31.6
2019	12.17	–	–	–	31.7	–	–	–
Paid leave								
2004	1.96	1.89	1.92	1.93	7.2	7.1	7.1	7.1
2005	1.94	1.92	1.94	1.93	7.1	7.0	7.0	6.9
2006	2.24	2.24	2.25	2.28	7.7	7.7	7.6	7.7
2007	2.27	2.28	2.27	2.27	7.7	7.7	7.6	7.5
2008	2.28	2.24	2.30	2.38	7.5	7.4	7.5	7.5
2009	2.38	2.39	2.35	2.29	7.5	7.5	7.5	7.4
2010	2.32	2.29	2.30	2.31	7.4	7.3	7.3	7.4
2011	2.34	2.33	2.35	2.45	7.4	7.3	7.3	7.5
2012	2.47	2.47	2.47	2.45	7.5	7.5	7.5	7.5
2013	2.48	2.48	2.49	2.55	7.5	7.5	7.5	7.6
2014	2.71	2.71	2.67	2.88	7.8	7.7	7.7	7.5
2015	2.92	2.88	2.86	2.78	7.5	7.4	7.5	7.4
2016	2.85	3.00	2.85	3.06	7.3	7.4	7.3	7.5

See footnotes at end of table.

Table 12. Private industry workers, by census region and division: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Middle Atlantic division[1]

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Paid leave								
2017	3.10	3.10	3.15	3.07	7.5	7.4	7.5	7.5
2018	3.10	3.10	3.11	2.93	7.5	7.4	7.4	7.8
2019	3.02	–	–	–	7.9	–	–	–
Vacation								
2004	.94	.92	.93	.93	3.5	3.4	3.4	3.4
2005	.94	.93	.95	.93	3.4	3.4	3.4	3.3
2006	1.08	1.09	1.09	1.11	3.7	3.7	3.7	3.8
2007	1.11	1.12	1.12	1.13	3.8	3.8	3.7	3.7
2008	1.13	1.12	1.16	1.18	3.7	3.7	3.8	3.7
2009	1.18	1.19	1.17	1.13	3.7	3.8	3.7	3.6
2010	1.15	1.13	1.13	1.14	3.6	3.6	3.6	3.6
2011	1.15	1.15	1.16	1.21	3.6	3.6	3.6	3.7
2012	1.22	1.22	1.22	1.22	3.7	3.7	3.7	3.7
2013	1.24	1.24	1.25	1.28	3.8	3.8	3.8	3.8
2014	1.35	1.35	1.33	1.45	3.9	3.8	3.8	3.8
2015	1.47	1.45	1.44	1.42	3.8	3.7	3.8	3.8
2016	1.45	1.51	1.44	1.54	3.7	3.7	3.7	3.8
2017	1.56	1.56	1.59	1.56	3.8	3.8	3.8	3.8
2018	1.59	1.60	1.59	1.47	3.9	3.8	3.8	3.9
2019	1.52	–	–	–	4.0	–	–	–
Holiday								
2004	.68	.64	.65	.66	2.5	2.4	2.4	2.4
2005	.67	.65	.66	.65	2.4	2.4	2.4	2.3
2006	.72	.71	.72	.73	2.5	2.4	2.4	2.5
2007	.72	.73	.73	.73	2.5	2.4	2.4	2.4
2008	.72	.71	.72	.75	2.4	2.3	2.3	2.4
2009	.75	.75	.74	.72	2.4	2.4	2.3	2.3
2010	.73	.71	.72	.71	2.3	2.3	2.3	2.3
2011	.72	.72	.73	.74	2.3	2.3	2.3	2.3
2012	.74	.74	.74	.73	2.3	2.3	2.3	2.2
2013	.73	.73	.73	.75	2.2	2.2	2.2	2.2
2014	.79	.79	.79	.84	2.3	2.3	2.3	2.2
2015	.85	.84	.84	.81	2.2	2.2	2.2	2.1
2016	.83	.88	.83	.90	2.1	2.2	2.1	2.2
2017	.91	.91	.92	.87	2.2	2.2	2.2	2.1
2018	.89	.89	.90	.86	2.1	2.1	2.1	2.3
2019	.89	–	–	–	2.3	–	–	–
Sick								
2004	.25	.25	.25	.25	.9	.9	.9	.9
2005	.25	.25	.25	.25	.9	.9	.9	.9
2006	.32	.31	.32	.32	1.1	1.1	1.1	1.1
2007	.32	.31	.31	.31	1.1	1.1	1.0	1.0
2008	.32	.31	.32	.33	1.0	1.0	1.0	1.1
2009	.34	.33	.32	.31	1.1	1.1	1.0	1.0
2010	.31	.31	.31	.33	1.0	1.0	1.0	1.0
2011	.33	.33	.33	.35	1.0	1.0	1.0	1.1
2012	.35	.35	.35	.34	1.1	1.1	1.1	1.0
2013	.34	.34	.34	.35	1.0	1.0	1.0	1.0
2014	.39	.39	.37	.40	1.1	1.1	1.1	1.0
2015	.40	.40	.39	.36	1.0	1.0	1.0	1.0
2016	.37	.41	.38	.42	1.0	1.0	1.0	1.0
2017	.43	.43	.44	.43	1.0	1.0	1.0	1.0
2018	.41	.42	.42	.40	1.0	1.0	1.0	1.1
2019	.42	–	–	–	1.1	–	–	–
Personal[2]								
2004	.09	.08	.09	.09	.3	.3	.3	.3
2005	.09	.08	.08	.09	.3	.3	.3	.3
2006	.12	.12	.12	.12	.4	.4	.4	.4
2007	.12	.12	.11	.11	.4	.4	.4	.4
2008	.11	.10	.10	.11	.3	.3	.3	.4
2009	.12	.12	.12	.13	.4	.4	.4	.4
2010	.13	.13	.13	.14	.4	.4	.4	.4
2011	.14	.14	.14	.15	.4	.4	.4	.5

See footnotes at end of table.

Table 12. Private industry workers, by census region and division: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Middle Atlantic division[1]

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Personal[2]								
2012	0.16	0.15	0.16	0.16	0.5	0.5	0.5	0.5
2013	.16	.17	.17	.18	.5	.5	.5	.5
2014	.18	.18	.18	.19	.5	.5	.5	.5
2015	.20	.19	.19	.19	.5	.5	.5	.5
2016	.20	.20	.20	.20	.5	.5	.5	.5
2017	.20	.20	.20	.20	.5	.5	.5	.5
2018	.20	.20	.20	.20	.5	.5	.5	.5
2019	.20	–	–	–	.5	–	–	–
Supplemental pay								
2004	1.02	.77	.78	.80	3.8	2.9	2.9	2.9
2005	.76	.80	.86	.96	2.8	2.9	3.1	3.4
2006	.98	1.00	1.01	1.00	3.4	3.4	3.4	3.4
2007	1.00	1.07	1.09	1.12	3.4	3.6	3.6	3.7
2008	1.08	1.14	1.08	1.11	3.6	3.7	3.5	3.5
2009	1.08	1.08	1.08	1.11	3.4	3.4	3.4	3.6
2010	1.06	1.04	1.04	.95	3.4	3.3	3.3	3.0
2011	.98	1.07	1.09	1.03	3.1	3.4	3.4	3.2
2012	1.05	1.05	1.05	1.06	3.2	3.2	3.2	3.3
2013	1.05	1.06	1.01	1.05	3.2	3.2	3.1	3.1
2014	1.03	1.08	1.08	2.51	2.9	3.1	3.1	6.5
2015	2.61	2.60	2.13	2.20	6.7	6.7	5.6	5.8
2016	2.89	2.92	2.90	2.85	7.4	7.2	7.4	6.9
2017	2.97	2.98	3.03	3.06	7.1	7.2	7.2	7.4
2018	3.16	3.18	3.16	1.26	7.6	7.6	7.5	3.4
2019	1.29	–	–	–	3.4	–	–	–
Overtime and premium[3]								
2004	.22	.22	.22	.22	.8	.8	.8	.8
2005	.22	.23	.23	.23	.8	.8	.8	.8
2006	.27	.28	.28	.29	.9	.9	.9	1.0
2007	.29	.30	.30	.30	1.0	1.0	1.0	1.0
2008	.30	.30	.30	.29	1.0	1.0	1.0	.9
2009	.29	.29	.29	.26	.9	.9	.9	.8
2010	.27	.27	.27	.25	.8	.9	.9	.8
2011	.25	.25	.26	.23	.8	.8	.8	.7
2012	.24	.24	.24	.23	.7	.7	.7	.7
2013	.24	.24	.24	.25	.7	.7	.7	.7
2014	.24	.25	.25	.25	.7	.7	.7	.6
2015	.24	.25	.25	.24	.6	.6	.6	.6
2016	.24	.25	.25	.25	.6	.6	.6	.6
2017	.25	.25	.26	.32	.6	.6	.6	.8
2018	.28	.29	.30	.30	.7	.7	.7	.8
2019	.31	–	–	–	.8	–	–	–
Shift differentials								
2004	.06	.06	.06	.06	.2	.2	.2	.2
2005	.06	.06	.06	.07	.2	.2	.2	.2
2006	.07	.07	.07	.07	.2	.2	.2	.3
2007	.07	.07	.07	.07	.3	.2	.2	.2
2008	.07	.07	.07	.07	.2	.2	.2	.2
2009	.07	.07	.07	.07	.2	.2	.2	.2
2010	.07	.07	.07	.07	.2	.2	.2	.2
2011	.07	.07	.07	.07	.2	.2	.2	.2
2012	.07	.07	.07	.07	.2	.2	.2	.2
2013	.07	.07	.07	.07	.2	.2	.2	.2
2014	.07	.07	.07	.07	.2	.2	.2	.2
2015	.07	.07	.07	.07	.2	.2	.2	.2
2016	.07	.07	.07	.07	.2	.2	.2	.2
2017	.07	.07	.07	.08	.2	.2	.2	.2
2018	.08	.07	.07	.08	.2	.2	.2	.2
2019	.08	–	–	–	.2	–	–	–
Nonproduction bonuses								
2004	.74	.49	.50	.52	2.7	1.9	1.8	1.9
2005	.48	.52	.57	.67	1.7	1.9	2.1	2.4
2006	.64	.66	.67	.64	2.2	2.3	2.3	2.2

See footnotes at end of table.

Table 12. Private industry workers, by census region and division: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Middle Atlantic division[1]

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Nonproduction bonuses								
2007	0.64	0.70	0.72	0.75	2.2	2.4	2.4	2.5
2008	.71	.76	.71	.74	2.3	2.5	2.3	2.4
2009	.72	.72	.72	.77	2.3	2.3	2.3	2.5
2010	.72	.70	.70	.63	2.3	2.2	2.2	2.0
2011	.66	.75	.75	.73	2.1	2.4	2.4	2.2
2012	.75	.74	.74	.76	2.3	2.3	2.2	2.3
2013	.75	.75	.71	.73	2.3	2.3	2.1	2.2
2014	.71	.76	.76	2.19	2.0	2.2	2.2	5.7
2015	2.29	2.28	1.81	1.89	5.9	5.9	4.7	5.0
2016	2.57	2.60	2.58	2.52	6.6	6.4	6.6	6.2
2017	2.65	2.65	2.70	2.66	6.4	6.4	6.4	6.5
2018	2.80	2.82	2.79	.88	6.8	6.7	6.7	2.3
2019	.90	–	–	–	2.3	–	–	–
Insurance								
2004	1.97	1.92	1.97	1.99	7.3	7.2	7.3	7.3
2005	2.07	2.07	2.12	2.07	7.5	7.6	7.6	7.4
2006	2.14	2.15	2.16	2.22	7.3	7.4	7.3	7.5
2007	2.25	2.26	2.30	2.31	7.6	7.6	7.6	7.7
2008	2.34	2.36	2.37	2.41	7.7	7.7	7.7	7.6
2009	2.47	2.48	2.51	2.48	7.8	7.8	8.0	8.0
2010	2.57	2.57	2.59	2.60	8.2	8.2	8.2	8.3
2011	2.67	2.69	2.71	2.74	8.5	8.5	8.4	8.4
2012	2.79	2.80	2.82	2.78	8.5	8.5	8.5	8.6
2013	2.90	2.91	2.92	3.04	8.8	8.8	8.9	9.0
2014	3.16	3.17	3.16	3.22	9.0	9.0	9.1	8.4
2015	3.27	3.26	3.28	3.14	8.4	8.4	8.6	8.3
2016	3.19	3.28	3.21	3.33	8.2	8.1	8.2	8.1
2017	3.37	3.37	3.43	3.28	8.1	8.1	8.1	8.0
2018	3.29	3.29	3.34	3.24	8.0	7.9	8.0	8.6
2019	3.32	–	–	–	8.7	–	–	–
Life								
2004	.05	.05	.05	.05	.2	.2	.2	.2
2005	.05	.04	.04	.04	.2	.2	.2	.2
2006	.05	.05	.05	.04	.2	.2	.2	.2
2007	.04	.05	.05	.04	.2	.2	.2	.1
2008	.04	.04	.04	.05	.1	.1	.1	.1
2009	.05	.05	.05	.05	.2	.1	.1	.1
2010	.05	.04	.04	.04	.1	.1	.1	.1
2011	.05	.05	.04	.05	.1	.1	.1	.1
2012	.05	.05	.05	.05	.1	.1	.1	.1
2013	.05	.05	.05	.05	.2	.2	.2	.2
2014	.05	.05	.05	.05	.1	.1	.1	.1
2015	.05	.05	.05	.05	.1	.1	.1	.1
2016	.05	.05	.05	.05	.1	.1	.1	.1
2017	.05	.05	.05	.05	.1	.1	.1	.1
2018	.05	.05	.05	.04	.1	.1	.1	.1
2019	.04	–	–	–	.1	–	–	–
Health								
2004	1.81	1.77	1.81	1.83	6.7	6.6	6.7	6.7
2005	1.91	1.91	1.96	1.91	6.9	7.0	7.1	6.8
2006	1.97	1.98	2.00	2.05	6.8	6.8	6.8	7.0
2007	2.08	2.09	2.13	2.14	7.1	7.1	7.1	7.1
2008	2.17	2.19	2.20	2.24	7.1	7.2	7.2	7.1
2009	2.30	2.31	2.34	2.31	7.3	7.3	7.4	7.4
2010	2.40	2.40	2.41	2.43	7.6	7.7	7.7	7.8
2011	2.50	2.52	2.54	2.56	7.9	7.9	7.9	7.9
2012	2.61	2.62	2.64	2.60	8.0	8.0	8.0	8.0
2013	2.71	2.73	2.73	2.84	8.3	8.3	8.3	8.4
2014	2.95	2.97	2.95	3.02	8.4	8.4	8.5	7.8
2015	3.06	3.05	3.07	2.94	7.8	7.9	8.0	7.8
2016	3.00	3.08	3.02	3.12	7.7	7.6	7.7	7.6
2017	3.16	3.17	3.21	3.08	7.6	7.6	7.6	7.5
2018	3.08	3.09	3.13	3.05	7.5	7.4	7.5	8.1

See footnotes at end of table.

Table 12. Private industry workers, by census region and division: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Middle Atlantic division[1]

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Health								
2019	3.13	–	–	–	8.2	–	–	–
Short-term disability								
2004	.07	0.07	0.07	0.07	.3	0.3	0.3	0.3
2005	.08	.08	.08	.08	.3	.3	.3	.3
2006	.08	.08	.08	.08	.3	.3	.3	.3
2007	.08	.08	.08	.09	.3	.3	.3	.3
2008	.09	.09	.09	.08	.3	.3	.3	.3
2009	.08	.08	.08	.08	.3	.3	.3	.3
2010	.08	.08	.09	.08	.3	.3	.3	.3
2011	.08	.08	.08	.08	.3	.3	.3	.3
2012	.08	.08	.08	.09	.3	.3	.3	.3
2013	.09	.09	.09	.10	.3	.3	.3	.3
2014	.10	.10	.09	.10	.3	.3	.3	.3
2015	.10	.10	.10	.10	.3	.3	.3	.3
2016	.10	.10	.09	.10	.2	.2	.2	.2
2017	.10	.10	.10	.11	.2	.2	.2	.3
2018	.11	.11	.11	.11	.3	.3	.3	.3
2019	.11	–	–	–	.3	–	–	–
Long-term disability								
2004	.04	.03	.03	.03	.2	.1	.1	.1
2005	.03	.03	.03	.04	.1	.1	.1	.1
2006	.04	.04	.04	.04	.1	.1	.1	.1
2007	.04	.04	.04	.04	.1	.1	.1	.1
2008	.04	.04	.04	.04	.1	.1	.1	.1
2009	.04	.04	.04	.04	.1	.1	.1	.1
2010	.04	.04	.04	.04	.1	.1	.1	.1
2011	.05	.05	.05	.05	.1	.1	.1	.1
2012	.05	.05	.05	.05	.2	.2	.2	.2
2013	.05	.05	.05	.06	.2	.2	.2	.2
2014	.06	.06	.06	.06	.2	.2	.2	.2
2015	.06	.06	.06	.05	.2	.1	.1	.1
2016	.05	.05	.05	.06	.1	.1	.1	.1
2017	.06	.06	.06	.05	.1	.1	.1	.1
2018	.05	.05	.05	.04	.1	.1	.1	.1
2019	.04	–	–	–	.1	–	–	–
Retirement and savings								
2004	.99	1.02	1.04	1.05	3.7	3.8	3.8	3.9
2005	1.07	1.02	1.02	1.01	3.9	3.7	3.7	3.6
2006	1.09	1.11	1.13	1.17	3.8	3.8	3.8	4.0
2007	1.07	1.11	1.16	1.18	3.6	3.7	3.8	3.9
2008	1.18	1.19	1.22	1.23	3.9	3.9	3.9	3.9
2009	1.20	1.19	1.18	1.16	3.8	3.8	3.7	3.7
2010	1.19	1.20	1.21	1.15	3.8	3.8	3.8	3.7
2011	1.18	1.21	1.22	1.24	3.7	3.8	3.8	3.8
2012	1.19	1.20	1.22	1.19	3.6	3.6	3.7	3.7
2013	1.23	1.25	1.26	1.29	3.7	3.8	3.8	3.8
2014	1.52	1.60	1.48	1.72	4.3	4.5	4.2	4.5
2015	1.74	1.69	1.68	1.43	4.4	4.3	4.4	3.8
2016	1.38	1.67	1.38	1.73	3.5	4.1	3.5	4.2
2017	1.76	1.79	1.83	1.44	4.2	4.3	4.3	3.5
2018	1.44	1.61	1.61	1.45	3.5	3.9	3.8	3.9
2019	1.49	–	–	–	3.9	–	–	–
Defined benefit								
2004	.44	.49	.49	.50	1.6	1.8	1.8	1.8
2005	.50	.48	.48	.45	1.8	1.8	1.7	1.6
2006	.51	.52	.53	.58	1.7	1.8	1.8	2.0
2007	.50	.53	.56	.57	1.7	1.8	1.9	1.9
2008	.56	.57	.58	.56	1.8	1.9	1.9	1.8
2009	.52	.52	.50	.49	1.6	1.6	1.6	1.6
2010	.51	.53	.54	.48	1.6	1.7	1.7	1.5
2011	.49	.54	.54	.56	1.6	1.7	1.7	1.7
2012	.50	.50	.51	.52	1.5	1.5	1.5	1.6
2013	.54	.56	.57	.57	1.7	1.7	1.7	1.7

See footnotes at end of table.

Table 12. Private industry workers, by census region and division: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Middle Atlantic division[1]

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Defined benefit								
2014	0.68	0.77	0.70	0.81	2.0	2.2	2.0	2.1
2015	.80	.76	.76	.63	2.0	2.0	2.0	1.7
2016	.62	.78	.63	.81	1.6	1.9	1.6	2.0
2017	.83	.87	.88	.69	2.0	2.1	2.1	1.7
2018	.69	.86	.86	.74	1.7	2.1	2.0	2.0
2019	.76	–	–	–	2.0	–	–	–
Defined contribution								
2004	.55	.53	.54	.55	2.0	2.0	2.0	2.0
2005	.57	.54	.55	.57	2.1	2.0	2.0	2.0
2006	.59	.59	.59	.59	2.0	2.0	2.0	2.0
2007	.57	.58	.59	.62	2.0	2.0	2.0	2.0
2008	.62	.63	.63	.67	2.0	2.1	2.0	2.1
2009	.68	.67	.67	.68	2.1	2.1	2.1	2.2
2010	.68	.67	.67	.67	2.2	2.1	2.1	2.1
2011	.69	.67	.68	.68	2.2	2.1	2.1	2.1
2012	.70	.70	.72	.67	2.1	2.1	2.2	2.1
2013	.68	.69	.69	.72	2.1	2.1	2.1	2.1
2014	.84	.83	.78	.92	2.4	2.4	2.2	2.4
2015	.93	.92	.92	.80	2.4	2.4	2.4	2.1
2016	.75	.90	.75	.92	1.9	2.2	1.9	2.2
2017	.93	.92	.95	.75	2.2	2.2	2.2	1.8
2018	.75	.75	.76	.71	1.8	1.8	1.8	1.9
2019	.73	–	–	–	1.9	–	–	–
Legally required benefits								
2004	2.23	2.24	2.27	2.29	8.2	8.4	8.4	8.4
2005	2.33	2.33	2.36	2.35	8.4	8.5	8.5	8.4
2006	2.41	2.43	2.44	2.45	8.3	8.3	8.3	8.3
2007	2.45	2.47	2.49	2.50	8.3	8.3	8.3	8.3
2008	2.51	2.52	2.54	2.58	8.2	8.3	8.2	8.2
2009	2.58	2.59	2.59	2.55	8.2	8.2	8.2	8.2
2010	2.56	2.58	2.60	2.57	8.2	8.2	8.2	8.2
2011	2.59	2.62	2.64	2.65	8.2	8.2	8.2	8.1
2012	2.69	2.71	2.73	2.68	8.2	8.3	8.3	8.2
2013	2.70	2.71	2.73	2.78	8.2	8.2	8.3	8.3
2014	2.84	2.85	2.85	2.96	8.1	8.1	8.2	7.7
2015	3.00	2.99	2.99	3.04	7.7	7.7	7.8	8.1
2016	3.06	3.08	3.06	3.10	7.9	7.6	7.8	7.6
2017	3.15	3.14	3.15	3.09	7.6	7.5	7.5	7.5
2018	3.12	3.13	3.14	2.99	7.6	7.5	7.5	8.0
2019	3.05	–	–	–	7.9	–	–	–
Social Security and Medicare								
2004	1.59	1.57	1.59	1.60	5.8	5.9	5.9	5.9
2005	1.62	1.61	1.62	1.63	5.9	5.9	5.9	5.8
2006	1.68	1.69	1.70	1.71	5.8	5.8	5.8	5.8
2007	1.72	1.72	1.74	1.75	5.8	5.8	5.8	5.8
2008	1.77	1.77	1.79	1.83	5.8	5.8	5.8	5.8
2009	1.84	1.84	1.85	1.82	5.8	5.8	5.9	5.8
2010	1.82	1.81	1.82	1.81	5.8	5.8	5.8	5.8
2011	1.83	1.83	1.84	1.86	5.8	5.7	5.7	5.7
2012	1.88	1.88	1.89	1.86	5.7	5.7	5.7	5.7
2013	1.87	1.88	1.89	1.91	5.7	5.7	5.7	5.7
2014	1.95	1.95	1.95	2.05	5.6	5.6	5.6	5.3
2015	2.08	2.06	2.07	2.07	5.3	5.3	5.4	5.5
2016	2.12	2.15	2.13	2.18	5.4	5.3	5.4	5.3
2017	2.22	2.23	2.25	2.24	5.4	5.3	5.3	5.5
2018	2.27	2.28	2.29	2.16	5.5	5.5	5.5	5.8
2019	2.21	–	–	–	5.8	–	–	–
Social Security[4]								
2004	1.27	1.26	1.28	1.28	4.7	4.7	4.7	4.7
2005	1.30	1.29	1.30	1.30	4.7	4.7	4.7	4.7
2006	1.34	1.35	1.36	1.36	4.6	4.6	4.6	4.6
2007	1.38	1.38	1.39	1.40	4.7	4.6	4.6	4.7
2008	1.42	1.42	1.43	1.46	4.6	4.7	4.6	4.6

See footnotes at end of table.

Table 12. Private industry workers, by census region and division: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Middle Atlantic division[1]

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Social Security[4]								
2009	1.47	1.48	1.48	1.45	4.7	4.7	4.7	4.7
2010	1.46	1.45	1.46	1.45	4.6	4.6	4.6	4.6
2011	1.46	1.46	1.47	1.49	4.6	4.6	4.6	4.6
2012	1.50	1.50	1.51	1.48	4.6	4.6	4.6	4.6
2013	1.49	1.50	1.51	1.53	4.5	4.5	4.6	4.5
2014	1.55	1.55	1.56	1.60	4.4	4.4	4.5	4.2
2015	1.63	1.61	1.63	1.64	4.2	4.2	4.2	4.4
2016	1.66	1.68	1.67	1.70	4.3	4.1	4.3	4.1
2017	1.74	1.74	1.76	1.76	4.2	4.2	4.2	4.3
2018	1.78	1.79	1.81	1.73	4.3	4.3	4.3	4.6
2019	1.77	–	–	–	4.6	–	–	–
Medicare								
2004	.32	.31	.32	.32	1.2	1.2	1.2	1.2
2005	.32	.32	.32	.33	1.2	1.2	1.2	1.2
2006	.34	.34	.34	.34	1.2	1.2	1.2	1.2
2007	.34	.35	.35	.35	1.2	1.2	1.2	1.2
2008	.35	.35	.36	.37	1.2	1.2	1.2	1.2
2009	.37	.37	.37	.36	1.2	1.2	1.2	1.2
2010	.36	.36	.36	.36	1.2	1.2	1.2	1.2
2011	.36	.37	.37	.38	1.2	1.1	1.1	1.2
2012	.38	.38	.38	.38	1.2	1.2	1.2	1.2
2013	.38	.38	.38	.39	1.2	1.2	1.1	1.1
2014	.40	.40	.40	.44	1.1	1.1	1.1	1.2
2015	.45	.45	.44	.44	1.2	1.2	1.1	1.2
2016	.46	.47	.46	.48	1.2	1.2	1.2	1.2
2017	.48	.49	.49	.48	1.2	1.2	1.2	1.2
2018	.48	.49	.49	.43	1.2	1.2	1.2	1.1
2019	.44	–	–	–	1.1	–	–	–
Federal unemployment insurance								
2004	.03	.03	.03	.03	.1	.1	.1	.1
2005	.03	.03	.03	.03	.1	.1	.1	.1
2006	.03	.03	.03	.03	.1	.1	.1	.1
2007	.03	.03	.03	.03	.1	.1	.1	.1
2008	.03	.03	.03	.03	.1	.1	.1	.1
2009	.03	.03	.03	.03	.1	.1	.1	.1
2010	.03	.03	.03	.03	.1	.1	.1	.1
2011	.03	.03	.02	.02	.1	.1	.1	.1
2012	.04	.04	.04	.04	.1	.1	.1	.1
2013	.04	.04	.04	.04	.1	.1	.1	.1
2014	.04	.04	.04	.04	.1	.1	.1	.1
2015	.04	.04	.04	.05	.1	.1	.1	.1
2016	.02	.02	.02	.02	.1	.1	.1	.1
2017	.02	.02	.02	.02	.1	.1	.1	.1
2018	.02	.02	.02	.02	.1	.1	.1	.1
2019	.02	–	–	–	.1	–	–	–
State unemployment insurance								
2004	.18	.19	.19	.20	.7	.7	.7	.7
2005	.21	.22	.22	.22	.8	.8	.8	.8
2006	.22	.22	.22	.22	.8	.8	.8	.8
2007	.22	.22	.22	.22	.7	.7	.7	.7
2008	.22	.22	.22	.22	.7	.7	.7	.7
2009	.22	.22	.22	.23	.7	.7	.7	.7
2010	.24	.25	.26	.27	.8	.8	.8	.9
2011	.28	.29	.30	.30	.9	.9	.9	.9
2012	.31	.31	.31	.32	.9	.9	1.0	1.0
2013	.33	.33	.33	.32	1.0	1.0	1.0	1.0
2014	.34	.33	.32	.32	1.0	.9	.9	.8
2015	.33	.32	.32	.33	.8	.8	.8	.9
2016	.33	.31	.31	.30	.8	.8	.8	.7
2017	.30	.28	.27	.26	.7	.7	.6	.6
2018	.27	.25	.25	.24	.6	.6	.6	.6
2019	.24	–	–	–	.6	–	–	–

See footnotes at end of table.

Table 12. Private industry workers, by census region and division: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Middle Atlantic division[1]

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Workers' compensation								
2004	0.43	0.44	0.45	0.45	1.6	1.7	1.7	1.7
2005	.46	.47	.48	.46	1.7	1.7	1.7	1.7
2006	.47	.48	.49	.49	1.6	1.7	1.7	1.7
2007	.48	.49	.50	.49	1.6	1.7	1.6	1.6
2008	.49	.50	.50	.50	1.6	1.6	1.6	1.6
2009	.49	.49	.49	.47	1.5	1.5	1.5	1.5
2010	.47	.48	.48	.46	1.5	1.5	1.5	1.5
2011	.46	.47	.48	.46	1.4	1.5	1.5	1.4
2012	.47	.48	.49	.47	1.4	1.5	1.5	1.4
2013	.46	.46	.47	.51	1.4	1.4	1.4	1.5
2014	.51	.53	.53	.55	1.5	1.5	1.5	1.4
2015	.55	.56	.56	.60	1.4	1.4	1.5	1.6
2016	.59	.59	.59	.60	1.5	1.5	1.5	1.5
2017	.60	.62	.61	.57	1.4	1.5	1.4	1.4
2018	.57	.57	.57	.57	1.4	1.4	1.4	1.5
2019	.57	–	–	–	1.5	–	–	–
Other benefits[5]								
2004	.06	.06	.06	.06	.2	.2	.2	.2
2005	.06	.06	.06	.04	.2	.2	.2	.2

[1] The states that compose the Middle Atlantic census division are: NJ, NY, and PA.
[2] Prior to June 2008, paid personal leave was included in other leave. Other leave also included paid military, funeral, and jury leave.
[3] Includes premium pay (such as overtime, weekends, and holidays) for work in addition to the regular work schedule.
[4] Social Security refers to the Old-Age, Survivors, and Disability Insurance (OASDI) program.
[5] Includes severance pay and supplemental unemployment benefits. Publication of other benefits was discontinued beginning in June 2006.

Note: The sum of individual items may not equal totals due to rounding. Dashes indicate data are not available.

Table 12. Private industry workers, by census region and division: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

South region[1]

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Total compensation								
2004	$20.80	$20.80	$21.20	$21.32	100.0	100.0	100.0	100.0
2005	21.36	21.66	21.76	22.12	100.0	100.0	100.0	100.0
2006	22.35	22.27	22.83	22.84	100.0	100.0	100.0	100.0
2007	23.17	23.21	23.16	23.64	100.0	100.0	100.0	100.0
2008	23.90	23.89	24.17	24.23	100.0	100.0	100.0	100.0
2009	24.45	24.26	24.40	24.47	100.0	100.0	100.0	100.0
2010	24.72	24.69	24.87	24.83	100.0	100.0	100.0	100.0
2011	24.93	24.94	25.14	25.88	100.0	100.0	100.0	100.0
2012	26.16	26.14	26.29	26.34	100.0	100.0	100.0	100.0
2013	26.60	26.51	26.67	26.93	100.0	100.0	100.0	100.0
2014	27.14	27.29	27.38	28.81	100.0	100.0	100.0	100.0
2015	29.04	28.85	29.13	29.27	100.0	100.0	100.0	100.0
2016	29.48	29.38	29.46	29.59	100.0	100.0	100.0	100.0
2017	29.84	30.00	30.22	30.36	100.0	100.0	100.0	100.0
2018	30.68	30.92	31.13	30.84	100.0	100.0	100.0	100.0
2019	31.15	–	–	–	100.0	–	–	–
Wages and salaries								
2004	15.08	15.06	15.35	15.42	72.5	72.4	72.4	72.3
2005	15.41	15.65	15.71	15.94	72.1	72.3	72.2	72.0
2006	16.11	16.07	16.52	16.42	72.1	72.2	72.4	71.9
2007	16.69	16.70	16.62	16.99	72.0	72.0	71.8	71.9
2008	17.16	17.17	17.41	17.44	71.8	71.8	72.0	72.0
2009	17.59	17.48	17.59	17.66	71.9	72.0	72.1	72.2
2010	17.76	17.76	17.88	17.89	71.8	71.9	71.9	72.0
2011	17.92	17.88	18.05	18.58	71.9	71.7	71.8	71.8
2012	18.71	18.71	18.85	18.90	71.5	71.6	71.7	71.7
2013	19.05	19.01	19.11	19.20	71.6	71.7	71.6	71.3
2014	19.31	19.39	19.46	20.42	71.2	71.1	71.1	70.9
2015	20.57	20.53	20.72	20.76	70.8	71.2	71.1	70.9
2016	20.90	20.88	20.96	21.00	70.9	71.1	71.1	71.0
2017	21.18	21.29	21.46	21.60	71.0	71.0	71.0	71.2
2018	21.81	22.00	22.14	21.99	71.1	71.1	71.1	71.3
2019	22.20	–	–	–	71.3	–	–	–
Total benefits								
2004	5.72	5.74	5.85	5.90	27.5	27.6	27.6	27.7
2005	5.95	6.00	6.04	6.19	27.9	27.7	27.8	28.0
2006	6.24	6.20	6.31	6.42	27.9	27.8	27.6	28.1
2007	6.48	6.51	6.54	6.65	28.0	28.0	28.2	28.1
2008	6.74	6.73	6.77	6.79	28.2	28.2	28.0	28.0
2009	6.86	6.78	6.81	6.81	28.1	28.0	27.9	27.8
2010	6.96	6.94	6.99	6.95	28.2	28.1	28.1	28.0
2011	7.02	7.06	7.08	7.30	28.1	28.3	28.2	28.2
2012	7.44	7.42	7.44	7.45	28.5	28.4	28.3	28.3
2013	7.55	7.50	7.56	7.73	28.4	28.3	28.4	28.7
2014	7.83	7.90	7.91	8.40	28.8	28.9	28.9	29.1
2015	8.47	8.32	8.40	8.51	29.2	28.8	28.9	29.1
2016	8.58	8.50	8.50	8.59	29.1	28.9	28.9	29.0
2017	8.66	8.71	8.76	8.75	29.0	29.0	29.0	28.8
2018	8.86	8.92	8.99	8.85	28.9	28.9	28.9	28.7
2019	8.95	–	–	–	28.7	–	–	–
Paid leave								
2004	1.29	1.29	1.31	1.32	6.2	6.2	6.2	6.2
2005	1.31	1.33	1.34	1.42	6.1	6.2	6.2	6.4
2006	1.42	1.41	1.44	1.46	6.4	6.3	6.3	6.4
2007	1.48	1.48	1.47	1.49	6.4	6.4	6.3	6.3
2008	1.50	1.49	1.52	1.56	6.3	6.2	6.3	6.5
2009	1.58	1.56	1.58	1.59	6.5	6.4	6.5	6.5
2010	1.61	1.60	1.61	1.63	6.5	6.5	6.5	6.6
2011	1.64	1.62	1.63	1.72	6.6	6.5	6.5	6.6
2012	1.74	1.73	1.73	1.74	6.7	6.6	6.6	6.6
2013	1.77	1.75	1.76	1.81	6.7	6.6	6.6	6.7
2014	1.83	1.83	1.83	1.95	6.7	6.7	6.7	6.8
2015	1.97	1.94	1.96	1.98	6.8	6.7	6.7	6.8
2016	2.00	1.99	1.99	2.03	6.8	6.8	6.8	6.9

See footnotes at end of table.

Table 12. Private industry workers, by census region and division: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

South region[1]

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Paid leave								
2017	2.04	2.05	2.06	2.07	6.8	6.8	6.8	6.8
2018	2.10	2.10	2.12	2.12	6.8	6.8	6.8	6.9
2019	2.16	–	–	–	6.9	–	–	–
Vacation								
2004	.64	.64	.65	.66	3.1	3.1	3.1	3.1
2005	.65	.66	.67	.69	3.0	3.1	3.1	3.1
2006	.72	.71	.73	.74	3.2	3.2	3.2	3.2
2007	.76	.75	.75	.77	3.3	3.2	3.3	3.2
2008	.77	.77	.78	.81	3.2	3.2	3.2	3.3
2009	.82	.80	.81	.81	3.3	3.3	3.3	3.3
2010	.82	.81	.82	.82	3.3	3.3	3.3	3.3
2011	.82	.82	.83	.87	3.3	3.3	3.3	3.3
2012	.88	.87	.88	.89	3.4	3.3	3.3	3.4
2013	.90	.89	.90	.94	3.4	3.4	3.4	3.5
2014	.95	.94	.95	1.02	3.5	3.5	3.5	3.5
2015	1.03	1.02	1.03	1.02	3.5	3.5	3.5	3.5
2016	1.02	1.02	1.02	1.04	3.5	3.5	3.4	3.5
2017	1.04	1.04	1.05	1.06	3.5	3.5	3.5	3.5
2018	1.07	1.08	1.08	1.08	3.5	3.5	3.5	3.5
2019	1.10	–	–	–	3.5	–	–	–
Holiday								
2004	.44	.44	.45	.45	2.1	2.1	2.1	2.1
2005	.45	.46	.46	.47	2.1	2.1	2.1	2.1
2006	.48	.47	.48	.48	2.1	2.1	2.1	2.1
2007	.49	.49	.49	.49	2.1	2.1	2.1	2.1
2008	.50	.50	.50	.51	2.1	2.1	2.1	2.1
2009	.52	.51	.51	.52	2.1	2.1	2.1	2.1
2010	.52	.52	.52	.52	2.1	2.1	2.1	2.1
2011	.53	.52	.53	.55	2.1	2.1	2.1	2.1
2012	.56	.55	.55	.55	2.1	2.1	2.1	2.1
2013	.56	.55	.56	.56	2.1	2.1	2.1	2.1
2014	.57	.56	.57	.59	2.1	2.1	2.1	2.1
2015	.60	.59	.60	.60	2.1	2.0	2.1	2.1
2016	.61	.61	.62	.62	2.1	2.1	2.1	2.1
2017	.63	.63	.63	.63	2.1	2.1	2.1	2.1
2018	.64	.64	.65	.65	2.1	2.1	2.1	2.1
2019	.66	–	–	–	2.1	–	–	–
Sick								
2004	.15	.15	.16	.16	.7	.7	.7	.7
2005	.16	.16	.16	.16	.7	.7	.7	.7
2006	.17	.17	.17	.18	.8	.7	.7	.8
2007	.18	.18	.18	.18	.8	.8	.8	.8
2008	.18	.18	.18	.19	.8	.8	.8	.8
2009	.19	.19	.19	.20	.8	.8	.8	.8
2010	.20	.20	.20	.20	.8	.8	.8	.8
2011	.21	.20	.20	.21	.8	.8	.8	.8
2012	.22	.21	.22	.21	.8	.8	.8	.8
2013	.21	.21	.21	.22	.8	.8	.8	.8
2014	.22	.21	.22	.23	.8	.8	.8	.8
2015	.23	.22	.23	.23	.8	.8	.8	.8
2016	.24	.23	.23	.24	.8	.8	.8	.8
2017	.24	.24	.24	.25	.8	.8	.8	.8
2018	.25	.25	.25	.26	.8	.8	.8	.8
2019	.27	–	–	–	.9	–	–	–
Personal[2]								
2004	.05	.05	.05	.05	.3	.3	.3	.3
2005	.05	.05	.05	.09	.2	.2	.2	.4
2006	.06	.05	.06	.06	.2	.2	.2	.3
2007	.06	.06	.05	.05	.3	.3	.2	.2
2008	.05	.04	.05	.05	.2	.2	.2	.2
2009	.06	.06	.06	.07	.2	.2	.2	.3
2010	.07	.08	.08	.08	.3	.3	.3	.3
2011	.08	.08	.08	.09	.3	.3	.3	.3

See footnotes at end of table.

Table 12. Private industry workers, by census region and division: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

South region[1]

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Personal[2]								
2012	0.09	0.09	0.09	0.09	0.3	0.3	0.3	0.3
2013	.09	.09	.09	.10	.4	.4	.4	.4
2014	.10	.10	.10	.11	.4	.4	.4	.4
2015	.11	.11	.11	.12	.4	.4	.4	.4
2016	.13	.13	.13	.14	.4	.4	.4	.5
2017	.14	.14	.14	.14	.5	.5	.4	.5
2018	.14	.14	.14	.13	.5	.4	.4	.4
2019	.13	–	–	–	.4	–	–	–
Supplemental pay								
2004	.52	.52	.53	.53	2.5	2.5	2.5	2.5
2005	.55	.56	.56	.57	2.6	2.6	2.6	2.6
2006	.57	.56	.58	.61	2.6	2.5	2.5	2.7
2007	.62	.63	.63	.63	2.7	2.7	2.7	2.7
2008	.66	.70	.66	.68	2.8	2.9	2.7	2.8
2009	.66	.65	.65	.66	2.7	2.7	2.7	2.7
2010	.67	.64	.64	.67	2.7	2.6	2.6	2.7
2011	.69	.72	.72	.77	2.8	2.9	2.9	3.0
2012	.80	.80	.78	.78	3.1	3.1	3.0	3.0
2013	.76	.75	.75	.78	2.9	2.8	2.8	2.9
2014	.79	.80	.80	.88	2.9	2.9	2.9	3.0
2015	.89	.89	.90	.92	3.1	3.1	3.1	3.1
2016	.93	.91	.90	.87	3.1	3.1	3.1	3.0
2017	.87	.89	.90	.97	2.9	3.0	3.0	3.2
2018	.98	.99	1.00	1.05	3.2	3.2	3.2	3.4
2019	1.05	–	–	–	3.4	–	–	–
Overtime and premium[3]								
2004	.22	.22	.22	.22	1.1	1.0	1.0	1.0
2005	.22	.22	.23	.23	1.1	1.0	1.0	1.0
2006	.23	.23	.23	.24	1.0	1.0	1.0	1.0
2007	.24	.25	.25	.25	1.0	1.1	1.1	1.0
2008	.25	.25	.26	.26	1.0	1.0	1.1	1.1
2009	.26	.25	.25	.25	1.1	1.1	1.0	1.0
2010	.25	.25	.25	.25	1.0	1.0	1.0	1.0
2011	.26	.26	.26	.26	1.0	1.0	1.0	1.0
2012	.26	.27	.27	.27	1.0	1.0	1.0	1.0
2013	.27	.27	.28	.28	1.0	1.0	1.0	1.0
2014	.28	.28	.28	.29	1.0	1.0	1.0	1.0
2015	.29	.30	.30	.31	1.0	1.0	1.0	1.1
2016	.31	.30	.31	.27	1.1	1.0	1.0	.9
2017	.29	.29	.29	.30	1.0	1.0	1.0	1.0
2018	.30	.31	.31	.30	1.0	1.0	1.0	1.0
2019	.30	–	–	–	1.0	–	–	–
Shift differentials								
2004	.05	.05	.05	.05	.2	.2	.2	.2
2005	.05	.05	.05	.05	.2	.2	.2	.2
2006	.05	.05	.05	.06	.2	.2	.2	.3
2007	.06	.06	.06	.06	.3	.3	.3	.3
2008	.06	.06	.06	.06	.3	.3	.3	.3
2009	.06	.06	.06	.06	.3	.3	.3	.3
2010	.07	.06	.06	.07	.3	.3	.3	.3
2011	.07	.07	.07	.06	.3	.3	.3	.2
2012	.06	.06	.06	.06	.2	.2	.2	.2
2013	.06	.06	.06	.06	.2	.2	.2	.2
2014	.06	.06	.06	.05	.2	.2	.2	.2
2015	.05	.05	.05	.06	.2	.2	.2	.2
2016	.06	.06	.06	.06	.2	.2	.2	.2
2017	.06	.06	.06	.07	.2	.2	.2	.2
2018	.08	.07	.07	.08	.2	.2	.2	.3
2019	.08	–	–	–	.3	–	–	–
Nonproduction bonuses								
2004	.26	.25	.27	.27	1.2	1.2	1.3	1.2
2005	.28	.29	.29	.29	1.3	1.3	1.3	1.3
2006	.29	.28	.29	.31	1.3	1.3	1.3	1.3

See footnotes at end of table.

Table 12. Private industry workers, by census region and division: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

South region[1]

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Nonproduction bonuses								
2007	0.31	0.32	0.32	0.32	1.4	1.4	1.4	1.4
2008	.34	.39	.34	.36	1.4	1.6	1.4	1.5
2009	.34	.34	.34	.35	1.4	1.4	1.4	1.4
2010	.35	.32	.32	.35	1.4	1.3	1.3	1.4
2011	.37	.39	.39	.45	1.5	1.6	1.6	1.7
2012	.48	.48	.45	.45	1.8	1.8	1.7	1.7
2013	.43	.42	.41	.45	1.6	1.6	1.6	1.7
2014	.45	.46	.46	.53	1.7	1.7	1.7	1.9
2015	.55	.54	.55	.55	1.9	1.9	1.9	1.9
2016	.55	.54	.53	.54	1.9	1.9	1.8	1.8
2017	.52	.54	.54	.59	1.7	1.8	1.8	2.0
2018	.61	.61	.62	.67	2.0	2.0	2.0	2.2
2019	.66	–	–	–	2.1	–	–	–
Insurance								
2004	1.46	1.47	1.49	1.50	7.0	7.1	7.0	7.0
2005	1.53	1.53	1.54	1.59	7.2	7.0	7.1	7.2
2006	1.61	1.61	1.64	1.66	7.2	7.2	7.2	7.3
2007	1.72	1.72	1.73	1.74	7.4	7.4	7.5	7.3
2008	1.78	1.77	1.80	1.79	7.4	7.4	7.4	7.4
2009	1.85	1.83	1.84	1.84	7.6	7.6	7.5	7.5
2010	1.90	1.91	1.92	1.88	7.7	7.7	7.7	7.6
2011	1.90	1.92	1.92	1.94	7.6	7.7	7.6	7.5
2012	1.97	1.96	1.97	1.98	7.5	7.5	7.5	7.5
2013	2.04	2.01	2.03	2.08	7.7	7.6	7.6	7.7
2014	2.12	2.11	2.11	2.18	7.8	7.7	7.7	7.6
2015	2.20	2.18	2.21	2.22	7.6	7.6	7.6	7.6
2016	2.27	2.25	2.25	2.29	7.7	7.7	7.6	7.7
2017	2.32	2.31	2.32	2.30	7.8	7.7	7.7	7.6
2018	2.34	2.33	2.35	2.23	7.6	7.5	7.6	7.2
2019	2.26	–	–	–	7.3	–	–	–
Life								
2004	.04	.04	.04	.04	.2	.2	.2	.2
2005	.04	.04	.04	.04	.2	.2	.2	.2
2006	.04	.04	.04	.04	.2	.2	.2	.2
2007	.04	.04	.05	.04	.2	.2	.2	.2
2008	.05	.05	.05	.05	.2	.2	.2	.2
2009	.05	.05	.05	.04	.2	.2	.2	.2
2010	.04	.04	.05	.04	.2	.2	.2	.2
2011	.04	.04	.04	.04	.2	.2	.2	.2
2012	.04	.04	.04	.04	.1	.1	.1	.1
2013	.04	.04	.04	.04	.1	.1	.1	.1
2014	.04	.04	.04	.05	.2	.2	.1	.2
2015	.05	.04	.05	.05	.2	.2	.2	.2
2016	.05	.05	.05	.05	.2	.2	.2	.2
2017	.05	.05	.05	.05	.2	.2	.2	.2
2018	.05	.05	.05	.04	.2	.2	.2	.1
2019	.04	–	–	–	.1	–	–	–
Health								
2004	1.34	1.36	1.37	1.38	6.5	6.5	6.5	6.5
2005	1.42	1.41	1.42	1.47	6.6	6.5	6.5	6.6
2006	1.49	1.49	1.51	1.54	6.7	6.7	6.6	6.7
2007	1.59	1.59	1.60	1.61	6.9	6.9	6.9	6.8
2008	1.65	1.64	1.66	1.66	6.9	6.9	6.9	6.9
2009	1.71	1.70	1.71	1.71	7.0	7.0	7.0	7.0
2010	1.78	1.78	1.79	1.76	7.2	7.2	7.2	7.1
2011	1.79	1.80	1.80	1.82	7.2	7.2	7.2	7.0
2012	1.85	1.84	1.85	1.86	7.1	7.0	7.0	7.1
2013	1.92	1.90	1.91	1.95	7.2	7.2	7.2	7.2
2014	1.99	1.98	1.98	2.03	7.3	7.3	7.2	7.1
2015	2.06	2.05	2.07	2.08	7.1	7.1	7.1	7.1
2016	2.13	2.11	2.11	2.15	7.2	7.2	7.2	7.3
2017	2.17	2.17	2.18	2.16	7.3	7.2	7.2	7.1
2018	2.19	2.19	2.21	2.10	7.1	7.1	7.1	6.8

See footnotes at end of table.

Table 12. Private industry workers, by census region and division: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

South region[1]

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Health								
2019	2.13	–	–	–	6.8	–	–	–
Short-term disability								
2004	.04	0.04	0.04	0.04	.2	0.2	0.2	0.2
2005	.04	.04	.04	.04	.2	.2	.2	.2
2006	.04	.04	.05	.04	.2	.2	.2	.2
2007	.04	.04	.04	.05	.2	.2	.2	.2
2008	.05	.05	.05	.05	.2	.2	.2	.2
2009	.04	.05	.04	.04	.2	.2	.2	.2
2010	.04	.04	.04	.04	.2	.2	.2	.2
2011	.04	.04	.04	.04	.2	.2	.2	.2
2012	.04	.04	.04	.04	.2	.2	.2	.2
2013	.04	.04	.04	.05	.2	.2	.2	.2
2014	.05	.05	.05	.05	.2	.2	.2	.2
2015	.05	.05	.05	.05	.2	.2	.2	.2
2016	.05	.05	.05	.05	.2	.2	.2	.2
2017	.05	.05	.05	.05	.2	.2	.2	.2
2018	.05	.05	.05	.06	.2	.2	.2	.2
2019	.06	–	–	–	.2	–	–	–
Long-term disability								
2004	.03	.03	.03	.03	.2	.1	.1	.1
2005	.03	.03	.03	.04	.2	.1	.1	.2
2006	.04	.04	.04	.04	.2	.2	.2	.2
2007	.04	.04	.04	.04	.2	.2	.2	.2
2008	.04	.04	.04	.04	.2	.2	.2	.2
2009	.04	.04	.04	.04	.2	.2	.2	.2
2010	.04	.04	.04	.04	.2	.2	.2	.2
2011	.04	.04	.04	.04	.2	.1	.1	.1
2012	.04	.04	.04	.04	.1	.1	.1	.1
2013	.04	.04	.04	.04	.1	.1	.1	.2
2014	.04	.04	.04	.04	.1	.1	.2	.2
2015	.04	.04	.04	.04	.1	.1	.1	.1
2016	.04	.04	.04	.04	.1	.1	.1	.1
2017	.04	.04	.04	.04	.1	.1	.1	.1
2018	.04	.04	.04	.04	.1	.1	.1	.1
2019	.04	–	–	–	.1	–	–	–
Retirement and savings								
2004	.66	.66	.68	.71	3.2	3.2	3.2	3.3
2005	.71	.71	.72	.71	3.3	3.3	3.3	3.2
2006	.75	.73	.75	.79	3.3	3.3	3.3	3.4
2007	.76	.77	.80	.87	3.3	3.3	3.5	3.7
2008	.88	.84	.84	.80	3.7	3.5	3.5	3.3
2009	.81	.77	.77	.76	3.3	3.2	3.2	3.1
2010	.80	.80	.82	.79	3.2	3.2	3.3	3.2
2011	.78	.78	.78	.81	3.1	3.1	3.1	3.1
2012	.85	.84	.84	.84	3.3	3.2	3.2	3.2
2013	.85	.87	.88	.92	3.2	3.3	3.3	3.4
2014	.95	1.01	1.02	1.17	3.5	3.7	3.7	4.0
2015	1.18	1.08	1.10	1.16	4.1	3.7	3.8	4.0
2016	1.13	1.11	1.12	1.15	3.8	3.8	3.8	3.9
2017	1.16	1.18	1.19	1.12	3.9	3.9	3.9	3.7
2018	1.13	1.17	1.18	1.13	3.7	3.8	3.8	3.7
2019	1.14	–	–	–	3.7	–	–	–
Defined benefit								
2004	.29	.28	.30	.32	1.4	1.4	1.4	1.5
2005	.32	.32	.33	.31	1.5	1.5	1.5	1.4
2006	.34	.34	.35	.36	1.5	1.5	1.5	1.6
2007	.33	.34	.36	.36	1.4	1.4	1.5	1.5
2008	.35	.32	.32	.31	1.5	1.3	1.3	1.3
2009	.32	.30	.30	.27	1.3	1.2	1.2	1.1
2010	.31	.31	.32	.30	1.3	1.3	1.3	1.2
2011	.29	.30	.29	.30	1.2	1.2	1.1	1.2
2012	.34	.33	.33	.32	1.3	1.3	1.3	1.2
2013	.32	.34	.35	.36	1.2	1.3	1.3	1.3

See footnotes at end of table.

Table 12. Private industry workers, by census region and division: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

South region[1]

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Defined benefit								
2014	0.38	0.44	0.45	0.55	1.4	1.6	1.6	1.9
2015	.56	.46	.47	.52	1.9	1.6	1.6	1.8
2016	.49	.48	.49	.50	1.7	1.6	1.7	1.7
2017	.52	.53	.53	.46	1.7	1.8	1.8	1.5
2018	.46	.50	.50	.46	1.5	1.6	1.6	1.5
2019	.47	–	–	–	1.5	–	–	–
Defined contribution								
2004	.38	.37	.38	.39	1.8	1.8	1.8	1.8
2005	.39	.39	.39	.40	1.8	1.8	1.8	1.8
2006	.41	.40	.40	.43	1.8	1.8	1.8	1.9
2007	.44	.44	.45	.51	1.9	1.9	1.9	2.2
2008	.52	.52	.53	.48	2.2	2.2	2.2	2.0
2009	.49	.48	.47	.49	2.0	2.0	1.9	2.0
2010	.49	.48	.50	.49	2.0	2.0	2.0	2.0
2011	.49	.49	.49	.51	2.0	1.9	2.0	2.0
2012	.51	.51	.51	.52	2.0	1.9	1.9	2.0
2013	.53	.52	.53	.56	2.0	2.0	2.0	2.1
2014	.57	.57	.57	.62	2.1	2.1	2.1	2.1
2015	.63	.61	.63	.64	2.2	2.1	2.1	2.2
2016	.64	.63	.63	.65	2.2	2.1	2.1	2.2
2017	.65	.65	.65	.66	2.2	2.2	2.2	2.2
2018	.67	.67	.68	.66	2.2	2.2	2.2	2.2
2019	.67	–	–	–	2.2	–	–	–
Legally required benefits								
2004	1.76	1.78	1.80	1.81	8.4	8.6	8.5	8.5
2005	1.82	1.85	1.86	1.88	8.5	8.5	8.5	8.5
2006	1.88	1.88	1.91	1.90	8.4	8.5	8.3	8.3
2007	1.90	1.91	1.91	1.92	8.2	8.2	8.2	8.1
2008	1.92	1.93	1.94	1.95	8.0	8.1	8.0	8.1
2009	1.96	1.95	1.96	1.96	8.0	8.1	8.1	8.0
2010	1.98	1.99	2.00	1.98	8.0	8.1	8.0	8.0
2011	2.00	2.02	2.03	2.06	8.0	8.1	8.1	8.0
2012	2.08	2.09	2.11	2.11	8.0	8.0	8.0	8.0
2013	2.12	2.12	2.14	2.14	8.0	8.0	8.0	8.0
2014	2.15	2.15	2.15	2.23	7.9	7.9	7.9	7.7
2015	2.23	2.23	2.24	2.24	7.7	7.7	7.7	7.7
2016	2.25	2.24	2.24	2.24	7.6	7.6	7.6	7.6
2017	2.27	2.27	2.29	2.30	7.6	7.6	7.6	7.6
2018	2.32	2.32	2.33	2.31	7.6	7.5	7.5	7.5
2019	2.34	–	–	–	7.5	–	–	–
Social Security and Medicare								
2004	1.27	1.26	1.28	1.29	6.1	6.1	6.0	6.0
2005	1.29	1.31	1.32	1.33	6.0	6.1	6.1	6.0
2006	1.35	1.34	1.37	1.37	6.0	6.0	6.0	6.0
2007	1.38	1.39	1.39	1.41	5.9	6.0	6.0	5.9
2008	1.42	1.43	1.45	1.46	5.9	6.0	6.0	6.0
2009	1.48	1.47	1.48	1.49	6.1	6.1	6.1	6.1
2010	1.49	1.49	1.50	1.50	6.0	6.0	6.0	6.0
2011	1.51	1.50	1.52	1.55	6.0	6.0	6.0	6.0
2012	1.57	1.57	1.58	1.59	6.0	6.0	6.0	6.0
2013	1.60	1.59	1.61	1.62	6.0	6.0	6.0	6.0
2014	1.63	1.63	1.64	1.70	6.0	6.0	6.0	5.9
2015	1.72	1.71	1.72	1.73	5.9	5.9	5.9	5.9
2016	1.74	1.74	1.75	1.75	5.9	5.9	5.9	5.9
2017	1.78	1.79	1.80	1.80	6.0	6.0	6.0	5.9
2018	1.82	1.83	1.85	1.85	5.9	5.9	5.9	6.0
2019	1.88	–	–	–	6.0	–	–	–
Social Security[4]								
2004	1.02	1.02	1.03	1.04	4.9	4.9	4.9	4.9
2005	1.04	1.05	1.06	1.07	4.9	4.9	4.9	4.8
2006	1.08	1.08	1.10	1.10	4.8	4.9	4.8	4.8
2007	1.11	1.12	1.12	1.13	4.8	4.8	4.8	4.8
2008	1.14	1.15	1.16	1.18	4.8	4.8	4.8	4.9

See footnotes at end of table.

Table 12. Private industry workers, by census region and division: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

South region[1]

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Social Security[4]								
2009	1.19	1.18	1.19	1.20	4.9	4.9	4.9	4.9
2010	1.20	1.20	1.21	1.21	4.9	4.9	4.8	4.9
2011	1.21	1.21	1.22	1.25	4.9	4.9	4.8	4.8
2012	1.26	1.26	1.27	1.28	4.8	4.8	4.8	4.8
2013	1.29	1.28	1.29	1.30	4.8	4.8	4.9	4.8
2014	1.31	1.31	1.32	1.37	4.8	4.8	4.8	4.8
2015	1.38	1.38	1.38	1.38	4.7	4.8	4.8	4.7
2016	1.39	1.40	1.40	1.41	4.7	4.8	4.8	4.8
2017	1.43	1.44	1.45	1.45	4.8	4.8	4.8	4.8
2018	1.46	1.47	1.48	1.49	4.8	4.8	4.8	4.8
2019	1.51	–	–	–	4.8	–	–	–
Medicare								
2004	.25	.25	.25	.25	1.2	1.2	1.2	1.2
2005	.25	.26	.26	.26	1.2	1.2	1.2	1.2
2006	.26	.26	.27	.27	1.2	1.2	1.2	1.2
2007	.27	.28	.27	.28	1.2	1.2	1.2	1.2
2008	.28	.28	.29	.29	1.2	1.2	1.2	1.2
2009	.29	.29	.29	.29	1.2	1.2	1.2	1.2
2010	.29	.29	.29	.29	1.2	1.2	1.2	1.2
2011	.29	.29	.30	.31	1.2	1.2	1.2	1.2
2012	.31	.31	.31	.31	1.2	1.2	1.2	1.2
2013	.31	.31	.31	.32	1.2	1.2	1.2	1.2
2014	.32	.32	.32	.34	1.2	1.2	1.2	1.2
2015	.34	.34	.34	.34	1.2	1.2	1.2	1.2
2016	.34	.34	.35	.35	1.2	1.2	1.2	1.2
2017	.35	.35	.35	.36	1.2	1.2	1.2	1.2
2018	.36	.36	.37	.36	1.2	1.2	1.2	1.2
2019	.37	–	–	–	1.2	–	–	–
Federal unemployment insurance								
2004	.03	.03	.03	.03	.2	.2	.2	.2
2005	.03	.03	.03	.03	.2	.2	.2	.1
2006	.03	.03	.03	.03	.1	.1	.1	.1
2007	.03	.03	.03	.03	.1	.1	.1	.1
2008	.03	.03	.03	.03	.1	.1	.1	.1
2009	.03	.03	.03	.03	.1	.1	.1	.1
2010	.03	.03	.03	.03	.1	.1	.1	.1
2011	.03	.03	.02	.02	.1	.1	.1	.1
2012	.03	.03	.03	.03	.1	.1	.1	.1
2013	.03	.03	.03	.03	.1	.1	.1	.1
2014	.03	.03	.03	.03	.1	.1	.1	.1
2015	.03	.03	.03	.03	.1	.1	.1	.1
2016	.02	.02	.02	.02	.1	.1	.1	.1
2017	.02	.02	.02	.03	.1	.1	.1	.1
2018	.03	.03	.03	.03	.1	.1	.1	.1
2019	.02	–	–	–	.1	–	–	–
State unemployment insurance								
2004	.09	.10	.10	.11	.4	.5	.5	.5
2005	.11	.11	.11	.11	.5	.5	.5	.5
2006	.11	.11	.11	.11	.5	.5	.5	.5
2007	.10	.10	.10	.10	.4	.4	.4	.4
2008	.09	.09	.08	.09	.4	.4	.4	.4
2009	.08	.09	.09	.08	.3	.4	.4	.3
2010	.10	.12	.12	.12	.4	.5	.5	.5
2011	.13	.14	.14	.15	.5	.6	.6	.6
2012	.15	.16	.16	.16	.6	.6	.6	.6
2013	.16	.16	.16	.16	.6	.6	.6	.6
2014	.16	.15	.15	.15	.6	.6	.5	.5
2015	.14	.14	.13	.12	.5	.5	.4	.4
2016	.12	.11	.11	.10	.4	.4	.4	.4
2017	.10	.10	.10	.10	.3	.3	.3	.3
2018	.09	.09	.08	.08	.3	.3	.3	.2
2019	.07	–	–	–	.2	–	–	–

See footnotes at end of table.

Table 12. Private industry workers, by census region and division: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

South region[1]

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Workers' compensation								
2004	0.36	0.38	0.39	0.38	1.7	1.8	1.8	1.8
2005	.39	.39	.39	.40	1.8	1.8	1.8	1.8
2006	.40	.40	.40	.40	1.8	1.8	1.8	1.7
2007	.39	.39	.39	.38	1.7	1.7	1.7	1.6
2008	.38	.38	.38	.37	1.6	1.6	1.6	1.5
2009	.37	.37	.37	.36	1.5	1.5	1.5	1.5
2010	.35	.35	.35	.33	1.4	1.4	1.4	1.3
2011	.33	.35	.35	.34	1.3	1.4	1.4	1.3
2012	.33	.33	.34	.33	1.3	1.3	1.3	1.2
2013	.33	.33	.34	.33	1.2	1.3	1.3	1.2
2014	.33	.34	.34	.35	1.2	1.2	1.2	1.2
2015	.34	.35	.35	.36	1.2	1.2	1.2	1.2
2016	.36	.36	.36	.36	1.2	1.2	1.2	1.2
2017	.36	.36	.36	.38	1.2	1.2	1.2	1.2
2018	.38	.38	.38	.36	1.2	1.2	1.2	1.2
2019	.36	–	–	–	1.2	–	–	–
Other benefits[5]								
2004	.03	.03	.03	.03	.1	.1	.1	.1
2005	.03	.03	.02	.02	.1	.1	.1	.1

[1] The census divisions that comprise the South census region are: South Atlantic, East South Central, and West South Central.
[2] Prior to June 2008, paid personal leave was included in other leave. Other leave also included paid military, funeral, and jury leave.
[3] Includes premium pay (such as overtime, weekends, and holidays) for work in addition to the regular work schedule.
[4] Social Security refers to the Old-Age, Survivors, and Disability Insurance (OASDI) program.
[5] Includes severance pay and supplemental unemployment benefits. Publication of other benefits was discontinued beginning in June 2006.

Note: The sum of individual items may not equal totals due to rounding. Dashes indicate data are not available.

Table 12. Private industry workers, by census region and division: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

South Atlantic division[1]

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Total compensation								
2004	$21.33	$21.25	$21.69	$21.87	100.0	100.0	100.0	100.0
2005	21.82	22.08	22.25	23.25	100.0	100.0	100.0	100.0
2006	23.43	23.32	24.04	24.16	100.0	100.0	100.0	100.0
2007	24.65	24.68	24.45	25.19	100.0	100.0	100.0	100.0
2008	25.53	25.53	25.83	25.24	100.0	100.0	100.0	100.0
2009	25.47	25.33	25.55	25.41	100.0	100.0	100.0	100.0
2010	25.54	25.54	25.68	25.44	100.0	100.0	100.0	100.0
2011	25.48	25.36	25.59	25.97	100.0	100.0	100.0	100.0
2012	26.28	26.37	26.45	26.78	100.0	100.0	100.0	100.0
2013	27.00	26.79	26.97	27.75	100.0	100.0	100.0	100.0
2014	27.98	28.06	28.09	29.71	100.0	100.0	100.0	100.0
2015	30.02	29.87	30.22	30.30	100.0	100.0	100.0	100.0
2016	30.36	30.27	30.43	30.90	100.0	100.0	100.0	100.0
2017	31.04	31.19	31.34	30.62	100.0	100.0	100.0	100.0
2018	31.05	31.20	31.27	31.29	100.0	100.0	100.0	100.0
2019	31.66	–	–	–	100.0	–	–	–
Wages and salaries								
2004	15.61	15.46	15.79	15.92	73.2	72.8	72.8	72.8
2005	15.84	16.05	16.15	16.76	72.6	72.7	72.6	72.1
2006	16.93	16.86	17.47	17.41	72.3	72.3	72.6	72.1
2007	17.79	17.79	17.53	18.09	72.2	72.1	71.7	71.8
2008	18.32	18.33	18.60	18.16	71.7	71.8	72.0	72.0
2009	18.31	18.26	18.42	18.36	71.9	72.1	72.1	72.3
2010	18.38	18.40	18.50	18.42	72.0	72.1	72.0	72.4
2011	18.41	18.32	18.51	18.81	72.3	72.2	72.3	72.4
2012	18.97	19.04	19.10	19.33	72.2	72.2	72.2	72.2
2013	19.44	19.31	19.41	19.81	72.0	72.1	72.0	71.4
2014	19.95	19.99	20.02	21.05	71.3	71.3	71.3	70.9
2015	21.25	21.23	21.48	21.37	70.8	71.1	71.1	70.5
2016	21.42	21.40	21.52	21.81	70.5	70.7	70.7	70.6
2017	21.88	21.99	22.12	21.72	70.5	70.5	70.6	70.9
2018	22.01	22.10	22.18	22.23	70.9	70.8	70.9	71.0
2019	22.46	–	–	–	70.9	–	–	–
Total benefits								
2004	5.71	5.78	5.90	5.95	26.8	27.2	27.2	27.2
2005	5.98	6.03	6.09	6.49	27.4	27.3	27.4	27.9
2006	6.49	6.45	6.58	6.74	27.7	27.7	27.4	27.9
2007	6.86	6.89	6.93	7.10	27.8	27.9	28.3	28.2
2008	7.22	7.20	7.23	7.08	28.3	28.2	28.0	28.0
2009	7.16	7.08	7.14	7.05	28.1	27.9	27.9	27.7
2010	7.16	7.14	7.19	7.02	28.0	27.9	28.0	27.6
2011	7.07	7.04	7.08	7.17	27.7	27.8	27.7	27.6
2012	7.32	7.33	7.35	7.45	27.8	27.8	27.8	27.8
2013	7.56	7.48	7.56	7.94	28.0	27.9	28.0	28.6
2014	8.03	8.07	8.07	8.66	28.7	28.7	28.7	29.1
2015	8.77	8.64	8.74	8.94	29.2	28.9	28.9	29.5
2016	8.94	8.87	8.91	9.09	29.5	29.3	29.3	29.4
2017	9.16	9.20	9.22	8.90	29.5	29.5	29.4	29.1
2018	9.04	9.10	9.09	9.07	29.1	29.2	29.1	29.0
2019	9.20	–	–	–	29.1	–	–	–
Paid leave								
2004	1.36	1.33	1.37	1.38	6.4	6.3	6.3	6.3
2005	1.36	1.38	1.39	1.55	6.3	6.2	6.2	6.7
2006	1.54	1.52	1.55	1.57	6.6	6.5	6.5	6.5
2007	1.60	1.59	1.58	1.61	6.5	6.4	6.5	6.4
2008	1.63	1.61	1.66	1.66	6.4	6.3	6.4	6.6
2009	1.68	1.67	1.69	1.69	6.6	6.6	6.6	6.6
2010	1.70	1.69	1.70	1.69	6.6	6.6	6.6	6.6
2011	1.70	1.66	1.68	1.75	6.7	6.6	6.6	6.7
2012	1.77	1.77	1.77	1.82	6.7	6.7	6.7	6.8
2013	1.84	1.81	1.83	1.94	6.8	6.8	6.8	7.0
2014	1.96	1.95	1.95	2.11	7.0	6.9	7.0	7.1
2015	2.14	2.12	2.15	2.16	7.1	7.1	7.1	7.1
2016	2.17	2.15	2.16	2.23	7.2	7.1	7.1	7.2

See footnotes at end of table.

Table 12. Private industry workers, by census region and division: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

South Atlantic division[1]

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Paid leave								
2017	2.23	2.23	2.25	2.14	7.2	7.2	7.2	7.0
2018	2.17	2.17	2.17	2.19	7.0	6.9	6.9	7.0
2019	2.23	–	–	–	7.0	–	–	–
Vacation								
2004	.68	.66	.68	.69	3.2	3.1	3.2	3.2
2005	.68	.69	.69	.75	3.1	3.1	3.1	3.2
2006	.78	.78	.79	.80	3.3	3.3	3.3	3.3
2007	.82	.81	.81	.82	3.3	3.3	3.3	3.3
2008	.84	.83	.85	.85	3.3	3.2	3.3	3.4
2009	.86	.85	.86	.85	3.4	3.3	3.4	3.3
2010	.85	.85	.85	.85	3.3	3.3	3.3	3.4
2011	.86	.84	.85	.88	3.4	3.3	3.3	3.4
2012	.89	.90	.90	.94	3.4	3.4	3.4	3.5
2013	.95	.94	.95	1.01	3.5	3.5	3.5	3.6
2014	1.02	1.01	1.01	1.10	3.6	3.6	3.6	3.7
2015	1.12	1.12	1.13	1.11	3.7	3.7	3.7	3.7
2016	1.12	1.11	1.12	1.15	3.7	3.7	3.7	3.7
2017	1.14	1.14	1.15	1.11	3.7	3.7	3.7	3.6
2018	1.12	1.12	1.12	1.13	3.6	3.6	3.6	3.6
2019	1.14	–	–	–	3.6	–	–	–
Holiday								
2004	.46	.46	.47	.47	2.2	2.1	2.1	2.1
2005	.47	.47	.48	.51	2.1	2.1	2.1	2.2
2006	.51	.51	.51	.51	2.2	2.2	2.1	2.1
2007	.52	.52	.52	.52	2.1	2.1	2.1	2.1
2008	.53	.53	.54	.54	2.1	2.1	2.1	2.1
2009	.54	.54	.55	.55	2.1	2.1	2.1	2.2
2010	.55	.54	.55	.54	2.1	2.1	2.1	2.1
2011	.54	.53	.54	.55	2.1	2.1	2.1	2.1
2012	.56	.56	.56	.56	2.1	2.1	2.1	2.1
2013	.57	.56	.57	.59	2.1	2.1	2.1	2.1
2014	.59	.59	.60	.63	2.1	2.1	2.1	2.1
2015	.64	.63	.64	.64	2.1	2.1	2.1	2.1
2016	.64	.63	.64	.65	2.1	2.1	2.1	2.1
2017	.66	.66	.66	.62	2.1	2.1	2.1	2.0
2018	.64	.63	.64	.64	2.0	2.0	2.0	2.1
2019	.66	–	–	–	2.1	–	–	–
Sick								
2004	.16	.16	.16	.16	.8	.8	.7	.7
2005	.17	.16	.16	.18	.8	.7	.7	.8
2006	.19	.18	.18	.20	.8	.8	.8	.8
2007	.20	.20	.20	.21	.8	.8	.8	.8
2008	.21	.21	.21	.21	.8	.8	.8	.8
2009	.21	.21	.21	.21	.8	.8	.8	.8
2010	.21	.21	.21	.21	.8	.8	.8	.8
2011	.22	.21	.21	.22	.9	.8	.8	.8
2012	.22	.22	.22	.22	.8	.8	.8	.8
2013	.22	.22	.21	.23	.8	.8	.8	.8
2014	.24	.23	.24	.25	.9	.8	.8	.9
2015	.25	.25	.26	.26	.8	.8	.8	.9
2016	.27	.26	.26	.27	.9	.9	.9	.9
2017	.27	.27	.27	.26	.9	.9	.9	.8
2018	.26	.26	.26	.27	.8	.8	.8	.9
2019	.28	–	–	–	.9	–	–	–
Personal[2]								
2004	.05	.05	.06	.06	.3	.3	.3	.3
2005	.06	.06	.06	.12	.3	.3	.3	.5
2006	.06	.06	.06	.06	.3	.2	.3	.3
2007	.06	.06	.05	.06	.3	.3	.2	.2
2008	.05	.05	.05	.06	.2	.2	.2	.2
2009	.06	.06	.06	.07	.2	.3	.2	.3
2010	.08	.08	.09	.09	.3	.3	.3	.3
2011	.09	.08	.08	.09	.3	.3	.3	.3

See footnotes at end of table.

Table 12. Private industry workers, by census region and division: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

South Atlantic division[1]

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Personal[2]								
2012	0.09	0.09	0.09	0.09	0.4	0.3	0.3	0.4
2013	.10	.10	.10	.11	.4	.4	.4	.4
2014	.11	.11	.11	.13	.4	.4	.4	.4
2015	.13	.12	.13	.14	.4	.4	.4	.5
2016	.15	.15	.14	.16	.5	.5	.5	.5
2017	.16	.16	.16	.16	.5	.5	.5	.5
2018	.16	.15	.15	.14	.5	.5	.5	.5
2019	.14	–	–	–	.4	–	–	–
Supplemental pay								
2004	.48	.51	.52	.51	2.2	2.4	2.4	2.3
2005	.51	.52	.52	.56	2.3	2.4	2.3	2.4
2006	.57	.56	.57	.59	2.4	2.4	2.4	2.4
2007	.61	.63	.62	.63	2.5	2.5	2.6	2.5
2008	.65	.73	.65	.67	2.5	2.9	2.5	2.6
2009	.66	.65	.65	.63	2.6	2.6	2.5	2.5
2010	.63	.61	.60	.59	2.5	2.4	2.4	2.3
2011	.61	.61	.61	.64	2.4	2.4	2.4	2.5
2012	.68	.68	.67	.67	2.6	2.6	2.5	2.5
2013	.66	.65	.66	.71	2.4	2.4	2.4	2.6
2014	.73	.74	.74	.80	2.6	2.6	2.6	2.7
2015	.83	.83	.84	.83	2.8	2.8	2.8	2.8
2016	.83	.83	.83	.83	2.7	2.7	2.7	2.7
2017	.83	.86	.85	.90	2.7	2.7	2.7	2.9
2018	.91	.94	.94	1.00	2.9	3.0	3.0	3.2
2019	1.02	–	–	–	3.2	–	–	–
Overtime and premium[3]								
2004	.21	.21	.22	.21	1.0	1.0	1.0	1.0
2005	.22	.22	.22	.23	1.0	1.0	1.0	1.0
2006	.23	.23	.23	.24	1.0	1.0	1.0	1.0
2007	.24	.25	.25	.25	1.0	1.0	1.0	1.0
2008	.25	.25	.25	.25	1.0	1.0	1.0	1.0
2009	.26	.26	.26	.24	1.0	1.0	1.0	.9
2010	.24	.24	.24	.23	.9	1.0	.9	.9
2011	.23	.23	.24	.23	.9	.9	.9	.9
2012	.23	.23	.23	.23	.9	.9	.9	.8
2013	.22	.23	.23	.24	.8	.9	.9	.9
2014	.24	.24	.24	.23	.8	.9	.9	.8
2015	.23	.23	.24	.24	.8	.8	.8	.8
2016	.25	.24	.24	.24	.8	.8	.8	.8
2017	.24	.25	.25	.25	.8	.8	.8	.8
2018	.25	.25	.25	.27	.8	.8	.8	.9
2019	.28	–	–	–	.9	–	–	–
Shift differentials								
2004	.05	.05	.05	.05	.2	.2	.2	.2
2005	.05	.05	.05	.05	.2	.2	.2	.2
2006	.05	.05	.05	.06	.2	.2	.2	.3
2007	.07	.07	.07	.07	.3	.3	.3	.3
2008	.07	.07	.07	.07	.3	.3	.3	.3
2009	.07	.07	.07	.07	.3	.3	.3	.3
2010	.07	.07	.07	.07	.3	.3	.3	.3
2011	.07	.07	.07	.06	.3	.3	.3	.2
2012	.06	.06	.06	.06	.2	.2	.2	.2
2013	.06	.06	.06	.06	.2	.2	.2	.2
2014	.06	.06	.06	.06	.2	.2	.2	.2
2015	.06	.06	.06	.07	.2	.2	.2	.2
2016	.08	.08	.07	.07	.3	.2	.2	.2
2017	.08	.08	.08	.08	.3	.2	.2	.3
2018	.09	.09	.09	.09	.3	.3	.3	.3
2019	.10	–	–	–	.3	–	–	–
Nonproduction bonuses								
2004	.23	.25	.25	.25	1.1	1.2	1.2	1.2
2005	.25	.26	.25	.29	1.1	1.2	1.1	1.2
2006	.28	.28	.29	.29	1.2	1.2	1.2	1.2

See footnotes at end of table.

Table 12. Private industry workers, by census region and division: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

South Atlantic division[1]

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Nonproduction bonuses								
2007	0.31	0.32	0.31	0.32	1.3	1.3	1.3	1.3
2008	.33	.42	.34	.35	1.3	1.6	1.3	1.4
2009	.34	.33	.33	.32	1.3	1.3	1.3	1.3
2010	.32	.30	.30	.29	1.2	1.2	1.2	1.1
2011	.31	.31	.31	.36	1.2	1.2	1.2	1.4
2012	.40	.39	.38	.39	1.5	1.5	1.4	1.5
2013	.38	.36	.37	.41	1.4	1.4	1.4	1.5
2014	.43	.44	.44	.51	1.5	1.6	1.6	1.7
2015	.54	.54	.54	.52	1.8	1.8	1.8	1.7
2016	.51	.51	.51	.52	1.7	1.7	1.7	1.7
2017	.51	.53	.53	.57	1.7	1.7	1.7	1.9
2018	.57	.60	.60	.64	1.8	1.9	1.9	2.0
2019	.64	–	–	–	2.0	–	–	–
Insurance								
2004	1.43	1.45	1.47	1.48	6.7	6.8	6.8	6.8
2005	1.52	1.51	1.54	1.63	7.0	6.9	6.9	7.0
2006	1.66	1.65	1.68	1.71	7.1	7.1	7.0	7.1
2007	1.77	1.78	1.78	1.80	7.2	7.2	7.3	7.1
2008	1.85	1.83	1.86	1.85	7.2	7.2	7.2	7.3
2009	1.90	1.88	1.91	1.90	7.5	7.4	7.5	7.5
2010	1.96	1.95	1.96	1.91	7.7	7.7	7.6	7.5
2011	1.92	1.92	1.92	1.94	7.5	7.6	7.5	7.4
2012	1.95	1.95	1.96	1.98	7.4	7.4	7.4	7.4
2013	2.04	2.00	2.02	2.13	7.6	7.5	7.5	7.7
2014	2.17	2.17	2.16	2.26	7.8	7.7	7.7	7.6
2015	2.29	2.27	2.30	2.36	7.6	7.6	7.6	7.8
2016	2.40	2.39	2.38	2.44	7.9	7.9	7.8	7.9
2017	2.47	2.47	2.47	2.37	8.0	7.9	7.9	7.7
2018	2.42	2.41	2.42	2.33	7.8	7.7	7.7	7.4
2019	2.36	–	–	–	7.5	–	–	–
Life								
2004	.04	.04	.04	.04	.2	.2	.2	.2
2005	.04	.04	.04	.04	.2	.2	.2	.2
2006	.04	.04	.04	.04	.2	.2	.2	.2
2007	.05	.05	.05	.05	.2	.2	.2	.2
2008	.05	.05	.05	.05	.2	.2	.2	.2
2009	.05	.04	.05	.04	.2	.2	.2	.2
2010	.04	.04	.04	.04	.2	.2	.2	.2
2011	.04	.04	.04	.04	.2	.2	.2	.1
2012	.04	.04	.04	.03	.1	.1	.1	.1
2013	.03	.03	.03	.04	.1	.1	.1	.1
2014	.04	.04	.04	.05	.1	.1	.1	.2
2015	.05	.05	.05	.05	.2	.2	.2	.2
2016	.05	.05	.05	.05	.2	.2	.2	.2
2017	.05	.05	.05	.05	.2	.2	.2	.2
2018	.05	.05	.05	.04	.2	.2	.2	.1
2019	.04	–	–	–	.1	–	–	–
Health								
2004	1.31	1.33	1.35	1.36	6.2	6.3	6.2	6.2
2005	1.40	1.40	1.42	1.50	6.4	6.3	6.4	6.5
2006	1.53	1.52	1.55	1.59	6.5	6.5	6.4	6.6
2007	1.64	1.64	1.65	1.66	6.6	6.7	6.7	6.6
2008	1.71	1.69	1.72	1.71	6.7	6.6	6.7	6.8
2009	1.77	1.75	1.77	1.77	6.9	6.9	6.9	7.0
2010	1.83	1.82	1.83	1.78	7.2	7.1	7.1	7.0
2011	1.80	1.80	1.80	1.82	7.1	7.1	7.0	7.0
2012	1.83	1.83	1.84	1.86	7.0	6.9	7.0	6.9
2013	1.92	1.88	1.90	2.00	7.1	7.0	7.1	7.2
2014	2.04	2.04	2.03	2.11	7.3	7.3	7.2	7.1
2015	2.14	2.12	2.15	2.20	7.1	7.1	7.1	7.2
2016	2.24	2.23	2.23	2.27	7.4	7.4	7.3	7.4
2017	2.31	2.30	2.31	2.21	7.4	7.4	7.4	7.2
2018	2.26	2.26	2.26	2.19	7.3	7.2	7.2	7.0

See footnotes at end of table.

Table 12. Private industry workers, by census region and division: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

South Atlantic division[1]

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Health								
2019	2.21	–	–	–	7.0	–	–	–
Short-term disability								
2004	.04	0.04	0.04	0.04	.2	0.2	0.2	0.2
2005	.04	.04	.04	.05	.2	.2	.2	.2
2006	.05	.05	.05	.05	.2	.2	.2	.2
2007	.05	.05	.05	.05	.2	.2	.2	.2
2008	.05	.05	.05	.05	.2	.2	.2	.2
2009	.05	.05	.05	.05	.2	.2	.2	.2
2010	.05	.05	.05	.04	.2	.2	.2	.2
2011	.04	.04	.04	.04	.2	.2	.2	.2
2012	.04	.04	.04	.05	.2	.2	.2	.2
2013	.05	.05	.05	.05	.2	.2	.2	.2
2014	.05	.05	.05	.06	.2	.2	.2	.2
2015	.06	.06	.06	.07	.2	.2	.2	.2
2016	.06	.06	.06	.06	.2	.2	.2	.2
2017	.06	.07	.07	.06	.2	.2	.2	.2
2018	.06	.06	.06	.06	.2	.2	.2	.2
2019	.06	–	–	–	.2	–	–	–
Long-term disability								
2004	.03	.03	.03	.03	.2	.2	.2	.2
2005	.03	.03	.03	.04	.2	.2	.2	.2
2006	.04	.04	.04	.04	.2	.2	.2	.2
2007	.04	.04	.04	.04	.2	.2	.2	.2
2008	.04	.04	.04	.04	.2	.2	.2	.2
2009	.04	.04	.04	.04	.2	.2	.2	.2
2010	.04	.04	.04	.04	.2	.2	.2	.2
2011	.04	.04	.04	.04	.2	.2	.2	.1
2012	.04	.04	.04	.04	.1	.1	.1	.1
2013	.04	.04	.04	.04	.1	.1	.1	.2
2014	.04	.04	.04	.05	.1	.1	.2	.2
2015	.05	.04	.05	.05	.2	.1	.2	.2
2016	.05	.05	.05	.05	.2	.2	.2	.2
2017	.05	.05	.05	.04	.2	.2	.2	.1
2018	.05	.05	.05	.04	.1	.1	.1	.1
2019	.04	–	–	–	.1	–	–	–
Retirement and savings								
2004	.63	.65	.69	.70	3.0	3.1	3.2	3.2
2005	.71	.70	.72	.75	3.2	3.2	3.2	3.2
2006	.76	.75	.78	.88	3.3	3.2	3.3	3.6
2007	.87	.90	.93	1.04	3.5	3.6	3.8	4.1
2008	1.06	1.01	1.02	.86	4.2	3.9	3.9	3.4
2009	.87	.83	.83	.80	3.4	3.3	3.2	3.2
2010	.83	.82	.85	.80	3.2	3.2	3.3	3.1
2011	.79	.77	.77	.77	3.1	3.1	3.0	2.9
2012	.81	.80	.81	.84	3.1	3.0	3.1	3.1
2013	.87	.87	.89	.96	3.2	3.3	3.3	3.5
2014	.97	1.01	1.02	1.20	3.5	3.6	3.6	4.1
2015	1.22	1.12	1.15	1.28	4.1	3.8	3.8	4.2
2016	1.24	1.22	1.25	1.28	4.1	4.0	4.1	4.1
2017	1.29	1.31	1.32	1.19	4.2	4.2	4.2	3.9
2018	1.21	1.24	1.24	1.19	3.9	4.0	4.0	3.8
2019	1.21	–	–	–	3.8	–	–	–
Defined benefit								
2004	.23	.27	.29	.29	1.1	1.3	1.3	1.3
2005	.30	.29	.30	.31	1.4	1.3	1.4	1.3
2006	.31	.31	.34	.40	1.3	1.3	1.4	1.7
2007	.38	.41	.43	.43	1.5	1.7	1.8	1.7
2008	.43	.37	.37	.33	1.7	1.5	1.4	1.3
2009	.34	.31	.31	.27	1.3	1.2	1.2	1.1
2010	.30	.29	.31	.27	1.2	1.2	1.2	1.1
2011	.26	.26	.26	.25	1.0	1.0	1.0	1.0
2012	.29	.29	.29	.30	1.1	1.1	1.1	1.1
2013	.32	.34	.35	.37	1.2	1.3	1.3	1.3

See footnotes at end of table.

Table 12. Private industry workers, by census region and division: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

South Atlantic division[1]

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Defined benefit								
2014	0.37	0.41	0.42	0.55	1.3	1.5	1.5	1.9
2015	.56	.47	.48	.58	1.9	1.6	1.6	1.9
2016	.55	.54	.56	.58	1.8	1.8	1.8	1.9
2017	.59	.60	.61	.50	1.9	1.9	1.9	1.6
2018	.51	.55	.54	.49	1.7	1.8	1.7	1.6
2019	.50	–	–	–	1.6	–	–	–
Defined contribution								
2004	.40	.39	.40	.40	1.9	1.8	1.8	1.9
2005	.41	.41	.42	.45	1.9	1.9	1.9	1.9
2006	.45	.44	.44	.48	1.9	1.9	1.8	2.0
2007	.49	.49	.50	.62	2.0	2.0	2.0	2.5
2008	.63	.63	.65	.53	2.5	2.5	2.5	2.1
2009	.53	.52	.52	.53	2.1	2.0	2.0	2.1
2010	.53	.52	.53	.53	2.1	2.1	2.1	2.1
2011	.52	.51	.52	.51	2.0	2.0	2.0	2.0
2012	.52	.51	.52	.54	2.0	2.0	2.0	2.0
2013	.55	.53	.54	.59	2.0	2.0	2.0	2.1
2014	.60	.60	.60	.65	2.1	2.1	2.1	2.2
2015	.66	.65	.67	.70	2.2	2.2	2.2	2.3
2016	.69	.68	.68	.70	2.3	2.2	2.2	2.3
2017	.71	.71	.71	.69	2.3	2.3	2.3	2.2
2018	.69	.70	.70	.70	2.2	2.2	2.2	2.2
2019	.71	–	–	–	2.3	–	–	–
Legally required benefits								
2004	1.79	1.81	1.83	1.85	8.4	8.5	8.5	8.5
2005	1.85	1.89	1.90	1.96	8.5	8.6	8.5	8.4
2006	1.97	1.97	1.99	1.99	8.4	8.4	8.3	8.2
2007	2.00	2.00	2.01	2.02	8.1	8.1	8.2	8.0
2008	2.03	2.03	2.04	2.04	7.9	7.9	7.9	8.1
2009	2.05	2.05	2.06	2.04	8.0	8.1	8.1	8.0
2010	2.05	2.07	2.08	2.04	8.0	8.1	8.1	8.0
2011	2.05	2.07	2.09	2.08	8.0	8.2	8.2	8.0
2012	2.11	2.13	2.14	2.14	8.0	8.1	8.1	8.0
2013	2.15	2.14	2.16	2.20	8.0	8.0	8.0	7.9
2014	2.20	2.20	2.20	2.28	7.9	7.8	7.8	7.7
2015	2.29	2.29	2.30	2.31	7.6	7.7	7.6	7.6
2016	2.30	2.29	2.29	2.31	7.6	7.6	7.5	7.5
2017	2.33	2.33	2.33	2.31	7.5	7.5	7.4	7.5
2018	2.34	2.33	2.32	2.35	7.5	7.5	7.4	7.5
2019	2.38	–	–	–	7.5	–	–	–
Social Security and Medicare								
2004	1.31	1.30	1.32	1.33	6.2	6.1	6.1	6.1
2005	1.33	1.34	1.35	1.41	6.1	6.1	6.1	6.0
2006	1.42	1.41	1.44	1.43	6.1	6.1	6.0	5.9
2007	1.45	1.46	1.47	1.49	5.9	5.9	6.0	5.9
2008	1.50	1.50	1.53	1.52	5.9	5.9	5.9	6.0
2009	1.54	1.53	1.54	1.54	6.0	6.0	6.0	6.1
2010	1.54	1.54	1.55	1.54	6.0	6.0	6.0	6.0
2011	1.54	1.53	1.54	1.57	6.0	6.0	6.0	6.0
2012	1.58	1.59	1.59	1.61	6.0	6.0	6.0	6.0
2013	1.62	1.61	1.62	1.66	6.0	6.0	6.0	6.0
2014	1.67	1.67	1.68	1.76	6.0	6.0	6.0	5.9
2015	1.77	1.77	1.79	1.78	5.9	5.9	5.9	5.9
2016	1.79	1.79	1.80	1.82	5.9	5.9	5.9	5.9
2017	1.84	1.85	1.86	1.81	5.9	5.9	5.9	5.9
2018	1.83	1.84	1.84	1.87	5.9	5.9	5.9	6.0
2019	1.90	–	–	–	6.0	–	–	–
Social Security[4]								
2004	1.06	1.04	1.06	1.07	5.0	4.9	4.9	4.9
2005	1.07	1.08	1.09	1.13	4.9	4.9	4.9	4.9
2006	1.14	1.14	1.15	1.15	4.9	4.9	4.8	4.8
2007	1.16	1.17	1.18	1.19	4.7	4.7	4.8	4.7
2008	1.20	1.20	1.22	1.22	4.7	4.7	4.7	4.8

See footnotes at end of table.

Table 12. Private industry workers, by census region and division: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

South Atlantic division[1]

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Social Security[4]								
2009	1.24	1.23	1.24	1.24	4.9	4.9	4.9	4.9
2010	1.24	1.24	1.24	1.24	4.9	4.9	4.8	4.9
2011	1.24	1.23	1.24	1.26	4.9	4.9	4.9	4.8
2012	1.27	1.27	1.28	1.30	4.8	4.8	4.8	4.8
2013	1.30	1.30	1.31	1.34	4.8	4.8	4.9	4.8
2014	1.35	1.35	1.35	1.41	4.8	4.8	4.8	4.8
2015	1.42	1.42	1.43	1.43	4.7	4.8	4.7	4.7
2016	1.43	1.43	1.44	1.46	4.7	4.7	4.7	4.7
2017	1.48	1.48	1.49	1.45	4.8	4.8	4.8	4.7
2018	1.47	1.47	1.47	1.50	4.7	4.7	4.7	4.8
2019	1.53	–	–	–	4.8	–	–	–
Medicare								
2004	.26	.25	.26	.26	1.2	1.2	1.2	1.2
2005	.26	.26	.26	.28	1.2	1.2	1.2	1.2
2006	.28	.28	.29	.28	1.2	1.2	1.2	1.2
2007	.29	.29	.29	.30	1.2	1.2	1.2	1.2
2008	.30	.30	.30	.30	1.2	1.2	1.2	1.2
2009	.30	.30	.30	.30	1.2	1.2	1.2	1.2
2010	.30	.30	.30	.30	1.2	1.2	1.2	1.2
2011	.30	.30	.30	.31	1.2	1.2	1.2	1.2
2012	.31	.31	.31	.32	1.2	1.2	1.2	1.2
2013	.32	.32	.32	.33	1.2	1.2	1.2	1.2
2014	.33	.33	.33	.35	1.2	1.2	1.2	1.2
2015	.35	.35	.35	.35	1.2	1.2	1.2	1.2
2016	.35	.35	.36	.36	1.2	1.2	1.2	1.2
2017	.36	.36	.37	.36	1.2	1.2	1.2	1.2
2018	.36	.36	.37	.37	1.2	1.2	1.2	1.2
2019	.37	–	–	–	1.2	–	–	–
Federal unemployment insurance								
2004	.03	.03	.03	.03	.2	.2	.2	.2
2005	.03	.03	.03	.03	.2	.2	.2	.1
2006	.03	.03	.03	.03	.1	.1	.1	.1
2007	.03	.03	.03	.03	.1	.1	.1	.1
2008	.03	.03	.03	.03	.1	.1	.1	.1
2009	.03	.03	.03	.03	.1	.1	.1	.1
2010	.03	.03	.03	.03	.1	.1	.1	.1
2011	.03	.03	.02	.02	.1	.1	.1	.1
2012	.03	.03	.03	.03	.1	.1	.1	.1
2013	.04	.04	.04	.04	.1	.1	.1	.1
2014	.04	.04	.04	.04	.1	.1	.1	.1
2015	.03	.03	.03	.03	.1	.1	.1	.1
2016	.03	.03	.03	.03	.1	.1	.1	.1
2017	.03	.03	.03	.03	.1	.1	.1	.1
2018	.03	.03	.03	.03	.1	.1	.1	.1
2019	.02	–	–	–	.1	–	–	–
State unemployment insurance								
2004	.08	.10	.09	.11	.4	.5	.4	.5
2005	.10	.11	.11	.11	.5	.5	.5	.5
2006	.11	.10	.10	.10	.4	.4	.4	.4
2007	.10	.10	.10	.10	.4	.4	.4	.4
2008	.09	.09	.09	.09	.4	.3	.3	.4
2009	.09	.09	.09	.09	.3	.4	.3	.3
2010	.10	.12	.12	.12	.4	.5	.5	.5
2011	.13	.14	.15	.15	.5	.6	.6	.6
2012	.16	.17	.17	.17	.6	.6	.6	.6
2013	.17	.17	.17	.17	.6	.6	.6	.6
2014	.16	.16	.15	.15	.6	.6	.5	.5
2015	.15	.14	.13	.13	.5	.5	.4	.4
2016	.13	.12	.11	.11	.4	.4	.4	.4
2017	.11	.10	.09	.09	.3	.3	.3	.3
2018	.09	.08	.08	.07	.3	.3	.2	.2
2019	.07	–	–	–	.2	–	–	–

See footnotes at end of table.

Table 12. Private industry workers, by census region and division: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

South Atlantic division[1]

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Workers' compensation								
2004	0.36	0.38	0.39	0.39	1.7	1.8	1.8	1.8
2005	.39	.41	.41	.42	1.8	1.8	1.8	1.8
2006	.41	.42	.42	.42	1.8	1.8	1.7	1.7
2007	.42	.41	.41	.40	1.7	1.6	1.7	1.6
2008	.40	.40	.40	.40	1.6	1.6	1.5	1.6
2009	.39	.39	.39	.38	1.5	1.5	1.5	1.5
2010	.38	.38	.37	.35	1.5	1.5	1.5	1.4
2011	.35	.37	.37	.34	1.4	1.4	1.4	1.3
2012	.33	.34	.34	.32	1.3	1.3	1.3	1.2
2013	.32	.33	.33	.33	1.2	1.2	1.2	1.2
2014	.33	.33	.33	.34	1.2	1.2	1.2	1.1
2015	.34	.34	.35	.36	1.1	1.1	1.1	1.2
2016	.36	.36	.36	.36	1.2	1.2	1.2	1.2
2017	.36	.36	.36	.38	1.1	1.1	1.1	1.3
2018	.39	.39	.38	.38	1.3	1.3	1.2	1.2
2019	.39	–	–	–	1.2	–	–	–
Other benefits[5]								
2004	.03	.03	.03	.03	.1	.1	.1	.1
2005	.02	.02	.02	.02	.1	.1	.1	.1

[1] The states that compose the South Atlantic census division are: DE, DC, FL, GA, MD, NC, SC, VA, and WV.
[2] Prior to June 2008, paid personal leave was included in other leave. Other leave also included paid military, funeral, and jury leave.
[3] Includes premium pay (such as overtime, weekends, and holidays) for work in addition to the regular work schedule.
[4] Social Security refers to the Old-Age, Survivors, and Disability Insurance (OASDI) program.
[5] Includes severance pay and supplemental unemployment benefits. Publication of other benefits was discontinued beginning in June 2006.

Note: The sum of individual items may not equal totals due to rounding. Dashes indicate data are not available.

Table 12. Private industry workers, by census region and division: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

East South Central division[1]

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Total compensation								
2004	$20.29	$19.47	$19.76	$19.91	100.0	100.0	100.0	100.0
2005	20.15	20.42	20.43	19.73	100.0	100.0	100.0	100.0
2006	19.82	19.65	19.78	19.47	100.0	100.0	100.0	100.0
2007	19.70	19.78	20.01	20.05	100.0	100.0	100.0	100.0
2008	20.11	20.15	20.39	20.79	100.0	100.0	100.0	100.0
2009	20.87	20.76	20.82	21.02	100.0	100.0	100.0	100.0
2010	21.35	21.40	21.63	22.35	100.0	100.0	100.0	100.0
2011	22.65	22.70	22.82	24.32	100.0	100.0	100.0	100.0
2012	24.48	24.44	24.50	24.33	100.0	100.0	100.0	100.0
2013	24.71	24.51	24.89	24.27	100.0	100.0	100.0	100.0
2014	24.38	24.33	24.29	24.88	100.0	100.0	100.0	100.0
2015	24.87	24.37	24.43	24.78	100.0	100.0	100.0	100.0
2016	25.12	25.19	25.28	25.40	100.0	100.0	100.0	100.0
2017	25.42	25.65	25.99	26.00	100.0	100.0	100.0	100.0
2018	26.14	26.37	26.87	27.35	100.0	100.0	100.0	100.0
2019	27.57	–	–	–	100.0	–	–	–
Wages and salaries								
2004	14.30	13.84	13.97	14.06	70.5	71.1	70.7	70.6
2005	14.25	14.46	14.51	13.96	70.7	70.8	71.0	70.8
2006	14.07	14.06	14.14	13.86	71.0	71.5	71.5	71.2
2007	14.04	14.01	14.21	14.31	71.2	70.8	71.0	71.4
2008	14.32	14.34	14.53	14.87	71.2	71.2	71.3	71.6
2009	14.89	14.84	14.93	15.00	71.4	71.5	71.7	71.3
2010	15.16	15.20	15.31	15.84	71.0	71.0	70.8	70.9
2011	16.02	16.02	16.09	17.18	70.8	70.6	70.5	70.7
2012	17.23	17.22	17.31	17.20	70.4	70.5	70.7	70.7
2013	17.46	17.29	17.54	17.24	70.6	70.5	70.5	71.1
2014	17.29	17.27	17.25	17.68	70.9	71.0	71.0	71.0
2015	17.64	17.36	17.39	17.55	70.9	71.3	71.2	70.8
2016	17.66	17.82	17.87	18.00	70.3	70.7	70.7	70.9
2017	18.04	18.18	18.43	18.24	71.0	70.9	70.9	70.2
2018	18.35	18.62	18.89	19.21	70.2	70.6	70.3	70.2
2019	19.33	–	–	–	70.1	–	–	–
Total benefits								
2004	5.98	5.63	5.79	5.85	29.5	28.9	29.3	29.4
2005	5.90	5.96	5.93	5.76	29.3	29.2	29.0	29.2
2006	5.74	5.59	5.64	5.62	29.0	28.5	28.5	28.8
2007	5.66	5.77	5.80	5.74	28.8	29.2	29.0	28.6
2008	5.79	5.81	5.85	5.91	28.8	28.8	28.7	28.4
2009	5.98	5.92	5.89	6.03	28.6	28.5	28.3	28.7
2010	6.18	6.20	6.32	6.50	29.0	29.0	29.2	29.1
2011	6.62	6.69	6.73	7.14	29.2	29.4	29.5	29.3
2012	7.25	7.22	7.19	7.13	29.6	29.5	29.3	29.3
2013	7.26	7.22	7.35	7.02	29.4	29.5	29.5	28.9
2014	7.08	7.06	7.03	7.21	29.1	29.0	29.0	29.0
2015	7.23	7.00	7.04	7.23	29.1	28.7	28.8	29.2
2016	7.45	7.37	7.41	7.40	29.7	29.3	29.3	29.1
2017	7.38	7.47	7.56	7.76	29.0	29.1	29.1	29.8
2018	7.79	7.76	7.98	8.14	29.8	29.4	29.7	29.8
2019	8.24	–	–	–	29.9	–	–	–
Paid leave								
2004	1.26	1.15	1.17	1.18	6.2	5.9	5.9	5.9
2005	1.17	1.18	1.19	1.14	5.8	5.8	5.8	5.8
2006	1.14	1.12	1.13	1.17	5.8	5.7	5.7	6.0
2007	1.19	1.19	1.19	1.19	6.1	6.0	5.9	6.0
2008	1.17	1.15	1.17	1.26	5.8	5.7	5.7	6.1
2009	1.27	1.27	1.27	1.30	6.1	6.1	6.1	6.2
2010	1.32	1.31	1.33	1.41	6.2	6.1	6.1	6.3
2011	1.44	1.43	1.45	1.57	6.3	6.3	6.4	6.5
2012	1.58	1.57	1.59	1.55	6.5	6.4	6.5	6.4
2013	1.60	1.59	1.61	1.58	6.5	6.5	6.5	6.5
2014	1.59	1.57	1.55	1.59	6.5	6.4	6.4	6.4
2015	1.57	1.50	1.51	1.60	6.3	6.2	6.2	6.4
2016	1.63	1.64	1.65	1.66	6.5	6.5	6.5	6.5

See footnotes at end of table.

Table 12. Private industry workers, by census region and division: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

East South Central division[1]

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Paid leave								
2017	1.66	1.66	1.67	1.69	6.5	6.5	6.4	6.5
2018	1.68	1.70	1.75	1.86	6.4	6.4	6.5	6.8
2019	1.88	–	–	–	6.8	–	–	–
Vacation								
2004	.64	.58	.59	.59	3.2	3.0	3.0	3.0
2005	.58	.61	.60	.58	2.9	3.0	3.0	3.0
2006	.61	.60	.60	.63	3.1	3.0	3.0	3.3
2007	.65	.65	.65	.66	3.3	3.3	3.2	3.3
2008	.64	.63	.64	.68	3.2	3.1	3.1	3.3
2009	.68	.68	.69	.68	3.3	3.3	3.3	3.3
2010	.69	.69	.70	.73	3.2	3.2	3.2	3.3
2011	.74	.74	.75	.79	3.3	3.3	3.3	3.3
2012	.80	.79	.80	.79	3.3	3.2	3.3	3.2
2013	.81	.80	.81	.81	3.3	3.3	3.3	3.4
2014	.82	.81	.79	.82	3.3	3.3	3.3	3.3
2015	.82	.79	.80	.84	3.3	3.2	3.3	3.4
2016	.84	.84	.83	.85	3.4	3.3	3.3	3.3
2017	.84	.85	.86	.85	3.3	3.3	3.3	3.3
2018	.85	.86	.89	.93	3.2	3.3	3.3	3.4
2019	.95	–	–	–	3.4	–	–	–
Holiday								
2004	.42	.39	.40	.40	2.1	2.0	2.0	2.0
2005	.39	.39	.39	.37	2.0	1.9	1.9	1.9
2006	.37	.37	.37	.38	1.9	1.9	1.9	1.9
2007	.38	.38	.38	.38	1.9	1.9	1.9	1.9
2008	.38	.38	.38	.40	1.9	1.9	1.9	1.9
2009	.40	.40	.40	.42	1.9	1.9	1.9	2.0
2010	.42	.42	.42	.45	2.0	2.0	2.0	2.0
2011	.46	.46	.47	.50	2.0	2.0	2.0	2.1
2012	.51	.50	.50	.51	2.1	2.1	2.1	2.1
2013	.52	.52	.52	.51	2.1	2.1	2.1	2.1
2014	.52	.51	.51	.52	2.1	2.1	2.1	2.1
2015	.51	.49	.49	.52	2.1	2.0	2.0	2.1
2016	.54	.54	.55	.55	2.2	2.1	2.2	2.2
2017	.55	.54	.55	.57	2.1	2.1	2.1	2.2
2018	.56	.56	.58	.60	2.2	2.1	2.2	2.2
2019	.61	–	–	–	2.2	–	–	–
Sick								
2004	.14	.13	.14	.14	.7	.7	.7	.7
2005	.14	.14	.14	.13	.7	.7	.7	.7
2006	.11	.11	.11	.11	.6	.5	.5	.5
2007	.11	.11	.11	.11	.5	.5	.6	.6
2008	.11	.11	.11	.13	.6	.6	.5	.6
2009	.13	.13	.13	.14	.6	.6	.6	.7
2010	.14	.14	.14	.16	.7	.7	.7	.7
2011	.17	.16	.16	.19	.7	.7	.7	.8
2012	.19	.19	.19	.18	.8	.8	.8	.8
2013	.18	.18	.19	.17	.7	.8	.7	.7
2014	.17	.17	.17	.18	.7	.7	.7	.7
2015	.17	.16	.16	.17	.7	.6	.6	.7
2016	.17	.17	.18	.18	.7	.7	.7	.7
2017	.19	.19	.18	.18	.7	.7	.7	.7
2018	.18	.18	.19	.20	.7	.7	.7	.7
2019	.21	–	–	–	.8	–	–	–
Personal[2]								
2004	.06	.05	.05	.05	.3	.3	.3	.3
2005	.05	.05	.05	.05	.3	.3	.3	.3
2006	.05	.05	.05	.05	.3	.2	.3	.3
2007	.05	.05	.05	.04	.3	.3	.2	.2
2008	.04	.03	.04	.05	.2	.2	.2	.2
2009	.05	.05	.05	.06	.2	.2	.2	.3
2010	.06	.06	.06	.07	.3	.3	.3	.3
2011	.07	.07	.07	.08	.3	.3	.3	.3

See footnotes at end of table.

Table 12. Private industry workers, by census region and division: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

East South Central division[1]

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Personal[2]								
2012	0.08	0.09	0.09	0.08	0.3	0.4	0.4	0.3
2013	.08	.08	.08	.08	.3	.3	.3	.3
2014	.08	.08	.08	.07	.3	.3	.3	.3
2015	.07	.07	.07	.07	.3	.3	.3	.3
2016	.08	.09	.09	.09	.3	.4	.3	.3
2017	.09	.09	.08	.09	.3	.3	.3	.3
2018	.09	.09	.09	.12	.3	.3	.4	.4
2019	.12	–	–	–	.4	–	–	–
Supplemental pay								
2004	.69	.57	.64	.66	3.4	2.9	3.2	3.3
2005	.72	.71	.71	.61	3.6	3.5	3.5	3.1
2006	.58	.52	.53	.49	2.9	2.6	2.7	2.5
2007	.53	.59	.60	.55	2.7	3.0	3.0	2.7
2008	.59	.59	.59	.52	2.9	2.9	2.9	2.5
2009	.50	.50	.52	.54	2.4	2.4	2.5	2.5
2010	.53	.51	.51	.57	2.5	2.4	2.4	2.5
2011	.60	.62	.65	.73	2.6	2.7	2.8	3.0
2012	.75	.74	.72	.75	3.1	3.0	2.9	3.1
2013	.74	.73	.74	.68	3.0	3.0	3.0	2.8
2014	.68	.67	.67	.70	2.8	2.8	2.8	2.8
2015	.72	.69	.70	.67	2.9	2.8	2.9	2.7
2016	.71	.70	.70	.68	2.8	2.8	2.8	2.7
2017	.65	.67	.68	.86	2.6	2.6	2.6	3.3
2018	.87	.79	.84	.93	3.3	3.0	3.1	3.4
2019	.95	–	–	–	3.4	–	–	–
Overtime and premium[3]								
2004	.24	.23	.23	.24	1.2	1.2	1.2	1.2
2005	.24	.24	.25	.26	1.2	1.2	1.2	1.3
2006	.23	.23	.23	.21	1.1	1.2	1.2	1.1
2007	.21	.21	.21	.22	1.1	1.1	1.1	1.1
2008	.22	.22	.22	.23	1.1	1.1	1.1	1.1
2009	.22	.22	.22	.23	1.1	1.0	1.1	1.1
2010	.24	.24	.24	.26	1.1	1.1	1.1	1.1
2011	.26	.26	.27	.29	1.1	1.1	1.2	1.2
2012	.29	.29	.30	.30	1.2	1.2	1.2	1.2
2013	.30	.30	.31	.31	1.2	1.2	1.2	1.3
2014	.31	.31	.31	.31	1.3	1.3	1.3	1.2
2015	.31	.30	.31	.29	1.2	1.3	1.3	1.2
2016	.30	.30	.31	.29	1.2	1.2	1.2	1.2
2017	.30	.31	.31	.27	1.2	1.2	1.2	1.0
2018	.27	.27	.27	.26	1.0	1.0	1.0	1.0
2019	.26	–	–	–	1.0	–	–	–
Shift differentials								
2004	.07	.06	.06	.06	.3	.3	.3	.3
2005	.06	.06	.06	.07	.3	.3	.3	.4
2006	.07	.07	.07	.07	.4	.3	.4	.4
2007	.07	.07	.07	.07	.4	.4	.4	.4
2008	.07	.07	.08	.07	.4	.4	.4	.4
2009	.07	.07	.08	.07	.4	.4	.4	.3
2010	.07	.07	.07	.08	.4	.3	.3	.3
2011	.08	.08	.08	.06	.3	.3	.3	.3
2012	.07	.06	.07	.06	.3	.3	.3	.2
2013	.06	.06	.06	.05	.2	.2	.2	.2
2014	.05	.04	.04	.04	.2	.2	.2	.1
2015	.04	.04	.04	.04	.1	.2	.1	.2
2016	.04	.04	.04	.04	.2	.2	.2	.1
2017	.04	.04	.04	.08	.1	.1	.2	.3
2018	.08	.07	.08	.10	.3	.3	.3	.4
2019	.10	–	–	–	.4	–	–	–
Nonproduction bonuses								
2004	.39	.28	.35	.36	1.9	1.4	1.8	1.8
2005	.41	.41	.40	.28	2.0	2.0	2.0	1.4
2006	.28	.22	.23	.21	1.4	1.1	1.2	1.1

See footnotes at end of table.

Table 12. Private industry workers, by census region and division: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

East South Central division[1]

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Nonproduction bonuses								
2007	0.24	0.31	0.31	0.26	1.2	1.5	1.6	1.3
2008	.30	.30	.29	.22	1.5	1.5	1.4	1.1
2009	.21	.21	.22	.23	1.0	1.0	1.1	1.1
2010	.21	.20	.20	.23	1.0	.9	.9	1.0
2011	.26	.29	.30	.38	1.2	1.3	1.3	1.6
2012	.39	.38	.36	.39	1.6	1.6	1.5	1.6
2013	.38	.37	.38	.32	1.5	1.5	1.5	1.3
2014	.33	.32	.32	.36	1.3	1.3	1.3	1.4
2015	.38	.35	.36	.34	1.5	1.4	1.5	1.4
2016	.37	.37	.35	.35	1.5	1.5	1.4	1.4
2017	.31	.33	.33	.51	1.2	1.3	1.3	2.0
2018	.52	.45	.49	.57	2.0	1.7	1.8	2.1
2019	.58	–	–	–	2.1	–	–	–
Insurance								
2004	1.60	1.54	1.58	1.59	7.9	7.9	8.0	8.0
2005	1.59	1.61	1.60	1.62	7.9	7.9	7.8	8.2
2006	1.65	1.63	1.63	1.65	8.3	8.3	8.3	8.5
2007	1.70	1.70	1.74	1.72	8.7	8.6	8.7	8.6
2008	1.75	1.77	1.79	1.79	8.7	8.8	8.8	8.6
2009	1.85	1.84	1.81	1.84	8.9	8.9	8.7	8.7
2010	1.93	1.94	1.98	1.96	9.0	9.1	9.2	8.8
2011	2.00	2.02	2.03	2.00	8.8	8.9	8.9	8.2
2012	2.00	2.01	2.00	2.02	8.2	8.2	8.1	8.3
2013	2.08	2.05	2.09	2.02	8.4	8.4	8.4	8.3
2014	2.08	2.05	2.04	2.09	8.5	8.4	8.4	8.4
2015	2.12	2.09	2.10	2.15	8.5	8.6	8.6	8.7
2016	2.28	2.22	2.24	2.23	9.1	8.8	8.9	8.8
2017	2.24	2.26	2.31	2.27	8.8	8.8	8.9	8.7
2018	2.30	2.29	2.36	2.26	8.8	8.7	8.8	8.3
2019	2.29	–	–	–	8.3	–	–	–
Life								
2004	.04	.03	.04	.04	.2	.2	.2	.2
2005	.04	.04	.04	.04	.2	.2	.2	.2
2006	.05	.04	.04	.04	.2	.2	.2	.2
2007	.04	.04	.04	.04	.2	.2	.2	.2
2008	.04	.04	.05	.05	.2	.2	.2	.2
2009	.05	.05	.05	.05	.2	.2	.2	.2
2010	.05	.05	.05	.05	.2	.2	.2	.2
2011	.05	.05	.05	.04	.2	.2	.2	.2
2012	.04	.05	.05	.04	.2	.2	.2	.2
2013	.04	.04	.04	.04	.2	.2	.2	.2
2014	.04	.04	.04	.04	.2	.2	.2	.2
2015	.04	.04	.04	.04	.2	.2	.2	.2
2016	.04	.04	.04	.04	.2	.2	.2	.1
2017	.04	.04	.04	.04	.1	.1	.1	.2
2018	.04	.04	.04	.04	.2	.2	.2	.1
2019	.04	–	–	–	.1	–	–	–
Health								
2004	1.48	1.43	1.46	1.47	7.3	7.3	7.4	7.4
2005	1.47	1.49	1.47	1.49	7.3	7.3	7.2	7.6
2006	1.52	1.51	1.52	1.54	7.7	7.7	7.7	7.9
2007	1.59	1.59	1.63	1.61	8.1	8.0	8.1	8.0
2008	1.64	1.66	1.67	1.66	8.1	8.2	8.2	8.0
2009	1.72	1.71	1.68	1.71	8.2	8.2	8.1	8.1
2010	1.81	1.82	1.86	1.85	8.5	8.5	8.6	8.3
2011	1.89	1.91	1.91	1.88	8.3	8.4	8.4	7.7
2012	1.88	1.88	1.86	1.89	7.7	7.7	7.6	7.8
2013	1.95	1.93	1.95	1.88	7.9	7.9	7.8	7.8
2014	1.94	1.92	1.91	1.97	8.0	7.9	7.9	7.9
2015	2.00	1.98	1.99	2.03	8.0	8.1	8.1	8.2
2016	2.16	2.10	2.13	2.12	8.6	8.4	8.4	8.3
2017	2.12	2.14	2.19	2.14	8.4	8.4	8.4	8.2
2018	2.17	2.16	2.23	2.13	8.3	8.2	8.3	7.8

See footnotes at end of table.

Table 12. Private industry workers, by census region and division: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

East South Central division[1]

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Health								
2019	2.16	–	–	–	7.8	–	–	–
Short-term disability								
2004	.05	0.05	0.06	0.05	.3	0.3	0.3	0.3
2005	.06	.06	.06	.05	.3	.3	.3	.3
2006	.05	.05	.05	.04	.3	.3	.3	.2
2007	.04	.04	.04	.04	.2	.2	.2	.2
2008	.04	.04	.04	.05	.2	.2	.2	.2
2009	.05	.05	.05	.05	.2	.2	.2	.2
2010	.04	.04	.04	.04	.2	.2	.2	.2
2011	.04	.04	.04	.04	.2	.2	.2	.2
2012	.05	.04	.04	.05	.2	.2	.2	.2
2013	.05	.04	.05	.05	.2	.2	.2	.2
2014	.05	.05	.05	.04	.2	.2	.2	.2
2015	.04	.04	.04	.04	.2	.2	.2	.1
2016	.04	.04	.04	.04	.1	.2	.2	.2
2017	.04	.04	.04	.05	.1	.2	.2	.2
2018	.05	.05	.05	.05	.2	.2	.2	.2
2019	.05	–	–	–	.2	–	–	–
Long-term disability								
2004	.03	.02	.02	.03	.1	.1	.1	.1
2005	.03	.03	.03	.03	.1	.1	.2	.2
2006	.03	.03	.03	.03	.2	.1	.1	.2
2007	.03	.03	.03	.03	.2	.2	.2	.2
2008	.03	.03	.03	.03	.1	.1	.1	.2
2009	.03	.03	.03	.03	.2	.2	.2	.2
2010	.03	.03	.03	.03	.2	.2	.2	.2
2011	.04	.04	.04	.04	.2	.2	.2	.2
2012	.04	.04	.04	.04	.2	.2	.2	.2
2013	.04	.04	.04	.04	.2	.2	.2	.2
2014	.04	.04	.04	.05	.2	.2	.2	.2
2015	.04	.04	.04	.04	.2	.2	.2	.2
2016	.04	.04	.04	.04	.2	.2	.2	.2
2017	.04	.04	.04	.05	.2	.2	.2	.2
2018	.05	.04	.04	.04	.2	.2	.2	.1
2019	.04	–	–	–	.1	–	–	–
Retirement and savings								
2004	.65	.61	.62	.63	3.2	3.1	3.1	3.2
2005	.62	.61	.60	.60	3.1	3.0	2.9	3.1
2006	.62	.56	.57	.57	3.1	2.9	2.9	2.9
2007	.56	.55	.57	.57	2.8	2.8	2.9	2.9
2008	.57	.53	.53	.56	2.8	2.7	2.6	2.7
2009	.56	.54	.51	.56	2.7	2.6	2.4	2.7
2010	.61	.61	.66	.68	2.9	2.9	3.1	3.1
2011	.67	.68	.68	.83	3.0	3.0	3.0	3.4
2012	.90	.87	.85	.80	3.7	3.6	3.5	3.3
2013	.81	.82	.87	.74	3.3	3.4	3.5	3.0
2014	.74	.78	.79	.82	3.0	3.2	3.3	3.3
2015	.82	.74	.75	.87	3.3	3.0	3.1	3.5
2016	.88	.85	.86	.87	3.5	3.4	3.4	3.4
2017	.86	.88	.89	.95	3.4	3.4	3.4	3.7
2018	.94	.97	.99	1.05	3.6	3.7	3.7	3.8
2019	1.06	–	–	–	3.8	–	–	–
Defined benefit								
2004	.28	.25	.28	.29	1.4	1.3	1.4	1.4
2005	.28	.27	.27	.25	1.4	1.3	1.3	1.3
2006	.24	.22	.22	.23	1.2	1.1	1.1	1.2
2007	.21	.20	.22	.22	1.1	1.0	1.1	1.1
2008	.22	.19	.18	.20	1.1	1.0	.9	1.0
2009	.20	.19	.19	.23	1.0	.9	.9	1.1
2010	.28	.28	.29	.30	1.3	1.3	1.3	1.4
2011	.28	.29	.28	.39	1.2	1.3	1.2	1.6
2012	.44	.42	.40	.37	1.8	1.7	1.6	1.5
2013	.37	.39	.43	.31	1.5	1.6	1.7	1.3

See footnotes at end of table.

Table 12. Private industry workers, by census region and division: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

East South Central division[1]

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Defined benefit								
2014	0.31	0.35	0.37	0.35	1.3	1.4	1.5	1.4
2015	.36	.30	.31	.39	1.4	1.2	1.3	1.6
2016	.38	.38	.38	.37	1.5	1.5	1.5	1.5
2017	.36	.38	.37	.38	1.4	1.5	1.4	1.4
2018	.36	.38	.38	.42	1.4	1.4	1.4	1.5
2019	.43	–	–	–	1.5	–	–	–
Defined contribution								
2004	.37	.36	.34	.35	1.8	1.8	1.7	1.7
2005	.34	.35	.33	.36	1.7	1.7	1.6	1.8
2006	.38	.35	.35	.34	1.9	1.8	1.7	1.8
2007	.35	.34	.35	.35	1.8	1.7	1.8	1.8
2008	.35	.34	.35	.36	1.8	1.7	1.7	1.7
2009	.36	.35	.32	.33	1.7	1.7	1.5	1.6
2010	.33	.33	.38	.38	1.6	1.5	1.7	1.7
2011	.39	.39	.40	.44	1.7	1.7	1.7	1.8
2012	.46	.45	.45	.43	1.9	1.9	1.8	1.8
2013	.44	.43	.43	.43	1.8	1.8	1.7	1.8
2014	.43	.43	.42	.47	1.8	1.7	1.7	1.9
2015	.46	.43	.44	.48	1.8	1.8	1.8	1.9
2016	.49	.48	.49	.50	2.0	1.9	1.9	2.0
2017	.50	.50	.51	.58	2.0	2.0	2.0	2.2
2018	.58	.59	.61	.63	2.2	2.2	2.3	2.3
2019	.63	–	–	–	2.3	–	–	–
Legally required benefits								
2004	1.75	1.73	1.75	1.76	8.6	8.9	8.9	8.8
2005	1.78	1.81	1.82	1.78	8.8	8.9	8.9	9.0
2006	1.75	1.76	1.78	1.73	8.9	8.9	9.0	8.9
2007	1.68	1.74	1.70	1.70	8.5	8.8	8.5	8.5
2008	1.71	1.76	1.77	1.78	8.5	8.7	8.7	8.5
2009	1.79	1.77	1.79	1.80	8.6	8.5	8.6	8.5
2010	1.80	1.83	1.83	1.88	8.4	8.5	8.5	8.4
2011	1.91	1.92	1.92	2.00	8.4	8.5	8.4	8.2
2012	2.02	2.02	2.03	2.01	8.3	8.3	8.3	8.2
2013	2.03	2.02	2.04	2.00	8.2	8.2	8.2	8.3
2014	2.00	2.00	1.98	2.00	8.2	8.2	8.2	8.0
2015	1.99	1.97	1.97	1.94	8.0	8.1	8.1	7.8
2016	1.95	1.95	1.96	1.96	7.8	7.7	7.7	7.7
2017	1.98	1.99	2.02	1.99	7.8	7.8	7.8	7.7
2018	1.99	2.00	2.04	2.06	7.6	7.6	7.6	7.5
2019	2.07	–	–	–	7.5	–	–	–
Social Security and Medicare								
2004	1.23	1.19	1.21	1.22	6.0	6.1	6.1	6.1
2005	1.23	1.26	1.26	1.21	6.1	6.2	6.2	6.1
2006	1.21	1.20	1.23	1.23	6.1	6.1	6.2	6.3
2007	1.19	1.26	1.22	1.22	6.0	6.3	6.1	6.1
2008	1.23	1.28	1.29	1.31	6.1	6.3	6.3	6.3
2009	1.32	1.31	1.33	1.32	6.3	6.3	6.4	6.3
2010	1.31	1.33	1.34	1.38	6.1	6.2	6.2	6.2
2011	1.39	1.40	1.41	1.47	6.2	6.2	6.2	6.0
2012	1.48	1.48	1.49	1.47	6.0	6.0	6.1	6.0
2013	1.49	1.48	1.50	1.48	6.0	6.0	6.0	6.1
2014	1.48	1.48	1.47	1.50	6.1	6.1	6.1	6.0
2015	1.50	1.47	1.48	1.49	6.0	6.0	6.0	6.0
2016	1.50	1.51	1.52	1.52	6.0	6.0	6.0	6.0
2017	1.53	1.55	1.57	1.56	6.0	6.0	6.0	6.0
2018	1.58	1.59	1.63	1.65	6.0	6.0	6.0	6.0
2019	1.67	–	–	–	6.1	–	–	–
Social Security[4]								
2004	.99	.96	.98	.98	4.9	5.0	4.9	4.9
2005	1.00	1.02	1.02	.98	4.9	5.0	5.0	5.0
2006	.97	.97	.99	.99	4.9	5.0	5.0	5.1
2007	.96	1.01	.98	.99	4.9	5.1	4.9	4.9
2008	.99	1.03	1.04	1.06	4.9	5.1	5.1	5.1

See footnotes at end of table.

Table 12. Private industry workers, by census region and division: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

East South Central division[1]

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Social Security[4]								
2009	1.07	1.06	1.07	1.07	5.1	5.1	5.1	5.1
2010	1.06	1.08	1.09	1.11	5.0	5.0	5.0	5.0
2011	1.13	1.13	1.14	1.19	5.0	5.0	5.0	4.9
2012	1.19	1.20	1.20	1.19	4.9	4.9	4.9	4.9
2013	1.20	1.19	1.21	1.19	4.9	4.9	4.9	4.9
2014	1.20	1.19	1.19	1.21	4.9	4.9	4.9	4.9
2015	1.21	1.19	1.19	1.20	4.9	4.9	4.9	4.8
2016	1.21	1.22	1.23	1.23	4.8	4.8	4.8	4.8
2017	1.24	1.25	1.27	1.26	4.9	4.9	4.9	4.9
2018	1.28	1.29	1.31	1.33	4.9	4.9	4.9	4.9
2019	1.35	–	–	–	4.9	–	–	–
Medicare								
2004	.24	.23	.23	.23	1.2	1.2	1.2	1.2
2005	.24	.24	.24	.23	1.2	1.2	1.2	1.2
2006	.23	.23	.24	.24	1.2	1.2	1.2	1.2
2007	.23	.24	.23	.24	1.2	1.2	1.2	1.2
2008	.24	.25	.25	.25	1.2	1.2	1.2	1.2
2009	.25	.25	.25	.25	1.2	1.2	1.2	1.2
2010	.25	.25	.26	.26	1.2	1.2	1.2	1.2
2011	.27	.27	.27	.28	1.2	1.2	1.2	1.2
2012	.28	.28	.28	.28	1.2	1.2	1.2	1.2
2013	.29	.28	.29	.28	1.2	1.2	1.2	1.2
2014	.28	.28	.28	.29	1.2	1.2	1.2	1.2
2015	.29	.28	.28	.29	1.2	1.2	1.2	1.2
2016	.29	.29	.29	.29	1.1	1.2	1.2	1.2
2017	.29	.30	.30	.30	1.2	1.2	1.2	1.2
2018	.30	.31	.31	.32	1.2	1.2	1.2	1.2
2019	.32	–	–	–	1.2	–	–	–
Federal unemployment insurance								
2004	.03	.03	.03	.03	.2	.2	.2	.2
2005	.03	.03	.03	.03	.2	.2	.2	.2
2006	.03	.03	.03	.03	.2	.2	.2	.2
2007	.03	.03	.03	.03	.2	.2	.2	.2
2008	.03	.03	.03	.03	.2	.2	.2	.2
2009	.03	.03	.03	.03	.2	.2	.2	.2
2010	.03	.03	.03	.03	.2	.2	.2	.1
2011	.03	.03	.02	.02	.1	.1	.1	.1
2012	.03	.03	.03	.03	.1	.1	.1	.1
2013	.03	.03	.03	.03	.1	.1	.1	.1
2014	.03	.03	.03	.03	.1	.1	.1	.1
2015	.03	.04	.04	.03	.1	.1	.1	.1
2016	.02	.02	.02	.02	.1	.1	.1	.1
2017	.02	.02	.02	.02	.1	.1	.1	.1
2018	.03	.03	.03	.03	.1	.1	.1	.1
2019	.03	–	–	–	.1	–	–	–
State unemployment insurance								
2004	.10	.11	.11	.11	.5	.5	.5	.6
2005	.11	.10	.11	.11	.6	.5	.5	.6
2006	.10	.10	.10	.09	.5	.5	.5	.5
2007	.08	.08	.08	.08	.4	.4	.4	.4
2008	.08	.08	.08	.08	.4	.4	.4	.4
2009	.08	.08	.08	.09	.4	.4	.4	.4
2010	.10	.11	.12	.12	.5	.5	.5	.5
2011	.14	.14	.14	.14	.6	.6	.6	.6
2012	.15	.15	.15	.15	.6	.6	.6	.6
2013	.15	.15	.15	.14	.6	.6	.6	.6
2014	.14	.13	.12	.12	.6	.5	.5	.5
2015	.12	.12	.11	.10	.5	.5	.5	.4
2016	.10	.09	.09	.08	.4	.4	.3	.3
2017	.08	.08	.08	.07	.3	.3	.3	.3
2018	.07	.06	.07	.06	.3	.2	.2	.2
2019	.06	–	–	–	.2	–	–	–

See footnotes at end of table.

Table 12. Private industry workers, by census region and division: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

East South Central division[1]

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Workers' compensation								
2004	0.39	0.40	0.40	0.40	1.9	2.0	2.0	2.0
2005	.40	.41	.42	.42	2.0	2.0	2.0	2.1
2006	.41	.42	.42	.38	2.1	2.1	2.1	2.0
2007	.37	.37	.37	.37	1.9	1.9	1.9	1.8
2008	.36	.37	.37	.35	1.8	1.8	1.8	1.7
2009	.35	.34	.35	.36	1.7	1.7	1.7	1.7
2010	.35	.35	.34	.35	1.6	1.6	1.6	1.6
2011	.35	.35	.35	.36	1.5	1.5	1.5	1.5
2012	.37	.37	.37	.36	1.5	1.5	1.5	1.5
2013	.36	.36	.37	.36	1.5	1.5	1.5	1.5
2014	.35	.36	.36	.35	1.4	1.5	1.5	1.4
2015	.34	.34	.34	.32	1.4	1.4	1.4	1.3
2016	.33	.32	.33	.33	1.3	1.3	1.3	1.3
2017	.34	.34	.34	.33	1.3	1.3	1.3	1.3
2018	.32	.32	.32	.32	1.2	1.2	1.2	1.2
2019	.32	–	–	–	1.2	–	–	–
Other benefits[5]								
2004	.02	.03	.03	.03	.1	.1	.1	.1
2005	.03	.03	.02	.02	.1	.1	.1	.1

[1] The states that compose the East South Central census division are: AL, KY, MS, and TN.
[2] Prior to June 2008, paid personal leave was included in other leave. Other leave also included paid military, funeral, and jury leave.
[3] Includes premium pay (such as overtime, weekends, and holidays) for work in addition to the regular work schedule.
[4] Social Security refers to the Old-Age, Survivors, and Disability Insurance (OASDI) program.
[5] Includes severance pay and supplemental unemployment benefits. Publication of other benefits was discontinued beginning in June 2006.

Note: The sum of individual items may not equal totals due to rounding. Dashes indicate data are not available.

Table 12. Private industry workers, by census region and division: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

West South Central division[1]

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Total compensation								
2004	$20.16	$20.68	$21.07	$21.07	100.0	100.0	100.0	100.0
2005	21.17	21.53	21.57	21.47	100.0	100.0	100.0	100.0
2006	21.83	21.86	22.35	22.51	100.0	100.0	100.0	100.0
2007	22.63	22.70	22.80	23.09	100.0	100.0	100.0	100.0
2008	23.31	23.32	23.56	24.38	100.0	100.0	100.0	100.0
2009	24.67	24.35	24.43	24.59	100.0	100.0	100.0	100.0
2010	24.99	24.88	25.08	24.97	100.0	100.0	100.0	100.0
2011	25.07	25.26	25.43	26.37	100.0	100.0	100.0	100.0
2012	26.63	26.45	26.75	26.46	100.0	100.0	100.0	100.0
2013	26.73	26.85	26.92	26.80	100.0	100.0	100.0	100.0
2014	27.02	27.38	27.62	29.23	100.0	100.0	100.0	100.0
2015	29.41	29.31	29.55	29.74	100.0	100.0	100.0	100.0
2016	30.11	29.96	29.91	29.49	100.0	100.0	100.0	100.0
2017	30.07	30.22	30.42	32.01	100.0	100.0	100.0	100.0
2018	32.19	32.61	32.94	31.72	100.0	100.0	100.0	100.0
2019	32.01	–	–	–	100.0	–	–	–
Wages and salaries								
2004	14.55	14.96	15.28	15.23	72.2	72.3	72.5	72.3
2005	15.24	15.56	15.55	15.55	72.0	72.3	72.1	72.5
2006	15.76	15.77	16.14	16.20	72.2	72.1	72.2	71.9
2007	16.32	16.41	16.48	16.69	72.1	72.3	72.3	72.2
2008	16.83	16.85	17.05	17.61	72.2	72.2	72.4	72.2
2009	17.82	17.60	17.67	17.79	72.3	72.3	72.3	72.4
2010	17.99	17.93	18.09	17.94	72.0	72.1	72.1	71.9
2011	17.96	18.01	18.18	18.77	71.6	71.3	71.5	71.2
2012	18.89	18.78	19.06	18.87	70.9	71.0	71.3	71.3
2013	19.08	19.20	19.26	19.08	71.4	71.5	71.6	71.2
2014	19.17	19.37	19.56	20.68	71.0	70.7	70.8	70.8
2015	20.85	20.89	21.06	21.31	70.9	71.3	71.3	71.7
2016	21.60	21.53	21.55	21.15	71.7	71.9	72.0	71.7
2017	21.60	21.69	21.84	23.03	71.8	71.8	71.8	71.9
2018	23.12	23.42	23.65	22.90	71.8	71.8	71.8	72.2
2019	23.14	–	–	–	72.3	–	–	–
Total benefits								
2004	5.61	5.72	5.79	5.84	27.8	27.7	27.5	27.7
2005	5.93	5.97	6.01	5.91	28.0	27.7	27.9	27.5
2006	6.07	6.09	6.21	6.32	27.8	27.9	27.8	28.1
2007	6.31	6.29	6.32	6.41	27.9	27.7	27.7	27.8
2008	6.48	6.47	6.51	6.77	27.8	27.8	27.6	27.8
2009	6.84	6.75	6.76	6.79	27.7	27.7	27.7	27.6
2010	7.00	6.95	6.99	7.02	28.0	27.9	27.9	28.1
2011	7.11	7.25	7.25	7.60	28.4	28.7	28.5	28.8
2012	7.74	7.67	7.69	7.58	29.1	29.0	28.7	28.7
2013	7.65	7.65	7.66	7.71	28.6	28.5	28.4	28.8
2014	7.84	8.01	8.06	8.54	29.0	29.3	29.2	29.2
2015	8.56	8.42	8.49	8.42	29.1	28.7	28.7	28.3
2016	8.51	8.43	8.37	8.34	28.3	28.1	28.0	28.3
2017	8.47	8.53	8.58	8.98	28.2	28.2	28.2	28.1
2018	9.07	9.19	9.29	8.82	28.2	28.2	28.2	27.8
2019	8.87	–	–	–	27.7	–	–	–
Paid leave								
2004	1.20	1.27	1.29	1.29	5.9	6.2	6.1	6.1
2005	1.30	1.33	1.33	1.33	6.1	6.2	6.2	6.2
2006	1.37	1.37	1.41	1.43	6.3	6.3	6.3	6.4
2007	1.44	1.45	1.44	1.46	6.4	6.4	6.3	6.3
2008	1.47	1.47	1.48	1.57	6.3	6.3	6.3	6.4
2009	1.60	1.55	1.56	1.58	6.5	6.4	6.4	6.4
2010	1.61	1.59	1.60	1.62	6.4	6.4	6.4	6.5
2011	1.63	1.62	1.64	1.73	6.5	6.4	6.4	6.6
2012	1.75	1.71	1.73	1.69	6.6	6.5	6.5	6.4
2013	1.72	1.71	1.71	1.71	6.4	6.4	6.4	6.4
2014	1.73	1.74	1.76	1.85	6.4	6.4	6.4	6.3
2015	1.87	1.84	1.86	1.86	6.4	6.3	6.3	6.3
2016	1.89	1.89	1.89	1.90	6.3	6.3	6.3	6.4

See footnotes at end of table.

Table 12. Private industry workers, by census region and division: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

West South Central division[1]

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Paid leave								
2017	1.92	1.94	1.95	2.14	6.4	6.4	6.4	6.7
2018	2.16	2.18	2.21	2.14	6.7	6.7	6.7	6.7
2019	2.17	–	–	–	6.8	–	–	–
Vacation								
2004	.58	.62	.63	.63	2.9	3.0	3.0	3.0
2005	.63	.65	.65	.65	3.0	3.0	3.0	3.0
2006	.67	.67	.69	.71	3.1	3.1	3.1	3.1
2007	.72	.72	.72	.73	3.2	3.2	3.1	3.2
2008	.74	.74	.74	.80	3.2	3.2	3.2	3.3
2009	.82	.79	.79	.81	3.3	3.3	3.3	3.3
2010	.82	.81	.81	.81	3.3	3.3	3.2	3.2
2011	.81	.82	.82	.87	3.2	3.2	3.2	3.3
2012	.88	.86	.86	.85	3.3	3.2	3.2	3.2
2013	.86	.86	.86	.88	3.2	3.2	3.2	3.3
2014	.89	.90	.91	.96	3.3	3.3	3.3	3.3
2015	.97	.96	.97	.94	3.3	3.3	3.3	3.2
2016	.95	.95	.94	.94	3.2	3.2	3.2	3.2
2017	.96	.97	.97	1.07	3.2	3.2	3.2	3.3
2018	1.08	1.10	1.12	1.06	3.3	3.4	3.4	3.4
2019	1.08	–	–	–	3.4	–	–	–
Holiday								
2004	.43	.45	.45	.45	2.1	2.2	2.1	2.2
2005	.46	.47	.47	.47	2.2	2.2	2.2	2.2
2006	.48	.48	.49	.49	2.2	2.2	2.2	2.2
2007	.49	.49	.50	.50	2.2	2.2	2.2	2.2
2008	.51	.51	.51	.52	2.2	2.2	2.1	2.1
2009	.53	.52	.52	.52	2.2	2.1	2.1	2.1
2010	.53	.52	.52	.53	2.1	2.1	2.1	2.1
2011	.53	.53	.54	.56	2.1	2.1	2.1	2.1
2012	.57	.56	.56	.55	2.1	2.1	2.1	2.1
2013	.56	.55	.56	.55	2.1	2.1	2.1	2.0
2014	.55	.55	.56	.57	2.0	2.0	2.0	2.0
2015	.58	.57	.58	.59	2.0	1.9	2.0	2.0
2016	.60	.60	.61	.61	2.0	2.0	2.0	2.1
2017	.62	.62	.62	.67	2.0	2.1	2.1	2.1
2018	.68	.68	.70	.68	2.1	2.1	2.1	2.1
2019	.69	–	–	–	2.2	–	–	–
Sick								
2004	.14	.16	.16	.16	.7	.8	.7	.8
2005	.16	.16	.16	.16	.7	.8	.8	.8
2006	.18	.18	.18	.18	.8	.8	.8	.8
2007	.18	.18	.18	.18	.8	.8	.8	.8
2008	.18	.18	.18	.19	.8	.8	.8	.8
2009	.19	.19	.19	.19	.8	.8	.8	.8
2010	.20	.20	.20	.20	.8	.8	.8	.8
2011	.21	.20	.20	.22	.8	.8	.8	.8
2012	.22	.21	.21	.21	.8	.8	.8	.8
2013	.21	.21	.21	.21	.8	.8	.8	.8
2014	.21	.21	.20	.21	.8	.7	.7	.7
2015	.21	.20	.21	.21	.7	.7	.7	.7
2016	.22	.22	.22	.22	.7	.7	.7	.7
2017	.22	.23	.23	.26	.7	.7	.7	.8
2018	.26	.26	.27	.27	.8	.8	.8	.8
2019	.28	–	–	–	.9	–	–	–
Personal[2]								
2004	.05	.05	.05	.05	.2	.2	.2	.2
2005	.05	.05	.05	.05	.2	.2	.2	.2
2006	.05	.05	.05	.05	.2	.2	.2	.2
2007	.05	.06	.05	.05	.2	.2	.2	.2
2008	.05	.04	.05	.05	.2	.2	.2	.2
2009	.05	.05	.05	.06	.2	.2	.2	.2
2010	.06	.06	.07	.08	.3	.3	.3	.3
2011	.07	.07	.07	.09	.3	.3	.3	.3

See footnotes at end of table.

Table 12. Private industry workers, by census region and division: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

West South Central division[1]

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Personal[2]								
2012	0.09	0.09	0.09	0.09	0.3	0.3	0.3	0.3
2013	.09	.09	.09	.09	.3	.3	.3	.3
2014	.09	.09	.09	.11	.3	.3	.3	.4
2015	.11	.10	.11	.12	.4	.4	.4	.4
2016	.12	.12	.12	.12	.4	.4	.4	.4
2017	.12	.13	.13	.13	.4	.4	.4	.4
2018	.14	.13	.14	.13	.4	.4	.4	.4
2019	.12	–	–	–	.4	–	–	–
Supplemental pay								
2004	.52	.51	.52	.51	2.6	2.4	2.5	2.4
2005	.53	.55	.56	.54	2.5	2.6	2.6	2.5
2006	.59	.59	.62	.70	2.7	2.7	2.8	3.1
2007	.67	.66	.67	.68	3.0	2.9	2.9	3.0
2008	.71	.72	.73	.78	3.0	3.1	3.1	3.2
2009	.73	.74	.73	.78	3.0	3.0	3.0	3.2
2010	.80	.76	.76	.85	3.2	3.0	3.0	3.4
2011	.86	.94	.92	1.01	3.4	3.7	3.6	3.8
2012	1.03	1.04	1.00	.97	3.9	3.9	3.7	3.7
2013	.94	.92	.91	.94	3.5	3.4	3.4	3.5
2014	.93	.95	.96	1.10	3.5	3.5	3.5	3.8
2015	1.07	1.09	1.10	1.17	3.6	3.7	3.7	3.9
2016	1.19	1.15	1.12	1.04	4.0	3.8	3.7	3.5
2017	1.05	1.07	1.07	1.13	3.5	3.5	3.5	3.5
2018	1.16	1.17	1.19	1.18	3.6	3.6	3.6	3.7
2019	1.16	–	–	–	3.6	–	–	–
Overtime and premium[3]								
2004	.23	.22	.23	.23	1.1	1.1	1.1	1.1
2005	.23	.23	.23	.22	1.1	1.0	1.1	1.0
2006	.24	.24	.24	.26	1.1	1.1	1.1	1.1
2007	.26	.26	.27	.27	1.1	1.2	1.2	1.2
2008	.27	.28	.29	.28	1.2	1.2	1.2	1.1
2009	.28	.27	.27	.28	1.1	1.1	1.1	1.1
2010	.28	.28	.28	.29	1.1	1.1	1.1	1.2
2011	.30	.30	.30	.32	1.2	1.2	1.2	1.2
2012	.32	.32	.33	.33	1.2	1.2	1.2	1.3
2013	.34	.34	.34	.32	1.3	1.3	1.3	1.2
2014	.33	.33	.34	.38	1.2	1.2	1.2	1.3
2015	.38	.40	.40	.43	1.3	1.4	1.4	1.4
2016	.43	.42	.41	.32	1.4	1.4	1.4	1.1
2017	.36	.35	.36	.41	1.2	1.2	1.2	1.3
2018	.41	.41	.42	.37	1.3	1.3	1.3	1.2
2019	.37	–	–	–	1.2	–	–	–
Shift differentials								
2004	.04	.04	.04	.04	.2	.2	.2	.2
2005	.04	.04	.04	.04	.2	.2	.2	.2
2006	.04	.04	.04	.05	.2	.2	.2	.2
2007	.05	.05	.05	.06	.2	.2	.2	.2
2008	.05	.06	.06	.05	.2	.2	.2	.2
2009	.05	.05	.05	.05	.2	.2	.2	.2
2010	.05	.05	.05	.06	.2	.2	.2	.2
2011	.06	.06	.06	.05	.2	.2	.2	.2
2012	.06	.06	.05	.05	.2	.2	.2	.2
2013	.05	.05	.05	.05	.2	.2	.2	.2
2014	.05	.05	.05	.05	.2	.2	.2	.2
2015	.05	.05	.05	.05	.2	.2	.2	.2
2016	.05	.05	.05	.05	.2	.2	.2	.2
2017	.05	.05	.05	.05	.2	.2	.2	.2
2018	.05	.05	.05	.04	.2	.2	.2	.1
2019	.04	–	–	–	.1	–	–	–
Nonproduction bonuses								
2004	.25	.24	.25	.24	1.2	1.2	1.2	1.1
2005	.26	.29	.29	.29	1.2	1.3	1.3	1.3
2006	.31	.31	.34	.39	1.4	1.4	1.5	1.7

See footnotes at end of table.

Table 12. Private industry workers, by census region and division: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

West South Central division[1]

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Nonproduction bonuses								
2007	0.36	0.34	0.35	0.36	1.6	1.5	1.5	1.6
2008	.38	.38	.38	.45	1.6	1.6	1.6	1.8
2009	.40	.42	.41	.44	1.6	1.7	1.7	1.8
2010	.47	.43	.43	.49	1.9	1.7	1.7	2.0
2011	.51	.58	.57	.64	2.0	2.3	2.2	2.4
2012	.66	.66	.62	.58	2.5	2.5	2.3	2.2
2013	.55	.53	.51	.57	2.0	2.0	1.9	2.1
2014	.55	.57	.57	.67	2.0	2.1	2.1	2.3
2015	.64	.64	.65	.70	2.2	2.2	2.2	2.3
2016	.71	.68	.66	.67	2.4	2.3	2.2	2.3
2017	.64	.66	.66	.67	2.1	2.2	2.2	2.1
2018	.70	.71	.72	.77	2.2	2.2	2.2	2.4
2019	.74	–	–	–	2.3	–	–	–
Insurance								
2004	1.44	1.48	1.48	1.48	7.1	7.2	7.0	7.0
2005	1.53	1.50	1.52	1.51	7.2	7.0	7.0	7.0
2006	1.52	1.53	1.56	1.58	7.0	7.0	7.0	7.0
2007	1.63	1.63	1.63	1.64	7.2	7.2	7.1	7.1
2008	1.68	1.68	1.69	1.71	7.2	7.2	7.2	7.0
2009	1.75	1.74	1.74	1.74	7.1	7.2	7.1	7.1
2010	1.81	1.82	1.82	1.80	7.2	7.3	7.3	7.2
2011	1.83	1.86	1.87	1.92	7.3	7.4	7.4	7.3
2012	1.98	1.96	1.98	1.97	7.4	7.4	7.4	7.5
2013	2.03	2.02	2.03	2.00	7.6	7.5	7.5	7.5
2014	2.04	2.05	2.06	2.06	7.5	7.5	7.5	7.1
2015	2.09	2.07	2.10	2.01	7.1	7.1	7.1	6.8
2016	2.05	2.05	2.04	2.07	6.8	6.8	6.8	7.0
2017	2.10	2.07	2.09	2.20	7.0	6.9	6.9	6.9
2018	2.22	2.22	2.24	2.05	6.9	6.8	6.8	6.5
2019	2.09	–	–	–	6.5	–	–	–
Life								
2004	.04	.04	.04	.04	.2	.2	.2	.2
2005	.04	.04	.04	.04	.2	.2	.2	.2
2006	.05	.04	.04	.04	.2	.2	.2	.2
2007	.05	.04	.04	.04	.2	.2	.2	.2
2008	.04	.04	.04	.05	.2	.2	.2	.2
2009	.05	.05	.05	.04	.2	.2	.2	.2
2010	.05	.05	.05	.05	.2	.2	.2	.2
2011	.04	.04	.04	.04	.2	.2	.2	.2
2012	.04	.04	.04	.03	.2	.2	.2	.1
2013	.04	.04	.04	.05	.1	.1	.1	.2
2014	.05	.05	.05	.05	.2	.2	.2	.2
2015	.05	.05	.05	.04	.2	.2	.2	.1
2016	.04	.04	.04	.04	.1	.1	.1	.1
2017	.04	.04	.04	.05	.1	.1	.1	.2
2018	.05	.05	.05	.04	.1	.1	.1	.1
2019	.04	–	–	–	.1	–	–	–
Health								
2004	1.33	1.37	1.37	1.37	6.6	6.6	6.5	6.5
2005	1.42	1.39	1.41	1.40	6.7	6.5	6.5	6.5
2006	1.41	1.41	1.44	1.46	6.4	6.4	6.4	6.5
2007	1.51	1.51	1.50	1.52	6.7	6.6	6.6	6.6
2008	1.56	1.56	1.57	1.58	6.7	6.7	6.7	6.5
2009	1.62	1.61	1.62	1.62	6.6	6.6	6.6	6.6
2010	1.68	1.70	1.70	1.68	6.7	6.8	6.8	6.7
2011	1.72	1.75	1.76	1.80	6.9	6.9	6.9	6.8
2012	1.87	1.84	1.86	1.87	7.0	7.0	7.0	7.1
2013	1.92	1.91	1.92	1.88	7.2	7.1	7.1	7.0
2014	1.92	1.93	1.94	1.93	7.1	7.0	7.0	6.6
2015	1.96	1.95	1.97	1.90	6.7	6.6	6.7	6.4
2016	1.93	1.93	1.92	1.95	6.4	6.5	6.4	6.6
2017	1.97	1.95	1.97	2.07	6.6	6.5	6.5	6.5
2018	2.09	2.09	2.11	1.93	6.5	6.4	6.4	6.1

See footnotes at end of table.

Table 12. Private industry workers, by census region and division: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

West South Central division[1]

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Health								
2019	1.96	–	–	–	6.1	–	–	–
Short-term disability								
2004	.04	0.04	0.04	0.04	.2	0.2	0.2	0.2
2005	.04	.04	.04	.04	.2	.2	.2	.2
2006	.04	.04	.04	.04	.2	.2	.2	.2
2007	.04	.04	.04	.04	.2	.2	.2	.2
2008	.04	.04	.04	.04	.2	.2	.2	.2
2009	.04	.04	.04	.04	.2	.2	.2	.2
2010	.04	.04	.04	.03	.2	.2	.2	.1
2011	.03	.03	.03	.04	.1	.1	.1	.1
2012	.04	.04	.04	.04	.1	.1	.1	.1
2013	.04	.04	.04	.04	.1	.1	.1	.1
2014	.04	.04	.04	.04	.1	.1	.1	.1
2015	.04	.04	.04	.04	.1	.1	.1	.1
2016	.04	.04	.04	.04	.1	.1	.1	.1
2017	.04	.04	.04	.04	.1	.1	.1	.1
2018	.04	.04	.04	.05	.1	.1	.1	.1
2019	.05	–	–	–	.1	–	–	–
Long-term disability								
2004	.03	.03	.03	.03	.1	.1	.1	.1
2005	.03	.03	.03	.03	.1	.1	.1	.1
2006	.03	.04	.03	.03	.2	.2	.2	.2
2007	.04	.04	.04	.04	.2	.2	.2	.2
2008	.04	.03	.03	.04	.2	.1	.1	.2
2009	.04	.04	.04	.04	.2	.2	.2	.1
2010	.04	.04	.03	.03	.1	.1	.1	.1
2011	.03	.03	.03	.04	.1	.1	.1	.1
2012	.04	.04	.04	.03	.1	.1	.1	.1
2013	.04	.04	.04	.04	.1	.1	.1	.1
2014	.04	.04	.04	.04	.1	.1	.1	.1
2015	.04	.04	.04	.04	.1	.1	.1	.1
2016	.04	.04	.04	.04	.1	.1	.1	.1
2017	.04	.04	.04	.04	.1	.1	.1	.1
2018	.04	.04	.04	.04	.1	.1	.1	.1
2019	.04	–	–	–	.1	–	–	–
Retirement and savings								
2004	.72	.69	.70	.76	3.6	3.3	3.3	3.6
2005	.77	.77	.77	.71	3.6	3.6	3.6	3.3
2006	.78	.79	.79	.76	3.6	3.6	3.6	3.4
2007	.70	.69	.73	.75	3.1	3.1	3.2	3.2
2008	.75	.73	.73	.81	3.2	3.1	3.1	3.3
2009	.84	.82	.82	.79	3.4	3.3	3.4	3.2
2010	.84	.85	.85	.82	3.4	3.4	3.4	3.3
2011	.82	.84	.82	.89	3.3	3.3	3.2	3.4
2012	.91	.90	.90	.85	3.4	3.4	3.4	3.2
2013	.85	.87	.87	.93	3.2	3.2	3.2	3.5
2014	1.01	1.12	1.12	1.27	3.8	4.1	4.1	4.3
2015	1.29	1.16	1.18	1.10	4.4	4.0	4.0	3.7
2016	1.07	1.04	1.03	1.06	3.5	3.5	3.5	3.6
2017	1.10	1.12	1.12	1.07	3.7	3.7	3.7	3.4
2018	1.08	1.15	1.16	1.06	3.4	3.5	3.5	3.4
2019	1.06	–	–	–	3.3	–	–	–
Defined benefit								
2004	.38	.33	.33	.38	1.9	1.6	1.6	1.8
2005	.39	.41	.41	.35	1.8	1.9	1.9	1.7
2006	.43	.44	.42	.36	2.0	2.0	1.9	1.6
2007	.30	.28	.31	.32	1.3	1.2	1.4	1.4
2008	.31	.31	.30	.34	1.3	1.3	1.3	1.4
2009	.37	.34	.34	.30	1.5	1.4	1.4	1.2
2010	.34	.36	.35	.34	1.4	1.4	1.4	1.4
2011	.34	.36	.33	.36	1.3	1.4	1.3	1.3
2012	.38	.37	.37	.33	1.4	1.4	1.4	1.2
2013	.31	.32	.31	.37	1.1	1.2	1.2	1.4

See footnotes at end of table.

Table 12. Private industry workers, by census region and division: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

West South Central division[1]

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Defined benefit								
2014	0.44	0.54	0.53	0.64	1.6	2.0	1.9	2.2
2015	.65	.52	.53	.47	2.2	1.8	1.8	1.6
2016	.44	.42	.42	.43	1.5	1.4	1.4	1.5
2017	.48	.50	.49	.42	1.6	1.7	1.6	1.3
2018	.42	.49	.48	.45	1.3	1.5	1.5	1.4
2019	.44	–	–	–	1.4	–	–	–
Defined contribution								
2004	.34	.36	.37	.37	1.7	1.7	1.8	1.8
2005	.38	.36	.36	.35	1.8	1.7	1.7	1.7
2006	.35	.35	.37	.39	1.6	1.6	1.7	1.7
2007	.40	.41	.41	.42	1.8	1.8	1.8	1.8
2008	.44	.43	.43	.47	1.9	1.8	1.8	1.9
2009	.47	.48	.48	.49	1.9	2.0	2.0	2.0
2010	.50	.49	.49	.48	2.0	2.0	2.0	1.9
2011	.49	.49	.49	.53	1.9	1.9	1.9	2.0
2012	.53	.52	.52	.53	2.0	2.0	2.0	2.0
2013	.54	.54	.55	.56	2.0	2.0	2.1	2.1
2014	.57	.58	.59	.63	2.1	2.1	2.1	2.2
2015	.64	.63	.65	.62	2.2	2.2	2.2	2.1
2016	.63	.62	.62	.63	2.1	2.1	2.1	2.1
2017	.62	.62	.63	.65	2.1	2.1	2.1	2.0
2018	.66	.67	.68	.62	2.1	2.0	2.1	2.0
2019	.63	–	–	–	2.0	–	–	–
Legally required benefits								
2004	1.71	1.75	1.77	1.77	8.5	8.5	8.4	8.4
2005	1.77	1.79	1.80	1.79	8.3	8.3	8.3	8.3
2006	1.81	1.81	1.84	1.85	8.3	8.3	8.2	8.2
2007	1.86	1.86	1.86	1.87	8.2	8.2	8.2	8.1
2008	1.87	1.87	1.88	1.91	8.0	8.0	8.0	7.8
2009	1.92	1.90	1.90	1.90	7.8	7.8	7.8	7.7
2010	1.95	1.94	1.95	1.94	7.8	7.8	7.8	7.8
2011	1.96	1.99	1.99	2.05	7.8	7.9	7.8	7.8
2012	2.07	2.06	2.09	2.09	7.8	7.8	7.8	7.9
2013	2.11	2.13	2.14	2.12	7.9	7.9	7.9	7.9
2014	2.12	2.15	2.16	2.26	7.9	7.9	7.8	7.7
2015	2.24	2.26	2.25	2.28	7.6	7.7	7.6	7.7
2016	2.30	2.29	2.29	2.27	7.6	7.6	7.7	7.7
2017	2.31	2.32	2.35	2.43	7.7	7.7	7.7	7.6
2018	2.45	2.46	2.49	2.38	7.6	7.6	7.6	7.5
2019	2.39	–	–	–	7.5	–	–	–
Social Security and Medicare								
2004	1.22	1.24	1.25	1.25	6.0	6.0	5.9	6.0
2005	1.26	1.28	1.28	1.28	5.9	5.9	6.0	6.0
2006	1.30	1.30	1.32	1.34	6.0	5.9	5.9	6.0
2007	1.35	1.36	1.36	1.38	6.0	6.0	6.0	6.0
2008	1.39	1.40	1.41	1.45	6.0	6.0	6.0	5.9
2009	1.47	1.45	1.46	1.48	6.0	6.0	6.0	6.0
2010	1.49	1.49	1.50	1.49	6.0	6.0	6.0	6.0
2011	1.50	1.51	1.52	1.57	6.0	6.0	6.0	6.0
2012	1.58	1.58	1.59	1.59	5.9	6.0	6.0	6.0
2013	1.60	1.61	1.62	1.61	6.0	6.0	6.0	6.0
2014	1.62	1.64	1.65	1.72	6.0	6.0	6.0	5.9
2015	1.73	1.73	1.74	1.75	5.9	5.9	5.9	5.9
2016	1.77	1.78	1.78	1.76	5.9	5.9	5.9	6.0
2017	1.80	1.81	1.82	1.91	6.0	6.0	6.0	6.0
2018	1.92	1.95	1.97	1.91	6.0	6.0	6.0	6.0
2019	1.94	–	–	–	6.1	–	–	–
Social Security[4]								
2004	.98	.99	1.01	1.01	4.9	4.8	4.8	4.8
2005	1.01	1.03	1.03	1.02	4.8	4.8	4.8	4.8
2006	1.04	1.04	1.06	1.07	4.8	4.8	4.7	4.8
2007	1.09	1.09	1.09	1.10	4.8	4.8	4.8	4.8
2008	1.11	1.12	1.13	1.16	4.8	4.8	4.8	4.8

See footnotes at end of table.

Table 12. Private industry workers, by census region and division: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

West South Central division[1]

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Social Security[4]								
2009	1.18	1.16	1.17	1.19	4.8	4.8	4.8	4.8
2010	1.20	1.19	1.20	1.20	4.8	4.8	4.8	4.8
2011	1.20	1.21	1.22	1.26	4.8	4.8	4.8	4.8
2012	1.27	1.26	1.28	1.28	4.8	4.8	4.8	4.8
2013	1.29	1.30	1.30	1.30	4.8	4.8	4.8	4.8
2014	1.30	1.32	1.33	1.38	4.8	4.8	4.8	4.7
2015	1.38	1.39	1.39	1.40	4.7	4.7	4.7	4.7
2016	1.42	1.42	1.42	1.41	4.7	4.7	4.8	4.8
2017	1.45	1.46	1.47	1.53	4.8	4.8	4.8	4.8
2018	1.54	1.56	1.57	1.53	4.8	4.8	4.8	4.8
2019	1.55	–	–	–	4.9	–	–	–
Medicare								
2004	.24	.24	.25	.25	1.2	1.2	1.2	1.2
2005	.25	.25	.25	.25	1.2	1.2	1.2	1.2
2006	.26	.26	.26	.27	1.2	1.2	1.2	1.2
2007	.27	.27	.27	.27	1.2	1.2	1.2	1.2
2008	.28	.28	.28	.29	1.2	1.2	1.2	1.2
2009	.29	.29	.29	.29	1.2	1.2	1.2	1.2
2010	.30	.29	.30	.30	1.2	1.2	1.2	1.2
2011	.30	.30	.30	.31	1.2	1.2	1.2	1.2
2012	.31	.31	.32	.31	1.2	1.2	1.2	1.2
2013	.32	.32	.32	.32	1.2	1.2	1.2	1.2
2014	.32	.32	.32	.34	1.2	1.2	1.2	1.2
2015	.34	.34	.35	.35	1.2	1.2	1.2	1.2
2016	.36	.36	.36	.35	1.2	1.2	1.2	1.2
2017	.35	.36	.36	.38	1.2	1.2	1.2	1.2
2018	.38	.39	.39	.38	1.2	1.2	1.2	1.2
2019	.38	–	–	–	1.2	–	–	–
Federal unemployment insurance								
2004	.03	.03	.03	.03	.2	.2	.2	.2
2005	.03	.03	.03	.03	.2	.1	.1	.1
2006	.03	.03	.03	.03	.1	.1	.1	.1
2007	.03	.03	.03	.03	.1	.1	.1	.1
2008	.03	.03	.03	.03	.1	.1	.1	.1
2009	.03	.03	.03	.03	.1	.1	.1	.1
2010	.03	.03	.03	.03	.1	.1	.1	.1
2011	.03	.03	.02	.02	.1	.1	.1	.1
2012	.02	.02	.02	.02	.1	.1	.1	.1
2013	.02	.02	.02	.03	.1	.1	.1	.1
2014	.03	.03	.03	.03	.1	.1	.1	.1
2015	.02	.02	.02	.02	.1	.1	.1	.1
2016	.02	.02	.02	.02	.1	.1	.1	.1
2017	.02	.02	.02	.02	.1	.1	.1	.1
2018	.02	.02	.02	.02	.1	.1	.1	.1
2019	.02	–	–	–	.1	–	–	–
State unemployment insurance								
2004	.11	.11	.11	.11	.5	.5	.5	.5
2005	.11	.12	.12	.12	.5	.5	.6	.6
2006	.12	.11	.11	.12	.5	.5	.5	.5
2007	.11	.11	.10	.10	.5	.5	.5	.5
2008	.09	.09	.08	.08	.4	.4	.4	.3
2009	.08	.08	.08	.08	.3	.3	.3	.3
2010	.11	.11	.12	.11	.4	.5	.5	.5
2011	.13	.13	.14	.14	.5	.5	.5	.5
2012	.15	.15	.16	.16	.5	.6	.6	.6
2013	.16	.16	.16	.16	.6	.6	.6	.6
2014	.15	.15	.15	.15	.6	.5	.5	.5
2015	.14	.14	.13	.13	.5	.5	.4	.4
2016	.12	.12	.11	.11	.4	.4	.4	.4
2017	.11	.11	.11	.12	.4	.4	.4	.4
2018	.11	.11	.10	.10	.4	.3	.3	.3
2019	.09	–	–	–	.3	–	–	–

See footnotes at end of table.

Table 12. Private industry workers, by census region and division: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

West South Central division[1]

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Workers' compensation								
2004	0.36	0.37	0.38	0.38	1.8	1.8	1.8	1.8
2005	.37	.36	.36	.36	1.7	1.7	1.7	1.7
2006	.36	.37	.37	.36	1.7	1.7	1.7	1.6
2007	.37	.37	.37	.36	1.6	1.6	1.6	1.6
2008	.35	.36	.36	.34	1.5	1.5	1.5	1.4
2009	.34	.33	.33	.31	1.4	1.4	1.3	1.3
2010	.31	.31	.31	.30	1.2	1.2	1.2	1.2
2011	.30	.31	.31	.31	1.2	1.2	1.2	1.2
2012	.31	.31	.31	.32	1.2	1.2	1.2	1.2
2013	.33	.33	.34	.33	1.2	1.2	1.2	1.2
2014	.33	.34	.33	.37	1.2	1.2	1.2	1.3
2015	.35	.36	.36	.38	1.2	1.2	1.2	1.3
2016	.38	.37	.38	.38	1.3	1.2	1.3	1.3
2017	.37	.37	.38	.38	1.2	1.2	1.3	1.2
2018	.39	.38	.40	.34	1.2	1.2	1.2	1.1
2019	.34	–	–	–	1.1	–	–	–
Other benefits[5]								
2004	.02	.03	.03	.03	.1	.1	.1	.1
2005	.03	.03	.03	.03	.1	.1	.1	.1

[1] The states that compose the West South Central census division are: AR, LA, OK, and TX.
[2] Prior to June 2008, paid personal leave was included in other leave. Other leave also included paid military, funeral, and jury leave.
[3] Includes premium pay (such as overtime, weekends, and holidays) for work in addition to the regular work schedule.
[4] Social Security refers to the Old-Age, Survivors, and Disability Insurance (OASDI) program.
[5] Includes severance pay and supplemental unemployment benefits. Publication of other benefits was discontinued beginning in June 2006.

Note: The sum of individual items may not equal totals due to rounding. Dashes indicate data are not available.

Table 12. Private industry workers, by census region and division: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Midwest region[1]

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Total compensation								
2004	$23.26	$23.44	$23.80	$23.88	100.0	100.0	100.0	100.0
2005	24.23	24.18	24.02	24.47	100.0	100.0	100.0	100.0
2006	24.65	24.82	25.07	25.00	100.0	100.0	100.0	100.0
2007	25.16	25.08	25.33	25.63	100.0	100.0	100.0	100.0
2008	25.98	26.09	26.33	26.48	100.0	100.0	100.0	100.0
2009	26.44	26.29	26.32	26.10	100.0	100.0	100.0	100.0
2010	26.75	26.64	26.89	26.78	100.0	100.0	100.0	100.0
2011	27.47	27.45	27.43	27.66	100.0	100.0	100.0	100.0
2012	27.92	28.06	28.14	27.75	100.0	100.0	100.0	100.0
2013	27.93	27.89	28.02	28.44	100.0	100.0	100.0	100.0
2014	28.71	28.81	29.27	28.85	100.0	100.0	100.0	100.0
2015	29.08	28.95	29.21	29.43	100.0	100.0	100.0	100.0
2016	29.40	29.67	29.90	30.23	100.0	100.0	100.0	100.0
2017	30.51	30.57	30.70	30.65	100.0	100.0	100.0	100.0
2018	31.03	30.88	31.17	31.50	100.0	100.0	100.0	100.0
2019	31.82	–	–	–	100.0	–	–	–
Wages and salaries								
2004	16.53	16.52	16.78	16.79	71.1	70.5	70.5	70.3
2005	16.97	16.95	16.69	17.01	70.1	70.1	69.5	69.5
2006	17.10	17.19	17.36	17.39	69.4	69.3	69.2	69.6
2007	17.58	17.50	17.71	17.93	69.9	69.8	69.9	69.9
2008	18.15	18.25	18.40	18.57	69.8	70.0	69.9	70.1
2009	18.57	18.46	18.47	18.31	70.3	70.2	70.2	70.1
2010	18.73	18.65	18.80	18.75	70.0	70.0	69.9	70.0
2011	19.18	19.08	19.08	19.23	69.8	69.5	69.6	69.5
2012	19.42	19.50	19.58	19.30	69.5	69.5	69.6	69.5
2013	19.41	19.39	19.51	19.84	69.5	69.5	69.6	69.7
2014	19.96	19.96	20.27	20.00	69.5	69.3	69.3	69.3
2015	20.11	20.14	20.34	20.45	69.2	69.6	69.6	69.5
2016	20.40	20.65	20.81	21.07	69.4	69.6	69.6	69.7
2017	21.26	21.29	21.38	21.23	69.7	69.7	69.6	69.3
2018	21.48	21.42	21.68	21.83	69.2	69.3	69.5	69.3
2019	22.07	–	–	–	69.4	–	–	–
Total benefits								
2004	6.73	6.91	7.02	7.09	28.9	29.5	29.5	29.7
2005	7.25	7.23	7.32	7.46	29.9	29.9	30.5	30.5
2006	7.56	7.63	7.71	7.61	30.6	30.7	30.8	30.4
2007	7.58	7.58	7.62	7.71	30.1	30.2	30.1	30.1
2008	7.84	7.84	7.93	7.91	30.2	30.0	30.1	29.9
2009	7.86	7.83	7.85	7.79	29.7	29.8	29.8	29.9
2010	8.02	7.99	8.09	8.03	30.0	30.0	30.1	30.0
2011	8.29	8.37	8.35	8.43	30.2	30.5	30.4	30.5
2012	8.51	8.56	8.55	8.46	30.5	30.5	30.4	30.5
2013	8.52	8.50	8.50	8.61	30.5	30.5	30.4	30.3
2014	8.75	8.85	9.00	8.85	30.5	30.7	30.7	30.7
2015	8.97	8.80	8.87	8.98	30.8	30.4	30.4	30.5
2016	9.00	9.01	9.09	9.15	30.6	30.4	30.4	30.3
2017	9.25	9.28	9.33	9.42	30.3	30.3	30.4	30.7
2018	9.55	9.47	9.49	9.67	30.8	30.7	30.5	30.7
2019	9.75	–	–	–	30.6	–	–	–
Paid leave								
2004	1.44	1.45	1.48	1.48	6.2	6.2	6.2	6.2
2005	1.51	1.50	1.52	1.59	6.2	6.2	6.3	6.5
2006	1.67	1.67	1.70	1.68	6.8	6.7	6.8	6.7
2007	1.70	1.70	1.68	1.70	6.8	6.8	6.6	6.6
2008	1.71	1.71	1.73	1.74	6.6	6.6	6.6	6.6
2009	1.76	1.73	1.74	1.73	6.6	6.6	6.6	6.6
2010	1.77	1.74	1.76	1.78	6.6	6.5	6.6	6.6
2011	1.82	1.80	1.79	1.85	6.6	6.6	6.5	6.7
2012	1.86	1.86	1.86	1.85	6.6	6.6	6.6	6.7
2013	1.86	1.85	1.87	1.95	6.7	6.7	6.7	6.8
2014	1.97	1.96	2.01	1.97	6.9	6.8	6.9	6.8
2015	1.99	1.97	1.99	2.01	6.8	6.8	6.8	6.8
2016	2.00	2.01	2.03	2.07	6.8	6.8	6.8	6.8

See footnotes at end of table.

Table 12. Private industry workers, by census region and division: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Midwest region[1]

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Paid leave								
2017	2.09	2.09	2.09	2.07	6.9	6.8	6.8	6.7
2018	2.10	2.08	2.10	2.16	6.8	6.7	6.7	6.9
2019	2.18	–	–	–	6.9	–	–	–
Vacation								
2004	.71	.71	.73	.74	3.1	3.0	3.1	3.1
2005	.75	.75	.76	.79	3.1	3.1	3.1	3.2
2006	.85	.85	.86	.86	3.4	3.4	3.4	3.5
2007	.88	.88	.87	.89	3.5	3.5	3.5	3.5
2008	.90	.89	.90	.92	3.4	3.4	3.4	3.5
2009	.93	.92	.93	.91	3.5	3.5	3.5	3.5
2010	.93	.92	.93	.94	3.5	3.4	3.5	3.5
2011	.97	.96	.95	.99	3.5	3.5	3.5	3.6
2012	1.00	1.00	1.01	.99	3.6	3.6	3.6	3.6
2013	1.00	.99	1.00	1.05	3.6	3.6	3.6	3.7
2014	1.07	1.06	1.09	1.07	3.7	3.7	3.7	3.7
2015	1.08	1.07	1.08	1.09	3.7	3.7	3.7	3.7
2016	1.09	1.10	1.11	1.13	3.7	3.7	3.7	3.7
2017	1.14	1.13	1.14	1.12	3.7	3.7	3.7	3.7
2018	1.14	1.13	1.14	1.17	3.7	3.7	3.7	3.7
2019	1.17	–	–	–	3.7	–	–	–
Holiday								
2004	.50	.50	.51	.51	2.2	2.1	2.1	2.1
2005	.52	.52	.52	.54	2.1	2.1	2.2	2.2
2006	.55	.56	.56	.55	2.2	2.2	2.2	2.2
2007	.56	.55	.56	.57	2.2	2.2	2.2	2.2
2008	.57	.57	.57	.57	2.2	2.2	2.2	2.1
2009	.57	.56	.56	.56	2.2	2.1	2.1	2.2
2010	.56	.56	.56	.57	2.1	2.1	2.1	2.1
2011	.57	.57	.56	.57	2.1	2.1	2.1	2.1
2012	.58	.57	.57	.57	2.1	2.0	2.0	2.1
2013	.58	.58	.58	.59	2.1	2.1	2.1	2.1
2014	.60	.60	.61	.60	2.1	2.1	2.1	2.1
2015	.60	.60	.60	.60	2.1	2.1	2.1	2.0
2016	.60	.60	.60	.61	2.0	2.0	2.0	2.0
2017	.62	.61	.62	.61	2.0	2.0	2.0	2.0
2018	.62	.62	.62	.64	2.0	2.0	2.0	2.0
2019	.65	–	–	–	2.0	–	–	–
Sick								
2004	.16	.16	.16	.16	.7	.7	.7	.7
2005	.17	.16	.16	.18	.7	.7	.7	.7
2006	.19	.18	.18	.18	.8	.7	.7	.7
2007	.18	.18	.18	.19	.7	.7	.7	.7
2008	.19	.19	.19	.19	.7	.7	.7	.7
2009	.19	.19	.19	.19	.7	.7	.7	.7
2010	.19	.19	.19	.19	.7	.7	.7	.7
2011	.20	.19	.19	.20	.7	.7	.7	.7
2012	.20	.20	.20	.20	.7	.7	.7	.7
2013	.20	.19	.19	.21	.7	.7	.7	.7
2014	.21	.21	.21	.21	.7	.7	.7	.7
2015	.21	.20	.21	.22	.7	.7	.7	.7
2016	.21	.21	.22	.22	.7	.7	.7	.7
2017	.22	.22	.22	.22	.7	.7	.7	.7
2018	.22	.23	.23	.25	.7	.7	.7	.8
2019	.25	–	–	–	.8	–	–	–
Personal[2]								
2004	.07	.07	.08	.08	.3	.3	.3	.3
2005	.08	.08	.08	.08	.3	.3	.3	.3
2006	.09	.09	.09	.09	.4	.4	.4	.3
2007	.09	.09	.07	.06	.3	.3	.3	.3
2008	.06	.07	.07	.06	.2	.3	.3	.2
2009	.07	.07	.07	.07	.2	.3	.2	.3
2010	.08	.08	.08	.09	.3	.3	.3	.3
2011	.09	.08	.08	.09	.3	.3	.3	.3

See footnotes at end of table.

Table 12. Private industry workers, by census region and division: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Midwest region[1]

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Personal[2]								
2012	0.09	0.09	0.09	0.09	0.3	0.3	0.3	0.3
2013	.09	.09	.09	.09	.3	.3	.3	.3
2014	.10	.10	.10	.10	.3	.3	.3	.3
2015	.10	.10	.10	.10	.3	.3	.3	.3
2016	.10	.10	.10	.11	.4	.4	.3	.4
2017	.11	.11	.11	.11	.4	.4	.4	.4
2018	.11	.11	.11	.11	.4	.4	.4	.4
2019	.11	–	–	–	.3	–	–	–
Supplemental pay								
2004	.71	.72	.73	.73	3.0	3.1	3.1	3.0
2005	.76	.75	.76	.78	3.1	3.1	3.2	3.2
2006	.76	.76	.76	.73	3.1	3.1	3.0	2.9
2007	.75	.74	.75	.78	3.0	2.9	3.0	3.0
2008	.80	.81	.84	.79	3.1	3.1	3.2	3.0
2009	.71	.72	.73	.71	2.7	2.7	2.8	2.7
2010	.71	.69	.69	.65	2.7	2.6	2.6	2.4
2011	.73	.74	.73	.75	2.7	2.7	2.7	2.7
2012	.77	.77	.77	.75	2.7	2.7	2.7	2.7
2013	.76	.73	.74	.74	2.7	2.6	2.6	2.6
2014	.77	.78	.79	.79	2.7	2.7	2.7	2.7
2015	.82	.78	.79	.80	2.8	2.7	2.7	2.7
2016	.83	.83	.83	.84	2.8	2.8	2.8	2.8
2017	.85	.84	.86	.99	2.8	2.8	2.8	3.2
2018	1.03	1.02	1.01	1.07	3.3	3.3	3.2	3.4
2019	1.09	–	–	–	3.4	–	–	–
Overtime and premium[3]								
2004	.28	.28	.28	.28	1.2	1.2	1.2	1.2
2005	.29	.29	.29	.29	1.2	1.2	1.2	1.2
2006	.30	.30	.30	.29	1.2	1.2	1.2	1.2
2007	.29	.30	.30	.30	1.2	1.2	1.2	1.2
2008	.30	.31	.31	.29	1.2	1.2	1.2	1.1
2009	.29	.28	.28	.27	1.1	1.1	1.1	1.0
2010	.27	.28	.28	.26	1.0	1.0	1.0	1.0
2011	.27	.27	.26	.26	1.0	1.0	1.0	.9
2012	.26	.26	.26	.24	.9	.9	.9	.9
2013	.24	.24	.24	.24	.9	.9	.9	.9
2014	.24	.24	.25	.25	.8	.8	.9	.9
2015	.26	.26	.26	.26	.9	.9	.9	.9
2016	.26	.26	.27	.27	.9	.9	.9	.9
2017	.27	.27	.27	.31	.9	.9	.9	1.0
2018	.31	.31	.31	.31	1.0	1.0	1.0	1.0
2019	.32	–	–	–	1.0	–	–	–
Shift differentials								
2004	.07	.07	.07	.07	.3	.3	.3	.3
2005	.07	.07	.07	.08	.3	.3	.3	.3
2006	.08	.08	.08	.09	.3	.3	.3	.3
2007	.09	.09	.09	.09	.3	.3	.3	.3
2008	.09	.09	.09	.08	.3	.3	.3	.3
2009	.08	.08	.08	.08	.3	.3	.3	.3
2010	.08	.08	.08	.08	.3	.3	.3	.3
2011	.08	.08	.08	.07	.3	.3	.3	.3
2012	.07	.07	.07	.07	.3	.3	.3	.3
2013	.07	.07	.07	.07	.3	.3	.3	.2
2014	.07	.07	.07	.06	.2	.2	.2	.2
2015	.06	.06	.06	.07	.2	.2	.2	.2
2016	.06	.06	.06	.06	.2	.2	.2	.2
2017	.06	.06	.06	.08	.2	.2	.2	.3
2018	.08	.08	.08	.09	.3	.3	.3	.3
2019	.09	–	–	–	.3	–	–	–
Nonproduction bonuses								
2004	.35	.37	.38	.37	1.5	1.6	1.6	1.6
2005	.40	.39	.39	.41	1.6	1.6	1.6	1.7
2006	.38	.38	.38	.35	1.5	1.5	1.5	1.4

See footnotes at end of table.

Table 12. Private industry workers, by census region and division: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Midwest region[1]

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Nonproduction bonuses								
2007	0.36	0.35	0.37	0.39	1.5	1.4	1.5	1.5
2008	.41	.42	.44	.41	1.6	1.6	1.7	1.6
2009	.34	.36	.37	.36	1.3	1.4	1.4	1.4
2010	.36	.34	.33	.31	1.3	1.3	1.2	1.2
2011	.39	.39	.39	.41	1.4	1.4	1.4	1.5
2012	.43	.43	.43	.43	1.6	1.6	1.5	1.6
2013	.44	.42	.42	.43	1.6	1.5	1.5	1.5
2014	.46	.46	.47	.47	1.6	1.6	1.6	1.6
2015	.50	.46	.46	.48	1.7	1.6	1.6	1.6
2016	.50	.50	.50	.51	1.7	1.7	1.7	1.7
2017	.51	.51	.53	.61	1.7	1.7	1.7	2.0
2018	.64	.63	.62	.66	2.1	2.1	2.0	2.1
2019	.68	–	–	–	2.1	–	–	–
Insurance								
2004	1.75	1.80	1.80	1.83	7.5	7.7	7.6	7.7
2005	1.91	1.90	1.93	1.98	7.9	7.9	8.0	8.1
2006	2.02	2.06	2.08	2.06	8.2	8.3	8.3	8.3
2007	2.11	2.12	2.13	2.15	8.4	8.5	8.4	8.4
2008	2.21	2.20	2.22	2.23	8.5	8.4	8.4	8.4
2009	2.28	2.27	2.29	2.28	8.6	8.6	8.7	8.7
2010	2.36	2.36	2.38	2.39	8.8	8.9	8.9	8.9
2011	2.42	2.43	2.44	2.49	8.8	8.9	8.9	9.0
2012	2.55	2.55	2.54	2.51	9.1	9.1	9.0	9.1
2013	2.54	2.53	2.53	2.55	9.1	9.1	9.0	9.0
2014	2.61	2.61	2.65	2.58	9.1	9.1	9.1	8.9
2015	2.64	2.63	2.64	2.62	9.1	9.1	9.0	8.9
2016	2.65	2.63	2.64	2.64	9.0	8.9	8.8	8.7
2017	2.66	2.66	2.66	2.72	8.7	8.7	8.7	8.9
2018	2.75	2.69	2.70	2.73	8.9	8.7	8.7	8.7
2019	2.77	–	–	–	8.7	–	–	–
Life								
2004	.04	.04	.04	.04	.2	.2	.2	.2
2005	.04	.04	.04	.04	.2	.2	.2	.2
2006	.05	.05	.05	.05	.2	.2	.2	.2
2007	.05	.05	.05	.04	.2	.2	.2	.2
2008	.04	.04	.05	.05	.2	.2	.2	.2
2009	.05	.05	.05	.05	.2	.2	.2	.2
2010	.05	.05	.05	.04	.2	.2	.2	.2
2011	.04	.04	.04	.04	.2	.2	.2	.1
2012	.04	.04	.04	.04	.1	.1	.1	.1
2013	.04	.04	.04	.04	.1	.1	.1	.1
2014	.04	.04	.04	.04	.1	.1	.1	.1
2015	.04	.04	.04	.04	.1	.1	.1	.1
2016	.04	.04	.04	.04	.1	.1	.1	.1
2017	.04	.04	.04	.04	.1	.1	.1	.1
2018	.04	.04	.04	.04	.1	.1	.1	.1
2019	.04	–	–	–	.1	–	–	–
Health								
2004	1.62	1.67	1.68	1.71	7.0	7.1	7.1	7.1
2005	1.78	1.77	1.80	1.85	7.3	7.3	7.5	7.5
2006	1.88	1.91	1.94	1.92	7.6	7.7	7.7	7.7
2007	1.96	1.97	1.98	2.00	7.8	7.9	7.8	7.8
2008	2.06	2.05	2.07	2.08	7.9	7.9	7.9	7.9
2009	2.13	2.12	2.14	2.14	8.1	8.1	8.1	8.2
2010	2.21	2.22	2.24	2.25	8.3	8.3	8.3	8.4
2011	2.28	2.29	2.30	2.35	8.3	8.3	8.4	8.5
2012	2.40	2.41	2.40	2.37	8.6	8.6	8.5	8.6
2013	2.40	2.40	2.39	2.41	8.6	8.6	8.5	8.5
2014	2.47	2.47	2.51	2.43	8.6	8.6	8.6	8.4
2015	2.48	2.48	2.49	2.47	8.5	8.6	8.5	8.4
2016	2.50	2.48	2.49	2.49	8.5	8.4	8.3	8.2
2017	2.51	2.51	2.51	2.57	8.2	8.2	8.2	8.4
2018	2.59	2.54	2.55	2.57	8.4	8.2	8.2	8.2

See footnotes at end of table.

Table 12. Private industry workers, by census region and division: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Midwest region[1]

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Health								
2019	2.61	–	–	–	8.2	–	–	–
Short-term disability								
2004	.05	0.05	0.05	0.05	.2	0.2	0.2	0.2
2005	.05	.05	.06	.06	.2	.2	.2	.2
2006	.06	.06	.06	.06	.2	.2	.2	.2
2007	.06	.06	.06	.07	.3	.2	.2	.3
2008	.07	.07	.07	.06	.3	.3	.3	.2
2009	.06	.06	.06	.06	.2	.2	.2	.2
2010	.06	.06	.06	.06	.2	.2	.2	.2
2011	.06	.05	.05	.05	.2	.2	.2	.2
2012	.05	.05	.05	.06	.2	.2	.2	.2
2013	.06	.06	.06	.06	.2	.2	.2	.2
2014	.06	.06	.06	.06	.2	.2	.2	.2
2015	.06	.06	.06	.06	.2	.2	.2	.2
2016	.06	.06	.06	.06	.2	.2	.2	.2
2017	.06	.06	.06	.06	.2	.2	.2	.2
2018	.07	.07	.07	.07	.2	.2	.2	.2
2019	.08	–	–	–	.2	–	–	–
Long-term disability								
2004	.03	.03	.03	.03	.1	.1	.1	.1
2005	.03	.03	.03	.04	.1	.1	.1	.1
2006	.04	.04	.04	.04	.1	.1	.1	.1
2007	.04	.04	.04	.04	.2	.2	.2	.2
2008	.04	.04	.04	.04	.1	.1	.1	.2
2009	.05	.04	.04	.04	.2	.2	.2	.2
2010	.04	.04	.04	.04	.2	.2	.2	.1
2011	.05	.05	.05	.05	.2	.2	.2	.2
2012	.05	.05	.05	.05	.2	.2	.2	.2
2013	.04	.04	.04	.05	.2	.2	.2	.2
2014	.05	.05	.05	.05	.2	.2	.2	.2
2015	.05	.05	.05	.05	.2	.2	.2	.2
2016	.05	.05	.05	.05	.2	.2	.2	.2
2017	.05	.05	.05	.05	.2	.2	.2	.2
2018	.05	.05	.05	.05	.2	.2	.2	.1
2019	.05	–	–	–	.1	–	–	–
Retirement and savings								
2004	.84	.92	.94	.99	3.6	3.9	4.0	4.1
2005	.98	.96	.99	.97	4.0	4.0	4.1	4.0
2006	1.01	1.03	1.04	1.03	4.1	4.2	4.1	4.1
2007	.89	.90	.91	.93	3.5	3.6	3.6	3.6
2008	.95	.95	.96	.97	3.6	3.6	3.6	3.7
2009	.94	.94	.93	.91	3.6	3.6	3.5	3.5
2010	.99	1.00	1.03	1.01	3.7	3.8	3.8	3.8
2011	1.07	1.15	1.15	1.11	3.9	4.2	4.2	4.0
2012	1.07	1.09	1.09	1.06	3.8	3.9	3.9	3.8
2013	1.08	1.10	1.08	1.03	3.9	3.9	3.8	3.6
2014	1.05	1.18	1.20	1.17	3.7	4.1	4.1	4.1
2015	1.17	1.08	1.10	1.16	4.0	3.7	3.8	3.9
2016	1.14	1.16	1.19	1.19	3.9	3.9	4.0	4.0
2017	1.22	1.25	1.27	1.20	4.0	4.1	4.1	3.9
2018	1.21	1.22	1.22	1.23	3.9	4.0	3.9	3.9
2019	1.22	–	–	–	3.8	–	–	–
Defined benefit								
2004	.45	.52	.54	.59	1.9	2.2	2.3	2.5
2005	.57	.56	.58	.54	2.4	2.3	2.4	2.2
2006	.57	.59	.59	.59	2.3	2.4	2.4	2.4
2007	.45	.46	.46	.46	1.8	1.8	1.8	1.8
2008	.46	.46	.47	.44	1.8	1.8	1.8	1.6
2009	.42	.43	.43	.40	1.6	1.6	1.6	1.5
2010	.46	.48	.50	.49	1.7	1.8	1.9	1.8
2011	.51	.60	.59	.52	1.8	2.2	2.2	1.9
2012	.47	.50	.49	.49	1.7	1.8	1.8	1.8
2013	.50	.52	.50	.44	1.8	1.9	1.8	1.6

See footnotes at end of table.

Table 12. Private industry workers, by census region and division: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Midwest region[1]

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Defined benefit								
2014	0.45	0.58	0.59	0.53	1.6	2.0	2.0	1.8
2015	.52	.43	.44	.45	1.8	1.5	1.5	1.5
2016	.43	.45	.47	.47	1.5	1.5	1.6	1.5
2017	.48	.51	.52	.44	1.6	1.7	1.7	1.4
2018	.44	.46	.45	.48	1.4	1.5	1.4	1.5
2019	.46	–	–	–	1.4	–	–	–
Defined contribution								
2004	.39	.40	.40	.40	1.7	1.7	1.7	1.7
2005	.41	.40	.40	.43	1.7	1.7	1.7	1.8
2006	.44	.44	.45	.44	1.8	1.8	1.8	1.7
2007	.44	.44	.45	.47	1.7	1.7	1.8	1.8
2008	.48	.48	.49	.54	1.9	1.9	1.9	2.0
2009	.52	.51	.50	.51	2.0	1.9	1.9	1.9
2010	.53	.52	.53	.53	2.0	2.0	2.0	2.0
2011	.56	.55	.55	.59	2.1	2.0	2.0	2.1
2012	.59	.59	.60	.57	2.1	2.1	2.1	2.0
2013	.58	.58	.58	.59	2.1	2.1	2.1	2.1
2014	.60	.59	.61	.64	2.1	2.1	2.1	2.2
2015	.66	.65	.66	.71	2.3	2.2	2.3	2.4
2016	.71	.71	.72	.73	2.4	2.4	2.4	2.4
2017	.74	.74	.75	.76	2.4	2.4	2.4	2.5
2018	.77	.77	.76	.75	2.5	2.5	2.5	2.4
2019	.76	–	–	–	2.4	–	–	–
Legally required benefits								
2004	1.94	1.97	2.00	2.01	8.3	8.4	8.4	8.4
2005	2.05	2.07	2.08	2.08	8.5	8.5	8.6	8.5
2006	2.09	2.11	2.12	2.11	8.5	8.5	8.5	8.4
2007	2.13	2.13	2.14	2.15	8.5	8.5	8.5	8.4
2008	2.16	2.17	2.18	2.18	8.3	8.3	8.3	8.2
2009	2.17	2.17	2.17	2.16	8.2	8.3	8.2	8.3
2010	2.20	2.20	2.22	2.20	8.2	8.3	8.3	8.2
2011	2.24	2.25	2.24	2.23	8.1	8.2	8.2	8.1
2012	2.27	2.29	2.30	2.29	8.1	8.2	8.2	8.3
2013	2.28	2.28	2.30	2.33	8.2	8.2	8.2	8.2
2014	2.34	2.32	2.35	2.34	8.1	8.1	8.0	8.1
2015	2.35	2.34	2.35	2.39	8.1	8.1	8.0	8.1
2016	2.37	2.38	2.39	2.42	8.1	8.0	8.0	8.0
2017	2.43	2.44	2.45	2.44	8.0	8.0	8.0	8.0
2018	2.47	2.45	2.47	2.47	8.0	7.9	7.9	7.9
2019	2.49	–	–	–	7.8	–	–	–
Social Security and Medicare								
2004	1.38	1.37	1.40	1.40	5.9	5.9	5.9	5.8
2005	1.42	1.42	1.42	1.44	5.8	5.9	5.9	5.9
2006	1.45	1.46	1.48	1.47	5.9	5.9	5.9	5.9
2007	1.49	1.49	1.50	1.51	5.9	5.9	5.9	5.9
2008	1.53	1.54	1.55	1.56	5.9	5.9	5.9	5.9
2009	1.56	1.56	1.56	1.56	5.9	5.9	5.9	6.0
2010	1.57	1.56	1.58	1.58	5.9	5.9	5.9	5.9
2011	1.60	1.60	1.60	1.61	5.8	5.8	5.8	5.8
2012	1.62	1.63	1.63	1.62	5.8	5.8	5.8	5.8
2013	1.63	1.62	1.64	1.67	5.8	5.8	5.8	5.9
2014	1.68	1.68	1.71	1.69	5.9	5.8	5.8	5.9
2015	1.70	1.70	1.72	1.74	5.8	5.9	5.9	5.9
2016	1.74	1.76	1.77	1.79	5.9	5.9	5.9	5.9
2017	1.82	1.82	1.83	1.83	6.0	6.0	6.0	6.0
2018	1.85	1.84	1.86	1.88	6.0	6.0	6.0	6.0
2019	1.90	–	–	–	6.0	–	–	–
Social Security[4]								
2004	1.10	1.10	1.12	1.12	4.7	4.7	4.7	4.7
2005	1.13	1.14	1.14	1.16	4.7	4.7	4.8	4.7
2006	1.17	1.17	1.19	1.18	4.7	4.7	4.7	4.7
2007	1.20	1.20	1.21	1.22	4.8	4.8	4.8	4.7
2008	1.23	1.24	1.25	1.25	4.8	4.7	4.7	4.7

See footnotes at end of table.

Table 12. Private industry workers, by census region and division: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Midwest region[1]

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Social Security[4]								
2009	1.26	1.26	1.26	1.25	4.8	4.8	4.8	4.8
2010	1.26	1.26	1.27	1.27	4.7	4.7	4.7	4.7
2011	1.29	1.28	1.29	1.29	4.7	4.7	4.7	4.7
2012	1.30	1.31	1.31	1.30	4.7	4.7	4.6	4.7
2013	1.31	1.31	1.32	1.34	4.7	4.7	4.7	4.7
2014	1.35	1.36	1.37	1.36	4.7	4.7	4.7	4.7
2015	1.37	1.37	1.38	1.40	4.7	4.7	4.7	4.8
2016	1.40	1.42	1.43	1.45	4.8	4.8	4.8	4.8
2017	1.47	1.47	1.48	1.47	4.8	4.8	4.8	4.8
2018	1.49	1.49	1.50	1.52	4.8	4.8	4.8	4.8
2019	1.54	–	–	–	4.8	–	–	–
Medicare								
2004	.27	.27	.28	.28	1.2	1.2	1.2	1.2
2005	.28	.28	.28	.28	1.2	1.2	1.2	1.1
2006	.28	.28	.29	.29	1.1	1.1	1.1	1.2
2007	.29	.29	.29	.30	1.2	1.2	1.2	1.2
2008	.30	.30	.30	.31	1.2	1.2	1.2	1.2
2009	.31	.30	.30	.30	1.2	1.2	1.2	1.2
2010	.31	.31	.31	.31	1.2	1.2	1.1	1.1
2011	.32	.31	.31	.32	1.1	1.1	1.1	1.1
2012	.32	.32	.32	.32	1.1	1.1	1.1	1.1
2013	.32	.32	.32	.33	1.1	1.1	1.1	1.1
2014	.33	.33	.33	.33	1.1	1.1	1.1	1.1
2015	.33	.33	.33	.34	1.1	1.1	1.1	1.1
2016	.34	.34	.34	.35	1.1	1.1	1.2	1.2
2017	.35	.35	.35	.35	1.2	1.2	1.2	1.2
2018	.36	.36	.36	.36	1.2	1.2	1.2	1.2
2019	.37	–	–	–	1.2	–	–	–
Federal unemployment insurance								
2004	.03	.03	.03	.03	.1	.1	.1	.1
2005	.03	.03	.03	.03	.1	.1	.1	.1
2006	.03	.03	.03	.03	.1	.1	.1	.1
2007	.03	.03	.03	.03	.1	.1	.1	.1
2008	.03	.03	.03	.03	.1	.1	.1	.1
2009	.03	.03	.03	.03	.1	.1	.1	.1
2010	.03	.03	.03	.03	.1	.1	.1	.1
2011	.03	.03	.03	.03	.1	.1	.1	.1
2012	.04	.04	.04	.04	.1	.1	.1	.1
2013	.04	.04	.04	.04	.1	.1	.1	.1
2014	.04	.04	.04	.04	.1	.1	.1	.2
2015	.04	.04	.04	.04	.1	.1	.1	.1
2016	.04	.04	.04	.04	.1	.1	.1	.1
2017	.03	.03	.03	.03	.1	.1	.1	.1
2018	.03	.03	.03	.03	.1	.1	.1	.1
2019	.03	–	–	–	.1	–	–	–
State unemployment insurance								
2004	.13	.14	.14	.14	.6	.6	.6	.6
2005	.16	.16	.17	.16	.7	.7	.7	.7
2006	.16	.16	.16	.16	.7	.7	.6	.7
2007	.16	.16	.16	.16	.7	.7	.6	.6
2008	.16	.16	.16	.16	.6	.6	.6	.6
2009	.16	.16	.15	.16	.6	.6	.6	.6
2010	.18	.19	.19	.19	.7	.7	.7	.7
2011	.20	.22	.22	.22	.7	.8	.8	.8
2012	.23	.24	.24	.25	.8	.9	.9	.9
2013	.24	.24	.23	.23	.9	.9	.8	.8
2014	.23	.21	.21	.22	.8	.7	.7	.8
2015	.22	.20	.20	.20	.8	.7	.7	.7
2016	.19	.18	.18	.17	.6	.6	.6	.6
2017	.17	.17	.17	.17	.6	.6	.6	.6
2018	.17	.15	.15	.15	.5	.5	.5	.5
2019	.14	–	–	–	.4	–	–	–

See footnotes at end of table.

Table 12. Private industry workers, by census region and division: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Midwest region[1]

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Workers' compensation								
2004	0.40	0.43	0.43	0.43	1.7	1.8	1.8	1.8
2005	.44	.45	.46	.45	1.8	1.9	1.9	1.8
2006	.44	.45	.45	.44	1.8	1.8	1.8	1.8
2007	.44	.44	.44	.44	1.7	1.8	1.7	1.7
2008	.44	.44	.44	.43	1.7	1.7	1.7	1.6
2009	.42	.42	.42	.41	1.6	1.6	1.6	1.6
2010	.41	.42	.42	.40	1.5	1.6	1.6	1.5
2011	.40	.40	.40	.38	1.4	1.5	1.5	1.4
2012	.38	.39	.39	.39	1.4	1.4	1.4	1.4
2013	.38	.39	.39	.39	1.4	1.4	1.4	1.4
2014	.38	.38	.39	.39	1.3	1.3	1.3	1.3
2015	.39	.40	.40	.41	1.3	1.4	1.4	1.4
2016	.40	.40	.41	.41	1.4	1.4	1.4	1.4
2017	.41	.42	.42	.42	1.4	1.4	1.4	1.4
2018	.42	.42	.43	.42	1.4	1.4	1.4	1.3
2019	.42	–	–	–	1.3	–	–	–
Other benefits[5]								
2004	.05	.06	.06	.06	.2	.2	.2	.2
2005	.06	.05	.05	.05	.2	.2	.2	.2

[1] The census divisions that comprise the Midwest census region are: East North Central and West North Central.
[2] Prior to June 2008, paid personal leave was included in other leave. Other leave also included paid military, funeral, and jury leave.
[3] Includes premium pay (such as overtime, weekends, and holidays) for work in addition to the regular work schedule.
[4] Social Security refers to the Old-Age, Survivors, and Disability Insurance (OASDI) program.
[5] Includes severance pay and supplemental unemployment benefits. Publication of other benefits was discontinued beginning in June 2006.

Note: The sum of individual items may not equal totals due to rounding. Dashes indicate data are not available.

Table 12. Private industry workers, by census region and division: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

East North Central division[1]

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Total compensation								
2004	$23.88	$24.14	$24.55	$24.61	100.0	100.0	100.0	100.0
2005	24.95	24.96	25.26	25.79	100.0	100.0	100.0	100.0
2006	26.03	26.16	26.42	26.16	100.0	100.0	100.0	100.0
2007	26.31	26.16	26.41	26.75	100.0	100.0	100.0	100.0
2008	27.04	27.09	27.34	27.04	100.0	100.0	100.0	100.0
2009	26.92	26.72	26.74	26.75	100.0	100.0	100.0	100.0
2010	27.09	27.02	27.30	27.28	100.0	100.0	100.0	100.0
2011	27.73	27.74	27.83	27.66	100.0	100.0	100.0	100.0
2012	27.89	28.00	27.95	28.05	100.0	100.0	100.0	100.0
2013	28.26	28.26	28.32	28.74	100.0	100.0	100.0	100.0
2014	28.99	29.12	29.48	29.15	100.0	100.0	100.0	100.0
2015	29.46	29.32	29.56	29.70	100.0	100.0	100.0	100.0
2016	29.51	29.82	30.06	30.40	100.0	100.0	100.0	100.0
2017	30.80	30.87	30.97	30.80	100.0	100.0	100.0	100.0
2018	31.14	31.18	31.45	31.71	100.0	100.0	100.0	100.0
2019	32.06	–	–	–	100.0	–	–	–
Wages and salaries								
2004	16.76	16.79	17.09	17.05	70.2	69.5	69.6	69.3
2005	17.24	17.27	17.47	17.85	69.1	69.2	69.1	69.2
2006	17.96	18.04	18.21	18.09	69.0	68.9	68.9	69.2
2007	18.30	18.16	18.38	18.63	69.6	69.4	69.6	69.6
2008	18.79	18.88	19.03	18.86	69.5	69.7	69.6	69.8
2009	18.83	18.68	18.68	18.68	70.0	69.9	69.9	69.8
2010	18.83	18.76	18.92	18.95	69.5	69.4	69.3	69.5
2011	19.20	19.10	19.20	19.06	69.3	68.9	69.0	68.9
2012	19.21	19.26	19.25	19.32	68.9	68.8	68.9	68.9
2013	19.44	19.46	19.56	19.92	68.8	68.9	69.1	69.3
2014	20.02	20.04	20.28	20.08	69.1	68.8	68.8	68.9
2015	20.26	20.32	20.49	20.59	68.8	69.3	69.3	69.3
2016	20.44	20.73	20.89	21.14	69.3	69.5	69.5	69.5
2017	21.39	21.43	21.49	21.28	69.4	69.4	69.4	69.1
2018	21.50	21.53	21.76	21.93	69.0	69.1	69.2	69.2
2019	22.18	–	–	–	69.2	–	–	–
Total benefits								
2004	7.13	7.36	7.46	7.56	29.8	30.5	30.4	30.7
2005	7.71	7.69	7.80	7.93	30.9	30.8	30.9	30.8
2006	8.07	8.12	8.21	8.06	31.0	31.1	31.1	30.8
2007	8.01	8.00	8.03	8.12	30.4	30.6	30.4	30.4
2008	8.25	8.21	8.32	8.18	30.5	30.3	30.4	30.2
2009	8.09	8.05	8.06	8.07	30.0	30.1	30.1	30.2
2010	8.26	8.27	8.38	8.33	30.5	30.6	30.7	30.5
2011	8.52	8.63	8.63	8.60	30.7	31.1	31.0	31.1
2012	8.68	8.74	8.70	8.72	31.1	31.2	31.1	31.1
2013	8.81	8.80	8.77	8.82	31.2	31.1	30.9	30.7
2014	8.97	9.08	9.20	9.07	30.9	31.2	31.2	31.1
2015	9.20	9.01	9.07	9.11	31.2	30.7	30.7	30.7
2016	9.06	9.09	9.17	9.26	30.7	30.5	30.5	30.5
2017	9.41	9.44	9.48	9.52	30.6	30.6	30.6	30.9
2018	9.64	9.65	9.69	9.78	31.0	30.9	30.8	30.8
2019	9.88	–	–	–	30.8	–	–	–
Paid leave								
2004	1.52	1.52	1.57	1.57	6.4	6.3	6.4	6.4
2005	1.59	1.60	1.62	1.69	6.4	6.4	6.4	6.6
2006	1.80	1.79	1.82	1.78	6.9	6.8	6.9	6.8
2007	1.80	1.79	1.76	1.79	6.8	6.8	6.7	6.7
2008	1.79	1.78	1.80	1.79	6.6	6.6	6.6	6.6
2009	1.80	1.78	1.79	1.80	6.7	6.7	6.7	6.7
2010	1.81	1.80	1.83	1.83	6.7	6.7	6.7	6.7
2011	1.84	1.82	1.82	1.84	6.6	6.6	6.5	6.6
2012	1.85	1.84	1.83	1.86	6.6	6.6	6.6	6.6
2013	1.87	1.87	1.88	1.95	6.6	6.6	6.6	6.8
2014	1.97	1.96	2.00	1.97	6.8	6.7	6.8	6.7
2015	2.00	1.98	2.00	2.03	6.8	6.8	6.8	6.8
2016	2.01	2.02	2.05	2.09	6.8	6.8	6.8	6.9

See footnotes at end of table.

Table 12. Private industry workers, by census region and division: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

East North Central division[1]

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Paid leave								
2017	2.12	2.12	2.12	2.09	6.9	6.9	6.8	6.8
2018	2.12	2.13	2.14	2.16	6.8	6.8	6.8	6.8
2019	2.18	–	–	–	6.8	–	–	–
Vacation								
2004	.74	.75	.77	.77	3.1	3.1	3.1	3.1
2005	.78	.79	.81	.83	3.1	3.2	3.2	3.2
2006	.90	.90	.91	.90	3.5	3.4	3.4	3.4
2007	.91	.91	.90	.92	3.5	3.5	3.4	3.4
2008	.92	.92	.93	.93	3.4	3.4	3.4	3.4
2009	.93	.92	.93	.94	3.4	3.4	3.5	3.5
2010	.94	.93	.94	.95	3.5	3.5	3.5	3.5
2011	.96	.95	.95	.97	3.5	3.4	3.4	3.5
2012	.99	.99	.98	.99	3.5	3.5	3.5	3.5
2013	1.00	1.01	1.01	1.05	3.5	3.6	3.6	3.7
2014	1.06	1.06	1.08	1.07	3.7	3.6	3.7	3.7
2015	1.08	1.08	1.09	1.10	3.7	3.7	3.7	3.7
2016	1.09	1.10	1.12	1.14	3.7	3.7	3.7	3.7
2017	1.16	1.15	1.15	1.13	3.8	3.7	3.7	3.7
2018	1.15	1.15	1.16	1.17	3.7	3.7	3.7	3.7
2019	1.18	–	–	–	3.7	–	–	–
Holiday								
2004	.53	.53	.54	.54	2.2	2.2	2.2	2.2
2005	.55	.56	.56	.59	2.2	2.2	2.2	2.3
2006	.60	.60	.60	.59	2.3	2.3	2.3	2.2
2007	.59	.59	.59	.60	2.3	2.3	2.2	2.2
2008	.60	.60	.60	.59	2.2	2.2	2.2	2.2
2009	.60	.59	.59	.59	2.2	2.2	2.2	2.2
2010	.59	.59	.59	.59	2.2	2.2	2.2	2.1
2011	.59	.58	.58	.58	2.1	2.1	2.1	2.1
2012	.58	.57	.57	.57	2.1	2.1	2.0	2.0
2013	.58	.58	.58	.60	2.0	2.0	2.0	2.1
2014	.60	.60	.61	.60	2.1	2.1	2.1	2.0
2015	.60	.60	.61	.61	2.1	2.0	2.1	2.1
2016	.60	.61	.61	.62	2.0	2.0	2.0	2.0
2017	.63	.63	.63	.63	2.0	2.0	2.0	2.0
2018	.64	.64	.64	.64	2.0	2.0	2.0	2.0
2019	.66	–	–	–	2.0	–	–	–
Sick								
2004	.17	.16	.17	.17	.7	.7	.7	.7
2005	.17	.17	.17	.18	.7	.7	.7	.7
2006	.20	.19	.20	.19	.8	.7	.7	.7
2007	.19	.19	.19	.20	.7	.7	.7	.7
2008	.19	.19	.19	.19	.7	.7	.7	.7
2009	.20	.19	.19	.19	.7	.7	.7	.7
2010	.19	.19	.19	.19	.7	.7	.7	.7
2011	.20	.19	.19	.19	.7	.7	.7	.7
2012	.19	.19	.19	.19	.7	.7	.7	.7
2013	.19	.19	.19	.20	.7	.7	.7	.7
2014	.20	.20	.20	.20	.7	.7	.7	.7
2015	.21	.20	.21	.21	.7	.7	.7	.7
2016	.21	.21	.21	.22	.7	.7	.7	.7
2017	.22	.22	.22	.22	.7	.7	.7	.7
2018	.22	.22	.22	.24	.7	.7	.7	.7
2019	.24	–	–	–	.8	–	–	–
Personal[2]								
2004	.08	.08	.08	.08	.3	.3	.3	.3
2005	.09	.08	.09	.09	.3	.3	.3	.4
2006	.10	.10	.10	.10	.4	.4	.4	.4
2007	.10	.10	.08	.07	.4	.4	.3	.3
2008	.08	.08	.08	.07	.3	.3	.3	.3
2009	.08	.08	.08	.08	.3	.3	.3	.3
2010	.09	.09	.09	.10	.3	.3	.3	.4
2011	.10	.10	.10	.09	.3	.3	.3	.3

See footnotes at end of table.

Table 12. Private industry workers, by census region and division: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

East North Central division[1]

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Personal[2]								
2012	0.10	0.09	0.09	0.10	0.3	0.3	0.3	0.4
2013	.10	.10	.10	.10	.4	.4	.4	.3
2014	.10	.10	.10	.10	.4	.4	.3	.3
2015	.10	.10	.10	.10	.4	.3	.4	.3
2016	.10	.11	.10	.11	.4	.4	.3	.4
2017	.11	.11	.11	.11	.4	.4	.4	.4
2018	.11	.11	.11	.11	.4	.4	.4	.3
2019	.11	–	–	–	.3	–	–	–
Supplemental pay								
2004	.78	.80	.81	.80	3.3	3.3	3.3	3.3
2005	.83	.83	.83	.87	3.3	3.3	3.3	3.4
2006	.84	.83	.83	.78	3.2	3.2	3.2	3.0
2007	.80	.78	.81	.84	3.0	3.0	3.1	3.1
2008	.87	.87	.91	.84	3.2	3.2	3.3	3.1
2009	.75	.75	.76	.75	2.8	2.8	2.8	2.8
2010	.75	.72	.72	.70	2.8	2.7	2.7	2.6
2011	.80	.80	.79	.80	2.9	2.9	2.9	2.9
2012	.83	.84	.84	.83	3.0	3.0	3.0	2.9
2013	.85	.81	.81	.81	3.0	2.9	2.9	2.8
2014	.85	.85	.86	.86	2.9	2.9	2.9	3.0
2015	.90	.85	.85	.84	3.1	2.9	2.9	2.8
2016	.85	.85	.85	.85	2.9	2.8	2.8	2.8
2017	.88	.88	.90	1.02	2.9	2.8	2.9	3.3
2018	1.06	1.07	1.07	1.10	3.4	3.4	3.4	3.5
2019	1.13	–	–	–	3.5	–	–	–
Overtime and premium[3]								
2004	.30	.30	.30	.30	1.3	1.2	1.2	1.2
2005	.31	.31	.31	.31	1.2	1.2	1.2	1.2
2006	.31	.31	.32	.31	1.2	1.2	1.2	1.2
2007	.31	.32	.32	.31	1.2	1.2	1.2	1.2
2008	.33	.32	.33	.30	1.2	1.2	1.2	1.1
2009	.30	.29	.30	.29	1.1	1.1	1.1	1.1
2010	.29	.29	.29	.27	1.1	1.1	1.1	1.0
2011	.28	.27	.27	.27	1.0	1.0	1.0	1.0
2012	.27	.27	.27	.26	1.0	1.0	1.0	.9
2013	.27	.26	.27	.27	.9	.9	.9	.9
2014	.27	.27	.27	.28	.9	.9	.9	1.0
2015	.28	.29	.29	.28	1.0	1.0	1.0	.9
2016	.28	.28	.28	.28	.9	.9	.9	.9
2017	.29	.29	.29	.32	.9	.9	.9	1.0
2018	.32	.32	.32	.32	1.0	1.0	1.0	1.0
2019	.33	–	–	–	1.0	–	–	–
Shift differentials								
2004	.08	.08	.08	.08	.3	.3	.3	.3
2005	.08	.08	.08	.09	.3	.3	.3	.3
2006	.09	.09	.09	.10	.3	.3	.3	.4
2007	.10	.10	.10	.10	.4	.4	.4	.4
2008	.10	.10	.10	.09	.4	.4	.4	.3
2009	.09	.08	.08	.08	.3	.3	.3	.3
2010	.08	.08	.08	.09	.3	.3	.3	.3
2011	.09	.09	.09	.08	.3	.3	.3	.3
2012	.08	.08	.08	.08	.3	.3	.3	.3
2013	.08	.08	.08	.07	.3	.3	.3	.3
2014	.08	.08	.08	.07	.3	.3	.3	.2
2015	.07	.07	.07	.06	.2	.2	.2	.2
2016	.06	.06	.06	.06	.2	.2	.2	.2
2017	.06	.06	.06	.08	.2	.2	.2	.3
2018	.08	.08	.08	.10	.3	.3	.2	.3
2019	.10	–	–	–	.3	–	–	–
Nonproduction bonuses								
2004	.40	.43	.43	.42	1.7	1.8	1.7	1.7
2005	.44	.44	.44	.47	1.8	1.8	1.7	1.8
2006	.43	.43	.43	.37	1.7	1.6	1.6	1.4

See footnotes at end of table.

Table 12. Private industry workers, by census region and division: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

East North Central division[1]

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Nonproduction bonuses								
2007	0.39	0.36	0.39	0.43	1.5	1.4	1.5	1.6
2008	.45	.45	.48	.44	1.7	1.7	1.8	1.6
2009	.37	.37	.38	.38	1.4	1.4	1.4	1.4
2010	.37	.35	.35	.34	1.4	1.3	1.3	1.2
2011	.43	.44	.44	.45	1.6	1.6	1.6	1.6
2012	.47	.48	.48	.48	1.7	1.7	1.7	1.7
2013	.50	.47	.46	.47	1.8	1.7	1.6	1.6
2014	.51	.51	.51	.51	1.7	1.7	1.7	1.8
2015	.55	.50	.50	.50	1.9	1.7	1.7	1.7
2016	.51	.51	.51	.51	1.7	1.7	1.7	1.7
2017	.53	.53	.55	.62	1.7	1.7	1.8	2.0
2018	.66	.67	.67	.68	2.1	2.1	2.1	2.2
2019	.70	–	–	–	2.2	–	–	–
Insurance								
2004	1.86	1.93	1.92	1.95	7.8	8.0	7.8	7.9
2005	2.04	2.03	2.06	2.11	8.2	8.1	8.2	8.2
2006	2.16	2.19	2.22	2.20	8.3	8.4	8.4	8.4
2007	2.24	2.25	2.26	2.28	8.5	8.6	8.6	8.5
2008	2.33	2.31	2.33	2.32	8.6	8.5	8.5	8.6
2009	2.35	2.34	2.36	2.38	8.7	8.8	8.8	8.9
2010	2.46	2.47	2.50	2.52	9.1	9.1	9.2	9.2
2011	2.53	2.53	2.54	2.56	9.1	9.1	9.1	9.3
2012	2.63	2.63	2.61	2.61	9.4	9.4	9.3	9.3
2013	2.65	2.65	2.65	2.64	9.4	9.4	9.3	9.2
2014	2.69	2.69	2.72	2.63	9.3	9.2	9.2	9.0
2015	2.69	2.68	2.69	2.66	9.1	9.1	9.1	9.0
2016	2.69	2.67	2.69	2.71	9.1	9.0	9.0	8.9
2017	2.75	2.74	2.74	2.75	8.9	8.9	8.9	8.9
2018	2.77	2.77	2.78	2.77	8.9	8.9	8.8	8.7
2019	2.80	–	–	–	8.7	–	–	–
Life								
2004	.05	.04	.04	.04	.2	.2	.2	.2
2005	.05	.04	.05	.05	.2	.2	.2	.2
2006	.05	.05	.05	.05	.2	.2	.2	.2
2007	.05	.05	.05	.05	.2	.2	.2	.2
2008	.05	.05	.05	.05	.2	.2	.2	.2
2009	.05	.05	.05	.05	.2	.2	.2	.2
2010	.05	.05	.05	.04	.2	.2	.2	.2
2011	.04	.04	.04	.04	.2	.2	.1	.1
2012	.04	.04	.04	.04	.1	.1	.1	.1
2013	.04	.04	.04	.04	.1	.1	.1	.1
2014	.04	.04	.04	.04	.1	.1	.1	.1
2015	.04	.04	.04	.04	.1	.1	.1	.1
2016	.04	.04	.04	.04	.1	.1	.1	.1
2017	.04	.04	.04	.04	.1	.1	.1	.1
2018	.04	.04	.04	.04	.1	.1	.1	.1
2019	.04	–	–	–	.1	–	–	–
Health								
2004	1.73	1.80	1.79	1.82	7.2	7.4	7.3	7.4
2005	1.90	1.90	1.92	1.97	7.6	7.6	7.6	7.6
2006	2.00	2.04	2.06	2.04	7.7	7.8	7.8	7.8
2007	2.08	2.09	2.10	2.11	7.9	8.0	8.0	7.9
2008	2.17	2.15	2.17	2.17	8.0	7.9	7.9	8.0
2009	2.20	2.19	2.21	2.23	8.2	8.2	8.2	8.3
2010	2.31	2.32	2.35	2.37	8.5	8.6	8.6	8.7
2011	2.38	2.38	2.40	2.42	8.6	8.6	8.6	8.8
2012	2.49	2.49	2.47	2.47	8.9	8.9	8.8	8.8
2013	2.51	2.51	2.50	2.49	8.9	8.9	8.8	8.7
2014	2.55	2.54	2.57	2.49	8.8	8.7	8.7	8.5
2015	2.54	2.52	2.54	2.51	8.6	8.6	8.6	8.4
2016	2.54	2.52	2.54	2.55	8.6	8.4	8.4	8.4
2017	2.59	2.59	2.59	2.60	8.4	8.4	8.3	8.4
2018	2.62	2.61	2.62	2.60	8.4	8.4	8.3	8.2

See footnotes at end of table.

Table 12. Private industry workers, by census region and division: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

East North Central division[1]

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Health								
2019	2.64	–	–	–	8.2	–	–	–
Short-term disability								
2004	.05	0.05	0.05	0.05	.2	0.2	0.2	0.2
2005	.06	.06	.06	.06	.2	.2	.2	.2
2006	.06	.06	.06	.07	.2	.2	.2	.3
2007	.07	.07	.07	.07	.3	.3	.3	.3
2008	.07	.08	.08	.07	.3	.3	.3	.2
2009	.06	.07	.06	.06	.2	.2	.2	.2
2010	.07	.06	.07	.06	.2	.2	.2	.2
2011	.06	.06	.06	.06	.2	.2	.2	.2
2012	.06	.06	.06	.06	.2	.2	.2	.2
2013	.06	.06	.06	.06	.2	.2	.2	.2
2014	.06	.06	.06	.06	.2	.2	.2	.2
2015	.07	.07	.07	.07	.2	.2	.2	.2
2016	.06	.06	.07	.07	.2	.2	.2	.2
2017	.07	.07	.07	.07	.2	.2	.2	.2
2018	.07	.07	.07	.08	.2	.2	.2	.3
2019	.08	–	–	–	.3	–	–	–
Long-term disability								
2004	.03	.03	.03	.03	.1	.1	.1	.1
2005	.04	.03	.04	.04	.1	.1	.1	.1
2006	.04	.04	.04	.04	.1	.1	.1	.1
2007	.04	.04	.04	.04	.2	.2	.2	.2
2008	.04	.04	.04	.04	.2	.1	.1	.2
2009	.04	.04	.04	.04	.2	.2	.2	.2
2010	.04	.04	.04	.04	.1	.1	.1	.1
2011	.04	.04	.04	.04	.2	.2	.2	.2
2012	.04	.04	.04	.04	.2	.2	.2	.2
2013	.04	.04	.04	.05	.2	.2	.2	.2
2014	.05	.05	.05	.05	.2	.2	.2	.2
2015	.05	.05	.05	.05	.2	.2	.2	.2
2016	.05	.05	.05	.05	.2	.2	.2	.2
2017	.05	.05	.05	.05	.2	.2	.2	.2
2018	.05	.05	.05	.04	.2	.2	.2	.1
2019	.04	–	–	–	.1	–	–	–
Retirement and savings								
2004	.90	1.00	1.03	1.09	3.8	4.1	4.2	4.4
2005	1.06	1.03	1.07	1.03	4.2	4.1	4.2	4.0
2006	1.11	1.13	1.14	1.12	4.3	4.3	4.3	4.3
2007	.95	.96	.98	.99	3.6	3.7	3.7	3.7
2008	1.01	1.01	1.02	1.00	3.7	3.7	3.7	3.7
2009	.96	.96	.94	.93	3.6	3.6	3.5	3.5
2010	1.00	1.02	1.05	1.04	3.7	3.8	3.9	3.8
2011	1.10	1.21	1.20	1.15	4.0	4.3	4.3	4.2
2012	1.07	1.11	1.10	1.10	3.8	3.9	3.9	3.9
2013	1.12	1.14	1.09	1.06	4.0	4.0	3.9	3.7
2014	1.08	1.22	1.24	1.22	3.7	4.2	4.2	4.2
2015	1.21	1.10	1.13	1.15	4.1	3.8	3.8	3.9
2016	1.11	1.15	1.17	1.18	3.8	3.8	3.9	3.9
2017	1.22	1.25	1.26	1.21	4.0	4.1	4.1	3.9
2018	1.21	1.23	1.24	1.26	3.9	4.0	3.9	4.0
2019	1.26	–	–	–	3.9	–	–	–
Defined benefit								
2004	.49	.59	.62	.68	2.1	2.4	2.5	2.8
2005	.64	.61	.64	.58	2.6	2.5	2.6	2.3
2006	.66	.67	.68	.67	2.5	2.6	2.6	2.6
2007	.51	.51	.51	.51	1.9	2.0	1.9	1.9
2008	.51	.51	.52	.48	1.9	1.9	1.9	1.8
2009	.45	.47	.46	.43	1.7	1.8	1.7	1.6
2010	.50	.53	.55	.53	1.8	2.0	2.0	1.9
2011	.56	.68	.67	.61	2.0	2.5	2.4	2.2
2012	.52	.56	.55	.55	1.9	2.0	2.0	2.0
2013	.57	.59	.55	.50	2.0	2.1	2.0	1.7

See footnotes at end of table.

Table 12. Private industry workers, by census region and division: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

East North Central division[1]

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Defined benefit								
2014	0.51	0.65	0.66	0.61	1.8	2.2	2.2	2.1
2015	.59	.49	.50	.50	2.0	1.7	1.7	1.7
2016	.47	.50	.52	.51	1.6	1.7	1.7	1.7
2017	.53	.57	.58	.48	1.7	1.8	1.9	1.6
2018	.48	.50	.50	.54	1.5	1.6	1.6	1.7
2019	.54	–	–	–	1.7	–	–	–
Defined contribution								
2004	.41	.41	.42	.41	1.7	1.7	1.7	1.7
2005	.42	.42	.42	.45	1.7	1.7	1.7	1.8
2006	.45	.46	.46	.45	1.7	1.8	1.8	1.7
2007	.45	.45	.46	.48	1.7	1.7	1.8	1.8
2008	.50	.49	.50	.52	1.8	1.8	1.8	1.9
2009	.51	.49	.48	.49	1.9	1.8	1.8	1.8
2010	.50	.49	.51	.52	1.9	1.8	1.9	1.9
2011	.54	.52	.52	.55	1.9	1.9	1.9	2.0
2012	.55	.55	.55	.54	2.0	1.9	2.0	1.9
2013	.55	.55	.54	.56	2.0	1.9	1.9	2.0
2014	.57	.57	.58	.61	2.0	1.9	2.0	2.1
2015	.62	.61	.63	.65	2.1	2.1	2.1	2.2
2016	.64	.65	.65	.67	2.2	2.2	2.2	2.2
2017	.68	.68	.69	.73	2.2	2.2	2.2	2.4
2018	.73	.74	.74	.71	2.4	2.4	2.4	2.3
2019	.72	–	–	–	2.3	–	–	–
Legally required benefits								
2004	2.00	2.04	2.07	2.07	8.4	8.4	8.4	8.4
2005	2.12	2.14	2.16	2.16	8.5	8.6	8.5	8.4
2006	2.17	2.19	2.21	2.19	8.3	8.4	8.4	8.4
2007	2.21	2.21	2.22	2.23	8.4	8.4	8.4	8.3
2008	2.24	2.24	2.25	2.23	8.3	8.3	8.2	8.2
2009	2.23	2.22	2.21	2.21	8.3	8.3	8.3	8.3
2010	2.24	2.25	2.27	2.24	8.3	8.3	8.3	8.2
2011	2.26	2.27	2.28	2.25	8.2	8.2	8.2	8.1
2012	2.29	2.32	2.32	2.33	8.2	8.3	8.3	8.3
2013	2.32	2.33	2.34	2.37	8.2	8.2	8.3	8.2
2014	2.37	2.37	2.38	2.39	8.2	8.1	8.1	8.2
2015	2.40	2.39	2.39	2.43	8.2	8.2	8.1	8.2
2016	2.40	2.40	2.41	2.43	8.1	8.1	8.0	8.0
2017	2.44	2.45	2.46	2.45	7.9	7.9	7.9	8.0
2018	2.47	2.45	2.47	2.49	7.9	7.9	7.9	7.8
2019	2.50	–	–	–	7.8	–	–	–
Social Security and Medicare								
2004	1.42	1.42	1.44	1.44	5.9	5.9	5.9	5.9
2005	1.46	1.47	1.48	1.50	5.9	5.9	5.9	5.8
2006	1.52	1.53	1.55	1.53	5.8	5.8	5.8	5.8
2007	1.55	1.55	1.56	1.57	5.9	5.9	5.9	5.9
2008	1.59	1.59	1.60	1.59	5.9	5.9	5.9	5.9
2009	1.60	1.59	1.60	1.59	5.9	6.0	6.0	6.0
2010	1.60	1.59	1.61	1.60	5.9	5.9	5.9	5.9
2011	1.62	1.61	1.62	1.61	5.8	5.8	5.8	5.8
2012	1.62	1.63	1.62	1.63	5.8	5.8	5.8	5.8
2013	1.64	1.64	1.65	1.68	5.8	5.8	5.8	5.8
2014	1.69	1.69	1.71	1.70	5.8	5.8	5.8	5.8
2015	1.71	1.72	1.73	1.74	5.8	5.9	5.9	5.9
2016	1.74	1.76	1.77	1.79	5.9	5.9	5.9	5.9
2017	1.82	1.82	1.83	1.82	5.9	5.9	5.9	5.9
2018	1.84	1.85	1.86	1.89	5.9	5.9	5.9	6.0
2019	1.91	–	–	–	6.0	–	–	–
Social Security[4]								
2004	1.14	1.14	1.16	1.16	4.8	4.7	4.7	4.7
2005	1.18	1.18	1.19	1.21	4.7	4.7	4.7	4.7
2006	1.22	1.23	1.24	1.23	4.7	4.7	4.7	4.7
2007	1.24	1.24	1.25	1.26	4.7	4.8	4.7	4.7
2008	1.27	1.28	1.29	1.28	4.7	4.7	4.7	4.7

See footnotes at end of table.

Table 12. Private industry workers, by census region and division: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

East North Central division[1]

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Social Security[4]								
2009	1.29	1.29	1.29	1.28	4.8	4.8	4.8	4.8
2010	1.29	1.28	1.29	1.29	4.8	4.7	4.7	4.7
2011	1.30	1.30	1.30	1.29	4.7	4.7	4.7	4.7
2012	1.30	1.31	1.30	1.31	4.7	4.7	4.7	4.7
2013	1.32	1.32	1.33	1.35	4.7	4.7	4.7	4.7
2014	1.36	1.36	1.38	1.37	4.7	4.7	4.7	4.7
2015	1.38	1.38	1.39	1.40	4.7	4.7	4.7	4.7
2016	1.40	1.42	1.43	1.44	4.7	4.7	4.8	4.7
2017	1.47	1.47	1.48	1.47	4.8	4.8	4.8	4.8
2018	1.48	1.49	1.50	1.52	4.8	4.8	4.8	4.8
2019	1.54	–	–	–	4.8	–	–	–
Medicare								
2004	.28	.28	.28	.28	1.2	1.2	1.2	1.1
2005	.29	.29	.29	.30	1.1	1.2	1.1	1.1
2006	.30	.30	.30	.30	1.1	1.1	1.1	1.1
2007	.30	.30	.31	.31	1.2	1.2	1.2	1.2
2008	.31	.31	.31	.31	1.2	1.2	1.2	1.2
2009	.31	.31	.31	.31	1.2	1.2	1.2	1.2
2010	.31	.31	.31	.31	1.1	1.1	1.1	1.1
2011	.32	.31	.32	.31	1.1	1.1	1.1	1.1
2012	.32	.32	.32	.32	1.1	1.1	1.1	1.1
2013	.32	.32	.32	.33	1.1	1.1	1.1	1.1
2014	.33	.33	.33	.33	1.1	1.1	1.1	1.1
2015	.33	.33	.34	.34	1.1	1.1	1.1	1.1
2016	.34	.34	.34	.35	1.1	1.1	1.1	1.1
2017	.35	.35	.36	.35	1.1	1.1	1.1	1.2
2018	.36	.36	.36	.37	1.1	1.1	1.2	1.2
2019	.37	–	–	–	1.2	–	–	–
Federal unemployment insurance								
2004	.03	.03	.03	.03	.1	.1	.1	.1
2005	.03	.03	.03	.03	.1	.1	.1	.1
2006	.03	.03	.03	.03	.1	.1	.1	.1
2007	.03	.03	.03	.03	.1	.1	.1	.1
2008	.03	.03	.03	.03	.1	.1	.1	.1
2009	.03	.03	.03	.03	.1	.1	.1	.1
2010	.03	.03	.03	.03	.1	.1	.1	.1
2011	.03	.03	.02	.02	.1	.1	.1	.1
2012	.04	.04	.04	.04	.2	.2	.2	.2
2013	.04	.04	.04	.04	.1	.1	.1	.1
2014	.04	.04	.04	.05	.2	.2	.2	.2
2015	.05	.05	.05	.05	.2	.2	.2	.2
2016	.04	.04	.04	.04	.1	.1	.1	.1
2017	.03	.03	.03	.03	.1	.1	.1	.1
2018	.03	.03	.03	.03	.1	.1	.1	.1
2019	.03	–	–	–	.1	–	–	–
State unemployment insurance								
2004	.14	.15	.15	.15	.6	.6	.6	.6
2005	.17	.18	.18	.17	.7	.7	.7	.7
2006	.17	.17	.17	.17	.7	.7	.7	.7
2007	.18	.18	.18	.17	.7	.7	.7	.6
2008	.17	.17	.17	.17	.6	.6	.6	.6
2009	.17	.17	.16	.16	.6	.6	.6	.6
2010	.19	.19	.20	.19	.7	.7	.7	.7
2011	.21	.22	.22	.22	.7	.8	.8	.8
2012	.23	.25	.25	.26	.8	.9	.9	.9
2013	.25	.25	.24	.24	.9	.9	.9	.8
2014	.24	.23	.22	.24	.8	.8	.8	.8
2015	.23	.21	.21	.22	.8	.7	.7	.7
2016	.21	.19	.19	.19	.7	.7	.6	.6
2017	.19	.18	.18	.18	.6	.6	.6	.6
2018	.19	.17	.17	.16	.6	.5	.5	.5
2019	.15	–	–	–	.5	–	–	–

See footnotes at end of table.

Table 12. Private industry workers, by census region and division: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

East North Central division[1]

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Workers' compensation								
2004	0.41	0.44	0.44	0.44	1.7	1.8	1.8	1.8
2005	.45	.46	.46	.45	1.8	1.8	1.8	1.8
2006	.44	.46	.46	.45	1.7	1.7	1.7	1.7
2007	.46	.45	.45	.45	1.7	1.7	1.7	1.7
2008	.45	.45	.45	.44	1.7	1.7	1.6	1.6
2009	.43	.43	.42	.42	1.6	1.6	1.6	1.6
2010	.43	.43	.43	.41	1.6	1.6	1.6	1.5
2011	.40	.41	.41	.40	1.5	1.5	1.5	1.4
2012	.40	.40	.40	.40	1.4	1.4	1.4	1.4
2013	.39	.40	.41	.41	1.4	1.4	1.4	1.4
2014	.40	.40	.40	.41	1.4	1.4	1.4	1.4
2015	.41	.42	.41	.42	1.4	1.4	1.4	1.4
2016	.41	.41	.41	.41	1.4	1.4	1.3	1.3
2017	.41	.42	.42	.42	1.3	1.3	1.3	1.3
2018	.42	.41	.42	.41	1.3	1.3	1.3	1.3
2019	.41	–	–	–	1.3	–	–	–
Other benefits[5]								
2004	.06	.07	.07	.07	.3	.3	.3	.3
2005	.07	.06	.06	.06	.3	.2	.2	.2

[1] The states that compose the East North Central census division are: IL, IN, MI, OH, and WI.
[2] Prior to June 2008, paid personal leave was included in other leave. Other leave also included paid military, funeral, and jury leave.
[3] Includes premium pay (such as overtime, weekends, and holidays) for work in addition to the regular work schedule.
[4] Social Security refers to the Old-Age, Survivors, and Disability Insurance (OASDI) program.
[5] Includes severance pay and supplemental unemployment benefits. Publication of other benefits was discontinued beginning in June 2006.

Note: The sum of individual items may not equal totals due to rounding. Dashes indicate data are not available.

Table 12. Private industry workers, by census region and division: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

West North Central division[1]

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Total compensation								
2004	$21.79	$21.89	$22.13	$22.27	100.0	100.0	100.0	100.0
2005	22.64	22.45	21.16	21.46	100.0	100.0	100.0	100.0
2006	21.50	21.73	21.93	22.41	100.0	100.0	100.0	100.0
2007	22.62	22.69	22.95	23.18	100.0	100.0	100.0	100.0
2008	23.65	23.87	24.05	25.26	100.0	100.0	100.0	100.0
2009	25.39	25.35	25.41	24.73	100.0	100.0	100.0	100.0
2010	26.04	25.86	26.08	25.68	100.0	100.0	100.0	100.0
2011	26.90	26.84	26.56	27.65	100.0	100.0	100.0	100.0
2012	28.00	28.18	28.56	27.14	100.0	100.0	100.0	100.0
2013	27.27	27.14	27.39	27.83	100.0	100.0	100.0	100.0
2014	28.11	28.16	28.84	28.26	100.0	100.0	100.0	100.0
2015	28.29	28.18	28.50	28.85	100.0	100.0	100.0	100.0
2016	29.18	29.33	29.55	29.83	100.0	100.0	100.0	100.0
2017	29.86	29.91	30.12	30.30	100.0	100.0	100.0	100.0
2018	30.78	30.19	30.52	31.04	100.0	100.0	100.0	100.0
2019	31.29	–	–	–	100.0	–	–	–
Wages and salaries								
2004	16.00	15.95	16.11	16.21	73.4	72.9	72.8	72.8
2005	16.38	16.23	14.93	15.08	72.4	72.3	70.5	70.3
2006	15.13	15.24	15.39	15.81	70.4	70.2	70.2	70.5
2007	15.99	16.03	16.23	16.40	70.7	70.6	70.7	70.7
2008	16.72	16.86	16.99	17.93	70.7	70.6	70.7	71.0
2009	18.02	17.99	18.01	17.52	71.0	71.0	70.9	70.8
2010	18.53	18.44	18.57	18.30	71.2	71.3	71.2	71.2
2011	19.12	19.03	18.83	19.61	71.1	70.9	70.9	70.9
2012	19.87	20.03	20.32	19.24	71.0	71.1	71.2	70.9
2013	19.34	19.24	19.42	19.67	70.9	70.9	70.9	70.7
2014	19.82	19.80	20.27	19.86	70.5	70.3	70.3	70.3
2015	19.81	19.79	20.02	20.14	70.0	70.2	70.3	69.8
2016	20.31	20.49	20.65	20.91	69.6	69.9	69.9	70.1
2017	20.97	20.99	21.13	21.11	70.2	70.2	70.2	69.7
2018	21.44	21.15	21.48	21.61	69.6	70.0	70.4	69.6
2019	21.82	–	–	–	69.8	–	–	–
Total benefits								
2004	5.80	5.93	6.02	6.06	26.6	27.1	27.2	27.2
2005	6.26	6.22	6.23	6.38	27.6	27.7	29.5	29.7
2006	6.37	6.48	6.54	6.60	29.6	29.8	29.8	29.5
2007	6.63	6.66	6.72	6.79	29.3	29.4	29.3	29.3
2008	6.93	7.01	7.06	7.33	29.3	29.4	29.3	29.0
2009	7.37	7.36	7.41	7.21	29.0	29.0	29.1	29.2
2010	7.51	7.42	7.51	7.38	28.8	28.7	28.8	28.8
2011	7.78	7.81	7.73	8.04	28.9	29.1	29.1	29.1
2012	8.13	8.15	8.24	7.90	29.0	28.9	28.8	29.1
2013	7.93	7.90	7.96	8.15	29.1	29.1	29.1	29.3
2014	8.29	8.36	8.57	8.41	29.5	29.7	29.7	29.7
2015	8.49	8.39	8.48	8.71	30.0	29.8	29.7	30.2
2016	8.87	8.84	8.91	8.92	30.4	30.1	30.1	29.9
2017	8.90	8.92	8.98	9.19	29.8	29.8	29.8	30.3
2018	9.34	9.05	9.04	9.43	30.4	30.0	29.6	30.4
2019	9.46	–	–	–	30.2	–	–	–
Paid leave								
2004	1.27	1.27	1.29	1.30	5.8	5.8	5.8	5.8
2005	1.32	1.29	1.28	1.34	5.8	5.7	6.0	6.3
2006	1.39	1.41	1.43	1.47	6.5	6.5	6.5	6.6
2007	1.50	1.49	1.49	1.51	6.6	6.6	6.5	6.5
2008	1.54	1.55	1.56	1.65	6.5	6.5	6.5	6.5
2009	1.66	1.63	1.64	1.59	6.6	6.4	6.5	6.4
2010	1.67	1.63	1.64	1.66	6.4	6.3	6.3	6.5
2011	1.79	1.77	1.71	1.89	6.7	6.6	6.4	6.8
2012	1.86	1.89	1.91	1.83	6.7	6.7	6.7	6.7
2013	1.83	1.82	1.85	1.95	6.7	6.7	6.7	7.0
2014	1.98	1.97	2.03	1.98	7.1	7.0	7.0	7.0
2015	1.97	1.95	1.97	1.97	7.0	6.9	6.9	6.8
2016	2.00	1.99	1.99	2.03	6.9	6.8	6.7	6.8

See footnotes at end of table.

Table 12. Private industry workers, by census region and division: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

West North Central division[1]

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Paid leave								
2017	2.02	2.01	2.03	2.01	6.8	6.7	6.7	6.6
2018	2.04	1.98	2.01	2.16	6.6	6.6	6.6	6.9
2019	2.17	–	–	–	6.9	–	–	–
Vacation								
2004	.64	.64	.65	.65	2.9	2.9	2.9	2.9
2005	.67	.65	.64	.68	2.9	2.9	3.0	3.2
2006	.73	.74	.75	.79	3.4	3.4	3.4	3.5
2007	.81	.80	.81	.82	3.6	3.5	3.5	3.5
2008	.84	.84	.85	.92	3.6	3.5	3.5	3.6
2009	.92	.91	.92	.86	3.6	3.6	3.6	3.5
2010	.92	.89	.90	.90	3.5	3.4	3.5	3.5
2011	.99	.98	.94	1.04	3.7	3.7	3.5	3.8
2012	1.01	1.05	1.06	.98	3.6	3.7	3.7	3.6
2013	.98	.97	.99	1.06	3.6	3.6	3.6	3.8
2014	1.08	1.07	1.11	1.07	3.8	3.8	3.8	3.8
2015	1.07	1.06	1.07	1.08	3.8	3.8	3.8	3.7
2016	1.09	1.09	1.09	1.10	3.7	3.7	3.7	3.7
2017	1.10	1.09	1.10	1.10	3.7	3.6	3.7	3.6
2018	1.12	1.07	1.09	1.15	3.6	3.6	3.6	3.7
2019	1.16	–	–	–	3.7	–	–	–
Holiday								
2004	.43	.42	.43	.43	2.0	1.9	1.9	1.9
2005	.44	.43	.42	.44	1.9	1.9	2.0	2.1
2006	.45	.46	.47	.46	2.1	2.1	2.1	2.1
2007	.47	.47	.48	.49	2.1	2.1	2.1	2.1
2008	.50	.50	.50	.51	2.1	2.1	2.1	2.0
2009	.51	.50	.50	.50	2.0	2.0	2.0	2.0
2010	.51	.50	.50	.52	1.9	1.9	1.9	2.0
2011	.54	.53	.52	.56	2.0	2.0	2.0	2.0
2012	.57	.56	.57	.57	2.0	2.0	2.0	2.1
2013	.57	.57	.58	.59	2.1	2.1	2.1	2.1
2014	.60	.59	.61	.60	2.1	2.1	2.1	2.1
2015	.60	.59	.60	.58	2.1	2.1	2.1	2.0
2016	.59	.58	.59	.59	2.0	2.0	2.0	2.0
2017	.58	.59	.59	.57	2.0	2.0	1.9	1.9
2018	.58	.57	.58	.62	1.9	1.9	1.9	2.0
2019	.63	–	–	–	2.0	–	–	–
Sick								
2004	.14	.15	.15	.16	.7	.7	.7	.7
2005	.16	.15	.15	.16	.7	.7	.7	.7
2006	.15	.15	.16	.16	.7	.7	.7	.7
2007	.16	.16	.16	.16	.7	.7	.7	.7
2008	.17	.17	.17	.18	.7	.7	.7	.7
2009	.19	.18	.18	.18	.7	.7	.7	.7
2010	.19	.19	.19	.18	.7	.7	.7	.7
2011	.20	.20	.19	.22	.7	.7	.7	.8
2012	.21	.21	.22	.21	.8	.8	.8	.8
2013	.21	.21	.21	.22	.8	.8	.8	.8
2014	.22	.22	.23	.22	.8	.8	.8	.8
2015	.21	.21	.21	.22	.8	.7	.7	.8
2016	.22	.22	.22	.23	.8	.8	.8	.8
2017	.22	.23	.22	.23	.8	.8	.7	.8
2018	.23	.23	.23	.27	.8	.7	.8	.9
2019	.28	–	–	–	.9	–	–	–
Personal[2]								
2004	.05	.06	.06	.06	.2	.3	.3	.3
2005	.06	.06	.06	.06	.3	.2	.3	.3
2006	.06	.06	.06	.06	.3	.3	.3	.3
2007	.06	.06	.05	.04	.3	.3	.2	.2
2008	.04	.04	.04	.04	.2	.2	.2	.2
2009	.04	.04	.04	.05	.2	.2	.2	.2
2010	.05	.05	.05	.06	.2	.2	.2	.2
2011	.06	.06	.06	.07	.2	.2	.2	.2

See footnotes at end of table.

Table 12. Private industry workers, by census region and division: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

West North Central division[1]

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Personal[2]								
2012	0.07	0.07	0.07	0.08	0.3	0.2	0.2	0.3
2013	.07	.07	.08	.08	.3	.3	.3	.3
2014	.09	.09	.09	.09	.3	.3	.3	.3
2015	.09	.09	.09	.09	.3	.3	.3	.3
2016	.10	.10	.09	.11	.4	.3	.3	.4
2017	.12	.11	.11	.11	.4	.4	.4	.4
2018	.11	.11	.11	.12	.4	.4	.4	.4
2019	.11	–	–	–	.4	–	–	–
Supplemental pay								
2004	.54	.54	.56	.56	2.5	2.5	2.5	2.5
2005	.59	.59	.60	.58	2.6	2.6	2.8	2.7
2006	.57	.60	.60	.62	2.7	2.7	2.8	2.8
2007	.63	.64	.63	.63	2.8	2.8	2.8	2.7
2008	.66	.67	.67	.68	2.8	2.8	2.8	2.7
2009	.62	.65	.66	.63	2.5	2.6	2.6	2.6
2010	.64	.61	.61	.55	2.4	2.4	2.4	2.1
2011	.60	.60	.59	.62	2.2	2.2	2.2	2.3
2012	.62	.60	.61	.58	2.2	2.1	2.1	2.1
2013	.58	.57	.57	.60	2.1	2.1	2.1	2.2
2014	.62	.62	.63	.65	2.2	2.2	2.2	2.3
2015	.66	.64	.65	.73	2.3	2.3	2.3	2.5
2016	.79	.79	.79	.80	2.7	2.7	2.7	2.7
2017	.78	.77	.77	.93	2.6	2.6	2.6	3.1
2018	.96	.92	.89	1.00	3.1	3.0	2.9	3.2
2019	1.02	–	–	–	3.2	–	–	–
Overtime and premium[3]								
2004	.24	.23	.24	.24	1.1	1.1	1.1	1.1
2005	.25	.25	.26	.25	1.1	1.1	1.2	1.2
2006	.26	.26	.27	.25	1.2	1.2	1.2	1.1
2007	.25	.25	.25	.25	1.1	1.1	1.1	1.1
2008	.26	.26	.27	.27	1.1	1.1	1.1	1.0
2009	.26	.26	.26	.24	1.0	1.0	1.0	1.0
2010	.25	.25	.25	.23	.9	1.0	.9	.9
2011	.24	.25	.25	.23	.9	.9	.9	.8
2012	.23	.23	.23	.20	.8	.8	.8	.7
2013	.19	.20	.20	.20	.7	.7	.7	.7
2014	.19	.19	.20	.20	.7	.7	.7	.7
2015	.20	.20	.20	.22	.7	.7	.7	.8
2016	.23	.23	.23	.23	.8	.8	.8	.8
2017	.23	.24	.24	.27	.8	.8	.8	.9
2018	.28	.28	.28	.29	.9	.9	.9	.9
2019	.29	–	–	–	.9	–	–	–
Shift differentials								
2004	.06	.05	.06	.06	.3	.2	.3	.3
2005	.06	.05	.06	.06	.2	.2	.3	.3
2006	.06	.06	.06	.07	.3	.3	.3	.3
2007	.07	.07	.07	.07	.3	.3	.3	.3
2008	.07	.07	.07	.07	.3	.3	.3	.3
2009	.07	.07	.07	.06	.3	.3	.3	.3
2010	.06	.06	.06	.06	.2	.2	.2	.2
2011	.06	.06	.06	.05	.2	.2	.2	.2
2012	.05	.05	.05	.05	.2	.2	.2	.2
2013	.05	.05	.05	.05	.2	.2	.2	.2
2014	.05	.05	.05	.06	.2	.2	.2	.2
2015	.06	.06	.06	.07	.2	.2	.2	.2
2016	.07	.07	.07	.07	.2	.2	.2	.2
2017	.07	.06	.07	.08	.2	.2	.2	.2
2018	.08	.08	.08	.09	.2	.3	.3	.3
2019	.09	–	–	–	.3	–	–	–
Nonproduction bonuses								
2004	.24	.26	.27	.26	1.1	1.2	1.2	1.2
2005	.29	.28	.28	.27	1.3	1.2	1.3	1.3
2006	.26	.27	.28	.31	1.2	1.3	1.3	1.4

See footnotes at end of table.

Table 12. Private industry workers, by census region and division: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

West North Central division[1]

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Nonproduction bonuses								
2007	0.32	0.32	0.31	0.31	1.4	1.4	1.4	1.4
2008	.33	.34	.33	.35	1.4	1.4	1.4	1.4
2009	.30	.33	.33	.33	1.2	1.3	1.3	1.3
2010	.32	.30	.30	.25	1.2	1.2	1.2	1.0
2011	.29	.29	.29	.34	1.1	1.1	1.1	1.2
2012	.34	.33	.33	.33	1.2	1.2	1.1	1.2
2013	.33	.33	.33	.36	1.2	1.2	1.2	1.3
2014	.37	.37	.38	.39	1.3	1.3	1.3	1.4
2015	.40	.39	.39	.44	1.4	1.4	1.4	1.5
2016	.49	.50	.49	.50	1.7	1.7	1.7	1.7
2017	.48	.47	.47	.58	1.6	1.6	1.6	1.9
2018	.60	.56	.53	.62	2.0	1.8	1.7	2.0
2019	.63	–	–	–	2.0	–	–	–
Insurance								
2004	1.48	1.51	1.54	1.56	6.8	6.9	6.9	7.0
2005	1.62	1.61	1.63	1.68	7.1	7.2	7.7	7.8
2006	1.71	1.75	1.76	1.77	8.0	8.0	8.0	7.9
2007	1.82	1.82	1.84	1.87	8.0	8.0	8.0	8.1
2008	1.93	1.97	1.99	2.04	8.1	8.2	8.3	8.1
2009	2.13	2.12	2.14	2.08	8.4	8.4	8.4	8.4
2010	2.15	2.13	2.14	2.10	8.3	8.2	8.2	8.2
2011	2.20	2.22	2.22	2.32	8.2	8.3	8.4	8.4
2012	2.36	2.37	2.38	2.31	8.4	8.4	8.3	8.5
2013	2.32	2.30	2.28	2.38	8.5	8.5	8.3	8.5
2014	2.44	2.45	2.50	2.46	8.7	8.7	8.7	8.7
2015	2.52	2.52	2.55	2.54	8.9	8.9	8.9	8.8
2016	2.57	2.54	2.54	2.48	8.8	8.6	8.6	8.3
2017	2.47	2.47	2.48	2.64	8.3	8.3	8.2	8.7
2018	2.69	2.52	2.53	2.66	8.8	8.3	8.3	8.6
2019	2.69	–	–	–	8.6	–	–	–
Life								
2004	.04	.04	.04	.04	.2	.2	.2	.2
2005	.04	.04	.04	.04	.2	.2	.2	.2
2006	.04	.04	.04	.04	.2	.2	.2	.2
2007	.04	.04	.04	.04	.2	.2	.2	.2
2008	.04	.04	.04	.04	.2	.2	.2	.2
2009	.05	.04	.04	.04	.2	.2	.2	.2
2010	.05	.04	.04	.04	.2	.2	.2	.2
2011	.04	.04	.04	.05	.2	.1	.2	.2
2012	.04	.04	.04	.04	.2	.2	.2	.1
2013	.04	.04	.04	.04	.2	.1	.1	.1
2014	.04	.04	.04	.04	.1	.1	.1	.1
2015	.04	.04	.04	.04	.1	.1	.1	.1
2016	.04	.04	.04	.04	.1	.1	.1	.1
2017	.04	.04	.04	.04	.1	.1	.1	.1
2018	.04	.04	.04	.04	.1	.1	.1	.1
2019	.04	–	–	–	.1	–	–	–
Health								
2004	1.37	1.41	1.43	1.45	6.3	6.4	6.5	6.5
2005	1.50	1.50	1.52	1.57	6.6	6.7	7.2	7.3
2006	1.60	1.63	1.65	1.64	7.4	7.5	7.5	7.3
2007	1.69	1.71	1.72	1.75	7.5	7.5	7.5	7.5
2008	1.80	1.84	1.86	1.91	7.6	7.7	7.7	7.6
2009	1.99	1.99	2.01	1.96	7.8	7.8	7.9	7.9
2010	2.01	2.00	2.01	1.99	7.7	7.7	7.7	7.7
2011	2.07	2.08	2.10	2.18	7.7	7.8	7.9	7.9
2012	2.22	2.23	2.24	2.18	7.9	7.9	7.8	8.0
2013	2.18	2.17	2.15	2.24	8.0	8.0	7.8	8.1
2014	2.31	2.32	2.37	2.32	8.2	8.2	8.2	8.2
2015	2.37	2.38	2.40	2.38	8.4	8.4	8.4	8.3
2016	2.42	2.39	2.40	2.33	8.3	8.1	8.1	7.8
2017	2.33	2.32	2.33	2.49	7.8	7.8	7.7	8.2
2018	2.54	2.37	2.38	2.50	8.2	7.8	7.8	8.1

See footnotes at end of table.

Table 12. Private industry workers, by census region and division: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

West North Central division[1]

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Health								
2019	2.54	–	–	–	8.1	–	–	–
Short-term disability								
2004	.05	0.05	0.05	0.05	.2	0.2	0.2	0.2
2005	.05	.05	.05	.05	.2	.2	.2	.2
2006	.04	.05	.05	.05	.2	.2	.2	.2
2007	.05	.05	.05	.05	.2	.2	.2	.2
2008	.05	.05	.05	.04	.2	.2	.2	.2
2009	.04	.04	.04	.04	.2	.2	.2	.2
2010	.04	.04	.04	.04	.2	.2	.1	.2
2011	.04	.04	.04	.04	.1	.1	.1	.1
2012	.04	.04	.04	.05	.1	.1	.1	.2
2013	.05	.05	.05	.05	.2	.2	.2	.2
2014	.05	.05	.05	.05	.2	.2	.2	.2
2015	.06	.06	.06	.06	.2	.2	.2	.2
2016	.06	.06	.06	.06	.2	.2	.2	.2
2017	.06	.06	.06	.06	.2	.2	.2	.2
2018	.06	.06	.06	.06	.2	.2	.2	.2
2019	.06	–	–	–	.2	–	–	–
Long-term disability								
2004	.03	.03	.03	.03	.1	.1	.1	.1
2005	.03	.03	.03	.03	.1	.1	.1	.1
2006	.03	.03	.03	.04	.1	.1	.1	.2
2007	.04	.03	.03	.03	.2	.1	.1	.1
2008	.03	.03	.03	.05	.1	.1	.1	.2
2009	.05	.05	.05	.04	.2	.2	.2	.2
2010	.05	.05	.05	.04	.2	.2	.2	.1
2011	.06	.06	.05	.06	.2	.2	.2	.2
2012	.05	.05	.05	.05	.2	.2	.2	.2
2013	.05	.04	.04	.04	.2	.2	.2	.2
2014	.05	.04	.05	.05	.2	.2	.2	.2
2015	.05	.05	.05	.06	.2	.2	.2	.2
2016	.05	.05	.05	.05	.2	.2	.2	.2
2017	.05	.05	.05	.05	.2	.2	.2	.2
2018	.05	.05	.05	.05	.2	.2	.2	.2
2019	.05	–	–	–	.2	–	–	–
Retirement and savings								
2004	.69	.74	.75	.75	3.2	3.4	3.4	3.4
2005	.80	.81	.80	.84	3.5	3.6	3.8	3.9
2006	.79	.81	.81	.82	3.7	3.7	3.7	3.6
2007	.75	.75	.78	.79	3.3	3.3	3.4	3.4
2008	.80	.81	.82	.90	3.4	3.4	3.4	3.6
2009	.90	.89	.89	.86	3.5	3.5	3.5	3.5
2010	.95	.95	.98	.95	3.7	3.7	3.8	3.7
2011	1.02	1.04	1.03	1.02	3.8	3.9	3.9	3.7
2012	1.06	1.05	1.07	.98	3.8	3.7	3.7	3.6
2013	1.00	1.01	1.05	.98	3.7	3.7	3.8	3.5
2014	.99	1.08	1.13	1.08	3.5	3.8	3.9	3.8
2015	1.10	1.04	1.05	1.18	3.9	3.7	3.7	4.1
2016	1.20	1.20	1.23	1.22	4.1	4.1	4.2	4.1
2017	1.22	1.24	1.28	1.17	4.1	4.2	4.2	3.9
2018	1.19	1.20	1.15	1.17	3.9	4.0	3.8	3.8
2019	1.12	–	–	–	3.6	–	–	–
Defined benefit								
2004	.34	.37	.38	.38	1.6	1.7	1.7	1.7
2005	.42	.44	.44	.44	1.9	1.9	2.1	2.1
2006	.38	.40	.40	.41	1.8	1.8	1.8	1.8
2007	.33	.34	.36	.36	1.5	1.5	1.6	1.5
2008	.36	.36	.35	.34	1.5	1.5	1.5	1.4
2009	.35	.35	.34	.33	1.4	1.4	1.4	1.4
2010	.37	.37	.41	.40	1.4	1.4	1.6	1.6
2011	.39	.42	.41	.32	1.4	1.6	1.5	1.1
2012	.36	.36	.36	.36	1.3	1.3	1.3	1.3
2013	.35	.37	.38	.33	1.3	1.4	1.4	1.2

See footnotes at end of table.

Table 12. Private industry workers, by census region and division: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

West North Central division[1]

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Defined benefit								
2014	0.33	0.44	0.45	0.37	1.2	1.6	1.6	1.3
2015	.37	.31	.31	.34	1.3	1.1	1.1	1.2
2016	.34	.34	.37	.36	1.2	1.2	1.3	1.2
2017	.35	.38	.40	.34	1.2	1.3	1.3	1.1
2018	.34	.36	.34	.34	1.1	1.2	1.1	1.1
2019	.27	–	–	–	.9	–	–	–
Defined contribution								
2004	.35	.37	.37	.37	1.6	1.7	1.7	1.7
2005	.38	.37	.36	.39	1.7	1.6	1.7	1.8
2006	.41	.41	.41	.41	1.9	1.9	1.9	1.8
2007	.41	.41	.42	.43	1.8	1.8	1.8	1.9
2008	.45	.46	.46	.56	1.9	1.9	1.9	2.2
2009	.55	.54	.55	.53	2.2	2.1	2.2	2.1
2010	.59	.58	.58	.55	2.3	2.2	2.2	2.1
2011	.63	.62	.62	.70	2.3	2.3	2.3	2.5
2012	.70	.69	.70	.62	2.5	2.4	2.5	2.3
2013	.65	.64	.67	.65	2.4	2.4	2.4	2.3
2014	.67	.65	.67	.71	2.4	2.3	2.3	2.5
2015	.73	.72	.73	.84	2.6	2.6	2.6	2.9
2016	.86	.85	.86	.86	2.9	2.9	2.9	2.9
2017	.87	.87	.88	.84	2.9	2.9	2.9	2.8
2018	.85	.84	.81	.83	2.8	2.8	2.7	2.7
2019	.84	–	–	–	2.7	–	–	–
Legally required benefits								
2004	1.78	1.84	1.86	1.86	8.2	8.4	8.4	8.3
2005	1.90	1.90	1.90	1.91	8.4	8.5	9.0	8.9
2006	1.90	1.92	1.93	1.92	8.8	8.8	8.8	8.6
2007	1.94	1.96	1.97	1.98	8.6	8.6	8.6	8.5
2008	2.00	2.02	2.02	2.06	8.4	8.5	8.4	8.1
2009	2.06	2.07	2.07	2.05	8.1	8.2	8.1	8.3
2010	2.10	2.10	2.13	2.12	8.1	8.1	8.2	8.3
2011	2.17	2.18	2.17	2.19	8.1	8.1	8.2	7.9
2012	2.22	2.24	2.26	2.20	7.9	8.0	7.9	8.1
2013	2.20	2.20	2.22	2.25	8.1	8.1	8.1	8.1
2014	2.25	2.24	2.27	2.24	8.0	7.9	7.9	7.9
2015	2.24	2.24	2.26	2.30	7.9	7.9	7.9	8.0
2016	2.31	2.33	2.36	2.39	7.9	7.9	8.0	8.0
2017	2.40	2.43	2.43	2.43	8.0	8.1	8.1	8.0
2018	2.46	2.43	2.46	2.44	8.0	8.1	8.0	7.9
2019	2.46	–	–	–	7.9	–	–	–
Social Security and Medicare								
2004	1.27	1.28	1.29	1.29	5.8	5.8	5.8	5.8
2005	1.31	1.30	1.28	1.29	5.8	5.8	6.1	6.0
2006	1.29	1.30	1.31	1.35	6.0	6.0	6.0	6.0
2007	1.36	1.37	1.38	1.39	6.0	6.0	6.0	6.0
2008	1.42	1.43	1.43	1.49	6.0	6.0	6.0	5.9
2009	1.49	1.48	1.50	1.48	5.9	5.9	5.9	6.0
2010	1.52	1.51	1.52	1.52	5.8	5.8	5.8	5.9
2011	1.57	1.56	1.55	1.61	5.8	5.8	5.8	5.8
2012	1.62	1.63	1.64	1.59	5.8	5.8	5.8	5.9
2013	1.60	1.59	1.61	1.65	5.9	5.9	5.9	5.9
2014	1.66	1.66	1.69	1.67	5.9	5.9	5.9	5.9
2015	1.67	1.67	1.69	1.73	5.9	5.9	5.9	6.0
2016	1.75	1.76	1.77	1.80	6.0	6.0	6.0	6.0
2017	1.81	1.82	1.83	1.83	6.1	6.1	6.1	6.1
2018	1.86	1.84	1.86	1.87	6.1	6.1	6.1	6.0
2019	1.89	–	–	–	6.0	–	–	–
Social Security[4]								
2004	1.00	1.01	1.02	1.03	4.6	4.6	4.6	4.6
2005	1.04	1.03	1.04	1.04	4.6	4.6	4.9	4.8
2006	1.04	1.05	1.06	1.09	4.8	4.8	4.8	4.8
2007	1.10	1.10	1.11	1.12	4.9	4.9	4.9	4.8
2008	1.15	1.15	1.15	1.19	4.8	4.8	4.8	4.7

See footnotes at end of table.

Table 12. Private industry workers, by census region and division: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

West North Central division[1]

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Social Security[4]								
2009	1.20	1.19	1.20	1.19	4.7	4.7	4.7	4.8
2010	1.22	1.21	1.22	1.23	4.7	4.7	4.7	4.8
2011	1.25	1.25	1.24	1.29	4.7	4.6	4.7	4.6
2012	1.30	1.30	1.31	1.28	4.6	4.6	4.6	4.7
2013	1.28	1.28	1.29	1.32	4.7	4.7	4.7	4.8
2014	1.34	1.34	1.36	1.34	4.8	4.8	4.7	4.8
2015	1.35	1.34	1.36	1.40	4.8	4.8	4.8	4.8
2016	1.41	1.42	1.43	1.46	4.8	4.9	4.8	4.9
2017	1.46	1.47	1.48	1.48	4.9	4.9	4.9	4.9
2018	1.51	1.48	1.50	1.51	4.9	4.9	4.9	4.9
2019	1.53	–	–	–	4.9	–	–	–
Medicare								
2004	.27	.26	.27	.27	1.2	1.2	1.2	1.2
2005	.27	.27	.25	.25	1.2	1.2	1.2	1.2
2006	.25	.25	.25	.26	1.2	1.2	1.2	1.2
2007	.26	.26	.27	.27	1.2	1.2	1.2	1.2
2008	.27	.28	.28	.29	1.2	1.2	1.2	1.2
2009	.29	.29	.29	.29	1.2	1.2	1.2	1.2
2010	.30	.30	.30	.30	1.2	1.2	1.2	1.2
2011	.31	.31	.31	.32	1.2	1.2	1.2	1.2
2012	.32	.33	.33	.31	1.2	1.2	1.2	1.2
2013	.32	.31	.32	.32	1.2	1.2	1.2	1.2
2014	.33	.33	.33	.33	1.2	1.2	1.2	1.2
2015	.33	.33	.33	.33	1.2	1.2	1.2	1.2
2016	.34	.34	.34	.35	1.2	1.2	1.2	1.2
2017	.35	.35	.35	.35	1.2	1.2	1.2	1.2
2018	.36	.35	.36	.36	1.2	1.2	1.2	1.2
2019	.36	–	–	–	1.2	–	–	–
Federal unemployment insurance								
2004	.03	.03	.03	.03	.2	.1	.1	.1
2005	.03	.03	.03	.03	.1	.1	.2	.2
2006	.03	.03	.03	.03	.1	.1	.1	.1
2007	.03	.03	.03	.03	.1	.1	.1	.1
2008	.03	.03	.03	.03	.1	.1	.1	.1
2009	.03	.03	.03	.03	.1	.1	.1	.1
2010	.03	.03	.03	.04	.1	.1	.1	.1
2011	.04	.04	.03	.03	.1	.1	.1	.1
2012	.03	.03	.03	.03	.1	.1	.1	.1
2013	.03	.03	.03	.03	.1	.1	.1	.1
2014	.04	.04	.04	.04	.1	.1	.1	.1
2015	.03	.03	.03	.03	.1	.1	.1	.1
2016	.03	.03	.03	.03	.1	.1	.1	.1
2017	.03	.03	.03	.03	.1	.1	.1	.1
2018	.03	.03	.03	.03	.1	.1	.1	.1
2019	.03	–	–	–	.1	–	–	–
State unemployment insurance								
2004	.11	.12	.12	.12	.5	.5	.6	.5
2005	.13	.14	.14	.14	.6	.6	.7	.7
2006	.14	.14	.14	.14	.7	.7	.6	.6
2007	.14	.14	.14	.14	.6	.6	.6	.6
2008	.13	.14	.14	.14	.6	.6	.6	.6
2009	.14	.14	.14	.14	.5	.6	.5	.6
2010	.16	.17	.18	.18	.6	.6	.7	.7
2011	.19	.20	.21	.21	.7	.8	.8	.8
2012	.22	.22	.22	.22	.8	.8	.8	.8
2013	.23	.22	.22	.21	.8	.8	.8	.8
2014	.21	.19	.19	.19	.7	.7	.6	.7
2015	.19	.18	.18	.15	.7	.6	.6	.5
2016	.15	.15	.14	.14	.5	.5	.5	.5
2017	.15	.15	.14	.13	.5	.5	.5	.4
2018	.13	.12	.12	.11	.4	.4	.4	.4
2019	.11	–	–	–	.4	–	–	–

See footnotes at end of table.

Table 12. Private industry workers, by census region and division: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

West North Central division[1]

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Workers' compensation								
2004	0.37	0.41	0.41	0.41	1.7	1.9	1.9	1.8
2005	.42	.43	.44	.45	1.9	1.9	2.1	2.1
2006	.43	.44	.44	.41	2.0	2.0	2.0	1.8
2007	.40	.42	.42	.42	1.8	1.8	1.8	1.8
2008	.41	.42	.42	.40	1.7	1.8	1.7	1.6
2009	.40	.41	.40	.40	1.6	1.6	1.6	1.6
2010	.39	.39	.39	.39	1.5	1.5	1.5	1.5
2011	.38	.39	.39	.35	1.4	1.4	1.5	1.3
2012	.35	.36	.36	.36	1.2	1.3	1.3	1.3
2013	.35	.35	.36	.36	1.3	1.3	1.3	1.3
2014	.35	.35	.35	.35	1.2	1.2	1.2	1.2
2015	.35	.36	.37	.39	1.2	1.3	1.3	1.4
2016	.39	.39	.41	.42	1.3	1.3	1.4	1.4
2017	.42	.43	.43	.43	1.4	1.4	1.4	1.4
2018	.44	.45	.45	.44	1.4	1.5	1.5	1.4
2019	.43	–	–	–	1.4	–	–	–
Other benefits[5]								
2004	.03	.02	.03	.03	.1	.1	.1	.1
2005	.03	.02	.03	.03	.1	.1	.1	.1

[1] The states that compose the West North Central census division are: IA, KS, MN, MO, NE, ND, and SD.
[2] Prior to June 2008, paid personal leave was included in other leave. Other leave also included paid military, funeral, and jury leave.
[3] Includes premium pay (such as overtime, weekends, and holidays) for work in addition to the regular work schedule.
[4] Social Security refers to the Old-Age, Survivors, and Disability Insurance (OASDI) program.
[5] Includes severance pay and supplemental unemployment benefits. Publication of other benefits was discontinued beginning in June 2006.

Note: The sum of individual items may not equal totals due to rounding. Dashes indicate data are not available.

Table 12. Private industry workers, by census region and division: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

West region[1]

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Total compensation								
2004	$24.54	$25.09	$25.38	$25.55	100.0	100.0	100.0	100.0
2005	25.98	26.21	26.34	26.23	100.0	100.0	100.0	100.0
2006	26.56	26.91	27.08	27.37	100.0	100.0	100.0	100.0
2007	27.77	27.75	27.93	28.27	100.0	100.0	100.0	100.0
2008	28.70	28.79	29.07	29.23	100.0	100.0	100.0	100.0
2009	29.53	29.40	29.44	29.41	100.0	100.0	100.0	100.0
2010	29.52	29.42	29.66	29.78	100.0	100.0	100.0	100.0
2011	29.95	30.12	30.14	29.90	100.0	100.0	100.0	100.0
2012	30.03	30.01	30.12	30.28	100.0	100.0	100.0	100.0
2013	30.54	30.58	30.82	31.44	100.0	100.0	100.0	100.0
2014	31.59	31.60	32.00	32.08	100.0	100.0	100.0	100.0
2015	32.23	32.08	32.21	32.99	100.0	100.0	100.0	100.0
2016	33.13	33.22	33.61	33.97	100.0	100.0	100.0	100.0
2017	34.35	34.61	35.05	36.34	100.0	100.0	100.0	100.0
2018	37.08	36.90	37.38	38.24	100.0	100.0	100.0	100.0
2019	38.78	–	–	–	100.0	–	–	–
Wages and salaries								
2004	17.58	17.97	18.16	18.23	71.6	71.7	71.5	71.4
2005	18.43	18.58	18.65	18.67	70.9	70.9	70.8	71.2
2006	18.85	19.08	19.20	19.35	71.0	70.9	70.9	70.7
2007	19.72	19.66	19.81	20.05	71.0	70.8	70.9	70.9
2008	20.32	20.38	20.58	20.79	70.8	70.8	70.8	71.1
2009	21.00	20.93	20.98	20.99	71.1	71.2	71.3	71.4
2010	21.00	20.96	21.10	21.13	71.1	71.2	71.1	71.0
2011	21.28	21.32	21.37	21.21	71.0	70.8	70.9	70.9
2012	21.26	21.28	21.28	21.40	70.8	70.9	70.7	70.7
2013	21.58	21.60	21.75	22.05	70.6	70.6	70.5	70.1
2014	22.10	22.14	22.41	22.48	70.0	70.1	70.0	70.1
2015	22.54	22.51	22.62	23.36	69.9	70.2	70.2	70.8
2016	23.43	23.57	23.83	24.03	70.7	70.9	70.9	70.8
2017	24.27	24.46	24.73	25.63	70.7	70.7	70.6	70.5
2018	26.16	26.06	26.47	26.93	70.5	70.6	70.8	70.4
2019	27.36	–	–	–	70.5	–	–	–
Total benefits								
2004	6.97	7.11	7.22	7.32	28.4	28.3	28.5	28.6
2005	7.55	7.63	7.69	7.57	29.1	29.1	29.2	28.8
2006	7.71	7.84	7.88	8.02	29.0	29.1	29.1	29.3
2007	8.05	8.09	8.13	8.22	29.0	29.2	29.1	29.1
2008	8.38	8.40	8.49	8.44	29.2	29.2	29.2	28.9
2009	8.53	8.47	8.46	8.42	28.9	28.8	28.7	28.6
2010	8.52	8.46	8.56	8.65	28.9	28.8	28.9	29.0
2011	8.67	8.80	8.78	8.69	29.0	29.2	29.1	29.1
2012	8.76	8.73	8.84	8.88	29.2	29.1	29.3	29.3
2013	8.97	8.98	9.08	9.39	29.4	29.4	29.5	29.9
2014	9.49	9.46	9.59	9.60	30.0	29.9	30.0	29.9
2015	9.70	9.57	9.59	9.63	30.1	29.8	29.8	29.2
2016	9.70	9.65	9.78	9.93	29.3	29.1	29.1	29.2
2017	10.08	10.15	10.32	10.71	29.3	29.3	29.4	29.5
2018	10.93	10.84	10.91	11.31	29.5	29.4	29.2	29.6
2019	11.42	–	–	–	29.5	–	–	–
Paid leave								
2004	1.58	1.58	1.60	1.62	6.4	6.3	6.3	6.4
2005	1.65	1.64	1.65	1.64	6.3	6.2	6.3	6.3
2006	1.76	1.79	1.80	1.85	6.6	6.6	6.6	6.8
2007	1.88	1.88	1.88	1.90	6.8	6.8	6.7	6.7
2008	1.92	1.92	1.94	1.93	6.7	6.7	6.7	6.6
2009	1.95	1.93	1.94	1.96	6.6	6.6	6.6	6.7
2010	1.98	1.96	1.98	2.01	6.7	6.7	6.7	6.7
2011	2.03	2.01	2.00	2.04	6.8	6.7	6.6	6.8
2012	2.04	2.03	2.05	2.07	6.8	6.8	6.8	6.9
2013	2.10	2.09	2.11	2.13	6.9	6.8	6.9	6.8
2014	2.15	2.13	2.16	2.12	6.8	6.7	6.8	6.6
2015	2.14	2.12	2.13	2.19	6.6	6.6	6.6	6.6
2016	2.20	2.20	2.22	2.26	6.7	6.6	6.6	6.6

See footnotes at end of table.

Table 12. Private industry workers, by census region and division: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

West region[1]

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Paid leave								
2017	2.29	2.30	2.32	2.55	6.7	6.6	6.6	7.0
2018	2.60	2.56	2.61	2.75	7.0	6.9	7.0	7.2
2019	2.81	–	–	–	7.2	–	–	–
Vacation								
2004	.80	.80	.80	.82	3.2	3.2	3.2	3.2
2005	.83	.83	.84	.82	3.2	3.2	3.2	3.1
2006	.89	.91	.91	.94	3.4	3.4	3.4	3.4
2007	.97	.96	.96	.98	3.5	3.4	3.4	3.5
2008	.98	.98	.99	.99	3.4	3.4	3.4	3.4
2009	1.01	1.02	1.02	1.03	3.4	3.5	3.5	3.5
2010	1.02	1.01	1.02	1.04	3.5	3.4	3.5	3.5
2011	1.05	1.04	1.03	1.07	3.5	3.5	3.4	3.6
2012	1.07	1.07	1.08	1.09	3.6	3.6	3.6	3.6
2013	1.11	1.10	1.11	1.11	3.6	3.6	3.6	3.5
2014	1.12	1.11	1.13	1.09	3.5	3.5	3.5	3.4
2015	1.10	1.09	1.09	1.12	3.4	3.4	3.4	3.4
2016	1.12	1.12	1.13	1.14	3.4	3.4	3.4	3.4
2017	1.16	1.16	1.18	1.30	3.4	3.4	3.4	3.6
2018	1.33	1.31	1.32	1.40	3.6	3.6	3.5	3.7
2019	1.44	–	–	–	3.7	–	–	–
Holiday								
2004	.53	.53	.54	.55	2.2	2.1	2.1	2.1
2005	.56	.55	.56	.56	2.1	2.1	2.1	2.1
2006	.59	.59	.60	.61	2.2	2.2	2.2	2.2
2007	.61	.61	.62	.62	2.2	2.2	2.2	2.2
2008	.64	.63	.64	.63	2.2	2.2	2.2	2.2
2009	.63	.61	.62	.62	2.1	2.1	2.1	2.1
2010	.63	.62	.62	.62	2.1	2.1	2.1	2.1
2011	.63	.62	.63	.62	2.1	2.1	2.1	2.1
2012	.62	.62	.62	.62	2.1	2.1	2.1	2.0
2013	.63	.63	.63	.65	2.1	2.0	2.0	2.1
2014	.65	.64	.65	.66	2.1	2.0	2.0	2.1
2015	.67	.66	.66	.69	2.1	2.1	2.1	2.1
2016	.69	.69	.69	.70	2.1	2.1	2.1	2.1
2017	.71	.72	.72	.78	2.1	2.1	2.1	2.1
2018	.79	.78	.80	.84	2.1	2.1	2.1	2.2
2019	.83	–	–	–	2.1	–	–	–
Sick								
2004	.20	.20	.20	.21	.8	.8	.8	.8
2005	.21	.20	.21	.21	.8	.8	.8	.8
2006	.23	.23	.23	.24	.9	.9	.9	.9
2007	.24	.25	.25	.25	.9	.9	.9	.9
2008	.26	.26	.27	.26	.9	.9	.9	.9
2009	.26	.25	.26	.26	.9	.9	.9	.9
2010	.26	.26	.27	.27	.9	.9	.9	.9
2011	.27	.27	.27	.27	.9	.9	.9	.9
2012	.27	.27	.27	.28	.9	.9	.9	.9
2013	.28	.28	.28	.28	.9	.9	.9	.9
2014	.29	.28	.28	.28	.9	.9	.9	.9
2015	.28	.28	.28	.28	.9	.9	.9	.8
2016	.29	.29	.29	.31	.9	.9	.9	.9
2017	.31	.31	.31	.35	.9	.9	.9	1.0
2018	.35	.35	.35	.39	1.0	.9	.9	1.0
2019	.41	–	–	–	1.0	–	–	–
Personal[2]								
2004	.05	.05	.05	.05	.2	.2	.2	.2
2005	.05	.05	.05	.05	.2	.2	.2	.2
2006	.05	.06	.06	.06	.2	.2	.2	.2
2007	.06	.06	.05	.04	.2	.2	.2	.2
2008	.04	.04	.05	.05	.1	.1	.2	.2
2009	.05	.05	.05	.06	.2	.2	.2	.2
2010	.07	.07	.07	.07	.2	.2	.2	.2
2011	.08	.08	.07	.08	.3	.2	.2	.3

See footnotes at end of table.

Table 12. Private industry workers, by census region and division: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

West region[1]

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Personal[2]								
2012	0.08	0.08	0.08	0.08	0.3	0.3	0.3	0.3
2013	.08	.09	.09	.09	.3	.3	.3	.3
2014	.10	.10	.09	.09	.3	.3	.3	.3
2015	.09	.09	.09	.10	.3	.3	.3	.3
2016	.11	.10	.10	.11	.3	.3	.3	.3
2017	.11	.11	.11	.12	.3	.3	.3	.3
2018	.13	.13	.13	.13	.3	.3	.4	.3
2019	.14	–	–	–	.4	–	–	–
Supplemental pay								
2004	.57	.63	.65	.67	2.3	2.5	2.6	2.6
2005	.72	.75	.76	.70	2.8	2.9	2.9	2.7
2006	.77	.77	.80	.80	2.9	2.9	3.0	2.9
2007	.83	.84	.80	.80	3.0	3.0	2.9	2.8
2008	.83	.84	.84	.84	2.9	2.9	2.9	2.9
2009	.82	.82	.81	.79	2.8	2.8	2.7	2.7
2010	.75	.70	.72	.85	2.6	2.4	2.4	2.8
2011	.74	.78	.78	.75	2.5	2.6	2.6	2.5
2012	.77	.74	.78	.76	2.6	2.5	2.6	2.5
2013	.73	.76	.77	.87	2.4	2.5	2.5	2.8
2014	.90	.84	.85	.90	2.9	2.7	2.6	2.8
2015	.89	.84	.82	.85	2.8	2.6	2.6	2.6
2016	.85	.83	.86	.87	2.6	2.5	2.6	2.5
2017	.88	.89	.89	.95	2.5	2.6	2.5	2.6
2018	1.01	.99	1.00	1.04	2.7	2.7	2.7	2.7
2019	1.05	–	–	–	2.7	–	–	–
Overtime and premium[3]								
2004	.24	.23	.23	.23	1.0	.9	.9	.9
2005	.23	.24	.24	.23	.9	.9	.9	.9
2006	.25	.26	.26	.26	.9	1.0	1.0	.9
2007	.26	.26	.26	.26	.9	.9	.9	.9
2008	.27	.27	.28	.28	.9	.9	1.0	1.0
2009	.27	.27	.27	.26	.9	.9	.9	.9
2010	.27	.26	.27	.24	.9	.9	.9	.8
2011	.24	.24	.25	.22	.8	.8	.8	.7
2012	.22	.22	.22	.21	.7	.7	.7	.7
2013	.21	.22	.22	.21	.7	.7	.7	.7
2014	.21	.22	.22	.23	.7	.7	.7	.7
2015	.24	.24	.24	.22	.7	.7	.7	.7
2016	.22	.22	.22	.22	.7	.7	.7	.7
2017	.23	.23	.24	.24	.7	.7	.7	.7
2018	.25	.25	.25	.26	.7	.7	.7	.7
2019	.26	–	–	–	.7	–	–	–
Shift differentials								
2004	.05	.05	.05	.05	.2	.2	.2	.2
2005	.05	.05	.05	.05	.2	.2	.2	.2
2006	.05	.05	.05	.06	.2	.2	.2	.2
2007	.06	.06	.06	.06	.2	.2	.2	.2
2008	.06	.06	.06	.05	.2	.2	.2	.2
2009	.06	.06	.06	.06	.2	.2	.2	.2
2010	.06	.06	.06	.05	.2	.2	.2	.2
2011	.05	.05	.06	.05	.2	.2	.2	.2
2012	.05	.05	.05	.05	.2	.2	.2	.1
2013	.04	.05	.05	.05	.1	.2	.2	.1
2014	.05	.05	.05	.05	.1	.1	.1	.2
2015	.04	.04	.04	.03	.1	.1	.1	.1
2016	.03	.03	.03	.03	.1	.1	.1	.1
2017	.03	.04	.04	.04	.1	.1	.1	.1
2018	.04	.04	.04	.04	.1	.1	.1	.1
2019	.04	–	–	–	.1	–	–	–
Nonproduction bonuses								
2004	.28	.35	.37	.38	1.2	1.4	1.5	1.5
2005	.44	.46	.47	.42	1.7	1.8	1.8	1.6
2006	.47	.47	.49	.49	1.8	1.7	1.8	1.8

See footnotes at end of table.

Table 12. Private industry workers, by census region and division: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

West region[1]

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Nonproduction bonuses								
2007	0.50	0.52	0.48	0.49	1.8	1.9	1.7	1.7
2008	.50	.51	.51	.51	1.8	1.8	1.7	1.8
2009	.49	.49	.47	.47	1.7	1.7	1.6	1.6
2010	.43	.38	.40	.55	1.5	1.3	1.3	1.8
2011	.44	.48	.48	.48	1.5	1.6	1.6	1.6
2012	.51	.48	.51	.50	1.7	1.6	1.7	1.6
2013	.48	.49	.50	.61	1.6	1.6	1.6	1.9
2014	.64	.58	.58	.61	2.0	1.8	1.8	1.9
2015	.61	.56	.54	.60	1.9	1.7	1.7	1.8
2016	.60	.58	.60	.61	1.8	1.7	1.8	1.8
2017	.61	.62	.62	.67	1.8	1.8	1.8	1.8
2018	.72	.70	.71	.73	2.0	1.9	1.9	1.9
2019	.74	–	–	–	1.9	–	–	–
Insurance								
2004	1.65	1.65	1.68	1.69	6.7	6.6	6.6	6.6
2005	1.75	1.77	1.79	1.78	6.7	6.7	6.8	6.8
2006	1.82	1.89	1.89	1.93	6.9	7.0	7.0	7.0
2007	1.99	2.00	2.01	2.05	7.2	7.2	7.2	7.2
2008	2.11	2.11	2.13	2.12	7.3	7.3	7.3	7.2
2009	2.17	2.14	2.16	2.16	7.4	7.3	7.3	7.4
2010	2.23	2.23	2.24	2.20	7.6	7.6	7.5	7.4
2011	2.24	2.28	2.30	2.30	7.5	7.6	7.6	7.7
2012	2.30	2.31	2.33	2.31	7.6	7.7	7.7	7.6
2013	2.36	2.35	2.38	2.45	7.7	7.7	7.7	7.8
2014	2.48	2.47	2.48	2.53	7.8	7.8	7.8	7.9
2015	2.58	2.59	2.60	2.49	8.0	8.1	8.1	7.5
2016	2.52	2.50	2.54	2.61	7.6	7.5	7.5	7.7
2017	2.61	2.63	2.66	2.79	7.6	7.6	7.6	7.7
2018	2.83	2.82	2.85	2.99	7.6	7.6	7.6	7.8
2019	3.02	–	–	–	7.8	–	–	–
Life								
2004	.04	.04	.04	.04	.1	.1	.1	.1
2005	.04	.04	.04	.04	.1	.1	.1	.1
2006	.04	.04	.04	.04	.2	.1	.1	.1
2007	.04	.04	.04	.04	.1	.1	.1	.1
2008	.04	.04	.04	.04	.1	.1	.1	.1
2009	.04	.04	.04	.04	.1	.1	.1	.1
2010	.04	.04	.04	.04	.1	.1	.1	.2
2011	.04	.04	.04	.04	.1	.1	.1	.1
2012	.04	.04	.04	.03	.1	.1	.1	.1
2013	.03	.03	.03	.04	.1	.1	.1	.1
2014	.03	.04	.04	.04	.1	.1	.1	.1
2015	.04	.04	.04	.04	.1	.1	.1	.1
2016	.04	.04	.04	.04	.1	.1	.1	.1
2017	.04	.04	.04	.04	.1	.1	.1	.1
2018	.04	.04	.04	.04	.1	.1	.1	.1
2019	.04	–	–	–	.1	–	–	–
Health								
2004	1.55	1.55	1.58	1.59	6.3	6.2	6.2	6.2
2005	1.64	1.66	1.68	1.68	6.3	6.3	6.4	6.4
2006	1.71	1.78	1.78	1.82	6.4	6.6	6.6	6.6
2007	1.87	1.88	1.89	1.93	6.7	6.8	6.8	6.8
2008	1.99	2.00	2.01	2.00	6.9	6.9	6.9	6.8
2009	2.05	2.02	2.04	2.05	6.9	6.9	6.9	7.0
2010	2.11	2.12	2.12	2.08	7.1	7.2	7.2	7.0
2011	2.13	2.16	2.18	2.18	7.1	7.2	7.2	7.3
2012	2.18	2.20	2.21	2.20	7.3	7.3	7.3	7.3
2013	2.25	2.24	2.27	2.34	7.4	7.3	7.4	7.4
2014	2.36	2.36	2.36	2.41	7.5	7.5	7.4	7.5
2015	2.47	2.47	2.48	2.38	7.7	7.7	7.7	7.2
2016	2.41	2.39	2.43	2.50	7.3	7.2	7.2	7.4
2017	2.49	2.51	2.54	2.67	7.3	7.2	7.3	7.3
2018	2.69	2.69	2.71	2.85	7.3	7.3	7.2	7.4

See footnotes at end of table.

Table 12. Private industry workers, by census region and division: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

West region[1]

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Health								
2019	2.87	–	–	–	7.4	–	–	–
Short-term disability								
2004	.03	0.03	0.03	0.03	.1	0.1	0.1	0.1
2005	.03	.03	.03	.03	.1	.1	.1	.1
2006	.03	.03	.04	.04	.1	.1	.1	.1
2007	.04	.04	.04	.04	.1	.1	.1	.1
2008	.04	.04	.04	.04	.1	.1	.1	.1
2009	.04	.04	.04	.04	.1	.1	.1	.1
2010	.04	.04	.04	.03	.1	.1	.1	.1
2011	.03	.03	.04	.03	.1	.1	.1	.1
2012	.04	.04	.04	.03	.1	.1	.1	.1
2013	.03	.03	.03	.03	.1	.1	.1	.1
2014	.04	.04	.04	.03	.1	.1	.1	.1
2015	.04	.03	.03	.03	.1	.1	.1	.1
2016	.03	.03	.03	.04	.1	.1	.1	.1
2017	.04	.04	.04	.04	.1	.1	.1	.1
2018	.04	.04	.05	.05	.1	.1	.1	.1
2019	.05	–	–	–	.1	–	–	–
Long-term disability								
2004	.03	.03	.03	.03	.1	.1	.1	.1
2005	.03	.03	.03	.03	.1	.1	.1	.1
2006	.03	.03	.04	.04	.1	.1	.1	.1
2007	.04	.04	.04	.04	.1	.1	.1	.1
2008	.04	.04	.04	.04	.1	.1	.1	.1
2009	.04	.04	.04	.04	.1	.1	.1	.1
2010	.04	.04	.04	.04	.1	.1	.1	.1
2011	.04	.04	.04	.04	.1	.1	.1	.1
2012	.04	.04	.04	.04	.1	.1	.1	.1
2013	.05	.04	.05	.04	.1	.1	.1	.1
2014	.04	.04	.04	.04	.1	.1	.1	.1
2015	.04	.04	.04	.04	.1	.1	.1	.1
2016	.04	.04	.04	.04	.1	.1	.1	.1
2017	.04	.04	.04	.05	.1	.1	.1	.1
2018	.05	.05	.05	.05	.1	.1	.1	.1
2019	.05	–	–	–	.1	–	–	–
Retirement and savings								
2004	.82	.84	.86	.89	3.4	3.4	3.4	3.5
2005	.96	.97	.98	.96	3.7	3.7	3.7	3.6
2006	.90	.91	.91	.90	3.4	3.4	3.4	3.3
2007	.82	.86	.91	.93	3.0	3.1	3.3	3.3
2008	.96	.97	1.00	1.00	3.3	3.4	3.4	3.4
2009	1.02	1.02	1.00	.97	3.4	3.5	3.4	3.3
2010	.99	.99	1.03	1.04	3.4	3.4	3.5	3.5
2011	1.07	1.12	1.07	1.06	3.6	3.7	3.6	3.5
2012	1.08	1.07	1.09	1.15	3.6	3.6	3.6	3.8
2013	1.16	1.16	1.19	1.28	3.8	3.8	3.9	4.1
2014	1.30	1.35	1.40	1.36	4.1	4.3	4.4	4.2
2015	1.38	1.33	1.33	1.33	4.3	4.1	4.1	4.0
2016	1.34	1.33	1.36	1.39	4.0	4.0	4.1	4.1
2017	1.43	1.45	1.53	1.47	4.2	4.2	4.4	4.0
2018	1.49	1.49	1.46	1.50	4.0	4.0	3.9	3.9
2019	1.53	–	–	–	3.9	–	–	–
Defined benefit								
2004	.38	.41	.41	.43	1.6	1.6	1.6	1.7
2005	.49	.50	.50	.50	1.9	1.9	1.9	1.9
2006	.43	.44	.43	.43	1.6	1.6	1.6	1.6
2007	.34	.37	.42	.43	1.2	1.3	1.5	1.5
2008	.43	.44	.45	.45	1.5	1.5	1.6	1.5
2009	.46	.48	.46	.43	1.6	1.6	1.6	1.4
2010	.46	.46	.50	.46	1.5	1.5	1.7	1.6
2011	.47	.51	.49	.43	1.6	1.7	1.6	1.4
2012	.45	.45	.48	.50	1.5	1.5	1.6	1.7
2013	.50	.52	.52	.59	1.6	1.7	1.7	1.9

See footnotes at end of table.

Table 12. Private industry workers, by census region and division: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

West region[1]

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Defined benefit								
2014	0.58	0.65	0.69	0.69	1.8	2.1	2.2	2.1
2015	.70	.65	.65	.65	2.2	2.0	2.0	2.0
2016	.64	.64	.65	.67	1.9	1.9	1.9	2.0
2017	.68	.70	.77	.57	2.0	2.0	2.2	1.6
2018	.59	.60	.54	.56	1.6	1.6	1.5	1.5
2019	.57	–	–	–	1.5	–	–	–
Defined contribution								
2004	.44	.44	.45	.46	1.8	1.7	1.8	1.8
2005	.47	.47	.48	.46	1.8	1.8	1.8	1.7
2006	.47	.47	.47	.46	1.8	1.8	1.8	1.7
2007	.48	.48	.49	.51	1.7	1.7	1.8	1.8
2008	.52	.53	.54	.55	1.8	1.8	1.9	1.9
2009	.56	.54	.55	.54	1.9	1.8	1.9	1.8
2010	.54	.53	.53	.58	1.8	1.8	1.8	1.9
2011	.61	.60	.58	.63	2.0	2.0	1.9	2.1
2012	.62	.62	.61	.65	2.1	2.1	2.0	2.1
2013	.66	.64	.67	.69	2.2	2.1	2.2	2.2
2014	.71	.70	.71	.67	2.3	2.2	2.2	2.1
2015	.68	.67	.68	.68	2.1	2.1	2.1	2.1
2016	.70	.69	.72	.72	2.1	2.1	2.1	2.1
2017	.75	.75	.75	.89	2.2	2.2	2.1	2.5
2018	.91	.89	.91	.95	2.4	2.4	2.4	2.5
2019	.96	–	–	–	2.5	–	–	–
Legally required benefits								
2004	2.33	2.38	2.41	2.42	9.5	9.5	9.5	9.5
2005	2.46	2.48	2.49	2.46	9.5	9.5	9.5	9.4
2006	2.45	2.47	2.48	2.54	9.2	9.2	9.2	9.3
2007	2.53	2.52	2.53	2.53	9.1	9.1	9.0	9.0
2008	2.56	2.57	2.58	2.55	8.9	8.9	8.9	8.7
2009	2.57	2.56	2.55	2.54	8.7	8.7	8.7	8.6
2010	2.56	2.58	2.59	2.56	8.7	8.8	8.7	8.6
2011	2.59	2.61	2.63	2.55	8.7	8.7	8.7	8.5
2012	2.58	2.58	2.59	2.58	8.6	8.6	8.6	8.5
2013	2.60	2.61	2.62	2.66	8.5	8.5	8.5	8.5
2014	2.67	2.67	2.70	2.70	8.4	8.4	8.4	8.4
2015	2.70	2.70	2.71	2.77	8.4	8.4	8.4	8.4
2016	2.79	2.79	2.80	2.81	8.4	8.4	8.3	8.3
2017	2.87	2.89	2.91	2.95	8.4	8.4	8.3	8.1
2018	2.99	2.98	3.00	3.03	8.1	8.1	8.0	7.9
2019	3.02	–	–	–	7.8	–	–	–
Social Security and Medicare								
2004	1.47	1.49	1.50	1.51	6.0	5.9	5.9	5.9
2005	1.53	1.54	1.55	1.56	5.9	5.9	5.9	5.9
2006	1.57	1.59	1.60	1.61	5.9	5.9	5.9	5.9
2007	1.64	1.64	1.65	1.67	5.9	5.9	5.9	5.9
2008	1.70	1.70	1.71	1.73	5.9	5.9	5.9	5.9
2009	1.76	1.75	1.75	1.75	5.9	6.0	5.9	6.0
2010	1.75	1.74	1.75	1.75	5.9	5.9	5.9	5.9
2011	1.76	1.76	1.77	1.75	5.9	5.8	5.9	5.8
2012	1.76	1.76	1.76	1.77	5.9	5.9	5.9	5.8
2013	1.78	1.78	1.80	1.82	5.8	5.8	5.8	5.8
2014	1.83	1.83	1.85	1.85	5.8	5.8	5.8	5.8
2015	1.85	1.84	1.85	1.91	5.7	5.7	5.7	5.8
2016	1.92	1.92	1.94	1.95	5.8	5.8	5.8	5.7
2017	2.00	2.02	2.03	2.10	5.8	5.8	5.8	5.8
2018	2.14	2.13	2.16	2.21	5.8	5.8	5.8	5.8
2019	2.25	–	–	–	5.8	–	–	–
Social Security[4]								
2004	1.18	1.20	1.21	1.21	4.8	4.8	4.8	4.7
2005	1.23	1.24	1.24	1.25	4.7	4.7	4.7	4.8
2006	1.26	1.27	1.28	1.29	4.7	4.7	4.7	4.7
2007	1.31	1.32	1.32	1.34	4.7	4.7	4.7	4.7
2008	1.36	1.37	1.37	1.39	4.7	4.7	4.7	4.7

See footnotes at end of table.

Table 12. Private industry workers, by census region and division: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

West region[1]

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Social Security[4]								
2009	1.41	1.41	1.41	1.41	4.8	4.8	4.8	4.8
2010	1.41	1.40	1.41	1.40	4.8	4.8	4.7	4.7
2011	1.41	1.41	1.42	1.40	4.7	4.7	4.7	4.7
2012	1.41	1.41	1.41	1.41	4.7	4.7	4.7	4.7
2013	1.42	1.42	1.44	1.45	4.7	4.7	4.7	4.6
2014	1.46	1.46	1.48	1.48	4.6	4.6	4.6	4.6
2015	1.48	1.47	1.48	1.53	4.6	4.6	4.6	4.6
2016	1.54	1.53	1.55	1.56	4.6	4.6	4.6	4.6
2017	1.60	1.62	1.63	1.68	4.7	4.7	4.6	4.6
2018	1.71	1.71	1.72	1.76	4.6	4.6	4.6	4.6
2019	1.80	–	–	–	4.6	–	–	–
Medicare								
2004	.29	.30	.30	.30	1.2	1.2	1.2	1.2
2005	.30	.31	.31	.31	1.2	1.2	1.2	1.2
2006	.31	.32	.32	.32	1.2	1.2	1.2	1.2
2007	.33	.32	.33	.33	1.2	1.2	1.2	1.2
2008	.34	.34	.34	.34	1.2	1.2	1.2	1.2
2009	.35	.34	.34	.35	1.2	1.2	1.2	1.2
2010	.35	.34	.35	.35	1.2	1.2	1.2	1.2
2011	.35	.35	.35	.35	1.2	1.2	1.2	1.2
2012	.35	.35	.35	.35	1.2	1.2	1.2	1.2
2013	.35	.35	.36	.36	1.2	1.2	1.2	1.2
2014	.36	.36	.37	.37	1.2	1.2	1.2	1.2
2015	.37	.37	.37	.38	1.2	1.2	1.2	1.2
2016	.38	.39	.39	.39	1.2	1.2	1.2	1.2
2017	.40	.40	.40	.42	1.2	1.2	1.2	1.2
2018	.43	.43	.43	.44	1.2	1.2	1.2	1.2
2019	.45	–	–	–	1.2	–	–	–
Federal unemployment insurance								
2004	.03	.03	.03	.03	.1	.1	.1	.1
2005	.03	.03	.03	.03	.1	.1	.1	.1
2006	.03	.03	.03	.03	.1	.1	.1	.1
2007	.03	.03	.03	.03	.1	.1	.1	.1
2008	.03	.03	.03	.03	.1	.1	.1	.1
2009	.03	.03	.03	.03	.1	.1	.1	.1
2010	.03	.03	.03	.03	.1	.1	.1	.1
2011	.03	.03	.03	.03	.1	.1	.1	.1
2012	.03	.03	.03	.03	.1	.1	.1	.1
2013	.04	.04	.04	.04	.1	.1	.1	.1
2014	.04	.04	.04	.05	.1	.1	.1	.1
2015	.05	.05	.05	.05	.2	.2	.2	.2
2016	.06	.06	.06	.06	.2	.2	.2	.2
2017	.07	.07	.07	.06	.2	.2	.2	.2
2018	.07	.07	.07	.07	.2	.2	.2	.2
2019	.03	–	–	–	.1	–	–	–
State unemployment insurance								
2004	.16	.16	.17	.17	.6	.7	.7	.7
2005	.18	.19	.19	.20	.7	.7	.7	.7
2006	.19	.19	.19	.20	.7	.7	.7	.7
2007	.19	.18	.18	.18	.7	.7	.7	.7
2008	.18	.18	.18	.17	.6	.6	.6	.6
2009	.17	.17	.17	.16	.6	.6	.6	.6
2010	.19	.20	.20	.20	.6	.7	.7	.7
2011	.22	.23	.24	.24	.7	.8	.8	.8
2012	.24	.24	.24	.25	.8	.8	.8	.8
2013	.25	.25	.25	.25	.8	.8	.8	.8
2014	.24	.24	.24	.23	.8	.7	.7	.7
2015	.23	.23	.23	.22	.7	.7	.7	.7
2016	.22	.22	.21	.21	.7	.7	.6	.6
2017	.21	.20	.20	.20	.6	.6	.6	.5
2018	.20	.19	.19	.18	.5	.5	.5	.5
2019	.18	–	–	–	.5	–	–	–

See footnotes at end of table.

Table 12. Private industry workers, by census region and division: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

West region[1]

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Workers' compensation								
2004	0.67	0.69	0.71	0.71	2.7	2.8	2.8	2.8
2005	.71	.71	.72	.67	2.7	2.7	2.7	2.6
2006	.66	.66	.66	.70	2.5	2.5	2.4	2.6
2007	.67	.66	.66	.64	2.4	2.4	2.4	2.3
2008	.65	.66	.65	.61	2.3	2.3	2.2	2.1
2009	.61	.61	.60	.59	2.1	2.1	2.0	2.0
2010	.59	.60	.60	.57	2.0	2.0	2.0	1.9
2011	.58	.59	.59	.55	1.9	1.9	2.0	1.8
2012	.54	.55	.56	.53	1.8	1.8	1.8	1.8
2013	.54	.54	.54	.56	1.8	1.8	1.8	1.8
2014	.56	.56	.57	.57	1.8	1.8	1.8	1.8
2015	.57	.58	.59	.58	1.8	1.8	1.8	1.8
2016	.59	.59	.59	.59	1.8	1.8	1.8	1.7
2017	.60	.61	.62	.59	1.8	1.8	1.8	1.6
2018	.58	.58	.58	.57	1.6	1.6	1.6	1.5
2019	.57	–	–	–	1.5	–	–	–
Other benefits[5]								
2004	.02	.02	.02	.02	.1	.1	.1	.1
2005	.02	.02	.02	.02	.1	.1	.1	.1

[1] The census divisions that comprise the West census region are: Mountain and Pacific.
[2] Prior to June 2008, paid personal leave was included in other leave. Other leave also included paid military, funeral, and jury leave.
[3] Includes premium pay (such as overtime, weekends, and holidays) for work in addition to the regular work schedule.
[4] Social Security refers to the Old-Age, Survivors, and Disability Insurance (OASDI) program.
[5] Includes severance pay and supplemental unemployment benefits. Publication of other benefits was discontinued beginning in June 2006.

Note: The sum of individual items may not equal totals due to rounding. Dashes indicate data are not available.

Table 12. Private industry workers, by census region and division: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Mountain division[1]

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Total compensation								
2004	$19.98	$20.89	$21.07	$21.07	100.0	100.0	100.0	100.0
2005	21.20	21.34	21.58	22.87	100.0	100.0	100.0	100.0
2006	23.12	23.31	23.61	23.20	100.0	100.0	100.0	100.0
2007	23.67	23.61	23.94	24.21	100.0	100.0	100.0	100.0
2008	24.62	24.52	24.79	26.06	100.0	100.0	100.0	100.0
2009	26.21	26.18	26.25	26.28	100.0	100.0	100.0	100.0
2010	26.59	26.62	26.86	28.33	100.0	100.0	100.0	100.0
2011	27.93	28.10	27.73	28.29	100.0	100.0	100.0	100.0
2012	28.00	27.99	27.92	27.33	100.0	100.0	100.0	100.0
2013	27.78	27.78	28.22	28.73	100.0	100.0	100.0	100.0
2014	28.76	28.66	28.66	27.66	100.0	100.0	100.0	100.0
2015	27.91	27.87	28.07	29.13	100.0	100.0	100.0	100.0
2016	29.11	29.23	29.15	29.02	100.0	100.0	100.0	100.0
2017	29.36	29.90	29.90	32.23	100.0	100.0	100.0	100.0
2018	32.77	32.89	33.06	32.72	100.0	100.0	100.0	100.0
2019	33.22	–	–	–	100.0	–	–	–
Wages and salaries								
2004	14.61	15.13	15.23	15.23	73.1	72.4	72.3	72.3
2005	15.25	15.31	15.48	16.52	71.9	71.7	71.7	72.2
2006	16.68	16.85	17.10	16.72	72.1	72.3	72.4	72.1
2007	17.07	16.99	17.22	17.44	72.1	72.0	71.9	72.0
2008	17.75	17.70	17.82	18.89	72.1	72.2	71.9	72.5
2009	19.01	19.01	19.08	19.07	72.5	72.6	72.7	72.6
2010	19.29	19.32	19.49	20.23	72.6	72.6	72.5	71.4
2011	20.18	20.31	20.11	20.38	72.2	72.3	72.5	72.1
2012	20.17	20.18	19.99	19.55	72.0	72.1	71.6	71.5
2013	19.86	19.87	20.13	20.38	71.5	71.6	71.4	70.9
2014	20.37	20.49	20.50	19.88	70.8	71.5	71.5	71.9
2015	20.05	20.00	20.19	21.22	71.8	71.8	71.9	72.8
2016	21.11	21.24	21.13	21.07	72.5	72.7	72.5	72.6
2017	21.22	21.61	21.65	23.19	72.3	72.3	72.4	72.0
2018	23.57	23.65	23.79	23.36	71.9	71.9	72.0	71.4
2019	23.68	–	–	–	71.3	–	–	–
Total benefits								
2004	5.37	5.76	5.85	5.84	26.9	27.6	27.7	27.7
2005	5.95	6.03	6.10	6.35	28.1	28.3	28.3	27.8
2006	6.44	6.46	6.51	6.48	27.9	27.7	27.6	27.9
2007	6.60	6.62	6.72	6.78	27.9	28.0	28.1	28.0
2008	6.87	6.82	6.98	7.18	27.9	27.8	28.1	27.5
2009	7.20	7.17	7.17	7.21	27.5	27.4	27.3	27.4
2010	7.30	7.31	7.38	8.11	27.4	27.4	27.5	28.6
2011	7.75	7.80	7.62	7.90	27.8	27.7	27.5	27.9
2012	7.83	7.82	7.92	7.78	28.0	27.9	28.4	28.5
2013	7.92	7.90	8.08	8.36	28.5	28.4	28.6	29.1
2014	8.39	8.17	8.17	7.78	29.2	28.5	28.5	28.1
2015	7.87	7.87	7.88	7.91	28.2	28.2	28.1	27.2
2016	7.99	7.99	8.02	7.95	27.5	27.3	27.5	27.4
2017	8.13	8.29	8.25	9.04	27.7	27.7	27.6	28.0
2018	9.20	9.24	9.27	9.37	28.1	28.1	28.0	28.6
2019	9.54	–	–	–	28.7	–	–	–
Paid leave								
2004	1.17	1.21	1.21	1.21	5.9	5.8	5.8	5.8
2005	1.23	1.22	1.24	1.38	5.8	5.7	5.8	6.0
2006	1.40	1.41	1.43	1.42	6.0	6.0	6.0	6.1
2007	1.45	1.44	1.45	1.47	6.1	6.1	6.1	6.1
2008	1.49	1.46	1.50	1.59	6.0	6.0	6.0	6.1
2009	1.60	1.59	1.60	1.67	6.1	6.1	6.1	6.3
2010	1.72	1.71	1.72	1.84	6.5	6.4	6.4	6.5
2011	1.85	1.84	1.75	1.92	6.6	6.6	6.3	6.8
2012	1.89	1.89	1.92	1.89	6.8	6.7	6.9	6.9
2013	1.94	1.92	1.97	1.93	7.0	6.9	7.0	6.7
2014	1.93	1.91	1.91	1.71	6.7	6.7	6.7	6.2
2015	1.72	1.71	1.72	1.81	6.2	6.2	6.1	6.2
2016	1.82	1.83	1.81	1.80	6.3	6.3	6.2	6.2

See footnotes at end of table.

Table 12. Private industry workers, by census region and division: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Mountain division[1]

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Paid leave								
2017	1.83	1.87	1.85	2.21	6.2	6.2	6.2	6.8
2018	2.24	2.24	2.26	2.28	6.8	6.8	6.8	7.0
2019	2.33	–	–	–	7.0	–	–	–
Vacation								
2004	.58	.62	.62	.61	2.9	3.0	2.9	2.9
2005	.63	.62	.64	.70	3.0	2.9	3.0	3.1
2006	.72	.73	.74	.74	3.1	3.1	3.1	3.2
2007	.76	.75	.76	.77	3.2	3.2	3.2	3.2
2008	.78	.77	.77	.83	3.2	3.1	3.1	3.2
2009	.84	.84	.84	.86	3.2	3.2	3.2	3.3
2010	.88	.88	.88	.96	3.3	3.3	3.3	3.4
2011	.96	.95	.90	1.04	3.4	3.4	3.2	3.7
2012	1.03	1.03	1.05	1.03	3.7	3.7	3.8	3.8
2013	1.05	1.05	1.07	1.05	3.8	3.8	3.8	3.7
2014	1.04	1.04	1.04	.88	3.6	3.6	3.6	3.2
2015	.89	.89	.90	.95	3.2	3.2	3.2	3.3
2016	.95	.95	.94	.93	3.3	3.2	3.2	3.2
2017	.95	.97	.97	1.13	3.2	3.3	3.2	3.5
2018	1.15	1.15	1.15	1.15	3.5	3.5	3.5	3.5
2019	1.17	–	–	–	3.5	–	–	–
Holiday								
2004	.38	.40	.40	.40	1.9	1.9	1.9	1.9
2005	.40	.40	.41	.46	1.9	1.9	1.9	2.0
2006	.46	.47	.47	.47	2.0	2.0	2.0	2.0
2007	.47	.47	.48	.49	2.0	2.0	2.0	2.0
2008	.49	.48	.50	.53	2.0	2.0	2.0	2.0
2009	.53	.52	.52	.54	2.0	2.0	2.0	2.0
2010	.55	.55	.55	.56	2.1	2.1	2.1	2.0
2011	.56	.56	.57	.54	2.0	2.0	2.0	1.9
2012	.53	.53	.54	.52	1.9	1.9	1.9	1.9
2013	.54	.53	.55	.53	1.9	1.9	1.9	1.8
2014	.53	.53	.52	.53	1.8	1.8	1.8	1.9
2015	.53	.53	.53	.54	1.9	1.9	1.9	1.9
2016	.55	.55	.54	.53	1.9	1.9	1.9	1.8
2017	.54	.55	.55	.65	1.8	1.8	1.8	2.0
2018	.66	.65	.67	.67	2.0	2.0	2.0	2.1
2019	.69	–	–	–	2.1	–	–	–
Sick								
2004	.17	.15	.16	.16	.8	.7	.7	.7
2005	.15	.15	.15	.17	.7	.7	.7	.7
2006	.17	.17	.17	.17	.8	.7	.7	.7
2007	.17	.17	.18	.18	.7	.7	.7	.7
2008	.18	.18	.19	.19	.7	.7	.8	.7
2009	.19	.19	.19	.21	.7	.7	.7	.8
2010	.22	.22	.22	.25	.8	.8	.8	.9
2011	.25	.24	.22	.23	.9	.9	.8	.8
2012	.23	.23	.24	.24	.8	.8	.8	.9
2013	.24	.24	.25	.24	.9	.9	.9	.8
2014	.24	.23	.23	.21	.8	.8	.8	.7
2015	.21	.20	.21	.22	.7	.7	.7	.7
2016	.21	.22	.22	.23	.7	.8	.8	.8
2017	.23	.23	.22	.29	.8	.8	.7	.9
2018	.29	.29	.29	.29	.9	.9	.9	.9
2019	.31	–	–	–	.9	–	–	–
Personal[2]								
2004	.04	.04	.04	.04	.2	.2	.2	.2
2005	.04	.04	.04	.04	.2	.2	.2	.2
2006	.04	.04	.04	.04	.2	.2	.2	.2
2007	.04	.04	.03	.03	.2	.2	.1	.1
2008	.03	.03	.03	.04	.1	.1	.1	.2
2009	.04	.04	.04	.06	.2	.2	.2	.2
2010	.07	.07	.07	.08	.3	.3	.3	.3
2011	.09	.09	.07	.10	.3	.3	.2	.4

See footnotes at end of table.

Table 12. Private industry workers, by census region and division: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Mountain division[1]

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Personal[2]								
2012	0.10	0.10	0.10	0.10	0.3	0.3	0.3	0.4
2013	.11	.10	.11	.11	.4	.4	.4	.4
2014	.12	.12	.12	.10	.4	.4	.4	.3
2015	.10	.09	.09	.10	.3	.3	.3	.3
2016	.11	.11	.11	.11	.4	.4	.4	.4
2017	.11	.12	.11	.14	.4	.4	.4	.4
2018	.14	.14	.14	.16	.4	.4	.4	.5
2019	.16	–	–	–	.5	–	–	–
Supplemental pay								
2004	.47	.58	.60	.61	2.4	2.8	2.8	2.9
2005	.66	.69	.72	.63	3.1	3.2	3.3	2.8
2006	.67	.65	.66	.66	2.9	2.8	2.8	2.8
2007	.72	.72	.75	.76	3.0	3.1	3.1	3.1
2008	.73	.72	.75	.77	3.0	3.0	3.0	3.0
2009	.77	.78	.76	.75	2.9	3.0	2.9	2.9
2010	.65	.64	.64	1.14	2.4	2.4	2.4	4.0
2011	.72	.69	.69	.73	2.6	2.5	2.5	2.6
2012	.74	.72	.80	.73	2.7	2.6	2.9	2.7
2013	.69	.69	.71	.93	2.5	2.5	2.5	3.2
2014	.94	.75	.76	.73	3.3	2.6	2.7	2.6
2015	.73	.72	.70	.69	2.6	2.6	2.5	2.4
2016	.73	.73	.75	.75	2.5	2.5	2.6	2.6
2017	.77	.78	.77	.89	2.6	2.6	2.6	2.8
2018	.92	.89	.90	.93	2.8	2.7	2.7	2.8
2019	.95	–	–	–	2.9	–	–	–
Overtime and premium[3]								
2004	.21	.22	.22	.23	1.1	1.1	1.1	1.1
2005	.23	.23	.22	.20	1.1	1.1	1.0	.9
2006	.21	.21	.20	.22	.9	.9	.9	.9
2007	.23	.23	.23	.23	1.0	1.0	1.0	1.0
2008	.24	.23	.24	.22	1.0	.9	1.0	.9
2009	.22	.22	.22	.21	.8	.8	.8	.8
2010	.22	.22	.22	.21	.8	.8	.8	.7
2011	.21	.21	.22	.21	.7	.7	.8	.7
2012	.22	.21	.22	.21	.8	.8	.8	.8
2013	.21	.22	.22	.21	.8	.8	.8	.7
2014	.21	.21	.21	.22	.7	.7	.7	.8
2015	.22	.22	.22	.20	.8	.8	.8	.7
2016	.20	.20	.21	.21	.7	.7	.7	.7
2017	.22	.22	.22	.22	.7	.8	.8	.7
2018	.23	.23	.23	.22	.7	.7	.7	.7
2019	.22	–	–	–	.7	–	–	–
Shift differentials								
2004	.05	.05	.05	.05	.2	.2	.2	.2
2005	.05	.05	.05	.05	.3	.2	.2	.2
2006	.05	.05	.06	.06	.2	.2	.2	.2
2007	.06	.05	.05	.05	.2	.2	.2	.2
2008	.06	.05	.06	.05	.2	.2	.2	.2
2009	.05	.05	.05	.05	.2	.2	.2	.2
2010	.05	.05	.05	.04	.2	.2	.2	.2
2011	.05	.04	.05	.04	.2	.2	.2	.2
2012	.04	.04	.04	.04	.2	.2	.2	.1
2013	.04	.04	.04	.03	.1	.1	.1	.1
2014	.03	.03	.03	.03	.1	.1	.1	.1
2015	.03	.03	.03	.03	.1	.1	.1	.1
2016	.03	.03	.03	.03	.1	.1	.1	.1
2017	.03	.03	.03	.05	.1	.1	.1	.1
2018	.05	.05	.05	.05	.1	.1	.1	.1
2019	.05	–	–	–	.2	–	–	–
Nonproduction bonuses								
2004	.21	.31	.32	.34	1.1	1.5	1.5	1.6
2005	.38	.41	.44	.37	1.8	1.9	2.0	1.6
2006	.41	.39	.40	.39	1.8	1.7	1.7	1.7

See footnotes at end of table.

Table 12. Private industry workers, by census region and division: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Mountain division[1]

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Nonproduction bonuses								
2007	0.44	0.44	0.47	0.47	1.8	1.9	1.9	2.0
2008	.44	.44	.45	.51	1.8	1.8	1.8	1.9
2009	.50	.51	.50	.49	1.9	1.9	1.9	1.9
2010	.38	.38	.38	.88	1.4	1.4	1.4	3.1
2011	.46	.44	.43	.48	1.7	1.6	1.5	1.7
2012	.49	.46	.53	.48	1.7	1.7	1.9	1.8
2013	.44	.43	.45	.69	1.6	1.6	1.6	2.4
2014	.70	.51	.52	.47	2.4	1.8	1.8	1.7
2015	.47	.47	.45	.46	1.7	1.7	1.6	1.6
2016	.49	.50	.50	.50	1.7	1.7	1.7	1.7
2017	.52	.52	.51	.62	1.8	1.7	1.7	1.9
2018	.64	.62	.62	.67	2.0	1.9	1.9	2.0
2019	.68	–	–	–	2.0	–	–	–
Insurance								
2004	1.33	1.42	1.44	1.42	6.6	6.8	6.8	6.8
2005	1.46	1.50	1.50	1.56	6.9	7.0	7.0	6.8
2006	1.62	1.65	1.66	1.65	7.0	7.1	7.0	7.1
2007	1.72	1.73	1.74	1.75	7.3	7.3	7.3	7.2
2008	1.82	1.81	1.85	1.83	7.4	7.4	7.5	7.0
2009	1.86	1.79	1.81	1.85	7.1	6.8	6.9	7.1
2010	1.95	1.96	1.98	2.00	7.3	7.4	7.4	7.0
2011	2.01	2.05	2.05	2.00	7.2	7.3	7.4	7.1
2012	1.95	1.95	1.95	1.95	6.9	7.0	7.0	7.1
2013	2.01	2.02	2.05	2.11	7.2	7.3	7.3	7.3
2014	2.15	2.15	2.12	2.15	7.5	7.5	7.4	7.8
2015	2.20	2.22	2.22	2.11	7.9	8.0	7.9	7.2
2016	2.12	2.11	2.13	2.12	7.3	7.2	7.3	7.3
2017	2.14	2.18	2.16	2.26	7.3	7.3	7.2	7.0
2018	2.32	2.38	2.38	2.42	7.1	7.2	7.2	7.4
2019	2.46	–	–	–	7.4	–	–	–
Life								
2004	.03	.03	.03	.03	.1	.1	.1	.1
2005	.03	.03	.03	.03	.1	.1	.1	.1
2006	.03	.03	.03	.03	.1	.1	.1	.1
2007	.04	.04	.04	.04	.2	.2	.2	.1
2008	.04	.04	.04	.04	.2	.2	.2	.2
2009	.04	.04	.04	.04	.2	.2	.2	.2
2010	.05	.05	.05	.06	.2	.2	.2	.2
2011	.04	.06	.06	.06	.2	.2	.2	.2
2012	.04	.04	.04	.03	.1	.1	.1	.1
2013	.03	.03	.03	.03	.1	.1	.1	.1
2014	.03	.04	.04	.04	.1	.1	.1	.1
2015	.04	.04	.04	.04	.1	.1	.1	.1
2016	.04	.04	.04	.04	.1	.1	.1	.1
2017	.04	.04	.05	.04	.1	.1	.2	.1
2018	.04	.04	.04	.04	.1	.1	.1	.1
2019	.04	–	–	–	.1	–	–	–
Health								
2004	1.25	1.34	1.36	1.35	6.3	6.4	6.5	6.4
2005	1.38	1.41	1.42	1.48	6.5	6.6	6.6	6.5
2006	1.53	1.55	1.56	1.56	6.6	6.7	6.6	6.7
2007	1.62	1.63	1.64	1.65	6.8	6.9	6.8	6.8
2008	1.71	1.70	1.73	1.71	6.9	6.9	7.0	6.6
2009	1.74	1.68	1.70	1.74	6.6	6.4	6.5	6.6
2010	1.83	1.85	1.87	1.86	6.9	7.0	7.0	6.6
2011	1.89	1.92	1.92	1.87	6.8	6.8	6.9	6.6
2012	1.84	1.84	1.84	1.85	6.6	6.6	6.6	6.8
2013	1.91	1.92	1.94	1.99	6.9	6.9	6.9	6.9
2014	2.03	2.02	1.99	2.04	7.1	7.1	6.9	7.4
2015	2.08	2.10	2.11	2.00	7.5	7.5	7.5	6.9
2016	2.01	1.99	2.01	2.01	6.9	6.8	6.9	6.9
2017	2.02	2.05	2.03	2.12	6.9	6.9	6.8	6.6
2018	2.18	2.23	2.23	2.28	6.6	6.8	6.8	7.0

See footnotes at end of table.

Table 12. Private industry workers, by census region and division: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Mountain division[1]

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Health								
2019	2.32	–	–	–	7.0	–	–	–
Short-term disability								
2004	.02	0.03	0.03	0.03	.1	0.1	0.1	0.1
2005	.03	.03	.03	.03	.1	.1	.1	.1
2006	.03	.03	.03	.03	.1	.1	.1	.1
2007	.03	.03	.03	.03	.1	.1	.1	.1
2008	.04	.04	.04	.03	.1	.1	.1	.1
2009	.03	.03	.03	.03	.1	.1	.1	.1
2010	.03	.03	.03	.03	.1	.1	.1	.1
2011	.03	.03	.03	.03	.1	.1	.1	.1
2012	.03	.03	.03	.02	.1	.1	.1	.1
2013	.02	.03	.03	.03	.1	.1	.1	.1
2014	.03	.03	.03	.03	.1	.1	.1	.1
2015	.04	.04	.04	.04	.1	.1	.1	.1
2016	.04	.04	.04	.04	.1	.1	.1	.1
2017	.04	.04	.04	.05	.1	.1	.1	.2
2018	.05	.05	.05	.06	.2	.2	.2	.2
2019	.06	–	–	–	.2	–	–	–
Long-term disability								
2004	.02	.02	.02	.02	.1	.1	.1	.1
2005	.03	.02	.03	.03	.1	.1	.1	.1
2006	.03	.03	.03	.03	.1	.1	.1	.1
2007	.03	.03	.03	.03	.1	.1	.1	.1
2008	.04	.04	.04	.04	.2	.2	.2	.2
2009	.04	.04	.04	.04	.2	.2	.2	.1
2010	.04	.04	.04	.04	.1	.1	.1	.2
2011	.04	.04	.04	.05	.2	.2	.1	.2
2012	.05	.05	.05	.05	.2	.2	.2	.2
2013	.05	.05	.05	.05	.2	.2	.2	.2
2014	.05	.05	.05	.04	.2	.2	.2	.2
2015	.04	.04	.04	.04	.2	.2	.2	.1
2016	.04	.04	.04	.04	.1	.1	.2	.1
2017	.04	.04	.05	.05	.1	.1	.2	.2
2018	.05	.05	.05	.05	.2	.2	.2	.1
2019	.05	–	–	–	.1	–	–	–
Retirement and savings								
2004	.57	.63	.65	.66	2.9	3.0	3.1	3.1
2005	.67	.68	.68	.72	3.2	3.2	3.1	3.2
2006	.72	.72	.71	.69	3.1	3.1	3.0	3.0
2007	.67	.68	.71	.71	2.8	2.9	3.0	2.9
2008	.73	.72	.77	.82	3.0	3.0	3.1	3.2
2009	.79	.82	.82	.79	3.0	3.1	3.1	3.0
2010	.81	.81	.83	.92	3.1	3.0	3.1	3.3
2011	.96	.98	.89	1.04	3.5	3.5	3.2	3.7
2012	1.03	1.03	1.01	1.02	3.7	3.7	3.6	3.7
2013	1.04	1.03	1.09	1.11	3.8	3.7	3.9	3.9
2014	1.11	1.09	1.09	.95	3.9	3.8	3.8	3.4
2015	.97	.97	.97	.96	3.5	3.5	3.5	3.3
2016	.97	.97	.99	.96	3.3	3.3	3.4	3.3
2017	1.04	1.07	1.06	1.16	3.6	3.6	3.5	3.6
2018	1.16	1.18	1.19	1.27	3.6	3.6	3.6	3.9
2019	1.30	–	–	–	3.9	–	–	–
Defined benefit								
2004	.19	.23	.23	.23	.9	1.1	1.1	1.1
2005	.24	.25	.25	.28	1.1	1.2	1.1	1.2
2006	.26	.27	.26	.28	1.1	1.1	1.1	1.2
2007	.25	.26	.27	.27	1.1	1.1	1.1	1.1
2008	.28	.28	.29	.27	1.1	1.2	1.2	1.0
2009	.26	.32	.31	.29	1.0	1.2	1.2	1.1
2010	.31	.30	.31	.31	1.2	1.1	1.2	1.1
2011	.33	.34	.35	.31	1.2	1.2	1.2	1.1
2012	.32	.32	.33	.32	1.1	1.1	1.2	1.2
2013	.32	.34	.34	.36	1.2	1.2	1.2	1.3

See footnotes at end of table.

Table 12. Private industry workers, by census region and division: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Mountain division[1]

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Defined benefit								
2014	0.36	0.35	0.36	0.35	1.2	1.2	1.2	1.3
2015	.36	.36	.35	.31	1.3	1.3	1.3	1.1
2016	.29	.29	.30	.30	1.0	1.0	1.0	1.0
2017	.32	.34	.33	.28	1.1	1.1	1.1	.9
2018	.28	.30	.30	.40	.9	.9	.9	1.2
2019	.42	–	–	–	1.3	–	–	–
Defined contribution								
2004	.38	.41	.41	.43	1.9	1.9	2.0	2.0
2005	.43	.43	.43	.45	2.0	2.0	2.0	2.0
2006	.45	.45	.45	.42	2.0	1.9	1.9	1.8
2007	.42	.42	.43	.44	1.8	1.8	1.8	1.8
2008	.45	.44	.48	.55	1.8	1.8	1.9	2.1
2009	.53	.51	.51	.50	2.0	1.9	1.9	1.9
2010	.50	.51	.51	.62	1.9	1.9	1.9	2.2
2011	.63	.63	.55	.73	2.3	2.3	2.0	2.6
2012	.71	.71	.68	.70	2.5	2.5	2.4	2.5
2013	.72	.69	.75	.75	2.6	2.5	2.7	2.6
2014	.76	.74	.74	.60	2.6	2.6	2.6	2.2
2015	.61	.61	.62	.65	2.2	2.2	2.2	2.2
2016	.68	.68	.68	.66	2.3	2.3	2.3	2.3
2017	.72	.73	.73	.88	2.5	2.4	2.4	2.7
2018	.88	.89	.89	.87	2.7	2.7	2.7	2.7
2019	.88	–	–	–	2.6	–	–	–
Legally required benefits								
2004	1.82	1.90	1.93	1.92	9.1	9.1	9.2	9.1
2005	1.92	1.93	1.95	2.03	9.1	9.0	9.0	8.9
2006	2.04	2.04	2.06	2.05	8.8	8.8	8.7	8.8
2007	2.04	2.05	2.07	2.09	8.6	8.7	8.7	8.6
2008	2.11	2.10	2.12	2.16	8.6	8.6	8.5	8.3
2009	2.19	2.18	2.18	2.15	8.4	8.3	8.3	8.2
2010	2.17	2.18	2.20	2.21	8.2	8.2	8.2	7.8
2011	2.21	2.23	2.23	2.22	7.9	7.9	8.0	7.8
2012	2.22	2.23	2.24	2.21	7.9	8.0	8.0	8.1
2013	2.23	2.24	2.25	2.28	8.0	8.1	8.0	7.9
2014	2.26	2.27	2.28	2.24	7.9	7.9	7.9	8.1
2015	2.25	2.25	2.26	2.34	8.1	8.1	8.0	8.0
2016	2.35	2.35	2.34	2.33	8.1	8.1	8.0	8.0
2017	2.35	2.39	2.41	2.52	8.0	8.0	8.0	7.8
2018	2.56	2.55	2.55	2.47	7.8	7.7	7.7	7.6
2019	2.50	–	–	–	7.5	–	–	–
Social Security and Medicare								
2004	1.24	1.28	1.29	1.29	6.2	6.1	6.1	6.1
2005	1.30	1.31	1.32	1.38	6.1	6.1	6.1	6.1
2006	1.39	1.40	1.42	1.40	6.0	6.0	6.0	6.0
2007	1.42	1.43	1.45	1.46	6.0	6.0	6.0	6.0
2008	1.49	1.48	1.49	1.56	6.0	6.0	6.0	6.0
2009	1.58	1.58	1.59	1.57	6.0	6.0	6.0	6.0
2010	1.59	1.59	1.59	1.63	6.0	6.0	5.9	5.8
2011	1.63	1.64	1.63	1.64	5.8	5.8	5.9	5.8
2012	1.63	1.64	1.64	1.60	5.8	5.8	5.9	5.9
2013	1.62	1.62	1.65	1.68	5.8	5.8	5.8	5.8
2014	1.68	1.68	1.69	1.65	5.8	5.9	5.9	6.0
2015	1.66	1.66	1.67	1.75	6.0	6.0	5.9	6.0
2016	1.76	1.77	1.75	1.75	6.0	6.0	6.0	6.0
2017	1.79	1.81	1.81	1.96	6.1	6.1	6.1	6.1
2018	1.99	1.99	2.00	1.96	6.1	6.1	6.0	6.0
2019	2.00	–	–	–	6.0	–	–	–
Social Security[4]								
2004	1.00	1.03	1.04	1.04	5.0	4.9	4.9	4.9
2005	1.05	1.05	1.07	1.11	4.9	4.9	4.9	4.9
2006	1.12	1.13	1.14	1.12	4.8	4.8	4.8	4.8
2007	1.14	1.15	1.16	1.17	4.8	4.9	4.9	4.8
2008	1.20	1.19	1.20	1.26	4.9	4.8	4.8	4.8

See footnotes at end of table.

Table 12. Private industry workers, by census region and division: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Mountain division[1]

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Social Security[4]								
2009	1.27	1.27	1.28	1.26	4.8	4.9	4.9	4.8
2010	1.27	1.27	1.28	1.30	4.8	4.8	4.8	4.6
2011	1.30	1.30	1.30	1.30	4.7	4.6	4.7	4.6
2012	1.30	1.30	1.31	1.28	4.7	4.7	4.7	4.7
2013	1.30	1.29	1.32	1.34	4.7	4.6	4.7	4.7
2014	1.34	1.35	1.35	1.33	4.7	4.7	4.7	4.8
2015	1.34	1.33	1.34	1.41	4.8	4.8	4.8	4.8
2016	1.41	1.42	1.41	1.41	4.9	4.9	4.8	4.9
2017	1.44	1.46	1.46	1.58	4.9	4.9	4.9	4.9
2018	1.60	1.60	1.61	1.58	4.9	4.9	4.9	4.8
2019	1.61	–	–	–	4.8	–	–	–
Medicare								
2004	.24	.25	.25	.25	1.2	1.2	1.2	1.2
2005	.25	.25	.26	.27	1.2	1.2	1.2	1.2
2006	.27	.28	.28	.27	1.2	1.2	1.2	1.2
2007	.28	.28	.28	.29	1.2	1.2	1.2	1.2
2008	.29	.29	.29	.31	1.2	1.2	1.2	1.2
2009	.31	.31	.31	.31	1.2	1.2	1.2	1.2
2010	.31	.32	.32	.34	1.2	1.2	1.2	1.2
2011	.33	.33	.33	.33	1.2	1.2	1.2	1.2
2012	.33	.33	.33	.32	1.2	1.2	1.2	1.2
2013	.33	.33	.33	.34	1.2	1.2	1.2	1.2
2014	.34	.34	.34	.32	1.2	1.2	1.2	1.2
2015	.33	.33	.33	.34	1.2	1.2	1.2	1.2
2016	.34	.35	.34	.34	1.2	1.2	1.2	1.2
2017	.34	.35	.35	.38	1.2	1.2	1.2	1.2
2018	.39	.39	.39	.38	1.2	1.2	1.2	1.2
2019	.39	–	–	–	1.2	–	–	–
Federal unemployment insurance								
2004	.03	.03	.03	.03	.2	.2	.2	.2
2005	.03	.03	.03	.03	.2	.2	.2	.1
2006	.03	.03	.03	.03	.1	.1	.1	.1
2007	.03	.03	.03	.03	.1	.1	.1	.1
2008	.03	.03	.03	.03	.1	.1	.1	.1
2009	.03	.03	.03	.03	.1	.1	.1	.1
2010	.03	.03	.03	.03	.1	.1	.1	.1
2011	.03	.03	.02	.02	.1	.1	.1	.1
2012	.03	.03	.03	.03	.1	.1	.1	.1
2013	.03	.03	.03	.03	.1	.1	.1	.1
2014	.03	.03	.03	.03	.1	.1	.1	.1
2015	.03	.03	.03	.03	.1	.1	.1	.1
2016	.03	.03	.03	.03	.1	.1	.1	.1
2017	.03	.03	.03	.03	.1	.1	.1	.1
2018	.03	.03	.03	.03	.1	.1	.1	.1
2019	.03	–	–	–	.1	–	–	–
State unemployment insurance								
2004	.10	.10	.10	.10	.5	.5	.5	.5
2005	.11	.12	.12	.13	.5	.5	.5	.6
2006	.13	.13	.13	.13	.6	.6	.6	.6
2007	.12	.12	.12	.12	.5	.5	.5	.5
2008	.11	.11	.11	.12	.5	.5	.5	.5
2009	.12	.12	.12	.11	.5	.5	.4	.4
2010	.13	.14	.14	.14	.5	.5	.5	.5
2011	.15	.17	.17	.17	.6	.6	.6	.6
2012	.18	.19	.19	.19	.6	.7	.7	.7
2013	.19	.19	.18	.19	.7	.7	.6	.7
2014	.18	.18	.17	.18	.6	.6	.6	.7
2015	.17	.17	.17	.17	.6	.6	.6	.6
2016	.18	.17	.16	.16	.6	.6	.5	.5
2017	.15	.15	.15	.15	.5	.5	.5	.5
2018	.15	.14	.13	.13	.5	.4	.4	.4
2019	.13	–	–	–	.4	–	–	–

See footnotes at end of table.

Table 12. Private industry workers, by census region and division: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Mountain division[1]

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Workers' compensation								
2004	0.45	0.49	0.50	0.49	2.2	2.3	2.4	2.3
2005	.48	.47	.48	.49	2.2	2.2	2.2	2.1
2006	.48	.48	.48	.48	2.1	2.0	2.0	2.1
2007	.46	.47	.47	.47	2.0	2.0	2.0	2.0
2008	.48	.48	.48	.45	1.9	2.0	1.9	1.7
2009	.46	.45	.44	.43	1.7	1.7	1.7	1.6
2010	.42	.43	.43	.41	1.6	1.6	1.6	1.4
2011	.39	.40	.40	.38	1.4	1.4	1.4	1.4
2012	.38	.38	.39	.39	1.3	1.3	1.4	1.4
2013	.39	.40	.39	.38	1.4	1.4	1.4	1.3
2014	.37	.38	.39	.38	1.3	1.3	1.4	1.4
2015	.39	.39	.39	.39	1.4	1.4	1.4	1.3
2016	.39	.39	.40	.39	1.3	1.3	1.4	1.4
2017	.39	.40	.42	.39	1.3	1.3	1.4	1.2
2018	.39	.38	.39	.35	1.2	1.2	1.2	1.1
2019	.35	–	–	–	1.1	–	–	–
Other benefits[5]								
2004	([6])	.02	([6])	.02	([7])	.1	([7])	.1
2005	.02	.02	.02	.02	.1	.1	.1	.1

[1] The states that compose the Mountain census division are: AZ, CO, ID, MT, NV, NM, UT, and WY.
[2] Prior to June 2008, paid personal leave was included in other leave. Other leave also included paid military, funeral, and jury leave.
[3] Includes premium pay (such as overtime, weekends, and holidays) for work in addition to the regular work schedule.
[4] Social Security refers to the Old-Age, Survivors, and Disability Insurance (OASDI) program.
[5] Includes severance pay and supplemental unemployment benefits. Publication of other benefits was discontinued beginning in June 2006.
[6] Cost per hour worked is $0.01 or less.
[7] Less than .05 percent.

Note: The sum of individual items may not equal totals due to rounding. Dashes indicate data are not available.

Table 12. Private industry workers, by census region and division: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Pacific division[1]

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Total compensation								
2004	$26.40	$26.71	$27.08	$27.30	100.0	100.0	100.0	100.0
2005	27.84	28.14	28.21	27.66	100.0	100.0	100.0	100.0
2006	28.02	28.41	28.51	29.14	100.0	100.0	100.0	100.0
2007	29.50	29.53	29.63	29.99	100.0	100.0	100.0	100.0
2008	30.40	30.61	30.88	30.59	100.0	100.0	100.0	100.0
2009	30.94	30.78	30.82	30.76	100.0	100.0	100.0	100.0
2010	30.78	30.63	30.86	30.43	100.0	100.0	100.0	100.0
2011	30.84	31.02	31.21	30.64	100.0	100.0	100.0	100.0
2012	30.95	30.94	31.11	31.62	100.0	100.0	100.0	100.0
2013	31.80	31.82	31.99	32.71	100.0	100.0	100.0	100.0
2014	32.92	32.99	33.57	34.14	100.0	100.0	100.0	100.0
2015	34.25	34.05	34.15	34.85	100.0	100.0	100.0	100.0
2016	35.07	35.18	35.79	36.35	100.0	100.0	100.0	100.0
2017	36.78	36.93	37.64	38.26	100.0	100.0	100.0	100.0
2018	39.15	38.77	39.42	40.69	100.0	100.0	100.0	100.0
2019	41.27	–	–	–	100.0	–	–	–
Wages and salaries								
2004	18.79	19.08	19.32	19.40	71.2	71.4	71.3	71.1
2005	19.67	19.88	19.89	19.57	70.6	70.6	70.5	70.8
2006	19.77	20.00	20.07	20.47	70.6	70.4	70.4	70.2
2007	20.85	20.81	20.91	21.16	70.7	70.5	70.6	70.6
2008	21.39	21.53	21.75	21.61	70.4	70.3	70.4	70.6
2009	21.85	21.76	21.80	21.82	70.6	70.7	70.7	70.9
2010	21.74	21.67	21.79	21.53	70.6	70.7	70.6	70.8
2011	21.76	21.77	21.92	21.58	70.6	70.2	70.2	70.4
2012	21.76	21.78	21.86	22.24	70.3	70.4	70.3	70.3
2013	22.35	22.37	22.47	22.83	70.3	70.3	70.2	69.8
2014	22.92	22.92	23.30	23.69	69.6	69.5	69.4	69.4
2015	23.70	23.68	23.76	24.39	69.2	69.5	69.6	70.0
2016	24.55	24.71	25.15	25.46	70.0	70.2	70.3	70.0
2017	25.75	25.86	26.28	26.77	70.0	70.0	69.8	70.0
2018	27.39	27.19	27.74	28.52	70.0	70.1	70.4	70.1
2019	29.01	–	–	–	70.3	–	–	–
Total benefits								
2004	7.62	7.64	7.76	7.90	28.8	28.6	28.7	28.9
2005	8.17	8.26	8.31	8.08	29.4	29.4	29.5	29.2
2006	8.25	8.41	8.45	8.67	29.4	29.6	29.6	29.8
2007	8.66	8.72	8.72	8.83	29.3	29.5	29.4	29.4
2008	9.01	9.08	9.13	8.98	29.6	29.7	29.6	29.4
2009	9.09	9.02	9.02	8.94	29.4	29.3	29.3	29.1
2010	9.04	8.96	9.07	8.89	29.4	29.3	29.4	29.2
2011	9.07	9.25	9.28	9.05	29.4	29.8	29.8	29.6
2012	9.19	9.16	9.25	9.38	29.7	29.6	29.7	29.7
2013	9.44	9.45	9.53	9.88	29.7	29.7	29.8	30.2
2014	10.00	10.07	10.26	10.45	30.4	30.5	30.6	30.6
2015	10.55	10.37	10.39	10.45	30.8	30.5	30.4	30.0
2016	10.52	10.47	10.64	10.89	30.0	29.8	29.7	30.0
2017	11.02	11.07	11.36	11.49	30.0	30.0	30.2	30.0
2018	11.75	11.58	11.68	12.17	30.0	29.9	29.6	29.9
2019	12.27	–	–	–	29.7	–	–	–
Paid leave								
2004	1.75	1.73	1.75	1.78	6.6	6.5	6.5	6.5
2005	1.81	1.81	1.82	1.75	6.5	6.4	6.4	6.3
2006	1.92	1.95	1.95	2.03	6.8	6.9	6.9	7.0
2007	2.07	2.06	2.06	2.09	7.0	7.0	6.9	7.0
2008	2.10	2.11	2.13	2.07	6.9	6.9	6.9	6.8
2009	2.10	2.08	2.09	2.09	6.8	6.7	6.8	6.8
2010	2.09	2.07	2.09	2.08	6.8	6.8	6.8	6.8
2011	2.10	2.09	2.11	2.09	6.8	6.7	6.7	6.8
2012	2.11	2.10	2.10	2.16	6.8	6.8	6.8	6.8
2013	2.18	2.17	2.18	2.23	6.8	6.8	6.8	6.8
2014	2.25	2.23	2.28	2.32	6.8	6.8	6.8	6.8
2015	2.34	2.31	2.32	2.37	6.8	6.8	6.8	6.8
2016	2.39	2.38	2.41	2.48	6.8	6.8	6.7	6.8

See footnotes at end of table.

Table 12. Private industry workers, by census region and division: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Pacific division[1]

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Paid leave								
2017	2.51	2.51	2.56	2.71	6.8	6.8	6.8	7.1
2018	2.78	2.71	2.77	2.96	7.1	7.0	7.0	7.3
2019	3.03	–	–	–	7.3	–	–	–
Vacation								
2004	.88	.87	.88	.90	3.3	3.2	3.2	3.3
2005	.91	.91	.92	.87	3.3	3.2	3.2	3.2
2006	.96	.98	.98	1.03	3.4	3.5	3.5	3.5
2007	1.06	1.04	1.04	1.07	3.6	3.5	3.5	3.6
2008	1.07	1.07	1.08	1.06	3.5	3.5	3.5	3.5
2009	1.08	1.09	1.10	1.10	3.5	3.5	3.6	3.6
2010	1.09	1.08	1.08	1.08	3.5	3.5	3.5	3.5
2011	1.09	1.08	1.09	1.08	3.5	3.5	3.5	3.5
2012	1.09	1.09	1.09	1.12	3.5	3.5	3.5	3.5
2013	1.13	1.12	1.13	1.14	3.6	3.5	3.5	3.5
2014	1.15	1.15	1.18	1.18	3.5	3.5	3.5	3.5
2015	1.20	1.18	1.19	1.20	3.5	3.5	3.5	3.5
2016	1.20	1.20	1.22	1.24	3.4	3.4	3.4	3.4
2017	1.26	1.26	1.28	1.38	3.4	3.4	3.4	3.6
2018	1.42	1.39	1.40	1.51	3.6	3.6	3.6	3.7
2019	1.56	–	–	–	3.8	–	–	–
Holiday								
2004	.59	.59	.60	.61	2.2	2.2	2.2	2.2
2005	.62	.61	.62	.61	2.2	2.2	2.2	2.2
2006	.64	.65	.65	.67	2.3	2.3	2.3	2.3
2007	.67	.67	.68	.68	2.3	2.3	2.3	2.3
2008	.70	.70	.70	.67	2.3	2.3	2.3	2.2
2009	.68	.65	.66	.65	2.2	2.1	2.1	2.1
2010	.66	.65	.65	.65	2.1	2.1	2.1	2.1
2011	.65	.65	.66	.65	2.1	2.1	2.1	2.1
2012	.66	.65	.66	.66	2.1	2.1	2.1	2.1
2013	.67	.67	.67	.70	2.1	2.1	2.1	2.1
2014	.71	.70	.71	.73	2.1	2.1	2.1	2.1
2015	.73	.72	.73	.76	2.1	2.1	2.1	2.2
2016	.76	.76	.77	.78	2.2	2.2	2.1	2.2
2017	.80	.80	.81	.84	2.2	2.2	2.2	2.2
2018	.85	.84	.86	.91	2.2	2.2	2.2	2.2
2019	.89	–	–	–	2.2	–	–	–
Sick								
2004	.21	.22	.22	.22	.8	.8	.8	.8
2005	.23	.23	.23	.22	.8	.8	.8	.8
2006	.25	.26	.26	.27	.9	.9	.9	.9
2007	.28	.28	.28	.28	.9	.9	1.0	.9
2008	.29	.30	.30	.28	1.0	1.0	1.0	.9
2009	.29	.28	.28	.28	.9	.9	.9	.9
2010	.28	.28	.29	.28	.9	.9	.9	.9
2011	.29	.28	.29	.29	.9	.9	.9	.9
2012	.29	.28	.28	.30	.9	.9	.9	.9
2013	.30	.30	.30	.31	.9	.9	.9	.9
2014	.31	.30	.31	.31	.9	.9	.9	.9
2015	.32	.31	.31	.31	.9	.9	.9	.9
2016	.32	.32	.32	.35	.9	.9	.9	1.0
2017	.35	.35	.35	.38	1.0	.9	.9	1.0
2018	.38	.37	.38	.43	1.0	1.0	1.0	1.1
2019	.45	–	–	–	1.1	–	–	–
Personal[2]								
2004	.06	.05	.06	.06	.2	.2	.2	.2
2005	.05	.05	.05	.06	.2	.2	.2	.2
2006	.06	.06	.06	.06	.2	.2	.2	.2
2007	.06	.06	.06	.05	.2	.2	.2	.2
2008	.05	.05	.05	.05	.2	.2	.2	.2
2009	.05	.05	.05	.06	.2	.2	.2	.2
2010	.07	.07	.07	.07	.2	.2	.2	.2
2011	.07	.07	.07	.07	.2	.2	.2	.2

See footnotes at end of table.

Table 12. Private industry workers, by census region and division: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Pacific division[1]

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Personal[2]								
2012	0.07	0.07	0.08	0.08	0.2	0.2	0.2	0.2
2013	.08	.08	.08	.08	.2	.2	.2	.3
2014	.09	.09	.08	.09	.3	.3	.2	.3
2015	.09	.09	.09	.10	.3	.3	.3	.3
2016	.10	.10	.10	.11	.3	.3	.3	.3
2017	.11	.11	.11	.11	.3	.3	.3	.3
2018	.12	.12	.12	.12	.3	.3	.3	.3
2019	.13	–	–	–	.3	–	–	–
Supplemental pay								
2004	.61	.64	.67	.69	2.3	2.4	2.5	2.5
2005	.74	.77	.78	.73	2.7	2.7	2.7	2.6
2006	.82	.82	.87	.86	2.9	2.9	3.0	3.0
2007	.87	.88	.82	.82	2.9	3.0	2.8	2.7
2008	.88	.88	.89	.87	2.9	2.9	2.9	2.9
2009	.84	.84	.83	.80	2.7	2.7	2.7	2.6
2010	.80	.73	.75	.72	2.6	2.4	2.4	2.4
2011	.75	.81	.82	.75	2.4	2.6	2.6	2.5
2012	.78	.75	.76	.77	2.5	2.4	2.5	2.4
2013	.76	.79	.80	.84	2.4	2.5	2.5	2.6
2014	.88	.88	.89	.97	2.7	2.7	2.6	2.9
2015	.97	.89	.88	.93	2.8	2.6	2.6	2.7
2016	.91	.88	.91	.92	2.6	2.5	2.6	2.5
2017	.93	.94	.95	.97	2.5	2.5	2.5	2.5
2018	1.05	1.03	1.05	1.08	2.7	2.7	2.7	2.7
2019	1.09	–	–	–	2.6	–	–	–
Overtime and premium[3]								
2004	.25	.23	.23	.24	1.0	.9	.8	.9
2005	.23	.24	.24	.24	.8	.8	.9	.9
2006	.27	.28	.28	.27	1.0	1.0	1.0	.9
2007	.28	.28	.28	.27	.9	.9	.9	.9
2008	.29	.29	.29	.30	.9	.9	.9	1.0
2009	.30	.30	.30	.29	1.0	1.0	1.0	.9
2010	.29	.28	.29	.26	.9	.9	.9	.8
2011	.26	.26	.26	.22	.8	.8	.8	.7
2012	.22	.22	.22	.22	.7	.7	.7	.7
2013	.22	.22	.22	.22	.7	.7	.7	.7
2014	.22	.22	.22	.24	.7	.7	.7	.7
2015	.24	.24	.25	.22	.7	.7	.7	.6
2016	.22	.23	.23	.23	.6	.6	.6	.6
2017	.23	.24	.24	.25	.6	.6	.6	.7
2018	.26	.26	.26	.28	.7	.7	.7	.7
2019	.28	–	–	–	.7	–	–	–
Shift differentials								
2004	.05	.05	.05	.05	.2	.2	.2	.2
2005	.05	.05	.05	.05	.2	.2	.2	.2
2006	.05	.05	.05	.06	.2	.2	.2	.2
2007	.06	.06	.06	.06	.2	.2	.2	.2
2008	.06	.06	.06	.06	.2	.2	.2	.2
2009	.06	.06	.06	.06	.2	.2	.2	.2
2010	.06	.06	.06	.06	.2	.2	.2	.2
2011	.06	.06	.06	.05	.2	.2	.2	.2
2012	.05	.05	.05	.05	.2	.2	.2	.2
2013	.05	.05	.05	.05	.1	.2	.2	.2
2014	.05	.05	.05	.06	.2	.2	.2	.2
2015	.05	.05	.05	.03	.1	.1	.1	.1
2016	.04	.04	.03	.03	.1	.1	.1	.1
2017	.03	.04	.04	.03	.1	.1	.1	.1
2018	.03	.03	.03	.04	.1	.1	.1	.1
2019	.04	–	–	–	.1	–	–	–
Nonproduction bonuses								
2004	.31	.37	.39	.40	1.2	1.4	1.4	1.5
2005	.46	.48	.48	.44	1.6	1.7	1.7	1.6
2006	.50	.50	.53	.53	1.8	1.8	1.9	1.8

See footnotes at end of table.

Table 12. Private industry workers, by census region and division: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Pacific division[1]

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Nonproduction bonuses								
2007	0.53	0.55	0.49	0.49	1.8	1.9	1.7	1.6
2008	.53	.53	.53	.51	1.7	1.7	1.7	1.7
2009	.48	.48	.47	.46	1.6	1.6	1.5	1.5
2010	.45	.39	.41	.40	1.5	1.3	1.3	1.3
2011	.43	.50	.50	.48	1.4	1.6	1.6	1.6
2012	.52	.49	.50	.50	1.7	1.6	1.6	1.6
2013	.50	.52	.53	.57	1.6	1.6	1.6	1.8
2014	.61	.61	.61	.68	1.9	1.8	1.8	2.0
2015	.68	.60	.58	.67	2.0	1.8	1.7	1.9
2016	.65	.62	.65	.66	1.8	1.8	1.8	1.8
2017	.66	.67	.67	.69	1.8	1.8	1.8	1.8
2018	.76	.74	.75	.76	1.9	1.9	1.9	1.9
2019	.77	–	–	–	1.9	–	–	–
Insurance								
2004	1.78	1.74	1.77	1.79	6.7	6.5	6.5	6.6
2005	1.86	1.87	1.90	1.88	6.7	6.7	6.7	6.8
2006	1.91	2.00	1.98	2.04	6.8	7.0	7.0	7.0
2007	2.10	2.12	2.12	2.17	7.1	7.2	7.2	7.2
2008	2.23	2.25	2.25	2.24	7.3	7.3	7.3	7.3
2009	2.30	2.29	2.31	2.30	7.4	7.4	7.5	7.5
2010	2.35	2.35	2.35	2.29	7.6	7.7	7.6	7.5
2011	2.34	2.39	2.41	2.43	7.6	7.7	7.7	7.9
2012	2.46	2.47	2.50	2.48	7.9	8.0	8.0	7.8
2013	2.52	2.50	2.53	2.61	7.9	7.9	7.9	8.0
2014	2.63	2.62	2.65	2.70	8.0	8.0	7.9	7.9
2015	2.76	2.76	2.77	2.67	8.1	8.1	8.1	7.7
2016	2.71	2.69	2.74	2.84	7.7	7.7	7.6	7.8
2017	2.84	2.84	2.91	3.05	7.7	7.7	7.7	8.0
2018	3.07	3.03	3.07	3.24	7.8	7.8	7.8	8.0
2019	3.27	–	–	–	7.9	–	–	–
Life								
2004	.04	.04	.04	.04	.2	.1	.1	.1
2005	.04	.04	.04	.04	.1	.1	.1	.1
2006	.04	.04	.04	.04	.2	.2	.1	.1
2007	.04	.04	.04	.04	.1	.1	.1	.1
2008	.04	.04	.04	.04	.1	.1	.1	.1
2009	.04	.04	.04	.04	.1	.1	.1	.1
2010	.04	.04	.04	.04	.1	.1	.1	.1
2011	.03	.03	.03	.04	.1	.1	.1	.1
2012	.04	.03	.04	.04	.1	.1	.1	.1
2013	.04	.04	.04	.04	.1	.1	.1	.1
2014	.04	.04	.04	.04	.1	.1	.1	.1
2015	.04	.04	.04	.04	.1	.1	.1	.1
2016	.04	.04	.04	.04	.1	.1	.1	.1
2017	.04	.04	.04	.04	.1	.1	.1	.1
2018	.04	.04	.05	.05	.1	.1	.1	.1
2019	.05	–	–	–	.1	–	–	–
Health								
2004	1.67	1.64	1.66	1.68	6.3	6.1	6.1	6.2
2005	1.74	1.76	1.78	1.77	6.3	6.3	6.3	6.4
2006	1.79	1.88	1.86	1.92	6.4	6.6	6.5	6.6
2007	1.97	1.99	2.00	2.05	6.7	6.7	6.8	6.8
2008	2.11	2.13	2.13	2.12	6.9	6.9	6.9	6.9
2009	2.18	2.17	2.19	2.18	7.0	7.0	7.1	7.1
2010	2.23	2.23	2.23	2.18	7.2	7.3	7.2	7.2
2011	2.23	2.27	2.30	2.32	7.2	7.3	7.4	7.6
2012	2.34	2.36	2.38	2.37	7.6	7.6	7.6	7.5
2013	2.40	2.39	2.41	2.50	7.6	7.5	7.5	7.6
2014	2.52	2.52	2.54	2.59	7.7	7.6	7.6	7.6
2015	2.65	2.65	2.66	2.57	7.7	7.8	7.8	7.4
2016	2.61	2.59	2.63	2.73	7.4	7.4	7.4	7.5
2017	2.72	2.73	2.80	2.92	7.4	7.4	7.4	7.6
2018	2.94	2.90	2.93	3.10	7.5	7.5	7.4	7.6

See footnotes at end of table.

Table 12. Private industry workers, by census region and division: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Pacific division[1]

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Health								
2019	3.12	–	–	–	7.6	–	–	–
Short-term disability								
2004	.03	0.03	0.03	0.03	.1	0.1	0.1	0.1
2005	.03	.04	.04	.04	.1	.1	.1	.1
2006	.04	.04	.04	.04	.1	.1	.1	.1
2007	.04	.04	.04	.04	.1	.1	.1	.1
2008	.04	.04	.04	.04	.1	.1	.1	.1
2009	.04	.05	.04	.04	.1	.1	.1	.1
2010	.04	.04	.04	.04	.1	.1	.1	.1
2011	.04	.04	.04	.04	.1	.1	.1	.1
2012	.04	.04	.04	.04	.1	.1	.1	.1
2013	.04	.04	.04	.04	.1	.1	.1	.1
2014	.04	.04	.04	.03	.1	.1	.1	.1
2015	.03	.03	.03	.03	.1	.1	.1	.1
2016	.03	.03	.03	.03	.1	.1	.1	.1
2017	.03	.03	.04	.04	.1	.1	.1	.1
2018	.04	.04	.04	.05	.1	.1	.1	.1
2019	.05	–	–	–	.1	–	–	–
Long-term disability								
2004	.04	.03	.04	.04	.1	.1	.1	.1
2005	.04	.04	.04	.03	.1	.1	.1	.1
2006	.04	.04	.04	.04	.1	.1	.1	.1
2007	.04	.04	.04	.04	.1	.1	.1	.1
2008	.04	.04	.04	.04	.1	.1	.1	.1
2009	.04	.04	.04	.04	.1	.1	.1	.1
2010	.04	.04	.04	.04	.1	.1	.1	.1
2011	.04	.04	.04	.04	.1	.1	.1	.1
2012	.04	.04	.04	.04	.1	.1	.1	.1
2013	.04	.04	.04	.04	.1	.1	.1	.1
2014	.04	.04	.04	.04	.1	.1	.1	.1
2015	.04	.04	.04	.04	.1	.1	.1	.1
2016	.04	.04	.04	.04	.1	.1	.1	.1
2017	.04	.04	.04	.04	.1	.1	.1	.1
2018	.05	.05	.05	.05	.1	.1	.1	.1
2019	.05	–	–	–	.1	–	–	–
Retirement and savings								
2004	.92	.92	.94	.99	3.5	3.5	3.5	3.6
2005	1.07	1.09	1.09	1.06	3.9	3.9	3.9	3.8
2006	.98	.99	.99	.98	3.5	3.5	3.5	3.4
2007	.89	.93	1.00	1.03	3.0	3.2	3.4	3.4
2008	1.05	1.07	1.09	1.08	3.5	3.5	3.5	3.5
2009	1.11	1.10	1.08	1.04	3.6	3.6	3.5	3.4
2010	1.07	1.06	1.12	1.09	3.5	3.5	3.6	3.6
2011	1.12	1.18	1.15	1.07	3.6	3.8	3.7	3.5
2012	1.10	1.09	1.13	1.21	3.5	3.5	3.6	3.8
2013	1.22	1.22	1.23	1.35	3.8	3.8	3.9	4.1
2014	1.38	1.47	1.55	1.55	4.2	4.5	4.6	4.5
2015	1.58	1.49	1.50	1.51	4.6	4.4	4.4	4.3
2016	1.52	1.51	1.55	1.60	4.3	4.3	4.3	4.4
2017	1.62	1.64	1.77	1.61	4.4	4.4	4.7	4.2
2018	1.65	1.63	1.58	1.61	4.2	4.2	4.0	4.0
2019	1.64	–	–	–	4.0	–	–	–
Defined benefit								
2004	.46	.48	.48	.51	1.7	1.8	1.8	1.9
2005	.59	.60	.60	.60	2.1	2.1	2.1	2.2
2006	.51	.51	.51	.50	1.8	1.8	1.8	1.7
2007	.38	.42	.48	.49	1.3	1.4	1.6	1.6
2008	.50	.51	.52	.52	1.6	1.6	1.7	1.7
2009	.54	.55	.52	.48	1.8	1.8	1.7	1.6
2010	.52	.52	.58	.53	1.7	1.7	1.9	1.7
2011	.53	.59	.55	.49	1.7	1.9	1.8	1.6
2012	.51	.51	.55	.58	1.7	1.6	1.8	1.8
2013	.58	.60	.60	.69	1.8	1.9	1.9	2.1

See footnotes at end of table.

Table 12. Private industry workers, by census region and division: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Pacific division[1]

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Defined benefit								
2014	0.69	0.80	0.85	0.85	2.1	2.4	2.5	2.5
2015	.86	.79	.79	.82	2.5	2.3	2.3	2.3
2016	.80	.81	.81	.85	2.3	2.3	2.3	2.3
2017	.86	.88	1.00	.71	2.3	2.4	2.7	1.9
2018	.73	.74	.66	.63	1.9	1.9	1.7	1.5
2019	.64	–	–	–	1.5	–	–	–
Defined contribution								
2004	.47	.45	.46	.47	1.8	1.7	1.7	1.7
2005	.49	.49	.49	.46	1.7	1.7	1.8	1.7
2006	.47	.48	.49	.48	1.7	1.7	1.7	1.7
2007	.50	.51	.52	.53	1.7	1.7	1.7	1.8
2008	.56	.57	.57	.55	1.8	1.8	1.8	1.8
2009	.57	.55	.56	.56	1.8	1.8	1.8	1.8
2010	.55	.54	.54	.56	1.8	1.8	1.7	1.8
2011	.59	.59	.60	.58	1.9	1.9	1.9	1.9
2012	.58	.58	.58	.63	1.9	1.9	1.9	2.0
2013	.63	.62	.63	.66	2.0	2.0	2.0	2.0
2014	.69	.68	.70	.70	2.1	2.1	2.1	2.1
2015	.71	.70	.71	.70	2.1	2.1	2.1	2.0
2016	.72	.70	.73	.75	2.0	2.0	2.0	2.1
2017	.76	.75	.77	.90	2.1	2.0	2.0	2.3
2018	.92	.90	.93	.98	2.3	2.3	2.3	2.4
2019	1.00	–	–	–	2.4	–	–	–
Legally required benefits								
2004	2.53	2.57	2.61	2.62	9.6	9.6	9.6	9.6
2005	2.67	2.69	2.71	2.64	9.6	9.6	9.6	9.6
2006	2.62	2.65	2.65	2.75	9.4	9.3	9.3	9.4
2007	2.73	2.72	2.72	2.72	9.3	9.2	9.2	9.1
2008	2.75	2.77	2.77	2.71	9.0	9.0	9.0	8.9
2009	2.73	2.72	2.71	2.71	8.8	8.8	8.8	8.8
2010	2.73	2.75	2.75	2.71	8.9	9.0	8.9	8.9
2011	2.76	2.78	2.80	2.71	9.0	9.0	9.0	8.8
2012	2.74	2.74	2.75	2.76	8.9	8.9	8.8	8.7
2013	2.77	2.78	2.79	2.84	8.7	8.7	8.7	8.7
2014	2.86	2.86	2.90	2.91	8.7	8.7	8.6	8.5
2015	2.91	2.92	2.93	2.97	8.5	8.6	8.6	8.5
2016	3.00	3.00	3.03	3.05	8.5	8.5	8.5	8.4
2017	3.13	3.14	3.17	3.15	8.5	8.5	8.4	8.2
2018	3.20	3.18	3.21	3.27	8.2	8.2	8.1	8.0
2019	3.25	–	–	–	7.9	–	–	–
Social Security and Medicare								
2004	1.56	1.57	1.59	1.59	5.9	5.9	5.9	5.8
2005	1.62	1.64	1.64	1.63	5.8	5.8	5.8	5.9
2006	1.65	1.66	1.67	1.70	5.9	5.9	5.9	5.8
2007	1.73	1.73	1.74	1.76	5.9	5.9	5.9	5.9
2008	1.79	1.80	1.81	1.80	5.9	5.9	5.9	5.9
2009	1.83	1.82	1.82	1.83	5.9	5.9	5.9	5.9
2010	1.82	1.81	1.82	1.80	5.9	5.9	5.9	5.9
2011	1.82	1.82	1.83	1.80	5.9	5.9	5.9	5.9
2012	1.82	1.81	1.82	1.84	5.9	5.9	5.8	5.8
2013	1.85	1.85	1.86	1.88	5.8	5.8	5.8	5.8
2014	1.89	1.89	1.92	1.94	5.8	5.7	5.7	5.7
2015	1.94	1.93	1.93	1.99	5.7	5.7	5.7	5.7
2016	2.00	1.99	2.02	2.05	5.7	5.7	5.7	5.6
2017	2.10	2.12	2.14	2.17	5.7	5.7	5.7	5.7
2018	2.22	2.20	2.23	2.32	5.7	5.7	5.7	5.7
2019	2.36	–	–	–	5.7	–	–	–
Social Security[4]								
2004	1.25	1.26	1.27	1.28	4.8	4.7	4.7	4.7
2005	1.30	1.31	1.31	1.31	4.7	4.6	4.7	4.7
2006	1.32	1.33	1.34	1.36	4.7	4.7	4.7	4.7
2007	1.38	1.39	1.39	1.41	4.7	4.7	4.7	4.7
2008	1.43	1.44	1.45	1.44	4.7	4.7	4.7	4.7

See footnotes at end of table.

Table 12. Private industry workers, by census region and division: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Pacific division[1]

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Social Security[4]								
2009	1.47	1.46	1.46	1.47	4.7	4.8	4.7	4.8
2010	1.47	1.46	1.46	1.45	4.8	4.8	4.7	4.8
2011	1.46	1.46	1.47	1.44	4.7	4.7	4.7	4.7
2012	1.46	1.46	1.46	1.48	4.7	4.7	4.7	4.7
2013	1.48	1.48	1.49	1.51	4.7	4.7	4.7	4.6
2014	1.52	1.52	1.54	1.55	4.6	4.6	4.6	4.5
2015	1.55	1.54	1.54	1.59	4.5	4.5	4.5	4.6
2016	1.59	1.59	1.61	1.63	4.5	4.5	4.5	4.5
2017	1.68	1.69	1.71	1.73	4.6	4.6	4.5	4.5
2018	1.77	1.75	1.78	1.85	4.5	4.5	4.5	4.5
2019	1.89	–	–	–	4.6	–	–	–
Medicare								
2004	.31	.31	.32	.32	1.2	1.2	1.2	1.2
2005	.32	.33	.33	.33	1.2	1.2	1.2	1.2
2006	.33	.33	.33	.34	1.2	1.2	1.2	1.2
2007	.34	.34	.35	.35	1.2	1.2	1.2	1.2
2008	.35	.36	.36	.36	1.2	1.2	1.2	1.2
2009	.36	.36	.36	.36	1.2	1.2	1.2	1.2
2010	.36	.36	.36	.35	1.2	1.2	1.2	1.2
2011	.36	.36	.36	.35	1.2	1.2	1.2	1.2
2012	.36	.36	.36	.36	1.2	1.2	1.2	1.2
2013	.37	.37	.37	.37	1.1	1.2	1.1	1.1
2014	.38	.38	.38	.39	1.1	1.1	1.1	1.1
2015	.39	.39	.39	.40	1.1	1.1	1.1	1.2
2016	.40	.41	.41	.42	1.2	1.2	1.2	1.2
2017	.42	.42	.43	.44	1.1	1.1	1.1	1.2
2018	.45	.45	.46	.47	1.2	1.2	1.2	1.2
2019	.48	–	–	–	1.2	–	–	–
Federal unemployment insurance								
2004	.03	.03	.03	.03	.1	.1	.1	.1
2005	.03	.03	.03	.04	.1	.1	.1	.1
2006	.03	.03	.03	.03	.1	.1	.1	.1
2007	.03	.03	.03	.03	.1	.1	.1	.1
2008	.03	.03	.03	.03	.1	.1	.1	.1
2009	.03	.03	.03	.03	.1	.1	.1	.1
2010	.03	.03	.03	.03	.1	.1	.1	.1
2011	.03	.03	.03	.03	.1	.1	.1	.1
2012	.04	.04	.03	.04	.1	.1	.1	.1
2013	.04	.04	.04	.04	.1	.1	.1	.1
2014	.05	.05	.05	.05	.2	.2	.2	.2
2015	.06	.06	.06	.07	.2	.2	.2	.2
2016	.08	.08	.08	.08	.2	.2	.2	.2
2017	.09	.09	.08	.08	.2	.2	.2	.2
2018	.09	.09	.09	.09	.2	.2	.2	.2
2019	.02	–	–	–	.1	–	–	–
State unemployment insurance								
2004	.18	.19	.19	.20	.7	.7	.7	.7
2005	.21	.22	.22	.22	.8	.8	.8	.8
2006	.21	.21	.21	.22	.8	.7	.7	.8
2007	.21	.21	.21	.21	.7	.7	.7	.7
2008	.21	.21	.20	.20	.7	.7	.7	.6
2009	.19	.19	.19	.18	.6	.6	.6	.6
2010	.21	.23	.23	.23	.7	.7	.7	.8
2011	.25	.26	.27	.27	.8	.8	.9	.9
2012	.27	.27	.27	.28	.9	.9	.9	.9
2013	.28	.28	.27	.27	.9	.9	.9	.8
2014	.27	.26	.27	.26	.8	.8	.8	.8
2015	.25	.26	.25	.25	.7	.7	.7	.7
2016	.24	.25	.24	.24	.7	.7	.7	.6
2017	.23	.23	.22	.22	.6	.6	.6	.6
2018	.22	.22	.21	.20	.6	.6	.5	.5
2019	.20	–	–	–	.5	–	–	–

See footnotes at end of table.

Table 12. Private industry workers, by census region and division: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Pacific division[1]

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Workers' compensation								
2004	0.76	0.77	0.79	0.79	2.9	2.9	2.9	2.9
2005	.80	.80	.81	.75	2.9	2.9	2.9	2.7
2006	.73	.74	.73	.80	2.6	2.6	2.6	2.7
2007	.75	.75	.74	.72	2.6	2.5	2.5	2.4
2008	.72	.73	.72	.68	2.4	2.4	2.3	2.2
2009	.68	.68	.67	.66	2.2	2.2	2.2	2.2
2010	.66	.67	.67	.65	2.1	2.2	2.2	2.1
2011	.66	.67	.68	.62	2.1	2.2	2.2	2.0
2012	.62	.62	.63	.60	2.0	2.0	2.0	1.9
2013	.60	.61	.61	.64	1.9	1.9	1.9	2.0
2014	.64	.64	.66	.66	2.0	2.0	2.0	1.9
2015	.65	.67	.68	.67	1.9	2.0	2.0	1.9
2016	.68	.69	.69	.69	1.9	1.9	1.9	1.9
2017	.70	.71	.72	.68	1.9	1.9	1.9	1.8
2018	.68	.67	.67	.66	1.7	1.7	1.7	1.6
2019	.66	–	–	–	1.6	–	–	–
Other benefits[5]								
2004	.02	.03	.03	.03	.1	.1	.1	.1
2005	.03	.03	.03	.03	.1	.1	.1	.1

[1] The states that compose the Pacific census division are: AK, CA, HI, OR, and WA.
[2] Prior to June 2008, paid personal leave was included in other leave. Other leave also included paid military, funeral, and jury leave.
[3] Includes premium pay (such as overtime, weekends, and holidays) for work in addition to the regular work schedule.
[4] Social Security refers to the Old-Age, Survivors, and Disability Insurance (OASDI) program.
[5] Includes severance pay and supplemental unemployment benefits. Publication of other benefits was discontinued beginning in June 2006.

Note: The sum of individual items may not equal totals due to rounding. Dashes indicate data are not available.

Table 13. Private industry workers, by area: employer costs per hours worked for employee compensation and costs as a percentage of total compensation

Metropolitan area[1]

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Total compensation								
2004	$23.66	$23.99	$24.37	$24.52	100.0	100.0	100.0	100.0
2005	24.80	24.89	24.97	25.58	100.0	100.0	100.0	100.0
2006	26.00	26.37	26.74	26.92	100.0	100.0	100.0	100.0
2007	27.17	27.18	27.34	27.69	100.0	100.0	100.0	100.0
2008	28.08	28.09	28.39	–	100.0	100.0	100.0	–
Wages and salaries								
2004	16.93	17.16	17.42	17.49	71.6	71.5	71.5	71.3
2005	17.62	17.70	17.70	18.13	71.0	71.1	70.9	70.9
2006	18.37	18.61	18.90	18.97	70.7	70.6	70.7	70.5
2007	19.22	19.20	19.30	19.55	70.7	70.6	70.6	70.6
2008	19.82	19.83	20.07	–	70.6	70.6	70.7	–
Total benefits								
2004	6.73	6.83	6.95	7.03	28.4	28.5	28.5	28.7
2005	7.18	7.20	7.28	7.44	29.0	28.9	29.1	29.1
2006	7.63	7.76	7.84	7.95	29.3	29.4	29.3	29.5
2007	7.95	7.98	8.04	8.14	29.3	29.4	29.4	29.4
2008	8.26	8.26	8.32	–	29.4	29.4	29.3	–
Paid leave								
2004	1.53	1.54	1.57	1.59	6.5	6.4	6.4	6.5
2005	1.60	1.59	1.61	1.68	6.4	6.4	6.4	6.6
2006	1.80	1.83	1.85	1.88	6.9	6.9	6.9	7.0
2007	1.91	1.90	1.89	1.91	7.0	7.0	6.9	6.9
2008	1.93	1.91	1.95	–	6.9	6.8	6.9	–
Vacation								
2004	.75	.76	.78	.78	3.2	3.2	3.2	3.2
2005	.79	.79	.80	.83	3.2	3.2	3.2	3.2
2006	.90	.91	.93	.95	3.4	3.5	3.5	3.5
2007	.97	.96	.96	.98	3.6	3.5	3.5	3.5
2008	.98	.98	.99	–	3.5	3.5	3.5	–
Holiday								
2004	.53	.53	.54	.54	2.2	2.2	2.2	2.2
2005	.55	.55	.55	.58	2.2	2.2	2.2	2.2
2006	.60	.60	.61	.62	2.3	2.3	2.3	2.3
2007	.62	.62	.62	.63	2.3	2.3	2.3	2.3
2008	.63	.63	.64	–	2.3	2.2	2.2	–
Sick								
2004	.19	.19	.19	.19	.8	.8	.8	.8
2005	.20	.19	.19	.20	.8	.8	.8	.8
2006	.23	.23	.23	.24	.9	.9	.9	.9
2007	.24	.24	.24	.24	.9	.9	.9	.9
2008	.24	.24	.25	–	.9	.9	.9	–
Personal[2]								
2004	.06	.06	.07	.07	.3	.3	.3	.3
2005	.07	.07	.07	.07	.3	.3	.3	.3
2006	.08	.08	.08	.08	.3	.3	.3	.3
2007	.08	.08	.07	.07	.3	.3	.3	.2
2008	.07	.06	.07	–	.2	.2	.2	–
Supplemental pay								
2004	.67	.65	.66	.67	2.8	2.7	2.7	2.7
2005	.69	.71	.72	.74	2.8	2.8	2.9	2.9
2006	.76	.77	.78	.79	2.9	2.9	2.9	2.9
2007	.80	.82	.82	.82	3.0	3.0	3.0	3.0
2008	.84	.87	.86	–	3.0	3.1	3.0	–
Overtime and premium[3]								
2004	.23	.23	.23	.23	1.0	1.0	1.0	1.0
2005	.24	.24	.24	.24	.9	1.0	1.0	.9
2006	.26	.26	.26	.26	1.0	1.0	1.0	1.0
2007	.26	.27	.27	.27	1.0	1.0	1.0	1.0
2008	.27	.27	.28	–	1.0	1.0	1.0	–
Shift differentials								
2004	.06	.05	.05	.06	.2	.2	.2	.2
2005	.06	.06	.06	.06	.2	.2	.2	.2
2006	.06	.06	.06	.07	.2	.2	.2	.3
2007	.07	.07	.07	.07	.3	.3	.3	.3
2008	.07	.07	.07	–	.3	.3	.3	–
Nonproduction bonuses								
2004	.38	.36	.37	.38	1.6	1.5	1.5	1.5

See footnotes at end of table.

Table 13. Private industry workers, by area: employer costs per hours worked for employee compensation and costs as a percentage of total compensation

Metropolitan area[1]

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Nonproduction bonuses								
2005	0.40	0.41	0.42	0.44	1.6	1.7	1.7	1.7
2006	.44	.45	.46	.46	1.7	1.7	1.7	1.7
2007	.47	.48	.47	.49	1.7	1.8	1.7	1.8
2008	.50	.53	.51	–	1.8	1.9	1.8	–
Insurance								
2004	1.65	1.68	1.70	1.72	7.0	7.0	7.0	7.0
2005	1.78	1.78	1.80	1.86	7.2	7.1	7.2	7.3
2006	1.89	1.94	1.96	1.99	7.3	7.4	7.3	7.4
2007	2.04	2.04	2.06	2.08	7.5	7.5	7.5	7.5
2008	2.13	2.13	2.15	–	7.6	7.6	7.6	–
Life								
2004	.04	.04	.04	.04	.2	.2	.2	.2
2005	.04	.04	.04	.04	.2	.2	.2	.2
2006	.05	.05	.05	.04	.2	.2	.2	.2
2007	.05	.05	.05	.04	.2	.2	.2	.2
2008	.04	.04	.04	–	.2	.2	.2	–
Health								
2004	1.53	1.56	1.58	1.60	6.5	6.5	6.5	6.5
2005	1.65	1.65	1.68	1.72	6.7	6.6	6.7	6.7
2006	1.76	1.80	1.81	1.85	6.8	6.8	6.8	6.9
2007	1.89	1.90	1.91	1.94	7.0	7.0	7.0	7.0
2008	1.99	1.99	2.00	–	7.1	7.1	7.0	–
Short-term disability								
2004	.05	.05	.05	.05	.2	.2	.2	.2
2005	.05	.05	.05	.05	.2	.2	.2	.2
2006	.05	.05	.06	.05	.2	.2	.2	.2
2007	.06	.06	.06	.06	.2	.2	.2	.2
2008	.06	.06	.06	–	.2	.2	.2	–
Long-term disability								
2004	.03	.03	.03	.03	.1	.1	.1	.1
2005	.03	.03	.03	.04	.1	.1	.1	.1
2006	.04	.04	.04	.04	.1	.1	.1	.1
2007	.04	.04	.04	.04	.2	.2	.2	.2
2008	.04	.04	.04	–	.1	.1	.1	–
Retirement and savings								
2004	.81	.85	.87	.90	3.4	3.5	3.6	3.7
2005	.93	.92	.93	.93	3.7	3.7	3.7	3.7
2006	.96	.98	.99	1.01	3.7	3.7	3.7	3.7
2007	.92	.94	.98	1.02	3.4	3.5	3.6	3.7
2008	1.03	1.02	1.03	–	3.7	3.6	3.6	–
Defined benefit								
2004	.38	.41	.42	.45	1.6	1.7	1.7	1.8
2005	.47	.46	.47	.46	1.9	1.9	1.9	1.8
2006	.47	.49	.50	.51	1.8	1.9	1.9	1.9
2007	.42	.44	.46	.46	1.5	1.6	1.7	1.7
2008	.46	.45	.46	–	1.6	1.6	1.6	–
Defined contribution								
2004	.44	.44	.45	.45	1.8	1.8	1.8	1.8
2005	.46	.46	.46	.48	1.9	1.8	1.8	1.9
2006	.49	.49	.50	.50	1.9	1.9	1.9	1.9
2007	.51	.51	.52	.56	1.9	1.9	1.9	2.0
2008	.57	.57	.58	–	2.0	2.0	2.0	–
Legally required benefits								
2004	2.03	2.08	2.10	2.12	8.6	8.7	8.6	8.6
2005	2.14	2.16	2.18	2.20	8.6	8.7	8.7	8.6
2006	2.21	2.24	2.26	2.28	8.5	8.5	8.4	8.5
2007	2.29	2.28	2.30	2.30	8.4	8.4	8.4	8.3
2008	2.32	2.32	2.34	–	8.3	8.3	8.2	–
Social Security and Medicare								
2004	1.42	1.43	1.45	1.45	6.0	6.0	5.9	5.9
2005	1.47	1.48	1.48	1.51	5.9	5.9	5.9	5.9
2006	1.54	1.56	1.57	1.58	5.9	5.9	5.9	5.9
2007	1.60	1.61	1.62	1.63	5.9	5.9	5.9	5.9
2008	1.65	1.66	1.67	–	5.9	5.9	5.9	–
Social Security[4]								
2004	1.14	1.15	1.16	1.17	4.8	4.8	4.8	4.8
2005	1.18	1.18	1.19	1.21	4.7	4.8	4.8	4.7

See footnotes at end of table.

Table 13. Private industry workers, by area: employer costs per hours worked for employee compensation and costs as a percentage of total compensation

Metropolitan area[1]

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Social Security[4]								
2006	1.23	1.25	1.26	1.27	4.7	4.7	4.7	4.7
2007	1.28	1.29	1.30	1.31	4.7	4.7	4.7	4.7
2008	1.33	1.33	1.34	–	4.7	4.7	4.7	–
Medicare								
2004	.28	.28	.29	.29	1.2	1.2	1.2	1.2
2005	.29	.29	.29	.30	1.2	1.2	1.2	1.2
2006	.30	.31	.31	.31	1.2	1.2	1.2	1.2
2007	.32	.32	.32	.32	1.2	1.2	1.2	1.2
2008	.33	.33	.33	–	1.2	1.2	1.2	–
Federal unemployment insurance								
2004	.03	.03	.03	.03	.1	.1	.1	.1
2005	.03	.03	.03	.03	.1	.1	.1	.1
2006	.03	.03	.03	.03	.1	.1	.1	.1
2007	.03	.03	.03	.03	.1	.1	.1	.1
2008	.03	.03	.03	–	.1	.1	.1	–
State unemployment insurance								
2004	.13	.14	.15	.15	.6	.6	.6	.6
2005	.16	.17	.17	.17	.6	.7	.7	.7
2006	.17	.17	.17	.17	.6	.6	.6	.6
2007	.16	.16	.16	.16	.6	.6	.6	.6
2008	.16	.16	.16	–	.6	.6	.5	–
Workers' compensation								
2004	.45	.47	.48	.48	1.9	2.0	2.0	1.9
2005	.48	.49	.49	.48	1.9	2.0	2.0	1.9
2006	.48	.49	.48	.50	1.8	1.8	1.8	1.8
2007	.49	.48	.49	.48	1.8	1.8	1.8	1.7
2008	.48	.48	.48	–	1.7	1.7	1.7	–
Other benefits[5]								
2004	.04	.04	.04	.04	.2	.2	.2	.2
2005	.04	.04	.04	.04	.2	.2	.2	.2

[1] Series discontinued beginning December 2008.
[2] Prior to June 2008, paid personal leave was included in other leave. Other leave also included paid military, funeral, and jury leave.
[3] Includes premium pay (such as overtime, weekends, and holidays) for work in addition to the regular work schedule.
[4] Social Security refers to the Old-Age, Survivors, and Disability Insurance (OASDI) program.
[5] Includes severance pay and supplemental unemployment benefits. Publication of other benefits was discontinued beginning in June 2006.

Note: The sum of individual items may not equal totals due to rounding. Dashes indicate data are not available.

Table 13. Private industry workers, by area: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Nonmetropolitan area[1]

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Total compensation								
2004	$19.00	$18.41	$18.63	$18.67	100.0	100.0	100.0	100.0
2005	18.81	18.78	19.01	18.76	100.0	100.0	100.0	100.0
2006	18.85	18.44	18.68	18.89	100.0	100.0	100.0	100.0
2007	19.09	19.14	19.32	19.49	100.0	100.0	100.0	100.0
2008	19.64	19.72	19.92	–	100.0	100.0	100.0	–
Wages and salaries								
2004	13.30	12.90	13.06	13.08	70.0	70.1	70.1	70.1
2005	13.16	13.14	13.29	13.20	70.0	70.0	69.9	70.4
2006	13.33	13.11	13.26	13.40	70.7	71.1	71.0	70.9
2007	13.54	13.55	13.69	13.83	70.9	70.8	70.9	71.0
2008	13.94	14.01	14.12	–	71.0	71.0	70.9	–
Total benefits								
2004	5.70	5.51	5.57	5.59	30.0	29.9	29.9	29.9
2005	5.65	5.64	5.72	5.56	30.0	30.0	30.1	29.6
2006	5.52	5.33	5.42	5.49	29.3	28.9	29.0	29.1
2007	5.55	5.59	5.62	5.66	29.1	29.2	29.1	29.0
2008	5.70	5.72	5.81	–	29.0	29.0	29.1	–
Paid leave								
2004	1.16	1.08	1.08	1.08	6.1	5.8	5.8	5.8
2005	1.08	1.07	1.09	1.12	5.8	5.7	5.7	6.0
2006	1.10	1.03	1.04	1.06	5.8	5.6	5.6	5.6
2007	1.08	1.07	1.08	1.10	5.7	5.6	5.6	5.6
2008	1.09	1.09	1.10	–	5.5	5.5	5.5	–
Vacation								
2004	.61	.55	.55	.55	3.2	3.0	3.0	3.0
2005	.56	.55	.56	.53	3.0	2.9	3.0	2.8
2006	.57	.54	.54	.56	3.0	2.9	2.9	2.9
2007	.57	.57	.58	.58	3.0	3.0	3.0	3.0
2008	.58	.58	.58	–	2.9	2.9	2.9	–
Holiday								
2004	.39	.37	.37	.37	2.1	2.0	2.0	2.0
2005	.37	.37	.37	.35	2.0	1.9	2.0	1.9
2006	.37	.35	.35	.35	2.0	1.9	1.9	1.9
2007	.36	.36	.36	.37	1.9	1.9	1.9	1.9
2008	.37	.37	.37	–	1.9	1.9	1.9	–
Sick								
2004	.11	.11	.11	.11	.6	.6	.6	.6
2005	.11	.11	.11	.11	.6	.6	.6	.6
2006	.11	.10	.10	.11	.6	.6	.6	.6
2007	.11	.11	.11	.11	.6	.6	.6	.6
2008	.11	.11	.11	–	.6	.6	.6	–
Personal[2]								
2004	.05	.05	.05	.05	.3	.2	.2	.2
2005	.05	.04	.05	.13	.2	.2	.2	.7
2006	.05	.04	.04	.04	.2	.2	.2	.2
2007	.04	.04	.04	.04	.2	.2	.2	.2
2008	.03	.03	.03	–	.2	.2	.2	–
Supplemental pay								
2004	.56	.55	.55	.56	2.9	3.0	3.0	3.0
2005	.57	.57	.58	.55	3.0	3.1	3.1	2.9
2006	.54	.54	.55	.55	2.9	2.9	2.9	2.9
2007	.56	.58	.58	.58	2.9	3.0	3.0	3.0
2008	.59	.59	.61	–	3.0	3.0	3.1	–
Overtime and premium[3]								
2004	.30	.28	.28	.29	1.6	1.5	1.5	1.6
2005	.29	.29	.30	.28	1.5	1.6	1.6	1.5
2006	.28	.28	.28	.28	1.5	1.5	1.5	1.5
2007	.28	.29	.29	.29	1.5	1.5	1.5	1.5
2008	.29	.30	.30	–	1.5	1.5	1.5	–
Shift differentials								
2004	.07	.06	.07	.07	.4	.3	.4	.4
2005	.07	.06	.07	.06	.4	.3	.3	.3
2006	.06	.05	.05	.06	.3	.3	.3	.3
2007	.06	.06	.06	.06	.3	.3	.3	.3
2008	.06	.06	.06	–	.3	.3	.3	–
Nonproduction bonuses								
2004	.18	.20	.20	.20	1.0	1.1	1.1	1.1

See footnotes at end of table.

Table 13. Private industry workers, by area: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Nonmetropolitan area[1]

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Nonproduction bonuses								
2005	0.21	0.21	0.22	0.21	1.1	1.1	1.1	1.1
2006	.20	.21	.21	.22	1.1	1.1	1.1	1.2
2007	.22	.23	.23	.23	1.2	1.2	1.2	1.2
2008	.24	.24	.25	–	1.2	1.2	1.2	–
Insurance								
2004	1.63	1.54	1.55	1.55	8.6	8.3	8.3	8.3
2005	1.59	1.60	1.62	1.53	8.5	8.5	8.5	8.1
2006	1.55	1.50	1.53	1.54	8.2	8.2	8.2	8.1
2007	1.59	1.59	1.61	1.61	8.4	8.3	8.3	8.3
2008	1.64	1.65	1.67	–	8.3	8.4	8.4	–
Life								
2004	.04	.04	.04	.04	.2	.2	.2	.2
2005	.04	.04	.04	.03	.2	.2	.2	.2
2006	.03	.03	.03	.03	.2	.2	.2	.2
2007	.04	.04	.04	.04	.2	.2	.2	.2
2008	.04	.04	.04	–	.2	.2	.2	–
Health								
2004	1.52	1.43	1.45	1.45	8.0	7.8	7.8	7.8
2005	1.49	1.50	1.53	1.44	7.9	8.0	8.0	7.7
2006	1.46	1.42	1.45	1.45	7.8	7.7	7.7	7.7
2007	1.50	1.50	1.51	1.52	7.8	7.8	7.8	7.8
2008	1.54	1.55	1.58	–	7.9	7.9	7.9	–
Short-term disability								
2004	.05	.04	.04	.04	.2	.2	.2	.2
2005	.04	.04	.04	.04	.2	.2	.2	.2
2006	.04	.03	.03	.04	.2	.2	.2	.2
2007	.04	.04	.04	.04	.2	.2	.2	.2
2008	.04	.04	.04	–	.2	.2	.2	–
Long-term disability								
2004	.02	.02	.02	.02	.1	.1	.1	.1
2005	.02	.02	.02	.02	.1	.1	.1	.1
2006	.02	.02	.02	.02	.1	.1	.1	.1
2007	.02	.02	.02	.02	.1	.1	.1	.1
2008	.02	.02	.02	–	.1	.1	.1	–
Retirement and savings								
2004	.61	.62	.63	.65	3.2	3.4	3.4	3.5
2005	.63	.62	.63	.58	3.3	3.3	3.3	3.1
2006	.57	.52	.54	.58	3.0	2.8	2.9	3.1
2007	.56	.57	.59	.60	2.9	3.0	3.1	3.1
2008	.60	.59	.61	–	3.1	3.0	3.0	–
Defined benefit								
2004	.28	.31	.32	.34	1.5	1.7	1.7	1.8
2005	.31	.31	.32	.28	1.7	1.6	1.7	1.5
2006	.26	.24	.25	.28	1.4	1.3	1.3	1.5
2007	.26	.26	.27	.27	1.3	1.4	1.4	1.4
2008	.27	.25	.26	–	1.4	1.3	1.3	–
Defined contribution								
2004	.33	.31	.31	.31	1.7	1.7	1.7	1.7
2005	.32	.31	.31	.30	1.7	1.7	1.7	1.6
2006	.31	.28	.29	.30	1.6	1.5	1.6	1.6
2007	.30	.31	.32	.33	1.6	1.6	1.7	1.7
2008	.33	.33	.35	–	1.7	1.7	1.7	–
Legally required benefits								
2004	1.73	1.72	1.74	1.74	9.1	9.3	9.3	9.3
2005	1.76	1.77	1.78	1.77	9.3	9.4	9.4	9.5
2006	1.76	1.73	1.77	1.76	9.3	9.4	9.4	9.3
2007	1.75	1.78	1.76	1.77	9.2	9.3	9.1	9.1
2008	1.77	1.80	1.81	–	9.0	9.1	9.1	–
Social Security and Medicare								
2004	1.15	1.12	1.13	1.13	6.1	6.1	6.1	6.1
2005	1.14	1.14	1.15	1.15	6.1	6.1	6.1	6.1
2006	1.15	1.12	1.14	1.16	6.1	6.1	6.1	6.1
2007	1.15	1.18	1.17	1.18	6.0	6.2	6.1	6.1
2008	1.19	1.22	1.22	–	6.1	6.2	6.1	–
Social Security[4]								
2004	.93	.90	.91	.92	4.9	4.9	4.9	4.9
2005	.92	.92	.93	.93	4.9	4.9	4.9	5.0

See footnotes at end of table.

Table 13. Private industry workers, by area: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Nonmetropolitan area[1]

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Social Security[4]								
2006	0.93	0.91	0.92	0.94	4.9	4.9	5.0	5.0
2007	.93	.95	.95	.96	4.9	5.0	4.9	4.9
2008	.96	.99	.99	–	4.9	5.0	5.0	–
Medicare								
2004	.22	.21	.22	.22	1.2	1.2	1.2	1.2
2005	.22	.22	.22	.22	1.2	1.2	1.2	1.2
2006	.22	.21	.22	.22	1.2	1.2	1.2	1.2
2007	.22	.22	.22	.23	1.2	1.2	1.2	1.2
2008	.23	.23	.23	–	1.2	1.2	1.2	–
Federal unemployment insurance								
2004	.03	.03	.03	.03	.2	.2	.2	.2
2005	.03	.03	.03	.03	.2	.2	.2	.2
2006	.03	.03	.03	.03	.2	.2	.2	.2
2007	.03	.03	.03	.03	.2	.2	.2	.2
2008	.03	.03	.03	–	.2	.2	.2	–
State unemployment insurance								
2004	.13	.13	.13	.13	.7	.7	.7	.7
2005	.13	.14	.14	.14	.7	.7	.7	.8
2006	.14	.13	.13	.13	.7	.7	.7	.7
2007	.13	.13	.12	.12	.7	.7	.6	.6
2008	.12	.12	.12	–	.6	.6	.6	–
Workers' compensation								
2004	.42	.44	.45	.44	2.2	2.4	2.4	2.4
2005	.45	.45	.45	.45	2.4	2.4	2.4	2.4
2006	.44	.45	.46	.44	2.3	2.4	2.5	2.4
2007	.44	.44	.44	.43	2.3	2.3	2.3	2.2
2008	.43	.43	.43	–	2.2	2.2	2.2	–
Other benefits[5]								
2004	([6])	([6])	([6])	([6])	([7])	([7])	([7])	([7])
2005	([6])	([6])	([6])	([6])	([7])	([7])	([7])	([7])

[1] Series discontinued beginning December 2008.
[2] Prior to June 2008, paid personal leave was included in other leave. Other leave also included paid military, funeral, and jury leave.
[3] Includes premium pay (such as overtime, weekends, and holidays) for work in addition to the regular work schedule.
[4] Social Security refers to the Old-Age, Survivors, and Disability Insurance (OASDI) program.
[5] Includes severance pay and supplemental unemployment benefits. Publication of other benefits was discontinued beginning in June 2006.
[6] Cost per hour worked is $0.01 or less.
[7] Less than .05 percent.

Note: The sum of individual items may not equal totals due to rounding. Dashes indicate data are not available.

Table 14. Private industry workers, by establishment employment size: employer costs per hours worked for employee compensation and costs as a percentage of total compensation

1-99 workers

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Total compensation								
2004	$19.47	$19.72	$19.93	$19.99	100.0	100.0	100.0	100.0
2005	20.22	20.26	20.23	20.29	100.0	100.0	100.0	100.0
2006	20.43	20.47	20.74	20.96	100.0	100.0	100.0	100.0
2007	21.29	21.29	21.57	22.03	100.0	100.0	100.0	100.0
2008	22.23	22.26	22.47	22.65	100.0	100.0	100.0	100.0
2009	22.56	22.67	22.81	22.82	100.0	100.0	100.0	100.0
2010	22.84	22.77	22.96	22.91	100.0	100.0	100.0	100.0
2011	23.21	23.25	23.32	23.68	100.0	100.0	100.0	100.0
2012	23.84	23.87	23.91	23.78	100.0	100.0	100.0	100.0
2013	23.92	23.91	24.09	24.69	100.0	100.0	100.0	100.0
2014	25.03	25.14	25.22	26.23	100.0	100.0	100.0	100.0
2015	26.45	26.26	26.30	26.66	100.0	100.0	100.0	100.0
2016	27.04	27.69	27.01	27.71	100.0	100.0	100.0	100.0
2017	28.16	28.34	28.53	28.30	100.0	100.0	100.0	100.0
2018	28.79	28.85	29.07	28.14	100.0	100.0	100.0	100.0
2019	28.49	–	–	–	100.0	–	–	–
Wages and salaries								
2004	14.46	14.61	14.77	14.79	74.3	74.1	74.1	74.0
2005	14.94	14.97	14.86	14.93	73.9	73.9	73.4	73.6
2006	15.05	15.09	15.28	15.47	73.7	73.7	73.7	73.8
2007	15.72	15.69	15.90	16.27	73.8	73.7	73.8	73.9
2008	16.40	16.44	16.58	16.76	73.8	73.8	73.8	74.0
2009	16.69	16.71	16.81	16.81	74.0	73.7	73.7	73.7
2010	16.82	16.77	16.89	16.95	73.6	73.7	73.6	74.0
2011	17.17	17.16	17.22	17.50	74.0	73.8	73.9	73.9
2012	17.58	17.62	17.64	17.60	73.7	73.8	73.8	74.0
2013	17.70	17.70	17.81	18.20	74.0	74.0	73.9	73.7
2014	18.41	18.50	18.58	19.01	73.5	73.6	73.7	72.5
2015	19.17	19.06	19.20	19.48	72.5	72.6	73.0	73.1
2016	19.64	20.12	19.70	20.11	72.6	72.7	72.9	72.6
2017	20.38	20.52	20.64	20.51	72.4	72.4	72.4	72.5
2018	20.87	20.94	21.13	20.80	72.5	72.6	72.7	73.9
2019	21.06	–	–	–	73.9	–	–	–
Total benefits								
2004	5.01	5.11	5.15	5.19	25.7	25.9	25.9	26.0
2005	5.28	5.29	5.37	5.35	26.1	26.1	26.6	26.4
2006	5.38	5.38	5.45	5.49	26.3	26.3	26.3	26.2
2007	5.57	5.59	5.66	5.76	26.2	26.3	26.2	26.1
2008	5.83	5.83	5.88	5.89	26.2	26.2	26.2	26.0
2009	5.87	5.96	6.00	6.01	26.0	26.3	26.3	26.3
2010	6.02	6.00	6.07	5.96	26.4	26.3	26.4	26.0
2011	6.04	6.09	6.09	6.18	26.0	26.2	26.1	26.1
2012	6.26	6.25	6.27	6.18	26.3	26.2	26.2	26.0
2013	6.22	6.21	6.28	6.49	26.0	26.0	26.1	26.3
2014	6.63	6.64	6.64	7.22	26.5	26.4	26.3	27.5
2015	7.28	7.19	7.10	7.18	27.5	27.4	27.0	26.9
2016	7.40	7.56	7.31	7.60	27.4	27.3	27.1	27.4
2017	7.77	7.83	7.88	7.79	27.6	27.6	27.6	27.5
2018	7.92	7.91	7.94	7.34	27.5	27.4	27.3	26.1
2019	7.43	–	–	–	26.1	–	–	–
Paid leave								
2004	1.04	1.05	1.06	1.06	5.3	5.3	5.3	5.3
2005	1.07	1.06	1.07	1.09	5.3	5.2	5.3	5.4
2006	1.11	1.10	1.12	1.14	5.4	5.4	5.4	5.4
2007	1.16	1.16	1.16	1.18	5.5	5.4	5.4	5.4
2008	1.19	1.19	1.20	1.24	5.4	5.3	5.4	5.5
2009	1.23	1.23	1.24	1.26	5.5	5.4	5.4	5.5
2010	1.26	1.24	1.26	1.28	5.5	5.5	5.5	5.6
2011	1.31	1.29	1.29	1.36	5.6	5.6	5.5	5.7
2012	1.37	1.36	1.36	1.37	5.8	5.7	5.7	5.8
2013	1.39	1.37	1.39	1.45	5.8	5.7	5.8	5.9
2014	1.49	1.48	1.48	1.53	6.0	5.9	5.9	5.8
2015	1.53	1.52	1.53	1.54	5.8	5.8	5.8	5.8
2016	1.55	1.59	1.53	1.62	5.7	5.8	5.6	5.8

See footnotes at end of table.

Table 14. Private industry workers, by establishment employment size: employer costs per hours worked for employee compensation and costs as a percentage of total compensation

1-99 workers

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Paid leave								
2017	1.65	1.66	1.66	1.68	5.9	5.8	5.8	6.0
2018	1.70	1.70	1.71	1.70	5.9	5.9	5.9	6.0
2019	1.74	–	–	–	6.1	–	–	–
Vacation								
2004	.51	.51	.52	.52	2.6	2.6	2.6	2.6
2005	.52	.52	.52	.53	2.6	2.6	2.6	2.6
2006	.55	.55	.55	.57	2.7	2.7	2.7	2.7
2007	.58	.58	.58	.59	2.7	2.7	2.7	2.7
2008	.60	.59	.60	.62	2.7	2.7	2.7	2.8
2009	.62	.61	.62	.63	2.8	2.7	2.7	2.8
2010	.63	.62	.63	.64	2.8	2.7	2.7	2.8
2011	.65	.64	.64	.69	2.8	2.8	2.8	2.9
2012	.69	.68	.68	.70	2.9	2.9	2.9	2.9
2013	.71	.70	.71	.74	3.0	2.9	2.9	3.0
2014	.76	.76	.76	.78	3.0	3.0	3.0	3.0
2015	.79	.78	.78	.79	3.0	3.0	3.0	3.0
2016	.80	.81	.78	.83	2.9	2.9	2.9	3.0
2017	.84	.85	.85	.87	3.0	3.0	3.0	3.1
2018	.88	.87	.88	.86	3.1	3.0	3.0	3.1
2019	.88	–	–	–	3.1	–	–	–
Holiday								
2004	.37	.37	.37	.37	1.9	1.9	1.9	1.9
2005	.38	.37	.38	.38	1.9	1.8	1.9	1.9
2006	.39	.39	.39	.40	1.9	1.9	1.9	1.9
2007	.41	.41	.41	.42	1.9	1.9	1.9	1.9
2008	.42	.42	.42	.43	1.9	1.9	1.9	1.9
2009	.43	.43	.43	.43	1.9	1.9	1.9	1.9
2010	.43	.42	.43	.43	1.9	1.9	1.9	1.9
2011	.44	.43	.44	.44	1.9	1.9	1.9	1.9
2012	.45	.45	.45	.44	1.9	1.9	1.9	1.9
2013	.45	.45	.45	.46	1.9	1.9	1.9	1.9
2014	.48	.47	.48	.49	1.9	1.9	1.9	1.9
2015	.49	.49	.49	.49	1.9	1.9	1.9	1.8
2016	.49	.51	.49	.51	1.8	1.8	1.8	1.8
2017	.52	.52	.53	.52	1.9	1.8	1.8	1.9
2018	.53	.53	.53	.54	1.8	1.8	1.8	1.9
2019	.55	–	–	–	1.9	–	–	–
Sick								
2004	.13	.13	.13	.13	.7	.7	.7	.7
2005	.13	.13	.13	.13	.7	.6	.6	.7
2006	.14	.13	.13	.14	.7	.6	.6	.6
2007	.14	.14	.14	.14	.6	.6	.6	.6
2008	.14	.14	.14	.14	.6	.6	.6	.6
2009	.14	.14	.15	.15	.6	.6	.6	.6
2010	.15	.15	.15	.16	.7	.6	.7	.7
2011	.16	.16	.15	.16	.7	.7	.7	.7
2012	.16	.16	.16	.16	.7	.7	.7	.7
2013	.16	.16	.16	.17	.7	.7	.7	.7
2014	.18	.18	.17	.18	.7	.7	.7	.7
2015	.18	.18	.18	.18	.7	.7	.7	.7
2016	.18	.19	.18	.20	.7	.7	.7	.7
2017	.20	.20	.20	.20	.7	.7	.7	.7
2018	.20	.20	.20	.21	.7	.7	.7	.7
2019	.22	–	–	–	.8	–	–	–
Personal[1]								
2004	.04	.04	.04	.04	.2	.2	.2	.2
2005	.04	.04	.04	.04	.2	.2	.2	.2
2006	.04	.04	.04	.04	.2	.2	.2	.2
2007	.04	.04	.03	.03	.2	.2	.2	.2
2008	.03	.03	.04	.04	.2	.2	.2	.2
2009	.04	.04	.04	.05	.2	.2	.2	.2
2010	.05	.05	.06	.06	.2	.2	.2	.2
2011	.06	.06	.06	.07	.3	.3	.2	.3

See footnotes at end of table.

Table 14. Private industry workers, by establishment employment size: employer costs per hours worked for employee compensation and costs as a percentage of total compensation

1-99 workers

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Personal[1]								
2012	0.07	0.07	0.07	0.07	0.3	0.3	0.3	0.3
2013	.07	.07	.07	.07	.3	.3	.3	.3
2014	.07	.07	.07	.08	.3	.3	.3	.3
2015	.08	.08	.07	.08	.3	.3	.3	.3
2016	.08	.08	.08	.09	.3	.3	.3	.3
2017	.09	.09	.09	.10	.3	.3	.3	.3
2018	.10	.10	.10	.09	.3	.3	.3	.3
2019	.09	–	–	–	.3	–	–	–
Supplemental pay								
2004	.48	.50	.51	.51	2.5	2.6	2.6	2.6
2005	.52	.53	.55	.53	2.6	2.6	2.7	2.6
2006	.54	.53	.54	.55	2.6	2.6	2.6	2.6
2007	.56	.57	.59	.58	2.6	2.7	2.7	2.7
2008	.60	.60	.60	.58	2.7	2.7	2.7	2.6
2009	.55	.65	.65	.63	2.4	2.9	2.9	2.8
2010	.61	.60	.60	.55	2.7	2.6	2.6	2.4
2011	.51	.52	.53	.52	2.2	2.2	2.3	2.2
2012	.52	.52	.52	.50	2.2	2.2	2.2	2.1
2013	.47	.47	.48	.53	2.0	2.0	2.0	2.2
2014	.51	.51	.51	.90	2.1	2.0	2.0	3.4
2015	.96	.92	.80	.84	3.6	3.5	3.1	3.1
2016	1.01	1.04	1.02	.99	3.7	3.7	3.8	3.6
2017	1.03	1.04	1.05	1.12	3.7	3.7	3.7	4.0
2018	1.17	1.16	1.16	.68	4.1	4.0	4.0	2.4
2019	.68	–	–	–	2.4	–	–	–
Overtime and premium[2]								
2004	.19	.18	.19	.19	1.0	.9	1.0	1.0
2005	.19	.19	.20	.19	.9	1.0	1.0	.9
2006	.19	.19	.19	.20	.9	.9	.9	.9
2007	.20	.20	.20	.20	.9	.9	.9	.9
2008	.20	.20	.21	.20	.9	.9	.9	.9
2009	.20	.20	.20	.19	.9	.9	.9	.8
2010	.19	.19	.20	.18	.8	.8	.8	.8
2011	.18	.19	.19	.17	.8	.8	.8	.7
2012	.18	.18	.18	.17	.7	.7	.8	.7
2013	.17	.17	.18	.18	.7	.7	.7	.7
2014	.18	.18	.18	.18	.7	.7	.7	.7
2015	.18	.18	.19	.18	.7	.7	.7	.7
2016	.18	.21	.21	.19	.7	.7	.8	.7
2017	.20	.20	.20	.21	.7	.7	.7	.7
2018	.22	.22	.23	.22	.8	.8	.8	.8
2019	.23	–	–	–	.8	–	–	–
Shift differentials								
2004	.02	.02	.02	.02	.1	.1	.1	.1
2005	.02	.02	.02	.02	.1	.1	.1	.1
2006	.02	.02	.02	.02	.1	.1	.1	.1
2007	.02	.02	.02	.02	.1	.1	.1	.1
2008	.02	.02	.02	.02	.1	.1	.1	.1
2009	.02	.02	.02	.02	.1	.1	.1	.1
2010	.02	([3])	.02	.02	.1	([4])	.1	.1
2011	.02	.02	.02	([3])	.1	.1	.1	([4])
2012	([3])	([3])	([3])	([3])	([4])	([4])	([4])	([4])
2013	([3])	([3])	([3])	([3])	([4])	([4])	([4])	([4])
2014	([3])	([3])	([3])	([3])	([4])	([4])	([4])	([4])
2015	([3])	([3])	([3])	([3])	([4])	([4])	([4])	([4])
2016	([3])	([3])	([3])	([3])	([4])	([4])	([4])	([4])
2017	([3])	([3])	([3])	([3])	([4])	([4])	([4])	([4])
2018	([3])	([3])	.02	.02	([4])	([4])	.1	.1
2019	.02	–	–	–	.1	–	–	–
Nonproduction bonuses								
2004	.27	.30	.30	.30	1.4	1.5	1.5	1.5
2005	.31	.31	.33	.32	1.6	1.6	1.6	1.6
2006	.33	.32	.33	.33	1.6	1.6	1.6	1.6

See footnotes at end of table.

Table 14. Private industry workers, by establishment employment size: employer costs per hours worked for employee compensation and costs as a percentage of total compensation

1-99 workers

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Nonproduction bonuses								
2007	0.34	0.35	0.37	0.36	1.6	1.7	1.7	1.7
2008	.38	.37	.37	.36	1.7	1.7	1.6	1.6
2009	.33	.43	.43	.42	1.5	1.9	1.9	1.9
2010	.40	.39	.39	.35	1.8	1.7	1.7	1.5
2011	.31	.32	.33	.33	1.4	1.4	1.4	1.4
2012	.33	.33	.32	.31	1.4	1.4	1.4	1.3
2013	.28	.29	.29	.34	1.2	1.2	1.2	1.4
2014	.32	.31	.31	.71	1.3	1.2	1.2	2.7
2015	.76	.72	.60	.65	2.9	2.8	2.3	2.4
2016	.82	.82	.80	.80	3.0	3.0	3.0	2.9
2017	.83	.83	.84	.90	2.9	2.9	2.9	3.2
2018	.94	.92	.92	.43	3.3	3.2	3.2	1.5
2019	.44	–	–	–	1.5	–	–	–
Insurance								
2004	1.20	1.21	1.22	1.24	6.2	6.1	6.1	6.2
2005	1.27	1.26	1.29	1.30	6.3	6.2	6.4	6.4
2006	1.31	1.32	1.34	1.34	6.4	6.4	6.5	6.4
2007	1.38	1.39	1.40	1.42	6.5	6.5	6.5	6.4
2008	1.45	1.45	1.47	1.48	6.5	6.5	6.5	6.5
2009	1.50	1.50	1.52	1.52	6.7	6.6	6.7	6.7
2010	1.54	1.53	1.55	1.51	6.7	6.7	6.7	6.6
2011	1.54	1.57	1.57	1.61	6.6	6.8	6.7	6.8
2012	1.62	1.61	1.63	1.60	6.8	6.8	6.8	6.7
2013	1.63	1.62	1.63	1.70	6.8	6.8	6.8	6.9
2014	1.73	1.72	1.73	1.78	6.9	6.9	6.9	6.8
2015	1.79	1.79	1.79	1.78	6.8	6.8	6.8	6.7
2016	1.81	1.81	1.77	1.85	6.7	6.5	6.5	6.7
2017	1.89	1.90	1.92	1.89	6.7	6.7	6.7	6.7
2018	1.91	1.89	1.89	1.85	6.6	6.6	6.5	6.6
2019	1.89	–	–	–	6.6	–	–	–
Life								
2004	.03	.03	.03	.03	.2	.2	.1	.1
2005	.03	.03	.03	.03	.1	.1	.1	.1
2006	.03	.03	.03	.03	.2	.2	.2	.1
2007	.03	.03	.03	.03	.2	.2	.2	.1
2008	.03	.03	.03	.03	.1	.1	.1	.1
2009	.03	.03	.03	.03	.1	.1	.1	.1
2010	.03	.03	.03	.03	.1	.1	.1	.1
2011	.03	.03	.03	.03	.1	.1	.1	.1
2012	.03	.03	.03	.03	.1	.1	.1	.1
2013	.03	.03	.03	.03	.1	.1	.1	.1
2014	.03	.03	.03	.03	.1	.1	.1	.1
2015	.03	.03	.03	.03	.1	.1	.1	.1
2016	.03	.03	.03	.03	.1	.1	.1	.1
2017	.03	.03	.03	.03	.1	.1	.1	.1
2018	.03	.03	.03	.03	.1	.1	.1	.1
2019	.03	–	–	–	.1	–	–	–
Health								
2004	1.13	1.14	1.15	1.16	5.8	5.8	5.7	5.8
2005	1.19	1.19	1.22	1.22	5.9	5.9	6.0	6.0
2006	1.23	1.23	1.26	1.26	6.0	6.0	6.1	6.0
2007	1.29	1.30	1.31	1.33	6.1	6.1	6.1	6.0
2008	1.36	1.37	1.38	1.39	6.1	6.1	6.1	6.1
2009	1.41	1.41	1.43	1.43	6.3	6.2	6.3	6.3
2010	1.45	1.45	1.46	1.43	6.4	6.4	6.4	6.2
2011	1.46	1.48	1.48	1.52	6.3	6.4	6.4	6.4
2012	1.54	1.53	1.55	1.52	6.4	6.4	6.5	6.4
2013	1.55	1.54	1.55	1.61	6.5	6.4	6.5	6.5
2014	1.65	1.64	1.64	1.69	6.6	6.5	6.5	6.4
2015	1.70	1.70	1.70	1.68	6.4	6.5	6.5	6.3
2016	1.72	1.72	1.68	1.76	6.4	6.2	6.2	6.4
2017	1.80	1.81	1.83	1.80	6.4	6.4	6.4	6.4
2018	1.81	1.79	1.79	1.76	6.3	6.2	6.2	6.3

See footnotes at end of table.

Table 14. Private industry workers, by establishment employment size: employer costs per hours worked for employee compensation and costs as a percentage of total compensation

1-99 workers

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Health								
2019	1.79	–	–	–	6.3	–	–	–
Short-term disability								
2004	.03	0.03	0.03	0.03	.1	0.1	0.1	0.1
2005	.03	.03	.03	.03	.1	.1	.1	.1
2006	.03	.03	.03	.03	.1	.1	.1	.1
2007	.03	.03	.03	.03	.1	.1	.1	.1
2008	.03	.03	.03	.03	.1	.1	.1	.1
2009	.03	.03	.03	.03	.1	.1	.1	.1
2010	.03	.03	.03	.03	.1	.1	.1	.1
2011	.03	.03	.03	.03	.1	.1	.1	.1
2012	.03	.03	.03	.03	.1	.1	.1	.1
2013	.03	.03	.03	.03	.1	.1	.1	.1
2014	.03	.03	.03	.03	.1	.1	.1	.1
2015	.03	.03	.03	.03	.1	.1	.1	.1
2016	.03	.03	.03	.03	.1	.1	.1	.1
2017	.03	.03	.04	.03	.1	.1	.1	.1
2018	.04	.04	.04	.04	.1	.1	.1	.1
2019	.04	–	–	–	.1	–	–	–
Long-term disability								
2004	.02	.02	.02	.02	.1	.1	.1	.1
2005	.02	.02	.02	.02	.1	.1	.1	.1
2006	.02	.02	.02	.02	.1	.1	.1	.1
2007	.02	.02	.02	.02	.1	.1	.1	.1
2008	.02	.02	.02	.02	.1	.1	.1	.1
2009	.02	.02	.02	.02	.1	.1	.1	.1
2010	.02	.02	.02	.02	.1	.1	.1	.1
2011	.02	.02	.02	.02	.1	.1	.1	.1
2012	.02	.02	.02	.02	.1	.1	.1	.1
2013	.02	.02	.02	.03	.1	.1	.1	.1
2014	.03	.02	.03	.03	.1	.1	.1	.1
2015	.03	.03	.03	.03	.1	.1	.1	.1
2016	.03	.03	.03	.03	.1	.1	.1	.1
2017	.03	.03	.03	.03	.1	.1	.1	.1
2018	.03	.03	.03	.03	.1	.1	.1	.1
2019	.03	–	–	–	.1	–	–	–
Retirement and savings								
2004	.44	.46	.47	.47	2.2	2.3	2.3	2.4
2005	.49	.49	.50	.48	2.4	2.4	2.5	2.4
2006	.49	.49	.50	.49	2.4	2.4	2.4	2.3
2007	.49	.50	.51	.56	2.3	2.4	2.4	2.5
2008	.56	.56	.58	.56	2.5	2.5	2.6	2.5
2009	.56	.56	.56	.56	2.5	2.5	2.5	2.5
2010	.56	.57	.59	.57	2.5	2.5	2.6	2.5
2011	.59	.61	.60	.60	2.5	2.6	2.6	2.5
2012	.62	.62	.60	.58	2.6	2.6	2.5	2.4
2013	.60	.60	.61	.62	2.5	2.5	2.5	2.5
2014	.69	.72	.71	.76	2.7	2.9	2.8	2.9
2015	.76	.72	.72	.72	2.9	2.7	2.7	2.7
2016	.71	.78	.69	.80	2.6	2.8	2.6	2.9
2017	.83	.84	.85	.73	2.9	3.0	3.0	2.6
2018	.74	.77	.78	.74	2.6	2.7	2.7	2.6
2019	.75	–	–	–	2.6	–	–	–
Defined benefit								
2004	.14	.16	.16	.16	.7	.8	.8	.8
2005	.17	.18	.18	.17	.9	.9	.9	.8
2006	.17	.18	.18	.19	.8	.9	.9	.9
2007	.18	.19	.19	.19	.8	.9	.9	.9
2008	.20	.20	.21	.20	.9	.9	.9	.9
2009	.21	.21	.21	.20	.9	.9	.9	.9
2010	.20	.22	.23	.21	.9	1.0	1.0	.9
2011	.21	.23	.23	.21	.9	1.0	1.0	.9
2012	.23	.23	.22	.21	1.0	1.0	.9	.9
2013	.22	.23	.23	.22	.9	1.0	1.0	.9

See footnotes at end of table.

Table 14. Private industry workers, by establishment employment size: employer costs per hours worked for employee compensation and costs as a percentage of total compensation

1-99 workers

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Defined benefit								
2014	0.25	0.29	0.29	0.32	1.0	1.2	1.1	1.2
2015	.32	.28	.27	.26	1.2	1.1	1.0	1.0
2016	.26	.30	.25	.31	1.0	1.1	.9	1.1
2017	.32	.34	.35	.24	1.1	1.2	1.2	.8
2018	.25	.28	.29	.26	.9	1.0	1.0	.9
2019	.26	–	–	–	.9	–	–	–
Defined contribution								
2004	.30	.30	.31	.31	1.5	1.5	1.5	1.6
2005	.32	.31	.32	.31	1.6	1.5	1.6	1.5
2006	.32	.31	.32	.30	1.5	1.5	1.5	1.4
2007	.31	.31	.32	.36	1.5	1.5	1.5	1.7
2008	.36	.36	.38	.36	1.6	1.6	1.7	1.6
2009	.35	.35	.35	.36	1.6	1.5	1.5	1.6
2010	.36	.35	.36	.37	1.6	1.5	1.6	1.6
2011	.38	.38	.36	.39	1.6	1.6	1.6	1.7
2012	.39	.39	.38	.37	1.7	1.6	1.6	1.6
2013	.38	.37	.38	.40	1.6	1.5	1.6	1.6
2014	.43	.43	.42	.44	1.7	1.7	1.7	1.7
2015	.44	.44	.45	.46	1.7	1.7	1.7	1.7
2016	.45	.48	.44	.49	1.6	1.7	1.6	1.8
2017	.50	.50	.51	.49	1.8	1.8	1.8	1.7
2018	.49	.49	.49	.48	1.7	1.7	1.7	1.7
2019	.49	–	–	–	1.7	–	–	–
Legally required benefits								
2004	1.84	1.87	1.89	1.90	9.4	9.5	9.5	9.5
2005	1.92	1.94	1.96	1.95	9.5	9.6	9.7	9.6
2006	1.93	1.94	1.95	1.98	9.5	9.5	9.4	9.4
2007	1.98	1.98	2.00	2.01	9.3	9.3	9.3	9.1
2008	2.02	2.03	2.03	2.03	9.1	9.1	9.0	9.0
2009	2.03	2.03	2.03	2.03	9.0	9.0	8.9	8.9
2010	2.04	2.05	2.07	2.05	8.9	9.0	9.0	8.9
2011	2.09	2.10	2.10	2.10	9.0	9.0	9.0	8.9
2012	2.13	2.14	2.15	2.13	8.9	9.0	9.0	8.9
2013	2.14	2.14	2.16	2.20	8.9	9.0	9.0	8.9
2014	2.21	2.21	2.22	2.25	8.8	8.8	8.8	8.6
2015	2.25	2.25	2.25	2.31	8.5	8.6	8.6	8.7
2016	2.32	2.34	2.31	2.33	8.6	8.4	8.6	8.4
2017	2.37	2.38	2.39	2.36	8.4	8.4	8.4	8.3
2018	2.39	2.39	2.40	2.36	8.3	8.3	8.2	8.4
2019	2.38	–	–	–	8.3	–	–	–
Social Security and Medicare								
2004	1.21	1.21	1.22	1.22	6.2	6.2	6.1	6.1
2005	1.24	1.24	1.25	1.25	6.1	6.1	6.2	6.2
2006	1.25	1.26	1.27	1.28	6.1	6.1	6.1	6.1
2007	1.30	1.31	1.32	1.34	6.1	6.1	6.1	6.1
2008	1.35	1.36	1.37	1.39	6.1	6.1	6.1	6.1
2009	1.39	1.39	1.40	1.40	6.2	6.1	6.1	6.1
2010	1.40	1.39	1.40	1.40	6.1	6.1	6.1	6.1
2011	1.42	1.42	1.42	1.44	6.1	6.1	6.1	6.1
2012	1.45	1.46	1.46	1.45	6.1	6.1	6.1	6.1
2013	1.46	1.46	1.47	1.50	6.1	6.1	6.1	6.1
2014	1.51	1.51	1.52	1.55	6.0	6.0	6.0	5.9
2015	1.56	1.55	1.56	1.60	5.9	5.9	5.9	6.0
2016	1.61	1.63	1.61	1.64	6.0	5.9	6.0	5.9
2017	1.67	1.69	1.69	1.70	5.9	5.9	5.9	6.0
2018	1.72	1.73	1.74	1.73	6.0	6.0	6.0	6.2
2019	1.76	–	–	–	6.2	–	–	–
Social Security[5]								
2004	.97	.97	.98	.98	5.0	4.9	4.9	4.9
2005	.99	1.00	1.00	1.01	4.9	4.9	5.0	5.0
2006	1.01	1.01	1.02	1.03	4.9	4.9	4.9	4.9
2007	1.05	1.05	1.07	1.08	4.9	4.9	4.9	4.9
2008	1.09	1.09	1.10	1.12	4.9	4.9	4.9	4.9

See footnotes at end of table.

Table 14. Private industry workers, by establishment employment size: employer costs per hours worked for employee compensation and costs as a percentage of total compensation

1-99 workers

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Social Security[5]								
2009	1.12	1.12	1.13	1.13	5.0	4.9	4.9	4.9
2010	1.13	1.12	1.13	1.13	4.9	4.9	4.9	4.9
2011	1.14	1.14	1.15	1.16	4.9	4.9	4.9	4.9
2012	1.17	1.17	1.17	1.17	4.9	4.9	4.9	4.9
2013	1.17	1.17	1.19	1.21	4.9	4.9	4.9	4.9
2014	1.21	1.22	1.22	1.24	4.8	4.8	4.8	4.7
2015	1.24	1.24	1.25	1.28	4.7	4.7	4.7	4.8
2016	1.29	1.30	1.29	1.31	4.8	4.7	4.8	4.7
2017	1.34	1.35	1.35	1.36	4.7	4.7	4.7	4.8
2018	1.38	1.38	1.39	1.40	4.8	4.8	4.8	5.0
2019	1.42	–	–	–	5.0	–	–	–
Medicare								
2004	.24	.24	.24	.24	1.2	1.2	1.2	1.2
2005	.24	.25	.24	.24	1.2	1.2	1.2	1.2
2006	.24	.24	.25	.25	1.2	1.2	1.2	1.2
2007	.25	.25	.26	.26	1.2	1.2	1.2	1.2
2008	.27	.27	.27	.27	1.2	1.2	1.2	1.2
2009	.27	.27	.27	.27	1.2	1.2	1.2	1.2
2010	.27	.27	.27	.27	1.2	1.2	1.2	1.2
2011	.28	.28	.28	.28	1.2	1.2	1.2	1.2
2012	.28	.28	.28	.28	1.2	1.2	1.2	1.2
2013	.28	.28	.29	.29	1.2	1.2	1.2	1.2
2014	.30	.30	.30	.31	1.2	1.2	1.2	1.2
2015	.32	.31	.31	.32	1.2	1.2	1.2	1.2
2016	.32	.33	.33	.33	1.2	1.2	1.2	1.2
2017	.34	.34	.34	.34	1.2	1.2	1.2	1.2
2018	.35	.35	.35	.34	1.2	1.2	1.2	1.2
2019	.34	–	–	–	1.2	–	–	–
Federal unemployment insurance								
2004	.04	.04	.04	.04	.2	.2	.2	.2
2005	.04	.04	.04	.04	.2	.2	.2	.2
2006	.04	.04	.04	.04	.2	.2	.2	.2
2007	.04	.04	.04	.04	.2	.2	.2	.2
2008	.04	.04	.04	.04	.2	.2	.2	.2
2009	.04	.04	.04	.04	.2	.2	.2	.2
2010	.04	.04	.04	.04	.2	.2	.2	.2
2011	.04	.04	.03	.03	.2	.2	.1	.1
2012	.04	.04	.04	.04	.2	.2	.2	.2
2013	.04	.04	.04	.04	.2	.2	.2	.2
2014	.04	.04	.04	.04	.2	.2	.2	.2
2015	.04	.04	.04	.04	.2	.2	.2	.2
2016	.04	.04	.04	.04	.1	.1	.2	.1
2017	.04	.04	.04	.04	.1	.1	.1	.1
2018	.04	.04	.04	.04	.1	.1	.1	.1
2019	.03	–	–	–	.1	–	–	–
State unemployment insurance								
2004	.13	.14	.14	.14	.6	.7	.7	.7
2005	.15	.16	.16	.16	.7	.8	.8	.8
2006	.16	.16	.16	.16	.8	.8	.8	.8
2007	.16	.16	.15	.16	.7	.7	.7	.7
2008	.15	.15	.15	.15	.7	.7	.7	.7
2009	.15	.15	.15	.15	.7	.7	.6	.7
2010	.17	.18	.19	.18	.7	.8	.8	.8
2011	.20	.21	.22	.22	.9	.9	.9	.9
2012	.22	.23	.23	.23	.9	1.0	1.0	1.0
2013	.23	.23	.23	.23	1.0	1.0	1.0	.9
2014	.23	.22	.22	.22	.9	.9	.9	.8
2015	.21	.21	.20	.20	.8	.8	.8	.8
2016	.20	.19	.18	.18	.7	.7	.7	.7
2017	.18	.17	.17	.17	.6	.6	.6	.6
2018	.17	.16	.16	.15	.6	.5	.5	.5
2019	.14	–	–	–	.5	–	–	–

See footnotes at end of table.

Table 14. Private industry workers, by establishment employment size: employer costs per hours worked for employee compensation and costs as a percentage of total compensation

1-99 workers

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Workers' compensation								
2004	0.47	0.49	0.50	0.50	2.4	2.5	2.5	2.5
2005	.50	.51	.52	.50	2.5	2.5	2.6	2.5
2006	.49	.49	.49	.50	2.4	2.4	2.4	2.4
2007	.49	.48	.48	.48	2.3	2.3	2.2	2.2
2008	.48	.48	.48	.46	2.2	2.2	2.1	2.0
2009	.45	.45	.45	.44	2.0	2.0	2.0	1.9
2010	.44	.44	.45	.42	1.9	1.9	1.9	1.9
2011	.43	.43	.44	.41	1.8	1.9	1.9	1.7
2012	.41	.42	.43	.40	1.7	1.8	1.8	1.7
2013	.41	.41	.42	.43	1.7	1.7	1.7	1.7
2014	.43	.43	.44	.44	1.7	1.7	1.7	1.7
2015	.44	.45	.45	.47	1.6	1.7	1.7	1.7
2016	.47	.48	.48	.47	1.8	1.7	1.8	1.7
2017	.48	.48	.49	.46	1.7	1.7	1.7	1.6
2018	.46	.46	.46	.44	1.6	1.6	1.6	1.6
2019	.44	–	–	–	1.6	–	–	–
Other benefits[6]								
2004	([3])	([3])	([3])	([3])	([4])	([4])	([4])	([4])
2005	([3])	([3])	([3])	([3])	([4])	([4])	([4])	([4])

[1] Prior to June 2008, paid personal leave was included in other leave. Other leave also included paid military, funeral, and jury leave.
[2] Includes premium pay (such as overtime, weekends, and holidays) for work in addition to the regular work schedule.
[3] Cost per hour worked is $0.01 or less.
[4] Less than .05 percent.
[5] Social Security refers to the Old-Age, Survivors, and Disability Insurance (OASDI) program.
[6] Includes severance pay and supplemental unemployment benefits. Publication of other benefits was discontinued beginning in June 2006.

Note: The sum of individual items may not equal totals due to rounding. Dashes indicate data are not available.

Table 14. Private industry workers, by establishment employment size: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

1-49 workers

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Total compensation								
2004	$19.37	$19.64	$19.74	$19.81	100.0	100.0	100.0	100.0
2005	20.09	20.11	19.86	20.04	100.0	100.0	100.0	100.0
2006	20.24	20.18	20.41	20.53	100.0	100.0	100.0	100.0
2007	20.85	20.89	21.17	21.65	100.0	100.0	100.0	100.0
2008	21.85	21.75	21.81	21.89	100.0	100.0	100.0	100.0
2009	21.78	22.02	22.10	22.10	100.0	100.0	100.0	100.0
2010	22.10	22.08	22.20	22.11	100.0	100.0	100.0	100.0
2011	22.37	22.47	22.72	22.80	100.0	100.0	100.0	100.0
2012	22.92	22.96	22.94	22.94	100.0	100.0	100.0	100.0
2013	23.04	23.09	23.11	23.78	100.0	100.0	100.0	100.0
2014	23.81	23.88	24.17	25.27	100.0	100.0	100.0	100.0
2015	25.51	25.25	25.61	26.36	100.0	100.0	100.0	100.0
2016	26.62	26.96	26.71	26.89	100.0	100.0	100.0	100.0
2017	27.34	27.45	27.73	27.72	100.0	100.0	100.0	100.0
2018	28.11	28.20	28.50	27.58	100.0	100.0	100.0	100.0
2019	27.85	–	–	–	100.0	–	–	–
Wages and salaries								
2004	14.51	14.67	14.74	14.77	74.9	74.7	74.6	74.6
2005	14.95	14.97	14.68	14.86	74.4	74.5	73.9	74.1
2006	15.04	15.01	15.20	15.30	74.3	74.4	74.4	74.5
2007	15.52	15.53	15.75	16.13	74.4	74.3	74.4	74.5
2008	16.29	16.24	16.27	16.35	74.5	74.6	74.6	74.7
2009	16.29	16.37	16.43	16.43	74.8	74.4	74.4	74.3
2010	16.41	16.39	16.47	16.50	74.3	74.3	74.2	74.6
2011	16.70	16.74	16.93	17.05	74.7	74.5	74.5	74.8
2012	17.11	17.14	17.15	17.17	74.7	74.6	74.8	74.8
2013	17.22	17.28	17.29	17.71	74.7	74.8	74.8	74.5
2014	17.70	17.76	17.99	18.50	74.3	74.4	74.4	73.2
2015	18.70	18.54	18.80	19.36	73.3	73.4	73.4	73.4
2016	19.57	19.86	19.69	19.79	73.5	73.7	73.7	73.6
2017	20.07	20.15	20.36	20.33	73.4	73.4	73.4	73.4
2018	20.60	20.70	20.95	20.58	73.3	73.4	73.5	74.6
2019	20.79	–	–	–	74.7	–	–	–
Total benefits								
2004	4.86	4.97	5.01	5.04	25.1	25.3	25.4	25.4
2005	5.14	5.13	5.18	5.18	25.6	25.5	26.1	25.9
2006	5.20	5.17	5.22	5.23	25.7	25.6	25.6	25.5
2007	5.33	5.36	5.42	5.52	25.6	25.7	25.6	25.5
2008	5.56	5.52	5.53	5.53	25.5	25.4	25.4	25.3
2009	5.49	5.65	5.66	5.67	25.2	25.6	25.6	25.7
2010	5.68	5.68	5.72	5.62	25.7	25.7	25.8	25.4
2011	5.67	5.73	5.79	5.75	25.3	25.5	25.5	25.2
2012	5.80	5.82	5.79	5.77	25.3	25.4	25.2	25.2
2013	5.82	5.81	5.82	6.07	25.3	25.2	25.2	25.5
2014	6.11	6.11	6.18	6.77	25.7	25.6	25.6	26.8
2015	6.81	6.72	6.82	7.00	26.7	26.6	26.6	26.6
2016	7.05	7.10	7.02	7.09	26.5	26.3	26.3	26.4
2017	7.28	7.30	7.37	7.39	26.6	26.6	26.6	26.6
2018	7.51	7.49	7.55	7.01	26.7	26.6	26.5	25.4
2019	7.06	–	–	–	25.3	–	–	–
Paid leave								
2004	.99	1.01	1.01	1.01	5.1	5.2	5.1	5.1
2005	1.03	1.01	1.02	1.06	5.1	5.0	5.1	5.3
2006	1.09	1.07	1.08	1.09	5.4	5.3	5.3	5.3
2007	1.11	1.11	1.12	1.14	5.3	5.3	5.3	5.2
2008	1.15	1.12	1.13	1.16	5.2	5.2	5.2	5.3
2009	1.15	1.16	1.17	1.19	5.3	5.3	5.3	5.4
2010	1.19	1.18	1.19	1.18	5.4	5.3	5.3	5.4
2011	1.21	1.21	1.22	1.25	5.4	5.4	5.4	5.5
2012	1.25	1.24	1.23	1.26	5.4	5.4	5.4	5.5
2013	1.28	1.27	1.27	1.34	5.5	5.5	5.5	5.6
2014	1.35	1.34	1.36	1.43	5.7	5.6	5.6	5.6
2015	1.42	1.40	1.43	1.47	5.6	5.5	5.6	5.6
2016	1.49	1.50	1.47	1.52	5.6	5.6	5.5	5.6

See footnotes at end of table.

Table 14. Private industry workers, by establishment employment size: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

1-49 workers

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Paid leave								
2017	1.55	1.55	1.56	1.61	5.7	5.6	5.6	5.8
2018	1.63	1.64	1.64	1.63	5.8	5.8	5.8	5.9
2019	1.65	–	–	–	5.9	–	–	–
Vacation								
2004	.48	.49	.49	.49	2.5	2.5	2.5	2.5
2005	.50	.49	.49	.52	2.5	2.5	2.5	2.6
2006	.54	.53	.54	.55	2.6	2.6	2.6	2.7
2007	.55	.56	.56	.57	2.7	2.7	2.6	2.6
2008	.57	.56	.57	.59	2.6	2.6	2.6	2.7
2009	.58	.58	.59	.59	2.7	2.6	2.7	2.7
2010	.59	.59	.59	.59	2.7	2.7	2.7	2.7
2011	.60	.60	.61	.62	2.7	2.7	2.7	2.7
2012	.62	.62	.62	.63	2.7	2.7	2.7	2.8
2013	.64	.64	.64	.68	2.8	2.8	2.8	2.8
2014	.68	.68	.69	.73	2.9	2.9	2.9	2.9
2015	.73	.71	.74	.75	2.9	2.8	2.9	2.9
2016	.76	.76	.75	.77	2.8	2.8	2.8	2.9
2017	.79	.78	.80	.82	2.9	2.9	2.9	3.0
2018	.84	.84	.84	.82	3.0	3.0	2.9	3.0
2019	.83	–	–	–	3.0	–	–	–
Holiday								
2004	.35	.36	.36	.36	1.8	1.8	1.8	1.8
2005	.37	.36	.36	.38	1.8	1.8	1.8	1.9
2006	.39	.38	.38	.39	1.9	1.9	1.9	1.9
2007	.39	.39	.40	.40	1.9	1.9	1.9	1.9
2008	.41	.40	.40	.40	1.9	1.8	1.8	1.8
2009	.40	.40	.41	.41	1.8	1.8	1.8	1.9
2010	.41	.40	.41	.40	1.8	1.8	1.8	1.8
2011	.41	.41	.42	.42	1.8	1.8	1.8	1.8
2012	.42	.42	.41	.42	1.8	1.8	1.8	1.8
2013	.42	.42	.42	.44	1.8	1.8	1.8	1.8
2014	.44	.44	.44	.46	1.8	1.8	1.8	1.8
2015	.46	.45	.46	.47	1.8	1.8	1.8	1.8
2016	.48	.48	.48	.49	1.8	1.8	1.8	1.8
2017	.50	.50	.50	.51	1.8	1.8	1.8	1.8
2018	.52	.52	.53	.53	1.8	1.9	1.8	1.9
2019	.53	–	–	–	1.9	–	–	–
Sick								
2004	.12	.13	.13	.13	.6	.6	.6	.6
2005	.13	.13	.13	.13	.6	.6	.6	.6
2006	.13	.13	.13	.13	.7	.6	.6	.6
2007	.13	.13	.13	.13	.6	.6	.6	.6
2008	.13	.13	.13	.13	.6	.6	.6	.6
2009	.13	.13	.13	.14	.6	.6	.6	.6
2010	.14	.14	.14	.14	.6	.6	.6	.6
2011	.14	.14	.14	.15	.6	.6	.6	.6
2012	.15	.15	.15	.15	.6	.6	.6	.7
2013	.15	.15	.15	.16	.7	.6	.6	.7
2014	.16	.16	.16	.16	.7	.7	.7	.6
2015	.16	.16	.16	.17	.6	.6	.6	.7
2016	.18	.18	.17	.18	.7	.7	.6	.7
2017	.19	.19	.19	.18	.7	.7	.7	.7
2018	.18	.19	.19	.20	.7	.7	.7	.7
2019	.20	–	–	–	.7	–	–	–
Personal[1]								
2004	.04	.04	.04	.04	.2	.2	.2	.2
2005	.04	.03	.03	.04	.2	.2	.2	.2
2006	.03	.03	.03	.03	.2	.2	.2	.2
2007	.03	.03	.03	.03	.2	.2	.1	.1
2008	.03	.03	.03	.04	.1	.1	.1	.2
2009	.03	.04	.04	.05	.2	.2	.2	.2
2010	.05	.05	.05	.05	.2	.2	.2	.2
2011	.05	.05	.05	.06	.2	.2	.2	.2

See footnotes at end of table.

Table 14. Private industry workers, by establishment employment size: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

1-49 workers

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Personal[1]								
2012	0.06	0.06	0.06	0.06	0.3	0.3	0.3	0.3
2013	.06	.06	.06	.06	.3	.3	.3	.3
2014	.07	.06	.06	.07	.3	.3	.3	.3
2015	.07	.07	.07	.07	.3	.3	.3	.3
2016	.08	.08	.08	.08	.3	.3	.3	.3
2017	.08	.08	.08	.09	.3	.3	.3	.3
2018	.09	.09	.09	.09	.3	.3	.3	.3
2019	.09	–	–	–	.3	–	–	–
Supplemental pay								
2004	.47	.50	.51	.51	2.4	2.5	2.6	2.6
2005	.52	.52	.55	.53	2.6	2.6	2.8	2.7
2006	.53	.53	.54	.55	2.6	2.6	2.6	2.7
2007	.56	.57	.59	.57	2.7	2.7	2.8	2.7
2008	.59	.58	.59	.53	2.7	2.7	2.7	2.4
2009	.51	.63	.63	.61	2.3	2.9	2.9	2.8
2010	.58	.57	.58	.54	2.6	2.6	2.6	2.4
2011	.48	.49	.50	.46	2.1	2.2	2.2	2.0
2012	.47	.47	.47	.45	2.0	2.1	2.0	1.9
2013	.42	.43	.44	.49	1.8	1.9	1.9	2.1
2014	.49	.48	.49	.86	2.1	2.0	2.0	3.4
2015	.89	.86	.87	.91	3.5	3.4	3.4	3.5
2016	.93	.97	.93	.91	3.5	3.6	3.5	3.4
2017	.95	.97	.98	1.04	3.5	3.5	3.5	3.7
2018	1.07	1.06	1.07	.65	3.8	3.8	3.8	2.3
2019	.65	–	–	–	2.3	–	–	–
Overtime and premium[2]								
2004	.17	.17	.17	.17	.9	.9	.9	.9
2005	.17	.17	.17	.17	.9	.8	.9	.8
2006	.16	.16	.16	.17	.8	.8	.8	.8
2007	.18	.17	.18	.18	.8	.8	.8	.8
2008	.18	.18	.18	.18	.8	.8	.8	.8
2009	.18	.18	.18	.17	.8	.8	.8	.8
2010	.17	.17	.17	.16	.8	.8	.8	.7
2011	.17	.17	.17	.15	.7	.7	.7	.7
2012	.15	.16	.16	.15	.7	.7	.7	.7
2013	.15	.15	.16	.16	.7	.7	.7	.7
2014	.16	.16	.16	.17	.7	.7	.7	.7
2015	.17	.17	.17	.16	.6	.7	.7	.6
2016	.16	.19	.19	.17	.6	.7	.7	.6
2017	.18	.18	.19	.18	.7	.7	.7	.7
2018	.18	.19	.20	.20	.7	.7	.7	.7
2019	.20	–	–	–	.7	–	–	–
Shift differentials								
2004	([3])	([3])	([3])	([3])	([4])	([4])	([4])	([4])
2005	([3])	([3])	([3])	([3])	([4])	([4])	([4])	([4])
2006	([3])	([3])	([3])	([3])	([4])	([4])	([4])	([4])
2007	([3])	([3])	([3])	([3])	([4])	([4])	([4])	([4])
2008	([3])	([3])	([3])	([3])	([4])	([4])	([4])	([4])
2009	([3])	([3])	([3])	([3])	([4])	([4])	([4])	([4])
2010	([3])	([3])	([3])	([3])	([4])	([4])	([4])	([4])
2011	([3])	([3])	([3])	([3])	([4])	([4])	([4])	([4])
2012	([3])	([3])	([3])	([3])	([4])	([4])	([4])	([4])
2013	([3])	([3])	([3])	([3])	([4])	([4])	([4])	([4])
2014	([3])	([3])	([3])	([3])	([4])	([4])	([4])	([4])
2015	([3])	([3])	([3])	([3])	([4])	([4])	([4])	([4])
2016	([3])	([3])	([3])	([3])	([4])	([4])	([4])	([4])
2017	([3])	([3])	([3])	([3])	([4])	([4])	([4])	([4])
2018	([3])	([3])	([3])	([3])	([4])	([4])	([4])	([4])
2019	([3])	–	–	–	([4])	–	–	–
Nonproduction bonuses								
2004	.28	.32	.33	.33	1.5	1.6	1.7	1.6
2005	.34	.34	.36	.35	1.7	1.7	1.8	1.8
2006	.36	.36	.36	.36	1.8	1.8	1.8	1.7

See footnotes at end of table.

Table 14. Private industry workers, by establishment employment size: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

1-49 workers

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Nonproduction bonuses								
2007	0.37	0.38	0.40	0.38	1.8	1.8	1.9	1.8
2008	.39	.39	.39	.34	1.8	1.8	1.8	1.6
2009	.31	.44	.44	.43	1.4	2.0	2.0	2.0
2010	.40	.39	.40	.36	1.8	1.8	1.8	1.6
2011	.30	.31	.32	.30	1.4	1.4	1.4	1.3
2012	.30	.31	.30	.29	1.3	1.3	1.3	1.2
2013	.26	.27	.27	.33	1.1	1.2	1.2	1.4
2014	.32	.31	.31	.69	1.4	1.3	1.3	2.7
2015	.72	.68	.70	.74	2.8	2.7	2.7	2.8
2016	.76	.77	.74	.74	2.9	2.8	2.8	2.7
2017	.76	.78	.79	.85	2.8	2.8	2.8	3.1
2018	.88	.87	.86	.44	3.1	3.1	3.0	1.6
2019	.44	–	–	–	1.6	–	–	–
Insurance								
2004	1.13	1.13	1.14	1.16	5.8	5.8	5.8	5.8
2005	1.19	1.19	1.21	1.21	5.9	5.9	6.1	6.0
2006	1.22	1.22	1.23	1.22	6.0	6.0	6.0	6.0
2007	1.27	1.28	1.30	1.32	6.1	6.1	6.1	6.1
2008	1.34	1.33	1.32	1.36	6.1	6.1	6.1	6.2
2009	1.37	1.38	1.39	1.39	6.3	6.3	6.3	6.3
2010	1.41	1.41	1.41	1.39	6.4	6.4	6.4	6.3
2011	1.41	1.45	1.46	1.47	6.3	6.4	6.4	6.4
2012	1.47	1.48	1.48	1.48	6.4	6.5	6.5	6.4
2013	1.50	1.49	1.49	1.57	6.5	6.5	6.4	6.6
2014	1.59	1.58	1.59	1.65	6.7	6.6	6.6	6.5
2015	1.66	1.65	1.68	1.68	6.5	6.5	6.5	6.4
2016	1.69	1.69	1.68	1.72	6.3	6.3	6.3	6.4
2017	1.74	1.74	1.76	1.75	6.4	6.3	6.3	6.3
2018	1.78	1.76	1.77	1.73	6.3	6.2	6.2	6.3
2019	1.74	–	–	–	6.2	–	–	–
Life								
2004	.03	.03	.03	.03	.1	.1	.1	.1
2005	.03	.03	.03	.03	.1	.1	.1	.1
2006	.03	.03	.03	.03	.1	.2	.1	.1
2007	.03	.03	.03	.03	.1	.1	.1	.1
2008	.03	.03	.03	.03	.1	.1	.1	.1
2009	.03	.03	.03	.03	.1	.1	.1	.1
2010	.03	.03	.03	.03	.1	.1	.1	.1
2011	.03	.03	.03	.03	.1	.1	.1	.1
2012	.02	.02	.02	.02	.1	.1	.1	.1
2013	.02	.02	.02	.02	.1	.1	.1	.1
2014	.02	.02	.03	.03	.1	.1	.1	.1
2015	.03	.03	.03	.03	.1	.1	.1	.1
2016	.03	.03	.03	.03	.1	.1	.1	.1
2017	.03	.03	.03	.03	.1	.1	.1	.1
2018	.03	.03	.03	.03	.1	.1	.1	.1
2019	.03	–	–	–	.1	–	–	–
Health								
2004	1.06	1.07	1.07	1.09	5.5	5.4	5.4	5.5
2005	1.12	1.12	1.14	1.14	5.6	5.6	5.7	5.7
2006	1.15	1.14	1.16	1.15	5.7	5.7	5.7	5.6
2007	1.20	1.21	1.22	1.25	5.7	5.8	5.8	5.8
2008	1.26	1.25	1.25	1.28	5.8	5.8	5.7	5.8
2009	1.30	1.30	1.32	1.31	6.0	5.9	6.0	5.9
2010	1.34	1.33	1.33	1.31	6.0	6.0	6.0	5.9
2011	1.34	1.37	1.39	1.39	6.0	6.1	6.1	6.1
2012	1.40	1.41	1.41	1.41	6.1	6.1	6.2	6.1
2013	1.43	1.42	1.42	1.50	6.2	6.2	6.1	6.3
2014	1.52	1.51	1.51	1.57	6.4	6.3	6.2	6.2
2015	1.58	1.57	1.59	1.60	6.2	6.2	6.2	6.1
2016	1.61	1.61	1.59	1.63	6.0	6.0	6.0	6.1
2017	1.65	1.65	1.67	1.66	6.1	6.0	6.0	6.0
2018	1.69	1.67	1.68	1.64	6.0	5.9	5.9	5.9

See footnotes at end of table.

Table 14. Private industry workers, by establishment employment size: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

1-49 workers

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Health								
2019	1.65	–	–	–	5.9	–	–	–
Short-term disability								
2004	.02	0.02	0.02	0.02	.1	0.1	0.1	0.1
2005	.02	.02	.02	.02	.1	.1	.1	.1
2006	.02	.02	.02	.03	.1	.1	.1	.1
2007	.03	.03	.03	.03	.1	.1	.1	.1
2008	.03	.03	.03	.03	.1	.1	.1	.1
2009	.02	.03	.03	.03	.1	.1	.1	.1
2010	.03	.03	.03	.02	.1	.1	.1	.1
2011	.03	.03	.03	.03	.1	.1	.1	.1
2012	.03	.02	.02	.03	.1	.1	.1	.1
2013	.03	.03	.03	.03	.1	.1	.1	.1
2014	.03	.03	.03	.03	.1	.1	.1	.1
2015	.03	.03	.03	.03	.1	.1	.1	.1
2016	.03	.03	.03	.03	.1	.1	.1	.1
2017	.03	.03	.03	.03	.1	.1	.1	.1
2018	.03	.03	.03	.03	.1	.1	.1	.1
2019	.03	–	–	–	.1	–	–	–
Long-term disability								
2004	.02	.02	.02	.02	.1	.1	.1	.1
2005	.02	.02	.02	.02	.1	.1	.1	.1
2006	.02	.02	.02	.02	.1	.1	.1	.1
2007	.02	.02	.02	.02	.1	.1	.1	.1
2008	.02	.02	.02	.02	.1	.1	.1	.1
2009	.02	.02	.02	.02	.1	.1	.1	.1
2010	.02	.02	.02	.02	.1	.1	.1	.1
2011	.02	.02	.02	.02	.1	.1	.1	.1
2012	.02	.02	.02	.02	.1	.1	.1	.1
2013	.02	.02	.02	.02	.1	.1	.1	.1
2014	.02	.02	.02	.02	.1	.1	.1	.1
2015	.02	.02	.02	.03	.1	.1	.1	.1
2016	.03	.03	.02	.02	.1	.1	.1	.1
2017	.03	.03	.03	.03	.1	.1	.1	.1
2018	.03	.03	.03	.03	.1	.1	.1	.1
2019	.03	–	–	–	.1	–	–	–
Retirement and savings								
2004	.42	.44	.46	.46	2.2	2.2	2.3	2.3
2005	.47	.47	.47	.45	2.4	2.3	2.4	2.2
2006	.45	.44	.44	.43	2.2	2.2	2.2	2.1
2007	.44	.46	.45	.51	2.1	2.2	2.1	2.4
2008	.51	.50	.51	.50	2.3	2.3	2.4	2.3
2009	.49	.49	.50	.51	2.2	2.2	2.2	2.3
2010	.51	.52	.53	.51	2.3	2.4	2.4	2.3
2011	.52	.53	.53	.52	2.3	2.4	2.4	2.3
2012	.54	.54	.51	.51	2.4	2.3	2.2	2.2
2013	.52	.52	.52	.52	2.3	2.2	2.2	2.2
2014	.53	.56	.59	.63	2.2	2.4	2.4	2.5
2015	.63	.59	.61	.63	2.5	2.4	2.4	2.4
2016	.63	.62	.62	.63	2.3	2.3	2.3	2.4
2017	.68	.68	.70	.66	2.5	2.5	2.5	2.4
2018	.67	.68	.70	.67	2.4	2.4	2.5	2.4
2019	.67	–	–	–	2.4	–	–	–
Defined benefit								
2004	.14	.15	.16	.15	.7	.8	.8	.8
2005	.16	.16	.17	.14	.8	.8	.8	.7
2006	.14	.15	.15	.15	.7	.7	.7	.7
2007	.15	.16	.16	.15	.7	.8	.7	.7
2008	.15	.15	.15	.17	.7	.7	.7	.8
2009	.17	.17	.17	.18	.8	.8	.8	.8
2010	.18	.19	.20	.18	.8	.9	.9	.8
2011	.19	.20	.20	.18	.8	.9	.9	.8
2012	.20	.21	.19	.19	.9	.9	.8	.8
2013	.20	.20	.19	.18	.9	.8	.8	.7

See footnotes at end of table.

Table 14. Private industry workers, by establishment employment size: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

1-49 workers

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Defined benefit								
2014	0.18	0.21	0.23	0.25	0.8	0.9	1.0	1.0
2015	.24	.21	.21	.20	1.0	.8	.8	.8
2016	.20	.20	.21	.21	.8	.8	.8	.8
2017	.24	.25	.26	.20	.9	.9	.9	.7
2018	.21	.22	.25	.21	.7	.8	.9	.8
2019	.21	–	–	–	.8	–	–	–
Defined contribution								
2004	.28	.29	.30	.31	1.5	1.5	1.5	1.5
2005	.31	.31	.31	.30	1.5	1.5	1.5	1.5
2006	.30	.30	.30	.28	1.5	1.5	1.4	1.4
2007	.29	.30	.30	.36	1.4	1.4	1.4	1.7
2008	.36	.35	.36	.33	1.7	1.6	1.7	1.5
2009	.32	.32	.32	.33	1.5	1.5	1.5	1.5
2010	.33	.33	.33	.33	1.5	1.5	1.5	1.5
2011	.34	.33	.34	.34	1.5	1.5	1.5	1.5
2012	.34	.33	.33	.32	1.5	1.4	1.4	1.4
2013	.33	.32	.33	.35	1.4	1.4	1.4	1.5
2014	.35	.35	.35	.38	1.5	1.5	1.5	1.5
2015	.38	.38	.40	.44	1.5	1.5	1.5	1.7
2016	.42	.42	.41	.42	1.6	1.6	1.5	1.6
2017	.44	.43	.44	.46	1.6	1.6	1.6	1.6
2018	.47	.46	.45	.46	1.7	1.6	1.6	1.7
2019	.46	–	–	–	1.7	–	–	–
Legally required benefits								
2004	1.84	1.87	1.89	1.90	9.5	9.5	9.6	9.6
2005	1.92	1.93	1.93	1.92	9.6	9.6	9.7	9.6
2006	1.91	1.91	1.92	1.94	9.5	9.5	9.4	9.4
2007	1.95	1.94	1.96	1.98	9.3	9.3	9.3	9.1
2008	1.98	1.98	1.98	1.97	9.1	9.1	9.1	9.0
2009	1.97	1.98	1.97	1.97	9.1	9.0	8.9	8.9
2010	1.99	2.00	2.02	2.00	9.0	9.1	9.1	9.0
2011	2.04	2.05	2.06	2.06	9.1	9.1	9.1	9.0
2012	2.08	2.09	2.09	2.08	9.1	9.1	9.1	9.1
2013	2.10	2.10	2.11	2.15	9.1	9.1	9.1	9.0
2014	2.15	2.15	2.17	2.21	9.0	9.0	9.0	8.7
2015	2.21	2.22	2.23	2.30	8.7	8.8	8.7	8.7
2016	2.31	2.32	2.31	2.32	8.7	8.6	8.7	8.6
2017	2.36	2.37	2.37	2.33	8.6	8.6	8.6	8.4
2018	2.36	2.35	2.37	2.33	8.4	8.3	8.3	8.5
2019	2.34	–	–	–	8.4	–	–	–
Social Security and Medicare								
2004	1.21	1.21	1.22	1.22	6.2	6.2	6.2	6.2
2005	1.24	1.24	1.23	1.24	6.1	6.2	6.2	6.2
2006	1.25	1.24	1.26	1.27	6.2	6.2	6.2	6.2
2007	1.28	1.29	1.31	1.32	6.2	6.2	6.2	6.1
2008	1.34	1.33	1.34	1.35	6.1	6.1	6.1	6.2
2009	1.35	1.36	1.36	1.36	6.2	6.2	6.2	6.2
2010	1.36	1.36	1.37	1.36	6.2	6.2	6.2	6.2
2011	1.38	1.38	1.40	1.40	6.2	6.2	6.1	6.2
2012	1.41	1.42	1.42	1.41	6.2	6.2	6.2	6.2
2013	1.42	1.43	1.43	1.46	6.2	6.2	6.2	6.1
2014	1.46	1.46	1.48	1.51	6.1	6.1	6.1	6.0
2015	1.52	1.52	1.53	1.58	6.0	6.0	6.0	6.0
2016	1.60	1.61	1.61	1.62	6.0	6.0	6.0	6.0
2017	1.65	1.66	1.67	1.68	6.0	6.1	6.0	6.0
2018	1.70	1.70	1.72	1.71	6.0	6.0	6.0	6.2
2019	1.73	–	–	–	6.2	–	–	–
Social Security[5]								
2004	.97	.97	.98	.98	5.0	5.0	5.0	4.9
2005	.99	.99	.99	1.00	4.9	4.9	5.0	5.0
2006	1.00	1.00	1.01	1.02	5.0	5.0	5.0	5.0
2007	1.03	1.04	1.05	1.06	5.0	5.0	5.0	4.9
2008	1.07	1.07	1.07	1.09	4.9	4.9	4.9	5.0

See footnotes at end of table.

Table 14. Private industry workers, by establishment employment size: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

1-49 workers

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Social Security[5]								
2009	1.09	1.09	1.10	1.10	5.0	5.0	5.0	5.0
2010	1.10	1.10	1.10	1.10	5.0	5.0	5.0	5.0
2011	1.11	1.11	1.12	1.13	5.0	5.0	4.9	5.0
2012	1.14	1.14	1.14	1.14	5.0	5.0	5.0	5.0
2013	1.15	1.15	1.15	1.17	5.0	5.0	5.0	4.9
2014	1.17	1.18	1.19	1.21	4.9	4.9	4.9	4.8
2015	1.22	1.21	1.22	1.27	4.8	4.8	4.8	4.8
2016	1.28	1.29	1.28	1.29	4.8	4.8	4.8	4.8
2017	1.32	1.33	1.34	1.34	4.8	4.9	4.8	4.8
2018	1.36	1.36	1.37	1.38	4.8	4.8	4.8	5.0
2019	1.40	–	–	–	5.0	–	–	–
Medicare								
2004	.24	.24	.24	.24	1.2	1.2	1.2	1.2
2005	.24	.24	.24	.24	1.2	1.2	1.2	1.2
2006	.24	.24	.25	.25	1.2	1.2	1.2	1.2
2007	.25	.25	.26	.26	1.2	1.2	1.2	1.2
2008	.26	.26	.26	.26	1.2	1.2	1.2	1.2
2009	.26	.26	.27	.27	1.2	1.2	1.2	1.2
2010	.26	.26	.27	.27	1.2	1.2	1.2	1.2
2011	.27	.27	.27	.27	1.2	1.2	1.2	1.2
2012	.27	.28	.28	.28	1.2	1.2	1.2	1.2
2013	.28	.28	.28	.28	1.2	1.2	1.2	1.2
2014	.28	.29	.29	.30	1.2	1.2	1.2	1.2
2015	.31	.30	.31	.32	1.2	1.2	1.2	1.2
2016	.32	.33	.32	.32	1.2	1.2	1.2	1.2
2017	.33	.33	.33	.34	1.2	1.2	1.2	1.2
2018	.34	.34	.34	.33	1.2	1.2	1.2	1.2
2019	.34	–	–	–	1.2	–	–	–
Federal unemployment insurance								
2004	.04	.04	.04	.04	.2	.2	.2	.2
2005	.04	.04	.04	.04	.2	.2	.2	.2
2006	.04	.04	.04	.04	.2	.2	.2	.2
2007	.04	.04	.04	.04	.2	.2	.2	.2
2008	.04	.04	.04	.04	.2	.2	.2	.2
2009	.04	.04	.04	.04	.2	.2	.2	.2
2010	.04	.04	.04	.04	.2	.2	.2	.2
2011	.04	.04	.03	.03	.2	.2	.1	.1
2012	.04	.04	.04	.04	.2	.2	.2	.2
2013	.04	.04	.04	.04	.2	.2	.2	.2
2014	.04	.04	.04	.04	.2	.2	.2	.2
2015	.04	.04	.04	.05	.2	.2	.2	.2
2016	.04	.04	.04	.04	.2	.2	.2	.2
2017	.04	.04	.04	.04	.1	.1	.1	.1
2018	.04	.04	.04	.04	.1	.1	.1	.1
2019	.03	–	–	–	.1	–	–	–
State unemployment insurance								
2004	.13	.13	.14	.14	.6	.7	.7	.7
2005	.15	.15	.15	.16	.7	.8	.8	.8
2006	.16	.15	.15	.16	.8	.8	.8	.8
2007	.16	.15	.15	.15	.8	.7	.7	.7
2008	.15	.15	.15	.15	.7	.7	.7	.7
2009	.15	.15	.15	.15	.7	.7	.7	.7
2010	.17	.18	.18	.18	.8	.8	.8	.8
2011	.20	.21	.21	.21	.9	.9	.9	.9
2012	.22	.23	.23	.23	1.0	1.0	1.0	1.0
2013	.23	.23	.23	.23	1.0	1.0	1.0	1.0
2014	.22	.22	.21	.21	.9	.9	.9	.8
2015	.21	.21	.20	.20	.8	.8	.8	.8
2016	.20	.19	.19	.18	.8	.7	.7	.7
2017	.18	.18	.17	.17	.7	.6	.6	.6
2018	.17	.16	.16	.15	.6	.6	.5	.6
2019	.15	–	–	–	.5	–	–	–

See footnotes at end of table.

Table 14. Private industry workers, by establishment employment size: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

1-49 workers

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Workers' compensation								
2004	0.47	0.49	0.50	0.50	2.4	2.5	2.5	2.5
2005	.50	.50	.51	.49	2.5	2.5	2.6	2.4
2006	.48	.48	.48	.48	2.4	2.4	2.3	2.3
2007	.47	.46	.47	.46	2.3	2.2	2.2	2.1
2008	.46	.47	.46	.44	2.1	2.1	2.1	2.0
2009	.44	.44	.43	.42	2.0	2.0	1.9	1.9
2010	.43	.43	.43	.41	1.9	1.9	1.9	1.9
2011	.42	.43	.43	.41	1.9	1.9	1.9	1.8
2012	.41	.41	.41	.40	1.8	1.8	1.8	1.7
2013	.40	.41	.41	.42	1.8	1.8	1.8	1.8
2014	.43	.43	.44	.44	1.8	1.8	1.8	1.7
2015	.43	.45	.45	.47	1.7	1.8	1.8	1.8
2016	.47	.47	.48	.47	1.8	1.7	1.8	1.8
2017	.48	.49	.49	.45	1.8	1.8	1.8	1.6
2018	.45	.45	.45	.43	1.6	1.6	1.6	1.6
2019	.43	–	–	–	1.6	–	–	–
Other benefits[6]								
2004	([3])	([3])	([3])	([3])	([4])	([4])	([4])	([4])
2005	([3])	([3])	([3])	([3])	([4])	([4])	([4])	([4])

[1] Prior to June 2008, paid personal leave was included in other leave. Other leave also included paid military, funeral, and jury leave.
[2] Includes premium pay (such as overtime, weekends, and holidays) for work in addition to the regular work schedule.
[3] Cost per hour worked is $0.01 or less.
[4] Less than .05 percent.
[5] Social Security refers to the Old-Age, Survivors, and Disability Insurance (OASDI) program.
[6] Includes severance pay and supplemental unemployment benefits. Publication of other benefits was discontinued beginning in June 2006.

Note: The sum of individual items may not equal totals due to rounding. Dashes indicate data are not available.

Table 14. Private industry workers, by establishment employment size: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

50-99 workers

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Total compensation								
2004	$19.81	$19.95	$20.48	$20.53	100.0	100.0	100.0	100.0
2005	20.60	20.73	21.40	21.03	100.0	100.0	100.0	100.0
2006	20.98	21.31	21.71	22.20	100.0	100.0	100.0	100.0
2007	22.57	22.41	22.71	23.12	100.0	100.0	100.0	100.0
2008	23.27	23.66	24.40	24.87	100.0	100.0	100.0	100.0
2009	24.87	24.57	24.91	24.98	100.0	100.0	100.0	100.0
2010	25.10	24.88	25.35	25.37	100.0	100.0	100.0	100.0
2011	25.84	25.65	25.15	26.38	100.0	100.0	100.0	100.0
2012	26.65	26.61	26.84	26.53	100.0	100.0	100.0	100.0
2013	26.84	26.64	27.18	27.51	100.0	100.0	100.0	100.0
2014	28.80	29.02	28.46	29.22	100.0	100.0	100.0	100.0
2015	29.34	29.37	28.39	27.60	100.0	100.0	100.0	100.0
2016	28.35	29.99	27.97	30.16	100.0	100.0	100.0	100.0
2017	30.57	30.93	30.83	30.11	100.0	100.0	100.0	100.0
2018	30.92	30.87	30.89	29.95	100.0	100.0	100.0	100.0
2019	30.59	–	–	–	100.0	–	–	–
Wages and salaries								
2004	14.32	14.41	14.88	14.87	72.3	72.2	72.6	72.4
2005	14.90	14.96	15.43	15.16	72.3	72.2	72.1	72.1
2006	15.09	15.32	15.55	15.96	71.9	71.9	71.6	71.9
2007	16.30	16.15	16.36	16.69	72.2	72.1	72.0	72.2
2008	16.71	16.99	17.49	17.93	71.8	71.8	71.7	72.1
2009	17.89	17.68	17.91	17.96	71.9	72.0	71.9	71.9
2010	18.05	17.93	18.20	18.36	71.9	72.1	71.8	72.3
2011	18.64	18.44	18.12	18.89	72.1	71.9	72.0	71.6
2012	19.01	19.07	19.13	19.03	71.3	71.7	71.3	71.7
2013	19.28	19.13	19.47	19.73	71.8	71.8	71.6	71.7
2014	20.57	20.75	20.41	20.61	71.4	71.5	71.7	70.5
2015	20.61	20.70	20.45	19.87	70.3	70.5	72.0	72.0
2016	19.85	20.97	19.73	21.04	70.0	69.9	70.5	69.8
2017	21.32	21.58	21.47	21.05	69.7	69.8	69.7	69.9
2018	21.72	21.68	21.69	21.53	70.2	70.2	70.2	71.9
2019	21.93	–	–	–	71.7	–	–	–
Total benefits								
2004	5.49	5.54	5.61	5.66	27.7	27.8	27.4	27.6
2005	5.70	5.77	5.97	5.87	27.7	27.8	27.9	27.9
2006	5.89	5.99	6.16	6.24	28.1	28.1	28.4	28.1
2007	6.27	6.26	6.36	6.43	27.8	27.9	28.0	27.8
2008	6.56	6.67	6.91	6.94	28.2	28.2	28.3	27.9
2009	6.98	6.88	7.00	7.02	28.1	28.0	28.1	28.1
2010	7.05	6.95	7.16	7.02	28.1	27.9	28.2	27.7
2011	7.20	7.21	7.03	7.49	27.9	28.1	28.0	28.4
2012	7.65	7.54	7.71	7.51	28.7	28.3	28.7	28.3
2013	7.56	7.51	7.72	7.78	28.2	28.2	28.4	28.3
2014	8.22	8.26	8.05	8.61	28.6	28.5	28.3	29.5
2015	8.72	8.67	7.94	7.74	29.7	29.5	28.0	28.0
2016	8.50	9.02	8.24	9.12	30.0	30.1	29.5	30.2
2017	9.25	9.35	9.35	9.06	30.3	30.2	30.3	30.1
2018	9.20	9.19	9.20	8.41	29.8	29.8	29.8	28.1
2019	8.66	–	–	–	28.3	–	–	–
Paid leave								
2004	1.20	1.17	1.21	1.21	6.1	5.9	5.9	5.9
2005	1.20	1.19	1.24	1.17	5.8	5.7	5.8	5.6
2006	1.17	1.20	1.22	1.27	5.6	5.6	5.6	5.7
2007	1.31	1.29	1.30	1.32	5.8	5.7	5.7	5.7
2008	1.31	1.36	1.43	1.45	5.6	5.7	5.9	5.8
2009	1.46	1.43	1.45	1.49	5.9	5.8	5.8	6.0
2010	1.51	1.45	1.50	1.58	6.0	5.8	5.9	6.2
2011	1.61	1.56	1.50	1.71	6.2	6.1	6.0	6.5
2012	1.75	1.71	1.74	1.75	6.6	6.4	6.5	6.6
2013	1.76	1.73	1.76	1.79	6.6	6.5	6.5	6.5
2014	1.93	1.91	1.85	1.85	6.7	6.6	6.5	6.3
2015	1.86	1.89	1.81	1.75	6.3	6.4	6.4	6.3
2016	1.73	1.88	1.69	1.93	6.1	6.3	6.0	6.4

See footnotes at end of table.

Table 14. Private industry workers, by establishment employment size: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

50-99 workers

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Paid leave								
2017	1.96	1.98	1.95	1.93	6.4	6.4	6.3	6.4
2018	1.93	1.87	1.90	1.92	6.2	6.0	6.2	6.4
2019	2.01	–	–	–	6.6	–	–	–
Vacation								
2004	.58	.58	.60	.60	2.9	2.9	2.9	2.9
2005	.60	.59	.62	.58	2.9	2.8	2.9	2.7
2006	.58	.60	.60	.63	2.8	2.8	2.8	2.8
2007	.65	.64	.65	.66	2.9	2.8	2.8	2.9
2008	.66	.68	.71	.72	2.8	2.9	2.9	2.9
2009	.73	.71	.72	.74	2.9	2.9	2.9	3.0
2010	.74	.71	.74	.79	3.0	2.9	2.9	3.1
2011	.80	.78	.74	.89	3.1	3.0	3.0	3.4
2012	.90	.87	.89	.91	3.4	3.3	3.3	3.4
2013	.92	.91	.92	.94	3.4	3.4	3.4	3.4
2014	1.00	.99	.96	.94	3.5	3.4	3.4	3.2
2015	.96	.97	.93	.92	3.3	3.3	3.3	3.3
2016	.91	.97	.88	1.00	3.2	3.2	3.2	3.3
2017	1.01	1.02	1.01	1.01	3.3	3.3	3.3	3.3
2018	1.01	.97	1.00	.99	3.3	3.1	3.2	3.3
2019	1.03	–	–	–	3.4	–	–	–
Holiday								
2004	.42	.41	.42	.42	2.1	2.1	2.1	2.0
2005	.41	.41	.43	.41	2.0	2.0	2.0	1.9
2006	.40	.42	.43	.44	1.9	2.0	2.0	2.0
2007	.45	.44	.44	.45	2.0	2.0	2.0	2.0
2008	.45	.46	.49	.49	1.9	1.9	2.0	2.0
2009	.49	.49	.50	.50	2.0	2.0	2.0	2.0
2010	.51	.49	.50	.51	2.0	2.0	2.0	2.0
2011	.52	.51	.50	.52	2.0	2.0	2.0	2.0
2012	.54	.54	.55	.54	2.0	2.0	2.0	2.0
2013	.54	.53	.54	.55	2.0	2.0	2.0	2.0
2014	.59	.59	.58	.59	2.0	2.0	2.0	2.0
2015	.59	.59	.58	.54	2.0	2.0	2.0	2.0
2016	.54	.59	.52	.59	1.9	2.0	1.9	1.9
2017	.60	.60	.60	.57	2.0	1.9	1.9	1.9
2018	.57	.56	.56	.58	1.8	1.8	1.8	1.9
2019	.61	–	–	–	2.0	–	–	–
Sick								
2004	.14	.14	.14	.14	.7	.7	.7	.7
2005	.14	.14	.15	.14	.7	.7	.7	.7
2006	.14	.14	.15	.16	.7	.7	.7	.7
2007	.16	.16	.16	.16	.7	.7	.7	.7
2008	.16	.17	.18	.18	.7	.7	.7	.7
2009	.18	.18	.18	.18	.7	.7	.7	.7
2010	.19	.18	.19	.21	.7	.7	.7	.8
2011	.20	.20	.19	.21	.8	.8	.7	.8
2012	.21	.20	.21	.20	.8	.8	.8	.7
2013	.20	.19	.20	.20	.7	.7	.7	.7
2014	.24	.23	.22	.22	.8	.8	.8	.8
2015	.22	.23	.21	.20	.8	.8	.8	.7
2016	.19	.24	.19	.24	.7	.8	.7	.8
2017	.25	.25	.24	.23	.8	.8	.8	.8
2018	.23	.22	.22	.24	.8	.7	.7	.8
2019	.26	–	–	–	.9	–	–	–
Personal[1]								
2004	.05	.05	.05	.05	.3	.2	.2	.2
2005	.05	.05	.05	.05	.2	.2	.2	.2
2006	.05	.05	.05	.05	.2	.2	.2	.2
2007	.05	.05	.04	.04	.2	.2	.2	.2
2008	.04	.05	.06	.06	.2	.2	.2	.2
2009	.06	.06	.06	.06	.2	.2	.2	.2
2010	.07	.07	.07	.08	.3	.3	.3	.3
2011	.09	.08	.07	.09	.3	.3	.3	.3

See footnotes at end of table.

Table 14. Private industry workers, by establishment employment size: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

50-99 workers

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Personal[1]								
2012	0.10	0.09	0.10	0.10	0.4	0.4	0.4	0.4
2013	.10	.10	.10	.10	.4	.4	.4	.4
2014	.10	.10	.10	.10	.4	.3	.3	.3
2015	.10	.10	.09	.09	.3	.3	.3	.3
2016	.09	.09	.09	.10	.3	.3	.3	.3
2017	.10	.11	.10	.12	.3	.3	.3	.4
2018	.12	.11	.12	.10	.4	.4	.4	.3
2019	.11	–	–	–	.4	–	–	–
Supplemental pay								
2004	.51	.51	.51	.52	2.6	2.6	2.5	2.5
2005	.53	.54	.54	.52	2.6	2.6	2.5	2.5
2006	.54	.53	.55	.56	2.6	2.5	2.5	2.5
2007	.57	.59	.59	.62	2.5	2.6	2.6	2.7
2008	.64	.65	.62	.71	2.8	2.7	2.5	2.9
2009	.69	.68	.71	.69	2.8	2.8	2.8	2.7
2010	.69	.67	.67	.59	2.7	2.7	2.6	2.3
2011	.62	.63	.63	.69	2.4	2.4	2.5	2.6
2012	.70	.67	.67	.65	2.6	2.5	2.5	2.5
2013	.63	.61	.62	.65	2.3	2.3	2.3	2.4
2014	.58	.58	.58	1.03	2.0	2.0	2.0	3.5
2015	1.15	1.11	.59	.62	3.9	3.8	2.1	2.2
2016	1.28	1.27	1.28	1.25	4.5	4.2	4.6	4.2
2017	1.29	1.26	1.26	1.38	4.2	4.1	4.1	4.6
2018	1.49	1.46	1.46	.78	4.8	4.7	4.7	2.6
2019	.78	–	–	–	2.6	–	–	–
Overtime and premium[2]								
2004	.23	.24	.25	.25	1.2	1.2	1.2	1.2
2005	.25	.27	.27	.26	1.2	1.3	1.3	1.2
2006	.27	.27	.28	.26	1.3	1.3	1.3	1.2
2007	.26	.27	.27	.26	1.2	1.2	1.2	1.1
2008	.26	.27	.27	.27	1.1	1.1	1.1	1.1
2009	.27	.26	.26	.26	1.1	1.0	1.0	1.1
2010	.25	.26	.26	.25	1.0	1.0	1.0	1.0
2011	.24	.24	.25	.24	.9	1.0	1.0	.9
2012	.25	.24	.25	.24	.9	.9	.9	.9
2013	.24	.24	.25	.24	.9	.9	.9	.9
2014	.24	.25	.25	.23	.8	.8	.9	.8
2015	.23	.23	.23	.24	.8	.8	.8	.9
2016	.25	.25	.25	.24	.9	.8	.9	.8
2017	.24	.24	.25	.28	.8	.8	.8	.9
2018	.33	.33	.30	.31	1.1	1.1	1.0	1.0
2019	.32	–	–	–	1.1	–	–	–
Shift differentials								
2004	.03	.03	.03	.03	.2	.2	.2	.2
2005	.03	.04	.04	.03	.2	.2	.2	.2
2006	.03	.03	.03	.04	.2	.2	.1	.2
2007	.04	.04	.04	.04	.2	.2	.2	.2
2008	.04	.04	.04	.04	.2	.2	.2	.1
2009	.03	.03	.03	.03	.1	.1	.1	.1
2010	.03	.03	.03	.03	.1	.1	.1	.1
2011	.03	.03	.04	.03	.1	.1	.1	.1
2012	.03	.03	.03	.03	.1	.1	.1	.1
2013	.03	.03	.03	.03	.1	.1	.1	.1
2014	.03	.02	.02	.02	.1	.1	.1	.1
2015	.02	.03	.03	.03	.1	.1	.1	.1
2016	.03	.03	.03	.03	.1	.1	.1	.1
2017	.03	.04	.04	.04	.1	.1	.1	.1
2018	.04	.04	.04	.04	.1	.1	.1	.1
2019	.04	–	–	–	.1	–	–	–
Nonproduction bonuses								
2004	.24	.24	.22	.24	1.2	1.2	1.1	1.2
2005	.24	.23	.24	.23	1.2	1.1	1.1	1.1
2006	.23	.23	.24	.26	1.1	1.1	1.1	1.2

See footnotes at end of table.

Table 14. Private industry workers, by establishment employment size: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

50-99 workers

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Nonproduction bonuses								
2007	0.27	0.29	0.29	0.31	1.2	1.3	1.3	1.3
2008	.34	.34	.31	.41	1.4	1.4	1.3	1.6
2009	.39	.39	.41	.39	1.6	1.6	1.7	1.6
2010	.40	.39	.38	.31	1.6	1.5	1.5	1.2
2011	.35	.35	.34	.42	1.3	1.4	1.4	1.6
2012	.42	.40	.39	.38	1.6	1.5	1.5	1.4
2013	.36	.34	.34	.38	1.3	1.3	1.3	1.4
2014	.31	.31	.32	.78	1.1	1.1	1.1	2.7
2015	.89	.86	.33	.35	3.0	2.9	1.2	1.3
2016	1.00	.99	1.00	.98	3.5	3.3	3.6	3.2
2017	1.01	.99	.97	1.06	3.3	3.2	3.2	3.5
2018	1.13	1.08	1.11	.43	3.6	3.5	3.6	1.4
2019	.42	–	–	–	1.4	–	–	–
Insurance								
2004	1.45	1.45	1.47	1.48	7.3	7.3	7.2	7.2
2005	1.50	1.49	1.56	1.56	7.3	7.2	7.3	7.4
2006	1.58	1.61	1.68	1.67	7.5	7.5	7.8	7.5
2007	1.67	1.68	1.69	1.69	7.4	7.5	7.4	7.3
2008	1.76	1.80	1.89	1.84	7.6	7.6	7.8	7.4
2009	1.88	1.85	1.89	1.90	7.5	7.5	7.6	7.6
2010	1.93	1.90	1.97	1.90	7.7	7.6	7.8	7.5
2011	1.94	1.94	1.89	2.04	7.5	7.6	7.5	7.7
2012	2.05	2.01	2.09	2.01	7.7	7.5	7.8	7.6
2013	2.04	2.03	2.10	2.07	7.6	7.6	7.7	7.5
2014	2.17	2.17	2.17	2.19	7.5	7.5	7.6	7.5
2015	2.20	2.21	2.15	2.07	7.5	7.5	7.6	7.5
2016	2.18	2.20	2.05	2.26	7.7	7.3	7.3	7.5
2017	2.34	2.38	2.40	2.34	7.6	7.7	7.8	7.8
2018	2.32	2.29	2.29	2.27	7.5	7.4	7.4	7.6
2019	2.37	–	–	–	7.8	–	–	–
Life								
2004	.04	.04	.04	.04	.2	.2	.2	.2
2005	.04	.04	.04	.04	.2	.2	.2	.2
2006	.04	.05	.05	.04	.2	.2	.2	.2
2007	.04	.04	.04	.04	.2	.2	.2	.2
2008	.05	.04	.05	.04	.2	.2	.2	.2
2009	.04	.04	.04	.04	.2	.2	.2	.2
2010	.04	.04	.04	.04	.2	.1	.2	.1
2011	.04	.04	.03	.04	.1	.1	.1	.1
2012	.04	.04	.04	.04	.1	.1	.1	.1
2013	.03	.03	.04	.04	.1	.1	.1	.2
2014	.04	.04	.03	.04	.2	.2	.1	.1
2015	.04	.04	.04	.04	.1	.1	.1	.1
2016	.04	.04	.04	.04	.1	.1	.1	.1
2017	.04	.04	.04	.04	.1	.1	.1	.1
2018	.04	.04	.04	.04	.1	.1	.1	.1
2019	.04	–	–	–	.1	–	–	–
Health								
2004	1.35	1.35	1.36	1.38	6.8	6.8	6.7	6.7
2005	1.39	1.39	1.46	1.46	6.8	6.7	6.8	6.9
2006	1.47	1.49	1.57	1.56	7.0	7.0	7.2	7.0
2007	1.56	1.57	1.58	1.58	6.9	7.0	6.9	6.8
2008	1.64	1.68	1.77	1.72	7.0	7.1	7.3	6.9
2009	1.76	1.73	1.77	1.79	7.1	7.1	7.1	7.2
2010	1.82	1.79	1.85	1.79	7.2	7.2	7.3	7.1
2011	1.83	1.83	1.78	1.92	7.1	7.1	7.1	7.3
2012	1.94	1.90	1.98	1.90	7.3	7.1	7.4	7.2
2013	1.93	1.93	1.99	1.95	7.2	7.3	7.3	7.1
2014	2.05	2.05	2.06	2.07	7.1	7.1	7.2	7.1
2015	2.08	2.09	2.04	1.95	7.1	7.1	7.2	7.1
2016	2.06	2.08	1.94	2.13	7.3	6.9	7.0	7.1
2017	2.21	2.26	2.27	2.22	7.2	7.3	7.4	7.4
2018	2.20	2.17	2.17	2.14	7.1	7.0	7.0	7.2

See footnotes at end of table.

Table 14. Private industry workers, by establishment employment size: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

50-99 workers

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Health								
2019	2.24	–	–	–	7.3	–	–	–
Short-term disability								
2004	.04	0.04	0.04	0.04	.2	0.2	0.2	0.2
2005	.04	.04	.05	.04	.2	.2	.2	.2
2006	.04	.05	.05	.04	.2	.2	.2	.2
2007	.04	.04	.04	.04	.2	.2	.2	.2
2008	.05	.05	.05	.05	.2	.2	.2	.2
2009	.04	.05	.05	.04	.2	.2	.2	.2
2010	.04	.04	.04	.04	.2	.2	.2	.2
2011	.04	.04	.04	.04	.1	.2	.2	.2
2012	.04	.04	.04	.04	.2	.2	.2	.2
2013	.04	.04	.04	.04	.2	.1	.2	.1
2014	.05	.04	.04	.04	.2	.2	.2	.1
2015	.04	.04	.04	.04	.1	.1	.1	.1
2016	.04	.04	.04	.05	.1	.1	.1	.2
2017	.04	.05	.05	.05	.1	.1	.1	.2
2018	.04	.04	.05	.05	.1	.1	.1	.2
2019	.05	–	–	–	.2	–	–	–
Long-term disability								
2004	.02	.02	.02	.02	.1	.1	.1	.1
2005	.02	.02	.02	.02	.1	.1	.1	.1
2006	.02	.02	.02	.03	.1	.1	.1	.1
2007	.03	.03	.03	.03	.1	.1	.1	.1
2008	.02	.02	.03	.03	.1	.1	.1	.1
2009	.03	.03	.03	.03	.1	.1	.1	.1
2010	.03	.03	.03	.03	.1	.1	.1	.1
2011	.03	.03	.03	.04	.1	.1	.1	.1
2012	.04	.03	.03	.03	.1	.1	.1	.1
2013	.03	.03	.03	.03	.1	.1	.1	.1
2014	.03	.04	.03	.04	.1	.1	.1	.1
2015	.04	.04	.03	.03	.1	.1	.1	.1
2016	.03	.04	.03	.04	.1	.1	.1	.1
2017	.04	.04	.04	.03	.1	.1	.1	.1
2018	.04	.03	.03	.03	.1	.1	.1	.1
2019	.03	–	–	–	.1	–	–	–
Retirement and savings								
2004	.49	.51	.50	.52	2.5	2.6	2.4	2.5
2005	.54	.55	.57	.58	2.6	2.7	2.7	2.8
2006	.62	.64	.66	.64	2.9	3.0	3.0	2.9
2007	.62	.62	.67	.68	2.8	2.8	3.0	3.0
2008	.72	.73	.78	.74	3.1	3.1	3.2	3.0
2009	.76	.75	.75	.73	3.1	3.1	3.0	2.9
2010	.72	.72	.77	.76	2.9	2.9	3.0	3.0
2011	.80	.85	.80	.83	3.1	3.3	3.2	3.2
2012	.87	.86	.87	.82	3.3	3.2	3.2	3.1
2013	.85	.86	.90	.92	3.2	3.2	3.3	3.3
2014	1.17	1.21	1.07	1.17	4.0	4.2	3.8	4.0
2015	1.15	1.11	1.05	.97	3.9	3.8	3.7	3.5
2016	.97	1.27	.91	1.29	3.4	4.3	3.3	4.3
2017	1.26	1.30	1.31	.95	4.1	4.2	4.3	3.2
2018	.95	1.06	1.05	.99	3.1	3.4	3.4	3.3
2019	1.01	–	–	–	3.3	–	–	–
Defined benefit								
2004	.15	.18	.17	.19	.8	.9	.8	.9
2005	.21	.22	.22	.25	1.0	1.1	1.0	1.2
2006	.26	.28	.28	.29	1.3	1.3	1.3	1.3
2007	.26	.26	.29	.31	1.2	1.2	1.3	1.3
2008	.34	.34	.36	.30	1.5	1.4	1.5	1.2
2009	.32	.32	.32	.29	1.3	1.3	1.3	1.2
2010	.29	.29	.33	.28	1.1	1.2	1.3	1.1
2011	.29	.34	.35	.29	1.1	1.3	1.4	1.1
2012	.32	.29	.32	.29	1.2	1.1	1.2	1.1
2013	.31	.33	.36	.36	1.2	1.3	1.3	1.3

See footnotes at end of table.

Table 14. Private industry workers, by establishment employment size: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

50-99 workers

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Defined benefit								
2014	0.48	0.53	0.45	0.54	1.7	1.8	1.6	1.9
2015	.53	.48	.46	.43	1.8	1.6	1.6	1.6
2016	.44	.60	.38	.59	1.6	2.0	1.4	2.0
2017	.56	.59	.61	.35	1.8	1.9	2.0	1.2
2018	.37	.49	.44	.43	1.2	1.6	1.4	1.4
2019	.42	–	–	–	1.4	–	–	–
Defined contribution								
2004	.33	.33	.33	.33	1.7	1.7	1.6	1.6
2005	.33	.33	.35	.33	1.6	1.6	1.6	1.6
2006	.35	.36	.38	.35	1.7	1.7	1.8	1.6
2007	.36	.36	.38	.37	1.6	1.6	1.7	1.6
2008	.37	.39	.42	.44	1.6	1.7	1.7	1.8
2009	.44	.43	.44	.45	1.8	1.8	1.8	1.8
2010	.44	.42	.45	.48	1.8	1.7	1.8	1.9
2011	.51	.51	.44	.55	2.0	2.0	1.8	2.1
2012	.55	.57	.54	.53	2.1	2.1	2.0	2.0
2013	.54	.53	.54	.56	2.0	2.0	2.0	2.0
2014	.69	.68	.62	.62	2.4	2.4	2.2	2.1
2015	.62	.63	.60	.54	2.1	2.1	2.1	2.0
2016	.52	.68	.53	.70	1.9	2.3	1.9	2.3
2017	.70	.71	.70	.60	2.3	2.3	2.3	2.0
2018	.58	.58	.60	.56	1.9	1.9	1.9	1.9
2019	.59	–	–	–	1.9	–	–	–
Legally required benefits								
2004	1.83	1.89	1.90	1.91	9.2	9.5	9.3	9.3
2005	1.93	1.99	2.05	2.01	9.3	9.6	9.6	9.6
2006	1.99	2.02	2.05	2.10	9.5	9.5	9.4	9.4
2007	2.09	2.09	2.10	2.12	9.3	9.3	9.3	9.2
2008	2.13	2.15	2.18	2.20	9.2	9.1	8.9	8.8
2009	2.19	2.17	2.20	2.20	8.8	8.8	8.8	8.8
2010	2.21	2.21	2.25	2.19	8.8	8.9	8.9	8.6
2011	2.24	2.23	2.22	2.22	8.7	8.7	8.8	8.4
2012	2.27	2.29	2.34	2.27	8.5	8.6	8.7	8.6
2013	2.27	2.28	2.33	2.35	8.5	8.6	8.6	8.6
2014	2.38	2.38	2.37	2.37	8.2	8.2	8.3	8.1
2015	2.36	2.35	2.34	2.33	8.1	8.0	8.2	8.4
2016	2.35	2.40	2.31	2.39	8.3	8.0	8.3	7.9
2017	2.41	2.43	2.44	2.46	7.9	7.8	7.9	8.2
2018	2.50	2.51	2.50	2.47	8.1	8.1	8.1	8.2
2019	2.48	–	–	–	8.1	–	–	–
Social Security and Medicare								
2004	1.20	1.21	1.24	1.24	6.1	6.1	6.1	6.0
2005	1.24	1.26	1.30	1.28	6.0	6.1	6.1	6.1
2006	1.26	1.29	1.31	1.34	6.0	6.0	6.0	6.0
2007	1.35	1.36	1.37	1.40	6.0	6.0	6.0	6.0
2008	1.40	1.43	1.47	1.50	6.0	6.0	6.0	6.0
2009	1.50	1.49	1.51	1.52	6.0	6.1	6.1	6.1
2010	1.52	1.50	1.52	1.52	6.1	6.0	6.0	6.0
2011	1.55	1.53	1.51	1.56	6.0	6.0	6.0	5.9
2012	1.57	1.58	1.59	1.58	5.9	5.9	5.9	5.9
2013	1.59	1.58	1.61	1.63	5.9	5.9	5.9	5.9
2014	1.66	1.67	1.66	1.66	5.8	5.8	5.8	5.7
2015	1.66	1.66	1.65	1.64	5.7	5.7	5.8	5.9
2016	1.65	1.69	1.63	1.70	5.8	5.6	5.8	5.6
2017	1.73	1.75	1.74	1.76	5.7	5.6	5.7	5.8
2018	1.81	1.81	1.81	1.81	5.8	5.9	5.9	6.0
2019	1.85	–	–	–	6.0	–	–	–
Social Security[3]								
2004	.97	.97	.99	.99	4.9	4.9	4.9	4.8
2005	.99	1.01	1.04	1.03	4.8	4.9	4.9	4.9
2006	1.02	1.04	1.05	1.08	4.8	4.9	4.8	4.9
2007	1.09	1.09	1.10	1.12	4.8	4.9	4.9	4.9
2008	1.13	1.15	1.18	1.20	4.9	4.9	4.8	4.8

See footnotes at end of table.

Table 14. Private industry workers, by establishment employment size: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

50-99 workers

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Social Security[3]								
2009	1.21	1.20	1.21	1.22	4.9	4.9	4.9	4.9
2010	1.22	1.21	1.23	1.22	4.9	4.8	4.8	4.8
2011	1.24	1.23	1.21	1.25	4.8	4.8	4.8	4.7
2012	1.26	1.26	1.28	1.26	4.7	4.7	4.8	4.8
2013	1.27	1.26	1.29	1.31	4.7	4.7	4.7	4.7
2014	1.33	1.33	1.33	1.32	4.6	4.6	4.7	4.5
2015	1.32	1.32	1.32	1.31	4.5	4.5	4.7	4.8
2016	1.31	1.34	1.30	1.34	4.6	4.5	4.6	4.5
2017	1.37	1.38	1.38	1.40	4.5	4.5	4.5	4.7
2018	1.44	1.45	1.44	1.46	4.7	4.7	4.7	4.9
2019	1.49	–	–	–	4.9	–	–	–
Medicare								
2004	.24	.24	.25	.25	1.2	1.2	1.2	1.2
2005	.25	.25	.26	.25	1.2	1.2	1.2	1.2
2006	.25	.25	.25	.26	1.2	1.2	1.2	1.2
2007	.27	.26	.27	.27	1.2	1.2	1.2	1.2
2008	.27	.28	.29	.29	1.2	1.2	1.2	1.2
2009	.29	.29	.29	.29	1.2	1.2	1.2	1.2
2010	.30	.29	.30	.30	1.2	1.2	1.2	1.2
2011	.30	.30	.29	.31	1.2	1.2	1.2	1.2
2012	.31	.31	.31	.31	1.2	1.2	1.2	1.2
2013	.31	.31	.32	.32	1.2	1.2	1.2	1.2
2014	.33	.34	.33	.34	1.2	1.2	1.2	1.2
2015	.34	.34	.33	.32	1.2	1.2	1.2	1.2
2016	.33	.35	.33	.35	1.2	1.2	1.2	1.2
2017	.36	.36	.36	.35	1.2	1.2	1.2	1.2
2018	.37	.36	.36	.35	1.2	1.2	1.2	1.2
2019	.36	–	–	–	1.2	–	–	–
Federal unemployment insurance								
2004	.03	.03	.03	.03	.2	.2	.2	.2
2005	.03	.03	.03	.04	.2	.2	.2	.2
2006	.03	.03	.03	.03	.2	.2	.2	.2
2007	.03	.03	.03	.04	.2	.2	.2	.2
2008	.03	.04	.03	.04	.1	.1	.1	.1
2009	.03	.03	.03	.03	.1	.1	.1	.1
2010	.03	.03	.03	.03	.1	.1	.1	.1
2011	.03	.03	.03	.03	.1	.1	.1	.1
2012	.03	.03	.03	.04	.1	.1	.1	.1
2013	.04	.04	.04	.04	.1	.1	.1	.1
2014	.04	.04	.04	.04	.1	.1	.1	.1
2015	.04	.04	.04	.04	.1	.1	.1	.1
2016	.04	.04	.04	.04	.1	.1	.1	.1
2017	.03	.03	.03	.03	.1	.1	.1	.1
2018	.03	.04	.04	.03	.1	.1	.1	.1
2019	.03	–	–	–	.1	–	–	–
State unemployment insurance								
2004	.12	.15	.14	.14	.6	.7	.7	.7
2005	.16	.17	.17	.16	.8	.8	.8	.8
2006	.16	.16	.17	.17	.8	.8	.8	.8
2007	.16	.16	.16	.16	.7	.7	.7	.7
2008	.16	.15	.16	.15	.7	.6	.6	.6
2009	.15	.15	.15	.15	.6	.6	.6	.6
2010	.17	.19	.19	.19	.7	.7	.8	.7
2011	.21	.21	.22	.22	.8	.8	.9	.8
2012	.23	.23	.24	.24	.9	.9	.9	.9
2013	.23	.25	.24	.24	.9	.9	.9	.9
2014	.24	.24	.24	.23	.8	.8	.8	.8
2015	.22	.21	.20	.19	.8	.7	.7	.7
2016	.19	.18	.18	.17	.7	.6	.6	.6
2017	.17	.17	.17	.18	.6	.5	.6	.6
2018	.17	.16	.16	.14	.5	.5	.5	.5
2019	.13	–	–	–	.4	–	–	–

See footnotes at end of table.

Table 14. Private industry workers, by establishment employment size: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

50-99 workers

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Workers' compensation								
2004	0.47	0.49	0.49	0.50	2.4	2.5	2.4	2.4
2005	.50	.53	.55	.53	2.4	2.5	2.6	2.5
2006	.52	.53	.54	.55	2.5	2.5	2.5	2.5
2007	.54	.53	.53	.53	2.4	2.4	2.4	2.3
2008	.54	.53	.52	.51	2.3	2.2	2.1	2.1
2009	.50	.49	.50	.50	2.0	2.0	2.0	2.0
2010	.48	.49	.50	.45	1.9	2.0	2.0	1.8
2011	.45	.46	.46	.42	1.8	1.8	1.8	1.6
2012	.44	.45	.48	.42	1.6	1.7	1.8	1.6
2013	.41	.42	.45	.45	1.5	1.6	1.6	1.6
2014	.43	.44	.44	.44	1.5	1.5	1.5	1.5
2015	.44	.44	.44	.46	1.5	1.5	1.6	1.7
2016	.47	.49	.47	.48	1.7	1.6	1.7	1.6
2017	.48	.48	.49	.49	1.6	1.5	1.6	1.6
2018	.49	.50	.50	.48	1.6	1.6	1.6	1.6
2019	.48	–	–	–	1.6	–	–	–
Other benefits[4]								
2004	([5])	([5])	([5])	([5])	([6])	([6])	([6])	([6])
2005	([5])	([5])	([5])	([5])	([6])	([6])	([6])	([6])

[1] Prior to June 2008, paid personal leave was included in other leave. Other leave also included paid military, funeral, and jury leave.
[2] Includes premium pay (such as overtime, weekends, and holidays) for work in addition to the regular work schedule.
[3] Social Security refers to the Old-Age, Survivors, and Disability Insurance (OASDI) program.
[4] Includes severance pay and supplemental unemployment benefits. Publication of other benefits was discontinued beginning in June 2006.
[5] Cost per hour worked is $0.01 or less.
[6] Less than .05 percent.

Note: The sum of individual items may not equal totals due to rounding. Dashes indicate data are not available.

Table 14. Private industry workers, by establishment employment size: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

100 workers or more

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Total compensation								
2004	$27.81	$27.87	$28.35	$28.58	100.0	100.0	100.0	100.0
2005	28.94	29.13	29.25	29.74	100.0	100.0	100.0	100.0
2006	30.34	30.43	30.88	30.68	100.0	100.0	100.0	100.0
2007	30.86	30.87	30.91	31.13	100.0	100.0	100.0	100.0
2008	31.68	31.73	32.01	32.41	100.0	100.0	100.0	100.0
2009	32.83	32.76	32.74	32.70	100.0	100.0	100.0	100.0
2010	33.33	33.25	33.47	33.26	100.0	100.0	100.0	100.0
2011	33.69	33.76	33.89	34.30	100.0	100.0	100.0	100.0
2012	34.65	34.69	34.86	34.81	100.0	100.0	100.0	100.0
2013	35.25	35.22	35.27	35.29	100.0	100.0	100.0	100.0
2014	35.76	35.95	36.29	37.35	100.0	100.0	100.0	100.0
2015	37.78	37.45	37.73	37.78	100.0	100.0	100.0	100.0
2016	38.14	37.85	38.60	38.80	100.0	100.0	100.0	100.0
2017	39.05	39.17	39.71	40.08	100.0	100.0	100.0	100.0
2018	40.53	40.51	40.95	41.08	100.0	100.0	100.0	100.0
2019	41.73	–	–	–	100.0	–	–	–
Wages and salaries								
2004	19.23	19.25	19.58	19.69	69.1	69.1	69.1	68.9
2005	19.82	19.97	20.06	20.43	68.5	68.5	68.6	68.7
2006	20.75	20.78	21.13	20.91	68.4	68.3	68.4	68.1
2007	21.13	21.11	21.11	21.24	68.5	68.4	68.3	68.2
2008	21.62	21.64	21.89	22.18	68.2	68.2	68.4	68.4
2009	22.46	22.42	22.40	22.41	68.4	68.4	68.4	68.5
2010	22.74	22.70	22.85	22.70	68.2	68.3	68.3	68.2
2011	22.92	22.87	22.99	23.23	68.0	67.7	67.8	67.7
2012	23.43	23.45	23.58	23.49	67.6	67.6	67.6	67.5
2013	23.73	23.71	23.77	23.70	67.3	67.3	67.4	67.1
2014	23.93	23.98	24.22	24.94	66.9	66.7	66.7	66.8
2015	25.22	25.09	25.27	25.34	66.7	67.0	67.0	67.1
2016	25.59	25.41	25.91	26.08	67.1	67.1	67.1	67.2
2017	26.26	26.32	26.66	26.94	67.2	67.2	67.1	67.2
2018	27.17	27.15	27.50	27.47	67.0	67.0	67.1	66.9
2019	27.91	–	–	–	66.9	–	–	–
Total benefits								
2004	8.59	8.61	8.77	8.89	30.9	30.9	30.9	31.1
2005	9.12	9.17	9.19	9.31	31.5	31.5	31.4	31.3
2006	9.59	9.64	9.74	9.77	31.6	31.7	31.6	31.9
2007	9.73	9.76	9.80	9.90	31.5	31.6	31.7	31.8
2008	10.06	10.09	10.12	10.23	31.8	31.8	31.6	31.6
2009	10.36	10.35	10.33	10.29	31.6	31.6	31.6	31.5
2010	10.59	10.55	10.62	10.56	31.8	31.7	31.7	31.8
2011	10.77	10.90	10.90	11.07	32.0	32.3	32.2	32.3
2012	11.22	11.25	11.28	11.32	32.4	32.4	32.4	32.5
2013	11.52	11.50	11.50	11.59	32.7	32.7	32.6	32.9
2014	11.83	11.97	12.07	12.41	33.1	33.3	33.3	33.2
2015	12.57	12.37	12.46	12.44	33.3	33.0	33.0	32.9
2016	12.55	12.44	12.68	12.71	32.9	32.9	32.9	32.8
2017	12.79	12.85	13.05	13.14	32.8	32.8	32.9	32.8
2018	13.36	13.36	13.45	13.60	33.0	33.0	32.9	33.1
2019	13.82	–	–	–	33.1	–	–	–
Paid leave								
2004	2.04	2.03	2.07	2.10	7.3	7.3	7.3	7.3
2005	2.12	2.13	2.13	2.19	7.3	7.3	7.3	7.4
2006	2.39	2.38	2.41	2.41	7.9	7.8	7.8	7.9
2007	2.44	2.42	2.41	2.43	7.9	7.9	7.8	7.8
2008	2.46	2.44	2.47	2.52	7.8	7.7	7.7	7.8
2009	2.56	2.56	2.55	2.54	7.8	7.8	7.8	7.8
2010	2.58	2.57	2.58	2.58	7.8	7.7	7.7	7.8
2011	2.61	2.59	2.59	2.68	7.8	7.7	7.7	7.8
2012	2.70	2.71	2.70	2.70	7.8	7.8	7.8	7.7
2013	2.74	2.73	2.73	2.74	7.8	7.8	7.7	7.8
2014	2.79	2.79	2.82	2.91	7.8	7.8	7.8	7.8
2015	2.95	2.91	2.94	2.95	7.8	7.8	7.8	7.8
2016	3.00	2.98	3.04	3.06	7.9	7.9	7.9	7.9

See footnotes at end of table.

Table 14. Private industry workers, by establishment employment size: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

100 workers or more

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Paid leave								
2017	3.07	3.08	3.12	3.16	7.9	7.9	7.9	7.9
2018	3.22	3.20	3.24	3.32	8.0	7.9	7.9	8.1
2019	3.38	–	–	–	8.1	–	–	–
Vacation								
2004	1.02	1.01	1.03	1.05	3.7	3.6	3.6	3.7
2005	1.05	1.07	1.07	1.08	3.6	3.7	3.7	3.6
2006	1.20	1.21	1.22	1.23	4.0	4.0	4.0	4.0
2007	1.25	1.24	1.24	1.26	4.1	4.0	4.0	4.0
2008	1.27	1.26	1.28	1.31	4.0	4.0	4.0	4.0
2009	1.33	1.34	1.34	1.32	4.1	4.1	4.1	4.1
2010	1.34	1.34	1.34	1.33	4.0	4.0	4.0	4.0
2011	1.36	1.35	1.35	1.39	4.0	4.0	4.0	4.1
2012	1.41	1.42	1.42	1.41	4.1	4.1	4.1	4.0
2013	1.43	1.43	1.43	1.44	4.1	4.1	4.1	4.1
2014	1.46	1.46	1.49	1.53	4.1	4.1	4.1	4.1
2015	1.56	1.54	1.55	1.55	4.1	4.1	4.1	4.1
2016	1.56	1.56	1.59	1.59	4.1	4.1	4.1	4.1
2017	1.60	1.60	1.62	1.64	4.1	4.1	4.1	4.1
2018	1.68	1.68	1.68	1.73	4.1	4.1	4.1	4.2
2019	1.76	–	–	–	4.2	–	–	–
Holiday								
2004	.69	.68	.70	.70	2.5	2.5	2.5	2.5
2005	.72	.71	.72	.73	2.5	2.5	2.4	2.5
2006	.77	.76	.77	.76	2.5	2.5	2.5	2.5
2007	.76	.77	.77	.77	2.5	2.5	2.5	2.5
2008	.78	.78	.78	.79	2.5	2.4	2.4	2.4
2009	.80	.79	.78	.78	2.4	2.4	2.4	2.4
2010	.79	.78	.79	.79	2.4	2.4	2.4	2.4
2011	.79	.78	.79	.80	2.3	2.3	2.3	2.3
2012	.81	.80	.80	.80	2.3	2.3	2.3	2.3
2013	.81	.81	.81	.81	2.3	2.3	2.3	2.3
2014	.82	.82	.83	.85	2.3	2.3	2.3	2.3
2015	.86	.85	.86	.86	2.3	2.3	2.3	2.3
2016	.88	.87	.89	.90	2.3	2.3	2.3	2.3
2017	.90	.90	.91	.92	2.3	2.3	2.3	2.3
2018	.94	.93	.95	.96	2.3	2.3	2.3	2.3
2019	.97	–	–	–	2.3	–	–	–
Sick								
2004	.24	.24	.25	.25	.9	.9	.9	.9
2005	.25	.25	.25	.26	.9	.9	.9	.9
2006	.30	.29	.30	.30	1.0	1.0	1.0	1.0
2007	.30	.30	.30	.31	1.0	1.0	1.0	1.0
2008	.31	.31	.32	.32	1.0	1.0	1.0	1.0
2009	.33	.33	.32	.33	1.0	1.0	1.0	1.0
2010	.33	.33	.33	.33	1.0	1.0	1.0	1.0
2011	.34	.33	.34	.35	1.0	1.0	1.0	1.0
2012	.35	.35	.35	.35	1.0	1.0	1.0	1.0
2013	.35	.35	.35	.35	1.0	1.0	1.0	1.0
2014	.35	.35	.35	.36	1.0	1.0	1.0	1.0
2015	.37	.36	.36	.36	1.0	.9	1.0	1.0
2016	.37	.37	.38	.38	1.0	1.0	1.0	1.0
2017	.38	.38	.39	.41	1.0	1.0	1.0	1.0
2018	.41	.41	.42	.44	1.0	1.0	1.0	1.1
2019	.45	–	–	–	1.1	–	–	–
Personal[1]								
2004	.09	.09	.10	.10	.3	.3	.3	.3
2005	.10	.10	.10	.12	.3	.3	.3	.4
2006	.12	.12	.12	.12	.4	.4	.4	.4
2007	.12	.12	.10	.09	.4	.4	.3	.3
2008	.09	.09	.09	.09	.3	.3	.3	.3
2009	.10	.10	.10	.11	.3	.3	.3	.3
2010	.12	.12	.12	.13	.4	.4	.4	.4
2011	.13	.13	.13	.13	.4	.4	.4	.4

See footnotes at end of table.

Table 14. Private industry workers, by establishment employment size: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

100 workers or more

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Personal[1]								
2012	0.14	0.13	0.13	0.14	0.4	0.4	0.4	0.4
2013	.15	.15	.15	.15	.4	.4	.4	.4
2014	.16	.16	.16	.17	.4	.4	.4	.4
2015	.17	.17	.17	.18	.4	.4	.4	.5
2016	.19	.19	.18	.19	.5	.5	.5	.5
2017	.19	.19	.20	.19	.5	.5	.5	.5
2018	.19	.19	.19	.19	.5	.5	.5	.5
2019	.19	–	–	–	.5	–	–	–
Supplemental pay								
2004	.87	.80	.82	.83	3.1	2.9	2.9	2.9
2005	.87	.90	.90	.93	3.0	3.1	3.1	3.1
2006	.96	.96	.98	.97	3.1	3.2	3.2	3.2
2007	.98	1.00	.98	1.00	3.2	3.2	3.2	3.2
2008	1.02	1.08	1.05	1.07	3.2	3.4	3.3	3.3
2009	1.02	1.04	1.03	1.03	3.1	3.2	3.2	3.1
2010	1.03	.99	.99	.99	3.1	3.0	3.0	3.0
2011	1.05	1.12	1.10	1.14	3.1	3.3	3.3	3.3
2012	1.19	1.18	1.18	1.19	3.4	3.4	3.4	3.4
2013	1.20	1.19	1.17	1.21	3.4	3.4	3.3	3.4
2014	1.25	1.25	1.26	1.33	3.5	3.5	3.5	3.6
2015	1.32	1.31	1.31	1.32	3.5	3.5	3.5	3.5
2016	1.34	1.30	1.33	1.33	3.5	3.4	3.4	3.4
2017	1.34	1.35	1.37	1.46	3.4	3.4	3.4	3.6
2018	1.50	1.50	1.51	1.59	3.7	3.7	3.7	3.9
2019	1.61	–	–	–	3.9	–	–	–
Overtime and premium[2]								
2004	.30	.30	.30	.30	1.1	1.1	1.0	1.0
2005	.30	.30	.30	.30	1.0	1.0	1.0	1.0
2006	.34	.34	.35	.34	1.1	1.1	1.1	1.1
2007	.34	.35	.35	.35	1.1	1.1	1.1	1.1
2008	.35	.36	.36	.35	1.1	1.1	1.1	1.1
2009	.35	.35	.35	.34	1.1	1.1	1.1	1.0
2010	.34	.35	.34	.33	1.0	1.0	1.0	1.0
2011	.33	.34	.34	.33	1.0	1.0	1.0	1.0
2012	.33	.33	.33	.33	1.0	1.0	1.0	.9
2013	.33	.33	.33	.33	.9	.9	.9	.9
2014	.33	.33	.34	.35	.9	.9	.9	.9
2015	.36	.36	.36	.37	.9	1.0	1.0	1.0
2016	.37	.33	.34	.34	1.0	.9	.9	.9
2017	.35	.35	.35	.38	.9	.9	.9	1.0
2018	.36	.37	.37	.37	.9	.9	.9	.9
2019	.38	–	–	–	.9	–	–	–
Shift differentials								
2004	.10	.10	.10	.10	.4	.4	.4	.4
2005	.11	.11	.11	.11	.4	.4	.4	.4
2006	.11	.11	.11	.12	.4	.4	.4	.4
2007	.12	.12	.12	.12	.4	.4	.4	.4
2008	.12	.12	.12	.12	.4	.4	.4	.4
2009	.12	.12	.12	.12	.4	.4	.4	.4
2010	.13	.12	.12	.13	.4	.4	.4	.4
2011	.13	.13	.13	.12	.4	.4	.4	.3
2012	.12	.12	.12	.12	.3	.3	.3	.3
2013	.12	.12	.12	.12	.3	.3	.3	.3
2014	.12	.12	.12	.11	.3	.3	.3	.3
2015	.11	.11	.11	.11	.3	.3	.3	.3
2016	.11	.11	.11	.11	.3	.3	.3	.3
2017	.12	.12	.12	.13	.3	.3	.3	.3
2018	.14	.13	.13	.15	.3	.3	.3	.4
2019	.15	–	–	–	.4	–	–	–
Nonproduction bonuses								
2004	.47	.40	.42	.43	1.7	1.4	1.5	1.5
2005	.46	.49	.49	.51	1.6	1.7	1.7	1.7
2006	.51	.51	.52	.51	1.7	1.7	1.7	1.7

See footnotes at end of table.

Table 14. Private industry workers, by establishment employment size: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

100 workers or more

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Nonproduction bonuses								
2007	0.52	0.53	0.51	0.53	1.7	1.7	1.6	1.7
2008	.55	.60	.57	.59	1.7	1.9	1.8	1.8
2009	.55	.56	.56	.56	1.7	1.7	1.7	1.7
2010	.56	.52	.52	.54	1.7	1.6	1.6	1.6
2011	.59	.65	.64	.69	1.8	1.9	1.9	2.0
2012	.74	.73	.73	.75	2.1	2.1	2.1	2.1
2013	.75	.74	.72	.76	2.1	2.1	2.0	2.2
2014	.80	.80	.80	.86	2.2	2.2	2.2	2.3
2015	.85	.84	.83	.84	2.3	2.2	2.2	2.2
2016	.86	.85	.87	.88	2.3	2.3	2.3	2.3
2017	.87	.88	.90	.94	2.2	2.2	2.3	2.4
2018	.99	1.00	1.01	1.07	2.5	2.5	2.5	2.6
2019	1.08	–	–	–	2.6	–	–	–
Insurance								
2004	2.18	2.21	2.23	2.25	7.8	7.9	7.9	7.9
2005	2.36	2.36	2.37	2.40	8.1	8.1	8.1	8.1
2006	2.46	2.50	2.51	2.53	8.1	8.2	8.1	8.3
2007	2.60	2.60	2.62	2.64	8.4	8.4	8.5	8.5
2008	2.71	2.71	2.72	2.75	8.6	8.5	8.5	8.5
2009	2.85	2.84	2.86	2.87	8.7	8.7	8.7	8.8
2010	3.00	3.01	3.02	3.02	9.0	9.1	9.0	9.1
2011	3.08	3.08	3.10	3.13	9.1	9.1	9.2	9.1
2012	3.20	3.21	3.20	3.21	9.2	9.3	9.2	9.2
2013	3.31	3.29	3.29	3.30	9.4	9.3	9.3	9.4
2014	3.39	3.40	3.41	3.43	9.5	9.4	9.4	9.2
2015	3.51	3.50	3.53	3.47	9.3	9.3	9.4	9.2
2016	3.54	3.52	3.58	3.57	9.3	9.3	9.3	9.2
2017	3.57	3.56	3.61	3.65	9.1	9.1	9.1	9.1
2018	3.71	3.69	3.74	3.73	9.2	9.1	9.1	9.1
2019	3.80	–	–	–	9.1	–	–	–
Life								
2004	.06	.05	.06	.06	.2	.2	.2	.2
2005	.06	.05	.05	.06	.2	.2	.2	.2
2006	.06	.06	.06	.06	.2	.2	.2	.2
2007	.06	.06	.06	.05	.2	.2	.2	.2
2008	.06	.05	.05	.06	.2	.2	.2	.2
2009	.06	.06	.06	.06	.2	.2	.2	.2
2010	.06	.06	.06	.06	.2	.2	.2	.2
2011	.06	.06	.06	.05	.2	.2	.2	.2
2012	.06	.05	.05	.05	.2	.2	.2	.2
2013	.05	.05	.05	.05	.2	.2	.2	.2
2014	.05	.06	.06	.06	.2	.2	.2	.2
2015	.06	.06	.06	.06	.2	.2	.1	.1
2016	.06	.06	.06	.05	.1	.1	.1	.1
2017	.06	.06	.06	.06	.1	.1	.1	.1
2018	.06	.06	.06	.06	.1	.1	.1	.1
2019	.06	–	–	–	.1	–	–	–
Health								
2004	2.01	2.04	2.06	2.08	7.2	7.3	7.3	7.3
2005	2.17	2.18	2.19	2.22	7.5	7.5	7.5	7.5
2006	2.27	2.31	2.32	2.35	7.5	7.6	7.5	7.7
2007	2.41	2.41	2.43	2.45	7.8	7.8	7.8	7.9
2008	2.52	2.52	2.53	2.55	8.0	7.9	7.9	7.9
2009	2.65	2.65	2.66	2.67	8.1	8.1	8.1	8.2
2010	2.79	2.81	2.82	2.83	8.4	8.5	8.4	8.5
2011	2.88	2.89	2.91	2.94	8.6	8.6	8.6	8.6
2012	3.00	3.01	3.00	3.01	8.7	8.7	8.6	8.6
2013	3.10	3.09	3.09	3.10	8.8	8.8	8.8	8.8
2014	3.18	3.19	3.20	3.22	8.9	8.9	8.8	8.6
2015	3.29	3.28	3.32	3.26	8.7	8.8	8.8	8.6
2016	3.32	3.31	3.37	3.35	8.7	8.7	8.7	8.6
2017	3.35	3.34	3.39	3.43	8.6	8.5	8.5	8.6
2018	3.49	3.47	3.51	3.51	8.6	8.6	8.6	8.5

See footnotes at end of table.

Table 14. Private industry workers, by establishment employment size: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

100 workers or more

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Health								
2019	3.57	–	–	–	8.6	–	–	–
Short-term disability								
2004	.07	0.07	0.07	0.07	.2	0.3	0.3	0.2
2005	.08	.08	.08	.08	.3	.3	.3	.3
2006	.07	.07	.08	.08	.2	.2	.2	.2
2007	.08	.08	.08	.08	.3	.3	.3	.3
2008	.08	.08	.08	.08	.3	.3	.3	.2
2009	.08	.08	.08	.08	.2	.2	.2	.2
2010	.08	.08	.08	.07	.2	.2	.2	.2
2011	.07	.07	.07	.07	.2	.2	.2	.2
2012	.07	.08	.08	.08	.2	.2	.2	.2
2013	.08	.08	.08	.08	.2	.2	.2	.2
2014	.08	.08	.08	.09	.2	.2	.2	.2
2015	.09	.09	.09	.09	.2	.2	.2	.2
2016	.09	.09	.09	.09	.2	.2	.2	.2
2017	.09	.09	.09	.10	.2	.2	.2	.2
2018	.10	.10	.10	.11	.2	.2	.2	.3
2019	.11	–	–	–	.3	–	–	–
Long-term disability								
2004	.05	.05	.05	.05	.2	.2	.2	.2
2005	.05	.05	.05	.05	.2	.2	.2	.2
2006	.05	.05	.05	.05	.2	.2	.2	.2
2007	.06	.06	.06	.06	.2	.2	.2	.2
2008	.06	.05	.06	.06	.2	.2	.2	.2
2009	.06	.06	.06	.06	.2	.2	.2	.2
2010	.06	.06	.06	.06	.2	.2	.2	.2
2011	.06	.06	.06	.07	.2	.2	.2	.2
2012	.07	.07	.07	.07	.2	.2	.2	.2
2013	.07	.07	.07	.07	.2	.2	.2	.2
2014	.07	.07	.07	.07	.2	.2	.2	.2
2015	.07	.07	.07	.07	.2	.2	.2	.2
2016	.07	.07	.07	.07	.2	.2	.2	.2
2017	.07	.07	.07	.07	.2	.2	.2	.2
2018	.07	.07	.07	.06	.2	.2	.2	.1
2019	.06	–	–	–	.1	–	–	–
Retirement and savings								
2004	1.22	1.27	1.30	1.36	4.4	4.5	4.6	4.7
2005	1.39	1.37	1.38	1.35	4.8	4.7	4.7	4.5
2006	1.39	1.39	1.41	1.42	4.6	4.6	4.6	4.6
2007	1.27	1.29	1.35	1.38	4.1	4.2	4.4	4.4
2008	1.40	1.38	1.38	1.39	4.4	4.3	4.3	4.3
2009	1.40	1.38	1.36	1.33	4.3	4.2	4.2	4.1
2010	1.42	1.42	1.46	1.43	4.3	4.3	4.4	4.3
2011	1.46	1.51	1.50	1.52	4.3	4.5	4.4	4.4
2012	1.50	1.50	1.54	1.57	4.3	4.3	4.4	4.5
2013	1.60	1.62	1.61	1.65	4.5	4.6	4.6	4.7
2014	1.70	1.82	1.85	1.95	4.7	5.1	5.1	5.2
2015	1.97	1.86	1.88	1.90	5.2	5.0	5.0	5.0
2016	1.87	1.86	1.91	1.93	4.9	4.9	5.0	5.0
2017	1.95	1.99	2.05	1.95	5.0	5.1	5.2	4.9
2018	1.97	2.03	2.01	2.00	4.9	5.0	4.9	4.9
2019	2.03	–	–	–	4.9	–	–	–
Defined benefit								
2004	.64	.70	.72	.77	2.3	2.5	2.5	2.7
2005	.78	.77	.78	.73	2.7	2.7	2.7	2.5
2006	.75	.76	.77	.77	2.5	2.5	2.5	2.5
2007	.62	.64	.69	.69	2.0	2.1	2.2	2.2
2008	.68	.67	.67	.65	2.2	2.1	2.1	2.0
2009	.64	.64	.62	.58	2.0	1.9	1.9	1.8
2010	.65	.66	.69	.65	2.0	2.0	2.1	2.0
2011	.66	.73	.70	.69	2.0	2.2	2.1	2.0
2012	.66	.67	.69	.71	1.9	1.9	2.0	2.0
2013	.72	.75	.74	.76	2.0	2.1	2.1	2.1

See footnotes at end of table.

Table 14. Private industry workers, by establishment employment size: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

100 workers or more

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Defined benefit								
2014	0.78	0.92	0.93	0.97	2.2	2.6	2.6	2.6
2015	.97	.88	.88	.91	2.6	2.3	2.3	2.4
2016	.86	.86	.89	.90	2.2	2.3	2.3	2.3
2017	.91	.96	1.00	.85	2.3	2.4	2.5	2.1
2018	.86	.92	.87	.87	2.1	2.3	2.1	2.1
2019	.88	–	–	–	2.1	–	–	–
Defined contribution								
2004	.58	.57	.58	.59	2.1	2.0	2.1	2.1
2005	.60	.60	.59	.62	2.1	2.0	2.0	2.1
2006	.63	.63	.64	.65	2.1	2.1	2.1	2.1
2007	.65	.65	.66	.69	2.1	2.1	2.1	2.2
2008	.71	.71	.72	.75	2.3	2.2	2.2	2.3
2009	.76	.74	.74	.76	2.3	2.3	2.3	2.3
2010	.77	.76	.77	.77	2.3	2.3	2.3	2.3
2011	.80	.78	.79	.83	2.4	2.3	2.3	2.4
2012	.84	.83	.85	.86	2.4	2.4	2.4	2.5
2013	.88	.87	.88	.89	2.5	2.5	2.5	2.5
2014	.91	.90	.92	.98	2.6	2.5	2.5	2.6
2015	1.00	.98	.99	.99	2.6	2.6	2.6	2.6
2016	1.01	.99	1.02	1.02	2.6	2.6	2.6	2.6
2017	1.04	1.03	1.05	1.09	2.7	2.6	2.7	2.7
2018	1.11	1.11	1.13	1.13	2.7	2.7	2.8	2.8
2019	1.16	–	–	–	2.8	–	–	–
Legally required benefits								
2004	2.21	2.24	2.27	2.29	7.9	8.0	8.0	8.0
2005	2.32	2.34	2.35	2.37	8.0	8.0	8.0	8.0
2006	2.40	2.42	2.44	2.44	7.9	7.9	7.9	7.9
2007	2.44	2.45	2.45	2.45	7.9	7.9	7.9	7.9
2008	2.47	2.48	2.49	2.50	7.8	7.8	7.8	7.7
2009	2.53	2.53	2.53	2.52	7.7	7.7	7.7	7.7
2010	2.55	2.56	2.57	2.55	7.7	7.7	7.7	7.7
2011	2.57	2.59	2.61	2.60	7.6	7.7	7.7	7.6
2012	2.63	2.65	2.65	2.66	7.6	7.6	7.6	7.6
2013	2.68	2.68	2.69	2.69	7.6	7.6	7.6	7.6
2014	2.71	2.71	2.73	2.79	7.6	7.5	7.5	7.5
2015	2.81	2.79	2.80	2.80	7.4	7.5	7.4	7.4
2016	2.81	2.79	2.83	2.83	7.4	7.4	7.3	7.3
2017	2.87	2.88	2.90	2.92	7.3	7.3	7.3	7.3
2018	2.95	2.94	2.96	2.96	7.3	7.2	7.2	7.2
2019	3.00	–	–	–	7.2	–	–	–
Social Security and Medicare								
2004	1.62	1.62	1.64	1.65	5.8	5.8	5.8	5.8
2005	1.67	1.68	1.69	1.71	5.8	5.8	5.8	5.8
2006	1.75	1.75	1.78	1.76	5.8	5.8	5.8	5.7
2007	1.78	1.79	1.79	1.80	5.8	5.8	5.8	5.8
2008	1.83	1.84	1.85	1.87	5.8	5.8	5.8	5.8
2009	1.90	1.90	1.90	1.90	5.8	5.8	5.8	5.8
2010	1.92	1.92	1.92	1.92	5.8	5.8	5.7	5.8
2011	1.93	1.93	1.94	1.95	5.7	5.7	5.7	5.7
2012	1.97	1.97	1.97	1.98	5.7	5.7	5.7	5.7
2013	2.00	1.99	2.01	2.01	5.7	5.7	5.7	5.7
2014	2.03	2.04	2.05	2.10	5.7	5.7	5.7	5.6
2015	2.12	2.11	2.13	2.13	5.6	5.6	5.6	5.6
2016	2.15	2.14	2.18	2.19	5.6	5.7	5.6	5.6
2017	2.22	2.23	2.26	2.27	5.7	5.7	5.7	5.7
2018	2.29	2.29	2.32	2.33	5.7	5.7	5.7	5.7
2019	2.37	–	–	–	5.7	–	–	–
Social Security[3]								
2004	1.30	1.30	1.32	1.33	4.7	4.7	4.6	4.6
2005	1.34	1.35	1.35	1.37	4.6	4.6	4.6	4.6
2006	1.40	1.40	1.42	1.41	4.6	4.6	4.6	4.6
2007	1.42	1.43	1.43	1.44	4.6	4.6	4.6	4.6
2008	1.47	1.47	1.48	1.50	4.6	4.6	4.6	4.6

See footnotes at end of table.

Table 14. Private industry workers, by establishment employment size: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

100 workers or more

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Social Security[3]								
2009	1.53	1.52	1.53	1.53	4.6	4.6	4.7	4.7
2010	1.54	1.53	1.54	1.53	4.6	4.6	4.6	4.6
2011	1.54	1.54	1.55	1.56	4.6	4.6	4.6	4.5
2012	1.58	1.57	1.58	1.58	4.6	4.5	4.5	4.5
2013	1.60	1.59	1.61	1.61	4.5	4.5	4.6	4.6
2014	1.63	1.63	1.64	1.68	4.6	4.5	4.5	4.5
2015	1.70	1.69	1.70	1.70	4.5	4.5	4.5	4.5
2016	1.72	1.71	1.74	1.75	4.5	4.5	4.5	4.5
2017	1.78	1.79	1.81	1.81	4.6	4.6	4.6	4.5
2018	1.84	1.83	1.85	1.86	4.5	4.5	4.5	4.5
2019	1.90	–	–	–	4.6	–	–	–
Medicare								
2004	.32	.32	.33	.33	1.2	1.1	1.1	1.1
2005	.33	.33	.33	.34	1.1	1.1	1.1	1.1
2006	.35	.35	.36	.35	1.1	1.1	1.2	1.1
2007	.35	.36	.35	.36	1.1	1.2	1.1	1.1
2008	.36	.36	.37	.37	1.1	1.2	1.2	1.2
2009	.38	.38	.38	.38	1.2	1.2	1.2	1.2
2010	.38	.38	.38	.38	1.1	1.1	1.1	1.1
2011	.38	.38	.39	.39	1.1	1.1	1.1	1.1
2012	.39	.39	.40	.39	1.1	1.1	1.1	1.1
2013	.40	.40	.40	.40	1.1	1.1	1.1	1.1
2014	.40	.40	.41	.42	1.1	1.1	1.1	1.1
2015	.43	.42	.43	.43	1.1	1.1	1.1	1.1
2016	.43	.43	.44	.44	1.1	1.1	1.1	1.1
2017	.44	.44	.45	.45	1.1	1.1	1.1	1.1
2018	.46	.46	.46	.47	1.1	1.1	1.1	1.1
2019	.47	–	–	–	1.1	–	–	–
Federal unemployment insurance								
2004	.03	.03	.03	.03	.1	.1	.1	.1
2005	.03	.03	.03	.03	.1	.1	.1	.1
2006	.03	.03	.03	.03	.1	.1	.1	.1
2007	.03	.03	.03	.03	.1	.1	.1	.1
2008	.03	.03	.03	.03	.1	.1	.1	.1
2009	.03	.03	.03	.03	.1	.1	.1	.1
2010	.03	.03	.03	.03	.1	.1	.1	.1
2011	.03	.03	.02	.02	.1	.1	.1	.1
2012	.03	.03	.03	.03	.1	.1	.1	.1
2013	.03	.03	.03	.03	.1	.1	.1	.1
2014	.03	.03	.04	.04	.1	.1	.1	.1
2015	.04	.04	.04	.04	.1	.1	.1	.1
2016	.03	.03	.03	.03	.1	.1	.1	.1
2017	.03	.03	.03	.03	.1	.1	.1	.1
2018	.03	.03	.03	.03	.1	.1	.1	.1
2019	.02	–	–	–	.1	–	–	–
State unemployment insurance								
2004	.14	.15	.15	.16	.5	.5	.5	.6
2005	.17	.17	.17	.17	.6	.6	.6	.6
2006	.17	.17	.16	.16	.5	.5	.5	.5
2007	.16	.16	.16	.16	.5	.5	.5	.5
2008	.15	.15	.15	.15	.5	.5	.5	.5
2009	.15	.15	.15	.15	.5	.5	.5	.4
2010	.17	.18	.18	.18	.5	.5	.5	.5
2011	.19	.21	.21	.21	.6	.6	.6	.6
2012	.22	.23	.23	.24	.6	.7	.7	.7
2013	.23	.23	.23	.23	.7	.7	.7	.6
2014	.23	.22	.21	.22	.6	.6	.6	.6
2015	.21	.21	.20	.19	.6	.6	.5	.5
2016	.19	.19	.18	.17	.5	.5	.5	.5
2017	.17	.17	.16	.16	.4	.4	.4	.4
2018	.16	.15	.15	.15	.4	.4	.4	.4
2019	.14	–	–	–	.3	–	–	–

See footnotes at end of table.

Table 14. Private industry workers, by establishment employment size: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

100 workers or more

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Workers' compensation								
2004	0.42	0.44	0.45	0.44	1.5	1.6	1.6	1.6
2005	.45	.45	.45	.46	1.6	1.6	1.6	1.5
2006	.45	.47	.47	.48	1.5	1.5	1.5	1.6
2007	.47	.47	.47	.46	1.5	1.5	1.5	1.5
2008	.46	.46	.46	.45	1.4	1.5	1.5	1.4
2009	.45	.45	.45	.44	1.4	1.4	1.4	1.3
2010	.43	.44	.44	.42	1.3	1.3	1.3	1.3
2011	.42	.43	.44	.42	1.2	1.3	1.3	1.2
2012	.41	.42	.42	.42	1.2	1.2	1.2	1.2
2013	.41	.42	.42	.42	1.2	1.2	1.2	1.2
2014	.42	.42	.43	.44	1.2	1.2	1.2	1.2
2015	.44	.44	.44	.44	1.2	1.2	1.2	1.2
2016	.43	.43	.44	.44	1.1	1.1	1.1	1.1
2017	.44	.45	.45	.46	1.1	1.1	1.1	1.1
2018	.46	.46	.46	.46	1.1	1.1	1.1	1.1
2019	.46	–	–	–	1.1	–	–	–
Other benefits[4]								
2004	.07	.07	.07	.07	.2	.3	.3	.3
2005	.07	.07	.07	.06	.3	.2	.2	.2

[1] Prior to June 2008, paid personal leave was included in other leave. Other leave also included paid military, funeral, and jury leave.
[2] Includes premium pay (such as overtime, weekends, and holidays) for work in addition to the regular work schedule.
[3] Social Security refers to the Old-Age, Survivors, and Disability Insurance (OASDI) program.
[4] Includes severance pay and supplemental unemployment benefits. Publication of other benefits was discontinued beginning in June 2006.

Note: The sum of individual items may not equal totals due to rounding. Dashes indicate data are not available.

Table 14. Private industry workers, by establishment employment size: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

100-499 workers

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Total compensation								
2004	$23.91	$23.57	$24.08	$24.16	100.0	100.0	100.0	100.0
2005	24.44	24.79	24.89	25.43	100.0	100.0	100.0	100.0
2006	25.91	26.07	26.68	26.12	100.0	100.0	100.0	100.0
2007	26.31	26.39	26.30	26.40	100.0	100.0	100.0	100.0
2008	26.80	27.02	27.14	27.79	100.0	100.0	100.0	100.0
2009	28.19	28.13	28.24	27.91	100.0	100.0	100.0	100.0
2010	28.55	28.58	28.71	28.36	100.0	100.0	100.0	100.0
2011	28.69	28.77	28.84	29.02	100.0	100.0	100.0	100.0
2012	29.15	29.25	29.25	29.21	100.0	100.0	100.0	100.0
2013	29.71	29.76	29.68	29.56	100.0	100.0	100.0	100.0
2014	29.92	30.29	30.51	31.64	100.0	100.0	100.0	100.0
2015	32.07	31.74	32.03	32.57	100.0	100.0	100.0	100.0
2016	32.62	32.34	32.62	32.57	100.0	100.0	100.0	100.0
2017	32.74	32.82	33.41	34.55	100.0	100.0	100.0	100.0
2018	34.76	34.64	35.29	34.75	100.0	100.0	100.0	100.0
2019	35.48	–	–	–	100.0	–	–	–
Wages and salaries								
2004	16.91	16.68	17.04	17.06	70.7	70.8	70.8	70.6
2005	17.15	17.40	17.51	17.92	70.2	70.2	70.3	70.5
2006	18.14	18.24	18.72	18.26	70.0	69.9	70.2	69.9
2007	18.44	18.49	18.35	18.41	70.1	70.1	69.8	69.7
2008	18.70	18.83	18.95	19.44	69.8	69.7	69.8	69.9
2009	19.74	19.69	19.78	19.60	70.0	70.0	70.0	70.2
2010	19.99	20.02	20.14	19.90	70.0	70.1	70.2	70.2
2011	20.06	20.10	20.14	20.28	69.9	69.8	69.8	69.9
2012	20.33	20.38	20.36	20.27	69.7	69.7	69.6	69.4
2013	20.53	20.56	20.53	20.43	69.1	69.1	69.2	69.1
2014	20.60	20.77	20.94	21.72	68.8	68.6	68.6	68.7
2015	21.98	21.90	22.06	22.50	68.5	69.0	68.9	69.1
2016	22.55	22.35	22.51	22.51	69.1	69.1	69.0	69.1
2017	22.66	22.72	23.13	23.89	69.2	69.2	69.2	69.1
2018	23.94	23.81	24.32	23.96	68.9	68.7	68.9	69.0
2019	24.50	–	–	–	69.0	–	–	–
Total benefits								
2004	7.01	6.89	7.04	7.10	29.3	29.2	29.2	29.4
2005	7.29	7.39	7.38	7.50	29.8	29.8	29.7	29.5
2006	7.78	7.84	7.95	7.86	30.0	30.1	29.8	30.1
2007	7.88	7.90	7.95	7.99	29.9	29.9	30.2	30.3
2008	8.10	8.20	8.19	8.35	30.2	30.3	30.2	30.1
2009	8.45	8.44	8.46	8.32	30.0	30.0	30.0	29.8
2010	8.57	8.56	8.57	8.46	30.0	29.9	29.8	29.8
2011	8.63	8.68	8.70	8.74	30.1	30.2	30.2	30.1
2012	8.83	8.88	8.88	8.94	30.3	30.3	30.4	30.6
2013	9.18	9.19	9.15	9.12	30.9	30.9	30.8	30.9
2014	9.32	9.52	9.57	9.92	31.2	31.4	31.4	31.3
2015	10.09	9.84	9.96	10.07	31.5	31.0	31.1	30.9
2016	10.07	9.99	10.11	10.06	30.9	30.9	31.0	30.9
2017	10.07	10.10	10.28	10.66	30.8	30.8	30.8	30.9
2018	10.82	10.83	10.97	10.79	31.1	31.3	31.1	31.0
2019	10.99	–	–	–	31.0	–	–	–
Paid leave								
2004	1.56	1.50	1.56	1.57	6.5	6.4	6.5	6.5
2005	1.59	1.61	1.61	1.69	6.5	6.5	6.5	6.7
2006	1.78	1.78	1.83	1.80	6.9	6.8	6.8	6.9
2007	1.81	1.80	1.79	1.81	6.9	6.8	6.8	6.9
2008	1.83	1.82	1.83	1.90	6.8	6.7	6.7	6.8
2009	1.93	1.93	1.94	1.93	6.9	6.9	6.9	6.9
2010	1.96	1.95	1.95	1.95	6.9	6.8	6.8	6.9
2011	1.99	1.97	1.97	2.04	6.9	6.9	6.8	7.0
2012	2.04	2.04	2.03	2.06	7.0	7.0	6.9	7.1
2013	2.11	2.12	2.10	2.10	7.1	7.1	7.1	7.1
2014	2.15	2.16	2.18	2.26	7.2	7.1	7.1	7.2
2015	2.30	2.27	2.29	2.33	7.2	7.1	7.1	7.2
2016	2.35	2.35	2.34	2.34	7.2	7.3	7.2	7.2

See footnotes at end of table.

Table 14. Private industry workers, by establishment employment size: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

100-499 workers

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Paid leave								
2017	2.34	2.34	2.40	2.49	7.1	7.1	7.2	7.2
2018	2.53	2.51	2.56	2.55	7.3	7.3	7.3	7.3
2019	2.61	–	–	–	7.4	–	–	–
Vacation								
2004	.78	.74	.77	.78	3.3	3.1	3.2	3.2
2005	.79	.80	.80	.82	3.2	3.2	3.2	3.2
2006	.90	.90	.93	.91	3.5	3.4	3.5	3.5
2007	.92	.91	.91	.92	3.5	3.5	3.5	3.5
2008	.94	.93	.94	.98	3.5	3.4	3.5	3.5
2009	.99	1.00	1.00	.99	3.5	3.5	3.6	3.5
2010	1.00	1.00	1.00	.99	3.5	3.5	3.5	3.5
2011	1.02	1.01	1.00	1.05	3.6	3.5	3.5	3.6
2012	1.05	1.06	1.06	1.07	3.6	3.6	3.6	3.7
2013	1.10	1.10	1.09	1.10	3.7	3.7	3.7	3.7
2014	1.12	1.13	1.15	1.20	3.8	3.7	3.8	3.8
2015	1.22	1.21	1.21	1.22	3.8	3.8	3.8	3.8
2016	1.23	1.23	1.23	1.22	3.8	3.8	3.8	3.7
2017	1.22	1.22	1.25	1.29	3.7	3.7	3.7	3.7
2018	1.32	1.31	1.33	1.32	3.8	3.8	3.8	3.8
2019	1.37	–	–	–	3.9	–	–	–
Holiday								
2004	.54	.52	.54	.54	2.3	2.2	2.2	2.2
2005	.55	.55	.56	.57	2.3	2.2	2.2	2.2
2006	.60	.59	.61	.60	2.3	2.3	2.3	2.3
2007	.60	.60	.60	.61	2.3	2.3	2.3	2.3
2008	.61	.61	.61	.63	2.3	2.3	2.3	2.3
2009	.63	.63	.63	.63	2.2	2.2	2.2	2.2
2010	.63	.63	.63	.62	2.2	2.2	2.2	2.2
2011	.63	.63	.63	.63	2.2	2.2	2.2	2.2
2012	.64	.63	.63	.63	2.2	2.2	2.1	2.2
2013	.64	.65	.64	.64	2.2	2.2	2.2	2.1
2014	.65	.65	.65	.67	2.2	2.1	2.1	2.1
2015	.69	.67	.68	.70	2.1	2.1	2.1	2.1
2016	.70	.70	.71	.71	2.2	2.2	2.2	2.2
2017	.71	.71	.72	.74	2.2	2.2	2.2	2.1
2018	.75	.75	.76	.76	2.2	2.2	2.2	2.2
2019	.75	–	–	–	2.1	–	–	–
Sick								
2004	.17	.17	.18	.18	.7	.7	.7	.7
2005	.18	.18	.18	.19	.8	.7	.7	.7
2006	.21	.21	.21	.22	.8	.8	.8	.8
2007	.22	.21	.21	.22	.8	.8	.8	.8
2008	.22	.22	.22	.23	.8	.8	.8	.8
2009	.24	.24	.24	.23	.8	.8	.8	.8
2010	.24	.24	.24	.24	.8	.8	.8	.8
2011	.25	.24	.24	.25	.9	.8	.8	.8
2012	.25	.25	.24	.25	.8	.8	.8	.8
2013	.25	.25	.25	.24	.8	.8	.8	.8
2014	.25	.25	.25	.26	.8	.8	.8	.8
2015	.26	.25	.26	.26	.8	.8	.8	.8
2016	.26	.26	.26	.26	.8	.8	.8	.8
2017	.26	.26	.27	.31	.8	.8	.8	.9
2018	.30	.30	.31	.32	.9	.9	.9	.9
2019	.33	–	–	–	.9	–	–	–
Personal[1]								
2004	.06	.06	.07	.07	.3	.3	.3	.3
2005	.07	.07	.07	.12	.3	.3	.3	.5
2006	.08	.08	.08	.07	.3	.3	.3	.3
2007	.07	.07	.06	.06	.3	.3	.2	.2
2008	.06	.06	.06	.07	.2	.2	.2	.2
2009	.07	.07	.07	.08	.2	.2	.3	.3
2010	.09	.09	.09	.10	.3	.3	.3	.3
2011	.10	.09	.10	.10	.3	.3	.3	.4

See footnotes at end of table.

Table 14. Private industry workers, by establishment employment size: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

100-499 workers

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Personal[1]								
2012	0.11	0.10	0.10	0.11	0.4	0.3	0.3	0.4
2013	.12	.12	.12	.12	.4	.4	.4	.4
2014	.13	.14	.13	.14	.4	.4	.4	.4
2015	.14	.14	.14	.15	.4	.4	.4	.4
2016	.16	.15	.14	.15	.5	.5	.4	.5
2017	.15	.15	.15	.15	.5	.5	.5	.4
2018	.15	.15	.16	.15	.4	.4	.4	.4
2019	.16	–	–	–	.4	–	–	–
Supplemental pay								
2004	.77	.62	.65	.65	3.2	2.7	2.7	2.7
2005	.69	.73	.73	.71	2.8	3.0	2.9	2.8
2006	.75	.77	.78	.74	2.9	3.0	2.9	2.8
2007	.76	.79	.78	.79	2.9	3.0	3.0	3.0
2008	.80	.87	.82	.83	3.0	3.2	3.0	3.0
2009	.81	.83	.81	.76	2.9	2.9	2.9	2.7
2010	.77	.73	.74	.72	2.7	2.6	2.6	2.5
2011	.74	.76	.74	.73	2.6	2.6	2.6	2.5
2012	.75	.75	.75	.75	2.6	2.6	2.6	2.6
2013	.77	.78	.78	.80	2.6	2.6	2.6	2.7
2014	.84	.86	.87	.94	2.8	2.8	2.9	3.0
2015	.96	.94	.95	.99	3.0	3.0	3.0	3.0
2016	1.01	.95	.95	.95	3.1	2.9	2.9	2.9
2017	.94	.96	.98	1.07	2.9	2.9	2.9	3.1
2018	1.08	1.09	1.09	1.12	3.1	3.1	3.1	3.2
2019	1.13	–	–	–	3.2	–	–	–
Overtime and premium[2]								
2004	.26	.26	.26	.26	1.1	1.1	1.1	1.1
2005	.27	.27	.27	.27	1.1	1.1	1.1	1.1
2006	.29	.30	.31	.31	1.1	1.2	1.2	1.2
2007	.31	.32	.32	.31	1.2	1.2	1.2	1.2
2008	.32	.33	.33	.33	1.2	1.2	1.2	1.2
2009	.33	.33	.33	.31	1.2	1.2	1.2	1.1
2010	.31	.32	.31	.29	1.1	1.1	1.1	1.0
2011	.30	.30	.31	.30	1.0	1.1	1.1	1.0
2012	.30	.30	.30	.29	1.0	1.0	1.0	1.0
2013	.29	.30	.30	.30	1.0	1.0	1.0	1.0
2014	.29	.30	.30	.33	1.0	1.0	1.0	1.0
2015	.33	.34	.34	.36	1.0	1.1	1.1	1.1
2016	.36	.30	.32	.32	1.1	.9	1.0	1.0
2017	.32	.33	.33	.37	1.0	1.0	1.0	1.1
2018	.35	.34	.35	.36	1.0	1.0	1.0	1.0
2019	.36	–	–	–	1.0	–	–	–
Shift differentials								
2004	.05	.06	.06	.06	.2	.2	.2	.2
2005	.06	.06	.06	.06	.2	.2	.2	.2
2006	.06	.06	.06	.07	.2	.2	.2	.3
2007	.07	.07	.07	.07	.3	.3	.3	.3
2008	.07	.07	.07	.07	.3	.3	.3	.2
2009	.07	.07	.07	.07	.3	.3	.2	.3
2010	.07	.07	.07	.07	.2	.2	.2	.2
2011	.07	.07	.07	.06	.2	.2	.2	.2
2012	.06	.06	.06	.06	.2	.2	.2	.2
2013	.06	.06	.06	.06	.2	.2	.2	.2
2014	.06	.06	.06	.06	.2	.2	.2	.2
2015	.06	.06	.06	.06	.2	.2	.2	.2
2016	.06	.06	.06	.06	.2	.2	.2	.2
2017	.06	.06	.07	.08	.2	.2	.2	.2
2018	.08	.08	.08	.08	.2	.2	.2	.2
2019	.08	–	–	–	.2	–	–	–
Nonproduction bonuses								
2004	.46	.31	.33	.34	1.9	1.3	1.4	1.4
2005	.36	.40	.40	.38	1.5	1.6	1.6	1.5
2006	.40	.41	.41	.37	1.5	1.6	1.5	1.4

See footnotes at end of table.

Table 14. Private industry workers, by establishment employment size: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

100-499 workers

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Nonproduction bonuses								
2007	0.38	0.40	0.39	0.40	1.4	1.5	1.5	1.5
2008	.41	.48	.41	.43	1.5	1.8	1.5	1.6
2009	.42	.43	.42	.38	1.5	1.5	1.5	1.4
2010	.38	.34	.36	.36	1.3	1.2	1.2	1.3
2011	.36	.39	.36	.37	1.3	1.3	1.3	1.3
2012	.39	.39	.39	.41	1.3	1.3	1.3	1.4
2013	.42	.43	.42	.44	1.4	1.4	1.4	1.5
2014	.49	.50	.51	.55	1.6	1.6	1.7	1.8
2015	.57	.54	.55	.57	1.8	1.7	1.7	1.7
2016	.59	.58	.57	.57	1.8	1.8	1.7	1.8
2017	.56	.57	.58	.62	1.7	1.7	1.7	1.8
2018	.65	.67	.66	.68	1.9	1.9	1.9	2.0
2019	.69	–	–	–	1.9	–	–	–
Insurance								
2004	1.84	1.86	1.88	1.88	7.7	7.9	7.8	7.8
2005	1.97	2.00	1.99	2.01	8.0	8.1	8.0	7.9
2006	2.06	2.08	2.10	2.11	8.0	8.0	7.9	8.1
2007	2.17	2.16	2.19	2.20	8.2	8.2	8.3	8.3
2008	2.27	2.27	2.29	2.31	8.5	8.4	8.4	8.3
2009	2.38	2.39	2.40	2.39	8.4	8.5	8.5	8.6
2010	2.51	2.52	2.52	2.48	8.8	8.8	8.8	8.8
2011	2.55	2.54	2.58	2.57	8.9	8.8	8.9	8.9
2012	2.61	2.62	2.61	2.63	9.0	9.0	8.9	9.0
2013	2.76	2.71	2.70	2.68	9.3	9.1	9.1	9.1
2014	2.77	2.79	2.79	2.82	9.2	9.2	9.1	8.9
2015	2.88	2.85	2.90	2.85	9.0	9.0	9.1	8.8
2016	2.89	2.89	2.93	2.90	8.8	8.9	9.0	8.9
2017	2.87	2.86	2.91	3.05	8.8	8.7	8.7	8.8
2018	3.12	3.11	3.13	3.02	9.0	9.0	8.9	8.7
2019	3.08	–	–	–	8.7	–	–	–
Life								
2004	.04	.04	.04	.04	.2	.2	.2	.2
2005	.04	.04	.04	.04	.2	.2	.2	.2
2006	.05	.05	.05	.05	.2	.2	.2	.2
2007	.05	.05	.05	.04	.2	.2	.2	.2
2008	.04	.04	.04	.05	.2	.2	.2	.2
2009	.05	.05	.05	.05	.2	.2	.2	.2
2010	.05	.05	.05	.05	.2	.2	.2	.2
2011	.05	.05	.05	.05	.2	.2	.2	.2
2012	.05	.05	.05	.05	.2	.2	.2	.2
2013	.05	.05	.05	.05	.2	.2	.2	.2
2014	.05	.05	.05	.05	.2	.2	.2	.2
2015	.05	.05	.05	.05	.2	.2	.2	.1
2016	.05	.05	.05	.05	.1	.1	.1	.1
2017	.05	.05	.05	.05	.1	.1	.1	.1
2018	.05	.05	.05	.05	.2	.2	.2	.1
2019	.05	–	–	–	.1	–	–	–
Health								
2004	1.70	1.72	1.74	1.74	7.1	7.3	7.2	7.2
2005	1.82	1.85	1.85	1.87	7.5	7.5	7.4	7.4
2006	1.92	1.94	1.96	1.97	7.4	7.4	7.3	7.5
2007	2.02	2.02	2.04	2.05	7.7	7.7	7.8	7.8
2008	2.12	2.12	2.14	2.16	7.9	7.9	7.9	7.8
2009	2.22	2.24	2.25	2.24	7.9	7.9	8.0	8.0
2010	2.36	2.37	2.36	2.34	8.3	8.3	8.2	8.2
2011	2.40	2.39	2.43	2.42	8.4	8.3	8.4	8.4
2012	2.46	2.47	2.46	2.48	8.5	8.5	8.4	8.5
2013	2.60	2.55	2.55	2.51	8.7	8.6	8.6	8.5
2014	2.61	2.62	2.62	2.65	8.7	8.7	8.6	8.4
2015	2.71	2.68	2.73	2.69	8.5	8.5	8.5	8.2
2016	2.72	2.72	2.77	2.73	8.3	8.4	8.5	8.4
2017	2.70	2.69	2.74	2.88	8.3	8.2	8.2	8.3
2018	2.94	2.92	2.95	2.84	8.5	8.4	8.4	8.2

See footnotes at end of table.

Table 14. Private industry workers, by establishment employment size: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

100-499 workers

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Health								
2019	2.90	–	–	–	8.2	–	–	–
Short-term disability								
2004	.06	0.06	0.06	0.06	.2	0.3	0.3	0.3
2005	.06	.07	.06	.06	.3	.3	.3	.2
2006	.06	.06	.06	.06	.2	.2	.2	.2
2007	.06	.06	.06	.06	.2	.2	.2	.2
2008	.06	.06	.07	.06	.2	.2	.2	.2
2009	.06	.06	.06	.06	.2	.2	.2	.2
2010	.06	.06	.06	.06	.2	.2	.2	.2
2011	.06	.06	.06	.06	.2	.2	.2	.2
2012	.06	.06	.06	.06	.2	.2	.2	.2
2013	.06	.06	.06	.06	.2	.2	.2	.2
2014	.07	.07	.07	.07	.2	.2	.2	.2
2015	.07	.07	.07	.07	.2	.2	.2	.2
2016	.07	.07	.07	.07	.2	.2	.2	.2
2017	.07	.07	.07	.08	.2	.2	.2	.2
2018	.08	.08	.08	.08	.2	.2	.2	.2
2019	.08	–	–	–	.2	–	–	–
Long-term disability								
2004	.04	.03	.03	.03	.2	.1	.1	.1
2005	.04	.04	.04	.04	.1	.1	.1	.1
2006	.04	.04	.04	.04	.1	.1	.1	.1
2007	.04	.04	.04	.04	.1	.1	.1	.1
2008	.04	.04	.04	.04	.1	.1	.1	.1
2009	.04	.04	.04	.04	.2	.2	.2	.1
2010	.04	.04	.04	.04	.1	.1	.1	.1
2011	.04	.04	.04	.04	.1	.1	.1	.1
2012	.04	.04	.04	.04	.1	.1	.1	.1
2013	.04	.04	.05	.05	.2	.1	.2	.2
2014	.05	.05	.05	.05	.2	.1	.2	.2
2015	.05	.05	.05	.05	.1	.1	.1	.1
2016	.05	.05	.05	.05	.1	.1	.1	.1
2017	.05	.05	.05	.05	.1	.1	.1	.1
2018	.05	.05	.05	.05	.1	.1	.1	.1
2019	.05	–	–	–	.1	–	–	–
Retirement and savings								
2004	.79	.83	.84	.87	3.3	3.5	3.5	3.6
2005	.89	.88	.88	.89	3.6	3.6	3.5	3.5
2006	.97	.98	1.00	.99	3.7	3.8	3.7	3.8
2007	.90	.91	.95	.96	3.4	3.4	3.6	3.6
2008	.96	.97	.98	1.01	3.6	3.6	3.6	3.7
2009	1.01	.97	.97	.94	3.6	3.4	3.4	3.4
2010	.99	1.02	1.01	.99	3.5	3.6	3.5	3.5
2011	1.02	1.03	1.04	1.07	3.6	3.6	3.6	3.7
2012	1.07	1.09	1.12	1.12	3.7	3.7	3.8	3.8
2013	1.15	1.18	1.16	1.14	3.9	4.0	3.9	3.9
2014	1.14	1.29	1.29	1.37	3.8	4.3	4.2	4.3
2015	1.41	1.26	1.29	1.33	4.4	4.0	4.0	4.1
2016	1.26	1.28	1.32	1.32	3.9	4.0	4.0	4.1
2017	1.34	1.36	1.38	1.39	4.1	4.1	4.1	4.0
2018	1.40	1.46	1.48	1.43	4.0	4.2	4.2	4.1
2019	1.45	–	–	–	4.1	–	–	–
Defined benefit								
2004	.38	.42	.42	.45	1.6	1.8	1.7	1.8
2005	.46	.45	.46	.43	1.9	1.8	1.8	1.7
2006	.50	.50	.51	.51	1.9	1.9	1.9	1.9
2007	.42	.42	.45	.45	1.6	1.6	1.7	1.7
2008	.44	.44	.45	.44	1.6	1.6	1.7	1.6
2009	.43	.41	.42	.38	1.5	1.5	1.5	1.4
2010	.42	.44	.43	.41	1.5	1.5	1.5	1.4
2011	.41	.43	.43	.42	1.4	1.5	1.5	1.4
2012	.42	.44	.46	.47	1.4	1.5	1.6	1.6
2013	.48	.52	.50	.47	1.6	1.8	1.7	1.6

See footnotes at end of table.

Table 14. Private industry workers, by establishment employment size: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

100-499 workers

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Defined benefit								
2014	0.47	0.61	0.60	0.65	1.6	2.0	2.0	2.0
2015	.66	.52	.54	.60	2.1	1.6	1.7	1.8
2016	.53	.55	.57	.58	1.6	1.7	1.8	1.8
2017	.59	.61	.60	.57	1.8	1.9	1.8	1.7
2018	.56	.63	.62	.59	1.6	1.8	1.8	1.7
2019	.58	–	–	–	1.6	–	–	–
Defined contribution								
2004	.42	.41	.42	.42	1.7	1.7	1.8	1.8
2005	.44	.43	.43	.46	1.8	1.7	1.7	1.8
2006	.47	.48	.49	.48	1.8	1.8	1.8	1.8
2007	.48	.49	.49	.51	1.8	1.8	1.9	1.9
2008	.52	.53	.53	.57	2.0	2.0	2.0	2.1
2009	.57	.56	.55	.56	2.0	2.0	2.0	2.0
2010	.58	.58	.58	.58	2.0	2.0	2.0	2.0
2011	.61	.60	.61	.65	2.1	2.1	2.1	2.2
2012	.65	.65	.66	.65	2.2	2.2	2.2	2.2
2013	.67	.66	.66	.67	2.3	2.2	2.2	2.3
2014	.67	.68	.69	.73	2.2	2.2	2.3	2.3
2015	.75	.74	.75	.74	2.3	2.3	2.4	2.3
2016	.73	.73	.75	.74	2.2	2.3	2.3	2.3
2017	.75	.75	.78	.82	2.3	2.3	2.3	2.4
2018	.83	.83	.85	.84	2.4	2.4	2.4	2.4
2019	.86	–	–	–	2.4	–	–	–
Legally required benefits								
2004	2.02	2.05	2.08	2.09	8.4	8.7	8.6	8.6
2005	2.12	2.14	2.15	2.17	8.7	8.6	8.6	8.6
2006	2.21	2.22	2.24	2.22	8.5	8.5	8.4	8.5
2007	2.23	2.24	2.25	2.23	8.5	8.5	8.5	8.4
2008	2.24	2.26	2.28	2.29	8.4	8.4	8.4	8.3
2009	2.32	2.33	2.33	2.30	8.2	8.3	8.3	8.2
2010	2.33	2.34	2.36	2.32	8.2	8.2	8.2	8.2
2011	2.34	2.37	2.38	2.34	8.2	8.2	8.2	8.1
2012	2.36	2.37	2.37	2.37	8.1	8.1	8.1	8.1
2013	2.39	2.40	2.40	2.41	8.1	8.1	8.1	8.1
2014	2.42	2.43	2.45	2.52	8.1	8.0	8.0	8.0
2015	2.53	2.52	2.53	2.57	7.9	7.9	7.9	7.9
2016	2.55	2.54	2.56	2.55	7.8	7.8	7.9	7.8
2017	2.58	2.59	2.62	2.66	7.9	7.9	7.8	7.7
2018	2.69	2.67	2.70	2.67	7.7	7.7	7.6	7.7
2019	2.71	–	–	–	7.6	–	–	–
Social Security and Medicare								
2004	1.41	1.39	1.42	1.42	5.9	5.9	5.9	5.9
2005	1.44	1.46	1.46	1.49	5.9	5.9	5.9	5.8
2006	1.51	1.52	1.54	1.51	5.8	5.8	5.8	5.8
2007	1.53	1.53	1.54	1.54	5.8	5.8	5.8	5.8
2008	1.56	1.57	1.58	1.62	5.8	5.8	5.8	5.8
2009	1.64	1.64	1.65	1.64	5.8	5.8	5.8	5.9
2010	1.66	1.66	1.66	1.65	5.8	5.8	5.8	5.8
2011	1.66	1.66	1.67	1.68	5.8	5.8	5.8	5.8
2012	1.69	1.68	1.68	1.69	5.8	5.8	5.8	5.8
2013	1.71	1.72	1.72	1.72	5.8	5.8	5.8	5.8
2014	1.74	1.75	1.76	1.82	5.8	5.8	5.8	5.8
2015	1.84	1.83	1.85	1.87	5.7	5.8	5.8	5.7
2016	1.88	1.87	1.88	1.88	5.8	5.8	5.8	5.8
2017	1.91	1.92	1.95	1.98	5.8	5.8	5.8	5.7
2018	2.00	1.99	2.02	2.00	5.8	5.8	5.7	5.8
2019	2.05	–	–	–	5.8	–	–	–
Social Security[3]								
2004	1.13	1.12	1.14	1.14	4.7	4.7	4.7	4.7
2005	1.16	1.17	1.17	1.19	4.7	4.7	4.7	4.7
2006	1.21	1.22	1.23	1.21	4.7	4.7	4.6	4.6
2007	1.23	1.23	1.23	1.24	4.7	4.7	4.7	4.7
2008	1.26	1.26	1.27	1.30	4.7	4.7	4.7	4.7

See footnotes at end of table.

Table 14. Private industry workers, by establishment employment size: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

100-499 workers

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Social Security[3]								
2009	1.32	1.32	1.32	1.32	4.7	4.7	4.7	4.7
2010	1.33	1.33	1.33	1.33	4.7	4.7	4.6	4.7
2011	1.33	1.33	1.34	1.34	4.6	4.6	4.6	4.6
2012	1.36	1.35	1.35	1.36	4.7	4.6	4.6	4.6
2013	1.38	1.38	1.38	1.38	4.6	4.6	4.7	4.7
2014	1.40	1.41	1.42	1.46	4.7	4.6	4.6	4.6
2015	1.48	1.47	1.48	1.50	4.6	4.6	4.6	4.6
2016	1.50	1.50	1.51	1.51	4.6	4.6	4.6	4.6
2017	1.53	1.54	1.57	1.59	4.7	4.7	4.7	4.6
2018	1.60	1.60	1.62	1.60	4.6	4.6	4.6	4.6
2019	1.64	–	–	–	4.6	–	–	–
Medicare								
2004	.28	.27	.28	.28	1.2	1.2	1.2	1.2
2005	.28	.29	.29	.29	1.2	1.2	1.2	1.2
2006	.30	.30	.31	.30	1.2	1.2	1.2	1.1
2007	.30	.30	.30	.30	1.2	1.2	1.1	1.1
2008	.31	.31	.31	.32	1.1	1.1	1.1	1.2
2009	.33	.32	.33	.32	1.2	1.2	1.2	1.2
2010	.33	.33	.33	.33	1.2	1.1	1.2	1.2
2011	.33	.33	.33	.33	1.1	1.1	1.1	1.1
2012	.33	.33	.33	.33	1.1	1.1	1.1	1.1
2013	.34	.34	.34	.34	1.1	1.1	1.1	1.1
2014	.34	.34	.35	.36	1.1	1.1	1.1	1.1
2015	.36	.36	.37	.37	1.1	1.1	1.1	1.1
2016	.37	.37	.37	.37	1.1	1.1	1.1	1.1
2017	.37	.38	.38	.40	1.1	1.1	1.1	1.1
2018	.40	.40	.40	.40	1.1	1.1	1.1	1.1
2019	.41	–	–	–	1.1	–	–	–
Federal unemployment insurance								
2004	.03	.03	.03	.03	.1	.1	.1	.1
2005	.03	.03	.03	.03	.1	.1	.1	.1
2006	.03	.03	.03	.03	.1	.1	.1	.1
2007	.03	.03	.03	.03	.1	.1	.1	.1
2008	.03	.03	.03	.03	.1	.1	.1	.1
2009	.03	.03	.03	.03	.1	.1	.1	.1
2010	.03	.03	.03	.03	.1	.1	.1	.1
2011	.03	.03	.02	.02	.1	.1	.1	.1
2012	.03	.03	.03	.03	.1	.1	.1	.1
2013	.03	.03	.03	.03	.1	.1	.1	.1
2014	.04	.04	.04	.04	.1	.1	.1	.1
2015	.04	.04	.04	.04	.1	.1	.1	.1
2016	.04	.04	.04	.03	.1	.1	.1	.1
2017	.03	.03	.03	.03	.1	.1	.1	.1
2018	.03	.03	.03	.03	.1	.1	.1	.1
2019	.02	–	–	–	.1	–	–	–
State unemployment insurance								
2004	.15	.16	.16	.17	.6	.7	.7	.7
2005	.18	.18	.18	.18	.7	.7	.7	.7
2006	.18	.18	.18	.17	.7	.7	.7	.7
2007	.17	.17	.17	.16	.6	.6	.6	.6
2008	.16	.16	.16	.15	.6	.6	.6	.6
2009	.16	.16	.16	.15	.6	.6	.6	.6
2010	.18	.19	.20	.19	.6	.7	.7	.7
2011	.20	.22	.22	.22	.7	.8	.8	.8
2012	.22	.23	.23	.24	.8	.8	.8	.8
2013	.24	.23	.23	.23	.8	.8	.8	.8
2014	.23	.22	.21	.22	.8	.7	.7	.7
2015	.22	.21	.20	.21	.7	.7	.6	.6
2016	.21	.20	.20	.19	.6	.6	.6	.6
2017	.19	.18	.18	.17	.6	.6	.5	.5
2018	.17	.16	.16	.15	.5	.5	.4	.4
2019	.15	–	–	–	.4	–	–	–

See footnotes at end of table.

Table 14. Private industry workers, by establishment employment size: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

100-499 workers

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Workers' compensation								
2004	0.43	0.47	0.47	0.46	1.8	2.0	1.9	1.9
2005	.47	.48	.47	.48	1.9	1.9	1.9	1.9
2006	.49	.50	.49	.50	1.9	1.9	1.9	1.9
2007	.50	.50	.51	.49	1.9	1.9	1.9	1.9
2008	.49	.50	.51	.49	1.8	1.8	1.9	1.8
2009	.49	.49	.49	.47	1.7	1.8	1.7	1.7
2010	.46	.47	.46	.45	1.6	1.6	1.6	1.6
2011	.44	.45	.46	.42	1.5	1.6	1.6	1.5
2012	.41	.42	.42	.42	1.4	1.4	1.4	1.4
2013	.41	.42	.42	.43	1.4	1.4	1.4	1.4
2014	.42	.43	.43	.44	1.4	1.4	1.4	1.4
2015	.44	.44	.45	.45	1.4	1.4	1.4	1.4
2016	.43	.43	.45	.44	1.3	1.3	1.4	1.4
2017	.45	.45	.46	.47	1.4	1.4	1.4	1.4
2018	.48	.48	.49	.49	1.4	1.4	1.4	1.4
2019	.49	–	–	–	1.4	–	–	–
Other benefits[4]								
2004	.03	.03	.03	.03	.1	.1	.1	.1
2005	.03	.03	.03	.03	.1	.1	.1	.1

[1] Prior to June 2008, paid personal leave was included in other leave. Other leave also included paid military, funeral, and jury leave.
[2] Includes premium pay (such as overtime, weekends, and holidays) for work in addition to the regular work schedule.
[3] Social Security refers to the Old-Age, Survivors, and Disability Insurance (OASDI) program.
[4] Includes severance pay and supplemental unemployment benefits. Publication of other benefits was discontinued beginning in June 2006.

Note: The sum of individual items may not equal totals due to rounding. Dashes indicate data are not available.

Table 14. Private industry workers, by establishment employment size: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

500 workers or more

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Total compensation								
2004	$32.54	$33.31	$33.75	$34.19	100.0	100.0	100.0	100.0
2005	34.59	34.63	34.85	35.14	100.0	100.0	100.0	100.0
2006	35.94	36.02	36.10	36.33	100.0	100.0	100.0	100.0
2007	36.48	36.53	36.59	37.00	100.0	100.0	100.0	100.0
2008	37.60	37.56	38.08	38.26	100.0	100.0	100.0	100.0
2009	38.71	38.73	38.48	39.13	100.0	100.0	100.0	100.0
2010	39.76	39.61	39.96	40.01	100.0	100.0	100.0	100.0
2011	40.53	40.68	40.75	41.69	100.0	100.0	100.0	100.0
2012	42.33	42.39	42.74	42.84	100.0	100.0	100.0	100.0
2013	43.05	43.15	43.12	43.65	100.0	100.0	100.0	100.0
2014	44.04	44.20	44.60	45.88	100.0	100.0	100.0	100.0
2015	46.19	46.30	46.37	46.09	100.0	100.0	100.0	100.0
2016	46.85	46.80	47.73	48.34	100.0	100.0	100.0	100.0
2017	48.70	48.75	49.13	48.50	100.0	100.0	100.0	100.0
2018	49.16	49.17	49.29	49.85	100.0	100.0	100.0	100.0
2019	50.20	–	–	–	100.0	–	–	–
Wages and salaries								
2004	22.04	22.52	22.79	23.02	67.7	67.6	67.5	67.3
2005	23.16	23.21	23.34	23.57	67.0	67.0	67.0	67.1
2006	24.06	24.05	24.13	24.19	66.9	66.8	66.8	66.6
2007	24.47	24.42	24.52	24.74	67.1	66.9	67.0	66.9
2008	25.17	25.13	25.55	25.66	66.9	66.9	67.1	67.1
2009	25.92	25.93	25.75	26.18	67.0	66.9	66.9	66.9
2010	26.45	26.35	26.55	26.55	66.5	66.5	66.4	66.4
2011	26.83	26.70	26.86	27.36	66.2	65.6	65.9	65.6
2012	27.76	27.79	28.08	28.10	65.6	65.6	65.7	65.6
2013	28.24	28.29	28.32	28.46	65.6	65.6	65.7	65.2
2014	28.65	28.66	28.93	29.74	65.1	64.8	64.9	64.8
2015	29.98	30.02	30.12	29.87	64.9	64.8	65.0	64.8
2016	30.39	30.38	31.12	31.56	64.9	64.9	65.2	65.3
2017	31.75	31.76	31.93	31.59	65.2	65.1	65.0	65.1
2018	32.00	32.07	32.17	32.34	65.1	65.2	65.3	64.9
2019	32.54	–	–	–	64.8	–	–	–
Total benefits								
2004	10.50	10.80	10.97	11.16	32.3	32.4	32.5	32.7
2005	11.43	11.42	11.51	11.57	33.0	33.0	33.0	32.9
2006	11.88	11.97	11.97	12.14	33.1	33.2	33.2	33.4
2007	12.01	12.11	12.07	12.26	32.9	33.1	33.0	33.1
2008	12.43	12.43	12.53	12.61	33.1	33.1	32.9	32.9
2009	12.79	12.81	12.72	12.95	33.0	33.1	33.1	33.1
2010	13.31	13.26	13.41	13.46	33.5	33.5	33.6	33.6
2011	13.70	13.98	13.89	14.32	33.8	34.4	34.1	34.4
2012	14.57	14.60	14.65	14.73	34.4	34.4	34.3	34.4
2013	14.80	14.86	14.80	15.19	34.4	34.4	34.3	34.8
2014	15.39	15.54	15.67	16.14	34.9	35.2	35.1	35.2
2015	16.21	16.28	16.24	16.22	35.1	35.2	35.0	35.2
2016	16.46	16.42	16.61	16.78	35.1	35.1	34.8	34.7
2017	16.95	17.00	17.20	16.91	34.8	34.9	35.0	34.9
2018	17.16	17.10	17.11	17.51	34.9	34.8	34.7	35.1
2019	17.66	–	–	–	35.2	–	–	–
Paid leave								
2004	2.62	2.69	2.72	2.76	8.1	8.1	8.1	8.1
2005	2.78	2.79	2.80	2.82	8.0	8.0	8.0	8.0
2006	3.15	3.15	3.15	3.17	8.8	8.8	8.7	8.7
2007	3.21	3.21	3.16	3.20	8.8	8.8	8.6	8.6
2008	3.22	3.20	3.26	3.30	8.6	8.5	8.6	8.6
2009	3.35	3.36	3.32	3.37	8.7	8.7	8.6	8.6
2010	3.43	3.41	3.43	3.44	8.6	8.6	8.6	8.6
2011	3.47	3.44	3.44	3.58	8.6	8.5	8.4	8.6
2012	3.64	3.64	3.65	3.60	8.6	8.6	8.5	8.4
2013	3.62	3.62	3.62	3.68	8.4	8.4	8.4	8.4
2014	3.71	3.71	3.75	3.87	8.4	8.4	8.4	8.4
2015	3.91	3.91	3.92	3.93	8.5	8.4	8.5	8.5
2016	4.01	4.01	4.10	4.16	8.6	8.6	8.6	8.6

See footnotes at end of table.

Table 14. Private industry workers, by establishment employment size: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

500 workers or more

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Paid leave								
2017	4.20	4.20	4.21	4.19	8.6	8.6	8.6	8.6
2018	4.26	4.22	4.24	4.39	8.7	8.6	8.6	8.8
2019	4.42	–	–	–	8.8	–	–	–
Vacation								
2004	1.31	1.35	1.36	1.38	4.0	4.1	4.0	4.0
2005	1.39	1.40	1.41	1.41	4.0	4.1	4.1	4.0
2006	1.58	1.60	1.59	1.63	4.4	4.4	4.4	4.5
2007	1.66	1.65	1.65	1.68	4.6	4.5	4.5	4.5
2008	1.68	1.68	1.71	1.73	4.5	4.5	4.5	4.5
2009	1.76	1.79	1.77	1.78	4.6	4.6	4.6	4.5
2010	1.80	1.80	1.80	1.80	4.5	4.5	4.5	4.5
2011	1.82	1.81	1.81	1.87	4.5	4.5	4.4	4.5
2012	1.92	1.93	1.93	1.89	4.5	4.5	4.5	4.4
2013	1.90	1.91	1.91	1.93	4.4	4.4	4.4	4.4
2014	1.94	1.95	1.97	2.04	4.4	4.4	4.4	4.4
2015	2.05	2.06	2.06	2.06	4.4	4.4	4.4	4.5
2016	2.08	2.10	2.13	2.16	4.4	4.5	4.5	4.5
2017	2.17	2.17	2.18	2.16	4.5	4.5	4.4	4.5
2018	2.22	2.21	2.20	2.29	4.5	4.5	4.5	4.6
2019	2.29	–	–	–	4.6	–	–	–
Holiday								
2004	.87	.89	.90	.91	2.7	2.7	2.7	2.7
2005	.92	.92	.92	.94	2.7	2.6	2.6	2.7
2006	.98	.98	.98	.96	2.7	2.7	2.7	2.7
2007	.96	.97	.97	.97	2.6	2.7	2.7	2.6
2008	.98	.98	.99	1.00	2.6	2.6	2.6	2.6
2009	1.01	.99	.98	1.00	2.6	2.6	2.5	2.5
2010	1.01	1.00	1.01	1.01	2.5	2.5	2.5	2.5
2011	1.01	1.00	1.00	1.04	2.5	2.5	2.5	2.5
2012	1.05	1.04	1.05	1.04	2.5	2.5	2.5	2.4
2013	1.05	1.04	1.04	1.06	2.4	2.4	2.4	2.4
2014	1.07	1.06	1.08	1.11	2.4	2.4	2.4	2.4
2015	1.13	1.12	1.13	1.12	2.4	2.4	2.4	2.4
2016	1.15	1.14	1.17	1.19	2.4	2.4	2.5	2.5
2017	1.20	1.20	1.20	1.20	2.5	2.5	2.4	2.5
2018	1.22	1.20	1.22	1.24	2.5	2.4	2.5	2.5
2019	1.27	–	–	–	2.5	–	–	–
Sick								
2004	.32	.33	.33	.34	1.0	1.0	1.0	1.0
2005	.34	.34	.34	.35	1.0	1.0	1.0	1.0
2006	.41	.40	.41	.41	1.1	1.1	1.1	1.1
2007	.41	.41	.41	.42	1.1	1.1	1.1	1.1
2008	.43	.43	.44	.44	1.1	1.1	1.1	1.1
2009	.45	.44	.44	.45	1.2	1.1	1.1	1.1
2010	.45	.45	.45	.46	1.1	1.1	1.1	1.1
2011	.46	.46	.46	.49	1.1	1.1	1.1	1.2
2012	.49	.49	.50	.49	1.2	1.2	1.2	1.1
2013	.48	.48	.48	.50	1.1	1.1	1.1	1.1
2014	.50	.50	.50	.52	1.1	1.1	1.1	1.1
2015	.52	.52	.53	.52	1.1	1.1	1.1	1.1
2016	.54	.53	.54	.56	1.2	1.1	1.1	1.2
2017	.57	.57	.57	.57	1.2	1.2	1.2	1.2
2018	.57	.57	.57	.61	1.2	1.2	1.2	1.2
2019	.62	–	–	–	1.2	–	–	–
Personal[1]								
2004	.12	.13	.13	.13	.4	.4	.4	.4
2005	.13	.13	.13	.13	.4	.4	.4	.4
2006	.17	.17	.17	.17	.5	.5	.5	.5
2007	.17	.17	.14	.13	.5	.5	.4	.4
2008	.13	.12	.13	.13	.3	.3	.3	.3
2009	.14	.14	.13	.15	.4	.4	.3	.4
2010	.16	.16	.17	.17	.4	.4	.4	.4
2011	.17	.17	.17	.18	.4	.4	.4	.4

See footnotes at end of table.

Table 14. Private industry workers, by establishment employment size: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

500 workers or more

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Personal[1]								
2012	0.18	0.18	0.18	0.18	0.4	0.4	0.4	0.4
2013	.18	.18	.18	.19	.4	.4	.4	.4
2014	.20	.20	.20	.20	.4	.4	.4	.4
2015	.21	.21	.21	.23	.5	.5	.4	.5
2016	.24	.24	.24	.26	.5	.5	.5	.5
2017	.26	.26	.26	.25	.5	.5	.5	.5
2018	.25	.24	.25	.25	.5	.5	.5	.5
2019	.24	–	–	–	.5	–	–	–
Supplemental pay								
2004	.99	1.02	1.04	1.05	3.0	3.1	3.1	3.1
2005	1.09	1.11	1.12	1.20	3.2	3.2	3.2	3.4
2006	1.21	1.20	1.22	1.24	3.4	3.3	3.4	3.4
2007	1.25	1.27	1.22	1.27	3.4	3.5	3.3	3.4
2008	1.29	1.33	1.35	1.37	3.4	3.5	3.6	3.6
2009	1.29	1.31	1.31	1.39	3.3	3.4	3.4	3.6
2010	1.39	1.34	1.33	1.37	3.5	3.4	3.3	3.4
2011	1.48	1.61	1.60	1.72	3.7	4.0	3.9	4.1
2012	1.81	1.79	1.78	1.81	4.3	4.2	4.2	4.2
2013	1.81	1.78	1.73	1.80	4.2	4.1	4.0	4.1
2014	1.82	1.83	1.81	1.91	4.1	4.1	4.1	4.2
2015	1.85	1.87	1.86	1.85	4.0	4.0	4.0	4.0
2016	1.87	1.89	1.90	1.92	4.0	4.0	4.0	4.0
2017	1.94	1.93	1.95	2.05	4.0	4.0	4.0	4.2
2018	2.12	2.12	2.12	2.24	4.3	4.3	4.3	4.5
2019	2.26	–	–	–	4.5	–	–	–
Overtime and premium[2]								
2004	.35	.34	.34	.34	1.1	1.0	1.0	1.0
2005	.35	.35	.35	.35	1.0	1.0	1.0	1.0
2006	.40	.40	.39	.38	1.1	1.1	1.1	1.0
2007	.37	.39	.39	.39	1.0	1.1	1.1	1.0
2008	.40	.39	.40	.39	1.1	1.1	1.0	1.0
2009	.38	.38	.38	.39	1.0	1.0	1.0	1.0
2010	.39	.39	.39	.37	1.0	1.0	1.0	.9
2011	.38	.38	.38	.38	.9	.9	.9	.9
2012	.37	.38	.38	.38	.9	.9	.9	.9
2013	.38	.38	.39	.38	.9	.9	.9	.9
2014	.38	.39	.39	.39	.9	.9	.9	.8
2015	.39	.39	.40	.38	.8	.8	.9	.8
2016	.39	.39	.38	.38	.8	.8	.8	.8
2017	.38	.39	.39	.39	.8	.8	.8	.8
2018	.39	.40	.39	.39	.8	.8	.8	.8
2019	.40	–	–	–	.8	–	–	–
Shift differentials								
2004	.16	.16	.16	.16	.5	.5	.5	.5
2005	.17	.17	.17	.17	.5	.5	.5	.5
2006	.17	.17	.17	.18	.5	.5	.5	.5
2007	.18	.18	.18	.18	.5	.5	.5	.5
2008	.18	.19	.19	.19	.5	.5	.5	.5
2009	.18	.18	.19	.20	.5	.5	.5	.5
2010	.20	.20	.20	.20	.5	.5	.5	.5
2011	.21	.21	.20	.20	.5	.5	.5	.5
2012	.20	.20	.20	.20	.5	.5	.5	.5
2013	.20	.20	.20	.20	.5	.5	.5	.4
2014	.20	.20	.20	.20	.4	.4	.4	.4
2015	.19	.19	.19	.19	.4	.4	.4	.4
2016	.19	.20	.19	.19	.4	.4	.4	.4
2017	.19	.19	.20	.22	.4	.4	.4	.5
2018	.23	.22	.22	.24	.5	.4	.4	.5
2019	.25	–	–	–	.5	–	–	–
Nonproduction bonuses								
2004	.48	.53	.54	.54	1.5	1.6	1.6	1.6
2005	.58	.60	.60	.69	1.7	1.7	1.7	2.0
2006	.64	.63	.66	.68	1.8	1.7	1.8	1.9

See footnotes at end of table.

Table 14. Private industry workers, by establishment employment size: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

500 workers or more

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Nonproduction bonuses								
2007	0.70	0.70	0.66	0.70	1.9	1.9	1.8	1.9
2008	.71	.75	.77	.80	1.9	2.0	2.0	2.1
2009	.72	.74	.74	.81	1.9	1.9	1.9	2.1
2010	.81	.76	.75	.79	2.0	1.9	1.9	2.0
2011	.90	1.02	1.01	1.14	2.2	2.5	2.5	2.7
2012	1.23	1.20	1.20	1.23	2.9	2.8	2.8	2.9
2013	1.23	1.19	1.14	1.22	2.8	2.8	2.6	2.8
2014	1.25	1.24	1.22	1.32	2.8	2.8	2.7	2.9
2015	1.28	1.29	1.26	1.28	2.8	2.8	2.7	2.8
2016	1.29	1.30	1.33	1.34	2.8	2.8	2.8	2.8
2017	1.36	1.35	1.37	1.43	2.8	2.8	2.8	2.9
2018	1.50	1.50	1.51	1.61	3.1	3.1	3.1	3.2
2019	1.62	–	–	–	3.2	–	–	–
Insurance								
2004	2.59	2.65	2.68	2.72	8.0	8.0	8.0	7.9
2005	2.84	2.83	2.86	2.89	8.2	8.2	8.2	8.2
2006	2.96	3.04	3.01	3.06	8.2	8.4	8.3	8.4
2007	3.13	3.15	3.15	3.19	8.6	8.6	8.6	8.6
2008	3.26	3.26	3.27	3.30	8.7	8.7	8.6	8.6
2009	3.45	3.43	3.44	3.51	8.9	8.9	9.0	9.0
2010	3.65	3.68	3.71	3.76	9.2	9.3	9.3	9.4
2011	3.80	3.83	3.82	3.91	9.4	9.4	9.4	9.4
2012	4.02	4.04	4.04	4.03	9.5	9.5	9.5	9.4
2013	4.08	4.12	4.11	4.22	9.5	9.6	9.5	9.7
2014	4.27	4.29	4.31	4.36	9.7	9.7	9.7	9.5
2015	4.43	4.50	4.49	4.46	9.6	9.7	9.7	9.7
2016	4.56	4.55	4.57	4.59	9.7	9.7	9.6	9.5
2017	4.64	4.62	4.66	4.57	9.5	9.5	9.5	9.4
2018	4.60	4.56	4.63	4.72	9.4	9.3	9.4	9.5
2019	4.77	–	–	–	9.5	–	–	–
Life								
2004	.07	.07	.07	.07	.2	.2	.2	.2
2005	.07	.07	.07	.07	.2	.2	.2	.2
2006	.07	.07	.07	.07	.2	.2	.2	.2
2007	.07	.07	.07	.07	.2	.2	.2	.2
2008	.07	.07	.07	.07	.2	.2	.2	.2
2009	.07	.07	.07	.07	.2	.2	.2	.2
2010	.07	.07	.07	.07	.2	.2	.2	.2
2011	.07	.07	.07	.06	.2	.2	.2	.2
2012	.06	.06	.06	.06	.1	.1	.2	.1
2013	.06	.06	.06	.06	.1	.1	.1	.1
2014	.06	.06	.06	.07	.1	.1	.1	.2
2015	.07	.07	.07	.07	.2	.2	.1	.1
2016	.07	.07	.07	.07	.1	.1	.1	.1
2017	.07	.07	.07	.06	.1	.1	.1	.1
2018	.07	.07	.07	.06	.1	.1	.1	.1
2019	.06	–	–	–	.1	–	–	–
Health								
2004	2.37	2.44	2.47	2.50	7.3	7.3	7.3	7.3
2005	2.62	2.61	2.63	2.65	7.6	7.5	7.5	7.5
2006	2.72	2.80	2.77	2.82	7.6	7.8	7.7	7.8
2007	2.88	2.90	2.90	2.94	7.9	7.9	7.9	7.9
2008	3.01	3.01	3.02	3.05	8.0	8.0	7.9	8.0
2009	3.19	3.18	3.19	3.26	8.2	8.2	8.3	8.3
2010	3.38	3.42	3.45	3.50	8.5	8.6	8.6	8.7
2011	3.54	3.57	3.56	3.66	8.7	8.8	8.7	8.8
2012	3.76	3.78	3.77	3.77	8.9	8.9	8.8	8.8
2013	3.81	3.86	3.85	3.95	8.9	8.9	8.9	9.0
2014	4.00	4.02	4.04	4.06	9.1	9.1	9.1	8.9
2015	4.13	4.20	4.20	4.17	8.9	9.1	9.1	9.0
2016	4.27	4.25	4.28	4.30	9.1	9.1	9.0	8.9
2017	4.35	4.33	4.36	4.28	8.9	8.9	8.9	8.8
2018	4.31	4.27	4.34	4.43	8.8	8.7	8.8	8.9

See footnotes at end of table.

Table 14. Private industry workers, by establishment employment size: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

500 workers or more

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Health								
2019	4.49	–	–	–	8.9	–	–	–
Short-term disability								
2004	.08	0.08	0.08	0.08	.3	0.2	0.2	0.2
2005	.09	.09	.09	.10	.3	.3	.3	.3
2006	.09	.09	.09	.10	.3	.3	.3	.3
2007	.10	.10	.10	.10	.3	.3	.3	.3
2008	.11	.11	.10	.10	.3	.3	.3	.3
2009	.10	.10	.10	.10	.3	.3	.3	.3
2010	.11	.10	.10	.10	.3	.3	.3	.2
2011	.10	.10	.10	.09	.2	.2	.2	.2
2012	.10	.10	.10	.10	.2	.2	.2	.2
2013	.10	.10	.10	.11	.2	.2	.2	.2
2014	.11	.11	.11	.11	.2	.2	.2	.2
2015	.12	.12	.12	.12	.3	.3	.3	.3
2016	.12	.12	.12	.12	.3	.3	.3	.3
2017	.12	.12	.12	.13	.2	.3	.3	.3
2018	.13	.13	.13	.14	.3	.3	.3	.3
2019	.14	–	–	–	.3	–	–	–
Long-term disability								
2004	.07	.06	.06	.06	.2	.2	.2	.2
2005	.07	.06	.07	.07	.2	.2	.2	.2
2006	.07	.07	.07	.08	.2	.2	.2	.2
2007	.08	.08	.08	.08	.2	.2	.2	.2
2008	.08	.08	.08	.08	.2	.2	.2	.2
2009	.09	.08	.08	.09	.2	.2	.2	.2
2010	.09	.09	.09	.09	.2	.2	.2	.2
2011	.09	.09	.09	.10	.2	.2	.2	.2
2012	.10	.10	.10	.10	.2	.2	.2	.2
2013	.10	.10	.10	.10	.2	.2	.2	.2
2014	.10	.10	.10	.11	.2	.2	.2	.2
2015	.11	.11	.11	.10	.2	.2	.2	.2
2016	.10	.10	.10	.11	.2	.2	.2	.2
2017	.10	.10	.10	.10	.2	.2	.2	.2
2018	.10	.10	.10	.08	.2	.2	.2	.2
2019	.08	–	–	–	.2	–	–	–
Retirement and savings								
2004	1.75	1.82	1.87	1.97	5.4	5.5	5.6	5.8
2005	2.01	1.98	2.01	1.93	5.8	5.7	5.8	5.5
2006	1.92	1.91	1.91	1.96	5.3	5.3	5.3	5.4
2007	1.73	1.77	1.84	1.89	4.7	4.9	5.0	5.1
2008	1.93	1.89	1.88	1.88	5.1	5.0	4.9	4.9
2009	1.91	1.92	1.86	1.86	4.9	4.9	4.8	4.8
2010	2.00	1.97	2.07	2.03	5.0	5.0	5.2	5.1
2011	2.07	2.18	2.12	2.15	5.1	5.4	5.2	5.2
2012	2.09	2.09	2.13	2.21	4.9	4.9	5.0	5.2
2013	2.22	2.26	2.25	2.39	5.2	5.2	5.2	5.5
2014	2.48	2.60	2.66	2.81	5.6	5.9	6.0	6.1
2015	2.79	2.78	2.76	2.80	6.0	6.0	5.9	6.1
2016	2.81	2.79	2.82	2.85	6.0	6.0	5.9	5.9
2017	2.87	2.94	3.05	2.79	5.9	6.0	6.2	5.8
2018	2.82	2.87	2.79	2.79	5.7	5.8	5.7	5.6
2019	2.83	–	–	–	5.6	–	–	–
Defined benefit								
2004	.97	1.05	1.09	1.17	3.0	3.2	3.2	3.4
2005	1.19	1.19	1.20	1.11	3.5	3.4	3.4	3.2
2006	1.07	1.09	1.09	1.10	3.0	3.0	3.0	3.0
2007	.87	.92	.97	.98	2.4	2.5	2.7	2.7
2008	.98	.95	.94	.91	2.6	2.5	2.5	2.4
2009	.90	.93	.89	.84	2.3	2.4	2.3	2.2
2010	.97	.96	1.04	.99	2.4	2.4	2.6	2.5
2011	1.00	1.14	1.07	1.07	2.5	2.8	2.6	2.6
2012	.99	1.00	1.01	1.05	2.3	2.3	2.4	2.4
2013	1.05	1.08	1.07	1.17	2.4	2.5	2.5	2.7

See footnotes at end of table.

Table 14. Private industry workers, by establishment employment size: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

500 workers or more

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Defined benefit								
2014	1.22	1.37	1.40	1.45	2.8	3.1	3.1	3.2
2015	1.42	1.43	1.40	1.41	3.1	3.1	3.0	3.1
2016	1.37	1.37	1.39	1.40	2.9	2.9	2.9	2.9
2017	1.40	1.48	1.58	1.28	2.9	3.0	3.2	2.6
2018	1.29	1.34	1.24	1.26	2.6	2.7	2.5	2.5
2019	1.28	–	–	–	2.5	–	–	–
Defined contribution								
2004	.78	.77	.78	.80	2.4	2.3	2.3	2.3
2005	.82	.80	.81	.82	2.4	2.3	2.3	2.3
2006	.84	.82	.82	.86	2.3	2.3	2.3	2.4
2007	.85	.85	.87	.91	2.3	2.3	2.4	2.5
2008	.94	.94	.95	.97	2.5	2.5	2.5	2.5
2009	1.00	.98	.98	1.02	2.6	2.5	2.5	2.6
2010	1.03	1.01	1.03	1.04	2.6	2.5	2.6	2.6
2011	1.07	1.04	1.05	1.08	2.6	2.6	2.6	2.6
2012	1.10	1.10	1.12	1.17	2.6	2.6	2.6	2.7
2013	1.18	1.18	1.19	1.22	2.7	2.7	2.8	2.8
2014	1.26	1.23	1.26	1.36	2.9	2.8	2.8	3.0
2015	1.37	1.36	1.36	1.39	3.0	2.9	2.9	3.0
2016	1.44	1.42	1.43	1.45	3.1	3.0	3.0	3.0
2017	1.47	1.46	1.47	1.51	3.0	3.0	3.0	3.1
2018	1.53	1.53	1.55	1.54	3.1	3.1	3.1	3.1
2019	1.55	–	–	–	3.1	–	–	–
Legally required benefits								
2004	2.43	2.49	2.52	2.54	7.5	7.5	7.5	7.4
2005	2.58	2.59	2.61	2.62	7.4	7.5	7.5	7.4
2006	2.65	2.67	2.68	2.71	7.4	7.4	7.4	7.4
2007	2.69	2.71	2.69	2.72	7.4	7.4	7.4	7.3
2008	2.74	2.75	2.76	2.77	7.3	7.3	7.3	7.2
2009	2.79	2.79	2.78	2.81	7.2	7.2	7.2	7.2
2010	2.85	2.86	2.87	2.86	7.2	7.2	7.2	7.1
2011	2.89	2.91	2.92	2.96	7.1	7.2	7.2	7.1
2012	3.02	3.03	3.05	3.07	7.1	7.2	7.1	7.2
2013	3.07	3.07	3.09	3.10	7.1	7.1	7.2	7.1
2014	3.11	3.11	3.14	3.19	7.1	7.0	7.0	7.0
2015	3.22	3.22	3.22	3.18	7.0	7.0	6.9	6.9
2016	3.21	3.19	3.23	3.26	6.8	6.8	6.8	6.8
2017	3.31	3.31	3.32	3.32	6.8	6.8	6.8	6.8
2018	3.35	3.33	3.34	3.37	6.8	6.8	6.8	6.8
2019	3.38	–	–	–	6.7	–	–	–
Social Security and Medicare								
2004	1.88	1.91	1.93	1.95	5.8	5.7	5.7	5.7
2005	1.97	1.98	1.98	2.00	5.7	5.7	5.7	5.7
2006	2.05	2.05	2.06	2.07	5.7	5.7	5.7	5.7
2007	2.09	2.10	2.10	2.12	5.7	5.8	5.7	5.7
2008	2.15	2.17	2.19	2.20	5.7	5.8	5.7	5.7
2009	2.24	2.23	2.23	2.26	5.8	5.8	5.8	5.8
2010	2.27	2.26	2.28	2.27	5.7	5.7	5.7	5.7
2011	2.29	2.29	2.29	2.33	5.7	5.6	5.6	5.6
2012	2.37	2.37	2.38	2.39	5.6	5.6	5.6	5.6
2013	2.39	2.39	2.41	2.43	5.6	5.5	5.6	5.6
2014	2.45	2.45	2.47	2.52	5.6	5.5	5.5	5.5
2015	2.54	2.54	2.55	2.54	5.5	5.5	5.5	5.5
2016	2.58	2.58	2.63	2.66	5.5	5.5	5.5	5.5
2017	2.70	2.70	2.72	2.70	5.5	5.5	5.5	5.6
2018	2.74	2.73	2.75	2.78	5.6	5.6	5.6	5.6
2019	2.81	–	–	–	5.6	–	–	–
Social Security[3]								
2004	1.51	1.53	1.54	1.56	4.6	4.6	4.6	4.6
2005	1.58	1.58	1.59	1.60	4.6	4.6	4.6	4.5
2006	1.64	1.64	1.65	1.66	4.6	4.6	4.6	4.6
2007	1.67	1.68	1.68	1.69	4.6	4.6	4.6	4.6
2008	1.72	1.74	1.75	1.75	4.6	4.6	4.6	4.6

See footnotes at end of table.

Table 14. Private industry workers, by establishment employment size: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

500 workers or more

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Social Security[3]								
2009	1.79	1.79	1.79	1.81	4.6	4.6	4.6	4.6
2010	1.82	1.81	1.82	1.82	4.6	4.6	4.6	4.5
2011	1.84	1.83	1.83	1.86	4.5	4.5	4.5	4.5
2012	1.89	1.89	1.90	1.91	4.5	4.5	4.4	4.4
2013	1.91	1.91	1.92	1.94	4.4	4.4	4.5	4.4
2014	1.96	1.96	1.97	2.01	4.4	4.4	4.4	4.4
2015	2.03	2.03	2.03	2.03	4.4	4.4	4.4	4.4
2016	2.06	2.06	2.09	2.12	4.4	4.4	4.4	4.4
2017	2.16	2.15	2.17	2.16	4.4	4.4	4.4	4.5
2018	2.19	2.18	2.19	2.22	4.4	4.4	4.4	4.5
2019	2.25	–	–	–	4.5	–	–	–
Medicare								
2004	.37	.38	.38	.39	1.1	1.1	1.1	1.1
2005	.39	.39	.39	.40	1.1	1.1	1.1	1.1
2006	.41	.41	.41	.42	1.1	1.1	1.1	1.1
2007	.42	.42	.42	.42	1.1	1.2	1.1	1.1
2008	.43	.43	.44	.44	1.1	1.2	1.2	1.2
2009	.45	.45	.44	.45	1.2	1.2	1.2	1.2
2010	.45	.45	.46	.45	1.1	1.1	1.1	1.1
2011	.46	.46	.46	.47	1.1	1.1	1.1	1.1
2012	.48	.48	.48	.48	1.1	1.1	1.1	1.1
2013	.48	.49	.48	.49	1.1	1.1	1.1	1.1
2014	.49	.49	.50	.51	1.1	1.1	1.1	1.1
2015	.51	.52	.52	.51	1.1	1.1	1.1	1.1
2016	.52	.52	.53	.54	1.1	1.1	1.1	1.1
2017	.54	.54	.55	.54	1.1	1.1	1.1	1.1
2018	.55	.55	.55	.56	1.1	1.1	1.1	1.1
2019	.56	–	–	–	1.1	–	–	–
Federal unemployment insurance								
2004	.03	.03	.03	.03	.1	.1	.1	.1
2005	.03	.03	.03	.03	.1	.1	.1	.1
2006	.03	.03	.03	.03	.1	.1	.1	.1
2007	.03	.03	.03	.03	.1	.1	.1	.1
2008	.03	.03	.03	.03	.1	.1	.1	.1
2009	.03	.03	.03	.03	.1	.1	.1	.1
2010	.03	.03	.03	.03	.1	.1	.1	.1
2011	.03	.03	.02	.02	.1	.1	.1	.1
2012	.03	.03	.03	.03	.1	.1	.1	.1
2013	.03	.03	.03	.03	.1	.1	.1	.1
2014	.03	.03	.03	.03	.1	.1	.1	.1
2015	.03	.03	.03	.03	.1	.1	.1	.1
2016	.03	.03	.03	.03	.1	.1	.1	.1
2017	.03	.03	.03	.03	.1	.1	.1	.1
2018	.03	.03	.03	.03	.1	.1	.1	.1
2019	.02	–	–	–	([4])	–	–	–
State unemployment insurance								
2004	.13	.14	.14	.15	.4	.4	.4	.4
2005	.16	.16	.16	.16	.5	.5	.5	.5
2006	.15	.15	.15	.15	.4	.4	.4	.4
2007	.15	.15	.15	.14	.4	.4	.4	.4
2008	.14	.14	.14	.14	.4	.4	.4	.4
2009	.14	.14	.13	.13	.4	.4	.3	.3
2010	.15	.17	.17	.17	.4	.4	.4	.4
2011	.18	.19	.19	.20	.4	.5	.5	.5
2012	.21	.22	.22	.23	.5	.5	.5	.5
2013	.23	.23	.23	.23	.5	.5	.5	.5
2014	.22	.21	.21	.21	.5	.5	.5	.5
2015	.21	.21	.19	.17	.5	.4	.4	.4
2016	.17	.16	.16	.15	.4	.4	.3	.3
2017	.15	.15	.14	.15	.3	.3	.3	.3
2018	.15	.14	.14	.14	.3	.3	.3	.3
2019	.13	–	–	–	.3	–	–	–

See footnotes at end of table.

Table 14. Private industry workers, by establishment employment size: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

500 workers or more

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Workers' compensation								
2004	0.40	0.41	0.42	0.42	1.2	1.2	1.2	1.2
2005	.42	.42	.43	.43	1.2	1.2	1.2	1.2
2006	.42	.43	.43	.45	1.2	1.2	1.2	1.2
2007	.43	.43	.42	.43	1.2	1.2	1.2	1.2
2008	.42	.41	.41	.40	1.1	1.1	1.1	1.0
2009	.39	.39	.39	.39	1.0	1.0	1.0	1.0
2010	.39	.40	.40	.39	1.0	1.0	1.0	1.0
2011	.39	.40	.41	.41	1.0	1.0	1.0	1.0
2012	.41	.41	.41	.43	1.0	1.0	1.0	1.0
2013	.41	.42	.42	.42	1.0	1.0	1.0	1.0
2014	.41	.42	.42	.43	.9	.9	1.0	.9
2015	.43	.44	.44	.43	.9	.9	1.0	.9
2016	.43	.42	.42	.43	.9	.9	.9	.9
2017	.43	.44	.44	.44	.9	.9	.9	.9
2018	.44	.43	.43	.42	.9	.9	.9	.8
2019	.42	–	–	–	.8	–	–	–
Other benefits[5]								
2004	.12	.13	.13	.13	.4	.4	.4	.4
2005	.13	.12	.12	.11	.4	.4	.3	.3

[1] Prior to June 2008, paid personal leave was included in other leave. Other leave also included paid military, funeral, and jury leave.
[2] Includes premium pay (such as overtime, weekends, and holidays) for work in addition to the regular work schedule.
[3] Social Security refers to the Old-Age, Survivors, and Disability Insurance (OASDI) program.
[4] Less than .05 percent.
[5] Includes severance pay and supplemental unemployment benefits. Publication of other benefits was discontinued beginning in June 2006.

Note: The sum of individual items may not equal totals due to rounding. Dashes indicate data are not available.

Table 15. Private industry workers, by occupational group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation

Management, business, and financial occupations[1]

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Total compensation								
2004	$45.68	$45.77	$46.45	$46.90	100.0	100.0	100.0	100.0
2005	47.72	48.41	47.18	48.56	100.0	100.0	100.0	100.0
2006	50.01	50.27	50.61	50.87	100.0	100.0	100.0	100.0
2007	51.70	51.55	52.17	52.14	100.0	100.0	100.0	100.0
2008	53.49	53.64	54.34	55.19	100.0	100.0	100.0	100.0
2009	55.17	55.47	54.93	54.91	100.0	100.0	100.0	100.0
2010	55.73	55.69	55.91	57.24	100.0	100.0	100.0	100.0
2011	57.35	58.24	58.44	58.02	100.0	100.0	100.0	100.0
2012	58.30	58.54	58.71	58.71	100.0	100.0	100.0	100.0
2013	58.97	59.65	59.63	61.17	100.0	100.0	100.0	100.0
2014	61.45	62.47	62.99	66.57	100.0	100.0	100.0	100.0
2015	67.22	67.15	66.88	67.54	100.0	100.0	100.0	100.0
2016	68.89	69.37	69.82	70.43	100.0	100.0	100.0	100.0
2017	70.84	71.73	71.96	69.04	100.0	100.0	100.0	100.0
2018	70.10	70.40	71.11	65.95	100.0	100.0	100.0	100.0
2019	66.61	–	–	–	100.0	–	–	–
Wages and salaries								
2004	32.55	32.67	33.12	33.37	71.2	71.4	71.3	71.1
2005	33.68	34.26	32.87	33.98	70.6	70.8	69.7	70.0
2006	34.88	35.09	35.27	35.39	69.7	69.8	69.7	69.6
2007	36.23	35.99	36.37	36.24	70.1	69.8	69.7	69.5
2008	37.23	37.14	37.77	38.57	69.6	69.2	69.5	69.9
2009	38.55	38.63	38.23	38.30	69.9	69.6	69.6	69.8
2010	38.75	38.84	38.95	39.70	69.5	69.8	69.7	69.4
2011	39.96	40.33	40.55	40.47	69.7	69.2	69.4	69.8
2012	40.52	40.77	40.81	40.77	69.5	69.6	69.5	69.4
2013	40.98	41.43	41.35	42.30	69.5	69.5	69.4	69.1
2014	42.45	43.05	43.45	44.52	69.1	68.9	69.0	66.9
2015	44.81	45.01	45.43	45.95	66.7	67.0	67.9	68.0
2016	46.25	46.64	46.95	47.43	67.1	67.2	67.2	67.3
2017	47.46	48.06	48.19	46.33	67.0	67.0	67.0	67.1
2018	46.89	47.03	47.57	45.68	66.9	66.8	66.9	69.3
2019	46.15	–	–	–	69.3	–	–	–
Total benefits								
2004	13.13	13.10	13.33	13.53	28.8	28.6	28.7	28.9
2005	14.04	14.15	14.31	14.58	29.4	29.2	30.3	30.0
2006	15.13	15.18	15.34	15.48	30.3	30.2	30.3	30.4
2007	15.47	15.56	15.80	15.90	29.9	30.2	30.3	30.5
2008	16.27	16.50	16.57	16.62	30.4	30.8	30.5	30.1
2009	16.63	16.84	16.69	16.61	30.1	30.4	30.4	30.2
2010	16.98	16.84	16.96	17.54	30.5	30.2	30.3	30.6
2011	17.39	17.91	17.89	17.55	30.3	30.8	30.6	30.2
2012	17.78	17.78	17.90	17.95	30.5	30.4	30.5	30.6
2013	17.98	18.22	18.28	18.87	30.5	30.5	30.6	30.9
2014	19.00	19.42	19.54	22.04	30.9	31.1	31.0	33.1
2015	22.41	22.14	21.45	21.59	33.3	33.0	32.1	32.0
2016	22.64	22.73	22.87	23.00	32.9	32.8	32.8	32.7
2017	23.38	23.66	23.77	22.71	33.0	33.0	33.0	32.9
2018	23.21	23.37	23.54	20.27	33.1	33.2	33.1	30.7
2019	20.46	–	–	–	30.7	–	–	–
Paid leave								
2004	3.69	3.68	3.76	3.81	8.1	8.0	8.1	8.1
2005	3.85	3.89	3.90	4.05	8.1	8.0	8.3	8.3
2006	4.42	4.44	4.48	4.57	8.8	8.8	8.9	9.0
2007	4.65	4.64	4.67	4.66	9.0	9.0	8.9	8.9
2008	4.77	4.74	4.88	5.02	8.9	8.8	9.0	9.1
2009	5.03	5.03	4.95	4.96	9.1	9.1	9.0	9.0
2010	5.03	5.03	5.05	5.16	9.0	9.0	9.0	9.0
2011	5.20	5.21	5.23	5.24	9.1	9.0	8.9	9.0
2012	5.28	5.28	5.29	5.34	9.1	9.0	9.0	9.1
2013	5.36	5.40	5.40	5.57	9.1	9.0	9.1	9.1
2014	5.64	5.68	5.72	5.89	9.2	9.1	9.1	8.8
2015	5.92	5.92	5.93	5.99	8.8	8.8	8.9	8.9
2016	6.06	6.11	6.15	6.24	8.8	8.8	8.8	8.9

See footnotes at end of table.

Table 15. Private industry workers, by occupational group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation

Management, business, and financial occupations[1]

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Paid leave								
2017	6.29	6.35	6.37	6.14	8.9	8.8	8.8	8.9
2018	6.24	6.27	6.32	6.10	8.9	8.9	8.9	9.2
2019	6.18	–	–	–	9.3	–	–	–
Supplemental pay								
2004	1.95	1.74	1.80	1.84	4.3	3.8	3.9	3.9
2005	1.95	2.05	2.11	2.08	4.1	4.2	4.5	4.3
2006	2.13	2.12	2.18	2.07	4.3	4.2	4.3	4.1
2007	2.08	2.13	2.19	2.22	4.0	4.1	4.2	4.2
2008	2.32	2.54	2.42	2.23	4.3	4.7	4.5	4.0
2009	2.12	2.34	2.33	2.27	3.8	4.2	4.2	4.1
2010	2.31	2.13	2.17	2.49	4.1	3.8	3.9	4.4
2011	2.17	2.47	2.44	2.28	3.8	4.2	4.2	3.9
2012	2.36	2.34	2.37	2.30	4.0	4.0	4.0	3.9
2013	2.22	2.25	2.19	2.32	3.8	3.8	3.7	3.8
2014	2.23	2.30	2.31	4.46	3.6	3.7	3.7	6.7
2015	4.64	4.59	3.86	3.85	6.9	6.8	5.8	5.7
2016	4.95	4.96	4.92	4.87	7.2	7.1	7.1	6.9
2017	5.04	5.12	5.14	5.04	7.1	7.1	7.1	7.3
2018	5.29	5.35	5.39	2.77	7.5	7.6	7.6	4.2
2019	2.78	–	–	–	4.2	–	–	–
Insurance								
2004	2.65	2.68	2.68	2.71	5.8	5.8	5.8	5.8
2005	2.82	2.83	2.88	2.97	5.9	5.8	6.1	6.1
2006	3.05	3.08	3.11	3.15	6.1	6.1	6.1	6.2
2007	3.23	3.24	3.28	3.30	6.3	6.3	6.3	6.3
2008	3.37	3.38	3.40	3.45	6.3	6.3	6.3	6.2
2009	3.53	3.53	3.54	3.58	6.4	6.4	6.4	6.5
2010	3.67	3.68	3.68	3.75	6.6	6.6	6.6	6.5
2011	3.80	3.88	3.87	3.84	6.6	6.7	6.6	6.6
2012	3.87	3.88	3.90	3.94	6.6	6.6	6.6	6.7
2013	4.02	4.04	4.06	4.19	6.8	6.8	6.8	6.8
2014	4.25	4.28	4.30	4.33	6.9	6.9	6.8	6.5
2015	4.41	4.40	4.41	4.43	6.6	6.5	6.6	6.6
2016	4.49	4.50	4.56	4.60	6.5	6.5	6.5	6.5
2017	4.63	4.63	4.65	4.42	6.5	6.5	6.5	6.4
2018	4.47	4.48	4.53	4.34	6.4	6.4	6.4	6.6
2019	4.41	–	–	–	6.6	–	–	–
Retirement and savings								
2004	1.69	1.81	1.85	1.92	3.7	4.0	4.0	4.1
2005	2.09	2.05	2.10	2.10	4.4	4.2	4.4	4.3
2006	2.16	2.16	2.17	2.26	4.3	4.3	4.3	4.4
2007	2.02	2.08	2.18	2.24	3.9	4.0	4.2	4.3
2008	2.25	2.27	2.29	2.29	4.2	4.2	4.2	4.1
2009	2.29	2.28	2.23	2.14	4.2	4.1	4.1	3.9
2010	2.28	2.29	2.34	2.41	4.1	4.1	4.2	4.2
2011	2.44	2.54	2.52	2.42	4.2	4.4	4.3	4.2
2012	2.45	2.42	2.47	2.51	4.2	4.1	4.2	4.3
2013	2.52	2.63	2.70	2.81	4.3	4.4	4.5	4.6
2014	2.87	3.12	3.17	3.27	4.7	5.0	5.0	4.9
2015	3.31	3.10	3.10	3.13	4.9	4.6	4.6	4.6
2016	2.93	2.93	3.01	3.04	4.2	4.2	4.3	4.3
2017	3.09	3.19	3.23	2.83	4.4	4.5	4.5	4.1
2018	2.88	2.95	2.94	2.81	4.1	4.2	4.1	4.3
2019	2.79	–	–	–	4.2	–	–	–
Legally required benefits								
2004	3.05	3.07	3.12	3.13	6.7	6.7	6.7	6.7
2005	3.20	3.23	3.22	3.28	6.7	6.7	6.8	6.8
2006	3.36	3.38	3.40	3.43	6.7	6.7	6.7	6.7
2007	3.48	3.46	3.49	3.49	6.7	6.7	6.7	6.7
2008	3.55	3.56	3.58	3.63	6.6	6.6	6.6	6.6
2009	3.65	3.66	3.64	3.65	6.6	6.6	6.6	6.6
2010	3.69	3.71	3.71	3.74	6.6	6.7	6.6	6.5
2011	3.78	3.82	3.83	3.78	6.6	6.6	6.6	6.5

See footnotes at end of table.

Table 15. Private industry workers, by occupational group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation

Management, business, and financial occupations[1]

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Legally required benefits								
2012	3.82	3.86	3.86	3.86	6.6	6.6	6.6	6.6
2013	3.87	3.90	3.93	3.98	6.6	6.5	6.6	6.5
2014	4.01	4.04	4.05	4.09	6.5	6.5	6.4	6.2
2015	4.12	4.13	4.13	4.18	6.1	6.2	6.2	6.2
2016	4.20	4.22	4.23	4.25	6.1	6.1	6.1	6.0
2017	4.34	4.37	4.37	4.27	6.1	6.1	6.1	6.2
2018	4.32	4.32	4.36	4.25	6.2	6.1	6.1	6.5
2019	4.31	–	–	–	6.5	–	–	–
Other benefits[2]								
2004	.11	.12	.12	.12	.2	.3	.3	.3
2005	.12	.11	.11	.10	.3	.2	.2	.2

[1] Estimates from December 2013 to March 2014 for this series were corrected, details are available at www.bls.gov/bls/ecec_correction_091014.htm.
[2] Includes severance pay and supplemental unemployment benefits. Publication of other benefits was discontinued beginning in June 2006.

Note: The sum of individual items may not equal totals due to rounding. Dashes indicate data are not available.

Table 15. Private industry workers, by occupational group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Professional and related occupations[1]

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Total compensation								
2004	$36.96	$37.55	$37.99	$38.36	100.0	100.0	100.0	100.0
2005	38.94	39.09	39.58	40.62	100.0	100.0	100.0	100.0
2006	41.12	41.49	42.53	42.80	100.0	100.0	100.0	100.0
2007	43.17	43.42	43.21	44.25	100.0	100.0	100.0	100.0
2008	44.64	44.93	45.27	45.47	100.0	100.0	100.0	100.0
2009	45.85	45.91	46.07	45.04	100.0	100.0	100.0	100.0
2010	45.63	45.81	46.27	45.75	100.0	100.0	100.0	100.0
2011	46.67	46.79	46.61	46.64	100.0	100.0	100.0	100.0
2012	47.13	47.49	47.66	46.86	100.0	100.0	100.0	100.0
2013	47.14	47.25	47.57	47.12	100.0	100.0	100.0	100.0
2014	48.27	48.71	48.53	49.50	100.0	100.0	100.0	100.0
2015	49.69	49.65	49.63	49.76	100.0	100.0	100.0	100.0
2016	50.18	51.06	50.43	51.72	100.0	100.0	100.0	100.0
2017	52.35	52.72	53.18	55.03	100.0	100.0	100.0	100.0
2018	55.39	55.53	55.90	55.92	100.0	100.0	100.0	100.0
2019	56.37	–	–	–	100.0	–	–	–
Wages and salaries								
2004	26.87	27.25	27.56	27.82	72.7	72.6	72.6	72.5
2005	28.12	28.15	28.46	29.24	72.2	72.0	71.9	72.0
2006	29.49	29.71	30.59	30.67	71.7	71.6	71.9	71.7
2007	30.98	31.13	30.91	31.75	71.8	71.7	71.5	71.8
2008	32.05	32.25	32.55	32.67	71.8	71.8	71.9	71.9
2009	32.95	32.83	32.94	32.16	71.9	71.5	71.5	71.4
2010	32.59	32.73	33.04	32.75	71.4	71.4	71.4	71.6
2011	33.32	33.34	33.27	33.09	71.4	71.3	71.4	70.9
2012	33.38	33.66	33.72	33.18	70.8	70.9	70.8	70.8
2013	33.34	33.42	33.66	33.14	70.7	70.7	70.8	70.3
2014	33.77	34.05	33.96	34.63	70.0	69.9	70.0	70.0
2015	34.71	34.80	34.82	34.93	69.9	70.1	70.2	70.2
2016	35.21	35.76	35.40	36.16	70.2	70.0	70.2	69.9
2017	36.57	36.82	37.11	38.59	69.9	69.8	69.8	70.1
2018	38.75	38.89	39.24	39.14	70.0	70.0	70.2	70.0
2019	39.43	–	–	–	69.9	–	–	–
Total benefits								
2004	10.10	10.30	10.42	10.54	27.3	27.4	27.4	27.5
2005	10.82	10.94	11.11	11.38	27.8	28.0	28.1	28.0
2006	11.63	11.78	11.94	12.13	28.3	28.4	28.1	28.3
2007	12.19	12.29	12.30	12.50	28.2	28.3	28.5	28.2
2008	12.59	12.67	12.72	12.80	28.2	28.2	28.1	28.1
2009	12.90	13.08	13.13	12.87	28.1	28.5	28.5	28.6
2010	13.05	13.08	13.23	13.00	28.6	28.6	28.6	28.4
2011	13.35	13.45	13.34	13.55	28.6	28.7	28.6	29.1
2012	13.75	13.83	13.94	13.68	29.2	29.1	29.2	29.2
2013	13.80	13.83	13.91	13.98	29.3	29.3	29.2	29.7
2014	14.50	14.66	14.57	14.87	30.0	30.1	30.0	30.0
2015	14.98	14.85	14.81	14.82	30.1	29.9	29.8	29.8
2016	14.96	15.30	15.03	15.56	29.8	30.0	29.8	30.1
2017	15.78	15.90	16.08	16.44	30.1	30.2	30.2	29.9
2018	16.64	16.63	16.65	16.78	30.0	30.0	29.8	30.0
2019	16.95	–	–	–	30.1	–	–	–
Paid leave								
2004	2.86	2.94	2.97	2.99	7.7	7.8	7.8	7.8
2005	3.01	3.03	3.06	3.14	7.7	7.7	7.7	7.7
2006	3.33	3.38	3.44	3.51	8.1	8.2	8.1	8.2
2007	3.54	3.56	3.53	3.56	8.2	8.2	8.2	8.1
2008	3.56	3.58	3.62	3.64	8.0	8.0	8.0	8.0
2009	3.67	3.67	3.70	3.62	8.0	8.0	8.0	8.0
2010	3.64	3.65	3.68	3.70	8.0	8.0	8.0	8.1
2011	3.78	3.78	3.74	3.82	8.1	8.1	8.0	8.2
2012	3.83	3.89	3.91	3.84	8.1	8.2	8.2	8.2
2013	3.88	3.89	3.92	3.87	8.2	8.2	8.2	8.2
2014	4.00	4.03	4.00	4.00	8.3	8.3	8.2	8.1
2015	4.01	4.02	4.02	3.99	8.1	8.1	8.1	8.0
2016	4.03	4.15	4.08	4.26	8.0	8.1	8.1	8.2

See footnotes at end of table.

Table 15. Private industry workers, by occupational group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Professional and related occupations[1]

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Paid leave								
2017	4.29	4.33	4.35	4.60	8.2	8.2	8.2	8.4
2018	4.66	4.65	4.68	4.85	8.4	8.4	8.4	8.7
2019	4.91	–	–	–	8.7	–	–	–
Supplemental pay								
2004	.79	.83	.83	.83	2.1	2.2	2.2	2.2
2005	.89	.93	.97	1.01	2.3	2.4	2.5	2.5
2006	1.04	1.07	1.09	1.15	2.5	2.6	2.6	2.7
2007	1.18	1.21	1.18	1.18	2.7	2.8	2.7	2.7
2008	1.17	1.20	1.14	1.21	2.6	2.7	2.5	2.7
2009	1.17	1.42	1.42	1.35	2.5	3.1	3.1	3.0
2010	1.33	1.33	1.32	1.04	2.9	2.9	2.8	2.3
2011	1.13	1.18	1.18	1.23	2.4	2.5	2.5	2.6
2012	1.27	1.25	1.25	1.21	2.7	2.6	2.6	2.6
2013	1.19	1.18	1.19	1.25	2.5	2.5	2.5	2.7
2014	1.30	1.25	1.24	1.35	2.7	2.6	2.5	2.7
2015	1.41	1.37	1.35	1.41	2.8	2.8	2.7	2.8
2016	1.39	1.36	1.37	1.31	2.8	2.7	2.7	2.5
2017	1.36	1.38	1.40	1.59	2.6	2.6	2.6	2.9
2018	1.62	1.62	1.61	1.63	2.9	2.9	2.9	2.9
2019	1.65	–	–	–	2.9	–	–	–
Insurance								
2004	2.29	2.30	2.32	2.33	6.2	6.1	6.1	6.1
2005	2.42	2.43	2.48	2.56	6.2	6.2	6.3	6.3
2006	2.58	2.63	2.64	2.68	6.3	6.3	6.2	6.3
2007	2.76	2.77	2.78	2.80	6.4	6.4	6.4	6.3
2008	2.87	2.89	2.92	2.96	6.4	6.4	6.4	6.5
2009	3.02	3.01	3.03	3.03	6.6	6.5	6.6	6.7
2010	3.11	3.12	3.15	3.19	6.8	6.8	6.8	7.0
2011	3.26	3.28	3.28	3.34	7.0	7.0	7.0	7.2
2012	3.43	3.45	3.50	3.44	7.3	7.3	7.3	7.3
2013	3.52	3.52	3.52	3.55	7.5	7.5	7.4	7.5
2014	3.64	3.65	3.65	3.72	7.5	7.5	7.5	7.5
2015	3.76	3.76	3.76	3.77	7.6	7.6	7.6	7.6
2016	3.87	3.90	3.90	3.98	7.7	7.6	7.7	7.7
2017	4.02	4.02	4.06	4.19	7.7	7.6	7.6	7.6
2018	4.23	4.19	4.22	4.15	7.6	7.5	7.5	7.4
2019	4.19	–	–	–	7.4	–	–	–
Retirement and savings								
2004	1.33	1.37	1.41	1.46	3.6	3.6	3.7	3.8
2005	1.56	1.57	1.59	1.60	4.0	4.0	4.0	3.9
2006	1.63	1.63	1.67	1.66	4.0	3.9	3.9	3.9
2007	1.55	1.58	1.65	1.77	3.6	3.6	3.8	4.0
2008	1.78	1.77	1.79	1.72	4.0	3.9	4.0	3.8
2009	1.75	1.70	1.69	1.65	3.8	3.7	3.7	3.7
2010	1.71	1.71	1.78	1.78	3.8	3.7	3.8	3.9
2011	1.85	1.87	1.80	1.87	4.0	4.0	3.9	4.0
2012	1.88	1.89	1.91	1.87	4.0	4.0	4.0	4.0
2013	1.88	1.89	1.91	1.96	4.0	4.0	4.0	4.2
2014	2.19	2.34	2.30	2.38	4.5	4.8	4.7	4.8
2015	2.37	2.26	2.23	2.20	4.8	4.6	4.5	4.4
2016	2.19	2.41	2.21	2.50	4.4	4.7	4.4	4.8
2017	2.55	2.60	2.68	2.36	4.9	4.9	5.0	4.3
2018	2.40	2.44	2.40	2.41	4.3	4.4	4.3	4.3
2019	2.43	–	–	–	4.3	–	–	–
Legally required benefits								
2004	2.76	2.81	2.84	2.87	7.5	7.5	7.5	7.5
2005	2.90	2.92	2.96	3.02	7.5	7.5	7.5	7.4
2006	3.04	3.06	3.10	3.14	7.4	7.4	7.3	7.3
2007	3.16	3.17	3.17	3.19	7.3	7.3	7.3	7.2
2008	3.21	3.23	3.25	3.26	7.2	7.2	7.2	7.2
2009	3.29	3.28	3.29	3.23	7.2	7.2	7.1	7.2
2010	3.26	3.27	3.30	3.28	7.1	7.1	7.1	7.2
2011	3.33	3.34	3.34	3.29	7.1	7.1	7.2	7.1

See footnotes at end of table.

Table 15. Private industry workers, by occupational group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Professional and related occupations[1]

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Legally required benefits								
2012	3.34	3.36	3.36	3.33	7.1	7.1	7.1	7.1
2013	3.34	3.34	3.38	3.34	7.1	7.1	7.1	7.1
2014	3.38	3.39	3.39	3.43	7.0	7.0	7.0	6.9
2015	3.43	3.43	3.44	3.46	6.9	6.9	6.9	7.0
2016	3.49	3.48	3.47	3.50	6.9	6.8	6.9	6.8
2017	3.57	3.58	3.59	3.69	6.8	6.8	6.7	6.7
2018	3.73	3.73	3.75	3.74	6.7	6.7	6.7	6.7
2019	3.77	–	–	–	6.7	–	–	–
Other benefits[2]								
2004	.05	.06	.06	.06	.1	.2	.1	.1
2005	.06	.06	.06	.06	.1	.1	.1	.1

[1] Estimates from December 2013 to March 2014 for this series were corrected, details are available at www.bls.gov/bls/ecec_correction_091014.htm.
[2] Includes severance pay and supplemental unemployment benefits. Publication of other benefits was discontinued beginning in June 2006.

Note: The sum of individual items may not equal totals due to rounding. Dashes indicate data are not available.

Table 15. Private industry workers, by occupational group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Sales and related occupations

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Total compensation								
2004	$17.15	$17.76	$18.24	$17.93	100.0	100.0	100.0	100.0
2005	18.24	18.50	18.76	18.56	100.0	100.0	100.0	100.0
2006	18.93	19.00	19.38	19.47	100.0	100.0	100.0	100.0
2007	19.60	19.56	20.02	20.05	100.0	100.0	100.0	100.0
2008	20.11	20.30	20.42	20.09	100.0	100.0	100.0	100.0
2009	20.00	20.03	20.07	20.53	100.0	100.0	100.0	100.0
2010	20.60	20.87	20.94	20.63	100.0	100.0	100.0	100.0
2011	20.84	21.14	21.29	21.26	100.0	100.0	100.0	100.0
2012	21.43	21.44	21.64	21.25	100.0	100.0	100.0	100.0
2013	21.60	21.78	21.91	22.13	100.0	100.0	100.0	100.0
2014	22.22	22.19	22.72	22.96	100.0	100.0	100.0	100.0
2015	23.79	23.51	23.66	23.50	100.0	100.0	100.0	100.0
2016	23.84	23.91	24.16	23.86	100.0	100.0	100.0	100.0
2017	24.04	24.21	24.34	23.87	100.0	100.0	100.0	100.0
2018	24.36	24.60	25.18	24.52	100.0	100.0	100.0	100.0
2019	25.19	–	–	–	100.0	–	–	–
Wages and salaries								
2004	13.14	13.61	14.03	13.74	76.6	76.6	76.9	76.7
2005	13.96	14.16	14.36	14.08	76.5	76.5	76.6	75.8
2006	14.26	14.35	14.66	14.66	75.3	75.6	75.7	75.3
2007	14.77	14.72	15.07	15.11	75.4	75.3	75.3	75.4
2008	15.13	15.27	15.33	15.06	75.2	75.2	75.1	75.0
2009	15.00	15.02	15.06	15.36	75.0	75.0	75.0	74.8
2010	15.37	15.61	15.64	15.50	74.6	74.8	74.7	75.1
2011	15.58	15.75	15.88	15.94	74.7	74.5	74.6	75.0
2012	16.04	16.08	16.31	15.96	74.8	75.0	75.4	75.1
2013	16.13	16.30	16.38	16.65	74.7	74.8	74.8	75.3
2014	16.63	16.62	17.04	17.23	74.9	74.9	75.0	75.1
2015	17.96	17.67	17.80	17.69	75.5	75.1	75.2	75.3
2016	17.91	17.99	18.14	17.87	75.1	75.2	75.1	74.9
2017	18.02	18.12	18.26	17.93	75.0	74.8	75.0	75.1
2018	18.33	18.45	18.94	18.51	75.2	75.0	75.2	75.5
2019	19.03	–	–	–	75.5	–	–	–
Total benefits								
2004	4.01	4.15	4.21	4.19	23.4	23.4	23.1	23.3
2005	4.28	4.34	4.39	4.48	23.5	23.5	23.4	24.2
2006	4.67	4.64	4.72	4.81	24.7	24.4	24.3	24.7
2007	4.82	4.84	4.95	4.94	24.6	24.7	24.7	24.6
2008	4.98	5.03	5.09	5.03	24.8	24.8	24.9	25.0
2009	5.00	5.01	5.01	5.17	25.0	25.0	25.0	25.2
2010	5.22	5.26	5.29	5.13	25.4	25.2	25.3	24.9
2011	5.27	5.39	5.40	5.33	25.3	25.5	25.4	25.0
2012	5.40	5.36	5.33	5.28	25.2	25.0	24.6	24.9
2013	5.46	5.48	5.53	5.47	25.3	25.2	25.2	24.7
2014	5.59	5.57	5.68	5.72	25.1	25.1	25.0	24.9
2015	5.83	5.85	5.86	5.81	24.5	24.9	24.8	24.7
2016	5.94	5.92	6.02	5.99	24.9	24.8	24.9	25.1
2017	6.01	6.10	6.08	5.94	25.0	25.2	25.0	24.9
2018	6.03	6.15	6.25	6.00	24.8	25.0	24.8	24.5
2019	6.16	–	–	–	24.5	–	–	–
Paid leave								
2004	.80	.85	.87	.86	4.7	4.8	4.8	4.8
2005	.88	.89	.90	.90	4.8	4.8	4.8	4.9
2006	1.02	1.01	1.05	1.04	5.4	5.3	5.4	5.4
2007	1.05	1.06	1.08	1.07	5.4	5.4	5.4	5.4
2008	1.08	1.08	1.10	1.06	5.3	5.3	5.4	5.3
2009	1.06	1.06	1.06	1.09	5.3	5.3	5.3	5.3
2010	1.11	1.12	1.14	1.10	5.4	5.4	5.4	5.3
2011	1.13	1.14	1.14	1.13	5.4	5.4	5.4	5.3
2012	1.15	1.13	1.12	1.12	5.4	5.3	5.2	5.3
2013	1.15	1.15	1.16	1.17	5.3	5.3	5.3	5.3
2014	1.19	1.18	1.22	1.27	5.3	5.3	5.4	5.5
2015	1.31	1.31	1.30	1.34	5.5	5.6	5.5	5.7
2016	1.37	1.34	1.40	1.39	5.8	5.6	5.8	5.8

See footnotes at end of table.

Table 15. Private industry workers, by occupational group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Sales and related occupations

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Paid leave								
2017	1.39	1.40	1.40	1.38	5.8	5.8	5.8	5.8
2018	1.40	1.40	1.46	1.39	5.7	5.7	5.8	5.7
2019	1.46	–	–	–	5.8	–	–	–
Supplemental pay								
2004	.39	.37	.38	.36	2.3	2.1	2.1	2.0
2005	.39	.38	.39	.47	2.1	2.1	2.1	2.5
2006	.51	.49	.50	.54	2.7	2.6	2.6	2.8
2007	.53	.53	.54	.54	2.7	2.7	2.7	2.7
2008	.52	.57	.57	.55	2.6	2.8	2.8	2.7
2009	.50	.51	.51	.56	2.5	2.6	2.6	2.7
2010	.51	.49	.49	.45	2.5	2.3	2.3	2.2
2011	.48	.51	.51	.45	2.3	2.4	2.4	2.1
2012	.47	.47	.46	.48	2.2	2.2	2.1	2.2
2013	.50	.49	.50	.49	2.3	2.3	2.3	2.2
2014	.51	.52	.53	.57	2.3	2.3	2.3	2.5
2015	.54	.55	.57	.57	2.3	2.4	2.4	2.4
2016	.60	.62	.63	.62	2.5	2.6	2.6	2.6
2017	.63	.64	.63	.63	2.6	2.7	2.6	2.6
2018	.66	.68	.68	.61	2.7	2.7	2.7	2.5
2019	.62	–	–	–	2.4	–	–	–
Insurance								
2004	.95	.98	.98	.98	5.5	5.5	5.4	5.5
2005	1.01	1.03	1.05	1.07	5.5	5.5	5.6	5.8
2006	1.10	1.11	1.13	1.14	5.8	5.8	5.8	5.9
2007	1.17	1.17	1.20	1.19	6.0	6.0	6.0	6.0
2008	1.24	1.23	1.25	1.26	6.2	6.1	6.1	6.2
2009	1.30	1.30	1.31	1.33	6.5	6.5	6.5	6.5
2010	1.38	1.39	1.40	1.36	6.7	6.7	6.7	6.6
2011	1.40	1.45	1.44	1.44	6.7	6.8	6.8	6.8
2012	1.44	1.45	1.41	1.40	6.7	6.7	6.5	6.6
2013	1.51	1.50	1.52	1.47	7.0	6.9	6.9	6.6
2014	1.55	1.54	1.55	1.51	7.0	6.9	6.8	6.6
2015	1.55	1.56	1.57	1.47	6.5	6.6	6.6	6.3
2016	1.54	1.55	1.53	1.53	6.5	6.5	6.3	6.4
2017	1.53	1.55	1.54	1.50	6.4	6.4	6.3	6.3
2018	1.52	1.55	1.54	1.50	6.2	6.3	6.1	6.1
2019	1.53	–	–	–	6.1	–	–	–
Retirement and savings								
2004	.36	.37	.39	.39	2.1	2.1	2.1	2.2
2005	.40	.42	.41	.41	2.2	2.2	2.2	2.2
2006	.42	.41	.41	.44	2.2	2.2	2.1	2.3
2007	.43	.42	.46	.47	2.2	2.2	2.3	2.3
2008	.47	.47	.47	.47	2.4	2.3	2.3	2.4
2009	.46	.46	.45	.48	2.3	2.3	2.2	2.3
2010	.49	.50	.51	.49	2.4	2.4	2.4	2.4
2011	.50	.51	.52	.52	2.4	2.4	2.4	2.4
2012	.53	.50	.50	.50	2.5	2.3	2.3	2.4
2013	.51	.52	.53	.52	2.4	2.4	2.4	2.3
2014	.52	.52	.52	.53	2.4	2.3	2.3	2.3
2015	.56	.56	.56	.58	2.3	2.4	2.4	2.5
2016	.58	.57	.61	.60	2.4	2.4	2.5	2.5
2017	.60	.63	.62	.59	2.5	2.6	2.5	2.5
2018	.58	.64	.66	.61	2.4	2.6	2.6	2.5
2019	.63	–	–	–	2.5	–	–	–
Legally required benefits								
2004	1.49	1.56	1.59	1.58	8.7	8.8	8.7	8.8
2005	1.59	1.62	1.63	1.62	8.7	8.7	8.7	8.7
2006	1.62	1.62	1.63	1.64	8.6	8.6	8.4	8.4
2007	1.64	1.65	1.67	1.67	8.4	8.4	8.3	8.3
2008	1.67	1.68	1.69	1.69	8.3	8.3	8.3	8.4
2009	1.68	1.68	1.68	1.71	8.4	8.4	8.4	8.3
2010	1.73	1.75	1.76	1.72	8.4	8.4	8.4	8.4
2011	1.75	1.78	1.78	1.79	8.4	8.4	8.4	8.4

See footnotes at end of table.

Table 15. Private industry workers, by occupational group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Sales and related occupations

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Legally required benefits								
2012	1.81	1.81	1.83	1.79	8.4	8.5	8.5	8.4
2013	1.80	1.81	1.82	1.82	8.3	8.3	8.3	8.2
2014	1.82	1.82	1.85	1.84	8.2	8.2	8.1	8.0
2015	1.87	1.87	1.87	1.85	7.8	7.9	7.9	7.9
2016	1.84	1.84	1.85	1.84	7.7	7.7	7.7	7.7
2017	1.87	1.88	1.88	1.84	7.8	7.7	7.7	7.7
2018	1.87	1.88	1.91	1.90	7.7	7.7	7.6	7.7
2019	1.93	–	–	–	7.7	–	–	–
Other benefits[1]								
2004	([2])	([2])	([2])	([2])	([3])	([3])	([3])	([3])
2005	([2])	([2])	([2])	([2])	([3])	([3])	([3])	([3])

[1] Includes severance pay and supplemental unemployment benefits. Publication of other benefits was discontinued beginning in June 2006.
[2] Cost per hour worked is $0.01 or less.
[3] Less than .05 percent.

Note: The sum of individual items may not equal totals due to rounding. Dashes indicate data are not available.

Table 15. Private industry workers, by occupational group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Office and administrative support occupations

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Total compensation								
2004	$19.20	$19.43	$19.61	$19.74	100.0	100.0	100.0	100.0
2005	19.99	20.11	20.24	20.31	100.0	100.0	100.0	100.0
2006	20.58	20.78	20.92	20.96	100.0	100.0	100.0	100.0
2007	21.20	21.32	21.44	21.59	100.0	100.0	100.0	100.0
2008	21.85	21.96	22.13	22.14	100.0	100.0	100.0	100.0
2009	22.34	22.40	22.43	22.33	100.0	100.0	100.0	100.0
2010	22.55	22.56	22.72	22.49	100.0	100.0	100.0	100.0
2011	22.78	22.86	23.01	23.15	100.0	100.0	100.0	100.0
2012	23.37	23.45	23.49	23.41	100.0	100.0	100.0	100.0
2013	23.69	23.76	23.80	23.51	100.0	100.0	100.0	100.0
2014	23.71	23.94	24.03	23.98	100.0	100.0	100.0	100.0
2015	24.16	24.16	24.33	23.84	100.0	100.0	100.0	100.0
2016	24.19	24.30	24.47	24.69	100.0	100.0	100.0	100.0
2017	24.90	25.07	25.23	25.65	100.0	100.0	100.0	100.0
2018	26.02	26.12	26.40	26.63	100.0	100.0	100.0	100.0
2019	26.86	–	–	–	100.0	–	–	–
Wages and salaries								
2004	13.63	13.75	13.86	13.92	71.0	70.8	70.7	70.5
2005	14.05	14.15	14.22	14.30	70.3	70.4	70.3	70.4
2006	14.47	14.58	14.68	14.66	70.3	70.2	70.2	69.9
2007	14.85	14.94	15.03	15.12	70.0	70.1	70.1	70.0
2008	15.29	15.37	15.50	15.50	70.0	70.0	70.1	70.0
2009	15.62	15.67	15.69	15.65	69.9	70.0	69.9	70.1
2010	15.73	15.75	15.86	15.72	69.7	69.8	69.8	69.9
2011	15.87	15.90	16.00	16.06	69.7	69.5	69.6	69.4
2012	16.19	16.24	16.28	16.24	69.3	69.3	69.3	69.4
2013	16.40	16.47	16.49	16.27	69.2	69.3	69.3	69.2
2014	16.37	16.47	16.54	16.52	69.0	68.8	68.8	68.9
2015	16.61	16.68	16.79	16.54	68.8	69.0	69.0	69.4
2016	16.78	16.89	16.99	17.12	69.4	69.5	69.4	69.4
2017	17.28	17.38	17.50	17.77	69.4	69.3	69.4	69.3
2018	18.03	18.13	18.33	18.36	69.3	69.4	69.5	69.0
2019	18.55	–	–	–	69.1	–	–	–
Total benefits								
2004	5.58	5.67	5.75	5.81	29.0	29.2	29.3	29.5
2005	5.95	5.96	6.02	6.01	29.7	29.6	29.7	29.6
2006	6.11	6.20	6.23	6.30	29.7	29.8	29.8	30.1
2007	6.35	6.39	6.41	6.48	30.0	29.9	29.9	30.0
2008	6.57	6.59	6.63	6.64	30.0	30.0	29.9	30.0
2009	6.72	6.72	6.74	6.67	30.1	30.0	30.1	29.9
2010	6.82	6.80	6.85	6.78	30.3	30.2	30.2	30.1
2011	6.91	6.96	7.01	7.09	30.3	30.5	30.4	30.6
2012	7.18	7.20	7.21	7.17	30.7	30.7	30.7	30.6
2013	7.29	7.30	7.30	7.24	30.8	30.7	30.7	30.8
2014	7.34	7.47	7.49	7.46	31.0	31.2	31.2	31.1
2015	7.54	7.48	7.54	7.30	31.2	31.0	31.0	30.6
2016	7.41	7.41	7.48	7.57	30.6	30.5	30.6	30.6
2017	7.62	7.68	7.72	7.88	30.6	30.7	30.6	30.7
2018	8.00	8.00	8.06	8.27	30.7	30.6	30.5	31.0
2019	8.31	–	–	–	30.9	–	–	–
Paid leave								
2004	1.29	1.31	1.33	1.34	6.7	6.8	6.8	6.8
2005	1.37	1.37	1.38	1.40	6.8	6.8	6.8	6.9
2006	1.47	1.48	1.49	1.48	7.1	7.1	7.1	7.1
2007	1.49	1.50	1.50	1.51	7.0	7.0	7.0	7.0
2008	1.53	1.52	1.54	1.54	7.0	6.9	6.9	7.0
2009	1.55	1.55	1.55	1.53	6.9	6.9	6.9	6.9
2010	1.55	1.53	1.54	1.52	6.9	6.8	6.8	6.8
2011	1.54	1.53	1.55	1.57	6.8	6.7	6.7	6.8
2012	1.58	1.58	1.58	1.56	6.8	6.8	6.7	6.7
2013	1.59	1.59	1.59	1.57	6.7	6.7	6.7	6.7
2014	1.59	1.59	1.60	1.62	6.7	6.7	6.7	6.7
2015	1.63	1.63	1.65	1.62	6.8	6.7	6.8	6.8
2016	1.65	1.65	1.66	1.68	6.8	6.8	6.8	6.8

See footnotes at end of table.

Table 15. Private industry workers, by occupational group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Office and administrative support occupations

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Paid leave								
2017	1.71	1.72	1.73	1.78	6.8	6.8	6.8	6.9
2018	1.81	1.80	1.83	1.87	7.0	6.9	6.9	7.0
2019	1.88	–	–	–	7.0	–	–	–
Supplemental pay								
2004	.40	.40	.41	.42	2.1	2.1	2.1	2.1
2005	.43	.44	.43	.42	2.2	2.2	2.1	2.1
2006	.44	.45	.46	.47	2.1	2.2	2.2	2.3
2007	.49	.50	.49	.50	2.3	2.3	2.3	2.3
2008	.51	.53	.51	.50	2.3	2.4	2.3	2.3
2009	.48	.48	.48	.47	2.1	2.2	2.1	2.1
2010	.46	.45	.45	.44	2.1	2.0	2.0	2.0
2011	.47	.47	.48	.49	2.1	2.1	2.1	2.1
2012	.50	.50	.49	.51	2.1	2.1	2.1	2.2
2013	.51	.52	.51	.54	2.1	2.2	2.1	2.3
2014	.55	.56	.57	.59	2.3	2.4	2.4	2.4
2015	.59	.58	.58	.58	2.4	2.4	2.4	2.5
2016	.60	.60	.61	.61	2.5	2.5	2.5	2.5
2017	.62	.64	.64	.69	2.5	2.5	2.5	2.7
2018	.71	.70	.70	.74	2.7	2.7	2.7	2.8
2019	.73	–	–	–	2.7	–	–	–
Insurance								
2004	1.72	1.77	1.80	1.81	9.0	9.1	9.2	9.2
2005	1.87	1.87	1.90	1.89	9.4	9.3	9.4	9.3
2006	1.91	1.95	1.95	1.99	9.3	9.4	9.3	9.5
2007	2.04	2.05	2.05	2.07	9.6	9.6	9.6	9.6
2008	2.12	2.13	2.14	2.16	9.7	9.7	9.7	9.8
2009	2.25	2.25	2.28	2.27	10.1	10.1	10.2	10.2
2010	2.36	2.35	2.37	2.35	10.5	10.4	10.4	10.4
2011	2.38	2.42	2.43	2.50	10.5	10.6	10.6	10.8
2012	2.53	2.54	2.53	2.49	10.8	10.8	10.8	10.6
2013	2.55	2.54	2.55	2.54	10.8	10.7	10.7	10.8
2014	2.59	2.59	2.60	2.57	10.9	10.8	10.8	10.7
2015	2.61	2.62	2.64	2.49	10.8	10.8	10.8	10.4
2016	2.54	2.53	2.55	2.60	10.5	10.4	10.4	10.5
2017	2.60	2.62	2.63	2.66	10.5	10.4	10.4	10.4
2018	2.70	2.66	2.68	2.78	10.4	10.2	10.1	10.4
2019	2.81	–	–	–	10.5	–	–	–
Retirement and savings								
2004	.61	.61	.62	.64	3.2	3.2	3.1	3.2
2005	.65	.64	.65	.65	3.2	3.2	3.2	3.2
2006	.67	.68	.68	.69	3.2	3.3	3.3	3.3
2007	.65	.65	.67	.70	3.1	3.1	3.1	3.2
2008	.70	.70	.72	.71	3.2	3.2	3.2	3.2
2009	.70	.70	.70	.67	3.1	3.1	3.1	3.0
2010	.71	.71	.72	.71	3.1	3.2	3.2	3.2
2011	.73	.73	.73	.71	3.2	3.2	3.2	3.1
2012	.74	.74	.75	.75	3.2	3.1	3.2	3.2
2013	.77	.77	.77	.73	3.2	3.3	3.3	3.1
2014	.74	.84	.84	.81	3.1	3.5	3.5	3.4
2015	.82	.77	.78	.75	3.4	3.2	3.2	3.1
2016	.75	.75	.78	.79	3.1	3.1	3.2	3.2
2017	.79	.81	.81	.80	3.2	3.2	3.2	3.1
2018	.81	.87	.87	.90	3.1	3.3	3.3	3.4
2019	.91	–	–	–	3.4	–	–	–
Legally required benefits								
2004	1.52	1.54	1.56	1.57	7.9	7.9	7.9	7.9
2005	1.59	1.61	1.62	1.63	8.0	8.0	8.0	8.0
2006	1.64	1.65	1.66	1.67	7.9	7.9	7.9	8.0
2007	1.68	1.69	1.69	1.70	7.9	7.9	7.9	7.9
2008	1.71	1.71	1.72	1.72	7.8	7.8	7.8	7.8
2009	1.73	1.73	1.73	1.72	7.7	7.7	7.7	7.7
2010	1.75	1.76	1.77	1.76	7.7	7.8	7.8	7.8
2011	1.79	1.80	1.81	1.81	7.8	7.9	7.9	7.8

See footnotes at end of table.

Table 15. Private industry workers, by occupational group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Office and administrative support occupations

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Legally required benefits								
2012	1.84	1.85	1.86	1.87	7.9	7.9	7.9	8.0
2013	1.88	1.88	1.88	1.87	7.9	7.9	7.9	7.9
2014	1.87	1.88	1.88	1.88	7.9	7.8	7.8	7.8
2015	1.89	1.89	1.90	1.86	7.8	7.8	7.8	7.8
2016	1.88	1.88	1.88	1.89	7.8	7.7	7.7	7.7
2017	1.90	1.90	1.91	1.94	7.6	7.6	7.6	7.6
2018	1.97	1.96	1.98	1.98	7.6	7.5	7.5	7.4
2019	1.98	–	–	–	7.4	–	–	–
Other benefits[1]								
2004	.03	.03	.03	.03	.2	.2	.2	.2
2005	.03	.03	.03	.02	.2	.2	.2	.1

[1] Includes severance pay and supplemental unemployment benefits. Publication of other benefits was discontinued beginning in June 2006.

Note: The sum of individual items may not equal totals due to rounding. Dashes indicate data are not available.

Table 15. Private industry workers, by occupational group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Construction, extraction, farming, fishing and forestry occupations[1]

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Total compensation								
2006	–	–	–	28.73	–	–	–	100.0
2007	28.82	29.30	29.57	29.84	100.0	100.0	100.0	100.0
2008	30.31	30.56	30.86	31.16	100.0	100.0	100.0	100.0
2009	31.27	31.45	31.55	30.81	100.0	100.0	100.0	100.0
2010	31.03	31.27	31.44	30.97	100.0	100.0	100.0	100.0
2011	31.12	31.36	31.62	31.61	100.0	100.0	100.0	100.0
2012	31.74	31.88	31.98	32.61	100.0	100.0	100.0	100.0
2013	33.20	32.97	32.97	33.12	100.0	100.0	100.0	100.0
2014	33.19	33.59	33.71	34.82	100.0	100.0	100.0	100.0
2015	34.46	34.91	35.37	34.89	100.0	100.0	100.0	100.0
2016	35.08	35.34	36.16	36.13	100.0	100.0	100.0	100.0
2017	36.82	37.37	37.60	36.30	100.0	100.0	100.0	100.0
2018	36.57	36.50	36.92	36.22	100.0	100.0	100.0	100.0
2019	36.57	–	–	–	100.0	–	–	–
Wages and salaries								
2006	–	–	–	19.54	–	–	–	68.0
2007	19.68	19.94	20.14	20.33	68.3	68.1	68.1	68.1
2008	20.67	20.83	21.02	21.15	68.2	68.1	68.1	67.9
2009	21.17	21.24	21.32	20.87	67.7	67.5	67.6	67.7
2010	20.88	21.04	21.14	20.97	67.3	67.3	67.2	67.7
2011	21.10	21.21	21.38	21.28	67.8	67.7	67.6	67.3
2012	21.37	21.43	21.53	21.98	67.3	67.2	67.3	67.4
2013	22.23	22.01	22.09	22.10	67.0	66.7	67.0	66.7
2014	22.12	22.41	22.53	23.10	66.6	66.7	66.8	66.4
2015	22.96	23.18	23.50	23.55	66.6	66.4	66.4	67.5
2016	23.75	23.95	24.27	24.33	67.7	67.8	67.1	67.3
2017	24.73	25.04	25.19	24.34	67.2	67.0	67.0	67.1
2018	24.52	24.56	24.80	24.30	67.0	67.3	67.2	67.1
2019	24.52	–	–	–	67.0	–	–	–
Total benefits								
2006	–	–	–	9.19	–	–	–	32.0
2007	9.13	9.35	9.42	9.51	31.7	31.9	31.9	31.9
2008	9.64	9.74	9.84	10.01	31.8	31.9	31.9	32.1
2009	10.10	10.21	10.23	9.94	32.3	32.5	32.4	32.3
2010	10.15	10.24	10.30	10.00	32.7	32.7	32.8	32.3
2011	10.02	10.14	10.24	10.32	32.2	32.3	32.4	32.7
2012	10.37	10.45	10.45	10.63	32.7	32.8	32.7	32.6
2013	10.97	10.96	10.89	11.01	33.0	33.3	33.0	33.3
2014	11.07	11.18	11.18	11.72	33.4	33.3	33.2	33.6
2015	11.50	11.73	11.88	11.34	33.4	33.6	33.6	32.5
2016	11.33	11.39	11.89	11.81	32.3	32.2	32.9	32.7
2017	12.09	12.34	12.41	11.96	32.8	33.0	33.0	32.9
2018	12.05	11.94	12.13	11.93	33.0	32.7	32.8	32.9
2019	12.05	–	–	–	33.0	–	–	–
Paid leave								
2006	–	–	–	1.02	–	–	–	3.5
2007	1.02	1.03	1.03	1.05	3.5	3.5	3.5	3.5
2008	1.07	1.08	1.08	1.08	3.5	3.5	3.5	3.5
2009	1.10	1.09	1.10	1.09	3.5	3.5	3.5	3.5
2010	1.11	1.10	1.10	1.11	3.6	3.5	3.5	3.6
2011	1.12	1.10	1.11	1.20	3.6	3.5	3.5	3.8
2012	1.23	1.21	1.21	1.28	3.9	3.8	3.8	3.9
2013	1.32	1.30	1.31	1.29	4.0	3.9	4.0	3.9
2014	1.29	1.29	1.29	1.33	3.9	3.8	3.8	3.8
2015	1.34	1.30	1.34	1.31	3.9	3.7	3.8	3.7
2016	1.30	1.30	1.36	1.37	3.7	3.7	3.8	3.8
2017	1.41	1.44	1.44	1.33	3.8	3.9	3.8	3.7
2018	1.34	1.34	1.37	1.36	3.7	3.7	3.7	3.7
2019	1.38	–	–	–	3.8	–	–	–
Supplemental pay								
2006	–	–	–	.92	–	–	–	3.2
2007	.94	.98	.98	1.01	3.3	3.3	3.3	3.4

See footnotes at end of table.

Table 15. Private industry workers, by occupational group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Construction, extraction, farming, fishing and forestry occupations[1]

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Supplemental pay								
2008	1.05	1.05	1.08	1.05	3.4	3.4	3.5	3.4
2009	1.06	1.07	1.07	1.08	3.4	3.4	3.4	3.5
2010	1.08	1.06	1.06	1.01	3.5	3.4	3.4	3.3
2011	.96	.98	.99	.98	3.1	3.1	3.1	3.1
2012	1.00	1.01	1.00	.96	3.2	3.2	3.1	2.9
2013	.96	.94	.95	.96	2.9	2.8	2.9	2.9
2014	.96	.97	.97	.95	2.9	2.9	2.9	2.7
2015	.94	.95	.96	.95	2.7	2.7	2.7	2.7
2016	.96	.99	1.02	1.03	2.7	2.8	2.8	2.9
2017	1.02	1.00	1.04	1.10	2.8	2.7	2.8	3.0
2018	1.12	1.11	1.12	1.23	3.1	3.0	3.0	3.4
2019	1.25	–	–	–	3.4	–	–	–
Insurance								
2006	–	–	–	2.26	–	–	–	7.9
2007	2.28	2.35	2.38	2.40	7.9	8.0	8.0	8.0
2008	2.42	2.44	2.47	2.50	8.0	8.0	8.0	8.0
2009	2.54	2.58	2.59	2.43	8.1	8.2	8.2	7.9
2010	2.53	2.52	2.55	2.44	8.2	8.1	8.1	7.9
2011	2.46	2.51	2.57	2.58	7.9	8.0	8.1	8.2
2012	2.56	2.57	2.59	2.74	8.1	8.1	8.1	8.4
2013	2.85	2.85	2.84	2.84	8.6	8.6	8.6	8.6
2014	2.87	2.91	2.93	3.11	8.7	8.7	8.7	8.9
2015	3.05	3.14	3.21	2.92	8.9	9.0	9.1	8.4
2016	2.94	2.92	3.11	3.06	8.4	8.3	8.6	8.5
2017	3.16	3.23	3.25	3.12	8.6	8.6	8.6	8.6
2018	3.16	3.14	3.19	3.04	8.7	8.6	8.6	8.4
2019	3.12	–	–	–	8.5	–	–	–
Retirement and savings								
2006	–	–	–	1.61	–	–	–	5.6
2007	1.53	1.60	1.64	1.66	5.3	5.5	5.6	5.6
2008	1.67	1.69	1.73	1.82	5.5	5.5	5.6	5.8
2009	1.82	1.89	1.90	1.83	5.8	6.0	6.0	5.9
2010	1.86	1.95	1.96	1.89	6.0	6.2	6.2	6.1
2011	1.92	1.96	1.98	2.08	6.2	6.3	6.3	6.6
2012	2.04	2.11	2.09	2.17	6.4	6.6	6.5	6.7
2013	2.32	2.35	2.25	2.30	7.0	7.1	6.8	6.9
2014	2.31	2.34	2.30	2.51	7.0	7.0	6.8	7.2
2015	2.39	2.53	2.53	2.27	6.9	7.2	7.2	6.5
2016	2.25	2.28	2.44	2.39	6.4	6.5	6.8	6.6
2017	2.50	2.61	2.61	2.48	6.8	7.0	6.9	6.8
2018	2.49	2.41	2.51	2.41	6.8	6.6	6.8	6.6
2019	2.45	–	–	–	6.7	–	–	–
Legally required benefits								
2006	–	–	–	3.38	–	–	–	11.8
2007	3.36	3.39	3.39	3.40	11.7	11.6	11.5	11.4
2008	3.44	3.48	3.49	3.57	11.4	11.4	11.3	11.5
2009	3.59	3.58	3.57	3.52	11.5	11.4	11.3	11.4
2010	3.57	3.60	3.62	3.55	11.5	11.5	11.5	11.5
2011	3.55	3.59	3.59	3.49	11.4	11.4	11.4	11.0
2012	3.53	3.55	3.57	3.48	11.1	11.1	11.2	10.7
2013	3.52	3.52	3.54	3.63	10.6	10.7	10.7	10.9
2014	3.63	3.67	3.69	3.82	10.9	10.9	10.9	11.0
2015	3.78	3.82	3.84	3.88	11.0	10.9	10.8	11.1
2016	3.89	3.90	3.96	3.96	11.1	11.0	10.9	11.0
2017	4.00	4.06	4.08	3.94	10.9	10.9	10.8	10.8
2018	3.94	3.94	3.93	3.89	10.8	10.8	10.7	10.7
2019	3.87	–	–	–	10.6	–	–	–

[1] 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. Dashes indicate data are not available.

Table 15. Private industry workers, by occupational group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Construction and extraction[1]

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Total compensation								
2004	$27.04	$26.91	$27.06	$27.35	100.0	100.0	100.0	100.0
2005	27.59	27.89	28.12	28.48	100.0	100.0	100.0	100.0
2006	28.80	29.31	29.58	–	100.0	100.0	100.0	–
Wages and salaries								
2004	18.59	18.41	18.49	18.61	68.7	68.4	68.3	68.0
2005	18.75	18.88	19.05	19.28	68.0	67.7	67.7	67.7
2006	19.46	19.79	19.99	–	67.6	67.5	67.6	–
Total benefits								
2004	8.45	8.50	8.57	8.74	31.3	31.6	31.7	32.0
2005	8.84	9.01	9.07	9.20	32.0	32.3	32.3	32.3
2006	9.33	9.52	9.60	–	32.4	32.5	32.4	–
Paid leave								
2004	.97	.90	.89	.91	3.6	3.3	3.3	3.3
2005	.91	.92	.93	.97	3.3	3.3	3.3	3.4
2006	1.03	1.04	1.05	–	3.6	3.5	3.5	–
Supplemental pay								
2004	.80	.83	.84	.85	2.9	3.1	3.1	3.1
2005	.86	.87	.88	.90	3.1	3.1	3.1	3.1
2006	.91	.92	.94	–	3.2	3.1	3.2	–
Insurance								
2004	1.91	1.93	1.95	2.03	7.1	7.2	7.2	7.4
2005	2.06	2.14	2.17	2.28	7.5	7.7	7.7	8.0
2006	2.33	2.38	2.40	–	8.1	8.1	8.1	–
Retirement and savings								
2004	1.46	1.52	1.54	1.59	5.4	5.6	5.7	5.8
2005	1.61	1.64	1.65	1.64	5.8	5.9	5.9	5.7
2006	1.67	1.74	1.76	–	5.8	5.9	5.9	–
Legally required benefits								
2004	3.29	3.31	3.32	3.34	12.2	12.3	12.3	12.2
2005	3.38	3.42	3.41	3.39	12.2	12.3	12.1	11.9
2006	3.39	3.43	3.44	–	11.8	11.7	11.6	–
Other benefits[2]								
2004	.02	.02	.02	.02	.1	.1	.1	.1
2005	.02	.03	.03	.03	.1	.1	.1	.1

[1] Publication of this series was discontinued beginning with December 2006.
[2] Includes severance pay and supplemental unemployment benefits. Publication of other benefits was discontinued beginning in June 2006.

Note: The sum of individual items may not equal totals due to rounding. Dashes indicate data are not available.

Table 15. Private industry workers, by occupational group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Installation, maintenance, and repair occupations

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Total compensation								
2004	$26.43	$26.54	$26.69	$26.78	100.0	100.0	100.0	100.0
2005	27.15	27.48	27.60	27.18	100.0	100.0	100.0	100.0
2006	27.55	27.90	28.17	29.04	100.0	100.0	100.0	100.0
2007	29.13	29.43	29.59	29.73	100.0	100.0	100.0	100.0
2008	29.92	29.96	30.27	30.45	100.0	100.0	100.0	100.0
2009	30.65	30.59	30.77	30.73	100.0	100.0	100.0	100.0
2010	31.17	31.10	31.13	30.48	100.0	100.0	100.0	100.0
2011	30.74	31.07	31.25	30.85	100.0	100.0	100.0	100.0
2012	31.22	31.61	31.77	31.46	100.0	100.0	100.0	100.0
2013	31.79	31.81	32.04	32.21	100.0	100.0	100.0	100.0
2014	32.83	33.33	33.60	33.60	100.0	100.0	100.0	100.0
2015	33.71	33.39	33.57	33.08	100.0	100.0	100.0	100.0
2016	33.32	33.26	32.88	33.59	100.0	100.0	100.0	100.0
2017	33.69	34.09	34.37	33.56	100.0	100.0	100.0	100.0
2018	33.80	34.31	34.54	34.43	100.0	100.0	100.0	100.0
2019	34.68	–	–	–	100.0	–	–	–
Wages and salaries								
2004	18.33	18.17	18.31	18.33	69.3	68.5	68.6	68.4
2005	18.44	18.69	18.81	18.70	67.9	68.0	68.1	68.8
2006	18.85	19.02	19.22	19.74	68.4	68.2	68.2	68.0
2007	19.91	20.08	20.25	20.36	68.4	68.2	68.5	68.5
2008	20.50	20.66	20.86	20.98	68.5	69.0	68.9	68.9
2009	21.09	21.11	21.23	21.24	68.8	69.0	69.0	69.1
2010	21.42	21.34	21.33	21.10	68.7	68.6	68.5	69.2
2011	21.17	21.33	21.49	21.23	68.9	68.7	68.8	68.8
2012	21.30	21.53	21.60	21.45	68.2	68.1	68.0	68.2
2013	21.65	21.68	21.88	22.01	68.1	68.2	68.3	68.4
2014	22.35	22.41	22.59	22.48	68.1	67.2	67.2	66.9
2015	22.54	22.70	22.81	22.44	66.9	68.0	67.9	67.8
2016	22.58	22.64	22.50	22.88	67.8	68.1	68.4	68.1
2017	22.98	23.27	23.47	23.09	68.2	68.3	68.3	68.8
2018	23.22	23.40	23.56	23.60	68.7	68.2	68.2	68.5
2019	23.73	–	–	–	68.4	–	–	–
Total benefits								
2004	8.10	8.36	8.38	8.45	30.7	31.5	31.4	31.6
2005	8.71	8.79	8.79	8.49	32.1	32.0	31.9	31.2
2006	8.70	8.88	8.95	9.29	31.6	31.8	31.8	32.0
2007	9.22	9.34	9.33	9.37	31.6	31.8	31.5	31.5
2008	9.42	9.30	9.41	9.47	31.5	31.0	31.1	31.1
2009	9.56	9.48	9.54	9.49	31.2	31.0	31.0	30.9
2010	9.75	9.77	9.80	9.38	31.3	31.4	31.5	30.8
2011	9.57	9.73	9.76	9.63	31.1	31.3	31.2	31.2
2012	9.91	10.09	10.16	10.01	31.8	31.9	32.0	31.8
2013	10.14	10.13	10.16	10.19	31.9	31.8	31.7	31.6
2014	10.48	10.92	11.01	11.12	31.9	32.8	32.8	33.1
2015	11.17	10.68	10.76	10.64	33.1	32.0	32.1	32.2
2016	10.74	10.61	10.39	10.71	32.2	31.9	31.6	31.9
2017	10.72	10.82	10.89	10.47	31.8	31.7	31.7	31.2
2018	10.58	10.92	10.99	10.83	31.3	31.8	31.8	31.5
2019	10.96	–	–	–	31.6	–	–	–
Paid leave								
2004	1.75	1.78	1.78	1.80	6.6	6.7	6.7	6.7
2005	1.82	1.83	1.83	1.77	6.7	6.7	6.6	6.5
2006	1.81	1.84	1.85	1.94	6.6	6.6	6.6	6.7
2007	1.96	1.99	1.97	1.96	6.7	6.7	6.6	6.6
2008	1.96	1.95	1.98	1.96	6.6	6.5	6.5	6.5
2009	2.00	2.00	2.00	2.02	6.5	6.5	6.5	6.6
2010	2.06	2.03	2.04	1.99	6.6	6.5	6.5	6.5
2011	2.01	2.01	2.02	2.01	6.5	6.5	6.5	6.5
2012	2.01	2.03	2.04	2.08	6.4	6.4	6.4	6.6
2013	2.09	2.09	2.11	2.13	6.6	6.6	6.6	6.6
2014	2.19	2.19	2.20	2.17	6.7	6.6	6.5	6.5
2015	2.18	2.16	2.18	2.10	6.5	6.5	6.5	6.3
2016	2.12	2.11	2.05	2.15	6.4	6.3	6.2	6.4

See footnotes at end of table.

Table 15. Private industry workers, by occupational group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Installation, maintenance, and repair occupations

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Paid leave								
2017	2.14	2.16	2.18	2.13	6.4	6.3	6.3	6.3
2018	2.14	2.15	2.16	2.20	6.3	6.3	6.3	6.4
2019	2.22	–	–	–	6.4	–	–	–
Supplemental pay								
2004	.89	.90	.90	.92	3.4	3.4	3.4	3.4
2005	.93	.95	.96	.91	3.4	3.4	3.5	3.3
2006	.85	.87	.89	.92	3.1	3.1	3.2	3.2
2007	.95	.98	.97	.97	3.3	3.3	3.3	3.3
2008	1.00	.99	1.00	1.00	3.3	3.3	3.3	3.3
2009	.96	.95	.96	.91	3.1	3.1	3.1	3.0
2010	.92	.89	.88	.83	2.9	2.8	2.8	2.7
2011	.87	.88	.89	.87	2.8	2.8	2.8	2.8
2012	.88	.89	.92	.92	2.8	2.8	2.9	2.9
2013	.92	.89	.90	.99	2.9	2.8	2.8	3.1
2014	1.03	1.03	1.04	1.09	3.1	3.1	3.1	3.2
2015	1.09	1.07	1.08	1.11	3.2	3.2	3.2	3.4
2016	1.13	1.10	1.11	1.11	3.4	3.3	3.4	3.3
2017	1.09	1.09	1.11	1.10	3.2	3.2	3.2	3.3
2018	1.13	1.15	1.16	1.18	3.3	3.3	3.4	3.4
2019	1.18	–	–	–	3.4	–	–	–
Insurance								
2004	2.04	2.13	2.15	2.17	7.7	8.0	8.1	8.1
2005	2.29	2.29	2.29	2.19	8.4	8.3	8.3	8.1
2006	2.26	2.31	2.32	2.41	8.2	8.3	8.2	8.3
2007	2.45	2.48	2.49	2.49	8.4	8.4	8.4	8.4
2008	2.51	2.51	2.53	2.60	8.4	8.4	8.4	8.5
2009	2.66	2.68	2.71	2.71	8.7	8.8	8.8	8.8
2010	2.80	2.82	2.82	2.72	9.0	9.1	9.1	8.9
2011	2.81	2.82	2.83	2.82	9.1	9.1	9.0	9.1
2012	2.90	2.90	2.91	2.80	9.3	9.2	9.1	8.9
2013	2.84	2.83	2.84	2.89	8.9	8.9	8.9	9.0
2014	3.04	3.04	3.06	3.05	9.3	9.1	9.1	9.1
2015	3.07	3.05	3.07	3.09	9.1	9.1	9.2	9.3
2016	3.14	3.12	3.02	3.17	9.4	9.4	9.2	9.4
2017	3.17	3.16	3.16	3.02	9.4	9.3	9.2	9.0
2018	3.05	3.06	3.08	3.00	9.0	8.9	8.9	8.7
2019	3.05	–	–	–	8.8	–	–	–
Retirement and savings								
2004	.93	1.00	.97	.96	3.5	3.8	3.6	3.6
2005	1.02	1.03	1.02	.95	3.8	3.7	3.7	3.5
2006	1.12	1.18	1.18	1.30	4.1	4.2	4.2	4.5
2007	1.13	1.16	1.16	1.18	3.9	3.9	3.9	4.0
2008	1.20	1.09	1.13	1.16	4.0	3.7	3.7	3.8
2009	1.17	1.07	1.08	1.09	3.8	3.5	3.5	3.5
2010	1.19	1.23	1.27	1.12	3.8	3.9	4.1	3.7
2011	1.13	1.22	1.19	1.14	3.7	3.9	3.8	3.7
2012	1.31	1.40	1.42	1.36	4.2	4.4	4.5	4.3
2013	1.41	1.44	1.40	1.25	4.4	4.5	4.4	3.9
2014	1.27	1.70	1.73	1.87	3.9	5.1	5.1	5.6
2015	1.90	1.45	1.47	1.43	5.6	4.3	4.4	4.3
2016	1.43	1.38	1.32	1.38	4.3	4.2	4.0	4.1
2017	1.39	1.43	1.47	1.28	4.1	4.2	4.3	3.8
2018	1.28	1.58	1.58	1.44	3.8	4.6	4.6	4.2
2019	1.49	–	–	–	4.3	–	–	–
Legally required benefits								
2004	2.46	2.51	2.53	2.56	9.3	9.5	9.5	9.6
2005	2.60	2.64	2.64	2.63	9.6	9.6	9.6	9.7
2006	2.67	2.68	2.70	2.72	9.7	9.6	9.6	9.4
2007	2.74	2.74	2.75	2.75	9.4	9.3	9.3	9.3
2008	2.75	2.76	2.77	2.75	9.2	9.2	9.1	9.0
2009	2.77	2.78	2.78	2.76	9.0	9.1	9.0	9.0
2010	2.80	2.80	2.79	2.72	9.0	9.0	9.0	8.9
2011	2.76	2.81	2.84	2.78	9.0	9.0	9.1	9.0

See footnotes at end of table.

Table 15. Private industry workers, by occupational group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Installation, maintenance, and repair occupations

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Legally required benefits								
2012	2.81	2.86	2.88	2.85	9.0	9.0	9.1	9.1
2013	2.88	2.88	2.90	2.93	9.1	9.1	9.1	9.1
2014	2.96	2.97	2.99	2.93	9.0	8.9	8.9	8.7
2015	2.93	2.95	2.95	2.91	8.7	8.8	8.8	8.8
2016	2.91	2.90	2.89	2.90	8.7	8.7	8.8	8.6
2017	2.92	2.96	2.98	2.95	8.7	8.7	8.7	8.8
2018	2.98	2.98	2.99	3.01	8.8	8.7	8.7	8.8
2019	3.02	–	–	–	8.7	–	–	–
Other benefits[1]								
2004	.04	.04	.05	.05	.2	.2	.2	.2
2005	.05	.05	.05	.04	.2	.2	.2	.2

[1] Includes severance pay and supplemental unemployment benefits. Publication of other benefits was discontinued beginning in June 2006.

Note: The sum of individual items may not equal totals due to rounding. Dashes indicate data are not available.

Table 15. Private industry workers, by occupational group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Production occupations

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Total compensation								
2004	$21.14	$21.09	$21.47	$21.68	100.0	100.0	100.0	100.0
2005	21.80	21.79	21.99	22.35	100.0	100.0	100.0	100.0
2006	22.35	22.48	22.62	22.93	100.0	100.0	100.0	100.0
2007	22.92	23.06	23.16	23.24	100.0	100.0	100.0	100.0
2008	23.59	23.61	23.85	23.78	100.0	100.0	100.0	100.0
2009	23.93	24.00	24.08	23.97	100.0	100.0	100.0	100.0
2010	24.14	24.27	24.44	24.22	100.0	100.0	100.0	100.0
2011	24.47	24.76	24.81	24.58	100.0	100.0	100.0	100.0
2012	24.76	24.89	24.91	25.27	100.0	100.0	100.0	100.0
2013	25.51	25.54	25.66	26.11	100.0	100.0	100.0	100.0
2014	26.40	26.44	26.63	26.32	100.0	100.0	100.0	100.0
2015	26.56	26.55	26.70	26.15	100.0	100.0	100.0	100.0
2016	26.35	26.44	26.61	26.73	100.0	100.0	100.0	100.0
2017	26.91	26.98	27.27	26.94	100.0	100.0	100.0	100.0
2018	27.26	27.30	27.54	27.46	100.0	100.0	100.0	100.0
2019	27.85	–	–	–	100.0	–	–	–
Wages and salaries								
2004	13.79	13.77	13.98	14.03	65.3	65.3	65.1	64.7
2005	14.10	14.17	14.26	14.51	64.7	65.0	64.8	64.9
2006	14.64	14.71	14.80	15.02	65.5	65.4	65.4	65.5
2007	15.14	15.20	15.29	15.32	66.1	65.9	66.0	65.9
2008	15.56	15.63	15.80	15.81	66.0	66.2	66.2	66.5
2009	15.90	15.96	16.01	16.02	66.4	66.5	66.5	66.8
2010	16.03	16.10	16.18	16.07	66.4	66.3	66.2	66.4
2011	16.18	16.22	16.29	16.20	66.1	65.5	65.7	65.9
2012	16.40	16.45	16.49	16.69	66.2	66.1	66.2	66.0
2013	16.85	16.91	17.02	17.24	66.0	66.2	66.3	66.0
2014	17.39	17.46	17.57	17.44	65.9	66.0	66.0	66.3
2015	17.57	17.59	17.68	17.42	66.1	66.3	66.2	66.6
2016	17.54	17.63	17.78	17.87	66.6	66.7	66.8	66.8
2017	18.02	18.10	18.28	17.92	67.0	67.1	67.0	66.5
2018	18.14	18.22	18.39	18.24	66.6	66.7	66.8	66.4
2019	18.44	–	–	–	66.2	–	–	–
Total benefits								
2004	7.34	7.32	7.49	7.65	34.7	34.7	34.9	35.3
2005	7.70	7.62	7.74	7.84	35.3	35.0	35.2	35.1
2006	7.71	7.77	7.82	7.91	34.5	34.6	34.6	34.5
2007	7.78	7.86	7.87	7.92	33.9	34.1	34.0	34.1
2008	8.03	7.98	8.06	7.97	34.0	33.8	33.8	33.5
2009	8.03	8.04	8.07	7.95	33.6	33.5	33.5	33.2
2010	8.11	8.17	8.26	8.14	33.6	33.7	33.8	33.6
2011	8.29	8.54	8.52	8.39	33.9	34.5	34.3	34.1
2012	8.36	8.44	8.42	8.58	33.8	33.9	33.8	34.0
2013	8.66	8.63	8.65	8.87	34.0	33.8	33.7	34.0
2014	9.02	8.98	9.06	8.88	34.1	34.0	34.0	33.7
2015	9.00	8.96	9.02	8.73	33.9	33.7	33.8	33.4
2016	8.80	8.80	8.84	8.87	33.4	33.3	33.2	33.2
2017	8.89	8.88	8.99	9.02	33.0	32.9	33.0	33.5
2018	9.12	9.08	9.15	9.22	33.4	33.3	33.2	33.6
2019	9.41	–	–	–	33.8	–	–	–
Paid leave								
2004	1.35	1.32	1.34	1.34	6.4	6.2	6.2	6.2
2005	1.35	1.35	1.36	1.43	6.2	6.2	6.2	6.4
2006	1.47	1.48	1.48	1.51	6.6	6.6	6.5	6.6
2007	1.52	1.53	1.51	1.51	6.6	6.6	6.5	6.5
2008	1.51	1.50	1.52	1.53	6.4	6.3	6.4	6.4
2009	1.54	1.55	1.55	1.54	6.5	6.5	6.5	6.4
2010	1.55	1.56	1.56	1.55	6.4	6.4	6.4	6.4
2011	1.54	1.54	1.55	1.53	6.3	6.2	6.2	6.2
2012	1.55	1.55	1.55	1.58	6.3	6.2	6.2	6.2
2013	1.60	1.60	1.61	1.65	6.3	6.3	6.3	6.3
2014	1.67	1.67	1.68	1.65	6.3	6.3	6.3	6.3
2015	1.67	1.66	1.67	1.58	6.3	6.2	6.3	6.0
2016	1.60	1.60	1.60	1.60	6.1	6.0	6.0	6.0

See footnotes at end of table.

Table 15. Private industry workers, by occupational group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Production occupations

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Paid leave								
2017	1.62	1.63	1.64	1.61	6.0	6.0	6.0	6.0
2018	1.63	1.63	1.65	1.66	6.0	6.0	6.0	6.1
2019	1.70	–	–	–	6.1	–	–	–
Supplemental pay								
2004	.96	.94	.96	.97	4.6	4.4	4.5	4.5
2005	1.01	1.01	1.02	1.02	4.6	4.6	4.6	4.6
2006	.93	.93	.94	.94	4.2	4.1	4.2	4.1
2007	.94	.96	.96	.98	4.1	4.2	4.1	4.2
2008	1.03	1.03	1.06	1.01	4.4	4.4	4.4	4.2
2009	.96	.96	.97	.95	4.0	4.0	4.0	4.0
2010	.93	.93	.92	.92	3.8	3.8	3.8	3.8
2011	.99	1.02	1.01	1.04	4.1	4.1	4.1	4.2
2012	1.07	1.09	1.04	1.08	4.3	4.4	4.2	4.3
2013	1.08	1.06	1.07	1.11	4.2	4.2	4.2	4.3
2014	1.13	1.13	1.14	1.15	4.3	4.3	4.3	4.4
2015	1.13	1.12	1.13	1.12	4.2	4.2	4.2	4.3
2016	1.15	1.16	1.15	1.15	4.4	4.4	4.3	4.3
2017	1.13	1.12	1.13	1.24	4.2	4.1	4.1	4.6
2018	1.28	1.23	1.26	1.33	4.7	4.5	4.6	4.8
2019	1.37	–	–	–	4.9	–	–	–
Insurance								
2004	1.99	1.97	2.00	2.05	9.4	9.3	9.3	9.5
2005	2.14	2.16	2.18	2.26	9.8	9.9	9.9	10.1
2006	2.32	2.34	2.36	2.40	10.4	10.4	10.4	10.5
2007	2.43	2.47	2.49	2.50	10.6	10.7	10.7	10.7
2008	2.56	2.55	2.56	2.52	10.8	10.8	10.7	10.6
2009	2.61	2.61	2.63	2.59	10.9	10.9	10.9	10.8
2010	2.65	2.68	2.70	2.66	11.0	11.0	11.0	11.0
2011	2.69	2.71	2.73	2.64	11.0	10.9	11.0	10.7
2012	2.68	2.72	2.73	2.78	10.8	10.9	11.0	11.0
2013	2.82	2.80	2.80	2.87	11.0	11.0	10.9	11.0
2014	2.92	2.91	2.93	2.80	11.1	11.0	11.0	10.6
2015	2.89	2.88	2.90	2.78	10.9	10.9	10.9	10.6
2016	2.80	2.81	2.83	2.84	10.6	10.6	10.6	10.6
2017	2.85	2.84	2.86	2.88	10.6	10.5	10.5	10.7
2018	2.90	2.92	2.95	2.93	10.7	10.7	10.7	10.7
2019	3.01	–	–	–	10.8	–	–	–
Retirement and savings								
2004	.93	.95	1.01	1.09	4.4	4.5	4.7	5.0
2005	1.01	.90	.94	.91	4.6	4.1	4.3	4.1
2006	.85	.87	.87	.88	3.8	3.9	3.9	3.8
2007	.71	.72	.74	.75	3.1	3.1	3.2	3.2
2008	.75	.74	.74	.74	3.2	3.1	3.1	3.1
2009	.73	.72	.71	.68	3.0	3.0	2.9	2.8
2010	.75	.76	.80	.78	3.1	3.1	3.3	3.2
2011	.79	.97	.94	.91	3.2	3.9	3.8	3.7
2012	.75	.76	.76	.77	3.0	3.0	3.0	3.0
2013	.79	.79	.77	.82	3.1	3.1	3.0	3.1
2014	.87	.86	.88	.89	3.3	3.2	3.3	3.4
2015	.91	.90	.92	.90	3.4	3.4	3.4	3.4
2016	.89	.90	.89	.91	3.4	3.4	3.4	3.4
2017	.91	.91	.97	.91	3.4	3.4	3.6	3.4
2018	.91	.92	.88	.90	3.3	3.4	3.2	3.3
2019	.92	–	–	–	3.3	–	–	–
Legally required benefits								
2004	2.03	2.06	2.10	2.11	9.6	9.8	9.8	9.7
2005	2.12	2.13	2.16	2.14	9.7	9.8	9.8	9.6
2006	2.14	2.15	2.17	2.18	9.6	9.6	9.6	9.5
2007	2.17	2.17	2.17	2.18	9.5	9.4	9.4	9.4
2008	2.18	2.18	2.19	2.18	9.2	9.2	9.2	9.2
2009	2.19	2.20	2.21	2.19	9.1	9.2	9.2	9.2
2010	2.23	2.25	2.27	2.24	9.3	9.3	9.3	9.3
2011	2.27	2.30	2.30	2.27	9.3	9.3	9.3	9.2

See footnotes at end of table.

Table 15. Private industry workers, by occupational group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Production occupations

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Legally required benefits								
2012	2.31	2.33	2.34	2.37	9.3	9.4	9.4	9.4
2013	2.38	2.38	2.39	2.42	9.3	9.3	9.3	9.3
2014	2.42	2.41	2.42	2.39	9.2	9.1	9.1	9.1
2015	2.41	2.40	2.40	2.35	9.1	9.0	9.0	9.0
2016	2.35	2.34	2.36	2.36	8.9	8.9	8.9	8.8
2017	2.38	2.38	2.39	2.39	8.8	8.8	8.8	8.9
2018	2.40	2.38	2.40	2.40	8.8	8.7	8.7	8.7
2019	2.41	–	–	–	8.7	–	–	–
Other benefits[1]								
2004	.07	.08	.08	.08	.4	.4	.4	.4
2005	.08	.07	.07	.08	.4	.3	.3	.4

[1] Includes severance pay and supplemental unemployment benefits. Publication of other benefits was discontinued beginning in June 2006.

Note: The sum of individual items may not equal totals due to rounding. Dashes indicate data are not available.

Table 15. Private industry workers, by occupational group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Transportation and material moving occupations[1]

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Total compensation								
2004	$19.19	$19.34	$19.58	$19.71	100.0	100.0	100.0	100.0
2005	19.76	19.98	20.10	20.08	100.0	100.0	100.0	100.0
2006	20.02	20.13	20.33	21.45	100.0	100.0	100.0	100.0
2007	21.50	21.95	22.11	22.22	100.0	100.0	100.0	100.0
2008	22.56	22.61	22.79	22.42	100.0	100.0	100.0	100.0
2009	22.62	22.74	22.96	23.01	100.0	100.0	100.0	100.0
2010	23.31	23.37	23.64	22.86	100.0	100.0	100.0	100.0
2011	22.95	23.14	23.25	23.20	100.0	100.0	100.0	100.0
2012	23.40	23.49	23.68	24.15	100.0	100.0	100.0	100.0
2013	24.27	24.20	24.51	25.77	100.0	100.0	100.0	100.0
2014	25.86	25.85	26.41	27.31	100.0	100.0	100.0	100.0
2015	27.55	27.47	27.77	27.46	100.0	100.0	100.0	100.0
2016	27.61	27.55	27.70	28.15	100.0	100.0	100.0	100.0
2017	28.50	28.77	28.94	28.85	100.0	100.0	100.0	100.0
2018	29.47	29.70	29.86	29.53	100.0	100.0	100.0	100.0
2019	29.92	–	–	–	100.0	–	–	–
Wages and salaries								
2004	13.21	13.20	13.37	13.43	68.8	68.3	68.3	68.2
2005	13.43	13.59	13.70	13.68	68.0	68.0	68.1	68.1
2006	13.63	13.72	13.84	14.50	68.1	68.1	68.1	67.6
2007	14.54	14.79	14.89	14.98	67.6	67.3	67.3	67.4
2008	15.18	15.24	15.36	15.16	67.3	67.4	67.4	67.6
2009	15.28	15.37	15.53	15.58	67.6	67.6	67.6	67.7
2010	15.68	15.70	15.88	15.43	67.3	67.2	67.2	67.5
2011	15.44	15.50	15.58	15.63	67.3	67.0	67.0	67.4
2012	15.79	15.84	15.98	16.22	67.5	67.4	67.5	67.2
2013	16.29	16.23	16.42	16.95	67.1	67.1	67.0	65.8
2014	17.02	17.04	17.39	17.89	65.8	65.9	65.9	65.5
2015	18.03	17.99	18.19	17.91	65.5	65.5	65.5	65.2
2016	18.05	18.08	18.20	18.53	65.4	65.6	65.7	65.8
2017	18.77	18.91	19.02	18.94	65.9	65.7	65.7	65.7
2018	19.36	19.49	19.68	19.42	65.7	65.6	65.9	65.8
2019	19.75	–	–	–	66.0	–	–	–
Total benefits								
2004	5.98	6.14	6.21	6.27	31.2	31.7	31.7	31.8
2005	6.33	6.38	6.40	6.41	32.0	32.0	31.9	31.9
2006	6.39	6.41	6.48	6.95	31.9	31.9	31.9	32.4
2007	6.96	7.17	7.22	7.24	32.4	32.7	32.7	32.6
2008	7.38	7.38	7.43	7.26	32.7	32.6	32.6	32.4
2009	7.34	7.37	7.43	7.43	32.4	32.4	32.4	32.3
2010	7.63	7.67	7.76	7.43	32.7	32.8	32.8	32.5
2011	7.51	7.64	7.66	7.57	32.7	33.0	33.0	32.6
2012	7.61	7.65	7.70	7.93	32.5	32.6	32.5	32.8
2013	7.98	7.97	8.09	8.82	32.9	32.9	33.0	34.2
2014	8.84	8.81	9.01	9.42	34.2	34.1	34.1	34.5
2015	9.51	9.48	9.58	9.55	34.5	34.5	34.5	34.8
2016	9.57	9.47	9.50	9.62	34.6	34.4	34.3	34.2
2017	9.72	9.86	9.92	9.91	34.1	34.3	34.3	34.3
2018	10.11	10.21	10.18	10.11	34.3	34.4	34.1	34.2
2019	10.17	–	–	–	34.0	–	–	–
Paid leave								
2004	.98	.97	.97	.98	5.1	5.0	4.9	5.0
2005	.99	1.00	1.01	1.12	5.0	5.0	5.0	5.6
2006	1.07	1.07	1.08	1.22	5.3	5.3	5.3	5.7
2007	1.21	1.24	1.22	1.23	5.6	5.7	5.5	5.6
2008	1.23	1.23	1.24	1.22	5.4	5.4	5.4	5.4
2009	1.24	1.24	1.26	1.26	5.5	5.5	5.5	5.5
2010	1.28	1.28	1.30	1.25	5.5	5.5	5.5	5.5
2011	1.24	1.23	1.24	1.25	5.4	5.3	5.3	5.4
2012	1.26	1.27	1.27	1.32	5.4	5.4	5.3	5.5
2013	1.33	1.32	1.35	1.47	5.5	5.5	5.5	5.7
2014	1.48	1.47	1.54	1.61	5.7	5.7	5.8	5.9
2015	1.63	1.60	1.63	1.60	5.9	5.8	5.9	5.8
2016	1.61	1.60	1.60	1.64	5.8	5.8	5.8	5.8

See footnotes at end of table.

Table 15. Private industry workers, by occupational group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Transportation and material moving occupations[1]

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Paid leave								
2017	1.67	1.70	1.69	1.68	5.9	5.9	5.9	5.8
2018	1.72	1.75	1.74	1.74	5.8	5.9	5.8	5.9
2019	1.76	–	–	–	5.9	–	–	–
Supplemental pay								
2004	.55	.54	.55	.55	2.9	2.8	2.8	2.8
2005	.55	.55	.56	.55	2.8	2.8	2.8	2.8
2006	.60	.60	.60	.62	3.0	3.0	3.0	2.9
2007	.63	.66	.66	.65	2.9	3.0	3.0	2.9
2008	.69	.69	.71	.72	3.1	3.1	3.1	3.2
2009	.70	.70	.70	.69	3.1	3.1	3.1	3.0
2010	.67	.67	.67	.65	2.9	2.9	2.8	2.8
2011	.69	.70	.70	.68	3.0	3.0	3.0	2.9
2012	.69	.69	.69	.68	2.9	2.9	2.9	2.8
2013	.69	.70	.70	.79	2.8	2.9	2.8	3.1
2014	.79	.79	.80	.87	3.1	3.1	3.0	3.2
2015	.87	.85	.85	.84	3.2	3.1	3.1	3.1
2016	.85	.85	.86	.87	3.1	3.1	3.1	3.1
2017	.87	.88	.89	.93	3.1	3.1	3.1	3.2
2018	.96	.98	.98	1.00	3.3	3.3	3.3	3.4
2019	1.01	–	–	–	3.4	–	–	–
Insurance								
2004	1.66	1.71	1.72	1.73	8.6	8.8	8.8	8.8
2005	1.80	1.80	1.80	1.74	9.1	9.0	9.0	8.7
2006	1.77	1.79	1.81	1.90	8.8	8.9	8.9	8.9
2007	1.99	2.05	2.08	2.10	9.2	9.3	9.4	9.5
2008	2.14	2.14	2.16	2.12	9.5	9.5	9.5	9.5
2009	2.18	2.19	2.21	2.22	9.7	9.6	9.6	9.6
2010	2.34	2.39	2.42	2.35	10.0	10.2	10.2	10.3
2011	2.38	2.41	2.42	2.36	10.4	10.4	10.4	10.2
2012	2.39	2.41	2.44	2.50	10.2	10.2	10.3	10.3
2013	2.52	2.50	2.54	2.85	10.4	10.3	10.4	11.1
2014	2.85	2.85	2.88	2.92	11.0	11.0	10.9	10.7
2015	2.96	2.98	3.01	2.95	10.7	10.9	10.8	10.8
2016	2.96	2.89	2.92	2.89	10.7	10.5	10.6	10.3
2017	2.92	2.97	2.97	2.93	10.2	10.3	10.3	10.1
2018	2.97	2.99	2.96	2.95	10.1	10.1	9.9	10.0
2019	2.94	–	–	–	9.8	–	–	–
Retirement and savings								
2004	.72	.80	.83	.86	3.8	4.1	4.2	4.4
2005	.82	.82	.82	.79	4.2	4.1	4.1	3.9
2006	.79	.78	.79	.93	3.9	3.9	3.9	4.4
2007	.90	.97	.98	1.00	4.2	4.4	4.4	4.5
2008	1.02	1.01	1.02	.98	4.5	4.5	4.5	4.4
2009	.97	.97	.99	1.00	4.3	4.3	4.3	4.3
2010	1.03	1.00	1.03	.90	4.4	4.3	4.3	3.9
2011	.91	.98	.98	.91	4.0	4.2	4.2	3.9
2012	.87	.88	.90	.97	3.7	3.8	3.8	4.0
2013	.98	.97	.99	1.13	4.0	4.0	4.0	4.4
2014	1.13	1.11	1.15	1.28	4.4	4.3	4.4	4.7
2015	1.30	1.30	1.35	1.39	4.7	4.7	4.8	5.1
2016	1.39	1.39	1.38	1.44	5.0	5.0	5.0	5.1
2017	1.46	1.49	1.51	1.53	5.1	5.2	5.2	5.3
2018	1.55	1.60	1.60	1.58	5.2	5.4	5.3	5.4
2019	1.60	–	–	–	5.3	–	–	–
Legally required benefits								
2004	2.04	2.10	2.11	2.12	10.6	10.8	10.8	10.8
2005	2.14	2.19	2.20	2.18	10.8	10.9	10.9	10.8
2006	2.17	2.18	2.20	2.27	10.8	10.8	10.8	10.6
2007	2.23	2.25	2.28	2.26	10.4	10.2	10.3	10.2
2008	2.29	2.30	2.30	2.22	10.2	10.2	10.1	9.9
2009	2.25	2.26	2.27	2.27	9.9	9.9	9.9	9.9
2010	2.31	2.32	2.34	2.27	9.9	9.9	9.9	9.9
2011	2.29	2.32	2.33	2.37	10.0	10.0	10.0	10.2

See footnotes at end of table.

Table 15. Private industry workers, by occupational group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Transportation and material moving occupations[1]

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Legally required benefits								
2012	2.40	2.40	2.42	2.46	10.2	10.2	10.2	10.2
2013	2.46	2.48	2.51	2.58	10.1	10.3	10.2	10.0
2014	2.58	2.60	2.64	2.75	10.0	10.0	10.0	10.1
2015	2.75	2.74	2.74	2.76	10.0	10.0	9.9	10.0
2016	2.75	2.74	2.73	2.77	10.0	9.9	9.9	9.8
2017	2.81	2.82	2.85	2.85	9.9	9.8	9.8	9.9
2018	2.91	2.89	2.90	2.85	9.9	9.7	9.7	9.6
2019	2.86	–	–	–	9.6	–	–	–
Other benefits[2]								
2004	.02	.02	.02	.02	.1	.1	.1	.1
2005	.03	.02	.02	.02	.1	.1	.1	.1

[1] Estimates from December 2013 to March 2014 for this series were corrected, details are available at www.bls.gov/bls/ecec_correction_091014.htm.
[2] Includes severance pay and supplemental unemployment benefits. Publication of other benefits was discontinued beginning in June 2006.

Note: The sum of individual items may not equal totals due to rounding. Dashes indicate data are not available.

Table 16. Private industry workers, goods-producing industries by major occupational group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation

Management, professional, and related occupations[1]

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Total compensation								
2004	$45.27	$46.18	$46.84	$47.25	100.0	100.0	100.0	100.0
2005	48.67	49.60	49.97	50.47	100.0	100.0	100.0	100.0
2006	50.26	50.66	51.25	52.02	100.0	100.0	100.0	100.0
2007	52.36	52.82	53.09	53.63	100.0	100.0	100.0	100.0
2008	54.68	55.02	54.88	56.91	100.0	100.0	100.0	100.0
2009	57.35	57.22	56.93	56.13	100.0	100.0	100.0	100.0
2010	57.04	57.29	57.81	58.18	100.0	100.0	100.0	100.0
2011	59.18	59.95	59.63	61.24	100.0	100.0	100.0	100.0
2012	61.64	61.75	61.96	61.06	100.0	100.0	100.0	100.0
2013	61.80	61.80	61.74	64.12	100.0	100.0	100.0	100.0
2014	65.08	65.73	65.62	66.55	100.0	100.0	100.0	100.0
2015	66.96	67.22	67.56	68.37	100.0	100.0	100.0	100.0
2016	68.67	69.19	69.14	70.11	100.0	100.0	100.0	100.0
2017	70.55	70.83	71.15	68.17	100.0	100.0	100.0	100.0
2018	69.23	69.60	69.77	69.00	100.0	100.0	100.0	100.0
2019	69.69	–	–	–	100.0	–	–	–
Wages and salaries								
2004	30.65	31.27	31.51	31.57	67.7	67.7	67.3	66.8
2005	31.89	32.26	32.45	33.21	65.5	65.0	64.9	65.8
2006	33.55	33.84	34.13	34.74	66.8	66.8	66.6	66.8
2007	35.28	35.46	35.81	36.05	67.4	67.1	67.4	67.2
2008	36.75	37.00	36.96	38.66	67.2	67.2	67.3	67.9
2009	39.03	39.02	38.96	38.50	68.1	68.2	68.4	68.6
2010	38.87	38.99	39.23	39.46	68.1	68.1	67.9	67.8
2011	39.77	40.08	40.03	41.39	67.2	66.9	67.1	67.6
2012	41.67	41.91	42.05	41.53	67.6	67.9	67.9	68.0
2013	42.01	42.18	42.05	42.82	68.0	68.3	68.1	66.8
2014	43.24	43.74	43.57	44.31	66.4	66.6	66.4	66.6
2015	44.70	44.90	45.31	45.50	66.8	66.8	67.1	66.6
2016	45.77	46.13	46.31	46.90	66.6	66.7	67.0	66.9
2017	47.21	47.37	47.39	45.96	66.9	66.9	66.6	67.4
2018	46.59	46.97	47.25	46.59	67.3	67.5	67.7	67.5
2019	47.13	–	–	–	67.6	–	–	–
Total benefits								
2004	14.62	14.91	15.33	15.68	32.3	32.3	32.7	33.2
2005	16.78	17.34	17.52	17.26	34.5	35.0	35.1	34.2
2006	16.71	16.82	17.11	17.28	33.2	33.2	33.4	33.2
2007	17.08	17.36	17.28	17.58	32.6	32.9	32.6	32.8
2008	17.93	18.02	17.92	18.25	32.8	32.8	32.7	32.1
2009	18.31	18.20	17.97	17.64	31.9	31.8	31.6	31.4
2010	18.18	18.30	18.58	18.72	31.9	31.9	32.1	32.2
2011	19.41	19.87	19.60	19.86	32.8	33.1	32.9	32.4
2012	19.97	19.84	19.91	19.53	32.4	32.1	32.1	32.0
2013	19.79	19.62	19.69	21.31	32.0	31.7	31.9	33.2
2014	21.84	21.98	22.05	22.24	33.6	33.4	33.6	33.4
2015	22.26	22.32	22.25	22.87	33.2	33.2	32.9	33.4
2016	22.90	23.06	22.83	23.21	33.4	33.3	33.0	33.1
2017	23.34	23.46	23.76	22.21	33.1	33.1	33.4	32.6
2018	22.64	22.63	22.52	22.41	32.7	32.5	32.3	32.5
2019	22.56	–	–	–	32.4	–	–	–
Paid leave								
2004	3.83	3.92	3.97	4.01	8.5	8.5	8.5	8.5
2005	4.06	4.11	4.12	4.21	8.3	8.3	8.2	8.4
2006	4.37	4.40	4.42	4.61	8.7	8.7	8.6	8.9
2007	4.69	4.74	4.70	4.74	9.0	9.0	8.9	8.8
2008	4.82	4.84	4.82	5.09	8.8	8.8	8.8	8.9
2009	5.15	5.16	5.15	5.04	9.0	9.0	9.0	9.0
2010	5.08	5.10	5.15	5.17	8.9	8.9	8.9	8.9
2011	5.22	5.22	5.20	5.32	8.8	8.7	8.7	8.7
2012	5.38	5.39	5.42	5.33	8.7	8.7	8.7	8.7
2013	5.40	5.41	5.39	5.55	8.7	8.7	8.7	8.6
2014	5.62	5.66	5.63	5.70	8.6	8.6	8.6	8.6
2015	5.75	5.77	5.81	5.86	8.6	8.6	8.6	8.6
2016	5.92	6.02	5.96	6.05	8.6	8.7	8.6	8.6

See footnotes at end of table.

Table 16. Private industry workers, goods-producing industries by major occupational group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation

Management, professional, and related occupations[1]

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Paid leave								
2017	6.10	6.10	6.10	5.87	8.6	8.6	8.6	8.6
2018	5.95	6.00	6.05	6.04	8.6	8.6	8.7	8.8
2019	6.16	–	–	–	8.8	–	–	–
Supplemental pay								
2004	2.09	2.08	2.23	2.26	4.6	4.5	4.8	4.8
2005	2.53	2.78	2.84	2.42	5.2	5.6	5.7	4.8
2006	2.30	2.33	2.53	2.15	4.6	4.6	4.9	4.1
2007	2.28	2.36	2.25	2.40	4.4	4.5	4.2	4.5
2008	2.43	2.45	2.46	2.20	4.4	4.5	4.5	3.9
2009	2.00	2.00	2.00	2.01	3.5	3.5	3.5	3.6
2010	2.13	2.13	2.07	2.13	3.7	3.7	3.6	3.7
2011	2.51	2.79	2.75	2.78	4.2	4.6	4.6	4.5
2012	2.75	2.63	2.62	2.61	4.5	4.3	4.2	4.3
2013	2.61	2.48	2.49	2.73	4.2	4.0	4.0	4.3
2014	2.73	2.74	2.71	2.79	4.2	4.2	4.1	4.2
2015	2.59	2.63	2.57	2.65	3.9	3.9	3.8	3.9
2016	2.58	2.58	2.53	2.59	3.8	3.7	3.7	3.7
2017	2.52	2.57	2.57	2.56	3.6	3.6	3.6	3.7
2018	2.75	2.76	2.77	2.72	4.0	4.0	4.0	3.9
2019	2.76	–	–	–	4.0	–	–	–
Insurance								
2004	3.13	3.11	3.15	3.20	6.9	6.7	6.7	6.8
2005	3.26	3.31	3.37	3.42	6.7	6.7	6.8	6.8
2006	3.46	3.46	3.50	3.58	6.9	6.8	6.8	6.9
2007	3.72	3.76	3.78	3.83	7.1	7.1	7.1	7.1
2008	3.95	3.98	3.99	4.02	7.2	7.2	7.3	7.1
2009	4.15	4.16	4.17	4.14	7.2	7.3	7.3	7.4
2010	4.23	4.26	4.27	4.28	7.4	7.4	7.4	7.4
2011	4.42	4.45	4.46	4.39	7.5	7.4	7.5	7.2
2012	4.49	4.52	4.53	4.45	7.3	7.3	7.3	7.3
2013	4.55	4.55	4.55	4.70	7.4	7.4	7.4	7.3
2014	4.76	4.78	4.76	4.80	7.3	7.3	7.3	7.2
2015	4.86	4.85	4.87	5.07	7.3	7.2	7.2	7.4
2016	5.15	5.18	5.15	5.19	7.5	7.5	7.4	7.4
2017	5.24	5.24	5.26	5.28	7.4	7.4	7.4	7.7
2018	5.32	5.17	5.17	5.12	7.7	7.4	7.4	7.4
2019	5.18	–	–	–	7.4	–	–	–
Retirement and savings								
2004	2.18	2.30	2.41	2.65	4.8	5.0	5.2	5.6
2005	3.31	3.49	3.48	3.50	6.8	7.0	7.0	6.9
2006	2.99	2.99	2.99	3.29	5.9	5.9	5.8	6.3
2007	2.69	2.81	2.85	2.91	5.1	5.3	5.4	5.4
2008	2.99	2.99	2.90	3.06	5.5	5.4	5.3	5.4
2009	3.10	2.96	2.74	2.57	5.4	5.2	4.8	4.6
2010	2.82	2.88	3.14	3.20	4.9	5.0	5.4	5.5
2011	3.25	3.38	3.16	3.27	5.5	5.6	5.3	5.3
2012	3.20	3.13	3.17	3.00	5.2	5.1	5.1	4.9
2013	3.05	2.99	3.05	4.07	4.9	4.8	4.9	6.3
2014	4.42	4.47	4.62	4.60	6.8	6.8	7.0	6.9
2015	4.69	4.68	4.60	4.88	7.0	7.0	6.8	7.1
2016	4.82	4.81	4.72	4.86	7.0	6.9	6.8	6.9
2017	4.88	4.96	5.23	3.98	6.9	7.0	7.3	5.8
2018	4.04	4.12	3.91	3.94	5.8	5.9	5.6	5.7
2019	3.82	–	–	–	5.5	–	–	–
Legally required benefits								
2004	3.24	3.34	3.41	3.41	7.2	7.2	7.3	7.2
2005	3.46	3.50	3.56	3.56	7.1	7.1	7.1	7.1
2006	3.59	3.64	3.68	3.65	7.2	7.2	7.2	7.0
2007	3.70	3.69	3.70	3.70	7.1	7.0	7.0	6.9
2008	3.74	3.76	3.76	3.88	6.8	6.8	6.9	6.8
2009	3.92	3.91	3.91	3.87	6.8	6.8	6.9	6.9
2010	3.91	3.93	3.95	3.94	6.9	6.9	6.8	6.8
2011	4.00	4.03	4.03	4.09	6.8	6.7	6.8	6.7

See footnotes at end of table.

Table 16. Private industry workers, goods-producing industries by major occupational group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation

Management, professional, and related occupations[1]

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Legally required benefits								
2012	4.14	4.17	4.18	4.14	6.7	6.8	6.8	6.8
2013	4.18	4.19	4.22	4.26	6.8	6.8	6.8	6.6
2014	4.31	4.33	4.32	4.35	6.6	6.6	6.6	6.5
2015	4.38	4.38	4.40	4.41	6.5	6.5	6.5	6.4
2016	4.43	4.47	4.47	4.50	6.5	6.5	6.5	6.4
2017	4.60	4.59	4.60	4.52	6.5	6.5	6.5	6.6
2018	4.57	4.59	4.61	4.59	6.6	6.6	6.6	6.7
2019	4.65	–	–	–	6.7	–	–	–
Other benefits[2]								
2004	.16	.16	.16	.15	.4	.3	.3	.3
2005	.15	.15	.15	.14	.3	.3	.3	.3

[1] Estimates from December 2013 to March 2014 for this series were corrected, details are available at www.bls.gov/bls/ecec_correction_091014.htm.
[2] Includes severance pay and supplemental unemployment benefits. Publication of other benefits was discontinued beginning in June 2006.

Note: The sum of individual items may not equal totals due to rounding. Dashes indicate data are not available.

Table 16. Private industry workers, goods-producing industries by major occupational group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Sales and office occupations

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Total compensation								
2004	$23.30	$23.40	$24.30	$23.94	100.0	100.0	100.0	100.0
2005	24.08	24.34	24.52	24.45	100.0	100.0	100.0	100.0
2006	24.50	25.13	25.18	25.87	100.0	100.0	100.0	100.0
2007	25.89	26.09	26.42	26.61	100.0	100.0	100.0	100.0
2008	26.83	26.99	27.14	27.49	100.0	100.0	100.0	100.0
2009	27.61	27.62	27.78	27.44	100.0	100.0	100.0	100.0
2010	27.65	27.75	28.00	27.87	100.0	100.0	100.0	100.0
2011	27.98	28.23	28.36	27.33	100.0	100.0	100.0	100.0
2012	27.55	27.64	27.92	27.12	100.0	100.0	100.0	100.0
2013	27.44	27.66	27.71	29.24	100.0	100.0	100.0	100.0
2014	29.43	29.48	29.90	30.09	100.0	100.0	100.0	100.0
2015	30.19	30.52	30.79	32.82	100.0	100.0	100.0	100.0
2016	33.02	33.29	33.30	33.53	100.0	100.0	100.0	100.0
2017	33.58	33.86	34.21	32.47	100.0	100.0	100.0	100.0
2018	32.77	32.54	32.88	34.50	100.0	100.0	100.0	100.0
2019	34.61	–	–	–	100.0	–	–	–
Wages and salaries								
2004	16.27	16.39	17.16	16.70	69.8	70.1	70.6	69.8
2005	16.70	16.85	16.94	16.96	69.4	69.2	69.1	69.4
2006	16.98	17.53	17.46	17.93	69.3	69.8	69.3	69.3
2007	17.95	18.11	18.39	18.51	69.3	69.4	69.6	69.5
2008	18.68	18.83	18.95	19.15	69.6	69.7	69.8	69.7
2009	19.20	19.24	19.34	19.24	69.5	69.7	69.6	70.1
2010	19.22	19.31	19.56	19.49	69.5	69.6	69.8	69.9
2011	19.39	19.56	19.67	19.20	69.3	69.3	69.4	70.3
2012	19.31	19.38	19.62	19.00	70.1	70.1	70.2	70.1
2013	19.11	19.35	19.37	20.36	69.6	69.9	69.9	69.7
2014	20.43	20.51	20.80	20.91	69.4	69.6	69.6	69.5
2015	20.94	21.22	21.44	22.64	69.4	69.5	69.6	69.0
2016	22.74	22.98	22.94	23.12	68.9	69.0	68.9	69.0
2017	23.20	23.42	23.71	22.07	69.1	69.2	69.3	68.0
2018	22.22	22.53	22.79	23.99	67.8	69.2	69.3	69.5
2019	24.08	–	–	–	69.6	–	–	–
Total benefits								
2004	7.03	7.01	7.14	7.24	30.2	29.9	29.4	30.2
2005	7.38	7.49	7.58	7.49	30.6	30.8	30.9	30.6
2006	7.52	7.60	7.73	7.94	30.7	30.2	30.7	30.7
2007	7.94	7.98	8.03	8.10	30.7	30.6	30.4	30.5
2008	8.16	8.17	8.19	8.34	30.4	30.3	30.2	30.3
2009	8.41	8.38	8.44	8.20	30.5	30.3	30.4	29.9
2010	8.43	8.45	8.44	8.38	30.5	30.4	30.2	30.1
2011	8.59	8.67	8.69	8.13	30.7	30.7	30.6	29.7
2012	8.24	8.25	8.31	8.11	29.9	29.9	29.8	29.9
2013	8.33	8.31	8.34	8.87	30.4	30.1	30.1	30.3
2014	8.99	8.97	9.09	9.18	30.6	30.4	30.4	30.5
2015	9.25	9.29	9.35	10.18	30.6	30.5	30.4	31.0
2016	10.28	10.31	10.35	10.41	31.1	31.0	31.1	31.0
2017	10.38	10.44	10.51	10.39	30.9	30.8	30.7	32.0
2018	10.55	10.01	10.08	10.51	32.2	30.8	30.7	30.5
2019	10.53	–	–	–	30.4	–	–	–
Paid leave								
2004	1.54	1.52	1.53	1.55	6.6	6.5	6.3	6.5
2005	1.54	1.55	1.57	1.58	6.4	6.4	6.4	6.5
2006	1.66	1.67	1.68	1.74	6.8	6.6	6.7	6.7
2007	1.76	1.78	1.80	1.80	6.8	6.8	6.8	6.7
2008	1.82	1.82	1.85	1.90	6.8	6.7	6.8	6.9
2009	1.91	1.90	1.92	1.88	6.9	6.9	6.9	6.8
2010	1.90	1.90	1.90	1.88	6.9	6.8	6.8	6.7
2011	1.91	1.92	1.93	1.80	6.8	6.8	6.8	6.6
2012	1.84	1.83	1.84	1.76	6.7	6.6	6.6	6.5
2013	1.79	1.80	1.81	1.98	6.5	6.5	6.5	6.8
2014	2.00	1.99	2.03	2.05	6.8	6.8	6.8	6.8
2015	2.06	2.06	2.08	2.25	6.8	6.7	6.7	6.9
2016	2.30	2.32	2.31	2.35	7.0	7.0	6.9	7.0

See footnotes at end of table.

Table 16. Private industry workers, goods-producing industries by major occupational group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Sales and office occupations

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Paid leave								
2017	2.36	2.38	2.40	2.15	7.0	7.0	7.0	6.6
2018	2.18	2.18	2.20	2.30	6.7	6.7	6.7	6.7
2019	2.31	–	–	–	6.7	–	–	–
Supplemental pay								
2004	.66	.71	.74	.74	2.8	3.0	3.0	3.1
2005	.77	.75	.76	.70	3.2	3.1	3.1	2.9
2006	.71	.77	.81	.84	2.9	3.1	3.2	3.2
2007	.87	.86	.84	.87	3.3	3.3	3.2	3.3
2008	.85	.86	.86	.88	3.2	3.2	3.2	3.2
2009	.83	.84	.84	.77	3.0	3.0	3.0	2.8
2010	.77	.75	.70	.63	2.8	2.7	2.5	2.3
2011	.69	.71	.71	.63	2.5	2.5	2.5	2.3
2012	.63	.63	.62	.68	2.3	2.3	2.2	2.5
2013	.72	.69	.69	.78	2.6	2.5	2.5	2.7
2014	.73	.75	.75	.80	2.5	2.5	2.5	2.6
2015	.78	.79	.79	1.02	2.6	2.6	2.6	3.1
2016	1.01	1.01	1.03	1.03	3.1	3.0	3.1	3.1
2017	1.02	1.04	1.04	1.10	3.0	3.1	3.0	3.4
2018	1.14	1.05	1.07	1.20	3.5	3.2	3.2	3.5
2019	1.19	–	–	–	3.4	–	–	–
Insurance								
2004	2.09	2.06	2.06	2.09	9.0	8.8	8.5	8.7
2005	2.12	2.18	2.22	2.21	8.8	8.9	9.0	9.0
2006	2.25	2.22	2.26	2.28	9.2	8.8	9.0	8.8
2007	2.34	2.34	2.34	2.36	9.0	9.0	8.9	8.9
2008	2.41	2.41	2.43	2.48	9.0	8.9	9.0	9.0
2009	2.56	2.55	2.57	2.53	9.3	9.2	9.3	9.2
2010	2.63	2.64	2.65	2.75	9.5	9.5	9.5	9.9
2011	2.79	2.79	2.79	2.65	10.0	9.9	9.9	9.7
2012	2.69	2.73	2.71	2.66	9.8	9.9	9.7	9.8
2013	2.78	2.75	2.79	2.92	10.1	9.9	10.1	10.0
2014	3.00	2.99	3.03	2.99	10.2	10.1	10.1	10.0
2015	3.05	3.06	3.07	3.14	10.1	10.0	10.0	9.6
2016	3.20	3.21	3.21	3.21	9.7	9.6	9.6	9.6
2017	3.20	3.22	3.21	3.47	9.5	9.5	9.4	10.7
2018	3.55	3.12	3.14	3.18	10.8	9.6	9.6	9.2
2019	3.17	–	–	–	9.2	–	–	–
Retirement and savings								
2004	.79	.79	.82	.89	3.4	3.4	3.4	3.7
2005	.96	.98	.98	.97	4.0	4.0	4.0	4.0
2006	.92	.94	.95	.99	3.8	3.7	3.8	3.8
2007	.90	.91	.94	.95	3.5	3.5	3.6	3.6
2008	.96	.96	.93	.91	3.6	3.6	3.4	3.3
2009	.93	.92	.92	.84	3.4	3.3	3.3	3.0
2010	.90	.91	.93	.89	3.3	3.3	3.3	3.2
2011	.91	.94	.94	.81	3.3	3.3	3.3	3.0
2012	.82	.80	.81	.73	3.0	2.9	2.9	2.7
2013	.75	.77	.75	.82	2.7	2.8	2.7	2.8
2014	.87	.87	.90	.94	2.9	3.0	3.0	3.1
2015	.96	.97	.98	1.19	3.2	3.2	3.2	3.6
2016	1.19	1.18	1.21	1.22	3.6	3.5	3.6	3.6
2017	1.18	1.19	1.22	1.11	3.5	3.5	3.6	3.4
2018	1.12	1.08	1.07	1.14	3.4	3.3	3.3	3.3
2019	1.16	–	–	–	3.3	–	–	–
Legally required benefits								
2004	1.84	1.85	1.92	1.90	7.9	7.9	7.9	7.9
2005	1.92	1.97	1.98	1.97	8.0	8.1	8.1	8.1
2006	1.98	2.00	2.03	2.08	8.1	8.0	8.0	8.0
2007	2.08	2.09	2.11	2.12	8.0	8.0	8.0	8.0
2008	2.12	2.13	2.13	2.17	7.9	7.9	7.8	7.9
2009	2.17	2.17	2.18	2.19	7.9	7.9	7.9	8.0
2010	2.23	2.25	2.26	2.23	8.1	8.1	8.1	8.0
2011	2.28	2.31	2.31	2.24	8.2	8.2	8.1	8.2

See footnotes at end of table.

Table 16. Private industry workers, goods-producing industries by major occupational group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Sales and office occupations

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Legally required benefits								
2012	2.26	2.26	2.33	2.27	8.2	8.2	8.3	8.4
2013	2.28	2.30	2.30	2.38	8.3	8.3	8.3	8.1
2014	2.39	2.37	2.39	2.40	8.1	8.0	8.0	8.0
2015	2.41	2.42	2.43	2.57	8.0	7.9	7.9	7.8
2016	2.58	2.59	2.59	2.60	7.8	7.8	7.8	7.8
2017	2.61	2.63	2.65	2.57	7.8	7.8	7.7	7.9
2018	2.56	2.58	2.60	2.70	7.8	7.9	7.9	7.8
2019	2.70	–	–	–	7.8	–	–	–
Other benefits[1]								
2004	.10	.08	.08	.08	.4	.3	.3	.3
2005	.07	.07	.07	.04	.3	.3	.3	.2

[1] Includes severance pay and supplemental unemployment benefits. Publication of other benefits was discontinued beginning in June 2006.

Note: The sum of individual items may not equal totals due to rounding. Dashes indicate data are not available.

Table 16. Private industry workers, goods-producing industries by major occupational group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Natural resources, construction, and maintenance occupations

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Total compensation								
2004	$27.36	$27.40	$27.57	$27.85	100.0	100.0	100.0	100.0
2005	28.10	28.34	28.56	28.69	100.0	100.0	100.0	100.0
2006	28.91	29.32	29.53	29.22	100.0	100.0	100.0	100.0
2007	29.40	29.86	30.12	30.50	100.0	100.0	100.0	100.0
2008	30.99	31.16	31.51	31.72	100.0	100.0	100.0	100.0
2009	31.83	31.87	32.04	31.52	100.0	100.0	100.0	100.0
2010	31.74	31.86	32.03	31.52	100.0	100.0	100.0	100.0
2011	31.90	32.14	32.30	32.43	100.0	100.0	100.0	100.0
2012	32.43	32.57	32.78	32.94	100.0	100.0	100.0	100.0
2013	33.54	33.40	33.46	34.16	100.0	100.0	100.0	100.0
2014	34.33	34.59	34.65	35.59	100.0	100.0	100.0	100.0
2015	35.26	35.63	36.05	35.99	100.0	100.0	100.0	100.0
2016	36.22	36.39	37.02	36.70	100.0	100.0	100.0	100.0
2017	37.33	37.72	37.97	37.21	100.0	100.0	100.0	100.0
2018	37.45	37.41	37.76	37.23	100.0	100.0	100.0	100.0
2019	37.58	–	–	–	100.0	–	–	–
Wages and salaries								
2004	18.61	18.50	18.61	18.71	68.0	67.5	67.5	67.2
2005	18.85	18.96	19.14	19.25	67.1	66.9	67.0	67.1
2006	19.39	19.66	19.81	19.69	67.1	67.0	67.1	67.4
2007	19.89	20.15	20.36	20.63	67.7	67.5	67.6	67.6
2008	20.96	21.08	21.32	21.49	67.7	67.6	67.7	67.7
2009	21.48	21.48	21.60	21.27	67.5	67.4	67.4	67.5
2010	21.27	21.36	21.46	21.26	67.0	67.1	67.0	67.5
2011	21.46	21.58	21.70	21.70	67.3	67.1	67.2	66.9
2012	21.70	21.77	21.92	22.10	66.9	66.8	66.9	67.1
2013	22.37	22.24	22.37	22.66	66.7	66.6	66.9	66.3
2014	22.71	22.93	22.99	23.45	66.2	66.3	66.4	65.9
2015	23.32	23.51	23.80	23.99	66.1	66.0	66.0	66.7
2016	24.17	24.36	24.60	24.45	66.7	66.9	66.5	66.6
2017	24.86	25.08	25.23	24.84	66.6	66.5	66.5	66.8
2018	25.00	25.08	25.28	24.99	66.7	67.0	66.9	67.1
2019	25.22	–	–	–	67.1	–	–	–
Total benefits								
2004	8.75	8.90	8.96	9.14	32.0	32.5	32.5	32.8
2005	9.24	9.38	9.42	9.43	32.9	33.1	33.0	32.9
2006	9.52	9.66	9.72	9.53	32.9	33.0	32.9	32.6
2007	9.51	9.72	9.76	9.87	32.3	32.5	32.4	32.4
2008	10.02	10.09	10.19	10.24	32.3	32.4	32.3	32.3
2009	10.35	10.39	10.44	10.26	32.5	32.6	32.6	32.5
2010	10.46	10.50	10.57	10.26	33.0	32.9	33.0	32.5
2011	10.44	10.56	10.60	10.74	32.7	32.9	32.8	33.1
2012	10.73	10.81	10.86	10.84	33.1	33.2	33.1	32.9
2013	11.17	11.17	11.09	11.50	33.3	33.4	33.1	33.7
2014	11.61	11.66	11.65	12.14	33.8	33.7	33.6	34.1
2015	11.94	12.12	12.25	12.00	33.9	34.0	34.0	33.3
2016	12.05	12.03	12.42	12.25	33.3	33.1	33.5	33.4
2017	12.48	12.63	12.74	12.37	33.4	33.5	33.5	33.2
2018	12.45	12.33	12.49	12.24	33.3	33.0	33.1	32.9
2019	12.36	–	–	–	32.9	–	–	–
Paid leave								
2004	1.08	1.04	1.04	1.05	3.9	3.8	3.8	3.8
2005	1.06	1.05	1.06	1.08	3.8	3.7	3.7	3.8
2006	1.13	1.14	1.14	1.15	3.9	3.9	3.9	3.9
2007	1.16	1.17	1.17	1.19	3.9	3.9	3.9	3.9
2008	1.20	1.21	1.20	1.22	3.9	3.9	3.8	3.8
2009	1.24	1.23	1.24	1.24	3.9	3.9	3.9	3.9
2010	1.26	1.24	1.24	1.24	4.0	3.9	3.9	3.9
2011	1.24	1.23	1.23	1.33	3.9	3.8	3.8	4.1
2012	1.35	1.34	1.35	1.39	4.2	4.1	4.1	4.2
2013	1.44	1.43	1.44	1.47	4.3	4.3	4.3	4.3
2014	1.48	1.47	1.45	1.52	4.3	4.2	4.2	4.3
2015	1.52	1.48	1.52	1.49	4.3	4.1	4.2	4.1
2016	1.49	1.48	1.52	1.53	4.1	4.1	4.1	4.2

See footnotes at end of table.

Table 16. Private industry workers, goods-producing industries by major occupational group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Natural resources, construction, and maintenance occupations

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Paid leave								
2017	1.56	1.58	1.58	1.52	4.2	4.2	4.2	4.1
2018	1.54	1.53	1.56	1.55	4.1	4.1	4.1	4.2
2019	1.57	–	–	–	4.2	–	–	–
Supplemental pay								
2004	.89	.92	.93	.95	3.2	3.4	3.4	3.4
2005	.96	.97	.98	.99	3.4	3.4	3.4	3.4
2006	.98	.98	1.00	1.00	3.4	3.4	3.4	3.4
2007	1.04	1.08	1.08	1.12	3.5	3.6	3.6	3.7
2008	1.16	1.16	1.17	1.13	3.7	3.7	3.7	3.6
2009	1.13	1.12	1.13	1.14	3.6	3.5	3.5	3.6
2010	1.13	1.10	1.10	1.05	3.6	3.5	3.4	3.3
2011	1.05	1.06	1.06	1.06	3.3	3.3	3.3	3.3
2012	1.08	1.10	1.10	1.07	3.3	3.4	3.3	3.3
2013	1.08	1.05	1.06	1.14	3.2	3.2	3.2	3.3
2014	1.15	1.15	1.15	1.17	3.4	3.3	3.3	3.3
2015	1.15	1.14	1.15	1.19	3.3	3.2	3.2	3.3
2016	1.20	1.20	1.22	1.23	3.3	3.3	3.3	3.4
2017	1.21	1.18	1.22	1.26	3.2	3.1	3.2	3.4
2018	1.29	1.28	1.29	1.39	3.4	3.4	3.4	3.7
2019	1.40	–	–	–	3.7	–	–	–
Insurance								
2004	2.02	2.08	2.10	2.18	7.4	7.6	7.6	7.8
2005	2.22	2.27	2.30	2.37	7.9	8.0	8.1	8.3
2006	2.42	2.46	2.47	2.36	8.4	8.4	8.3	8.1
2007	2.40	2.47	2.49	2.51	8.2	8.3	8.3	8.2
2008	2.55	2.57	2.59	2.61	8.2	8.2	8.2	8.2
2009	2.66	2.68	2.71	2.62	8.4	8.4	8.4	8.3
2010	2.69	2.70	2.71	2.62	8.5	8.5	8.4	8.3
2011	2.69	2.71	2.75	2.85	8.4	8.4	8.5	8.8
2012	2.85	2.84	2.86	2.90	8.8	8.7	8.7	8.8
2013	2.99	2.99	2.97	3.03	8.9	9.0	8.9	8.9
2014	3.09	3.11	3.12	3.26	9.0	9.0	9.0	9.2
2015	3.23	3.30	3.36	3.22	9.2	9.3	9.3	8.9
2016	3.26	3.23	3.39	3.33	9.0	8.9	9.1	9.1
2017	3.41	3.45	3.47	3.38	9.1	9.2	9.1	9.1
2018	3.43	3.39	3.44	3.25	9.1	9.1	9.1	8.7
2019	3.31	–	–	–	8.8	–	–	–
Retirement and savings								
2004	1.50	1.56	1.58	1.63	5.5	5.7	5.7	5.9
2005	1.62	1.67	1.67	1.62	5.8	5.9	5.9	5.7
2006	1.66	1.72	1.74	1.65	5.8	5.9	5.9	5.7
2007	1.55	1.61	1.64	1.66	5.3	5.4	5.4	5.5
2008	1.68	1.69	1.74	1.75	5.4	5.4	5.5	5.5
2009	1.78	1.81	1.84	1.76	5.6	5.7	5.7	5.6
2010	1.85	1.89	1.94	1.85	5.8	5.9	6.1	5.9
2011	1.93	2.01	2.01	2.04	6.0	6.2	6.2	6.3
2012	1.97	2.02	2.02	2.04	6.1	6.2	6.2	6.2
2013	2.17	2.20	2.10	2.22	6.5	6.6	6.3	6.5
2014	2.24	2.26	2.23	2.40	6.5	6.5	6.4	6.7
2015	2.30	2.43	2.43	2.25	6.5	6.8	6.7	6.3
2016	2.23	2.26	2.38	2.35	6.2	6.2	6.4	6.4
2017	2.45	2.53	2.56	2.35	6.6	6.7	6.7	6.3
2018	2.35	2.27	2.34	2.21	6.3	6.1	6.2	5.9
2019	2.25	–	–	–	6.0	–	–	–
Legally required benefits								
2004	3.23	3.26	3.28	3.29	11.8	11.9	11.9	11.8
2005	3.34	3.38	3.37	3.34	11.9	11.9	11.8	11.6
2006	3.32	3.36	3.37	3.37	11.5	11.5	11.4	11.5
2007	3.36	3.38	3.38	3.40	11.4	11.3	11.2	11.1
2008	3.44	3.46	3.48	3.52	11.1	11.1	11.1	11.1
2009	3.54	3.54	3.53	3.49	11.1	11.1	11.0	11.1
2010	3.53	3.55	3.57	3.49	11.1	11.2	11.2	11.1
2011	3.53	3.56	3.55	3.44	11.1	11.1	11.0	10.6

See footnotes at end of table.

Table 16. Private industry workers, goods-producing industries by major occupational group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Natural resources, construction, and maintenance occupations

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Legally required benefits								
2012	3.48	3.50	3.53	3.44	10.7	10.7	10.8	10.5
2013	3.48	3.49	3.51	3.64	10.4	10.5	10.5	10.6
2014	3.65	3.68	3.70	3.79	10.6	10.6	10.7	10.7
2015	3.74	3.78	3.80	3.86	10.6	10.6	10.5	10.7
2016	3.87	3.87	3.91	3.81	10.7	10.6	10.6	10.4
2017	3.85	3.89	3.91	3.84	10.3	10.3	10.3	10.3
2018	3.84	3.86	3.85	3.84	10.3	10.3	10.2	10.3
2019	3.83	–	–	–	10.2	–	–	–
Other benefits[1]								
2004	.04	.03	.04	.04	.1	.1	.1	.1
2005	.04	.04	.04	.04	.1	.1	.1	.1

[1] Includes severance pay and supplemental unemployment benefits. Publication of other benefits was discontinued beginning in June 2006.

Note: The sum of individual items may not equal totals due to rounding. Dashes indicate data are not available.

Table 16. Private industry workers, goods-producing industries by major occupational group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Production, transportation, and material moving occupations

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Total compensation								
2004	$22.35	$22.54	$22.94	$23.21	100.0	100.0	100.0	100.0
2005	23.34	23.45	23.66	23.91	100.0	100.0	100.0	100.0
2006	23.73	23.93	24.10	24.05	100.0	100.0	100.0	100.0
2007	24.02	24.26	24.40	24.53	100.0	100.0	100.0	100.0
2008	24.76	24.92	25.15	25.10	100.0	100.0	100.0	100.0
2009	25.18	25.26	25.33	25.42	100.0	100.0	100.0	100.0
2010	25.59	25.78	26.00	25.49	100.0	100.0	100.0	100.0
2011	25.74	26.05	26.05	25.92	100.0	100.0	100.0	100.0
2012	26.02	26.11	26.20	26.37	100.0	100.0	100.0	100.0
2013	26.59	26.68	26.79	27.05	100.0	100.0	100.0	100.0
2014	27.34	27.42	27.59	27.59	100.0	100.0	100.0	100.0
2015	27.74	27.78	27.91	27.89	100.0	100.0	100.0	100.0
2016	28.02	28.18	28.42	28.48	100.0	100.0	100.0	100.0
2017	28.70	28.86	29.19	29.20	100.0	100.0	100.0	100.0
2018	29.34	29.41	29.64	29.48	100.0	100.0	100.0	100.0
2019	29.83	–	–	–	100.0	–	–	–
Wages and salaries								
2004	14.31	14.38	14.59	14.66	64.0	63.8	63.6	63.2
2005	14.74	14.88	14.97	15.08	63.2	63.4	63.3	63.1
2006	15.23	15.35	15.45	15.47	64.2	64.2	64.1	64.3
2007	15.57	15.68	15.80	15.83	64.8	64.6	64.7	64.5
2008	16.00	16.15	16.31	16.31	64.6	64.8	64.9	65.0
2009	16.34	16.41	16.46	16.57	64.9	64.9	65.0	65.2
2010	16.58	16.69	16.78	16.55	64.8	64.7	64.5	64.9
2011	16.65	16.71	16.76	16.73	64.7	64.1	64.3	64.6
2012	16.89	16.92	16.99	17.13	64.9	64.8	64.8	65.0
2013	17.29	17.36	17.47	17.57	65.0	65.1	65.2	65.0
2014	17.72	17.82	17.92	17.90	64.8	65.0	64.9	64.9
2015	17.98	18.04	18.12	18.10	64.8	65.0	64.9	64.9
2016	18.19	18.31	18.48	18.55	64.9	65.0	65.0	65.1
2017	18.71	18.85	19.04	18.88	65.2	65.3	65.2	64.7
2018	19.00	19.09	19.27	19.08	64.8	64.9	65.0	64.7
2019	19.23	–	–	–	64.5	–	–	–
Total benefits								
2004	8.04	8.16	8.35	8.55	36.0	36.2	36.4	36.8
2005	8.60	8.58	8.69	8.83	36.8	36.6	36.7	36.9
2006	8.49	8.58	8.65	8.58	35.8	35.8	35.9	35.7
2007	8.46	8.58	8.60	8.70	35.2	35.4	35.3	35.5
2008	8.76	8.77	8.84	8.78	35.4	35.2	35.1	35.0
2009	8.84	8.86	8.86	8.84	35.1	35.1	35.0	34.8
2010	9.02	9.10	9.22	8.95	35.2	35.3	35.5	35.1
2011	9.09	9.34	9.30	9.19	35.3	35.9	35.7	35.4
2012	9.13	9.20	9.21	9.24	35.1	35.2	35.2	35.0
2013	9.31	9.32	9.32	9.48	35.0	34.9	34.8	35.0
2014	9.62	9.61	9.67	9.69	35.2	35.0	35.1	35.1
2015	9.76	9.74	9.79	9.79	35.2	35.0	35.1	35.1
2016	9.84	9.87	9.93	9.94	35.1	35.0	35.0	34.9
2017	9.99	10.02	10.15	10.32	34.8	34.7	34.8	35.3
2018	10.34	10.32	10.37	10.40	35.2	35.1	35.0	35.3
2019	10.59	–	–	–	35.5	–	–	–
Paid leave								
2004	1.43	1.42	1.43	1.44	6.4	6.3	6.2	6.2
2005	1.45	1.46	1.47	1.66	6.2	6.2	6.2	6.9
2006	1.57	1.58	1.58	1.60	6.6	6.6	6.6	6.6
2007	1.60	1.62	1.61	1.62	6.7	6.7	6.6	6.6
2008	1.59	1.59	1.61	1.62	6.4	6.4	6.4	6.5
2009	1.63	1.64	1.65	1.65	6.5	6.5	6.5	6.5
2010	1.66	1.67	1.68	1.64	6.5	6.5	6.5	6.4
2011	1.63	1.63	1.63	1.63	6.3	6.3	6.3	6.3
2012	1.64	1.64	1.64	1.64	6.3	6.3	6.2	6.2
2013	1.66	1.67	1.67	1.69	6.2	6.3	6.2	6.2
2014	1.71	1.71	1.72	1.71	6.2	6.2	6.2	6.2
2015	1.72	1.71	1.73	1.69	6.2	6.2	6.2	6.1
2016	1.70	1.71	1.72	1.72	6.1	6.1	6.1	6.0

See footnotes at end of table.

Table 16. Private industry workers, goods-producing industries by major occupational group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Production, transportation, and material moving occupations

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Paid leave								
2017	1.74	1.75	1.76	1.77	6.1	6.1	6.0	6.1
2018	1.77	1.78	1.80	1.81	6.0	6.0	6.1	6.1
2019	1.84	–	–	–	6.2	–	–	–
Supplemental pay								
2004	1.09	1.07	1.09	1.12	4.9	4.8	4.8	4.8
2005	1.15	1.16	1.18	1.16	4.9	5.0	5.0	4.8
2006	1.03	1.02	1.05	1.03	4.3	4.3	4.3	4.3
2007	1.03	1.03	1.03	1.08	4.3	4.3	4.2	4.4
2008	1.12	1.13	1.16	1.13	4.5	4.5	4.6	4.5
2009	1.08	1.08	1.09	1.08	4.3	4.3	4.3	4.2
2010	1.06	1.06	1.05	1.02	4.1	4.1	4.1	4.0
2011	1.10	1.12	1.11	1.15	4.3	4.3	4.3	4.4
2012	1.18	1.19	1.17	1.19	4.5	4.6	4.5	4.5
2013	1.19	1.18	1.18	1.22	4.5	4.4	4.4	4.5
2014	1.24	1.24	1.25	1.30	4.5	4.5	4.5	4.7
2015	1.27	1.27	1.27	1.30	4.6	4.6	4.6	4.7
2016	1.34	1.36	1.35	1.34	4.8	4.8	4.7	4.7
2017	1.31	1.31	1.33	1.48	4.6	4.5	4.5	5.1
2018	1.51	1.46	1.49	1.57	5.1	5.0	5.0	5.3
2019	1.60	–	–	–	5.4	–	–	–
Insurance								
2004	2.20	2.24	2.28	2.34	9.9	9.9	9.9	10.1
2005	2.45	2.49	2.51	2.58	10.5	10.6	10.6	10.8
2006	2.64	2.67	2.69	2.66	11.1	11.2	11.2	11.1
2007	2.71	2.78	2.80	2.82	11.3	11.5	11.5	11.5
2008	2.87	2.87	2.88	2.86	11.6	11.5	11.5	11.4
2009	2.97	2.98	2.97	2.97	11.8	11.8	11.7	11.7
2010	3.04	3.08	3.11	3.01	11.9	11.9	12.0	11.8
2011	3.05	3.07	3.07	3.00	11.8	11.8	11.8	11.6
2012	3.04	3.07	3.10	3.08	11.7	11.8	11.8	11.7
2013	3.11	3.11	3.11	3.17	11.7	11.7	11.6	11.7
2014	3.21	3.22	3.23	3.17	11.8	11.7	11.7	11.5
2015	3.24	3.24	3.25	3.24	11.7	11.7	11.7	11.6
2016	3.25	3.26	3.31	3.31	11.6	11.6	11.7	11.6
2017	3.34	3.34	3.36	3.40	11.6	11.6	11.5	11.7
2018	3.40	3.42	3.45	3.39	11.6	11.6	11.7	11.5
2019	3.48	–	–	–	11.7	–	–	–
Retirement and savings								
2004	1.06	1.11	1.18	1.27	4.7	4.9	5.1	5.5
2005	1.16	1.06	1.11	1.05	5.0	4.5	4.7	4.4
2006	.97	.98	.99	.98	4.1	4.1	4.1	4.1
2007	.81	.84	.85	.86	3.4	3.5	3.5	3.5
2008	.86	.85	.86	.86	3.5	3.4	3.4	3.4
2009	.84	.83	.82	.80	3.3	3.3	3.2	3.2
2010	.88	.90	.96	.90	3.5	3.5	3.7	3.5
2011	.91	1.11	1.07	1.03	3.5	4.2	4.1	4.0
2012	.85	.85	.85	.85	3.3	3.3	3.3	3.2
2013	.87	.87	.85	.88	3.3	3.2	3.2	3.3
2014	.93	.92	.95	.97	3.4	3.4	3.4	3.5
2015	.98	.97	.99	1.03	3.5	3.5	3.6	3.7
2016	1.02	1.03	1.02	1.03	3.6	3.6	3.6	3.6
2017	1.04	1.05	1.12	1.07	3.6	3.6	3.8	3.7
2018	1.06	1.08	1.03	1.05	3.6	3.7	3.5	3.6
2019	1.07	–	–	–	3.6	–	–	–
Legally required benefits								
2004	2.18	2.23	2.27	2.29	9.7	9.9	9.9	9.8
2005	2.29	2.32	2.34	2.29	9.8	9.9	9.9	9.6
2006	2.30	2.32	2.34	2.31	9.7	9.7	9.7	9.6
2007	2.30	2.30	2.31	2.32	9.6	9.5	9.5	9.4
2008	2.31	2.32	2.33	2.32	9.3	9.3	9.3	9.2
2009	2.32	2.33	2.34	2.34	9.2	9.2	9.2	9.2
2010	2.37	2.40	2.41	2.36	9.3	9.3	9.3	9.3
2011	2.40	2.42	2.41	2.38	9.3	9.3	9.3	9.2

See footnotes at end of table.

Table 16. Private industry workers, goods-producing industries by major occupational group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Production, transportation, and material moving occupations

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Legally required benefits								
2012	2.42	2.44	2.45	2.48	9.3	9.4	9.4	9.4
2013	2.48	2.49	2.51	2.52	9.3	9.3	9.4	9.3
2014	2.52	2.51	2.52	2.54	9.2	9.2	9.2	9.2
2015	2.54	2.54	2.54	2.52	9.2	9.2	9.1	9.0
2016	2.52	2.51	2.53	2.53	9.0	8.9	8.9	8.9
2017	2.56	2.57	2.58	2.59	8.9	8.9	8.8	8.9
2018	2.60	2.58	2.60	2.58	8.9	8.8	8.8	8.8
2019	2.59	–	–	–	8.7	–	–	–
Other benefits[1]								
2004	.09	.09	.10	.10	.4	.4	.4	.4
2005	.10	.09	.08	.10	.4	.4	.4	.4

[1] Includes severance pay and supplemental unemployment benefits. Publication of other benefits was discontinued beginning in June 2006.

Note: The sum of individual items may not equal totals due to rounding. Dashes indicate data are not available.

Table 17. Private industry workers, service-providing industries by major occupational group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation

Management, professional, and related occupations[1]

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Total compensation								
2004	$39.51	$39.81	$40.31	$40.70	100.0	100.0	100.0	100.0
2005	41.15	41.49	41.23	42.45	100.0	100.0	100.0	100.0
2006	43.46	43.77	44.55	44.51	100.0	100.0	100.0	100.0
2007	45.05	45.11	45.11	45.83	100.0	100.0	100.0	100.0
2008	46.45	46.65	47.21	47.44	100.0	100.0	100.0	100.0
2009	47.65	47.86	47.84	47.18	100.0	100.0	100.0	100.0
2010	47.78	47.86	48.22	48.36	100.0	100.0	100.0	100.0
2011	48.94	49.24	49.20	49.11	100.0	100.0	100.0	100.0
2012	49.52	49.86	50.02	49.69	100.0	100.0	100.0	100.0
2013	49.88	50.23	50.38	50.40	100.0	100.0	100.0	100.0
2014	51.19	51.89	51.91	54.00	100.0	100.0	100.0	100.0
2015	54.27	54.21	54.01	54.22	100.0	100.0	100.0	100.0
2016	54.99	55.82	55.44	56.52	100.0	100.0	100.0	100.0
2017	57.00	57.63	58.03	59.00	100.0	100.0	100.0	100.0
2018	59.57	59.69	60.21	58.34	100.0	100.0	100.0	100.0
2019	58.79	–	–	–	100.0	–	–	–
Wages and salaries								
2004	28.76	28.98	29.36	29.63	72.8	72.8	72.8	72.8
2005	29.86	30.13	29.72	30.61	72.6	72.6	72.1	72.1
2006	31.12	31.33	31.99	31.88	71.6	71.6	71.8	71.6
2007	32.35	32.35	32.25	32.81	71.8	71.7	71.5	71.6
2008	33.29	33.36	33.84	34.01	71.7	71.5	71.7	71.7
2009	34.15	34.10	34.06	33.57	71.7	71.3	71.2	71.1
2010	33.98	34.10	34.35	34.43	71.1	71.3	71.2	71.2
2011	34.90	35.00	35.03	34.84	71.3	71.1	71.2	70.9
2012	35.04	35.30	35.35	35.09	70.7	70.8	70.7	70.6
2013	35.21	35.43	35.54	35.46	70.6	70.5	70.5	70.4
2014	35.90	36.32	36.40	37.27	70.1	70.0	70.1	69.0
2015	37.35	37.48	37.59	37.83	68.8	69.1	69.6	69.8
2016	38.10	38.65	38.42	39.10	69.3	69.2	69.3	69.2
2017	39.32	39.75	40.01	40.77	69.0	69.0	69.0	69.1
2018	41.04	41.12	41.55	40.86	68.9	68.9	69.0	70.0
2019	41.15	–	–	–	70.0	–	–	–
Total benefits								
2004	10.75	10.83	10.95	11.07	27.2	27.2	27.2	27.2
2005	11.29	11.36	11.51	11.84	27.4	27.4	27.9	27.9
2006	12.33	12.44	12.57	12.62	28.4	28.4	28.2	28.4
2007	12.70	12.76	12.86	13.02	28.2	28.3	28.5	28.4
2008	13.17	13.28	13.37	13.44	28.3	28.5	28.3	28.3
2009	13.51	13.76	13.79	13.61	28.3	28.7	28.8	28.9
2010	13.80	13.75	13.87	13.93	28.9	28.7	28.8	28.8
2011	14.04	14.24	14.17	14.27	28.7	28.9	28.8	29.1
2012	14.49	14.56	14.67	14.60	29.3	29.2	29.3	29.4
2013	14.66	14.80	14.84	14.94	29.4	29.5	29.5	29.6
2014	15.29	15.57	15.51	16.74	29.9	30.0	29.9	31.0
2015	16.92	16.73	16.42	16.39	31.2	30.9	30.4	30.2
2016	16.89	17.18	17.02	17.42	30.7	30.8	30.7	30.8
2017	17.68	17.88	18.02	18.23	31.0	31.0	31.0	30.9
2018	18.53	18.57	18.66	17.48	31.1	31.1	31.0	30.0
2019	17.64	–	–	–	30.0	–	–	–
Paid leave								
2004	3.08	3.11	3.16	3.19	7.8	7.8	7.8	7.8
2005	3.20	3.23	3.25	3.36	7.8	7.8	7.9	7.9
2006	3.63	3.67	3.72	3.75	8.4	8.4	8.4	8.4
2007	3.79	3.79	3.79	3.80	8.4	8.4	8.4	8.3
2008	3.83	3.82	3.91	3.95	8.2	8.2	8.3	8.3
2009	3.96	3.97	3.96	3.92	8.3	8.3	8.3	8.3
2010	3.95	3.95	3.98	4.05	8.3	8.3	8.3	8.4
2011	4.11	4.12	4.09	4.17	8.4	8.4	8.3	8.5
2012	4.18	4.22	4.24	4.24	8.4	8.5	8.5	8.5
2013	4.26	4.29	4.30	4.32	8.5	8.5	8.5	8.6
2014	4.42	4.46	4.46	4.53	8.6	8.6	8.6	8.4
2015	4.53	4.54	4.54	4.52	8.3	8.4	8.4	8.3
2016	4.57	4.67	4.63	4.79	8.3	8.4	8.4	8.5

See footnotes at end of table.

Table 17. Private industry workers, service-providing industries by major occupational group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation

Management, professional, and related occupations[1]

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Paid leave								
2017	4.81	4.87	4.89	5.06	8.4	8.4	8.4	8.6
2018	5.13	5.13	5.16	5.21	8.6	8.6	8.6	8.9
2019	5.26	–	–	–	8.9	–	–	–
Supplemental pay								
2004	1.10	1.04	1.04	1.05	2.8	2.6	2.6	2.6
2005	1.09	1.14	1.17	1.24	2.6	2.7	2.8	2.9
2006	1.31	1.32	1.33	1.35	3.0	3.0	3.0	3.0
2007	1.36	1.39	1.40	1.38	3.0	3.1	3.1	3.0
2008	1.41	1.51	1.42	1.45	3.0	3.2	3.0	3.1
2009	1.40	1.67	1.67	1.59	2.9	3.5	3.5	3.4
2010	1.57	1.51	1.53	1.43	3.3	3.2	3.2	3.0
2011	1.33	1.44	1.43	1.43	2.7	2.9	2.9	2.9
2012	1.49	1.49	1.50	1.45	3.0	3.0	3.0	2.9
2013	1.41	1.43	1.40	1.48	2.8	2.8	2.8	2.9
2014	1.47	1.46	1.46	2.40	2.9	2.8	2.8	4.4
2015	2.53	2.48	2.19	2.21	4.7	4.6	4.1	4.1
2016	2.62	2.61	2.61	2.53	4.8	4.7	4.7	4.5
2017	2.62	2.67	2.70	2.89	4.6	4.6	4.7	4.9
2018	2.98	3.00	3.00	1.96	5.0	5.0	5.0	3.4
2019	1.96	–	–	–	3.3	–	–	–
Insurance								
2004	2.33	2.34	2.35	2.37	5.9	5.9	5.8	5.8
2005	2.46	2.47	2.51	2.60	6.0	6.0	6.1	6.1
2006	2.65	2.69	2.70	2.72	6.1	6.1	6.1	6.1
2007	2.79	2.80	2.81	2.83	6.2	6.2	6.2	6.2
2008	2.90	2.91	2.93	2.99	6.2	6.2	6.2	6.3
2009	3.05	3.04	3.07	3.09	6.4	6.4	6.4	6.5
2010	3.17	3.18	3.19	3.25	6.6	6.6	6.6	6.7
2011	3.31	3.35	3.34	3.40	6.8	6.8	6.8	6.9
2012	3.46	3.48	3.52	3.50	7.0	7.0	7.0	7.1
2013	3.58	3.59	3.59	3.65	7.2	7.1	7.1	7.2
2014	3.73	3.75	3.75	3.81	7.3	7.2	7.2	7.1
2015	3.87	3.86	3.87	3.85	7.1	7.1	7.2	7.1
2016	3.94	3.96	3.98	4.06	7.2	7.1	7.2	7.2
2017	4.08	4.09	4.13	4.13	7.2	7.1	7.1	7.0
2018	4.18	4.17	4.21	4.10	7.0	7.0	7.0	7.0
2019	4.15	–	–	–	7.1	–	–	–
Retirement and savings								
2004	1.36	1.42	1.45	1.48	3.5	3.6	3.6	3.6
2005	1.52	1.49	1.52	1.52	3.7	3.6	3.7	3.6
2006	1.65	1.65	1.68	1.64	3.8	3.8	3.8	3.7
2007	1.55	1.58	1.66	1.77	3.4	3.5	3.7	3.9
2008	1.77	1.77	1.81	1.74	3.8	3.8	3.8	3.7
2009	1.76	1.74	1.75	1.71	3.7	3.6	3.7	3.6
2010	1.77	1.77	1.80	1.83	3.7	3.7	3.7	3.8
2011	1.89	1.91	1.88	1.90	3.9	3.9	3.8	3.9
2012	1.93	1.93	1.96	1.98	3.9	3.9	3.9	4.0
2013	1.98	2.04	2.07	2.02	4.0	4.1	4.1	4.0
2014	2.16	2.36	2.32	2.43	4.2	4.6	4.5	4.5
2015	2.42	2.26	2.25	2.19	4.5	4.2	4.2	4.0
2016	2.12	2.29	2.17	2.39	3.9	4.1	3.9	4.2
2017	2.44	2.50	2.54	2.33	4.3	4.3	4.4	4.0
2018	2.37	2.42	2.41	2.37	4.0	4.0	4.0	4.1
2019	2.39	–	–	–	4.1	–	–	–
Legally required benefits								
2004	2.82	2.84	2.88	2.90	7.1	7.1	7.1	7.1
2005	2.94	2.96	2.98	3.05	7.2	7.1	7.2	7.2
2006	3.09	3.11	3.13	3.17	7.1	7.1	7.0	7.1
2007	3.20	3.20	3.21	3.22	7.1	7.1	7.1	7.0
2008	3.26	3.27	3.30	3.31	7.0	7.0	7.0	7.0
2009	3.33	3.33	3.34	3.30	7.0	7.0	7.0	7.0
2010	3.33	3.34	3.36	3.36	7.0	7.0	7.0	7.0
2011	3.41	3.42	3.43	3.38	7.0	6.9	7.0	6.9

See footnotes at end of table.

Table 17. Private industry workers, service-providing industries by major occupational group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation

Management, professional, and related occupations[1]

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Legally required benefits								
2012	3.42	3.44	3.45	3.43	6.9	6.9	6.9	6.9
2013	3.44	3.45	3.48	3.47	6.9	6.9	6.9	6.9
2014	3.50	3.52	3.52	3.57	6.8	6.8	6.8	6.6
2015	3.57	3.58	3.58	3.62	6.6	6.6	6.6	6.7
2016	3.64	3.64	3.63	3.66	6.6	6.5	6.5	6.5
2017	3.72	3.75	3.75	3.82	6.5	6.5	6.5	6.5
2018	3.86	3.85	3.88	3.84	6.5	6.5	6.4	6.6
2019	3.87	–	–	–	6.6	–	–	–
Other benefits[2]								
2004	.06	.07	.07	.07	.2	.2	.2	.2
2005	.07	.07	.06	.06	.2	.2	.2	.1

[1] Estimates from December 2013 to March 2014 for this series were corrected, details are available at www.bls.gov/bls/ecec_correction_091014.htm.
[2] Includes severance pay and supplemental unemployment benefits. Publication of other benefits was discontinued beginning in June 2006.

Note: The sum of individual items may not equal totals due to rounding. Dashes indicate data are not available.

Table 17. Private industry workers, service-providing industries by major occupational group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Sales and office occupations

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Total compensation								
2004	$18.04	$18.40	$18.64	$18.62	100.0	100.0	100.0	100.0
2005	18.92	19.08	19.27	19.25	100.0	100.0	100.0	100.0
2006	19.59	19.70	19.95	19.91	100.0	100.0	100.0	100.0
2007	20.13	20.17	20.42	20.52	100.0	100.0	100.0	100.0
2008	20.71	20.85	21.00	20.86	100.0	100.0	100.0	100.0
2009	20.96	21.01	21.04	21.21	100.0	100.0	100.0	100.0
2010	21.38	21.47	21.59	21.35	100.0	100.0	100.0	100.0
2011	21.62	21.77	21.91	22.04	100.0	100.0	100.0	100.0
2012	22.26	22.29	22.38	22.21	100.0	100.0	100.0	100.0
2013	22.53	22.63	22.70	22.50	100.0	100.0	100.0	100.0
2014	22.66	22.78	23.03	23.08	100.0	100.0	100.0	100.0
2015	23.55	23.41	23.55	23.11	100.0	100.0	100.0	100.0
2016	23.47	23.54	23.74	23.75	100.0	100.0	100.0	100.0
2017	23.95	24.11	24.24	24.44	100.0	100.0	100.0	100.0
2018	24.86	25.04	25.44	25.19	100.0	100.0	100.0	100.0
2019	25.62	–	–	–	100.0	–	–	–
Wages and salaries								
2004	13.22	13.48	13.67	13.63	73.3	73.3	73.3	73.2
2005	13.80	13.94	14.07	14.01	72.9	73.1	73.0	72.8
2006	14.19	14.27	14.47	14.40	72.5	72.4	72.5	72.3
2007	14.57	14.59	14.77	14.85	72.4	72.3	72.4	72.4
2008	14.96	15.06	15.16	15.05	72.2	72.2	72.2	72.1
2009	15.10	15.14	15.17	15.28	72.0	72.1	72.1	72.1
2010	15.34	15.44	15.52	15.38	71.8	71.9	71.9	72.0
2011	15.52	15.59	15.70	15.79	71.8	71.6	71.6	71.6
2012	15.91	15.95	16.06	15.91	71.5	71.6	71.7	71.7
2013	16.08	16.18	16.23	16.13	71.4	71.5	71.5	71.7
2014	16.18	16.23	16.43	16.50	71.4	71.3	71.3	71.5
2015	16.87	16.76	16.87	16.64	71.6	71.6	71.6	72.0
2016	16.88	16.96	17.08	17.06	71.9	72.1	72.0	71.8
2017	17.21	17.29	17.41	17.56	71.8	71.7	71.8	71.8
2018	17.88	17.97	18.29	18.06	71.9	71.8	71.9	71.7
2019	18.39	–	–	–	71.8	–	–	–
Total benefits								
2004	4.82	4.91	4.97	4.99	26.7	26.7	26.7	26.8
2005	5.12	5.14	5.20	5.24	27.1	26.9	27.0	27.2
2006	5.40	5.43	5.48	5.51	27.5	27.6	27.5	27.7
2007	5.56	5.58	5.64	5.67	27.6	27.7	27.6	27.6
2008	5.75	5.79	5.84	5.81	27.8	27.8	27.8	27.9
2009	5.86	5.87	5.88	5.92	28.0	27.9	27.9	27.9
2010	6.03	6.02	6.08	5.97	28.2	28.1	28.1	28.0
2011	6.11	6.18	6.21	6.25	28.2	28.4	28.4	28.4
2012	6.35	6.34	6.33	6.29	28.5	28.4	28.3	28.3
2013	6.44	6.45	6.47	6.37	28.6	28.5	28.5	28.3
2014	6.48	6.55	6.60	6.58	28.6	28.7	28.7	28.5
2015	6.68	6.64	6.68	6.47	28.4	28.4	28.4	28.0
2016	6.59	6.58	6.65	6.69	28.1	27.9	28.0	28.2
2017	6.75	6.81	6.83	6.88	28.2	28.3	28.2	28.2
2018	6.98	7.07	7.15	7.13	28.1	28.2	28.1	28.3
2019	7.23	–	–	–	28.2	–	–	–
Paid leave								
2004	1.07	1.10	1.12	1.12	5.9	6.0	6.0	6.0
2005	1.14	1.15	1.16	1.17	6.0	6.0	6.0	6.1
2006	1.26	1.26	1.29	1.27	6.4	6.4	6.5	6.4
2007	1.28	1.29	1.29	1.30	6.4	6.4	6.3	6.3
2008	1.31	1.30	1.32	1.30	6.3	6.3	6.3	6.3
2009	1.32	1.31	1.31	1.32	6.3	6.2	6.2	6.2
2010	1.34	1.33	1.35	1.32	6.2	6.2	6.2	6.2
2011	1.34	1.34	1.35	1.36	6.2	6.2	6.2	6.2
2012	1.38	1.37	1.37	1.36	6.2	6.1	6.1	6.1
2013	1.39	1.38	1.39	1.37	6.2	6.1	6.1	6.1
2014	1.39	1.39	1.41	1.43	6.1	6.1	6.1	6.2
2015	1.46	1.46	1.47	1.46	6.2	6.2	6.2	6.3
2016	1.49	1.47	1.51	1.51	6.3	6.3	6.3	6.4

See footnotes at end of table.

Table 17. Private industry workers, service-providing industries by major occupational group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Sales and office occupations

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Paid leave								
2017	1.53	1.53	1.54	1.58	6.4	6.4	6.4	6.5
2018	1.61	1.61	1.65	1.63	6.5	6.4	6.5	6.5
2019	1.67	–	–	–	6.5	–	–	–
Supplemental pay								
2004	.38	.36	.37	.37	2.1	2.0	2.0	2.0
2005	.39	.39	.39	.42	2.1	2.0	2.0	2.2
2006	.45	.44	.45	.47	2.3	2.2	2.2	2.4
2007	.48	.48	.49	.49	2.4	2.4	2.4	2.4
2008	.49	.52	.51	.50	2.3	2.5	2.4	2.4
2009	.47	.47	.47	.49	2.2	2.2	2.2	2.3
2010	.46	.44	.45	.43	2.2	2.1	2.1	2.0
2011	.46	.47	.48	.46	2.1	2.2	2.2	2.1
2012	.47	.48	.47	.48	2.1	2.1	2.1	2.2
2013	.49	.49	.49	.50	2.2	2.2	2.2	2.2
2014	.52	.53	.54	.56	2.3	2.3	2.3	2.4
2015	.55	.55	.56	.55	2.4	2.4	2.4	2.4
2016	.57	.58	.59	.59	2.4	2.5	2.5	2.5
2017	.60	.61	.61	.64	2.5	2.5	2.5	2.6
2018	.66	.67	.67	.65	2.6	2.7	2.6	2.6
2019	.65	–	–	–	2.5	–	–	–
Insurance								
2004	1.38	1.41	1.42	1.43	7.6	7.7	7.6	7.7
2005	1.49	1.48	1.51	1.51	7.9	7.8	7.8	7.9
2006	1.54	1.57	1.58	1.59	7.9	8.0	7.9	8.0
2007	1.64	1.64	1.65	1.66	8.1	8.1	8.1	8.1
2008	1.72	1.72	1.73	1.74	8.3	8.2	8.2	8.4
2009	1.82	1.82	1.84	1.85	8.7	8.7	8.8	8.7
2010	1.92	1.92	1.93	1.90	9.0	8.9	8.9	8.9
2011	1.94	1.98	1.99	2.03	9.0	9.1	9.1	9.2
2012	2.06	2.05	2.04	2.01	9.2	9.2	9.1	9.0
2013	2.09	2.08	2.09	2.05	9.3	9.2	9.2	9.1
2014	2.12	2.12	2.12	2.07	9.4	9.3	9.2	9.0
2015	2.13	2.13	2.14	2.01	9.0	9.1	9.1	8.7
2016	2.07	2.07	2.06	2.09	8.8	8.8	8.7	8.8
2017	2.10	2.12	2.13	2.11	8.8	8.8	8.8	8.6
2018	2.14	2.15	2.16	2.19	8.6	8.6	8.5	8.7
2019	2.23	–	–	–	8.7	–	–	–
Retirement and savings								
2004	.49	.50	.50	.51	2.7	2.7	2.7	2.7
2005	.51	.52	.52	.52	2.7	2.7	2.7	2.7
2006	.54	.55	.55	.56	2.8	2.8	2.8	2.8
2007	.53	.53	.56	.58	2.7	2.6	2.7	2.8
2008	.58	.58	.60	.59	2.8	2.8	2.8	2.8
2009	.58	.58	.58	.58	2.8	2.8	2.7	2.7
2010	.60	.61	.62	.61	2.8	2.8	2.9	2.8
2011	.62	.63	.63	.62	2.9	2.9	2.9	2.8
2012	.64	.63	.64	.64	2.9	2.8	2.8	2.9
2013	.66	.67	.67	.63	2.9	3.0	3.0	2.8
2014	.64	.70	.70	.68	2.8	3.1	3.0	3.0
2015	.70	.66	.67	.65	3.0	2.8	2.8	2.8
2016	.65	.65	.68	.68	2.8	2.7	2.8	2.9
2017	.68	.71	.70	.69	2.9	2.9	2.9	2.8
2018	.69	.76	.77	.76	2.8	3.0	3.0	3.0
2019	.77	–	–	–	3.0	–	–	–
Legally required benefits								
2004	1.48	1.52	1.54	1.55	8.2	8.3	8.3	8.3
2005	1.57	1.59	1.60	1.60	8.3	8.3	8.3	8.3
2006	1.60	1.61	1.62	1.63	8.2	8.2	8.1	8.2
2007	1.63	1.64	1.65	1.66	8.1	8.1	8.1	8.1
2008	1.66	1.67	1.68	1.67	8.0	8.0	8.0	8.0
2009	1.68	1.68	1.68	1.69	8.0	8.0	8.0	7.9
2010	1.71	1.72	1.73	1.71	8.0	8.0	8.0	8.0
2011	1.74	1.76	1.76	1.77	8.0	8.1	8.1	8.0

See footnotes at end of table.

Table 17. Private industry workers, service-providing industries by major occupational group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Sales and office occupations

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Legally required benefits								
2012	1.79	1.80	1.81	1.80	8.1	8.1	8.1	8.1
2013	1.82	1.82	1.82	1.81	8.1	8.1	8.0	8.0
2014	1.81	1.81	1.83	1.82	8.0	8.0	7.9	7.9
2015	1.84	1.84	1.84	1.81	7.8	7.9	7.8	7.8
2016	1.82	1.81	1.82	1.82	7.7	7.7	7.7	7.7
2017	1.84	1.84	1.85	1.86	7.7	7.6	7.6	7.6
2018	1.89	1.89	1.91	1.90	7.6	7.5	7.5	7.5
2019	1.91	–	–	–	7.5	–	–	–
Other benefits[1]								
2004	.02	.02	.02	.02	.1	.1	.1	.1
2005	.02	.02	.02	.02	.1	.1	.1	.1

[1] Includes severance pay and supplemental unemployment benefits. Publication of other benefits was discontinued beginning in June 2006.

Note: The sum of individual items may not equal totals due to rounding. Dashes indicate data are not available.

Table 17. Private industry workers, service-providing industries by major occupational group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Service occupations

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Total compensation								
2004	$11.61	$11.70	$11.81	$11.83	100.0	100.0	100.0	100.0
2005	12.00	12.01	12.07	12.13	100.0	100.0	100.0	100.0
2006	12.21	12.29	12.40	12.63	100.0	100.0	100.0	100.0
2007	12.79	12.80	12.92	13.09	100.0	100.0	100.0	100.0
2008	13.19	13.23	13.32	13.31	100.0	100.0	100.0	100.0
2009	13.44	13.43	13.57	13.58	100.0	100.0	100.0	100.0
2010	13.63	13.62	13.71	13.82	100.0	100.0	100.0	100.0
2011	13.91	13.85	13.92	13.91	100.0	100.0	100.0	100.0
2012	13.94	13.91	14.03	14.05	100.0	100.0	100.0	100.0
2013	14.12	14.14	14.20	14.04	100.0	100.0	100.0	100.0
2014	14.00	14.04	14.15	14.33	100.0	100.0	100.0	100.0
2015	14.43	14.40	14.52	14.81	100.0	100.0	100.0	100.0
2016	14.95	15.07	15.06	15.14	100.0	100.0	100.0	100.0
2017	15.35	15.44	15.54	15.90	100.0	100.0	100.0	100.0
2018	16.06	16.08	16.23	16.75	100.0	100.0	100.0	100.0
2019	16.98	–	–	–	100.0	–	–	–
Wages and salaries								
2004	8.81	8.91	8.97	8.98	75.9	76.2	76.0	75.9
2005	9.10	9.13	9.15	9.20	75.9	76.0	75.8	75.8
2006	9.22	9.27	9.35	9.46	75.5	75.4	75.4	74.9
2007	9.60	9.63	9.73	9.83	75.1	75.2	75.3	75.1
2008	9.89	9.93	10.01	10.04	75.0	75.0	75.1	75.4
2009	10.14	10.15	10.26	10.28	75.4	75.6	75.6	75.7
2010	10.30	10.30	10.36	10.47	75.6	75.6	75.6	75.7
2011	10.51	10.47	10.53	10.52	75.6	75.6	75.6	75.6
2012	10.51	10.51	10.59	10.64	75.4	75.5	75.5	75.7
2013	10.68	10.71	10.74	10.66	75.6	75.7	75.6	75.9
2014	10.64	10.68	10.77	10.90	76.0	76.1	76.2	76.1
2015	10.98	10.96	11.04	11.25	76.1	76.1	76.0	76.0
2016	11.37	11.49	11.54	11.58	76.1	76.2	76.6	76.5
2017	11.73	11.82	11.89	12.03	76.5	76.6	76.5	75.6
2018	12.17	12.23	12.34	12.64	75.8	76.0	76.0	75.5
2019	12.84	–	–	–	75.6	–	–	–
Total benefits								
2004	2.80	2.79	2.83	2.85	24.1	23.8	24.0	24.1
2005	2.90	2.88	2.91	2.93	24.1	24.0	24.2	24.2
2006	2.99	3.02	3.05	3.17	24.5	24.6	24.6	25.1
2007	3.18	3.18	3.19	3.26	24.9	24.8	24.7	24.9
2008	3.30	3.30	3.31	3.27	25.0	25.0	24.9	24.6
2009	3.31	3.28	3.31	3.30	24.6	24.4	24.4	24.3
2010	3.32	3.33	3.35	3.36	24.4	24.4	24.4	24.3
2011	3.40	3.38	3.40	3.39	24.4	24.4	24.4	24.4
2012	3.43	3.41	3.44	3.41	24.6	24.5	24.5	24.3
2013	3.44	3.43	3.46	3.38	24.4	24.3	24.4	24.1
2014	3.36	3.36	3.37	3.43	24.0	23.9	23.8	23.9
2015	3.45	3.44	3.48	3.55	23.9	23.9	24.0	24.0
2016	3.58	3.58	3.52	3.56	23.9	23.8	23.4	23.5
2017	3.61	3.62	3.65	3.87	23.5	23.4	23.5	24.4
2018	3.89	3.86	3.89	4.11	24.2	24.0	24.0	24.5
2019	4.14	–	–	–	24.4	–	–	–
Paid leave								
2004	.48	.47	.48	.48	4.1	4.0	4.1	4.1
2005	.49	.48	.49	.50	4.0	4.0	4.1	4.1
2006	.54	.53	.54	.57	4.4	4.3	4.4	4.5
2007	.57	.56	.56	.57	4.5	4.4	4.3	4.4
2008	.57	.57	.57	.56	4.3	4.3	4.3	4.2
2009	.57	.57	.58	.57	4.2	4.2	4.2	4.2
2010	.57	.56	.57	.59	4.2	4.1	4.1	4.2
2011	.59	.58	.58	.59	4.2	4.2	4.2	4.3
2012	.59	.58	.58	.57	4.2	4.1	4.2	4.1
2013	.58	.58	.58	.56	4.1	4.1	4.1	4.0
2014	.55	.55	.56	.55	4.0	3.9	3.9	3.9
2015	.56	.55	.56	.57	3.8	3.8	3.9	3.9
2016	.57	.58	.56	.56	3.8	3.8	3.7	3.7

See footnotes at end of table.

Table 17. Private industry workers, service-providing industries by major occupational group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Service occupations

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Paid leave								
2017	0.57	0.57	0.59	0.64	3.7	3.7	3.8	4.0
2018	.63	.62	.63	.71	3.9	3.9	3.9	4.2
2019	.72	–	–	–	4.3	–	–	–
Supplemental pay								
2004	.17	.17	.17	.17	1.5	1.4	1.5	1.4
2005	.17	.17	.18	.18	1.4	1.4	1.5	1.5
2006	.20	.20	.20	.21	1.6	1.7	1.6	1.7
2007	.21	.22	.22	.23	1.7	1.7	1.7	1.7
2008	.23	.23	.23	.23	1.7	1.7	1.7	1.8
2009	.23	.23	.23	.23	1.7	1.7	1.7	1.7
2010	.23	.23	.23	.24	1.7	1.7	1.7	1.7
2011	.24	.24	.24	.24	1.8	1.7	1.7	1.7
2012	.26	.25	.26	.26	1.9	1.8	1.9	1.9
2013	.25	.25	.26	.24	1.8	1.8	1.8	1.7
2014	.24	.24	.24	.23	1.7	1.7	1.7	1.6
2015	.23	.23	.24	.24	1.6	1.6	1.6	1.6
2016	.24	.24	.23	.23	1.6	1.6	1.5	1.5
2017	.24	.24	.24	.30	1.6	1.6	1.5	1.9
2018	.30	.29	.29	.34	1.9	1.8	1.8	2.1
2019	.34	–	–	–	2.0	–	–	–
Insurance								
2004	.73	.71	.73	.74	6.3	6.1	6.2	6.2
2005	.76	.74	.75	.76	6.3	6.1	6.2	6.3
2006	.79	.81	.82	.87	6.4	6.6	6.6	6.9
2007	.89	.87	.87	.90	6.9	6.8	6.7	6.8
2008	.93	.93	.93	.92	7.0	7.0	7.0	6.9
2009	.94	.92	.93	.92	7.0	6.8	6.9	6.8
2010	.95	.95	.95	.92	6.9	7.0	7.0	6.7
2011	.93	.92	.93	.92	6.7	6.7	6.6	6.6
2012	.92	.92	.92	.90	6.6	6.6	6.6	6.4
2013	.92	.90	.92	.87	6.5	6.4	6.4	6.2
2014	.87	.87	.88	.90	6.2	6.2	6.2	6.3
2015	.91	.91	.93	.90	6.3	6.4	6.4	6.1
2016	.92	.92	.89	.92	6.2	6.1	5.9	6.0
2017	.93	.93	.95	1.10	6.1	6.0	6.1	6.9
2018	1.10	1.09	1.11	1.18	6.9	6.8	6.8	7.0
2019	1.19	–	–	–	7.0	–	–	–
Retirement and savings								
2004	.17	.17	.17	.18	1.5	1.4	1.5	1.5
2005	.18	.17	.18	.17	1.5	1.4	1.5	1.4
2006	.18	.17	.17	.17	1.4	1.4	1.4	1.4
2007	.17	.17	.19	.20	1.4	1.4	1.4	1.6
2008	.21	.21	.21	.21	1.6	1.6	1.6	1.6
2009	.20	.20	.20	.20	1.5	1.5	1.5	1.5
2010	.20	.20	.20	.20	1.5	1.5	1.5	1.5
2011	.21	.21	.21	.21	1.5	1.5	1.5	1.5
2012	.21	.21	.21	.21	1.5	1.5	1.5	1.5
2013	.22	.22	.22	.21	1.6	1.6	1.6	1.5
2014	.21	.21	.21	.23	1.5	1.5	1.5	1.6
2015	.23	.23	.24	.26	1.6	1.6	1.7	1.7
2016	.26	.26	.24	.25	1.7	1.7	1.6	1.6
2017	.25	.25	.25	.27	1.7	1.6	1.6	1.7
2018	.27	.28	.28	.29	1.7	1.8	1.7	1.7
2019	.29	–	–	–	1.7	–	–	–
Legally required benefits								
2004	1.25	1.27	1.28	1.28	10.8	10.8	10.8	10.8
2005	1.31	1.32	1.32	1.32	10.9	11.0	11.0	10.9
2006	1.30	1.30	1.32	1.35	10.6	10.6	10.6	10.7
2007	1.33	1.35	1.35	1.36	10.4	10.6	10.5	10.4
2008	1.36	1.37	1.37	1.35	10.3	10.4	10.3	10.2
2009	1.36	1.36	1.37	1.37	10.1	10.1	10.1	10.1
2010	1.38	1.39	1.40	1.41	10.1	10.2	10.2	10.2
2011	1.43	1.44	1.44	1.43	10.3	10.4	10.3	10.2

See footnotes at end of table.

Table 17. Private industry workers, service-providing industries by major occupational group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Service occupations

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Legally required benefits								
2012	1.45	1.45	1.46	1.47	10.4	10.4	10.4	10.4
2013	1.47	1.48	1.48	1.50	10.4	10.4	10.4	10.7
2014	1.49	1.49	1.49	1.51	10.6	10.6	10.6	10.6
2015	1.52	1.51	1.52	1.58	10.5	10.5	10.4	10.7
2016	1.58	1.59	1.60	1.60	10.6	10.6	10.6	10.6
2017	1.61	1.62	1.62	1.56	10.5	10.5	10.4	9.8
2018	1.58	1.57	1.57	1.59	9.8	9.8	9.7	9.5
2019	1.59	–	–	–	9.4	–	–	–
Other benefits[1]								
2004	([2])	([2])	([2])	([2])	([3])	([3])	([3])	([3])
2005	([2])	([2])	([2])	([2])	([3])	([3])	([3])	([3])

[1] Includes severance pay and supplemental unemployment benefits. Publication of other benefits was discontinued beginning in June 2006.
[2] Cost per hour worked is $0.01 or less.
[3] Less than .05 percent.

Note: The sum of individual items may not equal totals due to rounding. Dashes indicate data are not available.

Table 17. Private industry workers, service-providing industries by major occupational group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Natural resources, construction, and maintenance occupations

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Total compensation								
2004	$25.41	$25.36	$25.45	$25.55	100.0	100.0	100.0	100.0
2005	25.99	26.30	26.42	26.18	100.0	100.0	100.0	100.0
2006	26.71	27.12	27.50	28.27	100.0	100.0	100.0	100.0
2007	28.22	28.49	28.65	28.67	100.0	100.0	100.0	100.0
2008	28.84	28.91	29.14	29.53	100.0	100.0	100.0	100.0
2009	29.80	29.88	29.98	29.83	100.0	100.0	100.0	100.0
2010	30.34	30.32	30.31	29.77	100.0	100.0	100.0	100.0
2011	29.77	30.03	30.31	29.78	100.0	100.0	100.0	100.0
2012	30.36	30.71	30.75	30.95	100.0	100.0	100.0	100.0
2013	31.22	31.14	31.34	30.87	100.0	100.0	100.0	100.0
2014	31.49	32.11	32.46	32.49	100.0	100.0	100.0	100.0
2015	32.68	32.28	32.45	31.37	100.0	100.0	100.0	100.0
2016	31.59	31.53	31.06	32.43	100.0	100.0	100.0	100.0
2017	32.51	33.05	33.30	32.02	100.0	100.0	100.0	100.0
2018	32.27	32.72	33.04	32.75	100.0	100.0	100.0	100.0
2019	32.97	–	–	–	100.0	–	–	–
Wages and salaries								
2004	17.95	17.76	17.85	17.90	70.7	70.0	70.1	70.0
2005	18.03	18.28	18.39	18.35	69.4	69.5	69.6	70.1
2006	18.57	18.80	19.07	19.53	69.5	69.3	69.3	69.1
2007	19.61	19.76	19.90	19.90	69.5	69.4	69.5	69.4
2008	20.03	20.24	20.35	20.47	69.5	70.0	69.8	69.3
2009	20.66	20.75	20.84	20.79	69.3	69.4	69.5	69.7
2010	21.00	20.94	20.93	20.75	69.2	69.1	69.0	69.7
2011	20.75	20.88	21.08	20.73	69.7	69.5	69.5	69.6
2012	20.92	21.12	21.13	21.25	68.9	68.8	68.7	68.7
2013	21.41	21.37	21.52	21.36	68.6	68.6	68.7	69.2
2014	21.71	21.80	22.05	21.97	68.9	67.9	67.9	67.6
2015	22.06	22.24	22.33	21.68	67.5	68.9	68.8	69.1
2016	21.85	21.88	21.69	22.46	69.2	69.4	69.8	69.3
2017	22.51	22.89	23.10	22.28	69.3	69.3	69.4	69.6
2018	22.42	22.50	22.72	22.53	69.5	68.8	68.8	68.8
2019	22.62	–	–	–	68.6	–	–	–
Total benefits								
2004	7.46	7.59	7.60	7.65	29.3	30.0	29.9	30.0
2005	7.96	8.02	8.03	7.83	30.6	30.5	30.4	29.9
2006	8.14	8.32	8.43	8.74	30.5	30.7	30.7	30.9
2007	8.62	8.73	8.75	8.77	30.5	30.6	30.5	30.6
2008	8.81	8.67	8.79	9.06	30.5	30.0	30.2	30.7
2009	9.14	9.13	9.14	9.05	30.7	30.6	30.5	30.3
2010	9.34	9.37	9.38	9.02	30.8	30.9	31.0	30.3
2011	9.02	9.15	9.23	9.04	30.3	30.5	30.5	30.4
2012	9.43	9.59	9.62	9.70	31.1	31.2	31.3	31.3
2013	9.81	9.78	9.82	9.51	31.4	31.4	31.3	30.8
2014	9.78	10.31	10.41	10.52	31.1	32.1	32.1	32.4
2015	10.62	10.04	10.12	9.69	32.5	31.1	31.2	30.9
2016	9.74	9.65	9.36	9.97	30.8	30.6	30.2	30.7
2017	9.99	10.15	10.20	9.74	30.7	30.7	30.6	30.4
2018	9.85	10.22	10.32	10.22	30.5	31.2	31.2	31.2
2019	10.34	–	–	–	31.4	–	–	–
Paid leave								
2004	1.66	1.67	1.68	1.69	6.5	6.6	6.6	6.6
2005	1.71	1.74	1.74	1.70	6.6	6.6	6.6	6.5
2006	1.76	1.79	1.81	1.88	6.6	6.6	6.6	6.7
2007	1.89	1.91	1.89	1.88	6.7	6.7	6.6	6.6
2008	1.90	1.89	1.92	1.90	6.6	6.5	6.6	6.4
2009	1.94	1.93	1.93	1.93	6.5	6.5	6.4	6.5
2010	1.98	1.96	1.96	1.93	6.5	6.5	6.5	6.5
2011	1.95	1.95	1.97	1.97	6.6	6.5	6.5	6.6
2012	1.98	1.99	2.00	2.07	6.5	6.5	6.5	6.7
2013	2.07	2.06	2.08	2.05	6.6	6.6	6.6	6.6
2014	2.11	2.12	2.15	2.11	6.7	6.6	6.6	6.5
2015	2.13	2.11	2.13	2.02	6.5	6.5	6.6	6.4
2016	2.03	2.03	1.96	2.09	6.4	6.5	6.3	6.4

See footnotes at end of table.

Table 17. Private industry workers, service-providing industries by major occupational group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Natural resources, construction, and maintenance occupations

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Paid leave								
2017	2.08	2.11	2.13	2.01	6.4	6.4	6.4	6.3
2018	2.03	2.04	2.06	2.07	6.3	6.2	6.2	6.3
2019	2.09	–	–	–	6.3	–	–	–
Supplemental pay								
2004	.76	.77	.76	.78	3.0	3.0	3.0	3.0
2005	.78	.80	.81	.75	3.0	3.0	3.0	2.9
2006	.72	.73	.76	.77	2.7	2.7	2.8	2.7
2007	.78	.80	.80	.80	2.8	2.8	2.8	2.8
2008	.82	.80	.84	.86	2.8	2.8	2.9	2.9
2009	.84	.86	.86	.81	2.8	2.9	2.9	2.7
2010	.83	.81	.81	.76	2.7	2.7	2.7	2.6
2011	.75	.77	.78	.77	2.5	2.6	2.6	2.6
2012	.77	.76	.79	.78	2.5	2.5	2.6	2.5
2013	.78	.76	.77	.80	2.5	2.4	2.5	2.6
2014	.82	.83	.84	.86	2.6	2.6	2.6	2.6
2015	.88	.87	.87	.84	2.7	2.7	2.7	2.7
2016	.86	.85	.86	.88	2.7	2.7	2.8	2.7
2017	.86	.88	.89	.89	2.7	2.7	2.7	2.8
2018	.92	.93	.95	.95	2.8	2.8	2.9	2.9
2019	.95	–	–	–	2.9	–	–	–
Insurance								
2004	1.84	1.89	1.92	1.92	7.2	7.4	7.5	7.5
2005	2.04	2.05	2.06	1.99	7.9	7.8	7.8	7.6
2006	2.06	2.12	2.16	2.27	7.7	7.8	7.8	8.0
2007	2.28	2.31	2.33	2.33	8.1	8.1	8.1	8.1
2008	2.33	2.32	2.35	2.45	8.1	8.0	8.1	8.3
2009	2.52	2.55	2.57	2.51	8.5	8.5	8.6	8.4
2010	2.63	2.62	2.65	2.53	8.7	8.7	8.7	8.5
2011	2.57	2.59	2.61	2.54	8.6	8.6	8.6	8.5
2012	2.62	2.62	2.61	2.63	8.6	8.5	8.5	8.5
2013	2.68	2.66	2.68	2.68	8.6	8.5	8.6	8.7
2014	2.82	2.83	2.84	2.86	8.9	8.8	8.8	8.8
2015	2.88	2.84	2.87	2.76	8.8	8.8	8.9	8.8
2016	2.78	2.77	2.62	2.85	8.8	8.8	8.4	8.8
2017	2.85	2.86	2.86	2.68	8.8	8.7	8.6	8.4
2018	2.71	2.72	2.74	2.72	8.4	8.3	8.3	8.3
2019	2.78	–	–	–	8.4	–	–	–
Retirement and savings								
2004	.77	.81	.78	.76	3.0	3.2	3.1	3.0
2005	.87	.84	.84	.81	3.4	3.2	3.2	3.1
2006	.99	1.06	1.06	1.18	3.7	3.9	3.9	4.2
2007	1.03	1.07	1.08	1.10	3.7	3.7	3.8	3.8
2008	1.11	.99	1.02	1.15	3.8	3.4	3.5	3.9
2009	1.13	1.07	1.06	1.10	3.8	3.6	3.5	3.7
2010	1.13	1.22	1.21	1.08	3.7	4.0	4.0	3.6
2011	1.04	1.07	1.05	1.04	3.5	3.6	3.5	3.5
2012	1.29	1.40	1.40	1.40	4.3	4.6	4.5	4.5
2013	1.45	1.48	1.44	1.18	4.6	4.7	4.6	3.8
2014	1.20	1.69	1.72	1.88	3.8	5.3	5.3	5.8
2015	1.90	1.38	1.41	1.31	5.8	4.3	4.3	4.2
2016	1.31	1.25	1.18	1.25	4.1	4.0	3.8	3.9
2017	1.26	1.32	1.33	1.24	3.9	4.0	4.0	3.9
2018	1.25	1.62	1.64	1.56	3.9	5.0	5.0	4.8
2019	1.60	–	–	–	4.9	–	–	–
Legally required benefits								
2004	2.40	2.44	2.44	2.48	9.5	9.6	9.6	9.7
2005	2.53	2.56	2.56	2.55	9.7	9.7	9.7	9.7
2006	2.61	2.62	2.64	2.64	9.8	9.7	9.6	9.3
2007	2.64	2.64	2.66	2.65	9.3	9.3	9.3	9.3
2008	2.65	2.66	2.66	2.69	9.2	9.2	9.1	9.1
2009	2.71	2.72	2.72	2.71	9.1	9.1	9.1	9.1
2010	2.76	2.76	2.75	2.71	9.1	9.1	9.1	9.1
2011	2.71	2.77	2.81	2.72	9.1	9.2	9.3	9.1

See footnotes at end of table.

Table 17. Private industry workers, service-providing industries by major occupational group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Natural resources, construction, and maintenance occupations

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Legally required benefits								
2012	2.77	2.81	2.83	2.81	9.1	9.2	9.2	9.1
2013	2.83	2.82	2.84	2.81	9.1	9.0	9.1	9.1
2014	2.84	2.84	2.87	2.80	9.0	8.9	8.8	8.6
2015	2.82	2.84	2.83	2.76	8.6	8.8	8.7	8.8
2016	2.76	2.75	2.74	2.89	8.7	8.7	8.8	8.9
2017	2.93	2.98	3.00	2.91	9.0	9.0	9.0	9.1
2018	2.94	2.92	2.93	2.93	9.1	8.9	8.9	8.9
2019	2.92	–	–	–	8.9	–	–	–
Other benefits[1]								
2004	.02	.02	.03	.03	.1	.1	.1	.1
2005	.03	.03	.03	.03	.1	.1	.1	.1

[1] Includes severance pay and supplemental unemployment benefits. Publication of other benefits was discontinued beginning in June 2006.

Note: The sum of individual items may not equal totals due to rounding. Dashes indicate data are not available.

Table 17. Private industry workers, service-providing industries by major occupational group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Production, transportation, and material moving occupations

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Total compensation								
2004	$18.30	$18.23	$18.48	$18.60	100.0	100.0	100.0	100.0
2005	18.65	18.74	18.88	18.95	100.0	100.0	100.0	100.0
2006	19.05	19.12	19.29	20.51	100.0	100.0	100.0	100.0
2007	20.58	20.91	21.06	21.14	100.0	100.0	100.0	100.0
2008	21.56	21.52	21.71	21.30	100.0	100.0	100.0	100.0
2009	21.59	21.73	21.94	21.90	100.0	100.0	100.0	100.0
2010	22.16	22.17	22.40	21.88	100.0	100.0	100.0	100.0
2011	21.97	22.15	22.28	22.21	100.0	100.0	100.0	100.0
2012	22.46	22.57	22.70	23.30	100.0	100.0	100.0	100.0
2013	23.44	23.32	23.62	25.01	100.0	100.0	100.0	100.0
2014	25.09	25.06	25.61	26.21	100.0	100.0	100.0	100.0
2015	26.48	26.40	26.70	26.02	100.0	100.0	100.0	100.0
2016	26.20	26.11	26.24	26.70	100.0	100.0	100.0	100.0
2017	26.97	27.16	27.28	26.99	100.0	100.0	100.0	100.0
2018	27.68	27.87	28.06	27.78	100.0	100.0	100.0	100.0
2019	28.17	–	–	–	100.0	–	–	–
Wages and salaries								
2004	12.80	12.72	12.89	12.95	70.0	69.8	69.8	69.6
2005	12.94	13.05	13.15	13.26	69.4	69.6	69.7	69.9
2006	13.21	13.26	13.39	14.12	69.4	69.4	69.4	68.8
2007	14.19	14.37	14.46	14.55	68.9	68.7	68.6	68.8
2008	14.81	14.80	14.93	14.75	68.7	68.8	68.8	69.2
2009	14.92	15.02	15.17	15.16	69.1	69.1	69.1	69.2
2010	15.25	15.24	15.41	15.08	68.8	68.7	68.8	68.9
2011	15.09	15.13	15.23	15.24	68.7	68.3	68.3	68.6
2012	15.43	15.49	15.60	15.88	68.7	68.6	68.7	68.2
2013	15.96	15.89	16.08	16.69	68.1	68.1	68.1	66.7
2014	16.75	16.76	17.11	17.49	66.8	66.9	66.8	66.7
2015	17.65	17.59	17.79	17.35	66.6	66.6	66.6	66.7
2016	17.51	17.52	17.63	17.95	66.8	67.1	67.2	67.2
2017	18.17	18.26	18.35	18.13	67.4	67.2	67.3	67.2
2018	18.59	18.70	18.90	18.66	67.2	67.1	67.4	67.2
2019	19.00	–	–	–	67.4	–	–	–
Total benefits								
2004	5.50	5.51	5.59	5.64	30.0	30.2	30.2	30.4
2005	5.71	5.69	5.73	5.70	30.6	30.4	30.3	30.1
2006	5.84	5.85	5.91	6.39	30.6	30.6	30.6	31.2
2007	6.39	6.54	6.60	6.59	31.1	31.3	31.4	31.2
2008	6.76	6.72	6.78	6.56	31.3	31.2	31.2	30.8
2009	6.67	6.70	6.77	6.74	30.9	30.9	30.9	30.8
2010	6.91	6.93	6.99	6.80	31.2	31.3	31.2	31.1
2011	6.88	7.02	7.05	6.97	31.3	31.7	31.7	31.4
2012	7.02	7.08	7.10	7.42	31.3	31.4	31.3	31.8
2013	7.48	7.43	7.54	8.32	31.9	31.9	31.9	33.3
2014	8.34	8.30	8.50	8.72	33.2	33.1	33.2	33.3
2015	8.83	8.81	8.91	8.67	33.4	33.4	33.4	33.3
2016	8.70	8.59	8.61	8.75	33.2	32.9	32.8	32.8
2017	8.80	8.90	8.93	8.86	32.6	32.8	32.7	32.8
2018	9.09	9.17	9.16	9.12	32.8	32.9	32.6	32.8
2019	9.17	–	–	–	32.6	–	–	–
Paid leave								
2004	.95	.92	.92	.94	5.2	5.0	5.0	5.0
2005	.94	.94	.95	.95	5.1	5.0	5.0	5.0
2006	1.02	1.02	1.03	1.15	5.3	5.3	5.3	5.6
2007	1.15	1.17	1.15	1.16	5.6	5.6	5.5	5.5
2008	1.17	1.16	1.17	1.15	5.4	5.4	5.4	5.4
2009	1.18	1.18	1.20	1.18	5.4	5.4	5.5	5.4
2010	1.21	1.21	1.22	1.19	5.5	5.4	5.5	5.4
2011	1.18	1.18	1.18	1.19	5.4	5.3	5.3	5.4
2012	1.21	1.22	1.22	1.29	5.4	5.4	5.4	5.5
2013	1.30	1.28	1.31	1.45	5.5	5.5	5.6	5.8
2014	1.46	1.45	1.52	1.57	5.8	5.8	6.0	6.0
2015	1.59	1.56	1.59	1.51	6.0	5.9	6.0	5.8
2016	1.53	1.51	1.51	1.56	5.8	5.8	5.8	5.8

See footnotes at end of table.

Table 17. Private industry workers, service-providing industries by major occupational group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Production, transportation, and material moving occupations

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Paid leave								
2017	1.58	1.60	1.60	1.55	5.9	5.9	5.9	5.8
2018	1.60	1.63	1.62	1.62	5.8	5.8	5.8	5.8
2019	1.64	–	–	–	5.8	–	–	–
Supplemental pay								
2004	.48	.46	.48	.47	2.6	2.5	2.6	2.6
2005	.48	.47	.47	.48	2.6	2.5	2.5	2.5
2006	.55	.55	.54	.56	2.9	2.9	2.8	2.7
2007	.57	.61	.62	.58	2.8	2.9	2.9	2.8
2008	.63	.62	.64	.62	2.9	2.9	3.0	2.9
2009	.61	.62	.62	.61	2.8	2.9	2.8	2.8
2010	.59	.58	.58	.58	2.6	2.6	2.6	2.7
2011	.61	.63	.63	.62	2.8	2.9	2.8	2.8
2012	.63	.63	.60	.62	2.8	2.8	2.7	2.6
2013	.62	.62	.62	.72	2.7	2.7	2.6	2.9
2014	.72	.71	.73	.77	2.9	2.9	2.8	2.9
2015	.77	.75	.76	.74	2.9	2.9	2.8	2.8
2016	.74	.74	.75	.76	2.8	2.8	2.9	2.9
2017	.76	.76	.77	.78	2.8	2.8	2.8	2.9
2018	.82	.83	.83	.85	3.0	3.0	3.0	3.1
2019	.87	–	–	–	3.1	–	–	–
Insurance								
2004	1.51	1.50	1.51	1.52	8.2	8.2	8.2	8.2
2005	1.57	1.56	1.56	1.52	8.4	8.3	8.2	8.0
2006	1.54	1.56	1.59	1.69	8.1	8.2	8.2	8.3
2007	1.75	1.78	1.83	1.84	8.5	8.5	8.7	8.7
2008	1.88	1.88	1.90	1.84	8.7	8.7	8.8	8.6
2009	1.89	1.90	1.93	1.93	8.8	8.8	8.8	8.8
2010	2.04	2.08	2.10	2.08	9.2	9.4	9.4	9.5
2011	2.10	2.13	2.15	2.08	9.5	9.6	9.6	9.4
2012	2.11	2.14	2.16	2.27	9.4	9.5	9.5	9.7
2013	2.29	2.26	2.29	2.60	9.8	9.7	9.7	10.4
2014	2.61	2.59	2.63	2.61	10.4	10.4	10.3	10.0
2015	2.65	2.68	2.71	2.59	10.0	10.2	10.2	10.0
2016	2.60	2.53	2.56	2.54	9.9	9.7	9.8	9.5
2017	2.54	2.58	2.58	2.53	9.4	9.5	9.4	9.4
2018	2.59	2.61	2.58	2.59	9.4	9.4	9.2	9.3
2019	2.58	–	–	–	9.2	–	–	–
Retirement and savings								
2004	.64	.67	.70	.73	3.5	3.7	3.8	3.9
2005	.71	.70	.70	.68	3.8	3.7	3.7	3.6
2006	.70	.69	.70	.84	3.7	3.6	3.6	4.1
2007	.80	.85	.86	.88	3.9	4.1	4.1	4.2
2008	.91	.89	.90	.85	4.2	4.2	4.1	4.0
2009	.86	.86	.87	.87	4.0	4.0	4.0	4.0
2010	.89	.86	.88	.78	4.0	3.9	3.9	3.6
2011	.80	.86	.87	.81	3.6	3.9	3.9	3.6
2012	.78	.80	.81	.89	3.5	3.5	3.6	3.8
2013	.90	.89	.91	1.06	3.8	3.8	3.8	4.2
2014	1.06	1.04	1.08	1.18	4.2	4.2	4.2	4.5
2015	1.21	1.21	1.25	1.24	4.6	4.6	4.7	4.8
2016	1.24	1.24	1.23	1.29	4.7	4.7	4.7	4.8
2017	1.30	1.32	1.33	1.34	4.8	4.9	4.9	5.0
2018	1.37	1.42	1.42	1.39	4.9	5.1	5.0	5.0
2019	1.41	–	–	–	5.0	–	–	–
Legally required benefits								
2004	1.91	1.94	1.96	1.96	10.4	10.7	10.6	10.6
2005	1.99	2.02	2.04	2.05	10.7	10.8	10.8	10.8
2006	2.03	2.03	2.05	2.15	10.7	10.6	10.6	10.5
2007	2.12	2.12	2.14	2.13	10.3	10.1	10.2	10.1
2008	2.17	2.17	2.17	2.09	10.1	10.1	10.0	9.8
2009	2.12	2.14	2.15	2.15	9.8	9.9	9.8	9.8
2010	2.19	2.19	2.22	2.17	9.9	9.9	9.9	9.9
2011	2.19	2.22	2.23	2.27	10.0	10.0	10.0	10.2

See footnotes at end of table.

Table 17. Private industry workers, service-providing industries by major occupational group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Production, transportation, and material moving occupations

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Legally required benefits								
2012	2.29	2.30	2.31	2.36	10.2	10.2	10.2	10.1
2013	2.37	2.38	2.40	2.49	10.1	10.2	10.2	10.0
2014	2.49	2.50	2.54	2.60	9.9	10.0	9.9	9.9
2015	2.61	2.60	2.60	2.59	9.8	9.8	9.7	9.9
2016	2.58	2.57	2.56	2.60	9.8	9.8	9.7	9.7
2017	2.62	2.63	2.66	2.65	9.7	9.7	9.7	9.8
2018	2.70	2.69	2.71	2.66	9.8	9.6	9.6	9.6
2019	2.67	–	–	–	9.5	–	–	–
Other benefits[1]								
2004	([2])	.02	.02	.02	([3])	.1	.1	.1
2005	.02	([2])	([2])	([2])	.1	([3])	([3])	([3])

[1] Includes severance pay and supplemental unemployment benefits. Publication of other benefits was discontinued beginning in June 2006.
[2] Cost per hour worked is $0.01 or less.
[3] Less than .05 percent.

Note: The sum of individual items may not equal totals due to rounding. Dashes indicate data are not available.

Table 18. Private industry workers, by industry group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation

Aircraft manufacturing

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Total compensation								
2006	–	–	–	$57.12	–	–	–	100.0
2007	54.60	54.91	53.35	55.40	100.0	100.0	100.0	100.0
2008	57.07	57.58	57.86	57.98	100.0	100.0	100.0	100.0
2009	58.86	59.00	58.59	58.66	100.0	100.0	100.0	100.0
2010	59.67	59.77	63.02	62.62	100.0	100.0	100.0	100.0
2011	64.83	65.02	61.66	61.51	100.0	100.0	100.0	100.0
2012	63.29	63.37	65.78	65.63	100.0	100.0	100.0	100.0
2013	66.63	67.02	66.52	65.03	100.0	100.0	100.0	100.0
2014	67.18	67.51	69.01	68.97	100.0	100.0	100.0	100.0
2015	69.51	69.55	68.87	68.64	100.0	100.0	100.0	100.0
2016	70.61	70.85	69.24	69.86	100.0	100.0	100.0	100.0
2017	71.69	72.07	79.76	74.90	100.0	100.0	100.0	100.0
2018	76.72	76.76	70.17	70.06	100.0	100.0	100.0	100.0
2019	71.17	–	–	–	100.0	–	–	–
Wages and salaries								
2006	–	–	–	32.50	–	–	–	56.9
2007	33.18	33.25	33.12	35.17	60.8	60.5	62.1	63.5
2008	36.09	36.32	36.24	36.32	63.2	63.1	62.6	62.6
2009	37.24	37.36	37.49	37.54	63.3	63.3	64.0	64.0
2010	38.37	38.53	38.70	38.32	64.3	64.5	61.4	61.2
2011	39.18	39.34	39.48	39.38	60.4	60.5	64.0	64.0
2012	40.29	40.35	40.60	40.41	63.7	63.7	61.7	61.6
2013	41.28	41.57	41.69	39.68	62.0	62.0	62.7	61.0
2014	40.55	40.66	40.76	40.73	60.4	60.2	59.1	59.1
2015	41.59	41.70	41.87	41.84	59.8	60.0	60.8	61.0
2016	42.57	42.75	42.48	42.55	60.3	60.3	61.3	60.9
2017	43.38	43.59	43.74	41.32	60.5	60.5	54.8	55.2
2018	42.07	42.11	42.23	42.42	54.8	54.9	60.2	60.5
2019	43.15	–	–	–	60.6	–	–	–
Total benefits								
2006	–	–	–	24.62	–	–	–	43.1
2007	21.42	21.66	20.23	20.23	39.2	39.5	37.9	36.5
2008	20.98	21.26	21.62	21.66	36.8	36.9	37.4	37.4
2009	21.62	21.64	21.10	21.12	36.7	36.7	36.0	36.0
2010	21.30	21.25	24.32	24.30	35.7	35.5	38.6	38.8
2011	25.65	25.69	22.18	22.13	39.6	39.5	36.0	36.0
2012	23.00	23.02	25.19	25.21	36.3	36.3	38.3	38.4
2013	25.35	25.45	24.83	25.35	38.0	38.0	37.3	39.0
2014	26.64	26.86	28.25	28.24	39.6	39.8	40.9	40.9
2015	27.92	27.85	27.00	26.80	40.2	40.0	39.2	39.0
2016	28.04	28.10	26.77	27.31	39.7	39.7	38.7	39.1
2017	28.31	28.48	36.02	33.58	39.5	39.5	45.2	44.8
2018	34.65	34.65	27.94	27.64	45.2	45.1	39.8	39.5
2019	28.01	–	–	–	39.4	–	–	–
Paid leave								
2006	–	–	–	4.90	–	–	–	8.6
2007	5.01	5.03	4.97	5.28	9.2	9.2	9.3	9.5
2008	5.48	5.55	5.54	5.54	9.6	9.6	9.6	9.5
2009	5.67	5.69	5.73	5.74	9.6	9.6	9.8	9.8
2010	5.80	5.84	5.86	5.72	9.7	9.8	9.3	9.1
2011	5.86	5.88	5.90	5.88	9.0	9.0	9.6	9.6
2012	6.01	6.00	6.04	6.02	9.5	9.5	9.2	9.2
2013	6.15	6.20	6.21	5.85	9.2	9.2	9.3	9.0
2014	6.01	6.00	6.00	5.99	8.9	8.9	8.7	8.7
2015	6.12	6.11	6.13	6.13	8.8	8.8	8.9	8.9
2016	6.28	6.30	6.25	6.24	8.9	8.9	9.0	8.9
2017	6.44	6.46	6.46	6.21	9.0	9.0	8.1	8.3
2018	6.19	6.20	6.21	6.22	8.1	8.1	8.9	8.9
2019	6.37	–	–	–	8.9	–	–	–
Supplemental pay								
2006	–	–	–	4.23	–	–	–	7.4
2007	4.42	4.56	3.20	3.00	8.1	8.3	6.0	5.4
2008	3.03	3.10	3.49	3.51	5.3	5.4	6.0	6.1
2009	3.11	3.12	3.15	3.15	5.3	5.3	5.4	5.4
2010	2.83	2.71	2.37	2.39	4.7	4.5	3.8	3.8

See footnotes at end of table.

Table 18. Private industry workers, by industry group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation

Aircraft manufacturing

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Supplemental pay								
2011	3.20	3.22	3.24	3.23	4.9	5.0	5.3	5.3
2012	3.55	3.55	3.55	3.55	5.6	5.6	5.4	5.4
2013	3.39	3.41	3.42	3.84	5.1	5.1	5.1	5.9
2014	4.72	4.85	4.87	4.89	7.0	7.2	7.1	7.1
2015	4.19	4.06	4.07	4.04	6.0	5.8	5.9	5.9
2016	3.78	3.79	3.82	3.82	5.4	5.4	5.5	5.5
2017	4.22	4.23	4.25	4.05	5.9	5.9	5.3	5.4
2018	5.11	5.09	5.10	4.99	6.7	6.6	7.3	7.1
2019	5.00	–	–	–	7.0	–	–	–
Insurance								
2006	–	–	–	4.66	–	–	–	8.2
2007	4.82	4.87	4.96	4.93	8.8	8.9	9.3	8.9
2008	5.22	5.27	5.36	5.36	9.1	9.2	9.3	9.2
2009	5.55	5.56	5.63	5.60	9.4	9.4	9.6	9.5
2010	5.84	5.87	5.88	5.95	9.8	9.8	9.3	9.5
2011	6.16	6.18	6.18	6.13	9.5	9.5	10.0	10.0
2012	6.42	6.43	6.46	6.48	10.2	10.2	9.8	9.9
2013	6.57	6.58	6.58	6.80	9.9	9.8	9.9	10.5
2014	6.86	6.88	6.88	6.88	10.2	10.2	10.0	10.0
2015	7.07	7.11	7.12	7.11	10.2	10.2	10.3	10.4
2016	7.38	7.40	7.36	7.36	10.5	10.4	10.6	10.5
2017	7.56	7.58	7.59	7.05	10.6	10.5	9.5	9.4
2018	6.97	7.00	7.04	7.01	9.1	9.1	10.0	10.0
2019	6.89	–	–	–	9.7	–	–	–
Retirement and savings								
2006	–	–	–	7.02	–	–	–	12.3
2007	3.38	3.42	3.39	3.14	6.2	6.2	6.4	5.7
2008	3.36	3.43	3.30	3.30	5.9	5.9	5.7	5.7
2009	3.32	3.30	2.61	2.63	5.6	5.6	4.4	4.5
2010	2.75	2.77	6.16	6.24	4.6	4.6	9.8	10.0
2011	6.33	6.34	2.79	2.82	9.8	9.8	4.5	4.6
2012	2.86	2.87	4.94	4.98	4.5	4.5	7.5	7.6
2013	5.04	5.07	4.39	4.74	7.6	7.6	6.6	7.3
2014	4.79	4.85	6.23	6.23	7.1	7.2	9.0	9.0
2015	6.28	6.30	5.40	5.23	9.0	9.1	7.8	7.6
2016	6.27	6.28	5.01	5.55	8.9	8.9	7.2	7.9
2017	5.62	5.71	13.23	11.91	7.8	7.9	16.6	15.9
2018	11.92	11.91	5.13	4.98	15.5	15.5	7.3	7.1
2019	5.24	–	–	–	7.4	–	–	–
Legally required benefits								
2006	–	–	–	3.82	–	–	–	6.7
2007	3.78	3.80	3.71	3.88	6.9	6.9	7.0	7.0
2008	3.89	3.92	3.94	3.95	6.8	6.8	6.8	6.8
2009	3.97	3.97	3.99	4.00	6.7	6.7	6.8	6.8
2010	4.07	4.06	4.05	4.01	6.8	6.8	6.4	6.4
2011	4.10	4.07	4.07	4.07	6.3	6.3	6.6	6.6
2012	4.15	4.17	4.19	4.18	6.6	6.6	6.4	6.4
2013	4.21	4.20	4.22	4.12	6.3	6.3	6.3	6.3
2014	4.25	4.26	4.27	4.26	6.3	6.3	6.2	6.2
2015	4.28	4.27	4.28	4.29	6.2	6.1	6.2	6.2
2016	4.33	4.33	4.32	4.33	6.1	6.1	6.2	6.2
2017	4.47	4.49	4.49	4.37	6.2	6.2	5.6	5.8
2018	4.45	4.45	4.45	4.45	5.8	5.8	6.3	6.4
2019	4.51	–	–	–	6.3	–	–	–

Note: The sum of individual items may not equal totals due to rounding. Dashes indicate data are not available.

Table 18. Private industry workers, by industry group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Wholesale trade

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Total compensation								
2004	$25.01	$26.20	$26.90	$26.73	100.0	100.0	100.0	100.0
2005	27.12	27.62	28.07	27.44	100.0	100.0	100.0	100.0
2006	27.52	27.31	27.73	28.08	100.0	100.0	100.0	100.0
2007	28.21	28.15	28.44	28.78	100.0	100.0	100.0	100.0
2008	29.02	29.28	29.18	29.68	100.0	100.0	100.0	100.0
2009	29.77	29.67	29.45	29.76	100.0	100.0	100.0	100.0
2010	30.01	30.29	30.16	31.26	100.0	100.0	100.0	100.0
2011	30.05	30.87	31.30	31.55	100.0	100.0	100.0	100.0
2012	31.11	31.11	31.35	31.45	100.0	100.0	100.0	100.0
2013	31.42	31.70	31.81	32.31	100.0	100.0	100.0	100.0
2014	32.34	32.46	33.04	34.34	100.0	100.0	100.0	100.0
2015	34.50	34.95	35.30	34.95	100.0	100.0	100.0	100.0
2016	35.38	35.45	35.79	36.01	100.0	100.0	100.0	100.0
2017	36.48	36.55	36.53	35.89	100.0	100.0	100.0	100.0
2018	36.56	36.96	37.53	37.75	100.0	100.0	100.0	100.0
2019	37.89	–	–	–	100.0	–	–	–
Wages and salaries								
2004	17.62	18.49	19.02	18.78	70.4	70.6	70.7	70.3
2005	19.02	19.45	19.79	19.34	70.1	70.4	70.5	70.5
2006	19.38	19.22	19.55	19.69	70.4	70.4	70.5	70.1
2007	19.80	19.63	19.88	20.19	70.2	69.7	69.9	70.2
2008	20.29	20.54	20.39	20.84	69.9	70.2	69.9	70.2
2009	20.95	20.84	20.63	20.80	70.4	70.2	70.1	69.9
2010	20.87	21.10	20.96	21.50	69.5	69.7	69.5	68.8
2011	21.02	21.45	21.78	22.30	70.0	69.5	69.6	70.7
2012	21.97	21.96	22.15	22.13	70.6	70.6	70.7	70.4
2013	22.03	22.22	22.32	22.91	70.1	70.1	70.1	70.9
2014	22.84	22.89	23.39	24.19	70.6	70.5	70.8	70.5
2015	24.29	24.55	24.84	24.74	70.4	70.2	70.4	70.8
2016	25.03	25.08	25.29	25.40	70.8	70.8	70.7	70.5
2017	25.79	25.83	25.79	25.45	70.7	70.7	70.6	70.9
2018	25.84	26.10	26.58	26.70	70.7	70.6	70.8	70.7
2019	26.83	–	–	–	70.8	–	–	–
Total benefits								
2004	7.39	7.71	7.88	7.94	29.6	29.4	29.3	29.7
2005	8.10	8.17	8.29	8.10	29.9	29.6	29.5	29.5
2006	8.14	8.10	8.19	8.39	29.6	29.6	29.5	29.9
2007	8.40	8.52	8.56	8.58	29.8	30.3	30.1	29.8
2008	8.73	8.74	8.80	8.84	30.1	29.8	30.1	29.8
2009	8.82	8.83	8.81	8.96	29.6	29.8	29.9	30.1
2010	9.14	9.19	9.20	9.76	30.5	30.3	30.5	31.2
2011	9.03	9.41	9.52	9.25	30.0	30.5	30.4	29.3
2012	9.14	9.15	9.19	9.31	29.4	29.4	29.3	29.6
2013	9.38	9.48	9.50	9.40	29.9	29.9	29.9	29.1
2014	9.50	9.58	9.65	10.15	29.4	29.5	29.2	29.5
2015	10.21	10.40	10.46	10.21	29.6	29.8	29.6	29.2
2016	10.35	10.37	10.50	10.61	29.2	29.2	29.3	29.5
2017	10.69	10.72	10.74	10.45	29.3	29.3	29.4	29.1
2018	10.72	10.86	10.95	11.05	29.3	29.4	29.2	29.3
2019	11.05	–	–	–	29.2	–	–	–
Paid leave								
2004	1.59	1.68	1.75	1.74	6.4	6.4	6.5	6.5
2005	1.75	1.81	1.84	1.83	6.5	6.6	6.5	6.7
2006	1.90	1.87	1.89	1.91	6.9	6.8	6.8	6.8
2007	1.90	1.92	1.91	1.92	6.8	6.8	6.7	6.7
2008	1.91	1.90	1.92	2.00	6.6	6.5	6.6	6.7
2009	2.02	2.00	1.99	2.00	6.8	6.7	6.8	6.7
2010	2.02	2.02	2.02	2.05	6.7	6.7	6.7	6.6
2011	2.03	2.06	2.08	2.14	6.7	6.7	6.6	6.8
2012	2.11	2.12	2.11	2.19	6.8	6.8	6.7	7.0
2013	2.22	2.23	2.24	2.23	7.1	7.0	7.0	6.9
2014	2.27	2.26	2.30	2.45	7.0	7.0	7.0	7.1
2015	2.45	2.48	2.48	2.52	7.1	7.1	7.0	7.2
2016	2.54	2.53	2.59	2.61	7.2	7.1	7.2	7.2

See footnotes at end of table.

Table 18. Private industry workers, by industry group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Wholesale trade

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Paid leave								
2017	2.64	2.65	2.66	2.59	7.2	7.2	7.3	7.2
2018	2.64	2.69	2.72	2.77	7.2	7.3	7.2	7.3
2019	2.77	–	–	–	7.3	–	–	–
Supplemental pay								
2004	.74	.76	.78	.78	3.0	2.9	2.9	2.9
2005	.84	.78	.79	.84	3.1	2.8	2.8	3.1
2006	.81	.83	.84	.92	3.0	3.0	3.0	3.3
2007	.91	.97	.98	.93	3.2	3.5	3.4	3.2
2008	1.00	1.02	1.04	.97	3.4	3.5	3.6	3.3
2009	.87	.88	.89	.95	2.9	3.0	3.0	3.2
2010	.93	.93	.92	1.59	3.1	3.1	3.0	5.1
2011	1.00	.98	.98	.93	3.3	3.2	3.1	2.9
2012	.96	.95	.96	.93	3.1	3.0	3.0	3.0
2013	.93	.95	.93	.82	3.0	3.0	2.9	2.5
2014	.83	.84	.86	1.02	2.6	2.6	2.6	3.0
2015	1.03	1.06	1.06	1.04	3.0	3.0	3.0	3.0
2016	1.07	1.05	1.05	1.05	3.0	3.0	2.9	2.9
2017	1.06	1.07	1.08	1.13	2.9	2.9	3.0	3.1
2018	1.18	1.19	1.24	1.18	3.2	3.2	3.3	3.1
2019	1.18	–	–	–	3.1	–	–	–
Insurance								
2004	2.05	2.16	2.15	2.15	8.2	8.2	8.0	8.0
2005	2.22	2.25	2.29	2.22	8.2	8.1	8.2	8.1
2006	2.21	2.21	2.23	2.31	8.0	8.1	8.1	8.2
2007	2.36	2.40	2.41	2.45	8.4	8.5	8.5	8.5
2008	2.50	2.50	2.51	2.49	8.6	8.5	8.6	8.4
2009	2.57	2.58	2.59	2.52	8.6	8.7	8.8	8.5
2010	2.64	2.64	2.66	2.55	8.8	8.7	8.8	8.1
2011	2.55	2.65	2.67	2.52	8.5	8.6	8.5	8.0
2012	2.50	2.52	2.54	2.63	8.0	8.1	8.1	8.4
2013	2.68	2.71	2.71	2.75	8.5	8.6	8.5	8.5
2014	2.83	2.89	2.89	2.91	8.7	8.9	8.7	8.5
2015	2.96	3.02	3.02	2.80	8.6	8.6	8.6	8.0
2016	2.86	2.90	2.95	2.98	8.1	8.2	8.2	8.3
2017	2.97	2.97	2.96	2.74	8.2	8.1	8.1	7.6
2018	2.81	2.82	2.81	2.90	7.7	7.6	7.5	7.7
2019	2.89	–	–	–	7.6	–	–	–
Retirement and savings								
2004	.86	.87	.92	.99	3.4	3.3	3.4	3.7
2005	.98	.97	.98	.85	3.6	3.5	3.5	3.1
2006	.88	.87	.88	.90	3.2	3.2	3.2	3.2
2007	.88	.88	.89	.91	3.1	3.1	3.1	3.1
2008	.92	.90	.92	.96	3.2	3.1	3.2	3.2
2009	.92	.94	.92	1.04	3.1	3.2	3.1	3.5
2010	1.05	1.08	1.08	1.06	3.5	3.6	3.6	3.4
2011	.98	1.20	1.22	1.08	3.3	3.9	3.9	3.4
2012	.96	.94	.95	.97	3.1	3.0	3.0	3.1
2013	.98	.98	.99	.99	3.1	3.1	3.1	3.1
2014	.96	.96	.96	1.04	3.0	3.0	2.9	3.0
2015	1.03	1.08	1.12	1.10	3.0	3.1	3.2	3.1
2016	1.11	1.12	1.14	1.17	3.1	3.2	3.2	3.2
2017	1.18	1.20	1.21	1.18	3.2	3.3	3.3	3.3
2018	1.24	1.31	1.31	1.35	3.4	3.6	3.5	3.6
2019	1.34	–	–	–	3.5	–	–	–
Legally required benefits								
2004	2.12	2.20	2.25	2.25	8.5	8.4	8.4	8.4
2005	2.29	2.33	2.36	2.32	8.4	8.4	8.4	8.5
2006	2.33	2.32	2.34	2.36	8.5	8.5	8.4	8.4
2007	2.35	2.35	2.37	2.38	8.3	8.4	8.3	8.3
2008	2.40	2.41	2.41	2.42	8.3	8.2	8.3	8.2
2009	2.44	2.44	2.42	2.45	8.2	8.2	8.2	8.2
2010	2.50	2.52	2.52	2.52	8.3	8.3	8.4	8.0
2011	2.48	2.53	2.55	2.58	8.3	8.2	8.2	8.2

See footnotes at end of table.

Table 18. Private industry workers, by industry group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Wholesale trade

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Legally required benefits								
2012	2.61	2.62	2.63	2.59	8.4	8.4	8.4	8.2
2013	2.59	2.61	2.63	2.60	8.2	8.2	8.3	8.1
2014	2.61	2.61	2.65	2.72	8.1	8.1	8.0	7.9
2015	2.74	2.77	2.77	2.75	7.9	7.9	7.8	7.9
2016	2.76	2.76	2.78	2.80	7.8	7.8	7.8	7.8
2017	2.83	2.83	2.84	2.80	7.8	7.8	7.8	7.8
2018	2.83	2.84	2.87	2.85	7.7	7.7	7.6	7.6
2019	2.87	–	–	–	7.6	–	–	–
Other benefits[1]								
2004	.03	.04	.03	.04	.1	.1	.1	.1
2005	.04	.03	.03	.04	.1	.1	.1	.1

[1] Includes severance pay and supplemental unemployment benefits. Publication of other benefits was discontinued beginning in June 2006.

Note: The sum of individual items may not equal totals due to rounding. Dashes indicate data are not available.

Table 18. Private industry workers, by industry group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Retail trade

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Total compensation								
2004	$14.51	$14.41	$14.41	$14.44	100.0	100.0	100.0	100.0
2005	14.61	14.87	15.01	15.23	100.0	100.0	100.0	100.0
2006	15.47	15.51	15.67	15.96	100.0	100.0	100.0	100.0
2007	16.15	16.15	16.32	16.43	100.0	100.0	100.0	100.0
2008	16.49	16.63	16.71	16.77	100.0	100.0	100.0	100.0
2009	16.77	16.88	16.95	17.12	100.0	100.0	100.0	100.0
2010	17.22	17.36	17.43	17.12	100.0	100.0	100.0	100.0
2011	17.19	17.39	17.51	17.48	100.0	100.0	100.0	100.0
2012	17.56	17.65	17.61	17.51	100.0	100.0	100.0	100.0
2013	17.69	17.77	17.83	17.77	100.0	100.0	100.0	100.0
2014	17.76	17.88	18.02	17.91	100.0	100.0	100.0	100.0
2015	18.03	18.26	18.40	17.95	100.0	100.0	100.0	100.0
2016	18.16	18.49	18.48	18.71	100.0	100.0	100.0	100.0
2017	18.95	19.13	19.21	19.38	100.0	100.0	100.0	100.0
2018	19.67	20.01	20.05	19.95	100.0	100.0	100.0	100.0
2019	20.19	–	–	–	100.0	–	–	–
Wages and salaries								
2004	11.13	11.00	10.99	11.02	76.7	76.3	76.3	76.3
2005	11.12	11.31	11.43	11.60	76.1	76.1	76.1	76.2
2006	11.72	11.73	11.88	12.09	75.8	75.6	75.8	75.7
2007	12.26	12.25	12.33	12.40	75.9	75.8	75.5	75.5
2008	12.42	12.54	12.61	12.63	75.4	75.4	75.4	75.3
2009	12.64	12.72	12.80	12.93	75.3	75.4	75.5	75.5
2010	12.97	13.06	13.11	12.88	75.3	75.2	75.2	75.3
2011	12.91	13.03	13.15	13.19	75.1	75.0	75.1	75.4
2012	13.25	13.31	13.32	13.22	75.5	75.4	75.6	75.5
2013	13.29	13.36	13.40	13.40	75.1	75.2	75.1	75.4
2014	13.34	13.46	13.59	13.52	75.1	75.2	75.4	75.5
2015	13.59	13.78	13.89	13.63	75.4	75.5	75.5	75.9
2016	13.67	13.94	13.98	14.15	75.3	75.4	75.6	75.6
2017	14.35	14.48	14.56	14.64	75.7	75.7	75.8	75.5
2018	14.85	15.06	15.12	15.02	75.5	75.2	75.4	75.3
2019	15.22	–	–	–	75.4	–	–	–
Total benefits								
2004	3.39	3.41	3.42	3.42	23.3	23.7	23.7	23.7
2005	3.49	3.56	3.58	3.63	23.9	23.9	23.9	23.8
2006	3.75	3.78	3.79	3.87	24.2	24.4	24.2	24.3
2007	3.89	3.91	3.99	4.03	24.1	24.2	24.5	24.5
2008	4.06	4.09	4.10	4.14	24.6	24.6	24.6	24.7
2009	4.14	4.15	4.15	4.19	24.7	24.6	24.5	24.5
2010	4.25	4.30	4.32	4.24	24.7	24.8	24.8	24.7
2011	4.27	4.35	4.35	4.29	24.9	25.0	24.9	24.6
2012	4.31	4.34	4.30	4.29	24.5	24.6	24.4	24.5
2013	4.40	4.41	4.43	4.37	24.9	24.8	24.9	24.6
2014	4.42	4.43	4.43	4.39	24.9	24.8	24.6	24.5
2015	4.44	4.48	4.51	4.33	24.6	24.5	24.5	24.1
2016	4.48	4.54	4.50	4.56	24.7	24.6	24.4	24.4
2017	4.60	4.65	4.65	4.74	24.3	24.3	24.2	24.5
2018	4.81	4.95	4.93	4.93	24.5	24.8	24.6	24.7
2019	4.97	–	–	–	24.6	–	–	–
Paid leave								
2004	.65	.64	.64	.64	4.5	4.5	4.4	4.4
2005	.64	.65	.66	.68	4.4	4.4	4.4	4.5
2006	.73	.73	.74	.75	4.7	4.7	4.8	4.7
2007	.77	.77	.77	.78	4.8	4.8	4.7	4.7
2008	.77	.78	.78	.78	4.7	4.7	4.7	4.7
2009	.78	.79	.79	.79	4.7	4.7	4.7	4.6
2010	.79	.81	.81	.79	4.6	4.6	4.7	4.6
2011	.80	.81	.81	.79	4.6	4.7	4.6	4.5
2012	.79	.80	.79	.79	4.5	4.5	4.5	4.5
2013	.80	.80	.80	.81	4.5	4.5	4.5	4.5
2014	.81	.82	.82	.83	4.6	4.6	4.6	4.6
2015	.83	.84	.85	.84	4.6	4.6	4.6	4.7
2016	.86	.89	.88	.90	4.8	4.8	4.8	4.8

See footnotes at end of table.

Table 18. Private industry workers, by industry group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Retail trade

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Paid leave								
2017	0.91	0.92	0.92	0.94	4.8	4.8	4.8	4.8
2018	.95	.97	.96	.96	4.8	4.8	4.8	4.8
2019	.97	–	–	–	4.8	–	–	–
Supplemental pay								
2004	.21	.21	.22	.22	1.5	1.5	1.5	1.5
2005	.24	.24	.23	.23	1.6	1.6	1.6	1.5
2006	.27	.27	.28	.31	1.7	1.8	1.8	1.9
2007	.29	.30	.31	.31	1.8	1.9	1.9	1.9
2008	.32	.31	.31	.32	1.9	1.9	1.9	1.9
2009	.30	.30	.29	.28	1.8	1.8	1.7	1.6
2010	.28	.28	.28	.27	1.6	1.6	1.6	1.6
2011	.27	.28	.27	.26	1.6	1.6	1.6	1.5
2012	.26	.26	.27	.26	1.5	1.5	1.5	1.5
2013	.26	.26	.26	.26	1.5	1.5	1.5	1.5
2014	.26	.27	.27	.29	1.5	1.5	1.5	1.6
2015	.30	.29	.30	.30	1.6	1.6	1.6	1.6
2016	.38	.38	.38	.38	2.1	2.1	2.0	2.0
2017	.37	.38	.38	.41	2.0	2.0	2.0	2.1
2018	.42	.43	.43	.43	2.1	2.2	2.1	2.2
2019	.44	–	–	–	2.2	–	–	–
Insurance								
2004	.85	.85	.86	.86	5.9	5.9	6.0	6.0
2005	.89	.91	.91	.93	6.1	6.1	6.1	6.1
2006	.96	.98	.98	1.01	6.2	6.3	6.3	6.3
2007	1.01	1.01	1.03	1.04	6.2	6.3	6.3	6.4
2008	1.08	1.09	1.09	1.12	6.5	6.5	6.5	6.7
2009	1.15	1.15	1.16	1.20	6.9	6.8	6.8	7.0
2010	1.24	1.26	1.25	1.25	7.2	7.2	7.2	7.3
2011	1.27	1.30	1.30	1.28	7.4	7.5	7.4	7.3
2012	1.28	1.28	1.24	1.25	7.3	7.3	7.0	7.2
2013	1.33	1.33	1.34	1.28	7.5	7.5	7.5	7.2
2014	1.33	1.32	1.32	1.26	7.5	7.4	7.3	7.1
2015	1.29	1.31	1.32	1.20	7.2	7.2	7.2	6.7
2016	1.25	1.26	1.24	1.26	6.9	6.8	6.7	6.7
2017	1.26	1.28	1.29	1.32	6.6	6.7	6.7	6.8
2018	1.35	1.36	1.35	1.36	6.8	6.8	6.7	6.8
2019	1.37	–	–	–	6.8	–	–	–
Retirement and savings								
2004	.28	.28	.28	.28	1.9	1.9	1.9	2.0
2005	.28	.31	.30	.29	1.9	2.1	2.0	1.9
2006	.29	.30	.28	.29	1.9	1.9	1.8	1.8
2007	.29	.29	.34	.35	1.8	1.8	2.1	2.1
2008	.36	.36	.37	.36	2.2	2.2	2.2	2.1
2009	.34	.35	.34	.34	2.0	2.0	2.0	2.0
2010	.35	.35	.36	.34	2.0	2.0	2.1	2.0
2011	.34	.35	.36	.35	2.0	2.0	2.0	2.0
2012	.36	.36	.36	.37	2.0	2.0	2.0	2.1
2013	.38	.39	.40	.40	2.1	2.2	2.2	2.3
2014	.40	.41	.39	.39	2.2	2.3	2.2	2.2
2015	.39	.40	.41	.38	2.2	2.2	2.2	2.1
2016	.38	.40	.39	.40	2.1	2.1	2.1	2.1
2017	.40	.40	.40	.40	2.1	2.1	2.1	2.0
2018	.40	.48	.48	.47	2.0	2.4	2.4	2.3
2019	.47	–	–	–	2.3	–	–	–
Legally required benefits								
2004	1.40	1.41	1.42	1.42	9.6	9.8	9.9	9.8
2005	1.44	1.46	1.48	1.49	9.9	9.8	9.9	9.8
2006	1.50	1.50	1.50	1.52	9.7	9.7	9.6	9.5
2007	1.53	1.53	1.54	1.54	9.5	9.5	9.4	9.4
2008	1.54	1.55	1.55	1.56	9.4	9.3	9.3	9.3
2009	1.57	1.57	1.57	1.57	9.3	9.3	9.3	9.2
2010	1.59	1.61	1.61	1.58	9.2	9.2	9.3	9.2
2011	1.59	1.62	1.62	1.62	9.3	9.3	9.2	9.3

See footnotes at end of table.

Table 18. Private industry workers, by industry group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Retail trade

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Legally required benefits								
2012	1.63	1.64	1.64	1.62	9.3	9.3	9.3	9.3
2013	1.63	1.63	1.63	1.62	9.2	9.2	9.1	9.1
2014	1.61	1.62	1.63	1.62	9.1	9.0	9.0	9.0
2015	1.63	1.64	1.63	1.61	9.0	9.0	8.9	8.9
2016	1.61	1.62	1.62	1.63	8.9	8.8	8.7	8.7
2017	1.65	1.66	1.66	1.68	8.7	8.7	8.6	8.7
2018	1.70	1.71	1.71	1.71	8.7	8.5	8.5	8.6
2019	1.72	–	–	–	8.5	–	–	–
Other benefits[1]								
2004	([2])	([2])	([2])	([2])	([3])	([3])	([3])	([3])
2005	([2])	([2])	([2])	([2])	([3])	([3])	([3])	([3])

[1] Includes severance pay and supplemental unemployment benefits. Publication of other benefits was discontinued beginning in June 2006.
[2] Cost per hour worked is $0.01 or less.
[3] Less than .05 percent.

Note: The sum of individual items may not equal totals due to rounding. Dashes indicate data are not available.

Table 18. Private industry workers, by industry group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Transportation and warehousing

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Total compensation								
2004	$26.53	$27.45	$27.76	$27.87	100.0	100.0	100.0	100.0
2005	27.73	27.31	27.53	27.28	100.0	100.0	100.0	100.0
2006	27.46	27.72	27.97	31.79	100.0	100.0	100.0	100.0
2007	31.90	32.19	32.18	32.20	100.0	100.0	100.0	100.0
2008	32.76	32.77	33.01	31.63	100.0	100.0	100.0	100.0
2009	31.95	32.08	32.63	32.84	100.0	100.0	100.0	100.0
2010	33.29	33.60	33.95	32.72	100.0	100.0	100.0	100.0
2011	33.18	33.38	33.58	33.44	100.0	100.0	100.0	100.0
2012	34.07	34.24	34.62	35.04	100.0	100.0	100.0	100.0
2013	35.47	35.53	35.76	35.63	100.0	100.0	100.0	100.0
2014	35.98	35.94	36.75	38.04	100.0	100.0	100.0	100.0
2015	38.69	38.55	38.96	37.85	100.0	100.0	100.0	100.0
2016	38.58	38.82	38.96	39.24	100.0	100.0	100.0	100.0
2017	39.87	40.61	40.24	38.63	100.0	100.0	100.0	100.0
2018	39.69	40.49	40.39	38.80	100.0	100.0	100.0	100.0
2019	39.47	–	–	–	100.0	–	–	–
Wages and salaries								
2004	18.11	18.46	18.67	18.75	68.3	67.2	67.3	67.3
2005	18.55	18.44	18.58	18.40	66.9	67.5	67.5	67.5
2006	18.26	18.47	18.66	20.80	66.5	66.7	66.7	65.4
2007	20.86	21.07	21.08	21.10	65.4	65.4	65.5	65.5
2008	21.35	21.42	21.61	20.81	65.2	65.4	65.5	65.8
2009	21.01	21.10	21.41	21.58	65.8	65.8	65.6	65.7
2010	21.78	21.93	22.19	21.36	65.4	65.3	65.4	65.3
2011	21.52	21.65	21.79	21.74	64.9	64.9	64.9	65.0
2012	22.03	22.17	22.46	22.64	64.7	64.7	64.9	64.6
2013	22.92	22.93	23.06	22.72	64.6	64.5	64.5	63.8
2014	22.92	22.95	23.48	24.28	63.7	63.8	63.9	63.8
2015	24.66	24.56	24.83	24.04	63.7	63.7	63.7	63.5
2016	24.51	24.73	24.88	25.15	63.5	63.7	63.9	64.1
2017	25.58	25.97	25.75	24.71	64.2	63.9	64.0	64.0
2018	25.40	25.80	25.91	24.96	64.0	63.7	64.2	64.3
2019	25.41	–	–	–	64.4	–	–	–
Total benefits								
2004	8.41	8.99	9.09	9.13	31.7	32.8	32.7	32.7
2005	9.18	8.87	8.95	8.87	33.1	32.5	32.5	32.5
2006	9.20	9.24	9.31	10.99	33.5	33.3	33.3	34.6
2007	11.04	11.12	11.10	11.10	34.6	34.6	34.5	34.5
2008	11.41	11.35	11.40	10.82	34.8	34.6	34.5	34.2
2009	10.94	10.98	11.22	11.26	34.2	34.2	34.4	34.3
2010	11.51	11.67	11.76	11.36	34.6	34.7	34.6	34.7
2011	11.66	11.73	11.80	11.70	35.1	35.1	35.1	35.0
2012	12.04	12.07	12.15	12.40	35.3	35.3	35.1	35.4
2013	12.56	12.60	12.70	12.91	35.4	35.5	35.5	36.2
2014	13.06	12.99	13.27	13.75	36.3	36.2	36.1	36.2
2015	14.02	13.99	14.13	13.82	36.3	36.3	36.3	36.5
2016	14.07	14.09	14.08	14.09	36.5	36.3	36.1	35.9
2017	14.29	14.65	14.49	13.92	35.8	36.1	36.0	36.0
2018	14.29	14.69	14.48	13.84	36.0	36.3	35.8	35.7
2019	14.07	–	–	–	35.6	–	–	–
Paid leave								
2004	1.68	1.75	1.76	1.78	6.3	6.4	6.3	6.4
2005	1.78	1.72	1.73	1.71	6.4	6.3	6.3	6.3
2006	1.83	1.84	1.86	2.41	6.6	6.6	6.7	7.6
2007	2.40	2.38	2.31	2.31	7.5	7.4	7.2	7.2
2008	2.31	2.31	2.32	2.21	7.1	7.0	7.0	7.0
2009	2.24	2.26	2.31	2.32	7.0	7.0	7.1	7.1
2010	2.37	2.38	2.42	2.31	7.1	7.1	7.1	7.1
2011	2.33	2.32	2.33	2.38	7.0	7.0	6.9	7.1
2012	2.40	2.40	2.40	2.45	7.0	7.0	6.9	7.0
2013	2.47	2.48	2.50	2.52	7.0	7.0	7.0	7.1
2014	2.55	2.54	2.67	2.76	7.1	7.1	7.3	7.3
2015	2.81	2.78	2.82	2.67	7.3	7.2	7.3	7.0
2016	2.74	2.75	2.77	2.79	7.1	7.1	7.1	7.1

See footnotes at end of table.

Table 18. Private industry workers, by industry group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Transportation and warehousing

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Paid leave								
2017	2.86	2.95	2.88	2.66	7.2	7.3	7.2	6.9
2018	2.75	2.85	2.79	2.71	6.9	7.0	6.9	7.0
2019	2.78	–	–	–	7.0	–	–	–
Supplemental pay								
2004	.62	.60	.59	.60	2.3	2.2	2.1	2.1
2005	.59	.58	.59	.56	2.1	2.1	2.1	2.0
2006	.67	.68	.68	.70	2.4	2.4	2.4	2.2
2007	.71	.76	.75	.76	2.2	2.4	2.3	2.4
2008	.85	.80	.86	.84	2.6	2.4	2.6	2.7
2009	.82	.83	.82	.79	2.6	2.6	2.5	2.4
2010	.74	.74	.74	.75	2.2	2.2	2.2	2.3
2011	.83	.85	.86	.90	2.5	2.6	2.6	2.7
2012	1.04	1.02	1.02	1.01	3.0	3.0	3.0	2.9
2013	1.01	1.00	1.01	1.09	2.9	2.8	2.8	3.0
2014	1.08	1.08	1.09	1.18	3.0	3.0	3.0	3.1
2015	1.21	1.17	1.17	1.16	3.1	3.0	3.0	3.1
2016	1.19	1.22	1.23	1.22	3.1	3.1	3.1	3.1
2017	1.19	1.20	1.19	1.23	3.0	3.0	2.9	3.2
2018	1.31	1.33	1.32	1.26	3.3	3.3	3.3	3.3
2019	1.27	–	–	–	3.2	–	–	–
Insurance								
2004	2.36	2.56	2.60	2.63	8.9	9.3	9.4	9.4
2005	2.71	2.55	2.57	2.58	9.8	9.3	9.3	9.5
2006	2.63	2.66	2.67	3.08	9.6	9.6	9.6	9.7
2007	3.23	3.18	3.24	3.23	10.1	9.9	10.1	10.0
2008	3.30	3.30	3.33	3.18	10.1	10.1	10.1	10.0
2009	3.29	3.32	3.44	3.48	10.3	10.4	10.5	10.6
2010	3.68	3.84	3.87	3.89	11.1	11.4	11.4	11.9
2011	3.96	3.97	3.99	3.82	11.9	11.9	11.9	11.4
2012	3.96	3.97	4.00	4.03	11.6	11.6	11.6	11.5
2013	4.11	4.14	4.17	4.23	11.6	11.7	11.7	11.9
2014	4.28	4.22	4.23	4.18	11.9	11.7	11.5	11.0
2015	4.26	4.34	4.37	4.22	11.0	11.3	11.2	11.1
2016	4.30	4.23	4.23	4.13	11.2	10.9	10.9	10.5
2017	4.18	4.30	4.27	4.00	10.5	10.6	10.6	10.4
2018	4.08	4.20	4.11	4.03	10.3	10.4	10.2	10.4
2019	4.09	–	–	–	10.4	–	–	–
Retirement and savings								
2004	1.30	1.48	1.51	1.51	4.9	5.4	5.5	5.4
2005	1.46	1.36	1.36	1.32	5.3	5.0	4.9	4.8
2006	1.37	1.35	1.35	1.78	5.0	4.9	4.8	5.6
2007	1.77	1.85	1.85	1.85	5.6	5.7	5.7	5.7
2008	1.95	1.95	1.92	1.76	6.0	6.0	5.8	5.6
2009	1.71	1.69	1.74	1.76	5.4	5.3	5.3	5.4
2010	1.77	1.72	1.74	1.52	5.3	5.1	5.1	4.6
2011	1.60	1.58	1.58	1.54	4.8	4.7	4.7	4.6
2012	1.54	1.59	1.60	1.73	4.5	4.6	4.6	4.9
2013	1.77	1.76	1.78	1.83	5.0	5.0	5.0	5.1
2014	1.89	1.85	1.92	2.17	5.3	5.2	5.2	5.7
2015	2.26	2.24	2.29	2.30	5.8	5.8	5.9	6.1
2016	2.34	2.37	2.35	2.42	6.1	6.1	6.0	6.2
2017	2.47	2.56	2.52	2.53	6.2	6.3	6.3	6.6
2018	2.57	2.71	2.65	2.44	6.5	6.7	6.6	6.3
2019	2.51	–	–	–	6.4	–	–	–
Legally required benefits								
2004	2.45	2.59	2.60	2.59	9.2	9.4	9.4	9.3
2005	2.63	2.66	2.69	2.71	9.5	9.7	9.8	9.9
2006	2.70	2.73	2.73	3.02	9.8	9.8	9.8	9.5
2007	2.93	2.97	2.96	2.96	9.2	9.2	9.2	9.2
2008	2.99	2.99	2.97	2.83	9.1	9.1	9.0	9.0
2009	2.87	2.88	2.90	2.91	9.0	9.0	8.9	8.9
2010	2.95	2.97	2.99	2.89	8.9	8.9	8.8	8.8
2011	2.94	3.01	3.04	3.06	8.9	9.0	9.0	9.2

See footnotes at end of table.

Table 18. Private industry workers, by industry group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Transportation and warehousing

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Legally required benefits								
2012	3.10	3.09	3.13	3.18	9.1	9.0	9.0	9.1
2013	3.19	3.22	3.24	3.25	9.0	9.1	9.1	9.1
2014	3.26	3.31	3.36	3.46	9.1	9.2	9.1	9.1
2015	3.49	3.47	3.46	3.48	9.0	9.0	8.9	9.2
2016	3.49	3.51	3.50	3.53	9.0	9.0	9.0	9.0
2017	3.59	3.63	3.63	3.49	9.0	8.9	9.0	9.0
2018	3.59	3.60	3.61	3.39	9.0	8.9	8.9	8.7
2019	3.42	–	–	–	8.7	–	–	–
Other benefits[1]								
2004	([2])	([2])	([2])	.02	([3])	([3])	([3])	.1
2005	.02	([2])	([2])	([2])	.1	([3])	([3])	([3])

[1] Includes severance pay and supplemental unemployment benefits. Publication of other benefits was discontinued beginning in June 2006.
[2] Cost per hour worked is $0.01 or less.
[3] Less than .05 percent.

Note: The sum of individual items may not equal totals due to rounding. Dashes indicate data are not available.

Table 18. Private industry workers, by industry group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Utilities

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Total compensation								
2004	$40.56	$41.44	$41.77	$41.73	100.0	100.0	100.0	100.0
2005	43.07	43.20	43.35	44.10	100.0	100.0	100.0	100.0
2006	47.02	47.61	48.38	49.06	100.0	100.0	100.0	100.0
2007	46.03	47.52	47.41	48.51	100.0	100.0	100.0	100.0
2008	49.03	49.70	50.18	51.40	100.0	100.0	100.0	100.0
2009	51.73	52.28	52.37	52.61	100.0	100.0	100.0	100.0
2010	54.28	55.23	55.51	54.98	100.0	100.0	100.0	100.0
2011	55.97	56.57	56.94	57.32	100.0	100.0	100.0	100.0
2012	57.98	58.91	59.06	59.26	100.0	100.0	100.0	100.0
2013	59.76	60.19	59.76	60.49	100.0	100.0	100.0	100.0
2014	61.15	61.53	61.73	61.42	100.0	100.0	100.0	100.0
2015	62.46	62.98	63.42	58.88	100.0	100.0	100.0	100.0
2016	60.09	60.57	60.98	61.15	100.0	100.0	100.0	100.0
2017	61.76	62.13	62.25	61.07	100.0	100.0	100.0	100.0
2018	62.17	62.63	62.91	61.87	100.0	100.0	100.0	100.0
2019	63.25	–	–	–	100.0	–	–	–
Wages and salaries								
2004	25.65	26.17	26.34	26.42	63.2	63.2	63.1	63.3
2005	26.63	26.62	26.74	27.14	61.8	61.6	61.7	61.5
2006	27.13	27.44	27.95	28.74	57.7	57.6	57.8	58.6
2007	28.97	29.70	29.70	30.48	62.9	62.5	62.6	62.8
2008	30.89	31.23	31.21	32.18	63.0	62.8	62.2	62.6
2009	32.54	32.83	32.87	33.10	62.9	62.8	62.8	62.9
2010	33.33	33.67	33.84	33.84	61.4	61.0	61.0	61.5
2011	34.28	34.52	34.69	35.14	61.2	61.0	60.9	61.3
2012	35.44	35.84	35.86	35.79	61.1	60.8	60.7	60.4
2013	36.31	36.68	36.99	37.30	60.8	60.9	61.9	61.7
2014	37.69	37.91	38.05	37.68	61.6	61.6	61.6	61.3
2015	38.10	38.34	38.54	35.28	61.0	60.9	60.8	59.9
2016	35.98	36.18	36.43	36.55	59.9	59.7	59.7	59.8
2017	36.98	37.20	37.23	36.84	59.9	59.9	59.8	60.3
2018	37.44	37.74	37.81	37.60	60.2	60.3	60.1	60.8
2019	38.13	–	–	–	60.3	–	–	–
Total benefits								
2004	14.91	15.26	15.43	15.31	36.8	36.8	36.9	36.7
2005	16.44	16.58	16.61	16.96	38.2	38.4	38.3	38.5
2006	19.89	20.17	20.43	20.32	42.3	42.4	42.2	41.4
2007	17.06	17.82	17.71	18.03	37.1	37.5	37.4	37.2
2008	18.14	18.47	18.97	19.22	37.0	37.2	37.8	37.4
2009	19.18	19.45	19.50	19.51	37.1	37.2	37.2	37.1
2010	20.95	21.56	21.67	21.15	38.6	39.0	39.0	38.5
2011	21.70	22.04	22.24	22.18	38.8	39.0	39.1	38.7
2012	22.54	23.07	23.20	23.47	38.9	39.2	39.3	39.6
2013	23.45	23.52	22.78	23.19	39.2	39.1	38.1	38.3
2014	23.47	23.62	23.68	23.74	38.4	38.4	38.4	38.7
2015	24.36	24.64	24.88	23.60	39.0	39.1	39.2	40.1
2016	24.10	24.39	24.55	24.60	40.1	40.3	40.3	40.2
2017	24.78	24.93	25.02	24.23	40.1	40.1	40.2	39.7
2018	24.73	24.89	25.09	24.27	39.8	39.7	39.9	39.2
2019	25.12	–	–	–	39.7	–	–	–
Paid leave								
2004	3.93	3.91	3.97	3.99	9.7	9.4	9.5	9.6
2005	4.03	4.03	4.04	4.10	9.4	9.3	9.3	9.3
2006	4.17	4.23	4.33	4.42	8.9	8.9	9.0	9.0
2007	4.45	4.57	4.46	4.55	9.7	9.6	9.4	9.4
2008	4.57	4.64	4.63	4.83	9.3	9.3	9.2	9.4
2009	4.87	4.92	4.94	4.86	9.4	9.4	9.4	9.2
2010	4.89	4.95	4.98	4.92	9.0	9.0	9.0	9.0
2011	4.99	5.02	5.05	5.03	8.9	8.9	8.9	8.8
2012	5.08	5.12	5.14	5.06	8.8	8.7	8.7	8.5
2013	5.16	5.20	5.24	5.37	8.6	8.6	8.8	8.9
2014	5.41	5.45	5.47	5.49	8.8	8.9	8.9	8.9
2015	5.55	5.59	5.62	5.07	8.9	8.9	8.9	8.6
2016	5.18	5.20	5.29	5.29	8.6	8.6	8.7	8.6

See footnotes at end of table.

Table 18. Private industry workers, by industry group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Utilities

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Paid leave								
2017	5.34	5.37	5.38	5.25	8.6	8.6	8.6	8.6
2018	5.35	5.39	5.40	5.31	8.6	8.6	8.6	8.6
2019	5.38	–	–	–	8.5	–	–	–
Supplemental pay								
2004	1.94	1.96	1.98	1.92	4.8	4.7	4.7	4.6
2005	1.77	1.79	1.79	1.72	4.1	4.1	4.1	3.9
2006	1.74	1.84	1.91	1.73	3.7	3.9	3.9	3.5
2007	1.73	1.80	1.81	1.86	3.8	3.8	3.8	3.8
2008	1.94	2.16	2.22	1.92	4.0	4.4	4.4	3.7
2009	1.98	1.94	2.00	1.88	3.8	3.7	3.8	3.6
2010	1.93	1.94	1.91	1.93	3.6	3.5	3.4	3.5
2011	1.97	2.11	2.19	2.15	3.5	3.7	3.8	3.8
2012	2.21	2.00	2.02	2.27	3.8	3.4	3.4	3.8
2013	2.15	2.05	2.19	2.30	3.6	3.4	3.7	3.8
2014	2.22	2.19	2.19	2.09	3.6	3.6	3.5	3.4
2015	2.46	2.50	2.52	2.19	3.9	4.0	4.0	3.7
2016	2.19	2.46	2.45	2.46	3.6	4.1	4.0	4.0
2017	2.50	2.56	2.62	2.23	4.1	4.1	4.2	3.7
2018	2.32	2.33	2.34	2.23	3.7	3.7	3.7	3.6
2019	2.28	–	–	–	3.6	–	–	–
Insurance								
2004	3.65	3.68	3.75	3.74	9.0	8.9	9.0	9.0
2005	3.94	3.93	4.02	3.97	9.2	9.1	9.3	9.0
2006	4.06	4.10	4.11	4.13	8.6	8.6	8.5	8.4
2007	4.24	4.38	4.37	4.32	9.2	9.2	9.2	8.9
2008	4.35	4.39	4.38	4.50	8.9	8.8	8.7	8.8
2009	4.74	4.76	4.80	4.81	9.2	9.1	9.2	9.1
2010	4.97	5.06	5.08	4.98	9.2	9.2	9.1	9.1
2011	5.14	5.22	5.25	5.37	9.2	9.2	9.2	9.4
2012	5.49	5.43	5.44	5.49	9.5	9.2	9.2	9.3
2013	5.61	5.57	5.60	5.63	9.4	9.3	9.4	9.3
2014	5.89	5.91	5.93	6.05	9.6	9.6	9.6	9.8
2015	6.15	6.28	6.32	5.96	9.9	10.0	10.0	10.1
2016	6.22	6.23	6.29	6.29	10.3	10.3	10.3	10.3
2017	6.32	6.36	6.35	6.17	10.2	10.2	10.2	10.1
2018	6.29	6.28	6.37	6.10	10.1	10.0	10.1	9.9
2019	6.23	–	–	–	9.9	–	–	–
Retirement and savings								
2004	2.24	2.44	2.41	2.32	5.5	5.9	5.8	5.6
2005	3.15	3.29	3.34	3.69	7.3	7.6	7.7	8.4
2006	6.65	6.72	6.74	6.63	14.1	14.1	13.9	13.5
2007	3.21	3.60	3.59	3.75	7.0	7.6	7.6	7.7
2008	3.69	3.64	4.10	4.29	7.5	7.3	8.2	8.3
2009	3.85	4.08	4.01	4.22	7.4	7.8	7.7	8.0
2010	5.34	5.80	5.87	5.49	9.8	10.5	10.6	10.0
2011	5.72	5.78	5.84	5.72	10.2	10.2	10.3	10.0
2012	5.82	6.56	6.63	6.66	10.0	11.1	11.2	11.2
2013	6.54	6.68	5.67	5.75	10.9	11.1	9.5	9.5
2014	5.78	5.91	5.91	5.94	9.5	9.6	9.6	9.7
2015	5.96	6.03	6.16	6.18	9.5	9.6	9.7	10.5
2016	6.27	6.25	6.25	6.28	10.4	10.3	10.2	10.3
2017	6.28	6.27	6.31	6.20	10.2	10.1	10.1	10.2
2018	6.33	6.43	6.52	6.25	10.2	10.3	10.4	10.1
2019	6.79	–	–	–	10.7	–	–	–
Legally required benefits								
2004	2.98	3.02	3.08	3.08	7.4	7.3	7.4	7.4
2005	3.28	3.26	3.27	3.31	7.6	7.6	7.5	7.5
2006	3.27	3.29	3.35	3.41	6.9	6.9	6.9	6.9
2007	3.42	3.48	3.48	3.55	7.4	7.3	7.3	7.3
2008	3.60	3.64	3.64	3.68	7.3	7.3	7.3	7.2
2009	3.75	3.75	3.75	3.75	7.2	7.2	7.2	7.1
2010	3.81	3.82	3.84	3.82	7.0	6.9	6.9	6.9
2011	3.87	3.92	3.92	3.90	6.9	6.9	6.9	6.8

See footnotes at end of table.

Table 18. Private industry workers, by industry group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Utilities

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Legally required benefits								
2012	3.95	3.96	3.97	3.99	6.8	6.7	6.7	6.7
2013	4.00	4.01	4.08	4.14	6.7	6.7	6.8	6.8
2014	4.16	4.16	4.17	4.17	6.8	6.8	6.8	6.8
2015	4.24	4.25	4.26	4.20	6.8	6.8	6.7	7.1
2016	4.25	4.25	4.28	4.28	7.1	7.0	7.0	7.0
2017	4.34	4.36	4.36	4.37	7.0	7.0	7.0	7.2
2018	4.44	4.45	4.46	4.38	7.1	7.1	7.1	7.1
2019	4.43	–	–	–	7.0	–	–	–
Other benefits[1]								
2004	.17	.25	.25	.26	.4	.6	.6	.6
2005	.27	.28	.15	.16	.6	.6	.3	.4

[1] Includes severance pay and supplemental unemployment benefits. Publication of other benefits was discontinued beginning in June 2006.

Note: The sum of individual items may not equal totals due to rounding. Dashes indicate data are not available.

Table 18. Private industry workers, by industry group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Finance and insurance

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Total compensation								
2004	$35.01	$36.50	$36.82	$37.09	100.0	100.0	100.0	100.0
2005	37.56	37.94	35.72	36.67	100.0	100.0	100.0	100.0
2006	38.41	38.53	38.57	37.86	100.0	100.0	100.0	100.0
2007	38.36	38.06	38.36	38.04	100.0	100.0	100.0	100.0
2008	38.94	39.14	39.48	39.28	100.0	100.0	100.0	100.0
2009	39.19	39.50	38.73	39.24	100.0	100.0	100.0	100.0
2010	39.54	39.68	39.69	40.55	100.0	100.0	100.0	100.0
2011	40.79	41.62	41.67	42.81	100.0	100.0	100.0	100.0
2012	42.82	43.11	43.16	43.79	100.0	100.0	100.0	100.0
2013	44.14	44.44	44.46	45.01	100.0	100.0	100.0	100.0
2014	44.94	45.55	46.14	48.62	100.0	100.0	100.0	100.0
2015	49.48	49.98	48.16	48.42	100.0	100.0	100.0	100.0
2016	50.99	51.28	52.39	52.36	100.0	100.0	100.0	100.0
2017	52.16	53.15	53.28	53.53	100.0	100.0	100.0	100.0
2018	55.05	55.24	55.56	52.20	100.0	100.0	100.0	100.0
2019	52.75	–	–	–	100.0	–	–	–
Wages and salaries								
2004	24.34	25.42	25.65	25.80	69.5	69.6	69.7	69.6
2005	25.92	26.30	24.10	24.60	69.0	69.3	67.5	67.1
2006	25.67	25.81	25.81	25.38	66.8	67.0	66.9	67.0
2007	25.90	25.63	25.87	25.46	67.5	67.3	67.4	66.9
2008	26.25	25.98	26.46	26.39	67.4	66.4	67.0	67.2
2009	26.29	26.49	25.91	26.27	67.1	67.1	66.9	66.9
2010	26.33	26.64	26.59	27.20	66.6	67.1	67.0	67.1
2011	27.35	27.53	27.61	28.37	67.1	66.1	66.3	66.3
2012	28.45	28.72	28.77	29.09	66.4	66.6	66.7	66.4
2013	29.29	29.55	29.58	29.77	66.4	66.5	66.5	66.1
2014	29.85	30.18	30.65	31.53	66.4	66.2	66.4	64.8
2015	32.03	32.36	32.06	32.44	64.7	64.7	66.6	67.0
2016	33.03	33.21	33.96	33.93	64.8	64.8	64.8	64.8
2017	33.59	34.29	34.36	34.48	64.4	64.5	64.5	64.4
2018	35.48	35.51	35.75	34.62	64.5	64.3	64.3	66.3
2019	34.95	–	–	–	66.3	–	–	–
Total benefits								
2004	10.67	11.08	11.17	11.29	30.5	30.4	30.3	30.4
2005	11.64	11.64	11.62	12.07	31.0	30.7	32.5	32.9
2006	12.74	12.71	12.76	12.48	33.2	33.0	33.1	33.0
2007	12.46	12.43	12.49	12.58	32.5	32.7	32.6	33.1
2008	12.69	13.16	13.03	12.89	32.6	33.6	33.0	32.8
2009	12.90	13.02	12.82	12.97	32.9	32.9	33.1	33.1
2010	13.20	13.04	13.10	13.35	33.4	32.9	33.0	32.9
2011	13.44	14.09	14.06	14.44	32.9	33.9	33.7	33.7
2012	14.37	14.39	14.39	14.71	33.6	33.4	33.3	33.6
2013	14.85	14.90	14.89	15.25	33.6	33.5	33.5	33.9
2014	15.09	15.38	15.50	17.09	33.6	33.8	33.6	35.2
2015	17.45	17.63	16.10	15.99	35.3	35.3	33.4	33.0
2016	17.96	18.07	18.43	18.43	35.2	35.2	35.2	35.2
2017	18.57	18.86	18.91	19.05	35.6	35.5	35.5	35.6
2018	19.56	19.73	19.81	17.58	35.5	35.7	35.7	33.7
2019	17.79	–	–	–	33.7	–	–	–
Paid leave								
2004	2.56	2.66	2.70	2.70	7.3	7.3	7.3	7.3
2005	2.73	2.74	2.71	2.75	7.3	7.2	7.6	7.5
2006	3.19	3.21	3.23	3.17	8.3	8.3	8.4	8.4
2007	3.20	3.18	3.19	3.18	8.3	8.4	8.3	8.4
2008	3.28	3.23	3.37	3.37	8.4	8.3	8.5	8.6
2009	3.37	3.38	3.24	3.30	8.6	8.5	8.4	8.4
2010	3.36	3.37	3.37	3.43	8.5	8.5	8.5	8.5
2011	3.46	3.48	3.49	3.66	8.5	8.4	8.4	8.5
2012	3.67	3.69	3.70	3.81	8.6	8.6	8.6	8.7
2013	3.82	3.85	3.86	3.88	8.6	8.7	8.7	8.6
2014	3.90	3.94	4.02	4.23	8.7	8.6	8.7	8.7
2015	4.33	4.36	4.29	4.37	8.7	8.7	8.9	9.0
2016	4.51	4.50	4.60	4.61	8.8	8.8	8.8	8.8

See footnotes at end of table.

Table 18. Private industry workers, by industry group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Finance and insurance

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Paid leave								
2017	4.60	4.68	4.70	4.68	8.8	8.8	8.8	8.7
2018	4.84	4.83	4.89	4.70	8.8	8.7	8.8	9.0
2019	4.76	–	–	–	9.0	–	–	–
Supplemental pay								
2004	1.64	1.60	1.60	1.62	4.7	4.4	4.3	4.4
2005	1.76	1.74	1.76	2.11	4.7	4.6	4.9	5.7
2006	2.28	2.24	2.25	2.14	5.9	5.8	5.8	5.6
2007	2.15	2.11	2.12	2.17	5.6	5.5	5.5	5.7
2008	2.14	2.56	2.26	2.25	5.5	6.5	5.7	5.7
2009	2.15	2.18	2.17	2.24	5.5	5.5	5.6	5.7
2010	2.14	1.86	1.94	2.01	5.4	4.7	4.9	5.0
2011	1.96	2.37	2.34	2.33	4.8	5.7	5.6	5.4
2012	2.38	2.45	2.43	2.50	5.5	5.7	5.6	5.7
2013	2.52	2.51	2.40	2.70	5.7	5.7	5.4	6.0
2014	2.53	2.68	2.70	3.85	5.6	5.9	5.9	7.9
2015	3.97	3.99	2.62	2.42	8.0	8.0	5.4	5.0
2016	4.09	4.16	4.23	4.22	8.0	8.1	8.1	8.1
2017	4.32	4.35	4.38	4.68	8.3	8.2	8.2	8.7
2018	4.87	4.95	4.92	3.08	8.8	9.0	8.9	5.9
2019	3.14	–	–	–	6.0	–	–	–
Insurance								
2004	2.55	2.63	2.65	2.69	7.3	7.2	7.2	7.2
2005	2.82	2.82	2.84	2.85	7.5	7.4	8.0	7.8
2006	2.89	2.90	2.91	2.88	7.5	7.5	7.5	7.6
2007	2.96	2.99	2.99	3.00	7.7	7.9	7.8	7.9
2008	3.05	3.08	3.10	3.08	7.8	7.9	7.9	7.8
2009	3.17	3.18	3.18	3.21	8.1	8.1	8.2	8.2
2010	3.33	3.35	3.35	3.41	8.4	8.4	8.4	8.4
2011	3.46	3.60	3.61	3.74	8.5	8.7	8.7	8.7
2012	3.66	3.67	3.65	3.75	8.6	8.5	8.5	8.6
2013	3.78	3.76	3.80	3.86	8.6	8.5	8.5	8.6
2014	3.87	3.96	3.94	4.04	8.6	8.7	8.5	8.3
2015	4.10	4.15	4.14	4.16	8.3	8.3	8.6	8.6
2016	4.25	4.30	4.30	4.31	8.3	8.4	8.2	8.2
2017	4.32	4.36	4.37	4.35	8.3	8.2	8.2	8.1
2018	4.42	4.47	4.47	4.45	8.0	8.1	8.1	8.5
2019	4.52	–	–	–	8.6	–	–	–
Retirement and savings								
2004	1.59	1.75	1.78	1.80	4.5	4.8	4.8	4.9
2005	1.87	1.85	1.87	1.91	5.0	4.9	5.2	5.2
2006	1.99	1.97	1.96	1.90	5.2	5.1	5.1	5.0
2007	1.74	1.75	1.78	1.82	4.5	4.6	4.6	4.8
2008	1.77	1.82	1.82	1.74	4.5	4.6	4.6	4.4
2009	1.73	1.78	1.76	1.73	4.4	4.5	4.6	4.4
2010	1.86	1.90	1.91	1.94	4.7	4.8	4.8	4.8
2011	1.97	2.03	2.01	2.03	4.8	4.9	4.8	4.7
2012	1.94	1.84	1.86	1.88	4.5	4.3	4.3	4.3
2013	1.93	1.97	2.00	1.95	4.4	4.4	4.5	4.3
2014	1.91	1.92	1.94	2.01	4.3	4.2	4.2	4.1
2015	2.05	2.11	2.07	2.02	4.1	4.2	4.3	4.2
2016	2.05	2.06	2.23	2.22	4.0	4.0	4.2	4.2
2017	2.23	2.33	2.33	2.14	4.3	4.4	4.4	4.0
2018	2.17	2.22	2.25	2.12	3.9	4.0	4.1	4.1
2019	2.13	–	–	–	4.0	–	–	–
Legally required benefits								
2004	2.20	2.30	2.30	2.34	6.3	6.3	6.2	6.3
2005	2.33	2.35	2.31	2.34	6.2	6.2	6.5	6.4
2006	2.39	2.40	2.40	2.39	6.2	6.2	6.2	6.3
2007	2.41	2.40	2.41	2.41	6.3	6.3	6.3	6.3
2008	2.45	2.47	2.48	2.46	6.3	6.3	6.3	6.3
2009	2.48	2.49	2.47	2.50	6.3	6.3	6.4	6.4
2010	2.52	2.56	2.53	2.56	6.4	6.5	6.4	6.3
2011	2.59	2.61	2.61	2.68	6.3	6.3	6.3	6.3

See footnotes at end of table.

Table 18. Private industry workers, by industry group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Finance and insurance

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Legally required benefits								
2012	2.72	2.74	2.74	2.77	6.4	6.4	6.4	6.3
2013	2.79	2.80	2.82	2.86	6.3	6.3	6.3	6.4
2014	2.87	2.88	2.90	2.97	6.4	6.3	6.3	6.1
2015	3.01	3.02	2.98	3.01	6.1	6.0	6.2	6.2
2016	3.05	3.05	3.08	3.08	6.0	5.9	5.9	5.9
2017	3.10	3.14	3.13	3.19	5.9	5.9	5.9	6.0
2018	3.26	3.26	3.28	3.23	5.9	5.9	5.9	6.2
2019	3.25	–	–	–	6.2	–	–	–
Other benefits[1]								
2004	.13	.14	.14	.14	.4	.4	.4	.4
2005	.13	.13	.13	.11	.4	.3	.4	.3

[1] Includes severance pay and supplemental unemployment benefits. Publication of other benefits was discontinued beginning in June 2006.

Note: The sum of individual items may not equal totals due to rounding. Dashes indicate data are not available.

Table 18. Private industry workers, by industry group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Credit intermediation and related activities

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Total compensation								
2004	$32.02	$33.32	$33.60	$33.88	100.0	100.0	100.0	100.0
2005	34.28	34.82	30.04	31.28	100.0	100.0	100.0	100.0
2006	31.78	31.91	31.90	32.52	100.0	100.0	100.0	100.0
2007	33.35	32.60	32.80	33.16	100.0	100.0	100.0	100.0
2008	33.58	33.95	33.99	33.66	100.0	100.0	100.0	100.0
2009	33.54	33.86	33.82	33.84	100.0	100.0	100.0	100.0
2010	34.03	34.32	34.36	34.91	100.0	100.0	100.0	100.0
2011	35.27	35.61	35.67	36.52	100.0	100.0	100.0	100.0
2012	36.59	36.63	36.96	37.49	100.0	100.0	100.0	100.0
2013	37.70	37.82	37.83	37.26	100.0	100.0	100.0	100.0
2014	37.57	37.62	38.28	39.69	100.0	100.0	100.0	100.0
2015	40.19	40.69	40.76	39.93	100.0	100.0	100.0	100.0
2016	40.26	40.58	41.37	41.58	100.0	100.0	100.0	100.0
2017	41.65	42.33	42.51	43.61	100.0	100.0	100.0	100.0
2018	44.67	44.94	44.83	44.13	100.0	100.0	100.0	100.0
2019	44.77	–	–	–	100.0	–	–	–
Wages and salaries								
2004	22.87	23.80	24.04	24.26	71.4	71.4	71.5	71.6
2005	24.32	24.87	20.21	21.21	71.0	71.4	67.3	67.8
2006	21.50	21.70	21.65	22.06	67.6	68.0	67.9	67.8
2007	22.83	22.14	22.24	22.44	68.5	67.9	67.8	67.7
2008	22.72	22.91	22.90	22.72	67.6	67.5	67.4	67.5
2009	22.66	22.83	22.81	23.03	67.6	67.4	67.5	68.1
2010	22.86	23.13	23.15	23.57	67.2	67.4	67.4	67.5
2011	23.74	23.77	23.84	24.31	67.3	66.7	66.8	66.6
2012	24.47	24.58	24.81	25.27	66.9	67.1	67.1	67.4
2013	25.42	25.54	25.46	25.07	67.4	67.5	67.3	67.3
2014	25.25	25.15	25.67	26.62	67.2	66.8	67.1	67.1
2015	26.94	27.26	27.36	26.75	67.0	67.0	67.1	67.0
2016	26.97	27.21	27.64	27.81	67.0	67.0	66.8	66.9
2017	27.87	28.31	28.44	29.35	66.9	66.9	66.9	67.3
2018	30.08	30.21	30.12	29.48	67.3	67.2	67.2	66.8
2019	29.97	–	–	–	66.9	–	–	–
Total benefits								
2004	9.15	9.52	9.56	9.62	28.6	28.6	28.5	28.4
2005	9.95	9.95	9.83	10.07	29.0	28.6	32.7	32.2
2006	10.29	10.21	10.25	10.47	32.4	32.0	32.1	32.2
2007	10.52	10.46	10.56	10.72	31.5	32.1	32.2	32.3
2008	10.87	11.04	11.09	10.94	32.4	32.5	32.6	32.5
2009	10.88	11.03	11.01	10.81	32.4	32.6	32.5	31.9
2010	11.17	11.19	11.21	11.35	32.8	32.6	32.6	32.5
2011	11.53	11.84	11.83	12.21	32.7	33.3	33.2	33.4
2012	12.12	12.06	12.14	12.22	33.1	32.9	32.9	32.6
2013	12.28	12.29	12.37	12.20	32.6	32.5	32.7	32.7
2014	12.33	12.47	12.61	13.07	32.8	33.2	32.9	32.9
2015	13.25	13.43	13.41	13.18	33.0	33.0	32.9	33.0
2016	13.29	13.38	13.73	13.77	33.0	33.0	33.2	33.1
2017	13.78	14.02	14.07	14.26	33.1	33.1	33.1	32.7
2018	14.60	14.73	14.72	14.64	32.7	32.8	32.8	33.2
2019	14.81	–	–	–	33.1	–	–	–
Paid leave								
2004	2.21	2.31	2.34	2.34	6.9	6.9	7.0	6.9
2005	2.38	2.39	2.32	2.39	6.9	6.9	7.7	7.7
2006	2.57	2.60	2.62	2.70	8.1	8.2	8.2	8.3
2007	2.77	2.71	2.73	2.80	8.3	8.3	8.3	8.4
2008	2.82	2.84	2.85	2.85	8.4	8.4	8.4	8.5
2009	2.82	2.85	2.86	2.89	8.4	8.4	8.5	8.5
2010	2.91	2.93	2.94	2.99	8.5	8.6	8.6	8.6
2011	3.02	3.01	3.02	3.15	8.6	8.5	8.5	8.6
2012	3.18	3.18	3.23	3.29	8.7	8.7	8.7	8.8
2013	3.29	3.32	3.31	3.25	8.7	8.8	8.8	8.7
2014	3.29	3.29	3.37	3.51	8.8	8.8	8.8	8.8
2015	3.57	3.60	3.62	3.54	8.9	8.9	8.9	8.9
2016	3.59	3.62	3.67	3.69	8.9	8.9	8.9	8.9

See footnotes at end of table.

Table 18. Private industry workers, by industry group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Credit intermediation and related activities

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Paid leave								
2017	3.70	3.77	3.78	3.90	8.9	8.9	8.9	8.9
2018	4.02	4.04	4.04	4.00	9.0	9.0	9.0	9.1
2019	4.07	–	–	–	9.1	–	–	–
Supplemental pay								
2004	1.11	1.09	1.06	1.06	3.5	3.3	3.2	3.1
2005	1.14	1.17	1.20	1.26	3.3	3.4	4.0	4.0
2006	1.36	1.31	1.30	1.36	4.3	4.1	4.1	4.2
2007	1.33	1.32	1.36	1.43	4.0	4.1	4.2	4.3
2008	1.55	1.58	1.60	1.59	4.6	4.6	4.7	4.7
2009	1.53	1.54	1.56	1.37	4.6	4.6	4.6	4.1
2010	1.42	1.31	1.30	1.29	4.2	3.8	3.8	3.7
2011	1.42	1.47	1.46	1.53	4.0	4.1	4.1	4.2
2012	1.56	1.60	1.61	1.55	4.3	4.4	4.4	4.1
2013	1.52	1.50	1.51	1.50	4.0	4.0	4.0	4.0
2014	1.58	1.64	1.68	1.77	4.2	4.4	4.4	4.5
2015	1.80	1.81	1.81	1.79	4.5	4.4	4.4	4.5
2016	1.75	1.75	1.79	1.79	4.3	4.3	4.3	4.3
2017	1.78	1.84	1.83	2.01	4.3	4.4	4.3	4.6
2018	2.09	2.11	2.08	2.13	4.7	4.7	4.6	4.8
2019	2.16	–	–	–	4.8	–	–	–
Insurance								
2004	2.35	2.40	2.40	2.44	7.3	7.2	7.2	7.2
2005	2.60	2.59	2.59	2.60	7.6	7.4	8.6	8.3
2006	2.62	2.60	2.63	2.68	8.3	8.2	8.2	8.3
2007	2.77	2.79	2.79	2.78	8.3	8.6	8.5	8.4
2008	2.81	2.82	2.84	2.79	8.4	8.3	8.4	8.3
2009	2.87	2.89	2.89	2.91	8.6	8.5	8.5	8.6
2010	3.03	3.03	3.04	3.09	8.9	8.8	8.8	8.9
2011	3.12	3.32	3.32	3.42	8.8	9.3	9.3	9.4
2012	3.28	3.30	3.30	3.36	9.0	9.0	8.9	9.0
2013	3.36	3.33	3.39	3.39	8.9	8.8	9.0	9.1
2014	3.41	3.50	3.49	3.61	9.1	9.3	9.1	9.1
2015	3.66	3.72	3.72	3.75	9.1	9.1	9.1	9.4
2016	3.80	3.84	3.84	3.84	9.4	9.5	9.3	9.2
2017	3.86	3.88	3.90	3.89	9.3	9.2	9.2	8.9
2018	3.96	4.01	4.02	4.04	8.9	8.9	9.0	9.1
2019	4.08	–	–	–	9.1	–	–	–
Retirement and savings								
2004	1.40	1.59	1.62	1.64	4.4	4.8	4.8	4.8
2005	1.65	1.60	1.60	1.68	4.8	4.6	5.3	5.4
2006	1.68	1.64	1.63	1.62	5.3	5.1	5.1	5.0
2007	1.51	1.52	1.56	1.58	4.5	4.7	4.7	4.8
2008	1.52	1.62	1.63	1.53	4.5	4.8	4.8	4.6
2009	1.46	1.56	1.51	1.44	4.3	4.6	4.5	4.3
2010	1.60	1.68	1.70	1.72	4.7	4.9	4.9	4.9
2011	1.68	1.73	1.72	1.75	4.8	4.9	4.8	4.8
2012	1.71	1.56	1.57	1.56	4.7	4.2	4.3	4.2
2013	1.63	1.65	1.67	1.57	4.3	4.4	4.4	4.2
2014	1.53	1.53	1.55	1.59	4.1	4.1	4.0	4.0
2015	1.61	1.67	1.64	1.48	4.0	4.1	4.0	3.7
2016	1.52	1.53	1.77	1.78	3.8	3.8	4.3	4.3
2017	1.76	1.82	1.84	1.66	4.2	4.3	4.3	3.8
2018	1.67	1.71	1.72	1.63	3.7	3.8	3.8	3.7
2019	1.63	–	–	–	3.6	–	–	–
Legally required benefits								
2004	1.94	1.99	1.99	2.01	6.1	6.0	5.9	5.9
2005	2.04	2.06	1.97	2.03	6.0	5.9	6.6	6.5
2006	2.05	2.06	2.06	2.11	6.4	6.4	6.5	6.5
2007	2.14	2.12	2.12	2.13	6.4	6.5	6.5	6.4
2008	2.17	2.18	2.18	2.17	6.4	6.4	6.4	6.4
2009	2.19	2.20	2.19	2.20	6.5	6.5	6.5	6.5
2010	2.21	2.23	2.23	2.26	6.5	6.5	6.5	6.5
2011	2.29	2.31	2.31	2.37	6.5	6.5	6.5	6.5

See footnotes at end of table.

Table 18. Private industry workers, by industry group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Credit intermediation and related activities

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Legally required benefits								
2012	2.40	2.42	2.43	2.46	6.6	6.6	6.6	6.6
2013	2.48	2.48	2.49	2.49	6.6	6.6	6.6	6.7
2014	2.51	2.51	2.53	2.59	6.7	6.7	6.6	6.5
2015	2.62	2.63	2.63	2.62	6.5	6.5	6.4	6.6
2016	2.63	2.63	2.65	2.66	6.5	6.5	6.4	6.4
2017	2.68	2.71	2.72	2.81	6.4	6.4	6.4	6.4
2018	2.87	2.86	2.86	2.85	6.4	6.4	6.4	6.5
2019	2.87	–	–	–	6.4	–	–	–
Other benefits[1]								
2004	.13	.14	.14	.14	.4	.4	.4	.4
2005	.14	.13	.14	.11	.4	.4	.5	.3

[1] Includes severance pay and supplemental unemployment benefits. Publication of other benefits was discontinued beginning in June 2006.

Note: The sum of individual items may not equal totals due to rounding. Dashes indicate data are not available.

Table 18. Private industry workers, by industry group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Insurance carriers and related activities

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Total compensation								
2004	$32.84	$34.35	$34.96	$35.14	100.0	100.0	100.0	100.0
2005	35.69	35.75	35.72	35.36	100.0	100.0	100.0	100.0
2006	35.87	36.11	36.24	36.26	100.0	100.0	100.0	100.0
2007	36.63	36.83	37.07	37.14	100.0	100.0	100.0	100.0
2008	37.66	37.93	38.02	37.80	100.0	100.0	100.0	100.0
2009	38.07	38.39	38.04	37.77	100.0	100.0	100.0	100.0
2010	38.30	38.39	38.34	38.41	100.0	100.0	100.0	100.0
2011	38.88	39.31	39.33	41.04	100.0	100.0	100.0	100.0
2012	41.14	41.30	41.16	41.66	100.0	100.0	100.0	100.0
2013	42.00	42.35	42.75	43.24	100.0	100.0	100.0	100.0
2014	43.49	43.95	43.94	44.80	100.0	100.0	100.0	100.0
2015	45.19	45.55	45.84	46.22	100.0	100.0	100.0	100.0
2016	46.70	47.20	47.57	47.63	100.0	100.0	100.0	100.0
2017	47.76	48.48	48.46	50.47	100.0	100.0	100.0	100.0
2018	51.14	51.19	51.98	50.74	100.0	100.0	100.0	100.0
2019	51.41	–	–	–	100.0	–	–	–
Wages and salaries								
2004	22.43	23.33	23.78	23.81	68.3	67.9	68.0	67.8
2005	24.04	24.03	24.00	23.70	67.4	67.2	67.2	67.0
2006	23.98	24.16	24.22	24.35	66.9	66.9	66.8	67.2
2007	24.64	24.88	25.11	25.03	67.3	67.5	67.7	67.4
2008	25.33	25.54	25.62	25.78	67.3	67.3	67.4	68.2
2009	25.92	26.15	25.92	25.74	68.1	68.1	68.1	68.2
2010	26.02	26.13	26.12	26.01	67.9	68.1	68.1	67.7
2011	26.13	26.35	26.39	27.49	67.2	67.0	67.1	67.0
2012	27.65	27.72	27.65	27.85	67.2	67.1	67.2	66.8
2013	27.96	28.26	28.54	28.79	66.6	66.7	66.8	66.6
2014	28.92	29.15	29.10	29.67	66.5	66.3	66.2	66.2
2015	29.88	30.07	30.29	30.60	66.1	66.0	66.1	66.2
2016	31.00	31.39	31.76	31.76	66.4	66.5	66.7	66.7
2017	31.65	32.17	32.10	33.29	66.3	66.4	66.2	66.0
2018	33.71	33.64	34.17	33.29	65.9	65.7	65.7	65.6
2019	33.72	–	–	–	65.6	–	–	–
Total benefits								
2004	10.42	11.01	11.18	11.33	31.7	32.1	32.0	32.2
2005	11.64	11.73	11.72	11.66	32.6	32.8	32.8	33.0
2006	11.89	11.95	12.02	11.91	33.1	33.1	33.2	32.8
2007	12.00	11.95	11.96	12.11	32.7	32.5	32.3	32.6
2008	12.32	12.38	12.40	12.02	32.7	32.7	32.6	31.8
2009	12.15	12.25	12.12	12.03	31.9	31.9	31.9	31.8
2010	12.28	12.27	12.22	12.40	32.1	31.9	31.9	32.3
2011	12.75	12.96	12.94	13.55	32.8	33.0	32.9	33.0
2012	13.49	13.58	13.51	13.81	32.8	32.9	32.8	33.2
2013	14.04	14.10	14.20	14.45	33.4	33.3	33.2	33.4
2014	14.56	14.80	14.84	15.13	33.5	33.7	33.8	33.8
2015	15.31	15.48	15.55	15.63	33.9	34.0	33.9	33.8
2016	15.71	15.81	15.82	15.87	33.6	33.5	33.3	33.3
2017	16.11	16.31	16.37	17.18	33.7	33.6	33.8	34.0
2018	17.42	17.56	17.80	17.44	34.1	34.3	34.3	34.4
2019	17.68	–	–	–	34.4	–	–	–
Paid leave								
2004	2.61	2.74	2.82	2.83	7.9	8.0	8.1	8.0
2005	2.85	2.86	2.86	2.81	8.0	8.0	8.0	7.9
2006	2.98	3.00	3.01	3.03	8.3	8.3	8.3	8.4
2007	3.08	3.10	3.09	3.10	8.4	8.4	8.3	8.3
2008	3.16	3.17	3.18	3.20	8.4	8.4	8.4	8.5
2009	3.21	3.24	3.20	3.18	8.4	8.4	8.4	8.4
2010	3.21	3.22	3.22	3.27	8.4	8.4	8.4	8.5
2011	3.29	3.32	3.34	3.52	8.5	8.5	8.5	8.6
2012	3.55	3.57	3.54	3.67	8.6	8.6	8.6	8.8
2013	3.69	3.70	3.73	3.79	8.8	8.7	8.7	8.8
2014	3.81	3.85	3.87	3.95	8.8	8.8	8.8	8.8
2015	3.98	4.01	4.05	4.08	8.8	8.8	8.8	8.8
2016	4.10	4.13	4.17	4.18	8.8	8.8	8.8	8.8

See footnotes at end of table.

Table 18. Private industry workers, by industry group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Insurance carriers and related activities

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Paid leave								
2017	4.21	4.26	4.28	4.46	8.8	8.8	8.8	8.8
2018	4.55	4.52	4.63	4.47	8.9	8.8	8.9	8.8
2019	4.53	–	–	–	8.8	–	–	–
Supplemental pay								
2004	1.29	1.37	1.40	1.36	3.9	4.0	4.0	3.9
2005	1.49	1.54	1.51	1.52	4.2	4.3	4.2	4.3
2006	1.49	1.49	1.53	1.45	4.2	4.1	4.2	4.0
2007	1.55	1.43	1.42	1.45	4.2	3.9	3.8	3.9
2008	1.52	1.55	1.55	1.30	4.0	4.1	4.1	3.4
2009	1.20	1.22	1.17	1.16	3.2	3.2	3.1	3.1
2010	1.13	1.04	1.02	1.07	3.0	2.7	2.7	2.8
2011	1.21	1.24	1.25	1.39	3.1	3.2	3.2	3.4
2012	1.43	1.47	1.41	1.50	3.5	3.6	3.4	3.6
2013	1.57	1.57	1.57	1.68	3.7	3.7	3.7	3.9
2014	1.76	1.82	1.81	1.94	4.0	4.1	4.1	4.3
2015	1.97	1.99	2.00	2.10	4.4	4.4	4.4	4.6
2016	2.07	2.06	2.04	2.06	4.4	4.4	4.3	4.3
2017	2.18	2.13	2.14	2.83	4.6	4.4	4.4	5.6
2018	2.91	2.94	2.97	2.96	5.7	5.7	5.7	5.8
2019	3.00	–	–	–	5.8	–	–	–
Insurance								
2004	2.64	2.72	2.75	2.81	8.0	7.9	7.9	8.0
2005	2.93	2.94	2.94	2.97	8.2	8.2	8.2	8.4
2006	3.02	3.06	3.06	2.98	8.4	8.5	8.5	8.2
2007	3.06	3.10	3.10	3.13	8.3	8.4	8.4	8.4
2008	3.22	3.24	3.24	3.22	8.5	8.5	8.5	8.5
2009	3.33	3.36	3.34	3.34	8.7	8.8	8.8	8.9
2010	3.45	3.48	3.48	3.55	9.0	9.1	9.1	9.2
2011	3.59	3.69	3.69	3.84	9.2	9.4	9.4	9.3
2012	3.82	3.83	3.82	3.91	9.3	9.3	9.3	9.4
2013	3.98	3.96	3.96	4.02	9.5	9.4	9.3	9.3
2014	4.04	4.11	4.12	4.10	9.3	9.3	9.4	9.2
2015	4.18	4.24	4.26	4.18	9.2	9.3	9.3	9.0
2016	4.26	4.31	4.30	4.32	9.1	9.1	9.0	9.1
2017	4.36	4.38	4.40	4.41	9.1	9.0	9.1	8.7
2018	4.44	4.49	4.51	4.49	8.7	8.8	8.7	8.9
2019	4.56	–	–	–	8.9	–	–	–
Retirement and savings								
2004	1.51	1.64	1.68	1.71	4.6	4.8	4.8	4.9
2005	1.82	1.83	1.86	1.84	5.1	5.1	5.2	5.2
2006	1.97	1.98	1.98	2.00	5.5	5.5	5.5	5.5
2007	1.83	1.83	1.86	1.93	5.0	5.0	5.0	5.2
2008	1.91	1.89	1.89	1.78	5.1	5.0	5.0	4.7
2009	1.87	1.87	1.88	1.81	4.9	4.9	4.9	4.8
2010	1.91	1.90	1.92	1.94	5.0	5.0	5.0	5.0
2011	2.07	2.07	2.02	2.10	5.3	5.3	5.1	5.1
2012	1.93	1.94	1.97	1.95	4.7	4.7	4.8	4.7
2013	2.01	2.06	2.11	2.08	4.8	4.9	4.9	4.8
2014	2.07	2.12	2.13	2.20	4.8	4.8	4.9	4.9
2015	2.22	2.27	2.27	2.27	4.9	5.0	5.0	4.9
2016	2.28	2.30	2.30	2.29	4.9	4.9	4.8	4.8
2017	2.33	2.47	2.49	2.33	4.9	5.1	5.1	4.6
2018	2.34	2.43	2.47	2.34	4.6	4.7	4.7	4.6
2019	2.37	–	–	–	4.6	–	–	–
Legally required benefits								
2004	2.25	2.41	2.39	2.49	6.8	7.0	6.8	7.1
2005	2.42	2.42	2.42	2.40	6.8	6.8	6.8	6.8
2006	2.42	2.43	2.44	2.45	6.7	6.7	6.7	6.7
2007	2.48	2.49	2.49	2.50	6.8	6.8	6.7	6.7
2008	2.52	2.54	2.55	2.52	6.7	6.7	6.7	6.7
2009	2.54	2.55	2.53	2.53	6.7	6.6	6.7	6.7
2010	2.57	2.63	2.58	2.58	6.7	6.8	6.7	6.7
2011	2.60	2.63	2.63	2.71	6.7	6.7	6.7	6.6

See footnotes at end of table.

Table 18. Private industry workers, by industry group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Insurance carriers and related activities

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Legally required benefits								
2012	2.75	2.77	2.77	2.78	6.7	6.7	6.7	6.7
2013	2.79	2.81	2.84	2.87	6.6	6.6	6.6	6.6
2014	2.88	2.90	2.90	2.94	6.6	6.6	6.6	6.6
2015	2.96	2.97	2.98	2.99	6.5	6.5	6.5	6.5
2016	3.00	3.01	3.01	3.01	6.4	6.4	6.3	6.3
2017	3.03	3.06	3.05	3.15	6.3	6.3	6.3	6.2
2018	3.19	3.18	3.23	3.19	6.2	6.2	6.2	6.3
2019	3.23	–	–	–	6.3	–	–	–
Other benefits[1]								
2004	.13	.14	.14	.14	.4	.4	.4	.4
2005	.14	.13	.13	.12	.4	.4	.4	.3

[1] Includes severance pay and supplemental unemployment benefits. Publication of other benefits was discontinued beginning in June 2006.

Note: The sum of individual items may not equal totals due to rounding. Dashes indicate data are not available.

Table 18. Private industry workers, by industry group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Real estate and rental and leasing

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Total compensation								
2004	$19.51	$19.96	$20.21	$20.32	100.0	100.0	100.0	100.0
2005	20.96	20.91	21.04	21.90	100.0	100.0	100.0	100.0
2006	22.06	21.81	22.50	22.35	100.0	100.0	100.0	100.0
2007	22.80	23.28	23.41	23.35	100.0	100.0	100.0	100.0
2008	23.79	23.82	23.91	24.97	100.0	100.0	100.0	100.0
2009	25.26	24.81	25.40	25.88	100.0	100.0	100.0	100.0
2010	25.91	26.10	26.36	27.19	100.0	100.0	100.0	100.0
2011	27.30	27.86	28.02	29.31	100.0	100.0	100.0	100.0
2012	29.19	30.25	30.25	28.86	100.0	100.0	100.0	100.0
2013	28.32	29.15	29.35	30.08	100.0	100.0	100.0	100.0
2014	30.22	30.27	30.17	28.92	100.0	100.0	100.0	100.0
2015	29.43	29.19	29.25	29.82	100.0	100.0	100.0	100.0
2016	30.08	30.27	29.98	30.09	100.0	100.0	100.0	100.0
2017	30.16	30.60	30.84	32.26	100.0	100.0	100.0	100.0
2018	32.89	32.35	32.41	31.30	100.0	100.0	100.0	100.0
2019	32.07	–	–	–	100.0	–	–	–
Wages and salaries								
2004	14.05	14.39	14.51	14.63	72.0	72.1	71.8	72.0
2005	15.13	15.11	15.20	15.78	72.2	72.3	72.2	72.1
2006	15.91	15.81	16.29	16.20	72.1	72.5	72.4	72.5
2007	16.35	16.62	16.78	16.72	71.7	71.4	71.7	71.6
2008	16.94	16.97	17.02	18.07	71.2	71.2	71.2	72.3
2009	18.25	17.91	18.36	18.94	72.2	72.2	72.3	73.2
2010	18.91	19.02	19.17	19.95	73.0	72.9	72.7	73.4
2011	19.99	20.34	20.51	21.01	73.2	73.0	73.2	71.7
2012	20.74	21.57	21.55	20.62	71.0	71.3	71.3	71.4
2013	20.28	20.83	21.02	21.36	71.6	71.5	71.6	71.0
2014	21.50	21.50	21.45	20.54	71.1	71.0	71.1	71.0
2015	20.98	20.78	20.80	21.50	71.3	71.2	71.1	72.1
2016	21.70	21.83	21.23	21.38	72.1	72.1	70.8	71.1
2017	21.40	21.70	21.95	23.30	70.9	70.9	71.2	72.2
2018	23.77	23.35	23.47	22.47	72.3	72.2	72.4	71.8
2019	23.12	–	–	–	72.1	–	–	–
Total benefits								
2004	5.46	5.56	5.70	5.70	28.0	27.9	28.2	28.0
2005	5.83	5.80	5.84	6.12	27.8	27.7	27.8	27.9
2006	6.15	6.00	6.22	6.15	27.9	27.5	27.6	27.5
2007	6.46	6.66	6.63	6.63	28.3	28.6	28.3	28.4
2008	6.85	6.86	6.89	6.91	28.8	28.8	28.8	27.7
2009	7.01	6.90	7.04	6.93	27.8	27.8	27.7	26.8
2010	7.00	7.08	7.19	7.24	27.0	27.1	27.3	26.6
2011	7.31	7.53	7.51	8.30	26.8	27.0	26.8	28.3
2012	8.45	8.68	8.70	8.24	29.0	28.7	28.7	28.6
2013	8.03	8.32	8.33	8.71	28.4	28.5	28.4	29.0
2014	8.72	8.77	8.71	8.38	28.9	29.0	28.9	29.0
2015	8.45	8.41	8.45	8.33	28.7	28.8	28.9	27.9
2016	8.39	8.44	8.75	8.71	27.9	27.9	29.2	28.9
2017	8.76	8.89	8.89	8.95	29.1	29.1	28.8	27.8
2018	9.11	9.00	8.95	8.83	27.7	27.8	27.6	28.2
2019	8.96	–	–	–	27.9	–	–	–
Paid leave								
2004	1.21	1.23	1.25	1.26	6.2	6.2	6.2	6.2
2005	1.27	1.28	1.29	1.42	6.1	6.1	6.1	6.5
2006	1.48	1.45	1.50	1.48	6.7	6.7	6.7	6.6
2007	1.50	1.56	1.55	1.55	6.6	6.7	6.6	6.6
2008	1.56	1.55	1.56	1.69	6.6	6.5	6.5	6.8
2009	1.71	1.65	1.71	1.76	6.8	6.6	6.7	6.8
2010	1.72	1.77	1.81	1.84	6.6	6.8	6.9	6.8
2011	1.82	1.86	1.89	1.97	6.7	6.7	6.7	6.7
2012	2.03	2.03	2.04	1.96	6.9	6.7	6.7	6.8
2013	1.85	1.96	1.96	2.06	6.5	6.7	6.7	6.9
2014	2.09	2.08	2.05	1.94	6.9	6.9	6.8	6.7
2015	1.98	1.95	1.96	1.96	6.7	6.7	6.7	6.6
2016	1.96	1.96	2.00	2.01	6.5	6.5	6.7	6.7

See footnotes at end of table.

Table 18. Private industry workers, by industry group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Real estate and rental and leasing

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Paid leave								
2017	2.02	2.07	2.07	2.26	6.7	6.8	6.7	7.0
2018	2.31	2.28	2.26	2.12	7.0	7.0	7.0	6.8
2019	2.16	–	–	–	6.7	–	–	–
Supplemental pay								
2004	.46	.45	.47	.47	2.4	2.3	2.3	2.3
2005	.51	.52	.53	.60	2.4	2.5	2.5	2.7
2006	.60	.46	.47	.50	2.7	2.1	2.1	2.2
2007	.68	.69	.68	.66	3.0	3.0	2.9	2.8
2008	.81	.85	.86	.69	3.4	3.6	3.6	2.8
2009	.71	.68	.69	.63	2.8	2.7	2.7	2.4
2010	.63	.60	.61	.67	2.4	2.3	2.3	2.5
2011	.73	.74	.73	.80	2.7	2.7	2.6	2.7
2012	.78	.91	.92	.81	2.7	3.0	3.0	2.8
2013	.78	.81	.81	.81	2.8	2.8	2.8	2.7
2014	.79	.81	.81	.73	2.6	2.7	2.7	2.5
2015	.72	.76	.74	.84	2.5	2.6	2.5	2.8
2016	.86	.87	.94	.96	2.9	2.9	3.1	3.2
2017	.98	.99	.99	.85	3.3	3.2	3.2	2.6
2018	.85	.86	.85	.88	2.6	2.6	2.6	2.8
2019	.91	–	–	–	2.8	–	–	–
Insurance								
2004	1.61	1.60	1.65	1.64	8.2	8.0	8.1	8.1
2005	1.68	1.62	1.65	1.69	8.0	7.7	7.8	7.7
2006	1.69	1.67	1.79	1.75	7.7	7.6	8.0	7.8
2007	1.84	1.90	1.89	1.91	8.1	8.1	8.1	8.2
2008	1.95	1.95	1.95	1.84	8.2	8.2	8.2	7.4
2009	1.88	1.87	1.92	1.87	7.4	7.5	7.6	7.2
2010	1.94	1.95	2.00	1.99	7.5	7.5	7.6	7.3
2011	1.98	2.09	2.05	2.34	7.3	7.5	7.3	8.0
2012	2.43	2.39	2.38	2.36	8.3	7.9	7.9	8.2
2013	2.31	2.36	2.37	2.53	8.2	8.1	8.1	8.4
2014	2.51	2.53	2.50	2.50	8.3	8.3	8.3	8.7
2015	2.48	2.49	2.52	2.43	8.4	8.5	8.6	8.1
2016	2.45	2.50	2.63	2.59	8.2	8.3	8.8	8.6
2017	2.57	2.60	2.58	2.53	8.5	8.5	8.4	7.8
2018	2.57	2.60	2.57	2.66	7.8	8.0	7.9	8.5
2019	2.67	–	–	–	8.3	–	–	–
Retirement and savings								
2004	.33	.42	.42	.41	1.7	2.1	2.1	2.0
2005	.42	.45	.43	.46	2.0	2.1	2.1	2.1
2006	.47	.46	.47	.45	2.1	2.1	2.1	2.0
2007	.45	.47	.47	.47	2.0	2.0	2.0	2.0
2008	.47	.48	.48	.58	2.0	2.0	2.0	2.3
2009	.59	.58	.59	.56	2.3	2.3	2.3	2.1
2010	.58	.57	.56	.48	2.3	2.2	2.1	1.8
2011	.48	.49	.48	.74	1.8	1.8	1.7	2.5
2012	.78	.80	.79	.70	2.7	2.6	2.6	2.4
2013	.67	.73	.72	.87	2.3	2.5	2.5	2.9
2014	.89	.88	.87	.81	2.9	2.9	2.9	2.8
2015	.83	.80	.82	.66	2.8	2.7	2.8	2.2
2016	.64	.64	.73	.71	2.1	2.1	2.4	2.3
2017	.69	.72	.72	.72	2.3	2.3	2.3	2.2
2018	.75	.73	.73	.68	2.3	2.3	2.3	2.2
2019	.68	–	–	–	2.1	–	–	–
Legally required benefits								
2004	1.84	1.85	1.89	1.89	9.4	9.2	9.4	9.3
2005	1.94	1.93	1.93	1.94	9.3	9.2	9.2	8.9
2006	1.92	1.95	1.99	1.98	8.7	9.0	8.8	8.8
2007	1.99	2.03	2.04	2.04	8.7	8.7	8.7	8.7
2008	2.06	2.03	2.04	2.11	8.6	8.5	8.5	8.4
2009	2.13	2.12	2.13	2.13	8.4	8.5	8.4	8.2
2010	2.14	2.19	2.21	2.25	8.2	8.4	8.4	8.3
2011	2.29	2.34	2.37	2.45	8.4	8.4	8.4	8.3

See footnotes at end of table.

Table 18. Private industry workers, by industry group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Real estate and rental and leasing

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Legally required benefits								
2012	2.44	2.56	2.57	2.43	8.4	8.5	8.5	8.4
2013	2.42	2.46	2.48	2.44	8.5	8.4	8.5	8.1
2014	2.45	2.47	2.47	2.40	8.1	8.2	8.2	8.3
2015	2.44	2.42	2.41	2.44	8.3	8.3	8.2	8.2
2016	2.47	2.47	2.44	2.45	8.2	8.2	8.1	8.1
2017	2.50	2.52	2.53	2.59	8.3	8.2	8.2	8.0
2018	2.63	2.53	2.53	2.48	8.0	7.8	7.8	7.9
2019	2.52	–	–	–	7.9	–	–	–
Other benefits[1]								
2004	([2])	.02	.02	.02	([3])	.1	.1	.1
2005	([2])	([2])	([2])	([2])	([3])	([3])	([3])	([3])

[1] Includes severance pay and supplemental unemployment benefits. Publication of other benefits was discontinued beginning in June 2006.
[2] Cost per hour worked is $0.01 or less.
[3] Less than .05 percent.

Note: The sum of individual items may not equal totals due to rounding. Dashes indicate data are not available.

Table 18. Private industry workers, by industry group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Professional and technical services

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Total compensation								
2004	$34.27	$35.53	$36.07	$36.40	100.0	100.0	100.0	100.0
2005	36.00	37.20	37.24	38.94	100.0	100.0	100.0	100.0
2006	39.57	40.10	40.59	40.85	100.0	100.0	100.0	100.0
2007	41.16	42.09	42.05	42.92	100.0	100.0	100.0	100.0
2008	43.22	43.87	44.19	43.63	100.0	100.0	100.0	100.0
2009	43.30	44.66	44.82	43.17	100.0	100.0	100.0	100.0
2010	43.49	43.56	44.00	43.05	100.0	100.0	100.0	100.0
2011	43.84	43.99	44.11	44.53	100.0	100.0	100.0	100.0
2012	44.74	44.84	44.99	44.70	100.0	100.0	100.0	100.0
2013	45.09	45.01	45.28	46.81	100.0	100.0	100.0	100.0
2014	47.36	47.77	47.94	48.47	100.0	100.0	100.0	100.0
2015	49.52	48.76	49.20	49.88	100.0	100.0	100.0	100.0
2016	49.62	50.02	50.93	51.04	100.0	100.0	100.0	100.0
2017	51.14	51.99	52.30	51.60	100.0	100.0	100.0	100.0
2018	52.27	51.82	52.43	53.19	100.0	100.0	100.0	100.0
2019	53.90	–	–	–	100.0	–	–	–
Wages and salaries								
2004	25.25	26.19	26.57	26.77	73.7	73.7	73.6	73.5
2005	26.36	27.29	27.23	28.51	73.2	73.4	73.1	73.2
2006	28.85	29.27	29.66	29.79	72.9	73.0	73.1	72.9
2007	29.93	30.52	30.41	31.14	72.7	72.5	72.3	72.5
2008	31.36	31.85	32.21	31.87	72.6	72.6	72.9	73.0
2009	31.53	31.94	32.04	31.04	72.8	71.5	71.5	71.9
2010	31.32	31.29	31.60	31.33	72.0	71.8	71.8	72.8
2011	31.84	31.90	32.00	32.09	72.6	72.5	72.6	72.1
2012	32.22	32.32	32.44	32.16	72.0	72.1	72.1	71.9
2013	32.40	32.27	32.42	33.26	71.9	71.7	71.6	71.1
2014	33.54	33.94	34.09	34.62	70.8	71.0	71.1	71.4
2015	35.52	34.87	35.23	35.90	71.7	71.5	71.6	72.0
2016	35.79	36.10	36.59	36.70	72.1	72.2	71.9	71.9
2017	36.74	37.27	37.55	36.89	71.8	71.7	71.8	71.5
2018	37.40	37.05	37.60	38.13	71.6	71.5	71.7	71.7
2019	38.62	–	–	–	71.7	–	–	–
Total benefits								
2004	9.02	9.34	9.51	9.63	26.3	26.3	26.4	26.5
2005	9.64	9.91	10.02	10.42	26.8	26.6	26.9	26.8
2006	10.72	10.83	10.92	11.07	27.1	27.0	26.9	27.1
2007	11.23	11.57	11.64	11.78	27.3	27.5	27.7	27.5
2008	11.86	12.02	11.98	11.76	27.4	27.4	27.1	27.0
2009	11.77	12.72	12.78	12.13	27.2	28.5	28.5	28.1
2010	12.17	12.27	12.40	11.72	28.0	28.2	28.2	27.2
2011	12.00	12.09	12.11	12.44	27.4	27.5	27.4	27.9
2012	12.52	12.52	12.55	12.54	28.0	27.9	27.9	28.1
2013	12.69	12.73	12.87	13.55	28.1	28.3	28.4	28.9
2014	13.82	13.83	13.85	13.86	29.2	29.0	28.9	28.6
2015	14.00	13.90	13.97	13.98	28.3	28.5	28.4	28.0
2016	13.83	13.92	14.33	14.34	27.9	27.8	28.1	28.1
2017	14.40	14.72	14.75	14.71	28.2	28.3	28.2	28.5
2018	14.86	14.77	14.82	15.05	28.4	28.5	28.3	28.3
2019	15.28	–	–	–	28.3	–	–	–
Paid leave								
2004	2.74	2.84	2.89	2.94	8.0	8.0	8.0	8.1
2005	2.90	2.99	2.98	3.13	8.0	8.0	8.0	8.0
2006	3.29	3.33	3.38	3.36	8.3	8.3	8.3	8.2
2007	3.37	3.46	3.42	3.51	8.2	8.2	8.1	8.2
2008	3.50	3.55	3.59	3.44	8.1	8.1	8.1	7.9
2009	3.38	3.44	3.45	3.31	7.8	7.7	7.7	7.7
2010	3.33	3.37	3.40	3.47	7.7	7.7	7.7	8.1
2011	3.51	3.53	3.56	3.70	8.0	8.0	8.1	8.3
2012	3.72	3.71	3.72	3.77	8.3	8.3	8.3	8.4
2013	3.80	3.77	3.79	3.93	8.4	8.4	8.4	8.4
2014	3.98	4.02	4.03	4.10	8.4	8.4	8.4	8.5
2015	4.08	4.10	4.15	4.09	8.2	8.4	8.4	8.2
2016	4.08	4.13	4.27	4.32	8.2	8.3	8.4	8.5

See footnotes at end of table.

Table 18. Private industry workers, by industry group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Professional and technical services

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Paid leave								
2017	4.29	4.36	4.38	4.50	8.4	8.4	8.4	8.7
2018	4.54	4.47	4.53	4.61	8.7	8.6	8.6	8.7
2019	4.71	–	–	–	8.7	–	–	–
Supplemental pay								
2004	.63	.76	.79	.80	1.8	2.2	2.2	2.2
2005	.85	.93	1.02	1.04	2.4	2.5	2.7	2.7
2006	1.12	1.12	1.11	1.16	2.8	2.8	2.7	2.8
2007	1.19	1.24	1.24	1.24	2.9	2.9	2.9	2.9
2008	1.21	1.23	1.13	1.36	2.8	2.8	2.6	3.1
2009	1.30	2.13	2.14	1.90	3.0	4.8	4.8	4.4
2010	1.84	1.85	1.87	1.03	4.2	4.3	4.2	2.4
2011	1.10	1.14	1.13	1.20	2.5	2.6	2.6	2.7
2012	1.22	1.22	1.18	1.05	2.7	2.7	2.6	2.4
2013	1.05	1.03	1.06	1.28	2.3	2.3	2.3	2.7
2014	1.36	1.19	1.18	1.31	2.9	2.5	2.5	2.7
2015	1.38	1.34	1.33	1.33	2.8	2.8	2.7	2.7
2016	1.31	1.30	1.31	1.28	2.6	2.6	2.6	2.5
2017	1.34	1.39	1.40	1.60	2.6	2.7	2.7	3.1
2018	1.66	1.66	1.64	1.64	3.2	3.2	3.1	3.1
2019	1.68	–	–	–	3.1	–	–	–
Insurance								
2004	2.09	2.05	2.08	2.07	6.1	5.8	5.8	5.7
2005	2.13	2.17	2.20	2.29	5.9	5.8	5.9	5.9
2006	2.30	2.34	2.37	2.46	5.8	5.8	5.8	6.0
2007	2.54	2.63	2.67	2.67	6.2	6.2	6.3	6.2
2008	2.72	2.74	2.74	2.67	6.3	6.2	6.2	6.1
2009	2.71	2.74	2.77	2.68	6.3	6.1	6.2	6.2
2010	2.73	2.77	2.78	2.84	6.3	6.4	6.3	6.6
2011	2.93	2.97	2.97	2.98	6.7	6.7	6.7	6.7
2012	3.00	2.99	2.99	3.03	6.7	6.7	6.6	6.8
2013	3.13	3.17	3.15	3.28	6.9	7.0	7.0	7.0
2014	3.35	3.34	3.35	3.27	7.1	7.0	7.0	6.8
2015	3.31	3.29	3.32	3.26	6.7	6.7	6.7	6.5
2016	3.33	3.38	3.50	3.50	6.7	6.8	6.9	6.9
2017	3.49	3.52	3.52	3.34	6.8	6.8	6.7	6.5
2018	3.38	3.37	3.40	3.40	6.5	6.5	6.5	6.4
2019	3.44	–	–	–	6.4	–	–	–
Retirement and savings								
2004	.97	1.03	1.07	1.10	2.8	2.9	3.0	3.0
2005	1.02	1.04	1.03	1.08	2.8	2.8	2.8	2.8
2006	1.16	1.17	1.16	1.14	2.9	2.9	2.9	2.8
2007	1.16	1.28	1.34	1.36	2.8	3.0	3.2	3.2
2008	1.37	1.41	1.42	1.26	3.2	3.2	3.2	2.9
2009	1.36	1.35	1.36	1.25	3.1	3.0	3.0	2.9
2010	1.25	1.25	1.29	1.32	2.9	2.9	2.9	3.1
2011	1.35	1.33	1.32	1.44	3.1	3.0	3.0	3.2
2012	1.43	1.43	1.47	1.52	3.2	3.2	3.3	3.4
2013	1.51	1.58	1.67	1.79	3.4	3.5	3.7	3.8
2014	1.81	1.94	1.95	1.84	3.8	4.1	4.1	3.8
2015	1.85	1.80	1.80	1.87	3.7	3.7	3.7	3.8
2016	1.70	1.70	1.78	1.78	3.4	3.4	3.5	3.5
2017	1.77	1.91	1.91	1.73	3.5	3.7	3.7	3.4
2018	1.70	1.72	1.68	1.75	3.2	3.3	3.2	3.3
2019	1.77	–	–	–	3.3	–	–	–
Legally required benefits								
2004	2.55	2.61	2.64	2.67	7.5	7.3	7.3	7.3
2005	2.70	2.75	2.75	2.84	7.5	7.4	7.4	7.3
2006	2.86	2.88	2.90	2.95	7.2	7.2	7.1	7.2
2007	2.97	2.97	2.98	2.99	7.2	7.1	7.1	7.0
2008	3.06	3.08	3.09	3.04	7.1	7.0	7.0	7.0
2009	3.02	3.06	3.06	2.99	7.0	6.8	6.8	6.9
2010	3.03	3.03	3.05	3.05	7.0	7.0	6.9	7.1
2011	3.11	3.12	3.12	3.12	7.1	7.1	7.1	7.0

See footnotes at end of table.

Table 18. Private industry workers, by industry group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Professional and technical services

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Legally required benefits								
2012	3.16	3.17	3.18	3.17	7.1	7.1	7.1	7.1
2013	3.19	3.18	3.20	3.28	7.1	7.1	7.1	7.0
2014	3.32	3.34	3.33	3.34	7.0	7.0	6.9	6.9
2015	3.38	3.37	3.37	3.42	6.8	6.9	6.8	6.9
2016	3.41	3.41	3.47	3.46	6.9	6.8	6.8	6.8
2017	3.51	3.54	3.54	3.54	6.9	6.8	6.8	6.9
2018	3.59	3.56	3.58	3.65	6.9	6.9	6.8	6.9
2019	3.68	–	–	–	6.8	–	–	–
Other benefits[1]								
2004	.04	.04	.05	.05	.1	.1	.1	.1
2005	.05	.04	.04	.05	.1	.1	.1	.1

[1] Includes severance pay and supplemental unemployment benefits. Publication of other benefits was discontinued beginning in June 2006.

Note: The sum of individual items may not equal totals due to rounding. Dashes indicate data are not available.

Table 18. Private industry workers, by industry group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Administrative and waste services

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Total compensation								
2004	$17.01	$17.22	$17.33	$17.27	100.0	100.0	100.0	100.0
2005	17.38	17.53	17.47	17.73	100.0	100.0	100.0	100.0
2006	17.87	17.91	17.90	18.52	100.0	100.0	100.0	100.0
2007	18.67	18.80	18.78	19.08	100.0	100.0	100.0	100.0
2008	19.21	19.47	19.48	20.04	100.0	100.0	100.0	100.0
2009	20.62	20.62	20.31	21.00	100.0	100.0	100.0	100.0
2010	21.23	21.44	21.59	21.42	100.0	100.0	100.0	100.0
2011	21.55	21.65	21.68	22.02	100.0	100.0	100.0	100.0
2012	22.19	22.43	22.40	22.10	100.0	100.0	100.0	100.0
2013	22.34	22.25	21.98	21.31	100.0	100.0	100.0	100.0
2014	21.02	21.57	21.84	22.48	100.0	100.0	100.0	100.0
2015	22.69	22.54	22.25	22.92	100.0	100.0	100.0	100.0
2016	23.06	22.83	22.15	22.16	100.0	100.0	100.0	100.0
2017	22.98	23.01	23.42	24.52	100.0	100.0	100.0	100.0
2018	23.81	24.24	24.08	23.49	100.0	100.0	100.0	100.0
2019	23.59	–	–	–	100.0	–	–	–
Wages and salaries								
2004	13.09	13.28	13.37	13.32	77.0	77.1	77.1	77.1
2005	13.39	13.47	13.41	13.54	77.1	76.8	76.7	76.4
2006	13.62	13.67	13.66	14.08	76.2	76.3	76.3	76.1
2007	14.23	14.34	14.34	14.55	76.2	76.3	76.4	76.2
2008	14.66	14.87	14.89	15.20	76.3	76.3	76.4	75.8
2009	15.71	15.72	15.44	15.93	76.2	76.2	76.0	75.9
2010	16.02	16.22	16.35	16.29	75.4	75.7	75.7	76.0
2011	16.34	16.39	16.43	16.47	75.8	75.7	75.8	74.8
2012	16.56	16.74	16.75	16.60	74.6	74.6	74.8	75.1
2013	16.76	16.72	16.54	16.20	75.0	75.2	75.3	76.0
2014	15.94	16.31	16.52	17.12	75.8	75.6	75.6	76.2
2015	17.22	17.22	17.05	17.78	75.9	76.4	76.6	77.6
2016	17.95	17.78	17.27	17.09	77.8	77.9	78.0	77.1
2017	17.66	17.69	18.02	18.75	76.8	76.9	77.0	76.5
2018	18.11	18.44	18.37	17.75	76.1	76.0	76.3	75.6
2019	17.84	–	–	–	75.6	–	–	–
Total benefits								
2004	3.92	3.94	3.97	3.95	23.0	22.9	22.9	22.9
2005	3.99	4.06	4.07	4.19	22.9	23.2	23.3	23.6
2006	4.25	4.24	4.24	4.43	23.8	23.7	23.7	23.9
2007	4.44	4.46	4.44	4.53	23.8	23.7	23.6	23.8
2008	4.55	4.61	4.59	4.84	23.7	23.7	23.6	24.2
2009	4.91	4.91	4.87	5.07	23.8	23.8	24.0	24.1
2010	5.22	5.22	5.24	5.14	24.6	24.3	24.3	24.0
2011	5.21	5.26	5.25	5.55	24.2	24.3	24.2	25.2
2012	5.63	5.69	5.65	5.50	25.4	25.4	25.2	24.9
2013	5.58	5.53	5.44	5.11	25.0	24.8	24.7	24.0
2014	5.08	5.27	5.32	5.36	24.2	24.4	24.4	23.8
2015	5.47	5.32	5.20	5.13	24.1	23.6	23.4	22.4
2016	5.11	5.06	4.88	5.08	22.2	22.1	22.0	22.9
2017	5.32	5.32	5.39	5.77	23.2	23.1	23.0	23.5
2018	5.70	5.81	5.72	5.74	23.9	24.0	23.7	24.4
2019	5.75	–	–	–	24.4	–	–	–
Paid leave								
2004	.78	.77	.77	.76	4.6	4.5	4.5	4.4
2005	.76	.78	.77	.78	4.4	4.4	4.4	4.4
2006	.79	.78	.78	.82	4.4	4.4	4.3	4.4
2007	.82	.82	.80	.82	4.4	4.3	4.3	4.3
2008	.82	.84	.83	.91	4.3	4.3	4.3	4.5
2009	.92	.92	.91	.95	4.5	4.4	4.5	4.5
2010	1.00	1.00	1.01	1.00	4.7	4.6	4.7	4.7
2011	1.01	1.01	1.01	1.11	4.7	4.7	4.7	5.1
2012	1.12	1.14	1.14	1.13	5.1	5.1	5.1	5.1
2013	1.14	1.13	1.09	1.02	5.1	5.1	5.0	4.8
2014	1.00	1.02	1.04	1.01	4.7	4.7	4.8	4.5
2015	1.03	1.01	.97	.95	4.5	4.5	4.3	4.1
2016	.94	.94	.88	.97	4.1	4.1	4.0	4.4

See footnotes at end of table.

Table 18. Private industry workers, by industry group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Administrative and waste services

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Paid leave								
2017	0.98	0.98	1.00	1.06	4.3	4.3	4.3	4.3
2018	1.03	1.05	1.02	1.14	4.3	4.3	4.3	4.9
2019	1.16	–	–	–	4.9	–	–	–
Supplemental pay								
2004	.31	.34	.35	.35	1.8	2.0	2.0	2.0
2005	.35	.36	.36	.37	2.0	2.1	2.0	2.1
2006	.41	.42	.41	.44	2.3	2.3	2.3	2.4
2007	.44	.44	.45	.45	2.4	2.4	2.4	2.4
2008	.45	.47	.47	.46	2.4	2.4	2.4	2.3
2009	.47	.47	.46	.48	2.3	2.3	2.3	2.3
2010	.48	.46	.47	.44	2.2	2.1	2.2	2.1
2011	.47	.48	.48	.54	2.2	2.2	2.2	2.5
2012	.54	.52	.48	.45	2.4	2.3	2.2	2.0
2013	.44	.43	.44	.38	2.0	1.9	2.0	1.8
2014	.38	.39	.40	.50	1.8	1.8	1.8	2.2
2015	.53	.52	.52	.59	2.3	2.3	2.3	2.6
2016	.59	.56	.53	.43	2.6	2.5	2.4	1.9
2017	.52	.52	.54	.71	2.2	2.3	2.3	2.9
2018	.66	.68	.66	.65	2.8	2.8	2.8	2.7
2019	.63	–	–	–	2.7	–	–	–
Insurance								
2004	.88	.84	.85	.84	5.2	4.9	4.9	4.9
2005	.86	.89	.90	.95	4.9	5.1	5.1	5.4
2006	.96	.95	.95	.96	5.4	5.3	5.3	5.2
2007	.97	.98	.96	.99	5.2	5.2	5.1	5.2
2008	1.02	1.03	1.01	1.12	5.3	5.3	5.2	5.6
2009	1.11	1.09	1.11	1.19	5.4	5.3	5.5	5.7
2010	1.23	1.25	1.24	1.25	5.8	5.8	5.7	5.8
2011	1.26	1.27	1.26	1.39	5.9	5.9	5.8	6.3
2012	1.43	1.47	1.47	1.40	6.4	6.5	6.6	6.3
2013	1.42	1.38	1.34	1.20	6.4	6.2	6.1	5.6
2014	1.20	1.23	1.23	1.21	5.7	5.7	5.6	5.4
2015	1.25	1.25	1.24	1.08	5.5	5.5	5.6	4.7
2016	1.07	1.04	1.04	1.14	4.7	4.6	4.7	5.1
2017	1.18	1.16	1.17	1.38	5.1	5.0	5.0	5.6
2018	1.40	1.42	1.41	1.42	5.9	5.9	5.8	6.0
2019	1.42	–	–	–	6.0	–	–	–
Retirement and savings								
2004	.32	.29	.29	.29	1.9	1.7	1.7	1.7
2005	.29	.29	.30	.33	1.7	1.7	1.7	1.9
2006	.34	.33	.34	.37	1.9	1.8	1.9	2.0
2007	.38	.38	.40	.41	2.0	2.0	2.1	2.1
2008	.40	.40	.39	.45	2.1	2.1	2.0	2.3
2009	.46	.46	.46	.48	2.3	2.3	2.2	2.3
2010	.49	.47	.47	.42	2.3	2.2	2.2	1.9
2011	.41	.42	.41	.45	1.9	1.9	1.9	2.0
2012	.46	.47	.46	.46	2.1	2.1	2.1	2.1
2013	.50	.50	.49	.38	2.2	2.2	2.2	1.8
2014	.38	.50	.51	.47	1.8	2.3	2.3	2.1
2015	.48	.37	.32	.30	2.1	1.6	1.4	1.3
2016	.30	.31	.27	.31	1.3	1.3	1.2	1.4
2017	.37	.38	.38	.43	1.6	1.7	1.6	1.7
2018	.43	.45	.43	.37	1.8	1.9	1.8	1.6
2019	.39	–	–	–	1.6	–	–	–
Legally required benefits								
2004	1.63	1.69	1.71	1.70	9.6	9.8	9.8	9.9
2005	1.72	1.74	1.73	1.75	9.9	9.9	9.9	9.9
2006	1.75	1.76	1.77	1.84	9.8	9.8	9.9	9.9
2007	1.83	1.84	1.83	1.86	9.8	9.8	9.8	9.7
2008	1.86	1.87	1.88	1.91	9.7	9.6	9.6	9.5
2009	1.96	1.97	1.94	1.97	9.5	9.5	9.5	9.4
2010	2.02	2.04	2.06	2.03	9.5	9.5	9.5	9.5
2011	2.05	2.08	2.09	2.06	9.5	9.6	9.6	9.3

See footnotes at end of table.

Table 18. Private industry workers, by industry group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Administrative and waste services

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Legally required benefits								
2012	2.08	2.11	2.10	2.06	9.4	9.4	9.4	9.3
2013	2.08	2.09	2.07	2.13	9.3	9.4	9.4	10.0
2014	2.11	2.12	2.15	2.16	10.0	9.8	9.8	9.6
2015	2.18	2.17	2.16	2.21	9.6	9.6	9.7	9.7
2016	2.21	2.20	2.16	2.23	9.6	9.6	9.8	10.1
2017	2.27	2.28	2.30	2.19	9.9	9.9	9.8	8.9
2018	2.19	2.20	2.19	2.16	9.2	9.1	9.1	9.2
2019	2.15	–	–	–	9.1	–	–	–
Other benefits[1]								
2004	([2])	([2])	([2])	([2])	([3])	([3])	([3])	([3])
2005	([2])	([2])	([2])	([2])	([3])	([3])	([3])	([3])

[1] Includes severance pay and supplemental unemployment benefits. Publication of other benefits was discontinued beginning in June 2006.
[2] Cost per hour worked is $0.01 or less.
[3] Less than .05 percent.

Note: The sum of individual items may not equal totals due to rounding. Dashes indicate data are not available.

Table 18. Private industry workers, by industry group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Educational services

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Total compensation								
2004	$32.84	$32.01	$33.07	$33.61	100.0	100.0	100.0	100.0
2005	33.68	33.12	34.42	34.90	100.0	100.0	100.0	100.0
2006	35.46	34.93	36.04	36.14	100.0	100.0	100.0	100.0
2007	35.97	35.09	36.29	37.23	100.0	100.0	100.0	100.0
2008	37.06	36.43	37.75	39.27	100.0	100.0	100.0	100.0
2009	39.40	38.48	39.09	38.72	100.0	100.0	100.0	100.0
2010	38.69	37.85	39.07	39.46	100.0	100.0	100.0	100.0
2011	39.38	38.40	39.36	39.74	100.0	100.0	100.0	100.0
2012	39.55	39.11	40.19	40.26	100.0	100.0	100.0	100.0
2013	39.78	39.22	40.20	41.58	100.0	100.0	100.0	100.0
2014	41.45	40.34	41.57	41.84	100.0	100.0	100.0	100.0
2015	41.44	40.52	41.66	43.43	100.0	100.0	100.0	100.0
2016	43.37	42.38	43.81	44.45	100.0	100.0	100.0	100.0
2017	44.31	44.27	45.21	45.81	100.0	100.0	100.0	100.0
2018	45.97	45.06	46.20	46.85	100.0	100.0	100.0	100.0
2019	46.71	–	–	–	100.0	–	–	–
Wages and salaries								
2004	24.40	23.87	24.68	25.06	74.3	74.6	74.6	74.6
2005	25.08	24.74	25.63	25.94	74.5	74.7	74.5	74.3
2006	26.28	25.95	26.79	26.80	74.1	74.3	74.3	74.1
2007	26.63	26.09	26.91	27.58	74.1	74.4	74.2	74.1
2008	27.44	27.00	28.02	28.89	74.0	74.1	74.2	73.6
2009	28.95	28.38	28.78	28.58	73.5	73.8	73.6	73.8
2010	28.53	28.01	28.88	28.99	73.7	74.0	73.9	73.5
2011	28.93	28.26	28.97	29.03	73.5	73.6	73.6	73.0
2012	28.92	28.58	29.32	29.55	73.1	73.1	73.0	73.4
2013	29.14	28.86	29.51	30.19	73.3	73.6	73.4	72.6
2014	30.11	29.39	30.25	30.36	72.6	72.9	72.8	72.6
2015	30.16	29.59	30.35	31.34	72.8	73.0	72.8	72.2
2016	31.36	30.84	31.70	32.17	72.3	72.8	72.4	72.4
2017	32.05	32.06	32.66	33.20	72.3	72.4	72.2	72.5
2018	33.29	32.73	33.54	33.76	72.4	72.6	72.6	72.1
2019	33.56	–	–	–	71.8	–	–	–
Total benefits								
2004	8.44	8.14	8.39	8.55	25.7	25.4	25.4	25.4
2005	8.60	8.38	8.79	8.96	25.5	25.3	25.5	25.7
2006	9.18	8.98	9.25	9.34	25.9	25.7	25.7	25.9
2007	9.33	9.00	9.37	9.65	25.9	25.6	25.8	25.9
2008	9.62	9.43	9.74	10.38	26.0	25.9	25.8	26.4
2009	10.45	10.10	10.31	10.14	26.5	26.2	26.4	26.2
2010	10.16	9.84	10.19	10.47	26.3	26.0	26.1	26.5
2011	10.45	10.14	10.39	10.71	26.5	26.4	26.4	27.0
2012	10.63	10.52	10.86	10.72	26.9	26.9	27.0	26.6
2013	10.64	10.36	10.68	11.38	26.7	26.4	26.6	27.4
2014	11.35	10.95	11.32	11.48	27.4	27.1	27.2	27.4
2015	11.28	10.92	11.31	12.09	27.2	27.0	27.2	27.8
2016	12.02	11.54	12.11	12.28	27.7	27.2	27.6	27.6
2017	12.26	12.21	12.55	12.61	27.7	27.6	27.8	27.5
2018	12.68	12.34	12.67	13.09	27.6	27.4	27.4	27.9
2019	13.15	–	–	–	28.2	–	–	–
Paid leave								
2004	2.18	2.12	2.19	2.21	6.6	6.6	6.6	6.6
2005	2.23	2.10	2.19	2.24	6.6	6.3	6.4	6.4
2006	2.43	2.33	2.45	2.53	6.9	6.7	6.8	7.0
2007	2.51	2.37	2.47	2.57	7.0	6.8	6.8	6.9
2008	2.52	2.40	2.52	2.76	6.8	6.6	6.7	7.0
2009	2.76	2.65	2.69	2.70	7.0	6.9	6.9	7.0
2010	2.68	2.54	2.65	2.80	6.9	6.7	6.8	7.1
2011	2.77	2.67	2.77	2.91	7.0	7.0	7.0	7.3
2012	2.88	2.82	2.91	2.82	7.3	7.2	7.2	7.0
2013	2.81	2.71	2.77	2.94	7.1	6.9	6.9	7.1
2014	2.93	2.80	2.88	2.93	7.1	6.9	6.9	7.0
2015	2.85	2.72	2.85	3.14	6.9	6.7	6.8	7.2
2016	3.12	2.96	3.12	3.19	7.2	7.0	7.1	7.2

See footnotes at end of table.

Table 18. Private industry workers, by industry group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Educational services

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Paid leave								
2017	3.17	3.13	3.20	3.37	7.2	7.1	7.1	7.4
2018	3.38	3.26	3.34	3.63	7.4	7.2	7.2	7.8
2019	3.61	–	–	–	7.7	–	–	–
Supplemental pay								
2004	.13	.13	.13	.13	.4	.4	.4	.4
2005	.13	.15	.15	.13	.4	.5	.4	.4
2006	.13	.12	.13	.14	.4	.4	.4	.4
2007	.13	.13	.13	.14	.4	.4	.4	.4
2008	.14	.13	.13	.13	.4	.4	.4	.3
2009	.16	.16	.16	.15	.4	.4	.4	.4
2010	.14	.14	.12	.14	.4	.4	.3	.4
2011	.14	.13	.14	.17	.3	.3	.4	.4
2012	.17	.17	.19	.18	.4	.4	.5	.4
2013	.16	.21	.21	.24	.4	.5	.5	.6
2014	.23	.23	.23	.23	.5	.6	.5	.6
2015	.22	.22	.22	.25	.5	.5	.5	.6
2016	.23	.21	.23	.23	.5	.5	.5	.5
2017	.23	.24	.23	.23	.5	.5	.5	.5
2018	.23	.23	.24	.24	.5	.5	.5	.5
2019	.25	–	–	–	.5	–	–	–
Insurance								
2004	2.19	2.08	2.16	2.23	6.7	6.5	6.5	6.6
2005	2.27	2.20	2.33	2.42	6.7	6.6	6.8	6.9
2006	2.46	2.43	2.50	2.53	6.9	7.0	6.9	7.0
2007	2.58	2.48	2.56	2.64	7.2	7.1	7.1	7.1
2008	2.69	2.74	2.76	2.99	7.3	7.5	7.3	7.6
2009	3.00	2.90	2.96	2.81	7.6	7.5	7.6	7.2
2010	2.84	2.77	2.87	2.97	7.3	7.3	7.3	7.5
2011	2.96	2.88	2.92	3.10	7.5	7.5	7.4	7.8
2012	3.10	3.10	3.18	3.08	7.8	7.9	7.9	7.7
2013	3.10	2.99	3.08	3.38	7.8	7.6	7.7	8.1
2014	3.40	3.31	3.43	3.42	8.2	8.2	8.2	8.2
2015	3.41	3.30	3.42	3.63	8.2	8.2	8.2	8.3
2016	3.62	3.44	3.63	3.66	8.3	8.1	8.3	8.2
2017	3.64	3.66	3.78	3.65	8.2	8.3	8.4	8.0
2018	3.69	3.61	3.70	3.77	8.0	8.0	8.0	8.0
2019	3.86	–	–	–	8.3	–	–	–
Retirement and savings								
2004	1.38	1.27	1.31	1.34	4.2	4.0	4.0	4.0
2005	1.34	1.30	1.41	1.43	4.0	3.9	4.1	4.1
2006	1.46	1.40	1.49	1.48	4.1	4.0	4.1	4.1
2007	1.46	1.37	1.51	1.56	4.0	3.9	4.2	4.2
2008	1.54	1.44	1.56	1.70	4.1	4.0	4.1	4.3
2009	1.71	1.61	1.69	1.72	4.3	4.2	4.3	4.4
2010	1.71	1.63	1.73	1.74	4.4	4.3	4.4	4.4
2011	1.75	1.65	1.73	1.71	4.5	4.3	4.4	4.3
2012	1.65	1.61	1.70	1.72	4.2	4.1	4.2	4.3
2013	1.72	1.61	1.71	1.85	4.3	4.1	4.3	4.4
2014	1.84	1.72	1.83	1.92	4.4	4.3	4.4	4.6
2015	1.84	1.76	1.85	1.98	4.4	4.3	4.4	4.6
2016	1.97	1.92	2.05	2.11	4.5	4.5	4.7	4.7
2017	2.11	2.07	2.23	2.19	4.8	4.7	4.9	4.8
2018	2.21	2.11	2.19	2.26	4.8	4.7	4.7	4.8
2019	2.28	–	–	–	4.9	–	–	–
Legally required benefits								
2004	2.55	2.53	2.59	2.63	7.8	7.9	7.8	7.8
2005	2.63	2.62	2.71	2.74	7.8	7.9	7.9	7.8
2006	2.70	2.70	2.68	2.67	7.6	7.7	7.4	7.4
2007	2.66	2.66	2.70	2.75	7.4	7.6	7.4	7.4
2008	2.74	2.72	2.76	2.80	7.4	7.5	7.3	7.1
2009	2.82	2.79	2.82	2.77	7.2	7.2	7.2	7.2
2010	2.79	2.76	2.83	2.82	7.2	7.3	7.2	7.1
2011	2.83	2.79	2.83	2.82	7.2	7.3	7.2	7.1

See footnotes at end of table.

Table 18. Private industry workers, by industry group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Educational services

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Legally required benefits								
2012	2.83	2.82	2.88	2.91	7.2	7.2	7.2	7.2
2013	2.85	2.84	2.90	2.97	7.2	7.3	7.2	7.1
2014	2.95	2.90	2.94	2.97	7.1	7.2	7.1	7.1
2015	2.96	2.92	2.97	3.09	7.1	7.2	7.1	7.1
2016	3.09	3.02	3.07	3.10	7.1	7.1	7.0	7.0
2017	3.10	3.11	3.11	3.17	7.0	7.0	6.9	6.9
2018	3.17	3.14	3.20	3.19	6.9	7.0	6.9	6.8
2019	3.16	–	–	–	6.8	–	–	–
Other benefits[1]								
2004	([2])	([2])	([2])	([2])	([3])	([3])	([3])	([3])
2005	([2])	([2])	([2])	([2])	([3])	([3])	([3])	([3])

[1] Includes severance pay and supplemental unemployment benefits. Publication of other benefits was discontinued beginning in June 2006.
[2] Cost per hour worked is $0.01 or less.
[3] Less than .05 percent.

Note: The sum of individual items may not equal totals due to rounding. Dashes indicate data are not available.

Table 18. Private industry workers, by industry group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Junior colleges, colleges, and universities

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Total compensation								
2004	$37.44	$37.71	$38.48	$38.77	100.0	100.0	100.0	100.0
2005	39.07	39.25	40.17	40.26	100.0	100.0	100.0	100.0
2006	41.09	41.16	42.06	42.53	100.0	100.0	100.0	100.0
2007	42.76	42.86	43.76	43.95	100.0	100.0	100.0	100.0
2008	44.15	44.46	45.42	45.57	100.0	100.0	100.0	100.0
2009	45.93	45.90	46.37	45.73	100.0	100.0	100.0	100.0
2010	45.79	45.75	46.60	46.45	100.0	100.0	100.0	100.0
2011	46.66	46.64	47.19	47.00	100.0	100.0	100.0	100.0
2012	47.34	47.29	48.13	48.91	100.0	100.0	100.0	100.0
2013	49.06	49.26	50.04	50.05	100.0	100.0	100.0	100.0
2014	50.09	50.19	50.89	50.76	100.0	100.0	100.0	100.0
2015	51.01	50.97	51.53	52.37	100.0	100.0	100.0	100.0
2016	52.47	52.55	53.69	53.57	100.0	100.0	100.0	100.0
2017	54.27	54.33	55.28	56.15	100.0	100.0	100.0	100.0
2018	56.82	57.25	57.71	58.00	100.0	100.0	100.0	100.0
2019	58.92	–	–	–	100.0	–	–	–
Wages and salaries								
2004	27.47	27.56	28.19	28.38	73.4	73.1	73.3	73.2
2005	28.55	28.71	29.31	29.27	73.1	73.2	73.0	72.7
2006	29.68	29.68	30.37	30.72	72.2	72.1	72.2	72.2
2007	30.80	30.85	31.51	31.72	72.0	72.0	72.0	72.2
2008	31.82	31.87	32.66	32.67	72.1	71.7	71.9	71.7
2009	32.87	32.83	33.14	32.89	71.6	71.5	71.5	71.9
2010	32.87	32.86	33.48	33.39	71.8	71.8	71.8	71.9
2011	33.49	33.42	33.91	33.80	71.8	71.6	71.9	71.9
2012	34.01	33.91	34.56	35.16	71.8	71.7	71.8	71.9
2013	35.19	35.33	35.83	35.63	71.7	71.7	71.6	71.2
2014	35.59	35.63	36.11	35.94	71.1	71.0	71.0	70.8
2015	36.05	36.00	36.40	36.77	70.7	70.6	70.6	70.2
2016	36.80	36.85	37.65	37.66	70.1	70.1	70.1	70.3
2017	38.08	38.08	38.81	39.36	70.2	70.1	70.2	70.1
2018	39.70	39.93	40.35	40.43	69.9	69.7	69.9	69.7
2019	40.96	–	–	–	69.5	–	–	–
Total benefits								
2004	9.97	10.15	10.29	10.40	26.6	26.9	26.7	26.8
2005	10.53	10.53	10.85	10.99	26.9	26.8	27.0	27.3
2006	11.41	11.48	11.70	11.81	27.8	27.9	27.8	27.8
2007	11.96	12.02	12.25	12.23	28.0	28.0	28.0	27.8
2008	12.33	12.59	12.75	12.90	27.9	28.3	28.1	28.3
2009	13.06	13.07	13.22	12.84	28.4	28.5	28.5	28.1
2010	12.92	12.89	13.12	13.06	28.2	28.2	28.2	28.1
2011	13.16	13.22	13.28	13.20	28.2	28.4	28.1	28.1
2012	13.33	13.38	13.57	13.75	28.2	28.3	28.2	28.1
2013	13.86	13.93	14.21	14.41	28.3	28.3	28.4	28.8
2014	14.50	14.57	14.78	14.82	28.9	29.0	29.0	29.2
2015	14.96	14.96	15.14	15.60	29.3	29.4	29.4	29.8
2016	15.67	15.70	16.04	15.91	29.9	29.9	29.9	29.7
2017	16.19	16.24	16.46	16.79	29.8	29.9	29.8	29.9
2018	17.12	17.32	17.36	17.57	30.1	30.3	30.1	30.3
2019	17.96	–	–	–	30.5	–	–	–
Paid leave								
2004	2.67	2.79	2.85	2.86	7.1	7.4	7.4	7.4
2005	2.87	2.82	2.87	2.99	7.3	7.2	7.2	7.4
2006	3.30	3.31	3.39	3.45	8.0	8.0	8.1	8.1
2007	3.47	3.46	3.50	3.50	8.1	8.1	8.0	8.0
2008	3.49	3.50	3.58	3.63	7.9	7.9	7.9	8.0
2009	3.69	3.69	3.71	3.68	8.0	8.0	8.0	8.0
2010	3.68	3.63	3.68	3.66	8.0	7.9	7.9	7.9
2011	3.66	3.68	3.74	3.74	7.9	7.9	7.9	7.9
2012	3.75	3.74	3.79	3.85	7.9	7.9	7.9	7.9
2013	3.89	3.90	3.96	4.01	7.9	7.9	7.9	8.0
2014	4.02	4.00	4.07	4.07	8.0	8.0	8.0	8.0
2015	4.09	4.08	4.13	4.31	8.0	8.0	8.0	8.2
2016	4.32	4.31	4.45	4.42	8.2	8.2	8.3	8.3

See footnotes at end of table.

Table 18. Private industry workers, by industry group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Junior colleges, colleges, and universities

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Paid leave								
2017	4.48	4.49	4.57	4.80	8.2	8.3	8.3	8.6
2018	4.91	4.93	4.87	5.20	8.6	8.6	8.4	9.0
2019	5.25	–	–	–	8.9	–	–	–
Supplemental pay								
2004	.11	.13	.13	.13	.3	.3	.3	.3
2005	.13	.13	.14	.14	.3	.3	.3	.4
2006	.16	.16	.16	.16	.4	.4	.4	.4
2007	.16	.16	.16	.15	.4	.4	.4	.3
2008	.15	.15	.16	.16	.3	.3	.3	.4
2009	.16	.16	.16	.16	.4	.4	.4	.4
2010	.16	.17	.17	.17	.3	.4	.4	.4
2011	.17	.16	.17	.18	.4	.4	.4	.4
2012	.18	.19	.21	.21	.4	.4	.4	.4
2013	.21	.21	.21	.26	.4	.4	.4	.5
2014	.24	.24	.24	.27	.5	.5	.5	.5
2015	.27	.27	.27	.33	.5	.5	.5	.6
2016	.31	.31	.32	.32	.6	.6	.6	.6
2017	.33	.34	.35	.36	.6	.6	.6	.6
2018	.36	.37	.38	.40	.6	.6	.7	.7
2019	.41	–	–	–	.7	–	–	–
Insurance								
2004	2.60	2.64	2.69	2.75	7.0	7.0	7.0	7.1
2005	2.83	2.86	2.94	2.98	7.2	7.3	7.3	7.4
2006	3.04	3.07	3.09	3.15	7.4	7.5	7.3	7.4
2007	3.26	3.26	3.30	3.31	7.6	7.6	7.5	7.5
2008	3.37	3.64	3.67	3.69	7.6	8.2	8.1	8.1
2009	3.77	3.77	3.86	3.54	8.2	8.2	8.3	7.7
2010	3.59	3.61	3.66	3.70	7.8	7.9	7.9	8.0
2011	3.74	3.80	3.76	3.71	8.0	8.1	8.0	7.9
2012	3.79	3.84	3.85	3.85	8.0	8.1	8.0	7.9
2013	3.92	3.96	4.03	4.16	8.0	8.0	8.1	8.3
2014	4.24	4.29	4.35	4.35	8.5	8.5	8.6	8.6
2015	4.46	4.47	4.52	4.68	8.7	8.8	8.8	8.9
2016	4.73	4.76	4.81	4.76	9.0	9.1	9.0	8.9
2017	4.85	4.86	4.89	4.92	8.9	9.0	8.9	8.8
2018	5.08	5.17	5.19	5.17	8.9	9.0	9.0	8.9
2019	5.38	–	–	–	9.1	–	–	–
Retirement and savings								
2004	1.89	1.91	1.89	1.91	5.0	5.1	4.9	4.9
2005	1.95	1.96	2.07	2.06	5.0	5.0	5.2	5.1
2006	2.10	2.13	2.18	2.16	5.1	5.2	5.2	5.1
2007	2.16	2.16	2.30	2.25	5.1	5.0	5.2	5.1
2008	2.28	2.28	2.33	2.37	5.2	5.1	5.1	5.2
2009	2.38	2.38	2.38	2.39	5.2	5.2	5.1	5.2
2010	2.40	2.39	2.46	2.42	5.2	5.2	5.3	5.2
2011	2.45	2.44	2.48	2.40	5.2	5.2	5.2	5.1
2012	2.40	2.42	2.47	2.52	5.1	5.1	5.1	5.2
2013	2.53	2.57	2.66	2.64	5.2	5.2	5.3	5.3
2014	2.66	2.69	2.73	2.73	5.3	5.4	5.4	5.4
2015	2.74	2.75	2.80	2.83	5.4	5.4	5.4	5.4
2016	2.84	2.87	2.95	2.92	5.4	5.5	5.5	5.5
2017	2.99	3.02	3.08	3.08	5.5	5.5	5.6	5.5
2018	3.11	3.15	3.18	3.05	5.5	5.5	5.5	5.3
2019	3.13	–	–	–	5.3	–	–	–
Legally required benefits								
2004	2.68	2.68	2.72	2.74	7.2	7.1	7.1	7.1
2005	2.74	2.75	2.81	2.81	7.0	7.0	7.0	7.0
2006	2.81	2.82	2.88	2.89	6.8	6.8	6.8	6.8
2007	2.92	2.98	3.00	3.02	6.8	6.9	6.8	6.9
2008	3.03	3.03	3.02	3.04	6.9	6.8	6.7	6.7
2009	3.06	3.07	3.11	3.07	6.7	6.7	6.7	6.7
2010	3.09	3.10	3.15	3.12	6.8	6.8	6.8	6.7
2011	3.14	3.15	3.15	3.17	6.7	6.7	6.7	6.7

See footnotes at end of table.

Table 18. Private industry workers, by industry group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Junior colleges, colleges, and universities

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Legally required benefits								
2012	3.21	3.20	3.25	3.32	6.8	6.8	6.7	6.8
2013	3.30	3.30	3.35	3.36	6.7	6.7	6.7	6.7
2014	3.35	3.35	3.39	3.39	6.7	6.7	6.7	6.7
2015	3.40	3.40	3.42	3.46	6.7	6.7	6.6	6.6
2016	3.46	3.45	3.50	3.49	6.6	6.6	6.5	6.5
2017	3.55	3.53	3.57	3.63	6.5	6.5	6.5	6.5
2018	3.66	3.70	3.73	3.75	6.4	6.5	6.5	6.5
2019	3.79	–	–	–	6.4	–	–	–
Other benefits[1]								
2004	([2])	([2])	([2])	([2])	([3])	([3])	([3])	([3])
2005	([2])	([2])	([2])	([2])	([3])	([3])	([3])	([3])

[1] Includes severance pay and supplemental unemployment benefits. Publication of other benefits was discontinued beginning in June 2006.
[2] Cost per hour worked is $0.01 or less.
[3] Less than .05 percent.

Note: The sum of individual items may not equal totals due to rounding. Dashes indicate data are not available.

Table 18. Private industry workers, by industry group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Health care and social assistance

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Total compensation								
2004	$23.48	$23.50	$23.79	$23.87	100.0	100.0	100.0	100.0
2005	24.13	24.43	24.66	24.62	100.0	100.0	100.0	100.0
2006	24.83	25.36	25.99	26.09	100.0	100.0	100.0	100.0
2007	26.48	26.70	26.33	27.33	100.0	100.0	100.0	100.0
2008	27.46	27.66	27.91	27.72	100.0	100.0	100.0	100.0
2009	27.89	28.19	28.28	27.74	100.0	100.0	100.0	100.0
2010	28.28	28.43	28.58	28.12	100.0	100.0	100.0	100.0
2011	28.82	28.92	28.54	28.95	100.0	100.0	100.0	100.0
2012	29.15	29.65	29.39	28.85	100.0	100.0	100.0	100.0
2013	29.05	29.51	29.49	29.26	100.0	100.0	100.0	100.0
2014	30.28	30.73	30.19	31.22	100.0	100.0	100.0	100.0
2015	31.42	31.38	31.38	31.10	100.0	100.0	100.0	100.0
2016	31.60	32.85	31.62	33.34	100.0	100.0	100.0	100.0
2017	33.46	33.78	33.90	35.25	100.0	100.0	100.0	100.0
2018	35.41	35.79	36.00	35.39	100.0	100.0	100.0	100.0
2019	35.75	–	–	–	100.0	–	–	–
Wages and salaries								
2004	17.06	17.04	17.25	17.32	72.7	72.5	72.5	72.6
2005	17.49	17.67	17.81	17.77	72.5	72.3	72.2	72.2
2006	17.83	18.13	18.74	18.74	71.8	71.5	72.1	71.8
2007	19.01	19.19	18.85	19.57	71.8	71.9	71.6	71.6
2008	19.67	19.82	19.98	19.85	71.6	71.6	71.6	71.6
2009	19.95	20.14	20.20	19.74	71.5	71.5	71.4	71.1
2010	20.17	20.29	20.38	20.02	71.3	71.4	71.3	71.2
2011	20.49	20.58	20.34	20.58	71.1	71.2	71.3	71.1
2012	20.69	21.04	20.80	20.54	71.0	71.0	70.8	71.2
2013	20.65	20.97	20.97	20.72	71.1	71.1	71.1	70.8
2014	21.34	21.65	21.32	21.97	70.5	70.4	70.6	70.4
2015	22.08	22.03	22.06	21.81	70.3	70.2	70.3	70.1
2016	22.17	22.97	22.22	23.30	70.2	69.9	70.3	69.9
2017	23.35	23.58	23.66	24.62	69.8	69.8	69.8	69.9
2018	24.74	25.08	25.26	24.78	69.9	70.1	70.2	70.0
2019	25.03	–	–	–	70.0	–	–	–
Total benefits								
2004	6.42	6.46	6.53	6.55	27.3	27.5	27.5	27.4
2005	6.65	6.76	6.85	6.84	27.5	27.7	27.8	27.8
2006	7.00	7.23	7.24	7.35	28.2	28.5	27.9	28.2
2007	7.47	7.50	7.48	7.75	28.2	28.1	28.4	28.4
2008	7.79	7.85	7.92	7.87	28.4	28.4	28.4	28.4
2009	7.94	8.05	8.08	8.01	28.5	28.5	28.6	28.9
2010	8.11	8.14	8.20	8.10	28.7	28.6	28.7	28.8
2011	8.33	8.34	8.20	8.36	28.9	28.8	28.7	28.9
2012	8.46	8.61	8.59	8.31	29.0	29.0	29.2	28.8
2013	8.40	8.53	8.52	8.54	28.9	28.9	28.9	29.2
2014	8.94	9.08	8.87	9.25	29.5	29.6	29.4	29.6
2015	9.33	9.35	9.31	9.28	29.7	29.8	29.7	29.9
2016	9.43	9.88	9.40	10.04	29.8	30.1	29.7	30.1
2017	10.11	10.20	10.23	10.63	30.2	30.2	30.2	30.1
2018	10.67	10.71	10.74	10.61	30.1	29.9	29.8	30.0
2019	10.71	–	–	–	30.0	–	–	–
Paid leave								
2004	1.76	1.73	1.75	1.76	7.5	7.4	7.4	7.4
2005	1.76	1.78	1.81	1.82	7.3	7.3	7.3	7.4
2006	1.92	1.97	2.00	2.03	7.7	7.8	7.7	7.8
2007	2.07	2.09	2.06	2.10	7.8	7.8	7.8	7.7
2008	2.08	2.10	2.12	2.14	7.6	7.6	7.6	7.7
2009	2.13	2.17	2.19	2.15	7.6	7.7	7.7	7.8
2010	2.16	2.16	2.18	2.16	7.6	7.6	7.6	7.7
2011	2.24	2.24	2.17	2.26	7.8	7.7	7.6	7.8
2012	2.23	2.31	2.30	2.21	7.7	7.8	7.8	7.7
2013	2.24	2.31	2.30	2.29	7.7	7.8	7.8	7.8
2014	2.40	2.43	2.39	2.44	7.9	7.9	7.9	7.8
2015	2.46	2.45	2.45	2.45	7.8	7.8	7.8	7.9
2016	2.48	2.62	2.48	2.66	7.9	8.0	7.8	8.0

See footnotes at end of table.

Table 18. Private industry workers, by industry group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Health care and social assistance

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Paid leave								
2017	2.67	2.70	2.71	2.91	8.0	8.0	8.0	8.3
2018	2.92	2.94	2.95	2.95	8.2	8.2	8.2	8.3
2019	2.99	–	–	–	8.4	–	–	–
Supplemental pay								
2004	.47	.47	.48	.49	2.0	2.0	2.0	2.0
2005	.50	.52	.52	.52	2.1	2.1	2.1	2.1
2006	.56	.56	.57	.60	2.2	2.2	2.2	2.3
2007	.61	.61	.61	.61	2.3	2.3	2.3	2.2
2008	.61	.62	.63	.63	2.2	2.2	2.2	2.3
2009	.64	.65	.65	.64	2.3	2.3	2.3	2.3
2010	.64	.64	.63	.63	2.3	2.2	2.2	2.2
2011	.65	.64	.64	.63	2.3	2.2	2.2	2.2
2012	.65	.63	.63	.63	2.2	2.1	2.2	2.2
2013	.61	.62	.62	.64	2.1	2.1	2.1	2.2
2014	.63	.65	.65	.65	2.1	2.1	2.1	2.1
2015	.65	.66	.66	.71	2.1	2.1	2.1	2.3
2016	.70	.69	.70	.70	2.2	2.1	2.2	2.1
2017	.71	.72	.71	.81	2.1	2.1	2.1	2.3
2018	.83	.82	.81	.88	2.3	2.3	2.2	2.5
2019	.87	–	–	–	2.4	–	–	–
Insurance								
2004	1.69	1.72	1.74	1.73	7.2	7.3	7.3	7.2
2005	1.78	1.82	1.84	1.87	7.4	7.5	7.5	7.6
2006	1.87	1.99	1.95	1.95	7.5	7.8	7.5	7.5
2007	2.01	2.01	2.00	2.05	7.6	7.5	7.6	7.5
2008	2.10	2.11	2.12	2.13	7.6	7.6	7.6	7.7
2009	2.20	2.22	2.22	2.23	7.9	7.9	7.9	8.0
2010	2.30	2.32	2.32	2.24	8.1	8.1	8.1	8.0
2011	2.28	2.30	2.29	2.35	7.9	7.9	8.0	8.1
2012	2.44	2.49	2.51	2.35	8.4	8.4	8.5	8.2
2013	2.42	2.43	2.42	2.49	8.3	8.3	8.2	8.5
2014	2.56	2.61	2.58	2.72	8.5	8.5	8.5	8.7
2015	2.78	2.79	2.77	2.73	8.8	8.9	8.8	8.8
2016	2.81	2.86	2.79	2.91	8.9	8.7	8.8	8.7
2017	2.93	2.95	2.96	3.12	8.7	8.7	8.7	8.9
2018	3.12	3.12	3.17	3.06	8.8	8.7	8.8	8.6
2019	3.11	–	–	–	8.7	–	–	–
Retirement and savings								
2004	.58	.61	.62	.62	2.5	2.6	2.6	2.6
2005	.62	.63	.65	.63	2.6	2.6	2.6	2.6
2006	.63	.64	.65	.65	2.5	2.5	2.5	2.5
2007	.65	.66	.67	.84	2.5	2.5	2.6	3.1
2008	.84	.85	.87	.80	3.1	3.1	3.1	2.9
2009	.81	.82	.82	.80	2.9	2.9	2.9	2.9
2010	.81	.82	.84	.85	2.9	2.9	2.9	3.0
2011	.91	.91	.86	.86	3.2	3.2	3.0	3.0
2012	.86	.88	.87	.83	2.9	3.0	3.0	2.9
2013	.84	.86	.86	.83	2.9	2.9	2.9	2.8
2014	1.04	1.06	.95	1.07	3.4	3.4	3.2	3.4
2015	1.08	1.08	1.05	1.03	3.4	3.4	3.4	3.3
2016	1.05	1.30	1.05	1.34	3.3	4.0	3.3	4.0
2017	1.36	1.38	1.38	1.24	4.1	4.1	4.1	3.5
2018	1.27	1.28	1.25	1.20	3.6	3.6	3.5	3.4
2019	1.22	–	–	–	3.4	–	–	–
Legally required benefits								
2004	1.92	1.92	1.93	1.95	8.2	8.2	8.1	8.2
2005	1.97	2.00	2.02	2.01	8.2	8.2	8.2	8.1
2006	2.02	2.06	2.08	2.11	8.1	8.1	8.0	8.1
2007	2.12	2.14	2.13	2.15	8.0	8.0	8.1	7.9
2008	2.16	2.17	2.19	2.17	7.8	7.9	7.8	7.8
2009	2.18	2.20	2.20	2.18	7.8	7.8	7.8	7.9
2010	2.20	2.21	2.23	2.21	7.8	7.8	7.8	7.8
2011	2.24	2.25	2.25	2.26	7.8	7.8	7.9	7.8

See footnotes at end of table.

Table 18. Private industry workers, by industry group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Health care and social assistance

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Legally required benefits								
2012	2.28	2.30	2.28	2.28	7.8	7.8	7.8	7.9
2013	2.29	2.31	2.32	2.29	7.9	7.8	7.9	7.8
2014	2.31	2.33	2.31	2.37	7.6	7.6	7.6	7.6
2015	2.37	2.36	2.38	2.37	7.5	7.5	7.6	7.6
2016	2.39	2.41	2.38	2.43	7.6	7.3	7.5	7.3
2017	2.45	2.46	2.47	2.53	7.3	7.3	7.3	7.2
2018	2.54	2.55	2.56	2.51	7.2	7.1	7.1	7.1
2019	2.53	–	–	–	7.1	–	–	–
Other benefits[1]								
2004	([2])	([2])	([2])	([2])	([3])	([3])	([3])	([3])
2005	([2])	([2])	([2])	([2])	([3])	([3])	([3])	([3])

[1] Includes severance pay and supplemental unemployment benefits. Publication of other benefits was discontinued beginning in June 2006.
[2] Cost per hour worked is $0.01 or less.
[3] Less than .05 percent.

Note: The sum of individual items may not equal totals due to rounding. Dashes indicate data are not available.

Table 18. Private industry workers, by industry group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Accommodation and food services

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Total compensation								
2004	$9.53	$9.51	$9.54	$9.58	100.0	100.0	100.0	100.0
2005	9.60	9.68	9.65	9.73	100.0	100.0	100.0	100.0
2006	9.72	9.83	9.88	10.49	100.0	100.0	100.0	100.0
2007	10.66	10.72	10.84	10.92	100.0	100.0	100.0	100.0
2008	10.84	10.97	11.02	11.06	100.0	100.0	100.0	100.0
2009	11.16	11.18	11.29	11.27	100.0	100.0	100.0	100.0
2010	11.20	11.23	11.32	11.31	100.0	100.0	100.0	100.0
2011	11.39	11.38	11.43	11.18	100.0	100.0	100.0	100.0
2012	11.17	10.97	11.20	11.37	100.0	100.0	100.0	100.0
2013	11.42	11.60	11.63	11.60	100.0	100.0	100.0	100.0
2014	11.57	11.67	11.74	11.99	100.0	100.0	100.0	100.0
2015	12.08	12.12	12.17	12.32	100.0	100.0	100.0	100.0
2016	12.48	12.56	12.37	12.34	100.0	100.0	100.0	100.0
2017	12.56	12.69	12.72	13.44	100.0	100.0	100.0	100.0
2018	13.61	13.19	13.67	14.28	100.0	100.0	100.0	100.0
2019	14.37	–	–	–	100.0	–	–	–
Wages and salaries								
2004	7.59	7.57	7.60	7.62	79.6	79.6	79.6	79.6
2005	7.64	7.69	7.69	7.73	79.6	79.5	79.6	79.5
2006	7.77	7.82	7.85	8.19	79.9	79.5	79.4	78.1
2007	8.37	8.38	8.50	8.57	78.5	78.2	78.4	78.5
2008	8.52	8.59	8.64	8.77	78.6	78.3	78.4	79.3
2009	8.84	8.85	8.96	8.95	79.2	79.2	79.4	79.4
2010	8.89	8.90	8.96	9.03	79.4	79.3	79.2	79.8
2011	9.07	9.06	9.11	8.97	79.6	79.6	79.7	80.3
2012	8.95	8.83	9.03	9.06	80.1	80.5	80.6	79.7
2013	9.10	9.25	9.27	9.20	79.7	79.8	79.7	79.4
2014	9.20	9.27	9.35	9.49	79.5	79.5	79.6	79.1
2015	9.56	9.58	9.63	9.72	79.1	79.1	79.1	78.9
2016	9.85	9.93	9.88	9.88	79.0	79.1	79.9	80.1
2017	10.05	10.15	10.18	10.64	80.1	79.9	80.0	79.2
2018	10.79	10.49	10.86	11.18	79.2	79.5	79.4	78.3
2019	11.29	–	–	–	78.6	–	–	–
Total benefits								
2004	1.94	1.94	1.95	1.95	20.4	20.4	20.4	20.4
2005	1.96	1.99	1.97	2.00	20.4	20.5	20.4	20.5
2006	1.95	2.01	2.03	2.30	20.1	20.5	20.6	21.9
2007	2.29	2.34	2.34	2.35	21.5	21.8	21.6	21.5
2008	2.32	2.39	2.38	2.30	21.4	21.7	21.6	20.7
2009	2.32	2.33	2.33	2.32	20.8	20.8	20.6	20.6
2010	2.31	2.33	2.35	2.28	20.6	20.7	20.8	20.2
2011	2.32	2.32	2.32	2.21	20.4	20.4	20.3	19.7
2012	2.22	2.14	2.17	2.30	19.9	19.5	19.4	20.3
2013	2.32	2.35	2.36	2.39	20.3	20.2	20.3	20.6
2014	2.37	2.40	2.39	2.50	20.5	20.5	20.4	20.9
2015	2.52	2.53	2.54	2.60	20.9	20.9	20.9	21.1
2016	2.62	2.63	2.49	2.46	21.0	20.9	20.1	19.9
2017	2.50	2.55	2.54	2.80	19.9	20.1	20.0	20.8
2018	2.83	2.70	2.81	3.09	20.8	20.5	20.6	21.7
2019	3.07	–	–	–	21.4	–	–	–
Paid leave								
2004	.27	.26	.26	.26	2.8	2.7	2.7	2.7
2005	.26	.26	.25	.26	2.7	2.6	2.6	2.7
2006	.26	.27	.27	.35	2.7	2.8	2.7	3.3
2007	.35	.35	.35	.35	3.3	3.3	3.2	3.2
2008	.33	.34	.34	.32	3.1	3.1	3.1	2.9
2009	.32	.33	.33	.32	2.9	2.9	2.9	2.9
2010	.32	.32	.32	.32	2.8	2.8	2.9	2.9
2011	.33	.33	.33	.31	2.9	2.9	2.9	2.8
2012	.30	.27	.27	.30	2.7	2.5	2.4	2.6
2013	.31	.30	.31	.31	2.7	2.6	2.6	2.6
2014	.30	.31	.31	.31	2.6	2.6	2.6	2.6
2015	.31	.31	.31	.32	2.6	2.6	2.6	2.6
2016	.32	.34	.30	.29	2.6	2.7	2.4	2.4

See footnotes at end of table.

Table 18. Private industry workers, by industry group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Accommodation and food services

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Paid leave								
2017	0.30	0.31	0.31	0.37	2.4	2.4	2.5	2.7
2018	.37	.33	.36	.45	2.7	2.5	2.7	3.1
2019	.45	–	–	–	3.1	–	–	–
Supplemental pay								
2004	.12	.11	.11	.11	1.2	1.1	1.1	1.1
2005	.10	.10	.10	.11	1.1	1.1	1.1	1.1
2006	.11	.11	.11	.12	1.1	1.1	1.1	1.1
2007	.11	.11	.11	.11	1.1	1.1	1.0	1.0
2008	.11	.11	.11	.11	1.0	1.0	1.0	1.0
2009	.11	.11	.11	.11	1.0	1.0	1.0	.9
2010	.10	.10	.10	.11	.9	.9	.9	1.0
2011	.11	.11	.11	.11	1.0	1.0	1.0	1.0
2012	.11	.11	.11	.13	1.0	1.0	1.0	1.1
2013	.12	.13	.13	.14	1.1	1.1	1.1	1.2
2014	.13	.14	.13	.13	1.1	1.2	1.1	1.1
2015	.12	.12	.12	.14	1.0	1.0	1.0	1.1
2016	.14	.13	.12	.11	1.1	1.0	.9	.9
2017	.12	.12	.12	.15	.9	.9	.9	1.1
2018	.15	.14	.15	.22	1.1	1.1	1.1	1.5
2019	.21	–	–	–	1.5	–	–	–
Insurance								
2004	.36	.37	.38	.38	3.8	3.9	4.0	4.0
2005	.38	.39	.38	.40	4.0	4.1	3.9	4.1
2006	.40	.44	.45	.57	4.1	4.4	4.5	5.4
2007	.58	.58	.58	.58	5.4	5.4	5.4	5.3
2008	.60	.62	.62	.57	5.5	5.6	5.6	5.2
2009	.59	.59	.60	.58	5.3	5.3	5.3	5.2
2010	.59	.60	.61	.52	5.3	5.3	5.4	4.6
2011	.53	.53	.53	.46	4.7	4.6	4.6	4.1
2012	.46	.44	.45	.50	4.1	4.0	4.0	4.4
2013	.50	.51	.51	.54	4.4	4.4	4.4	4.7
2014	.54	.55	.55	.60	4.7	4.7	4.7	5.0
2015	.62	.64	.64	.64	5.2	5.3	5.3	5.2
2016	.65	.66	.60	.60	5.2	5.2	4.8	4.9
2017	.60	.62	.63	.72	4.8	4.9	4.9	5.4
2018	.72	.70	.72	.78	5.3	5.3	5.3	5.4
2019	.76	–	–	–	5.3	–	–	–
Retirement and savings								
2004	.07	.07	.07	.07	.8	.7	.7	.7
2005	.07	.07	.07	.07	.7	.7	.7	.7
2006	.07	.07	.07	.09	.7	.7	.7	.9
2007	.09	.09	.10	.10	.9	.9	.9	.9
2008	.10	.10	.10	.09	.9	.9	.9	.8
2009	.09	.09	.08	.09	.8	.8	.7	.8
2010	.09	.09	.09	.09	.8	.8	.8	.8
2011	.10	.10	.10	.11	.8	.8	.8	1.0
2012	.12	.09	.09	.11	1.0	.9	.8	.9
2013	.11	.11	.12	.12	1.0	1.0	1.0	1.0
2014	.11	.12	.12	.14	1.0	1.1	1.1	1.2
2015	.15	.15	.15	.15	1.2	1.2	1.3	1.2
2016	.15	.15	.12	.11	1.2	1.2	1.0	.9
2017	.12	.12	.12	.16	.9	.9	1.0	1.2
2018	.16	.16	.18	.22	1.1	1.2	1.3	1.5
2019	.22	–	–	–	1.5	–	–	–
Legally required benefits								
2004	1.12	1.13	1.12	1.13	11.7	11.8	11.8	11.8
2005	1.14	1.16	1.16	1.16	11.9	12.0	12.0	11.9
2006	1.11	1.12	1.14	1.18	11.5	11.4	11.5	11.3
2007	1.16	1.20	1.19	1.20	10.9	11.2	11.0	11.0
2008	1.18	1.22	1.22	1.20	10.9	11.1	11.0	10.8
2009	1.21	1.21	1.21	1.21	10.8	10.8	10.8	10.8
2010	1.20	1.22	1.23	1.23	10.8	10.9	10.8	10.9
2011	1.25	1.26	1.25	1.21	11.0	11.1	11.0	10.8

See footnotes at end of table.

Table 18. Private industry workers, by industry group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Accommodation and food services

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Legally required benefits								
2012	1.23	1.23	1.25	1.27	11.1	11.2	11.2	11.2
2013	1.28	1.30	1.30	1.29	11.2	11.2	11.2	11.2
2014	1.28	1.28	1.28	1.32	11.1	10.9	10.9	11.0
2015	1.32	1.31	1.31	1.36	10.9	10.8	10.8	11.0
2016	1.37	1.36	1.36	1.34	11.0	10.8	11.0	10.9
2017	1.36	1.38	1.35	1.40	10.9	10.9	10.7	10.4
2018	1.43	1.38	1.39	1.44	10.5	10.4	10.2	10.1
2019	1.44	–	–	–	10.0	–	–	–
Other benefits[1]								
2004	([2])	([2])	([2])	([2])	([3])	([3])	([3])	([3])
2005	([2])	([2])	([2])	([2])	([3])	([3])	([3])	([3])

[1] Includes severance pay and supplemental unemployment benefits. Publication of other benefits was discontinued beginning in June 2006.
[2] Cost per hour worked is $0.01 or less.
[3] Less than .05 percent.

Note: The sum of individual items may not equal totals due to rounding. Dashes indicate data are not available.

Table 19. Private industry workers, full-time by occupational group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation

All full-time workers

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Total compensation								
2004	$26.50	$26.71	$27.13	$27.32	100.0	100.0	100.0	100.0
2005	27.58	27.74	27.77	28.17	100.0	100.0	100.0	100.0
2006	28.63	28.72	29.12	29.18	100.0	100.0	100.0	100.0
2007	29.41	29.46	29.59	29.99	100.0	100.0	100.0	100.0
2008	30.37	30.42	30.74	31.07	100.0	100.0	100.0	100.0
2009	31.20	31.21	31.25	31.45	100.0	100.0	100.0	100.0
2010	31.77	31.72	31.93	32.00	100.0	100.0	100.0	100.0
2011	32.43	32.52	32.61	33.19	100.0	100.0	100.0	100.0
2012	33.48	33.54	33.63	33.61	100.0	100.0	100.0	100.0
2013	33.92	33.90	33.96	34.50	100.0	100.0	100.0	100.0
2014	34.93	35.14	35.34	36.70	100.0	100.0	100.0	100.0
2015	37.09	36.84	36.90	37.28	100.0	100.0	100.0	100.0
2016	37.73	38.04	38.10	38.67	100.0	100.0	100.0	100.0
2017	38.96	39.16	39.45	39.19	100.0	100.0	100.0	100.0
2018	39.79	39.86	40.18	39.43	100.0	100.0	100.0	100.0
2019	39.92	–	–	–	100.0	–	–	–
Wages and salaries								
2004	18.62	18.76	19.05	19.14	70.3	70.2	70.2	70.0
2005	19.23	19.37	19.32	19.63	69.7	69.8	69.6	69.7
2006	19.90	19.96	20.25	20.26	69.5	69.5	69.5	69.4
2007	20.49	20.48	20.57	20.86	69.7	69.5	69.5	69.6
2008	21.12	21.15	21.39	21.64	69.6	69.5	69.6	69.6
2009	21.72	21.69	21.72	21.88	69.6	69.5	69.5	69.6
2010	22.02	22.00	22.14	22.26	69.3	69.4	69.3	69.5
2011	22.48	22.46	22.55	22.95	69.3	69.0	69.1	69.2
2012	23.12	23.16	23.22	23.22	69.0	69.1	69.0	69.1
2013	23.39	23.38	23.43	23.71	69.0	69.0	69.0	68.7
2014	23.93	24.04	24.19	24.91	68.5	68.4	68.4	67.9
2015	25.16	25.06	25.18	25.44	67.8	68.0	68.3	68.2
2016	25.66	25.91	25.97	26.34	68.0	68.1	68.2	68.1
2017	26.50	26.63	26.82	26.69	68.0	68.0	68.0	68.1
2018	27.08	27.12	27.39	27.09	68.0	68.1	68.2	68.7
2019	27.43	–	–	–	68.7	–	–	–
Total benefits								
2004	7.88	7.95	8.08	8.19	29.7	29.8	29.8	30.0
2005	8.34	8.38	8.45	8.54	30.3	30.2	30.4	30.3
2006	8.74	8.77	8.87	8.92	30.5	30.5	30.5	30.6
2007	8.92	8.97	9.03	9.13	30.3	30.5	30.5	30.4
2008	9.24	9.27	9.35	9.43	30.4	30.5	30.4	30.4
2009	9.48	9.53	9.53	9.57	30.4	30.5	30.5	30.4
2010	9.75	9.72	9.79	9.75	30.7	30.6	30.7	30.5
2011	9.95	10.07	10.06	10.23	30.7	31.0	30.9	30.8
2012	10.36	10.37	10.41	10.39	31.0	30.9	31.0	30.9
2013	10.52	10.52	10.53	10.79	31.0	31.0	31.0	31.3
2014	11.00	11.11	11.15	11.80	31.5	31.6	31.6	32.1
2015	11.93	11.78	11.71	11.85	32.2	32.0	31.7	31.8
2016	12.06	12.13	12.14	12.33	32.0	31.9	31.8	31.9
2017	12.46	12.53	12.63	12.51	32.0	32.0	32.0	31.9
2018	12.72	12.73	12.79	12.34	32.0	31.9	31.8	31.3
2019	12.49	–	–	–	31.3	–	–	–
Paid leave								
2004	1.84	1.84	1.87	1.89	6.9	6.9	6.9	6.9
2005	1.91	1.90	1.92	1.98	6.9	6.9	6.9	7.0
2006	2.10	2.10	2.13	2.15	7.3	7.3	7.3	7.4
2007	2.17	2.16	2.16	2.18	7.4	7.3	7.3	7.3
2008	2.20	2.18	2.22	2.28	7.2	7.2	7.2	7.3
2009	2.30	2.29	2.29	2.32	7.4	7.3	7.3	7.4
2010	2.35	2.33	2.34	2.38	7.4	7.3	7.3	7.4
2011	2.42	2.40	2.39	2.50	7.4	7.4	7.3	7.5
2012	2.51	2.51	2.51	2.52	7.5	7.5	7.5	7.5
2013	2.55	2.54	2.55	2.61	7.5	7.5	7.5	7.6
2014	2.65	2.65	2.66	2.77	7.6	7.5	7.5	7.5
2015	2.80	2.77	2.78	2.82	7.5	7.5	7.5	7.6
2016	2.85	2.87	2.87	2.94	7.6	7.6	7.5	7.6

See footnotes at end of table.

Table 19. Private industry workers, full-time by occupational group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation

All full-time workers

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Paid leave								
2017	2.96	2.97	2.98	3.00	7.6	7.6	7.6	7.7
2018	3.05	3.04	3.06	3.06	7.7	7.6	7.6	7.8
2019	3.11	–	–	–	7.8	–	–	–
Supplemental pay								
2004	.81	.78	.80	.81	3.0	2.9	2.9	3.0
2005	.83	.86	.86	.87	3.0	3.1	3.1	3.1
2006	.89	.89	.91	.91	3.1	3.1	3.1	3.1
2007	.92	.94	.94	.95	3.1	3.2	3.2	3.2
2008	.97	1.01	1.00	.98	3.2	3.3	3.2	3.2
2009	.94	1.01	1.01	1.01	3.0	3.2	3.2	3.2
2010	.99	.96	.96	.90	3.1	3.0	3.0	2.8
2011	.95	1.00	1.00	1.02	2.9	3.1	3.1	3.1
2012	1.05	1.05	1.04	1.03	3.1	3.1	3.1	3.1
2013	1.02	1.02	1.01	1.07	3.0	3.0	3.0	3.1
2014	1.08	1.08	1.08	1.41	3.1	3.1	3.1	3.8
2015	1.44	1.41	1.32	1.36	3.9	3.8	3.6	3.6
2016	1.50	1.50	1.50	1.50	4.0	3.9	3.9	3.9
2017	1.52	1.53	1.55	1.62	3.9	3.9	3.9	4.1
2018	1.68	1.68	1.68	1.36	4.2	4.2	4.2	3.5
2019	1.37	–	–	–	3.4	–	–	–
Insurance								
2004	2.01	2.02	2.05	2.07	7.6	7.6	7.5	7.6
2005	2.14	2.14	2.17	2.20	7.8	7.7	7.8	7.8
2006	2.25	2.26	2.29	2.30	7.8	7.9	7.9	7.9
2007	2.35	2.37	2.38	2.40	8.0	8.0	8.0	8.0
2008	2.45	2.45	2.48	2.51	8.1	8.1	8.1	8.1
2009	2.58	2.58	2.60	2.61	8.3	8.3	8.3	8.3
2010	2.70	2.70	2.72	2.72	8.5	8.5	8.5	8.5
2011	2.77	2.80	2.81	2.85	8.6	8.6	8.6	8.6
2012	2.89	2.90	2.91	2.90	8.6	8.6	8.7	8.6
2013	2.97	2.96	2.96	3.04	8.8	8.7	8.7	8.8
2014	3.11	3.12	3.12	3.18	8.9	8.9	8.8	8.7
2015	3.24	3.23	3.24	3.24	8.7	8.8	8.8	8.7
2016	3.30	3.30	3.31	3.36	8.8	8.7	8.7	8.7
2017	3.38	3.38	3.41	3.37	8.7	8.6	8.6	8.6
2018	3.41	3.39	3.41	3.35	8.6	8.5	8.5	8.5
2019	3.39	–	–	–	8.5	–	–	–
Retirement and savings								
2004	.98	1.02	1.05	1.09	3.7	3.8	3.9	4.0
2005	1.11	1.10	1.12	1.10	4.0	4.0	4.0	3.9
2006	1.13	1.13	1.15	1.16	3.9	3.9	3.9	4.0
2007	1.06	1.09	1.12	1.17	3.6	3.7	3.8	3.9
2008	1.18	1.17	1.19	1.18	3.9	3.8	3.9	3.8
2009	1.18	1.17	1.16	1.15	3.8	3.7	3.7	3.6
2010	1.20	1.20	1.24	1.23	3.8	3.8	3.9	3.8
2011	1.25	1.30	1.28	1.30	3.9	4.0	3.9	3.9
2012	1.30	1.30	1.31	1.31	3.9	3.9	3.9	3.9
2013	1.34	1.35	1.35	1.38	3.9	4.0	4.0	4.0
2014	1.45	1.55	1.56	1.65	4.1	4.4	4.4	4.5
2015	1.66	1.57	1.57	1.60	4.5	4.3	4.3	4.3
2016	1.57	1.61	1.60	1.67	4.2	4.2	4.2	4.3
2017	1.69	1.73	1.76	1.61	4.3	4.4	4.5	4.1
2018	1.63	1.68	1.67	1.64	4.1	4.2	4.2	4.2
2019	1.66	–	–	–	4.2	–	–	–
Legally required benefits								
2004	2.20	2.23	2.26	2.27	8.3	8.4	8.3	8.3
2005	2.30	2.33	2.34	2.34	8.3	8.4	8.4	8.3
2006	2.36	2.38	2.40	2.41	8.3	8.3	8.2	8.2
2007	2.41	2.41	2.42	2.42	8.2	8.2	8.2	8.1
2008	2.44	2.45	2.47	2.47	8.0	8.1	8.0	8.0
2009	2.48	2.48	2.48	2.48	8.0	7.9	7.9	7.9
2010	2.51	2.52	2.53	2.51	7.9	7.9	7.9	7.9
2011	2.55	2.57	2.58	2.57	7.9	7.9	7.9	7.8

See footnotes at end of table.

Table 19. Private industry workers, full-time by occupational group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation

All full-time workers

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Legally required benefits								
2012	2.61	2.62	2.63	2.62	7.8	7.8	7.8	7.8
2013	2.64	2.65	2.66	2.69	7.8	7.8	7.8	7.8
2014	2.70	2.71	2.72	2.78	7.7	7.7	7.7	7.6
2015	2.79	2.79	2.80	2.83	7.5	7.6	7.6	7.6
2016	2.84	2.84	2.85	2.87	7.5	7.5	7.5	7.4
2017	2.90	2.92	2.93	2.92	7.5	7.5	7.4	7.4
2018	2.95	2.94	2.96	2.93	7.4	7.4	7.4	7.4
2019	2.95	–	–	–	7.4	–	–	–
Other benefits[1]								
2004	.05	.05	.05	.05	.2	.2	.2	.2
2005	.05	.05	.05	.04	.2	.2	.2	.2

[1] Includes severance pay and supplemental unemployment benefits. Publication of other benefits was discontinued beginning in June 2006.

Note: The sum of individual items may not equal totals due to rounding. Dashes indicate data are not available.

Table 19. Private industry workers, full-time by occupational group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Management, professional, and related occupations[1]

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Total compensation								
2004	$41.59	$42.03	$42.56	$42.94	100.0	100.0	100.0	100.0
2005	43.52	43.98	43.63	44.97	100.0	100.0	100.0	100.0
2006	45.93	46.27	47.05	46.96	100.0	100.0	100.0	100.0
2007	47.48	47.57	47.58	48.28	100.0	100.0	100.0	100.0
2008	49.10	49.30	49.76	50.12	100.0	100.0	100.0	100.0
2009	50.33	50.49	50.32	49.93	100.0	100.0	100.0	100.0
2010	50.39	50.57	50.92	51.35	100.0	100.0	100.0	100.0
2011	52.10	52.49	52.42	52.54	100.0	100.0	100.0	100.0
2012	53.01	53.38	53.52	53.29	100.0	100.0	100.0	100.0
2013	53.57	53.89	54.00	54.44	100.0	100.0	100.0	100.0
2014	55.28	56.01	55.99	58.00	100.0	100.0	100.0	100.0
2015	58.33	58.28	58.04	58.29	100.0	100.0	100.0	100.0
2016	59.05	59.88	59.62	60.78	100.0	100.0	100.0	100.0
2017	61.17	61.85	62.29	62.01	100.0	100.0	100.0	100.0
2018	62.99	63.07	63.57	61.75	100.0	100.0	100.0	100.0
2019	62.33	–	–	–	100.0	–	–	–
Wages and salaries								
2004	29.69	30.01	30.38	30.60	71.4	71.4	71.4	71.3
2005	30.81	31.13	30.67	31.71	70.8	70.8	70.3	70.5
2006	32.27	32.49	33.11	33.02	70.2	70.2	70.4	70.3
2007	33.52	33.51	33.43	33.96	70.6	70.4	70.3	70.3
2008	34.56	34.63	35.03	35.32	70.4	70.2	70.4	70.5
2009	35.46	35.39	35.28	35.05	70.5	70.1	70.1	70.2
2010	35.28	35.46	35.68	36.06	70.0	70.1	70.1	70.2
2011	36.49	36.59	36.62	36.63	70.0	69.7	69.9	69.7
2012	36.88	37.16	37.20	37.05	69.6	69.6	69.5	69.5
2013	37.24	37.46	37.52	37.59	69.5	69.5	69.5	69.0
2014	38.05	38.49	38.52	39.31	68.8	68.7	68.8	67.8
2015	39.43	39.58	39.69	39.80	67.6	67.9	68.4	68.3
2016	40.08	40.66	40.54	41.34	67.9	67.9	68.0	68.0
2017	41.48	41.93	42.19	42.18	67.8	67.8	67.7	68.0
2018	42.75	42.82	43.25	42.65	67.9	67.9	68.0	69.1
2019	43.04	–	–	–	69.1	–	–	–
Total benefits								
2004	11.90	12.01	12.18	12.34	28.6	28.6	28.6	28.7
2005	12.70	12.84	12.96	13.27	29.2	29.2	29.7	29.5
2006	13.67	13.78	13.94	13.94	29.8	29.8	29.6	29.7
2007	13.96	14.06	14.15	14.32	29.4	29.6	29.7	29.7
2008	14.54	14.67	14.73	14.81	29.6	29.8	29.6	29.5
2009	14.87	15.09	15.04	14.89	29.5	29.9	29.9	29.8
2010	15.11	15.12	15.24	15.29	30.0	29.9	29.9	29.8
2011	15.62	15.90	15.80	15.91	30.0	30.3	30.1	30.3
2012	16.14	16.22	16.31	16.24	30.4	30.4	30.5	30.5
2013	16.32	16.43	16.48	16.85	30.5	30.5	30.5	31.0
2014	17.22	17.52	17.48	18.69	31.2	31.3	31.2	32.2
2015	18.90	18.70	18.35	18.48	32.4	32.1	31.6	31.7
2016	18.97	19.22	19.08	19.44	32.1	32.1	32.0	32.0
2017	19.69	19.92	20.10	19.84	32.2	32.2	32.3	32.0
2018	20.23	20.25	20.33	19.11	32.1	32.1	32.0	30.9
2019	19.29	–	–	–	30.9	–	–	–
Paid leave								
2004	3.41	3.47	3.52	3.55	8.2	8.2	8.3	8.3
2005	3.57	3.61	3.62	3.75	8.2	8.2	8.3	8.3
2006	4.04	4.07	4.12	4.15	8.8	8.8	8.7	8.8
2007	4.19	4.20	4.19	4.20	8.8	8.8	8.8	8.7
2008	4.26	4.25	4.32	4.40	8.7	8.6	8.7	8.8
2009	4.42	4.42	4.39	4.35	8.8	8.8	8.7	8.7
2010	4.39	4.41	4.44	4.54	8.7	8.7	8.7	8.8
2011	4.60	4.62	4.58	4.67	8.8	8.8	8.7	8.9
2012	4.68	4.74	4.76	4.74	8.8	8.9	8.9	8.9
2013	4.77	4.80	4.81	4.86	8.9	8.9	8.9	8.9
2014	4.96	5.01	4.99	5.08	9.0	8.9	8.9	8.8
2015	5.10	5.11	5.11	5.12	8.7	8.8	8.8	8.8
2016	5.17	5.26	5.22	5.34	8.8	8.8	8.8	8.8

See footnotes at end of table.

Table 19. Private industry workers, full-time by occupational group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Management, professional, and related occupations[1]

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Paid leave								
2017	5.39	5.45	5.47	5.54	8.8	8.8	8.8	8.9
2018	5.63	5.63	5.67	5.66	8.9	8.9	8.9	9.2
2019	5.73	–	–	–	9.2	–	–	–
Supplemental pay								
2004	1.32	1.25	1.28	1.29	3.2	3.0	3.0	3.0
2005	1.36	1.45	1.47	1.48	3.1	3.3	3.4	3.3
2006	1.52	1.54	1.58	1.53	3.3	3.3	3.4	3.3
2007	1.55	1.59	1.59	1.60	3.3	3.3	3.3	3.3
2008	1.62	1.72	1.66	1.61	3.3	3.5	3.3	3.2
2009	1.53	1.81	1.80	1.74	3.0	3.6	3.6	3.5
2010	1.73	1.67	1.67	1.47	3.4	3.3	3.3	2.9
2011	1.57	1.73	1.72	1.72	3.0	3.3	3.3	3.3
2012	1.78	1.76	1.77	1.73	3.4	3.3	3.3	3.2
2013	1.68	1.69	1.66	1.77	3.1	3.1	3.1	3.3
2014	1.77	1.75	1.75	2.67	3.2	3.1	3.1	4.6
2015	2.78	2.73	2.42	2.45	4.8	4.7	4.2	4.2
2016	2.86	2.85	2.84	2.81	4.8	4.8	4.8	4.6
2017	2.88	2.94	2.97	3.08	4.7	4.8	4.8	5.0
2018	3.23	3.24	3.24	2.19	5.1	5.1	5.1	3.5
2019	2.20	–	–	–	3.5	–	–	–
Insurance								
2004	2.61	2.62	2.63	2.65	6.3	6.2	6.2	6.2
2005	2.75	2.75	2.80	2.88	6.3	6.3	6.4	6.4
2006	2.93	2.97	2.99	2.99	6.4	6.4	6.4	6.4
2007	3.08	3.10	3.11	3.13	6.5	6.5	6.5	6.5
2008	3.20	3.22	3.25	3.32	6.5	6.5	6.5	6.6
2009	3.39	3.39	3.41	3.43	6.7	6.7	6.8	6.9
2010	3.52	3.53	3.55	3.63	7.0	7.0	7.0	7.1
2011	3.70	3.73	3.73	3.78	7.1	7.1	7.1	7.2
2012	3.85	3.88	3.90	3.91	7.3	7.3	7.3	7.3
2013	3.99	4.00	4.01	4.10	7.5	7.4	7.4	7.5
2014	4.18	4.20	4.20	4.26	7.6	7.5	7.5	7.4
2015	4.33	4.32	4.32	4.37	7.4	7.4	7.4	7.5
2016	4.46	4.48	4.49	4.56	7.6	7.5	7.5	7.5
2017	4.58	4.59	4.63	4.57	7.5	7.4	7.4	7.4
2018	4.62	4.59	4.63	4.53	7.3	7.3	7.3	7.3
2019	4.58	–	–	–	7.3	–	–	–
Retirement and savings								
2004	1.59	1.66	1.70	1.77	3.8	3.9	4.0	4.1
2005	1.90	1.90	1.92	1.93	4.4	4.3	4.4	4.3
2006	1.99	1.99	2.02	2.02	4.3	4.3	4.3	4.3
2007	1.85	1.88	1.97	2.08	3.9	4.0	4.1	4.3
2008	2.10	2.10	2.11	2.06	4.3	4.3	4.2	4.1
2009	2.08	2.04	2.01	1.96	4.1	4.0	4.0	3.9
2010	2.04	2.05	2.12	2.18	4.1	4.0	4.2	4.2
2011	2.23	2.28	2.22	2.23	4.3	4.3	4.2	4.2
2012	2.26	2.26	2.29	2.28	4.3	4.2	4.3	4.3
2013	2.29	2.34	2.38	2.48	4.3	4.3	4.4	4.5
2014	2.64	2.86	2.84	2.94	4.8	5.1	5.1	5.1
2015	2.95	2.78	2.75	2.77	5.1	4.8	4.7	4.7
2016	2.68	2.82	2.72	2.90	4.5	4.7	4.6	4.8
2017	2.94	3.02	3.09	2.70	4.8	4.9	5.0	4.3
2018	2.74	2.79	2.76	2.73	4.4	4.4	4.3	4.4
2019	2.74	–	–	–	4.4	–	–	–
Legally required benefits								
2004	2.89	2.93	2.97	2.98	6.9	7.0	7.0	7.0
2005	3.03	3.05	3.07	3.14	7.0	6.9	7.0	7.0
2006	3.19	3.21	3.24	3.26	6.9	6.9	6.9	6.9
2007	3.29	3.29	3.29	3.31	6.9	6.9	6.9	6.9
2008	3.36	3.37	3.39	3.42	6.8	6.8	6.8	6.8
2009	3.44	3.44	3.43	3.41	6.8	6.8	6.8	6.8
2010	3.43	3.45	3.46	3.48	6.8	6.8	6.8	6.8
2011	3.52	3.54	3.55	3.51	6.8	6.8	6.8	6.7

See footnotes at end of table.

Table 19. Private industry workers, full-time by occupational group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Management, professional, and related occupations[1]

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Legally required benefits								
2012	3.56	3.58	3.59	3.58	6.7	6.7	6.7	6.7
2013	3.59	3.61	3.64	3.64	6.7	6.7	6.7	6.7
2014	3.68	3.70	3.69	3.73	6.7	6.6	6.6	6.4
2015	3.74	3.75	3.75	3.78	6.4	6.4	6.5	6.5
2016	3.80	3.81	3.80	3.83	6.4	6.4	6.4	6.3
2017	3.90	3.93	3.94	3.96	6.4	6.4	6.3	6.4
2018	4.01	4.00	4.02	4.00	6.4	6.3	6.3	6.5
2019	4.04	–	–	–	6.5	–	–	–
Other benefits[2]								
2004	.08	.09	.09	.09	.2	.2	.2	.2
2005	.09	.08	.08	.08	.2	.2	.2	.2

[1] Estimates from December 2013 to March 2014 for this series were corrected, details are available at www.bls.gov/bls/ecec_correction_091014.htm.
[2] Includes severance pay and supplemental unemployment benefits. Publication of other benefits was discontinued beginning in June 2006.

Note: The sum of individual items may not equal totals due to rounding. Dashes indicate data are not available.

Table 19. Private industry workers, full-time by occupational group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Management, business, and financial occupations[1]

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Total compensation								
2004	$46.08	$46.17	$46.87	$47.32	100.0	100.0	100.0	100.0
2005	48.19	48.87	47.63	49.02	100.0	100.0	100.0	100.0
2006	50.50	50.79	51.13	51.27	100.0	100.0	100.0	100.0
2007	52.08	51.93	52.55	52.52	100.0	100.0	100.0	100.0
2008	53.93	54.06	54.78	55.74	100.0	100.0	100.0	100.0
2009	55.70	56.02	55.45	55.52	100.0	100.0	100.0	100.0
2010	56.31	56.27	56.49	57.05	100.0	100.0	100.0	100.0
2011	57.84	58.45	58.66	58.25	100.0	100.0	100.0	100.0
2012	58.88	59.16	59.29	59.32	100.0	100.0	100.0	100.0
2013	59.60	60.27	60.28	61.74	100.0	100.0	100.0	100.0
2014	62.03	63.01	63.54	67.34	100.0	100.0	100.0	100.0
2015	68.07	68.03	67.76	68.10	100.0	100.0	100.0	100.0
2016	69.49	69.95	70.34	70.96	100.0	100.0	100.0	100.0
2017	71.37	72.28	72.52	69.57	100.0	100.0	100.0	100.0
2018	70.64	70.94	71.67	66.82	100.0	100.0	100.0	100.0
2019	67.53	–	–	–	100.0	–	–	–
Wages and salaries								
2004	32.77	32.91	33.36	33.61	71.1	71.3	71.2	71.0
2005	33.95	34.52	33.12	34.22	70.4	70.6	69.5	69.8
2006	35.15	35.37	35.54	35.61	69.6	69.7	69.5	69.4
2007	36.44	36.19	36.57	36.44	70.0	69.7	69.6	69.4
2008	37.46	37.37	38.00	38.86	69.5	69.1	69.4	69.7
2009	38.81	38.91	38.50	38.62	69.7	69.5	69.4	69.6
2010	39.04	39.14	39.25	39.74	69.3	69.6	69.5	69.7
2011	40.20	40.33	40.56	40.51	69.5	69.0	69.2	69.5
2012	40.83	41.09	41.11	41.09	69.3	69.4	69.3	69.3
2013	41.33	41.77	41.70	42.59	69.3	69.3	69.2	69.0
2014	42.75	43.32	43.72	44.90	68.9	68.7	68.8	66.7
2015	45.25	45.47	45.91	46.22	66.5	66.8	67.8	67.9
2016	46.53	46.92	47.18	47.68	67.0	67.1	67.1	67.2
2017	47.70	48.32	48.45	46.55	66.8	66.8	66.8	66.9
2018	47.10	47.24	47.81	46.13	66.7	66.6	66.7	69.0
2019	46.64	–	–	–	69.1	–	–	–
Total benefits								
2004	13.31	13.27	13.51	13.71	28.9	28.7	28.8	29.0
2005	14.24	14.35	14.51	14.80	29.6	29.4	30.5	30.2
2006	15.35	15.41	15.58	15.66	30.4	30.3	30.5	30.6
2007	15.64	15.74	15.98	16.08	30.0	30.3	30.4	30.6
2008	16.46	16.69	16.78	16.88	30.5	30.9	30.6	30.3
2009	16.89	17.11	16.96	16.90	30.3	30.5	30.6	30.4
2010	17.27	17.12	17.24	17.31	30.7	30.4	30.5	30.3
2011	17.64	18.11	18.10	17.74	30.5	31.0	30.8	30.5
2012	18.05	18.08	18.18	18.24	30.7	30.6	30.7	30.7
2013	18.27	18.51	18.57	19.15	30.7	30.7	30.8	31.0
2014	19.28	19.70	19.82	22.44	31.1	31.3	31.2	33.3
2015	22.83	22.56	21.85	21.88	33.5	33.2	32.2	32.1
2016	22.95	23.04	23.15	23.28	33.0	32.9	32.9	32.8
2017	23.67	23.96	24.07	23.02	33.2	33.2	33.2	33.1
2018	23.53	23.70	23.86	20.69	33.3	33.4	33.3	31.0
2019	20.89	–	–	–	30.9	–	–	–
Paid leave								
2004	3.74	3.74	3.82	3.87	8.1	8.1	8.2	8.2
2005	3.92	3.95	3.96	4.12	8.1	8.1	8.3	8.4
2006	4.50	4.53	4.57	4.65	8.9	8.9	8.9	9.1
2007	4.73	4.72	4.74	4.74	9.1	9.1	9.0	9.0
2008	4.85	4.82	4.96	5.12	9.0	8.9	9.1	9.2
2009	5.13	5.13	5.04	5.06	9.2	9.2	9.1	9.1
2010	5.13	5.12	5.15	5.24	9.1	9.1	9.1	9.2
2011	5.29	5.30	5.31	5.32	9.2	9.1	9.1	9.1
2012	5.37	5.39	5.39	5.43	9.1	9.1	9.1	9.2
2013	5.46	5.49	5.50	5.66	9.2	9.1	9.1	9.2
2014	5.74	5.77	5.80	5.99	9.2	9.2	9.1	8.9
2015	6.04	6.04	6.06	6.08	8.9	8.9	8.9	8.9
2016	6.15	6.20	6.23	6.32	8.9	8.9	8.9	8.9

See footnotes at end of table.

Table 19. Private industry workers, full-time by occupational group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Management, business, and financial occupations[1]

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Paid leave								
2017	6.37	6.43	6.45	6.24	8.9	8.9	8.9	9.0
2018	6.34	6.36	6.42	6.25	9.0	9.0	9.0	9.3
2019	6.33	–	–	–	9.4	–	–	–
Supplemental pay								
2004	1.99	1.77	1.83	1.87	4.3	3.8	3.9	4.0
2005	1.99	2.09	2.15	2.13	4.1	4.3	4.5	4.3
2006	2.17	2.16	2.22	2.11	4.3	4.3	4.3	4.1
2007	2.11	2.16	2.22	2.25	4.0	4.2	4.2	4.3
2008	2.35	2.57	2.46	2.28	4.4	4.8	4.5	4.1
2009	2.15	2.38	2.37	2.32	3.9	4.2	4.3	4.2
2010	2.35	2.17	2.22	2.09	4.2	3.9	3.9	3.7
2011	2.19	2.50	2.47	2.31	3.8	4.3	4.2	4.0
2012	2.40	2.38	2.41	2.35	4.1	4.0	4.1	4.0
2013	2.26	2.30	2.23	2.36	3.8	3.8	3.7	3.8
2014	2.27	2.34	2.35	4.57	3.7	3.7	3.7	6.8
2015	4.76	4.70	3.96	3.93	7.0	6.9	5.8	5.8
2016	5.05	5.05	5.01	4.96	7.3	7.2	7.1	7.0
2017	5.13	5.21	5.23	5.13	7.2	7.2	7.2	7.4
2018	5.38	5.45	5.48	2.82	7.6	7.7	7.7	4.2
2019	2.83	–	–	–	4.2	–	–	–
Insurance								
2004	2.69	2.72	2.72	2.75	5.8	5.9	5.8	5.8
2005	2.87	2.87	2.93	3.02	6.0	5.9	6.1	6.2
2006	3.09	3.13	3.16	3.17	6.1	6.2	6.2	6.2
2007	3.26	3.27	3.30	3.33	6.3	6.3	6.3	6.3
2008	3.40	3.41	3.43	3.50	6.3	6.3	6.3	6.3
2009	3.60	3.60	3.61	3.65	6.5	6.4	6.5	6.6
2010	3.75	3.76	3.76	3.79	6.7	6.7	6.7	6.6
2011	3.87	3.92	3.92	3.88	6.7	6.7	6.7	6.7
2012	3.94	3.97	3.98	4.02	6.7	6.7	6.7	6.8
2013	4.10	4.12	4.14	4.26	6.9	6.8	6.9	6.9
2014	4.32	4.35	4.37	4.41	7.0	6.9	6.9	6.5
2015	4.49	4.48	4.50	4.49	6.6	6.6	6.6	6.6
2016	4.56	4.57	4.62	4.66	6.6	6.5	6.6	6.6
2017	4.68	4.69	4.71	4.49	6.6	6.5	6.5	6.4
2018	4.54	4.55	4.60	4.46	6.4	6.4	6.4	6.7
2019	4.53	–	–	–	6.7	–	–	–
Retirement and savings								
2004	1.71	1.83	1.87	1.94	3.7	4.0	4.0	4.1
2005	2.11	2.08	2.12	2.13	4.4	4.2	4.5	4.4
2006	2.20	2.20	2.21	2.29	4.4	4.3	4.3	4.5
2007	2.05	2.11	2.21	2.27	3.9	4.1	4.2	4.3
2008	2.29	2.31	2.32	2.33	4.2	4.3	4.2	4.2
2009	2.34	2.33	2.27	2.19	4.2	4.2	4.1	3.9
2010	2.32	2.34	2.39	2.45	4.1	4.2	4.2	4.3
2011	2.49	2.58	2.56	2.45	4.3	4.4	4.4	4.2
2012	2.50	2.47	2.52	2.56	4.2	4.2	4.3	4.3
2013	2.57	2.69	2.75	2.86	4.3	4.5	4.6	4.6
2014	2.92	3.18	3.23	3.35	4.7	5.1	5.1	5.0
2015	3.39	3.17	3.17	3.18	5.0	4.7	4.7	4.7
2016	2.98	2.98	3.06	3.09	4.3	4.3	4.3	4.3
2017	3.14	3.24	3.29	2.88	4.4	4.5	4.5	4.1
2018	2.94	3.01	2.99	2.88	4.2	4.2	4.2	4.3
2019	2.86	–	–	–	4.2	–	–	–
Legally required benefits								
2004	3.06	3.08	3.13	3.15	6.6	6.7	6.7	6.7
2005	3.22	3.25	3.24	3.30	6.7	6.6	6.8	6.7
2006	3.38	3.40	3.42	3.44	6.7	6.7	6.7	6.7
2007	3.50	3.48	3.50	3.50	6.7	6.7	6.7	6.7
2008	3.57	3.58	3.60	3.65	6.6	6.6	6.6	6.5
2009	3.67	3.68	3.66	3.67	6.6	6.6	6.6	6.6
2010	3.72	3.73	3.73	3.74	6.6	6.6	6.6	6.5
2011	3.79	3.82	3.83	3.78	6.6	6.5	6.5	6.5

See footnotes at end of table.

Table 19. Private industry workers, full-time by occupational group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Management, business, and financial occupations[1]

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Legally required benefits								
2012	3.84	3.87	3.87	3.88	6.5	6.5	6.5	6.5
2013	3.89	3.92	3.95	4.00	6.5	6.5	6.6	6.5
2014	4.03	4.05	4.07	4.12	6.5	6.4	6.4	6.1
2015	4.15	4.16	4.16	4.20	6.1	6.1	6.1	6.2
2016	4.22	4.24	4.24	4.26	6.1	6.1	6.0	6.0
2017	4.35	4.39	4.38	4.28	6.1	6.1	6.0	6.2
2018	4.33	4.33	4.37	4.28	6.1	6.1	6.1	6.4
2019	4.34	–	–	–	6.4	–	–	–
Other benefits[2]								
2004	.11	.12	.12	.12	.2	.3	.3	.3
2005	.13	.11	.11	.10	.3	.2	.2	.2

[1] Estimates from December 2013 to March 2014 for this series were corrected, details are available at www.bls.gov/bls/ecec_correction_091014.htm.
[2] Includes severance pay and supplemental unemployment benefits. Publication of other benefits was discontinued beginning in June 2006.

Note: The sum of individual items may not equal totals due to rounding. Dashes indicate data are not available.

Table 19. Private industry workers, full-time by occupational group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Professional and related occupations[1]

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Total compensation								
2004	$38.43	$39.13	$39.56	$39.92	100.0	100.0	100.0	100.0
2005	40.47	40.63	40.95	42.31	100.0	100.0	100.0	100.0
2006	42.93	43.27	44.38	44.38	100.0	100.0	100.0	100.0
2007	44.74	44.98	44.65	45.82	100.0	100.0	100.0	100.0
2008	46.36	46.59	46.93	46.97	100.0	100.0	100.0	100.0
2009	47.37	47.43	47.48	46.87	100.0	100.0	100.0	100.0
2010	47.22	47.48	47.89	48.12	100.0	100.0	100.0	100.0
2011	48.90	49.13	48.92	49.12	100.0	100.0	100.0	100.0
2012	49.53	49.92	50.06	49.49	100.0	100.0	100.0	100.0
2013	49.80	49.86	50.17	49.88	100.0	100.0	100.0	100.0
2014	51.12	51.58	51.26	51.96	100.0	100.0	100.0	100.0
2015	52.16	52.05	51.88	52.05	100.0	100.0	100.0	100.0
2016	52.46	53.46	52.85	54.45	100.0	100.0	100.0	100.0
2017	54.92	55.36	55.90	56.96	100.0	100.0	100.0	100.0
2018	57.88	57.85	58.21	58.44	100.0	100.0	100.0	100.0
2019	58.98	–	–	–	100.0	–	–	–
Wages and salaries								
2004	27.53	27.99	28.30	28.52	71.6	71.5	71.5	71.4
2005	28.77	28.81	29.03	30.05	71.1	70.9	70.9	71.0
2006	30.37	30.57	31.51	31.47	70.7	70.7	71.0	70.9
2007	31.78	31.92	31.57	32.52	71.0	71.0	70.7	71.0
2008	32.91	33.07	33.36	33.33	71.0	71.0	71.1	71.0
2009	33.61	33.45	33.50	33.08	71.0	70.5	70.6	70.6
2010	33.26	33.45	33.74	33.97	70.4	70.5	70.5	70.6
2011	34.41	34.47	34.41	34.30	70.4	70.2	70.3	69.8
2012	34.53	34.81	34.87	34.51	69.7	69.7	69.6	69.7
2013	34.69	34.74	34.96	34.46	69.7	69.7	69.7	69.1
2014	35.16	35.43	35.26	35.69	68.8	68.7	68.8	68.7
2015	35.76	35.81	35.74	35.73	68.5	68.8	68.9	68.6
2016	36.00	36.68	36.35	37.40	68.6	68.6	68.8	68.7
2017	37.66	37.96	38.28	39.25	68.6	68.6	68.5	68.9
2018	39.85	39.88	40.23	40.37	68.9	68.9	69.1	69.1
2019	40.72	–	–	–	69.0	–	–	–
Total benefits								
2004	10.91	11.14	11.26	11.40	28.4	28.5	28.5	28.6
2005	11.70	11.81	11.93	12.26	28.9	29.1	29.1	29.0
2006	12.56	12.70	12.87	12.91	29.3	29.3	29.0	29.1
2007	12.97	13.06	13.08	13.30	29.0	29.0	29.3	29.0
2008	13.45	13.52	13.57	13.64	29.0	29.0	28.9	29.0
2009	13.75	13.97	13.98	13.79	29.0	29.5	29.4	29.4
2010	13.96	14.03	14.15	14.15	29.6	29.5	29.5	29.4
2011	14.49	14.66	14.51	14.82	29.6	29.8	29.7	30.2
2012	15.00	15.10	15.20	14.98	30.3	30.3	30.4	30.3
2013	15.11	15.13	15.21	15.41	30.3	30.3	30.3	30.9
2014	15.96	16.15	16.01	16.27	31.2	31.3	31.2	31.3
2015	16.41	16.23	16.14	16.32	31.5	31.2	31.1	31.4
2016	16.46	16.78	16.50	17.05	31.4	31.4	31.2	31.3
2017	17.25	17.41	17.62	17.71	31.4	31.4	31.5	31.1
2018	18.03	17.97	17.98	18.07	31.1	31.1	30.9	30.9
2019	18.26	–	–	–	31.0	–	–	–
Paid leave								
2004	3.18	3.27	3.30	3.34	8.3	8.4	8.4	8.4
2005	3.35	3.37	3.39	3.50	8.3	8.3	8.3	8.3
2006	3.73	3.76	3.82	3.84	8.7	8.7	8.6	8.7
2007	3.87	3.89	3.87	3.89	8.7	8.7	8.7	8.5
2008	3.92	3.93	3.96	4.00	8.5	8.4	8.4	8.5
2009	4.04	4.03	4.03	3.97	8.5	8.5	8.5	8.5
2010	4.00	4.03	4.05	4.14	8.5	8.5	8.5	8.6
2011	4.21	4.24	4.17	4.28	8.6	8.6	8.5	8.7
2012	4.28	4.35	4.38	4.30	8.6	8.7	8.7	8.7
2013	4.34	4.36	4.38	4.37	8.7	8.7	8.7	8.8
2014	4.48	4.53	4.49	4.49	8.8	8.8	8.7	8.6
2015	4.50	4.52	4.50	4.51	8.6	8.7	8.7	8.7
2016	4.55	4.66	4.58	4.73	8.7	8.7	8.7	8.7

See footnotes at end of table.

Table 19. Private industry workers, full-time by occupational group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Professional and related occupations[1]

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Paid leave								
2017	4.78	4.83	4.86	5.07	8.7	8.7	8.7	8.9
2018	5.16	5.15	5.17	5.27	8.9	8.9	8.9	9.0
2019	5.34	–	–	–	9.1	–	–	–
Supplemental pay								
2004	.85	.89	.89	.89	2.2	2.3	2.2	2.2
2005	.95	1.01	1.01	1.06	2.4	2.5	2.5	2.5
2006	1.09	1.13	1.16	1.18	2.5	2.6	2.6	2.7
2007	1.22	1.25	1.21	1.22	2.7	2.8	2.7	2.7
2008	1.20	1.24	1.21	1.24	2.6	2.7	2.6	2.6
2009	1.19	1.49	1.48	1.42	2.5	3.1	3.1	3.0
2010	1.39	1.40	1.38	1.12	2.9	2.9	2.9	2.3
2011	1.22	1.29	1.30	1.37	2.5	2.6	2.6	2.8
2012	1.41	1.39	1.39	1.34	2.9	2.8	2.8	2.7
2013	1.31	1.30	1.31	1.40	2.6	2.6	2.6	2.8
2014	1.45	1.38	1.37	1.45	2.8	2.7	2.7	2.8
2015	1.52	1.47	1.45	1.51	2.9	2.8	2.8	2.9
2016	1.48	1.46	1.47	1.48	2.8	2.7	2.8	2.7
2017	1.50	1.53	1.56	1.70	2.7	2.8	2.8	3.0
2018	1.78	1.77	1.76	1.78	3.1	3.1	3.0	3.0
2019	1.79	–	–	–	3.0	–	–	–
Insurance								
2004	2.55	2.55	2.57	2.59	6.6	6.5	6.5	6.5
2005	2.67	2.67	2.72	2.80	6.6	6.6	6.6	6.6
2006	2.83	2.86	2.88	2.88	6.6	6.6	6.5	6.5
2007	2.98	2.99	3.00	3.02	6.7	6.7	6.7	6.6
2008	3.10	3.12	3.14	3.21	6.7	6.7	6.7	6.8
2009	3.28	3.27	3.30	3.31	6.9	6.9	6.9	7.1
2010	3.40	3.41	3.43	3.53	7.2	7.2	7.2	7.3
2011	3.60	3.63	3.62	3.71	7.4	7.4	7.4	7.6
2012	3.80	3.82	3.86	3.83	7.7	7.7	7.7	7.7
2013	3.92	3.93	3.92	3.99	7.9	7.9	7.8	8.0
2014	4.09	4.11	4.10	4.17	8.0	8.0	8.0	8.0
2015	4.22	4.22	4.21	4.29	8.1	8.1	8.1	8.2
2016	4.40	4.42	4.42	4.49	8.4	8.3	8.4	8.3
2017	4.52	4.52	4.57	4.62	8.2	8.2	8.2	8.1
2018	4.68	4.62	4.65	4.57	8.1	8.0	8.0	7.8
2019	4.61	–	–	–	7.8	–	–	–
Retirement and savings								
2004	1.51	1.54	1.59	1.65	3.9	3.9	4.0	4.1
2005	1.76	1.78	1.79	1.80	4.4	4.4	4.4	4.3
2006	1.85	1.85	1.89	1.86	4.3	4.3	4.3	4.2
2007	1.73	1.75	1.83	1.97	3.9	3.9	4.1	4.3
2008	1.99	1.99	1.99	1.90	4.3	4.3	4.2	4.0
2009	1.94	1.88	1.86	1.83	4.1	4.0	3.9	3.9
2010	1.89	1.89	1.97	2.03	4.0	4.0	4.1	4.2
2011	2.09	2.10	2.02	2.10	4.3	4.3	4.1	4.3
2012	2.11	2.13	2.15	2.11	4.3	4.3	4.3	4.3
2013	2.12	2.12	2.15	2.23	4.3	4.3	4.3	4.5
2014	2.47	2.65	2.59	2.68	4.8	5.1	5.1	5.2
2015	2.67	2.54	2.49	2.50	5.1	4.9	4.8	4.8
2016	2.49	2.71	2.50	2.78	4.8	5.1	4.7	5.1
2017	2.83	2.88	2.97	2.57	5.1	5.2	5.3	4.5
2018	2.62	2.65	2.61	2.64	4.5	4.6	4.5	4.5
2019	2.66	–	–	–	4.5	–	–	–
Legally required benefits								
2004	2.77	2.82	2.85	2.87	7.2	7.2	7.2	7.2
2005	2.90	2.92	2.95	3.03	7.2	7.2	7.2	7.2
2006	3.07	3.08	3.12	3.14	7.1	7.1	7.0	7.1
2007	3.17	3.18	3.17	3.20	7.1	7.1	7.1	7.0
2008	3.23	3.25	3.27	3.28	7.0	7.0	7.0	7.0
2009	3.31	3.30	3.30	3.26	7.0	7.0	7.0	7.0
2010	3.28	3.30	3.32	3.33	6.9	6.9	6.9	6.9
2011	3.37	3.39	3.40	3.35	6.9	6.9	6.9	6.8

See footnotes at end of table.

Table 19. Private industry workers, full-time by occupational group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Professional and related occupations[1]

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Legally required benefits								
2012	3.40	3.41	3.42	3.40	6.9	6.8	6.8	6.9
2013	3.41	3.41	3.45	3.42	6.8	6.8	6.9	6.9
2014	3.46	3.47	3.46	3.49	6.8	6.7	6.8	6.7
2015	3.49	3.49	3.49	3.52	6.7	6.7	6.7	6.8
2016	3.54	3.54	3.53	3.57	6.7	6.6	6.7	6.6
2017	3.63	3.64	3.66	3.74	6.6	6.6	6.5	6.6
2018	3.79	3.78	3.79	3.82	6.5	6.5	6.5	6.5
2019	3.85	–	–	–	6.5	–	–	–
Other benefits[2]								
2004	.06	.07	.07	.07	.2	.2	.2	.2
2005	.07	.07	.07	.06	.2	.2	.2	.2

[1] Estimates from December 2013 to March 2014 for this series were corrected, details are available at www.bls.gov/bls/ecec_correction_091014.htm.
[2] Includes severance pay and supplemental unemployment benefits. Publication of other benefits was discontinued beginning in June 2006.

Note: The sum of individual items may not equal totals due to rounding. Dashes indicate data are not available.

Table 19. Private industry workers, full-time by occupational group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Sales and office occupations

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Total compensation								
2004	$21.24	$21.73	$22.12	$22.08	100.0	100.0	100.0	100.0
2005	22.34	22.61	22.80	22.59	100.0	100.0	100.0	100.0
2006	22.96	23.11	23.39	23.41	100.0	100.0	100.0	100.0
2007	23.58	23.62	23.89	24.05	100.0	100.0	100.0	100.0
2008	24.17	24.35	24.51	24.47	100.0	100.0	100.0	100.0
2009	24.53	24.59	24.62	24.86	100.0	100.0	100.0	100.0
2010	25.04	25.22	25.34	25.29	100.0	100.0	100.0	100.0
2011	25.56	25.78	25.94	26.22	100.0	100.0	100.0	100.0
2012	26.40	26.47	26.53	26.39	100.0	100.0	100.0	100.0
2013	26.66	26.73	26.79	26.91	100.0	100.0	100.0	100.0
2014	27.01	27.20	27.52	27.90	100.0	100.0	100.0	100.0
2015	28.41	28.20	28.32	28.43	100.0	100.0	100.0	100.0
2016	28.80	28.91	29.21	29.16	100.0	100.0	100.0	100.0
2017	29.32	29.57	29.70	29.78	100.0	100.0	100.0	100.0
2018	30.25	30.29	30.75	30.34	100.0	100.0	100.0	100.0
2019	30.78	–	–	–	100.0	–	–	–
Wages and salaries								
2004	15.21	15.59	15.90	15.82	71.6	71.8	71.9	71.6
2005	15.96	16.17	16.30	16.10	71.4	71.5	71.5	71.3
2006	16.27	16.39	16.59	16.55	70.8	70.9	70.9	70.7
2007	16.69	16.70	16.91	17.03	70.8	70.7	70.8	70.8
2008	17.11	17.23	17.33	17.27	70.8	70.8	70.7	70.6
2009	17.30	17.34	17.36	17.52	70.5	70.5	70.5	70.5
2010	17.57	17.74	17.81	17.78	70.2	70.3	70.3	70.3
2011	17.89	18.02	18.14	18.34	70.0	69.9	69.9	69.9
2012	18.42	18.49	18.56	18.43	69.8	69.9	69.9	69.9
2013	18.55	18.62	18.66	18.79	69.6	69.6	69.7	69.8
2014	18.77	18.86	19.10	19.38	69.5	69.3	69.4	69.5
2015	19.80	19.64	19.74	19.84	69.7	69.6	69.7	69.8
2016	20.09	20.20	20.36	20.28	69.7	69.9	69.7	69.5
2017	20.40	20.54	20.66	20.71	69.6	69.5	69.6	69.6
2018	21.06	21.09	21.46	21.15	69.6	69.6	69.8	69.7
2019	21.48	–	–	–	69.8	–	–	–
Total benefits								
2004	6.03	6.14	6.22	6.27	28.4	28.2	28.1	28.4
2005	6.38	6.44	6.50	6.49	28.6	28.5	28.5	28.7
2006	6.69	6.71	6.79	6.85	29.2	29.1	29.1	29.3
2007	6.89	6.92	6.98	7.01	29.2	29.3	29.2	29.2
2008	7.06	7.11	7.18	7.20	29.2	29.2	29.3	29.4
2009	7.23	7.25	7.26	7.34	29.5	29.5	29.5	29.5
2010	7.47	7.48	7.53	7.50	29.8	29.7	29.7	29.7
2011	7.66	7.76	7.80	7.88	30.0	30.1	30.1	30.1
2012	7.98	7.97	7.97	7.95	30.2	30.1	30.1	30.1
2013	8.11	8.12	8.13	8.12	30.4	30.4	30.3	30.2
2014	8.24	8.34	8.42	8.52	30.5	30.7	30.6	30.5
2015	8.61	8.56	8.58	8.59	30.3	30.4	30.3	30.2
2016	8.71	8.71	8.85	8.89	30.3	30.1	30.3	30.5
2017	8.92	9.03	9.04	9.07	30.4	30.5	30.4	30.4
2018	9.19	9.20	9.29	9.19	30.4	30.4	30.2	30.3
2019	9.29	–	–	–	30.2	–	–	–
Paid leave								
2004	1.41	1.44	1.47	1.47	6.7	6.6	6.6	6.7
2005	1.49	1.50	1.51	1.52	6.7	6.6	6.6	6.7
2006	1.64	1.64	1.67	1.65	7.2	7.1	7.1	7.0
2007	1.66	1.67	1.68	1.69	7.1	7.1	7.0	7.0
2008	1.69	1.69	1.72	1.72	7.0	7.0	7.0	7.0
2009	1.73	1.72	1.72	1.74	7.0	7.0	7.0	7.0
2010	1.76	1.76	1.78	1.77	7.0	7.0	7.0	7.0
2011	1.79	1.80	1.81	1.84	7.0	7.0	7.0	7.0
2012	1.85	1.84	1.85	1.84	7.0	7.0	7.0	7.0
2013	1.86	1.86	1.87	1.87	7.0	7.0	7.0	7.0
2014	1.89	1.89	1.92	1.99	7.0	7.0	7.0	7.1
2015	2.01	2.01	2.01	2.06	7.1	7.1	7.1	7.2
2016	2.09	2.08	2.13	2.13	7.3	7.2	7.3	7.3

See footnotes at end of table.

Table 19. Private industry workers, full-time by occupational group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Sales and office occupations

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Paid leave								
2017	2.14	2.16	2.16	2.20	7.3	7.3	7.3	7.4
2018	2.23	2.22	2.27	2.23	7.4	7.3	7.4	7.3
2019	2.27	–	–	–	7.4	–	–	–
Supplemental pay								
2004	.50	.49	.50	.50	2.3	2.3	2.3	2.3
2005	.52	.52	.52	.55	2.3	2.3	2.3	2.4
2006	.59	.59	.60	.64	2.6	2.5	2.6	2.7
2007	.64	.65	.65	.66	2.7	2.7	2.7	2.7
2008	.65	.69	.68	.67	2.7	2.8	2.8	2.7
2009	.62	.63	.63	.65	2.5	2.6	2.6	2.6
2010	.62	.60	.60	.59	2.5	2.4	2.4	2.3
2011	.62	.64	.65	.63	2.4	2.5	2.5	2.4
2012	.64	.65	.64	.66	2.4	2.4	2.4	2.5
2013	.67	.67	.67	.70	2.5	2.5	2.5	2.6
2014	.71	.72	.73	.78	2.6	2.6	2.6	2.8
2015	.76	.76	.77	.79	2.7	2.7	2.7	2.8
2016	.80	.81	.82	.82	2.8	2.8	2.8	2.8
2017	.83	.85	.84	.89	2.8	2.9	2.8	3.0
2018	.91	.91	.91	.89	3.0	3.0	3.0	2.9
2019	.89	–	–	–	2.9	–	–	–
Insurance								
2004	1.80	1.82	1.84	1.85	8.5	8.4	8.3	8.4
2005	1.91	1.92	1.94	1.95	8.5	8.5	8.5	8.6
2006	1.98	1.98	2.01	2.02	8.6	8.6	8.6	8.7
2007	2.08	2.08	2.09	2.09	8.8	8.8	8.7	8.7
2008	2.14	2.14	2.17	2.20	8.8	8.8	8.9	9.0
2009	2.28	2.29	2.31	2.33	9.3	9.3	9.4	9.4
2010	2.42	2.43	2.44	2.46	9.7	9.6	9.6	9.7
2011	2.51	2.55	2.56	2.62	9.8	9.9	9.9	10.0
2012	2.65	2.65	2.64	2.61	10.0	10.0	10.0	9.9
2013	2.71	2.70	2.71	2.71	10.2	10.1	10.1	10.1
2014	2.78	2.79	2.81	2.78	10.3	10.3	10.2	9.9
2015	2.83	2.83	2.84	2.75	10.0	10.1	10.0	9.7
2016	2.82	2.82	2.84	2.88	9.8	9.8	9.7	9.9
2017	2.88	2.90	2.91	2.88	9.8	9.8	9.8	9.7
2018	2.92	2.88	2.90	2.88	9.6	9.5	9.4	9.5
2019	2.92	–	–	–	9.5	–	–	–
Retirement and savings								
2004	.65	.65	.66	.68	3.1	3.0	3.0	3.1
2005	.69	.70	.71	.69	3.1	3.1	3.1	3.1
2006	.70	.72	.72	.74	3.1	3.1	3.1	3.1
2007	.70	.70	.73	.75	3.0	3.0	3.0	3.1
2008	.75	.74	.76	.76	3.1	3.0	3.1	3.1
2009	.75	.75	.74	.74	3.1	3.0	3.0	3.0
2010	.77	.78	.80	.78	3.1	3.1	3.1	3.1
2011	.80	.81	.81	.82	3.1	3.1	3.1	3.1
2012	.84	.82	.83	.83	3.2	3.1	3.1	3.2
2013	.85	.85	.85	.82	3.2	3.2	3.2	3.0
2014	.83	.90	.91	.91	3.1	3.3	3.3	3.2
2015	.92	.87	.87	.90	3.2	3.1	3.1	3.2
2016	.90	.90	.94	.94	3.1	3.1	3.2	3.2
2017	.94	.98	.98	.95	3.2	3.3	3.3	3.2
2018	.95	1.01	1.02	1.00	3.1	3.3	3.3	3.3
2019	1.02	–	–	–	3.3	–	–	–
Legally required benefits								
2004	1.64	1.69	1.72	1.73	7.7	7.8	7.8	7.8
2005	1.74	1.77	1.78	1.76	7.8	7.8	7.8	7.8
2006	1.78	1.79	1.80	1.81	7.7	7.7	7.7	7.7
2007	1.81	1.82	1.83	1.83	7.7	7.7	7.6	7.6
2008	1.84	1.85	1.86	1.85	7.6	7.6	7.6	7.6
2009	1.86	1.86	1.86	1.87	7.6	7.6	7.5	7.5
2010	1.90	1.91	1.92	1.91	7.6	7.6	7.6	7.6
2011	1.94	1.96	1.97	1.98	7.6	7.6	7.6	7.6

See footnotes at end of table.

Table 19. Private industry workers, full-time by occupational group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Sales and office occupations

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Legally required benefits								
2012	2.00	2.01	2.02	2.01	7.6	7.6	7.6	7.6
2013	2.02	2.02	2.03	2.03	7.6	7.6	7.6	7.5
2014	2.03	2.03	2.05	2.07	7.5	7.5	7.4	7.4
2015	2.09	2.08	2.09	2.09	7.3	7.4	7.4	7.4
2016	2.10	2.10	2.11	2.12	7.3	7.3	7.2	7.3
2017	2.13	2.14	2.15	2.16	7.3	7.2	7.2	7.2
2018	2.18	2.18	2.20	2.18	7.2	7.2	7.1	7.2
2019	2.20	–	–	–	7.1	–	–	–
Other benefits[1]								
2004	.03	.03	.03	.03	.1	.1	.1	.1
2005	.03	.03	.03	.02	.1	.1	.1	.1

[1] Includes severance pay and supplemental unemployment benefits. Publication of other benefits was discontinued beginning in June 2006.

Note: The sum of individual items may not equal totals due to rounding. Dashes indicate data are not available.

Table 19. Private industry workers, full-time by occupational group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Sales and related occupations

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Total compensation								
2004	$22.63	$23.63	$24.52	$24.06	100.0	100.0	100.0	100.0
2005	24.40	24.94	25.29	24.75	100.0	100.0	100.0	100.0
2006	25.22	25.26	25.80	25.62	100.0	100.0	100.0	100.0
2007	25.73	25.63	26.24	26.37	100.0	100.0	100.0	100.0
2008	26.31	26.57	26.70	26.30	100.0	100.0	100.0	100.0
2009	26.10	26.09	26.13	26.77	100.0	100.0	100.0	100.0
2010	26.81	27.28	27.39	27.31	100.0	100.0	100.0	100.0
2011	27.56	27.98	28.20	28.37	100.0	100.0	100.0	100.0
2012	28.53	28.59	28.73	28.37	100.0	100.0	100.0	100.0
2013	28.78	28.80	29.00	29.99	100.0	100.0	100.0	100.0
2014	29.94	29.88	30.72	31.89	100.0	100.0	100.0	100.0
2015	33.23	32.53	32.65	33.79	100.0	100.0	100.0	100.0
2016	34.20	34.31	34.89	34.18	100.0	100.0	100.0	100.0
2017	34.33	34.56	34.75	33.81	100.0	100.0	100.0	100.0
2018	34.44	34.46	35.41	33.63	100.0	100.0	100.0	100.0
2019	34.49	–	–	–	100.0	–	–	–
Wages and salaries								
2004	17.00	17.80	18.56	18.11	75.1	75.3	75.7	75.3
2005	18.34	18.74	19.02	18.46	75.2	75.1	75.2	74.6
2006	18.63	18.72	19.14	18.92	73.9	74.1	74.2	73.8
2007	19.02	18.89	19.37	19.49	73.9	73.7	73.8	73.9
2008	19.41	19.61	19.64	19.31	73.8	73.8	73.6	73.4
2009	19.16	19.13	19.18	19.58	73.4	73.3	73.4	73.1
2010	19.57	19.99	20.03	20.08	73.0	73.3	73.1	73.5
2011	20.13	20.40	20.59	20.81	73.1	72.9	73.0	73.3
2012	20.88	20.99	21.15	20.81	73.2	73.4	73.6	73.4
2013	20.99	21.01	21.15	22.04	72.9	73.0	72.9	73.5
2014	21.86	21.82	22.47	23.28	73.0	73.0	73.2	73.0
2015	24.50	23.80	23.91	24.64	73.7	73.1	73.2	72.9
2016	24.93	25.05	25.36	24.74	72.9	73.0	72.7	72.4
2017	24.89	24.98	25.20	24.55	72.5	72.3	72.5	72.6
2018	25.08	25.02	25.81	24.63	72.8	72.6	72.9	73.2
2019	25.30	–	–	–	73.3	–	–	–
Total benefits								
2004	5.63	5.82	5.96	5.95	24.9	24.7	24.3	24.7
2005	6.06	6.20	6.27	6.30	24.8	24.9	24.8	25.4
2006	6.59	6.54	6.66	6.70	26.1	25.9	25.8	26.2
2007	6.72	6.74	6.87	6.88	26.1	26.3	26.2	26.1
2008	6.90	6.96	7.05	7.00	26.2	26.2	26.4	26.6
2009	6.94	6.96	6.95	7.19	26.6	26.7	26.6	26.9
2010	7.24	7.29	7.36	7.23	27.0	26.7	26.9	26.5
2011	7.42	7.59	7.61	7.56	26.9	27.1	27.0	26.7
2012	7.65	7.60	7.58	7.56	26.8	26.6	26.4	26.6
2013	7.80	7.79	7.85	7.95	27.1	27.0	27.1	26.5
2014	8.08	8.06	8.25	8.60	27.0	27.0	26.8	27.0
2015	8.74	8.74	8.73	9.15	26.3	26.9	26.8	27.1
2016	9.27	9.26	9.53	9.44	27.1	27.0	27.3	27.6
2017	9.44	9.58	9.54	9.26	27.5	27.7	27.5	27.4
2018	9.36	9.44	9.60	9.00	27.2	27.4	27.1	26.8
2019	9.20	–	–	–	26.7	–	–	–
Paid leave								
2004	1.24	1.31	1.36	1.34	5.5	5.6	5.5	5.6
2005	1.36	1.39	1.41	1.39	5.6	5.6	5.6	5.6
2006	1.60	1.59	1.64	1.61	6.4	6.3	6.4	6.3
2007	1.62	1.63	1.66	1.66	6.3	6.4	6.3	6.3
2008	1.65	1.66	1.69	1.66	6.3	6.3	6.3	6.3
2009	1.66	1.65	1.65	1.70	6.4	6.3	6.3	6.4
2010	1.73	1.75	1.77	1.74	6.4	6.4	6.5	6.4
2011	1.78	1.79	1.80	1.82	6.5	6.4	6.4	6.4
2012	1.84	1.81	1.82	1.81	6.4	6.3	6.3	6.4
2013	1.84	1.85	1.87	1.92	6.4	6.4	6.4	6.4
2014	1.93	1.91	1.99	2.15	6.4	6.4	6.5	6.7
2015	2.20	2.19	2.17	2.37	6.6	6.7	6.7	7.0
2016	2.40	2.35	2.48	2.45	7.0	6.9	7.1	7.2

See footnotes at end of table.

Table 19. Private industry workers, full-time by occupational group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Sales and related occupations

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Paid leave								
2017	2.43	2.44	2.46	2.41	7.1	7.1	7.1	7.1
2018	2.44	2.42	2.52	2.36	7.1	7.0	7.1	7.0
2019	2.45	–	–	–	7.1	–	–	–
Supplemental pay								
2004	.60	.57	.58	.57	2.6	2.4	2.4	2.4
2005	.60	.60	.61	.73	2.5	2.4	2.4	3.0
2006	.81	.76	.77	.83	3.2	3.0	3.0	3.2
2007	.81	.82	.83	.83	3.2	3.2	3.2	3.1
2008	.79	.87	.88	.85	3.0	3.3	3.3	3.2
2009	.78	.79	.80	.87	3.0	3.0	3.0	3.3
2010	.79	.76	.76	.72	3.0	2.8	2.8	2.6
2011	.76	.82	.82	.72	2.8	2.9	2.9	2.5
2012	.75	.76	.74	.77	2.6	2.6	2.6	2.7
2013	.81	.79	.80	.82	2.8	2.8	2.8	2.7
2014	.84	.85	.87	.96	2.8	2.9	2.8	3.0
2015	.91	.93	.95	1.00	2.7	2.9	2.9	3.0
2016	1.01	1.03	1.06	1.05	2.9	3.0	3.0	3.1
2017	1.05	1.07	1.05	1.05	3.1	3.1	3.0	3.1
2018	1.10	1.11	1.12	.97	3.2	3.2	3.2	2.9
2019	.97	–	–	–	2.8	–	–	–
Insurance								
2004	1.45	1.49	1.50	1.51	6.4	6.3	6.1	6.3
2005	1.55	1.59	1.61	1.60	6.4	6.4	6.4	6.5
2006	1.61	1.62	1.65	1.64	6.4	6.4	6.4	6.4
2007	1.68	1.69	1.71	1.71	6.5	6.6	6.5	6.5
2008	1.76	1.75	1.77	1.78	6.7	6.6	6.6	6.8
2009	1.83	1.85	1.85	1.88	7.0	7.1	7.1	7.0
2010	1.93	1.96	1.98	1.95	7.2	7.2	7.2	7.1
2011	2.03	2.08	2.07	2.08	7.3	7.4	7.3	7.3
2012	2.10	2.10	2.08	2.06	7.4	7.4	7.2	7.3
2013	2.20	2.19	2.20	2.20	7.6	7.6	7.6	7.3
2014	2.29	2.30	2.32	2.33	7.7	7.7	7.5	7.3
2015	2.39	2.40	2.39	2.40	7.2	7.4	7.3	7.1
2016	2.49	2.51	2.52	2.51	7.3	7.3	7.2	7.3
2017	2.50	2.54	2.51	2.42	7.3	7.3	7.2	7.2
2018	2.43	2.45	2.45	2.31	7.1	7.1	6.9	6.9
2019	2.33	–	–	–	6.8	–	–	–
Retirement and savings								
2004	.53	.55	.57	.58	2.3	2.3	2.3	2.4
2005	.59	.62	.63	.60	2.4	2.5	2.5	2.4
2006	.60	.61	.61	.65	2.4	2.4	2.4	2.6
2007	.64	.63	.67	.69	2.5	2.4	2.6	2.6
2008	.69	.67	.68	.70	2.6	2.5	2.6	2.7
2009	.68	.67	.66	.71	2.6	2.6	2.5	2.7
2010	.73	.74	.75	.75	2.7	2.7	2.8	2.7
2011	.76	.77	.78	.78	2.8	2.7	2.8	2.8
2012	.79	.74	.75	.76	2.8	2.6	2.6	2.7
2013	.78	.78	.79	.79	2.7	2.7	2.7	2.6
2014	.79	.78	.80	.84	2.6	2.6	2.6	2.6
2015	.88	.87	.87	.98	2.6	2.7	2.7	2.9
2016	.96	.96	1.03	1.02	2.8	2.8	2.9	3.0
2017	1.02	1.07	1.05	1.00	3.0	3.1	3.0	3.0
2018	.98	1.04	1.06	.97	2.8	3.0	3.0	2.9
2019	1.00	–	–	–	2.9	–	–	–
Legally required benefits								
2004	1.79	1.89	1.93	1.93	7.9	8.0	7.9	8.0
2005	1.94	1.99	2.00	1.95	7.9	8.0	7.9	7.9
2006	1.96	1.96	1.99	1.97	7.8	7.8	7.7	7.7
2007	1.96	1.98	2.00	2.00	7.6	7.7	7.6	7.6
2008	2.00	2.02	2.03	2.00	7.6	7.6	7.6	7.6
2009	2.00	2.00	2.00	2.03	7.6	7.7	7.6	7.6
2010	2.06	2.09	2.10	2.07	7.7	7.7	7.7	7.6
2011	2.09	2.13	2.14	2.16	7.6	7.6	7.6	7.6

See footnotes at end of table.

Table 19. Private industry workers, full-time by occupational group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Sales and related occupations

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Legally required benefits								
2012	2.17	2.18	2.19	2.16	7.6	7.6	7.6	7.6
2013	2.17	2.18	2.19	2.23	7.6	7.6	7.6	7.4
2014	2.23	2.22	2.27	2.32	7.4	7.4	7.4	7.3
2015	2.36	2.35	2.35	2.41	7.1	7.2	7.2	7.1
2016	2.40	2.40	2.44	2.41	7.0	7.0	7.0	7.1
2017	2.44	2.45	2.46	2.39	7.1	7.1	7.1	7.1
2018	2.41	2.42	2.46	2.39	7.0	7.0	6.9	7.1
2019	2.44	–	–	–	7.1	–	–	–
Other benefits[1]								
2004	([2])	.02	.02	.02	([3])	.1	.1	.1
2005	.02	.02	.02	.02	.1	.1	.1	.1

[1] Includes severance pay and supplemental unemployment benefits. Publication of other benefits was discontinued beginning in June 2006.
[2] Cost per hour worked is $0.01 or less.
[3] Less than .05 percent.

Note: The sum of individual items may not equal totals due to rounding. Dashes indicate data are not available.

Table 19. Private industry workers, full-time by occupational group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Office and administrative support occupations

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Total compensation								
2004	$20.61	$20.82	$20.98	$21.12	100.0	100.0	100.0	100.0
2005	21.37	21.51	21.63	21.55	100.0	100.0	100.0	100.0
2006	21.91	22.09	22.25	22.28	100.0	100.0	100.0	100.0
2007	22.52	22.63	22.72	22.87	100.0	100.0	100.0	100.0
2008	23.11	23.24	23.42	23.56	100.0	100.0	100.0	100.0
2009	23.76	23.85	23.88	23.92	100.0	100.0	100.0	100.0
2010	24.18	24.21	24.34	24.30	100.0	100.0	100.0	100.0
2011	24.60	24.71	24.86	25.17	100.0	100.0	100.0	100.0
2012	25.39	25.45	25.50	25.44	100.0	100.0	100.0	100.0
2013	25.66	25.76	25.76	25.47	100.0	100.0	100.0	100.0
2014	25.66	25.95	26.03	26.04	100.0	100.0	100.0	100.0
2015	26.19	26.19	26.32	26.00	100.0	100.0	100.0	100.0
2016	26.38	26.50	26.67	26.89	100.0	100.0	100.0	100.0
2017	27.10	27.34	27.47	27.99	100.0	100.0	100.0	100.0
2018	28.40	28.44	28.71	28.82	100.0	100.0	100.0	100.0
2019	29.06	–	–	–	100.0	–	–	–
Wages and salaries								
2004	14.40	14.54	14.64	14.70	69.9	69.8	69.7	69.6
2005	14.84	14.95	15.02	14.97	69.4	69.5	69.4	69.5
2006	15.17	15.30	15.39	15.35	69.2	69.2	69.2	68.9
2007	15.54	15.62	15.69	15.78	69.0	69.0	69.1	69.0
2008	15.97	16.06	16.18	16.26	69.1	69.1	69.1	69.0
2009	16.39	16.45	16.47	16.51	69.0	69.0	68.9	69.0
2010	16.60	16.63	16.72	16.66	68.6	68.7	68.7	68.6
2011	16.82	16.86	16.98	17.13	68.4	68.2	68.3	68.1
2012	17.26	17.30	17.34	17.30	68.0	68.0	68.0	68.0
2013	17.41	17.49	17.50	17.26	67.9	67.9	67.9	67.8
2014	17.35	17.47	17.53	17.56	67.6	67.3	67.4	67.4
2015	17.64	17.71	17.82	17.66	67.4	67.6	67.7	67.9
2016	17.92	18.04	18.13	18.25	67.9	68.1	68.0	67.9
2017	18.41	18.55	18.65	19.01	67.9	67.9	67.9	67.9
2018	19.28	19.35	19.55	19.54	67.9	68.0	68.1	67.8
2019	19.72	–	–	–	67.9	–	–	–
Total benefits								
2004	6.21	6.28	6.35	6.42	30.1	30.2	30.3	30.4
2005	6.54	6.56	6.61	6.58	30.6	30.5	30.6	30.5
2006	6.74	6.80	6.86	6.93	30.8	30.8	30.8	31.1
2007	6.98	7.01	7.03	7.08	31.0	31.0	30.9	31.0
2008	7.14	7.19	7.24	7.30	30.9	30.9	30.9	31.0
2009	7.38	7.39	7.42	7.41	31.0	31.0	31.1	31.0
2010	7.59	7.58	7.61	7.64	31.4	31.3	31.3	31.4
2011	7.78	7.85	7.89	8.04	31.6	31.8	31.7	31.9
2012	8.14	8.15	8.16	8.14	32.0	32.0	32.0	32.0
2013	8.25	8.27	8.26	8.21	32.1	32.1	32.1	32.2
2014	8.32	8.48	8.50	8.48	32.4	32.7	32.6	32.6
2015	8.55	8.48	8.50	8.34	32.6	32.4	32.3	32.1
2016	8.46	8.46	8.54	8.64	32.1	31.9	32.0	32.1
2017	8.69	8.79	8.82	8.98	32.1	32.1	32.1	32.1
2018	9.12	9.09	9.15	9.28	32.1	32.0	31.9	32.2
2019	9.34	–	–	–	32.1	–	–	–
Paid leave								
2004	1.49	1.51	1.52	1.54	7.2	7.2	7.2	7.3
2005	1.56	1.56	1.56	1.57	7.3	7.2	7.2	7.3
2006	1.66	1.67	1.68	1.67	7.6	7.6	7.6	7.5
2007	1.69	1.69	1.69	1.70	7.5	7.5	7.4	7.4
2008	1.71	1.71	1.73	1.75	7.4	7.4	7.4	7.4
2009	1.76	1.76	1.76	1.76	7.4	7.4	7.4	7.4
2010	1.78	1.77	1.78	1.78	7.4	7.3	7.3	7.3
2011	1.80	1.80	1.81	1.85	7.3	7.3	7.3	7.3
2012	1.86	1.86	1.86	1.85	7.3	7.3	7.3	7.3
2013	1.87	1.87	1.87	1.85	7.3	7.3	7.2	7.3
2014	1.88	1.88	1.89	1.91	7.3	7.3	7.3	7.3
2015	1.92	1.92	1.94	1.92	7.3	7.3	7.4	7.4
2016	1.95	1.96	1.97	1.99	7.4	7.4	7.4	7.4

See footnotes at end of table.

Table 19. Private industry workers, full-time by occupational group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Office and administrative support occupations

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Paid leave								
2017	2.01	2.03	2.03	2.10	7.4	7.4	7.4	7.5
2018	2.14	2.13	2.16	2.17	7.5	7.5	7.5	7.5
2019	2.19	–	–	–	7.5	–	–	–
Supplemental pay								
2004	.45	.45	.46	.47	2.2	2.2	2.2	2.2
2005	.48	.48	.48	.46	2.3	2.3	2.2	2.1
2006	.49	.50	.51	.54	2.2	2.3	2.3	2.4
2007	.56	.56	.56	.57	2.5	2.5	2.5	2.5
2008	.57	.60	.58	.57	2.5	2.6	2.5	2.4
2009	.55	.55	.55	.54	2.3	2.3	2.3	2.3
2010	.54	.52	.52	.52	2.2	2.2	2.1	2.1
2011	.56	.56	.56	.59	2.3	2.3	2.3	2.3
2012	.59	.59	.58	.61	2.3	2.3	2.3	2.4
2013	.60	.61	.60	.64	2.3	2.4	2.3	2.5
2014	.65	.66	.66	.70	2.5	2.5	2.5	2.7
2015	.69	.69	.68	.69	2.7	2.6	2.6	2.7
2016	.71	.71	.72	.72	2.7	2.7	2.7	2.7
2017	.73	.75	.75	.82	2.7	2.8	2.7	2.9
2018	.83	.83	.82	.86	2.9	2.9	2.9	3.0
2019	.85	–	–	–	2.9	–	–	–
Insurance								
2004	1.96	1.99	2.01	2.02	9.5	9.5	9.6	9.6
2005	2.08	2.07	2.10	2.12	9.7	9.6	9.7	9.8
2006	2.15	2.15	2.18	2.22	9.8	9.7	9.8	10.0
2007	2.28	2.28	2.28	2.29	10.1	10.1	10.0	10.0
2008	2.32	2.34	2.37	2.41	10.0	10.1	10.1	10.2
2009	2.50	2.51	2.54	2.56	10.5	10.5	10.6	10.7
2010	2.66	2.65	2.66	2.71	11.0	11.0	10.9	11.1
2011	2.74	2.78	2.80	2.88	11.1	11.3	11.2	11.4
2012	2.91	2.91	2.91	2.88	11.4	11.4	11.4	11.3
2013	2.95	2.95	2.95	2.95	11.5	11.4	11.5	11.6
2014	3.01	3.03	3.03	2.98	11.7	11.7	11.6	11.5
2015	3.03	3.04	3.04	2.91	11.6	11.6	11.6	11.2
2016	2.96	2.96	2.98	3.04	11.2	11.2	11.2	11.3
2017	3.04	3.07	3.08	3.08	11.2	11.2	11.2	11.0
2018	3.13	3.08	3.09	3.15	11.0	10.8	10.8	10.9
2019	3.19	–	–	–	11.0	–	–	–
Retirement and savings								
2004	.70	.70	.71	.73	3.4	3.4	3.4	3.5
2005	.74	.73	.74	.73	3.4	3.4	3.4	3.4
2006	.75	.77	.77	.78	3.4	3.5	3.5	3.5
2007	.73	.73	.76	.78	3.2	3.2	3.3	3.4
2008	.78	.77	.79	.79	3.4	3.3	3.4	3.4
2009	.78	.78	.78	.76	3.3	3.3	3.3	3.2
2010	.80	.80	.82	.80	3.3	3.3	3.4	3.3
2011	.82	.83	.83	.83	3.3	3.3	3.3	3.3
2012	.86	.86	.87	.87	3.4	3.4	3.4	3.4
2013	.89	.89	.89	.83	3.5	3.4	3.4	3.3
2014	.84	.96	.97	.93	3.3	3.7	3.7	3.6
2015	.94	.87	.87	.87	3.6	3.3	3.3	3.4
2016	.87	.87	.90	.90	3.3	3.3	3.4	3.4
2017	.91	.94	.94	.93	3.4	3.4	3.4	3.3
2018	.93	.99	1.00	1.02	3.3	3.5	3.5	3.5
2019	1.03	–	–	–	3.5	–	–	–
Legally required benefits								
2004	1.57	1.60	1.61	1.63	7.6	7.7	7.7	7.7
2005	1.65	1.67	1.68	1.67	7.7	7.8	7.8	7.8
2006	1.69	1.70	1.71	1.72	7.7	7.7	7.7	7.7
2007	1.73	1.74	1.74	1.75	7.7	7.7	7.7	7.6
2008	1.76	1.76	1.77	1.78	7.6	7.6	7.6	7.5
2009	1.79	1.79	1.79	1.79	7.5	7.5	7.5	7.5
2010	1.82	1.83	1.84	1.83	7.5	7.6	7.6	7.5
2011	1.86	1.88	1.89	1.89	7.6	7.6	7.6	7.5

See footnotes at end of table.

Table 19. Private industry workers, full-time by occupational group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Office and administrative support occupations

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Legally required benefits								
2012	1.92	1.93	1.94	1.94	7.6	7.6	7.6	7.6
2013	1.95	1.95	1.95	1.93	7.6	7.6	7.6	7.6
2014	1.94	1.94	1.95	1.96	7.6	7.5	7.5	7.5
2015	1.96	1.96	1.97	1.95	7.5	7.5	7.5	7.5
2016	1.96	1.97	1.97	1.98	7.4	7.4	7.4	7.4
2017	1.99	2.00	2.01	2.05	7.3	7.3	7.3	7.3
2018	2.08	2.07	2.08	2.08	7.3	7.3	7.3	7.2
2019	2.08	–	–	–	7.2	–	–	–
Other benefits[1]								
2004	.03	.04	.04	.04	.2	.2	.2	.2
2005	.04	.03	.03	.03	.2	.2	.2	.1

[1] Includes severance pay and supplemental unemployment benefits. Publication of other benefits was discontinued beginning in June 2006.

Note: The sum of individual items may not equal totals due to rounding. Dashes indicate data are not available.

Table 19. Private industry workers, full-time by occupational group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Service occupations

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Total compensation								
2004	$14.02	$14.04	$14.20	$14.28	100.0	100.0	100.0	100.0
2005	14.39	14.42	14.48	14.53	100.0	100.0	100.0	100.0
2006	14.72	14.77	14.91	15.19	100.0	100.0	100.0	100.0
2007	15.32	15.35	15.45	15.65	100.0	100.0	100.0	100.0
2008	15.75	15.88	15.97	16.05	100.0	100.0	100.0	100.0
2009	16.14	16.17	16.27	16.44	100.0	100.0	100.0	100.0
2010	16.51	16.50	16.57	16.81	100.0	100.0	100.0	100.0
2011	16.94	16.93	17.02	17.14	100.0	100.0	100.0	100.0
2012	17.19	17.18	17.25	16.96	100.0	100.0	100.0	100.0
2013	17.16	17.17	17.22	16.95	100.0	100.0	100.0	100.0
2014	16.89	17.01	17.10	17.71	100.0	100.0	100.0	100.0
2015	17.86	17.84	17.96	18.30	100.0	100.0	100.0	100.0
2016	18.53	18.69	18.63	18.72	100.0	100.0	100.0	100.0
2017	18.97	18.95	19.15	18.97	100.0	100.0	100.0	100.0
2018	19.17	19.28	19.40	19.63	100.0	100.0	100.0	100.0
2019	19.97	–	–	–	100.0	–	–	–
Wages and salaries								
2004	10.11	10.16	10.26	10.30	72.1	72.4	72.2	72.1
2005	10.36	10.40	10.42	10.49	72.0	72.1	72.0	72.2
2006	10.56	10.60	10.69	10.81	71.8	71.8	71.7	71.2
2007	10.94	10.96	11.05	11.17	71.4	71.4	71.5	71.4
2008	11.23	11.31	11.38	11.48	71.3	71.2	71.2	71.5
2009	11.54	11.57	11.65	11.78	71.5	71.6	71.6	71.6
2010	11.81	11.79	11.85	12.03	71.5	71.5	71.5	71.6
2011	12.09	12.08	12.15	12.26	71.4	71.3	71.4	71.5
2012	12.24	12.25	12.31	12.16	71.2	71.3	71.4	71.7
2013	12.26	12.28	12.33	12.17	71.5	71.6	71.6	71.8
2014	12.12	12.20	12.29	12.64	71.8	71.8	71.9	71.4
2015	12.75	12.72	12.80	13.03	71.4	71.3	71.3	71.2
2016	13.18	13.31	13.36	13.40	71.1	71.2	71.7	71.6
2017	13.56	13.58	13.71	13.49	71.5	71.7	71.6	71.1
2018	13.64	13.76	13.84	14.04	71.2	71.4	71.3	71.5
2019	14.29	–	–	–	71.6	–	–	–
Total benefits								
2004	3.91	3.88	3.94	3.98	27.9	27.6	27.8	27.9
2005	4.04	4.02	4.05	4.04	28.0	27.9	28.0	27.8
2006	4.16	4.16	4.22	4.37	28.2	28.2	28.3	28.8
2007	4.38	4.39	4.40	4.48	28.6	28.6	28.5	28.6
2008	4.53	4.57	4.59	4.57	28.7	28.8	28.8	28.5
2009	4.60	4.60	4.62	4.66	28.5	28.4	28.4	28.4
2010	4.71	4.71	4.72	4.78	28.5	28.5	28.5	28.4
2011	4.85	4.85	4.86	4.88	28.6	28.7	28.6	28.5
2012	4.95	4.93	4.94	4.81	28.8	28.7	28.6	28.3
2013	4.90	4.88	4.89	4.78	28.5	28.4	28.4	28.2
2014	4.77	4.80	4.81	5.07	28.2	28.2	28.1	28.6
2015	5.12	5.12	5.16	5.27	28.6	28.7	28.7	28.8
2016	5.35	5.38	5.27	5.32	28.9	28.8	28.3	28.4
2017	5.40	5.37	5.44	5.48	28.5	28.3	28.4	28.9
2018	5.52	5.52	5.56	5.60	28.8	28.6	28.7	28.5
2019	5.68	–	–	–	28.4	–	–	–
Paid leave								
2004	.77	.77	.78	.80	5.5	5.5	5.5	5.6
2005	.80	.79	.80	.81	5.5	5.5	5.5	5.6
2006	.85	.84	.85	.90	5.8	5.7	5.7	5.9
2007	.90	.88	.88	.90	5.9	5.8	5.7	5.7
2008	.89	.89	.90	.91	5.7	5.6	5.6	5.6
2009	.92	.92	.93	.94	5.7	5.7	5.7	5.7
2010	.94	.94	.94	.97	5.7	5.7	5.7	5.8
2011	.98	.97	.98	1.00	5.8	5.7	5.7	5.8
2012	1.00	.98	.99	.96	5.8	5.7	5.7	5.7
2013	.97	.97	.97	.93	5.7	5.7	5.6	5.5
2014	.93	.93	.93	.99	5.5	5.5	5.4	5.6
2015	.99	.98	1.00	1.04	5.6	5.5	5.5	5.7
2016	1.05	1.05	1.03	1.04	5.7	5.6	5.5	5.5

See footnotes at end of table.

Table 19. Private industry workers, full-time by occupational group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Service occupations

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Paid leave								
2017	1.06	1.04	1.07	1.08	5.6	5.5	5.6	5.7
2018	1.09	1.07	1.09	1.12	5.7	5.6	5.6	5.7
2019	1.15	–	–	–	5.7	–	–	–
Supplemental pay								
2004	.25	.25	.25	.25	1.8	1.8	1.8	1.8
2005	.26	.26	.26	.26	1.8	1.8	1.8	1.8
2006	.31	.31	.31	.32	2.1	2.1	2.1	2.1
2007	.32	.34	.34	.35	2.1	2.2	2.2	2.2
2008	.35	.35	.35	.37	2.2	2.2	2.2	2.3
2009	.36	.36	.36	.38	2.3	2.2	2.2	2.3
2010	.38	.37	.37	.38	2.3	2.2	2.2	2.3
2011	.39	.39	.39	.39	2.3	2.3	2.3	2.3
2012	.43	.43	.43	.41	2.5	2.5	2.5	2.4
2013	.40	.40	.40	.37	2.3	2.3	2.4	2.2
2014	.37	.37	.37	.39	2.2	2.2	2.2	2.2
2015	.39	.40	.40	.40	2.2	2.2	2.3	2.2
2016	.41	.41	.40	.41	2.2	2.2	2.2	2.2
2017	.41	.40	.41	.47	2.2	2.1	2.1	2.5
2018	.47	.46	.46	.50	2.4	2.4	2.4	2.5
2019	.50	–	–	–	2.5	–	–	–
Insurance								
2004	1.20	1.17	1.20	1.21	8.5	8.4	8.4	8.5
2005	1.24	1.22	1.23	1.24	8.6	8.5	8.5	8.5
2006	1.28	1.29	1.31	1.38	8.7	8.8	8.8	9.1
2007	1.40	1.38	1.40	1.42	9.2	9.0	9.0	9.1
2008	1.46	1.48	1.49	1.46	9.3	9.3	9.3	9.1
2009	1.49	1.48	1.49	1.49	9.2	9.2	9.2	9.1
2010	1.54	1.55	1.55	1.53	9.3	9.4	9.4	9.1
2011	1.56	1.56	1.56	1.55	9.2	9.2	9.2	9.0
2012	1.57	1.55	1.56	1.50	9.1	9.0	9.0	8.8
2013	1.53	1.52	1.52	1.49	8.9	8.9	8.8	8.8
2014	1.50	1.52	1.51	1.59	8.9	8.9	8.8	9.0
2015	1.63	1.63	1.64	1.64	9.1	9.2	9.2	9.0
2016	1.68	1.69	1.64	1.66	9.1	9.0	8.8	8.9
2017	1.70	1.70	1.73	1.83	9.0	9.0	9.0	9.6
2018	1.84	1.84	1.87	1.86	9.6	9.6	9.7	9.5
2019	1.90	–	–	–	9.5	–	–	–
Retirement and savings								
2004	.29	.29	.30	.31	2.1	2.1	2.1	2.2
2005	.30	.30	.31	.29	2.1	2.1	2.1	2.0
2006	.29	.28	.28	.29	2.0	1.9	1.9	1.9
2007	.28	.28	.30	.32	1.8	1.9	2.0	2.1
2008	.34	.34	.34	.33	2.1	2.1	2.1	2.1
2009	.32	.33	.32	.33	2.0	2.0	2.0	2.0
2010	.33	.32	.33	.34	2.0	1.9	2.0	2.0
2011	.35	.35	.35	.36	2.1	2.1	2.0	2.1
2012	.36	.36	.36	.35	2.1	2.1	2.1	2.0
2013	.37	.37	.36	.34	2.2	2.2	2.1	2.0
2014	.34	.34	.34	.39	2.0	2.0	2.0	2.2
2015	.39	.39	.40	.45	2.2	2.2	2.2	2.5
2016	.46	.46	.43	.44	2.5	2.4	2.3	2.4
2017	.45	.44	.44	.44	2.4	2.3	2.3	2.3
2018	.44	.46	.46	.44	2.3	2.4	2.4	2.2
2019	.45	–	–	–	2.3	–	–	–
Legally required benefits								
2004	1.39	1.39	1.40	1.41	9.9	9.9	9.9	9.9
2005	1.43	1.44	1.45	1.44	9.9	10.0	10.0	9.9
2006	1.43	1.44	1.46	1.49	9.7	9.8	9.8	9.8
2007	1.47	1.50	1.48	1.49	9.6	9.8	9.6	9.5
2008	1.49	1.51	1.51	1.50	9.4	9.5	9.5	9.4
2009	1.50	1.51	1.51	1.52	9.3	9.3	9.3	9.2
2010	1.52	1.53	1.54	1.55	9.2	9.3	9.3	9.2
2011	1.57	1.58	1.59	1.58	9.3	9.3	9.3	9.2

See footnotes at end of table.

Table 19. Private industry workers, full-time by occupational group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Service occupations

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Legally required benefits								
2012	1.59	1.60	1.61	1.59	9.3	9.3	9.3	9.4
2013	1.62	1.62	1.63	1.65	9.4	9.4	9.5	9.7
2014	1.63	1.65	1.66	1.70	9.7	9.7	9.7	9.6
2015	1.71	1.71	1.72	1.74	9.6	9.6	9.6	9.5
2016	1.76	1.78	1.77	1.77	9.5	9.5	9.5	9.5
2017	1.78	1.78	1.79	1.67	9.4	9.4	9.4	8.8
2018	1.68	1.68	1.68	1.68	8.8	8.7	8.6	8.6
2019	1.69	–	–	–	8.5	–	–	–
Other benefits[1]								
2004	([2])	([2])	([2])	([2])	([3])	([3])	([3])	([3])
2005	([2])	([2])	([2])	([2])	([3])	([3])	([3])	([3])

[1] Includes severance pay and supplemental unemployment benefits. Publication of other benefits was discontinued beginning in June 2006.
[2] Cost per hour worked is $0.01 or less.
[3] Less than .05 percent.

Note: The sum of individual items may not equal totals due to rounding. Dashes indicate data are not available.

Table 19. Private industry workers, full-time by occupational group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Natural resources, construction, and maintenance occupations

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Total compensation								
2004	$27.03	$27.04	$27.20	$27.41	100.0	100.0	100.0	100.0
2005	27.74	28.07	28.23	28.22	100.0	100.0	100.0	100.0
2006	28.54	28.95	29.23	29.25	100.0	100.0	100.0	100.0
2007	29.33	29.69	29.96	30.16	100.0	100.0	100.0	100.0
2008	30.52	30.68	30.97	31.14	100.0	100.0	100.0	100.0
2009	31.31	31.33	31.46	31.21	100.0	100.0	100.0	100.0
2010	31.54	31.60	31.73	31.26	100.0	100.0	100.0	100.0
2011	31.50	31.78	31.98	31.83	100.0	100.0	100.0	100.0
2012	32.13	32.41	32.55	32.78	100.0	100.0	100.0	100.0
2013	33.31	33.24	33.32	33.34	100.0	100.0	100.0	100.0
2014	33.73	34.21	34.41	34.83	100.0	100.0	100.0	100.0
2015	34.75	34.78	35.08	34.83	100.0	100.0	100.0	100.0
2016	35.02	35.11	35.34	35.64	100.0	100.0	100.0	100.0
2017	36.00	36.48	36.75	35.94	100.0	100.0	100.0	100.0
2018	36.19	36.43	36.75	36.39	100.0	100.0	100.0	100.0
2019	36.70	–	–	–	100.0	–	–	–
Wages and salaries								
2004	18.59	18.43	18.55	18.63	68.8	68.2	68.2	68.0
2005	18.77	18.97	19.11	19.16	67.7	67.6	67.7	67.9
2006	19.32	19.57	19.76	19.81	67.7	67.6	67.6	67.7
2007	19.97	20.16	20.37	20.51	68.1	67.9	68.0	68.0
2008	20.77	20.93	21.11	21.16	68.0	68.2	68.2	68.0
2009	21.24	21.26	21.36	21.22	67.8	67.9	67.9	68.0
2010	21.32	21.34	21.41	21.29	67.6	67.5	67.5	68.1
2011	21.40	21.54	21.68	21.59	68.0	67.8	67.8	67.8
2012	21.71	21.85	21.94	22.14	67.5	67.4	67.4	67.5
2013	22.41	22.32	22.45	22.43	67.3	67.2	67.4	67.3
2014	22.63	22.81	22.97	23.10	67.1	66.7	66.7	66.3
2015	23.06	23.26	23.45	23.38	66.4	66.9	66.8	67.1
2016	23.52	23.67	23.76	23.95	67.2	67.4	67.2	67.2
2017	24.19	24.49	24.68	24.24	67.2	67.1	67.1	67.5
2018	24.39	24.50	24.70	24.52	67.4	67.3	67.2	67.4
2019	24.70	–	–	–	67.3	–	–	–
Total benefits								
2004	8.44	8.61	8.66	8.78	31.2	31.8	31.8	32.0
2005	8.96	9.10	9.12	9.06	32.3	32.4	32.3	32.1
2006	9.22	9.39	9.47	9.43	32.3	32.4	32.4	32.3
2007	9.37	9.53	9.59	9.65	31.9	32.1	32.0	32.0
2008	9.75	9.75	9.86	9.98	32.0	31.8	31.8	32.0
2009	10.07	10.06	10.10	9.98	32.2	32.1	32.1	32.0
2010	10.22	10.25	10.31	9.97	32.4	32.5	32.5	31.9
2011	10.09	10.24	10.30	10.24	32.0	32.2	32.2	32.2
2012	10.43	10.56	10.61	10.64	32.5	32.6	32.6	32.5
2013	10.91	10.91	10.87	10.91	32.7	32.8	32.6	32.7
2014	11.10	11.39	11.44	11.74	32.9	33.3	33.3	33.7
2015	11.69	11.52	11.63	11.45	33.6	33.1	33.2	32.9
2016	11.50	11.44	11.58	11.68	32.8	32.6	32.8	32.8
2017	11.81	11.99	12.07	11.70	32.8	32.9	32.9	32.5
2018	11.80	11.93	12.05	11.86	32.6	32.7	32.8	32.6
2019	12.00	–	–	–	32.7	–	–	–
Paid leave								
2004	1.37	1.34	1.34	1.35	5.1	4.9	4.9	4.9
2005	1.37	1.37	1.37	1.36	4.9	4.9	4.9	4.8
2006	1.41	1.42	1.43	1.47	4.9	4.9	4.9	5.0
2007	1.48	1.48	1.48	1.50	5.0	5.0	4.9	5.0
2008	1.52	1.51	1.52	1.56	5.0	4.9	4.9	5.0
2009	1.60	1.59	1.59	1.62	5.1	5.1	5.1	5.2
2010	1.66	1.62	1.62	1.63	5.3	5.1	5.1	5.2
2011	1.64	1.61	1.62	1.70	5.2	5.1	5.1	5.3
2012	1.72	1.71	1.72	1.79	5.4	5.3	5.3	5.4
2013	1.83	1.81	1.82	1.82	5.5	5.4	5.5	5.5
2014	1.85	1.84	1.84	1.87	5.5	5.4	5.4	5.4
2015	1.89	1.85	1.88	1.82	5.4	5.3	5.4	5.2
2016	1.83	1.82	1.80	1.87	5.2	5.2	5.1	5.3

See footnotes at end of table.

Table 19. Private industry workers, full-time by occupational group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Natural resources, construction, and maintenance occupations

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Paid leave								
2017	1.89	1.90	1.91	1.85	5.2	5.2	5.2	5.1
2018	1.86	1.85	1.88	1.86	5.1	5.1	5.1	5.1
2019	1.88	–	–	–	5.1	–	–	–
Supplemental pay								
2004	.86	.89	.89	.91	3.2	3.3	3.3	3.3
2005	.92	.93	.94	.93	3.3	3.3	3.3	3.3
2006	.91	.92	.94	.95	3.2	3.2	3.2	3.2
2007	.97	1.01	1.01	1.02	3.3	3.4	3.4	3.4
2008	1.06	1.06	1.08	1.06	3.5	3.4	3.5	3.4
2009	1.05	1.04	1.05	1.03	3.3	3.3	3.3	3.3
2010	1.02	1.00	1.00	.95	3.2	3.2	3.2	3.0
2011	.96	.97	.98	.96	3.0	3.1	3.1	3.0
2012	.97	.98	.99	.98	3.0	3.0	3.1	3.0
2013	.98	.96	.96	1.01	2.9	2.9	2.9	3.0
2014	1.03	1.04	1.04	1.06	3.1	3.0	3.0	3.1
2015	1.06	1.05	1.06	1.09	3.1	3.0	3.0	3.1
2016	1.11	1.10	1.13	1.13	3.2	3.1	3.2	3.2
2017	1.11	1.10	1.13	1.16	3.1	3.0	3.1	3.2
2018	1.19	1.19	1.20	1.26	3.3	3.3	3.3	3.5
2019	1.27	–	–	–	3.5	–	–	–
Insurance								
2004	2.02	2.08	2.11	2.16	7.5	7.7	7.7	7.9
2005	2.24	2.28	2.30	2.32	8.1	8.1	8.1	8.2
2006	2.38	2.42	2.43	2.38	8.3	8.3	8.3	8.1
2007	2.41	2.46	2.49	2.50	8.2	8.3	8.3	8.3
2008	2.52	2.53	2.56	2.61	8.3	8.3	8.3	8.4
2009	2.66	2.69	2.71	2.65	8.5	8.6	8.6	8.5
2010	2.75	2.75	2.77	2.68	8.7	8.7	8.7	8.6
2011	2.73	2.76	2.79	2.81	8.7	8.7	8.7	8.8
2012	2.85	2.85	2.86	2.90	8.9	8.8	8.8	8.8
2013	2.98	2.98	2.97	2.99	8.9	9.0	8.9	9.0
2014	3.09	3.10	3.12	3.20	9.2	9.1	9.1	9.2
2015	3.19	3.22	3.27	3.19	9.2	9.2	9.3	9.2
2016	3.22	3.20	3.23	3.29	9.2	9.1	9.1	9.2
2017	3.33	3.36	3.37	3.25	9.2	9.2	9.2	9.0
2018	3.29	3.27	3.31	3.19	9.1	9.0	9.0	8.8
2019	3.26	–	–	–	8.9	–	–	–
Retirement and savings								
2004	1.24	1.32	1.32	1.34	4.6	4.9	4.8	4.9
2005	1.38	1.41	1.41	1.37	5.0	5.0	5.0	4.9
2006	1.47	1.53	1.54	1.53	5.1	5.3	5.3	5.2
2007	1.40	1.46	1.48	1.50	4.8	4.9	4.9	5.0
2008	1.51	1.47	1.51	1.56	4.9	4.8	4.9	5.0
2009	1.56	1.55	1.56	1.53	5.0	5.0	5.0	4.9
2010	1.60	1.67	1.70	1.58	5.1	5.3	5.4	5.0
2011	1.60	1.68	1.67	1.64	5.1	5.3	5.2	5.2
2012	1.72	1.81	1.82	1.81	5.3	5.6	5.6	5.5
2013	1.91	1.95	1.87	1.79	5.7	5.9	5.6	5.4
2014	1.81	2.07	2.07	2.23	5.4	6.0	6.0	6.4
2015	2.20	2.02	2.03	1.92	6.3	5.8	5.8	5.5
2016	1.91	1.90	1.96	1.95	5.5	5.4	5.5	5.5
2017	2.00	2.08	2.10	1.95	5.6	5.7	5.7	5.4
2018	1.96	2.10	2.14	2.03	5.4	5.8	5.8	5.6
2019	2.08	–	–	–	5.7	–	–	–
Legally required benefits								
2004	2.91	2.95	2.97	2.98	10.8	10.9	10.9	10.9
2005	3.02	3.08	3.07	3.05	10.9	11.0	10.9	10.8
2006	3.06	3.11	3.12	3.11	10.7	10.7	10.7	10.6
2007	3.10	3.12	3.13	3.13	10.6	10.5	10.5	10.4
2008	3.14	3.17	3.18	3.19	10.3	10.3	10.3	10.2
2009	3.20	3.19	3.19	3.15	10.2	10.2	10.1	10.1
2010	3.18	3.21	3.21	3.14	10.1	10.2	10.1	10.1
2011	3.17	3.22	3.24	3.12	10.1	10.1	10.1	9.8

See footnotes at end of table.

Table 19. Private industry workers, full-time by occupational group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Natural resources, construction, and maintenance occupations

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Legally required benefits								
2012	3.17	3.21	3.23	3.17	9.9	9.9	9.9	9.7
2013	3.21	3.22	3.24	3.29	9.6	9.7	9.7	9.9
2014	3.31	3.34	3.37	3.37	9.8	9.8	9.8	9.7
2015	3.35	3.39	3.40	3.42	9.6	9.7	9.7	9.8
2016	3.42	3.42	3.46	3.45	9.8	9.7	9.8	9.7
2017	3.49	3.54	3.56	3.49	9.7	9.7	9.7	9.7
2018	3.50	3.51	3.52	3.52	9.7	9.6	9.6	9.7
2019	3.51	–	–	–	9.6	–	–	–
Other benefits[1]								
2004	.03	.03	.03	.03	.1	.1	.1	.1
2005	.04	.04	.04	.04	.1	.1	.1	.1

[1] Includes severance pay and supplemental unemployment benefits. Publication of other benefits was discontinued beginning in June 2006.

Note: The sum of individual items may not equal totals due to rounding. Dashes indicate data are not available.

Table 19. Private industry workers, full-time by occupational group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Construction, extraction, farming, fishing and forestry occupations[1]

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Total compensation								
2006	–	–	–	28.98	–	–	–	100.0
2007	29.07	29.54	29.82	30.04	100.0	100.0	100.0	100.0
2008	30.53	30.77	31.07	31.36	100.0	100.0	100.0	100.0
2009	31.47	31.59	31.69	31.13	100.0	100.0	100.0	100.0
2010	31.33	31.54	31.74	31.40	100.0	100.0	100.0	100.0
2011	31.60	31.82	32.03	32.21	100.0	100.0	100.0	100.0
2012	32.37	32.51	32.65	33.32	100.0	100.0	100.0	100.0
2013	33.97	33.71	33.68	33.89	100.0	100.0	100.0	100.0
2014	33.98	34.38	34.51	35.57	100.0	100.0	100.0	100.0
2015	35.26	35.71	36.16	35.85	100.0	100.0	100.0	100.0
2016	36.02	36.27	37.03	37.01	100.0	100.0	100.0	100.0
2017	37.67	38.21	38.44	37.22	100.0	100.0	100.0	100.0
2018	37.48	37.38	37.85	37.13	100.0	100.0	100.0	100.0
2019	37.47	–	–	–	100.0	–	–	–
Wages and salaries								
2006	–	–	–	19.67	–	–	–	67.9
2007	19.81	20.06	20.27	20.41	68.2	67.9	68.0	67.9
2008	20.76	20.90	21.09	21.19	68.0	67.9	67.9	67.6
2009	21.21	21.25	21.33	20.99	67.4	67.3	67.3	67.4
2010	21.00	21.14	21.26	21.21	67.0	67.0	67.0	67.5
2011	21.35	21.46	21.59	21.63	67.6	67.4	67.4	67.1
2012	21.74	21.79	21.91	22.40	67.2	67.0	67.1	67.2
2013	22.69	22.43	22.50	22.52	66.8	66.5	66.8	66.4
2014	22.54	22.85	22.98	23.49	66.3	66.5	66.6	66.1
2015	23.37	23.57	23.89	24.00	66.3	66.0	66.1	66.9
2016	24.17	24.40	24.68	24.74	67.1	67.3	66.6	66.8
2017	25.12	25.42	25.57	24.84	66.7	66.5	66.5	66.7
2018	25.01	25.03	25.29	24.80	66.7	67.0	66.8	66.8
2019	25.00	–	–	–	66.7	–	–	–
Total benefits								
2006	–	–	–	9.31	–	–	–	32.1
2007	9.26	9.48	9.55	9.63	31.8	32.1	32.0	32.1
2008	9.77	9.87	9.98	10.17	32.0	32.1	32.1	32.4
2009	10.27	10.34	10.36	10.14	32.6	32.7	32.7	32.6
2010	10.34	10.40	10.48	10.20	33.0	33.0	33.0	32.5
2011	10.24	10.36	10.44	10.58	32.4	32.6	32.6	32.9
2012	10.63	10.72	10.74	10.92	32.8	33.0	32.9	32.8
2013	11.28	11.28	11.18	11.37	33.2	33.5	33.2	33.6
2014	11.43	11.54	11.54	12.07	33.7	33.5	33.4	33.9
2015	11.90	12.13	12.28	11.85	33.7	34.0	33.9	33.1
2016	11.85	11.87	12.35	12.27	32.9	32.7	33.4	33.2
2017	12.54	12.78	12.86	12.39	33.3	33.5	33.5	33.3
2018	12.47	12.35	12.56	12.34	33.3	33.0	33.2	33.2
2019	12.47	–	–	–	33.3	–	–	–
Paid leave								
2006	–	–	–	1.03	–	–	–	3.6
2007	1.03	1.04	1.04	1.06	3.6	3.5	3.5	3.5
2008	1.08	1.09	1.09	1.11	3.5	3.6	3.5	3.6
2009	1.14	1.12	1.14	1.13	3.6	3.6	3.6	3.6
2010	1.16	1.14	1.14	1.15	3.7	3.6	3.6	3.7
2011	1.16	1.14	1.15	1.25	3.7	3.6	3.6	3.9
2012	1.28	1.26	1.27	1.33	4.0	3.9	3.9	4.0
2013	1.37	1.35	1.36	1.35	4.0	4.0	4.1	4.0
2014	1.35	1.35	1.34	1.39	4.0	3.9	3.9	3.9
2015	1.41	1.36	1.41	1.39	4.0	3.8	3.9	3.9
2016	1.39	1.38	1.43	1.44	3.9	3.8	3.9	3.9
2017	1.49	1.51	1.52	1.39	3.9	4.0	3.9	3.7
2018	1.41	1.40	1.44	1.42	3.8	3.8	3.8	3.8
2019	1.44	–	–	–	3.8	–	–	–
Supplemental pay								
2006	–	–	–	.94	–	–	–	3.2
2007	.96	1.00	1.01	1.03	3.3	3.4	3.4	3.4

See footnotes at end of table.

Table 19. Private industry workers, full-time by occupational group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Construction, extraction, farming, fishing and forestry occupations[1]

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Supplemental pay								
2008	1.07	1.08	1.11	1.08	3.5	3.5	3.6	3.4
2009	1.09	1.08	1.08	1.10	3.5	3.4	3.4	3.5
2010	1.08	1.06	1.07	1.02	3.5	3.4	3.4	3.2
2011	1.00	1.01	1.01	1.00	3.2	3.2	3.2	3.1
2012	1.03	1.04	1.03	1.00	3.2	3.2	3.1	3.0
2013	1.00	.98	.98	1.01	2.9	2.9	2.9	3.0
2014	1.01	1.01	1.01	.99	3.0	2.9	2.9	2.8
2015	.98	.99	1.00	1.02	2.8	2.8	2.8	2.8
2016	1.03	1.05	1.09	1.10	2.9	2.9	2.9	3.0
2017	1.08	1.06	1.10	1.16	2.9	2.8	2.9	3.1
2018	1.18	1.17	1.18	1.29	3.2	3.1	3.1	3.5
2019	1.31	–	–	–	3.5	–	–	–
Insurance								
2006	–	–	–	2.29	–	–	–	7.9
2007	2.31	2.38	2.41	2.43	7.9	8.0	8.1	8.1
2008	2.45	2.47	2.51	2.54	8.0	8.0	8.1	8.1
2009	2.58	2.62	2.63	2.49	8.2	8.3	8.3	8.0
2010	2.59	2.58	2.62	2.50	8.3	8.2	8.3	8.0
2011	2.52	2.57	2.63	2.69	8.0	8.1	8.2	8.3
2012	2.67	2.68	2.70	2.84	8.2	8.2	8.3	8.5
2013	2.95	2.96	2.94	2.96	8.7	8.8	8.7	8.7
2014	3.00	3.04	3.06	3.23	8.8	8.8	8.9	9.1
2015	3.18	3.27	3.34	3.11	9.0	9.2	9.2	8.7
2016	3.12	3.09	3.27	3.22	8.7	8.5	8.8	8.7
2017	3.31	3.39	3.41	3.25	8.8	8.9	8.9	8.7
2018	3.30	3.27	3.33	3.18	8.8	8.7	8.8	8.6
2019	3.26	–	–	–	8.7	–	–	–
Retirement and savings								
2006	–	–	–	1.66	–	–	–	5.7
2007	1.58	1.65	1.69	1.71	5.4	5.6	5.7	5.7
2008	1.72	1.74	1.78	1.88	5.6	5.6	5.7	6.0
2009	1.88	1.96	1.97	1.91	6.0	6.2	6.2	6.1
2010	1.95	2.04	2.05	1.98	6.2	6.5	6.5	6.3
2011	2.01	2.05	2.06	2.15	6.3	6.4	6.4	6.7
2012	2.12	2.18	2.17	2.24	6.5	6.7	6.6	6.7
2013	2.40	2.43	2.32	2.38	7.1	7.2	6.9	7.0
2014	2.39	2.42	2.38	2.59	7.0	7.0	6.9	7.3
2015	2.49	2.64	2.63	2.40	7.1	7.4	7.3	6.7
2016	2.37	2.39	2.55	2.50	6.6	6.6	6.9	6.7
2017	2.60	2.71	2.70	2.58	6.9	7.1	7.0	6.9
2018	2.59	2.51	2.61	2.51	6.9	6.7	6.9	6.7
2019	2.54	–	–	–	6.8	–	–	–
Legally required benefits								
2006	–	–	–	3.39	–	–	–	11.7
2007	3.37	3.41	3.40	3.40	11.6	11.5	11.4	11.3
2008	3.44	3.48	3.49	3.56	11.3	11.3	11.2	11.3
2009	3.57	3.56	3.55	3.51	11.4	11.3	11.2	11.3
2010	3.55	3.58	3.59	3.54	11.3	11.3	11.3	11.3
2011	3.56	3.59	3.59	3.49	11.3	11.3	11.2	10.8
2012	3.54	3.56	3.58	3.52	10.9	10.9	11.0	10.6
2013	3.55	3.55	3.57	3.68	10.5	10.5	10.6	10.9
2014	3.69	3.72	3.75	3.87	10.8	10.8	10.9	10.9
2015	3.83	3.87	3.89	3.94	10.9	10.8	10.8	11.0
2016	3.94	3.95	4.01	4.01	10.9	10.9	10.8	10.8
2017	4.06	4.12	4.14	4.00	10.8	10.8	10.8	10.7
2018	4.00	4.00	3.99	3.94	10.7	10.7	10.6	10.6
2019	3.92	–	–	–	10.5	–	–	–

[1] 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. Dashes indicate data are not available.

Table 19. Private industry workers, full-time by occupational group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Construction and extraction[1]

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Total compensation								
2004	$27.05	$26.97	$27.11	$27.41	100.0	100.0	100.0	100.0
2005	27.66	27.97	28.18	28.63	100.0	100.0	100.0	100.0
2006	28.89	29.41	29.68	–	100.0	100.0	100.0	–
Wages and salaries								
2004	18.58	18.39	18.47	18.59	68.7	68.2	68.1	67.8
2005	18.74	18.87	19.04	19.32	67.7	67.5	67.6	67.5
2006	19.47	19.80	19.99	–	67.4	67.3	67.4	–
Total benefits								
2004	8.47	8.58	8.64	8.81	31.3	31.8	31.9	32.2
2005	8.92	9.09	9.14	9.31	32.3	32.5	32.4	32.5
2006	9.42	9.61	9.69	–	32.6	32.7	32.6	–
Paid leave								
2004	.97	.91	.91	.92	3.6	3.4	3.3	3.4
2005	.93	.93	.95	.98	3.4	3.3	3.4	3.4
2006	1.03	1.04	1.05	–	3.6	3.5	3.5	–
Supplemental pay								
2004	.80	.84	.85	.86	3.0	3.1	3.2	3.1
2005	.87	.88	.89	.91	3.1	3.2	3.2	3.2
2006	.93	.93	.95	–	3.2	3.2	3.2	–
Insurance								
2004	1.93	1.97	1.98	2.06	7.1	7.3	7.3	7.5
2005	2.10	2.17	2.21	2.33	7.6	7.8	7.8	8.1
2006	2.37	2.42	2.45	–	8.2	8.2	8.2	–
Retirement and savings								
2004	1.48	1.55	1.57	1.63	5.5	5.8	5.8	5.9
2005	1.64	1.67	1.68	1.68	5.9	6.0	6.0	5.9
2006	1.71	1.78	1.80	–	5.9	6.1	6.1	–
Legally required benefits								
2004	3.27	3.29	3.30	3.31	12.1	12.2	12.2	12.1
2005	3.36	3.40	3.39	3.38	12.1	12.2	12.0	11.8
2006	3.38	3.43	3.44	–	11.7	11.7	11.6	–
Other benefits[2]								
2004	.02	.02	.02	.02	.1	.1	.1	.1
2005	.02	.03	.03	.03	.1	.1	.1	.1

[1] Publication of this series was discontinued beginning with December 2006.
[2] Includes severance pay and supplemental unemployment benefits. Publication of other benefits was discontinued beginning in June 2006.

Note: The sum of individual items may not equal totals due to rounding. Dashes indicate data are not available.

Table 19. Private industry workers, full-time by occupational group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Installation, maintenance, and repair occupations

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Total compensation								
2004	$27.17	$27.25	$27.43	$27.53	100.0	100.0	100.0	100.0
2005	27.95	28.32	28.42	27.90	100.0	100.0	100.0	100.0
2006	28.29	28.56	28.85	29.59	100.0	100.0	100.0	100.0
2007	29.66	29.88	30.15	30.32	100.0	100.0	100.0	100.0
2008	30.52	30.56	30.84	30.89	100.0	100.0	100.0	100.0
2009	31.13	31.03	31.21	31.29	100.0	100.0	100.0	100.0
2010	31.75	31.66	31.71	31.11	100.0	100.0	100.0	100.0
2011	31.40	31.73	31.92	31.49	100.0	100.0	100.0	100.0
2012	31.92	32.31	32.46	32.32	100.0	100.0	100.0	100.0
2013	32.75	32.82	33.00	32.86	100.0	100.0	100.0	100.0
2014	33.52	34.05	34.32	34.23	100.0	100.0	100.0	100.0
2015	34.34	34.00	34.17	33.92	100.0	100.0	100.0	100.0
2016	34.14	34.07	33.71	34.40	100.0	100.0	100.0	100.0
2017	34.49	34.90	35.19	34.75	100.0	100.0	100.0	100.0
2018	34.98	35.51	35.69	35.61	100.0	100.0	100.0	100.0
2019	35.88	–	–	–	100.0	–	–	–
Wages and salaries								
2004	18.71	18.55	18.71	18.75	68.9	68.1	68.2	68.1
2005	18.88	19.17	19.27	19.09	67.6	67.7	67.8	68.4
2006	19.25	19.39	19.59	20.00	68.0	67.9	67.9	67.6
2007	20.16	20.29	20.51	20.64	68.0	67.9	68.0	68.1
2008	20.79	20.96	21.13	21.13	68.1	68.6	68.5	68.4
2009	21.28	21.28	21.39	21.46	68.3	68.6	68.5	68.6
2010	21.65	21.56	21.58	21.37	68.2	68.1	68.0	68.7
2011	21.45	21.62	21.78	21.57	68.3	68.1	68.2	68.5
2012	21.68	21.90	21.98	21.92	67.9	67.8	67.7	67.8
2013	22.17	22.23	22.41	22.36	67.7	67.7	67.9	68.0
2014	22.71	22.78	22.96	22.77	67.8	66.9	66.9	66.5
2015	22.82	22.99	23.08	22.84	66.4	67.6	67.5	67.3
2016	22.95	23.02	22.88	23.24	67.2	67.6	67.9	67.6
2017	23.34	23.64	23.85	23.69	67.7	67.7	67.8	68.2
2018	23.82	24.00	24.13	24.24	68.1	67.6	67.6	68.1
2019	24.38	–	–	–	67.9	–	–	–
Total benefits								
2004	8.45	8.70	8.72	8.78	31.1	31.9	31.8	31.9
2005	9.07	9.16	9.15	8.81	32.4	32.3	32.2	31.6
2006	9.04	9.17	9.26	9.59	32.0	32.1	32.1	32.4
2007	9.50	9.59	9.63	9.68	32.0	32.1	32.0	31.9
2008	9.73	9.60	9.71	9.76	31.9	31.4	31.5	31.6
2009	9.86	9.75	9.82	9.82	31.7	31.4	31.5	31.4
2010	10.10	10.10	10.13	9.73	31.8	31.9	32.0	31.3
2011	9.94	10.11	10.14	9.93	31.7	31.9	31.8	31.5
2012	10.24	10.41	10.49	10.40	32.1	32.2	32.3	32.2
2013	10.59	10.59	10.59	10.51	32.3	32.3	32.1	32.0
2014	10.81	11.26	11.36	11.46	32.2	33.1	33.1	33.5
2015	11.52	11.01	11.09	11.09	33.6	32.4	32.5	32.7
2016	11.18	11.05	10.83	11.16	32.8	32.4	32.1	32.4
2017	11.15	11.26	11.34	11.06	32.3	32.3	32.2	31.8
2018	11.17	11.52	11.56	11.37	31.9	32.4	32.4	31.9
2019	11.51	–	–	–	32.1	–	–	–
Paid leave								
2004	1.84	1.87	1.87	1.89	6.8	6.9	6.8	6.9
2005	1.92	1.93	1.93	1.85	6.9	6.8	6.8	6.6
2006	1.89	1.91	1.93	2.02	6.7	6.7	6.7	6.8
2007	2.04	2.05	2.05	2.04	6.9	6.9	6.8	6.7
2008	2.04	2.03	2.06	2.06	6.7	6.6	6.7	6.7
2009	2.10	2.10	2.10	2.13	6.8	6.8	6.7	6.8
2010	2.17	2.15	2.15	2.11	6.8	6.8	6.8	6.8
2011	2.13	2.13	2.14	2.11	6.8	6.7	6.7	6.7
2012	2.12	2.14	2.15	2.18	6.6	6.6	6.6	6.7
2013	2.22	2.22	2.23	2.22	6.8	6.8	6.8	6.8
2014	2.28	2.28	2.29	2.26	6.8	6.7	6.7	6.6
2015	2.27	2.26	2.27	2.21	6.6	6.6	6.7	6.5
2016	2.23	2.22	2.16	2.25	6.5	6.5	6.4	6.6

See footnotes at end of table.

Table 19. Private industry workers, full-time by occupational group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Installation, maintenance, and repair occupations

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Paid leave								
2017	2.25	2.27	2.28	2.27	6.5	6.5	6.5	6.5
2018	2.29	2.29	2.30	2.33	6.5	6.4	6.4	6.5
2019	2.35	–	–	–	6.5	–	–	–
Supplemental pay								
2004	.94	.95	.94	.96	3.4	3.5	3.4	3.5
2005	.98	1.00	1.01	.96	3.5	3.5	3.6	3.4
2006	.89	.90	.93	.95	3.2	3.2	3.2	3.2
2007	.99	1.01	1.01	1.02	3.3	3.4	3.3	3.3
2008	1.04	1.02	1.04	1.04	3.4	3.4	3.4	3.4
2009	1.00	1.00	1.01	.96	3.2	3.2	3.2	3.1
2010	.96	.93	.93	.87	3.0	3.0	2.9	2.8
2011	.92	.93	.94	.92	2.9	2.9	2.9	2.9
2012	.92	.93	.96	.96	2.9	2.9	3.0	3.0
2013	.96	.94	.95	1.02	2.9	2.9	2.9	3.1
2014	1.06	1.06	1.07	1.12	3.2	3.1	3.1	3.3
2015	1.12	1.11	1.11	1.16	3.3	3.3	3.3	3.4
2016	1.18	1.14	1.16	1.16	3.5	3.3	3.4	3.4
2017	1.13	1.14	1.15	1.15	3.3	3.3	3.3	3.3
2018	1.19	1.20	1.22	1.23	3.4	3.4	3.4	3.4
2019	1.23	–	–	–	3.4	–	–	–
Insurance								
2004	2.15	2.24	2.27	2.28	7.9	8.2	8.3	8.3
2005	2.42	2.42	2.42	2.32	8.7	8.5	8.5	8.3
2006	2.39	2.42	2.43	2.51	8.4	8.5	8.4	8.5
2007	2.55	2.56	2.59	2.59	8.6	8.6	8.6	8.6
2008	2.61	2.61	2.63	2.68	8.5	8.5	8.5	8.7
2009	2.75	2.77	2.80	2.82	8.8	8.9	9.0	9.0
2010	2.91	2.94	2.94	2.86	9.2	9.3	9.3	9.2
2011	2.95	2.96	2.97	2.93	9.4	9.3	9.3	9.3
2012	3.02	3.01	3.01	2.95	9.4	9.3	9.3	9.1
2013	3.00	3.00	3.00	3.01	9.2	9.1	9.1	9.2
2014	3.16	3.16	3.18	3.17	9.4	9.3	9.3	9.3
2015	3.20	3.17	3.20	3.26	9.3	9.3	9.4	9.6
2016	3.31	3.29	3.19	3.34	9.7	9.7	9.5	9.7
2017	3.34	3.33	3.33	3.24	9.7	9.5	9.5	9.3
2018	3.28	3.28	3.30	3.21	9.4	9.2	9.2	9.0
2019	3.26	–	–	–	9.1	–	–	–
Retirement and savings								
2004	.98	1.05	1.02	1.01	3.6	3.9	3.7	3.7
2005	1.08	1.09	1.07	1.00	3.9	3.8	3.8	3.6
2006	1.18	1.23	1.24	1.36	4.2	4.3	4.3	4.6
2007	1.17	1.20	1.21	1.24	4.0	4.0	4.0	4.1
2008	1.25	1.14	1.18	1.20	4.1	3.7	3.8	3.9
2009	1.21	1.11	1.12	1.13	3.9	3.6	3.6	3.6
2010	1.24	1.27	1.31	1.16	3.9	4.0	4.1	3.7
2011	1.18	1.27	1.24	1.18	3.8	4.0	3.9	3.7
2012	1.36	1.46	1.48	1.44	4.3	4.5	4.5	4.5
2013	1.49	1.52	1.47	1.29	4.5	4.6	4.5	3.9
2014	1.31	1.76	1.79	1.94	3.9	5.2	5.2	5.7
2015	1.97	1.50	1.52	1.50	5.7	4.4	4.5	4.4
2016	1.51	1.46	1.39	1.46	4.4	4.3	4.1	4.2
2017	1.46	1.51	1.55	1.37	4.2	4.3	4.4	3.9
2018	1.37	1.70	1.69	1.53	3.9	4.8	4.7	4.3
2019	1.58	–	–	–	4.4	–	–	–
Legally required benefits								
2004	2.50	2.55	2.57	2.58	9.2	9.3	9.4	9.4
2005	2.62	2.67	2.66	2.64	9.4	9.4	9.4	9.5
2006	2.68	2.71	2.73	2.75	9.5	9.5	9.5	9.3
2007	2.76	2.76	2.78	2.79	9.3	9.2	9.2	9.2
2008	2.79	2.79	2.80	2.77	9.1	9.1	9.1	9.0
2009	2.79	2.79	2.80	2.78	9.0	9.0	9.0	8.9
2010	2.82	2.80	2.79	2.73	8.9	8.9	8.8	8.8
2011	2.76	2.82	2.85	2.79	8.8	8.9	8.9	8.9

See footnotes at end of table.

Table 19. Private industry workers, full-time by occupational group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Installation, maintenance, and repair occupations

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Legally required benefits								
2012	2.83	2.87	2.89	2.88	8.9	8.9	8.9	8.9
2013	2.91	2.92	2.94	2.96	8.9	8.9	8.9	9.0
2014	2.99	3.00	3.02	2.96	8.9	8.8	8.8	8.7
2015	2.97	2.98	2.98	2.96	8.6	8.8	8.7	8.7
2016	2.96	2.94	2.94	2.94	8.7	8.6	8.7	8.6
2017	2.97	3.01	3.03	3.02	8.6	8.6	8.6	8.7
2018	3.04	3.05	3.06	3.08	8.7	8.6	8.6	8.6
2019	3.08	–	–	–	8.6	–	–	–
Other benefits[1]								
2004	.04	.05	.05	.05	.2	.2	.2	.2
2005	.05	.05	.05	.05	.2	.2	.2	.2

[1] Includes severance pay and supplemental unemployment benefits. Publication of other benefits was discontinued beginning in June 2006.

Note: The sum of individual items may not equal totals due to rounding. Dashes indicate data are not available.

Table 19. Private industry workers, full-time by occupational group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Production, transportation, and material moving occupations

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Total compensation								
2004	$21.62	$21.87	$22.23	$22.43	100.0	100.0	100.0	100.0
2005	22.51	22.61	22.75	22.82	100.0	100.0	100.0	100.0
2006	22.80	22.96	23.14	23.81	100.0	100.0	100.0	100.0
2007	23.78	24.12	24.23	24.33	100.0	100.0	100.0	100.0
2008	24.67	24.72	24.94	24.74	100.0	100.0	100.0	100.0
2009	24.90	25.02	25.16	25.21	100.0	100.0	100.0	100.0
2010	25.45	25.56	25.80	25.22	100.0	100.0	100.0	100.0
2011	25.40	25.70	25.79	25.83	100.0	100.0	100.0	100.0
2012	26.01	26.13	26.28	26.53	100.0	100.0	100.0	100.0
2013	26.71	26.70	26.88	27.75	100.0	100.0	100.0	100.0
2014	27.94	27.99	28.39	28.77	100.0	100.0	100.0	100.0
2015	29.03	28.99	29.23	28.87	100.0	100.0	100.0	100.0
2016	29.05	29.12	29.30	29.64	100.0	100.0	100.0	100.0
2017	29.86	30.06	30.27	30.08	100.0	100.0	100.0	100.0
2018	30.51	30.66	30.85	30.65	100.0	100.0	100.0	100.0
2019	31.00	–	–	–	100.0	–	–	–
Wages and salaries								
2004	14.29	14.41	14.62	14.68	66.1	65.9	65.8	65.4
2005	14.71	14.84	14.92	14.96	65.4	65.7	65.6	65.6
2006	15.03	15.14	15.26	15.69	65.9	66.0	66.0	65.9
2007	15.74	15.91	16.01	16.07	66.2	66.0	66.1	66.1
2008	16.29	16.36	16.51	16.42	66.0	66.2	66.2	66.4
2009	16.51	16.61	16.71	16.78	66.3	66.4	66.4	66.6
2010	16.84	16.91	17.05	16.73	66.2	66.2	66.1	66.3
2011	16.78	16.86	16.94	17.03	66.1	65.6	65.7	65.9
2012	17.21	17.27	17.40	17.57	66.2	66.1	66.2	66.2
2013	17.68	17.68	17.82	18.20	66.2	66.2	66.3	65.6
2014	18.29	18.35	18.60	18.82	65.5	65.6	65.5	65.4
2015	18.97	18.97	19.12	18.87	65.3	65.4	65.4	65.3
2016	19.00	19.09	19.23	19.46	65.4	65.6	65.6	65.7
2017	19.64	19.76	19.89	19.70	65.8	65.7	65.7	65.5
2018	20.00	20.11	20.30	20.06	65.6	65.6	65.8	65.4
2019	20.31	–	–	–	65.5	–	–	–
Total benefits								
2004	7.33	7.46	7.61	7.75	33.9	34.1	34.2	34.6
2005	7.80	7.76	7.83	7.86	34.6	34.3	34.4	34.4
2006	7.76	7.82	7.88	8.12	34.1	34.0	34.0	34.1
2007	8.04	8.21	8.22	8.26	33.8	34.0	33.9	33.9
2008	8.38	8.35	8.43	8.31	34.0	33.8	33.8	33.6
2009	8.39	8.41	8.46	8.42	33.7	33.6	33.6	33.4
2010	8.60	8.65	8.75	8.49	33.8	33.8	33.9	33.7
2011	8.62	8.84	8.85	8.80	33.9	34.4	34.3	34.1
2012	8.80	8.86	8.88	8.96	33.8	33.9	33.8	33.8
2013	9.03	9.03	9.06	9.56	33.8	33.8	33.7	34.4
2014	9.65	9.64	9.79	9.94	34.5	34.4	34.5	34.6
2015	10.06	10.02	10.11	10.01	34.7	34.6	34.6	34.7
2016	10.05	10.03	10.07	10.18	34.6	34.4	34.4	34.3
2017	10.22	10.30	10.38	10.38	34.2	34.3	34.3	34.5
2018	10.51	10.55	10.55	10.59	34.4	34.4	34.2	34.6
2019	10.69	–	–	–	34.5	–	–	–
Paid leave								
2004	1.32	1.31	1.32	1.33	6.1	6.0	5.9	6.0
2005	1.34	1.35	1.35	1.45	6.0	6.0	6.0	6.3
2006	1.44	1.45	1.45	1.55	6.3	6.3	6.3	6.5
2007	1.55	1.57	1.55	1.56	6.5	6.5	6.4	6.4
2008	1.54	1.54	1.55	1.56	6.3	6.2	6.2	6.3
2009	1.58	1.59	1.60	1.60	6.4	6.4	6.4	6.4
2010	1.62	1.62	1.64	1.60	6.4	6.4	6.4	6.4
2011	1.59	1.59	1.59	1.60	6.3	6.2	6.2	6.2
2012	1.62	1.62	1.62	1.65	6.2	6.2	6.2	6.2
2013	1.67	1.67	1.68	1.76	6.2	6.2	6.2	6.4
2014	1.78	1.77	1.82	1.84	6.4	6.3	6.4	6.4
2015	1.87	1.85	1.87	1.83	6.4	6.4	6.4	6.3
2016	1.84	1.84	1.84	1.87	6.3	6.3	6.3	6.3

See footnotes at end of table.

Table 19. Private industry workers, full-time by occupational group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Production, transportation, and material moving occupations

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Paid leave								
2017	1.89	1.91	1.91	1.88	6.3	6.4	6.3	6.2
2018	1.91	1.93	1.93	1.95	6.2	6.3	6.3	6.4
2019	1.97	–	–	–	6.3	–	–	–
Supplemental pay								
2004	.87	.86	.88	.89	4.0	3.9	3.9	4.0
2005	.91	.91	.91	.90	4.0	4.0	4.0	3.9
2006	.86	.86	.87	.88	3.8	3.7	3.8	3.7
2007	.88	.91	.91	.91	3.7	3.8	3.7	3.8
2008	.97	.96	.99	.96	3.9	3.9	4.0	3.9
2009	.92	.92	.93	.91	3.7	3.7	3.7	3.6
2010	.89	.89	.89	.88	3.5	3.5	3.4	3.5
2011	.94	.97	.96	.98	3.7	3.8	3.7	3.8
2012	1.00	1.01	.99	1.00	3.9	3.9	3.8	3.8
2013	1.00	1.00	1.00	1.07	3.8	3.7	3.7	3.9
2014	1.09	1.09	1.10	1.14	3.9	3.9	3.9	4.0
2015	1.13	1.12	1.13	1.13	3.9	3.9	3.9	3.9
2016	1.16	1.17	1.16	1.16	4.0	4.0	4.0	3.9
2017	1.14	1.14	1.16	1.23	3.8	3.8	3.8	4.1
2018	1.27	1.25	1.26	1.33	4.2	4.1	4.1	4.3
2019	1.35	–	–	–	4.4	–	–	–
Insurance								
2004	2.02	2.05	2.09	2.12	9.3	9.4	9.4	9.5
2005	2.20	2.22	2.23	2.24	9.8	9.8	9.8	9.8
2006	2.29	2.31	2.33	2.37	10.0	10.1	10.1	10.0
2007	2.42	2.48	2.49	2.51	10.2	10.3	10.3	10.3
2008	2.56	2.55	2.58	2.55	10.4	10.3	10.3	10.3
2009	2.63	2.64	2.65	2.64	10.6	10.5	10.5	10.5
2010	2.74	2.77	2.79	2.72	10.8	10.8	10.8	10.8
2011	2.75	2.78	2.80	2.75	10.8	10.8	10.9	10.6
2012	2.79	2.82	2.85	2.84	10.7	10.8	10.8	10.7
2013	2.87	2.86	2.87	3.08	10.8	10.7	10.7	11.1
2014	3.12	3.12	3.15	3.13	11.2	11.2	11.1	10.9
2015	3.20	3.21	3.23	3.19	11.0	11.1	11.1	11.1
2016	3.21	3.18	3.21	3.23	11.0	10.9	11.0	10.9
2017	3.23	3.26	3.27	3.22	10.8	10.8	10.8	10.7
2018	3.24	3.26	3.26	3.26	10.6	10.6	10.6	10.6
2019	3.29	–	–	–	10.6	–	–	–
Retirement and savings								
2004	.93	1.00	1.05	1.12	4.3	4.6	4.7	5.0
2005	1.04	.97	1.00	.95	4.6	4.3	4.4	4.2
2006	.91	.92	.93	1.00	4.0	4.0	4.0	4.2
2007	.89	.93	.95	.96	3.7	3.9	3.9	4.0
2008	.98	.96	.97	.95	4.0	3.9	3.9	3.8
2009	.94	.94	.94	.93	3.8	3.8	3.7	3.7
2010	.99	.99	1.03	.94	3.9	3.9	4.0	3.7
2011	.96	1.10	1.09	1.04	3.8	4.3	4.2	4.0
2012	.93	.93	.94	.95	3.6	3.6	3.6	3.6
2013	.97	.96	.96	1.04	3.6	3.6	3.6	3.8
2014	1.07	1.06	1.09	1.16	3.8	3.8	3.8	4.0
2015	1.19	1.18	1.21	1.21	4.1	4.1	4.1	4.2
2016	1.21	1.21	1.20	1.25	4.2	4.2	4.1	4.2
2017	1.26	1.28	1.32	1.31	4.2	4.3	4.4	4.4
2018	1.32	1.35	1.32	1.34	4.3	4.4	4.3	4.4
2019	1.35	–	–	–	4.4	–	–	–
Legally required benefits								
2004	2.13	2.19	2.22	2.22	9.8	10.0	10.0	9.9
2005	2.24	2.27	2.29	2.26	10.0	10.0	10.1	9.9
2006	2.26	2.28	2.30	2.32	9.9	9.9	9.9	9.7
2007	2.30	2.31	2.32	2.32	9.7	9.6	9.6	9.5
2008	2.34	2.34	2.34	2.29	9.5	9.5	9.4	9.2
2009	2.31	2.32	2.33	2.33	9.3	9.3	9.2	9.2
2010	2.37	2.38	2.40	2.35	9.3	9.3	9.3	9.3
2011	2.37	2.40	2.41	2.42	9.3	9.3	9.3	9.4

See footnotes at end of table.

Table 19. Private industry workers, full-time by occupational group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Production, transportation, and material moving occupations

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Legally required benefits								
2012	2.46	2.47	2.48	2.51	9.4	9.5	9.4	9.5
2013	2.52	2.53	2.56	2.60	9.4	9.5	9.5	9.4
2014	2.59	2.59	2.62	2.66	9.3	9.3	9.2	9.3
2015	2.67	2.66	2.67	2.65	9.2	9.2	9.1	9.2
2016	2.64	2.63	2.64	2.67	9.1	9.0	9.0	9.0
2017	2.69	2.70	2.72	2.74	9.0	9.0	9.0	9.1
2018	2.77	2.75	2.77	2.72	9.1	9.0	9.0	8.9
2019	2.73	–	–	–	8.8	–	–	–
Other benefits[1]								
2004	.06	.06	.06	.06	.3	.3	.3	.3
2005	.06	.05	.05	.06	.3	.2	.2	.3

[1] Includes severance pay and supplemental unemployment benefits. Publication of other benefits was discontinued beginning in June 2006.

Note: The sum of individual items may not equal totals due to rounding. Dashes indicate data are not available.

Table 19. Private industry workers, full-time by occupational group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Production occupations

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Total compensation								
2004	$21.74	$21.85	$22.26	$22.49	100.0	100.0	100.0	100.0
2005	22.59	22.61	22.79	23.07	100.0	100.0	100.0	100.0
2006	23.06	23.22	23.36	23.56	100.0	100.0	100.0	100.0
2007	23.54	23.70	23.81	23.87	100.0	100.0	100.0	100.0
2008	24.23	24.26	24.51	24.54	100.0	100.0	100.0	100.0
2009	24.71	24.80	24.87	24.79	100.0	100.0	100.0	100.0
2010	24.99	25.14	25.32	25.02	100.0	100.0	100.0	100.0
2011	25.27	25.60	25.64	25.50	100.0	100.0	100.0	100.0
2012	25.64	25.75	25.80	25.96	100.0	100.0	100.0	100.0
2013	26.22	26.24	26.32	26.82	100.0	100.0	100.0	100.0
2014	27.09	27.19	27.35	27.12	100.0	100.0	100.0	100.0
2015	27.37	27.37	27.52	27.25	100.0	100.0	100.0	100.0
2016	27.45	27.59	27.79	27.88	100.0	100.0	100.0	100.0
2017	28.05	28.16	28.45	28.10	100.0	100.0	100.0	100.0
2018	28.33	28.40	28.63	28.67	100.0	100.0	100.0	100.0
2019	28.98	–	–	–	100.0	–	–	–
Wages and salaries								
2004	14.08	14.13	14.36	14.41	64.8	64.7	64.5	64.1
2005	14.47	14.56	14.63	14.85	64.0	64.4	64.2	64.4
2006	14.99	15.08	15.17	15.32	65.0	64.9	64.9	65.0
2007	15.44	15.51	15.60	15.62	65.6	65.4	65.5	65.4
2008	15.86	15.94	16.11	16.18	65.5	65.7	65.7	65.9
2009	16.27	16.35	16.39	16.43	65.9	65.9	65.9	66.3
2010	16.46	16.53	16.62	16.47	65.9	65.8	65.6	65.8
2011	16.57	16.63	16.70	16.65	65.6	65.0	65.1	65.3
2012	16.84	16.88	16.94	17.04	65.7	65.5	65.7	65.6
2013	17.21	17.26	17.35	17.59	65.6	65.8	65.9	65.6
2014	17.72	17.82	17.92	17.83	65.4	65.5	65.5	65.7
2015	17.96	17.99	18.08	17.94	65.6	65.7	65.7	65.8
2016	18.08	18.18	18.34	18.42	65.8	65.9	66.0	66.1
2017	18.57	18.67	18.84	18.48	66.2	66.3	66.2	65.8
2018	18.66	18.74	18.91	18.83	65.9	66.0	66.1	65.7
2019	19.02	–	–	–	65.6	–	–	–
Total benefits								
2004	7.66	7.72	7.91	8.08	35.2	35.3	35.5	35.9
2005	8.12	8.05	8.16	8.22	36.0	35.6	35.8	35.6
2006	8.07	8.14	8.20	8.24	35.0	35.1	35.1	35.0
2007	8.11	8.20	8.21	8.25	34.4	34.6	34.5	34.6
2008	8.37	8.32	8.40	8.36	34.5	34.3	34.3	34.1
2009	8.43	8.46	8.48	8.36	34.1	34.1	34.1	33.7
2010	8.53	8.60	8.70	8.55	34.1	34.2	34.4	34.2
2011	8.70	8.97	8.94	8.84	34.4	35.0	34.9	34.7
2012	8.80	8.87	8.86	8.92	34.3	34.5	34.3	34.4
2013	9.01	8.98	8.98	9.23	34.4	34.2	34.1	34.4
2014	9.37	9.37	9.43	9.29	34.6	34.5	34.5	34.3
2015	9.41	9.38	9.44	9.31	34.4	34.3	34.3	34.2
2016	9.38	9.40	9.44	9.46	34.2	34.1	34.0	33.9
2017	9.48	9.49	9.61	9.62	33.8	33.7	33.8	34.2
2018	9.67	9.65	9.72	9.84	34.1	34.0	33.9	34.3
2019	9.97	–	–	–	34.4	–	–	–
Paid leave								
2004	1.42	1.40	1.42	1.43	6.5	6.4	6.4	6.4
2005	1.43	1.44	1.45	1.51	6.3	6.4	6.4	6.5
2006	1.55	1.56	1.56	1.58	6.7	6.7	6.7	6.7
2007	1.60	1.61	1.59	1.59	6.8	6.8	6.7	6.7
2008	1.58	1.57	1.59	1.61	6.5	6.5	6.5	6.6
2009	1.63	1.64	1.65	1.63	6.6	6.6	6.6	6.6
2010	1.64	1.65	1.66	1.64	6.6	6.6	6.6	6.6
2011	1.63	1.64	1.64	1.63	6.5	6.4	6.4	6.4
2012	1.65	1.65	1.65	1.66	6.5	6.4	6.4	6.4
2013	1.69	1.69	1.69	1.74	6.4	6.4	6.4	6.5
2014	1.75	1.76	1.77	1.74	6.5	6.5	6.5	6.4
2015	1.76	1.75	1.76	1.71	6.4	6.4	6.4	6.3
2016	1.72	1.73	1.73	1.73	6.3	6.3	6.2	6.2

See footnotes at end of table.

Table 19. Private industry workers, full-time by occupational group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Production occupations

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Paid leave								
2017	1.75	1.76	1.77	1.74	6.2	6.3	6.2	6.2
2018	1.75	1.75	1.78	1.80	6.2	6.2	6.2	6.3
2019	1.82	–	–	–	6.3	–	–	–
Supplemental pay								
2004	1.01	1.00	1.02	1.04	4.7	4.6	4.6	4.6
2005	1.07	1.08	1.08	1.08	4.7	4.8	4.8	4.7
2006	.98	.97	.99	.99	4.2	4.2	4.3	4.2
2007	.98	1.01	1.00	1.03	4.2	4.2	4.2	4.3
2008	1.08	1.07	1.10	1.06	4.5	4.4	4.5	4.3
2009	1.01	1.02	1.02	1.01	4.1	4.1	4.1	4.1
2010	.98	.98	.98	.97	3.9	3.9	3.9	3.9
2011	1.05	1.08	1.07	1.11	4.1	4.2	4.2	4.3
2012	1.14	1.15	1.10	1.14	4.4	4.5	4.3	4.4
2013	1.14	1.12	1.12	1.16	4.3	4.3	4.3	4.3
2014	1.19	1.19	1.20	1.22	4.4	4.4	4.4	4.5
2015	1.19	1.19	1.20	1.21	4.4	4.3	4.4	4.4
2016	1.24	1.26	1.25	1.24	4.5	4.6	4.5	4.4
2017	1.21	1.21	1.22	1.34	4.3	4.3	4.3	4.8
2018	1.37	1.32	1.35	1.43	4.8	4.7	4.7	5.0
2019	1.46	–	–	–	5.0	–	–	–
Insurance								
2004	2.10	2.10	2.15	2.20	9.6	9.6	9.6	9.8
2005	2.29	2.32	2.33	2.40	10.1	10.3	10.2	10.4
2006	2.46	2.49	2.51	2.53	10.7	10.7	10.8	10.8
2007	2.56	2.61	2.63	2.63	10.9	11.0	11.0	11.0
2008	2.70	2.68	2.70	2.68	11.1	11.1	11.0	10.9
2009	2.78	2.79	2.80	2.76	11.2	11.2	11.3	11.1
2010	2.83	2.86	2.88	2.82	11.3	11.4	11.4	11.3
2011	2.85	2.88	2.89	2.81	11.3	11.2	11.3	11.0
2012	2.85	2.89	2.91	2.91	11.1	11.2	11.3	11.2
2013	2.94	2.93	2.93	3.01	11.2	11.2	11.1	11.2
2014	3.06	3.07	3.08	2.96	11.3	11.3	11.3	10.9
2015	3.05	3.05	3.07	3.02	11.2	11.1	11.1	11.1
2016	3.04	3.05	3.09	3.09	11.1	11.1	11.1	11.1
2017	3.10	3.09	3.11	3.12	11.0	11.0	10.9	11.1
2018	3.12	3.15	3.18	3.18	11.0	11.1	11.1	11.1
2019	3.23	–	–	–	11.2	–	–	–
Retirement and savings								
2004	.99	1.02	1.08	1.17	4.5	4.7	4.9	5.2
2005	1.08	.96	1.01	.96	4.8	4.2	4.4	4.1
2006	.89	.91	.92	.93	3.9	3.9	3.9	3.9
2007	.75	.77	.78	.79	3.2	3.2	3.3	3.3
2008	.79	.78	.78	.79	3.3	3.2	3.2	3.2
2009	.78	.77	.76	.73	3.1	3.1	3.0	2.9
2010	.80	.81	.86	.83	3.2	3.2	3.4	3.3
2011	.84	1.03	1.00	.98	3.3	4.0	3.9	3.9
2012	.81	.81	.82	.81	3.2	3.2	3.2	3.1
2013	.83	.83	.81	.86	3.2	3.2	3.1	3.2
2014	.91	.91	.92	.94	3.4	3.3	3.4	3.5
2015	.96	.95	.97	.97	3.5	3.5	3.5	3.6
2016	.97	.97	.97	.99	3.5	3.5	3.5	3.5
2017	.99	1.00	1.06	.99	3.5	3.5	3.7	3.5
2018	.98	1.00	.95	.98	3.5	3.5	3.3	3.4
2019	.99	–	–	–	3.4	–	–	–
Legally required benefits								
2004	2.06	2.11	2.15	2.16	9.5	9.7	9.6	9.6
2005	2.17	2.18	2.21	2.19	9.6	9.6	9.7	9.5
2006	2.18	2.20	2.21	2.21	9.5	9.5	9.5	9.4
2007	2.21	2.21	2.21	2.21	9.4	9.3	9.3	9.3
2008	2.22	2.21	2.22	2.22	9.1	9.1	9.1	9.0
2009	2.23	2.25	2.25	2.24	9.0	9.1	9.0	9.0
2010	2.28	2.30	2.32	2.29	9.1	9.1	9.1	9.1
2011	2.32	2.34	2.34	2.32	9.2	9.2	9.1	9.1

See footnotes at end of table.

Table 19. Private industry workers, full-time by occupational group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Production occupations

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Legally required benefits								
2012	2.35	2.37	2.38	2.40	9.2	9.2	9.2	9.3
2013	2.41	2.41	2.42	2.45	9.2	9.2	9.2	9.1
2014	2.45	2.44	2.46	2.43	9.1	9.0	9.0	9.0
2015	2.45	2.44	2.44	2.40	8.9	8.9	8.9	8.8
2016	2.40	2.39	2.41	2.41	8.8	8.7	8.7	8.6
2017	2.43	2.43	2.44	2.44	8.6	8.6	8.6	8.7
2018	2.44	2.43	2.45	2.44	8.6	8.6	8.6	8.5
2019	2.46	–	–	–	8.5	–	–	–
Other benefits[1]								
2004	.08	.08	.09	.09	.4	.4	.4	.4
2005	.09	.08	.08	.09	.4	.3	.3	.4

[1] Includes severance pay and supplemental unemployment benefits. Publication of other benefits was discontinued beginning in June 2006.

Note: The sum of individual items may not equal totals due to rounding. Dashes indicate data are not available.

Table 19. Private industry workers, full-time by occupational group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Transportation and material moving occupations

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Total compensation								
2004	$21.46	$21.90	$22.19	$22.34	100.0	100.0	100.0	100.0
2005	22.40	22.60	22.70	22.51	100.0	100.0	100.0	100.0
2006	22.47	22.63	22.86	24.13	100.0	100.0	100.0	100.0
2007	24.09	24.68	24.76	24.91	100.0	100.0	100.0	100.0
2008	25.24	25.30	25.49	24.99	100.0	100.0	100.0	100.0
2009	25.16	25.30	25.53	25.72	100.0	100.0	100.0	100.0
2010	26.02	26.10	26.40	25.46	100.0	100.0	100.0	100.0
2011	25.57	25.83	25.97	26.25	100.0	100.0	100.0	100.0
2012	26.48	26.61	26.87	27.23	100.0	100.0	100.0	100.0
2013	27.32	27.28	27.57	28.86	100.0	100.0	100.0	100.0
2014	28.97	28.96	29.65	30.75	100.0	100.0	100.0	100.0
2015	31.10	30.96	31.31	30.80	100.0	100.0	100.0	100.0
2016	30.98	30.99	31.11	31.73	100.0	100.0	100.0	100.0
2017	32.03	32.34	32.50	32.27	100.0	100.0	100.0	100.0
2018	32.96	33.20	33.32	32.96	100.0	100.0	100.0	100.0
2019	33.39	–	–	–	100.0	–	–	–
Wages and salaries								
2004	14.59	14.78	14.98	15.05	68.0	67.5	67.5	67.4
2005	15.04	15.21	15.29	15.11	67.2	67.3	67.3	67.1
2006	15.09	15.22	15.38	16.17	67.2	67.2	67.3	67.0
2007	16.14	16.46	16.52	16.65	67.0	66.7	66.7	66.8
2008	16.84	16.90	17.02	16.74	66.7	66.8	66.8	67.0
2009	16.82	16.94	17.10	17.23	66.9	67.0	67.0	67.0
2010	17.33	17.38	17.60	17.04	66.6	66.6	66.6	66.9
2011	17.05	17.14	17.24	17.50	66.7	66.4	66.4	66.7
2012	17.69	17.77	17.96	18.21	66.8	66.8	66.8	66.9
2013	18.26	18.20	18.40	18.92	66.8	66.7	66.7	65.5
2014	18.98	19.00	19.43	20.02	65.5	65.6	65.5	65.1
2015	20.23	20.15	20.39	19.96	65.0	65.1	65.1	64.8
2016	20.11	20.19	20.30	20.70	64.9	65.2	65.2	65.2
2017	20.91	21.08	21.18	21.05	65.3	65.2	65.2	65.2
2018	21.51	21.65	21.84	21.48	65.2	65.2	65.6	65.2
2019	21.85	–	–	–	65.4	–	–	–
Total benefits								
2004	6.87	7.11	7.21	7.29	32.0	32.5	32.5	32.6
2005	7.36	7.39	7.42	7.40	32.8	32.7	32.7	32.9
2006	7.38	7.41	7.48	7.96	32.8	32.8	32.7	33.0
2007	7.95	8.22	8.23	8.26	33.0	33.3	33.3	33.2
2008	8.40	8.40	8.47	8.26	33.3	33.2	33.2	33.0
2009	8.33	8.36	8.43	8.49	33.1	33.0	33.0	33.0
2010	8.70	8.72	8.81	8.42	33.4	33.4	33.4	33.1
2011	8.52	8.69	8.73	8.75	33.3	33.6	33.6	33.3
2012	8.79	8.84	8.91	9.02	33.2	33.2	33.2	33.1
2013	9.07	9.08	9.17	9.94	33.2	33.3	33.3	34.5
2014	9.99	9.96	10.22	10.73	34.5	34.4	34.5	34.9
2015	10.87	10.80	10.92	10.83	35.0	34.9	34.9	35.2
2016	10.87	10.80	10.81	11.04	35.1	34.8	34.8	34.8
2017	11.11	11.26	11.32	11.22	34.7	34.8	34.8	34.8
2018	11.46	11.55	11.47	11.47	34.8	34.8	34.4	34.8
2019	11.54	–	–	–	34.6	–	–	–
Paid leave								
2004	1.19	1.18	1.19	1.21	5.5	5.4	5.3	5.4
2005	1.22	1.23	1.23	1.38	5.4	5.4	5.4	6.1
2006	1.29	1.30	1.32	1.50	5.8	5.8	5.8	6.2
2007	1.49	1.53	1.50	1.51	6.2	6.2	6.0	6.1
2008	1.50	1.50	1.51	1.50	5.9	5.9	5.9	6.0
2009	1.52	1.53	1.55	1.57	6.0	6.1	6.1	6.1
2010	1.59	1.59	1.61	1.56	6.1	6.1	6.1	6.1
2011	1.54	1.53	1.54	1.57	6.0	5.9	5.9	6.0
2012	1.58	1.59	1.59	1.64	6.0	6.0	5.9	6.0
2013	1.64	1.64	1.66	1.80	6.0	6.0	6.0	6.2
2014	1.81	1.79	1.89	1.97	6.2	6.2	6.4	6.4
2015	2.01	1.97	2.01	1.97	6.4	6.4	6.4	6.4
2016	1.99	1.98	1.98	2.04	6.4	6.4	6.4	6.4

See footnotes at end of table.

Table 19. Private industry workers, full-time by occupational group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Transportation and material moving occupations

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Paid leave								
2017	2.06	2.09	2.08	2.04	6.4	6.5	6.4	6.3
2018	2.09	2.12	2.10	2.12	6.3	6.4	6.3	6.4
2019	2.14	–	–	–	6.4	–	–	–
Supplemental pay								
2004	.67	.67	.68	.69	3.1	3.0	3.1	3.1
2005	.68	.68	.68	.67	3.1	3.0	3.0	3.0
2006	.72	.72	.72	.74	3.2	3.2	3.1	3.1
2007	.75	.79	.79	.77	3.1	3.2	3.2	3.1
2008	.82	.82	.85	.83	3.3	3.3	3.3	3.3
2009	.81	.81	.81	.80	3.2	3.2	3.2	3.1
2010	.77	.77	.78	.76	3.0	3.0	2.9	3.0
2011	.81	.83	.83	.83	3.2	3.2	3.2	3.2
2012	.84	.84	.84	.83	3.2	3.1	3.1	3.1
2013	.83	.85	.84	.96	3.1	3.1	3.0	3.3
2014	.97	.97	.98	1.05	3.3	3.3	3.3	3.4
2015	1.06	1.03	1.04	1.04	3.4	3.3	3.3	3.4
2016	1.05	1.06	1.06	1.07	3.4	3.4	3.4	3.4
2017	1.06	1.07	1.08	1.10	3.3	3.3	3.3	3.4
2018	1.15	1.17	1.16	1.20	3.5	3.5	3.5	3.6
2019	1.21	–	–	–	3.6	–	–	–
Insurance								
2004	1.91	1.98	2.01	2.02	8.9	9.0	9.1	9.0
2005	2.09	2.09	2.10	2.04	9.3	9.3	9.3	9.1
2006	2.07	2.09	2.10	2.17	9.2	9.2	9.2	9.0
2007	2.23	2.31	2.32	2.34	9.2	9.4	9.4	9.4
2008	2.38	2.38	2.42	2.39	9.4	9.4	9.5	9.6
2009	2.44	2.45	2.46	2.50	9.7	9.7	9.7	9.7
2010	2.63	2.65	2.67	2.59	10.1	10.2	10.1	10.2
2011	2.62	2.67	2.69	2.67	10.3	10.3	10.3	10.2
2012	2.71	2.74	2.77	2.76	10.2	10.3	10.3	10.1
2013	2.79	2.77	2.80	3.16	10.2	10.2	10.1	10.9
2014	3.19	3.19	3.23	3.33	11.0	11.0	10.9	10.8
2015	3.38	3.41	3.43	3.41	10.9	11.0	11.0	11.1
2016	3.41	3.33	3.37	3.39	11.0	10.8	10.8	10.7
2017	3.40	3.45	3.46	3.33	10.6	10.7	10.6	10.3
2018	3.38	3.39	3.35	3.36	10.2	10.2	10.1	10.2
2019	3.35	–	–	–	10.0	–	–	–
Retirement and savings								
2004	.85	.96	.99	1.04	4.0	4.4	4.5	4.6
2005	.99	.99	.98	.94	4.4	4.4	4.3	4.2
2006	.93	.93	.94	1.10	4.2	4.1	4.1	4.6
2007	1.06	1.16	1.16	1.18	4.4	4.7	4.7	4.8
2008	1.21	1.20	1.20	1.16	4.8	4.7	4.7	4.7
2009	1.16	1.15	1.17	1.19	4.6	4.6	4.6	4.6
2010	1.23	1.21	1.23	1.08	4.7	4.6	4.7	4.3
2011	1.10	1.19	1.19	1.12	4.3	4.6	4.6	4.3
2012	1.07	1.08	1.10	1.13	4.1	4.1	4.1	4.2
2013	1.15	1.13	1.15	1.25	4.2	4.1	4.2	4.3
2014	1.27	1.24	1.30	1.43	4.4	4.3	4.4	4.7
2015	1.47	1.46	1.50	1.49	4.7	4.7	4.8	4.8
2016	1.49	1.50	1.48	1.57	4.8	4.8	4.8	4.9
2017	1.58	1.62	1.64	1.67	4.9	5.0	5.1	5.2
2018	1.70	1.75	1.73	1.76	5.2	5.3	5.2	5.3
2019	1.77	–	–	–	5.3	–	–	–
Legally required benefits								
2004	2.22	2.29	2.31	2.31	10.3	10.5	10.4	10.3
2005	2.34	2.39	2.39	2.35	10.4	10.6	10.5	10.4
2006	2.37	2.38	2.41	2.45	10.5	10.5	10.5	10.2
2007	2.42	2.44	2.47	2.45	10.1	9.9	10.0	9.8
2008	2.49	2.50	2.49	2.38	9.9	9.9	9.8	9.5
2009	2.40	2.41	2.43	2.43	9.6	9.5	9.5	9.5
2010	2.48	2.49	2.51	2.42	9.5	9.5	9.5	9.5
2011	2.44	2.47	2.48	2.55	9.6	9.6	9.6	9.7

See footnotes at end of table.

Table 19. Private industry workers, full-time by occupational group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Transportation and material moving occupations

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Legally required benefits								
2012	2.59	2.60	2.62	2.65	9.8	9.8	9.7	9.7
2013	2.65	2.68	2.72	2.77	9.7	9.8	9.9	9.6
2014	2.76	2.77	2.82	2.94	9.5	9.6	9.5	9.6
2015	2.95	2.93	2.94	2.93	9.5	9.5	9.4	9.5
2016	2.93	2.93	2.93	2.97	9.5	9.4	9.4	9.4
2017	3.01	3.03	3.06	3.07	9.4	9.4	9.4	9.5
2018	3.14	3.12	3.13	3.04	9.5	9.4	9.4	9.2
2019	3.06	–	–	–	9.2	–	–	–
Other benefits[1]								
2004	.03	.03	.03	.03	.1	.1	.1	.1
2005	.03	.02	.02	.02	.1	.1	.1	.1

[1] Includes severance pay and supplemental unemployment benefits. Publication of other benefits was discontinued beginning in June 2006.

Note: The sum of individual items may not equal totals due to rounding. Dashes indicate data are not available.

Table 20. Private industry workers, part-time by occupational group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation

All part-time workers

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Total compensation								
2004	$12.63	$12.69	$12.83	$12.92	100.0	100.0	100.0	100.0
2005	13.17	13.05	13.26	13.50	100.0	100.0	100.0	100.0
2006	13.48	13.65	13.77	14.08	100.0	100.0	100.0	100.0
2007	14.32	14.30	14.51	14.67	100.0	100.0	100.0	100.0
2008	14.77	14.85	14.98	15.32	100.0	100.0	100.0	100.0
2009	15.55	15.55	15.66	15.28	100.0	100.0	100.0	100.0
2010	15.60	15.53	15.67	15.56	100.0	100.0	100.0	100.0
2011	15.63	15.58	15.63	15.33	100.0	100.0	100.0	100.0
2012	15.28	15.31	15.40	15.19	100.0	100.0	100.0	100.0
2013	15.23	15.35	15.44	15.57	100.0	100.0	100.0	100.0
2014	15.70	15.69	15.82	16.09	100.0	100.0	100.0	100.0
2015	16.24	16.20	16.35	16.73	100.0	100.0	100.0	100.0
2016	16.89	16.95	16.77	16.82	100.0	100.0	100.0	100.0
2017	17.23	17.28	17.42	17.86	100.0	100.0	100.0	100.0
2018	17.86	18.00	18.20	18.10	100.0	100.0	100.0	100.0
2019	18.30	–	–	–	100.0	–	–	–
Wages and salaries								
2004	10.07	10.07	10.17	10.24	79.7	79.4	79.3	79.3
2005	10.41	10.33	10.47	10.63	79.1	79.1	78.9	78.7
2006	10.63	10.72	10.84	10.99	78.9	78.5	78.7	78.1
2007	11.19	11.19	11.35	11.45	78.1	78.2	78.2	78.1
2008	11.52	11.60	11.74	12.04	78.0	78.1	78.4	78.6
2009	12.20	12.22	12.30	11.99	78.5	78.6	78.5	78.5
2010	12.24	12.18	12.28	12.14	78.5	78.4	78.4	78.0
2011	12.27	12.24	12.29	12.07	78.6	78.6	78.6	78.7
2012	12.03	12.05	12.13	11.95	78.7	78.7	78.8	78.7
2013	11.99	12.09	12.15	12.26	78.7	78.8	78.7	78.7
2014	12.35	12.37	12.47	12.72	78.7	78.8	78.8	79.0
2015	12.84	12.82	12.92	13.29	79.1	79.1	79.0	79.4
2016	13.42	13.46	13.36	13.37	79.4	79.4	79.7	79.5
2017	13.69	13.74	13.86	14.14	79.5	79.5	79.5	79.2
2018	14.14	14.24	14.41	14.24	79.2	79.1	79.2	78.7
2019	14.41	–	–	–	78.8	–	–	–
Total benefits								
2004	2.56	2.62	2.66	2.68	20.3	20.6	20.7	20.7
2005	2.75	2.73	2.79	2.87	20.9	20.9	21.1	21.3
2006	2.85	2.94	2.93	3.09	21.1	21.5	21.3	21.9
2007	3.13	3.11	3.16	3.21	21.9	21.8	21.8	21.9
2008	3.24	3.25	3.24	3.28	22.0	21.9	21.6	21.4
2009	3.34	3.33	3.36	3.29	21.5	21.4	21.5	21.5
2010	3.36	3.35	3.39	3.42	21.5	21.6	21.6	22.0
2011	3.35	3.34	3.35	3.27	21.4	21.4	21.4	21.3
2012	3.25	3.26	3.26	3.24	21.3	21.3	21.2	21.3
2013	3.24	3.25	3.28	3.31	21.3	21.2	21.3	21.3
2014	3.35	3.33	3.35	3.37	21.3	21.2	21.2	21.0
2015	3.40	3.39	3.43	3.44	20.9	20.9	21.0	20.6
2016	3.47	3.49	3.41	3.45	20.6	20.6	20.3	20.5
2017	3.54	3.54	3.57	3.72	20.5	20.5	20.5	20.8
2018	3.72	3.76	3.79	3.86	20.8	20.9	20.8	21.3
2019	3.89	–	–	–	21.2	–	–	–
Paid leave								
2004	.37	.36	.37	.37	2.9	2.8	2.9	2.9
2005	.38	.37	.38	.40	2.9	2.8	2.9	3.0
2006	.42	.43	.44	.46	3.1	3.2	3.2	3.3
2007	.47	.47	.47	.48	3.3	3.3	3.2	3.3
2008	.46	.47	.48	.47	3.1	3.2	3.2	3.1
2009	.48	.48	.49	.47	3.1	3.1	3.1	3.1
2010	.47	.46	.47	.47	3.0	3.0	3.0	3.0
2011	.48	.46	.47	.45	3.1	3.0	3.0	2.9
2012	.44	.44	.43	.42	2.9	2.9	2.8	2.8
2013	.42	.43	.43	.45	2.8	2.8	2.8	2.9
2014	.46	.45	.46	.45	2.9	2.9	2.9	2.8
2015	.45	.44	.45	.46	2.8	2.7	2.8	2.7
2016	.47	.48	.46	.50	2.8	2.9	2.7	2.9

See footnotes at end of table.

Table 20. Private industry workers, part-time by occupational group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation

All part-time workers

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Paid leave								
2017	0.50	0.50	0.51	0.53	2.9	2.9	2.9	2.9
2018	.52	.52	.53	.59	2.9	2.9	2.9	3.3
2019	.60	–	–	–	3.3	–	–	–
Supplemental pay								
2004	.17	.17	.17	.17	1.3	1.3	1.4	1.3
2005	.18	.17	.20	.21	1.3	1.3	1.5	1.6
2006	.21	.21	.21	.23	1.5	1.5	1.5	1.6
2007	.23	.24	.24	.23	1.6	1.6	1.6	1.6
2008	.24	.24	.22	.26	1.7	1.6	1.5	1.7
2009	.26	.26	.26	.24	1.7	1.7	1.7	1.6
2010	.25	.24	.24	.34	1.6	1.5	1.6	2.2
2011	.22	.21	.21	.19	1.4	1.3	1.3	1.3
2012	.19	.19	.19	.19	1.2	1.2	1.3	1.2
2013	.18	.18	.19	.19	1.2	1.2	1.2	1.2
2014	.19	.20	.20	.22	1.2	1.3	1.3	1.4
2015	.22	.22	.22	.24	1.4	1.4	1.4	1.5
2016	.26	.24	.24	.20	1.5	1.4	1.4	1.2
2017	.23	.23	.23	.29	1.3	1.3	1.3	1.6
2018	.27	.28	.28	.30	1.5	1.5	1.5	1.7
2019	.30	–	–	–	1.7	–	–	–
Insurance								
2004	.47	.49	.50	.50	3.7	3.9	3.9	3.9
2005	.53	.52	.53	.55	4.1	4.0	4.0	4.1
2006	.56	.62	.60	.66	4.1	4.5	4.4	4.7
2007	.69	.68	.69	.72	4.8	4.7	4.8	4.9
2008	.76	.74	.73	.73	5.1	5.0	4.9	4.8
2009	.76	.74	.75	.75	4.9	4.8	4.8	4.9
2010	.78	.79	.79	.76	5.0	5.1	5.1	4.9
2011	.76	.77	.77	.76	4.9	4.9	4.9	4.9
2012	.75	.75	.75	.73	4.9	4.9	4.9	4.8
2013	.74	.73	.74	.72	4.9	4.8	4.8	4.6
2014	.72	.71	.71	.70	4.6	4.5	4.5	4.4
2015	.72	.72	.73	.67	4.4	4.4	4.5	4.0
2016	.69	.68	.67	.67	4.1	4.0	4.0	4.0
2017	.68	.68	.70	.78	3.9	4.0	4.0	4.4
2018	.80	.79	.80	.82	4.5	4.4	4.4	4.5
2019	.84	–	–	–	4.6	–	–	–
Retirement and savings								
2004	.18	.18	.19	.19	1.4	1.4	1.5	1.4
2005	.19	.19	.19	.20	1.5	1.4	1.4	1.5
2006	.20	.20	.20	.21	1.5	1.5	1.5	1.5
2007	.21	.21	.23	.24	1.5	1.5	1.6	1.6
2008	.24	.25	.25	.25	1.6	1.7	1.7	1.6
2009	.26	.26	.26	.25	1.6	1.7	1.7	1.6
2010	.26	.25	.25	.24	1.7	1.6	1.6	1.6
2011	.25	.26	.26	.24	1.6	1.6	1.6	1.6
2012	.24	.23	.23	.25	1.5	1.5	1.5	1.6
2013	.25	.26	.27	.28	1.6	1.7	1.7	1.8
2014	.30	.30	.30	.32	1.9	1.9	1.9	2.0
2015	.32	.32	.33	.32	1.9	2.0	2.0	1.9
2016	.32	.34	.32	.35	1.9	2.0	1.9	2.1
2017	.37	.37	.38	.36	2.1	2.1	2.2	2.0
2018	.36	.40	.40	.36	2.0	2.2	2.2	2.0
2019	.36	–	–	–	2.0	–	–	–
Legally required benefits								
2004	1.38	1.41	1.43	1.44	10.9	11.1	11.1	11.1
2005	1.46	1.47	1.49	1.51	11.1	11.2	11.2	11.1
2006	1.47	1.48	1.48	1.52	10.9	10.8	10.8	10.8
2007	1.52	1.52	1.54	1.55	10.6	10.6	10.6	10.6
2008	1.54	1.55	1.56	1.57	10.4	10.4	10.4	10.3
2009	1.59	1.59	1.60	1.58	10.2	10.2	10.2	10.3
2010	1.60	1.61	1.63	1.61	10.3	10.3	10.4	10.4
2011	1.63	1.65	1.64	1.62	10.5	10.6	10.5	10.6

See footnotes at end of table.

Table 20. Private industry workers, part-time by occupational group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation

All part-time workers

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Legally required benefits								
2012	1.64	1.65	1.66	1.65	10.7	10.8	10.8	10.9
2013	1.65	1.65	1.65	1.67	10.8	10.8	10.7	10.7
2014	1.67	1.67	1.67	1.68	10.7	10.6	10.6	10.5
2015	1.69	1.69	1.69	1.75	10.4	10.4	10.3	10.4
2016	1.75	1.74	1.73	1.74	10.3	10.3	10.3	10.3
2017	1.76	1.76	1.76	1.76	10.2	10.2	10.1	9.8
2018	1.78	1.77	1.78	1.78	10.0	9.9	9.8	9.9
2019	1.78	–	–	–	9.7	–	–	–
Other benefits[1]								
2004	([2])	([2])	([2])	([2])	([3])	([3])	([3])	([3])
2005	([2])	([2])	([2])	([2])	([3])	([3])	([3])	([3])

[1] Includes severance pay and supplemental unemployment benefits. Publication of other benefits was discontinued beginning in June 2006.
[2] Cost per hour worked is $0.01 or less.
[3] Less than .05 percent.

Note: The sum of individual items may not equal totals due to rounding. Dashes indicate data are not available.

Table 20. Private industry workers, part-time by occupational group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Management, professional, and related occupations[1]

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Total compensation								
2004	$29.49	$29.54	$30.03	$30.48	100.0	100.0	100.0	100.0
2005	31.10	31.13	32.21	31.88	100.0	100.0	100.0	100.0
2006	31.64	32.46	33.00	34.46	100.0	100.0	100.0	100.0
2007	34.97	35.28	35.71	35.91	100.0	100.0	100.0	100.0
2008	35.53	36.24	36.44	37.74	100.0	100.0	100.0	100.0
2009	38.18	38.41	38.82	35.81	100.0	100.0	100.0	100.0
2010	37.65	37.55	38.03	36.89	100.0	100.0	100.0	100.0
2011	36.68	37.18	37.10	35.85	100.0	100.0	100.0	100.0
2012	35.38	35.82	35.93	33.85	100.0	100.0	100.0	100.0
2013	33.80	34.35	34.59	34.43	100.0	100.0	100.0	100.0
2014	34.94	35.47	35.74	37.92	100.0	100.0	100.0	100.0
2015	38.02	38.20	38.68	39.75	100.0	100.0	100.0	100.0
2016	40.07	40.47	39.48	39.14	100.0	100.0	100.0	100.0
2017	40.69	40.78	41.01	45.21	100.0	100.0	100.0	100.0
2018	43.14	43.96	44.31	41.44	100.0	100.0	100.0	100.0
2019	41.38	–	–	–	100.0	–	–	–
Wages and salaries								
2004	23.50	23.44	23.79	24.23	79.7	79.3	79.2	79.5
2005	24.70	24.65	25.36	25.03	79.4	79.2	78.7	78.5
2006	24.87	25.32	25.85	26.49	78.6	78.0	78.3	76.9
2007	26.83	27.06	27.47	27.69	76.7	76.7	76.9	77.1
2008	27.46	27.98	28.25	29.27	77.3	77.2	77.5	77.6
2009	29.61	29.74	30.00	27.57	77.5	77.4	77.3	77.0
2010	29.20	29.15	29.49	27.92	77.6	77.6	77.5	75.7
2011	28.53	29.00	28.91	28.14	77.8	78.0	77.9	78.5
2012	27.79	28.18	28.22	26.70	78.5	78.7	78.5	78.9
2013	26.62	27.02	27.24	27.16	78.7	78.7	78.8	78.9
2014	27.37	27.82	28.05	29.70	78.3	78.4	78.5	78.3
2015	29.81	29.95	30.28	31.56	78.4	78.4	78.3	79.4
2016	31.77	31.81	31.25	30.62	79.3	78.6	79.1	78.2
2017	31.72	31.81	31.96	35.33	78.0	78.0	77.9	78.2
2018	33.54	34.17	34.45	32.17	77.7	77.7	77.8	77.6
2019	32.05	–	–	–	77.4	–	–	–
Total benefits								
2004	5.99	6.10	6.23	6.25	20.3	20.7	20.8	20.5
2005	6.40	6.48	6.86	6.84	20.6	20.8	21.3	21.5
2006	6.77	7.14	7.16	7.97	21.4	22.0	21.7	23.1
2007	8.14	8.22	8.25	8.22	23.3	23.3	23.1	22.9
2008	8.07	8.27	8.19	8.47	22.7	22.8	22.5	22.4
2009	8.57	8.67	8.82	8.24	22.5	22.6	22.7	23.0
2010	8.45	8.41	8.54	8.97	22.4	22.4	22.5	24.3
2011	8.15	8.18	8.19	7.71	22.2	22.0	22.1	21.5
2012	7.59	7.64	7.71	7.15	21.5	21.3	21.5	21.1
2013	7.18	7.33	7.35	7.26	21.3	21.3	21.2	21.1
2014	7.57	7.65	7.69	8.22	21.7	21.6	21.5	21.7
2015	8.21	8.25	8.40	8.18	21.6	21.6	21.7	20.6
2016	8.30	8.66	8.24	8.52	20.7	21.4	20.9	21.8
2017	8.97	8.97	9.05	9.88	22.0	22.0	22.1	21.8
2018	9.60	9.78	9.86	9.27	22.3	22.3	22.2	22.4
2019	9.33	–	–	–	22.6	–	–	–
Paid leave								
2004	1.28	1.24	1.28	1.27	4.3	4.2	4.3	4.2
2005	1.29	1.28	1.33	1.28	4.1	4.1	4.1	4.0
2006	1.31	1.46	1.48	1.71	4.1	4.5	4.5	5.0
2007	1.76	1.78	1.77	1.79	5.0	5.1	4.9	5.0
2008	1.62	1.75	1.79	1.82	4.6	4.8	4.9	4.8
2009	1.85	1.93	1.99	1.87	4.9	5.0	5.1	5.2
2010	1.84	1.79	1.84	1.74	4.9	4.8	4.8	4.7
2011	1.83	1.77	1.79	1.66	5.0	4.8	4.8	4.6
2012	1.65	1.63	1.62	1.52	4.7	4.5	4.5	4.5
2013	1.54	1.59	1.59	1.58	4.6	4.6	4.6	4.6
2014	1.69	1.70	1.70	1.73	4.8	4.8	4.8	4.6
2015	1.68	1.69	1.72	1.71	4.4	4.4	4.5	4.3
2016	1.73	1.91	1.77	2.04	4.3	4.7	4.5	5.2

See footnotes at end of table.

Table 20. Private industry workers, part-time by occupational group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Management, professional, and related occupations[1]

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Paid leave								
2017	2.00	2.00	2.03	2.17	4.9	4.9	5.0	4.8
2018	2.10	2.13	2.18	2.35	4.9	4.8	4.9	5.7
2019	2.36	–	–	–	5.7	–	–	–
Supplemental pay								
2004	.50	.53	.54	.53	1.7	1.8	1.8	1.7
2005	.54	.54	.73	.73	1.7	1.7	2.3	2.3
2006	.73	.74	.76	.93	2.3	2.3	2.3	2.7
2007	.96	.99	.98	.93	2.8	2.8	2.7	2.6
2008	.98	.97	.78	1.03	2.8	2.7	2.1	2.7
2009	1.04	1.05	1.09	.97	2.7	2.7	2.8	2.7
2010	.99	.98	1.00	1.78	2.6	2.6	2.6	4.8
2011	.76	.71	.72	.61	2.1	1.9	1.9	1.7
2012	.56	.59	.60	.56	1.6	1.6	1.7	1.6
2013	.55	.56	.58	.58	1.6	1.6	1.7	1.7
2014	.57	.60	.60	.85	1.6	1.7	1.7	2.2
2015	.85	.86	.87	.94	2.2	2.3	2.3	2.4
2016	.96	.89	.87	.55	2.4	2.2	2.2	1.4
2017	.70	.70	.70	1.05	1.7	1.7	1.7	2.3
2018	.85	.90	.89	.86	2.0	2.0	2.0	2.1
2019	.87	–	–	–	2.1	–	–	–
Insurance								
2004	.99	1.06	1.08	1.06	3.4	3.6	3.6	3.5
2005	1.13	1.21	1.21	1.35	3.6	3.9	3.8	4.2
2006	1.33	1.46	1.41	1.63	4.2	4.5	4.3	4.7
2007	1.68	1.67	1.67	1.67	4.8	4.7	4.7	4.6
2008	1.73	1.72	1.74	1.66	4.9	4.8	4.8	4.4
2009	1.69	1.68	1.68	1.58	4.4	4.4	4.3	4.4
2010	1.67	1.68	1.69	1.66	4.4	4.5	4.5	4.5
2011	1.68	1.75	1.75	1.61	4.6	4.7	4.7	4.5
2012	1.60	1.59	1.68	1.40	4.5	4.4	4.7	4.1
2013	1.41	1.46	1.43	1.43	4.2	4.3	4.1	4.2
2014	1.47	1.47	1.47	1.56	4.2	4.1	4.1	4.1
2015	1.58	1.58	1.62	1.46	4.2	4.1	4.2	3.7
2016	1.50	1.56	1.51	1.59	3.7	3.9	3.8	4.1
2017	1.71	1.72	1.75	1.92	4.2	4.2	4.3	4.2
2018	1.94	1.95	1.98	1.69	4.5	4.4	4.5	4.1
2019	1.74	–	–	–	4.2	–	–	–
Retirement and savings								
2004	.48	.56	.57	.56	1.6	1.9	1.9	1.8
2005	.57	.58	.60	.57	1.8	1.9	1.9	1.8
2006	.54	.56	.56	.62	1.7	1.7	1.7	1.8
2007	.64	.67	.70	.71	1.8	1.9	2.0	2.0
2008	.68	.69	.73	.82	1.9	1.9	2.0	2.2
2009	.83	.83	.85	.76	2.2	2.2	2.2	2.1
2010	.83	.82	.82	.69	2.2	2.2	2.1	1.9
2011	.77	.80	.80	.78	2.1	2.2	2.1	2.2
2012	.74	.71	.71	.67	2.1	2.0	2.0	2.0
2013	.68	.69	.72	.67	2.0	2.0	2.1	2.0
2014	.82	.83	.85	.93	2.4	2.3	2.4	2.5
2015	.94	.95	.98	.83	2.5	2.5	2.5	2.1
2016	.84	1.03	.86	1.12	2.1	2.5	2.2	2.9
2017	1.25	1.27	1.28	1.25	3.1	3.1	3.1	2.8
2018	1.24	1.30	1.28	1.03	2.9	3.0	2.9	2.5
2019	1.05	–	–	–	2.5	–	–	–
Legally required benefits								
2004	2.72	2.71	2.77	2.82	9.2	9.2	9.2	9.3
2005	2.86	2.87	2.97	2.91	9.2	9.2	9.2	9.1
2006	2.86	2.92	2.95	3.07	9.0	9.0	8.9	8.9
2007	3.09	3.11	3.13	3.13	8.8	8.8	8.8	8.7
2008	3.06	3.13	3.16	3.14	8.6	8.6	8.7	8.3
2009	3.16	3.17	3.21	3.05	8.3	8.3	8.3	8.5
2010	3.13	3.13	3.19	3.10	8.3	8.3	8.4	8.4
2011	3.13	3.15	3.13	3.05	8.5	8.5	8.4	8.5

See footnotes at end of table.

Table 20. Private industry workers, part-time by occupational group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Management, professional, and related occupations[1]

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Legally required benefits								
2012	3.05	3.12	3.10	3.01	8.6	8.7	8.6	8.9
2013	2.99	3.02	3.04	3.01	8.9	8.8	8.8	8.7
2014	3.03	3.05	3.06	3.14	8.7	8.6	8.6	8.3
2015	3.16	3.18	3.20	3.25	8.3	8.3	8.3	8.2
2016	3.27	3.27	3.22	3.23	8.2	8.1	8.2	8.2
2017	3.31	3.29	3.28	3.49	8.1	8.1	8.0	7.7
2018	3.46	3.51	3.53	3.33	8.0	8.0	8.0	8.0
2019	3.32	–	–	–	8.0	–	–	–
Other benefits[2]								
2004	([3])	([3])	([3])	([3])	([4])	([4])	([4])	([4])
2005	([3])	([3])	([3])	([3])	([4])	([4])	([4])	([4])

[1] Estimates from December 2013 to March 2014 for this series were corrected, details are available at www.bls.gov/bls/ecec_correction_091014.htm.
[2] Includes severance pay and supplemental unemployment benefits. Publication of other benefits was discontinued beginning in June 2006.
[3] Cost per hour worked is $0.01 or less.
[4] Less than .05 percent.

Note: The sum of individual items may not equal totals due to rounding. Dashes indicate data are not available.

Table 20. Private industry workers, part-time by occupational group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Professional and related occupations[1]

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Total compensation								
2004	$29.53	$29.68	$30.19	$30.66	100.0	100.0	100.0	100.0
2005	31.31	31.34	32.54	32.02	100.0	100.0	100.0	100.0
2006	31.76	32.68	33.24	34.52	100.0	100.0	100.0	100.0
2007	34.97	35.23	35.69	35.95	100.0	100.0	100.0	100.0
2008	35.60	36.38	36.53	37.98	100.0	100.0	100.0	100.0
2009	38.47	38.73	39.16	36.02	100.0	100.0	100.0	100.0
2010	37.90	37.81	38.34	34.95	100.0	100.0	100.0	100.0
2011	36.60	36.26	36.16	34.73	100.0	100.0	100.0	100.0
2012	35.44	35.74	35.82	33.50	100.0	100.0	100.0	100.0
2013	33.47	33.85	34.23	33.84	100.0	100.0	100.0	100.0
2014	34.55	34.93	35.21	37.66	100.0	100.0	100.0	100.0
2015	37.93	38.24	38.79	39.55	100.0	100.0	100.0	100.0
2016	39.97	40.33	39.22	38.85	100.0	100.0	100.0	100.0
2017	40.51	40.59	40.82	45.16	100.0	100.0	100.0	100.0
2018	42.79	43.66	44.10	41.77	100.0	100.0	100.0	100.0
2019	41.71	–	–	–	100.0	–	–	–
Wages and salaries								
2004	23.53	23.54	23.90	24.35	79.7	79.3	79.2	79.4
2005	24.86	24.79	25.59	25.10	79.4	79.1	78.6	78.4
2006	24.93	25.45	25.97	26.52	78.5	77.9	78.1	76.8
2007	26.83	27.00	27.43	27.70	76.7	76.6	76.8	77.1
2008	27.50	28.07	28.29	29.38	77.3	77.2	77.4	77.3
2009	29.73	29.90	30.16	27.63	77.3	77.2	77.0	76.7
2010	29.29	29.26	29.64	27.21	77.3	77.4	77.3	77.8
2011	28.40	28.24	28.13	27.26	77.6	77.9	77.8	78.5
2012	27.80	28.07	28.08	26.42	78.4	78.5	78.4	78.9
2013	26.38	26.66	26.99	26.75	78.8	78.8	78.9	79.0
2014	27.07	27.41	27.64	29.51	78.4	78.5	78.5	78.3
2015	29.75	29.97	30.36	31.40	78.4	78.4	78.3	79.4
2016	31.67	31.66	31.01	30.35	79.3	78.5	79.1	78.1
2017	31.52	31.61	31.77	35.23	77.8	77.9	77.8	78.0
2018	33.18	33.86	34.22	32.26	77.5	77.6	77.6	77.2
2019	32.13	–	–	–	77.0	–	–	–
Total benefits								
2004	6.00	6.14	6.29	6.31	20.3	20.7	20.8	20.6
2005	6.46	6.55	6.95	6.92	20.6	20.9	21.4	21.6
2006	6.82	7.24	7.27	7.99	21.5	22.1	21.9	23.2
2007	8.14	8.23	8.26	8.25	23.3	23.4	23.2	22.9
2008	8.09	8.31	8.24	8.61	22.7	22.8	22.6	22.7
2009	8.74	8.83	9.00	8.39	22.7	22.8	23.0	23.3
2010	8.60	8.55	8.70	7.75	22.7	22.6	22.7	22.2
2011	8.20	8.02	8.03	7.47	22.4	22.1	22.2	21.5
2012	7.64	7.67	7.74	7.08	21.6	21.5	21.6	21.1
2013	7.09	7.19	7.24	7.10	21.2	21.2	21.1	21.0
2014	7.48	7.52	7.57	8.15	21.6	21.5	21.5	21.7
2015	8.18	8.26	8.43	8.16	21.6	21.6	21.7	20.6
2016	8.29	8.67	8.20	8.50	20.7	21.5	20.9	21.9
2017	8.98	8.98	9.05	9.94	22.2	22.1	22.2	22.0
2018	9.61	9.80	9.88	9.51	22.5	22.4	22.4	22.8
2019	9.58	–	–	–	23.0	–	–	–
Paid leave								
2004	1.28	1.26	1.30	1.30	4.3	4.2	4.3	4.2
2005	1.31	1.30	1.35	1.29	4.2	4.1	4.2	4.0
2006	1.31	1.48	1.51	1.74	4.1	4.5	4.5	5.0
2007	1.79	1.82	1.80	1.83	5.1	5.2	5.0	5.1
2008	1.65	1.79	1.83	1.87	4.6	4.9	5.0	4.9
2009	1.90	1.97	2.04	1.91	4.9	5.1	5.2	5.3
2010	1.87	1.82	1.87	1.72	4.9	4.8	4.9	4.9
2011	1.85	1.74	1.76	1.61	5.1	4.8	4.9	4.6
2012	1.65	1.64	1.63	1.48	4.7	4.6	4.6	4.4
2013	1.49	1.51	1.53	1.50	4.5	4.5	4.5	4.4
2014	1.64	1.63	1.64	1.68	4.8	4.7	4.7	4.5
2015	1.66	1.67	1.71	1.68	4.4	4.4	4.4	4.2
2016	1.71	1.89	1.75	2.03	4.3	4.7	4.5	5.2

See footnotes at end of table.

Table 20. Private industry workers, part-time by occupational group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Professional and related occupations[1]

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Paid leave								
2017	2.00	2.00	2.02	2.20	4.9	4.9	5.0	4.9
2018	2.11	2.13	2.18	2.46	4.9	4.9	4.9	5.9
2019	2.47	–	–	–	5.9	–	–	–
Supplemental pay								
2004	.52	.54	.55	.54	1.8	1.8	1.8	1.8
2005	.55	.56	.76	.76	1.8	1.8	2.3	2.4
2006	.76	.77	.79	.95	2.4	2.4	2.4	2.8
2007	.97	1.00	.99	.93	2.8	2.8	2.8	2.6
2008	.99	.98	.79	1.06	2.8	2.7	2.2	2.8
2009	1.07	1.07	1.11	1.01	2.8	2.8	2.8	2.8
2010	1.02	1.01	1.03	.68	2.7	2.7	2.7	2.0
2011	.71	.66	.68	.55	2.0	1.8	1.9	1.6
2012	.56	.56	.57	.55	1.6	1.6	1.6	1.6
2013	.55	.56	.56	.55	1.6	1.7	1.6	1.6
2014	.55	.59	.58	.85	1.6	1.7	1.7	2.3
2015	.86	.87	.89	.97	2.3	2.3	2.3	2.5
2016	.99	.91	.89	.55	2.5	2.3	2.3	1.4
2017	.70	.70	.70	1.03	1.7	1.7	1.7	2.3
2018	.81	.86	.86	.81	1.9	2.0	1.9	1.9
2019	.82	–	–	–	2.0	–	–	–
Insurance								
2004	1.00	1.07	1.10	1.08	3.4	3.6	3.6	3.5
2005	1.15	1.23	1.24	1.36	3.7	3.9	3.8	4.3
2006	1.34	1.48	1.43	1.59	4.2	4.5	4.3	4.6
2007	1.64	1.63	1.64	1.64	4.7	4.6	4.6	4.6
2008	1.70	1.70	1.73	1.69	4.8	4.7	4.7	4.4
2009	1.74	1.74	1.74	1.63	4.5	4.5	4.4	4.5
2010	1.72	1.73	1.75	1.63	4.5	4.6	4.6	4.7
2011	1.73	1.73	1.72	1.56	4.7	4.8	4.8	4.5
2012	1.64	1.65	1.74	1.42	4.6	4.6	4.9	4.2
2013	1.43	1.46	1.43	1.42	4.3	4.3	4.2	4.2
2014	1.46	1.46	1.46	1.54	4.2	4.2	4.2	4.1
2015	1.55	1.57	1.62	1.44	4.1	4.1	4.2	3.6
2016	1.49	1.56	1.50	1.58	3.7	3.9	3.8	4.1
2017	1.71	1.72	1.75	1.96	4.2	4.2	4.3	4.3
2018	1.98	1.99	2.01	1.80	4.6	4.6	4.6	4.3
2019	1.85	–	–	–	4.4	–	–	–
Retirement and savings								
2004	.44	.53	.53	.52	1.5	1.8	1.8	1.7
2005	.53	.54	.56	.56	1.7	1.7	1.7	1.7
2006	.53	.55	.56	.60	1.7	1.7	1.7	1.7
2007	.62	.65	.69	.69	1.8	1.9	1.9	1.9
2008	.67	.69	.72	.83	1.9	1.9	2.0	2.2
2009	.84	.85	.87	.77	2.2	2.2	2.2	2.1
2010	.84	.84	.83	.67	2.2	2.2	2.2	1.9
2011	.79	.79	.78	.76	2.1	2.2	2.2	2.2
2012	.75	.72	.73	.64	2.1	2.0	2.0	1.9
2013	.65	.67	.70	.65	1.9	2.0	2.0	1.9
2014	.83	.83	.85	.94	2.4	2.4	2.4	2.5
2015	.95	.96	1.00	.84	2.5	2.5	2.6	2.1
2016	.85	1.06	.88	1.15	2.1	2.6	2.2	3.0
2017	1.29	1.31	1.31	1.29	3.2	3.2	3.2	2.9
2018	1.29	1.35	1.34	1.11	3.0	3.1	3.0	2.7
2019	1.12	–	–	–	2.7	–	–	–
Legally required benefits								
2004	2.75	2.74	2.80	2.85	9.3	9.2	9.3	9.3
2005	2.90	2.91	3.02	2.94	9.3	9.3	9.3	9.2
2006	2.89	2.95	2.98	3.10	9.1	9.0	9.0	9.0
2007	3.11	3.13	3.14	3.15	8.9	8.9	8.8	8.8
2008	3.08	3.15	3.18	3.16	8.7	8.7	8.7	8.3
2009	3.18	3.20	3.24	3.07	8.3	8.3	8.3	8.5
2010	3.15	3.15	3.21	3.05	8.3	8.3	8.4	8.7
2011	3.12	3.10	3.09	3.01	8.5	8.6	8.5	8.7

See footnotes at end of table.

Table 20. Private industry workers, part-time by occupational group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Professional and related occupations[1]

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Legally required benefits								
2012	3.05	3.10	3.07	2.99	8.6	8.7	8.6	8.9
2013	2.98	2.99	3.02	2.97	8.9	8.8	8.8	8.8
2014	3.00	3.02	3.04	3.14	8.7	8.6	8.6	8.3
2015	3.16	3.18	3.21	3.23	8.3	8.3	8.3	8.2
2016	3.25	3.24	3.19	3.20	8.1	8.0	8.1	8.2
2017	3.29	3.26	3.26	3.46	8.1	8.0	8.0	7.7
2018	3.42	3.47	3.50	3.33	8.0	7.9	7.9	8.0
2019	3.31	–	–	–	7.9	–	–	–
Other benefits[2]								
2004	([3])	([3])	([3])	([3])	([4])	([4])	([4])	([4])
2005	([3])	([3])	([3])	([3])	([4])	([4])	([4])	([4])

[1] Estimates from December 2013 to March 2014 for this series were corrected, details are available at www.bls.gov/bls/ecec_correction_091014.htm.
[2] Includes severance pay and supplemental unemployment benefits. Publication of other benefits was discontinued beginning in June 2006.
[3] Cost per hour worked is $0.01 or less.
[4] Less than .05 percent.

Note: The sum of individual items may not equal totals due to rounding. Dashes indicate data are not available.

Table 20. Private industry workers, part-time by occupational group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Sales and office occupations

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Total compensation								
2004	$11.40	$11.42	$11.48	$11.54	100.0	100.0	100.0	100.0
2005	11.71	11.68	11.79	12.08	100.0	100.0	100.0	100.0
2006	12.11	12.26	12.29	12.41	100.0	100.0	100.0	100.0
2007	12.60	12.67	12.83	12.90	100.0	100.0	100.0	100.0
2008	13.06	13.19	13.29	13.10	100.0	100.0	100.0	100.0
2009	13.21	13.21	13.32	13.32	100.0	100.0	100.0	100.0
2010	13.38	13.41	13.51	13.34	100.0	100.0	100.0	100.0
2011	13.44	13.48	13.54	13.35	100.0	100.0	100.0	100.0
2012	13.46	13.52	13.69	13.51	100.0	100.0	100.0	100.0
2013	13.70	13.98	14.04	13.60	100.0	100.0	100.0	100.0
2014	13.77	13.80	13.90	13.69	100.0	100.0	100.0	100.0
2015	13.77	13.97	14.08	13.73	100.0	100.0	100.0	100.0
2016	13.99	14.06	14.05	14.15	100.0	100.0	100.0	100.0
2017	14.29	14.37	14.48	14.60	100.0	100.0	100.0	100.0
2018	14.88	15.21	15.35	15.51	100.0	100.0	100.0	100.0
2019	15.79	–	–	–	100.0	–	–	–
Wages and salaries								
2004	9.04	9.00	9.04	9.08	79.3	78.8	78.8	78.7
2005	9.16	9.16	9.23	9.44	78.3	78.4	78.3	78.1
2006	9.54	9.59	9.67	9.75	78.7	78.3	78.7	78.6
2007	9.90	9.96	10.08	10.11	78.6	78.6	78.6	78.3
2008	10.17	10.28	10.39	10.28	77.9	78.0	78.2	78.5
2009	10.33	10.36	10.45	10.48	78.2	78.5	78.4	78.7
2010	10.51	10.52	10.59	10.52	78.5	78.5	78.4	78.9
2011	10.58	10.59	10.63	10.53	78.7	78.5	78.5	78.9
2012	10.62	10.64	10.86	10.70	78.9	78.8	79.3	79.2
2013	10.84	11.08	11.12	10.81	79.1	79.3	79.2	79.5
2014	10.94	10.97	11.06	10.94	79.4	79.5	79.6	79.9
2015	10.99	11.15	11.22	11.03	79.8	79.8	79.7	80.3
2016	11.19	11.27	11.31	11.39	80.0	80.1	80.5	80.5
2017	11.52	11.58	11.68	11.70	80.6	80.6	80.6	80.1
2018	11.93	12.14	12.27	12.32	80.1	79.8	79.9	79.4
2019	12.55	–	–	–	79.5	–	–	–
Total benefits								
2004	2.36	2.42	2.44	2.46	20.7	21.2	21.2	21.3
2005	2.55	2.52	2.56	2.64	21.7	21.6	21.7	21.9
2006	2.58	2.66	2.61	2.66	21.3	21.7	21.3	21.4
2007	2.70	2.71	2.75	2.80	21.4	21.4	21.4	21.7
2008	2.89	2.90	2.90	2.82	22.1	22.0	21.8	21.5
2009	2.88	2.84	2.87	2.84	21.8	21.5	21.6	21.3
2010	2.87	2.89	2.91	2.82	21.5	21.5	21.6	21.1
2011	2.86	2.90	2.90	2.82	21.3	21.5	21.5	21.1
2012	2.84	2.87	2.83	2.81	21.1	21.2	20.7	20.8
2013	2.86	2.90	2.92	2.78	20.9	20.7	20.8	20.5
2014	2.83	2.83	2.83	2.75	20.6	20.5	20.4	20.1
2015	2.79	2.82	2.86	2.70	20.2	20.2	20.3	19.7
2016	2.80	2.79	2.74	2.76	20.0	19.9	19.5	19.5
2017	2.78	2.79	2.80	2.90	19.4	19.4	19.4	19.9
2018	2.95	3.06	3.08	3.20	19.9	20.2	20.1	20.6
2019	3.25	–	–	–	20.5	–	–	–
Paid leave								
2004	.34	.35	.36	.36	3.0	3.1	3.1	3.1
2005	.37	.37	.38	.40	3.2	3.2	3.2	3.3
2006	.38	.38	.39	.39	3.1	3.1	3.2	3.2
2007	.40	.40	.40	.40	3.2	3.2	3.1	3.1
2008	.41	.40	.41	.38	3.1	3.1	3.1	2.9
2009	.38	.37	.38	.38	2.9	2.8	2.9	2.8
2010	.37	.38	.38	.36	2.8	2.8	2.8	2.7
2011	.37	.37	.37	.34	2.7	2.7	2.7	2.6
2012	.34	.34	.33	.33	2.5	2.5	2.4	2.4
2013	.33	.34	.34	.32	2.4	2.4	2.4	2.3
2014	.32	.32	.33	.32	2.4	2.3	2.4	2.3
2015	.33	.32	.33	.33	2.4	2.3	2.4	2.4
2016	.36	.36	.35	.36	2.6	2.5	2.5	2.6

See footnotes at end of table.

Table 20. Private industry workers, part-time by occupational group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Sales and office occupations

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Paid leave								
2017	0.37	0.37	0.37	0.38	2.6	2.6	2.6	2.6
2018	.39	.40	.41	.43	2.6	2.6	2.6	2.8
2019	.44	–	–	–	2.8	–	–	–
Supplemental pay								
2004	.15	.14	.14	.14	1.3	1.2	1.3	1.3
2005	.16	.16	.15	.17	1.4	1.3	1.3	1.4
2006	.15	.15	.15	.14	1.2	1.2	1.2	1.1
2007	.14	.15	.15	.14	1.1	1.1	1.1	1.1
2008	.15	.16	.15	.15	1.2	1.2	1.2	1.2
2009	.14	.14	.14	.13	1.1	1.1	1.0	1.0
2010	.12	.12	.12	.11	.9	.9	.9	.9
2011	.12	.12	.12	.11	.9	.9	.9	.8
2012	.11	.11	.11	.11	.8	.8	.8	.8
2013	.11	.11	.11	.11	.8	.8	.8	.8
2014	.11	.13	.14	.12	.8	.9	1.0	.9
2015	.12	.12	.12	.14	.9	.9	.9	1.0
2016	.18	.18	.17	.17	1.3	1.3	1.2	1.2
2017	.18	.18	.19	.20	1.2	1.3	1.3	1.4
2018	.21	.21	.21	.22	1.4	1.4	1.4	1.4
2019	.23	–	–	–	1.5	–	–	–
Insurance								
2004	.50	.55	.54	.56	4.4	4.8	4.7	4.8
2005	.60	.57	.60	.59	5.1	4.9	5.1	4.9
2006	.58	.67	.62	.64	4.8	5.5	5.0	5.2
2007	.66	.66	.68	.71	5.3	5.2	5.3	5.5
2008	.78	.77	.75	.73	5.9	5.8	5.6	5.6
2009	.79	.76	.78	.78	6.0	5.8	5.9	5.9
2010	.81	.81	.81	.74	6.1	6.1	6.0	5.6
2011	.75	.77	.78	.79	5.6	5.7	5.7	5.9
2012	.78	.79	.74	.73	5.8	5.9	5.4	5.4
2013	.76	.76	.77	.70	5.5	5.4	5.5	5.1
2014	.73	.70	.70	.69	5.3	5.1	5.1	5.0
2015	.70	.72	.73	.65	5.1	5.1	5.2	4.8
2016	.69	.69	.65	.65	4.9	4.9	4.6	4.6
2017	.64	.66	.66	.73	4.5	4.6	4.6	5.0
2018	.75	.76	.76	.84	5.0	5.0	5.0	5.4
2019	.87	–	–	–	5.5	–	–	–
Retirement and savings								
2004	.18	.18	.18	.19	1.6	1.6	1.6	1.6
2005	.19	.19	.18	.20	1.6	1.6	1.6	1.6
2006	.22	.20	.20	.20	1.8	1.7	1.7	1.6
2007	.20	.20	.22	.23	1.6	1.6	1.7	1.8
2008	.24	.26	.25	.23	1.8	2.0	1.9	1.7
2009	.23	.23	.23	.22	1.7	1.7	1.7	1.7
2010	.23	.23	.24	.25	1.7	1.7	1.8	1.9
2011	.25	.26	.26	.21	1.9	1.9	1.9	1.5
2012	.21	.22	.21	.22	1.6	1.6	1.6	1.6
2013	.22	.25	.25	.24	1.6	1.8	1.8	1.8
2014	.24	.25	.24	.24	1.7	1.8	1.7	1.7
2015	.24	.25	.26	.22	1.7	1.8	1.8	1.6
2016	.22	.22	.22	.22	1.6	1.6	1.5	1.6
2017	.22	.22	.22	.22	1.6	1.5	1.5	1.5
2018	.22	.29	.29	.29	1.5	1.9	1.9	1.9
2019	.28	–	–	–	1.8	–	–	–
Legally required benefits								
2004	1.18	1.19	1.20	1.21	10.4	10.4	10.5	10.4
2005	1.22	1.22	1.23	1.28	10.4	10.4	10.4	10.6
2006	1.25	1.26	1.26	1.28	10.4	10.3	10.2	10.3
2007	1.29	1.30	1.30	1.31	10.2	10.2	10.2	10.2
2008	1.31	1.32	1.33	1.33	10.0	10.0	10.0	10.1
2009	1.33	1.33	1.34	1.33	10.1	10.1	10.0	10.0
2010	1.34	1.35	1.36	1.35	10.0	10.1	10.1	10.1
2011	1.37	1.38	1.38	1.38	10.2	10.3	10.2	10.3

See footnotes at end of table.

Table 20. Private industry workers, part-time by occupational group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Sales and office occupations

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Legally required benefits								
2012	1.40	1.41	1.44	1.42	10.4	10.4	10.5	10.5
2013	1.44	1.45	1.45	1.42	10.5	10.4	10.3	10.4
2014	1.43	1.42	1.43	1.39	10.4	10.3	10.3	10.2
2015	1.40	1.41	1.41	1.36	10.2	10.1	10.0	9.9
2016	1.36	1.35	1.35	1.35	9.7	9.6	9.6	9.6
2017	1.36	1.36	1.37	1.37	9.5	9.5	9.4	9.4
2018	1.39	1.41	1.41	1.42	9.4	9.2	9.2	9.1
2019	1.43	–	–	–	9.0	–	–	–
Other benefits[1]								
2004	([2])	([2])	([2])	([2])	([3])	([3])	([3])	([3])
2005	([2])	([2])	([2])	([2])	([3])	([3])	([3])	([3])

[1] Includes severance pay and supplemental unemployment benefits. Publication of other benefits was discontinued beginning in June 2006.
[2] Cost per hour worked is $0.01 or less.
[3] Less than .05 percent.

Note: The sum of individual items may not equal totals due to rounding. Dashes indicate data are not available.

Table 20. Private industry workers, part-time by occupational group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Sales and related occupations

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Total compensation								
2004	$9.61	$9.68	$9.70	$9.74	100.0	100.0	100.0	100.0
2005	9.87	9.88	9.92	10.09	100.0	100.0	100.0	100.0
2006	10.24	10.24	10.27	10.46	100.0	100.0	100.0	100.0
2007	10.55	10.60	10.75	10.82	100.0	100.0	100.0	100.0
2008	10.92	11.05	11.12	11.25	100.0	100.0	100.0	100.0
2009	11.31	11.34	11.38	11.65	100.0	100.0	100.0	100.0
2010	11.71	11.73	11.75	11.62	100.0	100.0	100.0	100.0
2011	11.64	11.70	11.74	11.85	100.0	100.0	100.0	100.0
2012	11.93	11.97	12.24	11.84	100.0	100.0	100.0	100.0
2013	12.00	12.40	12.45	11.93	100.0	100.0	100.0	100.0
2014	12.04	12.06	12.19	12.17	100.0	100.0	100.0	100.0
2015	12.21	12.46	12.55	12.37	100.0	100.0	100.0	100.0
2016	12.62	12.71	12.68	12.77	100.0	100.0	100.0	100.0
2017	12.89	13.02	13.12	13.19	100.0	100.0	100.0	100.0
2018	13.46	13.76	13.88	14.03	100.0	100.0	100.0	100.0
2019	14.31	–	–	–	100.0	–	–	–
Wages and salaries								
2004	7.84	7.84	7.87	7.91	81.5	81.0	81.1	81.3
2005	8.01	8.02	8.06	8.09	81.2	81.2	81.3	80.1
2006	8.23	8.25	8.30	8.43	80.4	80.6	80.8	80.6
2007	8.51	8.57	8.66	8.72	80.7	80.8	80.5	80.6
2008	8.78	8.87	8.94	9.02	80.4	80.3	80.4	80.2
2009	9.06	9.12	9.16	9.35	80.1	80.4	80.5	80.2
2010	9.37	9.37	9.40	9.32	80.0	79.9	80.0	80.2
2011	9.33	9.34	9.39	9.49	80.2	79.8	79.9	80.1
2012	9.55	9.57	9.90	9.56	80.1	80.0	80.9	80.7
2013	9.65	9.99	10.02	9.67	80.4	80.6	80.5	81.1
2014	9.74	9.78	9.89	9.93	80.9	81.0	81.1	81.6
2015	9.95	10.15	10.24	10.17	81.5	81.5	81.5	82.2
2016	10.29	10.39	10.41	10.49	81.5	81.7	82.1	82.1
2017	10.59	10.69	10.77	10.81	82.1	82.1	82.1	82.0
2018	11.03	11.23	11.34	11.48	82.0	81.6	81.7	81.8
2019	11.70	–	–	–	81.8	–	–	–
Total benefits								
2004	1.77	1.84	1.84	1.83	18.5	19.0	18.9	18.7
2005	1.86	1.85	1.86	2.01	18.8	18.8	18.7	19.9
2006	2.01	1.99	1.97	2.03	19.6	19.4	19.2	19.4
2007	2.03	2.04	2.09	2.10	19.3	19.2	19.5	19.4
2008	2.14	2.18	2.18	2.23	19.6	19.7	19.6	19.8
2009	2.25	2.22	2.22	2.30	19.9	19.6	19.5	19.8
2010	2.34	2.35	2.35	2.30	20.0	20.1	20.0	19.8
2011	2.31	2.36	2.36	2.36	19.8	20.2	20.1	19.9
2012	2.37	2.40	2.34	2.28	19.9	20.0	19.1	19.3
2013	2.35	2.40	2.43	2.26	19.6	19.4	19.5	18.9
2014	2.30	2.29	2.30	2.24	19.1	19.0	18.9	18.4
2015	2.26	2.31	2.32	2.21	18.5	18.5	18.5	17.8
2016	2.33	2.32	2.27	2.28	18.5	18.3	17.9	17.9
2017	2.31	2.33	2.34	2.38	17.9	17.9	17.9	18.0
2018	2.43	2.53	2.54	2.56	18.0	18.4	18.3	18.2
2019	2.61	–	–	–	18.2	–	–	–
Paid leave								
2004	.20	.22	.22	.22	2.1	2.3	2.2	2.2
2005	.22	.22	.22	.24	2.2	2.2	2.2	2.3
2006	.21	.21	.21	.21	2.1	2.1	2.1	2.0
2007	.22	.22	.22	.22	2.1	2.1	2.0	2.0
2008	.22	.22	.22	.21	2.0	2.0	2.0	1.9
2009	.21	.21	.21	.23	1.9	1.8	1.9	1.9
2010	.23	.24	.24	.24	1.9	2.0	2.0	2.1
2011	.24	.25	.24	.22	2.1	2.1	2.0	1.9
2012	.22	.23	.21	.22	1.9	1.9	1.7	1.8
2013	.22	.22	.22	.21	1.8	1.8	1.8	1.7
2014	.21	.21	.21	.22	1.7	1.7	1.8	1.8
2015	.22	.22	.23	.22	1.8	1.8	1.8	1.8
2016	.25	.25	.25	.25	2.0	2.0	1.9	2.0

See footnotes at end of table.

Table 20. Private industry workers, part-time by occupational group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Sales and related occupations

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Paid leave								
2017	0.26	0.27	0.26	0.27	2.0	2.0	2.0	2.0
2018	.27	.28	.28	.28	2.0	2.0	2.1	2.0
2019	.29	–	–	–	2.1	–	–	–
Supplemental pay								
2004	.09	.09	.09	.09	1.0	.9	1.0	.9
2005	.10	.10	.10	.11	1.0	1.0	1.0	1.1
2006	.10	.10	.10	.11	1.0	1.0	1.0	1.1
2007	.11	.11	.11	.11	1.0	1.0	1.0	1.0
2008	.11	.12	.12	.11	1.0	1.1	1.1	1.0
2009	.11	.11	.11	.11	1.0	1.0	.9	.9
2010	.10	.10	.10	.09	.9	.9	.9	.8
2011	.09	.09	.09	.09	.8	.8	.8	.7
2012	.09	.09	.09	.09	.8	.8	.8	.7
2013	.09	.09	.09	.07	.8	.7	.7	.6
2014	.07	.08	.09	.09	.6	.6	.7	.7
2015	.09	.09	.10	.11	.8	.8	.8	.9
2016	.17	.17	.17	.17	1.3	1.4	1.3	1.3
2017	.17	.17	.17	.18	1.3	1.3	1.3	1.4
2018	.19	.20	.19	.19	1.4	1.4	1.4	1.4
2019	.20	–	–	–	1.4	–	–	–
Insurance								
2004	.26	.29	.27	.27	2.7	3.0	2.8	2.8
2005	.28	.28	.29	.35	2.8	2.8	3.0	3.5
2006	.38	.39	.39	.41	3.7	3.8	3.8	3.9
2007	.41	.41	.43	.44	3.9	3.9	4.0	4.1
2008	.47	.47	.48	.51	4.3	4.3	4.3	4.5
2009	.54	.52	.52	.57	4.8	4.6	4.6	4.9
2010	.59	.58	.57	.56	5.0	5.0	4.8	4.8
2011	.55	.57	.58	.58	4.8	4.9	4.9	4.9
2012	.57	.57	.51	.53	4.8	4.8	4.2	4.4
2013	.58	.59	.61	.53	4.9	4.7	4.9	4.4
2014	.56	.55	.55	.51	4.7	4.5	4.5	4.2
2015	.53	.54	.54	.47	4.3	4.3	4.3	3.8
2016	.51	.51	.48	.47	4.0	4.0	3.8	3.7
2017	.47	.49	.50	.52	3.7	3.7	3.8	3.9
2018	.53	.55	.55	.56	3.9	4.0	3.9	4.0
2019	.58	–	–	–	4.1	–	–	–
Retirement and savings								
2004	.13	.14	.14	.13	1.4	1.4	1.4	1.4
2005	.13	.14	.12	.14	1.4	1.4	1.2	1.4
2006	.16	.14	.14	.13	1.6	1.3	1.3	1.3
2007	.13	.13	.15	.15	1.2	1.2	1.4	1.4
2008	.15	.18	.16	.16	1.4	1.6	1.5	1.4
2009	.15	.15	.15	.15	1.3	1.3	1.3	1.3
2010	.15	.15	.16	.15	1.3	1.3	1.4	1.3
2011	.15	.16	.17	.17	1.3	1.4	1.4	1.5
2012	.18	.18	.17	.16	1.5	1.5	1.4	1.3
2013	.15	.18	.19	.17	1.3	1.5	1.5	1.4
2014	.17	.17	.16	.16	1.4	1.4	1.4	1.3
2015	.16	.17	.18	.16	1.3	1.4	1.4	1.3
2016	.16	.16	.15	.16	1.3	1.2	1.2	1.2
2017	.15	.15	.15	.15	1.2	1.2	1.2	1.1
2018	.15	.20	.21	.20	1.1	1.5	1.5	1.4
2019	.20	–	–	–	1.4	–	–	–
Legally required benefits								
2004	1.08	1.10	1.12	1.12	11.3	11.4	11.5	11.5
2005	1.12	1.13	1.13	1.17	11.4	11.4	11.4	11.6
2006	1.15	1.15	1.13	1.16	11.2	11.2	11.0	11.1
2007	1.16	1.17	1.18	1.18	11.0	11.0	11.0	10.9
2008	1.18	1.19	1.20	1.23	10.8	10.8	10.8	10.9
2009	1.23	1.23	1.23	1.25	10.9	10.9	10.8	10.7
2010	1.26	1.28	1.27	1.26	10.8	10.9	10.9	10.8
2011	1.27	1.29	1.28	1.30	10.9	11.0	10.9	11.0

See footnotes at end of table.

Table 20. Private industry workers, part-time by occupational group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Sales and related occupations

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Legally required benefits								
2012	1.31	1.32	1.35	1.30	11.0	11.0	11.0	10.9
2013	1.31	1.32	1.33	1.28	10.9	10.7	10.7	10.8
2014	1.28	1.28	1.29	1.26	10.7	10.6	10.6	10.4
2015	1.26	1.28	1.27	1.24	10.3	10.2	10.1	10.0
2016	1.24	1.23	1.23	1.23	9.8	9.7	9.7	9.7
2017	1.25	1.25	1.26	1.26	9.7	9.6	9.6	9.6
2018	1.29	1.30	1.30	1.32	9.6	9.4	9.4	9.4
2019	1.33	–	–	–	9.3	–	–	–
Other benefits[1]								
2004	([2])	([2])	([2])	([2])	([3])	([3])	([3])	([3])
2005	([2])	([2])	([2])	([2])	([3])	([3])	([3])	([3])

[1] Includes severance pay and supplemental unemployment benefits. Publication of other benefits was discontinued beginning in June 2006.
[2] Cost per hour worked is $0.01 or less.
[3] Less than .05 percent.

Note: The sum of individual items may not equal totals due to rounding. Dashes indicate data are not available.

Table 20. Private industry workers, part-time by occupational group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Office and administrative support occupations

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Total compensation								
2004	$13.69	$13.85	$14.00	$14.18	100.0	100.0	100.0	100.0
2005	14.31	14.33	14.49	15.05	100.0	100.0	100.0	100.0
2006	14.84	15.17	15.18	15.31	100.0	100.0	100.0	100.0
2007	15.55	15.68	15.83	16.05	100.0	100.0	100.0	100.0
2008	16.25	16.33	16.47	15.92	100.0	100.0	100.0	100.0
2009	16.07	16.02	16.17	15.72	100.0	100.0	100.0	100.0
2010	15.75	15.79	16.00	15.68	100.0	100.0	100.0	100.0
2011	15.85	15.85	15.91	15.46	100.0	100.0	100.0	100.0
2012	15.56	15.67	15.70	15.78	100.0	100.0	100.0	100.0
2013	16.02	16.12	16.18	15.93	100.0	100.0	100.0	100.0
2014	16.11	16.17	16.24	15.97	100.0	100.0	100.0	100.0
2015	16.09	16.23	16.35	15.84	100.0	100.0	100.0	100.0
2016	16.09	16.13	16.18	16.36	100.0	100.0	100.0	100.0
2017	16.49	16.49	16.62	16.80	100.0	100.0	100.0	100.0
2018	17.07	17.41	17.59	17.90	100.0	100.0	100.0	100.0
2019	18.13	–	–	–	100.0	–	–	–
Wages and salaries								
2004	10.59	10.62	10.71	10.78	77.3	76.7	76.5	76.1
2005	10.79	10.83	10.93	11.46	75.4	75.6	75.4	76.1
2006	11.44	11.53	11.64	11.72	77.1	76.0	76.7	76.5
2007	11.90	12.00	12.13	12.21	76.5	76.5	76.6	76.1
2008	12.25	12.36	12.51	12.20	75.4	75.7	76.0	76.6
2009	12.25	12.25	12.35	12.11	76.2	76.4	76.3	77.0
2010	12.11	12.14	12.29	12.16	76.9	76.9	76.8	77.5
2011	12.25	12.24	12.28	12.00	77.3	77.2	77.2	77.6
2012	12.08	12.13	12.19	12.25	77.6	77.4	77.6	77.6
2013	12.46	12.55	12.60	12.42	77.8	77.9	77.9	77.9
2014	12.56	12.60	12.68	12.45	78.0	77.9	78.1	78.0
2015	12.53	12.63	12.68	12.38	77.9	77.8	77.6	78.1
2016	12.57	12.62	12.71	12.84	78.1	78.2	78.5	78.5
2017	12.97	12.98	13.09	13.09	78.7	78.7	78.8	77.9
2018	13.30	13.53	13.69	13.67	77.9	77.7	77.8	76.4
2019	13.89	–	–	–	76.6	–	–	–
Total benefits								
2004	3.10	3.23	3.29	3.39	22.7	23.3	23.5	23.9
2005	3.52	3.49	3.56	3.59	24.6	24.4	24.6	23.9
2006	3.40	3.64	3.54	3.59	22.9	24.0	23.3	23.5
2007	3.65	3.68	3.70	3.84	23.5	23.5	23.4	23.9
2008	4.01	3.97	3.95	3.72	24.6	24.3	24.0	23.4
2009	3.82	3.78	3.83	3.61	23.8	23.6	23.7	23.0
2010	3.64	3.64	3.71	3.52	23.1	23.1	23.2	22.5
2011	3.60	3.61	3.63	3.46	22.7	22.8	22.8	22.4
2012	3.49	3.54	3.51	3.53	22.4	22.6	22.4	22.4
2013	3.56	3.57	3.58	3.52	22.2	22.1	22.1	22.1
2014	3.55	3.57	3.56	3.52	22.0	22.1	21.9	22.0
2015	3.56	3.59	3.67	3.46	22.1	22.2	22.4	21.9
2016	3.52	3.51	3.47	3.52	21.9	21.8	21.5	21.5
2017	3.52	3.51	3.53	3.72	21.3	21.3	21.2	22.1
2018	3.77	3.88	3.91	4.22	22.1	22.3	22.2	23.6
2019	4.24	–	–	–	23.4	–	–	–
Paid leave								
2004	.52	.54	.55	.57	3.8	3.9	3.9	4.0
2005	.59	.59	.61	.66	4.1	4.1	4.2	4.4
2006	.62	.64	.65	.66	4.2	4.2	4.3	4.3
2007	.67	.66	.65	.67	4.3	4.2	4.1	4.2
2008	.70	.67	.69	.63	4.3	4.1	4.2	3.9
2009	.63	.63	.63	.59	3.9	3.9	3.9	3.8
2010	.57	.57	.59	.53	3.6	3.6	3.7	3.4
2011	.54	.53	.54	.51	3.4	3.4	3.4	3.3
2012	.50	.51	.50	.49	3.2	3.2	3.2	3.1
2013	.49	.49	.50	.48	3.1	3.1	3.1	3.0
2014	.48	.48	.48	.48	3.0	3.0	3.0	3.0
2015	.48	.47	.49	.50	3.0	2.9	3.0	3.1
2016	.52	.51	.51	.53	3.2	3.2	3.2	3.3

See footnotes at end of table.

Table 20. Private industry workers, part-time by occupational group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Office and administrative support occupations

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Paid leave								
2017	0.54	0.54	0.54	0.56	3.3	3.3	3.2	3.4
2018	.57	.58	.59	.66	3.4	3.3	3.3	3.7
2019	.66	–	–	–	3.7	–	–	–
Supplemental pay								
2004	.21	.21	.21	.22	1.5	1.5	1.5	1.6
2005	.24	.24	.24	.27	1.7	1.7	1.7	1.8
2006	.21	.21	.21	.18	1.4	1.4	1.4	1.2
2007	.19	.20	.20	.20	1.2	1.3	1.3	1.2
2008	.21	.21	.21	.21	1.3	1.3	1.3	1.3
2009	.19	.19	.18	.16	1.2	1.2	1.1	1.0
2010	.15	.14	.14	.14	1.0	.9	.9	.9
2011	.16	.15	.15	.14	1.0	.9	1.0	.9
2012	.13	.13	.13	.14	.9	.8	.8	.9
2013	.14	.14	.15	.15	.9	.9	.9	.9
2014	.15	.20	.20	.16	1.0	1.2	1.2	1.0
2015	.16	.16	.17	.19	1.0	1.0	1.0	1.2
2016	.19	.19	.19	.18	1.2	1.1	1.1	1.1
2017	.19	.20	.21	.24	1.2	1.2	1.2	1.4
2018	.24	.24	.24	.26	1.4	1.4	1.4	1.5
2019	.27	–	–	–	1.5	–	–	–
Insurance								
2004	.80	.91	.93	.98	5.8	6.6	6.7	6.9
2005	1.05	1.01	1.06	.94	7.3	7.1	7.3	6.2
2006	.86	1.08	.94	.99	5.8	7.1	6.2	6.5
2007	1.02	1.03	1.05	1.11	6.6	6.6	6.6	6.9
2008	1.23	1.20	1.14	1.07	7.5	7.3	6.9	6.7
2009	1.18	1.13	1.17	1.10	7.3	7.1	7.2	7.0
2010	1.12	1.13	1.16	.99	7.1	7.2	7.3	6.3
2011	1.02	1.03	1.04	1.08	6.4	6.5	6.6	7.0
2012	1.07	1.10	1.06	1.00	6.9	7.0	6.7	6.3
2013	.99	.98	.98	.94	6.2	6.1	6.0	5.9
2014	.96	.92	.92	.95	5.9	5.7	5.6	5.9
2015	.97	.98	1.02	.93	6.0	6.0	6.2	5.9
2016	.96	.96	.91	.92	6.0	6.0	5.6	5.7
2017	.91	.92	.92	1.06	5.5	5.6	5.5	6.3
2018	1.08	1.07	1.09	1.30	6.3	6.2	6.2	7.3
2019	1.31	–	–	–	7.2	–	–	–
Retirement and savings								
2004	.25	.25	.25	.27	1.8	1.8	1.8	1.9
2005	.28	.27	.27	.28	1.9	1.9	1.9	1.9
2006	.29	.30	.30	.31	2.0	2.0	2.0	2.0
2007	.30	.31	.32	.35	2.0	2.0	2.0	2.2
2008	.37	.38	.39	.34	2.3	2.3	2.4	2.1
2009	.34	.35	.35	.32	2.1	2.2	2.2	2.0
2010	.34	.34	.35	.38	2.2	2.1	2.2	2.5
2011	.39	.38	.38	.25	2.5	2.4	2.4	1.6
2012	.26	.27	.27	.30	1.7	1.7	1.7	1.9
2013	.31	.33	.35	.34	2.0	2.1	2.1	2.2
2014	.34	.36	.35	.35	2.1	2.2	2.1	2.2
2015	.35	.36	.38	.31	2.2	2.2	2.3	1.9
2016	.31	.31	.32	.33	1.9	1.9	2.0	2.0
2017	.33	.32	.32	.33	2.0	1.9	1.9	2.0
2018	.33	.41	.41	.43	1.9	2.4	2.3	2.4
2019	.42	–	–	–	2.3	–	–	–
Legally required benefits								
2004	1.31	1.30	1.32	1.34	9.5	9.4	9.4	9.4
2005	1.35	1.36	1.37	1.43	9.5	9.5	9.4	9.5
2006	1.41	1.42	1.43	1.45	9.5	9.4	9.4	9.5
2007	1.46	1.48	1.49	1.50	9.4	9.4	9.4	9.4
2008	1.50	1.51	1.52	1.48	9.2	9.3	9.2	9.3
2009	1.48	1.48	1.49	1.44	9.2	9.2	9.2	9.1
2010	1.45	1.46	1.48	1.47	9.2	9.3	9.3	9.4
2011	1.49	1.51	1.51	1.49	9.4	9.5	9.5	9.6

See footnotes at end of table.

Table 20. Private industry workers, part-time by occupational group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Office and administrative support occupations

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Legally required benefits								
2012	1.52	1.53	1.56	1.60	9.7	9.7	9.9	10.1
2013	1.62	1.62	1.62	1.61	10.1	10.0	10.0	10.1
2014	1.62	1.62	1.62	1.59	10.0	10.0	10.0	9.9
2015	1.60	1.62	1.62	1.54	9.9	10.0	9.9	9.7
2016	1.55	1.54	1.55	1.54	9.6	9.5	9.6	9.4
2017	1.55	1.53	1.54	1.53	9.4	9.3	9.3	9.1
2018	1.55	1.57	1.58	1.57	9.1	9.0	9.0	8.8
2019	1.57	–	–	–	8.7	–	–	–
Other benefits[1]								
2004	.02	.02	.02	.02	.1	.1	.1	.1
2005	.02	.02	.02	.02	.1	.1	.1	.1

[1] Includes severance pay and supplemental unemployment benefits. Publication of other benefits was discontinued beginning in June 2006.

Note: The sum of individual items may not equal totals due to rounding. Dashes indicate data are not available.

Table 20. Private industry workers, part-time by occupational group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Service occupations

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Total compensation								
2004	$8.94	$9.18	$9.21	$9.19	100.0	100.0	100.0	100.0
2005	9.40	9.45	9.47	9.61	100.0	100.0	100.0	100.0
2006	9.56	9.69	9.77	9.83	100.0	100.0	100.0	100.0
2007	9.99	10.01	10.15	10.28	100.0	100.0	100.0	100.0
2008	10.34	10.34	10.42	10.35	100.0	100.0	100.0	100.0
2009	10.55	10.54	10.69	10.78	100.0	100.0	100.0	100.0
2010	10.83	10.84	10.90	10.95	100.0	100.0	100.0	100.0
2011	11.00	10.93	10.95	10.89	100.0	100.0	100.0	100.0
2012	10.93	10.92	11.02	11.26	100.0	100.0	100.0	100.0
2013	11.22	11.29	11.27	11.29	100.0	100.0	100.0	100.0
2014	11.30	11.28	11.40	11.40	100.0	100.0	100.0	100.0
2015	11.48	11.49	11.56	11.89	100.0	100.0	100.0	100.0
2016	11.99	12.06	12.18	12.23	100.0	100.0	100.0	100.0
2017	12.36	12.49	12.50	12.95	100.0	100.0	100.0	100.0
2018	13.09	13.15	13.29	13.77	100.0	100.0	100.0	100.0
2019	13.91	–	–	–	100.0	–	–	–
Wages and salaries								
2004	7.36	7.56	7.57	7.55	82.3	82.4	82.2	82.2
2005	7.73	7.77	7.78	7.83	82.3	82.2	82.1	81.5
2006	7.79	7.88	7.93	7.98	81.5	81.3	81.2	81.2
2007	8.13	8.16	8.28	8.35	81.4	81.5	81.6	81.2
2008	8.40	8.42	8.51	8.48	81.2	81.5	81.7	81.9
2009	8.63	8.65	8.77	8.81	81.8	82.1	82.1	81.7
2010	8.84	8.85	8.90	8.95	81.6	81.6	81.6	81.7
2011	8.98	8.94	8.96	8.88	81.6	81.7	81.8	81.6
2012	8.90	8.90	8.97	9.18	81.4	81.5	81.4	81.6
2013	9.16	9.22	9.20	9.23	81.7	81.7	81.6	81.7
2014	9.25	9.27	9.36	9.39	81.9	82.2	82.2	82.4
2015	9.46	9.47	9.53	9.77	82.4	82.4	82.4	82.1
2016	9.87	9.97	10.07	10.10	82.3	82.7	82.7	82.6
2017	10.23	10.35	10.36	10.62	82.7	82.8	82.9	82.0
2018	10.76	10.82	10.95	11.21	82.2	82.3	82.4	81.4
2019	11.35	–	–	–	81.6	–	–	–
Total benefits								
2004	1.58	1.62	1.64	1.64	17.7	17.6	17.8	17.8
2005	1.67	1.68	1.70	1.77	17.7	17.8	17.9	18.5
2006	1.76	1.82	1.83	1.85	18.5	18.7	18.8	18.8
2007	1.86	1.85	1.87	1.93	18.6	18.5	18.4	18.8
2008	1.94	1.92	1.91	1.87	18.8	18.5	18.3	18.1
2009	1.92	1.89	1.91	1.97	18.2	17.9	17.9	18.3
2010	1.99	2.00	2.00	2.00	18.4	18.4	18.4	18.3
2011	2.02	2.00	1.99	2.01	18.4	18.3	18.2	18.4
2012	2.03	2.02	2.05	2.08	18.6	18.5	18.6	18.4
2013	2.05	2.06	2.07	2.06	18.3	18.3	18.4	18.3
2014	2.04	2.01	2.03	2.01	18.1	17.8	17.8	17.6
2015	2.02	2.02	2.03	2.12	17.6	17.6	17.6	17.9
2016	2.12	2.09	2.11	2.13	17.7	17.3	17.3	17.4
2017	2.14	2.14	2.14	2.33	17.3	17.2	17.1	18.0
2018	2.33	2.32	2.33	2.57	17.8	17.7	17.6	18.6
2019	2.55	–	–	–	18.4	–	–	–
Paid leave								
2004	.15	.14	.14	.14	1.7	1.5	1.5	1.5
2005	.14	.14	.14	.17	1.5	1.5	1.5	1.7
2006	.20	.21	.21	.20	2.1	2.1	2.1	2.0
2007	.20	.20	.20	.21	2.0	2.0	2.0	2.0
2008	.21	.20	.21	.19	2.0	2.0	2.0	1.8
2009	.19	.19	.19	.19	1.8	1.8	1.8	1.8
2010	.19	.19	.19	.21	1.8	1.8	1.8	1.9
2011	.20	.20	.20	.20	1.8	1.8	1.8	1.8
2012	.20	.20	.20	.20	1.8	1.8	1.8	1.7
2013	.19	.20	.20	.20	1.7	1.8	1.8	1.8
2014	.20	.20	.20	.18	1.8	1.7	1.8	1.5
2015	.17	.18	.18	.19	1.5	1.6	1.6	1.6
2016	.18	.18	.17	.18	1.5	1.5	1.4	1.5

See footnotes at end of table.

Table 20. Private industry workers, part-time by occupational group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Service occupations

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Paid leave								
2017	0.17	0.17	0.18	0.21	1.4	1.4	1.4	1.6
2018	.20	.20	.20	.28	1.5	1.5	1.5	2.0
2019	.28	–	–	–	2.0	–	–	–
Supplemental pay								
2004	.08	.08	.08	.08	.9	.9	.9	.9
2005	.08	.08	.08	.09	.9	.9	.9	1.0
2006	.09	.09	.09	.10	.9	.9	.9	1.0
2007	.10	.10	.10	.10	1.0	1.0	.9	.9
2008	.10	.10	.10	.10	1.0	.9	1.0	.9
2009	.10	.10	.09	.10	.9	.9	.9	.9
2010	.10	.09	.09	.11	.9	.9	.9	1.0
2011	.11	.11	.11	.11	1.0	1.0	1.0	1.0
2012	.11	.10	.12	.12	1.0	.9	1.0	1.0
2013	.11	.11	.11	.12	1.0	1.0	1.0	1.1
2014	.12	.12	.12	.09	1.0	1.0	1.0	.8
2015	.09	.09	.09	.11	.8	.8	.8	.9
2016	.11	.10	.10	.10	.9	.8	.8	.8
2017	.11	.11	.11	.15	.9	.9	.8	1.1
2018	.15	.14	.14	.19	1.1	1.1	1.1	1.4
2019	.19	–	–	–	1.3	–	–	–
Insurance								
2004	.20	.21	.22	.22	2.3	2.3	2.4	2.4
2005	.22	.22	.22	.25	2.4	2.3	2.3	2.6
2006	.26	.29	.30	.30	2.7	3.0	3.1	3.0
2007	.30	.30	.28	.31	3.0	3.0	2.8	3.0
2008	.33	.32	.31	.32	3.2	3.1	3.0	3.1
2009	.33	.31	.32	.35	3.1	3.0	3.0	3.3
2010	.36	.36	.36	.32	3.3	3.3	3.3	3.0
2011	.32	.30	.31	.32	2.9	2.8	2.8	3.0
2012	.32	.32	.33	.33	2.9	3.0	3.0	2.9
2013	.33	.32	.32	.28	2.9	2.8	2.8	2.4
2014	.28	.27	.28	.29	2.4	2.4	2.4	2.5
2015	.29	.30	.31	.28	2.6	2.6	2.6	2.4
2016	.29	.28	.28	.30	2.4	2.3	2.3	2.5
2017	.29	.28	.29	.39	2.3	2.2	2.3	3.0
2018	.39	.39	.39	.46	3.0	3.0	2.9	3.4
2019	.46	–	–	–	3.3	–	–	–
Retirement and savings								
2004	.05	.04	.05	.04	.5	.5	.5	.5
2005	.05	.04	.05	.06	.5	.5	.5	.6
2006	.06	.06	.06	.06	.6	.6	.6	.6
2007	.06	.06	.07	.08	.6	.6	.6	.7
2008	.08	.08	.08	.07	.7	.8	.7	.7
2009	.08	.08	.08	.09	.8	.8	.8	.8
2010	.09	.09	.09	.08	.8	.8	.8	.8
2011	.08	.08	.08	.09	.8	.8	.8	.8
2012	.09	.08	.08	.09	.8	.7	.7	.8
2013	.09	.09	.09	.09	.8	.8	.8	.8
2014	.09	.09	.09	.10	.8	.8	.8	.9
2015	.10	.10	.10	.10	.9	.9	.9	.8
2016	.10	.10	.09	.09	.8	.8	.8	.8
2017	.09	.09	.10	.11	.8	.7	.8	.9
2018	.11	.12	.12	.13	.8	.9	.9	.9
2019	.12	–	–	–	.9	–	–	–
Legally required benefits								
2004	1.10	1.15	1.15	1.15	12.3	12.5	12.5	12.5
2005	1.18	1.20	1.20	1.21	12.5	12.7	12.7	12.6
2006	1.16	1.17	1.18	1.19	12.1	12.1	12.0	12.1
2007	1.19	1.20	1.23	1.24	11.9	12.0	12.1	12.0
2008	1.22	1.22	1.22	1.20	11.8	11.8	11.7	11.6
2009	1.22	1.22	1.22	1.24	11.5	11.5	11.4	11.5
2010	1.25	1.26	1.27	1.28	11.6	11.6	11.7	11.7
2011	1.30	1.30	1.30	1.29	11.8	11.9	11.8	11.8

See footnotes at end of table.

Table 20. Private industry workers, part-time by occupational group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Service occupations

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Legally required benefits								
2012	1.32	1.32	1.33	1.35	12.0	12.1	12.0	12.0
2013	1.34	1.34	1.34	1.36	12.0	11.9	11.9	12.1
2014	1.35	1.34	1.34	1.35	12.0	11.9	11.8	11.9
2015	1.36	1.35	1.34	1.45	11.8	11.7	11.6	12.1
2016	1.44	1.44	1.47	1.46	12.0	11.9	12.0	11.9
2017	1.47	1.49	1.47	1.47	11.9	11.9	11.8	11.3
2018	1.48	1.47	1.47	1.50	11.3	11.2	11.1	10.9
2019	1.50	–	–	–	10.8	–	–	–
Other benefits[1]								
2004	([2])	([2])	([2])	([2])	([3])	([3])	([3])	([3])
2005	([2])	([2])	([2])	([2])	([3])	([3])	([3])	([3])

[1] Includes severance pay and supplemental unemployment benefits. Publication of other benefits was discontinued beginning in June 2006.
[2] Cost per hour worked is $0.01 or less.
[3] Less than .05 percent.

Note: The sum of individual items may not equal totals due to rounding. Dashes indicate data are not available.

Table 20. Private industry workers, part-time by occupational group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Production, transportation, and material moving occupations

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Total compensation								
2004	$12.08	$11.93	$12.04	$12.15	100.0	100.0	100.0	100.0
2005	12.30	12.32	12.46	12.85	100.0	100.0	100.0	100.0
2006	12.78	12.75	12.83	13.56	100.0	100.0	100.0	100.0
2007	13.75	13.77	14.02	14.09	100.0	100.0	100.0	100.0
2008	14.23	14.28	14.44	14.27	100.0	100.0	100.0	100.0
2009	14.51	14.66	14.86	14.88	100.0	100.0	100.0	100.0
2010	15.00	15.05	15.19	15.26	100.0	100.0	100.0	100.0
2011	15.27	15.22	15.23	14.84	100.0	100.0	100.0	100.0
2012	14.98	15.01	14.93	15.90	100.0	100.0	100.0	100.0
2013	15.97	15.96	16.08	16.85	100.0	100.0	100.0	100.0
2014	16.93	16.99	17.20	17.00	100.0	100.0	100.0	100.0
2015	17.03	17.07	17.16	17.24	100.0	100.0	100.0	100.0
2016	17.32	17.25	17.36	17.33	100.0	100.0	100.0	100.0
2017	17.52	17.65	17.83	17.11	100.0	100.0	100.0	100.0
2018	17.52	17.67	17.80	18.05	100.0	100.0	100.0	100.0
2019	18.19	–	–	–	100.0	–	–	–
Wages and salaries								
2004	9.03	8.81	8.92	9.01	74.7	73.9	74.0	74.1
2005	9.06	9.07	9.21	9.54	73.6	73.7	73.9	74.2
2006	9.43	9.41	9.44	9.80	73.8	73.8	73.6	72.3
2007	9.96	9.99	10.12	10.14	72.4	72.6	72.2	72.0
2008	10.27	10.31	10.46	10.43	72.1	72.2	72.4	73.1
2009	10.60	10.68	10.84	10.85	73.0	72.9	72.9	72.9
2010	10.85	10.82	10.90	10.96	72.3	71.9	71.7	71.8
2011	10.94	10.89	10.93	10.71	71.7	71.5	71.7	72.2
2012	10.83	10.82	10.74	11.09	72.3	72.1	72.0	69.7
2013	11.16	11.18	11.22	11.55	69.9	70.0	69.8	68.5
2014	11.67	11.75	11.90	11.83	68.9	69.2	69.2	69.6
2015	11.87	11.87	11.94	12.08	69.7	69.5	69.5	70.1
2016	12.18	12.20	12.29	12.38	70.3	70.8	70.8	71.5
2017	12.54	12.61	12.77	12.16	71.6	71.5	71.6	71.1
2018	12.44	12.52	12.62	12.90	71.0	70.9	70.9	71.4
2019	12.96	–	–	–	71.2	–	–	–
Total benefits								
2004	3.05	3.11	3.13	3.14	25.3	26.1	26.0	25.9
2005	3.24	3.25	3.25	3.32	26.4	26.3	26.1	25.8
2006	3.35	3.34	3.38	3.76	26.2	26.2	26.4	27.7
2007	3.79	3.78	3.90	3.95	27.6	27.4	27.8	28.0
2008	3.97	3.97	3.99	3.84	27.9	27.8	27.6	26.9
2009	3.91	3.98	4.02	4.03	27.0	27.1	27.1	27.1
2010	4.16	4.23	4.29	4.30	27.7	28.1	28.3	28.2
2011	4.33	4.33	4.31	4.13	28.3	28.5	28.3	27.8
2012	4.15	4.19	4.19	4.81	27.7	27.9	28.0	30.3
2013	4.81	4.78	4.86	5.30	30.1	30.0	30.2	31.5
2014	5.26	5.23	5.30	5.17	31.1	30.8	30.8	30.4
2015	5.17	5.20	5.23	5.16	30.3	30.5	30.5	29.9
2016	5.14	5.04	5.08	4.94	29.7	29.2	29.2	28.5
2017	4.98	5.04	5.06	4.94	28.4	28.5	28.4	28.9
2018	5.08	5.15	5.19	5.16	29.0	29.1	29.1	28.6
2019	5.23	–	–	–	28.8	–	–	–
Paid leave								
2004	.33	.33	.34	.34	2.8	2.8	2.8	2.8
2005	.34	.34	.35	.35	2.8	2.8	2.8	2.8
2006	.38	.37	.37	.38	3.0	2.9	2.9	2.8
2007	.38	.38	.40	.40	2.8	2.8	2.8	2.8
2008	.39	.40	.41	.36	2.8	2.8	2.9	2.6
2009	.35	.36	.37	.35	2.4	2.5	2.5	2.4
2010	.38	.39	.39	.40	2.5	2.6	2.6	2.6
2011	.39	.39	.38	.40	2.6	2.5	2.5	2.7
2012	.40	.40	.38	.46	2.6	2.7	2.6	2.9
2013	.47	.46	.47	.54	2.9	2.9	3.0	3.2
2014	.54	.54	.56	.54	3.2	3.2	3.3	3.2
2015	.53	.52	.52	.49	3.1	3.0	3.1	2.9
2016	.50	.49	.49	.48	2.9	2.8	2.8	2.8

See footnotes at end of table.

Table 20. Private industry workers, part-time by occupational group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Production, transportation, and material moving occupations

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Paid leave								
2017	0.49	0.50	0.50	0.46	2.8	2.8	2.8	2.7
2018	.48	.49	.49	.49	2.7	2.8	2.7	2.7
2019	.51	–	–	–	2.8	–	–	–
Supplemental pay								
2004	.18	.19	.20	.19	1.5	1.6	1.6	1.6
2005	.19	.20	.20	.24	1.6	1.6	1.6	1.9
2006	.27	.27	.25	.28	2.1	2.1	2.0	2.1
2007	.28	.28	.29	.29	2.0	2.0	2.0	2.1
2008	.30	.29	.31	.35	2.1	2.0	2.1	2.4
2009	.35	.35	.36	.35	2.4	2.4	2.4	2.4
2010	.35	.33	.34	.32	2.3	2.2	2.2	2.1
2011	.32	.31	.31	.28	2.1	2.1	2.0	1.9
2012	.29	.29	.27	.29	1.9	1.9	1.8	1.8
2013	.29	.29	.30	.30	1.8	1.8	1.9	1.8
2014	.30	.29	.30	.31	1.7	1.7	1.8	1.8
2015	.31	.31	.30	.28	1.8	1.8	1.7	1.6
2016	.27	.27	.29	.29	1.6	1.6	1.6	1.7
2017	.30	.30	.30	.32	1.7	1.7	1.7	1.9
2018	.33	.34	.34	.35	1.9	1.9	1.9	2.0
2019	.37	–	–	–	2.0	–	–	–
Insurance								
2004	.76	.79	.75	.77	6.3	6.6	6.2	6.3
2005	.82	.81	.77	.75	6.6	6.5	6.2	5.9
2006	.77	.78	.83	.98	6.0	6.2	6.5	7.3
2007	1.10	1.08	1.17	1.19	8.0	7.8	8.3	8.5
2008	1.21	1.21	1.18	1.09	8.5	8.5	8.2	7.6
2009	1.14	1.16	1.17	1.20	7.9	7.9	7.9	8.1
2010	1.27	1.38	1.41	1.45	8.5	9.2	9.3	9.5
2011	1.45	1.46	1.45	1.33	9.5	9.6	9.5	8.9
2012	1.33	1.34	1.36	1.65	8.9	8.9	9.1	10.4
2013	1.65	1.62	1.65	1.76	10.3	10.2	10.3	10.5
2014	1.71	1.67	1.70	1.50	10.1	9.8	9.9	8.9
2015	1.51	1.53	1.55	1.35	8.9	9.0	9.1	7.8
2016	1.35	1.32	1.35	1.21	7.8	7.6	7.7	7.0
2017	1.21	1.24	1.24	1.31	6.9	7.0	7.0	7.7
2018	1.36	1.38	1.38	1.36	7.8	7.8	7.7	7.5
2019	1.40	–	–	–	7.7	–	–	–
Retirement and savings								
2004	.28	.28	.30	.29	2.3	2.4	2.5	2.4
2005	.32	.31	.32	.32	2.6	2.6	2.6	2.5
2006	.34	.34	.34	.38	2.7	2.7	2.6	2.8
2007	.36	.37	.37	.37	2.7	2.7	2.6	2.7
2008	.39	.39	.39	.33	2.7	2.7	2.7	2.3
2009	.34	.35	.35	.36	2.3	2.4	2.3	2.4
2010	.37	.34	.34	.32	2.4	2.2	2.3	2.1
2011	.32	.32	.32	.28	2.1	2.1	2.1	1.9
2012	.28	.30	.30	.47	1.9	2.0	2.0	2.9
2013	.46	.47	.50	.66	2.9	3.0	3.1	3.9
2014	.66	.65	.65	.70	3.9	3.8	3.8	4.1
2015	.70	.72	.76	.88	4.1	4.2	4.4	5.1
2016	.86	.84	.85	.84	5.0	4.9	4.9	4.9
2017	.84	.86	.86	.79	4.8	4.8	4.8	4.6
2018	.81	.87	.89	.79	4.6	4.9	5.0	4.4
2019	.82	–	–	–	4.5	–	–	–
Legally required benefits								
2004	1.49	1.52	1.54	1.56	12.3	12.8	12.8	12.8
2005	1.57	1.59	1.60	1.64	12.8	12.9	12.9	12.8
2006	1.58	1.58	1.59	1.72	12.4	12.4	12.4	12.7
2007	1.67	1.67	1.69	1.69	12.1	12.1	12.0	12.0
2008	1.68	1.68	1.69	1.71	11.8	11.8	11.7	12.0
2009	1.73	1.75	1.77	1.77	11.9	12.0	11.9	11.9
2010	1.79	1.79	1.81	1.81	12.0	11.9	11.9	11.9
2011	1.84	1.85	1.85	1.84	12.0	12.2	12.2	12.4

See footnotes at end of table.

Table 20. Private industry workers, part-time by occupational group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Production, transportation, and material moving occupations

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Legally required benefits								
2012	1.86	1.87	1.87	1.94	12.4	12.4	12.5	12.2
2013	1.94	1.94	1.93	2.04	12.1	12.1	12.0	12.1
2014	2.06	2.07	2.08	2.11	12.2	12.2	12.1	12.4
2015	2.12	2.12	2.10	2.16	12.4	12.4	12.2	12.6
2016	2.16	2.12	2.10	2.12	12.5	12.3	12.1	12.3
2017	2.14	2.14	2.16	2.06	12.2	12.1	12.1	12.0
2018	2.09	2.07	2.09	2.16	11.9	11.7	11.7	12.0
2019	2.14	–	–	–	11.8	–	–	–
Other benefits[1]								
2004	([2])	([2])	([2])	([2])	([3])	([3])	([3])	([3])
2005	([2])	([2])	([2])	([2])	([3])	([3])	([3])	([3])

[1] Includes severance pay and supplemental unemployment benefits. Publication of other benefits was discontinued beginning in June 2006.
[2] Cost per hour worked is $0.01 or less.
[3] Less than .05 percent.

Note: The sum of individual items may not equal totals due to rounding. Dashes indicate data are not available.

Table 20. Private industry workers, part-time by occupational group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Transportation and material moving occupations

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Total compensation								
2004	$12.23	$12.12	$12.19	$12.34	100.0	100.0	100.0	100.0
2005	12.43	12.46	12.56	12.96	100.0	100.0	100.0	100.0
2006	12.83	12.79	12.86	13.75	100.0	100.0	100.0	100.0
2007	13.96	14.00	14.27	14.33	100.0	100.0	100.0	100.0
2008	14.48	14.53	14.71	14.61	100.0	100.0	100.0	100.0
2009	14.92	15.09	15.30	15.31	100.0	100.0	100.0	100.0
2010	15.52	15.54	15.67	15.71	100.0	100.0	100.0	100.0
2011	15.72	15.68	15.69	15.11	100.0	100.0	100.0	100.0
2012	15.14	15.15	15.09	16.01	100.0	100.0	100.0	100.0
2013	16.10	16.06	16.24	17.19	100.0	100.0	100.0	100.0
2014	17.26	17.39	17.60	17.50	100.0	100.0	100.0	100.0
2015	17.55	17.57	17.68	18.10	100.0	100.0	100.0	100.0
2016	18.21	18.11	18.24	18.12	100.0	100.0	100.0	100.0
2017	18.37	18.53	18.70	17.72	100.0	100.0	100.0	100.0
2018	18.14	18.31	18.43	18.97	100.0	100.0	100.0	100.0
2019	19.20	–	–	–	100.0	–	–	–
Wages and salaries								
2004	8.99	8.74	8.81	8.92	73.5	72.1	72.3	72.3
2005	8.94	8.97	9.09	9.48	72.0	72.0	72.4	73.1
2006	9.34	9.31	9.32	9.71	72.8	72.8	72.4	70.6
2007	9.87	9.90	10.04	10.07	70.7	70.7	70.3	70.2
2008	10.19	10.24	10.39	10.39	70.4	70.5	70.7	71.1
2009	10.59	10.69	10.85	10.90	71.0	70.8	70.9	71.2
2010	10.95	10.88	10.94	11.01	70.6	70.0	69.8	70.1
2011	10.99	10.94	10.98	10.68	69.9	69.8	70.0	70.7
2012	10.71	10.69	10.63	10.96	70.7	70.6	70.4	68.5
2013	11.04	11.01	11.08	11.48	68.6	68.6	68.3	66.8
2014	11.59	11.71	11.87	11.82	67.2	67.4	67.4	67.5
2015	11.86	11.85	11.94	12.14	67.6	67.4	67.5	67.1
2016	12.28	12.28	12.38	12.47	67.5	67.8	67.9	68.8
2017	12.63	12.69	12.83	12.08	68.8	68.5	68.6	68.1
2018	12.40	12.45	12.53	13.06	68.4	68.0	68.0	68.9
2019	13.28	–	–	–	69.2	–	–	–
Total benefits								
2004	3.25	3.38	3.38	3.42	26.5	27.9	27.7	27.7
2005	3.48	3.49	3.47	3.48	28.0	28.0	27.6	26.9
2006	3.49	3.48	3.54	4.04	27.2	27.2	27.6	29.4
2007	4.10	4.09	4.24	4.27	29.3	29.3	29.7	29.8
2008	4.29	4.29	4.31	4.22	29.6	29.5	29.3	28.9
2009	4.33	4.40	4.45	4.41	29.0	29.2	29.1	28.8
2010	4.57	4.66	4.73	4.70	29.4	30.0	30.2	29.9
2011	4.73	4.74	4.70	4.43	30.1	30.2	30.0	29.3
2012	4.43	4.46	4.46	5.05	29.3	29.4	29.6	31.5
2013	5.06	5.05	5.16	5.71	31.4	31.4	31.7	33.2
2014	5.67	5.68	5.74	5.69	32.8	32.6	32.6	32.5
2015	5.69	5.72	5.74	5.95	32.4	32.6	32.5	32.9
2016	5.93	5.82	5.86	5.65	32.5	32.2	32.1	31.2
2017	5.74	5.84	5.87	5.65	31.2	31.5	31.4	31.9
2018	5.74	5.86	5.90	5.91	31.6	32.0	32.0	31.1
2019	5.91	–	–	–	30.8	–	–	–
Paid leave								
2004	.35	.35	.35	.36	2.8	2.9	2.9	2.9
2005	.36	.36	.37	.37	2.9	2.9	2.9	2.8
2006	.39	.38	.38	.40	3.1	3.0	3.0	2.9
2007	.40	.40	.42	.42	2.9	2.9	2.9	2.9
2008	.41	.42	.44	.38	2.8	2.9	3.0	2.6
2009	.37	.38	.39	.36	2.5	2.5	2.5	2.4
2010	.40	.39	.40	.42	2.6	2.5	2.5	2.7
2011	.41	.41	.40	.42	2.6	2.6	2.5	2.7
2012	.41	.42	.40	.48	2.7	2.8	2.7	3.0
2013	.49	.48	.49	.57	3.0	3.0	3.0	3.3
2014	.58	.58	.60	.58	3.4	3.3	3.4	3.3
2015	.57	.56	.56	.57	3.3	3.2	3.2	3.1
2016	.57	.56	.57	.54	3.1	3.1	3.1	3.0

See footnotes at end of table.

Table 20. Private industry workers, part-time by occupational group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Transportation and material moving occupations

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Paid leave								
2017	0.56	0.57	0.58	0.51	3.0	3.1	3.1	2.9
2018	.52	.54	.54	.54	2.9	2.9	2.9	2.9
2019	.55	–	–	–	2.9	–	–	–
Supplemental pay								
2004	.18	.19	.20	.19	1.5	1.5	1.6	1.5
2005	.18	.19	.20	.22	1.5	1.5	1.6	1.7
2006	.26	.25	.25	.28	2.0	2.0	2.0	2.1
2007	.29	.28	.29	.30	2.1	2.0	2.0	2.1
2008	.30	.29	.31	.38	2.1	2.0	2.1	2.6
2009	.37	.38	.38	.38	2.5	2.5	2.5	2.5
2010	.37	.36	.36	.34	2.4	2.3	2.3	2.2
2011	.34	.33	.32	.28	2.2	2.1	2.1	1.9
2012	.29	.28	.27	.29	1.9	1.9	1.8	1.8
2013	.29	.30	.30	.30	1.8	1.8	1.9	1.8
2014	.31	.31	.32	.34	1.8	1.8	1.8	2.0
2015	.35	.34	.32	.31	2.0	1.9	1.8	1.7
2016	.30	.30	.32	.33	1.7	1.7	1.7	1.8
2017	.33	.34	.34	.35	1.8	1.8	1.8	2.0
2018	.36	.36	.36	.39	2.0	2.0	2.0	2.1
2019	.39	–	–	–	2.1	–	–	–
Insurance								
2004	.87	.96	.91	.94	7.1	7.9	7.4	7.6
2005	.99	.97	.92	.87	8.0	7.8	7.3	6.7
2006	.90	.91	.97	1.15	7.0	7.1	7.6	8.4
2007	1.29	1.28	1.38	1.40	9.3	9.2	9.7	9.8
2008	1.42	1.43	1.40	1.33	9.8	9.8	9.5	9.1
2009	1.40	1.42	1.43	1.42	9.4	9.4	9.4	9.3
2010	1.50	1.65	1.69	1.70	9.7	10.6	10.8	10.8
2011	1.71	1.72	1.70	1.53	10.9	10.9	10.8	10.1
2012	1.52	1.53	1.56	1.80	10.1	10.1	10.3	11.2
2013	1.80	1.78	1.85	1.99	11.2	11.1	11.4	11.6
2014	1.93	1.91	1.94	1.75	11.2	11.0	11.0	10.0
2015	1.75	1.77	1.81	1.69	10.0	10.1	10.2	9.3
2016	1.69	1.66	1.69	1.50	9.3	9.1	9.3	8.3
2017	1.52	1.58	1.58	1.62	8.3	8.5	8.4	9.2
2018	1.65	1.69	1.69	1.68	9.1	9.2	9.2	8.9
2019	1.68	–	–	–	8.7	–	–	–
Retirement and savings								
2004	.33	.34	.36	.36	2.7	2.8	2.9	2.9
2005	.35	.36	.36	.35	2.9	2.9	2.9	2.7
2006	.35	.35	.34	.45	2.8	2.7	2.7	3.3
2007	.43	.44	.44	.44	3.1	3.2	3.1	3.1
2008	.46	.46	.46	.41	3.2	3.2	3.1	2.8
2009	.42	.43	.43	.44	2.8	2.8	2.8	2.9
2010	.45	.42	.43	.38	2.9	2.7	2.7	2.4
2011	.39	.39	.39	.33	2.5	2.5	2.5	2.2
2012	.33	.36	.36	.54	2.2	2.4	2.4	3.3
2013	.52	.54	.56	.78	3.3	3.4	3.5	4.5
2014	.76	.76	.76	.83	4.4	4.4	4.3	4.8
2015	.83	.86	.90	1.12	4.7	4.9	5.1	6.2
2016	1.10	1.09	1.10	1.08	6.0	6.0	6.0	6.0
2017	1.09	1.12	1.13	1.05	5.9	6.0	6.0	5.9
2018	1.05	1.13	1.15	1.04	5.8	6.2	6.3	5.5
2019	1.05	–	–	–	5.4	–	–	–
Legally required benefits								
2004	1.51	1.55	1.56	1.58	12.4	12.8	12.8	12.8
2005	1.59	1.61	1.63	1.67	12.8	12.9	13.0	12.9
2006	1.59	1.58	1.60	1.75	12.4	12.4	12.4	12.7
2007	1.68	1.68	1.70	1.70	12.1	12.0	11.9	11.9
2008	1.69	1.69	1.71	1.74	11.7	11.7	11.6	11.9
2009	1.77	1.79	1.81	1.81	11.9	11.9	11.8	11.8
2010	1.84	1.84	1.86	1.86	11.9	11.8	11.8	11.8
2011	1.88	1.90	1.90	1.87	11.9	12.1	12.1	12.4

See footnotes at end of table.

Table 20. Private industry workers, part-time by occupational group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Transportation and material moving occupations

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Legally required benefits								
2012	1.88	1.88	1.88	1.95	12.4	12.4	12.5	12.2
2013	1.95	1.95	1.95	2.07	12.1	12.1	12.0	12.0
2014	2.09	2.11	2.13	2.18	12.1	12.2	12.1	12.5
2015	2.19	2.19	2.15	2.27	12.5	12.4	12.2	12.5
2016	2.26	2.22	2.19	2.21	12.4	12.3	12.0	12.2
2017	2.23	2.23	2.25	2.12	12.1	12.1	12.0	11.9
2018	2.16	2.13	2.15	2.26	11.9	11.7	11.7	11.9
2019	2.24	–	–	–	11.7	–	–	–
Other benefits[1]								
2004	([2])	([2])	([2])	([2])	([3])	([3])	([3])	([3])
2005	([2])	([2])	([2])	([2])	([3])	([3])	([3])	([3])

[1] Includes severance pay and supplemental unemployment benefits. Publication of other benefits was discontinued beginning in June 2006.
[2] Cost per hour worked is $0.01 or less.
[3] Less than .05 percent.

Note: The sum of individual items may not equal totals due to rounding. Dashes indicate data are not available.

Table 21. Private industry workers, full-time by industry group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation

All goods-producing industries[1]

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Total compensation								
2004	$27.62	$27.87	$28.35	$28.58	100.0	100.0	100.0	100.0
2005	28.94	29.26	29.50	29.83	100.0	100.0	100.0	100.0
2006	29.82	30.19	30.41	30.46	100.0	100.0	100.0	100.0
2007	30.56	30.85	31.10	31.33	100.0	100.0	100.0	100.0
2008	31.79	31.99	32.18	32.51	100.0	100.0	100.0	100.0
2009	32.66	32.66	32.68	32.51	100.0	100.0	100.0	100.0
2010	32.80	32.93	33.21	32.91	100.0	100.0	100.0	100.0
2011	33.33	33.69	33.75	34.26	100.0	100.0	100.0	100.0
2012	34.36	34.48	34.65	34.70	100.0	100.0	100.0	100.0
2013	35.13	35.15	35.14	36.13	100.0	100.0	100.0	100.0
2014	36.53	36.75	36.90	37.77	100.0	100.0	100.0	100.0
2015	37.80	37.97	38.25	38.82	100.0	100.0	100.0	100.0
2016	39.00	39.24	39.62	39.64	100.0	100.0	100.0	100.0
2017	40.01	40.30	40.58	39.73	100.0	100.0	100.0	100.0
2018	40.01	40.14	40.40	40.07	100.0	100.0	100.0	100.0
2019	40.43	–	–	–	100.0	–	–	–
Wages and salaries								
2004	18.36	18.46	18.75	18.78	66.5	66.2	66.2	65.7
2005	18.90	19.10	19.23	19.50	65.3	65.3	65.2	65.4
2006	19.68	19.94	20.06	20.15	66.0	66.1	66.0	66.2
2007	20.34	20.49	20.71	20.81	66.6	66.4	66.6	66.4
2008	21.12	21.29	21.43	21.71	66.5	66.6	66.6	66.8
2009	21.78	21.79	21.83	21.76	66.7	66.7	66.8	66.9
2010	21.81	21.89	22.04	21.93	66.5	66.5	66.4	66.6
2011	22.09	22.22	22.31	22.73	66.3	66.0	66.1	66.3
2012	22.83	22.93	23.05	23.16	66.5	66.5	66.5	66.7
2013	23.40	23.45	23.46	23.90	66.6	66.7	66.8	66.2
2014	24.08	24.28	24.37	24.90	65.9	66.1	66.0	65.9
2015	24.95	25.07	25.30	25.63	66.0	66.0	66.2	66.0
2016	25.76	25.96	26.21	26.24	66.1	66.2	66.2	66.2
2017	26.50	26.69	26.83	26.30	66.2	66.2	66.1	66.2
2018	26.48	26.69	26.89	26.66	66.2	66.5	66.6	66.5
2019	26.89	–	–	–	66.5	–	–	–
Total benefits								
2004	9.26	9.41	9.59	9.81	33.5	33.8	33.8	34.3
2005	10.04	10.17	10.27	10.32	34.7	34.7	34.8	34.6
2006	10.14	10.25	10.35	10.31	34.0	33.9	34.0	33.8
2007	10.22	10.37	10.39	10.52	33.4	33.6	33.4	33.6
2008	10.66	10.70	10.75	10.80	33.5	33.4	33.4	33.2
2009	10.88	10.86	10.85	10.75	33.3	33.3	33.2	33.1
2010	10.99	11.04	11.17	10.99	33.5	33.5	33.6	33.4
2011	11.25	11.47	11.43	11.53	33.7	34.0	33.9	33.7
2012	11.52	11.55	11.59	11.54	33.5	33.5	33.5	33.3
2013	11.73	11.71	11.67	12.23	33.4	33.3	33.2	33.8
2014	12.45	12.48	12.54	12.86	34.1	33.9	34.0	34.1
2015	12.85	12.89	12.95	13.19	34.0	34.0	33.8	34.0
2016	13.24	13.28	13.41	13.40	33.9	33.8	33.8	33.8
2017	13.51	13.61	13.75	13.43	33.8	33.8	33.9	33.8
2018	13.53	13.45	13.51	13.41	33.8	33.5	33.4	33.5
2019	13.53	–	–	–	33.5	–	–	–
Paid leave								
2004	1.73	1.72	1.73	1.75	6.3	6.2	6.1	6.1
2005	1.77	1.77	1.78	1.89	6.1	6.0	6.0	6.3
2006	1.91	1.91	1.92	1.98	6.4	6.3	6.3	6.5
2007	2.00	2.01	2.00	2.02	6.5	6.5	6.4	6.5
2008	2.03	2.03	2.04	2.11	6.4	6.4	6.3	6.5
2009	2.13	2.12	2.13	2.14	6.5	6.5	6.5	6.6
2010	2.15	2.14	2.15	2.16	6.6	6.5	6.5	6.6
2011	2.18	2.16	2.16	2.25	6.5	6.4	6.4	6.6
2012	2.28	2.27	2.27	2.29	6.6	6.6	6.6	6.6
2013	2.34	2.33	2.33	2.41	6.6	6.6	6.6	6.7
2014	2.44	2.43	2.44	2.51	6.7	6.6	6.6	6.6
2015	2.53	2.50	2.53	2.55	6.7	6.6	6.6	6.6
2016	2.57	2.59	2.60	2.62	6.6	6.6	6.6	6.6

See footnotes at end of table.

Table 21. Private industry workers, full-time by industry group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation

All goods-producing industries[1]

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Paid leave								
2017	2.65	2.65	2.66	2.58	6.6	6.6	6.6	6.5
2018	2.59	2.60	2.63	2.62	6.5	6.5	6.5	6.5
2019	2.66	–	–	–	6.6	–	–	–
Supplemental pay								
2004	1.15	1.16	1.20	1.22	4.2	4.1	4.2	4.3
2005	1.28	1.32	1.34	1.27	4.4	4.5	4.5	4.3
2006	1.19	1.20	1.25	1.20	4.0	4.0	4.1	3.9
2007	1.23	1.26	1.23	1.30	4.0	4.1	4.0	4.1
2008	1.33	1.34	1.36	1.30	4.2	4.2	4.2	4.0
2009	1.24	1.23	1.24	1.24	3.8	3.8	3.8	3.8
2010	1.24	1.23	1.22	1.19	3.8	3.7	3.7	3.6
2011	1.30	1.35	1.34	1.38	3.9	4.0	4.0	4.0
2012	1.40	1.38	1.37	1.38	4.1	4.0	4.0	4.0
2013	1.39	1.35	1.34	1.44	3.9	3.8	3.8	4.0
2014	1.45	1.45	1.45	1.52	4.0	3.9	3.9	4.0
2015	1.46	1.46	1.45	1.54	3.9	3.9	3.8	4.0
2016	1.54	1.55	1.54	1.55	3.9	3.9	3.9	3.9
2017	1.52	1.52	1.54	1.62	3.8	3.8	3.8	4.1
2018	1.68	1.65	1.67	1.72	4.2	4.1	4.1	4.3
2019	1.74	–	–	–	4.3	–	–	–
Insurance								
2004	2.32	2.35	2.39	2.45	8.4	8.4	8.4	8.6
2005	2.52	2.57	2.60	2.66	8.7	8.8	8.8	8.9
2006	2.72	2.74	2.76	2.73	9.1	9.1	9.1	8.9
2007	2.79	2.84	2.86	2.89	9.1	9.2	9.2	9.2
2008	2.95	2.96	2.97	2.98	9.3	9.2	9.2	9.2
2009	3.07	3.08	3.09	3.07	9.4	9.4	9.5	9.5
2010	3.16	3.17	3.19	3.15	9.6	9.6	9.6	9.6
2011	3.21	3.23	3.25	3.26	9.6	9.6	9.6	9.5
2012	3.29	3.31	3.33	3.31	9.6	9.6	9.6	9.5
2013	3.38	3.38	3.37	3.46	9.6	9.6	9.6	9.6
2014	3.52	3.52	3.53	3.56	9.6	9.6	9.6	9.4
2015	3.60	3.61	3.64	3.66	9.5	9.5	9.5	9.4
2016	3.70	3.70	3.76	3.75	9.5	9.4	9.5	9.5
2017	3.79	3.81	3.82	3.84	9.5	9.4	9.4	9.7
2018	3.86	3.79	3.83	3.72	9.7	9.5	9.5	9.3
2019	3.78	–	–	–	9.4	–	–	–
Retirement and savings								
2004	1.35	1.42	1.47	1.58	4.9	5.1	5.2	5.5
2005	1.63	1.64	1.65	1.63	5.6	5.6	5.6	5.5
2006	1.52	1.55	1.56	1.58	5.1	5.1	5.1	5.2
2007	1.36	1.42	1.44	1.46	4.5	4.6	4.6	4.7
2008	1.48	1.48	1.48	1.51	4.7	4.6	4.6	4.6
2009	1.51	1.50	1.46	1.39	4.6	4.6	4.5	4.3
2010	1.50	1.54	1.63	1.57	4.6	4.7	4.9	4.8
2011	1.60	1.75	1.69	1.70	4.8	5.2	5.0	5.0
2012	1.57	1.59	1.60	1.55	4.6	4.6	4.6	4.5
2013	1.61	1.61	1.58	1.82	4.6	4.6	4.5	5.0
2014	1.92	1.93	1.97	2.07	5.3	5.3	5.3	5.5
2015	2.06	2.10	2.09	2.18	5.5	5.5	5.5	5.6
2016	2.15	2.16	2.19	2.20	5.5	5.5	5.5	5.6
2017	2.23	2.29	2.38	2.06	5.6	5.7	5.9	5.2
2018	2.06	2.06	2.02	1.99	5.1	5.1	5.0	5.0
2019	1.99	–	–	–	4.9	–	–	–
Legally required benefits								
2004	2.62	2.67	2.72	2.72	9.5	9.6	9.6	9.5
2005	2.75	2.80	2.82	2.79	9.5	9.6	9.6	9.4
2006	2.80	2.84	2.86	2.83	9.4	9.4	9.4	9.3
2007	2.83	2.84	2.85	2.85	9.3	9.2	9.2	9.1
2008	2.86	2.89	2.90	2.91	9.0	9.0	9.0	9.0
2009	2.92	2.93	2.93	2.90	9.0	9.0	9.0	8.9
2010	2.93	2.96	2.98	2.92	8.9	9.0	9.0	8.9
2011	2.95	2.99	2.99	2.94	8.9	8.9	8.9	8.6

See footnotes at end of table.

Table 21. Private industry workers, full-time by industry group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation

All goods-producing industries[1]

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Legally required benefits								
2012	2.98	3.01	3.03	3.00	8.7	8.7	8.7	8.7
2013	3.02	3.04	3.05	3.11	8.6	8.6	8.7	8.6
2014	3.12	3.14	3.15	3.21	8.5	8.5	8.5	8.5
2015	3.20	3.22	3.22	3.27	8.5	8.5	8.4	8.4
2016	3.27	3.28	3.31	3.27	8.4	8.4	8.4	8.3
2017	3.32	3.34	3.35	3.33	8.3	8.3	8.3	8.4
2018	3.34	3.35	3.36	3.35	8.3	8.3	8.3	8.4
2019	3.36	–	–	–	8.3	–	–	–
Other benefits[2]								
2004	.09	.09	.09	.09	.3	.3	.3	.3
2005	.09	.08	.08	.08	.3	.3	.3	.3

[1] Includes mining, construction, and manufacturing. The agriculture, forestry, farming, and hunting sector is excluded.
[2] Includes severance pay and supplemental unemployment benefits. Publication of other benefits was discontinued beginning in June 2006.

Note: The sum of individual items may not equal totals due to rounding. Dashes indicate data are not available.

Table 21. Private industry workers, full-time by industry group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Construction

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Total compensation								
2004	$27.49	$27.68	$28.05	$28.06	100.0	100.0	100.0	100.0
2005	28.37	28.63	28.93	28.98	100.0	100.0	100.0	100.0
2006	29.17	29.64	29.91	28.85	100.0	100.0	100.0	100.0
2007	29.02	29.53	29.74	30.01	100.0	100.0	100.0	100.0
2008	30.42	30.64	30.88	31.51	100.0	100.0	100.0	100.0
2009	31.62	31.66	31.68	31.55	100.0	100.0	100.0	100.0
2010	31.63	31.73	31.90	31.78	100.0	100.0	100.0	100.0
2011	32.03	32.21	32.46	33.74	100.0	100.0	100.0	100.0
2012	33.71	34.00	34.18	34.42	100.0	100.0	100.0	100.0
2013	35.09	35.03	34.79	35.49	100.0	100.0	100.0	100.0
2014	35.49	35.76	35.95	36.98	100.0	100.0	100.0	100.0
2015	36.72	37.11	37.61	38.17	100.0	100.0	100.0	100.0
2016	38.16	38.42	39.44	39.22	100.0	100.0	100.0	100.0
2017	39.79	40.26	40.63	39.70	100.0	100.0	100.0	100.0
2018	40.12	40.21	40.71	40.03	100.0	100.0	100.0	100.0
2019	40.25	–	–	–	100.0	–	–	–
Wages and salaries								
2004	19.20	19.12	19.42	19.35	69.8	69.1	69.3	69.0
2005	19.49	19.56	19.74	19.82	68.7	68.3	68.2	68.4
2006	19.93	20.25	20.44	19.93	68.3	68.3	68.3	69.1
2007	20.08	20.35	20.55	20.73	69.2	68.9	69.1	69.1
2008	20.97	21.10	21.25	21.70	69.0	68.9	68.8	68.9
2009	21.78	21.76	21.77	21.74	68.9	68.7	68.7	68.9
2010	21.73	21.78	21.89	21.98	68.7	68.6	68.6	69.2
2011	22.10	22.20	22.37	23.42	69.0	68.9	68.9	69.4
2012	23.39	23.53	23.68	23.99	69.4	69.2	69.3	69.7
2013	24.31	24.23	24.14	24.40	69.3	69.2	69.4	68.8
2014	24.40	24.58	24.73	25.33	68.7	68.7	68.8	68.5
2015	25.31	25.51	25.88	26.47	68.9	68.8	68.8	69.4
2016	26.46	26.68	27.23	27.17	69.3	69.4	69.0	69.3
2017	27.50	27.76	28.02	27.29	69.1	68.9	69.0	68.7
2018	27.56	27.71	28.02	27.55	68.7	68.9	68.8	68.8
2019	27.76	–	–	–	69.0	–	–	–
Total benefits								
2004	8.29	8.56	8.62	8.71	30.2	30.9	30.7	31.0
2005	8.88	9.06	9.19	9.17	31.3	31.7	31.8	31.6
2006	9.24	9.40	9.47	8.92	31.7	31.7	31.7	30.9
2007	8.94	9.18	9.19	9.28	30.8	31.1	30.9	30.9
2008	9.44	9.54	9.63	9.81	31.0	31.1	31.2	31.1
2009	9.85	9.90	9.92	9.81	31.1	31.3	31.3	31.1
2010	9.90	9.95	10.01	9.80	31.3	31.4	31.4	30.8
2011	9.92	10.01	10.09	10.32	31.0	31.1	31.1	30.6
2012	10.33	10.47	10.50	10.43	30.6	30.8	30.7	30.3
2013	10.78	10.80	10.65	11.09	30.7	30.8	30.6	31.2
2014	11.09	11.18	11.22	11.65	31.3	31.3	31.2	31.5
2015	11.41	11.59	11.73	11.70	31.1	31.2	31.2	30.6
2016	11.70	11.75	12.21	12.05	30.7	30.6	31.0	30.7
2017	12.29	12.51	12.61	12.41	30.9	31.1	31.0	31.3
2018	12.56	12.50	12.69	12.48	31.3	31.1	31.2	31.2
2019	12.49	–	–	–	31.0	–	–	–
Paid leave								
2004	.96	.96	.95	.96	3.5	3.5	3.4	3.4
2005	.96	.96	.98	1.02	3.4	3.4	3.4	3.5
2006	1.06	1.09	1.09	1.05	3.6	3.7	3.7	3.6
2007	1.04	1.06	1.06	1.07	3.6	3.6	3.6	3.6
2008	1.08	1.10	1.09	1.16	3.6	3.6	3.5	3.7
2009	1.17	1.17	1.15	1.18	3.7	3.7	3.6	3.7
2010	1.18	1.18	1.18	1.20	3.7	3.7	3.7	3.8
2011	1.21	1.21	1.22	1.42	3.8	3.7	3.8	4.2
2012	1.43	1.44	1.45	1.50	4.2	4.2	4.2	4.4
2013	1.54	1.54	1.53	1.57	4.4	4.4	4.4	4.4
2014	1.56	1.57	1.57	1.66	4.4	4.4	4.4	4.5
2015	1.67	1.65	1.70	1.69	4.5	4.4	4.5	4.4
2016	1.68	1.69	1.78	1.79	4.4	4.4	4.5	4.6

See footnotes at end of table.

Table 21. Private industry workers, full-time by industry group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Construction

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Paid leave								
2017	1.81	1.83	1.85	1.74	4.5	4.5	4.5	4.4
2018	1.76	1.78	1.83	1.78	4.4	4.4	4.5	4.5
2019	1.80	–	–	–	4.5	–	–	–
Supplemental pay								
2004	1.03	1.15	1.16	1.16	3.7	4.2	4.1	4.1
2005	1.25	1.28	1.32	1.21	4.4	4.5	4.6	4.2
2006	1.18	1.18	1.21	1.03	4.1	4.0	4.1	3.6
2007	1.07	1.08	1.04	1.07	3.7	3.6	3.5	3.6
2008	1.11	1.10	1.11	1.11	3.7	3.6	3.6	3.5
2009	1.11	1.10	1.11	1.12	3.5	3.5	3.5	3.6
2010	1.10	1.08	1.09	1.05	3.5	3.4	3.4	3.3
2011	1.01	1.02	1.02	1.00	3.2	3.2	3.2	3.0
2012	.98	1.01	1.01	.98	2.9	3.0	3.0	2.8
2013	.98	.96	.94	1.05	2.8	2.7	2.7	3.0
2014	.99	1.04	1.04	.99	2.8	2.9	2.9	2.7
2015	.92	.90	.90	1.02	2.5	2.4	2.4	2.7
2016	1.01	1.04	1.07	1.08	2.7	2.7	2.7	2.8
2017	1.09	1.14	1.15	1.13	2.7	2.8	2.8	2.9
2018	1.16	1.17	1.17	1.26	2.9	2.9	2.9	3.1
2019	1.29	–	–	–	3.2	–	–	–
Insurance								
2004	1.80	1.85	1.86	1.93	6.6	6.7	6.6	6.9
2005	1.94	2.01	2.06	2.15	6.8	7.0	7.1	7.4
2006	2.19	2.23	2.26	2.11	7.5	7.5	7.5	7.3
2007	2.15	2.22	2.23	2.25	7.4	7.5	7.5	7.5
2008	2.28	2.32	2.35	2.36	7.5	7.6	7.6	7.5
2009	2.38	2.42	2.43	2.36	7.5	7.6	7.7	7.5
2010	2.38	2.41	2.44	2.36	7.5	7.6	7.6	7.4
2011	2.42	2.47	2.50	2.61	7.5	7.7	7.7	7.7
2012	2.61	2.65	2.67	2.65	7.7	7.8	7.8	7.7
2013	2.74	2.76	2.72	2.81	7.8	7.9	7.8	7.9
2014	2.85	2.87	2.92	3.05	8.0	8.0	8.1	8.2
2015	3.00	3.07	3.13	3.01	8.2	8.3	8.3	7.9
2016	3.03	3.02	3.20	3.13	7.9	7.9	8.1	8.0
2017	3.21	3.26	3.29	3.32	8.1	8.1	8.1	8.4
2018	3.39	3.35	3.41	3.28	8.4	8.3	8.4	8.2
2019	3.34	–	–	–	8.3	–	–	–
Retirement and savings								
2004	1.28	1.35	1.36	1.37	4.6	4.9	4.8	4.9
2005	1.40	1.44	1.45	1.44	4.9	5.0	5.0	5.0
2006	1.48	1.53	1.52	1.40	5.1	5.1	5.1	4.9
2007	1.36	1.48	1.51	1.53	4.7	5.0	5.1	5.1
2008	1.57	1.59	1.65	1.67	5.2	5.2	5.3	5.3
2009	1.67	1.72	1.74	1.67	5.3	5.4	5.5	5.3
2010	1.72	1.75	1.77	1.71	5.4	5.5	5.6	5.4
2011	1.78	1.79	1.81	1.84	5.5	5.5	5.6	5.5
2012	1.82	1.86	1.84	1.84	5.4	5.5	5.4	5.4
2013	1.99	2.01	1.91	2.01	5.7	5.7	5.5	5.7
2014	2.02	2.02	1.98	2.13	5.7	5.6	5.5	5.8
2015	2.04	2.16	2.16	2.04	5.5	5.8	5.7	5.4
2016	2.03	2.05	2.17	2.14	5.3	5.3	5.5	5.5
2017	2.22	2.27	2.30	2.27	5.6	5.6	5.7	5.7
2018	2.29	2.21	2.29	2.20	5.7	5.5	5.6	5.5
2019	2.13	–	–	–	5.3	–	–	–
Legally required benefits								
2004	3.21	3.24	3.28	3.28	11.7	11.7	11.7	11.7
2005	3.32	3.36	3.37	3.33	11.7	11.7	11.6	11.5
2006	3.33	3.37	3.38	3.33	11.4	11.4	11.3	11.5
2007	3.32	3.34	3.34	3.36	11.4	11.3	11.2	11.2
2008	3.39	3.43	3.43	3.50	11.1	11.2	11.1	11.1
2009	3.52	3.49	3.48	3.47	11.1	11.0	11.0	11.0
2010	3.52	3.53	3.54	3.47	11.1	11.1	11.1	10.9
2011	3.50	3.52	3.53	3.45	10.9	10.9	10.9	10.2

See footnotes at end of table.

Table 21. Private industry workers, full-time by industry group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Construction

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Legally required benefits								
2012	3.50	3.50	3.53	3.46	10.4	10.3	10.3	10.1
2013	3.52	3.54	3.55	3.65	10.0	10.1	10.2	10.3
2014	3.67	3.68	3.70	3.82	10.3	10.3	10.3	10.3
2015	3.79	3.82	3.83	3.93	10.3	10.3	10.2	10.3
2016	3.95	3.94	3.99	3.91	10.4	10.3	10.1	10.0
2017	3.95	4.00	4.02	3.95	9.9	9.9	9.9	9.9
2018	3.96	3.98	3.99	3.95	9.9	9.9	9.8	9.9
2019	3.94	–	–	–	9.8	–	–	–
Other benefits[1]								
2004	([2])	([2])	([2])	([2])	([3])	([3])	([3])	([3])
2005	([2])	.02	.02	([2])	([3])	.1	.1	([3])

[1] Includes severance pay and supplemental unemployment benefits. Publication of other benefits was discontinued beginning in June 2006.
[2] Cost per hour worked is $0.01 or less.
[3] Less than .05 percent.

Note: The sum of individual items may not equal totals due to rounding. Dashes indicate data are not available.

Table 21. Private industry workers, full-time by industry group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Manufacturing

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Total compensation								
2004	$27.46	$27.76	$28.30	$28.59	100.0	100.0	100.0	100.0
2005	28.97	29.35	29.55	29.90	100.0	100.0	100.0	100.0
2006	29.83	30.16	30.32	30.77	100.0	100.0	100.0	100.0
2007	30.81	31.01	31.28	31.46	100.0	100.0	100.0	100.0
2008	31.86	32.06	32.19	32.26	100.0	100.0	100.0	100.0
2009	32.39	32.42	32.40	32.31	100.0	100.0	100.0	100.0
2010	32.59	32.75	33.07	32.61	100.0	100.0	100.0	100.0
2011	33.07	33.44	33.37	33.52	100.0	100.0	100.0	100.0
2012	33.59	33.66	33.89	34.05	100.0	100.0	100.0	100.0
2013	34.34	34.39	34.47	35.64	100.0	100.0	100.0	100.0
2014	36.11	36.25	36.40	37.23	100.0	100.0	100.0	100.0
2015	37.37	37.46	37.70	38.89	100.0	100.0	100.0	100.0
2016	39.17	39.49	39.62	39.73	100.0	100.0	100.0	100.0
2017	40.04	40.22	40.49	39.36	100.0	100.0	100.0	100.0
2018	39.57	39.67	39.79	39.52	100.0	100.0	100.0	100.0
2019	39.96	–	–	–	100.0	–	–	–
Wages and salaries								
2004	17.85	18.03	18.33	18.41	65.0	65.0	64.8	64.4
2005	18.53	18.76	18.87	19.22	64.0	63.9	63.9	64.3
2006	19.42	19.64	19.69	20.04	65.1	65.1	64.9	65.1
2007	20.24	20.30	20.54	20.60	65.7	65.5	65.7	65.5
2008	20.89	21.08	21.19	21.30	65.6	65.7	65.8	66.0
2009	21.39	21.41	21.45	21.43	66.0	66.0	66.2	66.3
2010	21.47	21.54	21.69	21.45	65.9	65.8	65.6	65.8
2011	21.62	21.70	21.73	21.90	65.4	64.9	65.1	65.3
2012	22.02	22.06	22.20	22.34	65.6	65.5	65.5	65.6
2013	22.52	22.59	22.64	23.22	65.6	65.7	65.7	65.1
2014	23.43	23.57	23.63	24.22	64.9	65.0	64.9	65.1
2015	24.30	24.37	24.57	25.18	65.0	65.1	65.2	64.8
2016	25.39	25.62	25.74	25.83	64.8	64.9	65.0	65.0
2017	26.06	26.18	26.28	25.63	65.1	65.1	64.9	65.1
2018	25.77	25.95	26.09	25.85	65.1	65.4	65.6	65.4
2019	26.11	–	–	–	65.3	–	–	–
Total benefits								
2004	9.61	9.72	9.98	10.18	35.0	35.0	35.2	35.6
2005	10.44	10.59	10.68	10.69	36.0	36.1	36.1	35.7
2006	10.41	10.52	10.63	10.73	34.9	34.9	35.1	34.9
2007	10.58	10.71	10.74	10.86	34.3	34.5	34.3	34.5
2008	10.97	10.98	11.00	10.95	34.4	34.3	34.2	34.0
2009	11.01	11.01	10.95	10.88	34.0	34.0	33.8	33.7
2010	11.12	11.21	11.38	11.16	34.1	34.2	34.4	34.2
2011	11.46	11.74	11.64	11.62	34.6	35.1	34.9	34.7
2012	11.57	11.60	11.70	11.72	34.4	34.5	34.5	34.4
2013	11.82	11.80	11.83	12.42	34.4	34.3	34.3	34.9
2014	12.68	12.69	12.77	13.01	35.1	35.0	35.1	34.9
2015	13.06	13.09	13.13	13.70	35.0	34.9	34.8	35.2
2016	13.78	13.87	13.88	13.90	35.2	35.1	35.0	35.0
2017	13.97	14.04	14.21	13.73	34.9	34.9	35.1	34.9
2018	13.80	13.72	13.70	13.67	34.9	34.6	34.4	34.6
2019	13.85	–	–	–	34.7	–	–	–
Paid leave								
2004	2.05	2.06	2.09	2.11	7.5	7.4	7.4	7.4
2005	2.12	2.16	2.17	2.22	7.3	7.3	7.3	7.4
2006	2.31	2.34	2.34	2.40	7.8	7.7	7.7	7.8
2007	2.43	2.45	2.44	2.44	7.9	7.9	7.8	7.8
2008	2.43	2.44	2.45	2.48	7.6	7.6	7.6	7.7
2009	2.50	2.51	2.51	2.49	7.7	7.7	7.8	7.7
2010	2.49	2.51	2.53	2.49	7.7	7.7	7.7	7.6
2011	2.49	2.50	2.49	2.51	7.5	7.5	7.5	7.5
2012	2.53	2.53	2.54	2.57	7.5	7.5	7.5	7.5
2013	2.60	2.61	2.61	2.71	7.6	7.6	7.6	7.6
2014	2.74	2.75	2.76	2.83	7.6	7.6	7.6	7.6
2015	2.84	2.85	2.87	2.95	7.6	7.6	7.6	7.6
2016	2.97	3.01	3.01	3.01	7.6	7.6	7.6	7.6

See footnotes at end of table.

Table 21. Private industry workers, full-time by industry group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Manufacturing

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Paid leave								
2017	3.04	3.06	3.06	2.97	7.6	7.6	7.6	7.5
2018	2.97	3.00	3.02	3.01	7.5	7.6	7.6	7.6
2019	3.05	–	–	–	7.6	–	–	–
Supplemental pay								
2004	1.21	1.15	1.21	1.23	4.4	4.2	4.3	4.3
2005	1.29	1.33	1.34	1.28	4.4	4.5	4.5	4.3
2006	1.17	1.19	1.25	1.23	3.9	3.9	4.1	4.0
2007	1.26	1.29	1.28	1.36	4.1	4.2	4.1	4.3
2008	1.38	1.39	1.41	1.32	4.3	4.4	4.4	4.1
2009	1.22	1.22	1.23	1.23	3.8	3.8	3.8	3.8
2010	1.24	1.24	1.21	1.19	3.8	3.8	3.7	3.7
2011	1.35	1.41	1.40	1.45	4.1	4.2	4.2	4.3
2012	1.46	1.45	1.44	1.47	4.3	4.3	4.3	4.3
2013	1.47	1.44	1.44	1.54	4.3	4.2	4.2	4.3
2014	1.58	1.56	1.57	1.64	4.4	4.3	4.3	4.4
2015	1.58	1.61	1.60	1.70	4.2	4.3	4.2	4.4
2016	1.70	1.71	1.70	1.70	4.3	4.3	4.3	4.3
2017	1.67	1.66	1.67	1.80	4.2	4.1	4.1	4.6
2018	1.87	1.83	1.86	1.95	4.7	4.6	4.7	4.9
2019	1.97	–	–	–	4.9	–	–	–
Insurance								
2004	2.52	2.55	2.60	2.66	9.2	9.2	9.2	9.3
2005	2.75	2.80	2.83	2.87	9.5	9.6	9.6	9.6
2006	2.93	2.96	2.98	2.99	9.8	9.8	9.8	9.7
2007	3.04	3.10	3.11	3.13	9.9	10.0	9.9	10.0
2008	3.20	3.20	3.21	3.20	10.0	10.0	10.0	9.9
2009	3.32	3.33	3.32	3.32	10.2	10.3	10.3	10.3
2010	3.41	3.44	3.47	3.42	10.5	10.5	10.5	10.5
2011	3.47	3.49	3.50	3.48	10.5	10.4	10.5	10.4
2012	3.52	3.55	3.57	3.57	10.5	10.5	10.5	10.5
2013	3.63	3.63	3.63	3.71	10.6	10.6	10.5	10.4
2014	3.77	3.78	3.78	3.75	10.4	10.4	10.4	10.1
2015	3.83	3.84	3.85	3.95	10.2	10.2	10.2	10.2
2016	3.99	4.02	4.04	4.03	10.2	10.2	10.2	10.1
2017	4.05	4.06	4.07	4.08	10.1	10.1	10.1	10.4
2018	4.08	4.00	4.03	3.93	10.3	10.1	10.1	9.9
2019	3.99	–	–	–	10.0	–	–	–
Retirement and savings								
2004	1.37	1.44	1.52	1.60	5.0	5.2	5.4	5.6
2005	1.68	1.68	1.69	1.68	5.8	5.7	5.7	5.6
2006	1.46	1.48	1.48	1.53	4.9	4.9	4.9	5.0
2007	1.27	1.30	1.32	1.33	4.1	4.2	4.2	4.2
2008	1.35	1.34	1.31	1.34	4.2	4.2	4.1	4.1
2009	1.33	1.31	1.24	1.20	4.1	4.0	3.8	3.7
2010	1.30	1.32	1.45	1.39	4.0	4.0	4.4	4.3
2011	1.42	1.61	1.52	1.47	4.3	4.8	4.5	4.4
2012	1.32	1.32	1.36	1.32	3.9	3.9	4.0	3.9
2013	1.33	1.33	1.33	1.61	3.9	3.9	3.9	4.5
2014	1.74	1.74	1.81	1.88	4.8	4.8	5.0	5.0
2015	1.90	1.90	1.90	2.16	5.1	5.1	5.0	5.5
2016	2.16	2.17	2.16	2.19	5.5	5.5	5.5	5.5
2017	2.20	2.24	2.38	1.88	5.5	5.6	5.9	4.8
2018	1.87	1.90	1.79	1.78	4.7	4.8	4.5	4.5
2019	1.80	–	–	–	4.5	–	–	–
Legally required benefits								
2004	2.34	2.39	2.43	2.45	8.5	8.6	8.6	8.6
2005	2.47	2.50	2.53	2.52	8.5	8.5	8.6	8.4
2006	2.53	2.56	2.58	2.58	8.5	8.5	8.5	8.4
2007	2.58	2.58	2.59	2.60	8.4	8.3	8.3	8.3
2008	2.60	2.61	2.62	2.61	8.2	8.1	8.1	8.1
2009	2.63	2.64	2.65	2.64	8.1	8.1	8.2	8.2
2010	2.68	2.70	2.72	2.67	8.2	8.2	8.2	8.2
2011	2.71	2.73	2.73	2.71	8.2	8.2	8.2	8.1

See footnotes at end of table.

Table 21. Private industry workers, full-time by industry group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Manufacturing

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Legally required benefits								
2012	2.74	2.76	2.78	2.79	8.2	8.2	8.2	8.2
2013	2.79	2.80	2.81	2.85	8.1	8.1	8.1	8.0
2014	2.86	2.85	2.85	2.90	7.9	7.9	7.8	7.8
2015	2.91	2.90	2.91	2.95	7.8	7.7	7.7	7.6
2016	2.96	2.96	2.97	2.97	7.6	7.5	7.5	7.5
2017	3.02	3.02	3.03	3.00	7.5	7.5	7.5	7.6
2018	3.01	3.00	3.01	3.01	7.6	7.6	7.6	7.6
2019	3.04	–	–	–	7.6	–	–	–
Other benefits[1]								
2004	.13	.13	.13	.13	.5	.5	.5	.5
2005	.13	.12	.12	.12	.4	.4	.4	.4

[1] Includes severance pay and supplemental unemployment benefits. Publication of other benefits was discontinued beginning in June 2006.

Note: The sum of individual items may not equal totals due to rounding. Dashes indicate data are not available.

Table 21. Private industry workers, full-time by industry group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

All service-providing industries[1]

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Total compensation								
2004	$26.13	$26.32	$26.72	$26.90	100.0	100.0	100.0	100.0
2005	27.12	27.23	27.19	27.63	100.0	100.0	100.0	100.0
2006	28.24	28.23	28.69	28.73	100.0	100.0	100.0	100.0
2007	29.01	28.97	29.07	29.53	100.0	100.0	100.0	100.0
2008	29.90	29.89	30.26	30.60	100.0	100.0	100.0	100.0
2009	30.75	30.78	30.82	31.14	100.0	100.0	100.0	100.0
2010	31.48	31.36	31.55	31.74	100.0	100.0	100.0	100.0
2011	32.17	32.18	32.28	32.89	100.0	100.0	100.0	100.0
2012	33.23	33.27	33.34	33.31	100.0	100.0	100.0	100.0
2013	33.58	33.54	33.63	34.05	100.0	100.0	100.0	100.0
2014	34.48	34.69	34.89	36.40	100.0	100.0	100.0	100.0
2015	36.89	36.51	36.51	36.85	100.0	100.0	100.0	100.0
2016	37.36	37.69	37.66	38.40	100.0	100.0	100.0	100.0
2017	38.65	38.83	39.12	39.04	100.0	100.0	100.0	100.0
2018	39.73	39.77	40.12	39.26	100.0	100.0	100.0	100.0
2019	39.78	–	–	–	100.0	–	–	–
Wages and salaries								
2004	18.71	18.86	19.15	19.26	71.6	71.7	71.7	71.6
2005	19.34	19.46	19.35	19.67	71.3	71.5	71.2	71.2
2006	19.97	19.96	20.31	20.30	70.7	70.7	70.8	70.6
2007	20.54	20.48	20.52	20.87	70.8	70.7	70.6	70.7
2008	21.12	21.11	21.38	21.61	70.7	70.6	70.6	70.6
2009	21.70	21.66	21.68	21.91	70.6	70.4	70.4	70.4
2010	22.08	22.04	22.16	22.35	70.2	70.3	70.3	70.4
2011	22.59	22.53	22.62	23.02	70.2	70.0	70.1	70.0
2012	23.19	23.23	23.27	23.24	69.8	69.8	69.8	69.8
2013	23.39	23.36	23.43	23.66	69.7	69.7	69.7	69.5
2014	23.89	23.97	24.14	24.91	69.3	69.1	69.2	68.4
2015	25.22	25.05	25.15	25.38	68.4	68.6	68.9	68.9
2016	25.63	25.90	25.90	26.37	68.6	68.7	68.8	68.7
2017	26.50	26.61	26.82	26.80	68.6	68.5	68.5	68.6
2018	27.25	27.25	27.54	27.21	68.6	68.5	68.6	69.3
2019	27.59	–	–	–	69.4	–	–	–
Total benefits								
2004	7.42	7.46	7.56	7.65	28.4	28.3	28.3	28.4
2005	7.78	7.77	7.84	7.95	28.7	28.5	28.8	28.8
2006	8.27	8.27	8.37	8.44	29.3	29.3	29.2	29.4
2007	8.47	8.49	8.55	8.66	29.2	29.3	29.4	29.3
2008	8.77	8.79	8.88	8.99	29.3	29.4	29.4	29.4
2009	9.05	9.12	9.14	9.23	29.4	29.6	29.6	29.6
2010	9.39	9.33	9.39	9.39	29.8	29.7	29.7	29.6
2011	9.58	9.65	9.65	9.87	29.8	30.0	29.9	30.0
2012	10.04	10.04	10.07	10.07	30.2	30.2	30.2	30.2
2013	10.18	10.18	10.20	10.39	30.3	30.3	30.3	30.5
2014	10.59	10.72	10.75	11.49	30.7	30.9	30.8	31.6
2015	11.67	11.46	11.36	11.46	31.6	31.4	31.1	31.1
2016	11.73	11.80	11.76	12.03	31.4	31.3	31.2	31.3
2017	12.15	12.22	12.31	12.25	31.4	31.5	31.5	31.4
2018	12.48	12.52	12.58	12.04	31.4	31.5	31.4	30.7
2019	12.19	–	–	–	30.6	–	–	–
Paid leave								
2004	1.87	1.89	1.92	1.94	7.2	7.2	7.2	7.2
2005	1.95	1.95	1.96	2.01	7.2	7.2	7.2	7.3
2006	2.17	2.16	2.20	2.21	7.7	7.7	7.7	7.7
2007	2.23	2.22	2.21	2.24	7.7	7.7	7.6	7.6
2008	2.25	2.24	2.28	2.34	7.5	7.5	7.5	7.6
2009	2.35	2.34	2.34	2.37	7.6	7.6	7.6	7.6
2010	2.40	2.38	2.40	2.45	7.6	7.6	7.6	7.7
2011	2.48	2.47	2.46	2.56	7.7	7.7	7.6	7.8
2012	2.58	2.58	2.58	2.59	7.8	7.8	7.8	7.8
2013	2.61	2.60	2.61	2.66	7.8	7.8	7.8	7.8
2014	2.71	2.71	2.73	2.84	7.9	7.8	7.8	7.8
2015	2.87	2.85	2.85	2.90	7.8	7.8	7.8	7.9
2016	2.93	2.95	2.95	3.03	7.8	7.8	7.8	7.9

See footnotes at end of table.

Table 21. Private industry workers, full-time by industry group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

All service-providing industries[1]

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Paid leave								
2017	3.05	3.06	3.08	3.12	7.9	7.9	7.9	8.0
2018	3.18	3.17	3.19	3.19	8.0	8.0	7.9	8.1
2019	3.24	–	–	–	8.1	–	–	–
Supplemental pay								
2004	.69	.66	.66	.67	2.6	2.5	2.5	2.5
2005	.69	.70	.70	.74	2.5	2.6	2.6	2.7
2006	.80	.79	.80	.81	2.8	2.8	2.8	2.8
2007	.82	.84	.84	.84	2.8	2.9	2.9	2.8
2008	.85	.89	.88	.88	2.9	3.0	2.9	2.9
2009	.85	.94	.94	.94	2.8	3.1	3.1	3.0
2010	.92	.88	.89	.81	2.9	2.8	2.8	2.6
2011	.86	.90	.90	.92	2.7	2.8	2.8	2.8
2012	.95	.95	.95	.94	2.9	2.9	2.8	2.8
2013	.92	.92	.91	.97	2.7	2.8	2.7	2.9
2014	.98	.97	.98	1.38	2.8	2.8	2.8	3.8
2015	1.44	1.40	1.29	1.31	3.9	3.8	3.5	3.6
2016	1.49	1.49	1.49	1.49	4.0	3.9	4.0	3.9
2017	1.52	1.54	1.55	1.61	3.9	4.0	4.0	4.1
2018	1.68	1.69	1.69	1.26	4.2	4.2	4.2	3.2
2019	1.27	–	–	–	3.2	–	–	–
Insurance								
2004	1.90	1.91	1.93	1.94	7.3	7.3	7.2	7.2
2005	2.01	2.00	2.03	2.05	7.4	7.3	7.5	7.4
2006	2.09	2.10	2.13	2.15	7.4	7.5	7.4	7.5
2007	2.20	2.20	2.22	2.24	7.6	7.6	7.6	7.6
2008	2.28	2.28	2.31	2.36	7.6	7.6	7.6	7.7
2009	2.43	2.43	2.45	2.48	7.9	7.9	7.9	8.0
2010	2.57	2.56	2.57	2.60	8.2	8.2	8.2	8.2
2011	2.65	2.67	2.68	2.73	8.2	8.3	8.3	8.3
2012	2.78	2.78	2.79	2.79	8.4	8.4	8.4	8.4
2013	2.86	2.84	2.85	2.93	8.5	8.5	8.5	8.6
2014	3.00	3.00	3.01	3.08	8.7	8.7	8.6	8.5
2015	3.13	3.12	3.13	3.12	8.5	8.6	8.6	8.5
2016	3.19	3.18	3.18	3.25	8.5	8.4	8.4	8.5
2017	3.26	3.26	3.29	3.23	8.4	8.4	8.4	8.3
2018	3.27	3.27	3.29	3.24	8.2	8.2	8.2	8.3
2019	3.28	–	–	–	8.3	–	–	–
Retirement and savings								
2004	.86	.89	.90	.93	3.3	3.4	3.4	3.4
2005	.94	.92	.93	.93	3.5	3.4	3.4	3.4
2006	1.00	.99	1.01	1.01	3.5	3.5	3.5	3.5
2007	.96	.97	1.01	1.07	3.3	3.4	3.5	3.6
2008	1.08	1.06	1.09	1.08	3.6	3.6	3.6	3.5
2009	1.08	1.06	1.06	1.08	3.5	3.5	3.5	3.5
2010	1.11	1.11	1.12	1.13	3.5	3.5	3.6	3.6
2011	1.16	1.17	1.16	1.18	3.6	3.6	3.6	3.6
2012	1.22	1.22	1.23	1.25	3.7	3.7	3.7	3.7
2013	1.26	1.28	1.28	1.26	3.8	3.8	3.8	3.7
2014	1.32	1.44	1.44	1.53	3.8	4.2	4.1	4.2
2015	1.55	1.42	1.42	1.43	4.2	3.9	3.9	3.9
2016	1.41	1.46	1.42	1.52	3.8	3.9	3.8	3.9
2017	1.54	1.57	1.58	1.48	4.0	4.0	4.0	3.8
2018	1.51	1.57	1.57	1.54	3.8	4.0	3.9	3.9
2019	1.57	–	–	–	3.9	–	–	–
Legally required benefits								
2004	2.06	2.08	2.11	2.12	7.9	7.9	7.9	7.9
2005	2.15	2.17	2.17	2.19	7.9	8.0	8.0	7.9
2006	2.22	2.22	2.24	2.26	7.9	7.9	7.8	7.9
2007	2.26	2.26	2.27	2.28	7.8	7.8	7.8	7.7
2008	2.31	2.31	2.32	2.33	7.7	7.7	7.7	7.6
2009	2.34	2.34	2.34	2.36	7.6	7.6	7.6	7.6
2010	2.39	2.39	2.40	2.40	7.6	7.6	7.6	7.6
2011	2.43	2.44	2.46	2.47	7.6	7.6	7.6	7.5

See footnotes at end of table.

Table 21. Private industry workers, full-time by industry group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

All service-providing industries[1]

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Legally required benefits								
2012	2.51	2.51	2.52	2.52	7.5	7.6	7.6	7.6
2013	2.53	2.53	2.55	2.57	7.5	7.6	7.6	7.6
2014	2.59	2.59	2.60	2.66	7.5	7.5	7.5	7.3
2015	2.68	2.67	2.67	2.70	7.3	7.3	7.3	7.3
2016	2.71	2.72	2.71	2.75	7.3	7.2	7.2	7.2
2017	2.78	2.79	2.81	2.80	7.2	7.2	7.2	7.2
2018	2.84	2.82	2.84	2.81	7.1	7.1	7.1	7.2
2019	2.83	–	–	–	7.1	–	–	–
Other benefits[2]								
2004	.03	.04	.04	.04	.1	.1	.1	.1
2005	.04	.03	.03	.03	.1	.1	.1	.1

[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; and other services, except public administration.

[2] Includes severance pay and supplemental unemployment benefits. Publication of other benefits was discontinued beginning in June 2006.

Note: The sum of individual items may not equal totals due to rounding. Dashes indicate data are not available.

Table 21. Private industry workers, full-time by industry group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Trade, transportation, and utilities

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Total compensation								
2004	$23.09	$23.64	$23.99	$23.88	100.0	100.0	100.0	100.0
2005	24.22	24.51	24.76	24.46	100.0	100.0	100.0	100.0
2006	24.96	25.00	25.34	26.22	100.0	100.0	100.0	100.0
2007	26.37	26.38	26.65	26.72	100.0	100.0	100.0	100.0
2008	27.04	27.26	27.39	27.25	100.0	100.0	100.0	100.0
2009	27.41	27.50	27.62	27.87	100.0	100.0	100.0	100.0
2010	28.25	28.49	28.61	28.11	100.0	100.0	100.0	100.0
2011	28.44	28.70	29.03	28.93	100.0	100.0	100.0	100.0
2012	29.30	29.47	29.65	29.64	100.0	100.0	100.0	100.0
2013	29.97	30.06	30.23	30.53	100.0	100.0	100.0	100.0
2014	30.75	30.84	31.40	32.06	100.0	100.0	100.0	100.0
2015	32.44	32.66	32.98	32.88	100.0	100.0	100.0	100.0
2016	33.40	33.65	33.89	34.15	100.0	100.0	100.0	100.0
2017	34.61	34.93	34.93	34.13	100.0	100.0	100.0	100.0
2018	34.83	35.27	35.51	34.78	100.0	100.0	100.0	100.0
2019	35.20	–	–	–	100.0	–	–	–
Wages and salaries								
2004	16.46	16.77	17.01	16.91	71.3	70.9	70.9	70.8
2005	17.06	17.32	17.52	17.36	70.4	70.7	70.8	71.0
2006	17.50	17.51	17.78	18.30	70.1	70.0	70.2	69.8
2007	18.51	18.45	18.63	18.73	70.2	69.9	69.9	70.1
2008	18.88	19.08	19.12	19.05	69.8	70.0	69.8	69.9
2009	19.18	19.24	19.31	19.48	70.0	70.0	69.9	69.9
2010	19.64	19.82	19.89	19.62	69.5	69.6	69.5	69.8
2011	19.73	19.86	20.10	20.16	69.4	69.2	69.2	69.7
2012	20.38	20.49	20.63	20.58	69.5	69.5	69.6	69.4
2013	20.73	20.82	20.95	21.15	69.2	69.3	69.3	69.3
2014	21.21	21.30	21.72	22.10	69.0	69.1	69.2	68.9
2015	22.34	22.49	22.71	22.61	68.9	68.9	68.9	68.8
2016	22.89	23.12	23.29	23.43	68.5	68.7	68.7	68.6
2017	23.80	24.00	23.99	23.49	68.8	68.7	68.7	68.8
2018	23.94	24.21	24.44	23.93	68.7	68.6	68.8	68.8
2019	24.23	–	–	–	68.8	–	–	–
Total benefits								
2004	6.63	6.87	6.98	6.98	28.7	29.1	29.1	29.2
2005	7.16	7.19	7.24	7.10	29.6	29.3	29.2	29.0
2006	7.46	7.49	7.56	7.92	29.9	30.0	29.8	30.2
2007	7.86	7.93	8.02	7.99	29.8	30.1	30.1	29.9
2008	8.16	8.18	8.27	8.20	30.2	30.0	30.2	30.1
2009	8.23	8.26	8.31	8.39	30.0	30.0	30.1	30.1
2010	8.61	8.67	8.73	8.49	30.5	30.4	30.5	30.2
2011	8.71	8.84	8.93	8.77	30.6	30.8	30.8	30.3
2012	8.92	8.98	9.02	9.06	30.5	30.5	30.4	30.6
2013	9.23	9.24	9.28	9.38	30.8	30.7	30.7	30.7
2014	9.54	9.54	9.68	9.96	31.0	30.9	30.8	31.1
2015	10.11	10.17	10.27	10.27	31.1	31.1	31.1	31.2
2016	10.51	10.53	10.60	10.71	31.5	31.3	31.3	31.4
2017	10.81	10.93	10.94	10.64	31.2	31.3	31.3	31.2
2018	10.89	11.06	11.08	10.85	31.3	31.4	31.2	31.2
2019	10.97	–	–	–	31.2	–	–	–
Paid leave								
2004	1.46	1.49	1.52	1.51	6.3	6.3	6.3	6.3
2005	1.53	1.55	1.56	1.55	6.3	6.3	6.3	6.3
2006	1.67	1.67	1.69	1.81	6.7	6.7	6.7	6.9
2007	1.84	1.83	1.82	1.82	7.0	6.9	6.8	6.8
2008	1.82	1.83	1.84	1.85	6.7	6.7	6.7	6.8
2009	1.88	1.88	1.90	1.91	6.9	6.8	6.9	6.8
2010	1.93	1.94	1.95	1.92	6.8	6.8	6.8	6.8
2011	1.94	1.94	1.96	1.97	6.8	6.8	6.8	6.8
2012	2.00	2.01	2.01	2.03	6.8	6.8	6.8	6.8
2013	2.06	2.07	2.08	2.11	6.9	6.9	6.9	6.9
2014	2.14	2.14	2.20	2.27	7.0	6.9	7.0	7.1
2015	2.30	2.30	2.33	2.34	7.1	7.1	7.1	7.1
2016	2.39	2.40	2.43	2.45	7.2	7.1	7.2	7.2

See footnotes at end of table.

Table 21. Private industry workers, full-time by industry group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Trade, transportation, and utilities

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Paid leave								
2017	2.49	2.52	2.51	2.42	7.2	7.2	7.2	7.1
2018	2.47	2.52	2.52	2.49	7.1	7.2	7.1	7.2
2019	2.52	–	–	–	7.2	–	–	–
Supplemental pay								
2004	.57	.58	.59	.58	2.5	2.4	2.4	2.4
2005	.61	.59	.60	.58	2.5	2.4	2.4	2.4
2006	.64	.65	.66	.70	2.6	2.6	2.6	2.7
2007	.69	.73	.74	.72	2.6	2.8	2.8	2.7
2008	.78	.78	.80	.76	2.9	2.9	2.9	2.8
2009	.71	.72	.71	.71	2.6	2.6	2.6	2.6
2010	.69	.69	.69	.67	2.5	2.4	2.4	2.4
2011	.75	.76	.76	.74	2.7	2.6	2.6	2.6
2012	.79	.78	.79	.79	2.7	2.6	2.7	2.6
2013	.79	.78	.79	.79	2.6	2.6	2.6	2.6
2014	.80	.80	.81	.89	2.6	2.6	2.6	2.8
2015	.92	.92	.93	.93	2.8	2.8	2.8	2.8
2016	1.00	1.01	1.01	1.01	3.0	3.0	3.0	3.0
2017	1.00	1.01	1.01	1.04	2.9	2.9	2.9	3.0
2018	1.09	1.10	1.12	1.08	3.1	3.1	3.1	3.1
2019	1.08	–	–	–	3.1	–	–	–
Insurance								
2004	1.81	1.88	1.90	1.90	7.8	7.9	7.9	8.0
2005	1.98	1.98	1.99	1.96	8.2	8.1	8.0	8.0
2006	2.00	2.01	2.03	2.10	8.0	8.0	8.0	8.0
2007	2.14	2.15	2.18	2.17	8.1	8.1	8.2	8.1
2008	2.22	2.23	2.25	2.25	8.2	8.2	8.2	8.3
2009	2.33	2.35	2.38	2.39	8.5	8.5	8.6	8.6
2010	2.51	2.53	2.54	2.51	8.9	8.9	8.9	8.9
2011	2.57	2.60	2.62	2.56	9.0	9.1	9.0	8.8
2012	2.62	2.63	2.62	2.64	8.9	8.9	8.8	8.9
2013	2.73	2.74	2.75	2.80	9.1	9.1	9.1	9.2
2014	2.89	2.89	2.90	2.89	9.4	9.4	9.3	9.0
2015	2.95	3.00	3.02	2.97	9.1	9.2	9.2	9.0
2016	3.05	3.04	3.06	3.09	9.1	9.0	9.0	9.0
2017	3.09	3.13	3.13	2.95	8.9	9.0	9.0	8.6
2018	3.00	3.03	3.02	3.00	8.6	8.6	8.5	8.6
2019	3.01	–	–	–	8.6	–	–	–
Retirement and savings								
2004	.79	.84	.87	.89	3.4	3.6	3.6	3.7
2005	.90	.90	.90	.84	3.7	3.7	3.6	3.4
2006	.96	.97	.96	1.06	3.9	3.9	3.8	4.1
2007	.94	.96	1.01	1.02	3.6	3.6	3.8	3.8
2008	1.05	1.05	1.08	1.06	3.9	3.8	3.9	3.9
2009	1.02	1.03	1.04	1.08	3.7	3.7	3.7	3.9
2010	1.14	1.16	1.17	1.08	4.0	4.1	4.1	3.8
2011	1.10	1.16	1.18	1.10	3.9	4.0	4.1	3.8
2012	1.08	1.11	1.12	1.15	3.7	3.8	3.8	3.9
2013	1.17	1.17	1.15	1.17	3.9	3.9	3.8	3.8
2014	1.18	1.18	1.20	1.28	3.8	3.8	3.8	4.0
2015	1.30	1.31	1.35	1.36	4.0	4.0	4.1	4.1
2016	1.38	1.38	1.39	1.44	4.1	4.1	4.1	4.2
2017	1.46	1.48	1.49	1.47	4.2	4.3	4.3	4.3
2018	1.51	1.58	1.57	1.53	4.3	4.5	4.4	4.4
2019	1.57	–	–	–	4.5	–	–	–
Legally required benefits								
2004	1.99	2.06	2.08	2.07	8.6	8.7	8.7	8.7
2005	2.11	2.15	2.17	2.16	8.7	8.8	8.8	8.8
2006	2.19	2.19	2.21	2.25	8.8	8.8	8.7	8.6
2007	2.25	2.26	2.27	2.27	8.5	8.6	8.5	8.5
2008	2.29	2.30	2.30	2.26	8.5	8.4	8.4	8.3
2009	2.28	2.28	2.28	2.30	8.3	8.3	8.3	8.3
2010	2.34	2.36	2.37	2.31	8.3	8.3	8.3	8.2
2011	2.35	2.38	2.40	2.41	8.3	8.3	8.3	8.3

See footnotes at end of table.

Table 21. Private industry workers, full-time by industry group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Trade, transportation, and utilities

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Legally required benefits								
2012	2.45	2.46	2.47	2.46	8.3	8.3	8.3	8.3
2013	2.48	2.48	2.51	2.51	8.3	8.3	8.3	8.2
2014	2.52	2.53	2.57	2.62	8.2	8.2	8.2	8.2
2015	2.64	2.64	2.65	2.67	8.1	8.1	8.0	8.1
2016	2.69	2.70	2.71	2.74	8.0	8.0	8.0	8.0
2017	2.77	2.79	2.80	2.77	8.0	8.0	8.0	8.1
2018	2.82	2.82	2.85	2.75	8.1	8.0	8.0	7.9
2019	2.78	–	–	–	7.9	–	–	–
Other benefits[1]								
2004	.02	.02	.02	.03	.1	.1	.1	.1
2005	.03	.02	.02	.02	.1	.1	.1	.1

[1] Includes severance pay and supplemental unemployment benefits. Publication of other benefits was discontinued beginning in June 2006.

Note: The sum of individual items may not equal totals due to rounding. Dashes indicate data are not available.

Table 21. Private industry workers, full-time by industry group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Information

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Total compensation								
2004	$37.56	$37.23	$37.36	$37.58	100.0	100.0	100.0	100.0
2005	37.88	38.18	38.24	39.61	100.0	100.0	100.0	100.0
2006	40.20	40.73	41.30	40.87	100.0	100.0	100.0	100.0
2007	41.20	41.71	41.73	42.10	100.0	100.0	100.0	100.0
2008	42.14	41.56	42.10	43.72	100.0	100.0	100.0	100.0
2009	43.95	43.92	44.04	43.70	100.0	100.0	100.0	100.0
2010	43.94	44.64	44.84	44.95	100.0	100.0	100.0	100.0
2011	45.59	46.00	46.05	46.57	100.0	100.0	100.0	100.0
2012	48.11	48.88	48.81	49.27	100.0	100.0	100.0	100.0
2013	49.70	50.29	50.38	50.83	100.0	100.0	100.0	100.0
2014	51.51	54.74	54.86	57.96	100.0	100.0	100.0	100.0
2015	58.60	55.69	55.45	55.55	100.0	100.0	100.0	100.0
2016	55.86	56.07	56.18	56.63	100.0	100.0	100.0	100.0
2017	56.98	57.82	58.25	59.70	100.0	100.0	100.0	100.0
2018	60.39	62.34	63.09	61.51	100.0	100.0	100.0	100.0
2019	62.53	–	–	–	100.0	–	–	–
Wages and salaries								
2004	26.30	25.94	26.14	26.24	70.0	69.7	70.0	69.8
2005	26.30	26.49	26.48	27.62	69.4	69.4	69.3	69.7
2006	27.72	27.95	28.22	27.73	68.9	68.6	68.3	67.8
2007	27.99	28.34	28.34	28.53	67.9	67.9	67.9	67.8
2008	28.55	28.53	28.87	29.77	67.7	68.6	68.6	68.1
2009	29.88	30.04	30.15	29.79	68.0	68.4	68.5	68.2
2010	29.88	30.38	30.55	30.58	68.0	68.0	68.1	68.0
2011	30.96	31.14	31.21	31.31	67.9	67.7	67.8	67.2
2012	31.68	32.06	32.01	32.12	65.8	65.6	65.6	65.2
2013	32.40	32.74	32.76	33.64	65.2	65.1	65.0	66.2
2014	34.01	34.31	34.34	35.67	66.0	62.7	62.6	61.5
2015	35.82	36.13	35.85	36.06	61.1	64.9	64.7	64.9
2016	36.42	36.88	37.13	37.18	65.2	65.8	66.1	65.6
2017	37.25	37.75	37.95	39.24	65.4	65.3	65.1	65.7
2018	39.72	40.28	40.82	40.58	65.8	64.6	64.7	66.0
2019	41.33	–	–	–	66.1	–	–	–
Total benefits								
2004	11.26	11.29	11.22	11.34	30.0	30.3	30.0	30.2
2005	11.58	11.69	11.75	11.99	30.6	30.6	30.7	30.3
2006	12.48	12.78	13.08	13.14	31.1	31.4	31.7	32.2
2007	13.22	13.37	13.39	13.57	32.1	32.1	32.1	32.2
2008	13.59	13.03	13.23	13.96	32.3	31.4	31.4	31.9
2009	14.07	13.88	13.89	13.91	32.0	31.6	31.5	31.8
2010	14.07	14.26	14.30	14.37	32.0	32.0	31.9	32.0
2011	14.63	14.86	14.85	15.26	32.1	32.3	32.2	32.8
2012	16.43	16.82	16.80	17.15	34.2	34.4	34.4	34.8
2013	17.30	17.55	17.62	17.20	34.8	34.9	35.0	33.8
2014	17.51	20.43	20.53	22.28	34.0	37.3	37.4	38.5
2015	22.78	19.55	19.60	19.48	38.9	35.1	35.3	35.1
2016	19.43	19.20	19.05	19.45	34.8	34.2	33.9	34.4
2017	19.73	20.07	20.30	20.46	34.6	34.7	34.9	34.3
2018	20.67	22.06	22.27	20.93	34.2	35.4	35.3	34.0
2019	21.20	–	–	–	33.9	–	–	–
Paid leave								
2004	3.18	3.21	3.23	3.26	8.5	8.6	8.6	8.7
2005	3.26	3.29	3.29	3.40	8.6	8.6	8.6	8.6
2006	3.79	3.82	3.88	3.81	9.4	9.4	9.4	9.3
2007	3.81	3.86	3.86	3.90	9.2	9.3	9.3	9.3
2008	3.88	3.82	3.86	4.12	9.2	9.2	9.2	9.4
2009	4.16	4.16	4.17	4.14	9.5	9.5	9.5	9.5
2010	4.14	4.22	4.24	4.24	9.4	9.5	9.5	9.4
2011	4.28	4.29	4.30	4.33	9.4	9.3	9.3	9.3
2012	4.36	4.41	4.40	4.43	9.1	9.0	9.0	9.0
2013	4.48	4.53	4.58	4.70	9.0	9.0	9.1	9.2
2014	4.79	4.85	4.86	5.09	9.3	8.9	8.9	8.8
2015	5.13	5.15	5.13	5.16	8.8	9.3	9.2	9.3
2016	5.19	5.22	5.17	5.26	9.3	9.3	9.2	9.3

See footnotes at end of table.

Table 21. Private industry workers, full-time by industry group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Information

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Paid leave								
2017	5.30	5.39	5.43	5.59	9.3	9.3	9.3	9.4
2018	5.66	5.74	5.82	5.64	9.4	9.2	9.2	9.2
2019	5.74	–	–	–	9.2	–	–	–
Supplemental pay								
2004	1.17	1.07	1.06	1.08	3.1	2.9	2.8	2.9
2005	1.00	1.04	1.01	1.05	2.6	2.7	2.6	2.6
2006	1.04	1.05	1.05	1.11	2.6	2.6	2.5	2.7
2007	1.13	1.20	1.21	1.21	2.7	2.9	2.9	2.9
2008	1.23	1.12	1.10	1.21	2.9	2.7	2.6	2.8
2009	1.20	1.19	1.18	1.22	2.7	2.7	2.7	2.8
2010	1.19	1.09	1.08	1.11	2.7	2.4	2.4	2.5
2011	1.19	1.27	1.29	1.51	2.6	2.8	2.8	3.2
2012	1.45	1.50	1.49	1.63	3.0	3.1	3.1	3.3
2013	1.58	1.59	1.59	1.84	3.2	3.2	3.1	3.6
2014	1.92	2.00	2.00	2.56	3.7	3.7	3.6	4.4
2015	3.02	2.35	2.32	2.46	5.2	4.2	4.2	4.4
2016	2.41	2.39	2.56	2.45	4.3	4.3	4.6	4.3
2017	2.50	2.53	2.67	2.86	4.4	4.4	4.6	4.8
2018	2.94	3.00	3.03	2.81	4.9	4.8	4.8	4.6
2019	2.81	–	–	–	4.5	–	–	–
Insurance								
2004	2.94	2.92	2.93	2.96	7.8	7.8	7.8	7.9
2005	3.15	3.15	3.20	3.23	8.3	8.2	8.4	8.1
2006	3.28	3.38	3.45	3.45	8.2	8.3	8.4	8.4
2007	3.51	3.52	3.49	3.52	8.5	8.4	8.4	8.4
2008	3.54	3.52	3.61	3.74	8.4	8.5	8.6	8.5
2009	3.82	3.91	3.94	3.95	8.7	8.9	8.9	9.0
2010	4.05	4.13	4.12	4.23	9.2	9.2	9.2	9.4
2011	4.33	4.41	4.41	4.54	9.5	9.6	9.6	9.8
2012	4.61	4.67	4.73	4.79	9.6	9.6	9.7	9.7
2013	4.87	4.94	4.97	5.13	9.8	9.8	9.9	10.1
2014	5.27	5.33	5.37	5.49	10.2	9.7	9.8	9.5
2015	5.43	5.44	5.50	5.50	9.3	9.8	9.9	9.9
2016	5.50	5.47	5.36	5.58	9.8	9.8	9.5	9.8
2017	5.63	5.63	5.63	5.54	9.9	9.7	9.7	9.3
2018	5.55	5.59	5.61	5.30	9.2	9.0	8.9	8.6
2019	5.39	–	–	–	8.6	–	–	–
Retirement and savings								
2004	1.27	1.36	1.25	1.27	3.4	3.6	3.4	3.4
2005	1.38	1.37	1.39	1.39	3.6	3.6	3.6	3.5
2006	1.54	1.68	1.83	1.93	3.8	4.1	4.4	4.7
2007	1.91	1.90	1.94	2.03	4.6	4.6	4.6	4.8
2008	2.02	1.67	1.74	1.87	4.8	4.0	4.1	4.3
2009	1.84	1.58	1.57	1.59	4.2	3.6	3.6	3.6
2010	1.63	1.77	1.78	1.74	3.7	4.0	4.0	3.9
2011	1.73	1.75	1.67	1.69	3.8	3.8	3.6	3.6
2012	2.78	2.95	2.89	2.97	5.8	6.0	5.9	6.0
2013	3.01	3.12	3.09	2.07	6.1	6.2	6.1	4.1
2014	2.01	4.71	4.76	5.48	3.9	8.6	8.7	9.5
2015	5.50	2.92	2.97	2.70	9.4	5.2	5.4	4.9
2016	2.67	2.46	2.33	2.49	4.8	4.4	4.1	4.4
2017	2.58	2.74	2.77	2.63	4.5	4.7	4.8	4.4
2018	2.62	3.83	3.88	3.25	4.3	6.1	6.2	5.3
2019	3.27	–	–	–	5.2	–	–	–
Legally required benefits								
2004	2.59	2.62	2.63	2.65	6.9	7.0	7.0	7.0
2005	2.66	2.69	2.71	2.76	7.0	7.1	7.1	7.0
2006	2.84	2.85	2.87	2.84	7.1	7.0	6.9	6.9
2007	2.86	2.88	2.89	2.91	6.9	6.9	6.9	6.9
2008	2.92	2.90	2.92	3.02	6.9	7.0	6.9	6.9
2009	3.05	3.04	3.04	3.01	6.9	6.9	6.9	6.9
2010	3.05	3.06	3.06	3.06	6.9	6.8	6.8	6.8
2011	3.09	3.14	3.18	3.19	6.8	6.8	6.9	6.9

See footnotes at end of table.

Table 21. Private industry workers, full-time by industry group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Information

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Legally required benefits								
2012	3.23	3.29	3.29	3.34	6.7	6.7	6.7	6.8
2013	3.36	3.38	3.40	3.46	6.8	6.7	6.7	6.8
2014	3.52	3.55	3.55	3.66	6.8	6.5	6.5	6.3
2015	3.68	3.68	3.67	3.66	6.3	6.6	6.6	6.6
2016	3.67	3.67	3.63	3.68	6.6	6.5	6.5	6.5
2017	3.72	3.78	3.80	3.85	6.5	6.5	6.5	6.4
2018	3.89	3.90	3.93	3.93	6.4	6.3	6.2	6.4
2019	3.98	–	–	–	6.4	–	–	–
Other benefits[1]								
2004	.10	.11	.12	.13	.3	.3	.3	.3
2005	.13	.15	.15	.16	.3	.4	.4	.4

[1] Includes severance pay and supplemental unemployment benefits. Publication of other benefits was discontinued beginning in June 2006.

Note: The sum of individual items may not equal totals due to rounding. Dashes indicate data are not available.

Table 21. Private industry workers, full-time by industry group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Financial activities

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Total compensation								
2004	$33.36	$34.63	$34.93	$35.26	100.0	100.0	100.0	100.0
2005	35.87	36.13	34.28	35.15	100.0	100.0	100.0	100.0
2006	36.74	36.72	36.91	36.84	100.0	100.0	100.0	100.0
2007	37.38	37.11	37.43	37.15	100.0	100.0	100.0	100.0
2008	38.07	38.22	38.55	38.68	100.0	100.0	100.0	100.0
2009	38.74	38.94	38.37	39.11	100.0	100.0	100.0	100.0
2010	39.42	39.45	39.54	40.02	100.0	100.0	100.0	100.0
2011	40.26	40.91	41.03	41.74	100.0	100.0	100.0	100.0
2012	41.85	42.20	42.14	42.34	100.0	100.0	100.0	100.0
2013	42.46	42.78	42.81	43.48	100.0	100.0	100.0	100.0
2014	43.47	43.84	44.40	46.39	100.0	100.0	100.0	100.0
2015	47.44	47.44	45.96	46.46	100.0	100.0	100.0	100.0
2016	48.64	48.75	49.71	49.76	100.0	100.0	100.0	100.0
2017	49.53	50.37	50.44	50.75	100.0	100.0	100.0	100.0
2018	52.37	52.10	52.40	49.56	100.0	100.0	100.0	100.0
2019	50.23	–	–	–	100.0	–	–	–
Wages and salaries								
2004	23.25	24.17	24.37	24.58	69.7	69.8	69.8	69.7
2005	24.85	25.14	23.29	23.75	69.3	69.6	67.9	67.6
2006	24.72	24.78	24.88	24.83	67.3	67.5	67.4	67.4
2007	25.32	25.07	25.34	24.98	67.7	67.6	67.7	67.2
2008	25.74	25.48	25.92	26.12	67.6	66.7	67.2	67.5
2009	26.11	26.22	25.80	26.35	67.4	67.3	67.2	67.4
2010	26.43	26.65	26.65	27.06	67.1	67.6	67.4	67.6
2011	27.21	27.33	27.46	27.90	67.6	66.8	66.9	66.8
2012	28.01	28.31	28.28	28.37	66.9	67.1	67.1	67.0
2013	28.43	28.70	28.75	28.99	67.0	67.1	67.2	66.7
2014	29.10	29.30	29.74	30.34	66.9	66.8	67.0	65.4
2015	30.98	31.02	30.78	31.39	65.3	65.4	67.0	67.6
2016	31.90	31.99	32.51	32.54	65.6	65.6	65.4	65.4
2017	32.21	32.82	32.88	33.17	65.0	65.2	65.2	65.4
2018	34.22	33.99	34.22	33.14	65.3	65.2	65.3	66.9
2019	33.59	–	–	–	66.9	–	–	–
Total benefits								
2004	10.11	10.46	10.56	10.68	30.3	30.2	30.2	30.3
2005	11.02	11.00	10.99	11.40	30.7	30.4	32.1	32.4
2006	12.02	11.94	12.03	12.01	32.7	32.5	32.6	32.6
2007	12.06	12.04	12.10	12.17	32.3	32.4	32.3	32.8
2008	12.33	12.74	12.63	12.56	32.4	33.3	32.8	32.5
2009	12.64	12.72	12.57	12.75	32.6	32.7	32.8	32.6
2010	12.99	12.80	12.89	12.97	32.9	32.4	32.6	32.4
2011	13.05	13.58	13.57	13.84	32.4	33.2	33.1	33.2
2012	13.84	13.89	13.85	13.97	33.1	32.9	32.9	33.0
2013	14.03	14.08	14.06	14.49	33.0	32.9	32.8	33.3
2014	14.37	14.54	14.66	16.04	33.1	33.2	33.0	34.6
2015	16.46	16.43	15.18	15.07	34.7	34.6	33.0	32.4
2016	16.73	16.76	17.20	17.22	34.4	34.4	34.6	34.6
2017	17.31	17.55	17.56	17.58	35.0	34.8	34.8	34.6
2018	18.15	18.11	18.17	16.42	34.7	34.8	34.7	33.1
2019	16.64	–	–	–	33.1	–	–	–
Paid leave								
2004	2.43	2.52	2.55	2.56	7.3	7.3	7.3	7.3
2005	2.59	2.61	2.58	2.64	7.2	7.2	7.5	7.5
2006	3.04	3.04	3.08	3.08	8.3	8.3	8.3	8.4
2007	3.11	3.09	3.11	3.10	8.3	8.3	8.3	8.3
2008	3.19	3.15	3.27	3.31	8.4	8.2	8.5	8.6
2009	3.32	3.32	3.21	3.28	8.6	8.5	8.4	8.4
2010	3.33	3.35	3.35	3.37	8.5	8.5	8.5	8.4
2011	3.40	3.40	3.42	3.51	8.4	8.3	8.3	8.4
2012	3.53	3.55	3.55	3.60	8.4	8.4	8.4	8.5
2013	3.59	3.62	3.63	3.68	8.5	8.5	8.5	8.5
2014	3.71	3.72	3.80	3.97	8.5	8.5	8.5	8.6
2015	4.09	4.07	4.02	4.10	8.6	8.6	8.8	8.8
2016	4.21	4.18	4.29	4.31	8.7	8.6	8.6	8.7

See footnotes at end of table.

Table 21. Private industry workers, full-time by industry group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Financial activities

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Paid leave								
2017	4.29	4.36	4.37	4.39	8.7	8.7	8.7	8.6
2018	4.56	4.51	4.55	4.39	8.7	8.7	8.7	8.9
2019	4.45	–	–	–	8.9	–	–	–
Supplemental pay								
2004	1.48	1.43	1.44	1.46	4.4	4.1	4.1	4.1
2005	1.59	1.58	1.60	1.89	4.4	4.4	4.7	5.4
2006	2.05	1.98	1.98	1.97	5.6	5.4	5.4	5.3
2007	2.03	1.98	1.99	2.03	5.4	5.3	5.3	5.5
2008	2.04	2.42	2.16	2.11	5.4	6.3	5.6	5.5
2009	2.04	2.06	2.05	2.11	5.3	5.3	5.3	5.4
2010	2.03	1.77	1.84	1.88	5.2	4.5	4.7	4.7
2011	1.85	2.20	2.18	2.13	4.6	5.4	5.3	5.1
2012	2.18	2.26	2.24	2.27	5.2	5.3	5.3	5.4
2013	2.27	2.26	2.17	2.42	5.4	5.3	5.1	5.6
2014	2.27	2.37	2.39	3.38	5.2	5.4	5.4	7.3
2015	3.52	3.49	2.34	2.20	7.4	7.4	5.1	4.7
2016	3.61	3.64	3.74	3.75	7.4	7.5	7.5	7.5
2017	3.83	3.84	3.85	4.00	7.7	7.6	7.6	7.9
2018	4.20	4.21	4.19	2.70	8.0	8.1	8.0	5.5
2019	2.76	–	–	–	5.5	–	–	–
Insurance								
2004	2.48	2.55	2.57	2.61	7.4	7.4	7.4	7.4
2005	2.72	2.70	2.73	2.75	7.6	7.5	7.9	7.8
2006	2.79	2.80	2.84	2.83	7.6	7.6	7.7	7.7
2007	2.91	2.94	2.94	2.95	7.8	7.9	7.9	7.9
2008	3.00	3.02	3.04	3.01	7.9	7.9	7.9	7.8
2009	3.11	3.12	3.14	3.17	8.0	8.0	8.2	8.1
2010	3.29	3.30	3.31	3.34	8.4	8.4	8.4	8.3
2011	3.37	3.48	3.49	3.62	8.4	8.5	8.5	8.7
2012	3.57	3.58	3.56	3.61	8.5	8.5	8.4	8.5
2013	3.63	3.61	3.64	3.74	8.6	8.4	8.5	8.6
2014	3.75	3.81	3.79	3.89	8.6	8.7	8.5	8.4
2015	3.96	3.96	3.97	3.99	8.3	8.4	8.6	8.6
2016	4.07	4.10	4.15	4.15	8.4	8.4	8.3	8.3
2017	4.15	4.18	4.18	4.14	8.4	8.3	8.3	8.2
2018	4.22	4.24	4.24	4.30	8.1	8.1	8.1	8.7
2019	4.36	–	–	–	8.7	–	–	–
Retirement and savings								
2004	1.39	1.54	1.57	1.59	4.2	4.5	4.5	4.5
2005	1.65	1.63	1.64	1.67	4.6	4.5	4.8	4.8
2006	1.75	1.73	1.73	1.73	4.8	4.7	4.7	4.7
2007	1.59	1.59	1.62	1.66	4.3	4.3	4.3	4.5
2008	1.62	1.66	1.66	1.63	4.2	4.3	4.3	4.2
2009	1.64	1.68	1.66	1.64	4.2	4.3	4.3	4.2
2010	1.76	1.78	1.79	1.78	4.5	4.5	4.5	4.4
2011	1.80	1.84	1.82	1.87	4.5	4.5	4.4	4.5
2012	1.81	1.72	1.73	1.72	4.3	4.1	4.1	4.1
2013	1.74	1.78	1.80	1.80	4.1	4.2	4.2	4.1
2014	1.78	1.77	1.79	1.86	4.1	4.0	4.0	4.0
2015	1.90	1.92	1.90	1.81	4.0	4.0	4.1	3.9
2016	1.83	1.82	1.99	1.98	3.8	3.7	4.0	4.0
2017	1.99	2.07	2.06	1.90	4.0	4.1	4.1	3.7
2018	1.95	1.96	1.98	1.87	3.7	3.8	3.8	3.8
2019	1.88	–	–	–	3.7	–	–	–
Legally required benefits								
2004	2.22	2.30	2.31	2.35	6.7	6.7	6.6	6.7
2005	2.36	2.37	2.33	2.35	6.6	6.6	6.8	6.7
2006	2.39	2.39	2.40	2.41	6.5	6.5	6.5	6.5
2007	2.43	2.43	2.44	2.44	6.5	6.6	6.5	6.6
2008	2.48	2.50	2.50	2.50	6.5	6.5	6.5	6.5
2009	2.53	2.54	2.52	2.55	6.5	6.5	6.6	6.5
2010	2.57	2.61	2.59	2.60	6.5	6.6	6.5	6.5
2011	2.63	2.65	2.66	2.71	6.5	6.5	6.5	6.5

See footnotes at end of table.

Table 21. Private industry workers, full-time by industry group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Financial activities

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Legally required benefits								
2012	2.75	2.78	2.77	2.78	6.6	6.6	6.6	6.6
2013	2.79	2.81	2.82	2.85	6.6	6.6	6.6	6.6
2014	2.86	2.87	2.88	2.94	6.6	6.5	6.5	6.3
2015	2.99	2.98	2.95	2.98	6.3	6.3	6.4	6.4
2016	3.02	3.01	3.03	3.03	6.2	6.2	6.1	6.1
2017	3.06	3.09	3.09	3.15	6.2	6.1	6.1	6.2
2018	3.22	3.18	3.20	3.16	6.1	6.1	6.1	6.4
2019	3.19	–	–	–	6.3	–	–	–
Other benefits[1]								
2004	.11	.12	.12	.12	.3	.3	.3	.3
2005	.11	.11	.11	.10	.3	.3	.3	.3

[1] Includes severance pay and supplemental unemployment benefits. Publication of other benefits was discontinued beginning in June 2006.

Note: The sum of individual items may not equal totals due to rounding. Dashes indicate data are not available.

Table 21. Private industry workers, full-time by industry group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Professional and business services

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Total compensation								
2004	$30.02	$29.95	$30.28	$30.72	100.0	100.0	100.0	100.0
2005	30.54	30.97	30.92	32.11	100.0	100.0	100.0	100.0
2006	32.80	32.89	33.14	33.29	100.0	100.0	100.0	100.0
2007	33.74	33.98	33.93	34.74	100.0	100.0	100.0	100.0
2008	35.18	35.26	35.74	36.28	100.0	100.0	100.0	100.0
2009	36.58	36.99	36.86	36.68	100.0	100.0	100.0	100.0
2010	37.15	36.94	37.11	37.26	100.0	100.0	100.0	100.0
2011	37.98	37.95	37.97	38.53	100.0	100.0	100.0	100.0
2012	39.07	38.95	38.96	38.84	100.0	100.0	100.0	100.0
2013	39.00	38.70	38.72	39.50	100.0	100.0	100.0	100.0
2014	39.70	39.85	40.08	42.27	100.0	100.0	100.0	100.0
2015	43.38	42.42	42.58	42.97	100.0	100.0	100.0	100.0
2016	42.88	43.00	43.36	44.00	100.0	100.0	100.0	100.0
2017	44.34	44.68	45.24	44.62	100.0	100.0	100.0	100.0
2018	45.62	45.18	45.45	44.36	100.0	100.0	100.0	100.0
2019	45.24	–	–	–	100.0	–	–	–
Wages and salaries								
2004	21.85	21.99	22.23	22.49	72.8	73.4	73.4	73.2
2005	22.29	22.65	22.56	23.42	73.0	73.1	73.0	72.9
2006	23.80	23.89	24.06	24.20	72.5	72.6	72.6	72.7
2007	24.51	24.65	24.55	25.17	72.7	72.5	72.4	72.5
2008	25.51	25.60	25.93	26.31	72.5	72.6	72.6	72.5
2009	26.53	26.48	26.38	26.32	72.5	71.6	71.6	71.8
2010	26.63	26.51	26.65	26.88	71.7	71.8	71.8	72.1
2011	27.34	27.25	27.29	27.53	72.0	71.8	71.9	71.5
2012	27.83	27.77	27.79	27.71	71.2	71.3	71.3	71.4
2013	27.83	27.52	27.51	28.00	71.3	71.1	71.0	70.9
2014	28.00	28.14	28.31	29.39	70.5	70.6	70.6	69.5
2015	30.17	29.54	29.69	30.08	69.6	69.6	69.7	70.0
2016	30.06	30.18	30.38	30.85	70.1	70.2	70.1	70.1
2017	30.99	31.18	31.60	30.99	69.9	69.8	69.8	69.5
2018	31.66	31.32	31.62	31.51	69.4	69.3	69.6	71.0
2019	32.13	–	–	–	71.0	–	–	–
Total benefits								
2004	8.18	7.96	8.05	8.22	27.2	26.6	26.6	26.8
2005	8.25	8.32	8.36	8.69	27.0	26.9	27.0	27.1
2006	9.00	9.00	9.07	9.10	27.5	27.4	27.4	27.3
2007	9.23	9.33	9.37	9.57	27.3	27.5	27.6	27.5
2008	9.67	9.66	9.81	9.97	27.5	27.4	27.4	27.5
2009	10.06	10.51	10.48	10.36	27.5	28.4	28.4	28.2
2010	10.52	10.43	10.46	10.38	28.3	28.2	28.2	27.9
2011	10.64	10.70	10.69	11.00	28.0	28.2	28.1	28.5
2012	11.24	11.18	11.17	11.13	28.8	28.7	28.7	28.6
2013	11.18	11.18	11.21	11.50	28.7	28.9	29.0	29.1
2014	11.69	11.72	11.77	12.88	29.5	29.4	29.4	30.5
2015	13.21	12.88	12.89	12.89	30.4	30.4	30.3	30.0
2016	12.83	12.83	12.98	13.14	29.9	29.8	29.9	29.9
2017	13.34	13.50	13.64	13.63	30.1	30.2	30.2	30.5
2018	13.96	13.85	13.83	12.86	30.6	30.7	30.4	29.0
2019	13.10	–	–	–	29.0	–	–	–
Paid leave								
2004	2.22	2.21	2.23	2.29	7.4	7.4	7.4	7.5
2005	2.28	2.30	2.29	2.41	7.5	7.4	7.4	7.5
2006	2.56	2.56	2.58	2.57	7.8	7.8	7.8	7.7
2007	2.60	2.62	2.58	2.65	7.7	7.7	7.6	7.6
2008	2.67	2.67	2.72	2.75	7.6	7.6	7.6	7.6
2009	2.78	2.77	2.76	2.76	7.6	7.5	7.5	7.5
2010	2.82	2.80	2.80	2.90	7.6	7.6	7.6	7.8
2011	2.95	2.94	2.94	3.07	7.8	7.7	7.7	8.0
2012	3.12	3.09	3.09	3.12	8.0	7.9	7.9	8.0
2013	3.13	3.07	3.06	3.15	8.0	7.9	7.9	8.0
2014	3.17	3.17	3.18	3.29	8.0	7.9	7.9	7.8
2015	3.34	3.29	3.29	3.29	7.7	7.8	7.7	7.7
2016	3.28	3.29	3.36	3.43	7.6	7.6	7.7	7.8

See footnotes at end of table.

Table 21. Private industry workers, full-time by industry group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Professional and business services

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Paid leave								
2017	3.44	3.45	3.50	3.55	7.8	7.7	7.7	8.0
2018	3.63	3.58	3.59	3.70	8.0	7.9	7.9	8.3
2019	3.80	–	–	–	8.4	–	–	–
Supplemental pay								
2004	.87	.72	.74	.76	2.9	2.4	2.4	2.5
2005	.74	.82	.83	.84	2.4	2.6	2.7	2.6
2006	.89	.89	.90	.90	2.7	2.7	2.7	2.7
2007	.89	.92	.92	.94	2.6	2.7	2.7	2.7
2008	.92	.93	.96	1.01	2.6	2.6	2.7	2.8
2009	.96	1.40	1.40	1.32	2.6	3.8	3.8	3.6
2010	1.29	1.26	1.27	.90	3.5	3.4	3.4	2.4
2011	.97	1.01	1.00	1.10	2.6	2.7	2.6	2.9
2012	1.16	1.13	1.09	1.01	3.0	2.9	2.8	2.6
2013	.97	.98	.99	1.08	2.5	2.5	2.6	2.7
2014	1.15	1.04	1.04	2.08	2.9	2.6	2.6	4.9
2015	2.20	2.13	2.16	2.23	5.1	5.0	5.1	5.2
2016	2.31	2.30	2.24	2.21	5.4	5.3	5.2	5.0
2017	2.33	2.37	2.42	2.55	5.3	5.3	5.3	5.7
2018	2.68	2.63	2.61	1.46	5.9	5.8	5.7	3.3
2019	1.47	–	–	–	3.3	–	–	–
Insurance								
2004	1.86	1.79	1.81	1.83	6.2	6.0	6.0	6.0
2005	1.88	1.87	1.90	1.98	6.2	6.0	6.2	6.2
2006	2.01	2.01	2.02	2.05	6.1	6.1	6.1	6.1
2007	2.12	2.15	2.15	2.19	6.3	6.3	6.4	6.3
2008	2.24	2.23	2.26	2.35	6.4	6.3	6.3	6.5
2009	2.38	2.39	2.39	2.42	6.5	6.5	6.5	6.6
2010	2.50	2.50	2.49	2.59	6.7	6.8	6.7	7.0
2011	2.66	2.67	2.66	2.74	7.0	7.0	7.0	7.1
2012	2.79	2.78	2.79	2.77	7.1	7.1	7.2	7.1
2013	2.86	2.84	2.83	2.85	7.3	7.3	7.3	7.2
2014	2.91	2.90	2.91	2.87	7.3	7.3	7.3	6.8
2015	2.95	2.90	2.90	2.76	6.8	6.8	6.8	6.4
2016	2.80	2.79	2.87	2.91	6.5	6.5	6.6	6.6
2017	2.93	2.92	2.94	2.90	6.6	6.5	6.5	6.5
2018	2.96	2.95	2.96	2.97	6.5	6.5	6.5	6.7
2019	3.02	–	–	–	6.7	–	–	–
Retirement and savings								
2004	.91	.88	.90	.95	3.0	3.0	3.0	3.1
2005	.93	.89	.89	.94	3.0	2.9	2.9	2.9
2006	1.04	1.04	1.05	1.00	3.2	3.2	3.2	3.0
2007	1.01	1.06	1.14	1.17	3.0	3.1	3.4	3.4
2008	1.18	1.18	1.20	1.17	3.4	3.4	3.4	3.2
2009	1.23	1.23	1.22	1.15	3.4	3.3	3.3	3.1
2010	1.17	1.13	1.15	1.21	3.1	3.0	3.1	3.2
2011	1.24	1.25	1.24	1.26	3.3	3.3	3.3	3.3
2012	1.29	1.28	1.32	1.35	3.3	3.3	3.4	3.5
2013	1.36	1.42	1.46	1.48	3.5	3.7	3.8	3.7
2014	1.51	1.65	1.67	1.63	3.8	4.1	4.2	3.9
2015	1.66	1.54	1.52	1.56	3.8	3.6	3.6	3.6
2016	1.39	1.41	1.45	1.48	3.2	3.3	3.4	3.4
2017	1.49	1.58	1.59	1.50	3.4	3.5	3.5	3.4
2018	1.51	1.53	1.50	1.55	3.3	3.4	3.3	3.5
2019	1.58	–	–	–	3.5	–	–	–
Legally required benefits								
2004	2.28	2.31	2.33	2.35	7.6	7.7	7.7	7.7
2005	2.38	2.41	2.40	2.47	7.8	7.8	7.8	7.7
2006	2.50	2.51	2.52	2.58	7.6	7.6	7.6	7.7
2007	2.60	2.58	2.59	2.61	7.7	7.6	7.6	7.5
2008	2.66	2.65	2.67	2.69	7.5	7.5	7.5	7.4
2009	2.71	2.72	2.71	2.70	7.4	7.4	7.4	7.4
2010	2.75	2.75	2.76	2.78	7.4	7.4	7.4	7.5
2011	2.82	2.83	2.84	2.83	7.4	7.5	7.5	7.4

See footnotes at end of table.

Table 21. Private industry workers, full-time by industry group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Professional and business services

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Legally required benefits								
2012	2.88	2.88	2.88	2.87	7.4	7.4	7.4	7.4
2013	2.87	2.86	2.87	2.94	7.4	7.4	7.4	7.4
2014	2.96	2.95	2.96	3.00	7.5	7.4	7.4	7.1
2015	3.05	3.02	3.02	3.05	7.0	7.1	7.1	7.1
2016	3.04	3.04	3.05	3.12	7.1	7.1	7.0	7.1
2017	3.16	3.17	3.20	3.13	7.1	7.1	7.1	7.0
2018	3.19	3.16	3.16	3.18	7.0	7.0	7.0	7.2
2019	3.22	–	–	–	7.1	–	–	–
Other benefits[1]								
2004	.03	.04	.04	.04	.1	.1	.1	.1
2005	.04	.04	.04	.04	.1	.1	.1	.1

[1] Includes severance pay and supplemental unemployment benefits. Publication of other benefits was discontinued beginning in June 2006.

Note: The sum of individual items may not equal totals due to rounding. Dashes indicate data are not available.

Table 21. Private industry workers, full-time by industry group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Education and health services

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Total compensation								
2004	$26.29	$26.04	$26.59	$26.89	100.0	100.0	100.0	100.0
2005	27.13	27.14	27.58	27.72	100.0	100.0	100.0	100.0
2006	28.16	28.17	29.17	29.01	100.0	100.0	100.0	100.0
2007	29.29	29.15	28.97	30.20	100.0	100.0	100.0	100.0
2008	30.38	30.28	30.75	30.62	100.0	100.0	100.0	100.0
2009	30.77	30.74	30.94	31.05	100.0	100.0	100.0	100.0
2010	31.31	31.12	31.39	31.76	100.0	100.0	100.0	100.0
2011	32.15	32.00	31.76	32.57	100.0	100.0	100.0	100.0
2012	32.65	32.87	32.75	32.92	100.0	100.0	100.0	100.0
2013	33.10	33.15	33.23	33.21	100.0	100.0	100.0	100.0
2014	34.27	34.40	33.99	35.17	100.0	100.0	100.0	100.0
2015	35.28	34.97	35.00	35.31	100.0	100.0	100.0	100.0
2016	35.90	36.79	35.96	37.61	100.0	100.0	100.0	100.0
2017	37.80	37.74	38.16	39.65	100.0	100.0	100.0	100.0
2018	39.96	40.14	40.26	39.94	100.0	100.0	100.0	100.0
2019	40.29	–	–	–	100.0	–	–	–
Wages and salaries								
2004	18.84	18.63	19.05	19.27	71.7	71.5	71.6	71.7
2005	19.42	19.39	19.68	19.82	71.6	71.4	71.3	71.5
2006	19.99	19.98	20.86	20.66	71.0	70.9	71.5	71.2
2007	20.84	20.77	20.51	21.46	71.1	71.2	70.8	71.0
2008	21.58	21.48	21.84	21.65	71.0	71.0	71.0	70.7
2009	21.72	21.68	21.82	21.89	70.6	70.5	70.5	70.5
2010	22.05	21.92	22.11	22.34	70.4	70.4	70.4	70.3
2011	22.56	22.45	22.33	22.81	70.2	70.1	70.3	70.0
2012	22.82	22.96	22.84	23.04	69.9	69.9	69.7	70.0
2013	23.12	23.17	23.24	23.06	69.9	69.9	69.9	69.4
2014	23.72	23.78	23.57	24.28	69.2	69.1	69.3	69.0
2015	24.33	24.07	24.14	24.23	69.0	68.8	69.0	68.6
2016	24.65	25.24	24.74	25.78	68.7	68.6	68.8	68.5
2017	25.87	25.83	26.11	27.28	68.4	68.4	68.4	68.8
2018	27.46	27.68	27.80	27.55	68.7	69.0	69.0	69.0
2019	27.79	–	–	–	69.0	–	–	–
Total benefits								
2004	7.45	7.41	7.54	7.62	28.3	28.5	28.4	28.3
2005	7.71	7.75	7.91	7.91	28.4	28.6	28.7	28.5
2006	8.17	8.19	8.31	8.35	29.0	29.1	28.5	28.8
2007	8.45	8.39	8.46	8.75	28.9	28.8	29.2	29.0
2008	8.80	8.79	8.92	8.98	29.0	29.0	29.0	29.3
2009	9.05	9.06	9.12	9.16	29.4	29.5	29.5	29.5
2010	9.26	9.20	9.29	9.42	29.6	29.6	29.6	29.7
2011	9.59	9.55	9.43	9.76	29.8	29.9	29.7	30.0
2012	9.84	9.91	9.91	9.87	30.1	30.1	30.3	30.0
2013	9.97	9.98	9.99	10.15	30.1	30.1	30.1	30.6
2014	10.55	10.62	10.43	10.90	30.8	30.9	30.7	31.0
2015	10.96	10.89	10.86	11.08	31.0	31.2	31.0	31.4
2016	11.25	11.55	11.23	11.83	31.3	31.4	31.2	31.5
2017	11.93	11.92	12.05	12.37	31.6	31.6	31.6	31.2
2018	12.50	12.46	12.46	12.39	31.3	31.0	31.0	31.0
2019	12.49	–	–	–	31.0	–	–	–
Paid leave								
2004	2.10	2.08	2.12	2.14	8.0	8.0	8.0	8.0
2005	2.15	2.14	2.18	2.20	7.9	7.9	7.9	7.9
2006	2.34	2.34	2.39	2.41	8.3	8.3	8.2	8.3
2007	2.43	2.41	2.42	2.46	8.3	8.3	8.4	8.1
2008	2.45	2.44	2.48	2.53	8.1	8.0	8.0	8.3
2009	2.53	2.53	2.55	2.55	8.2	8.2	8.3	8.2
2010	2.57	2.55	2.57	2.63	8.2	8.2	8.2	8.3
2011	2.69	2.68	2.61	2.76	8.4	8.4	8.2	8.5
2012	2.72	2.77	2.77	2.75	8.3	8.4	8.5	8.3
2013	2.77	2.79	2.79	2.81	8.4	8.4	8.4	8.5
2014	2.92	2.93	2.88	2.97	8.5	8.5	8.5	8.5
2015	2.98	2.95	2.96	3.01	8.5	8.4	8.4	8.5
2016	3.05	3.13	3.04	3.19	8.5	8.5	8.5	8.5

See footnotes at end of table.

Table 21. Private industry workers, full-time by industry group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Education and health services

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Paid leave								
2017	3.22	3.22	3.25	3.50	8.5	8.5	8.5	8.8
2018	3.53	3.54	3.54	3.54	8.8	8.8	8.8	8.9
2019	3.57	–	–	–	8.9	–	–	–
Supplemental pay								
2004	.43	.45	.45	.45	1.6	1.7	1.7	1.7
2005	.47	.50	.49	.48	1.7	1.8	1.8	1.7
2006	.52	.54	.54	.58	1.9	1.9	1.8	2.0
2007	.59	.60	.60	.59	2.0	2.1	2.1	1.9
2008	.58	.60	.60	.60	1.9	2.0	1.9	2.0
2009	.61	.64	.63	.62	2.0	2.1	2.0	2.0
2010	.62	.63	.61	.60	2.0	2.0	2.0	1.9
2011	.62	.62	.62	.62	1.9	1.9	2.0	1.9
2012	.63	.63	.62	.62	1.9	1.9	1.9	1.9
2013	.61	.62	.62	.64	1.8	1.9	1.9	1.9
2014	.63	.65	.64	.66	1.8	1.9	1.9	1.9
2015	.65	.67	.67	.73	1.9	1.9	1.9	2.1
2016	.72	.71	.73	.72	2.0	1.9	2.0	1.9
2017	.72	.74	.73	.81	1.9	2.0	1.9	2.1
2018	.84	.83	.81	.88	2.1	2.1	2.0	2.2
2019	.87	–	–	–	2.2	–	–	–
Insurance								
2004	2.03	2.03	2.06	2.07	7.7	7.8	7.7	7.7
2005	2.12	2.14	2.18	2.20	7.8	7.9	7.9	7.9
2006	2.24	2.27	2.28	2.28	8.0	8.0	7.8	7.9
2007	2.35	2.32	2.35	2.38	8.0	8.0	8.1	7.9
2008	2.42	2.44	2.47	2.54	8.0	8.1	8.0	8.3
2009	2.59	2.60	2.61	2.64	8.4	8.4	8.4	8.5
2010	2.71	2.70	2.71	2.74	8.6	8.7	8.6	8.6
2011	2.77	2.76	2.76	2.87	8.6	8.6	8.7	8.8
2012	2.96	2.98	3.00	2.96	9.1	9.1	9.1	9.0
2013	3.03	3.01	3.00	3.15	9.1	9.1	9.0	9.5
2014	3.22	3.25	3.23	3.39	9.4	9.5	9.5	9.6
2015	3.45	3.45	3.42	3.44	9.8	9.9	9.8	9.8
2016	3.54	3.54	3.52	3.64	9.9	9.6	9.8	9.7
2017	3.66	3.66	3.70	3.77	9.7	9.7	9.7	9.5
2018	3.79	3.77	3.81	3.72	9.5	9.4	9.5	9.3
2019	3.77	–	–	–	9.4	–	–	–
Retirement and savings								
2004	.85	.84	.86	.88	3.2	3.2	3.2	3.3
2005	.88	.87	.91	.89	3.3	3.2	3.3	3.2
2006	.90	.88	.91	.88	3.2	3.1	3.1	3.0
2007	.87	.85	.89	1.08	3.0	2.9	3.1	3.6
2008	1.08	1.07	1.10	1.04	3.6	3.5	3.6	3.4
2009	1.04	1.02	1.04	1.05	3.4	3.3	3.4	3.4
2010	1.05	1.03	1.07	1.12	3.4	3.3	3.4	3.5
2011	1.16	1.14	1.09	1.15	3.6	3.6	3.4	3.5
2012	1.13	1.13	1.13	1.14	3.5	3.4	3.5	3.5
2013	1.15	1.13	1.14	1.15	3.5	3.4	3.4	3.5
2014	1.35	1.34	1.24	1.39	3.9	3.9	3.7	3.9
2015	1.39	1.36	1.34	1.39	3.9	3.9	3.8	3.9
2016	1.40	1.63	1.41	1.70	3.9	4.4	3.9	4.5
2017	1.73	1.72	1.76	1.61	4.6	4.5	4.6	4.1
2018	1.64	1.62	1.61	1.58	4.1	4.0	4.0	4.0
2019	1.60	–	–	–	4.0	–	–	–
Legally required benefits								
2004	2.02	2.00	2.04	2.07	7.7	7.7	7.7	7.7
2005	2.08	2.09	2.13	2.13	7.7	7.7	7.7	7.7
2006	2.16	2.16	2.19	2.20	7.7	7.7	7.5	7.6
2007	2.20	2.20	2.21	2.24	7.5	7.6	7.6	7.4
2008	2.26	2.25	2.27	2.26	7.4	7.4	7.4	7.4
2009	2.27	2.28	2.29	2.30	7.4	7.4	7.4	7.4
2010	2.31	2.30	2.32	2.33	7.4	7.4	7.4	7.3
2011	2.35	2.35	2.35	2.37	7.3	7.3	7.4	7.3

See footnotes at end of table.

Table 21. Private industry workers, full-time by industry group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Education and health services

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Legally required benefits								
2012	2.39	2.40	2.39	2.41	7.3	7.3	7.3	7.3
2013	2.42	2.42	2.43	2.41	7.3	7.3	7.3	7.3
2014	2.43	2.44	2.43	2.48	7.1	7.1	7.1	7.1
2015	2.47	2.46	2.48	2.51	7.0	7.0	7.1	7.1
2016	2.54	2.53	2.52	2.57	7.1	6.9	7.0	6.8
2017	2.59	2.59	2.60	2.68	6.9	6.9	6.8	6.8
2018	2.70	2.70	2.70	2.67	6.7	6.7	6.7	6.7
2019	2.69	–	–	–	6.7	–	–	–
Other benefits[1]								
2004	([2])	([2])	([2])	([2])	([3])	([3])	([3])	([3])
2005	([2])	([2])	([2])	([2])	([3])	([3])	([3])	([3])

[1] Includes severance pay and supplemental unemployment benefits. Publication of other benefits was discontinued beginning in June 2006.
[2] Cost per hour worked is $0.01 or less.
[3] Less than .05 percent.

Note: The sum of individual items may not equal totals due to rounding. Dashes indicate data are not available.

Table 21. Private industry workers, full-time by industry group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Leisure and hospitality

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Total compensation								
2004	$12.96	$12.99	$13.19	$13.19	100.0	100.0	100.0	100.0
2005	13.21	13.41	13.37	13.34	100.0	100.0	100.0	100.0
2006	13.36	13.45	13.63	13.93	100.0	100.0	100.0	100.0
2007	14.03	14.24	14.33	14.37	100.0	100.0	100.0	100.0
2008	14.32	14.67	14.68	14.96	100.0	100.0	100.0	100.0
2009	15.10	15.27	15.29	15.42	100.0	100.0	100.0	100.0
2010	15.31	15.48	15.51	15.85	100.0	100.0	100.0	100.0
2011	16.00	16.24	16.24	16.07	100.0	100.0	100.0	100.0
2012	16.10	15.95	15.97	16.18	100.0	100.0	100.0	100.0
2013	16.37	16.62	16.53	17.25	100.0	100.0	100.0	100.0
2014	17.36	17.83	17.65	18.35	100.0	100.0	100.0	100.0
2015	18.45	18.79	18.69	18.94	100.0	100.0	100.0	100.0
2016	19.28	19.88	19.07	18.55	100.0	100.0	100.0	100.0
2017	19.22	19.65	19.52	19.11	100.0	100.0	100.0	100.0
2018	19.27	18.90	19.73	19.58	100.0	100.0	100.0	100.0
2019	19.72	–	–	–	100.0	–	–	–
Wages and salaries								
2004	9.87	9.87	10.02	10.01	76.2	76.0	76.0	75.9
2005	10.00	10.16	10.11	10.08	75.7	75.8	75.7	75.6
2006	10.14	10.20	10.30	10.36	75.9	75.8	75.6	74.4
2007	10.48	10.59	10.70	10.75	74.7	74.4	74.7	74.8
2008	10.69	10.87	10.90	11.20	74.7	74.1	74.2	74.9
2009	11.30	11.40	11.44	11.56	74.8	74.7	74.8	75.0
2010	11.46	11.53	11.56	11.89	74.8	74.5	74.6	75.0
2011	11.97	12.10	12.13	12.10	74.8	74.5	74.7	75.3
2012	12.10	12.02	12.05	12.11	75.2	75.4	75.4	74.8
2013	12.23	12.38	12.33	12.76	74.8	74.5	74.6	74.0
2014	12.83	13.12	13.04	13.38	73.9	73.6	73.9	72.9
2015	13.44	13.65	13.57	13.62	72.8	72.6	72.6	71.9
2016	13.87	14.28	13.90	13.62	72.0	71.8	72.9	73.4
2017	14.05	14.34	14.30	14.04	73.1	73.0	73.3	73.5
2018	14.18	13.87	14.49	14.41	73.6	73.4	73.5	73.6
2019	14.56	–	–	–	73.8	–	–	–
Total benefits								
2004	3.09	3.12	3.17	3.18	23.8	24.0	24.0	24.1
2005	3.21	3.25	3.25	3.26	24.3	24.2	24.3	24.4
2006	3.22	3.25	3.33	3.57	24.1	24.2	24.4	25.6
2007	3.54	3.65	3.63	3.62	25.3	25.6	25.3	25.2
2008	3.63	3.80	3.78	3.76	25.3	25.9	25.8	25.1
2009	3.80	3.87	3.85	3.86	25.2	25.3	25.2	25.0
2010	3.86	3.95	3.94	3.96	25.2	25.5	25.4	25.0
2011	4.03	4.14	4.11	3.97	25.2	25.5	25.3	24.7
2012	4.00	3.93	3.93	4.07	24.8	24.6	24.6	25.2
2013	4.13	4.24	4.21	4.49	25.2	25.5	25.4	26.0
2014	4.53	4.70	4.61	4.97	26.1	26.4	26.1	27.1
2015	5.02	5.14	5.12	5.31	27.2	27.4	27.4	28.1
2016	5.41	5.60	5.17	4.93	28.0	28.2	27.1	26.6
2017	5.17	5.31	5.22	5.07	26.9	27.0	26.7	26.5
2018	5.09	5.03	5.23	5.17	26.4	26.6	26.5	26.4
2019	5.17	–	–	–	26.2	–	–	–
Paid leave								
2004	.59	.61	.64	.64	4.5	4.7	4.9	4.9
2005	.64	.64	.66	.64	4.8	4.8	4.9	4.8
2006	.65	.65	.66	.72	4.9	4.8	4.9	5.2
2007	.72	.74	.75	.74	5.2	5.2	5.2	5.2
2008	.72	.75	.74	.73	5.0	5.1	5.1	4.9
2009	.74	.76	.77	.76	4.9	5.0	5.0	4.9
2010	.75	.77	.77	.82	4.9	5.0	4.9	5.2
2011	.83	.85	.85	.82	5.2	5.2	5.2	5.1
2012	.82	.79	.78	.80	5.1	5.0	4.9	5.0
2013	.82	.85	.83	.92	5.0	5.1	5.0	5.3
2014	.93	.98	.95	.95	5.4	5.5	5.4	5.2
2015	.96	.99	.97	1.03	5.2	5.3	5.2	5.4
2016	1.05	1.12	1.00	.92	5.5	5.7	5.2	5.0

See footnotes at end of table.

Table 21. Private industry workers, full-time by industry group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Leisure and hospitality

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Paid leave								
2017	1.00	1.04	1.00	0.93	5.2	5.3	5.1	4.9
2018	.93	.88	.96	1.01	4.8	4.7	4.9	5.2
2019	1.02	–	–	–	5.2	–	–	–
Supplemental pay								
2004	.19	.19	.19	.20	1.5	1.4	1.4	1.5
2005	.20	.21	.21	.22	1.5	1.5	1.6	1.6
2006	.22	.22	.22	.21	1.6	1.6	1.6	1.5
2007	.21	.21	.21	.21	1.5	1.5	1.5	1.5
2008	.21	.21	.21	.23	1.5	1.5	1.4	1.6
2009	.23	.24	.23	.24	1.5	1.6	1.5	1.6
2010	.23	.23	.23	.23	1.5	1.5	1.5	1.5
2011	.24	.24	.24	.26	1.5	1.5	1.5	1.6
2012	.26	.26	.26	.30	1.6	1.7	1.6	1.9
2013	.29	.30	.30	.29	1.8	1.8	1.8	1.7
2014	.30	.31	.30	.32	1.7	1.7	1.7	1.8
2015	.31	.31	.30	.31	1.7	1.7	1.6	1.6
2016	.31	.31	.29	.29	1.6	1.6	1.5	1.5
2017	.30	.29	.29	.32	1.5	1.5	1.5	1.7
2018	.32	.31	.33	.39	1.7	1.6	1.7	2.0
2019	.37	–	–	–	1.9	–	–	–
Insurance								
2004	.80	.83	.83	.83	6.2	6.4	6.3	6.3
2005	.84	.85	.84	.85	6.3	6.3	6.3	6.4
2006	.84	.90	.92	1.08	6.3	6.7	6.8	7.7
2007	1.09	1.10	1.11	1.10	7.7	7.7	7.8	7.7
2008	1.15	1.20	1.20	1.16	8.0	8.2	8.2	7.8
2009	1.20	1.22	1.23	1.23	7.9	8.0	8.1	8.0
2010	1.26	1.29	1.30	1.22	8.3	8.4	8.4	7.7
2011	1.24	1.29	1.28	1.16	7.8	8.0	7.9	7.2
2012	1.17	1.15	1.15	1.17	7.2	7.2	7.2	7.2
2013	1.19	1.23	1.22	1.32	7.3	7.4	7.4	7.6
2014	1.34	1.39	1.36	1.58	7.7	7.8	7.7	8.6
2015	1.61	1.66	1.68	1.75	8.7	8.8	9.0	9.3
2016	1.78	1.83	1.70	1.65	9.2	9.2	8.9	8.9
2017	1.70	1.76	1.74	1.72	8.8	9.0	8.9	9.0
2018	1.72	1.73	1.76	1.62	8.9	9.2	8.9	8.3
2019	1.61	–	–	–	8.2	–	–	–
Retirement and savings								
2004	.17	.17	.17	.17	1.3	1.3	1.3	1.3
2005	.17	.18	.18	.18	1.3	1.3	1.3	1.3
2006	.17	.15	.15	.18	1.3	1.1	1.1	1.3
2007	.18	.19	.19	.19	1.3	1.3	1.3	1.3
2008	.19	.20	.20	.20	1.3	1.4	1.3	1.3
2009	.19	.19	.17	.19	1.3	1.3	1.1	1.3
2010	.19	.20	.20	.21	1.3	1.3	1.3	1.3
2011	.22	.23	.23	.26	1.4	1.4	1.4	1.6
2012	.27	.25	.24	.27	1.7	1.6	1.5	1.7
2013	.28	.29	.29	.34	1.7	1.7	1.8	2.0
2014	.34	.38	.36	.43	1.9	2.1	2.1	2.3
2015	.44	.46	.47	.52	2.4	2.4	2.5	2.8
2016	.53	.55	.47	.41	2.8	2.8	2.5	2.2
2017	.45	.47	.45	.41	2.4	2.4	2.3	2.1
2018	.41	.43	.48	.46	2.1	2.3	2.4	2.4
2019	.46	–	–	–	2.3	–	–	–
Legally required benefits								
2004	1.33	1.32	1.33	1.34	10.3	10.2	10.1	10.1
2005	1.35	1.37	1.37	1.36	10.2	10.2	10.2	10.2
2006	1.33	1.34	1.36	1.38	10.0	9.9	10.0	9.9
2007	1.34	1.41	1.37	1.37	9.6	9.9	9.5	9.5
2008	1.36	1.43	1.43	1.43	9.5	9.8	9.7	9.6
2009	1.43	1.45	1.45	1.44	9.5	9.5	9.5	9.3
2010	1.42	1.45	1.46	1.47	9.2	9.4	9.4	9.3
2011	1.50	1.52	1.52	1.47	9.4	9.4	9.4	9.1

See footnotes at end of table.

Table 21. Private industry workers, full-time by industry group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Leisure and hospitality

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Legally required benefits								
2012	1.48	1.48	1.49	1.53	9.2	9.3	9.4	9.4
2013	1.55	1.57	1.57	1.62	9.5	9.5	9.5	9.4
2014	1.62	1.65	1.64	1.69	9.4	9.2	9.3	9.2
2015	1.70	1.72	1.71	1.70	9.2	9.1	9.1	9.0
2016	1.73	1.77	1.71	1.66	9.0	8.9	9.0	9.0
2017	1.72	1.75	1.74	1.69	8.9	8.9	8.9	8.8
2018	1.71	1.67	1.70	1.69	8.9	8.9	8.6	8.6
2019	1.70	–	–	–	8.6	–	–	–
Other benefits[1]								
2004	([2])	([2])	([2])	([2])	([3])	([3])	([3])	([3])
2005	([2])	([2])	([2])	([2])	([3])	([3])	([3])	([3])

[1] Includes severance pay and supplemental unemployment benefits. Publication of other benefits was discontinued beginning in June 2006.
[2] Cost per hour worked is $0.01 or less.
[3] Less than .05 percent.

Note: The sum of individual items may not equal totals due to rounding. Dashes indicate data are not available.

Table 21. Private industry workers, full-time by industry group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Other services

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Total compensation								
2004	$23.77	$23.95	$24.37	$24.57	100.0	100.0	100.0	100.0
2005	24.70	23.94	23.47	25.23	100.0	100.0	100.0	100.0
2006	25.61	26.06	26.16	24.54	100.0	100.0	100.0	100.0
2007	24.37	24.80	25.10	25.31	100.0	100.0	100.0	100.0
2008	25.53	25.72	25.83	27.99	100.0	100.0	100.0	100.0
2009	28.08	28.39	28.63	28.26	100.0	100.0	100.0	100.0
2010	28.43	28.50	28.56	28.45	100.0	100.0	100.0	100.0
2011	28.65	28.97	29.07	29.35	100.0	100.0	100.0	100.0
2012	29.89	30.08	30.58	28.79	100.0	100.0	100.0	100.0
2013	29.03	29.41	29.56	29.54	100.0	100.0	100.0	100.0
2014	29.49	29.64	29.92	29.89	100.0	100.0	100.0	100.0
2015	30.14	30.32	30.69	31.16	100.0	100.0	100.0	100.0
2016	31.25	31.71	31.67	32.01	100.0	100.0	100.0	100.0
2017	32.03	32.14	32.52	32.20	100.0	100.0	100.0	100.0
2018	32.48	32.57	32.48	34.45	100.0	100.0	100.0	100.0
2019	34.62	–	–	–	100.0	–	–	–
Wages and salaries								
2004	16.90	17.08	17.40	17.49	71.1	71.3	71.4	71.2
2005	17.55	17.03	16.66	17.87	71.1	71.1	71.0	70.8
2006	18.09	18.36	18.42	17.66	70.6	70.5	70.4	72.0
2007	17.63	17.86	18.05	18.20	72.4	72.0	71.9	71.9
2008	18.40	18.53	18.63	20.01	72.1	72.0	72.1	71.5
2009	20.05	20.31	20.46	20.21	71.4	71.5	71.5	71.5
2010	20.22	20.24	20.30	20.30	71.1	71.0	71.1	71.4
2011	20.42	20.51	20.57	20.77	71.3	70.8	70.8	70.8
2012	21.14	21.24	21.40	20.12	70.7	70.6	70.0	69.9
2013	20.37	20.67	20.75	20.72	70.2	70.3	70.2	70.2
2014	20.70	20.82	20.98	21.13	70.2	70.3	70.1	70.7
2015	21.27	21.41	21.71	21.91	70.6	70.6	70.7	70.3
2016	22.01	22.39	22.45	22.59	70.4	70.6	70.9	70.6
2017	22.61	22.65	23.01	23.03	70.6	70.5	70.8	71.5
2018	23.17	23.28	23.15	24.27	71.3	71.5	71.3	70.4
2019	24.39	–	–	–	70.5	–	–	–
Total benefits								
2004	6.87	6.88	6.97	7.07	28.9	28.7	28.6	28.8
2005	7.15	6.91	6.81	7.36	28.9	28.9	29.0	29.2
2006	7.52	7.70	7.74	6.88	29.4	29.5	29.6	28.0
2007	6.73	6.94	7.04	7.10	27.6	28.0	28.1	28.1
2008	7.13	7.19	7.20	7.98	27.9	28.0	27.9	28.5
2009	8.03	8.09	8.16	8.05	28.6	28.5	28.5	28.5
2010	8.21	8.26	8.26	8.15	28.9	29.0	28.9	28.6
2011	8.23	8.47	8.50	8.59	28.7	29.2	29.2	29.2
2012	8.75	8.84	9.19	8.67	29.3	29.4	30.0	30.1
2013	8.66	8.75	8.81	8.82	29.8	29.7	29.8	29.8
2014	8.79	8.82	8.94	8.75	29.8	29.7	29.9	29.3
2015	8.87	8.90	8.98	9.25	29.4	29.4	29.3	29.7
2016	9.24	9.32	9.23	9.42	29.6	29.4	29.1	29.4
2017	9.42	9.49	9.51	9.17	29.4	29.5	29.2	28.5
2018	9.31	9.29	9.33	10.19	28.7	28.5	28.7	29.6
2019	10.22	–	–	–	29.5	–	–	–
Paid leave								
2004	1.74	1.81	1.84	1.87	7.3	7.6	7.6	7.6
2005	1.89	1.83	1.78	2.01	7.7	7.7	7.6	8.0
2006	2.05	2.09	2.11	1.82	8.0	8.0	8.1	7.4
2007	1.76	1.79	1.78	1.79	7.2	7.2	7.1	7.1
2008	1.81	1.82	1.83	2.00	7.1	7.1	7.1	7.1
2009	1.99	2.04	2.06	2.02	7.1	7.2	7.2	7.2
2010	2.03	2.04	2.05	2.03	7.1	7.2	7.2	7.1
2011	2.04	2.04	2.05	2.15	7.1	7.1	7.0	7.3
2012	2.19	2.18	2.19	2.05	7.3	7.3	7.2	7.1
2013	2.08	2.10	2.09	2.13	7.2	7.1	7.1	7.2
2014	2.13	2.13	2.15	2.13	7.2	7.2	7.2	7.1
2015	2.14	2.14	2.17	2.23	7.1	7.0	7.1	7.1
2016	2.24	2.29	2.29	2.33	7.2	7.2	7.2	7.3

See footnotes at end of table.

Table 21. Private industry workers, full-time by industry group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Other services

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Paid leave								
2017	2.31	2.33	2.33	2.35	7.2	7.2	7.2	7.3
2018	2.35	2.35	2.31	2.41	7.2	7.2	7.1	7.0
2019	2.43	–	–	–	7.0	–	–	–
Supplemental pay								
2004	.43	.42	.43	.44	1.8	1.8	1.8	1.8
2005	.39	.32	.33	.43	1.6	1.4	1.4	1.7
2006	.44	.44	.44	.42	1.7	1.7	1.7	1.7
2007	.40	.52	.63	.63	1.6	2.1	2.5	2.5
2008	.64	.65	.65	.69	2.5	2.5	2.5	2.5
2009	.65	.67	.67	.70	2.3	2.4	2.4	2.5
2010	.79	.79	.78	.78	2.8	2.8	2.7	2.7
2011	.76	.77	.77	.39	2.7	2.7	2.7	1.3
2012	.43	.43	.61	.54	1.4	1.4	2.0	1.9
2013	.43	.43	.40	.40	1.5	1.4	1.4	1.4
2014	.43	.43	.45	.47	1.5	1.5	1.5	1.6
2015	.49	.49	.49	.53	1.6	1.6	1.6	1.7
2016	.49	.49	.45	.46	1.6	1.6	1.4	1.4
2017	.50	.51	.52	.44	1.6	1.6	1.6	1.4
2018	.45	.44	.45	.55	1.4	1.3	1.4	1.6
2019	.56	–	–	–	1.6	–	–	–
Insurance								
2004	1.80	1.80	1.79	1.80	7.6	7.5	7.3	7.3
2005	1.86	1.82	1.83	1.98	7.5	7.6	7.8	7.8
2006	2.09	2.17	2.18	1.84	8.2	8.3	8.3	7.5
2007	1.80	1.82	1.83	1.86	7.4	7.4	7.3	7.3
2008	1.84	1.87	1.86	2.08	7.2	7.3	7.2	7.4
2009	2.16	2.12	2.17	2.07	7.7	7.5	7.6	7.3
2010	2.12	2.13	2.16	2.10	7.5	7.5	7.6	7.4
2011	2.12	2.25	2.28	2.46	7.4	7.8	7.8	8.4
2012	2.48	2.50	2.55	2.48	8.3	8.3	8.3	8.6
2013	2.49	2.53	2.56	2.57	8.6	8.6	8.7	8.7
2014	2.54	2.57	2.62	2.49	8.6	8.7	8.8	8.3
2015	2.55	2.53	2.54	2.77	8.5	8.4	8.3	8.9
2016	2.76	2.77	2.76	2.84	8.8	8.7	8.7	8.9
2017	2.75	2.79	2.81	2.70	8.6	8.7	8.6	8.4
2018	2.78	2.78	2.81	3.02	8.6	8.5	8.6	8.8
2019	3.01	–	–	–	8.7	–	–	–
Retirement and savings								
2004	.81	.78	.80	.83	3.4	3.2	3.3	3.4
2005	.87	.83	.82	.82	3.5	3.5	3.5	3.3
2006	.79	.83	.83	.63	3.1	3.2	3.2	2.6
2007	.60	.64	.63	.65	2.5	2.6	2.5	2.6
2008	.65	.66	.66	.89	2.6	2.6	2.6	3.2
2009	.90	.91	.91	.92	3.2	3.2	3.2	3.2
2010	.92	.95	.93	.89	3.2	3.3	3.3	3.1
2011	.93	1.01	1.01	1.25	3.3	3.5	3.5	4.3
2012	1.27	1.31	1.39	1.25	4.2	4.3	4.5	4.3
2013	1.28	1.29	1.33	1.31	4.4	4.4	4.5	4.4
2014	1.30	1.29	1.31	1.28	4.4	4.4	4.4	4.3
2015	1.29	1.31	1.33	1.26	4.3	4.3	4.3	4.1
2016	1.28	1.28	1.26	1.34	4.1	4.0	4.0	4.2
2017	1.32	1.32	1.28	1.15	4.1	4.1	3.9	3.6
2018	1.16	1.16	1.20	1.66	3.6	3.6	3.7	4.8
2019	1.64	–	–	–	4.8	–	–	–
Legally required benefits								
2004	2.07	2.05	2.09	2.12	8.7	8.6	8.6	8.6
2005	2.13	2.10	2.04	2.12	8.6	8.8	8.7	8.4
2006	2.15	2.17	2.18	2.17	8.4	8.3	8.3	8.8
2007	2.18	2.17	2.17	2.17	8.9	8.8	8.6	8.6
2008	2.18	2.20	2.20	2.33	8.5	8.5	8.5	8.3
2009	2.32	2.34	2.35	2.34	8.3	8.2	8.2	8.3
2010	2.35	2.35	2.34	2.34	8.3	8.2	8.2	8.2
2011	2.37	2.39	2.39	2.33	8.3	8.2	8.2	7.9

See footnotes at end of table.

Table 21. Private industry workers, full-time by industry group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Other services

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Legally required benefits								
2012	2.39	2.42	2.45	2.35	8.0	8.0	8.0	8.2
2013	2.38	2.41	2.42	2.39	8.2	8.2	8.2	8.1
2014	2.39	2.39	2.41	2.39	8.1	8.1	8.1	8.0
2015	2.40	2.44	2.45	2.46	7.9	8.0	8.0	7.9
2016	2.46	2.49	2.48	2.46	7.9	7.8	7.8	7.7
2017	2.53	2.54	2.56	2.53	7.9	7.9	7.9	7.9
2018	2.56	2.55	2.57	2.55	7.9	7.8	7.9	7.4
2019	2.58	–	–	–	7.4	–	–	–
Other benefits[1]								
2004	.02	([2])	.02	.02	.1	([3])	.1	.1
2005	([2])	([2])	([2])	([2])	([3])	([3])	([3])	([3])

[1] Includes severance pay and supplemental unemployment benefits. Publication of other benefits was discontinued beginning in June 2006.
[2] Cost per hour worked is $0.01 or less.
[3] Less than .05 percent.

Note: The sum of individual items may not equal totals due to rounding. Dashes indicate data are not available.

Table 22. Private industry workers, part-time by industry group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation

All service-providing industries[1]

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Total compensation								
2004	$12.63	$12.67	$12.80	$12.89	100.0	100.0	100.0	100.0
2005	13.14	13.02	13.23	13.45	100.0	100.0	100.0	100.0
2006	13.43	13.60	13.72	14.02	100.0	100.0	100.0	100.0
2007	14.27	14.24	14.44	14.58	100.0	100.0	100.0	100.0
2008	14.68	14.77	14.88	15.20	100.0	100.0	100.0	100.0
2009	15.43	15.43	15.54	15.17	100.0	100.0	100.0	100.0
2010	15.50	15.42	15.56	15.49	100.0	100.0	100.0	100.0
2011	15.56	15.51	15.57	15.27	100.0	100.0	100.0	100.0
2012	15.22	15.25	15.34	15.08	100.0	100.0	100.0	100.0
2013	15.13	15.24	15.33	15.45	100.0	100.0	100.0	100.0
2014	15.57	15.57	15.71	15.94	100.0	100.0	100.0	100.0
2015	16.11	16.06	16.21	16.60	100.0	100.0	100.0	100.0
2016	16.76	16.82	16.63	16.69	100.0	100.0	100.0	100.0
2017	17.11	17.15	17.28	17.75	100.0	100.0	100.0	100.0
2018	17.75	17.88	18.08	18.01	100.0	100.0	100.0	100.0
2019	18.21	–	–	–	100.0	–	–	–
Wages and salaries								
2004	10.07	10.05	10.15	10.22	79.7	79.4	79.3	79.3
2005	10.40	10.30	10.45	10.59	79.1	79.1	79.0	78.7
2006	10.59	10.68	10.80	10.94	78.9	78.5	78.7	78.0
2007	11.14	11.14	11.30	11.38	78.1	78.2	78.2	78.0
2008	11.44	11.53	11.65	11.93	78.0	78.1	78.3	78.5
2009	12.11	12.12	12.20	11.90	78.5	78.5	78.5	78.4
2010	12.16	12.09	12.19	12.07	78.4	78.4	78.3	77.9
2011	12.22	12.18	12.23	12.02	78.5	78.5	78.6	78.7
2012	11.98	12.01	12.09	11.88	78.7	78.7	78.8	78.8
2013	11.92	12.02	12.09	12.18	78.8	78.9	78.8	78.8
2014	12.27	12.29	12.40	12.62	78.8	78.9	78.9	79.2
2015	12.75	12.72	12.83	13.19	79.2	79.2	79.1	79.5
2016	13.32	13.36	13.25	13.27	79.5	79.4	79.7	79.5
2017	13.59	13.63	13.74	14.06	79.5	79.5	79.5	79.2
2018	14.05	14.15	14.32	14.18	79.2	79.1	79.2	78.7
2019	14.35	–	–	–	78.8	–	–	–
Total benefits								
2004	2.56	2.61	2.65	2.67	20.3	20.6	20.7	20.7
2005	2.74	2.72	2.78	2.86	20.9	20.9	21.0	21.3
2006	2.84	2.92	2.92	3.08	21.1	21.5	21.3	22.0
2007	3.12	3.11	3.15	3.20	21.9	21.8	21.8	22.0
2008	3.23	3.24	3.23	3.26	22.0	21.9	21.7	21.5
2009	3.32	3.31	3.34	3.27	21.5	21.5	21.5	21.6
2010	3.34	3.33	3.37	3.42	21.6	21.6	21.7	22.1
2011	3.34	3.33	3.34	3.25	21.5	21.5	21.4	21.3
2012	3.24	3.24	3.25	3.20	21.3	21.3	21.2	21.2
2013	3.21	3.22	3.25	3.27	21.2	21.1	21.2	21.2
2014	3.31	3.28	3.31	3.32	21.2	21.1	21.1	20.8
2015	3.36	3.34	3.39	3.41	20.8	20.8	20.9	20.5
2016	3.44	3.46	3.38	3.42	20.5	20.6	20.3	20.5
2017	3.52	3.51	3.54	3.69	20.5	20.5	20.5	20.8
2018	3.70	3.73	3.76	3.83	20.8	20.9	20.8	21.3
2019	3.86	–	–	–	21.2	–	–	–
Paid leave								
2004	.37	.37	.37	.38	3.0	2.9	2.9	2.9
2005	.38	.37	.39	.40	2.9	2.9	2.9	3.0
2006	.42	.44	.44	.47	3.1	3.2	3.2	3.3
2007	.48	.47	.47	.48	3.3	3.3	3.2	3.3
2008	.47	.47	.49	.47	3.2	3.2	3.3	3.1
2009	.48	.48	.49	.47	3.1	3.1	3.2	3.1
2010	.47	.46	.47	.47	3.1	3.0	3.0	3.0
2011	.48	.47	.47	.45	3.1	3.0	3.0	2.9
2012	.44	.44	.43	.42	2.9	2.9	2.8	2.8
2013	.42	.43	.43	.44	2.8	2.8	2.8	2.9
2014	.46	.45	.46	.45	2.9	2.9	2.9	2.8
2015	.44	.44	.45	.46	2.8	2.7	2.8	2.8
2016	.47	.48	.46	.50	2.8	2.9	2.8	3.0

See footnotes at end of table.

Table 22. Private industry workers, part-time by industry group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation

All service-providing industries[1]

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Paid leave								
2017	0.50	0.50	0.51	0.53	2.9	2.9	2.9	3.0
2018	.52	.52	.53	.59	2.9	2.9	2.9	3.3
2019	.60	–	–	–	3.3	–	–	–
Supplemental pay								
2004	.17	.17	.17	.17	1.3	1.3	1.4	1.3
2005	.18	.17	.20	.21	1.4	1.3	1.5	1.6
2006	.21	.21	.21	.23	1.5	1.5	1.5	1.6
2007	.23	.23	.23	.23	1.6	1.6	1.6	1.6
2008	.24	.24	.22	.26	1.7	1.6	1.5	1.7
2009	.26	.26	.26	.24	1.7	1.7	1.7	1.6
2010	.25	.24	.24	.34	1.6	1.6	1.6	2.2
2011	.22	.21	.21	.19	1.4	1.3	1.3	1.2
2012	.18	.18	.19	.18	1.2	1.2	1.2	1.2
2013	.18	.18	.18	.18	1.2	1.2	1.2	1.2
2014	.18	.19	.19	.21	1.2	1.2	1.2	1.3
2015	.22	.21	.21	.24	1.3	1.3	1.3	1.5
2016	.25	.24	.23	.20	1.5	1.4	1.4	1.2
2017	.22	.23	.23	.29	1.3	1.3	1.3	1.6
2018	.27	.27	.27	.29	1.5	1.5	1.5	1.6
2019	.30	–	–	–	1.6	–	–	–
Insurance								
2004	.47	.50	.51	.51	3.7	4.0	4.0	4.0
2005	.54	.53	.54	.56	4.1	4.1	4.1	4.2
2006	.56	.62	.61	.67	4.2	4.6	4.4	4.8
2007	.69	.68	.69	.72	4.9	4.8	4.8	5.0
2008	.76	.75	.74	.73	5.2	5.1	5.0	4.8
2009	.76	.74	.75	.75	4.9	4.8	4.8	4.9
2010	.78	.79	.80	.76	5.0	5.1	5.1	4.9
2011	.77	.77	.78	.77	4.9	5.0	5.0	5.0
2012	.76	.76	.76	.73	5.0	5.0	4.9	4.8
2013	.74	.73	.74	.72	4.9	4.8	4.8	4.6
2014	.72	.70	.71	.70	4.6	4.5	4.5	4.4
2015	.71	.71	.73	.67	4.4	4.4	4.5	4.0
2016	.68	.68	.66	.67	4.1	4.1	4.0	4.0
2017	.68	.68	.70	.78	4.0	4.0	4.0	4.4
2018	.80	.79	.80	.82	4.5	4.4	4.4	4.6
2019	.84	–	–	–	4.6	–	–	–
Retirement and savings								
2004	.18	.18	.19	.19	1.4	1.4	1.5	1.5
2005	.19	.19	.19	.20	1.5	1.4	1.4	1.5
2006	.20	.20	.20	.21	1.5	1.5	1.4	1.5
2007	.21	.21	.23	.24	1.5	1.5	1.6	1.6
2008	.24	.25	.25	.25	1.6	1.7	1.7	1.7
2009	.26	.26	.26	.25	1.7	1.7	1.7	1.6
2010	.26	.25	.26	.24	1.7	1.6	1.6	1.6
2011	.26	.26	.26	.24	1.6	1.7	1.7	1.6
2012	.24	.23	.23	.24	1.5	1.5	1.5	1.6
2013	.24	.25	.26	.28	1.6	1.7	1.7	1.8
2014	.29	.29	.29	.31	1.9	1.9	1.9	1.9
2015	.31	.32	.33	.32	1.9	2.0	2.0	1.9
2016	.32	.34	.32	.35	1.9	2.0	1.9	2.1
2017	.37	.37	.37	.36	2.2	2.2	2.2	2.0
2018	.36	.40	.40	.36	2.0	2.2	2.2	2.0
2019	.36	–	–	–	2.0	–	–	–
Legally required benefits								
2004	1.37	1.39	1.41	1.42	10.8	11.0	11.0	11.0
2005	1.45	1.45	1.47	1.49	11.0	11.1	11.1	11.1
2006	1.45	1.46	1.46	1.51	10.8	10.7	10.7	10.7
2007	1.51	1.50	1.52	1.53	10.6	10.6	10.6	10.5
2008	1.52	1.53	1.54	1.55	10.4	10.4	10.3	10.2
2009	1.57	1.57	1.57	1.56	10.1	10.2	10.1	10.3
2010	1.58	1.58	1.60	1.60	10.2	10.3	10.3	10.3
2011	1.62	1.63	1.62	1.60	10.4	10.5	10.4	10.5

See footnotes at end of table.

Table 22. Private industry workers, part-time by industry group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation

All service-providing industries[1]

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Legally required benefits								
2012	1.62	1.63	1.64	1.63	10.6	10.7	10.7	10.8
2013	1.63	1.63	1.63	1.65	10.8	10.7	10.7	10.7
2014	1.65	1.64	1.65	1.66	10.6	10.6	10.5	10.4
2015	1.67	1.67	1.67	1.72	10.4	10.4	10.3	10.4
2016	1.72	1.71	1.71	1.71	10.3	10.2	10.3	10.2
2017	1.74	1.74	1.74	1.73	10.2	10.1	10.0	9.8
2018	1.75	1.75	1.76	1.76	9.9	9.8	9.7	9.8
2019	1.76	–	–	–	9.7	–	–	–
Other benefits[2]								
2004	([3])	([3])	([3])	([3])	([4])	([4])	([4])	([4])
2005	([3])	([3])	([3])	([3])	([4])	([4])	([4])	([4])

[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; and other services, except public administration.

[2] Includes severance pay and supplemental unemployment benefits. Publication of other benefits was discontinued beginning in June 2006.

[3] Cost per hour worked is $0.01 or less.

[4] Less than .05 percent.

Note: The sum of individual items may not equal totals due to rounding. Dashes indicate data are not available.

Table 22. Private industry workers, part-time by industry group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Trade, transportation, and utilities

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Total compensation								
2004	$11.06	$11.22	$11.29	$11.35	100.0	100.0	100.0	100.0
2005	11.55	11.55	11.65	11.73	100.0	100.0	100.0	100.0
2006	11.87	11.87	11.93	12.36	100.0	100.0	100.0	100.0
2007	12.52	12.59	12.80	12.75	100.0	100.0	100.0	100.0
2008	12.91	13.01	13.15	13.08	100.0	100.0	100.0	100.0
2009	13.21	13.31	13.46	13.49	100.0	100.0	100.0	100.0
2010	13.66	13.73	13.80	14.38	100.0	100.0	100.0	100.0
2011	13.65	14.10	14.13	14.18	100.0	100.0	100.0	100.0
2012	13.93	13.97	14.00	13.96	100.0	100.0	100.0	100.0
2013	14.15	14.22	14.33	14.07	100.0	100.0	100.0	100.0
2014	14.21	14.24	14.36	14.07	100.0	100.0	100.0	100.0
2015	14.19	14.34	14.46	14.07	100.0	100.0	100.0	100.0
2016	14.34	14.44	14.44	14.52	100.0	100.0	100.0	100.0
2017	14.72	14.84	14.92	15.14	100.0	100.0	100.0	100.0
2018	15.47	15.79	15.93	16.12	100.0	100.0	100.0	100.0
2019	16.40	–	–	–	100.0	–	–	–
Wages and salaries								
2004	8.56	8.60	8.64	8.72	77.4	76.6	76.6	76.8
2005	8.82	8.87	8.93	8.95	76.4	76.8	76.6	76.3
2006	9.08	9.08	9.15	9.36	76.5	76.6	76.7	75.7
2007	9.49	9.55	9.66	9.63	75.8	75.9	75.4	75.5
2008	9.71	9.79	9.89	9.93	75.2	75.2	75.3	76.0
2009	10.01	10.07	10.18	10.22	75.8	75.6	75.6	75.7
2010	10.27	10.28	10.32	10.47	75.2	74.9	74.7	72.8
2011	10.26	10.55	10.59	10.77	75.2	74.8	75.0	76.0
2012	10.55	10.57	10.63	10.56	75.8	75.7	75.9	75.7
2013	10.67	10.71	10.75	10.64	75.4	75.3	75.0	75.6
2014	10.72	10.76	10.86	10.72	75.4	75.5	75.6	76.2
2015	10.79	10.89	10.99	10.77	76.0	76.0	76.0	76.5
2016	10.92	11.02	11.06	11.17	76.2	76.3	76.6	77.0
2017	11.33	11.42	11.48	11.57	77.0	76.9	77.0	76.4
2018	11.81	11.97	12.10	12.24	76.4	75.8	75.9	75.9
2019	12.46	–	–	–	76.0	–	–	–
Total benefits								
2004	2.50	2.63	2.65	2.63	22.6	23.4	23.4	23.2
2005	2.73	2.69	2.72	2.77	23.6	23.2	23.4	23.7
2006	2.79	2.78	2.78	3.00	23.5	23.4	23.3	24.3
2007	3.03	3.04	3.14	3.12	24.2	24.1	24.6	24.5
2008	3.20	3.22	3.25	3.14	24.8	24.8	24.7	24.0
2009	3.20	3.24	3.28	3.27	24.2	24.4	24.4	24.3
2010	3.39	3.45	3.49	3.91	24.8	25.1	25.3	27.2
2011	3.39	3.55	3.54	3.41	24.8	25.2	25.0	24.0
2012	3.37	3.40	3.37	3.40	24.2	24.3	24.1	24.3
2013	3.48	3.51	3.58	3.44	24.6	24.7	25.0	24.4
2014	3.50	3.48	3.50	3.36	24.6	24.5	24.4	23.8
2015	3.41	3.45	3.48	3.30	24.0	24.0	24.0	23.5
2016	3.42	3.42	3.39	3.35	23.8	23.7	23.4	23.0
2017	3.39	3.42	3.43	3.57	23.0	23.1	23.0	23.6
2018	3.66	3.82	3.83	3.88	23.6	24.2	24.1	24.1
2019	3.94	–	–	–	24.0	–	–	–
Paid leave								
2004	.30	.33	.33	.33	2.7	2.9	2.9	2.9
2005	.33	.33	.33	.36	2.9	2.8	2.9	3.1
2006	.33	.33	.33	.34	2.8	2.8	2.7	2.8
2007	.35	.35	.35	.35	2.8	2.8	2.7	2.7
2008	.35	.35	.36	.33	2.7	2.7	2.7	2.6
2009	.34	.34	.35	.33	2.5	2.5	2.6	2.5
2010	.34	.36	.36	.38	2.5	2.6	2.6	2.7
2011	.37	.39	.38	.37	2.7	2.8	2.7	2.6
2012	.35	.35	.33	.35	2.5	2.5	2.4	2.5
2013	.35	.36	.36	.35	2.5	2.5	2.5	2.5
2014	.36	.36	.37	.36	2.6	2.6	2.6	2.5
2015	.36	.36	.36	.35	2.5	2.5	2.5	2.5
2016	.38	.38	.38	.38	2.6	2.6	2.6	2.6

See footnotes at end of table.

Table 22. Private industry workers, part-time by industry group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Trade, transportation, and utilities

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Paid leave								
2017	0.39	0.39	0.39	0.40	2.6	2.6	2.6	2.6
2018	.41	.42	.42	.43	2.6	2.7	2.7	2.7
2019	.45	–	–	–	2.7	–	–	–
Supplemental pay								
2004	.14	.13	.14	.13	1.2	1.2	1.2	1.1
2005	.15	.14	.14	.16	1.3	1.2	1.2	1.4
2006	.17	.17	.17	.18	1.4	1.4	1.4	1.4
2007	.17	.17	.18	.18	1.4	1.4	1.4	1.4
2008	.19	.18	.18	.19	1.4	1.4	1.4	1.4
2009	.19	.20	.20	.20	1.4	1.5	1.5	1.4
2010	.20	.20	.20	.62	1.5	1.5	1.5	4.3
2011	.17	.17	.17	.17	1.2	1.2	1.2	1.2
2012	.17	.17	.17	.15	1.2	1.2	1.2	1.1
2013	.16	.16	.16	.13	1.1	1.1	1.1	1.0
2014	.14	.14	.15	.16	1.0	1.0	1.0	1.2
2015	.16	.16	.16	.16	1.1	1.1	1.1	1.2
2016	.21	.21	.21	.21	1.5	1.5	1.5	1.5
2017	.21	.22	.22	.24	1.5	1.5	1.5	1.6
2018	.25	.26	.26	.26	1.6	1.6	1.6	1.6
2019	.27	–	–	–	1.6	–	–	–
Insurance								
2004	.57	.62	.62	.61	5.1	5.6	5.5	5.4
2005	.66	.62	.64	.64	5.7	5.3	5.5	5.5
2006	.68	.70	.71	.80	5.7	5.9	6.0	6.5
2007	.85	.84	.90	.89	6.8	6.7	7.0	7.0
2008	.95	.96	.97	.90	7.3	7.4	7.4	6.9
2009	.95	.96	.97	.99	7.2	7.2	7.2	7.4
2010	1.05	1.10	1.12	1.13	7.7	8.0	8.1	7.8
2011	1.10	1.16	1.16	1.07	8.1	8.2	8.2	7.5
2012	1.04	1.04	1.02	1.07	7.5	7.5	7.3	7.7
2013	1.13	1.13	1.18	1.07	8.0	8.0	8.2	7.6
2014	1.10	1.07	1.08	.97	7.8	7.5	7.6	6.9
2015	1.00	1.02	1.03	.86	7.0	7.1	7.1	6.1
2016	.90	.89	.88	.83	6.3	6.2	6.1	5.7
2017	.84	.87	.88	.97	5.7	5.8	5.9	6.4
2018	1.01	1.04	1.03	1.08	6.5	6.6	6.5	6.7
2019	1.11	–	–	–	6.8	–	–	–
Retirement and savings								
2004	.23	.25	.26	.25	2.1	2.2	2.3	2.2
2005	.25	.25	.24	.24	2.2	2.2	2.1	2.1
2006	.26	.25	.24	.28	2.2	2.1	2.0	2.3
2007	.27	.28	.31	.30	2.2	2.2	2.4	2.4
2008	.31	.32	.32	.28	2.4	2.5	2.4	2.1
2009	.27	.28	.28	.29	2.1	2.1	2.1	2.1
2010	.29	.29	.30	.27	2.1	2.1	2.1	1.9
2011	.26	.29	.30	.29	1.9	2.1	2.1	2.0
2012	.28	.30	.30	.32	2.0	2.1	2.1	2.3
2013	.32	.35	.36	.36	2.2	2.5	2.5	2.6
2014	.37	.38	.36	.36	2.6	2.6	2.5	2.6
2015	.37	.39	.41	.42	2.6	2.7	2.8	3.0
2016	.42	.43	.43	.42	2.9	3.0	3.0	2.9
2017	.42	.42	.42	.44	2.9	2.8	2.8	2.9
2018	.45	.56	.57	.53	2.9	3.5	3.6	3.3
2019	.53	–	–	–	3.2	–	–	–
Legally required benefits								
2004	1.27	1.29	1.31	1.31	11.4	11.5	11.6	11.5
2005	1.34	1.35	1.37	1.37	11.6	11.7	11.7	11.7
2006	1.34	1.34	1.33	1.40	11.3	11.3	11.1	11.3
2007	1.39	1.39	1.41	1.40	11.1	11.1	11.0	11.0
2008	1.41	1.41	1.42	1.44	10.9	10.8	10.8	11.0
2009	1.45	1.46	1.47	1.47	11.0	11.0	11.0	10.9
2010	1.49	1.50	1.51	1.51	10.9	10.9	10.9	10.5
2011	1.49	1.53	1.53	1.52	10.9	10.9	10.8	10.7

See footnotes at end of table.

Table 22. Private industry workers, part-time by industry group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Trade, transportation, and utilities

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Legally required benefits								
2012	1.52	1.53	1.54	1.51	10.9	11.0	11.0	10.8
2013	1.52	1.52	1.52	1.51	10.8	10.7	10.6	10.7
2014	1.52	1.52	1.53	1.50	10.7	10.7	10.7	10.7
2015	1.51	1.52	1.51	1.51	10.7	10.6	10.4	10.7
2016	1.51	1.50	1.49	1.51	10.6	10.4	10.3	10.4
2017	1.53	1.53	1.53	1.52	10.4	10.3	10.2	10.0
2018	1.55	1.55	1.56	1.58	10.0	9.8	9.8	9.8
2019	1.58	–	–	–	9.6	–	–	–
Other benefits[1]								
2004	([2])	([2])	([2])	([2])	([3])	([3])	([3])	([3])
2005	([2])	([2])	([2])	([2])	([3])	([3])	([3])	([3])

[1] Includes severance pay and supplemental unemployment benefits. Publication of other benefits was discontinued beginning in June 2006.
[2] Cost per hour worked is $0.01 or less.
[3] Less than .05 percent.

Note: The sum of individual items may not equal totals due to rounding. Dashes indicate data are not available.

Table 22. Private industry workers, part-time by industry group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Professional and business services

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Total compensation								
2004	$14.19	$14.26	$14.32	$14.57	100.0	100.0	100.0	100.0
2005	14.87	14.22	14.51	15.01	100.0	100.0	100.0	100.0
2006	14.97	14.96	15.03	15.53	100.0	100.0	100.0	100.0
2007	15.90	15.99	16.29	16.23	100.0	100.0	100.0	100.0
2008	16.77	16.79	16.86	17.72	100.0	100.0	100.0	100.0
2009	18.45	18.60	18.05	17.85	100.0	100.0	100.0	100.0
2010	18.04	17.87	18.12	17.90	100.0	100.0	100.0	100.0
2011	18.03	18.02	17.98	17.26	100.0	100.0	100.0	100.0
2012	17.43	17.56	17.44	16.90	100.0	100.0	100.0	100.0
2013	17.34	17.45	17.25	17.26	100.0	100.0	100.0	100.0
2014	17.46	17.78	18.00	19.75	100.0	100.0	100.0	100.0
2015	19.79	19.50	19.51	23.24	100.0	100.0	100.0	100.0
2016	23.31	22.92	22.47	20.09	100.0	100.0	100.0	100.0
2017	22.05	21.88	22.06	24.78	100.0	100.0	100.0	100.0
2018	22.56	23.49	23.10	21.30	100.0	100.0	100.0	100.0
2019	21.78	–	–	–	100.0	–	–	–
Wages and salaries								
2004	11.72	11.71	11.74	11.95	82.6	82.1	82.0	82.0
2005	12.18	11.61	11.72	12.10	81.9	81.6	80.8	80.6
2006	12.11	12.12	12.19	12.44	80.8	81.0	81.1	80.1
2007	12.75	12.83	13.07	13.08	80.2	80.3	80.2	80.6
2008	13.42	13.49	13.77	14.11	80.1	80.3	81.7	79.6
2009	14.74	14.91	14.43	14.36	79.9	80.2	80.0	80.5
2010	14.45	14.26	14.48	14.58	80.1	79.8	79.9	81.5
2011	14.61	14.60	14.56	13.76	81.0	81.0	81.0	79.8
2012	13.92	14.00	13.94	13.68	79.9	79.7	80.0	80.9
2013	14.07	14.22	14.15	14.16	81.2	81.5	82.0	82.1
2014	14.39	14.66	14.86	16.43	82.4	82.5	82.5	83.2
2015	16.44	16.18	16.16	19.48	83.1	83.0	82.8	83.9
2016	19.57	19.22	18.84	16.85	84.0	83.9	83.9	83.9
2017	18.28	18.13	18.30	20.47	82.9	82.9	83.0	82.6
2018	18.60	19.39	19.08	17.48	82.4	82.5	82.6	82.0
2019	17.86	–	–	–	82.0	–	–	–
Total benefits								
2004	2.48	2.55	2.58	2.62	17.4	17.9	18.0	18.0
2005	2.68	2.61	2.79	2.91	18.1	18.4	19.2	19.4
2006	2.87	2.84	2.84	3.09	19.2	19.0	18.9	19.9
2007	3.15	3.15	3.22	3.15	19.8	19.7	19.8	19.4
2008	3.34	3.30	3.09	3.62	19.9	19.7	18.3	20.4
2009	3.72	3.69	3.62	3.49	20.1	19.8	20.0	19.5
2010	3.60	3.61	3.64	3.32	19.9	20.2	20.1	18.5
2011	3.42	3.42	3.42	3.49	19.0	19.0	19.0	20.2
2012	3.51	3.56	3.49	3.22	20.1	20.3	20.0	19.1
2013	3.26	3.22	3.10	3.10	18.8	18.5	18.0	17.9
2014	3.07	3.11	3.14	3.33	17.6	17.5	17.5	16.8
2015	3.35	3.32	3.35	3.75	16.9	17.0	17.2	16.1
2016	3.73	3.69	3.62	3.24	16.0	16.1	16.1	16.1
2017	3.78	3.75	3.76	4.31	17.1	17.1	17.0	17.4
2018	3.96	4.10	4.02	3.83	17.6	17.5	17.4	18.0
2019	3.91	–	–	–	18.0	–	–	–
Paid leave								
2004	.35	.33	.34	.34	2.5	2.3	2.4	2.4
2005	.36	.34	.35	.35	2.4	2.4	2.4	2.3
2006	.35	.33	.33	.33	2.3	2.2	2.2	2.1
2007	.34	.33	.34	.35	2.2	2.0	2.1	2.1
2008	.36	.35	.37	.41	2.2	2.1	2.2	2.3
2009	.40	.39	.39	.35	2.1	2.1	2.2	1.9
2010	.35	.35	.35	.35	1.9	1.9	2.0	2.0
2011	.36	.36	.37	.41	2.0	2.0	2.1	2.4
2012	.41	.41	.41	.34	2.4	2.3	2.4	2.0
2013	.35	.34	.32	.35	2.0	2.0	1.9	2.0
2014	.36	.38	.40	.33	2.1	2.1	2.2	1.7
2015	.30	.30	.31	.37	1.5	1.5	1.6	1.6
2016	.35	.38	.37	.39	1.5	1.6	1.6	1.9

See footnotes at end of table.

Table 22. Private industry workers, part-time by industry group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Professional and business services

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Paid leave								
2017	0.39	0.39	0.39	0.53	1.8	1.8	1.8	2.2
2018	.45	.49	.49	.65	2.0	2.1	2.1	3.1
2019	.68	–	–	–	3.1	–	–	–
Supplemental pay								
2004	.21	.24	.24	.25	1.5	1.6	1.7	1.7
2005	.26	.27	.42	.43	1.7	1.9	2.9	2.9
2006	.42	.41	.39	.48	2.8	2.7	2.6	3.1
2007	.51	.51	.51	.46	3.2	3.2	3.2	2.9
2008	.53	.53	.33	.68	3.1	3.1	1.9	3.8
2009	.68	.68	.65	.58	3.7	3.7	3.6	3.2
2010	.62	.59	.59	.33	3.4	3.3	3.3	1.8
2011	.36	.34	.33	.28	2.0	1.9	1.8	1.6
2012	.26	.25	.25	.22	1.5	1.4	1.4	1.3
2013	.23	.23	.24	.24	1.4	1.3	1.4	1.4
2014	.22	.23	.23	.50	1.3	1.3	1.3	2.5
2015	.54	.51	.52	.70	2.7	2.6	2.7	3.0
2016	.73	.64	.59	.24	3.1	2.8	2.6	1.2
2017	.44	.44	.44	.70	2.0	2.0	2.0	2.8
2018	.46	.49	.48	.37	2.1	2.1	2.1	1.7
2019	.39	–	–	–	1.8	–	–	–
Insurance								
2004	.31	.32	.32	.33	2.2	2.3	2.3	2.3
2005	.34	.35	.35	.39	2.3	2.5	2.4	2.6
2006	.40	.41	.41	.51	2.7	2.7	2.7	3.3
2007	.52	.52	.56	.53	3.3	3.3	3.4	3.3
2008	.60	.58	.52	.59	3.6	3.4	3.1	3.3
2009	.61	.55	.58	.60	3.3	3.0	3.2	3.3
2010	.61	.64	.63	.62	3.4	3.6	3.5	3.5
2011	.64	.64	.66	.78	3.6	3.6	3.7	4.5
2012	.77	.81	.77	.65	4.4	4.6	4.4	3.8
2013	.61	.59	.49	.41	3.5	3.4	2.8	2.4
2014	.37	.36	.36	.30	2.1	2.0	2.0	1.5
2015	.32	.32	.32	.30	1.6	1.6	1.7	1.3
2016	.31	.33	.33	.36	1.3	1.4	1.5	1.8
2017	.45	.44	.44	.59	2.1	2.0	2.0	2.4
2018	.59	.58	.56	.52	2.6	2.5	2.4	2.4
2019	.54	–	–	–	2.5	–	–	–
Retirement and savings								
2004	.09	.10	.10	.10	.7	.7	.7	.7
2005	.11	.09	.09	.11	.7	.6	.6	.7
2006	.10	.10	.09	.10	.7	.6	.6	.6
2007	.10	.10	.11	.10	.6	.6	.7	.6
2008	.12	.11	.12	.17	.7	.7	.7	1.0
2009	.19	.19	.19	.16	1.0	1.0	1.0	.9
2010	.16	.17	.17	.15	.9	.9	.9	.8
2011	.15	.15	.16	.19	.9	.9	.9	1.1
2012	.20	.20	.18	.13	1.1	1.1	1.0	.8
2013	.14	.13	.14	.12	.8	.8	.8	.7
2014	.12	.12	.12	.13	.7	.7	.7	.7
2015	.13	.13	.14	.12	.7	.7	.7	.5
2016	.11	.11	.11	.14	.5	.5	.5	.7
2017	.29	.30	.30	.36	1.3	1.4	1.4	1.4
2018	.35	.39	.36	.17	1.6	1.7	1.6	.8
2019	.18	–	–	–	.8	–	–	–
Legally required benefits								
2004	1.50	1.55	1.57	1.58	10.5	10.9	11.0	10.9
2005	1.60	1.56	1.57	1.61	10.8	11.0	10.8	10.7
2006	1.60	1.61	1.62	1.67	10.7	10.7	10.8	10.8
2007	1.68	1.69	1.71	1.71	10.6	10.6	10.5	10.5
2008	1.74	1.74	1.75	1.77	10.4	10.4	10.4	10.0
2009	1.85	1.87	1.81	1.81	10.0	10.1	10.0	10.1
2010	1.86	1.86	1.89	1.87	10.3	10.4	10.5	10.4
2011	1.91	1.92	1.90	1.83	10.6	10.7	10.6	10.6

See footnotes at end of table.

Table 22. Private industry workers, part-time by industry group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Professional and business services

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Legally required benefits								
2012	1.87	1.89	1.88	1.88	10.7	10.7	10.8	11.1
2013	1.93	1.93	1.91	1.98	11.1	11.0	11.1	11.5
2014	2.00	2.02	2.03	2.06	11.4	11.4	11.3	10.4
2015	2.06	2.06	2.06	2.27	10.4	10.5	10.6	9.8
2016	2.23	2.23	2.22	2.10	9.6	9.7	9.9	10.5
2017	2.20	2.19	2.19	2.13	10.0	10.0	9.9	8.6
2018	2.11	2.15	2.13	2.11	9.3	9.2	9.2	9.9
2019	2.13	–	–	–	9.8	–	–	–
Other benefits[1]								
2004	([2])	([2])	([2])	([2])	([3])	([3])	([3])	([3])
2005	([2])	([2])	([2])	([2])	([3])	([3])	([3])	([3])

[1] Includes severance pay and supplemental unemployment benefits. Publication of other benefits was discontinued beginning in June 2006.
[2] Cost per hour worked is $0.01 or less.
[3] Less than .05 percent.

Note: The sum of individual items may not equal totals due to rounding. Dashes indicate data are not available.

Table 22. Private industry workers, part-time by industry group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Education and health services

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Total compensation								
2004	$21.24	$21.04	$21.28	$21.45	100.0	100.0	100.0	100.0
2005	21.68	21.71	22.21	22.27	100.0	100.0	100.0	100.0
2006	21.98	22.86	23.04	23.05	100.0	100.0	100.0	100.0
2007	23.25	23.40	23.50	24.11	100.0	100.0	100.0	100.0
2008	23.87	24.32	24.49	25.36	100.0	100.0	100.0	100.0
2009	25.68	25.86	26.02	24.22	100.0	100.0	100.0	100.0
2010	25.28	25.38	25.69	24.01	100.0	100.0	100.0	100.0
2011	25.20	24.97	24.99	24.50	100.0	100.0	100.0	100.0
2012	24.85	24.98	25.09	23.82	100.0	100.0	100.0	100.0
2013	23.53	24.15	24.25	24.56	100.0	100.0	100.0	100.0
2014	24.88	25.19	25.21	25.96	100.0	100.0	100.0	100.0
2015	26.23	26.19	26.52	26.11	100.0	100.0	100.0	100.0
2016	26.20	26.77	25.96	27.49	100.0	100.0	100.0	100.0
2017	27.36	27.79	27.81	28.01	100.0	100.0	100.0	100.0
2018	27.89	27.91	28.77	27.90	100.0	100.0	100.0	100.0
2019	28.07	–	–	–	100.0	–	–	–
Wages and salaries								
2004	16.64	16.41	16.58	16.75	78.3	78.0	77.9	78.1
2005	16.88	16.88	17.25	17.15	77.9	77.7	77.7	77.0
2006	17.02	17.39	17.65	17.53	77.4	76.1	76.6	76.0
2007	17.66	17.77	17.94	18.29	75.9	75.9	76.3	75.9
2008	18.12	18.46	18.59	19.39	75.9	75.9	75.9	76.4
2009	19.60	19.70	19.83	18.36	76.3	76.2	76.2	75.8
2010	19.36	19.43	19.66	18.36	76.6	76.6	76.5	76.5
2011	19.24	19.12	19.13	18.90	76.4	76.6	76.5	77.1
2012	19.18	19.23	19.26	18.55	77.2	77.0	76.8	77.9
2013	18.31	18.75	18.83	19.08	77.8	77.6	77.7	77.7
2014	19.22	19.46	19.47	20.04	77.2	77.3	77.3	77.2
2015	20.28	20.22	20.46	20.22	77.3	77.2	77.1	77.5
2016	20.30	20.59	20.13	21.19	77.5	76.9	77.5	77.1
2017	21.08	21.40	21.41	21.44	77.0	77.0	77.0	76.5
2018	21.39	21.36	22.03	21.21	76.7	76.5	76.6	76.0
2019	21.32	–	–	–	75.9	–	–	–
Total benefits								
2004	4.60	4.63	4.70	4.71	21.7	22.0	22.1	21.9
2005	4.79	4.83	4.96	5.12	22.1	22.3	22.3	23.0
2006	4.96	5.47	5.39	5.52	22.6	23.9	23.4	24.0
2007	5.59	5.63	5.56	5.82	24.1	24.1	23.7	24.1
2008	5.75	5.85	5.90	5.97	24.1	24.1	24.1	23.6
2009	6.08	6.16	6.19	5.86	23.7	23.8	23.8	24.2
2010	5.92	5.95	6.03	5.65	23.4	23.4	23.5	23.5
2011	5.96	5.85	5.86	5.60	23.6	23.4	23.5	22.9
2012	5.66	5.76	5.83	5.27	22.8	23.0	23.2	22.1
2013	5.22	5.40	5.42	5.48	22.2	22.4	22.3	22.3
2014	5.66	5.73	5.73	5.92	22.8	22.7	22.7	22.8
2015	5.95	5.97	6.06	5.88	22.7	22.8	22.9	22.5
2016	5.90	6.18	5.83	6.30	22.5	23.1	22.5	22.9
2017	6.28	6.39	6.40	6.57	23.0	23.0	23.0	23.5
2018	6.50	6.55	6.73	6.69	23.3	23.5	23.4	24.0
2019	6.75	–	–	–	24.1	–	–	–
Paid leave								
2004	.95	.91	.93	.92	4.5	4.3	4.4	4.3
2005	.93	.93	.95	.99	4.3	4.3	4.3	4.5
2006	1.00	1.12	1.14	1.22	4.5	4.9	5.0	5.3
2007	1.24	1.27	1.23	1.28	5.4	5.4	5.2	5.3
2008	1.19	1.26	1.28	1.30	5.0	5.2	5.2	5.1
2009	1.31	1.36	1.37	1.30	5.1	5.3	5.3	5.4
2010	1.26	1.25	1.28	1.20	5.0	4.9	5.0	5.0
2011	1.28	1.22	1.22	1.17	5.1	4.9	4.9	4.8
2012	1.18	1.20	1.19	1.06	4.7	4.8	4.7	4.5
2013	1.06	1.14	1.14	1.16	4.5	4.7	4.7	4.7
2014	1.23	1.24	1.23	1.25	4.9	4.9	4.9	4.8
2015	1.23	1.24	1.27	1.29	4.7	4.7	4.8	4.9
2016	1.30	1.41	1.28	1.46	5.0	5.3	4.9	5.3

See footnotes at end of table.

Table 22. Private industry workers, part-time by industry group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Education and health services

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Paid leave								
2017	1.43	1.47	1.46	1.45	5.2	5.3	5.3	5.2
2018	1.40	1.41	1.47	1.59	5.0	5.0	5.1	5.7
2019	1.62	–	–	–	5.8	–	–	–
Supplemental pay								
2004	.34	.34	.35	.35	1.6	1.6	1.7	1.6
2005	.35	.35	.36	.39	1.6	1.6	1.6	1.7
2006	.36	.38	.39	.42	1.7	1.7	1.7	1.8
2007	.42	.43	.42	.43	1.8	1.8	1.8	1.8
2008	.44	.44	.46	.44	1.9	1.8	1.9	1.7
2009	.46	.46	.46	.44	1.8	1.8	1.8	1.8
2010	.43	.42	.43	.43	1.7	1.7	1.7	1.8
2011	.47	.44	.45	.41	1.9	1.7	1.8	1.7
2012	.41	.41	.44	.41	1.6	1.6	1.8	1.7
2013	.39	.41	.41	.44	1.6	1.7	1.7	1.8
2014	.43	.45	.45	.42	1.7	1.8	1.8	1.6
2015	.41	.42	.42	.40	1.6	1.6	1.6	1.5
2016	.38	.38	.40	.40	1.5	1.4	1.5	1.4
2017	.42	.43	.42	.50	1.5	1.5	1.5	1.8
2018	.50	.51	.52	.57	1.8	1.8	1.8	2.0
2019	.56	–	–	–	2.0	–	–	–
Insurance								
2004	.95	1.03	1.05	1.04	4.5	4.9	4.9	4.9
2005	1.09	1.12	1.15	1.24	5.0	5.1	5.2	5.6
2006	1.15	1.45	1.33	1.31	5.2	6.3	5.8	5.7
2007	1.34	1.33	1.27	1.39	5.8	5.7	5.4	5.8
2008	1.46	1.43	1.40	1.41	6.1	5.9	5.7	5.6
2009	1.48	1.48	1.46	1.37	5.8	5.7	5.6	5.7
2010	1.41	1.44	1.44	1.23	5.6	5.7	5.6	5.1
2011	1.29	1.29	1.31	1.24	5.1	5.2	5.2	5.1
2012	1.29	1.34	1.39	1.07	5.2	5.4	5.5	4.5
2013	1.08	1.11	1.09	1.12	4.6	4.6	4.5	4.6
2014	1.14	1.16	1.17	1.25	4.6	4.6	4.6	4.8
2015	1.27	1.28	1.31	1.25	4.8	4.9	4.9	4.8
2016	1.27	1.31	1.25	1.28	4.9	4.9	4.8	4.7
2017	1.29	1.33	1.34	1.51	4.7	4.8	4.8	5.4
2018	1.53	1.54	1.58	1.51	5.5	5.5	5.5	5.4
2019	1.55	–	–	–	5.5	–	–	–
Retirement and savings								
2004	.31	.32	.32	.32	1.5	1.5	1.5	1.5
2005	.33	.34	.35	.38	1.5	1.6	1.6	1.7
2006	.37	.39	.40	.41	1.7	1.7	1.8	1.8
2007	.42	.43	.46	.51	1.8	1.9	1.9	2.1
2008	.50	.51	.53	.60	2.1	2.1	2.2	2.3
2009	.60	.62	.62	.57	2.4	2.4	2.4	2.4
2010	.61	.62	.62	.59	2.4	2.4	2.4	2.5
2011	.66	.65	.64	.52	2.6	2.6	2.6	2.1
2012	.51	.51	.52	.45	2.1	2.1	2.1	1.9
2013	.45	.47	.49	.47	1.9	2.0	2.0	1.9
2014	.57	.58	.59	.64	2.3	2.3	2.3	2.4
2015	.64	.65	.67	.56	2.4	2.5	2.5	2.2
2016	.57	.71	.58	.74	2.2	2.6	2.2	2.7
2017	.74	.76	.76	.68	2.7	2.7	2.7	2.4
2018	.67	.68	.70	.64	2.4	2.4	2.4	2.3
2019	.64	–	–	–	2.3	–	–	–
Legally required benefits								
2004	2.05	2.02	2.04	2.07	9.6	9.6	9.6	9.7
2005	2.09	2.09	2.14	2.12	9.7	9.6	9.6	9.5
2006	2.08	2.13	2.14	2.17	9.5	9.3	9.3	9.4
2007	2.17	2.18	2.18	2.21	9.3	9.3	9.3	9.2
2008	2.16	2.21	2.23	2.23	9.1	9.1	9.1	8.8
2009	2.24	2.25	2.27	2.17	8.7	8.7	8.7	9.0
2010	2.21	2.22	2.26	2.20	8.7	8.8	8.8	9.2
2011	2.25	2.25	2.25	2.25	8.9	9.0	9.0	9.2

See footnotes at end of table.

Table 22. Private industry workers, part-time by industry group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Education and health services

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Legally required benefits								
2012	2.28	2.29	2.28	2.28	9.2	9.2	9.1	9.6
2013	2.24	2.28	2.28	2.30	9.5	9.4	9.4	9.3
2014	2.30	2.30	2.29	2.36	9.2	9.1	9.1	9.1
2015	2.39	2.38	2.40	2.38	9.1	9.1	9.0	9.1
2016	2.37	2.37	2.33	2.42	9.1	8.9	9.0	8.8
2017	2.41	2.40	2.41	2.43	8.8	8.6	8.7	8.7
2018	2.41	2.41	2.47	2.38	8.6	8.7	8.6	8.5
2019	2.38	–	–	–	8.5	–	–	–
Other benefits[1]								
2004	([2])	([2])	([2])	([2])	([3])	([3])	([3])	([3])
2005	([2])	([2])	([2])	([2])	([3])	([3])	([3])	([3])

[1] Includes severance pay and supplemental unemployment benefits. Publication of other benefits was discontinued beginning in June 2006.
[2] Cost per hour worked is $0.01 or less.
[3] Less than .05 percent.

Note: The sum of individual items may not equal totals due to rounding. Dashes indicate data are not available.

Table 22. Private industry workers, part-time by industry group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Leisure and hospitality

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Total compensation								
2004	$8.21	$8.40	$8.49	$8.36	100.0	100.0	100.0	100.0
2005	8.55	8.65	8.77	8.48	100.0	100.0	100.0	100.0
2006	8.40	8.59	8.64	8.46	100.0	100.0	100.0	100.0
2007	8.67	8.78	8.91	8.94	100.0	100.0	100.0	100.0
2008	8.98	9.10	9.10	9.11	100.0	100.0	100.0	100.0
2009	9.19	9.28	9.37	9.32	100.0	100.0	100.0	100.0
2010	9.39	9.48	9.50	9.40	100.0	100.0	100.0	100.0
2011	9.42	9.45	9.44	9.44	100.0	100.0	100.0	100.0
2012	9.43	9.68	9.86	9.52	100.0	100.0	100.0	100.0
2013	9.55	9.84	9.79	9.63	100.0	100.0	100.0	100.0
2014	9.68	9.76	9.85	9.91	100.0	100.0	100.0	100.0
2015	10.01	10.10	10.09	10.64	100.0	100.0	100.0	100.0
2016	10.79	10.89	10.99	10.96	100.0	100.0	100.0	100.0
2017	11.14	11.35	11.23	11.43	100.0	100.0	100.0	100.0
2018	11.65	11.74	11.80	12.08	100.0	100.0	100.0	100.0
2019	12.24	–	–	–	100.0	–	–	–
Wages and salaries								
2004	6.85	7.00	7.07	6.95	83.4	83.4	83.3	83.1
2005	7.12	7.18	7.29	7.08	83.2	83.1	83.1	83.5
2006	7.04	7.17	7.20	7.09	83.9	83.5	83.3	83.8
2007	7.29	7.39	7.50	7.52	84.1	84.2	84.2	84.1
2008	7.58	7.66	7.69	7.72	84.3	84.2	84.5	84.8
2009	7.79	7.86	7.96	7.89	84.7	84.8	84.9	84.6
2010	7.95	8.02	8.03	7.97	84.6	84.6	84.5	84.7
2011	7.96	7.99	7.99	7.97	84.5	84.5	84.6	84.4
2012	7.93	8.15	8.33	8.01	84.0	84.2	84.4	84.1
2013	8.04	8.29	8.26	8.13	84.1	84.3	84.3	84.5
2014	8.19	8.28	8.35	8.39	84.6	84.8	84.8	84.7
2015	8.47	8.56	8.56	8.96	84.7	84.8	84.8	84.3
2016	9.11	9.24	9.30	9.28	84.4	84.8	84.7	84.7
2017	9.45	9.63	9.56	9.69	84.8	84.9	85.1	84.8
2018	9.88	9.97	10.04	10.18	84.8	85.0	85.1	84.3
2019	10.34	–	–	–	84.5	–	–	–
Total benefits								
2004	1.36	1.39	1.42	1.41	16.6	16.6	16.7	16.9
2005	1.44	1.47	1.48	1.40	16.8	16.9	16.9	16.5
2006	1.36	1.42	1.44	1.38	16.1	16.5	16.7	16.2
2007	1.38	1.39	1.41	1.42	15.9	15.8	15.8	15.9
2008	1.41	1.44	1.41	1.39	15.7	15.8	15.5	15.2
2009	1.41	1.41	1.41	1.43	15.3	15.2	15.1	15.4
2010	1.45	1.46	1.47	1.44	15.4	15.4	15.5	15.3
2011	1.46	1.46	1.45	1.48	15.5	15.5	15.4	15.6
2012	1.50	1.53	1.54	1.51	16.0	15.8	15.6	15.9
2013	1.51	1.54	1.54	1.50	15.9	15.7	15.7	15.5
2014	1.50	1.49	1.50	1.52	15.4	15.2	15.2	15.3
2015	1.53	1.54	1.53	1.67	15.3	15.2	15.2	15.7
2016	1.68	1.65	1.68	1.68	15.6	15.2	15.3	15.3
2017	1.69	1.72	1.67	1.74	15.2	15.1	14.9	15.2
2018	1.77	1.77	1.76	1.90	15.2	15.0	14.9	15.7
2019	1.90	–	–	–	15.5	–	–	–
Paid leave								
2004	.09	.09	.10	.09	1.1	1.0	1.1	1.1
2005	.09	.09	.10	.08	1.1	1.1	1.1	1.0
2006	.08	.09	.09	.07	1.0	1.0	1.0	.8
2007	.07	.07	.07	.07	.8	.8	.7	.8
2008	.07	.07	.07	.07	.8	.8	.8	.8
2009	.07	.08	.07	.08	.8	.8	.8	.9
2010	.08	.08	.08	.08	.9	.9	.9	.9
2011	.08	.09	.09	.09	.9	.9	.9	.9
2012	.09	.09	.08	.09	1.0	.9	.9	.9
2013	.09	.09	.09	.08	.9	.9	.9	.8
2014	.08	.08	.08	.07	.8	.8	.8	.7
2015	.07	.07	.07	.06	.7	.7	.7	.6
2016	.06	.06	.06	.07	.6	.6	.6	.6

See footnotes at end of table.

Table 22. Private industry workers, part-time by industry group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Leisure and hospitality

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Paid leave								
2017	0.06	0.07	0.07	0.08	0.6	0.6	0.6	0.7
2018	.08	.08	.08	.10	.7	.7	.6	.8
2019	.10	–	–	–	.8	–	–	–
Supplemental pay								
2004	.07	.07	.08	.07	.9	.9	.9	.9
2005	.07	.07	.07	.06	.8	.8	.9	.8
2006	.06	.06	.06	.06	.7	.7	.7	.7
2007	.06	.06	.05	.05	.6	.6	.6	.6
2008	.05	.06	.06	.05	.6	.7	.7	.6
2009	.05	.05	.05	.03	.6	.6	.5	.3
2010	.03	.04	.03	.04	.4	.4	.4	.4
2011	.04	.04	.04	.03	.4	.4	.4	.3
2012	.03	.03	.03	.04	.3	.3	.3	.4
2013	.04	.04	.04	.04	.4	.4	.4	.4
2014	.04	.04	.04	.03	.4	.4	.4	.3
2015	.03	.04	.04	.06	.3	.4	.3	.5
2016	.06	.04	.04	.04	.5	.4	.3	.3
2017	.04	.04	.04	.05	.4	.4	.3	.4
2018	.05	.05	.04	.09	.4	.4	.4	.8
2019	.10	–	–	–	.8	–	–	–
Insurance								
2004	.09	.10	.11	.11	1.1	1.2	1.3	1.4
2005	.12	.12	.12	.09	1.4	1.4	1.3	1.0
2006	.11	.13	.15	.13	1.3	1.6	1.7	1.5
2007	.13	.13	.13	.13	1.5	1.5	1.5	1.5
2008	.14	.14	.13	.13	1.5	1.5	1.5	1.5
2009	.14	.13	.14	.16	1.5	1.4	1.5	1.7
2010	.16	.16	.17	.14	1.7	1.7	1.8	1.5
2011	.14	.12	.12	.15	1.5	1.3	1.3	1.6
2012	.15	.15	.15	.15	1.5	1.6	1.5	1.6
2013	.16	.16	.16	.13	1.6	1.6	1.6	1.3
2014	.13	.13	.14	.15	1.4	1.4	1.4	1.5
2015	.16	.17	.17	.17	1.6	1.6	1.7	1.6
2016	.17	.16	.17	.19	1.6	1.5	1.6	1.7
2017	.17	.16	.17	.19	1.5	1.5	1.5	1.7
2018	.19	.19	.20	.24	1.6	1.6	1.7	2.0
2019	.24	–	–	–	2.0	–	–	–
Retirement and savings								
2004	.05	.04	.05	.04	.6	.5	.5	.5
2005	.04	.04	.05	.04	.5	.5	.5	.5
2006	.04	.05	.05	.03	.5	.5	.5	.4
2007	.03	.04	.03	.03	.4	.4	.3	.3
2008	.03	.05	.03	.03	.4	.6	.4	.3
2009	.03	.03	.03	.03	.3	.3	.3	.4
2010	.03	.04	.03	.03	.4	.4	.4	.3
2011	.03	.03	.03	.05	.4	.4	.4	.5
2012	.05	.04	.04	.04	.5	.4	.4	.4
2013	.04	.04	.04	.04	.4	.4	.4	.4
2014	.04	.04	.04	.04	.4	.4	.4	.4
2015	.04	.05	.05	.05	.4	.5	.5	.5
2016	.05	.05	.04	.04	.5	.4	.4	.4
2017	.04	.05	.04	.06	.4	.4	.4	.5
2018	.06	.06	.06	.06	.5	.5	.5	.5
2019	.06	–	–	–	.5	–	–	–
Legally required benefits								
2004	1.05	1.09	1.09	1.09	12.8	13.0	12.9	13.0
2005	1.11	1.14	1.15	1.13	13.0	13.1	13.1	13.3
2006	1.06	1.09	1.10	1.09	12.7	12.6	12.7	12.9
2007	1.09	1.10	1.13	1.14	12.5	12.5	12.7	12.7
2008	1.12	1.12	1.11	1.10	12.4	12.3	12.2	12.1
2009	1.12	1.12	1.12	1.13	12.1	12.0	12.0	12.1
2010	1.14	1.15	1.15	1.15	12.1	12.1	12.1	12.2
2011	1.17	1.18	1.17	1.16	12.4	12.5	12.4	12.3

See footnotes at end of table.

Table 22. Private industry workers, part-time by industry group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Leisure and hospitality

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Legally required benefits								
2012	1.19	1.21	1.23	1.20	12.6	12.5	12.5	12.6
2013	1.20	1.22	1.22	1.21	12.6	12.4	12.4	12.5
2014	1.20	1.19	1.20	1.22	12.4	12.2	12.2	12.4
2015	1.23	1.22	1.21	1.34	12.3	12.1	12.0	12.6
2016	1.34	1.34	1.36	1.34	12.4	12.3	12.4	12.3
2017	1.37	1.40	1.36	1.37	12.3	12.3	12.1	12.0
2018	1.41	1.39	1.38	1.41	12.1	11.8	11.7	11.6
2019	1.40	–	–	–	11.4	–	–	–
Other benefits[1]								
2004	([2])	([2])	([2])	([2])	([3])	([3])	([3])	([3])
2005	([2])	([2])	([2])	([2])	([3])	([3])	([3])	([3])

[1] Includes severance pay and supplemental unemployment benefits. Publication of other benefits was discontinued beginning in June 2006.
[2] Cost per hour worked is $0.01 or less.
[3] Less than .05 percent.

Note: The sum of individual items may not equal totals due to rounding. Dashes indicate data are not available.

Table 23. Private industry workers, goods-producing industries by establishment employment size: employer costs per hours worked for employee compensation and costs as a percentage of total compensation

1-99 workers

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Total compensation								
2004	$23.14	$23.31	$23.79	$23.96	100.0	100.0	100.0	100.0
2005	24.12	24.40	24.66	24.79	100.0	100.0	100.0	100.0
2006	24.81	25.00	25.32	25.21	100.0	100.0	100.0	100.0
2007	25.49	25.68	26.03	26.42	100.0	100.0	100.0	100.0
2008	26.80	26.80	27.02	27.04	100.0	100.0	100.0	100.0
2009	27.24	27.16	27.33	27.28	100.0	100.0	100.0	100.0
2010	27.22	27.50	27.54	27.02	100.0	100.0	100.0	100.0
2011	27.64	27.78	27.85	28.19	100.0	100.0	100.0	100.0
2012	28.22	28.39	28.54	29.01	100.0	100.0	100.0	100.0
2013	29.25	29.22	29.30	30.03	100.0	100.0	100.0	100.0
2014	30.12	30.30	30.66	31.12	100.0	100.0	100.0	100.0
2015	30.92	31.06	31.46	31.84	100.0	100.0	100.0	100.0
2016	31.90	32.24	32.32	32.47	100.0	100.0	100.0	100.0
2017	33.09	33.46	33.92	32.93	100.0	100.0	100.0	100.0
2018	33.22	33.34	33.69	32.64	100.0	100.0	100.0	100.0
2019	33.06	–	–	–	100.0	–	–	–
Wages and salaries								
2004	16.29	16.33	16.67	16.70	70.4	70.1	70.1	69.7
2005	16.79	16.93	17.09	17.26	69.6	69.4	69.3	69.6
2006	17.36	17.52	17.71	17.69	70.0	70.1	69.9	70.2
2007	17.86	17.93	18.20	18.47	70.1	69.8	69.9	69.9
2008	18.70	18.71	18.89	19.07	69.8	69.8	69.9	70.5
2009	19.18	19.11	19.22	19.25	70.4	70.4	70.3	70.6
2010	19.16	19.35	19.41	19.15	70.4	70.4	70.5	70.9
2011	19.41	19.49	19.57	19.96	70.2	70.2	70.2	70.8
2012	19.93	20.03	20.18	20.60	70.6	70.6	70.7	71.0
2013	20.72	20.71	20.73	21.10	70.8	70.9	70.7	70.3
2014	21.16	21.31	21.53	21.87	70.2	70.3	70.2	70.3
2015	21.85	21.93	22.28	22.45	70.7	70.6	70.8	70.5
2016	22.49	22.76	22.80	22.97	70.5	70.6	70.6	70.7
2017	23.39	23.62	23.92	23.07	70.7	70.6	70.5	70.0
2018	23.28	23.48	23.71	23.13	70.1	70.4	70.4	70.9
2019	23.34	–	–	–	70.6	–	–	–
Total benefits								
2004	6.86	6.98	7.11	7.26	29.6	29.9	29.9	30.3
2005	7.33	7.48	7.57	7.53	30.4	30.6	30.7	30.4
2006	7.45	7.48	7.61	7.52	30.0	29.9	30.1	29.8
2007	7.63	7.75	7.83	7.95	29.9	30.2	30.1	30.1
2008	8.09	8.08	8.13	7.97	30.2	30.2	30.1	29.5
2009	8.06	8.05	8.11	8.03	29.6	29.6	29.7	29.4
2010	8.06	8.14	8.13	7.86	29.6	29.6	29.5	29.1
2011	8.23	8.29	8.29	8.23	29.8	29.8	29.8	29.2
2012	8.28	8.36	8.36	8.41	29.4	29.4	29.3	29.0
2013	8.53	8.51	8.57	8.92	29.2	29.1	29.3	29.7
2014	8.96	8.98	9.13	9.25	29.8	29.7	29.8	29.7
2015	9.07	9.12	9.18	9.40	29.3	29.4	29.2	29.5
2016	9.41	9.48	9.52	9.50	29.5	29.4	29.4	29.3
2017	9.70	9.84	10.01	9.86	29.3	29.4	29.5	30.0
2018	9.94	9.86	9.98	9.51	29.9	29.6	29.6	29.1
2019	9.71	–	–	–	29.4	–	–	–
Paid leave								
2004	1.06	1.04	1.05	1.05	4.6	4.5	4.4	4.4
2005	1.04	1.03	1.05	1.11	4.3	4.2	4.3	4.5
2006	1.09	1.10	1.10	1.15	4.4	4.4	4.4	4.6
2007	1.15	1.15	1.16	1.16	4.5	4.5	4.5	4.4
2008	1.19	1.18	1.17	1.20	4.4	4.4	4.3	4.4
2009	1.22	1.20	1.23	1.28	4.5	4.4	4.5	4.7
2010	1.27	1.27	1.26	1.26	4.7	4.6	4.6	4.7
2011	1.30	1.28	1.29	1.40	4.7	4.6	4.6	4.9
2012	1.40	1.40	1.41	1.51	5.0	4.9	5.0	5.2
2013	1.53	1.50	1.50	1.55	5.2	5.1	5.1	5.2
2014	1.56	1.54	1.56	1.60	5.2	5.1	5.1	5.1
2015	1.59	1.55	1.60	1.57	5.2	5.0	5.1	4.9
2016	1.55	1.57	1.59	1.62	4.9	4.9	4.9	5.0

See footnotes at end of table.

Table 23. Private industry workers, goods-producing industries by establishment employment size: employer costs per hours worked for employee compensation and costs as a percentage of total compensation

1-99 workers

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Paid leave								
2017	1.69	1.69	1.73	1.67	5.1	5.1	5.1	5.1
2018	1.69	1.69	1.72	1.64	5.1	5.1	5.1	5.0
2019	1.68	–	–	–	5.1	–	–	–
Supplemental pay								
2004	.86	.93	.95	.96	3.7	4.0	4.0	4.0
2005	.97	1.00	1.03	.97	4.0	4.1	4.2	3.9
2006	.91	.91	.96	.87	3.7	3.6	3.8	3.5
2007	.91	.95	1.02	1.05	3.6	3.7	3.9	4.0
2008	1.06	1.05	1.05	.88	4.0	3.9	3.9	3.3
2009	.86	.85	.87	.85	3.2	3.1	3.2	3.1
2010	.83	.83	.81	.77	3.1	3.0	2.9	2.9
2011	.83	.85	.85	.85	3.0	3.1	3.1	3.0
2012	.81	.81	.80	.84	2.9	2.8	2.8	2.9
2013	.81	.81	.82	.89	2.8	2.8	2.8	3.0
2014	.87	.90	.91	.91	2.9	3.0	3.0	2.9
2015	.84	.86	.87	.95	2.7	2.8	2.8	3.0
2016	.93	.94	.94	.94	2.9	2.9	2.9	2.9
2017	.93	.96	.99	1.02	2.8	2.9	2.9	3.1
2018	1.05	1.03	1.04	1.05	3.1	3.1	3.1	3.2
2019	1.08	–	–	–	3.3	–	–	–
Insurance								
2004	1.63	1.63	1.67	1.75	7.0	7.0	7.0	7.3
2005	1.77	1.82	1.85	1.90	7.4	7.5	7.5	7.6
2006	1.90	1.90	1.95	1.93	7.7	7.6	7.7	7.6
2007	1.98	2.01	2.01	2.04	7.8	7.8	7.7	7.7
2008	2.09	2.11	2.12	2.11	7.8	7.9	7.8	7.8
2009	2.16	2.18	2.21	2.19	7.9	8.0	8.1	8.0
2010	2.18	2.19	2.17	2.12	8.0	8.0	7.9	7.8
2011	2.23	2.24	2.25	2.22	8.1	8.1	8.1	7.9
2012	2.23	2.26	2.27	2.25	7.9	8.0	7.9	7.7
2013	2.31	2.28	2.30	2.40	7.9	7.8	7.9	8.0
2014	2.44	2.41	2.48	2.52	8.1	8.0	8.1	8.1
2015	2.50	2.50	2.52	2.51	8.1	8.1	8.0	7.9
2016	2.51	2.51	2.56	2.54	7.9	7.8	7.9	7.8
2017	2.62	2.65	2.70	2.78	7.9	7.9	8.0	8.5
2018	2.81	2.69	2.72	2.53	8.5	8.1	8.1	7.8
2019	2.62	–	–	–	7.9	–	–	–
Retirement and savings								
2004	.68	.73	.75	.78	3.0	3.1	3.1	3.2
2005	.80	.83	.83	.80	3.3	3.4	3.4	3.2
2006	.82	.83	.84	.84	3.3	3.3	3.3	3.3
2007	.85	.90	.91	.93	3.4	3.5	3.5	3.5
2008	.96	.95	.99	.95	3.6	3.6	3.7	3.5
2009	.97	.98	.98	.92	3.6	3.6	3.6	3.4
2010	.94	.97	.98	.91	3.5	3.5	3.6	3.4
2011	1.00	1.02	1.01	.94	3.6	3.7	3.6	3.3
2012	.96	.98	.94	.94	3.4	3.4	3.3	3.3
2013	.98	1.00	.99	1.11	3.4	3.4	3.4	3.7
2014	1.13	1.14	1.18	1.16	3.7	3.8	3.8	3.7
2015	1.08	1.15	1.12	1.18	3.5	3.7	3.6	3.7
2016	1.19	1.22	1.21	1.22	3.7	3.8	3.7	3.8
2017	1.24	1.29	1.32	1.19	3.8	3.8	3.9	3.6
2018	1.19	1.21	1.25	1.10	3.6	3.6	3.7	3.4
2019	1.15	–	–	–	3.5	–	–	–
Legally required benefits								
2004	2.61	2.64	2.69	2.71	11.3	11.3	11.3	11.3
2005	2.73	2.78	2.81	2.74	11.3	11.4	11.4	11.1
2006	2.73	2.74	2.76	2.73	11.0	10.9	10.9	10.8
2007	2.73	2.73	2.74	2.77	10.7	10.6	10.5	10.5
2008	2.79	2.80	2.80	2.83	10.4	10.4	10.4	10.5
2009	2.85	2.84	2.82	2.80	10.5	10.4	10.3	10.3
2010	2.83	2.88	2.90	2.80	10.4	10.5	10.5	10.4
2011	2.87	2.90	2.89	2.82	10.4	10.4	10.4	10.0

See footnotes at end of table.

Table 23. Private industry workers, goods-producing industries by establishment employment size: employer costs per hours worked for employee compensation and costs as a percentage of total compensation

1-99 workers

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Legally required benefits								
2012	2.88	2.91	2.94	2.87	10.2	10.2	10.3	9.9
2013	2.90	2.92	2.95	2.96	9.9	10.0	10.1	9.9
2014	2.97	2.99	3.01	3.07	9.9	9.9	9.8	9.9
2015	3.04	3.06	3.07	3.19	9.8	9.9	9.8	10.0
2016	3.23	3.24	3.23	3.19	10.1	10.0	10.0	9.8
2017	3.22	3.25	3.27	3.21	9.7	9.7	9.6	9.7
2018	3.21	3.24	3.24	3.18	9.7	9.7	9.6	9.7
2019	3.18	–	–	–	9.6	–	–	–
Other benefits[1]								
2004	([2])	([2])	([2])	([2])	([3])	([3])	([3])	([3])
2005	([2])	([2])	([2])	([2])	([3])	([3])	([3])	([3])

[1] Includes severance pay and supplemental unemployment benefits. Publication of other benefits was discontinued beginning in June 2006.
[2] Cost per hour worked is $0.01 or less.
[3] Less than .05 percent.

Note: The sum of individual items may not equal totals due to rounding. Dashes indicate data are not available.

Table 23. Private industry workers, goods-producing industries by establishment employment size: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

1-49 workers

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Total compensation								
2004	$22.97	$22.88	$23.51	$23.73	100.0	100.0	100.0	100.0
2005	23.98	24.04	24.28	24.31	100.0	100.0	100.0	100.0
2006	24.21	24.44	24.66	24.55	100.0	100.0	100.0	100.0
2007	24.88	25.05	25.29	25.61	100.0	100.0	100.0	100.0
2008	25.57	25.65	25.70	26.04	100.0	100.0	100.0	100.0
2009	26.03	26.02	26.10	26.19	100.0	100.0	100.0	100.0
2010	26.47	26.70	26.72	26.08	100.0	100.0	100.0	100.0
2011	26.59	26.77	26.95	26.76	100.0	100.0	100.0	100.0
2012	26.58	26.86	26.78	27.44	100.0	100.0	100.0	100.0
2013	28.01	27.93	27.63	28.22	100.0	100.0	100.0	100.0
2014	28.30	28.67	29.26	30.12	100.0	100.0	100.0	100.0
2015	30.02	30.03	30.43	30.50	100.0	100.0	100.0	100.0
2016	30.70	31.01	31.31	31.23	100.0	100.0	100.0	100.0
2017	32.15	32.44	32.76	32.08	100.0	100.0	100.0	100.0
2018	32.45	32.37	32.67	31.56	100.0	100.0	100.0	100.0
2019	31.97	–	–	–	100.0	–	–	–
Wages and salaries								
2004	16.30	16.20	16.63	16.69	70.9	70.8	70.7	70.3
2005	16.84	16.87	17.00	17.16	70.2	70.2	70.0	70.6
2006	17.24	17.39	17.54	17.54	71.2	71.2	71.2	71.5
2007	17.65	17.74	17.96	18.17	70.9	70.8	71.0	71.0
2008	18.25	18.30	18.39	18.72	71.4	71.3	71.6	71.9
2009	18.73	18.67	18.76	18.79	72.0	71.8	71.9	71.8
2010	18.85	19.04	19.05	18.67	71.2	71.3	71.3	71.6
2011	18.90	19.05	19.20	19.28	71.1	71.1	71.3	72.1
2012	19.16	19.27	19.34	19.72	72.1	71.7	72.2	71.9
2013	20.05	19.99	19.85	20.13	71.6	71.6	71.8	71.3
2014	20.15	20.40	20.76	21.43	71.2	71.1	70.9	71.2
2015	21.48	21.52	21.86	21.90	71.6	71.6	71.8	71.8
2016	22.01	22.28	22.42	22.49	71.7	71.9	71.6	72.0
2017	23.11	23.26	23.51	22.81	71.9	71.7	71.8	71.1
2018	23.07	23.25	23.45	22.71	71.1	71.8	71.8	72.0
2019	22.95	–	–	–	71.8	–	–	–
Total benefits								
2004	6.68	6.68	6.88	7.04	29.1	29.2	29.3	29.7
2005	7.14	7.16	7.28	7.15	29.8	29.8	30.0	29.4
2006	6.96	7.05	7.11	7.01	28.8	28.8	28.8	28.5
2007	7.23	7.31	7.34	7.44	29.1	29.2	29.0	29.0
2008	7.33	7.36	7.31	7.31	28.6	28.7	28.4	28.1
2009	7.30	7.35	7.35	7.39	28.0	28.2	28.1	28.2
2010	7.62	7.66	7.67	7.41	28.8	28.7	28.7	28.4
2011	7.69	7.72	7.74	7.47	28.9	28.9	28.7	27.9
2012	7.42	7.59	7.45	7.72	27.9	28.3	27.8	28.1
2013	7.96	7.94	7.78	8.09	28.4	28.4	28.2	28.7
2014	8.15	8.27	8.50	8.68	28.8	28.9	29.1	28.8
2015	8.53	8.52	8.57	8.60	28.4	28.4	28.2	28.2
2016	8.68	8.72	8.89	8.75	28.3	28.1	28.4	28.0
2017	9.05	9.18	9.25	9.27	28.1	28.3	28.2	28.9
2018	9.38	9.13	9.22	8.85	28.9	28.2	28.2	28.0
2019	9.01	–	–	–	28.2	–	–	–
Paid leave								
2004	.96	.92	.93	.94	4.2	4.0	3.9	4.0
2005	.95	.93	.95	1.02	4.0	3.9	3.9	4.2
2006	1.02	1.01	1.03	1.06	4.2	4.1	4.2	4.3
2007	1.08	1.08	1.09	1.06	4.3	4.3	4.3	4.1
2008	1.06	1.06	1.04	1.09	4.2	4.1	4.0	4.2
2009	1.09	1.08	1.11	1.16	4.2	4.1	4.2	4.4
2010	1.17	1.18	1.17	1.14	4.4	4.4	4.4	4.4
2011	1.17	1.15	1.17	1.24	4.4	4.3	4.4	4.6
2012	1.22	1.23	1.24	1.31	4.6	4.6	4.6	4.8
2013	1.36	1.35	1.33	1.33	4.8	4.8	4.8	4.7
2014	1.31	1.32	1.36	1.42	4.6	4.6	4.6	4.7
2015	1.42	1.36	1.42	1.39	4.7	4.5	4.7	4.6
2016	1.40	1.42	1.45	1.49	4.6	4.6	4.6	4.8

See footnotes at end of table.

Table 23. Private industry workers, goods-producing industries by establishment employment size: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

1-49 workers

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Paid leave								
2017	1.54	1.56	1.58	1.53	4.8	4.8	4.8	4.8
2018	1.53	1.53	1.56	1.50	4.7	4.7	4.8	4.8
2019	1.52	–	–	–	4.8	–	–	–
Supplemental pay								
2004	.86	.94	.97	.99	3.7	4.1	4.1	4.2
2005	1.00	1.03	1.07	1.00	4.2	4.3	4.4	4.1
2006	.92	.93	.97	.86	3.8	3.8	3.9	3.5
2007	.91	.92	1.00	1.07	3.6	3.7	4.0	4.2
2008	1.03	1.03	1.01	.79	4.0	4.0	3.9	3.0
2009	.77	.77	.75	.77	2.9	3.0	2.9	2.9
2010	.77	.76	.76	.72	2.9	2.8	2.9	2.8
2011	.75	.78	.78	.74	2.8	2.9	2.9	2.8
2012	.67	.71	.69	.75	2.5	2.6	2.6	2.7
2013	.76	.77	.77	.89	2.7	2.8	2.8	3.1
2014	.86	.91	.91	.88	3.0	3.2	3.1	2.9
2015	.77	.79	.79	.85	2.6	2.6	2.6	2.8
2016	.85	.88	.87	.86	2.8	2.8	2.8	2.8
2017	.86	.90	.91	.96	2.7	2.8	2.8	3.0
2018	.99	.98	.98	.99	3.1	3.0	3.0	3.2
2019	1.02	–	–	–	3.2	–	–	–
Insurance								
2004	1.48	1.42	1.47	1.55	6.4	6.2	6.3	6.5
2005	1.57	1.57	1.60	1.64	6.6	6.5	6.6	6.7
2006	1.61	1.64	1.65	1.65	6.6	6.7	6.7	6.7
2007	1.77	1.79	1.79	1.80	7.1	7.1	7.1	7.0
2008	1.79	1.79	1.78	1.87	7.0	7.0	6.9	7.2
2009	1.87	1.89	1.90	1.91	7.2	7.3	7.3	7.3
2010	1.96	1.97	1.95	1.90	7.4	7.4	7.3	7.3
2011	1.98	1.99	2.02	1.93	7.5	7.4	7.5	7.2
2012	1.92	1.97	1.92	1.98	7.2	7.3	7.2	7.2
2013	2.05	2.02	1.96	2.04	7.3	7.2	7.1	7.2
2014	2.06	2.09	2.16	2.23	7.3	7.3	7.4	7.4
2015	2.25	2.24	2.26	2.21	7.5	7.4	7.4	7.2
2016	2.20	2.19	2.27	2.21	7.2	7.1	7.3	7.1
2017	2.30	2.33	2.34	2.49	7.2	7.2	7.1	7.8
2018	2.54	2.34	2.34	2.18	7.8	7.2	7.2	6.9
2019	2.25	–	–	–	7.0	–	–	–
Retirement and savings								
2004	.68	.71	.76	.78	3.0	3.1	3.2	3.3
2005	.82	.82	.82	.71	3.4	3.4	3.4	2.9
2006	.68	.71	.71	.72	2.8	2.9	2.9	2.9
2007	.76	.80	.73	.74	3.0	3.2	2.9	2.9
2008	.70	.70	.70	.76	2.7	2.7	2.7	2.9
2009	.74	.78	.79	.78	2.8	3.0	3.0	3.0
2010	.86	.88	.89	.83	3.2	3.3	3.3	3.2
2011	.92	.90	.87	.77	3.4	3.4	3.2	2.9
2012	.76	.83	.74	.85	2.9	3.1	2.8	3.1
2013	.90	.90	.82	.92	3.2	3.2	3.0	3.2
2014	.96	.98	1.10	1.07	3.4	3.4	3.7	3.5
2015	1.05	1.06	1.03	.97	3.5	3.5	3.4	3.2
2016	1.02	1.02	1.08	1.06	3.3	3.3	3.5	3.4
2017	1.14	1.17	1.18	1.06	3.6	3.6	3.6	3.3
2018	1.09	1.02	1.08	1.00	3.4	3.2	3.3	3.2
2019	1.04	–	–	–	3.3	–	–	–
Legally required benefits								
2004	2.70	2.69	2.75	2.77	11.7	11.8	11.7	11.7
2005	2.79	2.81	2.84	2.77	11.6	11.7	11.7	11.4
2006	2.74	2.75	2.76	2.72	11.3	11.3	11.2	11.1
2007	2.72	2.72	2.72	2.77	10.9	10.9	10.7	10.8
2008	2.74	2.77	2.78	2.81	10.7	10.8	10.8	10.8
2009	2.84	2.83	2.79	2.77	10.9	10.9	10.7	10.6
2010	2.86	2.87	2.90	2.82	10.8	10.8	10.9	10.8
2011	2.87	2.91	2.90	2.81	10.8	10.9	10.8	10.5

See footnotes at end of table.

Table 23. Private industry workers, goods-producing industries by establishment employment size: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

1-49 workers

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Legally required benefits								
2012	2.84	2.86	2.85	2.83	10.7	10.6	10.7	10.3
2013	2.90	2.90	2.90	2.92	10.3	10.4	10.5	10.3
2014	2.95	2.97	2.99	3.08	10.4	10.4	10.2	10.2
2015	3.05	3.06	3.07	3.18	10.1	10.2	10.1	10.4
2016	3.22	3.21	3.22	3.13	10.5	10.4	10.3	10.0
2017	3.20	3.24	3.24	3.22	9.9	10.0	9.9	10.0
2018	3.23	3.25	3.26	3.18	9.9	10.0	10.0	10.1
2019	3.19	–	–	–	10.0	–	–	–
Other benefits[1]								
2004	([2])	([2])	([2])	([2])	([3])	([3])	([3])	([3])
2005	([2])	([2])	([2])	([2])	([3])	([3])	([3])	([3])

[1] Includes severance pay and supplemental unemployment benefits. Publication of other benefits was discontinued beginning in June 2006.
[2] Cost per hour worked is $0.01 or less.
[3] Less than .05 percent.

Note: The sum of individual items may not equal totals due to rounding. Dashes indicate data are not available.

Table 23. Private industry workers, goods-producing industries by establishment employment size: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

50-99 workers

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Total compensation								
2004	$23.58	$24.34	$24.47	$24.55	100.0	100.0	100.0	100.0
2005	24.46	25.28	25.57	25.86	100.0	100.0	100.0	100.0
2006	26.21	26.28	26.83	26.62	100.0	100.0	100.0	100.0
2007	26.85	27.10	27.84	28.42	100.0	100.0	100.0	100.0
2008	29.62	29.30	30.15	29.33	100.0	100.0	100.0	100.0
2009	30.22	29.99	30.17	29.78	100.0	100.0	100.0	100.0
2010	29.05	29.41	29.49	29.30	100.0	100.0	100.0	100.0
2011	30.11	30.27	30.05	31.76	100.0	100.0	100.0	100.0
2012	32.21	32.00	32.62	33.12	100.0	100.0	100.0	100.0
2013	32.61	32.89	33.44	34.38	100.0	100.0	100.0	100.0
2014	34.43	34.25	34.20	33.69	100.0	100.0	100.0	100.0
2015	33.33	33.92	34.19	35.72	100.0	100.0	100.0	100.0
2016	35.28	35.62	35.18	35.79	100.0	100.0	100.0	100.0
2017	35.62	36.27	37.03	34.88	100.0	100.0	100.0	100.0
2018	35.01	35.51	36.06	35.42	100.0	100.0	100.0	100.0
2019	35.76	–	–	–	100.0	–	–	–
Wages and salaries								
2004	16.26	16.64	16.79	16.72	68.9	68.4	68.6	68.1
2005	16.64	17.05	17.29	17.48	68.0	67.5	67.6	67.6
2006	17.63	17.81	18.09	18.00	67.3	67.8	67.4	67.6
2007	18.35	18.36	18.80	19.20	68.3	67.8	67.5	67.6
2008	19.75	19.62	20.06	19.86	66.7	67.0	66.5	67.7
2009	20.28	20.20	20.29	20.30	67.1	67.3	67.3	68.2
2010	19.91	20.09	20.27	20.33	68.5	68.3	68.7	69.4
2011	20.61	20.59	20.45	21.66	68.5	68.0	68.1	68.2
2012	21.81	21.83	22.15	22.89	67.7	68.2	67.9	69.1
2013	22.52	22.74	22.91	23.44	69.0	69.1	68.5	68.2
2014	23.54	23.54	23.47	22.99	68.4	68.7	68.6	68.2
2015	22.82	23.10	23.40	24.04	68.5	68.1	68.4	67.3
2016	23.81	24.05	23.89	24.25	67.5	67.5	67.9	67.8
2017	24.14	24.60	25.01	23.65	67.8	67.8	67.6	67.8
2018	23.76	24.01	24.31	24.22	67.9	67.6	67.4	68.4
2019	24.32	–	–	–	68.0	–	–	–
Total benefits								
2004	7.33	7.70	7.68	7.83	31.1	31.6	31.4	31.9
2005	7.82	8.23	8.28	8.38	32.0	32.5	32.4	32.4
2006	8.57	8.47	8.74	8.62	32.7	32.2	32.6	32.4
2007	8.51	8.74	9.04	9.21	31.7	32.2	32.5	32.4
2008	9.87	9.68	10.09	9.47	33.3	33.0	33.5	32.3
2009	9.94	9.80	9.88	9.48	32.9	32.7	32.7	31.8
2010	9.14	9.31	9.22	8.98	31.5	31.7	31.3	30.6
2011	9.50	9.68	9.60	10.11	31.5	32.0	31.9	31.8
2012	10.39	10.17	10.47	10.23	32.3	31.8	32.1	30.9
2013	10.09	10.15	10.54	10.94	31.0	30.9	31.5	31.8
2014	10.89	10.71	10.73	10.70	31.6	31.3	31.4	31.8
2015	10.51	10.82	10.79	11.68	31.5	31.9	31.6	32.7
2016	11.47	11.56	11.29	11.53	32.5	32.5	32.1	32.2
2017	11.48	11.67	12.01	11.23	32.2	32.2	32.4	32.2
2018	11.25	11.50	11.75	11.19	32.1	32.4	32.6	31.6
2019	11.44	–	–	–	32.0	–	–	–
Paid leave								
2004	1.32	1.34	1.35	1.33	5.6	5.5	5.5	5.4
2005	1.28	1.28	1.31	1.31	5.2	5.1	5.1	5.1
2006	1.25	1.31	1.28	1.33	4.8	5.0	4.8	5.0
2007	1.31	1.31	1.32	1.41	4.9	4.8	4.8	5.0
2008	1.47	1.43	1.50	1.45	4.9	4.9	5.0	5.0
2009	1.56	1.51	1.53	1.53	5.1	5.0	5.1	5.1
2010	1.50	1.48	1.49	1.55	5.2	5.0	5.0	5.3
2011	1.62	1.61	1.57	1.79	5.4	5.3	5.2	5.6
2012	1.84	1.82	1.82	2.04	5.7	5.7	5.6	6.2
2013	1.98	1.95	1.94	2.09	6.1	5.9	5.8	6.1
2014	2.15	2.08	2.08	2.05	6.2	6.1	6.1	6.1
2015	2.06	2.10	2.08	2.10	6.2	6.2	6.1	5.9
2016	1.98	1.99	1.97	1.97	5.6	5.6	5.6	5.5

See footnotes at end of table.

Table 23. Private industry workers, goods-producing industries by establishment employment size: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

50-99 workers

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Paid leave								
2017	2.07	2.07	2.12	1.99	5.8	5.7	5.7	5.7
2018	2.04	2.04	2.10	2.01	5.8	5.8	5.8	5.7
2019	2.05	–	–	–	5.7	–	–	–
Supplemental pay								
2004	.87	.91	.88	.89	3.7	3.7	3.6	3.6
2005	.89	.95	.92	.90	3.6	3.7	3.6	3.5
2006	.88	.87	.92	.91	3.4	3.3	3.4	3.4
2007	.91	1.03	1.06	.99	3.4	3.8	3.8	3.5
2008	1.13	1.09	1.15	1.11	3.8	3.7	3.8	3.8
2009	1.09	1.06	1.13	1.02	3.6	3.5	3.8	3.4
2010	.98	1.01	.92	.90	3.4	3.4	3.1	3.1
2011	1.01	1.01	1.01	1.12	3.3	3.3	3.4	3.5
2012	1.14	1.04	1.05	1.06	3.5	3.3	3.2	3.2
2013	.97	.91	.94	.91	3.0	2.8	2.8	2.7
2014	.89	.86	.91	.98	2.6	2.5	2.7	2.9
2015	1.05	1.04	1.10	1.23	3.1	3.1	3.2	3.4
2016	1.18	1.13	1.14	1.14	3.4	3.2	3.2	3.2
2017	1.14	1.13	1.21	1.15	3.2	3.1	3.3	3.3
2018	1.18	1.13	1.19	1.20	3.4	3.2	3.3	3.4
2019	1.23	–	–	–	3.4	–	–	–
Insurance								
2004	2.03	2.12	2.18	2.28	8.6	8.7	8.9	9.3
2005	2.28	2.42	2.45	2.47	9.3	9.6	9.6	9.6
2006	2.58	2.49	2.64	2.52	9.8	9.5	9.8	9.5
2007	2.47	2.52	2.53	2.63	9.2	9.3	9.1	9.2
2008	2.81	2.80	2.93	2.67	9.5	9.5	9.7	9.1
2009	2.88	2.90	2.91	2.81	9.5	9.7	9.7	9.4
2010	2.73	2.74	2.70	2.66	9.4	9.3	9.2	9.1
2011	2.80	2.87	2.80	2.95	9.3	9.5	9.3	9.3
2012	2.98	2.94	3.07	2.94	9.2	9.2	9.4	8.9
2013	3.01	3.03	3.15	3.28	9.2	9.2	9.4	9.5
2014	3.32	3.19	3.29	3.25	9.6	9.3	9.6	9.6
2015	3.19	3.24	3.19	3.37	9.6	9.6	9.3	9.4
2016	3.39	3.38	3.37	3.41	9.6	9.5	9.6	9.5
2017	3.49	3.56	3.65	3.45	9.8	9.8	9.9	9.9
2018	3.43	3.48	3.60	3.45	9.8	9.8	10.0	9.7
2019	3.55	–	–	–	9.9	–	–	–
Retirement and savings								
2004	.68	.78	.73	.76	2.9	3.2	3.0	3.1
2005	.77	.85	.85	1.00	3.1	3.4	3.3	3.9
2006	1.13	1.10	1.13	1.11	4.3	4.2	4.2	4.2
2007	1.07	1.15	1.33	1.41	4.0	4.2	4.8	4.9
2008	1.56	1.50	1.67	1.38	5.3	5.1	5.5	4.7
2009	1.55	1.49	1.42	1.23	5.1	5.0	4.7	4.1
2010	1.15	1.19	1.21	1.10	4.0	4.1	4.1	3.8
2011	1.20	1.31	1.36	1.38	4.0	4.3	4.5	4.3
2012	1.46	1.33	1.40	1.19	4.5	4.2	4.3	3.6
2013	1.22	1.27	1.43	1.59	3.7	3.9	4.3	4.6
2014	1.52	1.54	1.39	1.40	4.4	4.5	4.1	4.1
2015	1.17	1.38	1.35	1.78	3.5	4.1	3.9	5.0
2016	1.65	1.76	1.55	1.67	4.7	4.9	4.4	4.7
2017	1.51	1.62	1.68	1.47	4.2	4.5	4.5	4.2
2018	1.42	1.61	1.67	1.38	4.1	4.5	4.6	3.9
2019	1.43	–	–	–	4.0	–	–	–
Legally required benefits								
2004	2.40	2.53	2.53	2.55	10.2	10.4	10.3	10.4
2005	2.59	2.71	2.74	2.68	10.6	10.7	10.7	10.4
2006	2.73	2.70	2.76	2.75	10.4	10.3	10.3	10.3
2007	2.74	2.73	2.79	2.78	10.2	10.1	10.0	9.8
2008	2.91	2.86	2.84	2.86	9.8	9.8	9.4	9.8
2009	2.87	2.85	2.89	2.88	9.5	9.5	9.6	9.7
2010	2.78	2.90	2.89	2.77	9.6	9.9	9.8	9.4
2011	2.87	2.89	2.86	2.87	9.5	9.5	9.5	9.0

See footnotes at end of table.

Table 23. Private industry workers, goods-producing industries by establishment employment size: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

50-99 workers

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Legally required benefits								
2012	2.98	3.03	3.14	3.00	9.3	9.5	9.6	9.1
2013	2.92	2.99	3.08	3.06	9.0	9.1	9.2	8.9
2014	3.02	3.04	3.06	3.03	8.8	8.9	8.9	9.0
2015	3.04	3.06	3.06	3.22	9.1	9.0	9.0	9.0
2016	3.26	3.30	3.25	3.33	9.3	9.3	9.2	9.3
2017	3.27	3.29	3.35	3.17	9.2	9.1	9.0	9.1
2018	3.18	3.23	3.21	3.16	9.1	9.1	8.9	8.9
2019	3.18	–	–	–	8.9	–	–	–
Other benefits[1]								
2004	([2])	.02	.02	([2])	([3])	.1	.1	([3])
2005	([2])	([2])	.02	([2])	([3])	([3])	.1	([3])

[1] Includes severance pay and supplemental unemployment benefits. Publication of other benefits was discontinued beginning in June 2006.
[2] Cost per hour worked is $0.01 or less.
[3] Less than .05 percent.

Note: The sum of individual items may not equal totals due to rounding. Dashes indicate data are not available.

Table 23. Private industry workers, goods-producing industries by establishment employment size: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

100 workers or more

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Total compensation								
2004	$31.03	$31.51	$31.95	$32.24	100.0	100.0	100.0	100.0
2005	32.74	33.26	33.44	33.73	100.0	100.0	100.0	100.0
2006	33.41	34.07	34.25	34.26	100.0	100.0	100.0	100.0
2007	34.11	34.49	34.65	34.84	100.0	100.0	100.0	100.0
2008	35.38	35.83	35.94	36.33	100.0	100.0	100.0	100.0
2009	36.57	36.80	36.80	36.56	100.0	100.0	100.0	100.0
2010	36.91	37.02	37.48	37.15	100.0	100.0	100.0	100.0
2011	37.33	37.92	37.94	38.26	100.0	100.0	100.0	100.0
2012	38.42	38.73	38.90	38.48	100.0	100.0	100.0	100.0
2013	38.97	39.04	39.02	40.24	100.0	100.0	100.0	100.0
2014	40.87	41.22	41.22	42.30	100.0	100.0	100.0	100.0
2015	42.43	42.77	43.00	43.58	100.0	100.0	100.0	100.0
2016	43.91	44.18	44.72	44.56	100.0	100.0	100.0	100.0
2017	44.75	44.99	45.20	44.66	100.0	100.0	100.0	100.0
2018	44.82	45.13	45.12	45.28	100.0	100.0	100.0	100.0
2019	45.68	–	–	–	100.0	–	–	–
Wages and salaries								
2004	19.86	20.10	20.33	20.35	64.0	63.8	63.6	63.1
2005	20.49	20.80	20.90	21.18	62.6	62.5	62.5	62.8
2006	21.29	21.70	21.77	21.89	63.7	63.7	63.6	63.9
2007	22.05	22.26	22.45	22.48	64.6	64.5	64.8	64.5
2008	22.87	23.20	23.30	23.58	64.6	64.8	64.8	64.9
2009	23.68	23.85	23.88	23.73	64.8	64.8	64.9	64.9
2010	23.78	23.81	24.03	23.91	64.4	64.3	64.1	64.4
2011	23.95	24.16	24.25	24.46	64.2	63.7	63.9	63.9
2012	24.68	24.88	24.97	24.75	64.3	64.2	64.2	64.3
2013	25.04	25.15	25.18	25.70	64.3	64.4	64.5	63.9
2014	25.97	26.24	26.24	26.90	63.5	63.7	63.7	63.6
2015	26.97	27.19	27.35	27.75	63.6	63.6	63.6	63.7
2016	27.99	28.18	28.56	28.45	63.7	63.8	63.9	63.8
2017	28.60	28.76	28.80	28.62	63.9	63.9	63.7	64.1
2018	28.72	29.00	29.10	29.07	64.1	64.3	64.5	64.2
2019	29.36	–	–	–	64.3	–	–	–
Total benefits								
2004	11.16	11.40	11.63	11.89	36.0	36.2	36.4	36.9
2005	12.25	12.46	12.54	12.56	37.4	37.5	37.5	37.2
2006	12.12	12.37	12.48	12.37	36.3	36.3	36.4	36.1
2007	12.06	12.23	12.20	12.36	35.4	35.5	35.2	35.5
2008	12.51	12.63	12.64	12.75	35.4	35.2	35.2	35.1
2009	12.89	12.95	12.92	12.82	35.2	35.2	35.1	35.1
2010	13.13	13.20	13.45	13.24	35.6	35.7	35.9	35.6
2011	13.38	13.76	13.69	13.79	35.8	36.3	36.1	36.1
2012	13.74	13.86	13.93	13.73	35.7	35.8	35.8	35.7
2013	13.93	13.89	13.83	14.54	35.7	35.6	35.5	36.1
2014	14.90	14.98	14.98	15.40	36.5	36.3	36.3	36.4
2015	15.46	15.57	15.66	15.83	36.4	36.4	36.4	36.3
2016	15.92	16.00	16.15	16.11	36.3	36.2	36.1	36.2
2017	16.15	16.22	16.40	16.03	36.1	36.1	36.3	35.9
2018	16.11	16.12	16.03	16.21	35.9	35.7	35.5	35.8
2019	16.32	–	–	–	35.7	–	–	–
Paid leave								
2004	2.27	2.29	2.32	2.35	7.3	7.3	7.2	7.3
2005	2.38	2.41	2.41	2.53	7.3	7.3	7.2	7.5
2006	2.54	2.56	2.57	2.61	7.6	7.5	7.5	7.6
2007	2.63	2.65	2.63	2.67	7.7	7.7	7.6	7.7
2008	2.68	2.70	2.70	2.76	7.6	7.5	7.5	7.6
2009	2.81	2.83	2.83	2.82	7.7	7.7	7.7	7.7
2010	2.82	2.81	2.84	2.82	7.6	7.6	7.6	7.6
2011	2.81	2.81	2.80	2.85	7.5	7.4	7.4	7.5
2012	2.89	2.90	2.90	2.84	7.5	7.5	7.5	7.4
2013	2.90	2.90	2.90	3.01	7.4	7.4	7.4	7.5
2014	3.06	3.08	3.07	3.15	7.5	7.5	7.4	7.4
2015	3.17	3.18	3.20	3.24	7.5	7.4	7.4	7.4
2016	3.30	3.33	3.32	3.32	7.5	7.5	7.4	7.5

See footnotes at end of table.

Table 23. Private industry workers, goods-producing industries by establishment employment size: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

100 workers or more

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Paid leave								
2017	3.32	3.32	3.32	3.25	7.4	7.4	7.3	7.3
2018	3.25	3.29	3.29	3.32	7.3	7.3	7.3	7.3
2019	3.37	–	–	–	7.4	–	–	–
Supplemental pay								
2004	1.37	1.32	1.38	1.40	4.4	4.2	4.3	4.3
2005	1.51	1.57	1.58	1.49	4.6	4.7	4.7	4.4
2006	1.39	1.41	1.47	1.43	4.1	4.1	4.3	4.2
2007	1.45	1.46	1.36	1.46	4.3	4.2	3.9	4.2
2008	1.51	1.54	1.56	1.58	4.3	4.3	4.3	4.4
2009	1.50	1.51	1.51	1.54	4.1	4.1	4.1	4.2
2010	1.54	1.53	1.52	1.50	4.2	4.1	4.1	4.0
2011	1.65	1.72	1.71	1.76	4.4	4.5	4.5	4.6
2012	1.82	1.81	1.80	1.78	4.7	4.7	4.6	4.6
2013	1.80	1.73	1.73	1.84	4.6	4.4	4.4	4.6
2014	1.89	1.87	1.86	1.97	4.6	4.5	4.5	4.7
2015	1.91	1.91	1.89	1.96	4.5	4.5	4.4	4.5
2016	1.98	1.99	1.98	1.99	4.5	4.5	4.4	4.5
2017	1.94	1.92	1.93	2.08	4.3	4.3	4.3	4.7
2018	2.15	2.12	2.13	2.22	4.8	4.7	4.7	4.9
2019	2.24	–	–	–	4.9	–	–	–
Insurance								
2004	2.87	2.94	2.96	3.00	9.2	9.3	9.3	9.3
2005	3.12	3.19	3.21	3.25	9.5	9.6	9.6	9.6
2006	3.31	3.36	3.37	3.30	9.9	9.9	9.8	9.6
2007	3.35	3.42	3.46	3.49	9.8	9.9	10.0	10.0
2008	3.56	3.58	3.58	3.56	10.1	10.0	10.0	9.8
2009	3.72	3.73	3.75	3.74	10.2	10.1	10.2	10.2
2010	3.85	3.89	3.94	3.87	10.4	10.5	10.5	10.4
2011	3.89	3.91	3.94	3.94	10.4	10.3	10.4	10.3
2012	4.00	4.04	4.07	4.04	10.4	10.4	10.5	10.5
2013	4.11	4.11	4.09	4.17	10.5	10.5	10.5	10.4
2014	4.25	4.30	4.27	4.26	10.4	10.4	10.3	10.1
2015	4.33	4.38	4.43	4.43	10.2	10.2	10.3	10.2
2016	4.51	4.53	4.59	4.57	10.3	10.3	10.3	10.3
2017	4.58	4.58	4.59	4.58	10.2	10.2	10.2	10.3
2018	4.59	4.59	4.60	4.56	10.2	10.2	10.2	10.1
2019	4.61	–	–	–	10.1	–	–	–
Retirement and savings								
2004	1.92	2.03	2.11	2.28	6.2	6.4	6.6	7.1
2005	2.36	2.37	2.40	2.34	7.2	7.1	7.2	6.9
2006	2.07	2.14	2.16	2.15	6.2	6.3	6.3	6.3
2007	1.74	1.79	1.84	1.86	5.1	5.2	5.3	5.3
2008	1.87	1.89	1.85	1.89	5.3	5.3	5.1	5.2
2009	1.90	1.88	1.83	1.76	5.2	5.1	5.0	4.8
2010	1.91	1.96	2.12	2.05	5.2	5.3	5.6	5.5
2011	2.03	2.28	2.19	2.24	5.4	6.0	5.8	5.8
2012	2.00	2.04	2.09	1.99	5.2	5.3	5.4	5.2
2013	2.04	2.05	2.00	2.33	5.2	5.2	5.1	5.8
2014	2.49	2.52	2.56	2.74	6.1	6.1	6.2	6.5
2015	2.77	2.80	2.82	2.90	6.5	6.5	6.6	6.7
2016	2.85	2.86	2.91	2.91	6.5	6.5	6.5	6.5
2017	2.95	3.01	3.17	2.71	6.6	6.7	7.0	6.1
2018	2.70	2.71	2.57	2.64	6.0	6.0	5.7	5.8
2019	2.60	–	–	–	5.7	–	–	–
Legally required benefits								
2004	2.58	2.67	2.71	2.70	8.3	8.5	8.5	8.4
2005	2.73	2.78	2.79	2.80	8.3	8.4	8.3	8.3
2006	2.82	2.90	2.91	2.88	8.4	8.5	8.5	8.4
2007	2.88	2.90	2.91	2.89	8.4	8.4	8.4	8.3
2008	2.89	2.93	2.95	2.96	8.2	8.2	8.2	8.1
2009	2.97	3.00	3.00	2.97	8.1	8.1	8.2	8.1
2010	3.00	3.02	3.04	2.99	8.1	8.1	8.1	8.0
2011	2.99	3.04	3.05	3.01	8.0	8.0	8.0	7.9

See footnotes at end of table.

Table 23. Private industry workers, goods-producing industries by establishment employment size: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

100 workers or more

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Legally required benefits								
2012	3.02	3.06	3.07	3.08	7.9	7.9	7.9	8.0
2013	3.08	3.10	3.10	3.19	7.9	7.9	8.0	7.9
2014	3.21	3.22	3.22	3.29	7.8	7.8	7.8	7.8
2015	3.28	3.30	3.31	3.29	7.7	7.7	7.7	7.6
2016	3.28	3.29	3.35	3.32	7.5	7.4	7.5	7.4
2017	3.37	3.39	3.39	3.41	7.5	7.5	7.5	7.6
2018	3.42	3.41	3.43	3.47	7.6	7.6	7.6	7.7
2019	3.49	–	–	–	7.6	–	–	–
Other benefits[1]								
2004	.16	.16	.16	.16	.5	.5	.5	.5
2005	.16	.15	.15	.14	.5	.4	.4	.4

[1] Includes severance pay and supplemental unemployment benefits. Publication of other benefits was discontinued beginning in June 2006.

Note: The sum of individual items may not equal totals due to rounding. Dashes indicate data are not available.

Table 23. Private industry workers, goods-producing industries by establishment employment size: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

100-499 workers

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Total compensation								
2004	$25.44	$26.42	$26.84	$26.66	100.0	100.0	100.0	100.0
2005	27.22	27.79	28.15	28.49	100.0	100.0	100.0	100.0
2006	28.36	29.15	29.34	28.85	100.0	100.0	100.0	100.0
2007	28.83	29.32	29.38	29.34	100.0	100.0	100.0	100.0
2008	29.76	30.46	30.83	31.17	100.0	100.0	100.0	100.0
2009	31.30	31.63	31.60	31.69	100.0	100.0	100.0	100.0
2010	31.85	31.98	32.33	32.20	100.0	100.0	100.0	100.0
2011	32.07	32.45	32.53	32.97	100.0	100.0	100.0	100.0
2012	32.94	33.39	33.72	33.01	100.0	100.0	100.0	100.0
2013	33.58	33.95	33.80	34.95	100.0	100.0	100.0	100.0
2014	35.52	35.89	35.80	36.57	100.0	100.0	100.0	100.0
2015	36.69	37.03	37.23	38.49	100.0	100.0	100.0	100.0
2016	38.78	38.84	39.22	39.01	100.0	100.0	100.0	100.0
2017	39.15	39.29	39.31	39.56	100.0	100.0	100.0	100.0
2018	39.37	39.73	39.77	40.15	100.0	100.0	100.0	100.0
2019	40.45	–	–	–	100.0	–	–	–
Wages and salaries								
2004	16.88	17.32	17.56	17.39	66.3	65.6	65.4	65.2
2005	17.65	18.02	18.22	18.41	64.9	64.8	64.7	64.6
2006	18.48	19.00	19.09	18.95	65.2	65.2	65.1	65.7
2007	19.00	19.31	19.41	19.31	65.9	65.9	66.1	65.8
2008	19.65	20.08	20.31	20.52	66.0	65.9	65.9	65.8
2009	20.53	20.78	20.76	20.82	65.6	65.7	65.7	65.7
2010	20.83	20.89	21.11	21.22	65.4	65.3	65.3	65.9
2011	21.11	21.35	21.35	21.68	65.8	65.8	65.6	65.8
2012	21.67	21.92	22.11	21.80	65.8	65.7	65.6	66.1
2013	22.08	22.34	22.31	22.96	65.7	65.8	66.0	65.7
2014	23.24	23.50	23.49	23.91	65.4	65.5	65.6	65.4
2015	23.94	24.14	24.22	25.19	65.2	65.2	65.1	65.4
2016	25.44	25.48	25.66	25.52	65.6	65.6	65.4	65.4
2017	25.62	25.71	25.75	26.05	65.4	65.4	65.5	65.8
2018	25.98	26.21	26.32	26.51	66.0	66.0	66.2	66.0
2019	26.77	–	–	–	66.2	–	–	–
Total benefits								
2004	8.56	9.09	9.27	9.27	33.7	34.4	34.6	34.8
2005	9.56	9.77	9.93	10.08	35.1	35.2	35.3	35.4
2006	9.88	10.15	10.24	9.89	34.8	34.8	34.9	34.3
2007	9.83	10.01	9.97	10.03	34.1	34.1	33.9	34.2
2008	10.11	10.38	10.52	10.65	34.0	34.1	34.1	34.2
2009	10.76	10.85	10.84	10.88	34.4	34.3	34.3	34.3
2010	11.02	11.09	11.22	10.98	34.6	34.7	34.7	34.1
2011	10.96	11.10	11.17	11.28	34.2	34.2	34.4	34.2
2012	11.27	11.46	11.60	11.20	34.2	34.3	34.4	33.9
2013	11.50	11.61	11.49	11.98	34.3	34.2	34.0	34.3
2014	12.28	12.38	12.31	12.66	34.6	34.5	34.4	34.6
2015	12.75	12.89	13.01	13.30	34.8	34.8	34.9	34.6
2016	13.34	13.36	13.57	13.49	34.4	34.4	34.6	34.6
2017	13.53	13.58	13.56	13.51	34.6	34.6	34.5	34.2
2018	13.40	13.52	13.45	13.64	34.0	34.0	33.8	34.0
2019	13.68	–	–	–	33.8	–	–	–
Paid leave								
2004	1.56	1.59	1.63	1.64	6.1	6.0	6.1	6.1
2005	1.68	1.70	1.70	1.91	6.2	6.1	6.0	6.7
2006	1.73	1.74	1.77	1.79	6.1	6.0	6.0	6.2
2007	1.81	1.82	1.82	1.85	6.3	6.2	6.2	6.3
2008	1.89	1.91	1.95	2.00	6.3	6.3	6.3	6.4
2009	2.03	2.05	2.04	2.09	6.5	6.5	6.5	6.6
2010	2.08	2.08	2.10	2.13	6.5	6.5	6.5	6.6
2011	2.12	2.11	2.11	2.20	6.6	6.5	6.5	6.7
2012	2.21	2.23	2.25	2.17	6.7	6.7	6.7	6.6
2013	2.23	2.26	2.24	2.37	6.6	6.7	6.6	6.8
2014	2.44	2.44	2.43	2.49	6.9	6.8	6.8	6.8
2015	2.50	2.51	2.52	2.62	6.8	6.8	6.8	6.8
2016	2.70	2.69	2.67	2.68	7.0	6.9	6.8	6.9

See footnotes at end of table.

Table 23. Private industry workers, goods-producing industries by establishment employment size: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

100-499 workers

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Paid leave								
2017	2.66	2.63	2.63	2.60	6.8	6.7	6.7	6.6
2018	2.56	2.62	2.60	2.70	6.5	6.6	6.5	6.7
2019	2.75	–	–	–	6.8	–	–	–
Supplemental pay								
2004	1.12	1.06	1.14	1.15	4.4	4.0	4.2	4.3
2005	1.26	1.28	1.31	1.15	4.6	4.6	4.7	4.0
2006	1.13	1.18	1.19	1.11	4.0	4.0	4.1	3.8
2007	1.13	1.15	1.06	1.11	3.9	3.9	3.6	3.8
2008	1.11	1.14	1.15	1.21	3.7	3.7	3.7	3.9
2009	1.21	1.21	1.18	1.20	3.9	3.8	3.7	3.8
2010	1.20	1.18	1.20	1.12	3.8	3.7	3.7	3.5
2011	1.14	1.15	1.14	1.16	3.6	3.5	3.5	3.5
2012	1.19	1.23	1.22	1.16	3.6	3.7	3.6	3.5
2013	1.20	1.22	1.21	1.31	3.6	3.6	3.6	3.7
2014	1.35	1.36	1.36	1.42	3.8	3.8	3.8	3.9
2015	1.39	1.39	1.39	1.46	3.8	3.8	3.7	3.8
2016	1.45	1.45	1.45	1.46	3.7	3.7	3.7	3.8
2017	1.44	1.44	1.46	1.53	3.7	3.7	3.7	3.9
2018	1.54	1.57	1.57	1.65	3.9	4.0	4.0	4.1
2019	1.67	–	–	–	4.1	–	–	–
Insurance								
2004	2.45	2.65	2.65	2.64	9.6	10.0	9.9	9.9
2005	2.72	2.82	2.87	2.93	10.0	10.2	10.2	10.3
2006	2.94	2.99	2.99	2.86	10.4	10.3	10.2	9.9
2007	2.93	2.98	2.99	3.02	10.1	10.1	10.2	10.3
2008	3.07	3.14	3.17	3.16	10.3	10.3	10.3	10.1
2009	3.28	3.32	3.33	3.35	10.5	10.5	10.5	10.6
2010	3.42	3.45	3.52	3.44	10.7	10.8	10.9	10.7
2011	3.46	3.47	3.53	3.55	10.8	10.7	10.9	10.8
2012	3.57	3.62	3.68	3.59	10.8	10.8	10.9	10.9
2013	3.71	3.70	3.66	3.70	11.0	10.9	10.8	10.6
2014	3.84	3.87	3.82	3.83	10.8	10.8	10.7	10.5
2015	3.90	3.96	4.01	4.03	10.6	10.7	10.8	10.5
2016	4.10	4.12	4.17	4.15	10.6	10.6	10.6	10.6
2017	4.14	4.13	4.12	4.11	10.6	10.5	10.5	10.4
2018	4.10	4.12	4.08	3.94	10.4	10.4	10.3	9.8
2019	4.00	–	–	–	9.9	–	–	–
Retirement and savings								
2004	1.07	1.27	1.30	1.32	4.2	4.8	4.8	4.9
2005	1.36	1.37	1.43	1.46	5.0	4.9	5.1	5.1
2006	1.46	1.54	1.57	1.48	5.1	5.3	5.4	5.1
2007	1.32	1.38	1.41	1.41	4.6	4.7	4.8	4.8
2008	1.39	1.48	1.50	1.52	4.7	4.9	4.9	4.9
2009	1.48	1.45	1.47	1.46	4.7	4.6	4.7	4.6
2010	1.51	1.56	1.55	1.47	4.7	4.9	4.8	4.6
2011	1.44	1.51	1.52	1.56	4.5	4.6	4.7	4.7
2012	1.50	1.55	1.59	1.42	4.6	4.7	4.7	4.3
2013	1.48	1.51	1.46	1.58	4.4	4.4	4.3	4.5
2014	1.59	1.63	1.61	1.76	4.5	4.5	4.5	4.8
2015	1.82	1.87	1.92	1.98	5.0	5.0	5.1	5.1
2016	1.92	1.93	2.05	2.00	4.9	5.0	5.2	5.1
2017	2.06	2.12	2.10	2.01	5.3	5.4	5.3	5.1
2018	1.93	1.95	1.93	2.03	4.9	4.9	4.8	5.0
2019	1.93	–	–	–	4.8	–	–	–
Legally required benefits								
2004	2.31	2.48	2.52	2.48	9.1	9.4	9.4	9.3
2005	2.51	2.56	2.59	2.59	9.2	9.2	9.2	9.1
2006	2.62	2.71	2.72	2.65	9.2	9.3	9.3	9.2
2007	2.65	2.69	2.69	2.64	9.2	9.2	9.2	9.0
2008	2.65	2.71	2.76	2.76	8.9	8.9	8.9	8.9
2009	2.76	2.81	2.82	2.79	8.8	8.9	8.9	8.8
2010	2.80	2.82	2.85	2.81	8.8	8.8	8.8	8.7
2011	2.80	2.86	2.87	2.82	8.7	8.8	8.8	8.5

See footnotes at end of table.

Table 23. Private industry workers, goods-producing industries by establishment employment size: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

100-499 workers

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Legally required benefits								
2012	2.79	2.83	2.87	2.86	8.5	8.5	8.5	8.7
2013	2.88	2.93	2.91	3.03	8.6	8.6	8.6	8.7
2014	3.06	3.08	3.10	3.16	8.6	8.6	8.6	8.6
2015	3.14	3.17	3.17	3.20	8.5	8.6	8.5	8.3
2016	3.17	3.18	3.23	3.20	8.2	8.2	8.2	8.2
2017	3.24	3.25	3.25	3.26	8.3	8.3	8.3	8.3
2018	3.26	3.27	3.28	3.32	8.3	8.2	8.2	8.3
2019	3.33	–	–	–	8.2	–	–	–
Other benefits[1]								
2004	.04	.04	.04	.04	.2	.1	.1	.2
2005	.03	.03	.03	.03	.1	.1	.1	.1

[1] Includes severance pay and supplemental unemployment benefits. Publication of other benefits was discontinued beginning in June 2006.

Note: The sum of individual items may not equal totals due to rounding. Dashes indicate data are not available.

Table 23. Private industry workers, goods-producing industries by establishment employment size: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

500 workers or more

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Total compensation								
2004	$37.89	$37.89	$38.45	$39.21	100.0	100.0	100.0	100.0
2005	39.85	40.44	40.11	40.08	100.0	100.0	100.0	100.0
2006	39.99	40.37	40.42	41.23	100.0	100.0	100.0	100.0
2007	40.98	41.50	41.75	42.21	100.0	100.0	100.0	100.0
2008	42.82	43.04	43.06	43.31	100.0	100.0	100.0	100.0
2009	43.81	44.23	44.25	43.35	100.0	100.0	100.0	100.0
2010	44.17	44.35	44.97	44.13	100.0	100.0	100.0	100.0
2011	44.72	45.56	45.44	45.15	100.0	100.0	100.0	100.0
2012	45.85	45.90	45.78	46.12	100.0	100.0	100.0	100.0
2013	46.36	46.28	46.08	47.96	100.0	100.0	100.0	100.0
2014	48.52	48.82	48.75	50.62	100.0	100.0	100.0	100.0
2015	50.55	50.86	51.16	51.22	100.0	100.0	100.0	100.0
2016	51.42	52.00	53.46	53.00	100.0	100.0	100.0	100.0
2017	53.31	53.72	53.94	51.72	100.0	100.0	100.0	100.0
2018	52.38	52.69	52.72	53.06	100.0	100.0	100.0	100.0
2019	53.44	–	–	–	100.0	–	–	–
Wages and salaries								
2004	23.54	23.59	23.83	24.05	62.1	62.3	62.0	61.3
2005	24.14	24.46	24.28	24.52	60.6	60.5	60.5	61.2
2006	24.95	25.16	25.14	25.68	62.4	62.3	62.2	62.3
2007	26.02	26.26	26.54	26.73	63.5	63.3	63.6	63.3
2008	27.13	27.40	27.47	27.71	63.4	63.7	63.8	64.0
2009	28.00	28.26	28.35	27.81	63.9	63.9	64.1	64.2
2010	28.02	28.07	28.28	27.71	63.4	63.3	62.9	62.8
2011	27.94	28.09	28.26	28.08	62.5	61.7	62.2	62.2
2012	28.77	28.84	28.76	28.87	62.8	62.8	62.8	62.6
2013	29.11	29.14	29.07	29.69	62.8	63.0	63.1	61.9
2014	29.87	30.14	30.06	31.23	61.6	61.7	61.7	61.7
2015	31.26	31.50	31.76	31.60	61.8	61.9	62.1	61.7
2016	31.72	32.13	33.19	32.90	61.7	61.8	62.1	62.1
2017	33.15	33.44	33.33	32.19	62.2	62.3	61.8	62.2
2018	32.51	32.92	33.04	32.95	62.1	62.5	62.7	62.1
2019	33.21	–	–	–	62.2	–	–	–
Total benefits								
2004	14.36	14.30	14.62	15.16	37.9	37.7	38.0	38.7
2005	15.71	15.99	15.83	15.56	39.4	39.5	39.5	38.8
2006	15.04	15.21	15.28	15.55	37.6	37.7	37.8	37.7
2007	14.96	15.24	15.21	15.48	36.5	36.7	36.4	36.7
2008	15.69	15.64	15.59	15.60	36.6	36.3	36.2	36.0
2009	15.80	15.97	15.90	15.54	36.1	36.1	35.9	35.8
2010	16.15	16.28	16.70	16.43	36.6	36.7	37.1	37.2
2011	16.78	17.47	17.18	17.06	37.5	38.3	37.8	37.8
2012	17.08	17.07	17.02	17.25	37.2	37.2	37.2	37.4
2013	17.25	17.13	17.01	18.27	37.2	37.0	36.9	38.1
2014	18.65	18.67	18.69	19.38	38.4	38.3	38.3	38.3
2015	19.29	19.36	19.40	19.62	38.2	38.1	37.9	38.3
2016	19.70	19.87	20.27	20.10	38.3	38.2	37.9	37.9
2017	20.16	20.28	20.61	19.53	37.8	37.7	38.2	37.8
2018	19.86	19.77	19.68	20.11	37.9	37.5	37.3	37.9
2019	20.23	–	–	–	37.8	–	–	–
Paid leave								
2004	3.15	3.16	3.19	3.23	8.3	8.3	8.3	8.2
2005	3.27	3.35	3.31	3.29	8.2	8.3	8.3	8.2
2006	3.58	3.60	3.58	3.66	9.0	8.9	8.9	8.9
2007	3.71	3.77	3.73	3.77	9.0	9.1	8.9	8.9
2008	3.73	3.75	3.74	3.78	8.7	8.7	8.7	8.7
2009	3.88	3.94	3.96	3.85	8.9	8.9	8.9	8.9
2010	3.88	3.89	3.91	3.81	8.8	8.8	8.7	8.6
2011	3.79	3.77	3.77	3.71	8.5	8.3	8.3	8.2
2012	3.82	3.81	3.77	3.78	8.3	8.3	8.2	8.2
2013	3.81	3.81	3.80	3.94	8.2	8.2	8.2	8.2
2014	3.95	3.98	3.96	4.10	8.1	8.2	8.1	8.1
2015	4.12	4.13	4.17	4.17	8.1	8.1	8.1	8.1
2016	4.18	4.26	4.36	4.29	8.1	8.2	8.2	8.1

See footnotes at end of table.

Table 23. Private industry workers, goods-producing industries by establishment employment size: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

500 workers or more

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Paid leave								
2017	4.33	4.38	4.33	4.16	8.1	8.2	8.0	8.0
2018	4.22	4.23	4.26	4.25	8.1	8.0	8.1	8.0
2019	4.30	–	–	–	8.0	–	–	–
Supplemental pay								
2004	1.67	1.64	1.69	1.71	4.4	4.3	4.4	4.4
2005	1.83	1.93	1.91	1.91	4.6	4.8	4.8	4.8
2006	1.72	1.71	1.82	1.84	4.3	4.2	4.5	4.5
2007	1.88	1.89	1.78	1.93	4.6	4.6	4.3	4.6
2008	2.03	2.08	2.12	2.08	4.7	4.8	4.9	4.8
2009	1.90	1.95	1.98	2.01	4.3	4.4	4.5	4.6
2010	2.03	2.02	1.98	2.03	4.6	4.6	4.4	4.6
2011	2.36	2.52	2.49	2.54	5.3	5.5	5.5	5.6
2012	2.67	2.60	2.57	2.64	5.8	5.7	5.6	5.7
2013	2.62	2.47	2.44	2.62	5.6	5.3	5.3	5.5
2014	2.65	2.60	2.56	2.77	5.5	5.3	5.2	5.5
2015	2.64	2.65	2.60	2.69	5.2	5.2	5.1	5.3
2016	2.75	2.79	2.82	2.80	5.4	5.4	5.3	5.3
2017	2.70	2.66	2.64	2.84	5.1	4.9	4.9	5.5
2018	2.99	2.89	2.93	3.08	5.7	5.5	5.6	5.8
2019	3.09	–	–	–	5.8	–	–	–
Insurance								
2004	3.37	3.31	3.34	3.45	8.9	8.7	8.7	8.8
2005	3.63	3.66	3.64	3.63	9.1	9.1	9.1	9.1
2006	3.78	3.84	3.83	3.86	9.5	9.5	9.5	9.4
2007	3.91	4.03	4.08	4.11	9.5	9.7	9.8	9.7
2008	4.21	4.16	4.16	4.11	9.8	9.7	9.7	9.5
2009	4.31	4.32	4.35	4.29	9.8	9.8	9.8	9.9
2010	4.47	4.53	4.55	4.48	10.1	10.2	10.1	10.1
2011	4.50	4.53	4.51	4.45	10.1	9.9	9.9	9.9
2012	4.57	4.61	4.59	4.66	10.0	10.0	10.0	10.1
2013	4.65	4.69	4.68	4.85	10.0	10.1	10.2	10.1
2014	4.84	4.90	4.89	4.87	10.0	10.0	10.0	9.6
2015	4.95	4.98	5.02	5.04	9.8	9.8	9.8	9.8
2016	5.10	5.15	5.26	5.22	9.9	9.9	9.8	9.8
2017	5.24	5.26	5.29	5.24	9.8	9.8	9.8	10.1
2018	5.26	5.24	5.35	5.49	10.0	10.0	10.2	10.4
2019	5.52	–	–	–	10.3	–	–	–
Retirement and savings								
2004	2.96	2.98	3.14	3.48	7.8	7.9	8.2	8.9
2005	3.64	3.67	3.63	3.40	9.1	9.1	9.0	8.5
2006	2.88	2.91	2.89	3.01	7.2	7.2	7.2	7.3
2007	2.28	2.36	2.42	2.46	5.6	5.7	5.8	5.8
2008	2.50	2.43	2.33	2.40	5.8	5.6	5.4	5.5
2009	2.46	2.50	2.34	2.17	5.6	5.7	5.3	5.0
2010	2.49	2.55	2.94	2.87	5.6	5.7	6.5	6.5
2011	2.87	3.36	3.12	3.12	6.4	7.4	6.9	6.9
2012	2.68	2.69	2.75	2.78	5.8	5.9	6.0	6.0
2013	2.82	2.82	2.73	3.42	6.1	6.1	5.9	7.1
2014	3.78	3.78	3.88	4.17	7.8	7.7	8.0	8.2
2015	4.11	4.11	4.10	4.29	8.1	8.1	8.0	8.4
2016	4.22	4.23	4.29	4.29	8.2	8.1	8.0	8.1
2017	4.31	4.37	4.74	3.68	8.1	8.1	8.8	7.1
2018	3.76	3.79	3.49	3.58	7.2	7.2	6.6	6.7
2019	3.60	–	–	–	6.7	–	–	–
Legally required benefits								
2004	2.90	2.90	2.95	2.98	7.7	7.6	7.7	7.6
2005	3.02	3.07	3.05	3.05	7.6	7.6	7.6	7.6
2006	3.08	3.14	3.16	3.18	7.7	7.8	7.8	7.7
2007	3.18	3.20	3.21	3.21	7.8	7.7	7.7	7.6
2008	3.22	3.23	3.23	3.23	7.5	7.5	7.5	7.4
2009	3.24	3.27	3.27	3.22	7.4	7.4	7.4	7.4
2010	3.28	3.30	3.32	3.25	7.4	7.4	7.4	7.4
2011	3.27	3.30	3.29	3.25	7.3	7.2	7.2	7.2

See footnotes at end of table.

Table 23. Private industry workers, goods-producing industries by establishment employment size: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

500 workers or more

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Legally required benefits								
2012	3.34	3.36	3.34	3.39	7.3	7.3	7.3	7.3
2013	3.36	3.35	3.36	3.43	7.2	7.2	7.3	7.2
2014	3.42	3.41	3.40	3.47	7.0	7.0	7.0	6.9
2015	3.48	3.49	3.51	3.43	6.9	6.9	6.9	6.7
2016	3.44	3.45	3.53	3.51	6.7	6.6	6.6	6.6
2017	3.57	3.60	3.60	3.61	6.7	6.7	6.7	7.0
2018	3.64	3.62	3.65	3.70	6.9	6.9	6.9	7.0
2019	3.73	–	–	–	7.0	–	–	–
Other benefits[1]								
2004	.31	.31	.31	.31	.8	.8	.8	.8
2005	.32	.30	.29	.28	.8	.7	.7	.7

[1] Includes severance pay and supplemental unemployment benefits. Publication of other benefits was discontinued beginning in June 2006.

Note: The sum of individual items may not equal totals due to rounding. Dashes indicate data are not available.

Table 24. Private industry workers, goods-producing industries by bargaining unit status: employer costs per hours worked for employee compensation and costs as a percentage of total compensation

Union workers

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Total compensation								
2004	$35.78	$34.92	$35.36	$35.69	100.0	100.0	100.0	100.0
2005	35.95	36.46	36.97	37.62	100.0	100.0	100.0	100.0
2006	37.56	38.47	38.68	38.06	100.0	100.0	100.0	100.0
2007	37.40	38.23	38.54	38.76	100.0	100.0	100.0	100.0
2008	38.97	39.49	39.56	38.89	100.0	100.0	100.0	100.0
2009	39.00	39.65	39.66	38.85	100.0	100.0	100.0	100.0
2010	39.24	39.74	40.33	39.84	100.0	100.0	100.0	100.0
2011	39.98	41.05	40.94	40.26	100.0	100.0	100.0	100.0
2012	39.73	40.29	40.65	41.38	100.0	100.0	100.0	100.0
2013	41.79	41.72	41.72	43.83	100.0	100.0	100.0	100.0
2014	44.21	44.87	45.21	46.10	100.0	100.0	100.0	100.0
2015	45.83	46.52	46.85	48.54	100.0	100.0	100.0	100.0
2016	48.66	49.14	48.33	48.16	100.0	100.0	100.0	100.0
2017	48.76	49.66	50.21	49.97	100.0	100.0	100.0	100.0
2018	50.17	50.27	50.44	51.34	100.0	100.0	100.0	100.0
2019	51.40	–	–	–	100.0	–	–	–
Wages and salaries								
2004	21.41	20.94	21.12	21.12	59.8	60.0	59.7	59.2
2005	21.24	21.56	21.83	22.28	59.1	59.1	59.0	59.2
2006	22.42	22.88	22.93	22.60	59.7	59.5	59.3	59.4
2007	22.53	22.91	23.17	23.17	60.2	59.9	60.1	59.8
2008	23.32	23.66	23.74	23.40	59.8	59.9	60.0	60.2
2009	23.36	23.68	23.67	23.16	59.9	59.7	59.7	59.6
2010	23.15	23.40	23.56	23.33	59.0	58.9	58.4	58.6
2011	23.41	23.73	23.86	23.46	58.6	57.8	58.3	58.3
2012	23.46	23.72	23.84	24.34	59.0	58.9	58.6	58.8
2013	24.62	24.51	24.66	25.62	58.9	58.7	59.1	58.5
2014	25.75	26.19	26.39	26.85	58.2	58.4	58.4	58.2
2015	26.74	27.12	27.30	28.11	58.3	58.3	58.3	57.9
2016	28.14	28.42	28.08	27.93	57.8	57.8	58.1	58.0
2017	28.30	28.79	28.94	28.73	58.0	58.0	57.6	57.5
2018	28.84	28.97	29.15	29.46	57.5	57.6	57.8	57.4
2019	29.52	–	–	–	57.4	–	–	–
Total benefits								
2004	14.37	13.98	14.24	14.57	40.2	40.0	40.3	40.8
2005	14.71	14.90	15.14	15.34	40.9	40.9	41.0	40.8
2006	15.14	15.59	15.75	15.45	40.3	40.5	40.7	40.6
2007	14.87	15.31	15.37	15.59	39.8	40.1	39.9	40.2
2008	15.65	15.83	15.81	15.49	40.2	40.1	40.0	39.8
2009	15.64	15.97	15.99	15.69	40.1	40.3	40.3	40.4
2010	16.09	16.34	16.77	16.51	41.0	41.1	41.6	41.4
2011	16.56	17.32	17.08	16.80	41.4	42.2	41.7	41.7
2012	16.27	16.58	16.81	17.03	41.0	41.1	41.4	41.2
2013	17.17	17.22	17.06	18.21	41.1	41.3	40.9	41.5
2014	18.46	18.69	18.82	19.25	41.8	41.6	41.6	41.8
2015	19.09	19.40	19.55	20.43	41.7	41.7	41.7	42.1
2016	20.52	20.72	20.25	20.23	42.2	42.2	41.9	42.0
2017	20.46	20.87	21.27	21.24	42.0	42.0	42.4	42.5
2018	21.33	21.30	21.29	21.87	42.5	42.4	42.2	42.6
2019	21.88	–	–	–	42.6	–	–	–
Paid leave								
2004	2.19	2.01	2.03	2.05	6.1	5.8	5.7	5.7
2005	2.06	2.07	2.10	2.16	5.7	5.7	5.7	5.8
2006	2.35	2.37	2.37	2.43	6.3	6.2	6.1	6.4
2007	2.41	2.46	2.44	2.44	6.4	6.4	6.3	6.3
2008	2.35	2.36	2.34	2.27	6.0	6.0	5.9	5.8
2009	2.32	2.35	2.37	2.37	5.9	5.9	6.0	6.1
2010	2.39	2.40	2.41	2.40	6.1	6.0	6.0	6.0
2011	2.34	2.33	2.31	2.29	5.9	5.7	5.6	5.7
2012	2.31	2.29	2.28	2.34	5.8	5.7	5.6	5.6
2013	2.39	2.38	2.40	2.52	5.7	5.7	5.8	5.7
2014	2.52	2.52	2.53	2.54	5.7	5.6	5.6	5.5
2015	2.57	2.51	2.56	2.66	5.6	5.4	5.5	5.5
2016	2.67	2.67	2.51	2.56	5.5	5.4	5.2	5.3

See footnotes at end of table.

Table 24. Private industry workers, goods-producing industries by bargaining unit status: employer costs per hours worked for employee compensation and costs as a percentage of total compensation

Union workers

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Paid leave								
2017	2.57	2.59	2.60	2.62	5.3	5.2	5.2	5.3
2018	2.63	2.64	2.69	2.83	5.2	5.2	5.3	5.5
2019	2.80	–	–	–	5.5	–	–	–
Supplemental pay								
2004	1.72	1.60	1.64	1.63	4.8	4.6	4.6	4.6
2005	1.67	1.70	1.71	1.79	4.6	4.7	4.6	4.8
2006	1.65	1.65	1.74	1.53	4.4	4.3	4.5	4.0
2007	1.52	1.52	1.49	1.64	4.1	4.0	3.9	4.2
2008	1.73	1.76	1.79	1.66	4.4	4.5	4.5	4.3
2009	1.56	1.56	1.58	1.59	4.0	3.9	4.0	4.1
2010	1.52	1.48	1.49	1.54	3.9	3.7	3.7	3.9
2011	1.64	1.64	1.64	1.65	4.1	4.0	4.0	4.1
2012	1.64	1.70	1.72	1.71	4.1	4.2	4.2	4.1
2013	1.69	1.63	1.64	1.66	4.0	3.9	3.9	3.8
2014	1.69	1.74	1.74	1.69	3.8	3.9	3.9	3.7
2015	1.65	1.63	1.65	1.81	3.6	3.5	3.5	3.7
2016	1.92	1.95	1.94	1.97	3.9	4.0	4.0	4.1
2017	1.88	1.86	1.87	1.98	3.9	3.7	3.7	4.0
2018	2.02	1.98	2.05	2.30	4.0	3.9	4.1	4.5
2019	2.28	–	–	–	4.4	–	–	–
Insurance								
2004	3.75	3.69	3.76	3.88	10.5	10.6	10.6	10.9
2005	4.00	4.12	4.21	4.34	11.1	11.3	11.4	11.5
2006	4.48	4.64	4.66	4.63	11.9	12.1	12.0	12.2
2007	4.60	4.76	4.80	4.82	12.3	12.4	12.4	12.4
2008	4.89	4.92	4.90	4.82	12.5	12.5	12.4	12.4
2009	5.01	5.10	5.09	5.04	12.9	12.9	12.8	13.0
2010	5.17	5.25	5.33	5.31	13.2	13.2	13.2	13.3
2011	5.29	5.40	5.37	5.37	13.2	13.1	13.1	13.3
2012	5.38	5.45	5.53	5.66	13.5	13.5	13.6	13.7
2013	5.65	5.67	5.68	5.96	13.5	13.6	13.6	13.6
2014	6.02	6.07	6.12	6.19	13.6	13.5	13.5	13.4
2015	6.26	6.35	6.39	6.66	13.7	13.6	13.6	13.7
2016	6.69	6.72	6.82	6.81	13.7	13.7	14.1	14.1
2017	6.93	7.04	7.06	7.17	14.2	14.2	14.1	14.4
2018	7.22	7.27	7.34	7.41	14.4	14.5	14.5	14.4
2019	7.43	–	–	–	14.5	–	–	–
Retirement and savings								
2004	3.18	3.17	3.27	3.46	8.9	9.1	9.3	9.7
2005	3.36	3.32	3.43	3.37	9.4	9.1	9.3	9.0
2006	3.17	3.33	3.36	3.27	8.4	8.6	8.7	8.6
2007	2.81	2.98	3.04	3.07	7.5	7.8	7.9	7.9
2008	3.05	3.11	3.12	3.10	7.8	7.9	7.9	8.0
2009	3.09	3.26	3.25	3.07	7.9	8.2	8.2	7.9
2010	3.34	3.48	3.78	3.63	8.5	8.8	9.4	9.1
2011	3.67	4.26	4.07	3.97	9.2	10.4	9.9	9.9
2012	3.39	3.53	3.66	3.67	8.5	8.8	9.0	8.9
2013	3.81	3.89	3.66	4.20	9.1	9.3	8.8	9.6
2014	4.36	4.45	4.48	4.76	9.9	9.9	9.9	10.3
2015	4.57	4.81	4.84	5.11	10.0	10.3	10.3	10.5
2016	5.07	5.20	4.77	4.81	10.4	10.6	9.9	10.0
2017	4.94	5.14	5.48	5.24	10.1	10.3	10.9	10.5
2018	5.23	5.18	4.96	5.11	10.4	10.3	9.8	10.0
2019	5.13	–	–	–	10.0	–	–	–
Legally required benefits								
2004	3.33	3.32	3.36	3.37	9.3	9.5	9.5	9.4
2005	3.42	3.52	3.52	3.49	9.5	9.6	9.5	9.3
2006	3.49	3.60	3.63	3.59	9.3	9.4	9.4	9.4
2007	3.53	3.61	3.61	3.62	9.4	9.4	9.4	9.3
2008	3.63	3.68	3.67	3.64	9.3	9.3	9.3	9.4
2009	3.66	3.70	3.70	3.63	9.4	9.3	9.3	9.3
2010	3.67	3.73	3.77	3.63	9.4	9.4	9.3	9.1
2011	3.63	3.69	3.69	3.52	9.1	9.0	9.0	8.7

See footnotes at end of table.

Table 24. Private industry workers, goods-producing industries by bargaining unit status: employer costs per hours worked for employee compensation and costs as a percentage of total compensation

Union workers

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Legally required benefits								
2012	3.54	3.61	3.63	3.66	8.9	9.0	8.9	8.8
2013	3.63	3.66	3.68	3.87	8.7	8.8	8.8	8.8
2014	3.86	3.90	3.94	4.08	8.7	8.7	8.7	8.9
2015	4.03	4.10	4.12	4.19	8.8	8.8	8.8	8.6
2016	4.17	4.19	4.21	4.08	8.6	8.5	8.7	8.5
2017	4.14	4.25	4.26	4.23	8.5	8.6	8.5	8.5
2018	4.24	4.23	4.25	4.23	8.4	8.4	8.4	8.2
2019	4.23	–	–	–	8.2	–	–	–
Other benefits[1]								
2004	.20	.19	.19	.20	.6	.5	.5	.6
2005	.19	.17	.17	.20	.5	.5	.5	.5

[1] Includes severance pay and supplemental unemployment benefits. Publication of other benefits was discontinued beginning in June 2006.

Note: The sum of individual items may not equal totals due to rounding. Dashes indicate data are not available.

Table 24. Private industry workers, goods-producing industries by bargaining unit status: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Nonunion workers

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Total compensation								
2004	$24.93	$25.32	$25.83	$26.02	100.0	100.0	100.0	100.0
2005	26.37	26.61	26.80	27.12	100.0	100.0	100.0	100.0
2006	27.14	27.36	27.61	28.07	100.0	100.0	100.0	100.0
2007	28.37	28.53	28.79	29.08	100.0	100.0	100.0	100.0
2008	29.56	29.67	29.85	30.48	100.0	100.0	100.0	100.0
2009	30.65	30.51	30.52	30.52	100.0	100.0	100.0	100.0
2010	30.78	30.82	31.01	30.80	100.0	100.0	100.0	100.0
2011	31.28	31.46	31.54	32.11	100.0	100.0	100.0	100.0
2012	32.36	32.36	32.48	32.52	100.0	100.0	100.0	100.0
2013	32.91	32.94	32.95	33.81	100.0	100.0	100.0	100.0
2014	34.19	34.31	34.44	35.38	100.0	100.0	100.0	100.0
2015	35.50	35.51	35.78	36.21	100.0	100.0	100.0	100.0
2016	36.39	36.58	37.20	37.36	100.0	100.0	100.0	100.0
2017	37.68	37.82	38.05	37.21	100.0	100.0	100.0	100.0
2018	37.50	37.64	37.83	37.42	100.0	100.0	100.0	100.0
2019	37.87	–	–	–	100.0	–	–	–
Wages and salaries								
2004	17.26	17.46	17.79	17.82	69.2	69.0	68.9	68.5
2005	17.93	18.07	18.19	18.44	68.0	67.9	67.9	68.0
2006	18.63	18.83	18.98	19.27	68.7	68.8	68.8	68.7
2007	19.53	19.62	19.85	20.01	68.8	68.8	68.9	68.8
2008	20.35	20.47	20.62	21.09	68.9	69.0	69.1	69.2
2009	21.19	21.14	21.18	21.22	69.1	69.3	69.4	69.5
2010	21.28	21.32	21.46	21.36	69.1	69.2	69.2	69.3
2011	21.53	21.62	21.69	22.15	68.8	68.7	68.8	69.0
2012	22.29	22.34	22.46	22.51	68.9	69.0	69.1	69.2
2013	22.73	22.81	22.80	23.17	69.0	69.2	69.2	68.5
2014	23.35	23.49	23.56	24.15	68.3	68.5	68.4	68.3
2015	24.24	24.30	24.54	24.78	68.3	68.4	68.6	68.4
2016	24.93	25.11	25.48	25.58	68.5	68.6	68.5	68.5
2017	25.83	25.95	26.09	25.53	68.5	68.6	68.6	68.6
2018	25.71	25.93	26.11	25.81	68.6	68.9	69.0	69.0
2019	26.09	–	–	–	68.9	–	–	–
Total benefits								
2004	7.67	7.86	8.04	8.20	30.8	31.0	31.1	31.5
2005	8.44	8.54	8.61	8.67	32.0	32.1	32.1	32.0
2006	8.51	8.53	8.63	8.80	31.3	31.2	31.2	31.3
2007	8.84	8.91	8.94	9.06	31.2	31.2	31.1	31.2
2008	9.21	9.20	9.23	9.39	31.1	31.0	30.9	30.8
2009	9.46	9.37	9.34	9.30	30.9	30.7	30.6	30.5
2010	9.51	9.50	9.55	9.45	30.9	30.8	30.8	30.7
2011	9.75	9.84	9.85	9.95	31.2	31.3	31.2	31.0
2012	10.07	10.02	10.02	10.01	31.1	31.0	30.9	30.8
2013	10.19	10.13	10.15	10.64	31.0	30.8	30.8	31.5
2014	10.84	10.82	10.88	11.23	31.7	31.5	31.6	31.7
2015	11.26	11.21	11.25	11.43	31.7	31.6	31.4	31.6
2016	11.46	11.47	11.72	11.78	31.5	31.4	31.5	31.5
2017	11.85	11.87	11.96	11.68	31.5	31.4	31.4	31.4
2018	11.79	11.71	11.72	11.62	31.4	31.1	31.0	31.0
2019	11.78	–	–	–	31.1	–	–	–
Paid leave								
2004	1.55	1.57	1.59	1.61	6.2	6.2	6.2	6.2
2005	1.62	1.62	1.63	1.75	6.1	6.1	6.1	6.5
2006	1.72	1.72	1.73	1.80	6.3	6.3	6.3	6.4
2007	1.84	1.84	1.84	1.86	6.5	6.4	6.4	6.4
2008	1.90	1.89	1.90	2.00	6.4	6.4	6.4	6.6
2009	2.02	2.00	2.00	2.02	6.6	6.5	6.6	6.6
2010	2.03	2.01	2.03	2.04	6.6	6.5	6.5	6.6
2011	2.07	2.05	2.06	2.16	6.6	6.5	6.5	6.7
2012	2.19	2.18	2.18	2.21	6.8	6.7	6.7	6.8
2013	2.25	2.24	2.23	2.31	6.8	6.8	6.8	6.8
2014	2.34	2.33	2.34	2.42	6.8	6.8	6.8	6.8
2015	2.44	2.42	2.44	2.44	6.9	6.8	6.8	6.7
2016	2.46	2.47	2.52	2.54	6.8	6.8	6.8	6.8

See footnotes at end of table.

Table 24. Private industry workers, goods-producing industries by bargaining unit status: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Nonunion workers

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Paid leave								
2017	2.57	2.57	2.58	2.49	6.8	6.8	6.8	6.7
2018	2.51	2.51	2.53	2.50	6.7	6.7	6.7	6.7
2019	2.56	–	–	–	6.8	–	–	–
Supplemental pay								
2004	.96	.99	1.03	1.06	3.9	3.9	4.0	4.1
2005	1.12	1.16	1.19	1.09	4.3	4.4	4.4	4.0
2006	1.03	1.04	1.08	1.08	3.8	3.8	3.9	3.8
2007	1.13	1.16	1.14	1.18	4.0	4.0	4.0	4.1
2008	1.20	1.20	1.21	1.17	4.1	4.0	4.0	3.8
2009	1.12	1.12	1.12	1.12	3.7	3.7	3.7	3.7
2010	1.14	1.13	1.12	1.08	3.7	3.7	3.6	3.5
2011	1.19	1.25	1.24	1.27	3.8	4.0	3.9	3.9
2012	1.29	1.26	1.24	1.26	4.0	3.9	3.8	3.9
2013	1.27	1.24	1.24	1.35	3.9	3.8	3.8	4.0
2014	1.36	1.35	1.35	1.44	4.0	3.9	3.9	4.1
2015	1.38	1.39	1.38	1.43	3.9	3.9	3.8	4.0
2016	1.42	1.42	1.41	1.43	3.9	3.9	3.8	3.8
2017	1.40	1.41	1.42	1.51	3.7	3.7	3.7	4.1
2018	1.57	1.54	1.55	1.58	4.2	4.1	4.1	4.2
2019	1.61	–	–	–	4.3	–	–	–
Insurance								
2004	1.87	1.90	1.92	1.96	7.5	7.5	7.4	7.5
2005	2.02	2.03	2.05	2.11	7.7	7.6	7.7	7.8
2006	2.14	2.13	2.15	2.18	7.9	7.8	7.8	7.8
2007	2.27	2.29	2.31	2.34	8.0	8.0	8.0	8.0
2008	2.39	2.39	2.40	2.44	8.1	8.1	8.1	8.0
2009	2.51	2.50	2.51	2.51	8.2	8.2	8.2	8.2
2010	2.58	2.57	2.58	2.55	8.4	8.3	8.3	8.3
2011	2.64	2.62	2.65	2.64	8.4	8.3	8.4	8.2
2012	2.68	2.68	2.68	2.67	8.3	8.3	8.3	8.2
2013	2.75	2.73	2.73	2.81	8.4	8.3	8.3	8.3
2014	2.87	2.86	2.87	2.91	8.4	8.3	8.3	8.2
2015	2.95	2.94	2.96	2.96	8.3	8.3	8.3	8.2
2016	2.99	2.99	3.04	3.06	8.2	8.2	8.2	8.2
2017	3.08	3.07	3.08	3.12	8.2	8.1	8.1	8.4
2018	3.14	3.05	3.06	2.97	8.4	8.1	8.1	7.9
2019	3.04	–	–	–	8.0	–	–	–
Retirement and savings								
2004	.83	.88	.93	1.00	3.3	3.5	3.6	3.8
2005	1.09	1.10	1.10	1.10	4.1	4.1	4.1	4.1
2006	1.02	1.02	1.03	1.11	3.8	3.7	3.7	4.0
2007	.97	1.00	1.02	1.04	3.4	3.5	3.5	3.6
2008	1.06	1.05	1.03	1.07	3.6	3.5	3.5	3.5
2009	1.08	1.02	.98	.94	3.5	3.4	3.2	3.1
2010	1.01	1.02	1.06	1.04	3.3	3.3	3.4	3.4
2011	1.07	1.11	1.09	1.10	3.4	3.5	3.5	3.4
2012	1.09	1.07	1.05	1.03	3.4	3.3	3.2	3.2
2013	1.05	1.04	1.06	1.25	3.2	3.2	3.2	3.7
2014	1.34	1.33	1.37	1.46	3.9	3.9	4.0	4.1
2015	1.49	1.47	1.46	1.54	4.2	4.1	4.1	4.2
2016	1.51	1.50	1.62	1.65	4.2	4.1	4.4	4.4
2017	1.65	1.67	1.71	1.41	4.4	4.4	4.5	3.8
2018	1.42	1.43	1.40	1.39	3.8	3.8	3.7	3.7
2019	1.37	–	–	–	3.6	–	–	–
Legally required benefits								
2004	2.40	2.47	2.52	2.52	9.6	9.7	9.7	9.7
2005	2.54	2.57	2.60	2.58	9.6	9.7	9.7	9.5
2006	2.59	2.61	2.63	2.62	9.5	9.5	9.5	9.3
2007	2.63	2.63	2.64	2.65	9.3	9.2	9.2	9.1
2008	2.66	2.67	2.68	2.72	9.0	9.0	9.0	8.9
2009	2.73	2.73	2.73	2.71	8.9	9.0	8.9	8.9
2010	2.74	2.76	2.78	2.74	8.9	9.0	9.0	8.9
2011	2.78	2.81	2.81	2.78	8.9	8.9	8.9	8.7

See footnotes at end of table.

Table 24. Private industry workers, goods-producing industries by bargaining unit status: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Nonunion workers

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Legally required benefits								
2012	2.82	2.84	2.87	2.83	8.7	8.8	8.8	8.7
2013	2.86	2.88	2.89	2.92	8.7	8.7	8.8	8.6
2014	2.94	2.94	2.95	3.00	8.6	8.6	8.6	8.5
2015	3.00	3.00	3.01	3.07	8.4	8.5	8.4	8.5
2016	3.08	3.09	3.12	3.11	8.5	8.4	8.4	8.3
2017	3.14	3.15	3.16	3.15	8.3	8.3	8.3	8.5
2018	3.16	3.17	3.17	3.18	8.4	8.4	8.4	8.5
2019	3.19	–	–	–	8.4	–	–	–
Other benefits[1]								
2004	.05	.05	.05	.05	.2	.2	.2	.2
2005	.05	.05	.05	.05	.2	.2	.2	.2

[1] Includes severance pay and supplemental unemployment benefits. Publication of other benefits was discontinued beginning in June 2006.

Note: The sum of individual items may not equal totals due to rounding. Dashes indicate data are not available.

Table 25. Private industry workers, service-providing industries by establishment employment size: employer costs per hours worked for employee compensation and costs as a percentage of total compensation

1-99 workers

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Total compensation								
2004	$18.68	$18.91	$19.06	$19.12	100.0	100.0	100.0	100.0
2005	19.38	19.34	19.24	19.30	100.0	100.0	100.0	100.0
2006	19.50	19.47	19.72	20.00	100.0	100.0	100.0	100.0
2007	20.36	20.30	20.57	21.08	100.0	100.0	100.0	100.0
2008	21.25	21.28	21.47	21.77	100.0	100.0	100.0	100.0
2009	21.65	21.82	21.93	22.00	100.0	100.0	100.0	100.0
2010	22.07	21.91	22.12	22.21	100.0	100.0	100.0	100.0
2011	22.46	22.46	22.51	22.93	100.0	100.0	100.0	100.0
2012	23.12	23.09	23.09	22.91	100.0	100.0	100.0	100.0
2013	23.04	23.01	23.20	23.80	100.0	100.0	100.0	100.0
2014	24.19	24.26	24.28	25.41	100.0	100.0	100.0	100.0
2015	25.71	25.45	25.42	25.81	100.0	100.0	100.0	100.0
2016	26.24	26.92	26.11	26.93	100.0	100.0	100.0	100.0
2017	27.34	27.49	27.61	27.49	100.0	100.0	100.0	100.0
2018	28.02	28.05	28.25	27.39	100.0	100.0	100.0	100.0
2019	27.74	–	–	–	100.0	–	–	–
Wages and salaries								
2004	14.07	14.22	14.34	14.38	75.3	75.2	75.3	75.2
2005	14.54	14.54	14.36	14.42	75.0	75.2	74.6	74.7
2006	14.56	14.56	14.75	14.97	74.7	74.8	74.8	74.8
2007	15.24	15.19	15.39	15.80	74.9	74.8	74.8	74.9
2008	15.91	15.94	16.08	16.30	74.9	74.9	74.9	74.9
2009	16.21	16.25	16.34	16.37	74.9	74.5	74.5	74.4
2010	16.41	16.30	16.43	16.58	74.3	74.4	74.3	74.6
2011	16.79	16.75	16.81	17.09	74.8	74.6	74.7	74.5
2012	17.20	17.21	17.19	17.10	74.4	74.5	74.5	74.7
2013	17.20	17.20	17.32	17.72	74.6	74.7	74.6	74.4
2014	17.95	18.02	18.07	18.53	74.2	74.3	74.4	72.9
2015	18.72	18.58	18.68	18.99	72.8	73.0	73.5	73.6
2016	19.17	19.68	19.17	19.64	73.1	73.1	73.4	72.9
2017	19.89	20.00	20.09	20.06	72.7	72.8	72.8	73.0
2018	20.45	20.49	20.67	20.41	73.0	73.0	73.2	74.5
2019	20.68	–	–	–	74.6	–	–	–
Total benefits								
2004	4.61	4.69	4.71	4.74	24.7	24.8	24.7	24.8
2005	4.84	4.80	4.88	4.88	25.0	24.8	25.4	25.3
2006	4.94	4.91	4.97	5.03	25.3	25.2	25.2	25.2
2007	5.11	5.11	5.18	5.28	25.1	25.2	25.2	25.1
2008	5.34	5.34	5.39	5.48	25.1	25.1	25.1	25.1
2009	5.44	5.56	5.59	5.64	25.1	25.5	25.5	25.6
2010	5.66	5.61	5.69	5.63	25.7	25.6	25.7	25.4
2011	5.67	5.71	5.70	5.84	25.2	25.4	25.3	25.5
2012	5.93	5.89	5.90	5.80	25.6	25.5	25.5	25.3
2013	5.84	5.82	5.89	6.08	25.4	25.3	25.4	25.6
2014	6.24	6.24	6.21	6.88	25.8	25.7	25.6	27.1
2015	6.99	6.87	6.74	6.82	27.2	27.0	26.5	26.4
2016	7.07	7.24	6.94	7.29	26.9	26.9	26.6	27.1
2017	7.46	7.49	7.52	7.43	27.3	27.2	27.2	27.0
2018	7.57	7.56	7.58	6.98	27.0	27.0	26.8	25.5
2019	7.06	–	–	–	25.4	–	–	–
Paid leave								
2004	1.04	1.06	1.06	1.06	5.5	5.6	5.6	5.6
2005	1.07	1.06	1.08	1.08	5.5	5.5	5.6	5.6
2006	1.11	1.10	1.12	1.14	5.7	5.7	5.7	5.7
2007	1.16	1.16	1.16	1.19	5.7	5.7	5.7	5.6
2008	1.19	1.19	1.21	1.24	5.6	5.6	5.6	5.7
2009	1.23	1.23	1.24	1.26	5.7	5.6	5.7	5.7
2010	1.26	1.24	1.26	1.28	5.7	5.7	5.7	5.8
2011	1.31	1.30	1.29	1.36	5.8	5.8	5.7	5.9
2012	1.37	1.35	1.35	1.35	5.9	5.8	5.8	5.9
2013	1.36	1.35	1.37	1.43	5.9	5.9	5.9	6.0
2014	1.48	1.47	1.46	1.52	6.1	6.1	6.0	6.0
2015	1.52	1.51	1.51	1.54	5.9	5.9	6.0	6.0
2016	1.55	1.60	1.51	1.62	5.9	5.9	5.8	6.0

See footnotes at end of table.

Table 25. Private industry workers, service-providing industries by establishment employment size: employer costs per hours worked for employee compensation and costs as a percentage of total compensation

1-99 workers

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Paid leave								
2017	1.65	1.65	1.65	1.69	6.0	6.0	6.0	6.1
2018	1.71	1.70	1.70	1.70	6.1	6.1	6.0	6.2
2019	1.75	–	–	–	6.3	–	–	–
Supplemental pay								
2004	.40	.41	.41	.41	2.1	2.2	2.2	2.2
2005	.43	.42	.44	.44	2.2	2.2	2.3	2.3
2006	.46	.45	.45	.48	2.3	2.3	2.3	2.4
2007	.48	.49	.49	.49	2.4	2.4	2.4	2.3
2008	.50	.50	.50	.52	2.4	2.4	2.3	2.4
2009	.49	.61	.61	.59	2.3	2.8	2.8	2.7
2010	.57	.55	.56	.51	2.6	2.5	2.6	2.3
2011	.46	.46	.48	.46	2.1	2.1	2.1	2.0
2012	.48	.47	.47	.44	2.1	2.0	2.0	1.9
2013	.41	.42	.42	.47	1.8	1.8	1.8	2.0
2014	.45	.44	.44	.90	1.9	1.8	1.8	3.6
2015	.97	.93	.79	.82	3.8	3.7	3.1	3.2
2016	1.02	1.05	1.03	1.00	3.9	3.9	3.9	3.7
2017	1.05	1.06	1.06	1.14	3.8	3.8	3.8	4.1
2018	1.19	1.18	1.18	.62	4.3	4.2	4.2	2.2
2019	.62	–	–	–	2.2	–	–	–
Insurance								
2004	1.11	1.12	1.12	1.12	6.0	5.9	5.9	5.9
2005	1.16	1.14	1.17	1.17	6.0	5.9	6.1	6.0
2006	1.19	1.19	1.21	1.20	6.1	6.1	6.1	6.0
2007	1.24	1.24	1.26	1.28	6.1	6.1	6.1	6.1
2008	1.31	1.31	1.32	1.35	6.2	6.2	6.2	6.2
2009	1.37	1.37	1.39	1.40	6.3	6.3	6.3	6.4
2010	1.43	1.41	1.43	1.41	6.5	6.5	6.5	6.3
2011	1.42	1.45	1.45	1.51	6.3	6.5	6.4	6.6
2012	1.52	1.50	1.52	1.49	6.6	6.5	6.6	6.5
2013	1.52	1.51	1.52	1.58	6.6	6.5	6.6	6.6
2014	1.62	1.61	1.60	1.65	6.7	6.6	6.6	6.5
2015	1.67	1.66	1.67	1.65	6.5	6.5	6.6	6.4
2016	1.69	1.70	1.63	1.74	6.5	6.3	6.3	6.5
2017	1.77	1.78	1.79	1.74	6.5	6.5	6.5	6.3
2018	1.75	1.75	1.75	1.74	6.3	6.2	6.2	6.4
2019	1.76	–	–	–	6.4	–	–	–
Retirement and savings								
2004	.38	.40	.40	.41	2.0	2.1	2.1	2.1
2005	.42	.41	.42	.41	2.2	2.1	2.2	2.1
2006	.42	.42	.42	.41	2.2	2.1	2.1	2.0
2007	.41	.41	.42	.48	2.0	2.0	2.1	2.3
2008	.48	.48	.49	.49	2.3	2.2	2.3	2.2
2009	.48	.48	.48	.50	2.2	2.2	2.2	2.3
2010	.50	.50	.51	.51	2.2	2.3	2.3	2.3
2011	.52	.54	.53	.54	2.3	2.4	2.3	2.4
2012	.57	.56	.54	.52	2.5	2.4	2.4	2.3
2013	.54	.53	.55	.54	2.3	2.3	2.4	2.3
2014	.61	.65	.62	.69	2.5	2.7	2.6	2.7
2015	.70	.65	.65	.64	2.7	2.5	2.6	2.5
2016	.63	.71	.61	.73	2.4	2.6	2.3	2.7
2017	.76	.77	.78	.65	2.8	2.8	2.8	2.4
2018	.67	.70	.70	.68	2.4	2.5	2.5	2.5
2019	.69	–	–	–	2.5	–	–	–
Legally required benefits								
2004	1.67	1.70	1.71	1.72	8.9	9.0	9.0	9.0
2005	1.75	1.76	1.77	1.77	9.0	9.1	9.2	9.2
2006	1.76	1.76	1.78	1.81	9.0	9.1	9.0	9.0
2007	1.82	1.81	1.83	1.85	8.9	8.9	8.9	8.8
2008	1.86	1.86	1.87	1.87	8.7	8.7	8.7	8.6
2009	1.87	1.88	1.88	1.89	8.6	8.6	8.6	8.6
2010	1.91	1.90	1.92	1.92	8.6	8.7	8.7	8.6
2011	1.95	1.96	1.96	1.97	8.7	8.7	8.7	8.6

See footnotes at end of table.

Table 25. Private industry workers, service-providing industries by establishment employment size: employer costs per hours worked for employee compensation and costs as a percentage of total compensation

1-99 workers

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Legally required benefits								
2012	2.00	2.01	2.01	2.00	8.7	8.7	8.7	8.7
2013	2.01	2.01	2.03	2.07	8.7	8.7	8.7	8.7
2014	2.08	2.08	2.08	2.11	8.6	8.6	8.6	8.3
2015	2.12	2.11	2.12	2.16	8.2	8.3	8.3	8.4
2016	2.17	2.19	2.15	2.20	8.3	8.1	8.2	8.2
2017	2.23	2.24	2.24	2.22	8.2	8.1	8.1	8.1
2018	2.25	2.24	2.25	2.23	8.0	8.0	8.0	8.1
2019	2.24	–	–	–	8.1	–	–	–
Other benefits[1]								
2004	([2])	([2])	([2])	([2])	([3])	([3])	([3])	([3])
2005	([2])	([2])	([2])	([2])	([3])	([3])	([3])	([3])

[1] Includes severance pay and supplemental unemployment benefits. Publication of other benefits was discontinued beginning in June 2006.
[2] Cost per hour worked is $0.01 or less.
[3] Less than .05 percent.

Note: The sum of individual items may not equal totals due to rounding. Dashes indicate data are not available.

Table 25. Private industry workers, service-providing industries by establishment employment size: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

1-49 workers

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Total compensation								
2004	$18.64	$18.98	$18.95	$19.00	100.0	100.0	100.0	100.0
2005	19.31	19.30	18.94	19.19	100.0	100.0	100.0	100.0
2006	19.47	19.33	19.56	19.71	100.0	100.0	100.0	100.0
2007	20.02	20.02	20.29	20.83	100.0	100.0	100.0	100.0
2008	21.11	20.97	21.02	21.12	100.0	100.0	100.0	100.0
2009	21.00	21.29	21.37	21.42	100.0	100.0	100.0	100.0
2010	21.39	21.30	21.43	21.48	100.0	100.0	100.0	100.0
2011	21.72	21.77	22.02	22.18	100.0	100.0	100.0	100.0
2012	22.36	22.33	22.32	22.23	100.0	100.0	100.0	100.0
2013	22.27	22.31	22.40	23.09	100.0	100.0	100.0	100.0
2014	23.13	23.12	23.34	24.50	100.0	100.0	100.0	100.0
2015	24.79	24.47	24.83	25.69	100.0	100.0	100.0	100.0
2016	25.96	26.30	25.96	26.20	100.0	100.0	100.0	100.0
2017	26.57	26.64	26.89	27.03	100.0	100.0	100.0	100.0
2018	27.43	27.52	27.83	26.97	100.0	100.0	100.0	100.0
2019	27.22	–	–	–	100.0	–	–	–
Wages and salaries								
2004	14.15	14.36	14.34	14.37	75.9	75.7	75.7	75.6
2005	14.57	14.58	14.19	14.40	75.5	75.6	74.9	75.0
2006	14.60	14.54	14.72	14.84	75.0	75.2	75.3	75.3
2007	15.08	15.06	15.28	15.71	75.3	75.3	75.3	75.4
2008	15.90	15.82	15.84	15.92	75.3	75.5	75.4	75.4
2009	15.84	15.96	16.01	16.04	75.4	74.9	74.9	74.9
2010	16.02	15.95	16.04	16.15	74.9	74.9	74.8	75.2
2011	16.36	16.37	16.55	16.70	75.3	75.2	75.2	75.3
2012	16.80	16.79	16.80	16.77	75.1	75.2	75.2	75.4
2013	16.78	16.84	16.89	17.33	75.3	75.5	75.4	75.1
2014	17.33	17.35	17.53	18.03	74.9	75.0	75.1	73.6
2015	18.25	18.05	18.29	18.95	73.6	73.8	73.7	73.8
2016	19.18	19.47	19.24	19.37	73.9	74.0	74.1	73.9
2017	19.58	19.64	19.83	19.94	73.7	73.7	73.8	73.8
2018	20.21	20.29	20.55	20.25	73.7	73.7	73.8	75.1
2019	20.46	–	–	–	75.2	–	–	–
Total benefits								
2004	4.49	4.62	4.61	4.63	24.1	24.3	24.3	24.4
2005	4.74	4.72	4.75	4.79	24.5	24.4	25.1	25.0
2006	4.86	4.79	4.83	4.87	25.0	24.8	24.7	24.7
2007	4.94	4.95	5.01	5.13	24.7	24.7	24.7	24.6
2008	5.21	5.15	5.17	5.20	24.7	24.5	24.6	24.6
2009	5.16	5.34	5.36	5.38	24.6	25.1	25.1	25.1
2010	5.37	5.35	5.40	5.33	25.1	25.1	25.2	24.8
2011	5.36	5.40	5.46	5.49	24.7	24.8	24.8	24.7
2012	5.56	5.54	5.53	5.47	24.9	24.8	24.8	24.6
2013	5.49	5.47	5.51	5.76	24.7	24.5	24.6	24.9
2014	5.80	5.77	5.81	6.47	25.1	25.0	24.9	26.4
2015	6.54	6.42	6.53	6.74	26.4	26.2	26.3	26.2
2016	6.78	6.84	6.71	6.83	26.1	26.0	25.9	26.1
2017	6.99	6.99	7.06	7.09	26.3	26.3	26.2	26.2
2018	7.22	7.23	7.28	6.72	26.3	26.3	26.2	24.9
2019	6.76	–	–	–	24.8	–	–	–
Paid leave								
2004	1.00	1.03	1.02	1.03	5.4	5.5	5.4	5.4
2005	1.04	1.03	1.03	1.07	5.4	5.3	5.4	5.6
2006	1.10	1.08	1.09	1.10	5.7	5.6	5.6	5.6
2007	1.11	1.12	1.12	1.15	5.6	5.6	5.5	5.5
2008	1.16	1.13	1.14	1.18	5.5	5.4	5.4	5.6
2009	1.16	1.17	1.18	1.19	5.5	5.5	5.5	5.6
2010	1.19	1.18	1.19	1.19	5.6	5.5	5.6	5.5
2011	1.22	1.22	1.23	1.25	5.6	5.6	5.6	5.6
2012	1.25	1.24	1.23	1.25	5.6	5.6	5.5	5.6
2013	1.26	1.25	1.27	1.34	5.7	5.6	5.7	5.8
2014	1.35	1.34	1.36	1.43	5.9	5.8	5.8	5.8
2015	1.43	1.40	1.43	1.49	5.7	5.7	5.8	5.8
2016	1.51	1.51	1.48	1.52	5.8	5.8	5.7	5.8

See footnotes at end of table.

Table 25. Private industry workers, service-providing industries by establishment employment size: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

1-49 workers

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Paid leave								
2017	1.55	1.54	1.56	1.62	5.8	5.8	5.8	6.0
2018	1.65	1.66	1.66	1.65	6.0	6.0	6.0	6.1
2019	1.67	–	–	–	6.1	–	–	–
Supplemental pay								
2004	.39	.41	.41	.41	2.1	2.2	2.2	2.2
2005	.42	.42	.44	.44	2.2	2.2	2.3	2.3
2006	.46	.45	.45	.48	2.4	2.3	2.3	2.4
2007	.49	.49	.50	.47	2.4	2.5	2.5	2.3
2008	.50	.49	.50	.49	2.4	2.3	2.4	2.3
2009	.46	.61	.61	.59	2.2	2.9	2.9	2.7
2010	.55	.54	.55	.51	2.6	2.5	2.6	2.4
2011	.44	.44	.46	.42	2.0	2.0	2.1	1.9
2012	.43	.43	.43	.40	1.9	1.9	1.9	1.8
2013	.37	.38	.38	.43	1.7	1.7	1.7	1.9
2014	.43	.42	.42	.86	1.9	1.8	1.8	3.5
2015	.91	.87	.89	.92	3.7	3.6	3.6	3.6
2016	.94	.98	.95	.92	3.6	3.7	3.6	3.5
2017	.97	.98	.99	1.05	3.6	3.7	3.7	3.9
2018	1.08	1.07	1.08	.59	3.9	3.9	3.9	2.2
2019	.60	–	–	–	2.2	–	–	–
Insurance								
2004	1.06	1.07	1.07	1.08	5.7	5.7	5.6	5.7
2005	1.11	1.11	1.13	1.12	5.8	5.8	5.9	5.9
2006	1.15	1.13	1.15	1.13	5.9	5.9	5.9	5.8
2007	1.17	1.18	1.19	1.22	5.9	5.9	5.9	5.9
2008	1.25	1.23	1.23	1.26	5.9	5.9	5.8	6.0
2009	1.28	1.29	1.30	1.31	6.1	6.0	6.1	6.1
2010	1.33	1.32	1.32	1.30	6.2	6.2	6.2	6.1
2011	1.33	1.36	1.37	1.39	6.1	6.3	6.2	6.3
2012	1.40	1.40	1.41	1.40	6.3	6.3	6.3	6.3
2013	1.42	1.41	1.41	1.50	6.4	6.3	6.3	6.5
2014	1.52	1.50	1.49	1.55	6.6	6.5	6.4	6.3
2015	1.56	1.55	1.58	1.59	6.3	6.3	6.4	6.2
2016	1.61	1.61	1.58	1.64	6.2	6.1	6.1	6.3
2017	1.65	1.64	1.66	1.64	6.2	6.2	6.2	6.1
2018	1.66	1.67	1.68	1.66	6.0	6.1	6.0	6.1
2019	1.66	–	–	–	6.1	–	–	–
Retirement and savings								
2004	.37	.39	.39	.39	2.0	2.0	2.1	2.1
2005	.40	.40	.40	.40	2.1	2.1	2.1	2.1
2006	.40	.39	.39	.37	2.1	2.0	2.0	1.9
2007	.38	.39	.40	.47	1.9	1.9	2.0	2.2
2008	.47	.46	.48	.46	2.2	2.2	2.3	2.2
2009	.44	.44	.44	.46	2.1	2.1	2.1	2.2
2010	.45	.46	.47	.46	2.1	2.2	2.2	2.1
2011	.46	.47	.48	.48	2.1	2.2	2.2	2.2
2012	.51	.49	.48	.45	2.3	2.2	2.1	2.0
2013	.46	.46	.47	.46	2.1	2.0	2.1	2.0
2014	.47	.50	.50	.56	2.0	2.1	2.2	2.3
2015	.56	.52	.54	.58	2.3	2.1	2.2	2.3
2016	.56	.56	.55	.57	2.2	2.1	2.1	2.2
2017	.61	.61	.62	.59	2.3	2.3	2.3	2.2
2018	.61	.63	.64	.62	2.2	2.3	2.3	2.3
2019	.62	–	–	–	2.3	–	–	–
Legally required benefits								
2004	1.67	1.70	1.70	1.71	9.0	9.0	9.0	9.0
2005	1.74	1.75	1.74	1.75	9.0	9.1	9.2	9.1
2006	1.75	1.74	1.76	1.77	9.0	9.0	9.0	9.0
2007	1.79	1.78	1.80	1.81	8.9	8.9	8.9	8.7
2008	1.83	1.82	1.82	1.82	8.7	8.7	8.7	8.6
2009	1.81	1.83	1.83	1.83	8.6	8.6	8.5	8.6
2010	1.85	1.85	1.87	1.87	8.6	8.7	8.7	8.7
2011	1.91	1.91	1.92	1.94	8.8	8.8	8.7	8.7

See footnotes at end of table.

Table 25. Private industry workers, service-providing industries by establishment employment size: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

1-49 workers

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Legally required benefits								
2012	1.96	1.97	1.97	1.96	8.8	8.8	8.8	8.8
2013	1.97	1.98	1.98	2.03	8.9	8.9	8.8	8.8
2014	2.03	2.02	2.03	2.07	8.8	8.7	8.7	8.5
2015	2.08	2.08	2.09	2.16	8.4	8.5	8.4	8.4
2016	2.17	2.17	2.16	2.19	8.4	8.3	8.3	8.3
2017	2.22	2.22	2.23	2.19	8.4	8.3	8.3	8.1
2018	2.22	2.20	2.22	2.20	8.1	8.0	8.0	8.2
2019	2.21	–	–	–	8.1	–	–	–
Other benefits[1]								
2004	([2])	([2])	([2])	([2])	([3])	([3])	([3])	([3])
2005	([2])	([2])	([2])	([2])	([3])	([3])	([3])	([3])

[1] Includes severance pay and supplemental unemployment benefits. Publication of other benefits was discontinued beginning in June 2006.
[2] Cost per hour worked is $0.01 or less.
[3] Less than .05 percent.

Note: The sum of individual items may not equal totals due to rounding. Dashes indicate data are not available.

Table 25. Private industry workers, service-providing industries by establishment employment size: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

50-99 workers

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Total compensation								
2004	$18.81	$18.72	$19.40	$19.50	100.0	100.0	100.0	100.0
2005	19.61	19.47	20.22	19.65	100.0	100.0	100.0	100.0
2006	19.62	19.91	20.25	20.90	100.0	100.0	100.0	100.0
2007	21.38	21.13	21.38	21.82	100.0	100.0	100.0	100.0
2008	21.66	22.17	22.88	23.77	100.0	100.0	100.0	100.0
2009	23.65	23.38	23.65	23.86	100.0	100.0	100.0	100.0
2010	24.26	23.87	24.39	24.55	100.0	100.0	100.0	100.0
2011	24.91	24.66	24.09	25.31	100.0	100.0	100.0	100.0
2012	25.55	25.47	25.56	25.20	100.0	100.0	100.0	100.0
2013	25.70	25.42	25.87	26.09	100.0	100.0	100.0	100.0
2014	27.62	27.92	27.29	28.32	100.0	100.0	100.0	100.0
2015	28.59	28.53	27.27	26.19	100.0	100.0	100.0	100.0
2016	27.11	28.92	26.62	29.16	100.0	100.0	100.0	100.0
2017	29.67	30.00	29.70	29.02	100.0	100.0	100.0	100.0
2018	30.00	29.78	29.67	28.82	100.0	100.0	100.0	100.0
2019	29.49	–	–	–	100.0	–	–	–
Wages and salaries								
2004	13.80	13.78	14.36	14.40	73.4	73.6	74.0	73.8
2005	14.45	14.38	14.90	14.50	73.7	73.9	73.7	73.8
2006	14.43	14.61	14.83	15.36	73.5	73.4	73.2	73.5
2007	15.74	15.54	15.73	16.07	73.6	73.6	73.5	73.7
2008	15.94	16.29	16.81	17.46	73.6	73.5	73.5	73.5
2009	17.34	17.13	17.34	17.42	73.3	73.3	73.3	73.0
2010	17.65	17.44	17.71	17.94	72.8	73.1	72.6	73.1
2011	18.21	17.98	17.62	18.34	73.1	72.9	73.1	72.5
2012	18.45	18.49	18.46	18.24	72.2	72.6	72.2	72.4
2013	18.64	18.42	18.74	18.96	72.5	72.5	72.5	72.7
2014	19.95	20.17	19.78	20.13	72.2	72.2	72.5	71.1
2015	20.20	20.25	19.88	19.14	70.7	71.0	72.9	73.1
2016	19.14	20.38	18.95	20.47	70.6	70.5	71.2	70.2
2017	20.81	21.05	20.83	20.45	70.2	70.2	70.1	70.5
2018	21.26	21.13	21.08	20.98	70.9	71.0	71.0	72.8
2019	21.43	–	–	–	72.6	–	–	–
Total benefits								
2004	5.01	4.94	5.04	5.10	26.6	26.4	26.0	26.2
2005	5.16	5.09	5.32	5.15	26.3	26.1	26.3	26.2
2006	5.20	5.30	5.42	5.54	26.5	26.6	26.8	26.5
2007	5.65	5.59	5.66	5.75	26.4	26.4	26.5	26.3
2008	5.72	5.88	6.07	6.31	26.4	26.5	26.5	26.5
2009	6.31	6.25	6.31	6.44	26.7	26.7	26.7	27.0
2010	6.61	6.42	6.68	6.61	27.2	26.9	27.4	26.9
2011	6.70	6.69	6.47	6.97	26.9	27.1	26.9	27.5
2012	7.10	6.98	7.09	6.95	27.8	27.4	27.8	27.6
2013	7.06	7.00	7.13	7.13	27.5	27.5	27.5	27.3
2014	7.67	7.75	7.50	8.19	27.8	27.8	27.5	28.9
2015	8.39	8.28	7.40	7.05	29.3	29.0	27.1	26.9
2016	7.97	8.54	7.67	8.69	29.4	29.5	28.8	29.8
2017	8.86	8.95	8.87	8.56	29.8	29.8	29.9	29.5
2018	8.74	8.65	8.60	7.84	29.1	29.0	29.0	27.2
2019	8.07	–	–	–	27.4	–	–	–
Paid leave								
2004	1.17	1.12	1.18	1.18	6.2	6.0	6.1	6.1
2005	1.18	1.16	1.22	1.14	6.0	6.0	6.1	5.8
2006	1.15	1.17	1.21	1.26	5.9	5.9	6.0	6.0
2007	1.31	1.28	1.29	1.30	6.1	6.1	6.0	6.0
2008	1.28	1.34	1.42	1.44	5.9	6.0	6.2	6.1
2009	1.44	1.41	1.43	1.48	6.1	6.0	6.1	6.2
2010	1.51	1.44	1.51	1.59	6.2	6.0	6.2	6.5
2011	1.60	1.55	1.49	1.69	6.4	6.3	6.2	6.7
2012	1.73	1.68	1.72	1.69	6.8	6.6	6.7	6.7
2013	1.72	1.68	1.72	1.72	6.7	6.6	6.7	6.6
2014	1.88	1.88	1.81	1.81	6.8	6.7	6.6	6.4
2015	1.82	1.85	1.76	1.69	6.4	6.5	6.5	6.5
2016	1.69	1.86	1.63	1.92	6.2	6.4	6.1	6.6

See footnotes at end of table.

Table 25. Private industry workers, service-providing industries by establishment employment size: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

50-99 workers

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Paid leave								
2017	1.94	1.96	1.92	1.91	6.5	6.5	6.5	6.6
2018	1.90	1.83	1.86	1.90	6.3	6.1	6.3	6.6
2019	2.00	–	–	–	6.8	–	–	–
Supplemental pay								
2004	.41	.40	.40	.43	2.2	2.1	2.1	2.2
2005	.43	.42	.43	.42	2.2	2.2	2.1	2.1
2006	.45	.44	.44	.46	2.3	2.2	2.2	2.2
2007	.47	.47	.47	.52	2.2	2.2	2.2	2.4
2008	.52	.53	.48	.61	2.4	2.4	2.1	2.6
2009	.60	.60	.60	.61	2.5	2.6	2.5	2.5
2010	.62	.60	.61	.52	2.6	2.5	2.5	2.1
2011	.54	.54	.54	.60	2.1	2.2	2.3	2.4
2012	.61	.59	.59	.57	2.4	2.3	2.3	2.3
2013	.56	.55	.55	.59	2.2	2.2	2.1	2.3
2014	.52	.52	.52	1.04	1.9	1.9	1.9	3.7
2015	1.16	1.13	.49	.52	4.1	4.0	1.8	2.0
2016	1.29	1.29	1.30	1.27	4.8	4.5	4.9	4.4
2017	1.31	1.29	1.27	1.44	4.4	4.3	4.3	5.0
2018	1.57	1.54	1.52	.69	5.2	5.2	5.1	2.4
2019	.69	–	–	–	2.3	–	–	–
Insurance								
2004	1.30	1.26	1.28	1.28	6.9	6.7	6.6	6.6
2005	1.30	1.23	1.32	1.30	6.6	6.3	6.5	6.6
2006	1.32	1.36	1.41	1.42	6.7	6.8	7.0	6.8
2007	1.45	1.45	1.47	1.46	6.8	6.8	6.9	6.7
2008	1.49	1.53	1.62	1.63	6.9	6.9	7.1	6.9
2009	1.65	1.63	1.65	1.69	7.0	7.0	7.0	7.1
2010	1.76	1.71	1.79	1.74	7.2	7.2	7.4	7.1
2011	1.75	1.75	1.69	1.86	7.0	7.1	7.0	7.3
2012	1.87	1.81	1.87	1.82	7.3	7.1	7.3	7.2
2013	1.85	1.84	1.88	1.82	7.2	7.2	7.3	7.0
2014	1.94	1.96	1.94	1.98	7.0	7.0	7.1	7.0
2015	2.01	2.02	1.95	1.84	7.0	7.1	7.1	7.0
2016	1.96	1.98	1.81	2.05	7.2	6.8	6.8	7.0
2017	2.13	2.18	2.17	2.08	7.2	7.3	7.3	7.2
2018	2.07	2.01	1.98	2.03	6.9	6.8	6.7	7.0
2019	2.12	–	–	–	7.2	–	–	–
Retirement and savings								
2004	.43	.44	.44	.46	2.3	2.3	2.3	2.3
2005	.48	.47	.49	.46	2.5	2.4	2.4	2.4
2006	.48	.51	.52	.50	2.5	2.6	2.6	2.4
2007	.50	.48	.50	.51	2.3	2.3	2.3	2.3
2008	.50	.52	.55	.58	2.3	2.4	2.4	2.5
2009	.58	.59	.60	.62	2.5	2.5	2.5	2.6
2010	.63	.61	.67	.69	2.6	2.6	2.7	2.8
2011	.71	.75	.67	.73	2.9	3.0	2.8	2.9
2012	.75	.76	.75	.75	3.0	3.0	2.9	3.0
2013	.78	.78	.79	.78	3.0	3.1	3.1	3.0
2014	1.09	1.14	1.01	1.12	4.0	4.1	3.7	4.0
2015	1.15	1.06	1.00	.83	4.0	3.7	3.7	3.2
2016	.85	1.18	.80	1.22	3.1	4.1	3.0	4.2
2017	1.22	1.25	1.24	.83	4.1	4.2	4.2	2.9
2018	.85	.93	.90	.91	2.8	3.1	3.0	3.1
2019	.92	–	–	–	3.1	–	–	–
Legally required benefits								
2004	1.68	1.71	1.74	1.75	8.9	9.1	8.9	9.0
2005	1.76	1.79	1.85	1.83	9.0	9.2	9.2	9.3
2006	1.79	1.82	1.84	1.90	9.1	9.2	9.1	9.1
2007	1.92	1.91	1.92	1.95	9.0	9.0	9.0	9.0
2008	1.94	1.96	2.00	2.03	8.9	8.8	8.7	8.6
2009	2.04	2.02	2.03	2.05	8.6	8.7	8.6	8.6
2010	2.09	2.06	2.10	2.07	8.6	8.6	8.6	8.4
2011	2.10	2.09	2.08	2.09	8.4	8.5	8.6	8.3

See footnotes at end of table.

Table 25. Private industry workers, service-providing industries by establishment employment size: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

50-99 workers

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Legally required benefits								
2012	2.13	2.13	2.16	2.12	8.4	8.4	8.4	8.4
2013	2.15	2.14	2.18	2.21	8.3	8.4	8.4	8.5
2014	2.24	2.25	2.23	2.24	8.1	8.1	8.2	7.9
2015	2.24	2.22	2.20	2.18	7.8	7.8	8.1	8.3
2016	2.18	2.23	2.13	2.22	8.0	7.7	8.0	7.6
2017	2.26	2.27	2.27	2.30	7.6	7.6	7.6	7.9
2018	2.35	2.34	2.34	2.32	7.8	7.9	7.9	8.1
2019	2.33	–	–	–	7.9	–	–	–
Other benefits[1]								
2004	([2])	([2])	([2])	([2])	([3])	([3])	([3])	([3])
2005	([2])	([2])	([2])	([2])	([3])	([3])	([3])	([3])

[1] Includes severance pay and supplemental unemployment benefits. Publication of other benefits was discontinued beginning in June 2006.
[2] Cost per hour worked is $0.01 or less.
[3] Less than .05 percent.

Note: The sum of individual items may not equal totals due to rounding. Dashes indicate data are not available.

Table 25. Private industry workers, service-providing industries by establishment employment size: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

100 workers or more

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Total compensation								
2004	$26.90	$26.83	$27.33	$27.56	100.0	100.0	100.0	100.0
2005	27.87	27.98	28.08	28.65	100.0	100.0	100.0	100.0
2006	29.47	29.41	29.93	29.64	100.0	100.0	100.0	100.0
2007	29.91	29.80	29.81	30.08	100.0	100.0	100.0	100.0
2008	30.64	30.57	30.90	31.32	100.0	100.0	100.0	100.0
2009	31.84	31.71	31.70	31.77	100.0	100.0	100.0	100.0
2010	32.45	32.31	32.46	32.32	100.0	100.0	100.0	100.0
2011	32.80	32.71	32.86	33.32	100.0	100.0	100.0	100.0
2012	33.71	33.69	33.86	33.91	100.0	100.0	100.0	100.0
2013	34.32	34.25	34.33	34.10	100.0	100.0	100.0	100.0
2014	34.51	34.65	35.05	36.09	100.0	100.0	100.0	100.0
2015	36.59	36.11	36.40	36.33	100.0	100.0	100.0	100.0
2016	36.70	36.29	37.03	37.36	100.0	100.0	100.0	100.0
2017	37.61	37.70	38.29	38.96	100.0	100.0	100.0	100.0
2018	39.46	39.36	39.89	40.03	100.0	100.0	100.0	100.0
2019	40.72	–	–	–	100.0	–	–	–
Wages and salaries								
2004	19.04	19.01	19.36	19.50	70.8	70.9	70.9	70.8
2005	19.63	19.73	19.83	20.22	70.4	70.5	70.6	70.6
2006	20.60	20.53	20.95	20.62	69.9	69.8	70.0	69.6
2007	20.87	20.77	20.72	20.88	69.8	69.7	69.5	69.4
2008	21.27	21.20	21.49	21.80	69.4	69.3	69.5	69.6
2009	22.14	22.04	22.03	22.09	69.5	69.5	69.5	69.5
2010	22.48	22.43	22.56	22.41	69.3	69.4	69.5	69.3
2011	22.66	22.54	22.67	22.93	69.1	68.9	69.0	68.8
2012	23.11	23.09	23.23	23.18	68.6	68.5	68.6	68.4
2013	23.41	23.35	23.42	23.22	68.2	68.2	68.2	68.1
2014	23.43	23.42	23.71	24.44	67.9	67.6	67.6	67.7
2015	24.77	24.55	24.75	24.74	67.7	68.0	68.0	68.1
2016	24.99	24.73	25.24	25.49	68.1	68.1	68.2	68.2
2017	25.67	25.70	26.10	26.53	68.2	68.2	68.2	68.1
2018	26.79	26.68	27.09	27.07	67.9	67.8	67.9	67.6
2019	27.54	–	–	–	67.6	–	–	–
Total benefits								
2004	7.85	7.82	7.96	8.06	29.2	29.1	29.1	29.2
2005	8.24	8.25	8.26	8.42	29.6	29.5	29.4	29.4
2006	8.87	8.88	8.98	9.02	30.1	30.2	30.0	30.4
2007	9.04	9.03	9.09	9.20	30.2	30.3	30.5	30.6
2008	9.37	9.37	9.41	9.53	30.6	30.7	30.5	30.4
2009	9.70	9.67	9.67	9.68	30.5	30.5	30.5	30.5
2010	9.97	9.88	9.90	9.91	30.7	30.6	30.5	30.7
2011	10.13	10.17	10.19	10.39	30.9	31.1	31.0	31.2
2012	10.60	10.60	10.63	10.73	31.4	31.5	31.4	31.6
2013	10.92	10.90	10.91	10.88	31.8	31.8	31.8	31.9
2014	11.08	11.23	11.34	11.65	32.1	32.4	32.4	32.3
2015	11.82	11.55	11.65	11.59	32.3	32.0	32.0	31.9
2016	11.70	11.57	11.79	11.86	31.9	31.9	31.8	31.8
2017	11.95	11.99	12.19	12.43	31.8	31.8	31.8	31.9
2018	12.67	12.68	12.80	12.96	32.1	32.2	32.1	32.4
2019	13.18	–	–	–	32.4	–	–	–
Paid leave								
2004	1.97	1.95	2.00	2.03	7.3	7.3	7.3	7.4
2005	2.05	2.05	2.05	2.10	7.3	7.3	7.3	7.3
2006	2.34	2.33	2.37	2.35	8.0	7.9	7.9	7.9
2007	2.38	2.36	2.34	2.36	8.0	7.9	7.8	7.9
2008	2.39	2.37	2.40	2.45	7.8	7.7	7.8	7.8
2009	2.49	2.48	2.47	2.48	7.8	7.8	7.8	7.8
2010	2.53	2.51	2.51	2.52	7.8	7.8	7.7	7.8
2011	2.56	2.54	2.54	2.63	7.8	7.8	7.7	7.9
2012	2.66	2.66	2.66	2.66	7.9	7.9	7.8	7.8
2013	2.70	2.69	2.69	2.68	7.9	7.8	7.8	7.9
2014	2.73	2.72	2.76	2.85	7.9	7.8	7.9	7.9
2015	2.90	2.84	2.87	2.88	7.9	7.9	7.9	7.9
2016	2.92	2.90	2.96	2.99	8.0	8.0	8.0	8.0

See footnotes at end of table.

Table 25. Private industry workers, service-providing industries by establishment employment size: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

100 workers or more

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Paid leave								
2017	3.01	3.02	3.07	3.14	8.0	8.0	8.0	8.1
2018	3.22	3.18	3.23	3.32	8.2	8.1	8.1	8.3
2019	3.38	–	–	–	8.3	–	–	–
Supplemental pay								
2004	.73	.65	.66	.67	2.7	2.4	2.4	2.4
2005	.69	.71	.71	.77	2.5	2.6	2.5	2.7
2006	.83	.83	.84	.83	2.8	2.8	2.8	2.8
2007	.84	.86	.87	.87	2.8	2.9	2.9	2.9
2008	.89	.95	.91	.92	2.9	3.1	3.0	2.9
2009	.90	.91	.91	.91	2.8	2.9	2.9	2.9
2010	.91	.86	.86	.87	2.8	2.7	2.6	2.7
2011	.91	.96	.95	.99	2.8	2.9	2.9	3.0
2012	1.03	1.02	1.03	1.04	3.1	3.0	3.0	3.1
2013	1.05	1.05	1.03	1.05	3.1	3.1	3.0	3.1
2014	1.09	1.10	1.11	1.17	3.2	3.2	3.2	3.2
2015	1.17	1.15	1.16	1.16	3.2	3.2	3.2	3.2
2016	1.19	1.13	1.16	1.17	3.2	3.1	3.1	3.1
2017	1.18	1.20	1.22	1.31	3.1	3.2	3.2	3.4
2018	1.33	1.35	1.35	1.43	3.4	3.4	3.4	3.6
2019	1.45	–	–	–	3.6	–	–	–
Insurance								
2004	1.99	2.00	2.03	2.04	7.4	7.4	7.4	7.4
2005	2.14	2.13	2.14	2.17	7.7	7.6	7.6	7.6
2006	2.22	2.26	2.27	2.31	7.5	7.7	7.6	7.8
2007	2.38	2.36	2.37	2.40	8.0	7.9	8.0	8.0
2008	2.48	2.47	2.48	2.52	8.1	8.1	8.0	8.1
2009	2.62	2.61	2.63	2.66	8.2	8.2	8.3	8.4
2010	2.79	2.79	2.79	2.81	8.6	8.6	8.6	8.7
2011	2.87	2.87	2.89	2.93	8.8	8.8	8.8	8.8
2012	3.00	3.00	2.99	3.00	8.9	8.9	8.8	8.9
2013	3.11	3.08	3.09	3.10	9.1	9.0	9.0	9.1
2014	3.18	3.17	3.20	3.22	9.2	9.2	9.1	8.9
2015	3.30	3.27	3.31	3.23	9.0	9.1	9.1	8.9
2016	3.29	3.27	3.32	3.31	9.0	9.0	9.0	8.9
2017	3.31	3.30	3.36	3.42	8.8	8.8	8.8	8.8
2018	3.50	3.47	3.52	3.52	8.9	8.8	8.8	8.8
2019	3.59	–	–	–	8.8	–	–	–
Retirement and savings								
2004	1.03	1.05	1.07	1.10	3.8	3.9	3.9	4.0
2005	1.11	1.09	1.09	1.08	4.0	3.9	3.9	3.8
2006	1.19	1.17	1.20	1.21	4.0	4.0	4.0	4.1
2007	1.14	1.14	1.20	1.24	3.8	3.8	4.0	4.1
2008	1.26	1.24	1.25	1.26	4.1	4.0	4.0	4.0
2009	1.27	1.25	1.25	1.23	4.0	3.9	3.9	3.9
2010	1.30	1.28	1.29	1.27	4.0	4.0	4.0	3.9
2011	1.32	1.32	1.32	1.34	4.0	4.0	4.0	4.0
2012	1.37	1.37	1.41	1.47	4.1	4.1	4.2	4.3
2013	1.49	1.52	1.52	1.49	4.3	4.4	4.4	4.4
2014	1.50	1.65	1.67	1.75	4.3	4.8	4.8	4.8
2015	1.76	1.62	1.64	1.65	4.8	4.5	4.5	4.5
2016	1.62	1.61	1.65	1.68	4.4	4.4	4.5	4.5
2017	1.70	1.73	1.76	1.76	4.5	4.6	4.6	4.5
2018	1.79	1.86	1.86	1.84	4.5	4.7	4.7	4.6
2019	1.89	–	–	–	4.6	–	–	–
Legally required benefits								
2004	2.10	2.12	2.15	2.17	7.8	7.9	7.9	7.9
2005	2.20	2.21	2.22	2.25	7.9	7.9	7.9	7.9
2006	2.28	2.28	2.30	2.31	7.7	7.8	7.7	7.8
2007	2.31	2.31	2.31	2.32	7.7	7.8	7.7	7.7
2008	2.35	2.35	2.36	2.38	7.7	7.7	7.7	7.6
2009	2.41	2.41	2.41	2.41	7.6	7.6	7.6	7.6
2010	2.44	2.45	2.46	2.44	7.5	7.6	7.6	7.6
2011	2.47	2.48	2.49	2.50	7.5	7.6	7.6	7.5

See footnotes at end of table.

Table 25. Private industry workers, service-providing industries by establishment employment size: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

100 workers or more

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Legally required benefits								
2012	2.54	2.54	2.55	2.56	7.5	7.5	7.5	7.5
2013	2.57	2.57	2.58	2.57	7.5	7.5	7.5	7.5
2014	2.59	2.59	2.61	2.66	7.5	7.5	7.4	7.4
2015	2.69	2.67	2.67	2.68	7.3	7.4	7.3	7.4
2016	2.69	2.66	2.69	2.71	7.3	7.3	7.3	7.3
2017	2.74	2.75	2.77	2.80	7.3	7.3	7.2	7.2
2018	2.83	2.82	2.84	2.84	7.2	7.2	7.1	7.1
2019	2.87	–	–	–	7.0	–	–	–
Other benefits[1]								
2004	.04	.05	.05	.05	.2	.2	.2	.2
2005	.05	.05	.05	.04	.2	.2	.2	.1

[1] Includes severance pay and supplemental unemployment benefits. Publication of other benefits was discontinued beginning in June 2006.

Note: The sum of individual items may not equal totals due to rounding. Dashes indicate data are not available.

Table 25. Private industry workers, service-providing industries by establishment employment size: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

100-499 workers

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Total compensation								
2004	$23.48	$22.77	$23.29	$23.47	100.0	100.0	100.0	100.0
2005	23.65	23.93	24.00	24.61	100.0	100.0	100.0	100.0
2006	25.21	25.21	25.93	25.32	100.0	100.0	100.0	100.0
2007	25.55	25.49	25.34	25.53	100.0	100.0	100.0	100.0
2008	25.93	26.00	26.03	26.81	100.0	100.0	100.0	100.0
2009	27.33	27.17	27.33	26.99	100.0	100.0	100.0	100.0
2010	27.72	27.69	27.76	27.41	100.0	100.0	100.0	100.0
2011	27.85	27.84	27.89	28.09	100.0	100.0	100.0	100.0
2012	28.23	28.25	28.17	28.29	100.0	100.0	100.0	100.0
2013	28.76	28.70	28.66	28.25	100.0	100.0	100.0	100.0
2014	28.55	28.93	29.21	30.40	100.0	100.0	100.0	100.0
2015	30.90	30.46	30.75	31.12	100.0	100.0	100.0	100.0
2016	31.13	30.82	30.90	30.97	100.0	100.0	100.0	100.0
2017	31.12	31.16	31.89	33.39	100.0	100.0	100.0	100.0
2018	33.65	33.40	34.18	33.34	100.0	100.0	100.0	100.0
2019	34.16	–	–	–	100.0	–	–	–
Wages and salaries								
2004	16.91	16.50	16.89	16.97	72.0	72.5	72.5	72.3
2005	17.01	17.23	17.31	17.79	71.9	72.0	72.1	72.3
2006	18.04	18.02	18.62	18.06	71.6	71.5	71.8	71.3
2007	18.26	18.24	18.02	18.14	71.5	71.6	71.1	71.1
2008	18.42	18.46	18.54	19.12	71.0	71.0	71.2	71.3
2009	19.52	19.40	19.51	19.30	71.4	71.4	71.4	71.5
2010	19.77	19.79	19.89	19.57	71.3	71.5	71.6	71.4
2011	19.79	19.78	19.83	19.95	71.1	71.0	71.1	71.0
2012	20.00	20.00	19.94	19.90	70.9	70.8	70.8	70.3
2013	20.15	20.12	20.09	19.82	70.1	70.1	70.1	70.2
2014	19.95	20.10	20.31	21.17	69.9	69.5	69.5	69.6
2015	21.48	21.36	21.53	21.84	69.5	70.1	70.0	70.2
2016	21.86	21.62	21.69	21.76	70.2	70.1	70.2	70.3
2017	21.92	21.95	22.46	23.39	70.4	70.4	70.4	70.0
2018	23.45	23.22	23.83	23.30	69.7	69.5	69.7	69.9
2019	23.89	–	–	–	69.9	–	–	–
Total benefits								
2004	6.56	6.27	6.40	6.50	28.0	27.5	27.5	27.7
2005	6.64	6.70	6.69	6.82	28.1	28.0	27.9	27.7
2006	7.17	7.19	7.31	7.26	28.4	28.5	28.2	28.7
2007	7.29	7.25	7.33	7.38	28.5	28.4	28.9	28.9
2008	7.51	7.55	7.49	7.69	29.0	29.0	28.8	28.7
2009	7.81	7.77	7.81	7.69	28.6	28.6	28.6	28.5
2010	7.95	7.90	7.87	7.84	28.7	28.5	28.4	28.6
2011	8.05	8.06	8.06	8.14	28.9	29.0	28.9	29.0
2012	8.23	8.25	8.22	8.39	29.1	29.2	29.2	29.7
2013	8.61	8.59	8.57	8.43	29.9	29.9	29.9	29.8
2014	8.60	8.82	8.90	9.23	30.1	30.5	30.5	30.4
2015	9.42	9.10	9.21	9.28	30.5	29.9	30.0	29.8
2016	9.28	9.21	9.21	9.21	29.8	29.9	29.8	29.7
2017	9.20	9.21	9.43	10.00	29.6	29.6	29.6	30.0
2018	10.20	10.18	10.35	10.04	30.3	30.5	30.3	30.1
2019	10.27	–	–	–	30.1	–	–	–
Paid leave								
2004	1.55	1.48	1.54	1.56	6.6	6.5	6.6	6.6
2005	1.57	1.58	1.58	1.64	6.6	6.6	6.6	6.6
2006	1.80	1.79	1.84	1.80	7.1	7.1	7.1	7.1
2007	1.81	1.80	1.78	1.80	7.1	7.0	7.0	7.1
2008	1.82	1.80	1.79	1.87	7.0	6.9	6.9	7.0
2009	1.91	1.89	1.91	1.89	7.0	7.0	7.0	7.0
2010	1.93	1.91	1.91	1.90	7.0	6.9	6.9	6.9
2011	1.96	1.94	1.93	2.00	7.0	7.0	6.9	7.1
2012	1.99	2.00	1.98	2.03	7.1	7.1	7.0	7.2
2013	2.08	2.08	2.07	2.03	7.2	7.2	7.2	7.2
2014	2.07	2.09	2.12	2.21	7.3	7.2	7.2	7.3
2015	2.26	2.21	2.23	2.26	7.3	7.3	7.3	7.3
2016	2.27	2.26	2.26	2.25	7.3	7.3	7.3	7.3

See footnotes at end of table.

Table 25. Private industry workers, service-providing industries by establishment employment size: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

100-499 workers

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Paid leave								
2017	2.26	2.26	2.34	2.47	7.3	7.3	7.3	7.4
2018	2.52	2.49	2.55	2.51	7.5	7.4	7.5	7.5
2019	2.57	–	–	–	7.5	–	–	–
Supplemental pay								
2004	.67	.50	.51	.51	2.8	2.2	2.2	2.2
2005	.53	.57	.57	.59	2.2	2.4	2.4	2.4
2006	.65	.66	.67	.64	2.6	2.6	2.6	2.5
2007	.65	.68	.70	.69	2.6	2.7	2.8	2.7
2008	.71	.80	.71	.72	2.7	3.1	2.7	2.7
2009	.71	.72	.71	.65	2.6	2.7	2.6	2.4
2010	.66	.61	.62	.62	2.4	2.2	2.2	2.2
2011	.64	.66	.63	.63	2.3	2.4	2.3	2.2
2012	.64	.64	.64	.66	2.3	2.2	2.3	2.3
2013	.66	.67	.67	.68	2.3	2.3	2.4	2.4
2014	.72	.74	.76	.82	2.5	2.5	2.6	2.7
2015	.85	.83	.84	.87	2.8	2.7	2.7	2.8
2016	.91	.83	.82	.82	2.9	2.7	2.7	2.7
2017	.82	.83	.85	.97	2.6	2.7	2.7	2.9
2018	.97	.97	.97	.98	2.9	2.9	2.8	2.9
2019	.99	–	–	–	2.9	–	–	–
Insurance								
2004	1.67	1.63	1.66	1.67	7.1	7.2	7.1	7.1
2005	1.75	1.76	1.75	1.77	7.4	7.3	7.3	7.2
2006	1.81	1.83	1.86	1.89	7.2	7.3	7.2	7.5
2007	1.94	1.91	1.94	1.96	7.6	7.5	7.6	7.7
2008	2.03	2.01	2.02	2.07	7.8	7.7	7.8	7.7
2009	2.13	2.13	2.15	2.16	7.8	7.8	7.9	8.0
2010	2.28	2.28	2.25	2.24	8.2	8.2	8.1	8.2
2011	2.32	2.31	2.33	2.34	8.3	8.3	8.4	8.3
2012	2.38	2.38	2.35	2.39	8.4	8.4	8.3	8.5
2013	2.52	2.46	2.47	2.43	8.8	8.6	8.6	8.6
2014	2.50	2.52	2.53	2.56	8.8	8.7	8.7	8.4
2015	2.63	2.58	2.63	2.56	8.5	8.5	8.5	8.2
2016	2.59	2.60	2.61	2.59	8.3	8.4	8.4	8.4
2017	2.55	2.53	2.60	2.80	8.2	8.1	8.1	8.4
2018	2.89	2.86	2.90	2.77	8.6	8.6	8.5	8.3
2019	2.84	–	–	–	8.3	–	–	–
Retirement and savings								
2004	.71	.70	.71	.75	3.0	3.1	3.1	3.2
2005	.76	.74	.73	.74	3.2	3.1	3.1	3.0
2006	.82	.82	.84	.85	3.3	3.3	3.2	3.3
2007	.78	.76	.80	.83	3.0	3.0	3.2	3.2
2008	.83	.81	.83	.87	3.2	3.1	3.2	3.2
2009	.87	.83	.84	.81	3.2	3.1	3.1	3.0
2010	.86	.88	.86	.87	3.1	3.2	3.1	3.2
2011	.92	.91	.92	.95	3.3	3.3	3.3	3.4
2012	.96	.97	1.01	1.05	3.4	3.4	3.6	3.7
2013	1.07	1.10	1.08	1.03	3.7	3.8	3.8	3.7
2014	1.03	1.20	1.20	1.28	3.6	4.2	4.1	4.2
2015	1.30	1.12	1.14	1.18	4.2	3.7	3.7	3.8
2016	1.11	1.13	1.13	1.15	3.6	3.7	3.6	3.7
2017	1.16	1.17	1.20	1.25	3.7	3.7	3.7	3.7
2018	1.27	1.34	1.37	1.27	3.8	4.0	4.0	3.8
2019	1.32	–	–	–	3.9	–	–	–
Legally required benefits								
2004	1.94	1.92	1.96	1.98	8.2	8.4	8.4	8.4
2005	2.01	2.02	2.03	2.06	8.5	8.4	8.4	8.4
2006	2.09	2.09	2.11	2.09	8.3	8.3	8.1	8.3
2007	2.10	2.10	2.11	2.11	8.2	8.2	8.3	8.2
2008	2.12	2.13	2.13	2.16	8.2	8.2	8.2	8.1
2009	2.20	2.19	2.20	2.18	8.0	8.1	8.0	8.1
2010	2.22	2.22	2.23	2.20	8.0	8.0	8.0	8.0
2011	2.23	2.24	2.25	2.23	8.0	8.1	8.1	7.9

See footnotes at end of table.

Table 25. Private industry workers, service-providing industries by establishment employment size: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

100-499 workers

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Legally required benefits								
2012	2.25	2.26	2.25	2.25	8.0	8.0	8.0	8.0
2013	2.27	2.27	2.28	2.26	7.9	7.9	7.9	8.0
2014	2.27	2.28	2.29	2.36	8.0	7.9	7.8	7.8
2015	2.38	2.36	2.37	2.41	7.7	7.8	7.7	7.8
2016	2.40	2.39	2.39	2.39	7.7	7.7	7.7	7.7
2017	2.41	2.42	2.45	2.52	7.8	7.8	7.7	7.5
2018	2.55	2.52	2.56	2.50	7.6	7.6	7.5	7.5
2019	2.55	–	–	–	7.5	–	–	–
Other benefits[1]								
2004	.03	.03	.03	.03	.1	.1	.1	.1
2005	.03	.03	.03	.02	.1	.1	.1	.1

[1] Includes severance pay and supplemental unemployment benefits. Publication of other benefits was discontinued beginning in June 2006.

Note: The sum of individual items may not equal totals due to rounding. Dashes indicate data are not available.

Table 25. Private industry workers, service-providing industries by establishment employment size: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

500 workers or more

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Total compensation								
2004	$31.03	$32.00	$32.42	$32.77	100.0	100.0	100.0	100.0
2005	33.14	33.05	33.37	33.76	100.0	100.0	100.0	100.0
2006	34.81	34.79	34.91	34.95	100.0	100.0	100.0	100.0
2007	35.22	35.14	35.17	35.61	100.0	100.0	100.0	100.0
2008	36.22	36.10	36.79	36.93	100.0	100.0	100.0	100.0
2009	37.43	37.42	37.12	38.15	100.0	100.0	100.0	100.0
2010	38.73	38.48	38.76	39.02	100.0	100.0	100.0	100.0
2011	39.51	39.45	39.57	40.78	100.0	100.0	100.0	100.0
2012	41.44	41.48	41.95	42.01	100.0	100.0	100.0	100.0
2013	42.21	42.34	42.35	42.61	100.0	100.0	100.0	100.0
2014	42.95	43.04	43.53	44.64	100.0	100.0	100.0	100.0
2015	45.04	45.06	45.08	44.74	100.0	100.0	100.0	100.0
2016	45.64	45.41	46.31	47.17	100.0	100.0	100.0	100.0
2017	47.54	47.51	47.87	47.66	100.0	100.0	100.0	100.0
2018	48.31	48.26	48.39	49.10	100.0	100.0	100.0	100.0
2019	49.43	–	–	–	100.0	–	–	–
Wages and salaries								
2004	21.62	22.21	22.49	22.73	69.7	69.4	69.4	69.4
2005	22.89	22.87	23.08	23.31	69.1	69.2	69.2	69.0
2006	23.81	23.74	23.85	23.77	68.4	68.2	68.3	68.0
2007	24.03	23.91	23.97	24.21	68.2	68.0	68.1	68.0
2008	24.65	24.52	25.05	25.11	68.0	67.9	68.1	68.0
2009	25.40	25.37	25.15	25.80	67.8	67.8	67.7	67.6
2010	26.08	25.94	26.14	26.28	67.3	67.4	67.4	67.3
2011	26.56	26.35	26.50	27.18	67.2	66.8	67.0	66.6
2012	27.51	27.52	27.91	27.91	66.4	66.3	66.5	66.4
2013	28.02	28.07	28.13	28.16	66.4	66.3	66.4	66.1
2014	28.35	28.28	28.64	29.35	66.0	65.7	65.8	65.7
2015	29.65	29.62	29.69	29.42	65.8	65.7	65.8	65.8
2016	30.04	29.91	30.60	31.23	65.8	65.9	66.1	66.2
2017	31.40	31.33	31.56	31.43	66.0	66.0	65.9	66.0
2018	31.87	31.85	31.95	32.20	66.0	66.0	66.0	65.6
2019	32.38	–	–	–	65.5	–	–	–
Total benefits								
2004	9.41	9.79	9.93	10.04	30.3	30.6	30.6	30.6
2005	10.25	10.18	10.29	10.45	30.9	30.8	30.8	31.0
2006	11.01	11.05	11.06	11.19	31.6	31.8	31.7	32.0
2007	11.18	11.23	11.20	11.40	31.8	32.0	31.9	32.0
2008	11.57	11.58	11.74	11.81	32.0	32.1	31.9	32.0
2009	12.04	12.05	11.98	12.34	32.2	32.2	32.3	32.4
2010	12.65	12.54	12.62	12.75	32.7	32.6	32.6	32.7
2011	12.95	13.10	13.06	13.61	32.8	33.2	33.0	33.4
2012	13.94	13.96	14.04	14.10	33.6	33.7	33.5	33.6
2013	14.18	14.27	14.23	14.45	33.6	33.7	33.6	33.9
2014	14.59	14.76	14.89	15.29	34.0	34.3	34.2	34.3
2015	15.39	15.44	15.40	15.32	34.2	34.3	34.2	34.2
2016	15.60	15.50	15.70	15.95	34.2	34.1	33.9	33.8
2017	16.14	16.17	16.31	16.23	34.0	34.0	34.1	34.0
2018	16.44	16.41	16.44	16.91	34.0	34.0	34.0	34.4
2019	17.05	–	–	–	34.5	–	–	–
Paid leave								
2004	2.48	2.56	2.59	2.63	8.0	8.0	8.0	8.0
2005	2.64	2.63	2.66	2.70	8.0	8.0	8.0	8.0
2006	3.03	3.03	3.03	3.04	8.7	8.7	8.7	8.7
2007	3.07	3.05	3.01	3.04	8.7	8.7	8.6	8.5
2008	3.08	3.06	3.14	3.17	8.5	8.5	8.5	8.6
2009	3.22	3.23	3.17	3.26	8.6	8.6	8.5	8.6
2010	3.32	3.29	3.31	3.36	8.6	8.6	8.5	8.6
2011	3.39	3.36	3.36	3.54	8.6	8.5	8.5	8.7
2012	3.59	3.60	3.62	3.56	8.7	8.7	8.6	8.5
2013	3.57	3.57	3.57	3.62	8.5	8.4	8.4	8.5
2014	3.65	3.65	3.70	3.81	8.5	8.5	8.5	8.5
2015	3.85	3.85	3.85	3.87	8.6	8.5	8.5	8.7
2016	3.96	3.95	4.03	4.13	8.7	8.7	8.7	8.7

See footnotes at end of table.

Table 25. Private industry workers, service-providing industries by establishment employment size: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

500 workers or more

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Paid leave								
2017	4.16	4.15	4.18	4.19	8.8	8.7	8.7	8.8
2018	4.27	4.22	4.23	4.42	8.8	8.7	8.7	9.0
2019	4.45	–	–	–	9.0	–	–	–
Supplemental pay								
2004	.79	.84	.86	.86	2.6	2.6	2.7	2.6
2005	.89	.89	.89	1.01	2.7	2.7	2.7	3.0
2006	1.07	1.05	1.06	1.08	3.1	3.0	3.0	3.1
2007	1.08	1.09	1.07	1.09	3.1	3.1	3.0	3.1
2008	1.10	1.13	1.15	1.18	3.0	3.1	3.1	3.2
2009	1.14	1.16	1.16	1.25	3.0	3.1	3.1	3.3
2010	1.24	1.18	1.18	1.21	3.2	3.1	3.0	3.1
2011	1.27	1.38	1.37	1.51	3.2	3.5	3.5	3.7
2012	1.59	1.58	1.57	1.60	3.8	3.8	3.7	3.8
2013	1.60	1.60	1.54	1.60	3.8	3.8	3.6	3.7
2014	1.62	1.63	1.61	1.68	3.8	3.8	3.7	3.8
2015	1.65	1.66	1.66	1.62	3.7	3.7	3.7	3.6
2016	1.64	1.64	1.67	1.69	3.6	3.6	3.6	3.6
2017	1.74	1.75	1.77	1.84	3.7	3.7	3.7	3.9
2018	1.89	1.92	1.91	2.05	3.9	4.0	3.9	4.2
2019	2.06	–	–	–	4.2	–	–	–
Insurance								
2004	2.37	2.46	2.50	2.51	7.6	7.7	7.7	7.7
2005	2.63	2.60	2.63	2.68	7.9	7.9	7.9	7.9
2006	2.73	2.81	2.78	2.83	7.8	8.1	8.0	8.1
2007	2.91	2.91	2.89	2.94	8.3	8.3	8.2	8.3
2008	3.01	3.02	3.04	3.08	8.3	8.4	8.3	8.4
2009	3.23	3.22	3.23	3.33	8.6	8.6	8.7	8.7
2010	3.45	3.48	3.51	3.58	8.9	9.0	9.0	9.2
2011	3.63	3.65	3.64	3.77	9.2	9.3	9.2	9.3
2012	3.88	3.89	3.90	3.88	9.4	9.4	9.3	9.2
2013	3.94	3.98	3.97	4.07	9.3	9.4	9.4	9.5
2014	4.13	4.13	4.16	4.22	9.6	9.6	9.6	9.5
2015	4.30	4.37	4.35	4.31	9.5	9.7	9.6	9.6
2016	4.42	4.38	4.40	4.43	9.7	9.7	9.5	9.4
2017	4.49	4.46	4.49	4.39	9.4	9.4	9.4	9.2
2018	4.42	4.38	4.44	4.54	9.2	9.1	9.2	9.2
2019	4.59	–	–	–	9.3	–	–	–
Retirement and savings								
2004	1.40	1.49	1.51	1.55	4.5	4.6	4.7	4.7
2005	1.56	1.53	1.56	1.51	4.7	4.6	4.7	4.5
2006	1.65	1.63	1.64	1.66	4.7	4.7	4.7	4.8
2007	1.57	1.61	1.68	1.74	4.5	4.6	4.8	4.9
2008	1.77	1.74	1.76	1.74	4.9	4.8	4.8	4.7
2009	1.77	1.78	1.75	1.79	4.7	4.7	4.7	4.7
2010	1.88	1.83	1.87	1.83	4.9	4.8	4.8	4.7
2011	1.87	1.89	1.86	1.90	4.7	4.8	4.7	4.7
2012	1.94	1.94	1.97	2.07	4.7	4.7	4.7	4.9
2013	2.07	2.12	2.13	2.14	4.9	5.0	5.0	5.0
2014	2.16	2.31	2.35	2.45	5.0	5.4	5.4	5.5
2015	2.44	2.42	2.40	2.41	5.4	5.4	5.3	5.4
2016	2.44	2.40	2.45	2.49	5.3	5.3	5.3	5.3
2017	2.51	2.58	2.61	2.56	5.3	5.4	5.5	5.4
2018	2.58	2.63	2.61	2.61	5.3	5.5	5.4	5.3
2019	2.64	–	–	–	5.4	–	–	–
Legally required benefits								
2004	2.30	2.37	2.39	2.41	7.4	7.4	7.4	7.4
2005	2.45	2.46	2.48	2.49	7.4	7.4	7.4	7.4
2006	2.52	2.53	2.54	2.57	7.3	7.3	7.3	7.4
2007	2.55	2.58	2.55	2.58	7.2	7.3	7.3	7.3
2008	2.61	2.63	2.64	2.65	7.2	7.3	7.2	7.2
2009	2.68	2.67	2.67	2.71	7.2	7.1	7.2	7.1
2010	2.74	2.75	2.76	2.76	7.1	7.2	7.1	7.1
2011	2.79	2.81	2.83	2.88	7.1	7.1	7.1	7.1

See footnotes at end of table.

Table 25. Private industry workers, service-providing industries by establishment employment size: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

500 workers or more

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Legally required benefits								
2012	2.94	2.95	2.97	3.00	7.1	7.1	7.1	7.1
2013	3.00	3.00	3.02	3.02	7.1	7.1	7.1	7.1
2014	3.04	3.04	3.07	3.12	7.1	7.1	7.1	7.0
2015	3.15	3.15	3.14	3.11	7.0	7.0	7.0	7.0
2016	3.15	3.12	3.16	3.20	6.9	6.9	6.8	6.8
2017	3.24	3.24	3.25	3.24	6.8	6.8	6.8	6.8
2018	3.27	3.26	3.26	3.29	6.8	6.7	6.7	6.7
2019	3.30	–	–	–	6.7	–	–	–
Other benefits[1]								
2004	.06	.07	.07	.08	.2	.2	.2	.2
2005	.08	.07	.07	.06	.2	.2	.2	.2

[1] Includes severance pay and supplemental unemployment benefits. Publication of other benefits was discontinued beginning in June 2006.

Note: The sum of individual items may not equal totals due to rounding. Dashes indicate data are not available.

Table 26. Private industry workers, service-providing industries by bargaining unit status: employer costs per hours worked for employee compensation and costs as a percentage of total compensation

Union workers

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Total compensation								
2004	$29.46	$30.01	$30.59	$30.88	100.0	100.0	100.0	100.0
2005	31.29	31.29	31.59	31.09	100.0	100.0	100.0	100.0
2006	31.79	32.34	32.75	34.08	100.0	100.0	100.0	100.0
2007	33.98	34.14	34.33	34.55	100.0	100.0	100.0	100.0
2008	34.75	34.54	34.97	34.73	100.0	100.0	100.0	100.0
2009	35.31	35.41	35.64	35.54	100.0	100.0	100.0	100.0
2010	36.16	36.20	36.60	36.13	100.0	100.0	100.0	100.0
2011	36.54	36.72	36.95	37.17	100.0	100.0	100.0	100.0
2012	37.72	37.99	38.35	39.17	100.0	100.0	100.0	100.0
2013	39.72	39.88	40.05	40.39	100.0	100.0	100.0	100.0
2014	43.66	43.91	43.52	46.70	100.0	100.0	100.0	100.0
2015	46.99	46.45	46.15	43.86	100.0	100.0	100.0	100.0
2016	44.44	47.42	44.45	47.68	100.0	100.0	100.0	100.0
2017	49.02	49.12	49.18	47.01	100.0	100.0	100.0	100.0
2018	46.59	47.50	47.75	45.64	100.0	100.0	100.0	100.0
2019	45.58	–	–	–	100.0	–	–	–
Wages and salaries								
2004	19.62	19.77	20.16	20.34	66.6	65.9	65.9	65.9
2005	20.44	20.47	20.64	20.57	65.3	65.4	65.4	66.2
2006	20.47	20.68	20.96	21.48	64.4	63.9	64.0	63.0
2007	21.55	21.61	21.80	21.85	63.4	63.3	63.5	63.3
2008	21.97	21.93	22.21	22.05	63.2	63.5	63.5	63.5
2009	22.44	22.52	22.64	22.54	63.6	63.6	63.5	63.4
2010	22.78	22.76	23.01	22.63	63.0	62.9	62.9	62.6
2011	22.82	22.82	22.95	22.82	62.4	62.1	62.1	61.4
2012	23.02	23.16	23.33	23.60	61.0	61.0	60.8	60.2
2013	23.93	24.01	24.15	24.44	60.2	60.2	60.3	60.5
2014	26.58	26.39	26.13	28.20	60.9	60.1	60.0	60.4
2015	28.43	28.43	28.15	26.81	60.5	61.2	61.0	61.1
2016	27.22	29.03	27.05	28.89	61.3	61.2	60.9	60.6
2017	29.79	29.82	29.83	28.76	60.8	60.7	60.7	61.2
2018	28.24	28.57	28.71	27.18	60.6	60.2	60.1	59.6
2019	27.23	–	–	–	59.7	–	–	–
Total benefits								
2004	9.84	10.24	10.43	10.54	33.4	34.1	34.1	34.1
2005	10.85	10.82	10.94	10.51	34.7	34.6	34.6	33.8
2006	11.32	11.66	11.80	12.60	35.6	36.1	36.0	37.0
2007	12.43	12.53	12.53	12.69	36.6	36.7	36.5	36.7
2008	12.79	12.61	12.75	12.68	36.8	36.5	36.5	36.5
2009	12.87	12.88	13.00	12.99	36.4	36.4	36.5	36.6
2010	13.38	13.44	13.59	13.50	37.0	37.1	37.1	37.4
2011	13.72	13.91	14.00	14.34	37.6	37.9	37.9	38.6
2012	14.70	14.83	15.02	15.58	39.0	39.0	39.2	39.8
2013	15.79	15.88	15.90	15.96	39.8	39.8	39.7	39.5
2014	17.08	17.53	17.39	18.49	39.1	39.9	40.0	39.6
2015	18.56	18.02	18.01	17.05	39.5	38.8	39.0	38.9
2016	17.22	18.39	17.40	18.78	38.7	38.8	39.1	39.4
2017	19.24	19.29	19.35	18.25	39.2	39.3	39.3	38.8
2018	18.34	18.93	19.04	18.46	39.4	39.8	39.9	40.4
2019	18.35	–	–	–	40.3	–	–	–
Paid leave								
2004	2.24	2.27	2.33	2.35	7.6	7.6	7.6	7.6
2005	2.38	2.39	2.41	2.32	7.6	7.6	7.6	7.5
2006	2.76	2.79	2.84	3.04	8.7	8.6	8.7	8.9
2007	3.03	3.01	2.97	2.97	8.9	8.8	8.6	8.6
2008	2.93	2.90	2.95	2.86	8.4	8.4	8.4	8.2
2009	2.90	2.90	2.93	2.88	8.2	8.2	8.2	8.1
2010	2.95	2.91	2.96	2.95	8.2	8.0	8.1	8.2
2011	2.98	2.95	2.96	3.00	8.1	8.0	8.0	8.1
2012	3.01	3.01	3.02	3.07	8.0	7.9	7.9	7.8
2013	3.12	3.13	3.15	3.15	7.9	7.8	7.9	7.8
2014	3.50	3.46	3.47	3.60	8.0	7.9	8.0	7.7
2015	3.64	3.63	3.60	3.31	7.7	7.8	7.8	7.5
2016	3.37	3.73	3.40	3.85	7.6	7.9	7.7	8.1

See footnotes at end of table.

Table 26. Private industry workers, service-providing industries by bargaining unit status: employer costs per hours worked for employee compensation and costs as a percentage of total compensation

Union workers

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Paid leave								
2017	3.91	3.91	3.89	3.61	8.0	8.0	7.9	7.7
2018	3.62	3.64	3.68	3.58	7.8	7.7	7.7	7.8
2019	3.57	–	–	–	7.8	–	–	–
Supplemental pay								
2004	.64	.66	.68	.68	2.2	2.2	2.2	2.2
2005	.70	.70	.68	.68	2.2	2.2	2.2	2.2
2006	.81	.83	.85	.88	2.5	2.6	2.6	2.6
2007	.89	.94	.93	.93	2.6	2.7	2.7	2.7
2008	.98	.94	.95	.94	2.8	2.7	2.7	2.7
2009	.93	.92	.93	.91	2.6	2.6	2.6	2.6
2010	.93	.90	.89	.86	2.6	2.5	2.4	2.4
2011	.93	.94	.95	.94	2.5	2.6	2.6	2.5
2012	1.01	1.00	1.01	1.07	2.7	2.6	2.6	2.7
2013	1.07	1.07	1.07	1.14	2.7	2.7	2.7	2.8
2014	1.12	1.12	1.14	1.31	2.6	2.5	2.6	2.8
2015	1.33	1.28	1.29	1.33	2.8	2.8	2.8	3.0
2016	1.35	1.28	1.33	1.16	3.0	2.7	3.0	2.4
2017	1.25	1.25	1.26	1.44	2.6	2.5	2.6	3.1
2018	1.38	1.40	1.40	1.26	3.0	2.9	2.9	2.8
2019	1.26	–	–	–	2.8	–	–	–
Insurance								
2004	2.97	3.13	3.19	3.22	10.1	10.4	10.4	10.4
2005	3.37	3.35	3.41	3.24	10.8	10.7	10.8	10.4
2006	3.30	3.50	3.47	3.67	10.4	10.8	10.6	10.8
2007	3.77	3.74	3.73	3.80	11.1	11.0	10.9	11.0
2008	3.84	3.84	3.91	3.97	11.1	11.1	11.2	11.4
2009	4.13	4.16	4.21	4.24	11.7	11.7	11.8	11.9
2010	4.44	4.52	4.59	4.70	12.3	12.5	12.5	13.0
2011	4.76	4.81	4.86	5.12	13.0	13.1	13.1	13.8
2012	5.20	5.20	5.30	5.44	13.8	13.7	13.8	13.9
2013	5.51	5.52	5.54	5.66	13.9	13.8	13.8	14.0
2014	5.83	5.79	5.80	5.93	13.3	13.2	13.3	12.7
2015	5.92	5.99	6.02	5.80	12.6	12.9	13.0	13.2
2016	5.87	6.02	5.98	6.15	13.2	12.7	13.4	12.9
2017	6.26	6.27	6.30	6.11	12.8	12.8	12.8	13.0
2018	6.19	6.24	6.28	6.29	13.3	13.1	13.2	13.8
2019	6.23	–	–	–	13.7	–	–	–
Retirement and savings								
2004	1.50	1.64	1.63	1.68	5.1	5.4	5.3	5.4
2005	1.72	1.71	1.72	1.58	5.5	5.5	5.5	5.1
2006	1.79	1.83	1.89	2.13	5.6	5.6	5.8	6.3
2007	1.91	1.98	2.06	2.13	5.6	5.8	6.0	6.2
2008	2.17	2.06	2.09	2.11	6.2	6.0	6.0	6.1
2009	2.06	2.03	2.04	2.10	5.8	5.7	5.7	5.9
2010	2.15	2.20	2.23	2.10	5.9	6.1	6.1	5.8
2011	2.13	2.24	2.23	2.28	5.8	6.1	6.0	6.1
2012	2.43	2.54	2.58	2.82	6.5	6.7	6.7	7.2
2013	2.90	2.97	2.92	2.74	7.3	7.4	7.3	6.8
2014	3.29	3.81	3.61	4.20	7.5	8.7	8.3	9.0
2015	4.23	3.68	3.67	3.27	9.0	7.9	7.9	7.5
2016	3.28	3.97	3.37	4.17	7.4	8.4	7.6	8.8
2017	4.26	4.28	4.31	3.65	8.7	8.7	8.8	7.8
2018	3.68	4.17	4.20	3.98	7.9	8.8	8.8	8.7
2019	3.96	–	–	–	8.7	–	–	–
Legally required benefits								
2004	2.45	2.51	2.55	2.57	8.3	8.4	8.3	8.3
2005	2.62	2.64	2.67	2.65	8.4	8.4	8.5	8.5
2006	2.67	2.71	2.75	2.87	8.4	8.4	8.4	8.4
2007	2.84	2.85	2.85	2.86	8.3	8.4	8.3	8.3
2008	2.87	2.87	2.86	2.81	8.3	8.3	8.2	8.1
2009	2.86	2.87	2.89	2.86	8.1	8.1	8.1	8.1
2010	2.91	2.91	2.93	2.90	8.1	8.0	8.0	8.0
2011	2.93	2.96	3.00	3.01	8.0	8.1	8.1	8.1

See footnotes at end of table.

Table 26. Private industry workers, service-providing industries by bargaining unit status: employer costs per hours worked for employee compensation and costs as a percentage of total compensation

Union workers

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Legally required benefits								
2012	3.05	3.08	3.10	3.17	8.1	8.1	8.1	8.1
2013	3.19	3.19	3.22	3.26	8.0	8.0	8.0	8.1
2014	3.35	3.35	3.38	3.46	7.7	7.6	7.8	7.4
2015	3.45	3.44	3.44	3.34	7.3	7.4	7.4	7.6
2016	3.34	3.38	3.32	3.45	7.5	7.1	7.5	7.2
2017	3.55	3.57	3.58	3.44	7.3	7.3	7.3	7.3
2018	3.47	3.47	3.48	3.35	7.4	7.3	7.3	7.3
2019	3.33	–	–	–	7.3	–	–	–
Other benefits[1]								
2004	.04	.05	.05	.05	.1	.2	.2	.2
2005	.05	.05	.05	.05	.2	.1	.1	.1

[1] Includes severance pay and supplemental unemployment benefits. Publication of other benefits was discontinued beginning in June 2006.

Note: The sum of individual items may not equal totals due to rounding. Dashes indicate data are not available.

Table 26. Private industry workers, service-providing industries by bargaining unit status: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Nonunion workers

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Total compensation								
2004	$21.72	$21.76	$22.06	$22.18	100.0	100.0	100.0	100.0
2005	22.41	22.43	22.46	22.92	100.0	100.0	100.0	100.0
2006	23.38	23.31	23.68	23.72	100.0	100.0	100.0	100.0
2007	24.03	23.94	24.07	24.47	100.0	100.0	100.0	100.0
2008	24.79	24.77	25.06	25.44	100.0	100.0	100.0	100.0
2009	25.55	25.49	25.57	25.60	100.0	100.0	100.0	100.0
2010	25.92	25.74	25.93	25.99	100.0	100.0	100.0	100.0
2011	26.32	26.24	26.34	26.78	100.0	100.0	100.0	100.0
2012	26.99	26.93	27.04	26.94	100.0	100.0	100.0	100.0
2013	27.15	27.08	27.22	27.53	100.0	100.0	100.0	100.0
2014	27.64	27.70	27.94	28.81	100.0	100.0	100.0	100.0
2015	29.19	28.86	28.97	29.31	100.0	100.0	100.0	100.0
2016	29.68	29.69	29.85	30.20	100.0	100.0	100.0	100.0
2017	30.45	30.51	30.82	31.45	100.0	100.0	100.0	100.0
2018	32.00	31.91	32.27	31.94	100.0	100.0	100.0	100.0
2019	32.40	–	–	–	100.0	–	–	–
Wages and salaries								
2004	15.99	16.04	16.27	16.34	73.6	73.7	73.7	73.7
2005	16.47	16.50	16.47	16.77	73.5	73.6	73.3	73.2
2006	17.04	17.00	17.31	17.30	72.9	72.9	73.1	72.9
2007	17.56	17.48	17.55	17.85	73.1	73.0	72.9	73.0
2008	18.08	18.06	18.29	18.57	72.9	72.9	73.0	73.0
2009	18.64	18.56	18.61	18.63	73.0	72.8	72.8	72.8
2010	18.83	18.73	18.87	18.92	72.7	72.8	72.8	72.8
2011	19.15	19.05	19.15	19.43	72.8	72.6	72.7	72.6
2012	19.54	19.52	19.60	19.52	72.4	72.5	72.5	72.5
2013	19.65	19.61	19.70	19.87	72.4	72.4	72.4	72.2
2014	19.91	19.95	20.14	20.57	72.0	72.0	72.1	71.4
2015	20.82	20.64	20.80	21.07	71.3	71.5	71.8	71.9
2016	21.25	21.31	21.42	21.67	71.6	71.8	71.8	71.7
2017	21.82	21.88	22.09	22.48	71.7	71.7	71.7	71.5
2018	22.86	22.81	23.10	23.04	71.4	71.5	71.6	72.1
2019	23.38	–	–	–	72.2	–	–	–
Total benefits								
2004	5.72	5.72	5.79	5.84	26.4	26.3	26.3	26.3
2005	5.95	5.93	6.00	6.15	26.5	26.4	26.7	26.8
2006	6.34	6.30	6.38	6.42	27.1	27.1	26.9	27.1
2007	6.47	6.46	6.52	6.62	26.9	27.0	27.1	27.0
2008	6.71	6.71	6.77	6.88	27.1	27.1	27.0	27.0
2009	6.91	6.93	6.96	6.97	27.0	27.2	27.2	27.2
2010	7.09	7.00	7.07	7.07	27.3	27.2	27.2	27.2
2011	7.17	7.19	7.19	7.35	27.2	27.4	27.3	27.4
2012	7.45	7.41	7.44	7.42	27.6	27.5	27.5	27.5
2013	7.50	7.47	7.52	7.66	27.6	27.6	27.6	27.8
2014	7.73	7.75	7.80	8.23	28.0	28.0	27.9	28.6
2015	8.37	8.21	8.17	8.24	28.7	28.5	28.2	28.1
2016	8.43	8.38	8.42	8.53	28.4	28.2	28.2	28.3
2017	8.63	8.64	8.73	8.97	28.3	28.3	28.3	28.5
2018	9.14	9.10	9.16	8.91	28.6	28.5	28.4	27.9
2019	9.02	–	–	–	27.8	–	–	–
Paid leave								
2004	1.38	1.38	1.41	1.42	6.4	6.4	6.4	6.4
2005	1.43	1.42	1.43	1.48	6.4	6.3	6.4	6.5
2006	1.58	1.57	1.59	1.60	6.8	6.7	6.7	6.7
2007	1.62	1.61	1.60	1.63	6.7	6.7	6.7	6.7
2008	1.64	1.63	1.66	1.71	6.6	6.6	6.6	6.7
2009	1.72	1.70	1.70	1.71	6.7	6.7	6.7	6.7
2010	1.73	1.71	1.73	1.75	6.7	6.7	6.7	6.7
2011	1.78	1.76	1.76	1.84	6.8	6.7	6.7	6.9
2012	1.85	1.84	1.84	1.85	6.8	6.8	6.8	6.9
2013	1.87	1.85	1.86	1.90	6.9	6.8	6.9	6.9
2014	1.92	1.91	1.93	1.99	7.0	6.9	6.9	6.9
2015	2.01	1.98	1.99	2.02	6.9	6.8	6.9	6.9
2016	2.05	2.04	2.05	2.09	6.9	6.9	6.9	6.9

See footnotes at end of table.

Table 26. Private industry workers, service-providing industries by bargaining unit status: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Nonunion workers

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Paid leave								
2017	2.11	2.11	2.13	2.23	6.9	6.9	6.9	7.1
2018	2.27	2.25	2.28	2.32	7.1	7.1	7.1	7.3
2019	2.37	–	–	–	7.3	–	–	–
Supplemental pay								
2004	.53	.50	.51	.51	2.5	2.3	2.3	2.3
2005	.53	.54	.55	.58	2.4	2.4	2.4	2.5
2006	.61	.61	.61	.63	2.6	2.6	2.6	2.6
2007	.63	.64	.65	.64	2.6	2.7	2.7	2.6
2008	.66	.69	.67	.68	2.6	2.8	2.7	2.7
2009	.66	.73	.73	.72	2.6	2.9	2.9	2.8
2010	.70	.67	.68	.66	2.7	2.6	2.6	2.5
2011	.64	.67	.67	.68	2.4	2.5	2.5	2.5
2012	.70	.69	.69	.68	2.6	2.6	2.6	2.5
2013	.67	.67	.66	.70	2.5	2.5	2.4	2.6
2014	.71	.70	.71	1.00	2.6	2.5	2.5	3.5
2015	1.04	1.01	.93	.94	3.6	3.5	3.2	3.2
2016	1.07	1.07	1.07	1.07	3.6	3.6	3.6	3.5
2017	1.10	1.11	1.12	1.20	3.6	3.6	3.6	3.8
2018	1.25	1.24	1.25	.95	3.9	3.9	3.9	3.0
2019	.96	–	–	–	3.0	–	–	–
Insurance								
2004	1.37	1.37	1.38	1.39	6.3	6.3	6.3	6.3
2005	1.44	1.43	1.45	1.48	6.4	6.4	6.4	6.5
2006	1.52	1.52	1.54	1.56	6.5	6.5	6.5	6.6
2007	1.60	1.59	1.61	1.63	6.7	6.7	6.7	6.7
2008	1.67	1.66	1.68	1.71	6.7	6.7	6.7	6.7
2009	1.75	1.73	1.75	1.76	6.8	6.8	6.8	6.9
2010	1.83	1.81	1.82	1.82	7.0	7.0	7.0	7.0
2011	1.85	1.86	1.86	1.90	7.0	7.1	7.1	7.1
2012	1.93	1.92	1.92	1.92	7.1	7.1	7.1	7.1
2013	1.97	1.95	1.96	2.00	7.3	7.2	7.2	7.3
2014	2.04	2.03	2.04	2.06	7.4	7.3	7.3	7.2
2015	2.11	2.09	2.10	2.06	7.2	7.2	7.2	7.0
2016	2.11	2.09	2.10	2.13	7.1	7.0	7.0	7.1
2017	2.14	2.13	2.15	2.20	7.0	7.0	7.0	7.0
2018	2.23	2.21	2.23	2.23	7.0	6.9	6.9	7.0
2019	2.26	–	–	–	7.0	–	–	–
Retirement and savings								
2004	.60	.60	.62	.63	2.7	2.8	2.8	2.9
2005	.64	.62	.63	.64	2.9	2.8	2.8	2.8
2006	.68	.67	.68	.67	2.9	2.9	2.9	2.8
2007	.65	.65	.68	.72	2.7	2.7	2.8	2.9
2008	.72	.72	.73	.73	2.9	2.9	2.9	2.9
2009	.73	.72	.72	.72	2.9	2.8	2.8	2.8
2010	.74	.73	.74	.75	2.9	2.8	2.9	2.9
2011	.78	.77	.77	.79	3.0	3.0	2.9	2.9
2012	.80	.79	.80	.80	3.0	2.9	2.9	3.0
2013	.81	.81	.83	.83	3.0	3.0	3.0	3.0
2014	.83	.88	.89	.92	3.0	3.2	3.2	3.2
2015	.93	.87	.88	.90	3.2	3.0	3.0	3.1
2016	.88	.87	.89	.90	3.0	2.9	3.0	3.0
2017	.92	.93	.95	.94	3.0	3.0	3.1	3.0
2018	.96	.97	.98	.97	3.0	3.1	3.0	3.0
2019	.99	–	–	–	3.0	–	–	–
Legally required benefits								
2004	1.81	1.83	1.85	1.87	8.3	8.4	8.4	8.4
2005	1.89	1.90	1.91	1.93	8.4	8.5	8.5	8.4
2006	1.94	1.94	1.95	1.97	8.3	8.3	8.3	8.3
2007	1.98	1.97	1.99	2.00	8.2	8.2	8.2	8.2
2008	2.01	2.02	2.03	2.04	8.1	8.1	8.1	8.0
2009	2.05	2.05	2.05	2.05	8.0	8.0	8.0	8.0
2010	2.08	2.08	2.09	2.09	8.0	8.1	8.1	8.0
2011	2.12	2.13	2.13	2.14	8.1	8.1	8.1	8.0

See footnotes at end of table.

Table 26. Private industry workers, service-providing industries by bargaining unit status: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Nonunion workers

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Legally required benefits								
2012	2.17	2.18	2.18	2.18	8.1	8.1	8.1	8.1
2013	2.19	2.19	2.20	2.22	8.1	8.1	8.1	8.1
2014	2.22	2.22	2.23	2.27	8.0	8.0	8.0	7.9
2015	2.28	2.27	2.27	2.31	7.8	7.9	7.9	7.9
2016	2.32	2.31	2.32	2.34	7.8	7.8	7.8	7.7
2017	2.37	2.37	2.38	2.40	7.8	7.8	7.7	7.6
2018	2.43	2.42	2.43	2.43	7.6	7.6	7.5	7.6
2019	2.45	–	–	–	7.6	–	–	–
Other benefits[1]								
2004	.02	.03	.03	.03	.1	.1	.1	.1
2005	.03	.02	.02	.02	.1	.1	.1	.1

[1] Includes severance pay and supplemental unemployment benefits. Publication of other benefits was discontinued beginning in June 2006.

Note: The sum of individual items may not equal totals due to rounding. Dashes indicate data are not available.

Table 27. Private industry workers, health care and social assistance industry by occupational group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation

Management, professional, and related occupations[1]

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Total compensation								
2004	$32.53	$32.88	$33.34	$33.49	100.0	100.0	100.0	100.0
2005	33.93	34.51	34.73	34.67	100.0	100.0	100.0	100.0
2006	35.03	35.59	37.03	37.53	100.0	100.0	100.0	100.0
2007	38.21	38.53	37.64	39.37	100.0	100.0	100.0	100.0
2008	39.61	40.08	40.30	39.83	100.0	100.0	100.0	100.0
2009	40.21	40.51	40.64	39.67	100.0	100.0	100.0	100.0
2010	40.64	40.93	41.18	40.80	100.0	100.0	100.0	100.0
2011	42.15	42.20	41.45	41.64	100.0	100.0	100.0	100.0
2012	42.04	42.79	42.52	41.71	100.0	100.0	100.0	100.0
2013	41.83	42.31	42.55	41.08	100.0	100.0	100.0	100.0
2014	43.19	43.75	42.83	44.33	100.0	100.0	100.0	100.0
2015	44.36	44.35	44.30	43.67	100.0	100.0	100.0	100.0
2016	44.49	46.65	44.19	47.16	100.0	100.0	100.0	100.0
2017	47.48	47.70	48.29	52.34	100.0	100.0	100.0	100.0
2018	53.02	53.19	53.98	53.38	100.0	100.0	100.0	100.0
2019	53.61	–	–	–	100.0	–	–	–
Wages and salaries								
2004	23.76	23.99	24.33	24.45	73.0	73.0	73.0	73.0
2005	24.75	25.13	25.27	25.27	72.9	72.8	72.7	72.9
2006	25.38	25.75	27.07	27.20	72.5	72.3	73.1	72.5
2007	27.68	27.96	27.08	28.44	72.4	72.6	71.9	72.2
2008	28.63	28.96	29.08	28.69	72.3	72.3	72.2	72.0
2009	28.97	29.15	29.21	28.32	72.0	72.0	71.9	71.4
2010	29.15	29.40	29.53	29.13	71.7	71.8	71.7	71.4
2011	30.05	30.13	29.67	29.58	71.3	71.4	71.6	71.0
2012	29.84	30.38	30.07	29.59	71.0	71.0	70.7	70.9
2013	29.64	29.99	30.18	29.03	70.9	70.9	70.9	70.7
2014	30.29	30.72	30.16	31.06	70.1	70.2	70.4	70.1
2015	31.05	31.00	31.01	30.47	70.0	69.9	70.0	69.8
2016	31.04	32.39	30.87	32.75	69.8	69.4	69.9	69.4
2017	32.91	33.12	33.50	36.39	69.3	69.4	69.4	69.5
2018	36.81	37.05	37.64	37.20	69.4	69.6	69.7	69.7
2019	37.36	–	–	–	69.7	–	–	–
Total benefits								
2004	8.77	8.89	9.01	9.05	27.0	27.0	27.0	27.0
2005	9.19	9.37	9.47	9.40	27.1	27.2	27.3	27.1
2006	9.65	9.85	9.96	10.34	27.5	27.7	26.9	27.5
2007	10.53	10.57	10.56	10.93	27.6	27.4	28.1	27.8
2008	10.98	11.12	11.22	11.14	27.7	27.7	27.8	28.0
2009	11.24	11.36	11.43	11.35	28.0	28.0	28.1	28.6
2010	11.49	11.53	11.65	11.67	28.3	28.2	28.3	28.6
2011	12.10	12.07	11.79	12.06	28.7	28.6	28.4	29.0
2012	12.21	12.42	12.45	12.12	29.0	29.0	29.3	29.1
2013	12.19	12.32	12.38	12.05	29.1	29.1	29.1	29.3
2014	12.90	13.03	12.67	13.27	29.9	29.8	29.6	29.9
2015	13.32	13.35	13.29	13.20	30.0	30.1	30.0	30.2
2016	13.45	14.26	13.32	14.41	30.2	30.6	30.1	30.6
2017	14.56	14.59	14.80	15.95	30.7	30.6	30.6	30.5
2018	16.21	16.15	16.33	16.18	30.6	30.4	30.3	30.3
2019	16.25	–	–	–	30.3	–	–	–
Paid leave								
2004	2.64	2.63	2.67	2.68	8.1	8.0	8.0	8.0
2005	2.68	2.72	2.76	2.73	7.9	7.9	8.0	7.9
2006	2.88	2.95	3.00	3.14	8.2	8.3	8.1	8.4
2007	3.21	3.23	3.19	3.22	8.4	8.4	8.5	8.2
2008	3.19	3.24	3.28	3.29	8.1	8.1	8.1	8.3
2009	3.29	3.34	3.38	3.35	8.2	8.3	8.3	8.4
2010	3.36	3.36	3.39	3.43	8.3	8.2	8.2	8.4
2011	3.59	3.56	3.41	3.56	8.5	8.4	8.2	8.5
2012	3.50	3.63	3.64	3.54	8.3	8.5	8.6	8.5
2013	3.57	3.64	3.67	3.53	8.5	8.6	8.6	8.6
2014	3.76	3.80	3.71	3.77	8.7	8.7	8.7	8.5
2015	3.77	3.77	3.76	3.73	8.5	8.5	8.5	8.5
2016	3.80	4.05	3.78	4.09	8.5	8.7	8.6	8.7

See footnotes at end of table.

Table 27. Private industry workers, health care and social assistance industry by occupational group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation

Management, professional, and related occupations[1]

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Paid leave								
2017	4.13	4.15	4.20	4.73	8.7	8.7	8.7	9.0
2018	4.81	4.81	4.88	4.95	9.1	9.0	9.0	9.3
2019	4.97	–	–	–	9.3	–	–	–
Supplemental pay								
2004	.70	.71	.73	.73	2.2	2.2	2.2	2.2
2005	.76	.79	.79	.78	2.2	2.3	2.3	2.3
2006	.83	.83	.85	.91	2.4	2.3	2.3	2.4
2007	.92	.92	.92	.91	2.4	2.4	2.4	2.3
2008	.92	.93	.93	.94	2.3	2.3	2.3	2.4
2009	.96	.99	.99	.97	2.4	2.4	2.4	2.4
2010	.96	.96	.96	.94	2.4	2.3	2.3	2.3
2011	.98	.96	.96	.92	2.3	2.3	2.3	2.2
2012	.95	.92	.93	.93	2.3	2.1	2.2	2.2
2013	.90	.90	.90	.90	2.2	2.1	2.1	2.2
2014	.90	.92	.92	.93	2.1	2.1	2.1	2.1
2015	.92	.93	.94	1.04	2.1	2.1	2.1	2.4
2016	1.02	.99	1.02	1.01	2.3	2.1	2.3	2.1
2017	1.01	1.01	1.02	1.19	2.1	2.1	2.1	2.3
2018	1.24	1.22	1.21	1.34	2.3	2.3	2.2	2.5
2019	1.31	–	–	–	2.4	–	–	–
Insurance								
2004	2.02	2.07	2.09	2.08	6.2	6.3	6.3	6.2
2005	2.15	2.21	2.22	2.23	6.3	6.4	6.4	6.4
2006	2.26	2.34	2.33	2.41	6.5	6.6	6.3	6.4
2007	2.49	2.49	2.50	2.54	6.5	6.5	6.6	6.5
2008	2.59	2.61	2.64	2.69	6.5	6.5	6.5	6.7
2009	2.75	2.77	2.78	2.83	6.8	6.8	6.8	7.1
2010	2.91	2.92	2.94	2.95	7.2	7.1	7.1	7.2
2011	3.02	3.02	3.00	3.11	7.2	7.2	7.2	7.5
2012	3.26	3.32	3.37	3.22	7.8	7.7	7.9	7.7
2013	3.28	3.30	3.28	3.29	7.8	7.8	7.7	8.0
2014	3.42	3.46	3.41	3.65	7.9	7.9	8.0	8.2
2015	3.70	3.72	3.70	3.65	8.3	8.4	8.4	8.3
2016	3.78	3.85	3.72	3.84	8.5	8.3	8.4	8.2
2017	3.87	3.86	3.93	4.36	8.1	8.1	8.1	8.3
2018	4.38	4.36	4.45	4.23	8.3	8.2	8.3	7.9
2019	4.28	–	–	–	8.0	–	–	–
Retirement and savings								
2004	.86	.93	.95	.95	2.7	2.8	2.8	2.8
2005	.96	.97	1.00	.96	2.8	2.8	2.9	2.8
2006	.96	.96	.98	1.00	2.7	2.7	2.7	2.7
2007	1.02	1.03	1.05	1.33	2.7	2.7	2.8	3.4
2008	1.35	1.36	1.38	1.25	3.4	3.4	3.4	3.1
2009	1.26	1.27	1.27	1.24	3.1	3.1	3.1	3.1
2010	1.27	1.29	1.32	1.34	3.1	3.1	3.2	3.3
2011	1.46	1.47	1.36	1.46	3.5	3.5	3.3	3.5
2012	1.45	1.49	1.47	1.40	3.5	3.5	3.5	3.4
2013	1.41	1.42	1.44	1.35	3.4	3.4	3.4	3.3
2014	1.78	1.79	1.59	1.82	4.1	4.1	3.7	4.1
2015	1.83	1.83	1.78	1.69	4.1	4.1	4.0	3.9
2016	1.72	2.23	1.72	2.28	3.9	4.8	3.9	4.8
2017	2.33	2.34	2.38	2.19	4.9	4.9	4.9	4.2
2018	2.27	2.25	2.25	2.16	4.3	4.2	4.2	4.0
2019	2.17	–	–	–	4.0	–	–	–
Legally required benefits								
2004	2.52	2.54	2.56	2.59	7.8	7.7	7.7	7.7
2005	2.62	2.67	2.70	2.69	7.7	7.7	7.8	7.8
2006	2.72	2.76	2.80	2.87	7.8	7.7	7.6	7.7
2007	2.90	2.91	2.90	2.93	7.6	7.6	7.7	7.4
2008	2.94	2.98	3.00	2.96	7.4	7.4	7.4	7.4
2009	2.98	3.00	3.01	2.96	7.4	7.4	7.4	7.5
2010	2.99	3.00	3.03	3.01	7.4	7.3	7.3	7.4
2011	3.06	3.07	3.06	3.01	7.3	7.3	7.4	7.2

See footnotes at end of table.

Table 27. Private industry workers, health care and social assistance industry by occupational group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation

Management, professional, and related occupations[1]

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Legally required benefits								
2012	3.04	3.06	3.04	3.03	7.2	7.2	7.1	7.3
2013	3.04	3.05	3.08	2.98	7.3	7.2	7.2	7.2
2014	3.03	3.06	3.03	3.11	7.0	7.0	7.1	7.0
2015	3.10	3.09	3.11	3.09	7.0	7.0	7.0	7.1
2016	3.13	3.15	3.09	3.18	7.0	6.8	7.0	6.7
2017	3.22	3.22	3.26	3.48	6.8	6.8	6.7	6.6
2018	3.52	3.51	3.55	3.50	6.6	6.6	6.6	6.6
2019	3.52	–	–	–	6.6	–	–	–
Other benefits[2]								
2004	([3])	([3])	([3])	([3])	([4])	([4])	([4])	([4])
2005	([3])	([3])	([3])	([3])	([4])	([4])	([4])	([4])

[1] Estimates from December 2013 to March 2014 for this series were corrected, details are available at www.bls.gov/bls/ecec_correction_091014.htm.
[2] Includes severance pay and supplemental unemployment benefits. Publication of other benefits was discontinued beginning in June 2006.
[3] Cost per hour worked is $0.01 or less.
[4] Less than .05 percent.

Note: The sum of individual items may not equal totals due to rounding. Dashes indicate data are not available.

Table 27. Private industry workers, health care and social assistance industry by occupational group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Registered nurses

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Total compensation								
2004	$36.21	$37.17	$37.65	$37.86	100.0	100.0	100.0	100.0
2005	38.37	38.75	39.22	39.60	100.0	100.0	100.0	100.0
2006	39.89	40.81	41.48	42.25	100.0	100.0	100.0	100.0
2007	42.94	43.20	43.47	43.66	100.0	100.0	100.0	100.0
2008	44.21	44.40	44.89	46.30	100.0	100.0	100.0	100.0
2009	46.66	47.22	47.53	47.23	100.0	100.0	100.0	100.0
2010	47.78	47.92	48.34	47.76	100.0	100.0	100.0	100.0
2011	48.75	48.58	48.69	48.69	100.0	100.0	100.0	100.0
2012	49.13	49.37	49.22	47.69	100.0	100.0	100.0	100.0
2013	48.02	48.33	48.63	48.35	100.0	100.0	100.0	100.0
2014	48.44	49.05	48.97	51.03	100.0	100.0	100.0	100.0
2015	51.17	51.77	51.59	51.49	100.0	100.0	100.0	100.0
2016	52.15	52.27	52.44	52.82	100.0	100.0	100.0	100.0
2017	53.29	53.59	53.53	54.92	100.0	100.0	100.0	100.0
2018	55.21	55.60	55.57	56.30	100.0	100.0	100.0	100.0
2019	56.49	–	–	–	100.0	–	–	–
Wages and salaries								
2004	25.74	26.37	26.69	26.83	71.1	70.9	70.9	70.9
2005	27.21	27.48	27.81	28.11	70.9	70.9	70.9	71.0
2006	28.19	28.79	29.24	29.65	70.7	70.5	70.5	70.2
2007	30.18	30.38	30.65	30.78	70.3	70.3	70.5	70.5
2008	31.16	31.30	31.70	32.57	70.5	70.5	70.6	70.3
2009	32.80	33.23	33.46	33.32	70.3	70.4	70.4	70.5
2010	33.59	33.71	33.89	33.47	70.3	70.4	70.1	70.1
2011	33.92	33.86	33.98	33.90	69.6	69.7	69.8	69.6
2012	34.17	34.32	34.19	33.55	69.5	69.5	69.5	70.3
2013	33.76	33.94	34.20	33.72	70.3	70.2	70.3	69.7
2014	33.77	34.22	34.17	34.99	69.7	69.8	69.8	68.6
2015	35.06	35.51	35.46	34.64	68.5	68.6	68.7	67.3
2016	35.04	35.02	35.13	35.53	67.2	67.0	67.0	67.3
2017	35.85	36.11	36.06	36.41	67.3	67.4	67.4	66.3
2018	36.61	36.91	36.96	37.02	66.3	66.4	66.5	65.8
2019	37.13	–	–	–	65.7	–	–	–
Total benefits								
2004	10.47	10.80	10.96	11.03	28.9	29.1	29.1	29.1
2005	11.16	11.27	11.41	11.49	29.1	29.1	29.1	29.0
2006	11.69	12.02	12.23	12.59	29.3	29.5	29.5	29.8
2007	12.76	12.82	12.82	12.89	29.7	29.7	29.5	29.5
2008	13.05	13.10	13.20	13.73	29.5	29.5	29.4	29.7
2009	13.86	13.99	14.07	13.91	29.7	29.6	29.6	29.5
2010	14.19	14.20	14.46	14.29	29.7	29.6	29.9	29.9
2011	14.83	14.71	14.70	14.80	30.4	30.3	30.2	30.4
2012	14.96	15.05	15.03	14.14	30.5	30.5	30.5	29.7
2013	14.26	14.39	14.43	14.63	29.7	29.8	29.7	30.3
2014	14.66	14.83	14.80	16.05	30.3	30.2	30.2	31.4
2015	16.11	16.26	16.13	16.85	31.5	31.4	31.3	32.7
2016	17.11	17.25	17.30	17.30	32.8	33.0	33.0	32.7
2017	17.43	17.49	17.47	18.50	32.7	32.6	32.6	33.7
2018	18.60	18.69	18.61	19.28	33.7	33.6	33.5	34.2
2019	19.36	–	–	–	34.3	–	–	–
Paid leave								
2004	3.03	3.12	3.17	3.19	8.4	8.4	8.4	8.4
2005	3.19	3.18	3.24	3.22	8.3	8.2	8.2	8.1
2006	3.30	3.43	3.50	3.60	8.3	8.4	8.4	8.5
2007	3.67	3.70	3.68	3.68	8.5	8.6	8.5	8.4
2008	3.67	3.67	3.70	3.92	8.3	8.3	8.2	8.5
2009	3.93	4.06	4.09	4.00	8.4	8.6	8.6	8.5
2010	4.05	4.04	4.13	3.92	8.5	8.4	8.5	8.2
2011	4.11	4.04	4.04	4.09	8.4	8.3	8.3	8.4
2012	4.08	4.12	4.06	3.81	8.3	8.3	8.3	8.0
2013	3.85	3.88	3.91	3.95	8.0	8.0	8.0	8.2
2014	3.96	4.00	4.00	4.37	8.2	8.2	8.2	8.6
2015	4.36	4.40	4.38	4.55	8.5	8.5	8.5	8.8
2016	4.63	4.71	4.72	4.76	8.9	9.0	9.0	9.0

See footnotes at end of table.

Table 27. Private industry workers, health care and social assistance industry by occupational group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Registered nurses

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Paid leave								
2017	4.80	4.82	4.83	5.09	9.0	9.0	9.0	9.3
2018	5.10	5.12	5.15	5.38	9.2	9.2	9.3	9.5
2019	5.38	–	–	–	9.5	–	–	–
Supplemental pay								
2004	1.27	1.26	1.27	1.29	3.5	3.4	3.4	3.4
2005	1.34	1.32	1.33	1.34	3.5	3.4	3.4	3.4
2006	1.44	1.45	1.48	1.57	3.6	3.6	3.6	3.7
2007	1.57	1.58	1.56	1.57	3.7	3.7	3.6	3.6
2008	1.59	1.60	1.61	1.68	3.6	3.6	3.6	3.6
2009	1.67	1.66	1.69	1.59	3.6	3.5	3.6	3.4
2010	1.62	1.61	1.63	1.60	3.4	3.4	3.4	3.4
2011	1.73	1.64	1.64	1.58	3.5	3.4	3.4	3.2
2012	1.58	1.56	1.55	1.49	3.2	3.2	3.2	3.1
2013	1.48	1.50	1.50	1.50	3.1	3.1	3.1	3.1
2014	1.53	1.57	1.56	1.68	3.2	3.2	3.2	3.3
2015	1.65	1.70	1.68	1.69	3.2	3.3	3.3	3.3
2016	1.69	1.69	1.73	1.72	3.2	3.2	3.3	3.3
2017	1.74	1.75	1.75	1.97	3.3	3.3	3.3	3.6
2018	2.00	2.00	1.95	2.22	3.6	3.6	3.5	3.9
2019	2.23	–	–	–	4.0	–	–	–
Insurance								
2004	2.25	2.33	2.35	2.37	6.2	6.3	6.3	6.3
2005	2.41	2.51	2.51	2.55	6.3	6.5	6.4	6.4
2006	2.58	2.69	2.72	2.79	6.5	6.6	6.6	6.6
2007	2.83	2.82	2.83	2.86	6.6	6.5	6.5	6.5
2008	2.95	2.98	2.98	3.03	6.7	6.7	6.6	6.5
2009	3.14	3.14	3.14	3.19	6.7	6.7	6.6	6.8
2010	3.29	3.30	3.33	3.52	6.9	6.9	6.9	7.4
2011	3.57	3.59	3.60	3.67	7.3	7.4	7.4	7.5
2012	3.86	3.89	3.96	3.66	7.9	7.9	8.0	7.7
2013	3.70	3.72	3.67	3.80	7.7	7.7	7.5	7.9
2014	3.79	3.83	3.83	4.19	7.8	7.8	7.8	8.2
2015	4.26	4.32	4.24	4.49	8.3	8.3	8.2	8.7
2016	4.63	4.68	4.65	4.56	8.9	9.0	8.9	8.6
2017	4.57	4.57	4.56	4.99	8.6	8.5	8.5	9.1
2018	5.05	5.07	5.11	5.09	9.1	9.1	9.2	9.0
2019	5.16	–	–	–	9.1	–	–	–
Retirement and savings								
2004	1.08	1.18	1.21	1.21	3.0	3.2	3.2	3.2
2005	1.22	1.23	1.25	1.26	3.2	3.2	3.2	3.2
2006	1.26	1.28	1.31	1.35	3.2	3.1	3.1	3.2
2007	1.36	1.38	1.41	1.43	3.2	3.2	3.3	3.3
2008	1.45	1.44	1.46	1.62	3.3	3.2	3.3	3.5
2009	1.63	1.62	1.62	1.62	3.5	3.4	3.4	3.4
2010	1.69	1.69	1.76	1.70	3.5	3.5	3.6	3.6
2011	1.83	1.86	1.83	1.86	3.8	3.8	3.7	3.8
2012	1.82	1.83	1.84	1.64	3.7	3.7	3.7	3.4
2013	1.67	1.71	1.75	1.83	3.5	3.5	3.6	3.8
2014	1.83	1.85	1.85	2.14	3.8	3.8	3.8	4.2
2015	2.15	2.12	2.12	2.47	4.2	4.1	4.1	4.8
2016	2.49	2.52	2.56	2.56	4.8	4.8	4.9	4.8
2017	2.60	2.61	2.61	2.70	4.9	4.9	4.9	4.9
2018	2.68	2.70	2.61	2.77	4.8	4.9	4.7	4.9
2019	2.77	–	–	–	4.9	–	–	–
Legally required benefits								
2004	2.82	2.91	2.94	2.96	7.8	7.8	7.8	7.8
2005	2.99	3.02	3.07	3.09	7.8	7.8	7.8	7.8
2006	3.10	3.18	3.23	3.28	7.8	7.8	7.8	7.8
2007	3.33	3.34	3.34	3.35	7.8	7.7	7.7	7.7
2008	3.38	3.41	3.44	3.48	7.7	7.7	7.7	7.5
2009	3.49	3.52	3.53	3.51	7.5	7.4	7.4	7.4
2010	3.55	3.56	3.60	3.55	7.4	7.4	7.5	7.4
2011	3.59	3.58	3.59	3.60	7.4	7.4	7.4	7.4

See footnotes at end of table.

Table 27. Private industry workers, health care and social assistance industry by occupational group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Registered nurses

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Legally required benefits								
2012	3.62	3.65	3.62	3.55	7.4	7.4	7.3	7.4
2013	3.56	3.58	3.61	3.55	7.4	7.4	7.4	7.3
2014	3.55	3.57	3.56	3.67	7.3	7.3	7.3	7.2
2015	3.68	3.72	3.71	3.65	7.2	7.2	7.2	7.1
2016	3.67	3.65	3.64	3.69	7.0	7.0	6.9	7.0
2017	3.72	3.74	3.72	3.76	7.0	7.0	7.0	6.8
2018	3.78	3.80	3.80	3.82	6.8	6.8	6.8	6.8
2019	3.82	–	–	–	6.8	–	–	–
Other benefits[1]								
2004	([2])	([2])	([2])	([2])	([3])	([3])	([3])	([3])
2005	([2])	([2])	([2])	([2])	([3])	([3])	([3])	([3])

[1] Includes severance pay and supplemental unemployment benefits. Publication of other benefits was discontinued beginning in June 2006.
[2] Cost per hour worked is $0.01 or less.
[3] Less than .05 percent.

Note: The sum of individual items may not equal totals due to rounding. Dashes indicate data are not available.

Table 27. Private industry workers, health care and social assistance industry by occupational group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Sales and office occupations

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Total compensation								
2004	$17.36	$17.58	$17.70	$17.83	100.0	100.0	100.0	100.0
2005	18.00	18.38	18.58	19.06	100.0	100.0	100.0	100.0
2006	19.13	19.64	19.61	19.84	100.0	100.0	100.0	100.0
2007	19.91	20.12	20.38	20.57	100.0	100.0	100.0	100.0
2008	20.79	20.70	20.84	20.98	100.0	100.0	100.0	100.0
2009	21.21	21.51	21.56	21.94	100.0	100.0	100.0	100.0
2010	22.06	22.12	22.23	21.81	100.0	100.0	100.0	100.0
2011	21.91	21.97	22.15	22.02	100.0	100.0	100.0	100.0
2012	22.17	22.43	22.39	22.33	100.0	100.0	100.0	100.0
2013	22.35	22.40	22.16	21.92	100.0	100.0	100.0	100.0
2014	21.83	21.99	21.93	22.31	100.0	100.0	100.0	100.0
2015	22.38	22.54	22.62	22.35	100.0	100.0	100.0	100.0
2016	22.83	22.90	22.91	23.08	100.0	100.0	100.0	100.0
2017	23.32	23.42	23.54	24.60	100.0	100.0	100.0	100.0
2018	24.86	25.01	25.07	25.43	100.0	100.0	100.0	100.0
2019	25.89	–	–	–	100.0	–	–	–
Wages and salaries								
2004	12.52	12.50	12.59	12.70	72.1	71.1	71.2	71.2
2005	12.77	12.97	13.08	13.33	70.9	70.6	70.4	70.0
2006	13.38	13.54	13.66	13.91	70.0	68.9	69.7	70.1
2007	13.94	14.13	14.39	14.45	70.0	70.3	70.6	70.2
2008	14.54	14.51	14.62	14.75	69.9	70.1	70.1	70.3
2009	14.81	15.02	15.07	15.32	69.9	69.8	69.9	69.8
2010	15.38	15.44	15.51	15.29	69.7	69.8	69.8	70.1
2011	15.34	15.40	15.53	15.52	70.0	70.1	70.1	70.5
2012	15.57	15.71	15.64	15.82	70.2	70.0	69.9	70.9
2013	15.77	15.82	15.64	15.39	70.6	70.6	70.6	70.2
2014	15.36	15.40	15.36	15.61	70.3	70.0	70.1	70.0
2015	15.61	15.72	15.83	15.47	69.8	69.8	70.0	69.2
2016	15.85	15.91	15.93	15.93	69.4	69.5	69.5	69.0
2017	16.06	16.13	16.24	17.10	68.9	68.9	69.0	69.5
2018	17.31	17.42	17.51	17.59	69.6	69.6	69.8	69.2
2019	17.90	–	–	–	69.2	–	–	–
Total benefits								
2004	4.83	5.08	5.10	5.13	27.9	28.9	28.8	28.8
2005	5.23	5.41	5.50	5.72	29.1	29.4	29.6	30.0
2006	5.75	6.10	5.94	5.93	30.0	31.1	30.3	29.9
2007	5.97	5.98	5.98	6.12	30.0	29.7	29.4	29.8
2008	6.25	6.19	6.23	6.23	30.1	29.9	29.9	29.7
2009	6.39	6.48	6.49	6.62	30.1	30.2	30.1	30.2
2010	6.67	6.68	6.72	6.52	30.3	30.2	30.2	29.9
2011	6.57	6.57	6.62	6.50	30.0	29.9	29.9	29.5
2012	6.60	6.72	6.75	6.50	29.8	30.0	30.1	29.1
2013	6.58	6.58	6.52	6.53	29.4	29.4	29.4	29.8
2014	6.48	6.59	6.57	6.69	29.7	30.0	29.9	30.0
2015	6.77	6.82	6.79	6.88	30.2	30.2	30.0	30.8
2016	6.98	6.99	6.98	7.14	30.6	30.5	30.5	31.0
2017	7.25	7.29	7.30	7.49	31.1	31.1	31.0	30.5
2018	7.55	7.59	7.56	7.84	30.4	30.4	30.2	30.8
2019	7.99	–	–	–	30.8	–	–	–
Paid leave								
2004	1.16	1.17	1.18	1.20	6.7	6.7	6.6	6.7
2005	1.21	1.23	1.24	1.36	6.7	6.7	6.7	7.2
2006	1.45	1.50	1.52	1.52	7.6	7.6	7.7	7.6
2007	1.52	1.54	1.55	1.55	7.7	7.7	7.6	7.5
2008	1.59	1.55	1.56	1.57	7.7	7.5	7.5	7.5
2009	1.56	1.59	1.58	1.60	7.4	7.4	7.3	7.3
2010	1.58	1.57	1.59	1.55	7.2	7.1	7.1	7.1
2011	1.55	1.56	1.58	1.58	7.1	7.1	7.1	7.2
2012	1.59	1.62	1.60	1.56	7.2	7.2	7.1	7.0
2013	1.56	1.57	1.53	1.52	7.0	7.0	6.9	6.9
2014	1.51	1.53	1.53	1.60	6.9	6.9	7.0	7.2
2015	1.60	1.62	1.63	1.64	7.2	7.2	7.2	7.3
2016	1.66	1.67	1.66	1.66	7.3	7.3	7.3	7.2

See footnotes at end of table.

Table 27. Private industry workers, health care and social assistance industry by occupational group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Sales and office occupations

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Paid leave								
2017	1.70	1.71	1.71	1.86	7.3	7.3	7.3	7.6
2018	1.88	1.89	1.90	1.95	7.6	7.6	7.6	7.7
2019	2.00	–	–	–	7.7	–	–	–
Supplemental pay								
2004	.24	.26	.27	.27	1.4	1.5	1.5	1.5
2005	.29	.29	.30	.31	1.6	1.6	1.6	1.6
2006	.33	.33	.34	.36	1.8	1.7	1.7	1.8
2007	.37	.35	.36	.36	1.8	1.8	1.8	1.8
2008	.34	.36	.36	.36	1.6	1.7	1.7	1.7
2009	.36	.36	.36	.38	1.7	1.7	1.7	1.7
2010	.38	.38	.38	.37	1.7	1.7	1.7	1.7
2011	.38	.37	.37	.37	1.7	1.7	1.7	1.7
2012	.38	.36	.34	.32	1.7	1.6	1.5	1.4
2013	.32	.32	.32	.33	1.4	1.4	1.4	1.5
2014	.32	.32	.33	.32	1.5	1.5	1.5	1.4
2015	.32	.32	.31	.35	1.4	1.4	1.4	1.6
2016	.34	.35	.35	.34	1.5	1.5	1.5	1.5
2017	.35	.35	.36	.40	1.5	1.5	1.5	1.6
2018	.41	.40	.39	.47	1.6	1.6	1.5	1.8
2019	.49	–	–	–	1.9	–	–	–
Insurance								
2004	1.57	1.78	1.77	1.76	9.1	10.1	10.0	9.9
2005	1.83	1.92	1.97	2.00	10.2	10.4	10.6	10.5
2006	1.91	2.18	1.98	1.92	10.0	11.1	10.1	9.7
2007	1.96	1.95	1.91	1.95	9.8	9.7	9.4	9.5
2008	2.04	2.00	2.01	2.04	9.8	9.7	9.6	9.7
2009	2.18	2.20	2.21	2.30	10.3	10.2	10.3	10.5
2010	2.38	2.36	2.35	2.14	10.8	10.7	10.6	9.8
2011	2.15	2.18	2.20	2.31	9.8	9.9	9.9	10.5
2012	2.37	2.43	2.50	2.29	10.7	10.9	11.2	10.2
2013	2.36	2.36	2.37	2.45	10.5	10.5	10.7	11.2
2014	2.43	2.49	2.47	2.56	11.2	11.3	11.3	11.5
2015	2.62	2.64	2.58	2.63	11.7	11.7	11.4	11.8
2016	2.67	2.68	2.67	2.88	11.7	11.7	11.6	12.5
2017	2.90	2.92	2.92	2.76	12.4	12.5	12.4	11.2
2018	2.78	2.82	2.83	2.90	11.2	11.3	11.3	11.4
2019	2.95	–	–	–	11.4	–	–	–
Retirement and savings								
2004	.41	.43	.43	.44	2.4	2.5	2.5	2.4
2005	.43	.45	.46	.51	2.4	2.4	2.5	2.7
2006	.51	.54	.54	.53	2.7	2.7	2.7	2.7
2007	.52	.53	.54	.62	2.6	2.6	2.6	3.0
2008	.64	.63	.65	.63	3.1	3.1	3.1	3.0
2009	.65	.67	.67	.67	3.0	3.1	3.1	3.0
2010	.66	.68	.69	.76	3.0	3.1	3.1	3.5
2011	.77	.74	.73	.53	3.5	3.3	3.3	2.4
2012	.53	.54	.55	.55	2.4	2.4	2.5	2.5
2013	.57	.56	.56	.53	2.6	2.5	2.5	2.4
2014	.52	.55	.55	.51	2.4	2.5	2.5	2.3
2015	.51	.51	.52	.56	2.3	2.3	2.3	2.5
2016	.57	.57	.58	.55	2.5	2.5	2.5	2.4
2017	.59	.59	.60	.65	2.5	2.5	2.5	2.6
2018	.65	.64	.61	.69	2.6	2.6	2.4	2.7
2019	.70	–	–	–	2.7	–	–	–
Legally required benefits								
2004	1.45	1.43	1.44	1.46	8.3	8.1	8.2	8.2
2005	1.47	1.51	1.53	1.53	8.2	8.2	8.2	8.0
2006	1.54	1.56	1.57	1.61	8.0	7.9	8.0	8.1
2007	1.60	1.61	1.63	1.63	8.0	8.0	8.0	7.9
2008	1.63	1.64	1.65	1.64	7.9	7.9	7.9	7.8
2009	1.65	1.67	1.67	1.67	7.8	7.8	7.7	7.6
2010	1.68	1.69	1.71	1.69	7.6	7.6	7.7	7.8
2011	1.71	1.72	1.74	1.71	7.8	7.8	7.8	7.8

See footnotes at end of table.

Table 27. Private industry workers, health care and social assistance industry by occupational group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Sales and office occupations

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Legally required benefits								
2012	1.74	1.77	1.76	1.78	7.8	7.9	7.9	8.0
2013	1.77	1.77	1.74	1.70	7.9	7.9	7.8	7.7
2014	1.69	1.69	1.68	1.71	7.7	7.7	7.7	7.7
2015	1.71	1.73	1.75	1.71	7.6	7.7	7.7	7.6
2016	1.73	1.73	1.72	1.71	7.6	7.5	7.5	7.4
2017	1.72	1.71	1.72	1.81	7.4	7.3	7.3	7.4
2018	1.83	1.83	1.83	1.84	7.4	7.3	7.3	7.2
2019	1.86	–	–	–	7.2	–	–	–
Other benefits[1]								
2004	([2])	([2])	([2])	([2])	([3])	([3])	([3])	([3])
2005	([2])	([2])	([2])	([2])	([3])	([3])	([3])	([3])

[1] Includes severance pay and supplemental unemployment benefits. Publication of other benefits was discontinued beginning in June 2006.
[2] Cost per hour worked is $0.01 or less.
[3] Less than .05 percent.

Note: The sum of individual items may not equal totals due to rounding. Dashes indicate data are not available.

Table 27. Private industry workers, health care and social assistance industry by occupational group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Service occupations

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Total compensation								
2004	$14.41	$14.35	$14.46	$14.56	100.0	100.0	100.0	100.0
2005	14.70	14.69	14.87	14.52	100.0	100.0	100.0	100.0
2006	14.65	14.90	15.04	15.08	100.0	100.0	100.0	100.0
2007	15.19	15.36	15.39	15.65	100.0	100.0	100.0	100.0
2008	15.79	15.92	15.98	15.98	100.0	100.0	100.0	100.0
2009	16.10	16.15	16.25	16.07	100.0	100.0	100.0	100.0
2010	16.11	16.18	16.20	16.51	100.0	100.0	100.0	100.0
2011	16.63	16.69	16.73	16.85	100.0	100.0	100.0	100.0
2012	16.95	16.98	17.09	16.81	100.0	100.0	100.0	100.0
2013	17.05	17.23	17.19	17.35	100.0	100.0	100.0	100.0
2014	17.26	17.40	17.52	17.91	100.0	100.0	100.0	100.0
2015	17.97	17.93	18.09	18.40	100.0	100.0	100.0	100.0
2016	18.49	18.58	18.67	18.84	100.0	100.0	100.0	100.0
2017	18.98	19.14	19.25	19.56	100.0	100.0	100.0	100.0
2018	19.64	19.67	19.97	20.25	100.0	100.0	100.0	100.0
2019	20.52	–	–	–	100.0	–	–	–
Wages and salaries								
2004	10.36	10.35	10.42	10.50	71.9	72.1	72.1	72.2
2005	10.61	10.57	10.69	10.40	72.1	72.0	71.9	71.6
2006	10.40	10.54	10.64	10.71	71.0	70.7	70.7	71.1
2007	10.78	10.90	10.95	11.06	70.9	71.0	71.2	70.7
2008	11.17	11.26	11.32	11.37	70.7	70.8	70.9	71.2
2009	11.44	11.47	11.55	11.47	71.0	71.0	71.1	71.4
2010	11.48	11.49	11.52	11.79	71.2	71.0	71.1	71.4
2011	11.86	11.89	11.92	12.10	71.3	71.2	71.2	71.8
2012	12.13	12.13	12.22	12.14	71.6	71.4	71.5	72.2
2013	12.29	12.41	12.40	12.45	72.1	72.0	72.1	71.8
2014	12.39	12.45	12.56	12.85	71.8	71.6	71.7	71.8
2015	12.90	12.84	12.97	13.23	71.8	71.7	71.7	71.9
2016	13.29	13.37	13.47	13.55	71.9	71.9	72.1	71.9
2017	13.64	13.74	13.83	13.91	71.9	71.8	71.8	71.1
2018	14.04	14.12	14.32	14.46	71.5	71.8	71.7	71.4
2019	14.66	–	–	–	71.4	–	–	–
Total benefits								
2004	4.05	4.00	4.04	4.05	28.1	27.9	27.9	27.8
2005	4.10	4.12	4.19	4.12	27.9	28.0	28.1	28.4
2006	4.24	4.37	4.40	4.36	29.0	29.3	29.3	28.9
2007	4.41	4.46	4.44	4.59	29.1	29.0	28.8	29.3
2008	4.62	4.65	4.66	4.61	29.3	29.2	29.1	28.8
2009	4.66	4.68	4.70	4.60	29.0	29.0	28.9	28.6
2010	4.64	4.69	4.68	4.72	28.8	29.0	28.9	28.6
2011	4.77	4.81	4.81	4.75	28.7	28.8	28.8	28.2
2012	4.82	4.85	4.87	4.67	28.4	28.6	28.5	27.8
2013	4.76	4.82	4.79	4.90	27.9	28.0	27.9	28.2
2014	4.87	4.95	4.96	5.06	28.2	28.4	28.3	28.2
2015	5.07	5.08	5.12	5.17	28.2	28.3	28.3	28.1
2016	5.20	5.21	5.21	5.29	28.1	28.1	27.9	28.1
2017	5.34	5.40	5.42	5.65	28.1	28.2	28.2	28.9
2018	5.61	5.55	5.65	5.80	28.5	28.2	28.3	28.6
2019	5.86	–	–	–	28.6	–	–	–
Paid leave								
2004	.86	.84	.85	.85	5.9	5.9	5.9	5.9
2005	.86	.86	.88	.88	5.9	5.9	5.9	6.1
2006	.92	.94	.96	.93	6.3	6.3	6.4	6.2
2007	.94	.96	.94	.96	6.2	6.2	6.1	6.2
2008	.96	.97	.97	.98	6.1	6.1	6.1	6.1
2009	.99	.99	1.00	.97	6.1	6.1	6.2	6.1
2010	.97	.98	.97	1.00	6.0	6.0	6.0	6.1
2011	1.00	1.01	1.01	1.00	6.0	6.0	6.0	5.9
2012	1.01	1.00	1.02	.95	5.9	5.9	5.9	5.7
2013	.97	1.02	1.01	1.02	5.7	5.9	5.9	5.9
2014	1.02	1.03	1.04	1.05	5.9	5.9	5.9	5.9
2015	1.05	1.05	1.07	1.10	5.9	5.8	5.9	6.0
2016	1.10	1.10	1.09	1.11	6.0	5.9	5.8	5.9

See footnotes at end of table.

Table 27. Private industry workers, health care and social assistance industry by occupational group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Service occupations

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Paid leave								
2017	1.11	1.12	1.13	1.21	5.9	5.9	5.9	6.2
2018	1.17	1.16	1.19	1.23	6.0	5.9	6.0	6.1
2019	1.26	–	–	–	6.1	–	–	–
Supplemental pay								
2004	.28	.27	.28	.28	1.9	1.9	1.9	1.9
2005	.29	.29	.29	.29	1.9	2.0	2.0	2.0
2006	.32	.33	.33	.35	2.2	2.2	2.2	2.3
2007	.35	.36	.36	.37	2.3	2.4	2.3	2.4
2008	.37	.37	.38	.38	2.3	2.3	2.4	2.4
2009	.38	.38	.38	.37	2.4	2.3	2.3	2.3
2010	.38	.37	.37	.39	2.3	2.3	2.3	2.4
2011	.40	.40	.40	.41	2.4	2.4	2.4	2.4
2012	.41	.41	.43	.42	2.4	2.4	2.5	2.5
2013	.40	.41	.42	.44	2.4	2.4	2.4	2.5
2014	.43	.44	.44	.44	2.5	2.5	2.5	2.5
2015	.44	.45	.46	.44	2.5	2.5	2.5	2.4
2016	.44	.43	.43	.44	2.4	2.3	2.3	2.3
2017	.46	.47	.46	.55	2.4	2.5	2.4	2.8
2018	.54	.52	.52	.55	2.7	2.7	2.6	2.7
2019	.55	–	–	–	2.7	–	–	–
Insurance								
2004	1.30	1.25	1.27	1.25	9.0	8.7	8.8	8.6
2005	1.28	1.28	1.30	1.32	8.7	8.7	8.7	9.1
2006	1.36	1.43	1.44	1.40	9.3	9.6	9.6	9.3
2007	1.44	1.45	1.43	1.49	9.5	9.4	9.3	9.5
2008	1.52	1.54	1.53	1.49	9.6	9.7	9.6	9.3
2009	1.52	1.53	1.53	1.47	9.4	9.5	9.4	9.2
2010	1.51	1.55	1.54	1.47	9.4	9.6	9.5	8.9
2011	1.49	1.51	1.52	1.47	9.0	9.0	9.1	8.7
2012	1.50	1.52	1.50	1.38	8.9	8.9	8.8	8.2
2013	1.45	1.43	1.42	1.48	8.5	8.3	8.3	8.5
2014	1.49	1.54	1.54	1.56	8.6	8.8	8.8	8.7
2015	1.59	1.60	1.61	1.55	8.8	9.0	8.9	8.4
2016	1.59	1.61	1.61	1.64	8.6	8.7	8.6	8.7
2017	1.67	1.70	1.70	1.81	8.8	8.9	8.8	9.2
2018	1.82	1.77	1.84	1.90	9.3	9.0	9.2	9.4
2019	1.93	–	–	–	9.4	–	–	–
Retirement and savings								
2004	.28	.28	.28	.29	1.9	2.0	2.0	2.0
2005	.29	.29	.30	.27	2.0	2.0	2.0	1.8
2006	.26	.27	.27	.26	1.8	1.8	1.8	1.7
2007	.26	.26	.28	.32	1.7	1.7	1.8	2.1
2008	.32	.33	.34	.33	2.1	2.1	2.1	2.1
2009	.33	.33	.34	.33	2.1	2.1	2.1	2.0
2010	.32	.32	.32	.34	2.0	2.0	2.0	2.0
2011	.35	.35	.34	.30	2.1	2.1	2.1	1.8
2012	.30	.30	.30	.29	1.8	1.8	1.8	1.7
2013	.31	.32	.29	.30	1.8	1.8	1.7	1.7
2014	.30	.31	.31	.34	1.7	1.8	1.8	1.9
2015	.33	.33	.33	.37	1.8	1.8	1.8	2.0
2016	.37	.37	.37	.39	2.0	2.0	2.0	2.0
2017	.39	.39	.39	.37	2.0	2.1	2.0	1.9
2018	.37	.38	.38	.40	1.9	2.0	1.9	2.0
2019	.40	–	–	–	1.9	–	–	–
Legally required benefits								
2004	1.34	1.35	1.36	1.38	9.3	9.4	9.4	9.5
2005	1.38	1.39	1.41	1.36	9.4	9.5	9.5	9.4
2006	1.38	1.40	1.41	1.42	9.4	9.4	9.4	9.4
2007	1.42	1.43	1.43	1.44	9.4	9.3	9.3	9.2
2008	1.44	1.45	1.44	1.43	9.2	9.1	9.0	9.0
2009	1.44	1.45	1.45	1.45	9.0	8.9	8.9	9.1
2010	1.46	1.46	1.48	1.51	9.0	9.0	9.1	9.2
2011	1.52	1.54	1.54	1.58	9.2	9.2	9.2	9.4

See footnotes at end of table.

Table 27. Private industry workers, health care and social assistance industry by occupational group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Service occupations

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Legally required benefits								
2012	1.60	1.61	1.62	1.62	9.4	9.5	9.5	9.6
2013	1.64	1.65	1.65	1.65	9.6	9.5	9.6	9.5
2014	1.63	1.63	1.63	1.66	9.5	9.4	9.3	9.3
2015	1.66	1.65	1.66	1.70	9.2	9.2	9.2	9.2
2016	1.70	1.69	1.70	1.71	9.2	9.1	9.1	9.1
2017	1.71	1.71	1.73	1.71	9.0	8.9	9.0	8.8
2018	1.70	1.71	1.72	1.72	8.7	8.7	8.6	8.5
2019	1.73	–	–	–	8.4	–	–	–
Other benefits[1]								
2004	([2])	([2])	([2])	([2])	([3])	([3])	([3])	([3])
2005	([2])	([2])	([2])	([2])	([3])	([3])	([3])	([3])

[1] Includes severance pay and supplemental unemployment benefits. Publication of other benefits was discontinued beginning in June 2006.
[2] Cost per hour worked is $0.01 or less.
[3] Less than .05 percent.

Note: The sum of individual items may not equal totals due to rounding. Dashes indicate data are not available.

Table 28. Private industry workers, hospitals by occupational group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation

All workers

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Total compensation								
2004	$29.70	$29.45	$29.81	$29.98	100.0	100.0	100.0	100.0
2005	30.41	30.67	30.97	31.25	100.0	100.0	100.0	100.0
2006	31.98	32.33	32.73	32.99	100.0	100.0	100.0	100.0
2007	33.30	33.50	33.64	33.83	100.0	100.0	100.0	100.0
2008	34.10	34.41	34.73	35.14	100.0	100.0	100.0	100.0
2009	35.35	35.45	35.68	36.03	100.0	100.0	100.0	100.0
2010	36.26	36.37	36.63	37.16	100.0	100.0	100.0	100.0
2011	37.40	37.51	37.63	38.57	100.0	100.0	100.0	100.0
2012	38.83	38.98	38.97	39.03	100.0	100.0	100.0	100.0
2013	39.18	39.45	39.68	39.97	100.0	100.0	100.0	100.0
2014	40.16	40.35	40.49	41.99	100.0	100.0	100.0	100.0
2015	42.21	42.46	42.63	43.71	100.0	100.0	100.0	100.0
2016	44.19	44.46	44.81	45.35	100.0	100.0	100.0	100.0
2017	45.69	45.93	46.18	47.11	100.0	100.0	100.0	100.0
2018	47.41	47.68	47.93	49.88	100.0	100.0	100.0	100.0
2019	50.20	–	–	–	100.0	–	–	–
Wages and salaries								
2004	20.65	20.50	20.73	20.86	69.5	69.6	69.6	69.6
2005	21.06	21.23	21.43	21.71	69.3	69.2	69.2	69.5
2006	21.90	22.11	22.39	22.49	68.5	68.4	68.4	68.2
2007	22.68	22.84	23.00	23.11	68.1	68.2	68.4	68.3
2008	23.32	23.56	23.82	23.99	68.4	68.5	68.6	68.3
2009	24.09	24.17	24.32	24.55	68.1	68.2	68.2	68.1
2010	24.62	24.73	24.87	25.10	67.9	68.0	67.9	67.5
2011	25.24	25.32	25.45	26.05	67.5	67.5	67.6	67.5
2012	26.16	26.26	26.24	26.35	67.4	67.4	67.3	67.5
2013	26.40	26.59	26.73	26.75	67.4	67.4	67.4	66.9
2014	26.89	26.99	27.11	27.83	66.9	66.9	67.0	66.3
2015	27.96	28.13	28.28	28.73	66.2	66.3	66.4	65.7
2016	29.03	29.22	29.45	29.84	65.7	65.7	65.7	65.8
2017	30.03	30.22	30.38	30.81	65.7	65.8	65.8	65.4
2018	30.95	31.15	31.31	32.40	65.3	65.3	65.3	65.0
2019	32.59	–	–	–	64.9	–	–	–
Total benefits								
2004	9.05	8.95	9.07	9.11	30.5	30.4	30.4	30.4
2005	9.35	9.44	9.54	9.54	30.7	30.8	30.8	30.5
2006	10.08	10.22	10.34	10.50	31.5	31.6	31.6	31.8
2007	10.62	10.67	10.64	10.72	31.9	31.8	31.6	31.7
2008	10.78	10.85	10.91	11.15	31.6	31.5	31.4	31.7
2009	11.26	11.28	11.36	11.48	31.9	31.8	31.8	31.9
2010	11.64	11.64	11.76	12.06	32.1	32.0	32.1	32.5
2011	12.16	12.18	12.18	12.52	32.5	32.5	32.4	32.5
2012	12.67	12.73	12.74	12.68	32.6	32.6	32.7	32.5
2013	12.78	12.85	12.94	13.22	32.6	32.6	32.6	33.1
2014	13.27	13.36	13.38	14.16	33.1	33.1	33.0	33.7
2015	14.25	14.33	14.34	14.99	33.8	33.7	33.6	34.3
2016	15.16	15.24	15.36	15.51	34.3	34.3	34.3	34.2
2017	15.66	15.72	15.80	16.30	34.3	34.2	34.2	34.6
2018	16.46	16.52	16.62	17.47	34.7	34.7	34.7	35.0
2019	17.61	–	–	–	35.1	–	–	–
Paid leave								
2004	2.52	2.43	2.46	2.47	8.5	8.2	8.2	8.2
2005	2.49	2.49	2.52	2.50	8.2	8.1	8.1	8.0
2006	2.82	2.86	2.90	2.94	8.8	8.8	8.8	8.9
2007	2.96	2.98	2.94	2.96	8.9	8.9	8.7	8.8
2008	2.93	2.96	2.98	3.06	8.6	8.6	8.6	8.7
2009	3.05	3.06	3.10	3.11	8.6	8.6	8.7	8.6
2010	3.12	3.10	3.11	3.21	8.6	8.5	8.5	8.6
2011	3.23	3.22	3.24	3.37	8.6	8.6	8.6	8.7
2012	3.37	3.39	3.37	3.33	8.7	8.7	8.7	8.5
2013	3.36	3.38	3.40	3.48	8.6	8.6	8.6	8.7
2014	3.50	3.52	3.53	3.75	8.7	8.7	8.7	8.9
2015	3.75	3.75	3.77	4.04	8.9	8.8	8.8	9.3
2016	4.09	4.13	4.15	4.20	9.3	9.3	9.3	9.3

See footnotes at end of table.

Table 28. Private industry workers, hospitals by occupational group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation

All workers

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Paid leave								
2017	4.22	4.25	4.27	4.44	9.2	9.2	9.2	9.4
2018	4.47	4.48	4.49	4.81	9.4	9.4	9.4	9.7
2019	4.84	–	–	–	9.6	–	–	–
Supplemental pay								
2004	.83	.84	.85	.85	2.8	2.8	2.8	2.8
2005	.89	.89	.89	.93	2.9	2.9	2.9	3.0
2006	1.03	1.03	1.04	1.06	3.2	3.2	3.2	3.2
2007	1.07	1.07	1.07	1.08	3.2	3.2	3.2	3.2
2008	1.10	1.09	1.10	1.14	3.2	3.2	3.2	3.2
2009	1.14	1.13	1.14	1.16	3.2	3.2	3.2	3.2
2010	1.16	1.15	1.15	1.18	3.2	3.2	3.1	3.2
2011	1.18	1.17	1.18	1.19	3.1	3.1	3.1	3.1
2012	1.19	1.18	1.17	1.19	3.1	3.0	3.0	3.1
2013	1.20	1.20	1.20	1.25	3.1	3.0	3.0	3.1
2014	1.27	1.29	1.29	1.44	3.2	3.2	3.2	3.4
2015	1.43	1.45	1.46	1.51	3.4	3.4	3.4	3.4
2016	1.48	1.47	1.50	1.53	3.4	3.3	3.4	3.4
2017	1.57	1.57	1.58	1.71	3.4	3.4	3.4	3.6
2018	1.75	1.75	1.76	1.88	3.7	3.7	3.7	3.8
2019	1.89	–	–	–	3.8	–	–	–
Insurance								
2004	2.50	2.46	2.50	2.50	8.4	8.4	8.4	8.3
2005	2.64	2.69	2.70	2.66	8.7	8.8	8.7	8.5
2006	2.76	2.82	2.83	2.87	8.6	8.7	8.6	8.7
2007	2.94	2.95	2.96	2.97	8.8	8.8	8.8	8.8
2008	3.03	3.05	3.05	3.14	8.9	8.9	8.8	8.9
2009	3.25	3.26	3.27	3.32	9.2	9.2	9.2	9.2
2010	3.43	3.45	3.47	3.59	9.5	9.5	9.5	9.7
2011	3.60	3.61	3.62	3.71	9.6	9.6	9.6	9.6
2012	3.88	3.90	3.93	3.84	10.0	10.0	10.1	9.8
2013	3.90	3.93	3.95	4.04	10.0	10.0	10.0	10.1
2014	4.05	4.08	4.10	4.21	10.1	10.1	10.1	10.0
2015	4.27	4.32	4.30	4.42	10.1	10.2	10.1	10.1
2016	4.53	4.58	4.61	4.60	10.3	10.3	10.3	10.2
2017	4.64	4.65	4.66	4.74	10.2	10.1	10.1	10.1
2018	4.83	4.84	4.91	5.12	10.2	10.2	10.2	10.3
2019	5.19	–	–	–	10.3	–	–	–
Retirement and savings								
2004	.95	.97	.99	1.00	3.2	3.3	3.3	3.3
2005	1.02	1.04	1.06	1.08	3.3	3.4	3.4	3.5
2006	1.08	1.09	1.11	1.15	3.4	3.4	3.4	3.5
2007	1.17	1.18	1.19	1.20	3.5	3.5	3.5	3.6
2008	1.22	1.22	1.22	1.24	3.6	3.5	3.5	3.5
2009	1.24	1.25	1.25	1.27	3.5	3.5	3.5	3.5
2010	1.30	1.30	1.35	1.40	3.6	3.6	3.7	3.8
2011	1.47	1.47	1.44	1.46	3.9	3.9	3.8	3.8
2012	1.41	1.44	1.45	1.49	3.6	3.7	3.7	3.8
2013	1.50	1.52	1.55	1.60	3.8	3.8	3.9	4.0
2014	1.60	1.61	1.62	1.78	4.0	4.0	4.0	4.2
2015	1.81	1.81	1.81	1.99	4.3	4.3	4.2	4.5
2016	2.01	2.02	2.04	2.07	4.6	4.5	4.6	4.6
2017	2.11	2.12	2.14	2.24	4.6	4.6	4.6	4.8
2018	2.23	2.26	2.25	2.40	4.7	4.7	4.7	4.8
2019	2.42	–	–	–	4.8	–	–	–
Legally required benefits								
2004	2.24	2.23	2.26	2.28	7.5	7.6	7.6	7.6
2005	2.30	2.33	2.35	2.36	7.6	7.6	7.6	7.5
2006	2.40	2.43	2.46	2.48	7.5	7.5	7.5	7.5
2007	2.49	2.50	2.49	2.50	7.5	7.4	7.4	7.4
2008	2.51	2.53	2.55	2.58	7.4	7.3	7.3	7.3
2009	2.58	2.58	2.60	2.61	7.3	7.3	7.3	7.2
2010	2.64	2.64	2.67	2.68	7.3	7.3	7.3	7.2
2011	2.69	2.70	2.71	2.79	7.2	7.2	7.2	7.2

See footnotes at end of table.

Table 28. Private industry workers, hospitals by occupational group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation

All workers

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Legally required benefits								
2012	2.81	2.82	2.81	2.82	7.2	7.2	7.2	7.2
2013	2.82	2.83	2.84	2.84	7.2	7.2	7.2	7.1
2014	2.85	2.85	2.85	2.97	7.1	7.1	7.0	7.1
2015	2.99	3.00	3.00	3.03	7.1	7.1	7.0	6.9
2016	3.04	3.05	3.06	3.10	6.9	6.9	6.8	6.8
2017	3.12	3.13	3.15	3.17	6.8	6.8	6.8	6.7
2018	3.19	3.19	3.21	3.26	6.7	6.7	6.7	6.5
2019	3.27	–	–	–	6.5	–	–	–
Other benefits[1]								
2004	.02	.02	.02	.02	.1	.1	.1	.1
2005	.02	([2])	([2])	([2])	.1	([3])	([3])	([3])

[1] Includes severance pay and supplemental unemployment benefits. Publication of other benefits was discontinued beginning in June 2006.
[2] Cost per hour worked is $0.01 or less.
[3] Less than .05 percent.

Note: The sum of individual items may not equal totals due to rounding. Dashes indicate data are not available.

Table 28. Private industry workers, hospitals by occupational group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Management, professional, and related occupations[1]

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Total compensation								
2004	$36.78	$36.54	$37.01	$37.20	100.0	100.0	100.0	100.0
2005	37.79	38.16	38.56	38.64	100.0	100.0	100.0	100.0
2006	39.56	40.02	40.51	40.76	100.0	100.0	100.0	100.0
2007	41.19	41.48	41.62	41.82	100.0	100.0	100.0	100.0
2008	42.22	42.61	43.00	43.34	100.0	100.0	100.0	100.0
2009	43.62	43.73	44.02	44.35	100.0	100.0	100.0	100.0
2010	44.60	44.72	44.97	45.59	100.0	100.0	100.0	100.0
2011	45.81	45.98	46.13	47.11	100.0	100.0	100.0	100.0
2012	47.34	47.53	47.47	47.86	100.0	100.0	100.0	100.0
2013	47.99	48.37	48.60	48.79	100.0	100.0	100.0	100.0
2014	49.01	49.28	49.38	51.23	100.0	100.0	100.0	100.0
2015	51.47	51.79	51.95	52.91	100.0	100.0	100.0	100.0
2016	53.32	53.66	54.04	54.56	100.0	100.0	100.0	100.0
2017	55.02	55.31	55.58	56.95	100.0	100.0	100.0	100.0
2018	57.30	57.65	57.98	60.41	100.0	100.0	100.0	100.0
2019	60.92	–	–	–	100.0	–	–	–
Wages and salaries								
2004	25.98	25.86	26.17	26.32	70.6	70.7	70.7	70.8
2005	26.62	26.88	27.16	27.28	70.4	70.4	70.4	70.6
2006	27.55	27.84	28.19	28.23	69.6	69.6	69.6	69.3
2007	28.51	28.73	28.93	29.04	69.2	69.3	69.5	69.4
2008	29.36	29.66	29.98	30.01	69.5	69.6	69.7	69.3
2009	30.18	30.27	30.46	30.66	69.2	69.2	69.2	69.1
2010	30.76	30.88	31.01	31.29	69.0	69.1	69.0	68.6
2011	31.42	31.56	31.71	32.31	68.6	68.6	68.7	68.6
2012	32.41	32.54	32.49	32.84	68.5	68.5	68.4	68.6
2013	32.88	33.16	33.29	33.17	68.5	68.6	68.5	68.0
2014	33.33	33.50	33.59	34.35	68.0	68.0	68.0	67.1
2015	34.49	34.73	34.88	35.05	67.0	67.1	67.1	66.2
2016	35.30	35.55	35.82	36.20	66.2	66.3	66.3	66.3
2017	36.48	36.70	36.89	37.54	66.3	66.4	66.4	65.9
2018	37.71	37.98	38.20	39.72	65.8	65.9	65.9	65.7
2019	40.02	–	–	–	65.7	–	–	–
Total benefits								
2004	10.81	10.69	10.84	10.88	29.4	29.3	29.3	29.2
2005	11.17	11.28	11.40	11.36	29.6	29.6	29.6	29.4
2006	12.01	12.19	12.32	12.53	30.4	30.4	30.4	30.7
2007	12.68	12.75	12.69	12.79	30.8	30.7	30.5	30.6
2008	12.86	12.95	13.02	13.32	30.5	30.4	30.3	30.7
2009	13.44	13.46	13.56	13.68	30.8	30.8	30.8	30.9
2010	13.84	13.84	13.96	14.30	31.0	30.9	31.0	31.4
2011	14.39	14.42	14.41	14.80	31.4	31.4	31.3	31.4
2012	14.93	14.98	14.98	15.02	31.5	31.5	31.6	31.4
2013	15.11	15.21	15.30	15.62	31.5	31.4	31.5	32.0
2014	15.68	15.78	15.78	16.88	32.0	32.0	32.0	32.9
2015	16.98	17.07	17.07	17.87	33.0	32.9	32.9	33.8
2016	18.02	18.11	18.22	18.36	33.8	33.7	33.7	33.7
2017	18.54	18.61	18.69	19.41	33.7	33.6	33.6	34.1
2018	19.58	19.67	19.79	20.69	34.2	34.1	34.1	34.3
2019	20.90	–	–	–	34.3	–	–	–
Paid leave								
2004	3.24	3.11	3.15	3.16	8.8	8.5	8.5	8.5
2005	3.19	3.19	3.24	3.17	8.4	8.4	8.4	8.2
2006	3.60	3.65	3.70	3.76	9.1	9.1	9.1	9.2
2007	3.80	3.82	3.77	3.80	9.2	9.2	9.0	9.1
2008	3.75	3.78	3.81	3.90	8.9	8.9	8.9	9.0
2009	3.91	3.92	3.97	3.98	9.0	9.0	9.0	9.0
2010	3.97	3.94	3.96	4.06	8.9	8.8	8.8	8.9
2011	4.08	4.08	4.09	4.25	8.9	8.9	8.9	9.0
2012	4.24	4.26	4.24	4.21	9.0	9.0	8.9	8.8
2013	4.24	4.26	4.29	4.40	8.8	8.8	8.8	9.0
2014	4.42	4.44	4.45	4.74	9.0	9.0	9.0	9.3
2015	4.74	4.74	4.75	5.10	9.2	9.1	9.1	9.6
2016	5.14	5.19	5.21	5.26	9.6	9.7	9.6	9.6

See footnotes at end of table.

Table 28. Private industry workers, hospitals by occupational group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Management, professional, and related occupations[1]

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Paid leave								
2017	5.28	5.32	5.34	5.58	9.6	9.6	9.6	9.8
2018	5.61	5.62	5.64	6.07	9.8	9.7	9.7	10.1
2019	6.12	–	–	–	10.0	–	–	–
Supplemental pay								
2004	1.10	1.11	1.12	1.13	3.0	3.0	3.0	3.0
2005	1.18	1.18	1.18	1.21	3.1	3.1	3.1	3.1
2006	1.33	1.33	1.35	1.38	3.4	3.3	3.3	3.4
2007	1.38	1.38	1.39	1.40	3.4	3.3	3.3	3.4
2008	1.43	1.43	1.44	1.47	3.4	3.3	3.3	3.4
2009	1.47	1.46	1.47	1.48	3.4	3.3	3.3	3.3
2010	1.47	1.46	1.46	1.49	3.3	3.3	3.2	3.3
2011	1.47	1.47	1.47	1.46	3.2	3.2	3.2	3.1
2012	1.45	1.44	1.43	1.46	3.1	3.0	3.0	3.1
2013	1.47	1.47	1.47	1.52	3.1	3.0	3.0	3.1
2014	1.54	1.56	1.56	1.75	3.2	3.2	3.2	3.4
2015	1.73	1.76	1.77	1.80	3.4	3.4	3.4	3.4
2016	1.76	1.74	1.78	1.81	3.3	3.2	3.3	3.3
2017	1.85	1.85	1.86	1.99	3.4	3.3	3.3	3.5
2018	2.04	2.05	2.06	2.19	3.6	3.6	3.5	3.6
2019	2.22	–	–	–	3.6	–	–	–
Insurance								
2004	2.54	2.51	2.55	2.54	6.9	6.9	6.9	6.8
2005	2.69	2.75	2.75	2.73	7.1	7.2	7.1	7.1
2006	2.81	2.87	2.87	2.93	7.1	7.2	7.1	7.2
2007	3.00	3.01	3.02	3.05	7.3	7.3	7.2	7.3
2008	3.11	3.15	3.15	3.28	7.4	7.4	7.3	7.6
2009	3.39	3.40	3.41	3.49	7.8	7.8	7.8	7.9
2010	3.61	3.63	3.65	3.80	8.1	8.1	8.1	8.3
2011	3.79	3.79	3.80	3.94	8.3	8.3	8.2	8.4
2012	4.13	4.13	4.17	4.11	8.7	8.7	8.8	8.6
2013	4.16	4.19	4.20	4.32	8.7	8.7	8.7	8.9
2014	4.31	4.35	4.36	4.59	8.8	8.8	8.8	9.0
2015	4.65	4.71	4.69	4.88	9.0	9.1	9.0	9.2
2016	5.00	5.04	5.07	5.06	9.4	9.4	9.4	9.3
2017	5.09	5.09	5.11	5.27	9.2	9.2	9.2	9.3
2018	5.36	5.38	5.46	5.57	9.4	9.3	9.4	9.2
2019	5.66	–	–	–	9.3	–	–	–
Retirement and savings								
2004	1.18	1.21	1.24	1.24	3.2	3.3	3.4	3.3
2005	1.27	1.30	1.33	1.35	3.4	3.4	3.4	3.5
2006	1.33	1.35	1.37	1.43	3.4	3.4	3.4	3.5
2007	1.45	1.47	1.46	1.47	3.5	3.6	3.5	3.5
2008	1.49	1.48	1.48	1.52	3.5	3.5	3.4	3.5
2009	1.51	1.52	1.53	1.55	3.5	3.5	3.5	3.5
2010	1.58	1.58	1.65	1.71	3.5	3.5	3.7	3.7
2011	1.79	1.81	1.77	1.80	3.9	3.9	3.8	3.8
2012	1.74	1.77	1.78	1.85	3.7	3.7	3.8	3.9
2013	1.86	1.89	1.92	1.99	3.9	3.9	3.9	4.1
2014	2.00	2.01	2.00	2.23	4.1	4.1	4.1	4.4
2015	2.28	2.27	2.27	2.49	4.4	4.4	4.4	4.7
2016	2.52	2.52	2.55	2.57	4.7	4.7	4.7	4.7
2017	2.62	2.64	2.65	2.80	4.8	4.8	4.8	4.9
2018	2.79	2.82	2.81	2.97	4.9	4.9	4.8	4.9
2019	3.00	–	–	–	4.9	–	–	–
Legally required benefits								
2004	2.73	2.72	2.76	2.78	7.4	7.4	7.4	7.5
2005	2.82	2.85	2.88	2.88	7.5	7.5	7.5	7.5
2006	2.94	2.98	3.03	3.03	7.4	7.4	7.5	7.4
2007	3.05	3.06	3.06	3.07	7.4	7.4	7.4	7.4
2008	3.09	3.11	3.14	3.15	7.3	7.3	7.3	7.3
2009	3.16	3.16	3.18	3.18	7.2	7.2	7.2	7.2
2010	3.21	3.22	3.24	3.25	7.2	7.2	7.2	7.1
2011	3.25	3.27	3.28	3.35	7.1	7.1	7.1	7.1

See footnotes at end of table.

Table 28. Private industry workers, hospitals by occupational group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Management, professional, and related occupations[1]

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Legally required benefits								
2012	3.37	3.38	3.36	3.39	7.1	7.1	7.1	7.1
2013	3.38	3.40	3.41	3.40	7.0	7.0	7.0	7.0
2014	3.41	3.42	3.41	3.56	7.0	6.9	6.9	6.9
2015	3.57	3.59	3.59	3.60	6.9	6.9	6.9	6.8
2016	3.61	3.61	3.63	3.66	6.8	6.7	6.7	6.7
2017	3.70	3.71	3.73	3.76	6.7	6.7	6.7	6.6
2018	3.79	3.80	3.82	3.89	6.6	6.6	6.6	6.4
2019	3.91	–	–	–	6.4	–	–	–
Other benefits[2]								
2004	.02	.02	.02	.02	.1	.1	.1	.1
2005	.02	([3])	([3])	.02	.1	([4])	([4])	([4])

[1] Estimates from December 2013 to March 2014 for this series were corrected, details are available at www.bls.gov/bls/ecec_correction_091014.htm.
[2] Includes severance pay and supplemental unemployment benefits. Publication of other benefits was discontinued beginning in June 2006.
[3] Cost per hour worked is $0.01 or less.
[4] Less than .05 percent.

Note: The sum of individual items may not equal totals due to rounding. Dashes indicate data are not available.

Table 28. Private industry workers, hospitals by occupational group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Registered nurses

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Total compensation								
2004	$39.34	$39.54	$39.99	$40.27	100.0	100.0	100.0	100.0
2005	40.93	41.33	41.87	41.84	100.0	100.0	100.0	100.0
2006	42.92	43.27	43.83	43.89	100.0	100.0	100.0	100.0
2007	44.31	44.65	44.91	45.26	100.0	100.0	100.0	100.0
2008	45.68	45.97	46.44	47.13	100.0	100.0	100.0	100.0
2009	47.38	47.54	47.83	47.98	100.0	100.0	100.0	100.0
2010	48.23	48.42	48.68	48.90	100.0	100.0	100.0	100.0
2011	49.08	49.23	49.32	50.02	100.0	100.0	100.0	100.0
2012	50.23	50.40	50.15	50.17	100.0	100.0	100.0	100.0
2013	50.33	50.57	50.75	51.14	100.0	100.0	100.0	100.0
2014	51.32	51.59	51.72	54.06	100.0	100.0	100.0	100.0
2015	54.19	54.48	54.74	55.46	100.0	100.0	100.0	100.0
2016	55.92	56.35	56.63	57.06	100.0	100.0	100.0	100.0
2017	57.45	57.72	57.83	58.59	100.0	100.0	100.0	100.0
2018	58.88	59.22	59.48	61.07	100.0	100.0	100.0	100.0
2019	61.20	–	–	–	100.0	–	–	–
Wages and salaries								
2004	27.53	27.64	27.92	28.14	70.0	69.9	69.8	69.9
2005	28.49	28.78	29.15	29.22	69.6	69.6	69.6	69.8
2006	29.65	29.90	30.25	30.22	69.1	69.1	69.0	68.8
2007	30.50	30.75	31.01	31.20	68.8	68.9	69.1	68.9
2008	31.52	31.79	32.16	32.39	69.0	69.2	69.3	68.7
2009	32.54	32.65	32.85	32.92	68.7	68.7	68.7	68.6
2010	33.04	33.19	33.33	33.42	68.5	68.5	68.5	68.3
2011	33.50	33.63	33.75	34.15	68.3	68.3	68.4	68.3
2012	34.26	34.38	34.20	34.36	68.2	68.2	68.2	68.5
2013	34.45	34.60	34.68	34.74	68.4	68.4	68.3	67.9
2014	34.86	35.03	35.14	35.94	67.9	67.9	67.9	66.5
2015	36.04	36.26	36.48	36.37	66.5	66.5	66.7	65.6
2016	36.65	36.97	37.21	37.52	65.5	65.6	65.7	65.8
2017	37.76	37.96	38.03	38.01	65.7	65.8	65.8	64.9
2018	38.17	38.45	38.61	39.24	64.8	64.9	64.9	64.3
2019	39.27	–	–	–	64.2	–	–	–
Total benefits								
2004	11.81	11.90	12.07	12.13	30.0	30.1	30.2	30.1
2005	12.44	12.56	12.72	12.63	30.4	30.4	30.4	30.2
2006	13.27	13.38	13.58	13.67	30.9	30.9	31.0	31.2
2007	13.81	13.90	13.90	14.06	31.2	31.1	30.9	31.1
2008	14.16	14.18	14.28	14.74	31.0	30.8	30.7	31.3
2009	14.84	14.89	14.99	15.05	31.3	31.3	31.3	31.4
2010	15.19	15.23	15.35	15.48	31.5	31.5	31.5	31.7
2011	15.58	15.59	15.57	15.87	31.7	31.7	31.6	31.7
2012	15.97	16.02	15.95	15.81	31.8	31.8	31.8	31.5
2013	15.88	15.97	16.07	16.41	31.6	31.6	31.7	32.1
2014	16.46	16.56	16.58	18.12	32.1	32.1	32.1	33.5
2015	18.15	18.22	18.25	19.09	33.5	33.5	33.3	34.4
2016	19.27	19.38	19.42	19.54	34.5	34.4	34.3	34.2
2017	19.69	19.76	19.79	20.58	34.3	34.2	34.2	35.1
2018	20.71	20.77	20.87	21.83	35.2	35.1	35.1	35.7
2019	21.92	–	–	–	35.8	–	–	–
Paid leave								
2004	3.50	3.49	3.53	3.55	8.9	8.8	8.8	8.8
2005	3.58	3.58	3.64	3.57	8.8	8.7	8.7	8.5
2006	3.92	3.96	4.02	4.00	9.1	9.2	9.2	9.1
2007	4.04	4.07	4.04	4.08	9.1	9.1	9.0	9.0
2008	4.05	4.04	4.08	4.23	8.9	8.8	8.8	9.0
2009	4.23	4.25	4.28	4.25	8.9	8.9	9.0	8.9
2010	4.26	4.26	4.28	4.30	8.8	8.8	8.8	8.8
2011	4.29	4.31	4.32	4.41	8.8	8.8	8.8	8.8
2012	4.39	4.41	4.36	4.25	8.7	8.8	8.7	8.5
2013	4.28	4.29	4.32	4.41	8.5	8.5	8.5	8.6
2014	4.43	4.45	4.45	4.91	8.6	8.6	8.6	9.1
2015	4.88	4.85	4.89	5.22	9.0	8.9	8.9	9.4
2016	5.27	5.34	5.33	5.39	9.4	9.5	9.4	9.4

See footnotes at end of table.

Table 28. Private industry workers, hospitals by occupational group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Registered nurses

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Paid leave								
2017	5.41	5.42	5.45	5.76	9.4	9.4	9.4	9.8
2018	5.77	5.77	5.82	6.19	9.8	9.7	9.8	10.1
2019	6.19	–	–	–	10.1	–	–	–
Supplemental pay								
2004	1.49	1.47	1.48	1.49	3.8	3.7	3.7	3.7
2005	1.56	1.55	1.56	1.59	3.8	3.7	3.7	3.8
2006	1.74	1.75	1.78	1.83	4.1	4.1	4.1	4.2
2007	1.84	1.85	1.85	1.88	4.2	4.2	4.1	4.2
2008	1.90	1.92	1.93	1.96	4.2	4.2	4.1	4.2
2009	1.94	1.95	1.97	1.97	4.1	4.1	4.1	4.1
2010	1.95	1.93	1.93	1.91	4.0	4.0	4.0	3.9
2011	1.91	1.88	1.88	1.81	3.9	3.8	3.8	3.6
2012	1.79	1.77	1.77	1.78	3.6	3.5	3.5	3.5
2013	1.78	1.79	1.79	1.84	3.5	3.5	3.5	3.6
2014	1.88	1.90	1.91	2.19	3.7	3.7	3.7	4.1
2015	2.14	2.19	2.20	2.16	4.0	4.0	4.0	3.9
2016	2.15	2.12	2.14	2.17	3.8	3.8	3.8	3.8
2017	2.21	2.23	2.24	2.32	3.9	3.9	3.9	4.0
2018	2.37	2.37	2.37	2.54	4.0	4.0	4.0	4.2
2019	2.55	–	–	–	4.2	–	–	–
Insurance								
2004	2.58	2.59	2.64	2.65	6.6	6.5	6.6	6.6
2005	2.78	2.84	2.86	2.82	6.8	6.9	6.8	6.7
2006	2.91	2.93	2.97	3.01	6.8	6.8	6.8	6.9
2007	3.06	3.06	3.09	3.13	6.9	6.9	6.9	6.9
2008	3.20	3.21	3.22	3.37	7.0	7.0	6.9	7.2
2009	3.49	3.51	3.52	3.63	7.4	7.4	7.4	7.6
2010	3.72	3.75	3.75	3.86	7.7	7.7	7.7	7.9
2011	3.87	3.86	3.87	4.02	7.9	7.8	7.8	8.0
2012	4.24	4.25	4.28	4.19	8.4	8.4	8.5	8.4
2013	4.24	4.26	4.27	4.39	8.4	8.4	8.4	8.6
2014	4.38	4.41	4.42	4.76	8.5	8.6	8.6	8.8
2015	4.82	4.88	4.86	5.14	8.9	9.0	8.9	9.3
2016	5.26	5.30	5.29	5.26	9.4	9.4	9.3	9.2
2017	5.27	5.28	5.27	5.53	9.2	9.1	9.1	9.4
2018	5.60	5.63	5.67	5.85	9.5	9.5	9.5	9.6
2019	5.93	–	–	–	9.7	–	–	–
Retirement and savings								
2004	1.28	1.35	1.39	1.39	3.3	3.4	3.5	3.5
2005	1.42	1.46	1.48	1.49	3.5	3.5	3.5	3.6
2006	1.47	1.49	1.53	1.54	3.4	3.5	3.5	3.5
2007	1.56	1.59	1.60	1.62	3.5	3.6	3.6	3.6
2008	1.64	1.62	1.63	1.71	3.6	3.5	3.5	3.6
2009	1.71	1.70	1.71	1.72	3.6	3.6	3.6	3.6
2010	1.75	1.76	1.84	1.86	3.6	3.6	3.8	3.8
2011	1.97	1.98	1.93	1.97	4.0	4.0	3.9	3.9
2012	1.88	1.91	1.91	1.96	3.8	3.8	3.8	3.9
2013	1.96	2.01	2.05	2.13	3.9	4.0	4.0	4.2
2014	2.13	2.14	2.15	2.46	4.2	4.1	4.2	4.6
2015	2.49	2.48	2.48	2.74	4.6	4.6	4.5	4.9
2016	2.76	2.78	2.80	2.83	4.9	4.9	4.9	5.0
2017	2.88	2.89	2.90	3.04	5.0	5.0	5.0	5.2
2018	3.01	3.03	3.02	3.21	5.1	5.1	5.1	5.3
2019	3.20	–	–	–	5.2	–	–	–
Legally required benefits								
2004	2.95	2.98	3.01	3.04	7.5	7.5	7.5	7.5
2005	3.08	3.11	3.16	3.14	7.5	7.5	7.5	7.5
2006	3.22	3.24	3.29	3.29	7.5	7.5	7.5	7.5
2007	3.31	3.32	3.33	3.36	7.5	7.4	7.4	7.4
2008	3.37	3.39	3.42	3.47	7.4	7.4	7.4	7.4
2009	3.47	3.48	3.50	3.49	7.3	7.3	7.3	7.3
2010	3.52	3.54	3.56	3.54	7.3	7.3	7.3	7.2
2011	3.55	3.56	3.57	3.66	7.2	7.2	7.2	7.3

See footnotes at end of table.

Table 28. Private industry workers, hospitals by occupational group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Registered nurses

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Legally required benefits								
2012	3.66	3.68	3.63	3.62	7.3	7.3	7.2	7.2
2013	3.62	3.63	3.64	3.64	7.2	7.2	7.2	7.1
2014	3.64	3.65	3.65	3.80	7.1	7.1	7.1	7.0
2015	3.81	3.82	3.83	3.82	7.0	7.0	7.0	6.9
2016	3.83	3.84	3.86	3.90	6.9	6.8	6.8	6.8
2017	3.92	3.94	3.94	3.93	6.8	6.8	6.8	6.7
2018	3.95	3.97	3.98	4.05	6.7	6.7	6.7	6.6
2019	4.05	–	–	–	6.6	–	–	–
Other benefits[1]								
2004	([2])	.02	.02	.02	([3])	([3])	([3])	([3])
2005	.02	.02	.02	.02	([3])	([3])	([3])	([3])

[1] Includes severance pay and supplemental unemployment benefits. Publication of other benefits was discontinued beginning in June 2006.
[2] Cost per hour worked is $0.01 or less.
[3] Less than .05 percent.

Note: The sum of individual items may not equal totals due to rounding. Dashes indicate data are not available.

Table 28. Private industry workers, hospitals by occupational group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Service occupations

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Total compensation								
2004	$17.68	$17.47	$17.65	$17.85	100.0	100.0	100.0	100.0
2005	18.07	18.02	18.20	17.88	100.0	100.0	100.0	100.0
2006	18.30	18.61	18.84	18.79	100.0	100.0	100.0	100.0
2007	19.02	19.16	19.33	19.44	100.0	100.0	100.0	100.0
2008	19.61	19.67	19.79	19.97	100.0	100.0	100.0	100.0
2009	20.12	20.18	20.32	20.33	100.0	100.0	100.0	100.0
2010	20.49	20.59	20.65	20.98	100.0	100.0	100.0	100.0
2011	21.24	21.17	21.28	21.60	100.0	100.0	100.0	100.0
2012	21.71	21.77	21.91	21.69	100.0	100.0	100.0	100.0
2013	21.80	21.82	21.88	22.20	100.0	100.0	100.0	100.0
2014	22.31	22.43	22.47	22.90	100.0	100.0	100.0	100.0
2015	23.04	23.12	23.25	23.31	100.0	100.0	100.0	100.0
2016	23.47	23.59	23.82	24.06	100.0	100.0	100.0	100.0
2017	24.23	24.35	24.58	24.50	100.0	100.0	100.0	100.0
2018	24.74	24.90	25.08	26.44	100.0	100.0	100.0	100.0
2019	26.59	–	–	–	100.0	–	–	–
Wages and salaries								
2004	11.67	11.52	11.62	11.77	66.0	65.9	65.8	65.9
2005	11.83	11.76	11.89	11.77	65.5	65.3	65.3	65.8
2006	11.82	11.97	12.12	12.12	64.6	64.3	64.3	64.5
2007	12.23	12.33	12.41	12.48	64.3	64.4	64.2	64.2
2008	12.55	12.62	12.74	12.87	64.0	64.2	64.4	64.4
2009	12.94	12.99	13.08	13.06	64.3	64.4	64.4	64.3
2010	13.07	13.14	13.16	13.27	63.8	63.8	63.7	63.3
2011	13.41	13.36	13.46	13.62	63.2	63.1	63.2	63.1
2012	13.63	13.65	13.75	13.71	62.8	62.7	62.7	63.2
2013	13.74	13.76	13.78	13.96	63.1	63.1	63.0	62.9
2014	14.03	14.08	14.12	14.53	62.9	62.8	62.9	63.5
2015	14.60	14.64	14.74	14.86	63.4	63.3	63.4	63.8
2016	14.96	15.02	15.12	15.29	63.7	63.7	63.5	63.5
2017	15.36	15.43	15.59	15.47	63.4	63.4	63.4	63.2
2018	15.59	15.70	15.81	16.16	63.0	63.1	63.0	61.1
2019	16.24	–	–	–	61.1	–	–	–
Total benefits								
2004	6.01	5.95	6.04	6.08	34.0	34.1	34.2	34.1
2005	6.23	6.25	6.32	6.11	34.5	34.7	34.7	34.2
2006	6.48	6.64	6.72	6.67	35.4	35.7	35.7	35.5
2007	6.79	6.83	6.92	6.96	35.7	35.6	35.8	35.8
2008	7.06	7.05	7.05	7.10	36.0	35.8	35.6	35.6
2009	7.18	7.19	7.24	7.27	35.7	35.6	35.6	35.7
2010	7.41	7.45	7.49	7.71	36.2	36.2	36.3	36.7
2011	7.82	7.81	7.83	7.98	36.8	36.9	36.8	36.9
2012	8.08	8.12	8.16	7.97	37.2	37.3	37.3	36.8
2013	8.05	8.06	8.10	8.23	36.9	36.9	37.0	37.1
2014	8.28	8.35	8.34	8.37	37.1	37.2	37.1	36.5
2015	8.44	8.48	8.51	8.45	36.6	36.7	36.6	36.2
2016	8.52	8.57	8.70	8.77	36.3	36.3	36.5	36.5
2017	8.88	8.92	8.99	9.03	36.6	36.6	36.6	36.8
2018	9.15	9.20	9.27	10.29	37.0	36.9	37.0	38.9
2019	10.35	–	–	–	38.9	–	–	–
Paid leave								
2004	1.26	1.24	1.25	1.27	7.1	7.1	7.1	7.1
2005	1.27	1.26	1.28	1.23	7.1	7.0	7.0	6.9
2006	1.35	1.38	1.40	1.37	7.4	7.4	7.4	7.3
2007	1.38	1.39	1.38	1.39	7.3	7.3	7.1	7.1
2008	1.39	1.39	1.41	1.43	7.1	7.1	7.1	7.2
2009	1.44	1.43	1.46	1.44	7.1	7.1	7.2	7.1
2010	1.44	1.44	1.43	1.49	7.0	7.0	6.9	7.1
2011	1.52	1.50	1.51	1.57	7.2	7.1	7.1	7.2
2012	1.57	1.57	1.59	1.56	7.2	7.2	7.2	7.2
2013	1.58	1.58	1.58	1.57	7.2	7.2	7.2	7.1
2014	1.58	1.58	1.59	1.64	7.1	7.1	7.1	7.1
2015	1.64	1.65	1.66	1.64	7.1	7.1	7.1	7.0
2016	1.66	1.66	1.68	1.71	7.1	7.1	7.1	7.1

See footnotes at end of table.

Table 28. Private industry workers, hospitals by occupational group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Service occupations

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Paid leave								
2017	1.72	1.73	1.74	1.80	7.1	7.1	7.1	7.4
2018	1.81	1.83	1.85	1.97	7.3	7.3	7.4	7.5
2019	1.98	–	–	–	7.5	–	–	–
Supplemental pay								
2004	.45	.45	.45	.46	2.5	2.6	2.6	2.6
2005	.47	.48	.48	.50	2.6	2.6	2.6	2.8
2006	.58	.59	.60	.61	3.2	3.1	3.2	3.3
2007	.62	.61	.62	.62	3.3	3.2	3.2	3.2
2008	.62	.61	.62	.66	3.2	3.1	3.1	3.3
2009	.66	.66	.66	.70	3.3	3.3	3.3	3.5
2010	.71	.71	.71	.75	3.4	3.4	3.4	3.6
2011	.76	.76	.76	.80	3.6	3.6	3.6	3.7
2012	.79	.80	.79	.80	3.7	3.7	3.6	3.7
2013	.80	.80	.80	.87	3.7	3.7	3.7	3.9
2014	.87	.88	.89	.99	3.9	3.9	3.9	4.3
2015	.98	.98	.99	1.08	4.2	4.3	4.2	4.6
2016	1.06	1.06	1.08	1.10	4.5	4.5	4.5	4.6
2017	1.13	1.13	1.14	1.29	4.7	4.6	4.6	5.3
2018	1.30	1.30	1.30	1.40	5.3	5.2	5.2	5.3
2019	1.39	–	–	–	5.2	–	–	–
Insurance								
2004	2.36	2.30	2.35	2.34	13.4	13.2	13.3	13.1
2005	2.46	2.48	2.49	2.35	13.6	13.7	13.7	13.1
2006	2.51	2.63	2.64	2.60	13.7	14.1	14.0	13.8
2007	2.69	2.71	2.75	2.76	14.1	14.2	14.2	14.2
2008	2.84	2.83	2.81	2.76	14.5	14.4	14.2	13.8
2009	2.82	2.83	2.83	2.83	14.0	14.0	13.9	13.9
2010	2.95	2.98	2.98	3.05	14.4	14.5	14.4	14.5
2011	3.08	3.09	3.11	3.13	14.5	14.6	14.6	14.5
2012	3.25	3.26	3.28	3.11	15.0	15.0	15.0	14.3
2013	3.17	3.18	3.20	3.22	14.5	14.6	14.6	14.5
2014	3.25	3.30	3.30	3.09	14.6	14.7	14.7	13.5
2015	3.16	3.19	3.19	3.02	13.7	13.8	13.7	12.9
2016	3.10	3.15	3.22	3.19	13.2	13.4	13.5	13.3
2017	3.24	3.25	3.27	3.16	13.4	13.3	13.3	12.9
2018	3.24	3.26	3.30	3.83	13.1	13.1	13.2	14.5
2019	3.88	–	–	–	14.6	–	–	–
Retirement and savings								
2004	.48	.50	.50	.51	2.7	2.8	2.8	2.9
2005	.52	.53	.54	.54	2.9	3.0	3.0	3.0
2006	.54	.56	.56	.56	3.0	3.0	3.0	3.0
2007	.57	.57	.64	.66	3.0	3.0	3.3	3.4
2008	.67	.68	.68	.68	3.4	3.5	3.4	3.4
2009	.69	.70	.71	.72	3.5	3.5	3.5	3.5
2010	.72	.73	.75	.79	3.5	3.5	3.6	3.8
2011	.81	.81	.78	.76	3.8	3.8	3.7	3.5
2012	.74	.75	.76	.75	3.4	3.4	3.5	3.4
2013	.75	.75	.76	.80	3.5	3.4	3.5	3.6
2014	.81	.81	.81	.83	3.6	3.6	3.6	3.6
2015	.84	.84	.85	.90	3.7	3.6	3.6	3.8
2016	.89	.89	.91	.93	3.8	3.8	3.8	3.9
2017	.96	.97	.98	.95	4.0	4.0	4.0	3.9
2018	.95	.97	.97	1.15	3.8	3.9	3.9	4.3
2019	1.16	–	–	–	4.4	–	–	–
Legally required benefits								
2004	1.45	1.46	1.48	1.50	8.2	8.3	8.4	8.4
2005	1.49	1.50	1.52	1.47	8.3	8.3	8.3	8.2
2006	1.48	1.50	1.52	1.53	8.1	8.1	8.1	8.1
2007	1.53	1.54	1.54	1.53	8.1	8.0	7.9	7.9
2008	1.53	1.53	1.54	1.57	7.8	7.8	7.8	7.8
2009	1.57	1.57	1.58	1.58	7.8	7.8	7.8	7.8
2010	1.59	1.60	1.62	1.64	7.8	7.8	7.8	7.8
2011	1.66	1.66	1.66	1.72	7.8	7.8	7.8	8.0

See footnotes at end of table.

Table 28. Private industry workers, hospitals by occupational group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Service occupations

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Legally required benefits								
2012	1.73	1.74	1.74	1.76	8.0	8.0	8.0	8.1
2013	1.76	1.76	1.76	1.78	8.1	8.0	8.0	8.0
2014	1.77	1.78	1.76	1.81	8.0	7.9	7.8	7.9
2015	1.82	1.82	1.82	1.81	7.9	7.9	7.8	7.8
2016	1.81	1.80	1.81	1.83	7.7	7.6	7.6	7.6
2017	1.83	1.84	1.86	1.83	7.6	7.6	7.6	7.5
2018	1.84	1.85	1.86	1.93	7.4	7.4	7.4	7.3
2019	1.93	–	–	–	7.3	–	–	–
Other benefits[1]								
2004	([2])	([2])	([2])	([2])	([3])	([3])	([3])	([3])
2005	([2])	([2])	([2])	([2])	([3])	([3])	([3])	([3])

[1] Includes severance pay and supplemental unemployment benefits. Publication of other benefits was discontinued beginning in June 2006.
[2] Cost per hour worked is $0.01 or less.
[3] Less than .05 percent.

Note: The sum of individual items may not equal totals due to rounding. Dashes indicate data are not available.

Table 29. Private industry workers, nursing and residential care facilities by occupational group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation

All workers

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Total compensation								
2004	$17.50	$17.21	$17.34	$17.44	100.0	100.0	100.0	100.0
2005	17.61	17.69	17.88	18.00	100.0	100.0	100.0	100.0
2006	18.19	18.22	18.37	18.55	100.0	100.0	100.0	100.0
2007	18.65	18.73	18.85	18.97	100.0	100.0	100.0	100.0
2008	19.11	19.22	19.36	19.62	100.0	100.0	100.0	100.0
2009	19.76	19.81	19.87	19.93	100.0	100.0	100.0	100.0
2010	20.01	20.04	20.10	20.38	100.0	100.0	100.0	100.0
2011	20.48	20.58	20.65	20.87	100.0	100.0	100.0	100.0
2012	21.00	21.01	21.08	20.37	100.0	100.0	100.0	100.0
2013	20.44	20.52	20.53	20.78	100.0	100.0	100.0	100.0
2014	20.84	20.87	20.90	21.29	100.0	100.0	100.0	100.0
2015	21.37	21.46	21.60	22.20	100.0	100.0	100.0	100.0
2016	22.44	22.49	22.45	22.65	100.0	100.0	100.0	100.0
2017	22.80	22.93	22.98	23.42	100.0	100.0	100.0	100.0
2018	23.58	23.71	23.82	23.25	100.0	100.0	100.0	100.0
2019	23.35	–	–	–	100.0	–	–	–
Wages and salaries								
2004	12.70	12.47	12.55	12.64	72.6	72.4	72.4	72.5
2005	12.77	12.80	12.91	13.01	72.5	72.3	72.2	72.3
2006	13.12	13.15	13.27	13.40	72.1	72.2	72.2	72.2
2007	13.47	13.56	13.69	13.77	72.2	72.4	72.6	72.6
2008	13.87	13.93	14.04	14.29	72.6	72.5	72.5	72.8
2009	14.40	14.43	14.49	14.60	72.9	72.9	72.9	73.3
2010	14.63	14.64	14.69	14.92	73.1	73.1	73.1	73.2
2011	14.95	15.02	15.08	15.23	73.0	73.0	73.0	73.0
2012	15.28	15.28	15.33	14.78	72.8	72.7	72.7	72.6
2013	14.82	14.89	14.90	15.04	72.5	72.6	72.6	72.4
2014	15.07	15.08	15.08	15.29	72.3	72.2	72.2	71.8
2015	15.37	15.45	15.57	15.97	71.9	72.0	72.1	71.9
2016	16.11	16.16	16.19	16.34	71.8	71.9	72.1	72.1
2017	16.47	16.57	16.63	16.79	72.2	72.3	72.4	71.7
2018	16.91	17.03	17.14	16.78	71.7	71.8	71.9	72.2
2019	16.89	–	–	–	72.3	–	–	–
Total benefits								
2004	4.79	4.74	4.79	4.80	27.4	27.6	27.6	27.5
2005	4.85	4.89	4.97	4.99	27.5	27.7	27.8	27.7
2006	5.08	5.07	5.11	5.16	27.9	27.8	27.8	27.8
2007	5.18	5.17	5.16	5.20	27.8	27.6	27.4	27.4
2008	5.25	5.29	5.31	5.33	27.4	27.5	27.5	27.2
2009	5.36	5.37	5.38	5.33	27.1	27.1	27.1	26.7
2010	5.39	5.40	5.41	5.46	26.9	26.9	26.9	26.8
2011	5.52	5.55	5.57	5.64	27.0	27.0	27.0	27.0
2012	5.71	5.73	5.75	5.59	27.2	27.3	27.3	27.4
2013	5.63	5.63	5.63	5.74	27.5	27.4	27.4	27.6
2014	5.77	5.79	5.82	6.00	27.7	27.8	27.8	28.2
2015	6.00	6.01	6.03	6.23	28.1	28.0	27.9	28.1
2016	6.33	6.33	6.26	6.32	28.2	28.1	27.9	27.9
2017	6.34	6.36	6.35	6.63	27.8	27.7	27.6	28.3
2018	6.67	6.69	6.68	6.47	28.3	28.2	28.1	27.8
2019	6.47	–	–	–	27.7	–	–	–
Paid leave								
2004	1.20	1.14	1.15	1.16	6.9	6.6	6.6	6.6
2005	1.17	1.18	1.18	1.19	6.6	6.7	6.6	6.6
2006	1.22	1.22	1.23	1.25	6.7	6.7	6.7	6.7
2007	1.25	1.27	1.27	1.28	6.7	6.8	6.7	6.7
2008	1.28	1.28	1.29	1.30	6.7	6.7	6.7	6.6
2009	1.31	1.32	1.33	1.32	6.7	6.7	6.7	6.6
2010	1.32	1.32	1.33	1.35	6.6	6.6	6.6	6.6
2011	1.35	1.36	1.37	1.38	6.6	6.6	6.6	6.6
2012	1.39	1.39	1.40	1.33	6.6	6.6	6.6	6.5
2013	1.34	1.35	1.34	1.39	6.5	6.6	6.6	6.7
2014	1.39	1.39	1.39	1.44	6.7	6.7	6.7	6.8
2015	1.45	1.46	1.47	1.51	6.8	6.8	6.8	6.8
2016	1.51	1.51	1.49	1.51	6.7	6.7	6.7	6.7

See footnotes at end of table.

Table 29. Private industry workers, nursing and residential care facilities by occupational group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation

All workers

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Paid leave								
2017	1.51	1.51	1.52	1.56	6.6	6.6	6.6	6.7
2018	1.55	1.57	1.57	1.53	6.6	6.6	6.6	6.6
2019	1.54	–	–	–	6.6	–	–	–
Supplemental pay								
2004	.37	.38	.39	.39	2.1	2.2	2.2	2.2
2005	.40	.40	.41	.41	2.3	2.3	2.3	2.3
2006	.43	.42	.43	.44	2.3	2.3	2.3	2.4
2007	.45	.45	.45	.45	2.4	2.4	2.4	2.4
2008	.45	.45	.45	.45	2.4	2.4	2.4	2.3
2009	.45	.45	.45	.43	2.3	2.3	2.2	2.2
2010	.43	.43	.43	.44	2.2	2.2	2.1	2.2
2011	.45	.45	.45	.42	2.2	2.2	2.2	2.0
2012	.42	.42	.42	.40	2.0	2.0	2.0	2.0
2013	.40	.41	.40	.42	2.0	2.0	2.0	2.0
2014	.42	.42	.42	.43	2.0	2.0	2.0	2.0
2015	.43	.43	.43	.50	2.0	2.0	2.0	2.2
2016	.50	.50	.49	.50	2.2	2.2	2.2	2.2
2017	.50	.50	.50	.56	2.2	2.2	2.2	2.4
2018	.58	.58	.57	.57	2.4	2.4	2.4	2.5
2019	.57	–	–	–	2.5	–	–	–
Insurance								
2004	1.29	1.30	1.31	1.29	7.4	7.5	7.5	7.4
2005	1.30	1.32	1.35	1.36	7.4	7.5	7.6	7.5
2006	1.38	1.38	1.39	1.39	7.6	7.5	7.5	7.5
2007	1.41	1.39	1.36	1.38	7.5	7.4	7.2	7.3
2008	1.41	1.45	1.46	1.46	7.4	7.5	7.6	7.5
2009	1.48	1.48	1.48	1.45	7.5	7.5	7.4	7.3
2010	1.50	1.51	1.52	1.53	7.5	7.6	7.6	7.5
2011	1.57	1.57	1.58	1.63	7.7	7.6	7.6	7.8
2012	1.67	1.67	1.69	1.67	7.9	7.9	8.0	8.2
2013	1.69	1.67	1.66	1.71	8.3	8.1	8.1	8.2
2014	1.73	1.75	1.77	1.85	8.3	8.4	8.5	8.7
2015	1.86	1.86	1.86	1.92	8.7	8.7	8.6	8.6
2016	1.99	1.99	1.96	1.98	8.8	8.8	8.7	8.7
2017	1.98	2.00	1.99	2.14	8.7	8.7	8.7	9.1
2018	2.15	2.15	2.16	2.05	9.1	9.1	9.1	8.8
2019	2.05	–	–	–	8.8	–	–	–
Retirement and savings								
2004	.26	.27	.27	.27	1.5	1.6	1.6	1.6
2005	.27	.27	.28	.30	1.5	1.5	1.6	1.7
2006	.30	.30	.30	.29	1.7	1.6	1.6	1.6
2007	.28	.28	.28	.28	1.5	1.5	1.5	1.5
2008	.29	.29	.29	.30	1.5	1.5	1.5	1.5
2009	.29	.29	.29	.29	1.5	1.5	1.5	1.4
2010	.28	.28	.28	.29	1.4	1.4	1.4	1.4
2011	.29	.29	.29	.29	1.4	1.4	1.4	1.4
2012	.29	.29	.29	.28	1.4	1.4	1.4	1.4
2013	.28	.29	.29	.30	1.4	1.4	1.4	1.4
2014	.30	.30	.30	.32	1.4	1.5	1.4	1.5
2015	.31	.31	.31	.33	1.4	1.4	1.4	1.5
2016	.35	.36	.35	.35	1.6	1.6	1.6	1.6
2017	.35	.35	.35	.37	1.5	1.5	1.5	1.6
2018	.38	.38	.38	.36	1.6	1.6	1.6	1.5
2019	.36	–	–	–	1.5	–	–	–
Legally required benefits								
2004	1.67	1.66	1.67	1.69	9.5	9.6	9.6	9.7
2005	1.70	1.72	1.74	1.74	9.7	9.7	9.7	9.7
2006	1.75	1.75	1.76	1.78	9.6	9.6	9.6	9.6
2007	1.79	1.78	1.81	1.81	9.6	9.5	9.6	9.5
2008	1.81	1.82	1.81	1.81	9.5	9.4	9.4	9.2
2009	1.83	1.83	1.84	1.84	9.3	9.3	9.2	9.2
2010	1.85	1.85	1.85	1.85	9.2	9.2	9.2	9.1
2011	1.86	1.88	1.89	1.92	9.1	9.1	9.1	9.2

See footnotes at end of table.

Table 29. Private industry workers, nursing and residential care facilities by occupational group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation

All workers

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Legally required benefits								
2012	1.95	1.96	1.96	1.91	9.3	9.3	9.3	9.4
2013	1.91	1.92	1.93	1.92	9.3	9.3	9.4	9.3
2014	1.92	1.92	1.93	1.94	9.2	9.2	9.3	9.1
2015	1.95	1.95	1.96	1.98	9.1	9.1	9.1	8.9
2016	1.98	1.97	1.97	1.98	8.8	8.8	8.8	8.7
2017	2.00	2.00	1.99	2.00	8.8	8.7	8.7	8.6
2018	2.01	2.00	2.01	1.95	8.5	8.4	8.4	8.4
2019	1.95	–	–	–	8.3	–	–	–
Other benefits[1]								
2004	([2])	([2])	([2])	([2])	([3])	([3])	([3])	([3])
2005	([2])	([2])	([2])	([2])	([3])	([3])	([3])	([3])

[1] Includes severance pay and supplemental unemployment benefits. Publication of other benefits was discontinued beginning in June 2006.
[2] Cost per hour worked is $0.01 or less.
[3] Less than .05 percent.

Note: The sum of individual items may not equal totals due to rounding. Dashes indicate data are not available.

Table 29. Private industry workers, nursing and residential care facilities by occupational group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Management, professional, and related occupations[1]

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Total compensation								
2004	$26.95	$26.18	$26.37	$26.55	100.0	100.0	100.0	100.0
2005	26.78	27.12	27.34	27.48	100.0	100.0	100.0	100.0
2006	27.75	27.76	28.19	28.97	100.0	100.0	100.0	100.0
2007	29.03	29.16	29.39	29.54	100.0	100.0	100.0	100.0
2008	29.72	29.92	30.17	30.60	100.0	100.0	100.0	100.0
2009	30.70	30.80	31.02	31.01	100.0	100.0	100.0	100.0
2010	31.07	31.07	31.19	31.66	100.0	100.0	100.0	100.0
2011	31.84	31.97	32.35	32.33	100.0	100.0	100.0	100.0
2012	32.37	32.25	32.33	31.07	100.0	100.0	100.0	100.0
2013	31.22	31.27	31.44	31.23	100.0	100.0	100.0	100.0
2014	31.23	31.31	31.64	32.62	100.0	100.0	100.0	100.0
2015	32.63	32.99	33.17	34.18	100.0	100.0	100.0	100.0
2016	34.47	34.66	34.49	34.79	100.0	100.0	100.0	100.0
2017	34.95	35.27	35.13	35.69	100.0	100.0	100.0	100.0
2018	35.89	36.10	36.25	35.93	100.0	100.0	100.0	100.0
2019	36.02	–	–	–	100.0	–	–	–
Wages and salaries								
2004	19.76	19.14	19.27	19.42	73.3	73.1	73.1	73.1
2005	19.55	19.81	19.95	20.02	73.0	73.0	73.0	72.8
2006	20.20	20.25	20.58	21.14	72.8	73.0	73.0	73.0
2007	21.24	21.38	21.60	21.69	73.2	73.3	73.5	73.4
2008	21.82	21.97	22.15	22.51	73.4	73.4	73.4	73.6
2009	22.60	22.67	22.85	22.98	73.6	73.6	73.7	74.1
2010	22.99	23.01	23.09	23.52	74.0	74.0	74.0	74.3
2011	23.63	23.72	24.02	23.94	74.2	74.2	74.2	74.0
2012	23.89	23.82	23.87	22.87	73.8	73.8	73.8	73.6
2013	22.93	23.00	23.13	22.88	73.4	73.6	73.6	73.2
2014	22.85	22.87	23.07	23.64	73.2	73.0	72.9	72.5
2015	23.70	23.98	24.14	24.90	72.6	72.7	72.8	72.9
2016	25.11	25.28	25.24	25.48	72.8	72.9	73.2	73.2
2017	25.61	25.89	25.79	25.91	73.3	73.4	73.4	72.6
2018	26.07	26.24	26.38	26.13	72.6	72.7	72.8	72.7
2019	26.24	–	–	–	72.8	–	–	–
Total benefits								
2004	7.19	7.04	7.10	7.14	26.7	26.9	26.9	26.9
2005	7.23	7.31	7.39	7.46	27.0	27.0	27.0	27.2
2006	7.55	7.51	7.61	7.83	27.2	27.0	27.0	27.0
2007	7.79	7.79	7.79	7.85	26.8	26.7	26.5	26.6
2008	7.90	7.95	8.02	8.09	26.6	26.6	26.6	26.4
2009	8.10	8.13	8.17	8.03	26.4	26.4	26.3	25.9
2010	8.08	8.07	8.10	8.14	26.0	26.0	26.0	25.7
2011	8.21	8.26	8.33	8.39	25.8	25.8	25.8	26.0
2012	8.48	8.43	8.46	8.20	26.2	26.2	26.2	26.4
2013	8.29	8.27	8.31	8.36	26.6	26.4	26.4	26.8
2014	8.37	8.44	8.57	8.97	26.8	27.0	27.1	27.5
2015	8.93	9.01	9.03	9.28	27.4	27.3	27.2	27.1
2016	9.36	9.38	9.26	9.31	27.2	27.1	26.8	26.8
2017	9.34	9.38	9.33	9.79	26.7	26.6	26.6	27.4
2018	9.83	9.86	9.86	9.81	27.4	27.3	27.2	27.3
2019	9.78	–	–	–	27.2	–	–	–
Paid leave								
2004	2.11	1.96	1.98	1.98	7.8	7.5	7.5	7.4
2005	1.98	2.01	2.01	2.01	7.4	7.4	7.3	7.3
2006	2.04	2.03	2.07	2.16	7.3	7.3	7.4	7.5
2007	2.16	2.19	2.20	2.23	7.4	7.5	7.5	7.5
2008	2.22	2.22	2.24	2.27	7.5	7.4	7.4	7.4
2009	2.26	2.29	2.31	2.24	7.4	7.4	7.4	7.2
2010	2.23	2.23	2.25	2.28	7.2	7.2	7.2	7.2
2011	2.29	2.30	2.32	2.35	7.2	7.2	7.2	7.3
2012	2.35	2.35	2.35	2.24	7.3	7.3	7.3	7.2
2013	2.26	2.26	2.27	2.28	7.2	7.2	7.2	7.3
2014	2.29	2.29	2.33	2.43	7.3	7.3	7.4	7.4
2015	2.42	2.46	2.47	2.51	7.4	7.4	7.4	7.4
2016	2.48	2.49	2.46	2.48	7.2	7.2	7.1	7.1

See footnotes at end of table.

Table 29. Private industry workers, nursing and residential care facilities by occupational group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Management, professional, and related occupations[1]

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Paid leave								
2017	2.47	2.50	2.49	2.60	7.1	7.1	7.1	7.3
2018	2.59	2.62	2.62	2.75	7.2	7.3	7.2	7.7
2019	2.75	–	–	–	7.6	–	–	–
Supplemental pay								
2004	.58	.58	.59	.59	2.1	2.2	2.2	2.2
2005	.62	.63	.64	.65	2.3	2.3	2.3	2.4
2006	.66	.66	.67	.72	2.4	2.4	2.4	2.5
2007	.72	.72	.72	.72	2.5	2.5	2.4	2.4
2008	.73	.72	.72	.69	2.4	2.4	2.4	2.3
2009	.68	.69	.70	.69	2.2	2.3	2.2	2.2
2010	.68	.68	.67	.68	2.2	2.2	2.2	2.1
2011	.68	.68	.69	.60	2.1	2.1	2.1	1.9
2012	.60	.59	.60	.57	1.9	1.8	1.9	1.8
2013	.57	.56	.56	.56	1.8	1.8	1.8	1.8
2014	.57	.58	.56	.59	1.8	1.8	1.8	1.8
2015	.58	.58	.59	.69	1.8	1.8	1.8	2.0
2016	.71	.72	.70	.70	2.1	2.1	2.0	2.0
2017	.71	.70	.70	.84	2.0	2.0	2.0	2.4
2018	.86	.86	.86	.85	2.4	2.4	2.4	2.4
2019	.85	–	–	–	2.4	–	–	–
Insurance								
2004	1.56	1.60	1.61	1.63	5.8	6.1	6.1	6.1
2005	1.67	1.70	1.71	1.77	6.2	6.3	6.3	6.4
2006	1.78	1.76	1.77	1.78	6.4	6.3	6.3	6.1
2007	1.79	1.77	1.75	1.77	6.2	6.1	5.9	6.0
2008	1.80	1.83	1.87	1.93	6.1	6.1	6.2	6.3
2009	1.96	1.96	1.97	1.95	6.4	6.4	6.4	6.3
2010	2.01	2.01	2.02	2.04	6.5	6.5	6.5	6.4
2011	2.07	2.08	2.09	2.21	6.5	6.5	6.4	6.8
2012	2.25	2.23	2.24	2.26	7.0	6.9	6.9	7.3
2013	2.30	2.27	2.27	2.32	7.4	7.3	7.2	7.4
2014	2.34	2.38	2.45	2.65	7.5	7.6	7.7	8.1
2015	2.65	2.66	2.66	2.72	8.1	8.1	8.0	8.0
2016	2.75	2.75	2.71	2.72	8.0	7.9	7.9	7.8
2017	2.72	2.72	2.70	2.91	7.8	7.7	7.7	8.1
2018	2.93	2.93	2.94	2.84	8.2	8.1	8.1	7.9
2019	2.81	–	–	–	7.8	–	–	–
Retirement and savings								
2004	.45	.49	.50	.50	1.7	1.9	1.9	1.9
2005	.49	.49	.51	.53	1.8	1.8	1.9	1.9
2006	.56	.54	.55	.56	2.0	1.9	1.9	1.9
2007	.54	.53	.52	.53	1.9	1.8	1.8	1.8
2008	.54	.54	.56	.57	1.8	1.8	1.8	1.9
2009	.55	.55	.54	.52	1.8	1.8	1.7	1.7
2010	.51	.50	.50	.53	1.7	1.6	1.6	1.7
2011	.54	.54	.53	.52	1.7	1.7	1.6	1.6
2012	.53	.52	.51	.51	1.6	1.6	1.6	1.6
2013	.51	.53	.54	.56	1.6	1.7	1.7	1.8
2014	.55	.56	.56	.62	1.8	1.8	1.8	1.9
2015	.59	.59	.59	.62	1.8	1.8	1.8	1.8
2016	.67	.68	.66	.67	1.9	2.0	1.9	1.9
2017	.67	.68	.67	.71	1.9	1.9	1.9	2.0
2018	.71	.71	.70	.68	2.0	2.0	1.9	1.9
2019	.68	–	–	–	1.9	–	–	–
Legally required benefits								
2004	2.48	2.41	2.42	2.44	9.2	9.2	9.2	9.2
2005	2.46	2.48	2.52	2.49	9.2	9.1	9.2	9.1
2006	2.52	2.51	2.55	2.60	9.1	9.1	9.0	9.0
2007	2.59	2.59	2.61	2.61	8.9	8.9	8.9	8.8
2008	2.61	2.63	2.63	2.62	8.8	8.8	8.7	8.6
2009	2.64	2.64	2.66	2.63	8.6	8.6	8.6	8.5
2010	2.64	2.64	2.65	2.61	8.5	8.5	8.5	8.3
2011	2.64	2.66	2.70	2.72	8.3	8.3	8.3	8.4

See footnotes at end of table.

Table 29. Private industry workers, nursing and residential care facilities by occupational group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Management, professional, and related occupations[1]

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Legally required benefits								
2012	2.75	2.75	2.75	2.64	8.5	8.5	8.5	8.5
2013	2.64	2.65	2.67	2.63	8.5	8.5	8.5	8.4
2014	2.63	2.63	2.67	2.69	8.4	8.4	8.4	8.2
2015	2.69	2.72	2.74	2.74	8.3	8.2	8.2	8.0
2016	2.75	2.74	2.73	2.74	8.0	7.9	7.9	7.9
2017	2.78	2.79	2.77	2.73	8.0	7.9	7.9	7.6
2018	2.74	2.74	2.75	2.69	7.6	7.6	7.6	7.5
2019	2.69	–	–	–	7.5	–	–	–
Other benefits[2]								
2004	([3])	([3])	([3])	([3])	([4])	([4])	([4])	([4])
2005	([3])	([3])	([3])	([3])	([4])	([4])	([4])	([4])

[1] Estimates from December 2013 to March 2014 for this series were corrected, details are available at www.bls.gov/bls/ecec_correction_091014.htm.
[2] Includes severance pay and supplemental unemployment benefits. Publication of other benefits was discontinued beginning in June 2006.
[3] Cost per hour worked is $0.01 or less.
[4] Less than .05 percent.

Note: The sum of individual items may not equal totals due to rounding. Dashes indicate data are not available.

Table 29. Private industry workers, nursing and residential care facilities by occupational group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Service occupations

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Total compensation								
2004	$13.30	$13.23	$13.32	$13.38	100.0	100.0	100.0	100.0
2005	13.47	13.54	13.69	13.73	100.0	100.0	100.0	100.0
2006	13.87	13.88	13.99	14.12	100.0	100.0	100.0	100.0
2007	14.23	14.28	14.32	14.43	100.0	100.0	100.0	100.0
2008	14.59	14.68	14.76	14.78	100.0	100.0	100.0	100.0
2009	14.85	14.89	14.93	14.88	100.0	100.0	100.0	100.0
2010	14.98	15.02	15.04	15.15	100.0	100.0	100.0	100.0
2011	15.24	15.32	15.36	15.38	100.0	100.0	100.0	100.0
2012	15.48	15.53	15.57	15.45	100.0	100.0	100.0	100.0
2013	15.51	15.54	15.52	15.66	100.0	100.0	100.0	100.0
2014	15.74	15.77	15.87	16.14	100.0	100.0	100.0	100.0
2015	16.24	16.21	16.30	16.79	100.0	100.0	100.0	100.0
2016	16.92	17.02	17.02	17.16	100.0	100.0	100.0	100.0
2017	17.30	17.41	17.49	17.96	100.0	100.0	100.0	100.0
2018	18.17	18.28	18.38	18.00	100.0	100.0	100.0	100.0
2019	18.11	–	–	–	100.0	–	–	–
Wages and salaries								
2004	9.55	9.49	9.54	9.60	71.8	71.7	71.6	71.8
2005	9.68	9.69	9.78	9.82	71.9	71.6	71.4	71.5
2006	9.88	9.90	9.97	10.07	71.2	71.3	71.3	71.3
2007	10.14	10.20	10.27	10.34	71.3	71.5	71.7	71.7
2008	10.45	10.49	10.57	10.65	71.6	71.5	71.6	72.1
2009	10.71	10.74	10.78	10.78	72.1	72.1	72.2	72.5
2010	10.82	10.84	10.87	10.94	72.3	72.2	72.3	72.2
2011	10.96	11.01	11.04	11.07	71.9	71.9	71.9	72.0
2012	11.12	11.14	11.16	11.07	71.8	71.7	71.7	71.7
2013	11.10	11.14	11.12	11.22	71.6	71.7	71.6	71.7
2014	11.27	11.29	11.35	11.52	71.6	71.6	71.5	71.4
2015	11.59	11.59	11.66	11.98	71.4	71.5	71.5	71.3
2016	12.03	12.12	12.15	12.24	71.1	71.2	71.4	71.3
2017	12.36	12.45	12.53	12.75	71.4	71.5	71.6	71.0
2018	12.91	13.00	13.10	12.94	71.0	71.1	71.3	71.9
2019	13.04	–	–	–	72.0	–	–	–
Total benefits								
2004	3.74	3.74	3.78	3.78	28.2	28.3	28.4	28.2
2005	3.79	3.85	3.91	3.91	28.1	28.4	28.6	28.5
2006	3.99	3.99	4.02	4.05	28.8	28.7	28.7	28.7
2007	4.09	4.07	4.05	4.09	28.7	28.5	28.3	28.3
2008	4.14	4.19	4.18	4.13	28.4	28.5	28.4	27.9
2009	4.15	4.15	4.15	4.10	27.9	27.9	27.8	27.5
2010	4.16	4.17	4.17	4.21	27.7	27.8	27.7	27.8
2011	4.28	4.30	4.32	4.31	28.1	28.1	28.1	28.0
2012	4.37	4.40	4.41	4.38	28.2	28.3	28.3	28.3
2013	4.40	4.40	4.40	4.43	28.4	28.3	28.4	28.3
2014	4.46	4.48	4.53	4.62	28.4	28.4	28.5	28.6
2015	4.64	4.62	4.64	4.81	28.6	28.5	28.5	28.7
2016	4.89	4.90	4.87	4.92	28.9	28.8	28.6	28.7
2017	4.94	4.96	4.96	5.21	28.6	28.5	28.4	29.0
2018	5.27	5.28	5.27	5.06	29.0	28.9	28.7	28.1
2019	5.07	–	–	–	28.0	–	–	–
Paid leave								
2004	.78	.76	.77	.78	5.9	5.8	5.8	5.8
2005	.79	.80	.81	.81	5.8	5.9	5.9	5.9
2006	.84	.83	.84	.85	6.0	6.0	6.0	6.0
2007	.85	.86	.85	.86	6.0	6.0	6.0	6.0
2008	.87	.87	.88	.86	5.9	5.9	5.9	5.8
2009	.87	.87	.87	.88	5.8	5.9	5.9	5.9
2010	.88	.88	.88	.89	5.9	5.9	5.9	5.9
2011	.89	.90	.91	.90	5.9	5.9	5.9	5.8
2012	.90	.91	.91	.90	5.8	5.8	5.8	5.8
2013	.90	.91	.91	.94	5.8	5.9	5.8	6.0
2014	.94	.94	.94	.99	6.0	6.0	6.0	6.1
2015	1.00	1.00	1.00	1.04	6.2	6.2	6.2	6.2
2016	1.04	1.04	1.03	1.04	6.1	6.1	6.1	6.1

See footnotes at end of table.

Table 29. Private industry workers, nursing and residential care facilities by occupational group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Service occupations

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Paid leave								
2017	1.04	1.04	1.04	1.07	6.0	6.0	6.0	5.9
2018	1.08	1.08	1.09	1.01	5.9	5.9	5.9	5.6
2019	1.01	–	–	–	5.6	–	–	–
Supplemental pay								
2004	.31	.30	.32	.32	2.3	2.3	2.4	2.4
2005	.32	.32	.33	.32	2.4	2.4	2.4	2.3
2006	.34	.34	.34	.35	2.5	2.4	2.5	2.5
2007	.36	.36	.36	.36	2.5	2.5	2.5	2.5
2008	.36	.37	.37	.36	2.5	2.5	2.5	2.5
2009	.37	.37	.36	.35	2.5	2.5	2.4	2.4
2010	.35	.35	.35	.37	2.3	2.3	2.3	2.4
2011	.37	.37	.37	.36	2.4	2.4	2.4	2.4
2012	.36	.36	.36	.35	2.3	2.3	2.3	2.2
2013	.35	.36	.36	.36	2.3	2.3	2.3	2.3
2014	.36	.37	.37	.38	2.3	2.3	2.3	2.4
2015	.38	.38	.38	.43	2.3	2.3	2.3	2.5
2016	.42	.42	.41	.42	2.5	2.4	2.4	2.5
2017	.43	.43	.43	.47	2.5	2.5	2.5	2.6
2018	.48	.49	.47	.49	2.6	2.7	2.6	2.7
2019	.49	–	–	–	2.7	–	–	–
Insurance								
2004	1.16	1.15	1.16	1.15	8.7	8.7	8.7	8.6
2005	1.14	1.16	1.18	1.18	8.5	8.6	8.6	8.6
2006	1.21	1.21	1.22	1.23	8.7	8.7	8.7	8.7
2007	1.25	1.22	1.20	1.21	8.8	8.6	8.4	8.4
2008	1.25	1.29	1.29	1.26	8.6	8.8	8.8	8.5
2009	1.26	1.26	1.26	1.21	8.5	8.5	8.4	8.1
2010	1.26	1.27	1.27	1.28	8.4	8.5	8.4	8.4
2011	1.33	1.32	1.33	1.33	8.7	8.6	8.7	8.7
2012	1.36	1.38	1.39	1.38	8.8	8.9	9.0	8.9
2013	1.40	1.38	1.37	1.39	9.1	8.9	8.8	8.8
2014	1.41	1.42	1.44	1.45	8.9	9.0	9.1	9.0
2015	1.47	1.46	1.46	1.51	9.0	9.0	9.0	9.0
2016	1.58	1.59	1.57	1.59	9.3	9.3	9.2	9.3
2017	1.61	1.62	1.62	1.76	9.3	9.3	9.3	9.8
2018	1.77	1.78	1.78	1.69	9.7	9.7	9.7	9.4
2019	1.70	–	–	–	9.4	–	–	–
Retirement and savings								
2004	.17	.18	.18	.18	1.3	1.4	1.3	1.3
2005	.18	.18	.19	.20	1.3	1.3	1.4	1.5
2006	.19	.19	.19	.18	1.4	1.4	1.4	1.3
2007	.18	.18	.17	.18	1.2	1.2	1.2	1.2
2008	.18	.18	.18	.18	1.2	1.2	1.2	1.2
2009	.17	.17	.18	.18	1.2	1.2	1.2	1.2
2010	.18	.18	.18	.18	1.2	1.2	1.2	1.2
2011	.18	.18	.18	.17	1.2	1.2	1.2	1.1
2012	.17	.17	.17	.18	1.1	1.1	1.1	1.2
2013	.18	.19	.19	.17	1.2	1.2	1.2	1.1
2014	.18	.18	.19	.20	1.1	1.2	1.2	1.2
2015	.19	.19	.19	.20	1.2	1.1	1.1	1.2
2016	.21	.22	.21	.22	1.3	1.3	1.3	1.3
2017	.22	.22	.21	.23	1.3	1.3	1.2	1.3
2018	.24	.24	.24	.22	1.3	1.3	1.3	1.2
2019	.23	–	–	–	1.2	–	–	–
Legally required benefits								
2004	1.32	1.34	1.35	1.36	10.0	10.1	10.1	10.2
2005	1.37	1.39	1.41	1.41	10.1	10.3	10.3	10.3
2006	1.41	1.42	1.42	1.44	10.2	10.2	10.2	10.2
2007	1.46	1.45	1.47	1.48	10.2	10.2	10.3	10.2
2008	1.48	1.48	1.47	1.46	10.2	10.1	9.9	9.9
2009	1.48	1.48	1.48	1.48	10.0	9.9	9.9	9.9
2010	1.49	1.49	1.49	1.50	9.9	9.9	9.9	9.9
2011	1.50	1.53	1.53	1.54	9.9	10.0	10.0	10.0

See footnotes at end of table.

Table 29. Private industry workers, nursing and residential care facilities by occupational group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Service occupations

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Legally required benefits								
2012	1.57	1.58	1.57	1.57	10.1	10.2	10.1	10.2
2013	1.57	1.57	1.58	1.57	10.1	10.1	10.2	10.1
2014	1.57	1.57	1.59	1.60	10.0	10.0	10.0	9.9
2015	1.61	1.60	1.61	1.64	9.9	9.9	9.9	9.8
2016	1.64	1.63	1.64	1.64	9.7	9.6	9.6	9.6
2017	1.65	1.65	1.65	1.69	9.5	9.5	9.4	9.4
2018	1.70	1.69	1.69	1.65	9.4	9.2	9.2	9.2
2019	1.65	–	–	–	9.1	–	–	–
Other benefits[1]								
2004	([2])	([2])	([2])	([2])	([3])	([3])	([3])	([3])
2005	([2])	([2])	([2])	([2])	([3])	([3])	([3])	([3])

[1] Includes severance pay and supplemental unemployment benefits. Publication of other benefits was discontinued beginning in June 2006.
[2] Cost per hour worked is $0.01 or less.
[3] Less than .05 percent.

Note: The sum of individual items may not equal totals due to rounding. Dashes indicate data are not available.

Table 30. Private industry workers, nursing care facilities by occupational group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation

All workers

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Total compensation								
2006	–	–	–	19.14	–	–	–	100.0
2007	19.34	19.44	19.62	19.74	100.0	100.0	100.0	100.0
2008	19.92	20.06	20.24	21.12	100.0	100.0	100.0	100.0
2009	21.27	21.33	21.43	21.57	100.0	100.0	100.0	100.0
2010	21.68	21.74	21.80	21.97	100.0	100.0	100.0	100.0
2011	22.07	22.23	22.32	22.61	100.0	100.0	100.0	100.0
2012	22.65	22.64	22.67	21.73	100.0	100.0	100.0	100.0
2013	21.82	21.94	21.89	22.42	100.0	100.0	100.0	100.0
2014	22.50	22.55	22.61	23.37	100.0	100.0	100.0	100.0
2015	23.49	23.60	23.81	24.97	100.0	100.0	100.0	100.0
2016	25.14	25.14	25.25	25.45	100.0	100.0	100.0	100.0
2017	25.52	25.70	25.73	25.95	100.0	100.0	100.0	100.0
2018	26.08	26.24	26.35	25.32	100.0	100.0	100.0	100.0
2019	25.35	–	–	–	100.0	–	–	–
Wages and salaries								
2006	–	–	–	13.98	–	–	–	73.1
2007	14.12	14.20	14.37	14.43	73.0	73.1	73.2	73.1
2008	14.53	14.63	14.76	15.44	73.0	72.9	72.9	73.1
2009	15.54	15.59	15.67	15.84	73.1	73.1	73.1	73.4
2010	15.87	15.91	15.97	16.10	73.2	73.2	73.2	73.3
2011	16.15	16.25	16.32	16.52	73.2	73.1	73.1	73.1
2012	16.53	16.51	16.53	15.80	73.0	72.9	72.9	72.7
2013	15.86	15.95	15.93	16.18	72.7	72.7	72.8	72.1
2014	16.21	16.24	16.27	16.64	72.0	72.0	72.0	71.2
2015	16.75	16.85	17.02	17.84	71.3	71.4	71.5	71.4
2016	17.94	17.97	18.12	18.25	71.4	71.5	71.8	71.7
2017	18.32	18.47	18.52	18.61	71.8	71.9	72.0	71.7
2018	18.71	18.84	18.95	18.34	71.7	71.8	71.9	72.4
2019	18.38	–	–	–	72.5	–	–	–
Total benefits								
2006	–	–	–	5.16	–	–	–	26.9
2007	5.22	5.23	5.25	5.31	27.0	26.9	26.8	26.9
2008	5.38	5.44	5.47	5.69	27.0	27.1	27.1	26.9
2009	5.73	5.74	5.76	5.74	26.9	26.9	26.9	26.6
2010	5.81	5.83	5.83	5.87	26.8	26.8	26.8	26.7
2011	5.92	5.98	6.00	6.09	26.8	26.9	26.9	26.9
2012	6.12	6.13	6.15	5.92	27.0	27.1	27.1	27.3
2013	5.96	5.99	5.96	6.25	27.3	27.3	27.2	27.9
2014	6.29	6.31	6.34	6.73	28.0	28.0	28.0	28.8
2015	6.74	6.75	6.80	7.14	28.7	28.6	28.5	28.6
2016	7.20	7.17	7.13	7.19	28.6	28.5	28.2	28.3
2017	7.20	7.23	7.22	7.34	28.2	28.1	28.0	28.3
2018	7.37	7.40	7.40	6.98	28.3	28.2	28.1	27.6
2019	6.97	–	–	–	27.5	–	–	–
Paid leave								
2006	–	–	–	1.29	–	–	–	6.7
2007	1.30	1.32	1.33	1.34	6.7	6.8	6.8	6.8
2008	1.34	1.34	1.35	1.45	6.7	6.7	6.7	6.9
2009	1.46	1.47	1.48	1.46	6.9	6.9	6.9	6.8
2010	1.46	1.47	1.48	1.48	6.8	6.8	6.8	6.7
2011	1.48	1.50	1.50	1.53	6.7	6.7	6.7	6.8
2012	1.53	1.54	1.54	1.41	6.8	6.8	6.8	6.5
2013	1.42	1.43	1.43	1.51	6.5	6.5	6.5	6.7
2014	1.52	1.52	1.53	1.64	6.7	6.8	6.8	7.0
2015	1.65	1.66	1.67	1.76	7.0	7.0	7.0	7.0
2016	1.73	1.74	1.73	1.75	6.9	6.9	6.8	6.9
2017	1.74	1.74	1.74	1.73	6.8	6.8	6.8	6.7
2018	1.72	1.74	1.74	1.67	6.6	6.7	6.6	6.6
2019	1.66	–	–	–	6.5	–	–	–
Supplemental pay								
2006	–	–	–	.51	–	–	–	2.7
2007	.52	.52	.52	.53	2.7	2.7	2.6	2.7

See footnotes at end of table.

Table 30. Private industry workers, nursing care facilities by occupational group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation

All workers

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Supplemental pay								
2008	0.54	0.54	0.55	0.53	2.7	2.7	2.7	2.5
2009	.53	.53	.54	.53	2.5	2.5	2.5	2.4
2010	.53	.53	.52	.53	2.4	2.4	2.4	2.4
2011	.53	.53	.53	.50	2.4	2.4	2.4	2.2
2012	.50	.50	.50	.47	2.2	2.2	2.2	2.2
2013	.48	.48	.48	.50	2.2	2.2	2.2	2.2
2014	.50	.51	.50	.52	2.2	2.3	2.2	2.2
2015	.53	.52	.53	.60	2.2	2.2	2.2	2.4
2016	.61	.61	.60	.61	2.4	2.4	2.4	2.4
2017	.61	.62	.62	.68	2.4	2.4	2.4	2.6
2018	.68	.69	.69	.67	2.6	2.6	2.6	2.7
2019	.67	–	–	–	2.7	–	–	–
Insurance								
2006	–	–	–	1.24	–	–	–	6.5
2007	1.28	1.28	1.28	1.31	6.6	6.6	6.5	6.6
2008	1.36	1.39	1.39	1.46	6.8	6.9	6.9	6.9
2009	1.47	1.47	1.48	1.50	6.9	6.9	6.9	6.9
2010	1.56	1.58	1.57	1.58	7.2	7.3	7.2	7.2
2011	1.62	1.63	1.63	1.69	7.3	7.3	7.3	7.5
2012	1.72	1.72	1.74	1.75	7.6	7.6	7.7	8.0
2013	1.76	1.73	1.71	1.84	8.1	7.9	7.8	8.2
2014	1.88	1.89	1.90	2.06	8.3	8.4	8.4	8.8
2015	2.08	2.08	2.09	2.21	8.8	8.8	8.8	8.8
2016	2.24	2.22	2.20	2.22	8.9	8.8	8.7	8.7
2017	2.23	2.24	2.23	2.31	8.7	8.7	8.7	8.9
2018	2.33	2.33	2.32	2.13	8.9	8.9	8.8	8.4
2019	2.14	–	–	–	8.4	–	–	–
Retirement and savings								
2006	–	–	–	.27	–	–	–	1.4
2007	.28	.28	.27	.28	1.4	1.4	1.4	1.4
2008	.29	.29	.30	.31	1.4	1.4	1.5	1.5
2009	.31	.30	.30	.29	1.4	1.4	1.4	1.4
2010	.29	.29	.29	.29	1.3	1.3	1.3	1.3
2011	.30	.30	.30	.29	1.4	1.4	1.4	1.3
2012	.29	.28	.28	.28	1.3	1.3	1.2	1.3
2013	.29	.32	.32	.35	1.3	1.5	1.5	1.6
2014	.35	.35	.35	.41	1.6	1.6	1.5	1.8
2015	.38	.38	.38	.46	1.6	1.6	1.6	1.8
2016	.49	.50	.50	.51	2.0	2.0	2.0	2.0
2017	.50	.50	.50	.51	2.0	2.0	1.9	2.0
2018	.52	.52	.52	.47	2.0	2.0	2.0	1.8
2019	.47	–	–	–	1.9	–	–	–
Legally required benefits								
2006	–	–	–	1.84	–	–	–	9.6
2007	1.84	1.84	1.86	1.86	9.5	9.4	9.5	9.4
2008	1.87	1.88	1.89	1.93	9.4	9.4	9.3	9.1
2009	1.96	1.96	1.96	1.95	9.2	9.2	9.1	9.0
2010	1.96	1.97	1.97	1.98	9.1	9.0	9.0	9.0
2011	1.99	2.02	2.03	2.07	9.0	9.1	9.1	9.1
2012	2.08	2.09	2.09	2.01	9.2	9.2	9.2	9.3
2013	2.01	2.02	2.02	2.04	9.2	9.2	9.2	9.1
2014	2.04	2.04	2.06	2.09	9.1	9.0	9.1	8.9
2015	2.11	2.11	2.12	2.11	9.0	8.9	8.9	8.5
2016	2.12	2.11	2.10	2.11	8.4	8.4	8.3	8.3
2017	2.12	2.13	2.13	2.11	8.3	8.3	8.3	8.1
2018	2.12	2.12	2.12	2.04	8.1	8.1	8.0	8.0
2019	2.03	–	–	–	8.0	–	–	–

Note: The sum of individual items may not equal totals due to rounding. Dashes indicate data are not available.

Table 30. Private industry workers, nursing care facilities by occupational group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Management, professional, and related occupations[1]

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Total compensation								
2006	–	–	–	31.03	–	–	–	100.0
2007	31.29	31.54	31.72	31.88	100.0	100.0	100.0	100.0
2008	32.10	32.34	32.63	33.60	100.0	100.0	100.0	100.0
2009	33.80	33.87	34.02	33.94	100.0	100.0	100.0	100.0
2010	33.99	33.97	34.11	34.09	100.0	100.0	100.0	100.0
2011	34.35	34.51	34.59	35.03	100.0	100.0	100.0	100.0
2012	35.05	34.90	34.88	33.34	100.0	100.0	100.0	100.0
2013	33.48	33.62	33.76	33.72	100.0	100.0	100.0	100.0
2014	33.72	33.79	34.49	36.17	100.0	100.0	100.0	100.0
2015	36.10	36.47	36.69	38.55	100.0	100.0	100.0	100.0
2016	38.67	38.67	38.89	39.09	100.0	100.0	100.0	100.0
2017	39.25	39.53	39.40	39.80	100.0	100.0	100.0	100.0
2018	39.97	40.20	40.38	38.48	100.0	100.0	100.0	100.0
2019	38.59	–	–	–	100.0	–	–	–
Wages and salaries								
2006	–	–	–	23.10	–	–	–	74.5
2007	23.32	23.50	23.69	23.78	74.5	74.5	74.7	74.6
2008	23.89	24.07	24.29	25.00	74.4	74.4	74.4	74.4
2009	25.16	25.21	25.34	25.45	74.4	74.4	74.5	75.0
2010	25.45	25.44	25.56	25.60	74.9	74.9	74.9	75.1
2011	25.78	25.88	25.94	26.14	75.1	75.0	75.0	74.6
2012	26.11	26.00	26.00	24.81	74.5	74.5	74.5	74.4
2013	24.87	24.99	25.12	24.81	74.3	74.3	74.4	73.6
2014	24.77	24.81	25.28	26.15	73.5	73.4	73.3	72.3
2015	26.15	26.45	26.64	28.03	72.4	72.5	72.6	72.7
2016	28.12	28.16	28.42	28.58	72.7	72.8	73.1	73.1
2017	28.70	28.95	28.89	29.16	73.1	73.2	73.3	73.3
2018	29.31	29.50	29.67	28.43	73.3	73.4	73.5	73.9
2019	28.54	–	–	–	73.9	–	–	–
Total benefits								
2006	–	–	–	7.93	–	–	–	25.5
2007	7.98	8.04	8.04	8.10	25.5	25.5	25.3	25.4
2008	8.21	8.27	8.34	8.60	25.6	25.6	25.6	25.6
2009	8.64	8.66	8.68	8.49	25.6	25.6	25.5	25.0
2010	8.54	8.53	8.55	8.49	25.1	25.1	25.1	24.9
2011	8.56	8.63	8.65	8.89	24.9	25.0	25.0	25.4
2012	8.95	8.90	8.89	8.53	25.5	25.5	25.5	25.6
2013	8.61	8.63	8.65	8.91	25.7	25.7	25.6	26.4
2014	8.95	8.98	9.21	10.02	26.5	26.6	26.7	27.7
2015	9.95	10.02	10.05	10.52	27.6	27.5	27.4	27.3
2016	10.54	10.51	10.46	10.51	27.3	27.2	26.9	26.9
2017	10.55	10.58	10.51	10.64	26.9	26.8	26.7	26.7
2018	10.66	10.70	10.71	10.05	26.7	26.6	26.5	26.1
2019	10.06	–	–	–	26.1	–	–	–
Paid leave								
2006	–	–	–	2.21	–	–	–	7.1
2007	2.23	2.28	2.28	2.31	7.1	7.2	7.2	7.2
2008	2.29	2.28	2.31	2.46	7.1	7.1	7.1	7.3
2009	2.47	2.50	2.52	2.42	7.3	7.4	7.4	7.1
2010	2.42	2.42	2.44	2.41	7.1	7.1	7.2	7.1
2011	2.42	2.44	2.44	2.54	7.0	7.1	7.1	7.2
2012	2.54	2.54	2.54	2.30	7.2	7.3	7.3	6.9
2013	2.31	2.32	2.32	2.40	6.9	6.9	6.9	7.1
2014	2.41	2.42	2.49	2.72	7.1	7.1	7.2	7.5
2015	2.71	2.75	2.76	2.89	7.5	7.5	7.5	7.5
2016	2.82	2.82	2.81	2.84	7.3	7.3	7.2	7.3
2017	2.84	2.84	2.82	2.76	7.2	7.2	7.2	6.9
2018	2.74	2.78	2.77	2.75	6.9	6.9	6.9	7.1
2019	2.74	–	–	–	7.1	–	–	–
Supplemental pay								
2006	–	–	–	.89	–	–	–	2.9
2007	.89	.89	.89	.90	2.8	2.8	2.8	2.8

See footnotes at end of table.

Table 30. Private industry workers, nursing care facilities by occupational group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Management, professional, and related occupations[1]

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Supplemental pay								
2008	0.92	0.93	0.94	0.86	2.9	2.9	2.9	2.6
2009	.86	.87	.87	.84	2.5	2.6	2.6	2.5
2010	.83	.83	.82	.79	2.4	2.4	2.4	2.3
2011	.80	.80	.80	.70	2.3	2.3	2.3	2.0
2012	.70	.70	.69	.65	2.0	2.0	2.0	2.0
2013	.66	.66	.66	.66	2.0	2.0	2.0	2.0
2014	.67	.68	.66	.71	2.0	2.0	1.9	2.0
2015	.71	.72	.72	.83	2.0	2.0	2.0	2.1
2016	.86	.86	.85	.85	2.2	2.2	2.2	2.2
2017	.85	.85	.85	.98	2.2	2.2	2.2	2.5
2018	.98	.99	1.00	.91	2.5	2.5	2.5	2.4
2019	.92	–	–	–	2.4	–	–	–
Insurance								
2006	–	–	–	1.51	–	–	–	4.9
2007	1.55	1.54	1.52	1.55	5.0	4.9	4.8	4.9
2008	1.65	1.68	1.69	1.83	5.1	5.2	5.2	5.5
2009	1.85	1.84	1.85	1.87	5.5	5.4	5.4	5.5
2010	1.95	1.94	1.94	1.96	5.7	5.7	5.7	5.7
2011	1.99	1.99	2.00	2.16	5.8	5.8	5.8	6.2
2012	2.20	2.18	2.18	2.21	6.3	6.2	6.3	6.6
2013	2.24	2.21	2.18	2.38	6.7	6.6	6.5	7.0
2014	2.41	2.42	2.50	2.85	7.1	7.2	7.3	7.9
2015	2.84	2.84	2.84	2.99	7.9	7.8	7.7	7.8
2016	2.99	2.96	2.93	2.94	7.7	7.6	7.5	7.5
2017	2.95	2.96	2.94	3.03	7.5	7.5	7.5	7.6
2018	3.06	3.04	3.05	2.75	7.6	7.6	7.5	7.1
2019	2.76	–	–	–	7.1	–	–	–
Retirement and savings								
2006	–	–	–	.51	–	–	–	1.6
2007	.51	.52	.50	.51	1.6	1.7	1.6	1.6
2008	.52	.52	.54	.57	1.6	1.6	1.7	1.7
2009	.56	.54	.54	.50	1.6	1.6	1.6	1.5
2010	.48	.48	.48	.49	1.4	1.4	1.4	1.4
2011	.50	.50	.50	.51	1.4	1.4	1.4	1.4
2012	.50	.50	.48	.50	1.4	1.4	1.4	1.5
2013	.53	.57	.58	.63	1.6	1.7	1.7	1.9
2014	.63	.63	.64	.77	1.9	1.9	1.8	2.1
2015	.71	.72	.72	.80	2.0	2.0	2.0	2.1
2016	.86	.87	.86	.86	2.2	2.2	2.2	2.2
2017	.87	.87	.86	.86	2.2	2.2	2.2	2.2
2018	.85	.85	.85	.75	2.1	2.1	2.1	2.0
2019	.76	–	–	–	2.0	–	–	–
Legally required benefits								
2006	–	–	–	2.80	–	–	–	9.0
2007	2.80	2.81	2.84	2.83	8.9	8.9	9.0	8.9
2008	2.83	2.86	2.87	2.87	8.8	8.8	8.8	8.5
2009	2.90	2.90	2.90	2.86	8.6	8.6	8.5	8.4
2010	2.87	2.86	2.87	2.84	8.4	8.4	8.4	8.3
2011	2.87	2.90	2.91	2.98	8.3	8.4	8.4	8.5
2012	2.99	2.99	2.99	2.87	8.5	8.6	8.6	8.6
2013	2.87	2.88	2.90	2.83	8.6	8.6	8.6	8.4
2014	2.84	2.84	2.91	2.96	8.4	8.4	8.4	8.2
2015	2.98	3.00	3.01	3.02	8.2	8.2	8.2	7.8
2016	3.02	3.01	3.01	3.02	7.8	7.8	7.7	7.7
2017	3.05	3.06	3.04	3.01	7.8	7.7	7.7	7.6
2018	3.03	3.03	3.04	2.88	7.6	7.5	7.5	7.5
2019	2.88	–	–	–	7.5	–	–	–

[1] Estimates from December 2013 to March 2014 for this series were corrected, details are available at www.bls.gov/bls/ecec_correction_091014.htm.

Note: The sum of individual items may not equal totals due to rounding. Dashes indicate data are not available.

Table 30. Private industry workers, nursing care facilities by occupational group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Service occupations

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Total compensation								
2006	–	–	–	14.47	–	–	–	100.0
2007	14.62	14.66	14.79	14.90	100.0	100.0	100.0	100.0
2008	15.10	15.23	15.33	15.47	100.0	100.0	100.0	100.0
2009	15.58	15.61	15.68	15.75	100.0	100.0	100.0	100.0
2010	15.87	15.95	15.96	16.02	100.0	100.0	100.0	100.0
2011	16.09	16.22	16.25	15.96	100.0	100.0	100.0	100.0
2012	16.02	16.07	16.13	16.02	100.0	100.0	100.0	100.0
2013	16.11	16.16	16.11	16.45	100.0	100.0	100.0	100.0
2014	16.57	16.63	16.72	17.04	100.0	100.0	100.0	100.0
2015	17.15	17.10	17.24	18.06	100.0	100.0	100.0	100.0
2016	18.14	18.24	18.26	18.39	100.0	100.0	100.0	100.0
2017	18.47	18.59	18.68	18.90	100.0	100.0	100.0	100.0
2018	19.06	19.15	19.24	18.78	100.0	100.0	100.0	100.0
2019	18.75	–	–	–	100.0	–	–	–
Wages and salaries								
2006	–	–	–	10.37	–	–	–	71.7
2007	10.46	10.50	10.61	10.67	71.6	71.6	71.8	71.6
2008	10.80	10.87	10.95	11.09	71.5	71.3	71.4	71.7
2009	11.16	11.19	11.24	11.29	71.6	71.7	71.7	71.7
2010	11.35	11.39	11.41	11.45	71.5	71.4	71.5	71.5
2011	11.47	11.54	11.56	11.40	71.3	71.2	71.1	71.5
2012	11.44	11.46	11.48	11.40	71.4	71.3	71.2	71.2
2013	11.44	11.48	11.45	11.65	71.0	71.1	71.1	70.8
2014	11.71	11.75	11.81	11.94	70.7	70.7	70.6	70.1
2015	12.02	11.99	12.09	12.68	70.1	70.1	70.1	70.2
2016	12.71	12.80	12.86	12.93	70.1	70.2	70.4	70.3
2017	13.00	13.09	13.18	13.28	70.4	70.4	70.5	70.3
2018	13.38	13.45	13.54	13.38	70.2	70.3	70.4	71.3
2019	13.38	–	–	–	71.4	–	–	–
Total benefits								
2006	–	–	–	4.10	–	–	–	28.3
2007	4.16	4.16	4.17	4.23	28.4	28.4	28.2	28.4
2008	4.30	4.37	4.38	4.38	28.5	28.7	28.6	28.3
2009	4.42	4.42	4.44	4.45	28.4	28.3	28.3	28.3
2010	4.53	4.56	4.55	4.57	28.5	28.6	28.5	28.5
2011	4.62	4.67	4.69	4.55	28.7	28.8	28.9	28.5
2012	4.57	4.62	4.65	4.62	28.6	28.7	28.8	28.8
2013	4.66	4.67	4.65	4.80	29.0	28.9	28.9	29.2
2014	4.85	4.88	4.92	5.10	29.3	29.3	29.4	29.9
2015	5.13	5.11	5.15	5.38	29.9	29.9	29.9	29.8
2016	5.43	5.44	5.40	5.46	29.9	29.8	29.6	29.7
2017	5.47	5.50	5.50	5.62	29.6	29.6	29.5	29.7
2018	5.68	5.69	5.70	5.39	29.8	29.7	29.6	28.7
2019	5.37	–	–	–	28.6	–	–	–
Paid leave								
2006	–	–	–	.92	–	–	–	6.3
2007	.93	.93	.93	.94	6.3	6.4	6.3	6.3
2008	.95	.95	.96	.97	6.3	6.3	6.3	6.3
2009	.98	.98	.99	.99	6.3	6.3	6.3	6.3
2010	.99	.99	1.00	.99	6.2	6.2	6.2	6.2
2011	.99	1.01	1.01	.96	6.1	6.2	6.2	6.0
2012	.96	.96	.97	.95	6.0	6.0	6.0	6.0
2013	.96	.97	.96	1.01	6.0	6.0	6.0	6.1
2014	1.02	1.02	1.03	1.09	6.1	6.2	6.1	6.4
2015	1.10	1.09	1.10	1.16	6.4	6.4	6.4	6.4
2016	1.15	1.16	1.15	1.16	6.3	6.4	6.3	6.3
2017	1.14	1.15	1.15	1.17	6.2	6.2	6.2	6.2
2018	1.17	1.18	1.18	1.10	6.1	6.2	6.2	5.8
2019	1.08	–	–	–	5.8	–	–	–
Supplemental pay								
2006	–	–	–	.39	–	–	–	2.7
2007	.40	.40	.40	.41	2.7	2.7	2.7	2.7

See footnotes at end of table.

Table 30. Private industry workers, nursing care facilities by occupational group: employer costs per hours worked for employee compensation and costs as a percentage of total compensation -- Continued

Service occupations

Compensation component	Cost per hour worked				Percent of total compensation			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Supplemental pay								
2008	0.41	0.42	0.42	0.42	2.7	2.8	2.8	2.7
2009	.42	.42	.42	.43	2.7	2.7	2.7	2.7
2010	.43	.43	.43	.45	2.7	2.7	2.7	2.8
2011	.45	.45	.45	.43	2.8	2.8	2.8	2.7
2012	.43	.44	.43	.41	2.7	2.7	2.7	2.5
2013	.42	.43	.42	.43	2.6	2.6	2.6	2.6
2014	.44	.44	.44	.45	2.6	2.7	2.7	2.7
2015	.45	.45	.46	.51	2.6	2.6	2.7	2.8
2016	.50	.50	.50	.51	2.8	2.7	2.7	2.8
2017	.51	.53	.53	.56	2.8	2.8	2.8	2.9
2018	.56	.56	.56	.59	2.9	2.9	2.9	3.1
2019	.59	–	–	–	3.1	–	–	–
Insurance								
2006	–	–	–	1.14	–	–	–	7.9
2007	1.18	1.18	1.19	1.22	8.1	8.1	8.0	8.2
2008	1.26	1.30	1.29	1.29	8.3	8.5	8.4	8.3
2009	1.30	1.30	1.31	1.31	8.3	8.3	8.3	8.3
2010	1.37	1.39	1.38	1.37	8.7	8.7	8.7	8.6
2011	1.42	1.42	1.43	1.41	8.8	8.8	8.8	8.8
2012	1.42	1.44	1.47	1.49	8.9	9.0	9.1	9.3
2013	1.51	1.48	1.47	1.53	9.4	9.1	9.1	9.3
2014	1.56	1.58	1.59	1.66	9.4	9.5	9.5	9.7
2015	1.68	1.69	1.70	1.77	9.8	9.9	9.9	9.8
2016	1.81	1.80	1.80	1.82	10.0	9.9	9.8	9.9
2017	1.84	1.84	1.84	1.91	10.0	9.9	9.9	10.1
2018	1.93	1.93	1.93	1.76	10.1	10.1	10.0	9.4
2019	1.77	–	–	–	9.4	–	–	–
Retirement and savings								
2006	–	–	–	.18	–	–	–	1.2
2007	.18	.18	.18	.19	1.2	1.2	1.2	1.2
2008	.19	.20	.20	.19	1.3	1.3	1.3	1.2
2009	.19	.19	.19	.19	1.2	1.2	1.2	1.2
2010	.19	.19	.19	.19	1.2	1.2	1.2	1.2
2011	.20	.20	.20	.16	1.2	1.2	1.2	1.0
2012	.16	.16	.16	.17	1.0	1.0	1.0	1.1
2013	.18	.21	.20	.20	1.1	1.3	1.2	1.2
2014	.21	.21	.21	.24	1.2	1.2	1.3	1.4
2015	.22	.22	.22	.29	1.3	1.3	1.3	1.6
2016	.31	.32	.32	.33	1.7	1.8	1.8	1.8
2017	.32	.32	.32	.34	1.7	1.7	1.7	1.8
2018	.36	.36	.36	.33	1.9	1.9	1.9	1.7
2019	.33	–	–	–	1.8	–	–	–
Legally required benefits								
2006	–	–	–	1.47	–	–	–	10.2
2007	1.47	1.46	1.48	1.48	10.1	10.0	10.0	10.0
2008	1.49	1.50	1.51	1.51	9.9	9.9	9.8	9.8
2009	1.54	1.53	1.53	1.53	9.9	9.8	9.8	9.7
2010	1.55	1.55	1.55	1.56	9.7	9.7	9.7	9.8
2011	1.57	1.60	1.60	1.59	9.8	9.9	9.9	10.0
2012	1.60	1.61	1.62	1.60	10.0	10.0	10.0	10.0
2013	1.59	1.60	1.60	1.63	9.9	9.9	9.9	9.9
2014	1.63	1.63	1.64	1.66	9.9	9.8	9.8	9.7
2015	1.67	1.66	1.67	1.66	9.7	9.7	9.7	9.2
2016	1.66	1.66	1.64	1.64	9.1	9.1	9.0	8.9
2017	1.65	1.66	1.66	1.66	8.9	8.9	8.9	8.8
2018	1.66	1.66	1.66	1.62	8.7	8.7	8.6	8.6
2019	1.61	–	–	–	8.6	–	–	–

Note: The sum of individual items may not equal totals due to rounding. Dashes indicate data are not available.

Table 31. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Private industry workers, by census region and selected metropolitan area,[1] March 2009 - March 2019

Census region and metropolitan area	Total compensation		Wages and salaries		Total benefits	
	Cost	Percent	Cost	Percent	Cost	Percent
Northeast						
Boston-Worcester-Providence, MA-RI-NH-CT CSA						
2009	35.60	100.0	25.08	70.5	10.52	29.5
2010	38.62	100.0	26.26	68.0	12.36	32.0
2011	37.33	100.0	26.13	70.0	11.20	30.0
2012	35.86	100.0	24.88	69.4	10.97	30.6
2013	36.92	100.0	25.61	69.4	11.31	30.6
2014	36.82	100.0	25.80	70.1	11.02	29.9
2015	39.66	100.0	27.94	70.4	11.73	29.6
2016	42.37	100.0	29.62	69.9	12.76	30.1
2017	43.94	100.0	30.83	70.2	13.11	29.8
2018	43.32	100.0	29.60	68.3	13.73	31.7
2019	41.49	100.0	28.46	68.6	13.03	31.4
New York-Newark, NY-NJ-CT-PA CSA						
2009	35.45	100.0	24.43	68.9	11.02	31.1
2010	35.18	100.0	24.18	68.7	11.00	31.3
2011	36.12	100.0	24.84	68.8	11.28	31.2
2012	36.39	100.0	25.04	68.8	11.36	31.2
2013	36.94	100.0	25.19	68.2	11.75	31.8
2014	39.38	100.0	26.62	67.6	12.75	32.4
2015	42.34	100.0	28.09	66.3	14.25	33.7
2016	42.04	100.0	27.99	66.6	14.06	33.4
2017	46.10	100.0	30.48	66.1	15.62	33.9
2018	45.61	100.0	30.47	66.8	15.14	33.2
2019	43.39	100.0	29.81	68.7	13.58	31.3
Philadelphia-Reading-Camden, PA-NJ-DE-MD CSA						
2009	30.36	100.0	20.66	68.1	9.70	31.9
2010	31.76	100.0	21.65	68.2	10.11	31.8
2011	30.49	100.0	21.07	69.1	9.42	30.9
2012	33.51	100.0	22.96	68.5	10.55	31.5
2013	34.64	100.0	23.68	68.4	10.96	31.6
2014	33.57	100.0	23.08	68.7	10.49	31.3
2015	34.67	100.0	23.98	69.2	10.69	30.8
2016	34.48	100.0	23.82	69.1	10.66	30.9
2017	35.79	100.0	24.73	69.1	11.06	30.9
2018	36.48	100.0	24.96	68.4	11.52	31.6
2019	36.33	100.0	24.88	68.5	11.46	31.5
South						
Atlanta-Athens-Clarke County-Sandy Springs, GA CSA						
2009	29.69	100.0	21.23	71.5	8.47	28.5
2010	29.86	100.0	21.24	71.1	8.62	28.9
2011	27.38	100.0	19.63	71.7	7.75	28.3
2012	26.05	100.0	18.77	72.1	7.27	27.9
2013	26.53	100.0	19.22	72.4	7.31	27.6
2014	28.30	100.0	20.23	71.5	8.07	28.5
2015	32.72	100.0	22.74	69.5	9.99	30.5
2016	33.89	100.0	23.70	69.9	10.19	30.1
2017	34.39	100.0	24.13	70.2	10.26	29.8
2018	34.17	100.0	23.94	70.1	10.23	29.9
2019	35.82	100.0	25.03	69.9	10.79	30.1
Dallas-Fort Worth, TX-OK CSA						
2009	29.39	100.0	21.04	71.6	8.35	28.4
2010	29.47	100.0	21.01	71.3	8.46	28.7
2011	28.36	100.0	20.23	71.3	8.13	28.7
2012	30.36	100.0	21.40	70.5	8.96	29.5
2013	29.20	100.0	21.11	72.3	8.09	27.7

See footnotes at end of table.

Table 31. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Private industry workers, by census region and selected metropolitan area,[1] March 2009 - March 2019

Census region and metropolitan area	Total compensation		Wages and salaries		Total benefits	
	Cost	Percent	Cost	Percent	Cost	Percent
South						
Dallas-Fort Worth, TX-OK CSA						
2014	29.64	100.0	21.27	71.8	8.37	28.2
2015	30.04	100.0	21.52	71.6	8.52	28.4
2016	29.89	100.0	21.75	72.8	8.14	27.2
2017	30.13	100.0	22.10	73.4	8.02	26.6
2018	33.27	100.0	24.07	72.3	9.20	27.7
2019	34.47	100.0	24.73	71.7	9.74	28.3
Houston-The Woodlands, TX CSA						
2009	31.10	100.0	22.59	72.6	8.51	27.4
2010	30.50	100.0	22.04	72.2	8.47	27.8
2011	31.69	100.0	22.56	71.2	9.13	28.8
2012	32.49	100.0	22.74	70.0	9.75	30.0
2013	32.25	100.0	22.37	69.4	9.88	30.6
2014	32.49	100.0	22.55	69.4	9.95	30.6
2015	36.02	100.0	25.11	69.7	10.90	30.3
2016	35.22	100.0	24.57	69.8	10.65	30.2
2017	35.12	100.0	24.63	70.1	10.49	29.9
2018	39.03	100.0	27.76	71.1	11.26	28.9
2019	39.41	100.0	28.37	72.0	11.04	28.0
Miami-Fort Lauderdale-Port St. Lucie, FL CSA						
2009	25.42	100.0	18.89	74.3	6.54	25.7
2010	24.00	100.0	17.61	73.4	6.39	26.6
2011	23.29	100.0	17.04	73.2	6.25	26.8
2012	24.12	100.0	17.67	73.3	6.45	26.7
2013	23.56	100.0	17.30	73.4	6.26	26.6
2014	24.10	100.0	17.81	73.9	6.28	26.1
2015	26.29	100.0	19.07	72.5	7.22	27.5
2016	28.34	100.0	20.57	72.6	7.77	27.4
2017	28.20	100.0	20.35	72.2	7.85	27.8
2018	31.32	100.0	22.40	71.5	8.92	28.5
2019	28.48	100.0	20.31	71.3	8.17	28.7
Washington-Baltimore-Arlington, DC-MD-VA-WV-PA CSA						
2009	34.03	100.0	24.52	72.0	9.51	28.0
2010	33.79	100.0	24.44	72.3	9.35	27.7
2011	33.81	100.0	24.51	72.5	9.30	27.5
2012	35.98	100.0	25.77	71.6	10.21	28.4
2013	35.73	100.0	25.31	70.8	10.42	29.2
2014	37.58	100.0	26.18	69.7	11.40	30.3
2015	40.72	100.0	28.15	69.1	12.57	30.9
2016	38.22	100.0	26.79	70.1	11.43	29.9
2017	38.83	100.0	27.18	70.0	11.66	30.0
2018	38.97	100.0	27.74	71.2	11.23	28.8
2019	37.41	100.0	26.66	71.3	10.74	28.7
Midwest						
Chicago-Naperville, IL-IN-WI CSA						
2009	31.93	100.0	22.37	70.0	9.57	30.0
2010	31.96	100.0	22.12	69.2	9.83	30.8
2011	33.06	100.0	22.68	68.6	10.38	31.4
2012	32.82	100.0	22.44	68.4	10.38	31.6
2013	32.91	100.0	22.44	68.2	10.47	31.8
2014	32.23	100.0	22.38	69.4	9.85	30.6
2015	33.64	100.0	23.07	68.6	10.57	31.4
2016	34.86	100.0	24.21	69.4	10.66	30.6
2017	36.29	100.0	25.17	69.4	11.12	30.6
2018	35.84	100.0	24.83	69.3	11.01	30.7
2019	35.42	100.0	24.68	69.7	10.74	30.3

See footnotes at end of table.

Table 31. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Private industry workers, by census region and selected metropolitan area,[1] March 2009 - March 2019

Census region and metropolitan area	Total compensation		Wages and salaries		Total benefits	
	Cost	Percent	Cost	Percent	Cost	Percent
Midwest						
Detroit-Warren-Ann Arbor, MI CSA						
2009	33.17	100.0	22.40	67.5	10.78	32.5
2010	32.08	100.0	21.53	67.1	10.55	32.9
2011	32.52	100.0	22.15	68.1	10.36	31.9
2012	34.59	100.0	23.83	68.9	10.76	31.1
2013	35.36	100.0	23.96	67.8	11.40	32.2
2014	35.55	100.0	24.06	67.7	11.49	32.3
2015	36.53	100.0	24.67	67.5	11.86	32.5
2016	33.11	100.0	22.71	68.6	10.40	31.4
2017	36.75	100.0	25.31	68.9	11.44	31.1
2018	37.85	100.0	25.13	66.4	12.72	33.6
2019	35.60	100.0	24.04	67.5	11.56	32.5
Minneapolis-St. Paul, MN-WI CSA						
2009	29.47	100.0	20.72	70.3	8.76	29.7
2010	30.12	100.0	21.37	70.9	8.75	29.1
2011	33.05	100.0	23.74	71.8	9.30	28.2
2012	33.81	100.0	24.19	71.5	9.62	28.5
2013	36.48	100.0	26.06	71.4	10.42	28.6
2014	36.45	100.0	25.92	71.1	10.53	28.9
2015	36.19	100.0	25.60	70.7	10.60	29.3
2016	35.08	100.0	24.85	70.8	10.23	29.2
2017	35.42	100.0	25.15	71.0	10.27	29.0
2018	36.23	100.0	25.95	71.6	10.28	28.4
2019	37.98	100.0	26.68	70.3	11.30	29.7
West						
Los Angeles-Long Beach, CA CSA						
2009	29.24	100.0	20.85	71.3	8.39	28.7
2010	28.70	100.0	20.67	72.0	8.04	28.0
2011	27.91	100.0	20.08	72.0	7.82	28.0
2012	29.57	100.0	21.35	72.2	8.22	27.8
2013	30.07	100.0	21.67	72.1	8.40	27.9
2014	30.85	100.0	21.64	70.1	9.21	29.9
2015	32.67	100.0	23.00	70.4	9.67	29.6
2016	34.50	100.0	24.43	70.8	10.08	29.2
2017	35.70	100.0	25.28	70.8	10.42	29.2
2018	36.96	100.0	26.30	71.2	10.66	28.8
2019	39.36	100.0	28.26	71.8	11.10	28.2
Phoenix-Mesa-Scottsdale, AZ MSA						
2009	26.01	100.0	19.11	73.5	6.90	26.5
2010	28.09	100.0	20.72	73.8	7.36	26.2
2011	29.85	100.0	22.00	73.7	7.85	26.3
2012	31.22	100.0	23.03	73.8	8.20	26.2
2013	29.79	100.0	21.86	73.4	7.93	26.6
2014	26.04	100.0	18.70	71.8	7.34	28.2
2015	25.14	100.0	18.10	72.0	7.05	28.0
2016	29.90	100.0	21.54	72.0	8.36	28.0
2017	30.78	100.0	22.37	72.7	8.41	27.3
2018	37.19	100.0	26.24	70.6	10.95	29.4
2019	36.51	100.0	25.56	70.0	10.95	30.0
San Jose-San Francisco-Oakland, CA CSA						
2009	38.28	100.0	27.00	70.5	11.28	29.5
2010	38.52	100.0	27.10	70.4	11.42	29.6
2011	41.42	100.0	28.82	69.6	12.60	30.4
2012	41.45	100.0	28.47	68.7	12.98	31.3
2013	42.56	100.0	29.13	68.4	13.44	31.6
2014	45.93	100.0	31.47	68.5	14.45	31.5
2015	49.26	100.0	33.25	67.5	16.01	32.5
2016	50.66	100.0	35.28	69.6	15.38	30.4

See footnotes at end of table.

Table 31. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Private industry workers, by census region and selected metropolitan area,[1] March 2009 - March 2019

Census region and metropolitan area	Total compensation		Wages and salaries		Total benefits	
	Cost	Percent	Cost	Percent	Cost	Percent
West						
San Jose-San Francisco-Oakland, CA CSA						
2017	53.61	100.0	37.47	69.9	16.13	30.1
2018	56.92	100.0	39.81	69.9	17.12	30.1
2019	53.65	100.0	37.46	69.8	16.20	30.2
Seattle-Tacoma, WA CSA						
2009	32.77	100.0	22.99	70.2	9.77	29.8
2010	33.05	100.0	23.02	69.7	10.03	30.3
2011	34.33	100.0	23.61	68.8	10.72	31.2
2012	34.15	100.0	23.76	69.6	10.39	30.4
2013	33.91	100.0	23.29	68.7	10.63	31.3
2014	34.92	100.0	24.01	68.8	10.90	31.2
2015	36.11	100.0	24.71	68.4	11.41	31.6
2016	37.84	100.0	26.38	69.7	11.46	30.3
2017	38.76	100.0	27.26	70.3	11.50	29.7
2018	43.38	100.0	29.90	68.9	13.48	31.1
2019	42.57	100.0	29.67	69.7	12.90	30.3

[1] These areas include Consolidated Statistical Areas (CSAs) and Metropolitan Statistical Areas (MSAs). Beginning with the March 2019 release,area definitions are based on Office of Management and Budget Bulletin No. 13-01, dated February 28, 2013. Previous area definitions arebased on Office of Management and Budget Bulletin No.04-03, dated February 18, 2004. For more information on metropolitan area definitions,see www.census.gov/programs-surveys/metro-micro.html.

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